

250

PUBLIC SECTOR - Govt - General

1-1-80 - 31-12-80

10/6/80

FBI
250

Debate: Second Report of Select Committee
on Public accounts

See Wangard 17 Cols 8583-8586

21/5/80

250

Public Service Amendment Bill

See S. Hansard 9 cols 1842-1846

Government departments: senior posts
12 (730) 7/5/80 (250)
569 Mr W V RAW asked the Minister
of the Interior

- (1) (a) What are the designations of the four senior posts in the new structure of Government departments and (b) what were the former designations of these posts,
- (2) how many (a) departments and (b) divisions of departments (i) were there in the former and (ii) will there be in the new departmental structure,
- (3) how many persons holding the post of Secretary in the former structure (a) have or will become Directors-General, (b) will remain in their present grade and (c) have been prematurely retired?

The MINISTER OF THE INTERIOR

- | | | |
|-----|-------------------------|----------------|
| (1) | (a) | (b) |
| | Director-General | — |
| | Deputy Director-General | Secretary |
| | Chief Director | Chief Director |
| | Director | Director |

- (2) (a) (i) 36 Departments plus 5 administrations (S A Railways and Harbours and Posts and Telecommunications excluded)
- (ii) 20 Departments plus 5 administrations (S A Railways and Harbours and Posts and Telecommunications excluded)

731

WEDNESDAY,

- (b) (i) Under the former departmental structure (administrations and service departments excluded) there were 198 directorates/branches/divisions which had a direct functional liaison with Secretaries of departments
- (ii) Will only be known after the rationalization process has been completed
- (3) (a) 18 (S A Railways and Harbours and Posts and Telecommunications excluded)
- (b) 24 (S A Railways and Harbours and Posts and Telecommunications excluded)
- (c) None

26/3/80

250

Finance Bill

See S. Hansard Col's

985 - 989

Hand 10 des ad 669

25/4/80

250

APRIL 1980

650

The MINISTER OF THE INTERIOR

- (1) (a) To restore orderliness in the organisation and establishment of the Department of the Interior after the incorporation of the former Department of Immigration in this Department on 1 July 1978
- (b) The Department of Education and Training was last inspected during 1969/70 and owing to changes in the nature and scope of its activities, it became necessary to conduct an investigation to bring the organization and establishment in line with the objectives of the Department.
- (c) The Education Sub-Department and the Local Government Branch were inspected at the request of the Transvaal Provincial Administration in order to adapt their respective organizational structures and establishments to current needs
- (2) (a) Organizational and establishment adjustments were found necessary in all cases
- (b) The Commission recommended changes in the organizational structures and the establishments

Public Service Commission: investigation

25/4/80 250
*2 Mr D J DALLING asked the Minister of the Interior

- (1) What was the purpose of the investigation conducted by the Public Service Commission into (a) the Head Office of the Department of the Interior, (b) the Head Office of the Department of Education and Training and (c) the Education Sub-Department and the Local Government Branch of the Transvaal Provincial Administration and referred to on pages 11 and 12 of the Report of the Public Service Commission for 1978-'79,
- (2) (a) what was the outcome and (b) what steps have been taken as a result of each investigation?

Mr D J DALLING Mr Speaker, arising out of the reply given by the hon the Minister to Question 2(1)(a), could he tell us whether when the Department of Immigration was included in the Department of the Interior, the Department of Immigration was in a state of disorderliness, if so, what was the situation that had to be rectified?

†The MINISTER Mr Speaker, but that is not something which is apparent from the reply to the question Surely it is clear that when one full-fledged department is incorporated with another full-fledged department, inspections are necessary in order to integrate the two departments properly

Handed to Quers Col 649

25/4/80

250

For oral reply

**White officers in Public Service: Studying
of Black language**

(2649)

25/4/80

250

*1 Mr D J. DALLING asked the Minister of the Interior

Whether any incentives are offered by the Commission for Administration to encourage White officers in the Public Service to study a Black language, if not, why not, if so, (a) what incentives and (b) with what success?

†The MINISTER OF THE INTERIOR

- (a) Officers in the Public Service may study for a Black language at state expense when the department identifies such a need. No special incentive otherwise exists.
- (b) During the 1978/79 reporting year 21 officers studied in terms of this provisions.

14/5/80

250

Public Service Amendment Bill
(2nd Reading)

See Hansard 13 Cols. 6435-6437

Hansard 10 Ques Col 624/5

~~22~~ (250)

23/4/80

Public Service: pay differentiation
d 624) 23/4/80 (250)
*2 Mr D J DALLING asked the Minister of the Interior.

(a) On what basis and (b) in terms of what criteria is the policy of pay differentiation according to occupation being implemented in the Public Service?

The MINISTER OF THE INTERIOR

(a) The basis of remuneration differentiation according to occupation in the Public Service entails that a distinction is made between the various

625

WEDNESDAY,

occupation groups by means of different commencing salaries, salary scales, salary structures, salary progression, measures for salary recognition (in respect of qualifications, appropriate experience and age) as well as remunerative allowances in accordance with specific criteria

(b) The criteria according to which the policy of remuneration differentiation is applied, are based on a comparison of the separate occupation groups within the context of their interrelationship on the grounds of work analysis, work description and work evaluation (ie aspects such as work complexity, responsibility attached to the work, working conditions, qualifications and other requirements are taken into account) as well as the position and other requirements are taken into account) as well as the position of the occupation groups in the open labour market and also other factors such as (a) the priority placed on the service to be rendered by the occupation group (b) the staff position and turnover in the occupation (c) improvements at previous salary revisions (d) staff made available by educational institutions and (e) the financial capacity of the country and the availability of funds for this purpose

~~26/4/80~~ 26/3/80

250

Regulation of Tenure of
Officers in the Public Service
Bill

See Hansard 4 cols 979-981

Hansome

For written reply

Members of Public Service: working
knowledge of Black language

5(318) 7-3 20 (250)

90. Mr D. J DALLING asked the Minister of the Interior

Whether any White members of the Public Service other than interpreters and ethnologists have a working knowledge of a Black language, if so, (a) how many and (b)(i) in what posts and (ii) where are such persons employed?

The MINISTER OF THE INTERIOR:

Particulars of White members of the Public Service who have a working knowledge of a Black language are not kept on record in cases where it is not a requirement for appointment to the posts which they occupy. A survey conducted at departments have also brought to light that with the limited time at their disposal it is impossible for them to ascertain which members have a working knowledge of a Black language.

2. (a) (i) Prove that a family \mathcal{B} of sets is a base for some unique topology for the set $X = \cup\{B \mid B \in \mathcal{B}\}$ if and only if for every two members U and V of \mathcal{B} and each $x \in U \cap V$ there exists $W \in \mathcal{B}$ such that

$$x \in W \text{ and } W \subset U \cap V. \quad (7)$$

(ii) Let \mathcal{B} and \mathcal{B}' be two bases generating topologies τ and τ' on X respectively.

Show that if for each $U \in \mathcal{B}$ and each $x \in U$ there exists

$$U' \in \mathcal{B}' \text{ such that } x \in U' \subset U \text{ then } \tau \subset \tau' \quad (3)$$

(ii)

319 *Hansard* 5 FRIDAY, 7 M

continuous real-valued functions and each $\epsilon > 0$, define

Members of Public Service: working knowledge of Black language

5(319) 7.3.60 250
94 Mr. D J DALLING asked the Minister of the Interior

$$|f(x) - g(x)| < \epsilon$$

(1) How many White members of the Public Service other than interpreters and ethnologists hold any qualification in a Black language,

$$|f(x) - g(x)| < \epsilon$$

(2) in which Government department are such persons employed?

t :

The MINISTER OF THE INTERIOR

\mathcal{O} is a basis for some topology (7)

(1) and (2) Particulars of White members of the Public Service who possess a qualification in a Black language are not kept on record in cases where it is not a requirement for appointment to the posts which they occupy. A survey which was nevertheless conducted telephonically at departments in respect of particulars which readily could be obtained, have brought to light that the following numbers in the departments indicated possess qualifications:

$\mathcal{B} \in \mathcal{C}[0,1], \epsilon > 0$ is a basis for \mathcal{w} that $M \subset U$. (8)

(b)

Manpower Utilization	46
Forestry	10
Community Development	1
Agricultural Technical Services	4
Co-operation and Development	45
Sport and Recreation	3
Statistics	6
Transport	2
Defence	39
Total	156

gy on \mathbb{R} (which has as basis the \mathcal{O}) and let $f : \mathbb{R} \rightarrow \mathbb{R}$ be defined by

$$x \leq 1$$

$$x > 1$$

continuous.

ed. (8)

3/...

15

Public servants full parity in salaries
 5(202) 53 20 250
 93 Mr D J DALLING asked the Minister of the Interior

- (1) In what categories has full parity been achieved in salaries paid to public servants of different race groups,
- (2) what further progress towards full parity is it anticipated will be made during the current financial year, with specific reference to the different categories of work?

The MINISTER OF THE INTERIOR

- (1) The first two stages of the programme whereby the salary gap between the different population groups is systematically narrowed and closed, were implemented with effect from 1 April 1979 and it resulted in salary parity in respect of the following Non-White posts

Coloured/Indians

Posts	Comparable White level
Commissioner of Coloured Affairs	Top management
Deputy Commissioner of Coloured Affairs	Top structure
Chief Specialist/Professor	Top structure
Principal Specialist	Top structure
Senior Specialist	Top structure
Principal Medical Officer	Top structure
Specialist	Top structure
Senior Medical Officer	Top structure
Principal Dentist	Top structure
Senior Dentist	Top structure
Chief Inspector of Education	Top structure
Chief Education Planner	Top structure
Inspector of Education	Top structure
Education Planner	Top structure

Blacks

Posts	Comparable White level
No comparable posts exist	Top management
Chief Specialist/Professor	Top structure

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Principal Specialist	Top structure
Senior Specialist	Top structure
Principal Medical Officer	Top structure
Specialist	Top structure
Senior Medical Officer	Top structure
Principal Dentist	Top structure
Senior Dentist	Top structure

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- (2) No further steps with regard to the narrowing and closing of the wage gap is contemplated in the current financial year

Public Service: recruitment of personnel

512941 5-3-80 250
65. Mr D J DALLING asked the Minister of the Interior

What amount was spent during 1978-'79

- (a) Publicity advertisements (Main campaigns)
- (b) Bursary advertisements
- (c) Vacancy advertisements
- (d) Careers exhibitions
- (e) Slide series
- (f) Photos
- (g) Films
- (h) Printing of pamphlets on careers and brochures

Total

on advertising and/or publicity for the recruitment of personnel for the Public Service?

The MINISTER OF THE INTERIOR

Amounts spent during the 1978/79 financial year on advertisements and/or publicity for the recruiting of personnel for the Public Service, are as follows

R 39 298
R 11 165
R246 041
R 10 094
R 4 731
R 3 000
R 47 320
R 16 336
<hr/>
R377 985

For "things" read "things"

*For full debate
see Hansard
Vol 1813*

1813

MONDAY, 3 MARCH 1980

MONDAY, 3 MARCH 1980

1814

250

Papers—14h15

FIRST READING OF BILLS

The following Bills were read a First Time—

Medical Dental and Supplementary Health Service Professions Amendment Bill

Medical Schemes Amendment Bill

ADDITIONAL APPROPRIATION BILL

(Second Reading)

*The MINISTER OF FINANCE Mr Speaker, I move—

That the Bill be now read a Second Time

In my main estimates for the present financial year I provided for an amount of R11 219 million. The additional amount that is now being requested is R352.2 million, i.e. an increase of 3.1%. However, it must be borne in mind that savings and underexpenditure which may amount to R100 million, will be available under other Votes from which this additional expenditure can be partly financed. If this happens, the increase will be approximately 2.2%. Therefore the total anticipated real expenditure for the present financial year cannot be calculated merely by adding up the authorized expenditure of the main estimates and the additional estimates.

I wish to single out immediately three components of the additional estimates that are responsible for an exceptional increase in the amount that is being requested this year, namely the provision of R60 million for defence, the provision of R50 million on the Agricultural Economics and Marketing Vote for food subsidies and emergency aid, and the provision of R30 million as a contribution to the operating expenditure of the Railways and the Post Office. I do not want to go into the reasons for the inclusion of these three amounts now, since it is customary for the

Ministers concerned to furnish the necessary explanations during the Committee Stage of the Bill. However, if these three amounts are excluded, the amounts requested under all the other Votes are only approximately R162 million, which is a small increase, especially if it is borne in mind that an extraordinary item such as the special pension bonus also had to be financed. Under the circumstances, therefore, I believe I can say that our objective of financial discipline will be achieved during the present financial year as well.

Mr Speaker, as usual I will review the Government's accounts for the present financial year more fully in my budget speech. Therefore I will not pursue the matter further at this stage, apart from assuring the House that the financing of the additional expenditure will raise no problems. As the Additional Appropriation Bill is basically a measure which is discussed in Committee Stage, I now ask the House to accept it at the Second Reading.

Mr H H SCHWARZ: Mr Speaker, it is customary when these additional estimates are debated that we do not try to pre-debate the budget. I believe that it is a correct procedure, which we will continue to follow. It is, however, quite apparent that there is a trend now—over a period of let us say the last three years—showing an increase in the amount which has been voted as additional estimates. Let me give an example. In 1978 the amount of the additional estimates was 1.1% of the main budget. In 1979 it was 1.8%. These are both very commendable figures. We said at the time that they were to be commended. Now, however, we are reaching the realms of 3.1%. We are tending to enter into an era in which the question has again to be asked whether the degree of financial discipline which is required is indeed being exercised. Secondly, we have to answer the question whether the expenditure which is being asked to be permitted is in fact expenditure of a kind which was unforeseen. The hon. the Minister has to ask the question: To what extent can it be said in reality that this expenditure was unforeseen? That is the question that normally requires to be answered in this type of debate. When the hon. the Minister says that there

Govt offers SA youth many jobs

Stw 5/1/80 250

transactions in order to secure pure economic decisions are under pressure.

2.3.4 Balance sheet problem

Hendriksen argued that the

objections to LIFO

being used

LIFO

and

objections to LIFO consistently application of valuation, services, tends to become misstates the current

effect of LIFO on working capital strengthening structure whereas in real terms usually a strengthening of the working position.

LIFO applied for the first time during the current year and the LIFO adjustment (being the difference between the FIFO valuation and LIFO valuation of end of year inventory) is R10. The tax rate is 40%. Assume a bank balance of R20 and that tax is paid therefrom.

Own Correspondent School leavers and former national servicemen should have no difficulty in finding work. This is the confident message from spokesmen for Government departments in Pretoria.

The Post Office in Pretoria has 700 vacancies while the Public Service Commission has a shortage of men in all divisions. "We have a real shortage of men for technical and administrative grades within the public service here in Pretoria but there are also opportunities available for women," said a spokesman. "If the applicants meet the requirements and are satisfied with the conditions of service we offer, then there are no problems about them getting jobs".

A railways spokesman said they planned to take on about 2 000 apprentices in 39 different trades throughout the country. National servicemen who joined after their two year service were credited with two year's of seniority and pay when they joined. "The railways sees it as its duty to these men, but they must join within three months of leaving the army," the spokesman said.

There were also jobs still vacant for persons who had not obtained a matric and the railways made no distinction between matriculants with an academic matric and those with a practical matric.

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he power structure

Creation of a national Parliament for blacks is one of the key ideas submitted in a confidential report to the Cabinet Committee on urban blacks by the PWV Regional Committee

PATRICK LAURENCE
Deputy Political Editor

"The choice between control by a black state or by the national black urban parliament should rest entirely with the individual communities (It should preferably be decided by means of a referendum"

The powers and functions of the national Parliament for urban blacks should be on a par with those exercised by the proposed Parliaments or national councils for whites, coloureds and Indians, on the one hand, and homeland parliaments or black states on the other

The final or fourth stages will consist of an inter-state confederal council. Third tier black political bodies (homeland parliaments and the national urban council) and third tier white, coloured and Indian bodies will be represented on an equal basis on the confederal council

Only decisions for which there is consensus on confederal council can be binding, which will otherwise serve "as a forum for the discussion of common interests, common problems and internal disputes at the highest level"

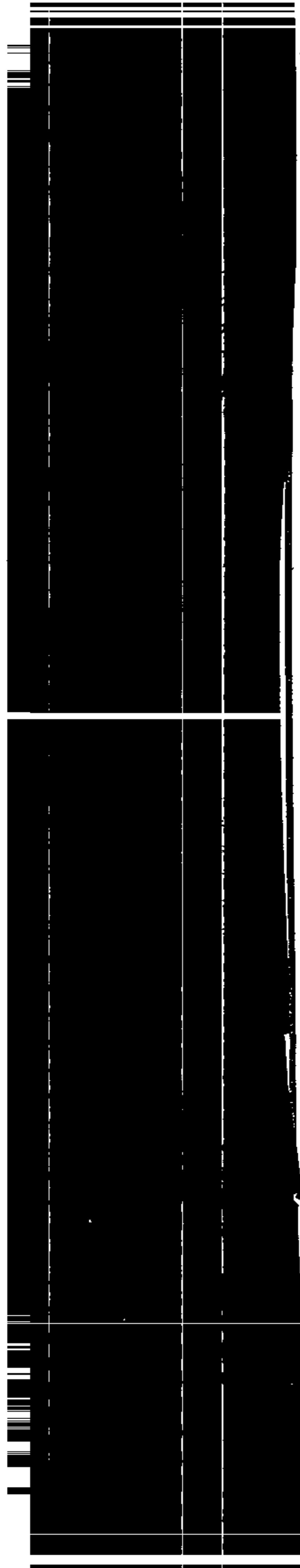
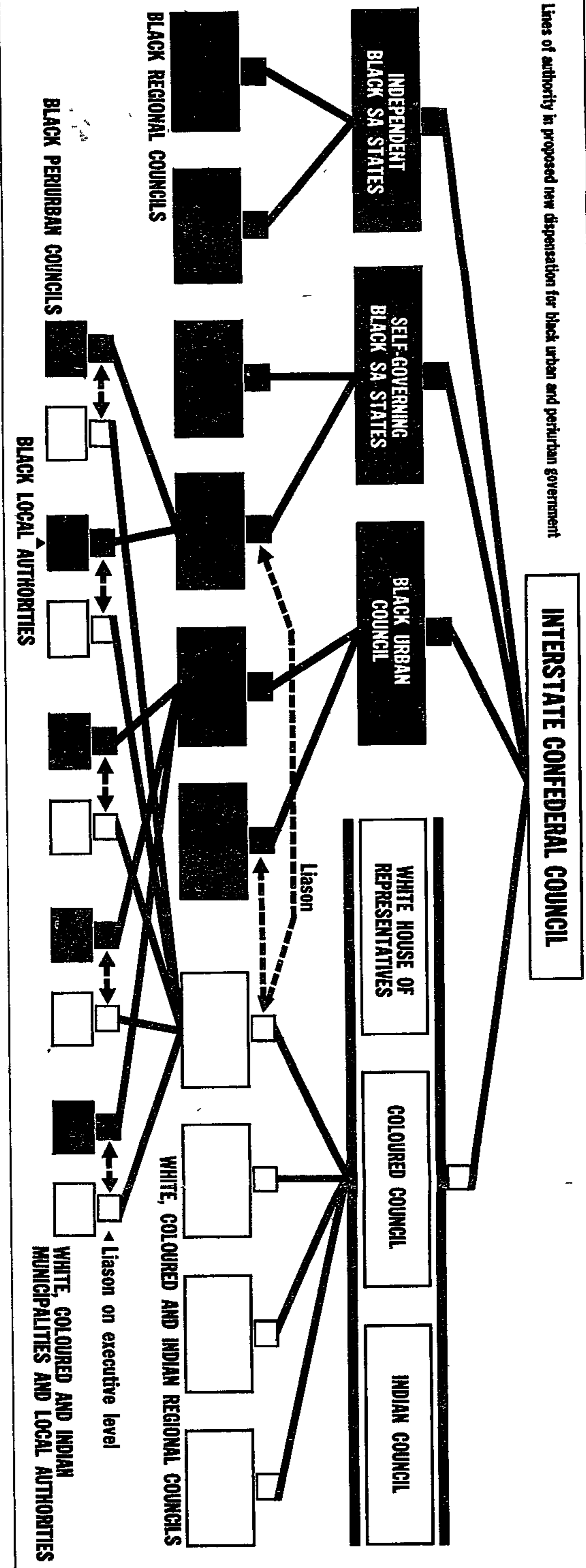
In presenting his proposals, which contain provisions for close liaison between the different racial bodies at all levels, Mr. van der Merwe implies that his scheme is in accordance with "recent developments in the ideas in Government circles"

next stage up, consists of black regional councils to co-ordinate and control the activities rural and urban councils

control over regional councils can, in turn, be exercised by one of two bodies either by a and government (or "black state," to use in der Merwe's terminology) or by the red national black urban parliament

van der Merwe says in his memorandum

Lines of authority in proposed new dispensation for black urban and periurban government



Buying time in Parliament

RDM.
25.1.80

MR JOHN Vorster asked the world to give him six months — and bitterly disappointed his critics who believed he was about to embark on a programme of sustained change.

His successor, Mr P W Botha, has carefully avoided setting himself a deadline, but his critics see the Parliamentary session starting next week as his six months in which to prove that his "adapt or die" call to his supporters is more than a mere verbal commitment to change.

If he takes up the challenge, the Parliamentary session could see a sustained Government attempt to win black support by substantially reforming apartheid without losing Nationalist control over the country.

But will Mr Botha heed the advice of his verligte supporters in the face of growing opposition from his Rightwing? This is the question that will dominate the session.

There are other questions too. What will the Government do with the gold bonanza? How will it react to the outcome of the crucial Rhodesian elections? What progress will be made on South West Africa? How will "total strategy" and his planned "constellation of states" evolve? And how will the young Dr Fredrik van Zyl Slabbert fare as leader of the Official Opposition?

The last question is the easiest to answer "Supervan" as he is known even in Nationalist ranks is an accomplished debater whose speeches command respect from all in the House. He will introduce a new style of Opposition, combining the traditional politics of protest with a positive attempt to

HELEN ZILLE, Political Correspondent

encourage any reformist move Mr Botha may make.

Internal political developments will be the most difficult to monitor as the most important decisions will be made behind closed doors with great care taken to plug leaks to the Press.

This is largely a result of Mr Botha's revamped power structure in which much of the crucial debate has been taken out of the leaky and divided Nationalist caucus and placed in the hands of small, carefully selected bodies, most notably the State Security Council where power is vested and strategy formulated.

Even the power of the Cabinet has been limited by the creation of permanent Cabinet committees that will discuss and make decisions in such specialised fields of interest as the future of blacks outside the homelands.

Under this system Government can be planned and charted in a private, highly controlled and centralised structure in sharp contrast to Mr Vorster's relatively loose administration.

Other crucial debates, between leaders of different races, will go on in the privacy of Ministers' offices.

The array of commissions of inquiry investigating almost every important issue facing the country will also make it difficult to predict accurately the country's future.

Most important of all is the Schlebusch Commission considering a new constitution for the country.

It is now quite clear that the Government has shelved, if not scrapped, its controversial three-parliament plan for whites, coloureds and Indians and is looking for something else that makes provision for the political future of blacks outside the homelands.

The Schlebusch Commission is unlikely to table its report this session. In fact, many verligte Nationalist academics are pressing for the commission's base to be widened to include black, coloured and Indian leaders.

This has led to speculation that the commission may be used, in the long term, to phase in a National Party-style constitutional convention in which groups would be represented on an ethnic basis.

In tandem with the Schlebusch Commission is the Van der Walt Commission investigating homeland consolidation which will form the basis of any new constitutional dispensation.

But suggestions last year that a far-reaching consolidation plan was underway aroused such strong Rightwing protest that the Government closed the lid firmly on this potential Pandora's box. It could be kept that way until more progress has been made towards finding constitutional formulae in which far-reaching consolidation could be accommodated.

Another important investigation is the Rabie Commission on security laws.

But while verligtes have been pressing for a tempering of the

detention-without-trial laws, most Nationalists insist that the Commission's sole task is to consolidate the wide-ranging security laws into one all-encompassing Act.

Then there is the Steyn Commission investigating Press reporting of Defence matters which could result in further restrictions on coverage of military operations amid speculation that the Government could become directly involved in Rhodesia if "chaos" erupts north of the Limpopo.

But will the Government get to the point of removing discrimination from the statute book?

Mr Botha's closest academic advisers are urging him to do so. They believe such action would give momentum to their campaign for the removal of the stain of discrimination from the concept of ethnicity which they are trying to save as the basis of a future constitution.

Verligtes believe that old-style apartheid has resulted in ethnicity being equated with racism. They remain committed to an ethnically-based political solution but are aware that their hopes have little chance unless they can muster the support of a significant number of blacks through a sustained programme to phase out discrimination.

For this reason verligtes are urging Mr Botha to make a "dramatic, symbolic" move such as scrapping the Mixed Marriages Act.

But it is extremely doubtful whether he will be able to listen to them in the face of a Rightwing that could challenge his leadership.

Instead, administrative ex-

emptions from racial regulations are likely to form the pattern for the future, removing the sting from Rightwing reaction but leaving the law intact

Mr Botha is far more likely to buy time on the economic front by using the gold bonanza to fund socio-economic reform

His problem is to prevent a repetition of the development in the last boom when the gap between the standards of living of blacks and whites widened.

His top priority, therefore, is likely to be black education and housing, a positive project he can undertake without precipitating a Rightwing revolt.

If any discriminatory measures do disappear from the statute book, they will be those with a direct bearing on the economy, such as Section 3 of the Physical Planning Act, which limits the number of blacks businesses may employ. But while the Government attempts to involve more blacks in what it regards as a "free enterprise" system, a new economic debate is emerging on the concept of social democracy.

Mr Harry Schwarz, Opposition finance spokesman, and a strong proponent of the concept, will take the lead in this field through his position as the chairman of the Progressive Federal Party's economics commission.

On the international front, the focus will be on Rhodesia, and the outcome of the crucial elections in late February.

Mr Botha has given himself carte-blanche on the issue, by saying he will not tolerate "chaos" in that country. He is free to interpret that as he chooses, leading to speculation that South Africa could intervene militarily.

But whatever happens in Rhodesia will have a profound effect on the course of change in SA. If the "chaos" there leads to a white exodus, attitudes towards change are likely to harden in South Africa, making it even more difficult for Mr Botha to implement his policies.

If, however, whites find a stable future for themselves in the new Zimbabwe, it would be that much easier for Mr Botha at home.

RDM
25/1/80

Govt slated on boffins' pay

250
25-1-53

Pretoria Bureau

THE South African Government came under sharp criticism from a prominent agricultural director because of the failure to pay competitive and incentive salaries to the country's leading Council for Scientific and Industrial Research scientists, Government research personnel and public servants.

And because of this inequality in salaries between private and Government researchers, South Africa would not be able to meet the scientific and research demands of this decade.

Addressing more than 300 delegates at the two-day Agricultural Outlook Conference, the director of the Department of Agricultural, Technical Services, Dr Calwyn Strydom, delivered a scathing attack on the Government and warned that their priorities and objectives were wrong.

"Not only is the current expenditure allocated for research being seriously curtailed, but because of the inadequate salaries being paid to leading civil servants, respected CSIR scientists, the civil service is now losing top men to the private sector," Dr Strydom said.

He criticised the Government allocation of only R24-million set aside for agricultural and scientific research for this year for agriculture, an

industry which represented the most important foundation of the South African economy.

"Scientists are now leaving the civil service, CSIR people are quitting and the reasons are simple — bad pay and lack of finances for proper research.

"Imagine such a situation. The allocation of R24-million is only R2 400 000 more than allocated last year. And from this amount, 75% must be used for salaries and wages and the remainder for buying research equipment and conducting scientific experimentation.

"If, in April, the Government announces the increase in salaries is only going to be around 15% for scientists and researchers at the Department of Agricultural, Technical Services and the CSIR, then there is going to be a disaster.

"And then the Government announces a R175-million subsidy allocation for bread.

"The priorities are not right. The whole objective of agricultural research is to aid the farmer, but with these kinds of salaries being paid, we are losing people to the private sector and at the same time drastically reducing important research," Dr Strydom said.

He told delegates he had discussed the salary position with the Minister of Agriculture, Mr Schoeman, who would have to get Senator Horwood to rectify the matter," he said.

For File list see 896 825

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REPUBLIC OF SOUTH AFRICA
GOVERNMENT GAZETTE

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VOL. 175]

PRETORIA, 25 JANUARIE 1980
JANUARY

[No. 6825

PROKLAMASIE

van die Staatspresident van die Republiek van Suid-Afrika

No. R. 15 1980

INWERKINGTREDING VAN DIE KIESWET, 1979 (WET 45 VAN 1979)

Kragtens die bevoegdheid my verleen by artikel 200 van die Kieswet, 1979 (Wet 45 van 1979), verklaar ek hierby dat die bepalings van genoemde Wet, uitgesonderd artikels 4 (1) (c), 49 (2) (c) en 82 (2) (d), waarvan die inwerkingtredingsdatum in subartikel (1) van genoemde artikel 200 vermeld word, en 45, op 1 Februarie 1980 in werking tree.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria, op hede die Sewentiende dag van Januarie Eenduisend Negehonderd en Tagtig.

M. VILJOEN, Staatspresident.

Op las van die Staatspresident-in-rade:

A. L. SCHLEBUSCH

PROCLAMATION

by the State President of the Republic of South Africa

No. R. 15 1980

COMMENCEMENT OF THE ELECTORAL ACT, 1979 (ACT 45 OF 1979)

Under the powers vested in me by section 200 of the Electoral Act, 1979 (Act 45 of 1979), I hereby declare that the provisions of the said Act, save sections 4 (1) (c), 49 (2) (c) and 82 (2) (d), the date of coming into operation of which is mentioned in subsection (1) of the said section 200, and 45, shall come into operation on 1 February 1980

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this Seventeenth day of January, One thousand Nine hundred and Eighty

M. VILJOEN, State President.

By Order of the State President-in-Council

A. L. SCHLEBUSCH.

GOEWERMENSKENNISGEWINGS

DEPARTEMENT VAN BINNELANDSE SAKE

No R 145 25 Januarie 1980

REGULASIES VIR DIE REGISTRASIE VAN KIESERS

Die Staatspresident het kragtens die bevoegdheid hom verleen by artikel 198 van die Kieswet, 1979 (Wet 45 van 1979)—

(a) die regulasies en vorms wat in Goewermenskennisgewing R. 2008 van 26 Oktober 1973 afgekondig is, en van tyd tot tyd gewysig is, herroep met ingang van 1 Februarie 1980; en

1895A—A

GOVERNMENT NOTICES

DEPARTMENT OF THE INTERIOR

No. R 145 25 January 1980

REGULATIONS FOR THE REGISTRATION OF VOTERS

The State President has, under the powers vested in him by section 198 of the Electoral Act, 1979 (Act 45 of 1979)—

(a) repealed the regulations and forms published under Government Notice R. 2008 of 26 October 1973 and amended from time to time, with effect from 1 February 1980; and

6825—1

ppm 24 1 80
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Public service faces brain drain

Pretoria Bureau

SOUTH Africa's public service is heading for an unprecedented staff crisis unless the April pay increases are big enough to withstand the expected staff poaching by the private sector, according to senior public servants.

The president of the Public Servants Association (PSA), Dr C M Cameron, said the association had recently submitted a memorandum to the Public Service Commission stressing the need for realistic salary adjustments in April.

To maintain an efficient public service, he said it was essential that State departments should be in a position to withstand the efforts of the private sector to lure away skilled and professional staff.

He said for an economy to grow, an efficient back-up by the public sector was vital. This would be impossible if the service was stripped of key workers.

If the public service was to carry out its services efficiently it must be in a position to

compete with the private sector for staff, Dr Cameron said.

At a conference in Pretoria last week, the director of the Department of Agricultural Technical Services, Dr Calwyn Strydom, strongly criticised the failure to pay scientists for the Council for Scientific and Industrial Research and Government research personnel competitive salaries.

South Africa, he warned, would be unable to meet the scientific and research demands of the coming decade if the highly skilled "brain drain" was allowed to continue.

The Public Service Commission expects the shortage of skilled workers to become more serious as the expected economic upsurge gains pace.

Thus — the enticement of skilled staff into the private sector with the bait of higher salaries — had happened before and it was inevitable it would happen again.

The Secretary for Justice, Mr J A Coetzee, confirmed that the staff drain from his department had increased during the past two years.

Call to tax MPs on fringe benefits'

Pretoria Bureau

THE call by the Association of Chambers of Commerce for an immediate announcement from the Minister of Finance, Senator Horwood, on when he intends imposing the fringe benefits tax widened yesterday

Pretoria sources believe that the Minister, who has received the final recommendations of the Standing Commission on Taxation on the tax, will introduce the tax in 1980/81 financial year

The country's biggest trade union organisations — the SA Confederation of Labour and the Trade Union Council of South Africa — also demanded an assurance from the Minister that the tax would be applied with ruthless impartiality

The General Secretary of Tucs, Mr Arthur Grobbelaar, and the President of the Confederation, Mr Attie Nieuwoudt, said Cabinet Ministers should also be pulled into the net

It was pointed out that Ministers had probably more lucrative fringe benefits — free cars, luxurious housing at nominal rentals and upkeep of gardens by the Public Works Department — than the most lavish in the private sector

Tucs claimed, too, that the State President should not be allowed to escape liability because of his high office

He said that the Budget on March 26 would be the appropriate time for the Minister to make the announcement

The executive director of the Afrikaanshandelsinstituut, Mr Fritz Stockenström, said an early announcement would assist the private sector in preparing for the big adjustments which would have to be made

Mr Stockenström added that the AII agreed the tax should be applied to all irrespective of rank or position

The President of the Motor Industries Federation, Mr Theo Swart, also supported the call for an early announcement of the Minister's intentions

Mr Swart said if perks were taxed, compensating increases would have to be provided for. This would be a complicated exercise

He estimated that 60% of all cars on South African roads for instance were either company cars or subsidised cars and that 90% of the

60% were used for private travel
The taxing of this perk alone would necessitate major adjustments to earnings in thousands of companies, he added

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well as a Secretariat I am told that during the Second World War Sir Pierre van Ryneveld had the door between himself and the Secretary for Defence nailed shut because he thought the Secretariat was superfluous. We had the matter investigated and we succeeded in rationalizing it and abolishing the Secretariat. Today we are much more efficient than ever before. There is also the example of rationalization between the old Housing Office and the establishment of the Department of Community Development.

Therefore, rationalization is not a reflection on the Public Service. It is an essential step in establishing machinery with which to promote efficiency. We also called in the private sector. We asked three of the best leaders in the private sector to serve on the Public Service Commission. They did valuable work there. So we were not afraid of co-operating with the private sector in that way.

We began with the rationalization of the Cabinet system by means of the creation of a Cabinet Secretariat. We created five permanent committees instead of 20 Cabinet Committees in order to bring about greater and more efficient co-ordination. We introduced a target budgeting system. Furthermore the rationalization of the central Public Service will mean that government functions will be reorganized into smaller Government departments. In addition the staff system of the Public Service will be systematically reorganized.

At a given stage when the rationalization has been completed, all legislation will be examined with a view to repealing and amending obsolete legislation and consolidating and simplifying all remaining measures. This is an essential step in the struggle against the onslaught which is being made on us. Project teams have made considerable progress already, and I am able to say that this rationalization will be carried out in four stages. The first stage comes into operation on 1 March 1980. A White Paper in this connection will be made available to this House at a later stage. The second phase will come into operation on 1 April 1980. It will be followed by the third phase, i.e. the systematic reallocation of functions among Government departments, and the fourth phase depends on the remainder of the Government departments which cannot be dealt with during the Parliamentary session.

*The PRIME MINISTER. That hon. member is approaching with his back turned to me again. I should prefer not to respond to him because I am talking now to the more sensible people on the other side.

It must be clear to every right-thinking South African that a total strategy is being applied against us. There is only one way in which that total strategy can be opposed, and that is by working for the greatest possible joint effort to develop a counter-strategy. As Minister of Defence I have been pleading for these things for the past 13 years. I am not going to read it all in this House today. However, I have repeatedly urged, inside and outside this House, that we should wake up to these problems. Now it remains a fact that one can only take certain practical steps. I want to deal briefly with a few of these.

In the first place one needs efficient machinery of State. Now I am not saying that our machinery of State has not been efficient in the past. In fact I think South Africa has a very good Public Service. I think it has been the pride of this country for years. However, we should examine the machinery from time to time to ascertain whether it cannot be streamlined and better equipped to meet the demands of the times. That is the motivation behind our attempt to build up a well-organized and well-staffed Public Service, a Public Service which will be able to help an effective Government in its struggle. In fact the Public Service plays a crucial role in every total national strategy. For that reason the rationalization of government services is not necessarily a new concept. We have had a rationalization of government services in the past. Allow me to refer to just one example. Years ago we had an S.A. Defence Force as

economic status than the average, and that where the difference was marked it could affect their work; that care groups had been successfully educated, and that those families which had had contact with care group members had better knowledge of the causes of disease and how to prevent it than those who had had no contact. The workers are now ready to take on more health tasks.

Another group of lay workers has been developed in Rhodesia to deal with a particular problem -- described by Sapire (*61). Until recently, motivational work for family planning had been done by educators trained by the Family Planning Association. However, it was found that motivators who talked of methods and were unable to provide a service were not fulfilling an urgent need in the rural areas and they often lost credibility because of this. Thus educator/distributors were taught to recognise the contraindications to oral contraceptives and signs for referral to a doctor or nurse and allowed to provide them. However, 73% of acceptors were on *Depo Provera* (a three-monthly contraceptive injection). So ED's are now trained to provide this. Sapire notes that this step meets community preference in regard to the method of contraception, but 'it is important to have a reliable back-up service to support them at clinics within a reasonable distance'.

The effectiveness of distribution within the community is shown in that whereas clinic-oriented sources show continuation on oral contraceptives to be between 14 and 33% after a year, Brazil where contraceptives were distributed in the community, their continuation rate was 83% for pill patients'.

From Swaziland, Sr Ntiwane (*39) describes the role and training of Rural Health Visitors (RHV's). The cadre was initiated because 'it has not been possible to build more clinics' yet it was considered important to have health units within walking distance of every family. 'The process of selecting trainees is one of community participation'; requirements are literacy and interest in health and other community matters. Training is done by a public health nurse and members of other health related ministries and voluntary organisations. Each RHV is allotted 40 households in her area. She carries out a wide range of preventive and educative tasks, deals with water supply, promotes pit latrines, gives emergency care, monitors diseases and co-ordinates community development activities.

Supervision is done by the local Public Health nurse. The RHV's monthly salary of E20,00 by the

The first group of 41 RHV's have results of preliminary evaluation utilisation of antenatal and child and the number of immunisations

Dick (*62) describes another tra workers, *abavikeli*, at Nongoma at community meetings and are a by a public health nurse and a similar range of tasks is env; supervision of chronic disease at risk groups, first aid, comm liaison with health services. workers will be paid by a flat members. Dick proposes that according to the impact on health being collected.

Van Wyk (*13) describes a rathe whose main aim is to provide community. St John's Ambulance Hospital in the Cape have been and Educators' (AIDES). They BABS, a community social improv the Early Learning Centre near major health problems and dist health services available. I the role of the auxiliaries ca Wagstaff (*21) has also been extend simple health care and basic data'.

Other village health worker s
(1) the 'agentes polivaler
(1.1) Family Welfare Educat
(1.1.1) Village Health Worker

Political Staff
THE ASSEMBLY — A major revision of South Africa's laws will be undertaken after the rationalisation of the Public Service, the Prime Minister, Mr P W Botha told Parliament yesterday

In the No-Confidence debate, Mr Botha said outdated legislation would have to be changed and existing legislation consolidated to fit in with the rationalisation of the Public Service

In a statement after his speech, Mr Botha outlined the steps to be taken to rationalise the Service.

The new dispensation would be implemented in phases at a pace that would allow for thoroughness and a minimum of disruption

In the first phase one Government department — Environmental Planning and Energy — would be scrapped and its functions added to other departments

Energy would be added to Mines and the Department of Forestry would be changed to the Department of Forestry and Environmental Conservation

The first phase to be completed by March 1 also included the expanded Department of the Prime Minister which

"should make a considerable contribution to effective and co-ordinated State administration"

The second phase would start on April 1 and would entail giving 17 of the 22 which would make up the central Government service after rationalisation their broad organisational form

The grading of secreta-

ries of departments would also be upgraded and the standard designation of the posts would become Director-General

The third phase on May 1 would be the transfer of functions and quasi-Government institutions to the new departments.

At the same time, attention would be given to the transfer of funds, le-

gal powers and personnel. In the fourth phase, the final five new departments would be established with the Department of Statistics being absorbed into the Office of the Prime Minister

"After the new departments have been broadly established, attention will be given to the efficient organisation of each new central executive Government institution"

"The Public Service Commission will commence shortly with an investigation into the functional relationship between the Public Service and parastatal institutions with a view to the elimination of duplication and overlapping and the pro-

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How Govt will be streamlined

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PM tells of new Public Service

CAPE TOWN — The rationalisation of the Public Service would take place in phases, the Prime Minister, Mr P W Botha, said yesterday

In a supplementary statement to what he said during the No Confidence Debate in the Assembly, Mr Botha said the first phase of the implementation process would start with the establishment, with effect from March 1, 1980, of an Office of the Prime Minister, which would fulfil a comprehensive central planning role

Since his announcement on December 6 last year that the Government, after much discussion and consideration, had decided that the existing 39 central executive institutions could be reduced to 22 (falling under 18 Ministers), good progress had been made in the planning stage

“Having regard to the fact that the proposed division of central executive functions differs radically from the present pattern and has far-reaching implications, a programme has been accepted in terms of which the implementation of the new dispensation will take place in phases at a rate reconcilable with thoroughness and a minimum of disruption

Other aspects of the first phase would be the abolition of the Department of Environmental Planning and Energy and the transfer of its functions to other appropriate departments

The energy function would be allocated to the Department of Mines, which would be renamed the Department of Mineral and Energy Affairs

The environmental and conservation function would be allocated to the Department of Forestry, which would be renamed the Department of Forestry and Environmental Conservation

A report on this first phase of the implementation process had been brought out by the Public Service Commission at the beginning of January

“The steps which must be taken to give effect, as from March 1, 1980, to the recom-



Mr P W Botha . . spelling out huge task

mendations contained therein are already receiving attention

“I shall furnish detailed information regarding the functions of the new Office of the Prime Minister during the discussion of my vote later this year

“Even at this stage, however, I wish to state that the creation of this new office should make a considerable contribution to effective and better co-ordinated state administration”

The second phase would start on April 1 Seventeen of the 22 institutions which would comprise the central government service after rationalisation would then be given their broad organisational form

These would be

- Office of the Prime Minister
- Office of the Commission for Administration
- National Intelligence Service

- Department of Foreign Affairs and Information
- Department of Finance
- Office of the Auditor General

- Department of Agriculture and Fisheries
- Department of Water Affairs, Forestry and Environmental Conservation

- Department of Posts and Telecommunications
- Department of Transport
- South African Railways and Harbours

- South African Police
- South African Defence Force

- Department of Manpower Utilisation
- Department of National Education
- Department of Health, Welfare and Pensions
- Department of Mineral and Energy Affairs

The Prime Minister said the functions of the sea fisheries branch of the Department of Industries would be transferred to the new Department of Agriculture and Fisheries from April 1, 1980

“No other changes in the functional content of departments will take place during this phase”

With rationalisation, the addition of a new managerial level to the public service structure was necessary from an organisational point of view because of the amalgamation of departments into larger units

“This step is, however, also necessary to ensure the creation of better long-term career prospects for public servants, which in turn will enable the Public Service to attract and retain the best administrative talent

“Consequently, on the establishment of the rationalised institutions, a new post level will be introduced into the Public Service

“The new posts will be on a grade higher than the existing posts of Secretary (and equivalent).

“The standard designation of the posts will be Director-General, but in the case of certain

institutions more appropriate titles will be used”

Due to the fact that all central executive government institutions could not be established during this phase, it was obviously not desirable to couple the envisaged higher salary grading to the posts in question at this stage

“This will be done when the remaining five rationalised departments are established after the parliamentary session this year”

During the third stage there would be a transfer of functions, after which each department would have its correct functional content and coupling to para-state institutions

At the same time attention would be given to matters such as the transfer of funds, legal powers and personnel

In the fourth phase the remaining five new departments would be established They will be

- Department of Industries, Commerce and Tourism
- Department of Internal and Constitutional Affairs
- Department of Justice
- Department of Co-operations, Development and Education

- Department of Community Development and State Auxiliary Services

At the same time the existing Department of Statistics would be absorbed into the Office of the Prime Minister

After the new departments had been broadly established, attention would be given to the efficient organisation of each new central executive government institution

“This will entail chiefly the amalgamation of staff services, the elimination of duplication and overlapping and the physical re-accommodation of the institutions concerned

“This phase will proceed simultaneously with the other phases

“As the process involved is a continuing one, it is not possible to set a target date for its completion — Sapa

Director, Transport Research Centre, University of Stellenbosch, for the data matrix on transport costs in the Cape Town Metropolitan Area and Jonathan Brodie for constant support and encouragement and for earlier drafts and, finally, financial assistance during the first stages of the work. n responsible for errors and value judgements that exist.

District Six the answer — Eglin

THE ASSEMBLY — A dramatic act was required to bring about a reconciliation with the Coloured people, the former Leader of the Opposition, Mr Colin Eglin, said in the Assembly yesterday

Mr Eglin, who is also the PFP spokesman on coloured affairs, said that an announcement that District Six was open to coloureds would fill the requirements of such a symbolic act.

The Government, he said, had committed itself to move away from separate development in the economic sector

But in all other sectors it was trying to destroy racial segregation without putting anything in its place, he said during the No Confidence Debate.

By accepting the Wiehahn and the Riekert reports, the Government had admitted that the economy was an indivisible entity, that a labour pattern for workers of all races was needed, and to the desirability of opening the economy to all South Africans

As the economy was becoming increasingly unified, the need for joint decision-making would become more urgent

The Prime Minister's 12-point plan read in parts like a restatement of National Party policy to appease "the two opposing wings of the National Party"

"On the one hand the Government says it is committed to the policy of separate development and keeps the principle of apartheid written into laws

"On the other hand, by a series of administrative measures, especially in the fields of sport, social relationships and labour, it undermines the philosophy of apartheid"

Mr Eglin wanted to know whether the Department of National Security had followed procedures prescribed by law when intercepting the outgoing mail of the Member for Houghton, Mrs Helen Suzman.

Mrs Suzman felt a slur had been cast on her he said. Sapa

RDM

7/2/80

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good".² The initial staff at Pholela consisted of a medical officer in charge (Kark himself), an African medical aide, an African nurse and five African health assistants.

The health strategy followed at Pholela was described by Kark as follows:

'The only social unit in which there was any advanced degree of communal responsibility was the family group. Our health work was therefore directed towards the adoption of progressive health measures by individual families'.²

After the first two years, a distinction was made between an informant (promotive, preventive, curative) and a family health worker.

The Bill says a Minister who is not a member of the Senate or the Assembly shall have the right to sit and speak in the Senate or the Assembly, but shall not vote.

The measure opens up the possibility of:

• Complete outsiders being appointed to Parliament as Ministers without representing a constituency.

• The scrapping of the Senate without affecting the position of a Minister like Senator Horwood, Minister of Finance, to take part in the proceedings of Parliament.

Not clear

The Minister of the Interior, Mr Schlebusch, will make the Government's intentions known when he introduces the Bill in the Assembly.

An Opposition spokesman, Mr David Dalling (PFP), said today at a news conference that whether the measure was

any functions

1. Periodic home visits, during which:
 - (a) he collects systematically and regularly information about family housing, sanitation, water supply, food production, consumption, family budget, occupation and education;
 - (b) he notifies any movements, pregnancies, births, illness, deaths, unemployment or changes in employment of family members;
 - (c) he keeps progress notes in each family file;
 - (d) he observes individuals and their families in their home noting their developmental histories, attitudes, beliefs etc. and records his findings in the family file.
2. He helps to make the socio-medical diagnosis of the family by reporting on the environmental findings at the home.
3. He carries out certain parts of the family treatment, for example a nutrition or sanitation demonstration.
4. He plays a large part in the health-education programme.

5. He is able to apply first aid, knows how to vaccinate against smallpox, and how to collect specimens for laboratory examination.
6. He knows how to use social agencies in order to get assistance for the people.

It can be easily understood from these duties, that the health-assistants played a crucial role in collecting the vital community statistics badly needed for a programme.

Bill lets non-MPs sit in Assembly

STAR 8/2/80
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By Hugh Leggatt,
Political Correspondent

Cape Town

Cabinet Ministers will get the right to sit and speak in Parliament without having to be members of Parliament in terms of a Bill published today. Such Ministers "appointed to Parliament" would have no voting powers.

The Bill, to amend the Constitution Act, also provides for a Minister to hold office for 12 months instead of three without having to be elected.

The final conclusion was that the great success which was achieved among the people in the intensive area was mainly due to the health-education

...venience or whether it had wider constitutional implications.

The appointment of Ministers for 12 months instead of three could be to solve the problem experienced by the Minister of Health, Dr Munnik, who was appointed Minister but who had no seat in Parliament.

There had been a rush to get him elected within the three-month deadline.

"We will approach the appointment of Ministers who are not members with caution because it affects the essence of our parliamentary government," Mr Dalling said.

"Our present system implies that a Minister must be drawn from the elected Parliament and is responsible to Parliament."

Mr Dalling said if the Bill had wider constitutional significance it would be wrong to make changes in this way on a piecemeal basis.

Opposition experts heavily discounted the possibility that the appointment of outsiders to Cabinet rank cleared the way for coloured or Indian Ministers sitting in the white Parliament.

They said this would clearly pre-empt the larger constitutional changes which are being examined.

scar 8/2/80

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6. THE POLITICAL ECONOMY OF HEALTH IN SOUTH AFRICA *

It is a salutary fact that, despite popular belief, there is little or no relationship between medical care and measures of morbidity and mortality. A growing and convincing literature points to the technical ineffectiveness of modern medicine in improving the health of large populations.

Another intelligent move is the creation of the new post of Director-General for the "rationalised institutions", which will carry higher grading, status and presumably power than the existing job of departmental Secretary. The move is also aimed at attracting more professional managers.

On May 1, phase three will be introduced. This involves the "transfer of functions and parastatal institutions". At the same time attention will be given to the transfer of funds, legal powers and staff.

In the fourth phase, later this year, the remaining five departments will be established.

While specific medical procedures, such as the treatment of people is never significant compound disease burden or to a rise in mortality from a limited number of diseases, are highly ineffective in improving society. The bulk of evidence points to a very limited role in altering any population. Within South Africa, by Kriek and Beuster (1977:167), that is, or the most important, determinant

Ultimately is a response to the nature

PUBLIC SERVICE 29 The new pattern PM 9/2/80

The determination of the Prime Minister to consolidate his authority and shorten the lines of command and communication between himself and the bureaucracy were underlined this week when he announced further steps to restructure the public service.

An extraordinary feature of his four-point rationalisation plan to cut 39 departments and other institutions to 22 under the direction of 18 ministers, is that Transvaal leader Andries Treurnicht will lose his three portfolios (Public Works, Tourism and Statistics). Public Works seems simply to disappear, unless its functions are transferred to a new department which will be known as Community Development and State Auxiliary Services.

Tourism becomes part of the new Department of Commerce, Industries and Tourism, while Statistics will be ab-

SURGING ON

The FM's circulation continues to grow strongly. Its paid sales over the last three six-month periods have risen by almost 17%. The six-monthly averages were:

July-December 1978	20 816
January-June 1979	22 072
July-December 1979	24 296

These gains have been made in spite of a 17,6% increase in the cover price. The number of free copies given away has been cut back sharply and the emphasis laid on paid sales. Revenues and profits reached record levels.

sorbed by the Office of the Prime Minister. The fact that Treurnicht will literally be Minister without Portfolio indicates that a minor Cabinet shuffle may be on the cards, possibly after Marais Steyn's retirement.

In terms of the implementation plan devised by Dr Piet Rautenbach of the Public Service Commission, March 1 1980 will see the establishment of the all-powerful Office of the Prime Minister "which will fulfil a comprehensive planning role". At the same time the Department of Environmental Planning and Energy will be abolished. The energy function goes to Mines, which will henceforth be known as the Department of Mineral and Energy Affairs. The conservation side of the department will go to Braam Raubenheimer's Forestry Department, which will in future be known as the Department of Water Affairs, Forestry and Environmental Conservation.

Phase two of the plan comes into operation on April 1 when 17 of the 22 new

Turning specifically to South Africa, it cannot be doubted that the bulk of the burden of disease and ill-health is found among the black population. The notifications for TB run 10-20 times as high among Africans per 1 000 persons as amongst whites; malnutrition has been essentially wiped out amongst the white population but flourishes within the black community; rheumatic heart disease, which has a clear-cut social incidence has been found to have one of the highest rates among Soweto schoolchildren than in any comparable study anywhere in the world over the past 30 years (MacLaren et al, 1975). Such disease and stunting are reflected in infantile death rates. Leary and Lewis report on an African reserve in Sekhukhuni land that 'At least 50% of all children born alive fail to reach their fifth birthday and the majority of those born alive fail to reach their third birthday' (Reid, 1971:13). In the Transkei, Westcott and Stott have reported of a typical area that 30% of the children die of malnutrition before the age of 2 (1977:967), and nation-wide the infant mortality rate among Africans over the period 1970-1975 was 94 per 1 000 live births, among the 'Coloured' population 96 per 1 000, as contrasted to 19 per 1 000 live births in the white population (Sadie, 1977). These and other findings make it clear that disease and illness do not strike at random in South Africa but along very definite channels of class and colour in the society. Our knowledge of the web

Hansard 2 Quest. Col 54

13/2/80

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Voters' lists

*16 Mr P A PYPER asked the Minister of the Interior†

Whether the voters' lists as at 31 March 1980 will be used for the purpose of the next delimitation of electoral divisions, if so, when is it expected that the final figures will be made available to the political parties?

†The DEPUTY MINISTER OF THE INTERIOR.

Yes, on or before 21 April 1980

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Hansard No 2 ~~Hot~~ Quest Col. 64
13/2/80

FEBRUARY 1980

Value of building programme

157 Mr T ARONSON asked the Minister of Public Works

(1) What is the estimated value of building programme of his Department for each year from 1979-'80 to 1982-'83,

(2) what is the value of the backlog capital works which could not be commenced owing to a shortage of funds and (b) labour for 1979-'80?

The MINISTER OF PUBLIC WORKS:

(1) 1979-'80—R200 000 000
1980-'81—R224 000 000
1981-'82—R245 000 000
1982-'83—R270 000 000

The above-mentioned figures are merely preliminary departmental estimates intended as guidelines for processing of acquisition of sites and planning of projects and services and which are adjusted annually according to progress made in this regard and available funds. The figures, therefore, are not firm commitments as also explained in reply to the hon member's similar questions No 351 of 8 March 1979 and No 121 of 7 February 1979

(2) (a) Nil
(b) Nil

Answers to Du. Col

7/17/72/73/74

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14/2/80

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92. Mr D J DALLING asked the Minister of the Interior

How many persons were registered as voters in each constituency in the Republic on the voters' lists (a) which closed at the end of July 1979 and (b) which were issued on 23 December 1979 pursuant to the completion of the supplementary registration?

The MINISTER OF THE INTERIOR

CAPE PROVINCE

	(a)	(b)
Albany	14 327	12 388
Algoa	14 438	15 063
Alwal	8 649	8 216
Beaufort West	9 301	8 599
Bellville	13 531	12 279
Caledon	11 918	11 221
Cape Town Gardens	13 435	10 982
Ceres	9 157	8 785
Constantia	15 549	14 892
Cradock	9 591	8 737
De Aar	8 712	7 775
Durbanville	20 511	23 538
East London City	12 620	10 609
East London North	12 838	11 685
False Bay	15 989	15 564
George	11 848	12 069
Gordonia	9 525	8 943

(iii) Penalty

R800 or 8 months imprisonment and R600 or 6 months imprisonment conditionally suspended for 4 years
R400 conditionally suspended for 4 years

(b)	(i) Charge	(ii) Penalty
8 659	1 Contravention of Section 3(1)(i) and Section 3(1)(j)	R800 or 8 months imprisonment and R600 or 6 months imprisonment conditionally suspended for 4 years
13 115	2 Contravention of Section 3(1)(e)	R400 conditionally suspended for 4 years
5 851		
14 973		
16 670		
11 764		
13 217		
12 767		
14 641		
9 769		
13 790		
12 291		
13 506		

	(a)	(b)
Moorreesburg	12 420	14 341
Mossel Bay	10 594	10 390
Namakwaaland	11 925	11 811
Newton Park	13 134	13 253
Oudshoorn	10 991	10 423
Paarl	13 985	13 266
Parow	14 619	13 053
Piketberg	10 680	10 761
Pineblands	14 776	13 156
Port Elizabeth North	12 826	10 743
Port Elizabeth Central	12 285	9 842
Priska	9 678	8 561

Queenstown	11 626	9 627
Rondebosch	14 581	12 276
Sea Point	14 681	12 401
Simonstown	13 305	12 541
Somerset East	12 501	10 490
Stellenbosch	17 056	16 246
Swellendam	11 989	10 813
Tygervallei	13 598	12 714
Uitenhage	12 994	12 753
Vasco	14 524	15 189
Vryburg	9 220	8 794
Walmer	14 153	12 998
Worcester	13 023	12 304
Wynberg	14 137	13 232

NATAL

Amanzimtoti	13 839	14 023
Berea	14 166	12 198
Durban Central	12 058	8 844
Durban North	14 182	11 363
Durban Point	12 612	9 802
Eshowe	16 060	14 598
Klip River	12 094	10 196
Mooli River	12 819	12 074
Musgrave	13 459	10 851
Newcastle	12 360	16 401
Pietermaritzburg North	13 078	11 321
Pietermaritzburg South	15 610	14 254
Pinetown	15 754	16 173
Port Natal	14 261	11 983
South Coast	15 317	13 426
Umbilo	12 464	10 589
Umlhanga	13 604	13 361
Umlhlangana	13 794	14 078
Umlazi	13 381	11 943
Vryheid	11 258	10 943

ORANGE FREE STATE

Bethlehem	10 568	10 729
Bloemfontein East	17 655	15 910
Bloemfontein North	13 744	11 829
Bloemfontein West	16 196	15 861
Fauresmith	9 126	8 804
Heilbron	12 969	12 043
Kroonstad	13 508	12 609
Ladybrand	10 626	10 352
Patys	12 851	13 134
Sasolburg	11 491	12 177
Smithfield	10 341	9 560
Virginia	13 843	16 059
Welkom	15 519	14 745
Wanburg	10 975	10 212

TRANSVAAL

Alberton	16 105	17 619
Barberton	10 784	10 905

Benoni	14 954	14 303
Bethal	14 478	18 362
Bezuidenhour	13 369	11 960
Boksburg	19 066	16 902
Brakpan	15 114	13 890
Brentwood	17 603	18 300
Brits	12 711	14 637
Bryanston	16 131	16 729
Carletonville	12 900	12 991
Delmas	14 108	14 399
Edenvale	19 183	18 451
Ermelo	12 667	12 292
Florida	15 021	16 262
Geduld	14 924	15 642
Germiston	16 347	14 318
Germiston District	15 663	15 800
Gezina	14 571	12 958
Hercules	13 595	14 210
Hillbrow	15 151	12 314
Houghton	14 271	12 341
Innesdal	13 564	12 913
Jeppie	13 004	11 116
Johannesburg North	14 757	12 762
Johannesburg West	16 773	12 418
Kempton Park	16 814	19 140
Klerksdorp	14 337	14 249
Koedoespoort	15 421	14 762
Krugersdorp	14 251	16 298
Lamaglaagte	14 531	13 440
Leichtenburg	12 776	11 667
Losberg	12 234	14 200
Lydenburg	9 946	12 258
Marasburg	14 040	14 020
Marco	11 302	10 976
Meyerton	14 100	18 141
Middelburg	14 264	13 884
Nelspruit	12 258	12 658
Nigel	17 499	17 326
Orange Grove	14 580	13 624
Overvaal	13 711	14 323
Parktown	14 525	13 157
Pieterburg	13 109	12 813
Potchefstroom	16 215	14 061
Potgietersrus	12 525	12 423
Pretoria Central	13 239	9 887
Pretoria East	18 017	24 926
Pretoria West	14 561	12 827
Primrose	15 525	15 680
Prinshof	17 374	18 537
Randburg	16 799	12 537
Randfontein	19 945	16 879
Rissik	16 229	12 155
Rodepoort	14 956	17 443
Rosemeville	13 693	12 616
Rustenburg	17 750	16 774

P.T.O

75

THURSDAY, 14 F

Sandton	17 607	21 465
Schweizer-Reneke	12 746	11 650
Soutpansberg	10 388	10 222
Springs	16 034	13 843
Standerton	11 477	12 147
Stilfontein	15 785	13 773
Sunnyside	17 411	14 505
Turffontein	16 913	16 071
Vanderbijlpark	15 305	15 247
Vereeniging	14 669	13 603
Verwoerdburg	15 364	14 941
Von Brandis	13 130	9 468
Waterberg	11 167	10 208
Waterkloof	15 127	14 867
Westdene	16 692	14 982
Witbank	13 676	14 746
Witwatersberg	18 511	22 533
Wonderboom	17 444	17 000
Yeoville	13 511	11 324

Hansard 3 (108)

18/2/80

250

Capital works to be held in abeyance

2115-12-1
224 Mr T ARONSON asked the Minister
of Public Works

- 250
- (1) Whether any capital works are to be held in abeyance owing to the reduction of Government expenditure for the financial year 1980-'81, if so, (a) which projects will be held in abeyance, (b) for what period will they be held in abeyance and (c) what is the value of such projects,
 - (2) in respect of how many projects held in abeyance has (a)(i) the sketch plan, (ii) the detailed plan and (iii) the bill of quantities been finalized and (b) the tender stage been reached,
 - (3) what was the expenditure on each such stage in respect of each project held in abeyance?

The MINISTER OF PUBLIC WORKS

- (1) No
(a), (b) and (c) fall away

2 and 3 fall away

'Super secretaries' named

Political Staff

250
Origins 19/1/80
277

FOURTEEN top officials will lose their posts as heads of departments in the reconstruction of the public service.

Instead they will administer as secretaries subdivisions of enlarged departments placed in charge of directors general, or 'super secretaries'

The Government last night named 18 super secretaries who will take over the new departments of the rationalised public service.

The directors general comprise a new management level in the public

service, more senior than the present secretaries and with higher salaries

Name and present rank of directors general

Office of the Prime Minister, Mr J E Du Plessis, Secretary to the Prime Minister

Foreign Affairs and Information, Dr B G Fourie, Secretary for Foreign Affairs

Finance, Dr J H de la Rivecourt, Secretary for Finance

Industries, Commerce and Tourism, Dr T A du Plessis, Secretary for Statistics

Agriculture and Fisheries, Dr D W Immelman, Secretary for Agricultural Technical Services

Water Affairs, Forestry and Environmental Conservation, Mr J F Otto, Secretary for Planning and the Environment

Transport, Mr A B Sketeon, Secretary for Transport

Internal and Constitutional Affairs, Mr J W A van der Merwe, Provincial Secretary Natal

Justice, Mr J P J Coetzee, Secretary for Justice

Co-operation, Development and Education, Mr J H T Mills, Secretary for Coloured Affairs

South African Police, Gen M C W Geldenhuys, Commissioner of the SA Police

South African Defence Force, Gen M A de M Malan, Chief of the SA Defence Force

Manpower Utilisation, Mr B A Cilliers, Secretary for Manpower Utilisation

National Education, Dr J T van Wyk, Secretary for National Education

Community Development and State Auxiliary Services, Mr L Fouche, Secretary for Community Development

Health, Welfare and Pensions, Dr J de Boer, Secretary for Health

Mineral and Energy Affairs, Mr S J P du Plessis, Secretary to the Treasury

National Intelligence Service, Dr L D Barnard, (designated 1/6/80)

Top civil servants *Amper* ²⁵⁰ ^{14/2650} 'to earn R40 000'

THE 18 men appointed to the key new positions of director-general in the rationalised Public Service will earn about R40 000 a year each, but top executives with comparable responsibilities in commerce and industry probably get double that, says a leading salary consultant.

Mr Jon Cole, manager of the salary survey unit of PE Consulting group, was commenting on the announcement by the Minister of Justice, Mr A Schiebusch, that the new

posts would be accompanied by a 'competitive salary to draw the country's best brains' into the Public Service.

Director-general is a new rank, created as a special managerial level, above the post of departmental secretary, to organise and control the streamlined Public Service.

PERKS

Mr Cole said public servants did not usually earn competitive salaries but they had a lot of perks tied in with such things as pension and housing loans.

'The great advantage is that such positions are said to offer a more secure existence. The people

appointed to the new positions will no doubt be offered a good salary.'

'I would estimate they will probably earn about R40 000 a year plus perks.'

DOUBLE

'But when you consider the number of people and the budget they are responsible for and translate this to private industry, you will find a top executive in a top company earns considerably more and probably double R40 000,' he said.

Mr Schiebusch said the higher salary and rank of the director-general's post would act as an incentive to career public servants and attract people to join.

250 slow 1/2/80

Super secretaries take over the Public Service

Political Correspondent
CAPE TOWN — Fourteen top officials will lose their posts as heads of departments in the rationalisation of the Public Service.

Instead they will administer as secretaries subdivisions of enlarged departments placed in charge of directors-general, or "super secretaries."

The Government last night named 18 super secretaries.

The first reconstructed department, that of the Prime Minister, will be established on March 1. The department takes over the functions of the Departments of Statistics and of Planning to place the country's long-term planning directly under the control of the Prime Minister.

OVERLOOKED

Another 12 departments will be activated on April 1, and five others will be established after the present session of Parliament.

In the reorganisation a number of top people have of necessity, been overlooked for the 18 super jobs.

They are:

● Mr T J Booyens, Secretary for the Interior, and Mr G J Brummer, Secretary for Indian Affairs.

Their departments, with Coloured Relations, become the Department of Internal and Constitutional Affairs under Director-General Mr J W A van der Merwe, who is now Provincial Secretary of Natal.

● Mr R J Raath, Secretary for Co-operation and Development, and Mr G J Rousseau, Secretary for Education and Training.

Their departments become the Department of Co-operation, Development and Education under Director-General Mr J H T Mills, now Secretary for Coloured Relations.

● Dr J P Kriel, Secretary for Water Affairs, and Mr A E Sonntag, Secretary of Forestry.

Their departments become the Department of Water Affairs, Forestry and Environmental Conservation under Director-General Mr J F Otto, at present Secretary for Planning and the Environment.

● Mr P F Theron, Sec-

retary for Industries, Mr T F van der Walt, Secretary for Commerce and Consumer Affairs, and Mr G W T Behrens, Secretary for Tourism.

Their departments become the Department of Industries, Commerce and Tourism under Dr T A du Plessis, now Secretary for Statistics.

● Mr P C van Blommestein, Secretary for Agricultural Credit and Land Tenure, and Mr S A D van Schalkwyk, Secretary for Agricultural Economics and Marketing.

Their departments become the Department of Agriculture and Fisheries, under Mr D W Immelman, now Secretary for Agricultural Technical Services.

● Mr J B W Meyer, Secretary for Social Welfare and Pensions.

His department is amalgamated with Health under Director-General Dr J de Beer, now Secretary for Health.

● Mr W P Viljoen, Secretary for Mines, whose department is amalgamated with Energy to become the Department of Minerals and Energy Affairs under Mr S J P du Plessis, present Secretary to the Treasury.

● Mr M M du Preez, Secretary for Public Works, whose department is absorbed into a New Department of Community Development and State Auxiliary Services under Mr L Fouche, present Secretary for Community Development.

The director general of the new departments are: Office of the Prime Minister Mr J E du Plessis, now Secretary to the Prime Minister; Foreign Affairs and Information Dr B G Fourie; Secretary for Foreign Affairs Finance Dr J H de Loor; Secretary for Finance Industries Commerce and Tourism Dr T A du Plessis; Secretary for Statistics Agriculture and Fisheries Dr D W Immelman; Secretary for Agricultural Technical Services Water Affairs Forestry and Environmental Conservation Mr J F Otto; Secretary for Planning and the Environment Transport Mr A B Eksteen; Secretary for Transport, Internal and Constitutional Affairs Mr J W A van der Merwe; Provincial Secretary, Natal Justice Mr J P J Coetzee; Secretary for Justice Co-Operation Development and Education Mr J H T Mills; Secretary for Coloured Affairs South African Police Commissioner of the SA Police South African Defence Force General M A de M Malan; Chief of the SA Defence Force Manpower Utilisation Mr F A Cilliers; Secretary for Manpower Utilisation National Education Dr J T van Wyk; Secretary for National Education Community Development and State Auxiliary Services Mr L Fouche; Secretary for Community Development Health Welfare and Pensions Dr J de Beer; Secretary for Health Mineral and Energy Affairs Mr S J P du Plessis; Secretary to the Treasury National Intelligence Service Dr L D Barnard (Designated June 1 1980).

25

Cost of commissions

HOUSE OF ASSEMBLY — Nearly R500 000 was spent on commissions of inquiry in 1978/79, taking the total expenditure since the inception of the 16 commissions to R1 492 547. Committees of inquiry cost the state another R177 890 during the 1978/79 financial year and have cost R424 953 since their inception.

The annual report of the Auditor-General Mr W G Schickerling shows that the Cillie Commission into the Soweto riots and rioting in other parts of the country during June, 1976 has so far cost R231 520.

The expenditure for this commission during the last financial year was R82 106. The Cillie Commission has proved to be the country's second most expensive after the Theron Commission, which has so far cost R408 397. During 1978/79 the Theron Commission cost R18 946. It was investigating issues relating to the coloured population.

The next most costly commission has been the Wiehahn Commission, which last year reported to Parliament on labour legislation at a total cost of R108 711. Its 1978/79 cost was R59 511.

Summary Tables

Table 9: Proportion of cases in which a subsequent choice of treatment source was made

Area (in order of remoteness)
Tiersdorp location (1 km from doctor)
Addo and Kirkwood (0-9 km from facility)
Tiersdorp rural (3-30 km)
Bersheba and Suurberg (12-32km)
Tiersdorp : whole sample
Sundays Raver Valley : whole sample

Table 10: Patients' report of Treatment*

Relief was:	Permanent	Temporary
Tiersdorp	27%	
Valley	42%	

* All treatments given are included

(11) They took pressure off the district's number of minor ailments (but see below); it expands infinitely with the supply, this would surgeons, and to some extent all doctors, to whom they saw. Both districts have lost doctors (an experience common to many rural areas helped to make up for this.

Attendance at clinics has increased rapidly in recent years. However, many people still go directly to the doctor. Observation that it is more often men who do so suggests that there is an element of sex prejudice in

Schlebusch lists 18 Govt superchiefs

By HELEN ZILLE
Political Correspondent

GENERAL Magnus Malan, Chief of the Defence Force, General Mike Geldenhuys, Commissioner of Police, and Dr L D Barnard, chief of the National Intelligence Service, are among the 18 men given the key new rank of director-general in the rationalised public service

The new rank has been created as a special managerial level, above the post of Government departmental secretary, to organise and control the streamlined public service

Announcing the first 18 appointees to the new posts yesterday, the Minister of Justice, Mr Alwyn Schlebusch, said the jobs would carry a "competitive salary" — underlining the Prime Minister's attempts to draw the country's best brains into the public service

The attempt to involve the private sector in Government has become one of the hallmarks of Mr P W Botha's premiership, and the new posts are likely to be the levers used to achieve this end — although the first appointments are all from within the Government service

In an interview yesterday, Mr Schlebusch said it would remain Government policy to look to the public service

before attempting to fill a position from the private sector

The higher salary and rank of the director-general's post would act as an incentive to career public servants and attract people to join, he said

Mr J E du Plessis, at present Secretary to the Prime Minister, has been appointed Director-General of the Prime Minister's Office — the department that plays a pivotal role in the streamlined civil service

This department will co-ordinate the implementation of the Government's "total strategy" in all State departments, giving Mr Du Plessis a key role in the system

Mr Du Plessis is also a member of the State Security Council and Secretary of the Cabinet

These are the three most important parts of the rationalised structure of the public service — giving Mr Du Plessis a crucial role as the official "link man" between the planning and execution of policy

The directors-general who will take up their posts on April 1 are

Office of the Prime Minister — Mr J E du Plessis, Secretary to the Prime Minister, Foreign Affairs and Information — Dr B G Fourie, Secretary for Foreign Affairs, Finance — Dr J H de Loo, Secretary for Finance, Industries, Commerce and Tourism — Dr T A

du Plessis, Secretary for Statistics

Agriculture and Fisheries — Dr D W Immelman, Secretary for Agricultural Technical Services, Water Affairs, Forestry and Environmental Conservation — Mr J F Otto, Secretary for Planning and the Environment; Transport — Mr A B Eksteen, Secretary for Transport, Internal and Constitutional Affairs — Mr J W A van der Merwe, Natal Provincial Secretary

Justice — Mr J P J Coetzer, Secretary for Justice, Co-operation, Development and Education — Mr J H T Mills, Secretary for Coloured Affairs, South African Police — General M C W Geldenhuys, Commissioner of Police, South African Defence Force — General M A de M Malan, Chief of the Defence Force, Manpower Utilisation — Mr E A Cilliers, Secretary for Manpower Utilisation

National Education — Dr J T van Wyk, Secretary for National Education, Community Development and State Auxiliary Services — Mr L Fouche, Secretary for Community Development, Health, Welfare and Pensions — Dr J de Beer, Secretary for Health, Mineral and Energy Affairs — Mr S J P du Plessis, Secretary to the Treasury, National Intelligence Service — Dr L D Barnard

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19/2/80
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there are more black nurses than black doctors. For black patients it was an advantage to be treated by someone of similar language, and

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,51	0,33	1,10	0,21	1,80	1,59	0,13	0,10
1-4	0,05	0,06	0,02	0,10	0,15	0,17	0,02	0,04
5-24	0,07	0,06	0,09	0,10	0,14	0,17	0,11	0,13
25-44	1,09	0,44	1,31	0,70	1,54	1,27	0,73	0,78
45-64	9,75	4,44	14,76	10,70	10,33	8,25	4,61	5,01
65	42,19	32,93	55,30	47,72	43,12	40,90	13,55	14,21
ALL	4,70	3,81	3,22	2,25	2,74	2,69	1,14	1,20
NO.	9752	7926	1135	804	3114	3140	2390	1921

	W		A	
	M	F	M	F
0-1	2,90	2,22	7,81	4,85
1-4	0,22	0,28	0,90	0,69
5-24	0,05	0,06	0,17	0,11
25-44	0,20	0,12	0,37	0,33
45-64	1,46	0,92	3,33	1,85
65+	11,52	7,89	16,51	13,42
ALL	1,12	0,97	1,22	0,79
NO.	2336	2019	430	282

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,02	0,03	0,20	0,21	0,06	0,16	0,06	0,06
1-4	0,01	0,01	0,02	0,00	0,02	0,04	0,01	0,01
5-24	0,00	0,00						

Public servants won't lose jobs

MM
20/2/80
250

Mercury Reporter

THE chief director of the Public Service Commission, Mr Gerrie van Zyl, yesterday gave an unqualified assurance that no public servant would lose his job as a result of the restructuring of the service.

Mr van Zyl said there were in fact, 12 000 vacancies in a total work force of about 250 000.

'We cannot even meet

our full requirements at the moment.

He added that the reorganisation of 38 Government departments into 22 departments would cost about R200 000. A team of 25 work-study officers would be working on the project for a year.

He emphasised that these officials were already on the Government payroll.

'The savings in hard cash and in a more streamlined service will overshadow the costs involved.'

He felt accommodation would be one of the stumbling blocks. There was not a single spare Government office in Pretoria.

In Durban the offices of the Department of Community Development would be integrated with those of the Department of Public Works. The Department of Indian Affairs would become part of the Department of Internal and Constitutional Affairs.

● See Editorial Opinion.

	W		A		C		B	
	M	F	M	F	M	F	M	F
5-24	0,03	0,01	0,05	0,04	0,45	0,26	0,23	0,18
25-44	0,03	0,01	0,04	0,05	0,09	0,06	0,09	0,07
45-64	0,07	0,07	0,21	0,11	0,23	0,09	0,13	0,06
65+	0,18	0,13	0,00	0,15	0,36	0,13	0,26	0,07
ALL	0,06	0,04	0,07	0,06	0,47	0,18	0,44	0,15
NO.	128	85	26	23	289	164	366	187

Streamlining of govt welcomed

Own Correspondent

PRETORIA — The first big move towards the government's aim of establishing a more efficient, smaller and cheaper bureaucracy was widely welcomed yesterday — in the public and private sectors.

But the Progressive Federal Party's finance spokesman, Mr Harry Schwarz, MP, and the head of the Witwatersrand University Graduate School of Business Administration, Professor Gideon Jacobs, suggested that no programme to rationalize and streamline the public service would be complete without a Cabinet reshuffle.

Senior public servants were disturbed at the apparent possibility of outsiders being appointed to top jobs over the heads of career civil servants.

Those spoken to, some holding deputy-secretary rank in state departments, said the "greatest" feature of the new deal was the raising of the salary ceiling in the service.

This would give greater pay flexibility throughout the service right down to the man who makes the tea.

The chairman of the Public Service Commission, Dr Piet Rautenbach, said "The rationalization plan is unique in public service history.

"It has been a shaking of the bones. It was achieved through the public service, and with the full support of its workers."

There would, however, be no immediate pay rise for the directors-general.

Asked whether the new framework provided for the appointment of outsiders to senior posts in the service, Dr Rautenbach said "This has always been so in the service. But I can give this assurance — if the right man is available in the service, no outsider will be appointed."

However, this time round

there was no intention of appointing outsiders.

Professor Gideon Jacobs said the streamlining effort now being made in the service was long overdue.

South Africa, he said, had more state departments than the United States or France.

However, one area which should be looked at, and which would foster greater efficiency, was the qualifications of ministers.

"We need more ministers qualified in terms of the portfolios they are called on to administer. It must be frustrating and time-wasting for a director-general of a department to have to guide and advise a minister who has little or no professional knowledge of the portfolio he holds," Professor Jacobs said.

Mr Harry Schwarz said the rationalization programme had been carried out with uncharacteristic speed, and the Public Service Commission was to be congratulated.

It should lead to greater efficiency and to a cheaper bureaucracy.

He did not believe, however, that the rationalization process was finished. There were other big issues which needed attention.

One was a Cabinet reshuffle. "What we need are ministers handling portfolios for which they are specifically qualified and an early reallocation or realignment in Cabinet ranks is called for."

The president of the Public Servants Association, Dr C M Cameron, said this was the crowning move in the whole effort to streamline and motivate the country's public service.

He declined to guess at the salary level of directors-general, but other senior public servants claimed that if salaries were to be competitive with

people in the private sector, with measurably similar responsibilities, then they would have to be set at between R30 000 and R35 000.

The salaries of existing secretaries of departments, which set the ceiling and determine the entire salary structure in the service right down to the man who sweeps the Union Buildings, it was learnt, is about R23 000.

The higher ceiling would also be a plus factor in attracting the right kind of material to the service.

Asked whether the PSA would welcome appointments to director-general posts from outside the service — as has been suggested, Dr Cameron said "We concede the right of a minister to appoint a man from outside the service to head a state department but we would oppose this if it became the general practice."

The public service was unique and greatly different in many respects from a private company. Budgeting and personnel systems were different. In the public service the motivation was service and in the private sector profit.

"We would rather the government adhered to the general policy of making senior appointments from professional public servants with long service records."

Senior public servants said they were uneasy about the suggestion that top jobs in the service might go to private-sector workers.

This, they emphasized, would cause resentment and frustration and affect the loyalty and motivation of state-department workers.

The president of Assocom, Mr Bob Goodwin, said Assocom welcomed the moves as further evidence of the government's determination to streamline and co-ordinate the public sector.

RDM 20/2/80 (250)

Tempered applause for new 'superchiefs'

By GERALD REILLY
Pretoria Bureau

THE first big move towards a smaller, cheaper and more efficient public service was widely welcomed yesterday

But several spokesmen warned that no such plan would be complete without a Cabinet reshuffle

And senior public servants were disturbed at the possibility of outsiders being appointed over the heads of career civil servants

But they said they were pleased to see that salary ceilings had been raised. This could mean better pay "right down to the man who makes the tea"

The chairman of the Public

Service Commission, Dr Piet Rautenbach said "The rationalisation plan is unique in public service history. It has been a shaking of the bones. It was achieved through the public service and with the full support of its workers."

Dr Rautenbach would not reveal what salary a director-general could expect

Asked whether the plan provided for the appointment of outsiders to senior posts, he said "This has always been so in the service. But I can give this assurance if the right man is available in the service no outsider will be appointed."

Dr Rautenbach said the new system would mean a greater use of management ability in the civil service. For instance, Dr T A du Plessis, an economist, had been moved from the Department of Statistics to head the Department of Industries, Commerce and Tourism, and Mr S J P du Plessis had been moved from his post as Secretary of the Treasury to head the Department of Mineral and Energy Affairs.

Professor Gideon Jacobs, head of the Graduate School of Business at the University of the Witwatersrand, said the streamlining was long overdue.

"We need more Ministers qualified in terms of the portfolios they are called on to administer," he said. "It must be frustrating and time-wasting for a director-general of a department to have to guide and

advise a Minister who has little or no professional knowledge of the portfolio he holds."

The Progressive Federal Party's finance spokesman Mr Harry Schwarz MP, said the plan had been carried out with uncharacteristic speed.

But a Cabinet reshuffle was still needed, he said.

"What we need are Ministers handling portfolios for which they are specifically qualified."

The president of the Public Servants' Association (PSA), Dr C M Cameron, said the new arrangement was the "crowning move" in the effort to motivate the public service.

How much would a director-general earn? The salaries of existing department secretaries, which determines the scale from top to bottom, is about R23 000, it was learnt.

But to compete with the private sector, a director-general's salary would have to be between R30 000 and R35 000.

Asked whether the PSA would welcome appointments from outside the service, Dr Cameron said "We concede the right of a Minister to appoint a man from outside the service to head a state department, but we would oppose this if it became the general practice."

"We would rather the Government adhered to the general policy of making senior appointments from professional public servants with long service records."

Hansard 3(126)

20/2/80

Voters' registration campaign

*5 Mr N B WOOD asked the Minister of the Interior

What was the estimated cost of the voters' registration campaign conducted during 1979?

The DEPUTY MINISTER OF THE INTERIOR

Two million rand

Mr N B WOOD Mr Speaker, arising out of the reply given by the hon the Deputy Minister, will he give us the assurance that if such a vast amount of money is to be spent on a similar exercise in future, it will be better planned and better supervised? [Interjections]

The DEPUTY MINISTER Mr Speaker, the hon member for Berea does not know what he is talking about.

Mr N. B WOOD Mr Speaker, further arising out of the reply given by the hon the Deputy Minister, is he satisfied that the money in this case was properly spent?

The DEPUTY MINISTER Yes

250

250

Average salary paid to university graduates in service of State

*5. Mr N B WOOD asked the Minister of the Interior

- (1) What is the average salary paid to university graduates in the service of the State,
- (2) whether his Department has figures for the average salary paid to such graduates by the private sector, if so,
- (3) whether the average salary paid by the private sector is higher than that paid by the State, if so, what steps are being taken to eliminate the difference?

†The MINISTER OF THE INTERIOR

- (1) Occupational differentiation in the Public Service entails that a uniform pattern of remuneration can no longer be applied to university graduates. Such persons are employed in various levels and fields of work depending on the organizational requirements and an average salary can thus unfortunately not be furnished
- (2) and (3) There is no accurate basis for comparing salaries with the private sector as the same post designations are frequently used for divergent contents of work and organizational requirements differ. Furthermore there

are fields of work in the Public Service for which there are no comparable fields in the private sector. The statistics which are to a degree comparable point to a general tendency that personnel in the private sector are remunerated better than those in the public sector. The Government continually endeavours by means of regular improvements in the service package deal for public personnel to achieve the position where it can obtain and retain its rightful share of university graduates. Any improvements in this regard must however be effected within the framework of available funds

250
Apr 22/1980

PUBLIC SERVICE

Some bloody noses

A good many bureaucratic noses will be put out of joint before the surgical restructuring of SA's public sector is completed.

The reduction of the number of government departments from more than 40 to 18 is to be followed by "rationalisation" of the country's plethora of quangos — quasi-autonomous statutory boards and councils.

According to sources in the Public Service Commission, SA has about 900 quangos, almost three times more than Britain. The number of SA quangos has increased 450-fold in 70 years.

But the structure is not quite so bloated as it seems. Of about 900 quangos, about 300 are irrigation boards, many of them so small that their annual demands on the Treasury amount to no more than about R50-R60. But of the remaining 600, there are hundreds which have become bloated beyond their usefulness, operating at quarter-pace, paying chairmen and members gratuities and stipends out of proportion to services rendered.

Meanwhile, the reorganisation of the central public service and the provincial administrations (with their myriad appendages) continues.

Parallel development

In the excitement and speculative intrigue generated by this week's announcement of the directors-general who will head the truncated administration, an important parallel development has been overlooked.

This is government's acknowledgement — at last — that no structural reorganisation of the bureaucracy can succeed unless there is a corresponding paring of the mountain of laws it has to administer.

The extent to which such a programme would succeed depends on the will and the

disposition of the men who will direct it.

At the Department of Finance, Dr Joop de Font's appointment as Director-General was as predictable as it is welcome. But what may please the business community even more is that his authority will henceforth extend beyond the confines of finance to the other departments in Harwood, particularly Inland Revenue and Customs & Excise, whose present controllers will revert to their original designation of Comptroller.

At first glance, the transfer of François Plessis from Statistics to the post of DG of Commerce and Industries looks good, because the existing tandem administration does not.

But because of his retiring disposition, not even his best friends can predict a radical style of economic management will come from his office. He had a brilliant academic career and picked up a lot of macroeconomic experience as chief Rijkers' deputy in the office of the PM's Economic Adviser, assisting him with Dr Basjan Kler, chairman of the Board of Trade, whose report on industrial strategy due for release later this year is

Dr Niel Barnard, new head of National Intelligence.

Dr J H de Loor, Director-General of Finance.

Mr Brand Fourie, Director-General of Foreign Affairs and Information.

Dr J de Beer, Secretary for Community Development, Health, Welfare and Pensions.

Dr D W Immelman, super secretary of agriculture and fisheries.

The new-look Public Service has ushered in the era of the super secretaries — R40 000 a year managers of conglomerates of departments.

It, part of the quiet revolution that is changing the face of big government to make it unrecognisable from the days before Mr P W Botha started raising dust in the Union Buildings.

More than 40 departments, each with some sort of secretary or manager, have been slimmed down to 18 and more to do — which means the man at the top has to be a super bureaucrat.

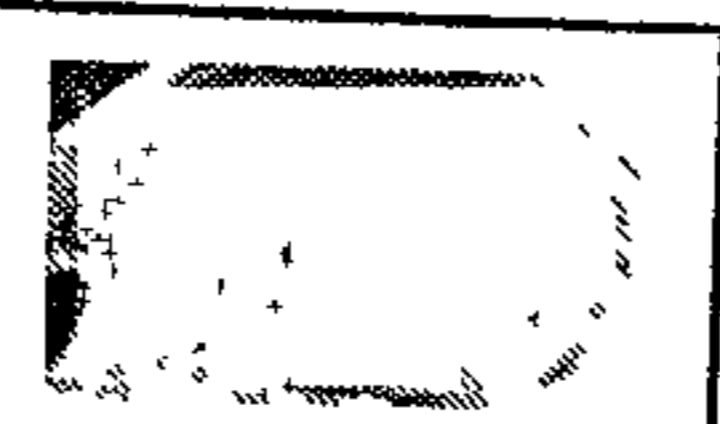
The aim of the whole rationalisation exercise is to group government functions more effectively, remove duplication and streamline the chain of command between policy maker and action-taker.

For instance in the past the Department of Planning proclaimed group areas and the Department of Community Development implemented the decision. Now Community Development will do both.

Of the three departments of agriculture, two will be totally integrated under one super secretary, Dr D W Immelman, and the third, Land Tenure (administration of State properties) is grouped with Community Development and State Auxiliary Services.

The 18 super secretaries, except for the youthful outsider Dr Niel Barnard of National Intelligence, are old salts with years of service to the state behind them.

They comprise a new management level which will open up public service career prospects that



The 18 "super bureaucrats" heading the streamlined Civil Service are hand-picked men who can be trusted to run the public service in the P W Botha-style of government. HUGH LEGGAT, The Star's Political Correspondent, reports.

almost match those of executives in the private sector.

In selecting its best and brightest the Government gave priority to career officers with proven ability in public administration. Other considerations were that they were mostly serving heads of departments, had the necessary personal attributes, capabilities, experience, seniority and academic qualifications.

That is the official version. What is also apparent is that these are hand-picked men who can be trusted

to run the public service according to the dictates of the P W Botha style of government.

The present Public Service, sprawling and diffuse like a house with many ad hoc additions, is a relic from the Verwoerd era that set about a massive task of social engineering.

Mr Botha appears to have other ideas and the new public service, super bureaucrats and all, can be expected to be a creation in his own image — in terms of policy and efficiency. The super secretaries,

although this will be denied, are P W Botha men.

Mr Johan Mills, who served most of his career in the departments dealing with black affairs and helped put the Transkei administration on its feet, is brought back to Co-operation and Development from being Secretary for Coloured Relations.

In getting the post of Director-General of the key department to determine race relations, he supersedes the present Secretary for Co-operation and Development, the recently appointed Mr R J Raath, and the present

secretary of Black education, Mr G J Roussseau.

Another striking omission from the line-up is that of Mr J B W Meyer, who was the powerful Secretary of the Department of the Prime Minister under Mr John Vorster, and who is now Secretary for Social Welfare and Pensions.

His department is being amalgamated with Health and his boss will become Dr J de Beer, present Secretary for Health.

Most of the super secretaries were too busy with present duties and future planning to be interviewed about their appointments.

Those who were reached spoke of exciting futures and challenging teamwork.

The most senior super secretary will undoubtedly be the Director-General of the Prime Minister's Department, Mr J E Duplessis, who went to the Prime Minister's office last August. His department will

have added to it functions relating to the whole spectrum of long-term government socio-economic planning.

The function of the Department of Statistics to provide data for physical, social, scientific and economic planning comes under his control.

He will have the Cabinet Secretariat that will monitor Cabinet decisions and the pace of their implementation.

He started his public service career in the Cape Provincial Administration, went on to the Transvaal Administration, and then the public service commission.

His experience includes time with the then Department of Bantu Administration in 1963 and service in the Transkei Public Service Commission.

Other appointments include

● MR BRAND FOURIE, Director General of Foreign Affairs and Information. Started with the Auditor-General's department in 1934, then the Department of Foreign Affairs in 1939 where he served in overseas offices. He became ambassador to the UN in 1958, Secretary for Information in 1963, and Secretary for Foreign Affairs in 1966.

● MR J H T MILLS, Director-General of Co-operation, Development and Education. Spent 35 years with the old department

of Native or Bantu Affairs, including nine years in Transkei where he drew up the constitution. He said in an interview he had maintained good contact with black leaders, even as Secretary for Coloured Relations.

● DR J H DE LOOR, Director General of Finance. Before joining the public service in 1955 he was a lecturer at Pretoria university. He has served in the departments of trade and industries, of labour and the treasury.

● DR T A DU PLESSIS, Director General of Industries, Commerce and Tourism. He is now Secretary of Statistics and was appointed over the heads of the present secretaries of commerce and of industries. He started at Agriculture in 1948 and served in the office of the Prime Minister's Economic Adviser before becoming Secretary of Statistics.

● MR J F OTTO, Director General of Water Affairs, Forestry and Environmental Conservation.

A civil engineer who is now Secretary of Planning, he too was appointed from outside the present departments that make up his conglomerate. He served at trade and industries before joining the Department of Planning in 1964. His experience as chief of Physical Planning brought dealings with the Departments of Water Affairs and Forestry which he will now control.

The Super Secretaries

250
25/1/78

to come and shear once voorskotte paid by all their employers had been spent, and

2) that although all farmers were at the same rates, some farmers would 'lure' the shearer before or after the appointed time, with offers

They also said that the shearer need for them and the rapidly season advanced, would suddenly break the arrangement and go

The farmers were apparently

None of the farmers who arranged these problems. The agent said they were neither over-booked generally also arrange their own fetch the team from nearby farms from Aberdeen which was in demand, had their own shearers had bought. The farmer

This team had just successfully to 15c a sheep, when the surcharges to come into effect were from

3. The Workers

All the workers interviewed (shearers and dogsmanne) came from Aberdeen. Of the 18 workers interviewed

two were 30 years old or younger, ten were between 31 and 50, and six were older than 50.

One worker was 74 years old. He had been shearing for 40 years and had never done any other work. He said he would have liked to retire but would find it difficult to live on a state old age pension.

Rises for

Ministers expected

Political Staff

CAPETOWN — Substantial salary increases appear to be in the offing for Ministers, deputy Ministers and also for MPs and senators.

The increases are expected to be part of the public service salary package to be offered by the Minister of Finance, Senator Horwood, in his Budget.

The increases for Ministers and Deputy Ministers should be in line with the considerable salary increases for the directors general of the 16 new Departments of state which come into operation during the parliamentary session.

In political circles it is believed that the new directors general could receive salaries of up to R50 000 a year which would put them in a bracket comparable to that of top executives in the private sector.

Ministers' salaries, it is said, would also have to be increased as it would be an anomaly if they received lower salaries than their departmental secretaries.

But it is believed that the Cabinet has not yet taken any final decision on the matter.

of the farmer's eyes open to him as the and/or threaten to they would be paid more.

rough an agent reported the government's programme, making sure the shearer would get the season, and would be paid more. Farmers would then be sent to the towns. The team were apparently in great demand from farmers employing the shearer for their transport.

increase of 5c, from 10c to 15c. Increases which were about 10c to 12c a sheep.

team (8 shearers and 3 dogsmanne) from Middelburg.

Counting cost of SA's democracy

Pretoria Bureau

SOUTH Africa has probably more legislators and bureaucrats per head of population than any other Western democracy

In the view of some political scientists we are over-governed — and the cost to taxpayers is high and going higher

They point out that democracy is not cheap — in fact its the costliest, clumsiest and most cumbersome form of government — and the kind we have in this country is certainly bought at a high price

A major reason for this is a bizarre political system which has to provide for virtually four separate administrations for the four racial groups — a system which has patently failed, and under which the total lack of representation of the majority of the population in government, and of flexibility, keeps the country in a constant state of uncertainty and incipient crisis

Merely to pay the wages and salaries of the 537 000 — 242 000 of them white — who work in State and provincial departments costs taxpayers over R2 000-million a year

Ten years ago the State departments employed 272 000 people and the provincial departments 185 000 — a total of 457 000. They earned a total of R766 696 000

And this year's Budget — it will be tabled in the Assembly by the Minister of Finance, Senator Owen Horwood on March 26 — will have to provide nearly R400 000-million more for increased earnings for the Prime Minister, his 18-member Cabinet, six Deputy Ministers and huge increases for the new super bureaucrats — the directors general of State departments — and more than R500 000 state and provincial department workers

To pay the basic costs of the country's 165 Members of Parliament and the 51 Senators costs more than R4-million a year

The Prime Minister earns a basic R43 244 with a reimbursive allowance of R19 953. Cabinet Ministers earn R23 592 with a tax-free allowance of R6 753, and Deputy Ministers R19 272, with the same R6 753 allowance

In the 1968/69 financial year, the Prime Minister's salary was R13 000 with a R3 000 non-taxable allowance. Cabinet Ministers got R10 000 with a R1 500 allowance, and Senators earned R8 000 and a R1 960 allowance

During the 1979/80 financial year total payout to the 51 Senators was estimated at R854 200, and for MPs R2 598 800

Included in the real earnings of Cabinet Ministers must be the lavish perks of their office

For instance, their gardens and homes are maintained free by the Public Works Department — they pay only a nominal rental for their large houses in Pretoria and Cape Town, they have free cars with white chauffeurs, and they have lavish entertainment allowances

So the real value of a Minister's earnings would be between R40 000 and R45 000, it is estimated

In 1968/69, the ceiling for secretaries of departments was R9 000

Today it is about R23 000 and there is speculation that the new super secretaries' ceiling will jump, according to informed speculations, to near R50 000

Neither the Public Service Commission nor the Public Servants Association was prepared to release details of earnings in the public service

We're
next say
public
servants

Pretoria Bureau

PUBLIC sector workers have welcomed the 12 7/8% rise for railway workers announced in yesterday's Transport Budget.

They are confident that the practice followed by the Government during the past three or four years of giving all public sector workers about the same increase will be followed again.

They point out that with the one month's salary bonus, the effective increase is in excess of 20%.

Senior public servants said last night that this was beyond the expectations of most Government workers.

But the president of the Public Servants' Association, Dr C M Cameron, cautioned them last night that all public sector workers could not expect to benefit to the full extent of the 12 7/8%.

The amount available for increases, he said, would be allocated on differential basis.

Special attention would have to be paid to those areas where there were serious staff shortages and where it was difficult to retain staff. These jobs had to be made more attractive.

He expected the top salary ceiling would be raised.

Calculations based on Department of Statistics figures show that if the 510 000 state and provincial workers -- including police, prisons, SADF personnel, nurses and teachers -- get the same increase as railway workers, the total increase in the Government's wage bill will amount to about R440 million -- about R280 million in pay rises and another R160 million in bonuses.

The 75 000 Post Office workers could expect increases totalling about R37 million.

Blacks hope for big rise

358

250

RDM

7/3/80

Pretoria Bureau.

MORE than 300 000 black, coloured and Indian workers in the public service will be anxious to see to what extent the wage gap is to be closed in the new wage and salary structure to be announced by the Minister of Finance in his Budget on March 26

The Government is committed to narrowing the gap, but some black workers claim the process has been too slow.

In his budget this week, the Minister of Transport, Mr Chris Heunis, indicated the gap would be narrowed, but he gave no details.

The nearly 30 000 black, coloured and Indian workers in the Post Office also expect to hear the Government has approved a quickening in the gap-closing process.

Meanwhile, senior public servants' expectations are high that they will get at least as good a deal as the railway

workers

They point out that the 12,7% increase, plus one month pay bonus, adds up to an effective rise of more than 20%.

And last night the president of the Public Servants' Association, Dr C M Cameron, warned that all Government and provincial workers could not expect to benefit to the full extent of the average percentage increase.

There would be some differentials, mainly aimed at those key areas where substantial increases were considered necessary to retain or attract staff.

At the top would be the super bureaucrats, the directors of departments, whose earnings were expected to be raised well above the level of secretaries of departments.

It is speculated this will be between R40 000 and R45 000.

A "special deal" for nurses and teachers was also on the cards.

Top post salaries equalized

Political Staff

259

rea)

C. Times 7/3/80

HOUSE OF ASSEMBLY —
The government has equalized the salaries of black and white civil servants in a number of top posts

However, the salaries of black and white doctors, dentists and pharmacists are still different

This was disclosed by the minister of the interior, Mr Alwyn Schlebusch, when he replied to questions tabled by Mr David Dalling (PFP, Sandton) and Mr Nigel Wood (NRP, Be-

The minister told Mr Dalling salaries had been equalled for the commissioner and the deputy commissioner for Coloured Affairs, all grades of specialists, principal and senior medical officers, principal and senior dentists

Salaries have also been equalized between white, coloured and Indian inspectors of education and education planners, but not between white and black inspectors of education and education planners

Mr Schlebusch told Mr Wood that white medical officers and dentists earned between R10 320 a year and R16 800 a year, while coloured and Indian medical officers and dentists earned between R9 480 and R16 800, and black medical officers and dentists earned between R8 640 and R15 600.

There were also different salary scales for white, coloured, Indian and black principal pharmacists, senior pharmacists and pharmacists

Cream off the State coffers

The South African bureaucracy just grows and grows, GERALD RILLY reports on the staggering cost to the taxpayer

(250)
GDM
19/3/80

SOUTH AFRICAN taxpayers, burdened for the past 32 years with financing the National Party's escapist apartheid policy, have proportionately more legislators and bureaucrats ordering and controlling their lives than any other Western democracy.

Political scientists say we are governed to a gross extent, that the costs are high and within the next few weeks — after the Budget has been tabled in the Assembly — it will go even higher.

The reason for this is the bizarre political system which has to provide for virtually four separate administrations for the four race groups the costly apartheid policy is designed to keep apart.

The system has now patently failed and for the hundreds of millions of rands in taxpayer's money squandered on maintaining the apartheid facade we have anxiety, uncertainty and the constant threat of unrest — and a Government which, though it has started talking in the right direction, has in fact so far failed to repeal any of the legislation which has been used for nearly a generation to discriminate against blacks, coloureds and Indians.

Merely to pay the wages of the 537 000 — 242 000 of them

white — who work in the State and Provincial departments costs taxpayers over R2 000-million a year.

Ten years ago the State departments employed 272 000 and the Provincial departments 185 000 — a total of 457 000. They earned a total of R766 690 000.

Political scientists point out that democracy is not cheap — in fact it is the costliest, clumsiest and most cumbersome form of government — and the kind we have in this country is certainly bought at a high price.

And this year's Budget — it will be tabled in the Assembly by the Minister of Finance, Senator Horwood, on March 26 — will have to provide nearly R400-million more for increased earnings for the Prime Minister, his 18-member Cabinet — six Deputy Ministers, and huge increases for the new super bureaucrats — the Directors-General of State departments — and more than half a million State and Provincial department workers.

To pay the basic costs of the country's 165 Members of Parliament — they include the Prime Minister, his Ministers and Deputy Ministers — and the 51 Senators costs in excess

of R4-million a year.

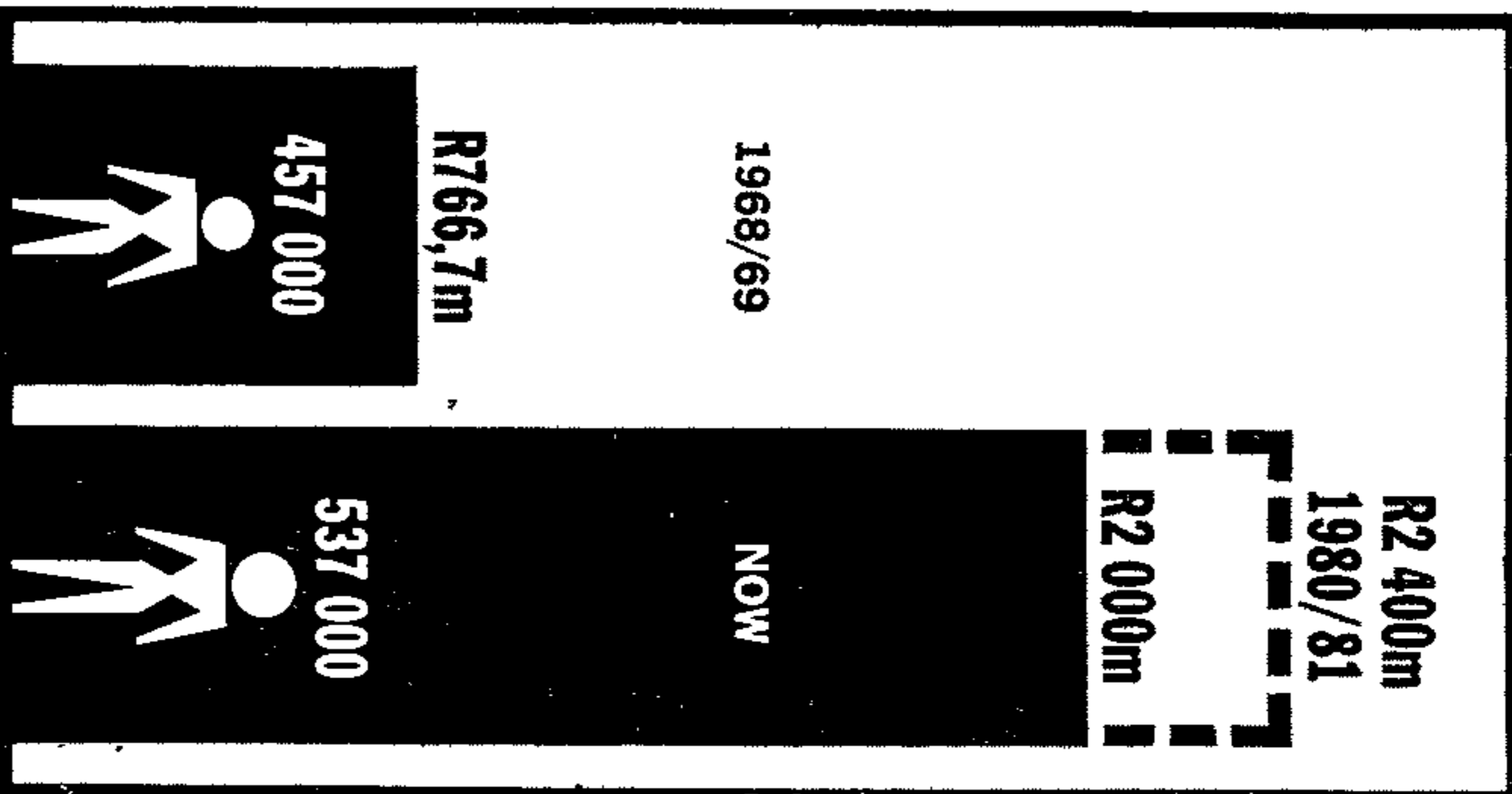
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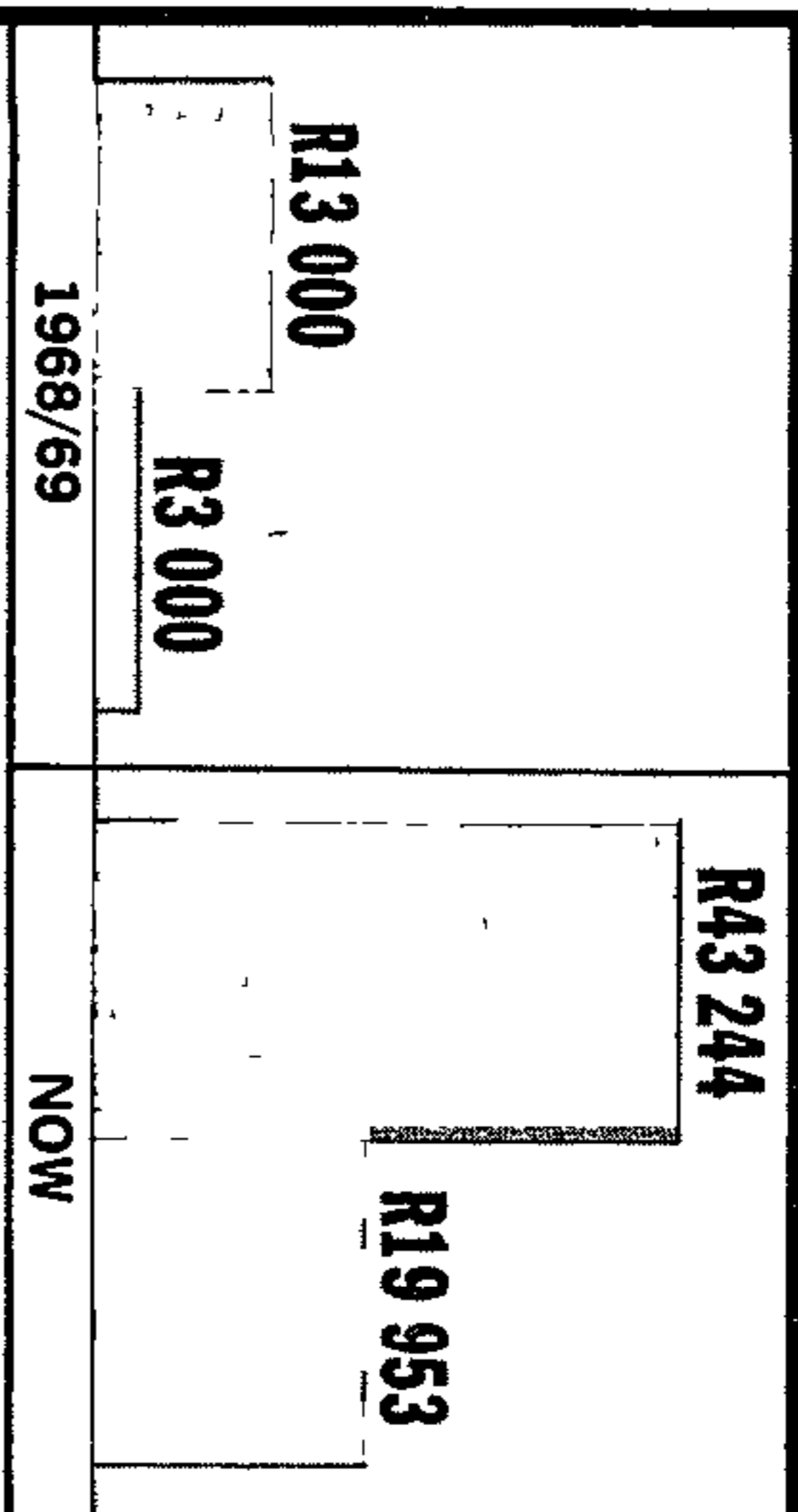
During the 1979/80 financial year total payout to the 51 Senators was estimated at R884 200, and for Members of Parliament R2 598 800.

In 1988/89 Senators earned R219 000 plus R132 000 in allowances — a total of R351 200 — and Members of Parliament R607 000 with R450 000 in allowances — a total of R1 057 000.

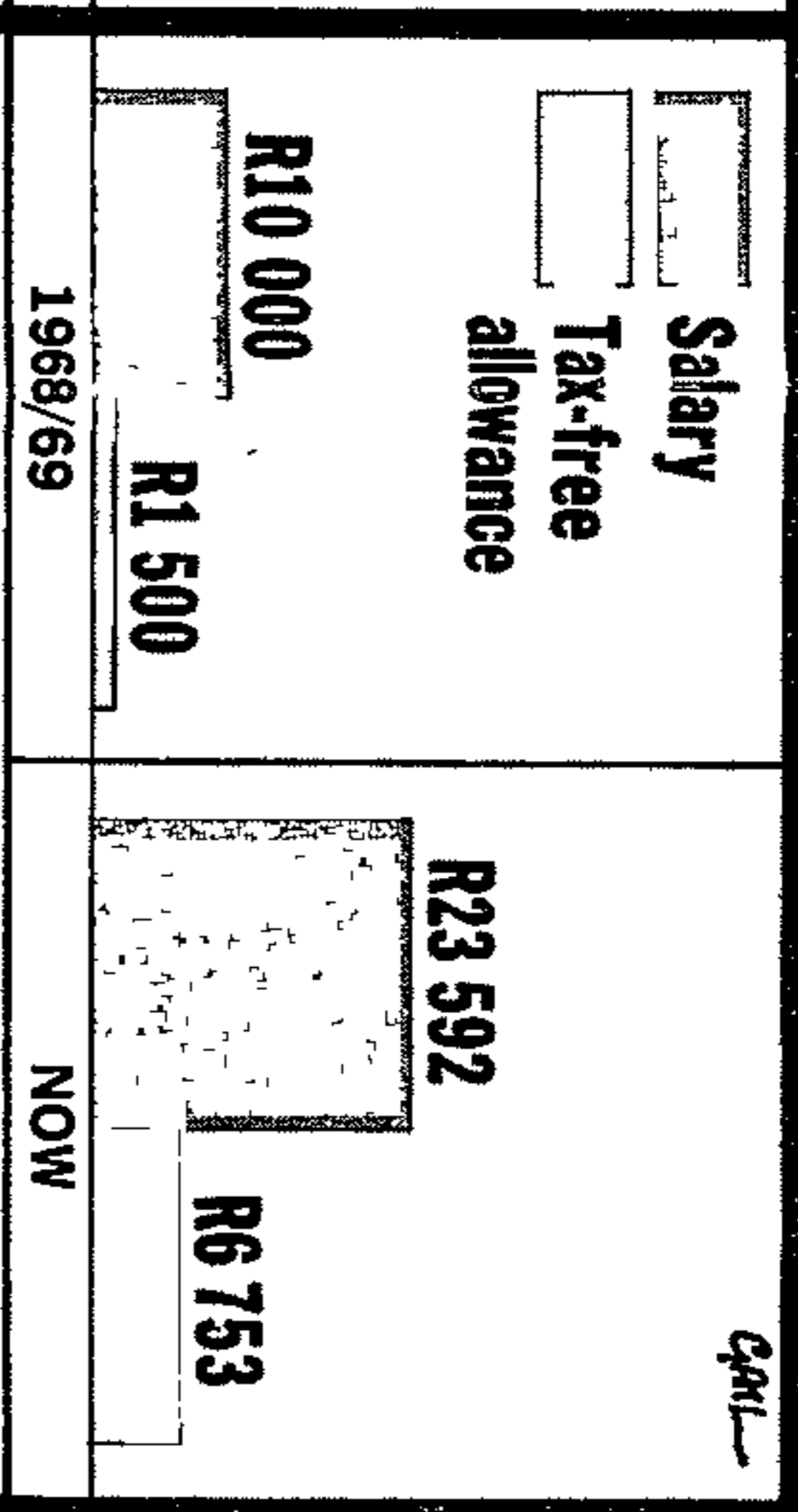
ALL CIVIL SERVANTS



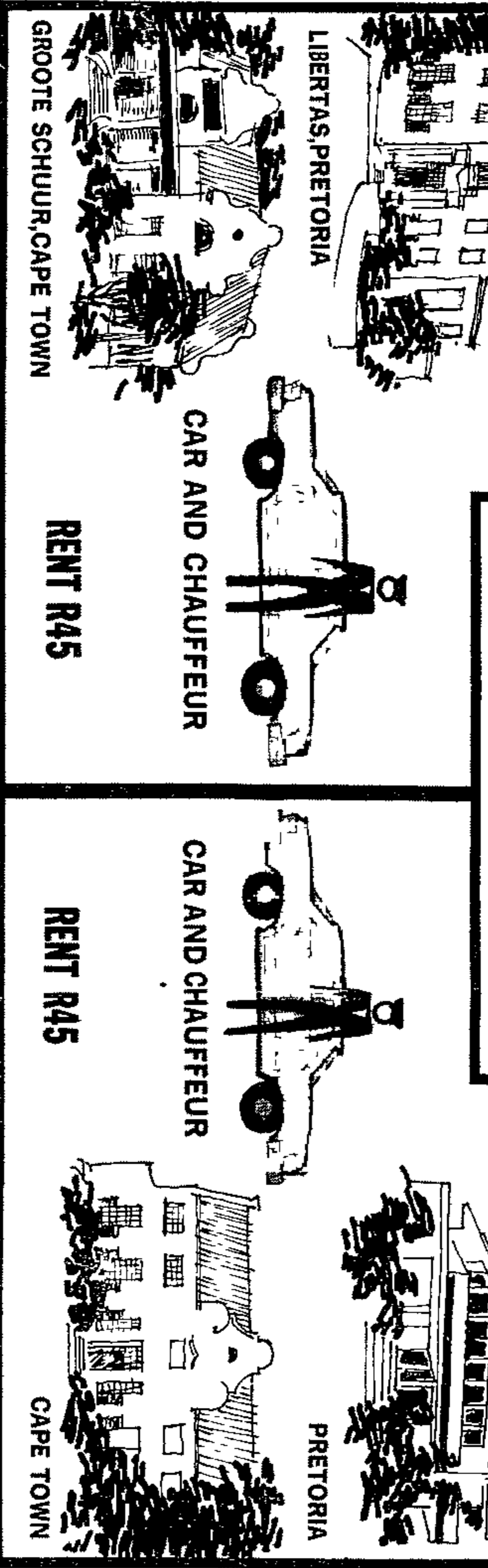
PRIME MINISTER



GABINET MINISTER



TAX-FREE FRINGE BENEFITS



lavish perks of their office and homes are maintained by the Public Works Department — a free service — for their large houses in Pretoria and Cape Town they pay only a nominal rental, they have free cars with white chauffeurs and they have lavish entertainment allowances.

So the real value of a Cabinet Minister's earnings would be between R40 000 and R45 000, it

is estimated. In 1988/89 the ceiling for secretaries of departments was R9 000.

Today it is about R23 000 and the speculation is that the new super secretaries' ceiling will jump according to informed speculations, to near R50 000.

Neither the Public Service Commission nor the Public Servants Association was prepared to release details of earnings in the public service.

Both said what the official earned was no business of anyone but the individual concerned.

By contrast those who fill the private sector sit uneasily in their plush high backed chairs. How long they stay in those chairs depends on performance as harshly reflected in company balance sheets.

This is why the rate of top management changes in the private sector is high. It is hard to remember during the last 30 years when the head of a State department was fired.

So even the new Directors-General of departments will not work and operate in the same loaded environment as a senior executive in the private sector.

However, what is not taken into account is the watertight "fireproof" security enjoyed by all public sector workers, including heads of departments, a fine pension scheme, and a big tax-free handout on retirement.

Whether the fact that the number of State departments is to be shrunk to 18 from 40 will make for cheaper administration is not yet clear.

Certainly the numbers working for the State and Provincial departments are not to be reduced.

Theron, and Commerce, Mr Tjart van der Walt.

Both departments will now fall under a Director-General, Mr T A du Plessis. But Mr Van der Walt and Mr Theron will remain as Deputy Directors-General and the staff complements of the two departments will remain unaltered.

Blacks may fill health posts

20/3/79
Staff Reporter

The staff shortage in the Department of Health has reached such critical levels — more than one in five entry posts are vacant — that the Secretary of Health, Dr Johan de Beer, has suggested the recruitment of blacks to fill them.

In the department's report for 1979, Dr De Beer said that 2593 whites were appointed and 1773 left the service. Of these, 1589 resigned or deserted, 156 retired or died and 28 left because their contracts terminated or they were dismissed.

There were 5 026 representative entry posts in the department of which 1 149 were vacant.

Existing manpower is insufficient to satisfy demand. It would seem that additional employment of non-white staff would greatly improve the situation, Dr De Beer said. The report added that this was "a promising possibility" and that the Public Service Commission would shortly provide guidelines on the problem.

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	PAGE
1025211	PARRONI	PETER HARRY	603202	ROMAN LAW & JURISPRUDENCE IUP	(57)	4
077201P	ANDREWS	DAVID BRIAN	107301	ENGLISH III	(56)	4
101148U	BASKIN	MELANIE ANN	111401	RELIGIOUS STUDIES I	(54)	5
101875J	BOUSSE	PETER GRAHAM	004301	PSYCHOLOGY III	(52)	4
114694IT	COOKE	JOHN GEORGE	404204	GEOGRAPHY IIA (HALF COURSE)UP	(51)	4
115418E	LUPINU	ODILE ARLENE	101202	AFRICAN LANGUAGES XHOSA II UP	(50)	4
111405IT	EGUATIS	RICHARD MARK	911201	MATHEMATICS IIA M204	(55)	4
100997E	FADER	LESLEY SHARON	911103	MATHEMATICS IB	(41)	5
098097C	SHANK	SUSAN	004301	PSYCHOLOGY III	(57)	4
113612K	DGATZOUKIS	EUSTRATIOS JOHN	605301	ROMAN LAW II	(63)	4
101853K	KLIDU	HELENA JANEI	110201	AFRICAN HISTORY I	(50)	4
115103			115103	ITALIAN INTENSIVE	(60)	4
902201			902201	ASTRONOMY A (HALF CRSE)	(63)	5
106301			106301	ECONOMICS III	(53)	5
110317			110317	DRAVA III	(53)	4
107301			107301	ENGLISH III	(53)	5
117301			117301	PULITICAL SCIENCE III	(53)	4
802131			802131	HISI & APPRECIAT OF MUSIC IABS		5
105103			105103	GREEK & ROMAN LIT & PHIL	(58)	5
102302			102302	AFRIKAANS EN NEDERLANDS IIIIF		5
106501			106501	ECOMONICS III	(51)	4
910191			910191	STATISTICS IA (HALF CRSE)	(24)	
910108			910108	STATISTICS IC (HALF CRSE)	(34)	
911201			911201	MATHEMATICS IIA M204	(55)	4
102101			102101	AFRIKAANS	(50)	4
107301			107301	ENGLISH III	(67)	4

UJET

R13000 rise for Ministers, R10000 for PM

5-19-80 27/3/80

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(250)

Political Staff

Cabinet Ministers are set to get a 41 percent rise in income from this year's Budget

The Budget estimates show that a substantial amount of the R480.5-million increased wage bill earmarked for public servants will go into the pay packets of the upper echelons of the service

Commenting today on

the income rise for Ministers, the leader of the New Republic Party, Mr Vause Raw said. "This is the first sign of what could become a staggering spiral of top level salaries. It is obviously linked to the new super secretary system"

Mr Harry Schwarz, the Opposition's spokesman on finance, said the Progress-

sive Federal Party would issue a statement in due course about the whole new salary structure.

The estimates of expenditure issued with the Budget show that ministers' income goes up from R30 345 to R43 000 a basic salary of R33 000 and a reimbursive allowance of R10 000.

The Prime Minister's income goes up from

R63 177 to R73 200, made up of a salary of R48 000 and a reimbursive allowance of R25 200

The State President's income increases from R44 460 to R50 000

Deputy Ministers are due to get a 34.7 percent increase, from R26 025 to R35 044

Cabinet Ministers also receive fringe benefits such as houses for which

they pay a nominal monthly rental of R45, and chauffeur-driven cars

Unlike past years, the salary breakdowns of departmental secretaries are not given in this year's estimates

It is expected that increases similar to those for Ministers might also have gone to the new Directors General of the various departments.

AA's topdogs lap up the gravy

AP 6/16

27/3/80

250

gravy

Political Staff

A SUBSTANTIAL amount of the R480.5-million budgeted for Public Service pay increases appears destined to go into the pockets of the upper echelons of the country's power structure.

Commenting today on the pay increase for Ministers, the leader of the new Republic Party, Mr.ause Raw, said: 'This is the first sign of what would become a staggering list of top-level salaries,

It is obviously linked to the new super-secretaries.'

Mr Harry Schwarz, the Opposition's spokesman on finance, said the Progressive Federal Party would issue a statement in respect of the whole salary structure.

The estimates show that Ministers' incomes go up from R30 345 to R43 000. This includes a basic salary of R33 000 and a reimbursement allowance of R10 000.

The Prime Minister's salary goes up from R63 177 to R73 200, which includes a salary of R48 000 and a reimbursement of R25 200.

The State President's income increases from R44 460 to R50 000.

Deputy Ministers are to get a 34.7 percent increase — from R26 025 to R35 044.

Unlike in past years, the salary breakdowns of secretaries of departments and deputy-secretaries are not given in this year's

estimates — only amounts for each department under the heading 'management'.

This is in line with the new policy of keeping public service salaries secret.

However, it is expected that increase similar to those for ministers might also have gone to the new directors-general of the departments and to deputy-secretaries.

The policy of secrecy makes comparisons between the increases for ministers and those for the rest of Public Service, including teachers, impossible.

It has been estimated, however, that the average increase for teachers might not be much higher than 15 percent.

Ministers have additional perks such as houses, for which they pay only a nominal rent of R45. They also have chauffeur-driven cars.

Buck stops with these men'

Political Staff

250
ASSEMBLY — The Public Service Commission has emphasised that Cabinet Ministers are responsible for everything that goes on in their departments.

His stand contradicts views expressed by some members of Cabinet that officials in departments were responsible for its administration in its annual report, which was tabled in Parliament yesterday, the Public Service Commission said that "public administration — that

is to say, the administration of the whole — cannot, however, be carried out in such a way that individual Ministers and heads of departments are prevented from discharging their responsibilities

20
These responsibilities are considerable

20
In terms of the Constitution, Ministers are appointed to administer the Government departments and are accountable to Parliament for everything (which the commission outlined) their departments do, or

3/80
neglect to do "

It added that heads of departments were made responsible for the efficient management and administration of their departments and were financially accountable for the funds voted for their departments by Parliament

In recent years, a number of Ministers have blamed officials in their departments for problems that have arisen

When various officials, including the secretary, Dr Eschel Rhoadie, were retired from the Department of Informa-

tion, the then Minister, Dr Connie Mulder, refused to resign on the grounds that he was not responsible for their actions

Dr Mulder was, however, later forced to resign by the Prime Minister, Mr P W Botha, shortly after he had taken office

More recently, the then Deputy Minister of Bantu Education, Dr Andries Treurnicht, blamed officials in his department for not keeping him informed about the true situation before the 1976 riots and reject-

ed opposition demands that he resign as a result of the department's handling of the Afrikaans language issue

In the current Department of Defence row, the Minister of Defence, Mr P W Botha, and the Deputy Minister of National Security, Mr Kobie Coetsee, have dissociated themselves from the controversial document drawn up by General Phil Pretorius

But they have not accepted responsibility, as the Public Service Commission statement implies should do

EXAMINATION RESULTS IN FACULTY ARTS

YEAR : P

PAGE 2

AS AT 29 02 80

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STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL
133011C	SCHWEITZER	ANTONY GIDEON	604201	ROMAN DUTCH LAW I	2- (61)
1349653	SMITH	ROBERT TRAVERS	105104	LATIN I	F (41)
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132288R	SONNENBERG	GRAHAM JOHN	604201	ROMAN DUTCH LAW I	(66)
138545T	STRAUSS	JEVIFER SUSANNE	105104	LATIN I	(62)
133262A	TEE	RICHARD JOHN	105104	LATIN I	(47)
139650U	THOMAS	HELEN CAREN	105105	LATIN ELEMENTARY	ABS
101563V	WILLERS	JOHAN MARITZ	105104	LATIN I	F (40)

* TOTAL NUMBER OF STUDENTS 28

DEAN

Horwood's 'new deal fails'

STAR 27/3/80
250

Pretoria Bureau

The new deal for public servants announced by Senator Horwood in his Budget yesterday has failed to narrow the gap between the public and private sectors, says Dr C M Cameron, president of the Public Servants' Association

Dr Cameron said the association was cautiously optimistic over the concessions granted to public servants and civil pensioners

He said the effects could only be determined after the money had been apportioned.

"True, the tax relief will supplement the salary increases, but this applies also to the private sector

"It must also be remembered that the total amount available must also relieve certain serious points of friction, such as narrowing the wage gap between blacks and whites and improving salaries of, among others, teachers and nurses

"It will keep the public service in a poor bargaining position to obtain scarce manpower," he said.

UCT

Public servants cautious

Pretoria Bureau

THE president of the Public Servants' Association, Dr C M Cameron, was cautious in his reaction to the pay concessions, and the increases for civil pensioners

The amount set aside for improvements was, according to preliminary reckoning, not enough to close the earnings between public and private sectors.

He said it should be remembered that the total amount available had to relieve serious bottlenecks like the narrowing of the wage gap, and salaries of teachers and nurses among others.

He welcomed the concessions for civil pensioners and the service bonus

"This long-expected privilege brings the public servants into line with what has been accepted as normal in the private sector for some time," Dr Cameron said

UJET

BRADFORD, H J

ECONOMIC HIST. HONS 1 80%

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	PAGE
101795X	DEKATER	SHEILA JOSEPHINE HOWARD	105703	LATIN HONOURS	2+	4
1207760	KUBIN	VIVIANNE	109701	HERRE, HONOURS	3	4
* TOTAL NUMBER OF STUDENTS						2

DEAN

REGISTRAR (ACADEMIC)

STUD13-9 EXAMINATION RESULTS IN FACULTY ARTS AS AT 29 02 80 PAGE 1

17000

65

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 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

WHAT THE GOVT WILL DO WITH YOUR MONEY

250 RDP 27/3/80

Department	89/81	79/80	Increase
State President	477 000	432 460	44 540
Parliament	7 093 000	6 453 000	646 000
Prime Minister	4 799 460	3 561 580	1 237 880
Defence	1 890 000 000	1 612 400 000	277 600 000
Manpower Utilisation	24 147 000	23 627 000	4 520 000
Cooperation and Development	785 023 000	709 903 000	75 120 000
Agriculture and Fisheries	379 250 000	322 229 500	57 020 500
Commerce and Consumer Affairs	146 534 000	127 310 000	19 224 000
Industries	290 747 200	355 330 300	-65 583 100
Finance	4 507 385 000	4 116 604 000	+390 781 000
Audit	5 300 000	4 960 000	340 000
Transport	234 362 000	171 907 000	62 455 000
Community Development	403 295 350	371 872 100	31 423 250
Coloured Relations	383 434 000	338 033 000	45 401 000
Indian Affairs	144 434 000	123 983 000	20 451 000
Justice	58 131 396	53 672 000	4 459 396
Interior	19 620 000	14 925 000	4 695 000
Commission for Administration	17 400 000	12 416 000	4 984 000
Govt Printing Works	1 000	4 800 000	-4 799 000
Water Affairs, Forestry and Environment	262 694 000	230 208 000	+32 485 600
Foreign Affairs and Information	265 721 000	217 244 000	48 477 000
Mineral and Energy Affairs	319 834 830	235 029 120	84 865 710
Police	309 765 000	245 247 000	64 518 000
Prisons	110 618 000	99 793 000	10 825 000
National Education	407 187 000	356 678 000	50 509 000
Public Works	23 000	709 903 000	75 120 000
Agriculture and Fisheries	379 250 000	322 229 500	57 020 500
Commerce and Consumer Affairs	146 534 000	127 310 000	19 224 000
Statistics	21 087 000	9 226 000	12 261 000
Tourism	8 434 000	7 745 000	689 000
Education and Training	240 370 000	181 804 000	58 566 000
Health, Welfare and Pensions	738 372 000	670 140 000	68 232 000
Improvement of Conditions of Service	434 002 000	257 000 000	177 002 000
SA Development Trust Fund	6 454 000	7 663 000	-1 209 000
National Road Fund	133 000 000	139 100 000	-6 100 000
State Oil Fund	270 000 000	274 800 000	-4 800 000
Black Transport Services Account	12 500 000	12 000 000	500 000
Sorghum Beer Research Fund	850 000	515 000	335 000
South West Africa Territorial Revenue Fund	13 000	25 000	-12 000
Grand Total	13 246 296 226	11 653 148 460	1 675 650 876

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL
102531	DEAN	ROSEMARY KATHERINE	102101	AFRIKAANS	UP (50)
* TOTAL NUMBER OF STUDENTS 1					
REGISTRAR (ACADEMIC)					

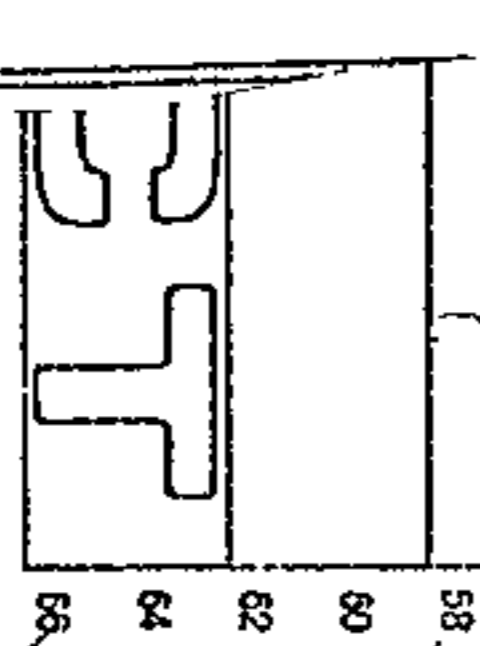
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PAGE 1

AS AT 29 02 80

EXAMINATION RESULTS IN FACULTY ARTS

STU13-9



R480m

boost to public service salaries

THE ASSEMBLY. — "Significant improvements in salaries and other conditions of service" were granted to all public servants by Senator Owen Horwood yesterday

The improvements, which were not announced in detail, take effect on April 1

Sen Horwood said particulars would be made available soon by the Public Service Commission.

The existing vacation bonus will be replaced by a service bonus equal to a month's salary less 7%, payable in the official's month of birth.

Officials who have already had their birthdays this year will receive their bonuses in April

The 7% deduction, together with a three-fold contribution by the State, will be deposited in a stabilisation account for augmenting the pensions of retired officials as and when necessary

Public servants will receive general salary increases, basically consisting of notch-for-notch adjustments on improved key scales, with further increases for personnel who qualify in terms of the principle of vocational differentiation

Nursing personnel will receive further improvements in the grade of Sister and lecturing staff and teachers will receive salary improvements on a notch-for-notch basis in the grade and on an improved key scale

He said the improvements for teachers confirmed the Government's view that education was a distinctive profession and should therefore receive and develop a structure in its own right

"Non-white personnel will receive salary improvements in accordance with the pattern for whites. In the light of existing salary relationships, relatively larger improvements had been granted to them."

Sen Horwood said the opportunity existed to bring about salary improvements in the public service in a more planned and orderly manner, and he appealed to all involved to formulate their representations in future in accordance with the procedures laid down by the PSC

EXAMINATION RESULTS IN FACULTY ARTS

STU13-9

15014

22	155042F	UP	(56)	1578556
24				
26	154595W	UP	(59)	
28	155823Y	F		
30	1501966	UP	(56)	
32	158314F	F	(31)	
34	158503L	UP	(50)	
36	038176W	2-	(64)	
38	115449N	ABS		
40	159727K	UP	(55)	
42	162529M	F	(47)	
44	161080M	1		
46	157638W	1		
48	155155X	1		
50	156583Z	1		
52	153752X	1		
54	158337F	1		
56	154745U	1		
58	156056E	1		
60	1542724	1	(50)	
62	154933F	UP	(50)	
64				
66				

"I shall fail in my duty if I do not adjure employees in the private and public sectors to moderate their expectations of salary adjustments with realism

"Absolute discipline regarding salary improvements must be applied by all sectors if we are serious in our endeavours to combat inflation"

Conditions of service had to be seen with regard to the incidence of taxation

The influence that tax-relief measures could have on take-home pay should not be underestimated

Sen Horwood gave examples of the approximate improved take-home pay of teachers:

Unmarried beginners would take home R95 a month more, teachers in the middle group (married with two children), nearly R150 a month more, senior teachers married with two children, over R210 a month more and top posts in education over R450 a month more

He was satisfied the improved conditions of service were a realistic, fair and favourable dispensation for the civil service as a whole and for its constituent branches, and that the amount provided for that purpose — R480 500 000 (by far the largest so far in the country's history) — was the maximum a well-disposed and responsible government would provide in the present circumstances

"The improvement of conditions of service is a planned process which receives continuous attention.

"The expenditure involved must be within the financial capacity of the country and improvements are progressively made in accordance with this fundamental criterion," Sen Horwood said — Sapa

UP

LATIN I

SNITCHER

21 Govt departments vanish tonight

STAR 31/3/80 (250)

Who needs two public servants when one can do the job and perhaps even it better?

Many people have asked themselves that question ever becoming embroiled in the workings of state departments

It might surprise them to learn that the public servants themselves have been asking the same question

At the stroke of midnight tonight, the Government will come up with at least part of the answer

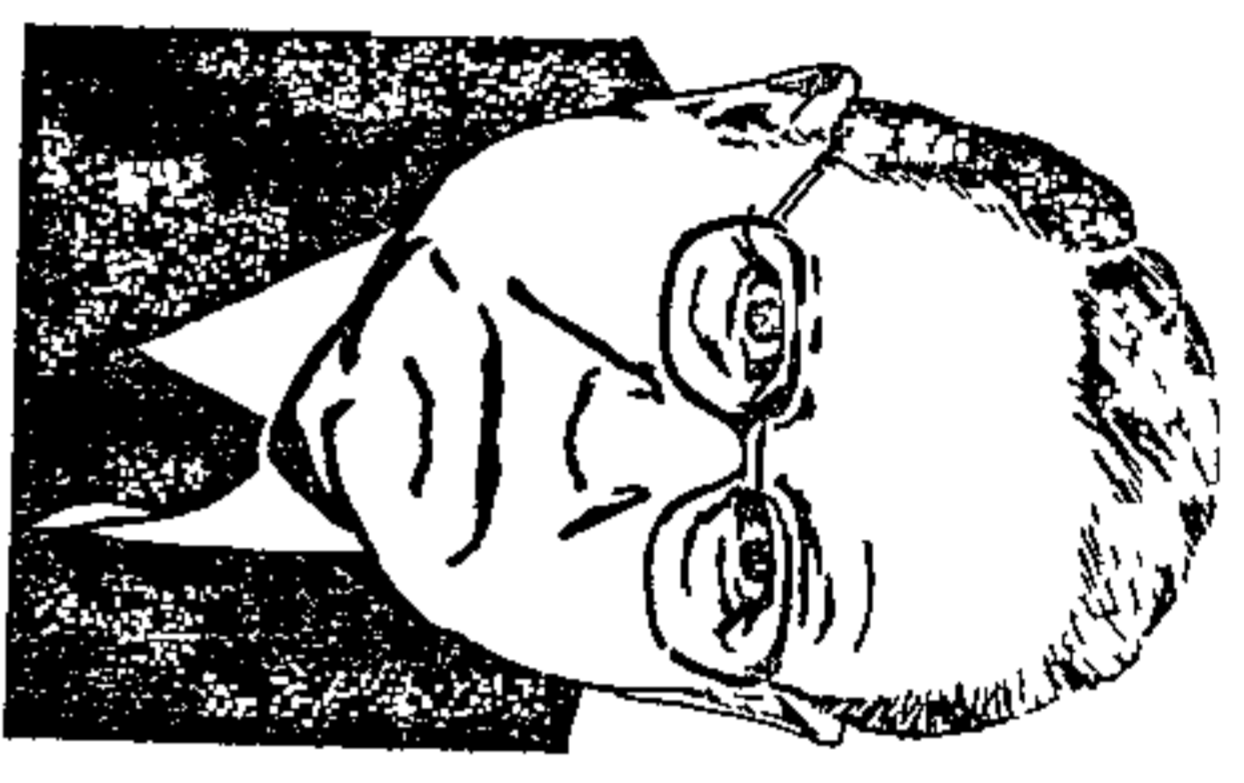
Tomorrow, 21 Government departments will disappear, and 12 streamlined departments will take their place

This will be Phase 2 of a process that will see a total number of central government departments reduced from 39 to 22, falling under 18 Cabinet Ministers

The final phase of the process will be completed after the current session of Parliament, and the last five new departments will be formed

The Public Service Commission, which has recommended the whole rationalisation process, worked out the finest details of the changeover. For example, although it may not realise it, the name of Mr O T Mehlo, the senior manager in the Mayor-General's office

From midnight tonight 21 Government departments will disappear and 12 rationalised, streamlined departments will take their place. Here DAVID BREIER of The Star's Pretoria Bureau examines the ramifications of the changes.



Mr Alwyn Schiebusch commission report awaited.

Twelve Government departments will take their final form on Tuesday April 1. Several of these will be unaffected while some will have only a change of name.

The Department of Transport, the South African Police and the South African Defence Force remain unchanged, as does the Department of Manpower Utilisation.

The Department of National Security becomes the National Intelligence Service.

The Department of Mines becomes the Department of Mineral and Energy Affairs.

The Department of Agricultural Credit and Land Tenure, the Department of Agricultural Economics and Marketing and the Department of Agricultural Technical Services become the Department of Agriculture and Fisheries.

The Department of Health and the Department of Social Welfare and Pensions becomes the Department of Health, Welfare and Pensions.

The Department of National Education and the Department of Sport and Recreation become the Department of National Education.

The Department of Customs and Excise, the Department of Finance and the Department of Inland Revenue become the Department of Finance.

The Department of Water Affairs and the Department of Forestry and Environmental Conservation become the Department of Water Affairs, Forestry and Environmental Conservation.

The Department of Foreign Affairs and the Information Service become the Department of Foreign Affairs and Information.

same telephone numbers and addresses

The only change is that the switchboard operators may call the department by a different name

New letterheads have been printed for use by the new departments

For a long time the departments will remain scattered about in their present accommodation, many of them in buildings in Pretoria

It will take some time to rationalise the accommodation of departments, Mr van Zyl said, especially in view of the shortage of accommodation. But the rationalisers

hope the public will soon notice a greater efficiency that should accompany the change

Take the new Department of Agriculture and Fisheries, Mr van Zyl said

It takes over from among other, the Department of Agricultural Economics and Marketing, and from the Department of Agricultural Technical Services

Until now, a farmer might receive a visit from a technical expert from one department, while another might give technical advice on a farming operation with little regard for the economics of the mat-

ter

The farmer might then receive a visit from the economics expert of the other department, who may give him sound economic advice, with little regard for the technical feasibility of the advice

Under the new department, the ideal would be to have one expert giving both technical and economic advice

Another example of greater efficiency could apply to the New Department of Health, Welfare and Pensions, which takes over from the Department of Health and the Department of Social Welfare

and Pensions

At present a district nurse from the department of health might visit a home to help with a health problem

If she finds that a welfare problem exists as well, she calls in help from the Department of Social Welfare and Pensions

But if the nurse had some social work training, she might be able to care for both the health and the social problem. Dr van Zyl emphasises that no public servant will lose a job as a result of the greater efficiency. The service has 12 000

The final phase of rationalisation will affect the four provincial administrations

Dr van Zyl said this had been left until last to await the findings of the Schiebusch Commission looking into the constitution

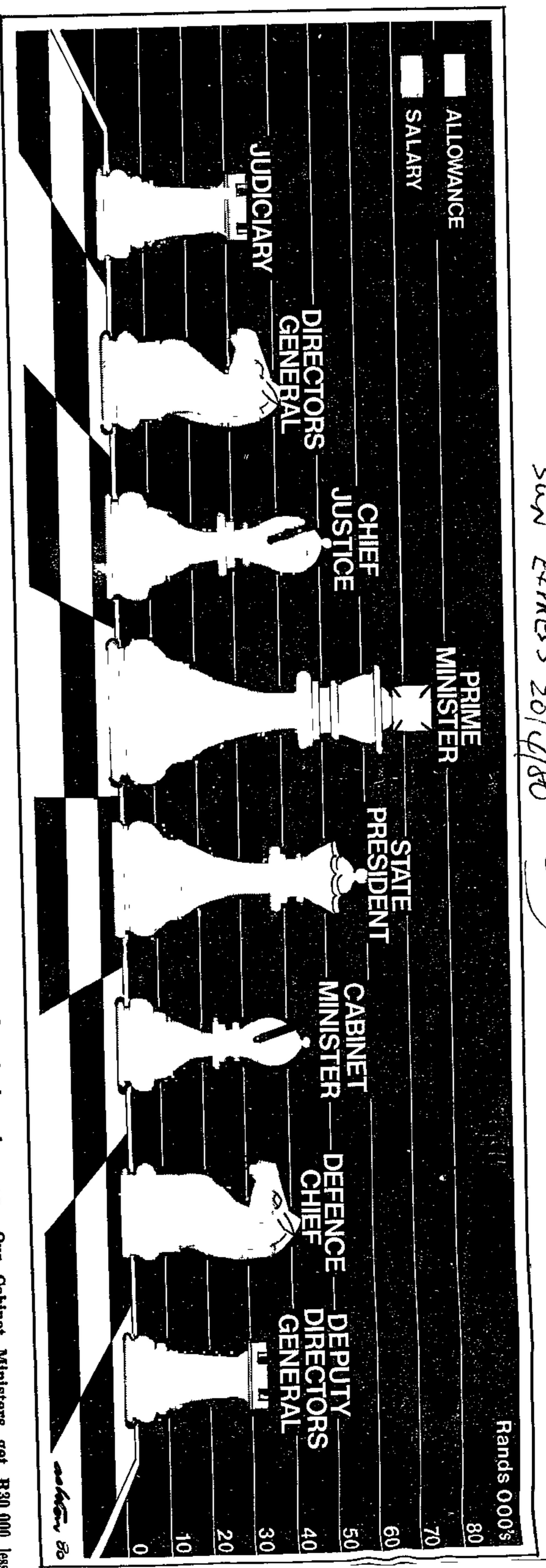
One question which might remain in some people's minds is who rationalises the rationalisers. In other words, who ensures that the Public Service Commission, which masterminds the rationalisation process, runs as efficiently as possible?

The answer is that the commission does it itself

The hierarchy of power

SUN EXPRESS 20/4/80 250

WHAT
SOUTH
AFRICA
PAYS
MEN
AT THE
TOP...



IF IT'S your ambition to be a Prime Minister, don't emigrate to Britain, Australia or Canada. Mr P W Botha earns more than Mrs Margaret Thatcher, Mr Malcolm Fraser or Mr Pierre Trudeau. And Mr Botha's Ministers earn more than theirs do, too, so you will do better here — even while "in training".

On the other hand, if your German is good and you have your eye on Chancellor Schmidt's job, it's worth thinking about. He's paid R130 378, and President Jimmy Carter is about the only one to beat that, with R197 910, including allowances. But then, United States law says you have to be born in the United States to inherit the President's berth in the White House.

South Africa's Premier, with his new salary, is doing well by world standards, most embassy spokesmen in Cape Town agree. Mrs Thatcher gets R67 000, and the cost of living is much higher in Britain than here. Mr Trudeau gets R53 000 and Mr Fraser R50 000.

And, though most of these countries have a very substantially higher gross national product, Mrs Thatcher, at least, feels unable to accept so much. She has said she won't draw her own increased salary until 1982, when she's had some impact on the economy. Apparently it's a touchy subject in Britain if government members get increases that are higher than the cost of living, when the public blaming them for not being able to beat inflation.

The gap between the PM and his Ministers seems greater here than overseas. Our Cabinet Ministers get R30 000 less than the PM. In Britain, Ministers' salaries drop R13 000, in Canada about R9 000, and in Australia only R5 500. Unlike here, only a few British Ministers get free accommodation. "And finding a place in London is quite an experience," say local Brits.

— JOHN MATSON

Most of the arguments for tariff protection in South Africa have been

Increases hit a snag

Post 2/14/80

Salary Shock

250
250
300

A SHOCK awaits teachers, nurses and pensioners on pay-day — the increases announced by Finance Minister Horwood will not be in paypackets. Many public servants expected the increases on pay-day. And pensioners expected them in

By PHIL MTIMKULU

their next allowance. But officials in Pretoria at the weekend discounted that possibility — but at the same time made it clear the increases when implemented will be back dated to April 1. This means that, should increases be paid after three months, public servants will smile all the way to the bank the said day. Pensioners get increases in October. And their increases are not back-dated. They will only start from October. The Public Service Commission and the Department of Co-Operation and



Pensioners . . . may have to wait until October for increases.

Development could not confirm when exactly the increases will be paid. But officials from both departments said it would take a little longer. But details of increases will, according to reports, be announced today. Mr G Engelbrecht, Chief Liaison Officer of the Department of Education and Training, said the salary increases could take between three and nine months before they are paid out. "Our department has a staff of about 30 000 and when increases are to be made a lot of data has to be changed," he said. "This is what consumes the

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goods coupled with export
firms which employed capi
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of employing skilled labo
society would encourage t
South Africa and therefor
appropriate technology, r

effectiveness of the increase and its implementation.

Delay

"But when the increases are implemented, they will be back-dated to the day when they became effective," he said.

Other Government departments may be delaying the increases for the same reason — that of processing the new data into computer data banks.

This is also not the first time this happens. Whenever increases are announced, there is a delay before they are paid.

A Government source said a statement would be released within the next few days about what the increases will entail.

However, the Minister of Health, Dr "Lapa" Munnik, has said it would be safe for the nurses to assume that they would receive increases of 17 to 19 percent.

Mr Chris van den Heever, acting superintendent of Baragwanath Hospital, said nurses would welcome such increases.

Post
21/4/80
250

Government outgrows its HQ

STAR 22/4/80 (250)

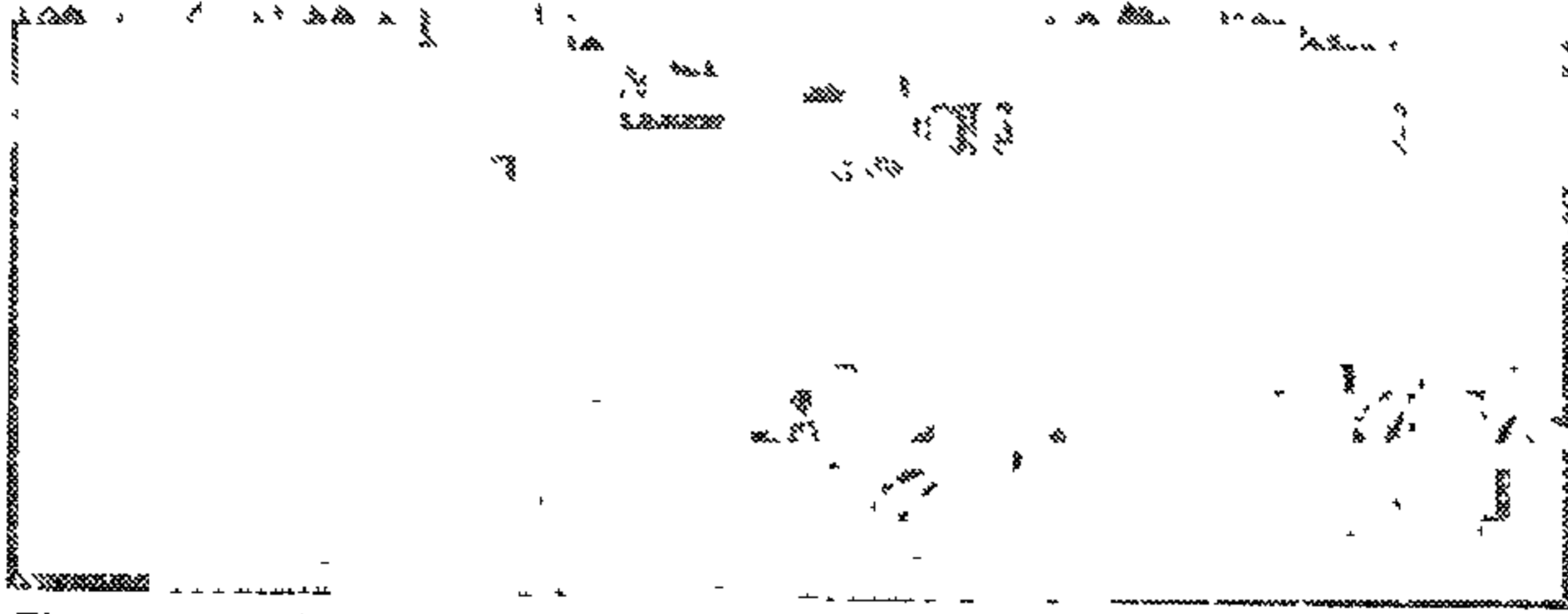
Political Correspondent

CAPE TOWN — Pretoria's imposing Union Buildings have become too small for big government

With the expansion of the functions of the Prime Minister's Department and the addition of staff, there is no longer room for three ministries in the Government's headquarters building

Senator Horwood's Ministry of Finance, including the Treasury and the Director General of Finance's office, are expected to move out soon to make more office space available for the Prime Minister and for Mr Pik Botha's Ministry of Foreign Affairs and Information.

Last year there were



The imposing Union Buildings in Pretoria can no longer contain the three Government departments it houses. The Department of Finance, including the Treasury, is expected to move soon

four ministers in the Union Buildings until the combined ministries of Justice, Police and Prisons were split up between two ministers and

moved to offices in downtown Pretoria

With the rationalisation of the public service, the Prime Minister's Department has taken on func-

tions which allow it to monitor and co-ordinate all the tasks of government

It is equipped to oversee the long-term develop-

ment plans for the country by taking over the data function of the Department of Statistics and the physical planning functions of the Department of Statistics and the old Department of Environmental Planning and Energy

This means a significant increase in staff in the Prime Minister's Department, which is expected to take over virtually the whole of the Union Buildings and make it the "office" of the Government

The Ministry of Foreign Affairs and Information by nature of its work functions, needs to be close to the office of the Prime Minister for day-to-day liaison

PM's office has expanded role in Public Service

Own Correspondent

CAPE TOWN — The full scope and the highly powerful position of the Prime Minister's Department in the newly rationalised Public Service was disclosed today by the Director-General of the department, Mr J E du Plessis.

The department's functions stretch from planning in the physical, economic, scientific and social spheres to constitutional and security planning.

Pointing out that purposeful planning in the widest sense of the word has been identified as a

priority in the rationalised Public Service, Mr du Plessis said "In a unique effort all national planning bodies in the country have been harnessed in the Office of the Prime Minister with the purpose of compiling a comprehensive development plan which could serve as a directing principle for all decisions and their implementation which affect the development and security of the country"

INTERTWINED

The new department's broad assignment contained elements which ranged from utilisation of land, the society and the economic system and science to the closely intertwined questions of constitutional planning and national security.

Mr du Plessis was speaking in Pretoria, where he opened the conference of the South African Institute of Town and Regional Planners

He said the importance attached to planning was underlined by the fact that these functions had been given to the Prime Minister's Department, which already had a cen-

tral directive role in the country

It had the further advantage of linking closely with those institutions created for the functioning of the Cabinet system, which greatly facilitated administration of the country

While the social and constitutional planning aspects of the department still had to be established, the scientific planning branch aimed at harnessing science and technology on a co-ordinated basis to the advantage of the country's economic and scientific development

Ailing banks cost Govt close to R1-million

STAR
30/4/80

(58)
(332)
(250)

Tom Duff, Political Reporter

CAPE TOWN — The Motor Vehicle Assurance Fund has lost about R130 000 in interest on investments with Rondalia Bank, which was placed under curatorship in November 1976 due to liquidity problems

This brings the amount known to have been lost by Government bodies through loss of interest on investments with ailing banks close to R1-million

And according to the Auditor-General's report on the MVA Fund, Rondalia Bank still owed the fund about R300 000 at the end of April last year

The fund invested R750 000 with the bank in 1976. However, the bank went into curatorship in November of that year and interest rates were cut

The Wool Board has lost more than half a million rand through investing R3 million with the Rand Bank only months before it was put under curatorship

Losses totalling hundreds of thousands of rands have been suffered by six black administration boards which invested with the bank

INVESTIGATION

Two boards — those for the East Rand and Port Natal Areas — invested about R1-million each in the bank only about three weeks before it was placed under a curator on February 1, 1977

Investment by some administration boards are to be investigated next month by the Select Committee on Public Accounts — Parliament's watchdog on government spending

Mr Philip Myburgh, Opposition spokesman on agriculture, said today the Wool Board's half a million rand loss raised a new set of questions, not only regarding the board

itself but also other agricultural control

boards. These boards were entrusted with sums of

money by farmers. For any agricultural control board to lend money to non-agricultural finance institutions was highly irresponsible and showed a complete disregard for farmers' needs, he said

"The obvious bank for agricultural control boards to invest in is the Land Bank — the bank that has no other purpose than financing agriculture

"During the Agriculture Vote this matter will certainly be dealt with and I expect the Minister to come up with clear answers"

8/25/80
SVE
DIA/EM

R29 civil servants' rise dashes hopes

519K 30/4/80 (250)

Some public servants learned their salary increases today—and found their Golden Budget expectations shattered

Government employees categorised as outdoor staff (including rent control inspectors, passport and customs officers) will earn an extra R13 to R29 a month this year with effect from April 1 — before tax

The salary increase, of between six and seven per cent a year, means the highest-paid public servant in this grade of work will earn R441,25 a month.

The new pay cheques, backdated to April 1, will only be received in a month's time

The increases announced today fall far short of the 11 to 13 percent aver-

age salary increase which was predicted a week ago by the chairman of the Public Servants' Association, Dr C M Cameron

The cost of living index rose by more than 13 per cent in the past year.

The revised salary scale means people formerly earning R2 640 a year (the lowest salary for the outdoor staff scale) will earn R2 805 a year, while senior staff on this scale will earn R5 275 a year in comparison to R4 950 last year

Civil Servants move on salaries

5-MAR 1/5/80

250

The Public Service Association is planning to take up shortcomings in new salary scales with the authorities.

A number of public servants are going to be unhappy with their salary increases, but we have already identified the shortcomings and will submit a memorandum about

these to the Public Service Commission soon," said Dr C M Cameron, chairman of the association, today.

He said the association had found deficiencies in the new salary scales now being implemented, especially in the entry grades for inspectors, in the middle structure of

the service as well as in specific areas such as artisan salaries.

"The big problem is that the public service has been neglected for so long that it is almost impossible to fix everything at once, especially if funds are not available.

"It appears the Public

Service Commission has started at the top, which I think is right because this creates better career opportunities.

"We have been led to believe that the middle and entry grades of the public service will be looked after at the Budget next year," said Dr Cameron.

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'Public servants not happy about salary'

Pretoria Bureau

A LARGE percentage of the 500 000 state and provincial workers are seriously dissatisfied with their salary increases, say Pretoria sources

They claim that the R460-million set aside in the Budget for increases has been "disproportionately allocated" and that those at the top in the public service have benefitted to an unfair extent

Although the average increase, according to the president of the Public Servants Association, Dr Colin Cameron, range between 11% and 13%, there are certain areas where the rise is as low as 6%

Dr Cameron said it was true that some of the increases in the middle ranks, and the in-

creases at the entry and artisan areas, were inadequate

A memorandum had been drawn up, he said, which would be submitted to the Public Service Commission next week

The public service, Dr Cameron said, had been neglected for decades,

He agreed, however, that the extra weight given by the commission to increases at the higher levels in the service was a good move

The structure had been raised, and thus held out better prospects for all workers in the public sector, although, he added, it was to be regretted that more could not have been done for middle area workers and to make entry level salaries more attractive

- 177K 2/13/80

'Grievances not public' (250)

Pretoria Bureau

The Public Servants' Association has refused to reveal the nature of its complaints on pay increases, as it fears a public debate similar to that entered into by the teachers

The president of the association, Dr C M Cameron, has sent a memorandum containing grievances, to the Commission

for Administration (formerly the Public Service Commission)

This covers anomalies and complaints caused by the recent pay increases for civil servants.

There have been complaints by some public servants that their pay increases have fallen far short of the average of 10 percent

Public servants angry over increases

250

DM 8/5/80
By GERALD REILLY
Pretoria Bureau

A LARGE percentage of the 500 000 State and Provincial workers are seriously dissatisfied with their salary increases, according to Pretoria sources.

They claim that the R480-million set aside in the Budget for increases has been "disproportionately allocated" and that those at the top in the public service have benefited to an unfair extent.

According to the President of the Public Service Association, Dr Colin Cameron, the average increase ranged from 11% to 13%, but there are certain areas where the rise is as low as 6%.

Dr Cameron said some of the increases in the middle ranks, and the increases at the entry and artisan areas, were inadequate.

A memorandum had been drawn up on this issue and it had been submitted to the Public Service Commission, he said.

Earnings in the public service had been neglected for decades, and this could not be righted overnight, Dr Cameron added.

He agreed, however, that the extra weight given by the commission to increases at the higher level in the service was a good move.

The structure had been raised and this held out better prospects for all workers in the public sector. But, he said, it was to be regretted that more could not have been done for middle-area workers and to make entry level salaries more attractive.

Like other senior Government workers, Dr Cameron believes the small increases at the entry level will do nothing to attract badly needed recruits to the service.

STARK 7/5/80 (250)
'Top blacks equally paid'

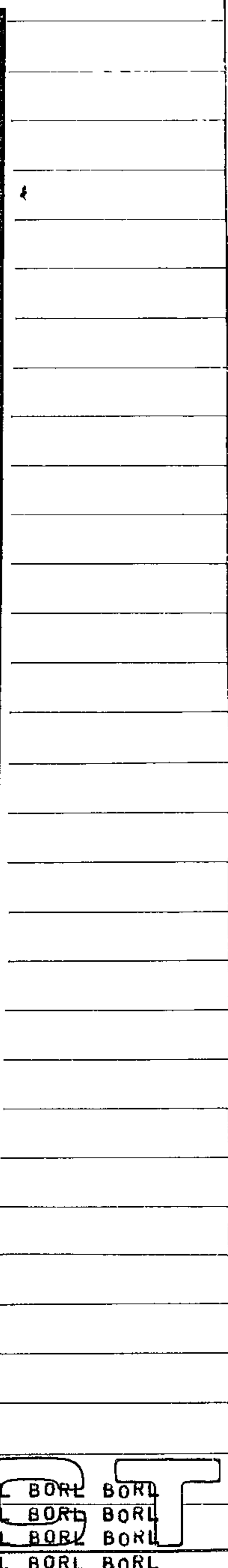
1	BURLAN	
3	1321:D	THE ASSEMBLY — Al-
5	1322:T	together 1245 non-white
7	1323:F	Government employees
9	1324:L	had been receiving pay
11	1325:S	equal to their white coun-
13	1326:A	terparts since April 1,
15	1327:G	the Minister of the Interi-
17	1328:T	or, Mr Alwyn Schiebusch,
19	1329:P	said here yesterday in a
21	1330:C	written reply to a ques-
23	1331:W	tion by Mr Dave Dalling
25	1332:A	(PFP, Sandton)
27	1333:D	The closing of the sa-
29	1334:T	lary gap between the dif-
31	1335:P	ferent population groups
33	1336:L	was taking place from the
35	1337:S	highest posts Non-whites
37	1338:W	in top administrative and
39	1339:A	professional posts were
41	1340:D	now paid the same as
43	1341:T	their white colleagues —
45	1342:P	Sapa
47	1343:	
49	1344:C	ENGLISH-SHONA 39-228, SHONA-ENGLISH 229-302,
51	1345:L	A 496,3412-3 BIE
53	1346:S	BUTT, H.T.H.
55	1347:W	1938
57	1348:A	FIRST AID ILLUSTRATED,
59	1349:D	LONDON, LONGMANS, 90P, S. RHODESIAN ED.
61	1350:T	SHONA
63	1351:P	GENERAL
65	1352:C	A614.8 BUT
67	1353:L	DALE, D.
69	1354:S	1968
71	1355:W	SHONA COMPANION,
73	1356:A	GWELO, MAMBO PRESS IN ASSOCIATION WITH THE RHODESIA LI
75	1357:D	189P, MAP,
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105	1372:A	NATIVE FOOD AND CULINARY METHODS,
107	1373:D	NADA 11 : 101-6,
109	1374:T	CONTAINS NAMES OF UTENSILS, FOODS, PLANTS,
111	1375:P	SHONA
113	1376:C	VOCABULARY
115	1377:L	ELLIOTT, W.A. COMP.
117	1378:A	1897
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123		LONDON, DAVID NUTT, XXXVII, 441P.
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135		1956
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139		NADA 33 : 67-91.
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145		TEXT
147		GELFAND, M.
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Political Reporter

CAPE TOWN — In the process of rationalising the public service, efficiency must not be sacrificed to vested interests, says a government White Paper which has been tabled in Parliament.

Rationalisation gains momentum

STAR 9/5/60 (250)

The White Paper reports on progress made in the rationalisation process which aims at bringing about maximum efficiency in the public service.

Some civil servants are known to be concerned about this process because they fear retrenchments.

The White Paper says that insofar as it is compatible with the national interest and with efficiency, the position of people affected by rationalisation should be protected.

But it adds "Efficiency must not be sacrificed to vested interests."

Among the benefits expected from rationalisation are:

● The elimination of duplication and overlapping activities

● The speedier disposal of matters and a more manageable machinery of government to meet new challenges and crises

● The easing of the task of holders of political office as regards administrative co-ordination

● More co-ordinated government action, particularly regarding service, as the public will have to deal with fewer government departments

● Conservation of

scarce manpower and the better use of available personnel.

● An improved top structure which will mean more attractive career prospects for officers and, at the same time, will be more conducive to the retention of top quality staff

The White Paper also says that the revision and consolidation of legislation, expected to take several years to complete will start next year

Studies have shown that there is great scope for the rationalisation of laws by repealing obsolete and unnecessary measures, eliminating duplication and simplifying remaining measures

Further possibilities for rationalisation of statutes will be created by the amalgamation of departments

A project team in the secretariat of the South African Law Commission

is tackling the rationalisation of laws, and departments have been asked to draw up lists of the legislation for which they are responsible.

The team has already identified many obsolete measures and, when all of them have been identified, a single Bill will be drafted to repeal them.

"The revision and consolidation of legislation is an enormous task," says the White Paper, "but it is expected that, as early as the next session of Parliament, legislation will be introduced that will be the product of the process of the rationalisation of statutes."

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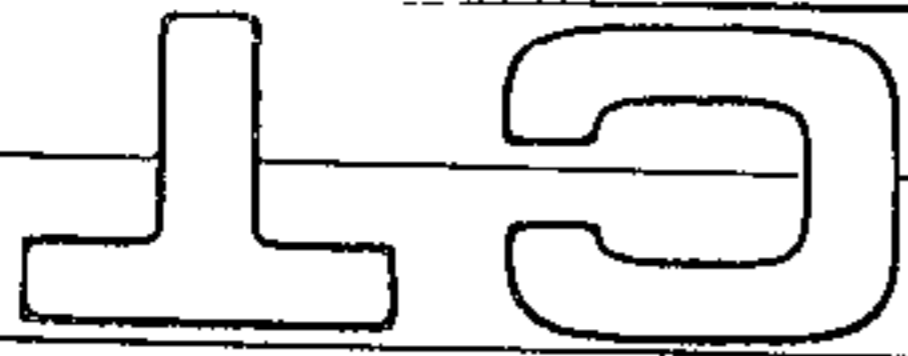
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'Give State

Aug 28/4/80

a chance'

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on schools

THE outgoing president of the Cape Town Chamber of Commerce has appealed to schools' boycotters to give the authorities the chance to implement intended changes to the education system

Mr R M Friedlander told the annual meeting of the chamber yesterday he found the statement by the Prime Minister of his intention to call for an in-depth investigation into a unitary system of education 'most encouraging.'

In his appeal, he said the boycotters had 'made their point and their protests have enjoyed a large measure of responsible public sympathy which must dissipate if they continue to act as they did over the past weekend.'

On the subject of District Six he said 'The chamber believes that if it is not possible to open the area as a whole to everybody at least part of District Six, which lies south-east of Tennant Road, should be open and one hopes that even at this late stage the matter can still be reconsidered.'

He said the failure to accept the positive and practical proposals suggested by the City Engineer for the relocation of the Technikon was coupled with the deep bitterness felt by the coloured community

TRAGEDY

'I believe that this has done a disservice to an institution which has rendered wonderful service to the community in general and commerce and industry, in particular, and it is a tragedy that this institution finds itself in the centre of this emotional and controversial issue,' Mr Friedlander said

On the boycott issue, Mr Friedlander said the 'standardisation of syllabuses and examination procedures, the elimination of differences in teachers' salaries, improved school facilities and the upgrading of teacher training, coupled with further opening up of universities and tertiary educational institutions should go a long way towards resolving the issues which were mainly the cause of the regrettable boycotting of classes by pupils and teachers'

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It's nearly one white in three

250 RDM 25/3/80.

Political Staff
THE ASSEMBLY — Almost one-third of the economically active whites in 1979 worked for Government services

By contrast, only 10,2% of the economically active black population, 9,7% of the economically active Indians and 17,1% of economically active coloureds worked for the Government services.

And in spite of the exclusion of BophuthaTswana, Transkei and Venda from South Africa, whites constitute only 18,5% of the total population.

These figures were disclosed yesterday by the Minister of Statistics, Dr Andries Treurnicht, when he answered two questions by Dr Zac de Beer (PFP Parktown) in the House of Assembly

Dr Treurnicht said there were 551 036 whites working for the various Government services, including local authorities and statutory bodies

This meant that 29,15% of the 1 891 000 economically active whites worked for the Government services.

The Minister said there were 668 533 black people, 145 298 coloured people and 243 365 Asian people working for Government services

In 1979, there were 6 556 000 economically active blacks, 851 000 economically active coloureds and 251 000 economically active Indians in South Africa

This means that whites constituted 19,8% of the economically active population of South Africa in 1979

Dr Treurnicht said the population of South Africa totalled 24 090 900 last year

Of these, 4 536 000 were white, 2 533 000 were coloured, 792 000 were Indian and 16 319 900 were black

Almost half of the black people — 8 111 593 — were under the age of 18 last year



Dr ZAC DE BEER
... questions

DR TREURNICHT
... facts and figures

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	PAGE
15010	ACHELOR OF ARTS					5
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UUCT

Census workers ^{STAR} wait for their pay ^{9/7/80} (250)

Thousands of census enumerators, many of whom ran the gauntlet of angry residents and snapping dogs, remain unpaid nearly two months after completing their canvassing.

The Department of Statistics recruited thousands of housewives, students and anyone wanting to earn some extra money, to distribute and collect question forms.

One worker, Mrs C E Tinkler, of Malvern, Johannesburg, said she would not work for the Department again.

"If it were a private firm and not the Government I would have sued them for my wages. We were told that once all the work was completed we would be paid, and this has not happened," she said.

A Johannesburg student, Mr R Wagner, said "Some of the experiences, like having doors slammed in my face, being pursued by dogs and having a gun pointed at me by an old lady, just weren't worth it for the money."

A Johannesburg enumerator controller, Mr Michael Penke, said wages would be paid by July 18.

● Census enumerators who had submitted all their completed forms, could expect to be paid by the end of the month, a census spokesman said in Cape Town today.

"We sent off the requisition for payment to Pretoria two weeks ago, and I am confident the enumerators will receive their money shortly," he said.

Public servants still not happy with salaries

STAK
16/7/80

750

Political Staff

Public servants are still not happy with their salaries and have asked the Government to take another look at their pay packets.

"An efficient public service is at stake. To get that we must attract the right people and to do that we must pay them properly and provide attractive remuneration deals," said Dr C M Cameron, chairman of the Public Servants' Association, in Pretoria today.

He said the association had identified the shortcomings of the recent pay increase for public servants and had told the Government of these problems.

"We hope they will be rectified at the next Budget," said Dr Cameron.

The association has pointed out that the key salary scale for the public service was actually weakened in real terms in the recent increases and it has suggested improved

individual key scales for different services, or one standard key scale with increases over periods shorter than 12 months.

It has also urged a close and speedy look at the salary structure of the more junior public servants to stop the high staff turnover and large number of vacancies.

Dr Cameron said it was essential for the Government to create a salary system in the public service which would solve the problem of recruiting new people and retaining young workers, especially in the technical fields.

PW (250) to get
Slaw. 29/9/80
constitution

department

Political Staff

The already wide-ranging powers of the Department of the Prime Minister are to be extended by the addition of a new constitutional planning section

Mr P W Botha is expected to announce soon who will head the new section. There is speculation it might be someone from outside the Public Service, possibly a prominent academic.

The name of Professor I M Rautenbach, dean of Rand Afrikaans University's law faculty, has been mentioned. He could not be reached for comment today.

The speculation is based on Professor Rautenbach's major contribution in evidence before the Schlebusch Commission.

He is believed to have been one of the major architects of the National Party's 1977 constitutional plan and now also of the plan to establish a President's Council and a separate black council.

Another academic who could have been considered for the post is Professor Ben Vosloo of Stellenbosch.

Professor to head PM's department

Own Correspondent

PRETORIA — Professor Ignatius Rautenbach (37) has been appointed head of constitutional planning in the new high-powered Department of the Prime Minister

Professor Rautenbach gained prominence with the evidence he gave before the Schlebusch constitutional commission. He is seen as the main architect of the plan to establish a President's Council and a separate constitutional council for blacks.

He is a professor in public law at the Rand Afrikaans University. He will take up his new post on October 1.

The Office of the Prime Minister also announced

today that Mr J P Dreyer, a deputy economic adviser of the Prime Minister, will take over as head of economic planning in the Prime Minister's Department.

The rationalisation of designations in the enlarged department has been completed.

The sections will have an important co-ordinated task in the fields of economic, science, security, constitutional and social planning.

Professor Rautenbach, it is believed, will act as a link between the Prime Minister's office, the proposed President's Council and the new Department of the Interior and of Constitutional Development.

Lecturer sees bias in civil service training

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JOHANNESBURG — Political science departments at English campuses have lost their vocational significance as the training of civil servants since the Nationalist takeover has been undertaken by the Afrikaans, and recently black universities

Speaking at the University of the Witwatersrand yesterday, Mr Guy Berger, a journalism and politics lecturer at Rhodes University, also said politics courses at Afrikaans Universities had become tied to the state and army.

Conditions

Politics as a discipline at South African English universities had originally been one of a fairly closely-knit body of subjects, including public and native administration and native law and custom, which combined with legal subjects to produce upper echelon civil servants, he said

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Coming to power in 1948 the Nationalist government, as the representative of, among others, the white lower middle class, and particularly the deprived Afrikaans speaking group, had moved to meet the in-

(b)

(c)

terests and aspirations of this group.

Its action was reflected in the developing Afrikanerisation of the civil service, as well as the financial boosting of Afrikaans universities and Unisa and the establishment of campuses like RAU and UPE

He said this process essentially deprived politics departments at English universities of any vocational status and excluded them from any definite functional role

Politics at Afrikaans universities had become a component in the training of future Afrikaans civil servants, and like its earlier counterpart at English universities, had become associated with public administration and law.

With the implementation of the Bantustan programme, politics at Afrikaans universities had also been coupled with Bantu administration and development to provide seconded civil servants for the homelands.

"The Bantu administration emphasis is predominantly taught

from the point of view that black areas are backward and it ignores the historical fact that the white areas advanced economically only at the organised expense of the black areas," he said.

This framework was used significantly in courses taught at black universities which were producing the homelands' officials, he said

He cited examples in more recent years of politics departments at the Afrikaans universities studying not only the black's economic and political potential but also strategic studies on terrorism and communism in the South African situation.

"This clearly illustrates how politics courses at Afrikaans universities have become tied in a very real way to the interests of the state and army," he said.

The problem was the particularly limited scope of employment for politics graduates, resulting in the discipline being subject to a fair amount of insecurity. DDC

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Considering these conditions

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Further R600m public service wage claims

250

1981 7/8/80

By GERALD REILLY
Pretoria Bureau

BIG pay demands by the 900 000 workers in the public service — railways, post office, state and provincial departments — to be lodged during the next few months, will amount to a massive R600-million, according to Government sources in Pretoria

Rises granted from April this year totalled R400-million, bringing the total public service salary bill to about R4 000-million. But the staff associations and unions claim that much of this has been neutralised already by rampant inflation, which is expected to reach 16% by the end of the year, and at least 17% by the time the Budget is tabled in March

The seven railway staff associations are due to meet the Minister of Transport, Mr Chris Heunis, during September and October to lodge wage claims

The Public Servants Association has already made representations to the Commission for Administration on next year's salary adjustments

The president of the Artisan Staff Association and chairman of the Federal Consultative Council of Railway Staff Associations, Mr Jimmy Zurich, said the ASA executive would meet Mr Heunis in September to claim an adjustment of at least 16%

He pointed out that leading economists, including Barclays Bank's Dr Johan Cloete and Volkskas' Mr A S Engelbrecht, believed a rate in excess of 15% at the end of the year was probable

Other railway union leaders claim the 13% April rises failed to fully compensate for the rise in living costs during the previous 12 months. This, they said, would strengthen the claims they intended making later this year

The general secretary of the Posts and Telegraphs Association, Mr D Coetzee, said a big percentage of the April pay rises had been swallowed up by inflation. Postal workers claimed they were worse off now than before the April increases were granted

The president of the Public Servants Association, Dr Colin Cameron, said the PSA had sent a memo to the Commission for Administration un-

derlining the shortcomings in the increases granted in April

These included inadequate pay levels at the entrance and middle grades in the service, as well as for certain other key categories of workers

Basically the PSA has asked that salaries be lifted to a level which would enable the public service to compete more effectively on the labour market, and to plug the resignation drain

Another source said possible fringe benefit taxation would also complicate the assessment of increases

Nuwe staatsdiens binnekort in rat

Deur
Thinus
Prinsloo

IN die komende Parlementsitting gaan sowat 800 verouderde maatreëls uit die wetboek gehaal word as 'n deel van die rasionaliseringsprogram in die staatsdiens.

Nog 'n uitvloeiing van die grootste enkele vernuwingsprogram in die staatsdiens is dat minstens tien persent minder amptenare aanstaande jaar uit Pretoria na die Parlementsitting in Kaapstad gestuur gaan word. Reuse-bedrae gaan hierdeur gespaar word.

Daar word nou net gewag dat mnr P W Botha sy Kabinetsvergadering aankondig voordat die laaste elf staatsdepartemente tot vyf gerasionaliseer word.

Dan sal Suid-Afrika se blinknuwe staatsdiens sy beplande 23 departemente hê, met twintig ministers aan die spits.

'n Databank oor Suid-Afrika se talle semi-staatsinstellings — daar is net minder as duisend — is ook reeds tot stand gebring en hulle gaan met die oog op rasionalisering onder net so 'n skerp vergrootglas kom.

Provinsiale owerhede gaan ook van nader bekyk word. Daar word hiermee gewag totdat groter duidelikheid oor die nuwe grondwetlike

bedeling in die land gekry is.

Dit blyk uit 'n onderhoud met mnr Gerrie van Zyl, leier van die hele rasionaliseringsprogram en hoof-direkteur by die Kommissie vir Administrasie (voorheen bekend as die Staatsdienskommissie).

Mnr Van Zyl sê een van die fasette van die rasionalisering is om na die magdom wette, ordonnansies en regulasies te kyk en die verouderdes en uitgediendes uit te skakel. Tot 800 wette gaan in die volgende Parlementsitting afgeskaf word.

Daar is meer as 2 000 wette in die Suid-Afrikaanse wetboek. Sowat tagtig van hulle is al van voor Unie-wording van krag, en so ook 'n „onbepaalbare” aantal ou Britse wette van voor 1900.

Daarby is daar ook nog 1 100 Provinsiale ordonnansies wat almal nog geldig is. Buiten die stapel is daar nog 16 000 regulasies en proklamasies wat uit die wette en ordonnansies spruit.

Dis vir 'n staatsamptenaar onmoontlik om al die wette,

proklamasies en ordonnansies te ken. „Al die bestanddele vir chaos is dus in een pot.”

Daarom word nou volstoom gewerk aan 'n meer gerasionaliseerde, ideale stelwette vir Suid-Afrika. Baie wette skryf fyn prosedures vir wetstoepassing voor en daar gaan ook hierna gekyk word.

Mnr Van Zyl sê dit is 'n enorme taak. Op 8 persent na is al die wette nou geïdentifiseer en daar is bepaal watter departemente vir die uitvoering daarvan verantwoordelik is.

Daar is op wette afgekomm waarvan departemente nie eens weet nie, maar wat nog geldig is.

Die hele personeelstelsel — salarisse, aanstellings, werwing ens — gaan ook van hoek tot kant ondersoek word.

Een van die eerste uitvloeiings van die rasionalisering sal wees dat 10 persent minder staatsamptenare aanstaande jaar vir die Parle-

mentsitting Kaap toe sal gaan. Die verwagting is dat die getal amptenare later aansienlik gaan verminder om nog groter besparings mee te bring.

Een van die departemente, die Departement van Gemeenskapsontwikkeling en Owerheidshulpdienste, sal by die Parlementsitting met 48 persent minder amptenare klaarkom as wat voor die rasionalisasie nodig was.

Die personeelbesparings sal benut word om die groeiende getal vakatures in die staatsdiens te vul. (Verlede jaar was daar 240 000 goedgekeurde poste in die staatsdiens waarvan 12 000 vakant was.)

Mnr Van Zyl beklemtoon dit dat rasionalisering nie soseer daarop gemik is om geld te bespaar nie, maar eerder om beter diens te lewer. Dit is nodig omdat steeds groter eise aan die staatsdiens gestel word namate die bevolking groei en steeds meer nasionale state onafhanklik word en waar Suid-Afrika hulp moet verleen.

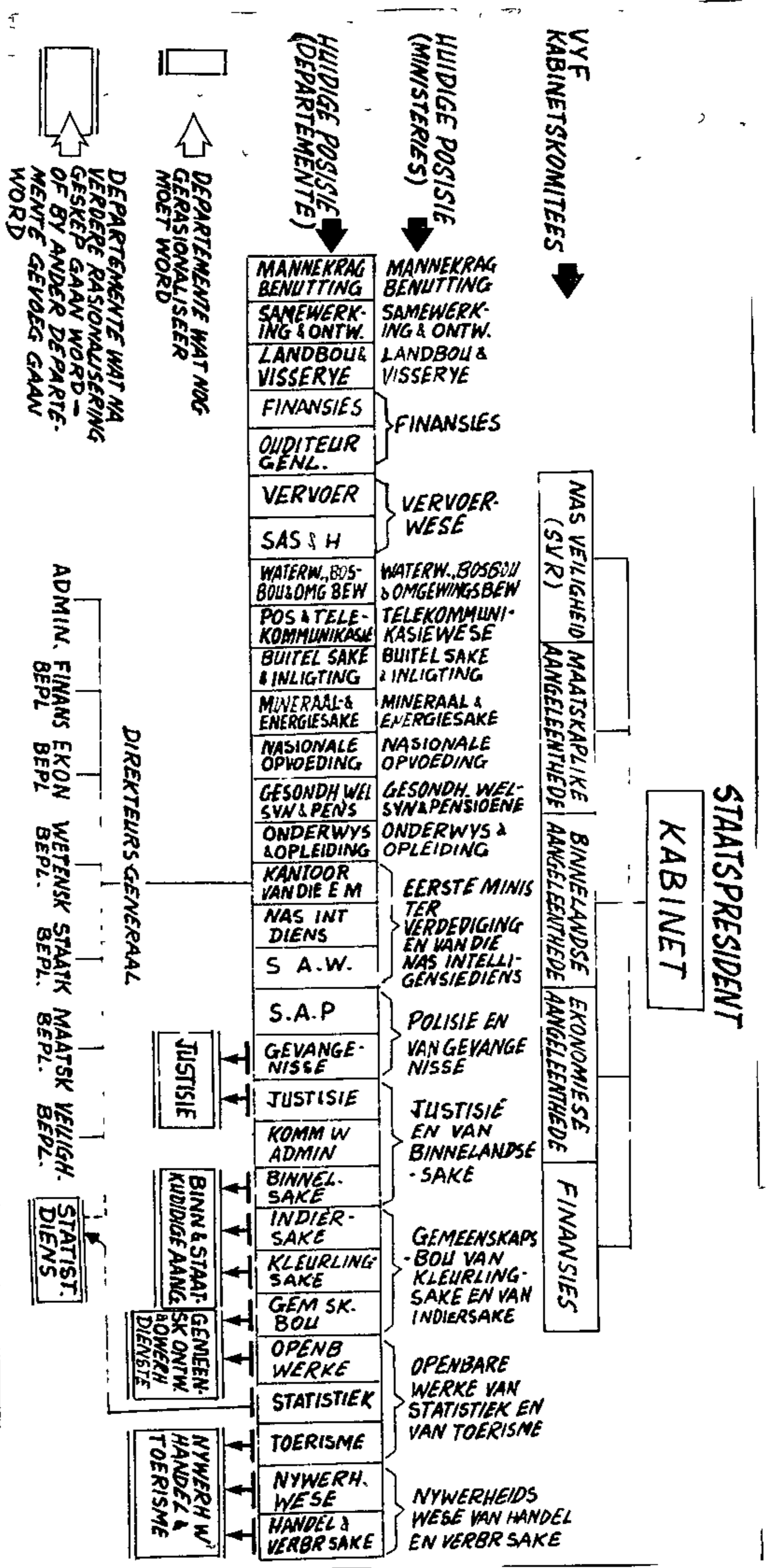
Rapport 10/8/80

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Govt reshuffle allows for streamlining

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Pretoria Bureau

THE Cabinet reshuffle had made it possible to launch the fourth phase of the public services rationalisation programme, the Minister of Interior Mr Alwyn Schlebusch, said in a statement last night.

During the fourth phase the following departments would be created:

• Department of Industries, Commerce and Tourism (into which the existing Departments of Industries of Commerce and Consumer Affairs and of Tourism will be incorporated)

• Department of Internal Affairs (into which the existing departments of the Interior, of Coloured Affairs and of Indian Affairs will be incorporated)

• Department of Justice (into which the existing Departments of Justice and of Prisons will be incorporated)

• Department of Community Development and State Auxiliary Services (into which the existing Departments of Community Development and of Public Works will be incorporated)

The amalgamation of existing departments would take place on November 1.

"To emphasise the importance of sound and efficient administration to which the Government is committed, and to ensure the matter receives sufficient attention at the highest level on a continuing basis,

it has been decided to create a Ministry of State Administration and of Statistics."

This Ministry will be assigned broad responsibility for matters which relate to the development of the administrative system as well as the powers regarding the Office of the Commission for Administration which up to now have been entrusted to the Minister of the Interior and responsibility for the administration of the Department of Statistics.

Although it was mentioned in previous statements on the process of rationalisation that the Department of Statistics would be incorporated into the Office of the Prime Minister, this step is being held over pending measures to make this possible, the Minister said.

The names of the Cabinet portfolios were in accordance with the departments to be established.

A report on the implementation of the fourth phase had already been compiled by the Commission for Administration and between now and November 1 attention would be given to the establishment of the new departments.

In the meantime, the commission is proceeding with detailed investigations to refine the functional composition of each department and to ensure optimal effectiveness in rendering the public services.

DRY, but I don't buy this tortoise story.

It would have us believe that the Botha Government's failure to change has got nothing to do with the politicians — but is all the fault of the civil service.

The picture presented is of a Pk and Pk all desperate trying to ring the changes and end discrimination, only to have their efforts sabotaged all along the line by an army of unscrupulous vigilantes in their own departments against whom they are helpless.

What nonsense! I readily concede that the bureaucracy is a deeply conservative body that doesn't like the idea of change. All bureaucracies are like that, and South Africa is probably more so than most. Especially the massive bureaucracy at the Department of Co-operation and Development, the equivalent of an old colonial service which has become deeply entrenched in its ways over thirty years under the direction of such rigid ideologists as Dr Verwoerd and Mr M C Botha.

I have no doubt, too, that these Verkramppte tortoises can be obstructive, and that they do sometimes find opportunities to justify concessions.

But I cannot accept the hectoring of the politicians cannot accept that this powerful Government, with the biggest majority in South Africa's history, is in fact a helpless innocent that can be given the rein around by a bunch of dry civil servants.

I cannot accept that any bureaucracy, however conservative and reluctant, can succeed in frustrating a determined Government's attempts to implement a programme of reform.

Power lies with the political leadership. If they really want to introduce change, then they can simply go ahead and do so and no-one can stop them. All they have to do is to enact new legislation to change the law — and whether the bureaucracy likes it or not it is bound to go along with that and implement the new law.

But of course if the political leaders don't change the law, then there will be no change from the bureaucracy either because bureaucrats go by the book.

In other words I am saying it is the politicians who are to blame for the fact that there has been no significant change in South Africa. But, as is the way with politicians, they are trying to shift the blame for their own failure on to others. Their failure comes about because, despite its huge majority, the National Party leader-

Don't blame the tortoise, the tortoise goes by the book

ship has lacked the political horsepower to push through with Mr P W Botha's promise of reform.

Mr Botha and his colleagues have run into a strong body of Verkramppte resistance, which confronted them with the choice of either halting the reform programme to preserve party unity — or pressing ahead with it at the cost of splitting the party.

In the event, they have been shirking the choice and trying in vain to have it both ways. They cannot get caucus agreement to change the law, so instead they are trying to smuggle changes past the Verkramppte administrators.

The law remains on the Statute Book, but attempts are made to get around it with a string of special concessions, permits and exemptions.

Dr Koorhof has become the specialist in this technique. He developed it at the Department of Sport where, with an amazing display of political sleight of hand, he was able to smuggle in "normal sport" past all the legal portals of apartheid and while bluffing the party

faithful that the old policy of "multinationalism" remained intact.

The result is that our entire sports system now rests upon the artificial suspension of some of the country's most basic laws — such as the Group Areas Act, the Separate Amenities Act and the Liquor Act.

It was a remarkable achievement, but two things must be noted about it. Firstly, its foundations are insubstantial because the laws are still there and secondly, it was in the relatively relaxed field of sport.

Now Dr Koorhof is trying to do a repeat performance at the Department of Co-operation and Development — and he is finding it to be another kettle of fish altogether. For this is not a peripheral matter of playing games. Now he is at the very core of the national system.

Here, in this department, is what apartheid is all about. It is its whole raison d'être. One may have been able to bend things over at Sport, and even thrive on a certain reputation for outrageousness. But not



here. This is too serious and too fundamental.

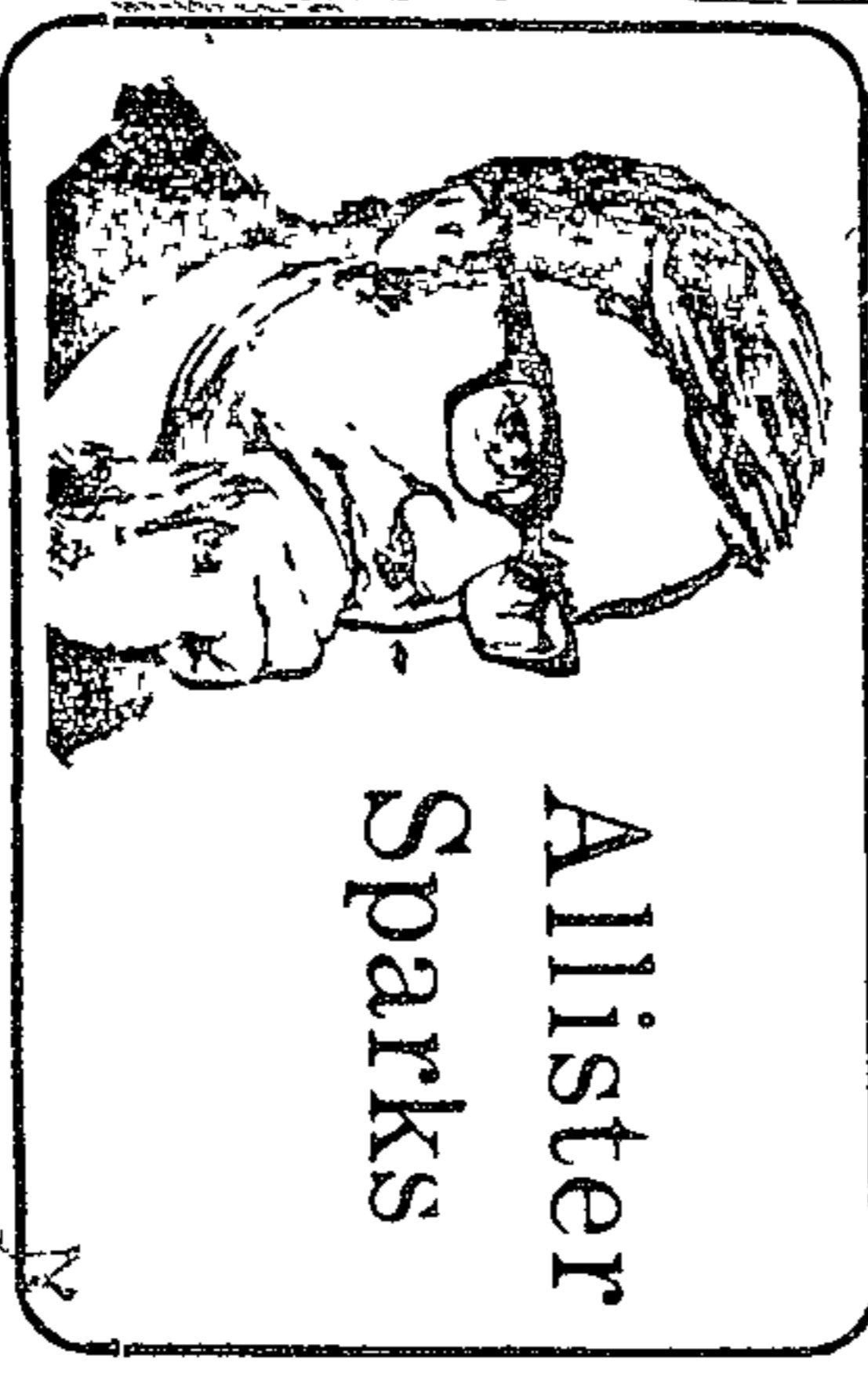
And so Dr Koorhof is finding that his technique of getting things done by winks and nods is not working. The huge machine doesn't respond. It goes right on applying the system with all its incredible array of laws and regulations, just as it was applied before — because all the laws and regulations are still there, unchanged.

Dr Koorhof may go to America and make a speech about old-style apartheid being dead — but as long as the apartheid laws and regulations are still there the functionaries in his department will go on applying them, and for the black community on the receiving end nothing will have changed at all.

Dr Koorhof may pay a visit to Soweto and announce that he has declared war on the *dormpas* — but as long as the *dormpas* is still required by law, policemen and officials in Dr Koorhof's department will go right on demanding it and dispensing the prescribed penalties when it is not in order.

None of this has got anything to do with bureaucratic tortoises they are simply applying the law as they find it. It has got everything to do with Dr Koorhof, who has failed to change those laws — but who has raised expectations of change nonetheless.

An example. When Dr Koorhof introduced his Black Urban Areas Consolidation Bill early in 1979 to amend the influx control regulations and give effect to some of the Kieckhefer Commission's recommendations, that was his opportunity



Allister Sparks

to make the kind of changes he says he wants.

That is when he could have declared war on the *dormpas* legislatively. But he didn't. His deputy, Dr W L Vosloo, was warned during the parliamentary debates on the Bill that its scorching R500 fine on employers who engage unregistered workers was likely to have disastrous consequences. That was the time to change the law. But it wasn't changed.

The word afterwards was that inclusion of this massive fine

was the price Dr Koorhof had to pay Cape Nationalists for their allowing him to save Crossroads.

The work of politicians against tortoises.

Mrs Helen Suzman pleaded at the time for a moratorium to soften the effects of this law. Again there was an opportunity to change the law — but it wasn't changed.

Five months later when it came time to implement the thing, Dr Koorhof suddenly woke up to the fact that the consequences were indeed going to be disastrous. Thousands of blacks were being sacked by panicky employers. An unemployment crisis threatened.

So then Dr Koorhof announced that he would introduce a moratorium. It was not the law, of course he had refused that. It was a special concession that had to be introduced by administrative order.

And what was the result? On the morning the moratorium was supposed to start applying, many administrative officers had still received no such orders. Some of the officials may have read Dr Koorhof's Press

statement that morning — but Press statements are not law, So hundreds of blacks who had gone to these administrative offices to get their concession, got rapped by the law instead.

Dr Koorhof blames the tortoises for this sort of thing. I say he is at least three parts to blame. It must be noted that the law by which those hapless black people got rapped was the law as Dr Koorhof and his deputy had drafted it and piloted it through Parliament only a few months before.

Had he made a decent law in the first place — a real reformist law — there would have been no need for an urgent moratorium to avoid a catastrophe, and there would have been no last-minute administrative order to go wrong.

And a year after the event there wouldn't now be a repeat of the whole sorry procession as the moratorium has to be renewed.

The bureaucratic tortoises would have had their law before them and, slow and thick-shelled though they may be, they would have had to apply

Public sector spends more, employs more

17/9/80
RDM
250

increases, as the particle penetrates deeper into the medium. The density of energy deposited $(-dE/dx)$ is therefore highest at the end of the range (fig. 25).

Relatively heavy particles such as the p or α are not significantly deflected in their collisions with the much lighter electrons in matter and the maximum energy

By GERALD REILLY
Pretoria Bureau

COSTS of public administration in South Africa are continuing to soar, according to figures released by the Department of Statistics in Pretoria yesterday

Government sources pointed out that though the number of State departments had been reduced by half to 20 through consolidation, the number of people employed, and the systems used, remained unchanged. In fact, the numbers — like the costs — are rising.

In June, the State departments, Defence, Police, and Prisons Services employed 325 708, the provincial administrations 248 703, and local authorities 225 000.

This was an increase of more than 18 000 in a year. In State departments alone the personnel increase was 12 000.

Wages and salaries paid to the three areas of the public

sector amounted to R928 117 000 in the second quarter of this year — an increase of R192 682 000 compared with the same quarter last year.

In State departments alone, the increase for the period amounted to more than R96-million — from R310 624 000 to R406 905 000.

Yesterday Opposition spokesmen blamed the rises on the enormous cost of administering apartheid — separate education administrations for different race groups, Group Areas legislation, the administration of coloured, Asian and black affairs — which made South Africa's public service one of the world's most costly.

And next April the earnings of public sector workers — including the Railways and Post Office — are expected to rise again by at least 12%.

The Public Servants Association, on behalf of the 325 000 workers of all races in State departments, has already made

representations for salary adjustments next year.

The seven Railway staff associations are expected to meet the new Minister of Transport, Mr Hendrik Schoeman, next month and in early November to submit wage claims for the new financial year.

Similar demands are expected to be made by the three Post Office staff associations on the Minister of Posts and Telecommunications, Mr Henrie Smit.

Post Office and Railway union leaders claim that the 12.5% rises granted in April have been wiped out by spiralling prices, and that their members are worse off now than before.

Of major concern now is the demand in the private sector for skilled workers. The lure of higher pay in commerce and industry continues to drain away skilled personnel from the Railways and Post Office.

water or plastic are of particular interest because a neutron can lose any fraction (0-100%) of its kinetic energy in a

single elastic collision with a proton. The maximum nuclear recoil energy E_{max} resulting from elastic scattering of neutrons (of mass m_n and energy E) on a nucleus of mass m_N is given by

$$E_{max} = 4m_n m_N E / (m_n + m_N)^2 \quad \dots \dots \dots (34)$$

Thus E_{max}/E is much smaller for heavy nuclei than for hydrogen.

(c) Gamma rays

The three most important effects in the interaction of gamma rays with matter are the photoelectric effect (described in section 2.1), the Compton effect (section 2.1, p.5) and pair production (section 2.3, p.8). Energy is transferred from the incident gamma photon to a photoelectron, a Compton electron or an electron-positron pair respectively. These charged secondary particles then interact with the medium as described in (a). As in the case of neutrons, the interaction of gammas with matter is a statistical process and is governed by an exponential absorption law of the form given by eq. (33) but with α representing the gamma ray absorption coefficient. This coefficient can, in turn be considered as the sum of components α_{pe} , α_C and α_{pp} , corresponding to the photo-, Compton and pair effects. Thus

$$\alpha = \alpha_{pe} + \alpha_C + \alpha_{pp} \quad \dots \dots \dots (35)$$

The absorption coefficients are largest for the heaviest elements (e.g. lead) and α_{pe} usually dominates for gamma energies below 0.5 MeV, α_{pp} for energies above ~ 10 MeV and α_C for energies around 1 MeV.

A convenient measure for gamma interaction calculations is the half-thickness, analogous to the half-life in radio-activity. This is defined as the thickness $x_{\frac{1}{2}}$ of the particular medium required to reduce the fraction N/N_0 (eq. (33)) to one half for a particular gamma energy.

$$\text{Thus } N/N_0 = \frac{1}{2} = \exp(-\alpha x_{\frac{1}{2}}) \quad \dots \dots \dots (36)$$

Some values of $x_{\frac{1}{2}}$ are given below (in mm)

Energy	Lead	Concrete
1 MeV	9.0	47.0
5 MeV	14.5	100.0

Increases, as the particle penetrates deeper into the medium. The density of energy deposited ($-dE/dx$) is therefore highest at the end of the range (fig. 25).

Relatively heavy particles such as the p or α are not significantly deflected in their collisions with the much lighter electrons in matter and the maximum energy lost per collision is only a tiny fraction of the p or α energy. These heavy particles therefore retain their original directions throughout the slowing down process and their ranges are well defined - do not vary much from one particle to another of the same energy (fig. 24(a)). Incident electrons, however, can scatter through large angles in their collisions with atomic electrons (of similar mass) and can lose a large fraction of their energy in a single collision, therefore their detailed trajectories vary a great deal from one electron to another and their ranges are not well defined (fig. 24 (b)).

Tucsas knock State salaries

THE TUCSA conference in Durban yesterday condemned the salaries of State employees - particularly the police, nurses and teachers - as inadequate

The conference also deplored the continuing pay gap "based on racial classification."

Moving the resolution, Mr D T East said "The traditional South African pay policy which goes something like 'whites on top, blacks at the bottom and coloureds somewhere in between' is surely one of the most cynical acts of racial discrimination possible"

He said he welcomed the progress that had been made towards narrowing the pay gap but he felt that it could be faster

"The state and local authorities must never indulge in the practice of some private companies and eliminate pay discrimination on paper but manipulate the organisation hierarchy so that people of colour always seem to do the jobs which carry the bargain basement price tag," Mr East said

"Pay and promotion should be on merit."

See also Page 20

a fraction $(1-N/N_0)$ interact with nuclei in the slab. The number N of neutrons emerging per second is given by

$$N = N_0 \exp(-\alpha x) \dots \dots \dots (33)$$

Fig. 2c



where α is the neutron interaction coefficient of the slab and depends on neutron energy and on the species and density of nuclei in the slab.

The neutron-nucleus interaction is either a nuclear scattering process, in which the neutron transfers some of its energy to the resulting (charged) recoil nucleus, or a nuclear reaction which usually leads to the emission of charged particles or gamma rays. Thus the secondary particles resulting from neutron interactions in matter are, often charged particles and these particles then interact with the matter as described in (a). Hydrogenous media such as wax, water or plastic are of particular interest because a neutron can lose any fraction (0-100%) of its kinetic energy in a

single elastic collision with a proton. The maximum nuclear recoil energy E_{max} resulting from elastic scattering of neutrons (of mass m_n and energy E) on a nucleus of mass m_N is given by

$$E_{max} = 4m_n m_N E / (m_n + m_N)^2 \dots \dots \dots (34)$$

Thus E_{max}/E is much smaller for heavy nuclei than for hydrogen.

(c) Gamma rays

The three most important effects in the interaction of gamma rays with matter are the photoelectric effect (described in section 2.1), the Compton effect (section 2.1, p.5) and pair production (section 2.3, p.8). Energy is transferred from the incident gamma photon to a photoelectron, a Compton electron or an electron-positron pair respectively. These charged secondary particles then interact with the medium as described in (a). As in the case of neutrons, the interaction of gammas with matter is a statistical process governed by an exponential absorption law of the form

μ_{pp} components μ_{pe} , μ_c and μ_{pp} are largest for the heaviest and μ_{pe} usually dominates for gamma rays. This coefficient can, in turn be represented by the gamma ray components μ_{pe} , μ_c and μ_{pp} . Thus photo-, Compton and pair effects. (35)

particular medium required to reduce the fraction N/N_0 (eq. (33)) to one half for a particular gamma energy.

$$\text{Thus } N/N_0 = \frac{1}{2} = \exp(-\alpha x) \dots \dots \dots (36)$$

Some values of $x_{1/2}$ are given below (in mm)

Energy	Lead	Concrete
1 MeV	9.0	47.0
5 MeV	14.5	100.0

Wages on NM 25/9/80 racial (250) grounds attacked

Mercury Reporter

TRADE unionists in Durban yesterday strongly condemned the Government for basing wage structures for civil servants on racial grounds.

They called on the Government to make the payment of equal wages for equal work and qualifications a national priority to prevent a breakdown of essential services

Speaking at the conference Mr Dennis East, a member of the national executive committee of Tucsa, said racially discriminatory wages could not be justified on any grounds

He accused some employers of manipulating 'equal pay' scales so that whites were placed on higher levels and received higher wages merely because of the colour of their skins

He said the Civil Service would continue to lose employees who found better prospects and pay available in the private sector Civil Service wages had to be competitive or the best people would not be attracted to fulfil vital jobs.

He said taxpayer's money was available for better education and better pay for civil servants but it was being used to support a failed separatist policy

'Only a massive dismantling of the apartheid structure will free vital funds to pay the public sector including police, nurses and teachers a better salary.'

R2-billion — that's the cost of apartheid, Tucsasa told

Argus Correspondent
DURBAN — Separate
development will cost tax-

payers nearly R2 billion
during the 1980/81 fiscal
year, the Tucsasa conference
heard today.

Mr Ronnie Webb, former
first vice president of
Tucsasa said that while inflation
was also interna-

tionally inspired, South
Africa was one of those
countries with a built-in
bias towards inflation

Of the R2 billion needed
to fuel South Africa's five
'apartheid' departments,
about R785 million was for
Cooperation and Develop-
ment, R240-million for
Education and Training,
R403 million for Commu-
nity Development, R383-mil-
lion for Coloured Affairs,
and more than R114 mil-
lion for Indian Affairs.

One could argue that
these large sums would
have to be spent anyway,
but the tragedy of it all is
that it is being spent to
enforce an ideology that is
rejected by the over-
whelming majority of
people who finance it, not
to mention the tremen-
dous duplication of facili-
ties and services,' he said.

He said that implemen-
tation of separate develop-
ment also demanded mas-
sive amounts. The reloca-
tion of people cost R55-
million between April
1977 and March 1978
while the purchase of land
for the consolidation of
the 'homelands' cost R40.4-
million during the 1978/79
fiscal year.

It was unnecessary to
say this money could have
been used more purpose-
fully.

ESSENTIAL

In every inflation-ridden
country it was considered
essential that government
expenditure be curtailed.

Yet in South Africa we
choose to ignore this fun-
damental economic prin-
ciple,' Mr Webb said.

'Unless we are prepared
to discard the policy of
separate development in
its entirety we will never
realise the total extent of
our true economic poten-
tial.'

The veteran shopwor-
kers' unionist, Mr Morris
Kagan, said no country
had as many control
boards as South Africa
had.



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VAN DIE REPUBLIEK VAN SUID-AFRIKA
REPUBLIC OF SOUTH AFRICA
GOVERNMENT GAZETTE

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Vol 183]

PRETORIA, 26 SEPTEMBER 1980

[No 7238

GOEWERMENSKENNISGEWING

**KANTOOR - VAN DIE KOMMISSIE VIR
 ADMINISTRASIE**

No R 1975 26 September 1980

DIT HET DIE STAATSPRESIDENT BEHAAG OM KRAGTENS ARTIKEL 26 VAN DIE STAATSDIENSWET, 1957 (WET 54 VAN 1957), SOOS GEWYSIG, ONDERSTAANDE REGULASIES TE MAAK

Die Staatsdiensregulasies gepubliseer by Goewermentskennisgewing 2047 van 11 Desember 1959, soos gewysig, word hierby verder gewysig deur—

(a) die bestaande opskrif en regulasie A21 deur die volgende nuwe opskrif en regulasie te vervang

“Vermiste beamptes en werknemers

A21 1 Indien 'n beampte of werknemer vermis word en die departementshoof oortuig is dat sy afwesigheid ontstaan het as gevolg van 'n handeling van enige vyandige of misdadige element, ongeag of hy op die tydstip toe hy vermis geraak het besig was met die uitvoering van sy pligte ingevolge die Wet al dan nie, of as 'n beampte of werknemer om enige ander rede vermis word en die departementshoof oortuig is dat sy afwesigheid ontstaan het uit die uitvoering van sy pligte ingevolge die Wet, word bedoelde beampte of werknemer steeds geag in diens te wees vanaf die tydstip waarop bedoelde afwesigheid begin het tot op die dag waarop hy hom weer vir diens aanmeld of, volgens die oordeel van die departementshoof, moes aangemeld het, of die dag waarop 'n bevoegde hof 'n bevel uitreik waarby die dood van daardie beampte of werknemer vermoed word

A21 2 Die salaris of loon en toelaes wat 'n beampte of werknemer toeval tydens sy afwesigheid in subregulasie 1 bedoel, word, behoudens die bepalinge van subregulasie 4, uitbetaal aan—

(a) sy eggenote, of

(b) sy ander afhanklikes, as hy nie 'n eggenote het nie,

of
 335—A

GOVERNMENT NOTICE

**OFFICE OF THE COMMISSION FOR
 ADMINISTRATION**

No R 1975 26 September 1980

THE STATE PRESIDENT HAS, IN TERMS OF SECTION 26 OF THE PUBLIC SERVICE ACT, 1957 (ACT 54 OF 1957), AS AMENDED, BEEN PLEASED TO MAKE THE FOLLOWING REGULATIONS

The Public Service Regulations, published under Government Notice 2047, dated 11 December 1959, as amended, are hereby further amended by—

(a) the substitution for the existing heading and regulation A21 of the following new heading and regulation

“Missing officers and employees

A21 1 If an officer or employee is missing and the head of department is satisfied that his absence is the result of an act of any hostile or criminal element, irrespective of whether or not he was performing his duties in terms of the Act at the time he disappeared, or if an officer or employee disappears for any other reason and the head of department is satisfied that his absence arose from the performance of his duties in terms of the Act, such officer or employee shall be deemed to be still employed from the moment such absence commenced until the day on which he again reports for duty or, in the opinion of the head of department, should again have reported for duty, or the day on which a competent court issues an order whereby the death of such officer or employee is presumed

A21.2 The salary or wages and allowances accruing to an officer or employee during his absence referred to in subregulation 1 shall, subject to the provisions of subregulation 4, be paid to—

(a) his wife, or

(b) his dependants, if he has no wife, or

7238—1

Indian magistrates in battle to join association

250
NM. 8/10/80

Mercury Reporter

NATAL Indian magistrates are battling to be accepted by the Magistrates' Association, an organisation affiliated to the Public Servants' Association which admits only white members.

Mr C S Zietsman, chief magistrate of Chatsworth Magistrate's Court, said yesterday that magistrate Mr K Maharaj had made an application for Indians to become members of the association 'but I understand there is a snag in the constitution'.

Mr Maharaj was ill and unavailable for comment.

Dr Colin Cameron, president of the Public Servants' Association, said there were no moves to include other

races in the association in the immediate future because 'there has been no need for that at this stage'.

As far as Africans were concerned, Dr Cameron said, the provisions of the Acts and the conditions under which they were employed made it impossible 'effectively and usefully to put whites and blacks together'.

'We want to evolve at a pace acceptable to everybody,' he said.

He did not rule out 'a remote possibility' of the association being thrown open to all races and said Government constitutional changes might affect its position.

At a recent meeting the ex-

ecutive of the association had decided to 'give every assistance to Indians and coloureds to form their own public servants' associations'.

'The coloured magistrates in the Cape have been in the process of organising their own association for about the past five years and the Indians for about the past three years. These things take a long time to achieve statutory recognition,' Dr Cameron said.

However, once the associations had been formed, members would still not be admitted to any affiliate of the Public Servants' Association including the Magistrates' Association.

Public servants fear pay rises won't be enough

RDM 10/10/80

250

Pretoria Bureau

THE enormous cost of paying the nearly 600 000 State department and provincial department workers will escalate next year to about R3 000-million, according to Pretoria sources.

In spite of this, according to senior public servants, the relatively low pay levels in the service will continue to make it vulnerable to staff poaching by the private sector, which has intensified since the current economic upsurge started.

Based in the latest figures, the wage and salary bills for the current financial year will amount to more than R2 500-million for the 315 000 workers in State departments, police,

army and prisons services, and the 240 000 in the four provincial departments

And public servants are pressing for increases which will match the inflation rate — expected to be 15% or higher for the year to the end of next April

According to the president of the Public Servants Association, Dr Colin Cameron, the PSA has made it clear to the commission for administration that if the drain of professional and skilled workers is to be plugged then something more than just compensation for the inflation rate is necessary

Dr Cameron said although in its submissions to the commission for administration, the

PSA made no specific wage claim, it was made clear that salaries must be set at a level which would attract the right type of recruit to the service and slow down the staff drain

Dr Cameron said the staff turnover was "enormous". This, with general dissatisfaction in the middle and entry ranks about pay levels, had a marked effect on efficiency

He added that in last year's increases the top level workers in the service got the biggest percentage increases. In the coming increases the PSA had asked that the emphasis be placed on the middle and lower sector workers, "without prejudice to the senior workers".

12% pay increase for CIVIL servants?

RM: 14/1930 250

By GERALD REILLY
Pretoria Bureau

PROVISION is being made by budget planners for salary and wage increases in the public sector from next April of about 12%, Pretoria sources believe.

The increases for more than 900 000 State and provincial departments, Post Office and Railways workers would cost in excess of R50-million, taking the total for the 1981-82 financial year to R4 700-million.

Some of the staff associations claim that next April's rises should not only compensate for the inflation rate reflected in the Consumer Price Index,

but should include an additional amount to increase earnings in real terms

However the Cabinet is unlikely to agree to public sector rises in excess of the inflation rate. Inflation is still rampant and, according to leading economists, the pressures will intensify deep into next year.

The staff associations — including the Public Servants Association — have warned that the serious staff drain, especially among younger, professional, highly qualified men, will intensify unless more competitive salaries are paid. The other services — Postal and

transport among them — are at least as vulnerable

The president of the Artisan Staff Association, Mr Jimmy Zurich, said earnings in the private sector were at least a third greater than earning levels in the Railways.

A large number of skilled electrical workers had been lured away by higher pay, and this had caused a problem. There was also a severe shortage of skilled turners at the big workshops at Koedoespoort, Germiston and Bloemfontein. Mr Zurich said a trained artisan earned R751 a month in the Railways

Outside they could get R1 000 and more

"The problem is with the younger workers. The older workers have too much to lose by retiring — their pensions, their cheap house loans, and a comprehensive sick benefit fund," Mr Zurich said.

The Post Office has also lost valuable staff to the private sector during the past year.

Economists say the situation in the Railways dramatizes the country's critical shortage of skilled workers, which is a major inflationary factor and a drag on the country's growth rate.

Magistrates may break away from public servants

250

NM 14/10/80

Mercury Reporter

THE Natal branch of the Magistrates' Association may have to consider breaking its affiliation with the Public Servants' Association if the PSA refuses to admit Indians.

The past secretary and a current committee member of the Magistrates' Association, Mr N Strydom, said yesterday that his association had applied to the PSA, a whites-only body, to admit Mr K Maharaj. There had been no response.

However, the president of the PSA, Dr Colin Cameron, told the Mercury last week that there had been no moves to include other races in the association in the immediate future because 'there has been no need for that at this stage'.

Mr Strydom said. 'I am very disappointed to hear that we were hoping to push Mr Maharaj's application through and we will take it up again and again. The local committee has given him its assurance that it won't rest until the matter has been resolved

'If we receive a flat "no" from the PSA, we will have to consider other options open to us and one of the possibilities we may have to investigate is a break from them.'

Mr Maharaj, who applied for membership at the end of 1979, said he knew the Magistrates' Association was 100 percent behind him

He is the only Indian magistrate in Natal 'but there will be more soon,' he said

RDM 17/10/80 (250)

Big rise likely for Govt blacks

Pretoria Bureau

BLACK workers in the public sector will get a substantial slice of the estimated R4,7-million expected to be paid out to Government workers in the 1981-82 financial year

It is estimated that R500-million will be shared by the 900 000 public sector workers in pay rises from next April

According to the latest Department of Statistics figures, just over 500 000 blacks are employed in the public sector, including the railways and the Post Office

Calculated on the latest statistics — for December last year — black workers, including coloureds and Indians, in the State departments earn

currently about R440-million annually. In the provincial departments, about R248-million, in the Post Office R60-million and on the railways about R300-million

This total of more than R1000-million is about a quarter of the overall wage and salary bill

However, in many spheres in the railways and Post Office, and other State departments, blacks are moving into work areas previously reserved for whites, where they command higher, but not yet equal, pay levels

A senior official of the Commission for Administration said in Pretoria that Government policy was firmly to continue to narrow the wage gap

Govt set to close pay gap another notch

By GERALD REILLY
Pretoria Bureau

THE removal of pay discrimination in the public sector will be taken a significant step further in next year's increases for nearly a million workers, according to Government sources in Pretoria

Last year, pay rises for whites in State and Provincial departments averaged about 10,6%. The increases for blacks ranged between 14% and 15%

The sources say blacks can expect another move towards levelling pay scales in the estimated R600-million needed to provide average rises of about 12% next April

According to the Department of Statistics, of the 915 000 workers in State and Provincial departments, including the Railways and Post Office, 506 000 are of race groups other than whites.

The number of blacks working in the public sector is 363 000

During the present financial year they will earn about R1 210 000 in a total wage and salary bill for the public sector of about R4 300 0000

A senior official of the Commission for Administration said in Pretoria yesterday the pay gap had been closed for doctors and other professionals in the service.

"The policy is to work down from the top, and the programme to remove discrimination provides for a progressive

penetration down to the lowest levels"

It was hoped to implement Phase 4 of the programme next year. Depending on the availability of funds, Phase 5 might be introduced simultaneously

The general secretary of the Postal and Telegraphs Association, Mr Daan Coetsee, said the Post Office had been working on the removal of pay discrimination for 10 years.

"There isn't much left. The gap is almost closed in most areas in the Post Office, and within the next two or three years all traces of discrimination will have been removed"

There was still a narrow gap in the pay levels of black and white postmen. This, too, would be closed

The chairman of the Federal Consultative Council of Railway Staff Associations, Mr Jimmy Zurich, said the Railways administration had been asked to close the wage gap "immediately"

The reply was that at a cost of between R300-million and R400-million, this would be too costly

The aim now was that pay discrimination should be totally eliminated within five years

Mr Zurich said there were now 21 000 black rail workers doing semi-skilled work formerly designated for whites, and that more than 1 000 of these were in the technical divisions

RDM
31/10/80

250
250

No. 2272

31 October 1980

CONSTITUTION OF THE REPUBLIC OF SOUTH AFRICA, 1961. — MERGING OF CERTAIN DEPARTMENTS OF STATE INTO CERTAIN OTHER DEPARTMENTS OF STATE

It is hereby notified that it has pleased the State President to, with effect from 1 November 1980—

(1) (a) merge—

- (i) the Department of Justice; and
- (ii) the Department of Prisons;

into one department of State with the designation "Department of Justice"; and

(b) assign the administration of the Department of Justice to the Minister of Justice;

(2) (a) merge—

- (i) the Department of the Interior;
- (ii) the Department of Coloured Affairs; and

for full text see GJ

250

88 7274

No 2272

31 Oktober 1980

GRONDWET VAN DIE REPUBLIEK VAN SUID-AFRIKA, 1961. — SAMEVOEGING VAN BEPAALDE STAATSDEPARTEMENTE IN BEPAALDE ANDER STAATSDEPARTEMENTE

Hierby word bekendgemaak dat dit die Staatspresident behaag het om met ingang van 1 November 1980—

- (1) (a) (i) die Departement van Justisie; en
- (ii) die Departement van Gevangenisse,

in een Staatsdepartement saam te voeg wat bekend sal staan as die "Departement van Justisie"; en

(b) die administrasie van die Departement van Justisie aan die Minister van Justisie op te dra;

- (2) (a) (i) die Departement van Binnelandse Sake;
- (ii) die Departement van Kleurlingsake; en

SEAT BELT SUPPLIERS

REMITTANCE ADVICE

31 JULY 1979

1 800

120

1 680

140

1 540

10

1 550

120

1 430

30

1 400

70

1 330

1 710

R 380

Balance as per statement : 25 July 1979

Less: trade discount on invoice 210

Less: cheque forwarded on 20 July

Add: overcast on statement

Less: Invoice No. 312

Less: credit note No. 26 treated as an invoice

Less: discount 5%

Less: cheque payment

Refund due:



REPUBLIC OF SOUTH AFRICA
GOVERNMENT GAZETTE

STAATSKOERANT
 VAN DIE REPUBLIEK VAN SUID-AFRIKA

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Vol. 184]

PRETORIA, 31 OCTOBER 1980
 OKTOBER

g [No 7275

PROCLAMATIONS

by the State President of the Republic of South Africa

No R 214, 1980

AMENDMENT OF THE FIRST AND THIRD SCHEDULES TO THE PUBLIC SERVICE ACT, 1957 (ACT 54 OF 1957)

Under the powers vested in me by section 27 of the Public Service Act, 1957 (Act 54 of 1957), as amended, I hereby amend, in accordance with the recommendation of the Commission for Administration, the First Schedule to the said Act with effect from 1 November 1980, by—

(a) the deletion of the words "Secretary for Justice", "Department of Prisons" and "Commissioner of Prisons" where they appear in columns I and II, and the insertion of the words "Director-General Justice" in column II opposite "Department of Justice" in column I,

(b) the deletion of the words "Department of the Interior", "Secretary for the Interior", "Department of Coloured Affairs", "Secretary for Coloured Affairs", "Department of Indian Affairs", and "Secretary for Indian Affairs" where they appear in columns I and II, and the insertion of the words "Department of Internal Affairs" and "Director-General Internal Affairs" in columns I and II respectively,

(c) the deletion of the words "Department of Community Development", "Secretary for Community Development", "Department of Public Works" and "Secretary for Public Works" where they appear in columns I and II, and the insertion of the words "Department of Community Development and State Auxiliary Services" and "Director-General Community Development and State Auxiliary Services" in columns I and II respectively; and

347—A

PROKLAMASIES

van die Staatspresident van die Republiek van Suid-Afrika

No R 214, 1980

WYSIGING VAN DIE EERSTE EN DERDE BYLAE BY DIE STAATSDIENSWET, 1957 (WET 54 VAN 1957)

Kragtens die bevoegdheid my verleen by artikel 27 van die Staatsdienswet, 1957 (Wet 54 van 1957), soos gewysig, wysig ek hierby, ooreenkomstig die aanbeveling van die Kommissie vir Administrasie, die Eerste Bylae van genoemde Wet met ingang van 1 November 1980, deur—

(a) die woorde "Sekretaris van Justisie", "Departement van Gevangenis" en "Kommissaris van Gevangenis" waar dit in kolom I en II voorkom, te skrap, en die woorde "Direkteur-generaal Justisie" in kolom II teenoor "Departement van Justisie" in kolom I in te voeg,

(b) die woorde "Departement van Binnelandse Sake", "Sekretaris van Binnelandse Sake", "Departement van Kleurlingsake", "Sekretaris van Kleurlingsake", "Departement van Indiersake", en "Sekretaris van Indiersake" waar dit in kolom I en II voorkom, te skrap, en die woorde "Departement van Binnelandse Aangeleenthede" en "Direkteur-generaal Binnelandse Aangeleenthede" in onderskeidelik kolom I en II in te voeg,

(c) die woorde "Departement van Gemeenskapsbou", "Sekretaris van Gemeenskapsbou", "Departement van Openbare Werke" en "Sekretaris van Openbare Werke" waar dit in kolom I en II voorkom, te skrap, en die woorde "Departement van Gemeenskapsontwikkeling en Owerheidshulpdienste" en "Direkteur-generaal Gemeenskapsontwikkeling en Owerheidshulpdienste" in onderskeidelik kolom I en II in te voeg, en

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San Jull 1980 su g

How top brass get to work

RDM
250
8/11/80

By EUGENE UGO

SOUTH Africa's 18 directors-general of Government departments are to get cars worth up to R28 000 each as part of their new deal in the rationalised civil service of the Prime Minister, Mr P W Botha.

This was confirmed yesterday by the director of the Commission for Administration, Dr W I Steyn.

And the State will have to outlay more than R500 000 every four years for directors-general transport alone, should all the recently-appointed "super civil servants" buy to their "upper limit" under a car scheme announced this week.

The upper limit for them is now laid down as the equivalent to the cost of a "class 7" BMW motor vehicle — about R28 000.

The directors-general will, however, have to repay the retail price of the vehicles at current interest rates over the four-year period, while at the same time being able to claim mileage on official business at Automobile Association rates.

Dr Steyn said this was purely a financing scheme, with the cars remaining the personal property of the officials. The cars would also have to be available for official business at all times.

The car scheme has been designed for all senior civil servants from the rank of director upwards. In each category a loan ceiling has been stipulated.

Announcing the scheme, the Commission for Administration stated earlier this week. "The commission is aware of the existence of more favourable schemes outside the civil service. The scheme nevertheless puts the senior official in a position which is more-or-less comparable to that of his equivalent outside the service."

The rank of director-general was created in February this year as a special managerial level above the post of Government departmental secretary, to organise and control the streamlined public service.

While the Commission for Administration has consistently refused to disclose details of the salaries and fringe benefits of directors-general, it has been widely estimated that they earn over R35 000 a year.

In 1968-69 the salary ceiling for secretaries of departments was R9 000 and immediately before February's director-general appointments, that ceiling was R23 000.

Critics of the high cost of South Africa's modern bureaucracy have said that when it is claimed that public service salaries should be comparable with those in the private sector, what is not taken into account is the watertight security enjoyed by all civil servants.

This includes a fine pension scheme, low-interest housing loans and a big tax-free handout on retirement.

Has a degree in Operations Research from Tilburg, Holland. He has been with Shell International for 10 years and worked for that company as an international consultant in several countries around the world. His expertise in financial research has taken him to Stellenbosch, Cape Town and Johannesburg. He is recorded in the Society of Design of

Klaas van der Poel

CURRICULUM VITAE

State coffers bulge by extra 41%

4/11/80
250
40m

By HAROLD FRIDJHON

GOVERNMENT revenue is running almost 41% higher than last year. Net State receipts for the first half of the fiscal year amounted to R6 188-million compared with R4 395-million at September 30, 1979.

This means that at the half-way mark the Treasury has collected nearly 57% of its budget with several peak tax months to come, including mining income tax and the second tranche expected from provisional taxpayers, most of whom will show taxable incomes well up on last year's figures

The biggest money earner for the Exchequer is income tax for the half-year at R3 645-million against last year's R2 389-million. While a large part of this harvest has been reaped from the gold mines, reports from industrial and commercial companies indicate that they have made a significant contribution, with company profits running 30% to 50% and even higher than last year's.

Another factor contributing to the increase in income-tax receipts has been the higher salaries and wages earned in

all sectors of the economy. The Governor of the Reserve Bank spoke recently of many incomes being 29% higher this year than in 1979.

Customs duty collections at R322-million are 50% up. This is to be expected with imports at R10 364 million against last year's R6 739-million.

Excise duty, which covers many items from cigarettes and liquor to motor vehicles and petrol, is 25% higher at R543-million.

While the State's major share from the gold mines' bulging profits comes from income tax, lease payments make a reasonable contribution to Treasury revenue. Lease payments have increased from the 1979 half-year figure of R111-million to R266-million.

And again, principally from the gold mines but also reflecting boom profits, the tax on non-resident shareholders' dividends has increased from R75-million to R136-million — an 82,7% rise. Taking into account the fact this tax is 15% of the gross it gives a shrewd idea of how overseas investors have participated in dividends from South African mines and enterprises.

As a result of booming conditions on the Johannesburg Stock Exchange marketable securities tax collections have almost been doubled, going up from just under R8-million to R17-million. As MST is 1% of the purchase transaction and brokerage is 0,85% on the sale and purchase of shares these figures reflect how stockbrokers' incomes must have soared this year.

General sales tax brought in R783-million in the first half of this year. This is R202-million more than in the first six months of last year. Receipts to date are just about half of the Budget estimate with the Christmas shopping spree about to start.

But GST is levied on a wide range of goods and services and it should not be thought that the tax is paid entirely by the domestic consumer. While the ordinary consumer pays a large part of the tax, the increase in receipts also shows that the Receiver's share of the boom has penetrated into every corner of the economy.

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Klaas van der Poel

Spending by Govt 22% up on last year

Financial Reporter

STATE expenditure in the first seven months of the current fiscal year is running at 22% higher than in the comparable period of last year.

But this does not mean that Senator Horwood's Budget will be overspent by this amount because Government spending is not spread evenly over the 12-month period and the rate of expenditure for the rest of the year could be at a lower rate. The Minister budgeted for an overall increase of 14% on last year's figures.

Total expenditure for the seven months to October was R7 862-million against R6 452-million last year. The year's Budget is R13 142-million.

Biggest increases were recorded by Defence, the Police, Co-operation and Development, Community Development, and Education and Training.

See Page 19.

Govt pay rises may disappoint

By GERALD REILLY
Pretoria Bureau

SENIOR public sector workers yesterday feared that next year's April pay rises will fall short of what is needed to narrow the widening gap between the public and private sectors

They base this on an announcement yesterday by the Minister of Finance, Senator Owen Horwood, which, they claim, was hedged around by warnings of South Africa's inflation running out of control, and the dangers of excessive salary increases

The expectation among public servants following the Minister's announcement is for increases of between 8% and 12% — substantially below the inflation rate which is currently running at 14,4%

They say they hope the Minister is not using the public sector work-force as a battering ram against inflation, while substantial pay rises continue to be paid in the private sector

Meanwhile, Government policy to close the black-white wage gap will be reflected in the new scales, Government sources confirmed yesterday.

Black workers will, therefore, get a substantial portion of the almost R500-million

412/80
250 KOR
which will be needed to cover the new increases

The total wage bill for State and provincial department workers and railways and post office employees is expected to soar to almost R5 000-million in the 1981/82 financial year

Yesterday teachers expressed "shock and alarm" that their demands for interim rises had been rejected by the Government

There would again be "strong talk" of strike action, they warned

They agreed with the president of the Transvaal Teachers' Association, Mr Peter Mundell, that the Government appeared indifferent to the growing crisis in education

They also agreed that until teachers were paid salaries more competitive with the private sector, education would continue "heading towards breakdown", especially in the Transvaal

Teachers, like nurses and the police, however, are pinning their hopes of above-average April rises on Sen Horwood's acknowledgement of critical shortages in certain areas of the public service, and the need to provide for "vocational differentiation".

Info men abroad recalled to SA

By Peter Sullivan
Political Correspondent

South Africa has recalled a number of information officers abroad in a major redirection of the department's energy towards internal rather than foreign tasks.

One of the top priorities in the revamped department is to "sell" concepts like the President's Council, the Wiehahn Commission and the Development Bank internally.

In a major shake-up of overseas postings, top officials have been recalled from most of Europe's capitals and replaced with people from the Department of Foreign Affairs' head office.

While a few of those recalled are disgruntled by the move, there seems to be an acceptance of the

fact that the marriage of Foreign Affairs to Information meant a shake-up

One of the information officers recalled is Mr Chris van der Walt, a product of the Eschel Rhodie Information Department era, and there is talk that he will head the new internal team

Among the plans being weighed up by the department is one to send special information teams across the country

These teams would use slides, maps, graphs and other visual aids to "enlighten" the public on the Government's latest initiatives

The Minister of Foreign Affairs and Information, Mr Pik Botha has denied reports of friction be-

To Page 3, Col 8

Info men abroad recalled

between his information and foreign affairs wings

He said information officials could hardly be dissatisfied with the new deal because they would now be able to reach the position of ambassador for the first time

Dr Johan Visage, of the New York embassy, has resigned to take up a lectureship at Pietermaritzburg university, and Dr Johan Adler, information director at South Africa House in London, has resigned to take up a top public relations position with a brewery in Johannesburg

Advance of the Botha men

FM 12/12/80

2503

The battle for control of the National Party has been raging in the headlines but what is not so widely known is that quietly, unobtrusively — but with a definite goal — Prime Minister P W Botha has been moving his own supporters into positions of power and influence in the public service. His ambitious programme includes weeding out those whose attitudes to change are hidebound, but, even more, extending his control of the upper echelons of government to the administration at large.

Such a move would normally arouse profound misgivings. Nationalist control of civil service promotions, for purely political reasons, are not the stuff of which happy memories are made. In the late Forties and early Fifties such tidings cost SA some of its best public servants — and in the process nearly destroyed the morale of the armed forces in the days when political loyalty was rewarded above ability.

But it is a truism of *realpolitik* that no government — and certainly not one of *verligte bent* — can allow its policies to be negated by a stubborn and conservative bureaucracy. And the hands at the helm in Pretoria are reversing policies that, for many, appear to have the validity of holy writ.

Tortoise story

There is clearly resistance to the restructuring. Evidence of this was seen in the story told last year by Minister of Co-operation and Development Piet Koornhof, which he diplomatically attributed to a "friend". A civil servant, he said, is a tortoise that will advance only at its own slow and deliberate pace and which withdraws into its shell when prodded, refusing to move at all. How, then, to deal with a veritable army of the creatures?

In fact, many observers date recent drastic changes in the public service from Koornhof's statement. Closer scrutiny shows that the decision to recast the service for greater efficiency, and to make it more responsive to policy initiatives, predates by far his ministerial "joke".

The key date was probably March 1978, when a pointed but little-noticed government press release stated that the PM had transferred his authority under the Public Service Act from Connie Mulder to Alwyn Schlebusch. In pre-rationalisation days these powers were usually delegated to the Minister of the Interior, one of the portfolios of which Mulder (his position already white-anted by the Info revelations) had been stripped. The former "own Prince" had been moved to Plural Relations, and Schlebusch to the

Interior

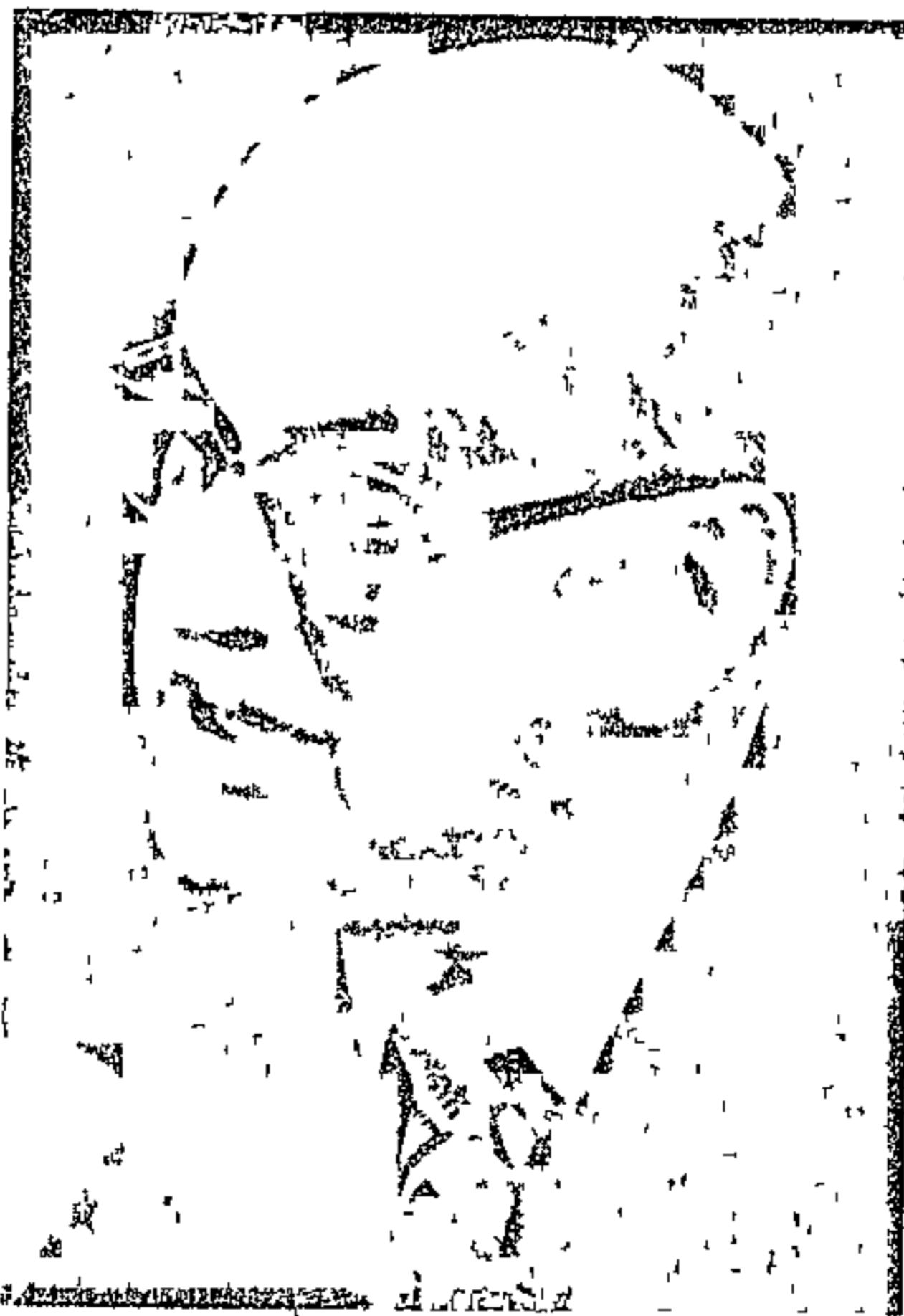
It became Schlebusch's task to oversee the widely-praised rationalisation programme but the political parameters of the changes (and of some of the appointments they ushered in) are only now becoming obvious.

Botha's arch political foe Andries Treurnicht, as Minister of State Administration and Statistics, has control of certain functions of the former Interior Ministry. But, effectively, the key to control of the civil service now vests in the vastly expanded Office of the Prime Minister under the firm director generalship of Johan du Plessis.

Du Plessis' appointment last year had people reaching for civil-service lists and asking "Johan Who". In fact, as an organisational methods expert, Du Plessis had long been a peripatetic civil service troubleshooter. He has a sound track record in the Transvaal and Cape provincial administrations, the old Bantu Affairs Department and in organising the Transkei Civil Service.

However, the greater part of his career has been spent with the Public Service Commission and it was from there Botha plucked him to head the Office of the PM.

The restructuring of power was subtle. Treurnicht has what is seemingly a major portfolio while actual authority over the public service now flows through Botha's office via no less than five cabinet committees, seven planning committees, three advisory councils, and the Constellation Committee.



PW Botha . . . weeding out the hidebound

Senior civil servants from all departments have been drawn into 'working groups' attached to most of the organisations within the PM's new Office, committing them heavily to policies formulated there. In March this year Botha said "I wish to state that the creation of this new office should make a considerable contribution to effective and better co-ordinated state administration."

So it was no accident that the first department to be reorganised under the rationalisation scheme was that of the PM. Botha loyalists like General Andre van Deventer (security planning), Willem Visagie (physical planning), J P Dreyer (economic planning) and General Johan Roux (social planning) were moved in to head the various planning committees.

Some surprises

The last phase of the rationalisation plan was completed last month and provided some shocks for various senior civil servants. Although Brand Fourie at Foreign Affairs and Johan de Beer at Health had no trouble getting their director generalships, there were surprises in other departments.

Thus J H T Mills was given the delicate director generalship of Co-operation, Development and Education (reporting to Koornhof) over the heads of the big guns of the old Bantu Affairs Department (such as Johan Raath) and after a fairly brief period as Secretary for Coloured Affairs.

Like Du Plessis, Mills had long functioned as a troubleshooter (largely in BAD), and his previous appointments included director general of Co-operation and Development (in the days when a director general was a second-rank functionary) and the delicate task of being secretary to Kaizer Matanzima's Department of the Chief Minister and Finance in the Transkei during pre-independence days.

Another surprise was the appointment of Di T A du Plessis (Secretary for Statistics) to take over the rationalised Department of Industries, Commerce and Tourism over the heads of the veteran Phillip Theron (Industries) and the conservative Tjaart van der Walt (Commerce). Theron retired shortly after the announcement was made.

Eyebrows were also raised at the abrupt transfer of J W A van der Walt from provincial secretary of Natal to the sensitive new department of Internal and Constitutional Affairs.

Below director general rank there has also been considerable movement — though in so vast a bureaucracy it is difficult to know which moves took place in the normal course of administration.

and which for policy reasons

The chairman of the Commission for Administration, Dr Piet Rautenbach, is currently in Taiwan and was not available for comment. However, political and civil service sources point to a spate of new senior appointments and transfers in key departments during the rationalisation period — some even before departments changed their names.

The Department of Co-Operation and Development was an early target for change after Piet Koornhof inherited M C Botha's conservative empire following Connie Mulder's brief reign. Between 1979 and 1980 almost the entire Commission for Co-operation and Development (made up of MPs) changed, with five new appointments and only one survivor from the old commission.

In the Education and Training department change seemed less drastic, although the deputy secretary (personnel) was changed, as were at least two of the regional directors.

According to FM sources there was also movement within the Department of the Interior. Over the last year or so six new under-secretaries were appointed to replace men who retired or were transferred elsewhere.

Sensitive field

In addition, Judge Lammie Snyman moved out as chief censor and a new director of the Publications Appeal Board was appointed.

The sensitive labour field (old Department of Labour/new Department of Manpower Utilisation) has also felt the new broom. Comparisons of positions held by different men in 1979 and those held in 1980 indicate there are four new under-secretaries (out of a total of six) and that new divisional inspectors of Labour were appointed in Johannesburg, Durban, Cape



Alwyn Schlebusch . . . PW's point man

Town, Port Elizabeth, Pretoria and East London.

Even the Department of Finance was not immune to change. Although heavily rationalised to include Treasury, Customs and Excise, Inland Revenue and the Mint (with Joop de Loor as director general), an intriguing aspect was the appointment of Dr Simon Brand as Chief of Financial Policy (the old secretaryship for Finance).

However, he retained his positions as chairman of the Economic Advisory Council and Economic Adviser to the Prime Minister — presumably on the theory that one of the men responsible for raising the

money to pay for policies should have a voice in formulating them.

There were even changes within the Commission for Administration itself — although where commission members are concerned the new appointments do not seem to spring from policy considerations. Piet Rautenbach remained chairman but A P Ellis and H P J van Vuuren replaced H A Prinsloo and W G Schickerling as commission members.

A new Director of Training was also appointed as were four new under-secretaries whose establishment seems to have been increased from eight to 10.

The procedure for reinforcing the government's position by judicious appointment does not stop with government departments.

The appointment of Professor Wynand Mouton as chairman of the SABC is seen as an attempt to rescue that organisation from *verkrampte* hands — and he has reportedly had to fight off a *verkrampte* counter-attack.

The next targets on the Commission for Administration's rationalisation list are the thousand-odd state, semi-state, and statutory organisations.

But until the National Party's internal battle is finally settled — hopefully with a *verligte* victory — the government is in the unfortunate position that it has to move very cautiously indeed to effect change on a wider front.

Observers believe that battle can only be won by a split in the party — within a year. But then — with the political backing he needs a cabinet of his own choosing, and a civil service restructured according to his wishes and controlled by men he trusts — the PM will have no excuse if he fails to bring about drastic change in the structure of South African society. He will then have the power as well as the men for the job.

NO. OF TUTORIALS	DETAILS	CODE
2	Non Residents	TN
10	Miscellaneous	TM
2	Farmers	TF
2	Estate	TE
1	Donations Tax	TD
3	Company Tax	TC

KEY TO TAX TUTORIALS

KRISIS IN

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Rapport 21/12/80 21/12/80

STAATSDIENS

Bruines kan die tekort verlig

Van Ons Politieke Redaksie

KLEURLINGE en Indiërs sal waarskynlik in vakante poste in die staatsdiens aangestel word om die haglike personeeltekort te verhelp. RAPPORT verneem dat 'n beginselsbesluit hieroor tans op hoë vlak sterk oorweeg word.

Sóver was die beleid om gekleurdes net aan te stel in die departemente waar hulle hul eie mense kan dien.

Maar omdat ander afdelings in die staatsdiens net nie meer genoeg gekwalifiseerde blanke personeel kan trek nie, word nou weer na die beleid gekyk.

Só 'n besluit sal strook met die nuwe staatkundige bedeling wat vir Suid-Afrika in die vooruitsig gestel word, waarin Kleurlinge, Indiërs en blankes gelykwaardige behandeling en erkenning as landsburgers moet kry.

Intussen is Suid-Afrika se sterk ekonomiese groei besig om 'n krisis in talle vertakkinge van die staatsdiens te skep. Vanwee die bloeiende ekonomie is daar oral so 'n knellende arbeidskragekort en soveel nuwe werkgeleenthede dat staatsdienspersoneel al hoe vinniger deur die private sektor afgerokkel word.

Ekonomie wys daarop dat salarisverhogings in die staatsdiens — wat in April verwag word — nie die probleem gaan oplos nie. As die openbare sektor salarisse verhoog, sal die private sektor syne maar net nog hoer opskuif en steeds personeel van eersgenoemde afrokkel.

Die basiese probleem is dat daar eenvoudig nie genoeg blankes is om al die noodsaaklike dienste te lewer nie. Gevolglik sal gekleurdes opgelei en beter benut moet word, nie net in die private sektor nie, maar ook in die openbare sektor.

Intussen het die week aan die lig gekom dat die perso-

opslurp," sê dr Grove

Volgens dr Radie Kotze, direkteur van hospitaaldienste in Kaapland, word dit al moeiliker om poste vir opgeleide personeel te vul. Hy sê dit is omdat die private sektor hoer salarisse en gereelder werkure met minder verantwoordelijkheid bied.

Die grootste tekort aan verpleegsters word in Transvaal ondervind — die provinsie waar die private sektor die sterkste floreer.

Die onderwyskrisis is ook erger in Transvaal as elders. In hierdie provinsie het meer as 4 000 onderwysers vanjaar bedank en nog baie dreig om te bedank.

Die spoorwee en die polisie sukkel ook met 'n lastige personeeltekort, terwyl die posterye veral opgeleide tegniese personeel aan die private sektor moet afstaan.

Die Suid-Afrikaanse Polisie gaan die nuwe jaar binne

met 'n tekort van sowat 3 000 man — 10 persent van die totale polisiemag.

In die spoorwee is duisende poste — veral bedryfsposse — vakant. Volgens die jongste syfers is byna die helfte van die kondukteursposte vakant — 47 persent. Wat stokers en drywerassistente betref, is die tekort 22 persent en aan kontroleurs 2,8 persent.

Alle staatsdepartemente sukkel met 'n nypende tekort aan tiksters. Dit is so erg dat tiksters onlangs per vliegtuig uit Pretoria na Durban gestuur moes word om daar met opgehoopte werk te gaan help, is voor die Steyn-kommissie getuig.

As die spoorwee, die posterye en provinsiale administrasies buite rekening gelaat word, was daar 'n jaar gelede reeds 13 000 vakante poste in

• VERVOLG OP BLADSY 2 •

KRISIS

woordvoerder van die Kommissie vir Administrasie dat daar nog geen opdrag gegee is om die staatsdiens se beleid ten opsigte van indiensneming te verander nie.

Hy sê die beleid was sover om Kleurlinge en Indiërs aan te stel in die twee departemente wat met die twee bevolkingsgroepe werk. Hulle is in die verlede ook in enkele poste in die Departement van Justisie en die ou Departement van Binnelandse Inkomste aangestel — maar net in poste wat met die twee bevolkingsgroepe te doen gehad het.

Die woordvoerder het bevestig dat in sommige afdelings van die staatsdiens gesukkel word om noodsaaklike dienste aan die gang te hou vanwee 'n gebrek aan personeel.

RAPPORT verneem dat hoewel die beleid ten opsigte van indiensneming van gekleurdes nog nie verander is nie, daar in hoe politieke kringe ernstige aandag aan die saak gegee word.

• VERVOLG VAN BLADSY 1 •

die staatsdiens. Die jongste syfers is nie bekend nie, maar vanwee die sterk groei waarmee die private sektor vanjaar kan spog, kan aanvaar word dat die posisie sedertdien aansienlik verswak het.

Wat die aanstelling van Kleurlinge en Indiërs in vakante poste betref, sê 'n

neeltekort besig is om skrikwekkende afmetings aan te neem, veral in die onderwys en by hospitale

Dr H. A. Grove, direkteur van hospitaaldienste in Transvaal, sê die tekort aan verpleegsters is so ernstig dat sekere afdelings in hospitale reeds gesluit moes word, en beddens kan weens 'n ernstige tekort aan personeel nie gevul word nie.

„Met die bloeiende ekonomie is daar soveel geleentheid in die private sektor dat hulle eenvoudig ons mense

250

Rapport
21/12/80

Public sector to triple borrowing next year

250
J. Toms B
21/12/80

R3 000-m wanted compared with R900-m

By Penelope Morgan

MUNICIPALITIES, black governments and public corporations intend raising R3 187-million on the domestic capital market in 1981 compared with R900-million in 1980.

Although the 1981 total is high compared with the previous year, many of the smaller local authorities did not in the final event come to the market because they simply did not need the money, and many of the bigger institutions came to the market for a smaller amount than planned.

A spokesman for Senbank believes that the same will happen in the coming year but to an even greater extent. He thinks that some of the smaller local authorities which are still fairly liquid will be price-sensitive and will stay out of the market if rates rise sharply, thereby making the funds too expensive.

On the other hand, in 1980 the smaller municipalities could resort to relatively cheap bank finance as an alternative to coming into the capital market.

But this year, as short-term rates firm and the economy becomes generally less liquid, they will be forced into the capital market. Because the smaller municipalities account for so small a portion of the market these changes will probably influence rates only marginally.

Some capital market men say that the programme is totally unnecessary because it can be changed so easily, while others say that it at least gives some indication of the demand for capital.

It is possible to raise a loan on the capital market if an institution failed to get a place on the schedule, however it is frowned upon by the authorities, and is easiest if another participant has dropped out of the market.

According to the proposed public-sector domestic loan issue programme for 1981 released recently by the Directorate of Public Finance, the biggest scheduled borrower for this year is the Government, with a total of R2 059-million, which it will take in three batches — in May, October and December.

The late-May issue of R958-million plus new money will be the largest single issue on the cards for 1981. Dealers believe

that the Treasury will "pitch a generous rate" to draw new money.

For the remaining R1 128-million, the Land Bank wants R180-million and Escom proposes to take R160-million.

Municipalities and local authorities will take a total of R158,6-million, which means that the money will be spent in SA as they extend their facilities.

Between them the eight homelands are looking for R53,14-million. Homeland loans are no longer automatically underwritten by the SA Government, but according to market sources, a guarantee is negotiable.

As was the case this year, both Iscor and Armscor will each be borrowing R100-million.

The various water boards plan to borrow a total of R72-million.

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7 prescribe three and a half courses rs. Students will be permitted to e year, but are not encouraged to take ave performed well the previous year. d to take in excess of four courses n for this has been obtained. Such nted on academic merit, ie if the the previous year.

of Commerce

(This option is offered subject to staffing constraints. Last year it was given by a guest lecturer, Dr K. Hughes of the Dept. of Mathematics)

INTRODUCTION

"Therefore the Ptolemaic system may live on in literature, or it may form the framework of a mathematical exercise, it has no direct interest to the modern astronomer. Our position in economics is different, we cannot escape in the same way from our own past. We may pretend to escape, but the past crowds in on us just the same. To 'neo-classical' succeeds 'neo-mercantilist'; Keynes and his contemporaries echo Ricardo on Malthus; Marx and Marshall are still alive"

Sir John Hicks

"Revolutions in Economics"

Earlier this year Dr Treurnicht was involved in a slanging match with sections of the Press over coloured and Indian representation in Parliament. Dr Treurnicht put his foot down on the constitutional position of coloured people by insisting they should not get direct representation in Parliament as suggested by certain party spokesmen.

He has in the past also stuck firmly to the traditional Nationalist approach that people of other races should only be employed in posts where they could serve their own people.

The Government's latest plans will be seen by conservatives as further proof of the new policy to integrate coloureds and Indians politically and socio-economically with whites.

Dr Treurnicht is away on holiday and according to his office cannot be reached by telephone. But it would be one of the first issues he would have to face when he returns to his office in Cape Town early next year.

Major Afrikaans papers carried reports today and at the weekend apparently aimed at embarrassing Dr Treurnicht. The verligte Afrikaans Press speculated that coloured people and Indians would be appointed to some posts previously reserved for whites in the public service.

Political sources pointed out today it could make Dr Andries Treurnicht's position in the Government even more difficult because as Minister of Administration it would be expected of him to implement the policy.

Treurnicht's stance on coloureds in jeopardy

Political Staff

Government plans to employ more coloured and Indian people in the public service could cause renewed tensions in the National Party about so-called "coloured policy"

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1 Introduction: Why study the history of Economic thought? Differing conceptions of the history of economic ideas, the concept of competing scientific research programmes

2. The reason given for the decision to employ more coloured and Indian staff is the large number of vacancies in the public service, believed to be about 13 000. Rumours persist in political circles that if the former Prime Minister and State President, Mr B J Vorster, chooses to come out in open criticism of Mr P W Botha's administration, he is certain to do so on coloured policy. Although Mr Vorster recently supported Mr Botha's constellation of states plan, it is said he is strongly opposed to plans to bring coloured people back to Parliament. A spokesman for the Commission for Administration said it was Government policy to introduce parity for all race groups in the public service but the tempo depended on the Cabinet and available funds.

7. Neo-Classicism (II) Marshall, Riggs, Wickseil on Money and Value. The Cumulative Process

DM 23/12/80
250

Cabinet decides who fills those jobs

By DON MARSHALL
Pretoria Bureau Chief

A DECISION to increase the number of coloureds and Indians employed in the public service would rest with the Cabinet, a spokesman for the Commission of Administration — formerly the Public Service Commission — said in Pretoria yesterday.

Commenting on a newspaper report that the Government intended employing Indians and coloureds for more than 13 000 vacancies in the public services, the spokesman said it was already Government policy to achieve service parity for all races in the public service.

Because the employment of coloureds and Indians in the Government service was a Cabinet matter, the Commission for Administration did not want to comment on the report.

Comprehensive figures on the number of posts available to Indians and coloureds in the public service were not readily available because this was left in part to the various departments to determine for themselves, the spokesman said.

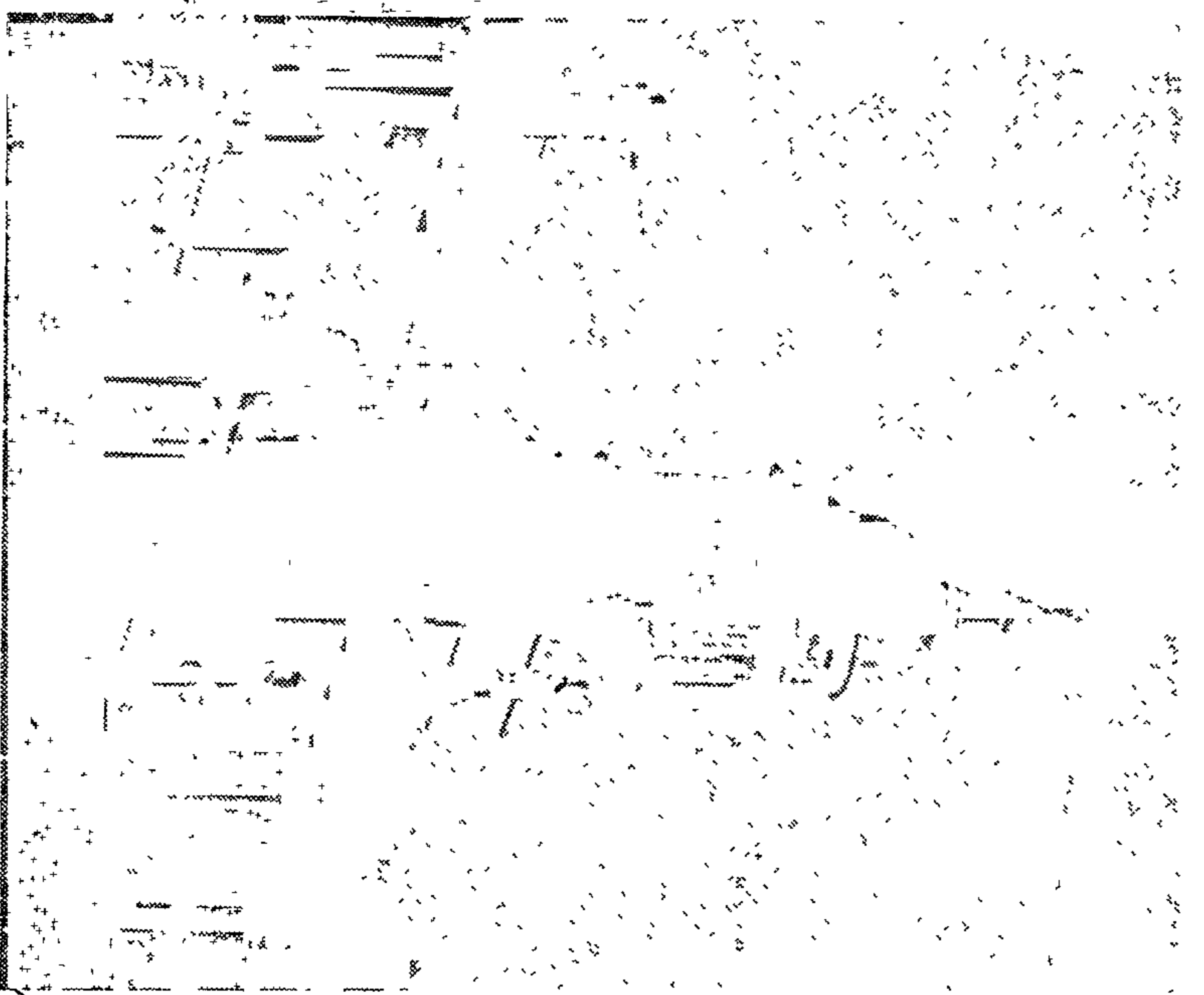
"We have been informed that there are vacancies for coloureds and Indians in the Department of Health, Welfare and Pensions as well as the Department of Internal Affairs," he said.

The public service has more than 240 000 employees, the spokesman said.

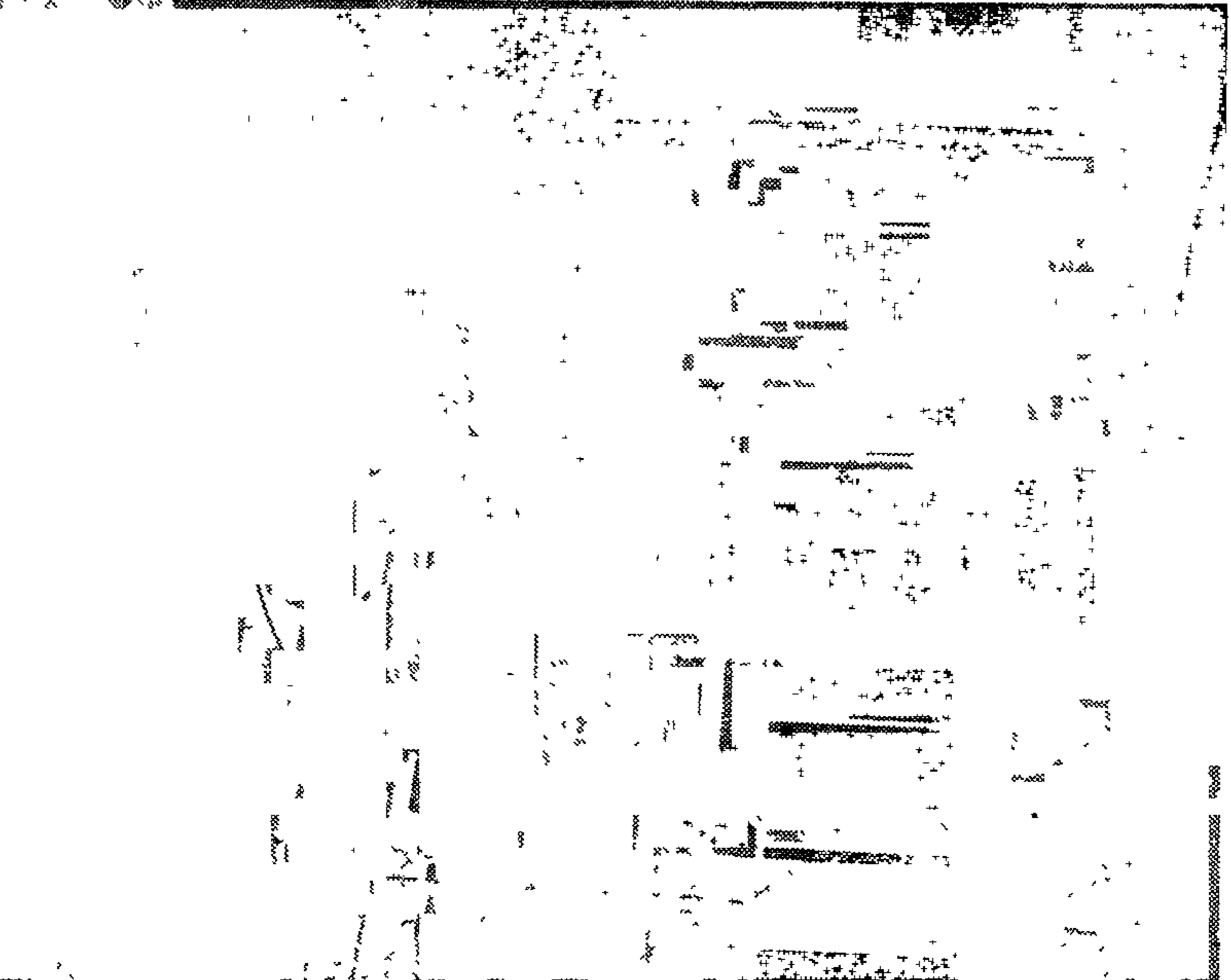
HOW P. W. BOTHA'S ULTIMATE WEAPON AGAINST THE TOTAL ONSLAUGHT SHAPES IN THE PECKING ORDER AS THE MEN FROM THE MINISTRIES STEP UP THE STATUS SYMBOL LADDER **THE RISE OF**

SUPPER BUREAUCRAT

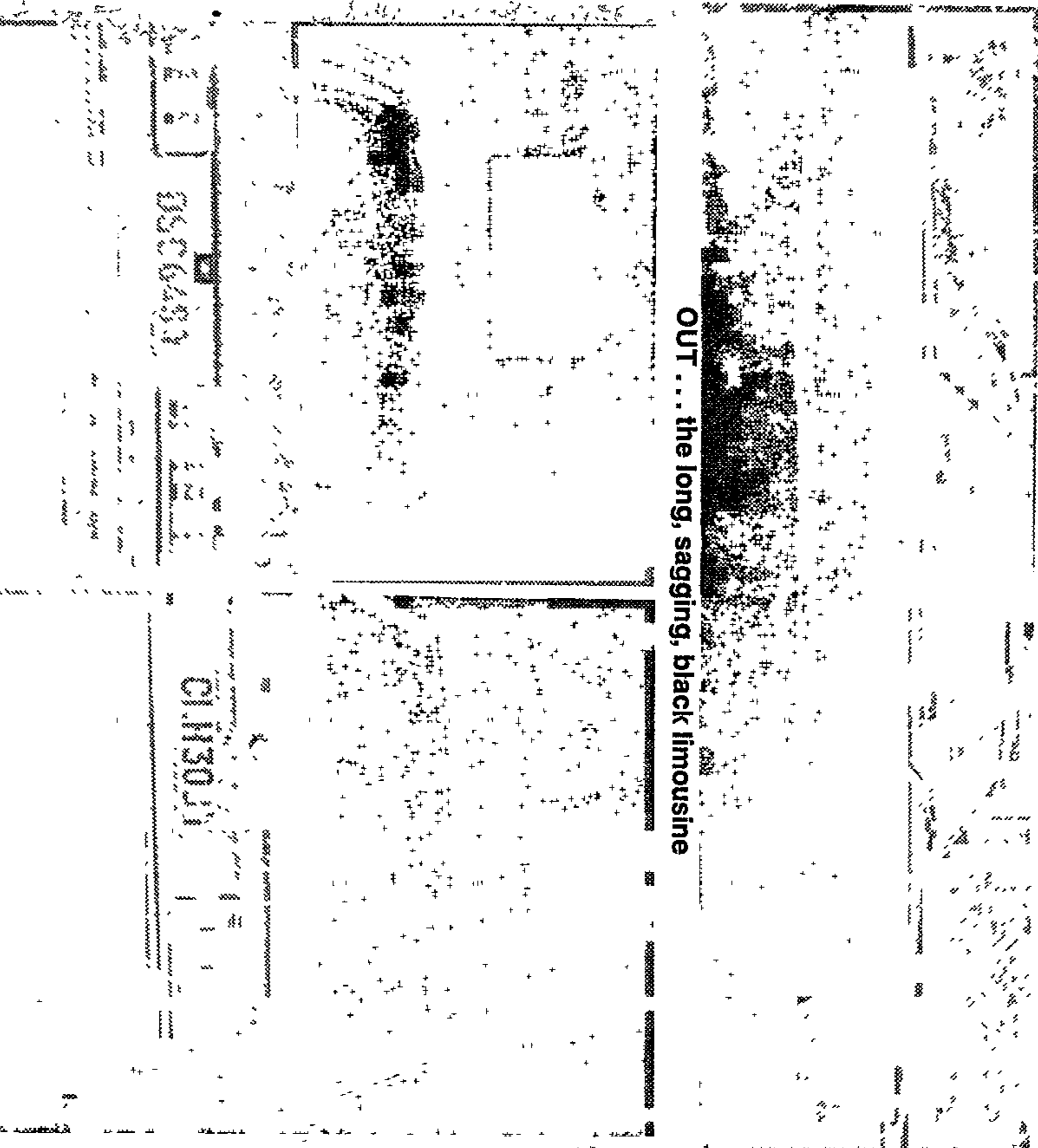
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IN...the ultimate status symbol, an office at the Union Buildings



OUT...low status office with panorama cut-outs, uncomfortable chairs and tiny scraps of tartan carpet.



OUT...the long, sagging, black limousine

IN...super bureaucrats are buying German cars, preferably silver-grey

Star 250 29/12/85

plane No, it's Super Bureaucrat — P. W Botha's ultimate weapon against the total onslaught

And where better to observe the pecking order of the Super Bureaucrat than in his natural habitat — Civil Service City, Pretoria

Unlike his comic-strip namesake, Super Bureaucrat is not a shy and humble creature. He is in fact acutely aware of all the trappings of office. With true bureaucratic doggedness the symbols of status are pursued and dreamed about

One of the prime status symbols in the red tape jungle, as it is in the commercial world, is the motor-car. The long, sagging black limousine of a few years ago is OUT. They litter the used car lots of the city and are being snapped up by wealthy cafe owners

Under a scheme recently announced, the top civil servants can buy cars in the R12 000 / R28 000 bracket, as a tax-free perk. This affects about 500 civil servants in the central government

Perhaps because of the almost unanimous preference by Cabinet Ministers for silver-grey-BMW's and Mercedes, these are now the ultimate symbols of having "made it". Consequently, while their American colleagues gnash their teeth at the vagaries of fashion, German car manufacturers in Pretoria enjoyed a silver-grey Christmas.

Briefcases

The tendency where status symbols gain popularity and then suddenly wane when too many people attain them, is shown in the rise and fall of the civil service briefcase

At first junior civil servants carried their lunchtime sandwiches in little Tupperware boxes, or just wrapped in wax paper. More senior men tucked them, along with their secret copies of the Rand Daily Mail, into big leather briefcases

As the more presumptuous junior acquired leather briefcases, the senior men took to using aluminium attache cases, with combination locks to keep out any Russian spies. The affluence continued and then these too were abandoned

At the moment the "in" case is very narrow, made of fine leather or elephant skin, and cannot possibly accommodate a pack of sandwiches — thus clearly indicating that its owner has an expense account

and lunches at the best restaurants

Although there are officially no status distinctions in the furnishings provided by the Public Works Department, a visit to any Government department reveals the truth. Lowly clerks get a scrap of PWD tartan carpet, barely enough for a doormat. More senior bureaucrats get the same issue but big enough to stand their desks on and still leave some over. Directors-General get plush wall-to-wall thick-pile non-tartan carpeting

And as the bureaucrat moves tortoise-like up this hierarchy, the blinds get replaced with curtains, the cut-outs from Panorama and the Satour posters with art prints and then original works, the desk size increases, as does the number of telephones

The ultimate in the halls of power is an office in civil service baroque, heavily-carved mahogany desk, a plush cloth-covered swivel chair, ornate hat stand, air-conditioning instead of fan, a small lounge area with couch and armchairs for important visitors, wood panelling, and for the Super Bureaucrat confident enough to be daring, a modern abstract sculpture (personally acquired — no PWD issue)

Status extends to dress and no bureaucrat with ambition would be seen dead in a safari suit. Although they are still seen around Pretoria, in the bus queues, the Super Bureaucrat tends to imitate the important businessman in dress. Sober suits, fashionable ties and, for the personal touch, Rondalia cufflinks.

It is known that certain officials in Foreign Affairs affect pin-stripe suits, but it is generally agreed in other departments that the fashion is unlikely to spread because of colonial connotations

One's status is immeasurably enhanced, however, if one works for Foreign Affairs or the Office of the Prime Minister. The departments which vie for the position of lowest on the status ladder are Tourism and State Administration

The office block one works in also affects one's status. Water Affairs is spread through four seedy buildings in the centre-city of Pretoria, but Foreign Affairs, the Office of the Prime Minister and Finance share what is probably the most prestige office block in the country — the Union Buildings

It is thus logical that

from their Olympian heights in the Union Buildings, the Super Bureaucrats rather look down upon the mere mortals at Water Affairs.

When Dr Eschel Rhoodie was the darling of the now defunct Department of Information, he introduced a number of new status symbols including the year-round tan and an ability to play tennis

Since the Information Scandal it is still permissible to play tennis but golf, Mr B. J. Vorster's sport, is out

Those Super Bureaucrats with year-round tans tend to have their travelling dockets carefully checked for trips to the Seychelles.

Cherry on top

The Super Bureaucrats mostly avoid the nouveau riche suburbs, like Waterkloof Ridge, when they choose their homes and tend to live in the established old money suburbs like Waterkloof and Brooklyn. Expensive townhouses are in, especially if they are close to the guarded ministerial suburb of Brynterion and command a view of the city

After long and faithful years of service the cherry on top for some bureaucrats at Foreign Affairs was the possibility of a posting to the Court of St James. It was the ultimate recognition of bilingualism

Since diplomatic postings have become something of a political dumping ground, this is no longer the ultimate in status. But all civil servants can hope that on retirement they will be appointed to Quango

Quango stands for Quasi Autonomous National Government Organisation and there are estimated to be 1 000 of them in South Africa

Appointment is by Government decree, carries a fat salary and not too much work. Little enough work for it to be possible to be appointed to several quangos.

The bureaucrats rule — OK?

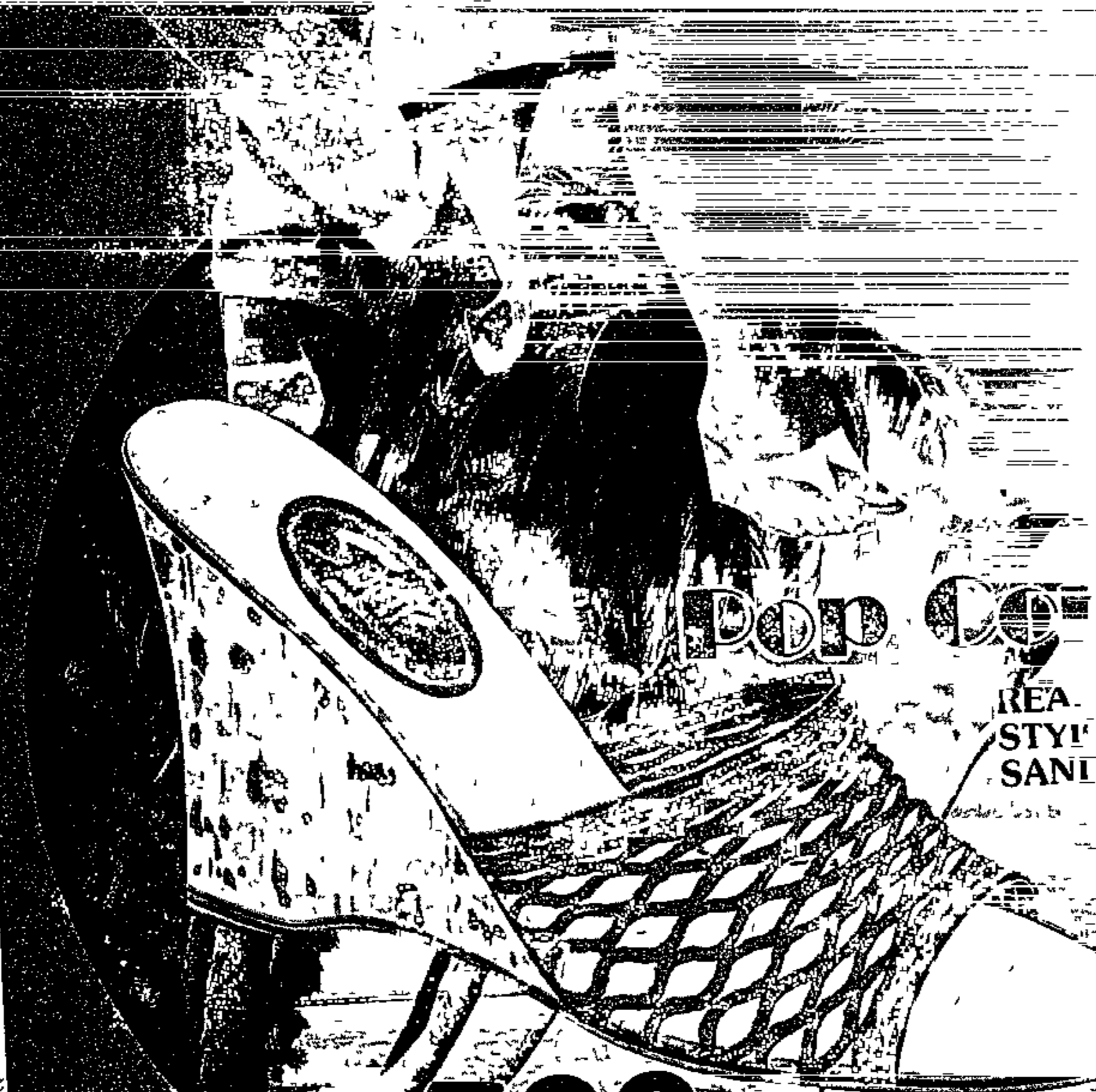
WORK HARD, ENJOY LIFE AND CONSERVE YOUR ENERGY

FERIKAPS

The IRON TONIC

in capsule form to prevent constipation

Available at all Chemists



POP DO
REAL
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BLACK, WHITE
GOLD, BEIGE
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Academic backs blacks in the public service

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Political Staff

CAPE TOWN — A Pretoria academic, Mr S J H Louw, has called for the removal of barriers to black advancement in the public service

He recommends that an appropriate range of training and educational schemes be established to provide black public servants with the necessary skills.

Mr Louw, a researcher of the bureau of economic policy and analysis at the University of Pretoria, makes his proposals at a time when the Government is reported to be planning to employ more coloured and Indian people.

In a study of job advancement, Mr Louw listed three major barriers to black advancement in commerce. These were:

- Lower literacy level stemming from "the lack of universal black education."

- White resistance to

black advancement

- A white monopoly on the highly skilled and responsible positions in commerce and academic life

Mr Louw said that the low literacy level of blacks made it most difficult for the vast majority of unskilled workers to acquire skills

Despite efforts to upgrade workers through training programmes, a considerable number of blacks in the lower categories of employment were not trainable

On the barrier of white resistance, Mr Louw wrote

"It would be expected to see resistance from the white public servant if a black, appropriately qualified, is advanced in some jobs

"This resistance would be partly based on fear that many unskilled and semi-skilled whites will find themselves unemployed or replaced by trained and educated

blacks

Mr Louw said that white monopoly on highly skilled and responsible positions in commerce was not in existence elsewhere

Mr Louw said that the Government's principles for manpower utilisation acknowledged that skills rather than colour should determine engagement priorities, even in commerce

Given time and opportunity, this policy would lead to the disappearance of discrimination in job advancement in commerce

"In this process only the first few steps have been taken, yet everything points to a new dispensation. Given a decade or two it seems certain that the positions will look completely different," Mr Louw said

His findings have been included in a book, "Job Advancement in South Africa," published by the South African Foundation

Public SECTOR - GOVT. - General

2 Jan. 1981 — 22 Dec. 1981



FM 2/1/81

LOANS PROGRAMME

The total public sector borrowing requirement (excluding central government) for 1981 amounts to R1 106m, a 14% increase on the previous year's list, according to the Treasury's official loans programme, but this increase does no more than discount inflation

In addition, the government will be attempting to roll over R2 059m in maturing loans, a figure more than double last year's, and heavy in itself. Depending on its own funding needs and monetary policy dictates, it will also try to attract new money during the year in three open-ended loan issues

Apart from the government, the largest single borrower remains Escom, which is scheduled to raise R160m, slightly less than in 1980. The lack of success of Escom's issues during the course of last year, entailing withdrawals and postponements, may have been instrumental in this reduction, especially considering that 1981 promises a reduced supply of loanable funds

But Escom finances itself to a greater extent by issuing and purchasing its own paper, and then selling into the secondary market. It raised R400m by this method in 1978, and R200m in 1979,

both amounts well in excess of its primary market funding operations. This method also saves primary issue financing costs, like brokerage and commissions, leaving the purchase price as the only gross cost

Iscor and Armscor will be coming to the market for their usual R100m apiece, in both cases to be raised in two R50m tranches. But the Land Bank's borrowing requirement, at R100m, will be marginally lower than in 1980. It will also be rolling over a little more than in 1980, R280m against R275m

The municipalities, despite the proliferation of small borrowers among them, have also reduced their total needs significantly to about R131m, compared to R173m in 1980. And the black administration boards will also be coming in for less, R24m against nearly R30m in the last 12 months

One feature of the borrowing list is the activities of the homelands, independent or otherwise. Although there is little change in the projected loan needs of the "regulars", Transkei, Ciskei and BophuthaTswana, the total homeland requirement is 36% higher at R53m as a result of the arrival of Venda, Lebowa and Gazankulu

Hundreds of old ^{KDM} 10/1/81 laws to be scrapped ⁽²⁵⁰⁾

Pretoria Bureau

THE Law Commission is expected to submit a draft Bill to the Minister of Justice in April which will repeal about 800 redundant statutes, the secretary of the commission, Mr J de Bruyn, said in Pretoria yesterday.

The commission is still reviewing a tangle of old laws which have cluttered the Statute Book for 50 years. Many of these will also be culled.

Mr De Bruyn said the next phase of the commission's legislative clean-up would be directed at about 900 major laws, and 1 300 amendments to these laws.

Many of them were introduced before union in 1910, or are old British laws which are no longer relevant.

All legislation will eventually be computerised to make the work of legal draughtsmen, courts and universities easier.

Also being looked at are a mass of proclamations and regulations drawn up in terms of statutes which have long ago served their purpose.

Mr De Bruyn said there were at least 16 000 proclamations, regulations and notices which had appeared in Government Gazettes over the years.

At least some of these were framed in terms of laws which have since been repealed, and therefore now have no legal force.

"It is to go into the legal jungle and identify which of these are no longer relevant that is so time consuming," said Mr De Bruyn.

Over 13 000 government posts vacant

DD 15/1/81

250

CAPE TOWN — More than 13 000 of 250 000 government department posts are vacant, the office for the Commission of Administration has estimated. The office is a personnel section of the public service.

A spokesman stressed the vacancy figures changed daily and that a completely accurate figure was not available.

"We can attribute the shortages to various factors — one of the most important being the boom in the economy," he said.

Provincial services are also suffering severe staff losses, some of the worst hit areas being in nursing and teaching.

The Transvaal has a 52 per cent shortage of student nurses and a 35 per cent shortage of female nursing assistants, with only 19 200 of the 25 000 posts filled.

The Director of Transvaal Hospital Services, Dr H. Grove, said the recruitment drive had been extended to the British Isles.

None of the directors of hospital services in other provinces were prepared to comment.

Dr R. L. M. Kotze, Director of the Cape Provincial Hospital Services, said it would serve no purpose to supply figures of the nursing shortage.

Nearly 1 000 nursing posts were estimated vacant in Peninsula hospitals last September and resignations have increased since then.

Teachers' associations provided an equally ominous picture for 1981.

At the end of last year, the Transvaal Education Department admitted it had over 800 vacancies.

Mr Jack Ballard, General Secretary of the Transvaal Teachers' Association, warned that "a great number of teachers do not have the correct qualifications, so the shortage is more critical than figures suggest".

In the Cape, only one post was left unfilled last year — a woodwork post — for six months. But Mr Roger Cope, General Secretary of the South African Teachers' Association, said it would be false to conclude that all was satisfactory. He said hundreds of teachers did not have the appropriate qualifications. These were mainly in the fields of science, commerce and woodwork.

Mr Roger Burrows, professional secretary of the Natal Teachers' Society, said while the shortage of teachers last year was "slight", the outlook for 1981 was not particularly bright.

The number of teachers resigning last year rose dramatically. There were 47 per cent more women teachers resigning than in previous years, and over 120 per cent of men.

"We anticipate a serious shortfall of teachers in high schools in the subjects of science, maths, technology and commerce," Mr Burrows said.

Figures could not be obtained from the Free State — DDC

ST 12
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13 000 public service vacancies

South Africa's public service, hit by resignations as staff move to higher-paid jobs in the private sector, has up to 13 000 vacancies.

Confirming the serious staff shortage, a spokesman for the Commission of Administration's Liaison and Publication Division said staff were needed in about 600 job categories "There are opportunities for people in all spheres"

Among those needed were chemists, engineers, medical practitioners "and right through to data typists"

The booming economy has resulted in many public servants moving out of State employment, causing a crisis in

the fields of nursing and education. Police have also been badly hit, as have the Johannesburg courts. The public service spokesman said, that while no accurate figure on the number of vacancies in the public service is available, "13 000 is representative"

South African Railways is also seriously undermanned. For example, controllers on trains and guards are only 52 percent of quota "In spite of this, we manage to operate full services on all routes," said a spokesman

Anyone wishing to apply for a job should telephone 21-4411 Pretoria

Fourth Year

B de Jong

Third Year

C S Jones

Second Year

J A L Chapman

First Year

course.
year of study of the degree
For the best student in each

Book Prizes
for the Building Industry
National Development Fund

BUILDING

M R I Ness

structure and design.
For the best project in

R Stubbs Award

J G Kirkman

design work.
best use of bricks in his
For the student who has made
S A Brick Association Prize

Miss M F J Sandilands

first year.
For the best work in
Mrs. Thornton White Prize

ARCHITECTURE
(Continued)

EAST LONDON — Thousands of black and white matriculants enter the labour market this month boosting fears of an increase in the unemployment rate in the Border, Ciskei and Transkei.

But Daily Dispatch inquiries to both the public service and private sector suggest there are job and career opportunities available in a variety of fields.

Although the Quail Commission report estimates unemployment in Ciskei at about 25 per cent matriculants seem to be in big demand although some departments have already filled their annual quota.

Dispatch reporters' inquiries show there is some race and sex discrimination and that white matriculants who have completed their military training stand a better chance of gaining employment than others.

Mr P Le Grange, of the adult employment services section of the Department of Manpower Utilisation in East London, said there was no shortage of vacancies for matriculants — especially white men who have completed their military training.

"There are positions both in the private and public sector but employers prefer people who have completed their military training," he said.

Mr Le Grange said there were enough opportunities for women, especially in the public sector. They had to be trained in the military before they could be employed in the public sector. He referred to the Department of Manpower Utilisation in East London as the main body dealing with Indians and Coloureds predicted the unemployment rate

Public, private sectors have jobs for Border matriculants

before and this shows there are not many vacancies around," he said.

A spokesman for the Department of Co-operation and Development in East London refused to divulge any information "as we are not allowed to" in terms of regulations.

The public service — railways, post office, police and defence — has a variety of opportunities although the post office in East London has filled its quota.

The South African Railways — the country's largest single employer of the estimated 250 000 people entering the labour market annually in South Africa — has vacancies for whites although the situation for blacks is somewhat different and women take a back seat according to their male oriented employment practice.

SAR employment officer for whites in the transport division in East London, Mr K Barnard, said he had not turned away a single applicant who had passed their aptitude test and there were still vacancies available.

"These are mainly clerical posts but those who want to make money can go for the jobs as a driver, fitter and fireman here. There is scope for a few in the technical side as assistant engineers and draughtsmen. He said the railways was

a male oriented employer but there were opportunities for women as office assistants and typists. They were taken on in other clerical posts when there were not enough males to fill the posts.

A spokesman dealing with black employment said the railways usually advertised when these posts arose but at this stage there were none available.

The postmaster in East London, Mr P T Kruger, said his annual quota of 20 whites and 20 blacks had been filled while the training officer in the technical section, Mr E Hill, said his quota had been filled 80 per cent for whites while it was 100 per cent full for blacks.

There was good news for matriculants from the police and Defence Force.

Border divisional recruiting officer for the police, Captain R Nienaber, said "I'll take as many as you can give me any time. And that goes for all races except that with women, we have to take into consideration the training facilities available."

Lieutenant M Nel of the recruiting section of the Border sub-command of the Defence Force, said there was a vast field of opportunities for matriculants for permanent careers in the army, navy, airforce and the

fourth medical branch.

"All they have to do is to come to our offices and they will be fixed up in no time," she said.

She said coloureds would be taken on for the Cape Corps while blacks would be sent to 21 Battalion and Indians to the navy base in Durban.

The East London municipality has only two vacancies for matriculants, according to the head of personnel, Mr Johan Deetlefs. The vacancies are for a drawing office assistant and a clerk.

A spokesman for a construction firm said a fair amount of job opportunities were available, especially for trainee quantity surveyors and junior engineers. These jobs are available for all race groups and the spokesman said there was a need to introduce other race groups since his company operates in the Ciskei.

The personnel manager of a factory, Mr C

Montgomery, said his company had no vacancies at the present stage. He explained that factories don't have a new intake of staff at the beginning of the year, but merely fill posts whenever the need arises. Mr Montgomery said some opportunities for management trainees would probably become available towards June —

"We have not had Indian and Coloured matriculants registering with us as job seekers

FEBRUARY 1981

30

What is the estimated total cost of the President's Council for the 1981-'82 financial year?

Hours 2 Ques Col 30 (250)
†The PRIME MINISTER 2/2/81

R4 234 500 for accommodation, salaries, administration costs and running expenses

Hours 2 Q. Col 30 (250)
†2 Mr S S VAN DER MERWE asked the Prime Minister † 4/2/81

What was the cost in respect of the President's Council up to 31 December 1980?

†The PRIME MINISTER
R345 223,56

Hours 2 Ques Col 30 (250)
†3 Mr S S VAN DER MERWE asked the Prime Minister † 2/2/81

What is the (a) nature and (b) total value of the remuneration paid to a (i) member, and (ii) chairman of a committee, of the President's Council?

†The PRIME MINISTER.

(a)	(b)
Nature	Total Value of Remuneration
Salary	R15 192 per annum
Tax-free allowance	R8 249 per annum
Salary	R33 000 per annum
Tax-free allowance	R10 000 per annum

WEDNESDAY, 4 FEBRUARY 1981

†Indicates translated version

For oral reply.

Prime Minister

President's Council

*1 Mr S S VAN DER MERWE asked the Prime Minister †

(i) Member

(ii) Chairman of Committee

stood that in clinical and pathological terms today this definition of the disease is imprecise, if not totally meaningless.

Although their causes are different, the lung lesions, that is structural tissue responses to silica particles and the tuberculous bacillus, are distinctive and at the same time very similar. This caused a number of doctors, including Koch, to designate what is now known as the silicotic nodule, the pseudo-tubercle. This similarity became even more pronounced when the two diseases appeared simultaneously in the same lesion. This led many authorities to believe that the two diseases were inseparable - that they were both, in fact, tuberculosis - and while silicosis was recognised as a specific industrial disease, it was thought that the dust particles merely altered the course of tuberculosis and the

Mixed dust pneumoconiosis can result from inhaling normally inert dust admixed with small amounts of silica. Tin dust and barium dust can cause stannosis and baritosis, but these are benign forms of pneumoconiosis. They produce radiological changes from dust deposition with minimal tissue damage to the lungs (8)

Dust diseases of the lungs have a long and traceable history and it has been suggested that paleolithic flint miners died of the oldest occupational disease, silicosis (9). As industrialisation progressed it was realised that numerous kinds of dusts provoked lung diseases and these were given graphic names according to the kind of occupation or trade involved. For instance "grinders' cough" and "pottery's cough" were both classical forms of silicosis (10). Post mortem examinations indicated a striking resemblance between the concentrically arranged nodules - the result of fibrosis in the lungs of patients who had died of this condition - the situation puzzled even these dust diseases were called "silicosis" (with its widespread in disease of the market place, syndromes increasingly endemic in the ore conditions of industrialising silicosis, as often referred to a descriptive term used to delineate

Mr Kotze, Bill cannot be retrogressive

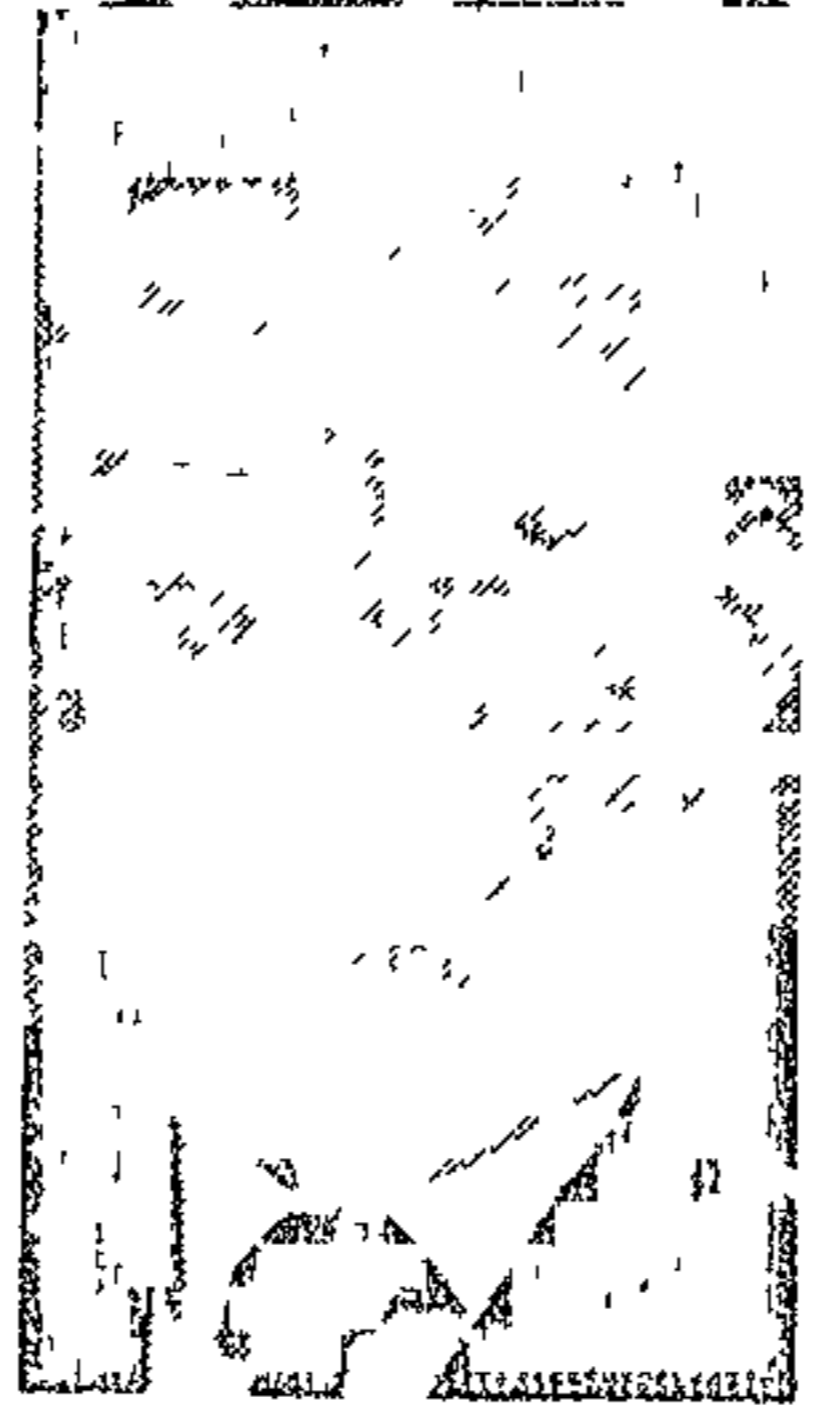
Council
to cost
R1 284 500

THE ASSEMBLY - The President's Council will cost the taxpayer an estimated R1 284 500 in its first year, the Prime Minister, Mr P. W. Botha, said in reply to a question by Mr Johan van der Merwe (PTP Green Point) yesterday.

The council had cost R445 233 56 up to December 31 last year, he said in reply to a second question by Mr van der Merwe.

Mr van der Merwe also asked what the nature and total value of remuneration for each member and for a chairman of a committee of the council was.

Members, Mr Botha replied, would receive R15 192 a year with a tax free allowance of R8 249. Chairmen would earn R13 000 with a R10 000 tax free allowance. - Sapa.



Thomas Oliver, an expert in pneumoconiosis, who practiced medicine in the colliery district of Northumberland, and who had investigated the deaths of Witwatersrand miners, had returned home to Britain during the Anglo-Boer war. (17)

Cornish doctors who investigated similar cases did not agree, believing that the cause of the deaths of many ex-South African miners could be attributed to tuberculosis, which they believed had been contracted after miners had silicosis in the advanced stages (18). The views of the prominent African doctors - and those of Oliver - were not proved until very much later, and controversy about the causes of the disease and the reasons for its fatal outcome continued to exist in both South Africa, Britain and elsewhere. Although there was disagreement as to whether silicosis or tuberculosis came first, on the whole,

striving symptom was the waning away of the body. Even after 1882, when Robert Koch identified the bacillus responsible for tuberculosis, both dust-diseases and tuberculosis continued to be grouped together as consumption or phthisis.

Gradually distinctions were drawn between the two types of disease. There was 'dust phthisis' or 'tubercular phthisis' according to whether or not there was occupational dust exposure and 'miners' phthisis' became a term indiscriminately applied to many kinds of mining whether or not silica dust was present or dust was the cause of disease. The term phthisis too continued to be loosely used, and could include many kinds of debilitating lung diseases. (12) Miners' phthisis was the term often applied to the disease struck by miners of the Transvaal, and it was not until the late 19th century that the term 'silicosis' was used to describe the disease, but at the same time it must be clearly understood

Teachers warn Govt:

'Pay up or we'll boycott election'

ARGUS 5/2/81 250 ~~307~~

Argus Correspondent

PRETORIA. — Afrikaans teachers are threatening a massive election stay-away if salary increases do not meet their expectation.

If the Government fails to still the rumblings in the teaching profession, it could face tough battles in two Pretoria constituencies — Rissik and Sunnyside

The teaching crisis could also affect other seats in the country where there was a high concentration of teachers or teacher training students, sources in the profession have warned

through the residences of the Pretoria Onderwyskollege, College of Education and University of Pretoria

Students

The sources had mixed feelings about the influence student teachers would exert — some Afrikaans students had complete faith that the teacher problems would be solved before they reached the job market

Meanwhile English-speaking students were indignant about the issues of salary and teacher status and would happily join in such a boycott, said English education sources

Betrayed

Politically conscious Afrikaans teachers felt strongly that they had been betrayed by a Government which they

There were also suggestions that teacher training students would be mobilised to join an election boycott if their prospects did not seem more satisfactory after the announcement of the budget in a fortnight said the sources

If this were to happen the National Party would be sure to lose some support in the Sunnyside and Rissik constituencies

Horwood faces a dilemma but . .

Pay hike expected

FINANCE Minister Owen Horwood faces a dilemma over public sector salaries. Despite his call for wage restraint it is almost certain he will announce increases averaging around 15 percent in his mini-Budget tomorrow week.

Increases for teachers will be even higher according to a reliable source and civil service representatives have asked the Government to give proportionately higher increases for the lower income and medium income groups.

Substantial increases for railway workers are also expected and these will rub off on higher rail rates.

The overall increase for the one million civil servants last year of 12 percent, was lower than the inflation rate.

The 15 percent increase will add R750 million to the total wage bill paid to public sector employees. Nedbank

By JACK BRICKMILL

economist Dr Piet van Schaik says the Government should be able to finance the increases without having to raise taxes. Horwood is known to favour a moderate increase which would be less inflationary, but he is under pressure now to shore up an administration that is steadily running down.

Figures from the liaison and publications division of the Commission for Administration show there are about 13 000 vacancies in the central government service which has around 250 000 employees. The vacancies are across the board from engineers and medical practitioners to data typists.

The commission is intensifying training and recruitment but they face an uphill battle with private sector salaries at least 20 percent higher than those in the public sector.

The Opposition spokesman on finance, Harry

Schwarz, says the situation is leading to a breakdown which can affect the stability of the running of the state.

Some areas of administration have already ground to a halt because of the shortage of personnel. The lack of surveyors meant that in some areas such as the southern Free State not one 99-year lease has been granted to blacks and in other areas only 10 or 12 have been granted although the Government sanctioned the move some time ago.

"This is an important and delicate issue which should be implemented properly," he says.

Schwarz says the staff shortage problem should be treated as a whole and not tackled piecemeal department by department.

The administration is reaping the legacy of a policy which restricted training and opportunities for blacks. He says there is no easy solution until the backlog in basic education is removed.

DEJA VU.

We have seen it all before. The reason Mr P W Botha is retreating from reformism, when he knows it is essential to avoid a deepening confrontation in South Africa, is exactly the same as that which caused Mr John Vorster to halt in his tracks when he, too, knew reform' was needed.

It is because he is not prepared to split the National Party.

Many people, especially foreign observers, are puzzled by this reluctance. They see in the National Party's enormous majority — 150 seats in a Parliament of 177 — and they cannot understand why a Prime Minister in such a position should be so worried about losing 20 or 30 seats in a split. Particularly since he would have the support of the Opposition on any genuinely reformist measures.

Moreover, the indications are that there would be massive support in the electorate for any programme of reform. Recent opinion surveys commissioned by the Afrikaans Press have shown, for example, that nearly 75% of the electorate want discriminatory legislation abolished and fewer than 27% are opposed to the inclusion of blacks in the President's Council.

This would suggest that if Mr Botha were to call an election asking for such a mandate, he might shed his verkrampde wing and lose a few parliament seats to a strengthened HNP, but he would more than make up for this by sweeping the rest of the country. English-speakers would vote for him in droves. The enthusiastic response of the business community to the few reformist noises he made in their direction last year shows what a surge of support he could expect.

In purely political terms, therefore, it would be easy — and even advantageous — for Mr Botha to move boldly towards reform.

He could place himself at the head of what would effectively be a national government, with his traditional opponents supporting him and the country united behind him as it has not been since the early days of Union — and only a relatively small band of anachronistic verkrampdes opposed to him.

The snag is that, whatever the political arithmetic of such a move might be, it would mean that the Afrikaner Nationalist movement was split. It is this which Nationalist leaders cannot bring themselves to do, regardless of what their political perception tells them the country as a whole needs.

There are two reasons for this. The first is that they are haunted by the experience of General Hertzog when he went into coalition with Smuts in the Thirties. Though the ranks of the coalition government were impressive to begin with, the soul of Afrikaner Nationalism stayed with Dr Malan and his small band of purified Nationalists — and poor Hertzog eventually died in the political wilderness.

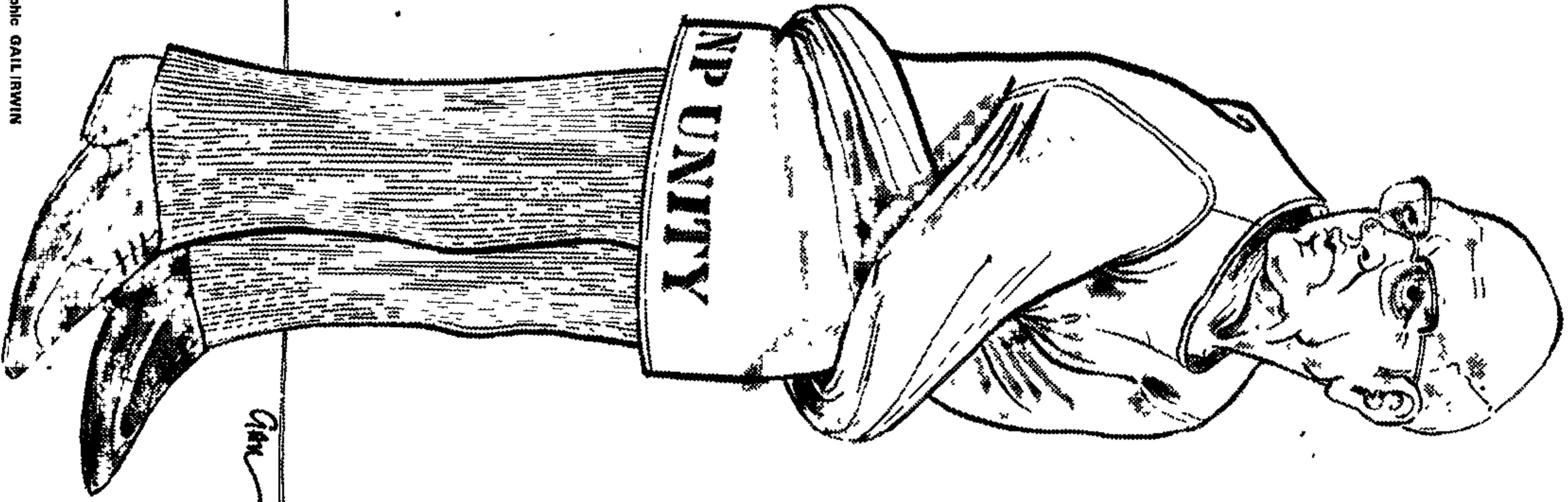
There is a pervasive fear that any Nationalist Prime Minister who ever again split the movement in order to join forces with non-Nationalists would suffer the same fate.

But underlying this is the main reason — a deep-rooted belief that Afrikanerdom, as an embattled white minority in a black continent, must stay united if it is to survive.

The fear that if they lose that unity they will lose control over their own destiny, and then they will be submerged in the numbers around them and lost as a national entity.

It is the psychology of survival after a long and bery history. It is understandable. But unfortunately it holds the other 20-million people who happen to inhabit South Africa in its thrall, and drags them all towards a disastrous confrontation because it halts the process of reform.

And in the end, of course, for that very reason it becomes paradoxically the greatest threat of all to



Graphic GAIL IRWIN

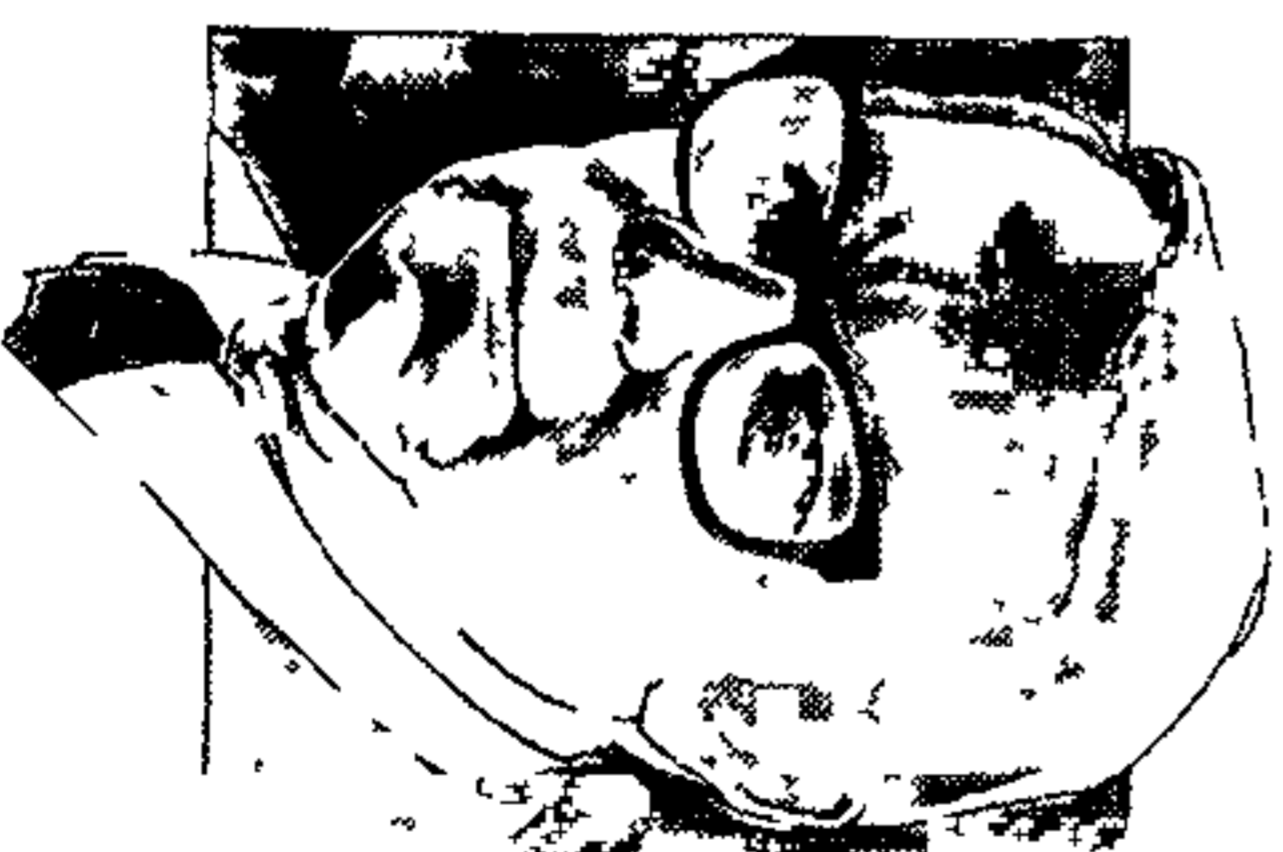
Afrikaner survival. Nevertheless, as I have said, one sees the process repeating itself. The public memory is short and one tends to forget that Mr Vorster, too, once saw the need to reform. Remember how, when he first came to power, he set out to break down the "granite" policies of Dr

WHY PW CAN'T MOVE TOWARDS REFORM

RDM
7/2/81

250

ALLISTER
SPARKS



Verwoerd. Remember how he raised expectations and excited the interest of the business community with his new pragmatism. Remember detente and the "outward-looking" policy of the visit here by Dr Hastings Banda of Malawi and the famous picture of Mr Vorster sitting

between two black women at Banda's banquet in the President Hotel. Remember how Mr Pk Botha pledged before the United Nations that racial discrimination would be done away with, and how Mr Vorster brought him back here as his blue-eyed boy to become Foreign Minister.

And then gradually it all fizzled out as resistance grew in the Transvaal and Mr Vorster began to realise that if he went much further it would provoke a split. He was forced to make Dr Treurnicht a Deputy Minister, and gradually a paralysis settled over his government.

Mr Vorster was the unchallenged leader of Afrikanerdom, more powerful than any of his predecessors. People told him he was in the position of a Charles de Gaulle. Yet he remained immobile through the final years of his premiership for fear of splitting the party.

Then came Mr Botha, and he threw himself at the concept of reform as though there was precious lost time to be made up.

Southern Africa must change or face a "ghastly alternative", Mr Vorster had warned.

"Reform or there will be a revolution," was Mr Botha's version.

The same recognition of the urgency of the situation. But from the outset it was obvious that sooner or later Mr Botha would face the same crunch decision that Mr Vorster had faced and baulked at. Was he prepared to split the party?

Mr Botha really came face-to-face with it last year, over the Craven Week issue. Either he had to force a confrontation with Dr Treurnicht then on an issue of his own choosing and accept a split of some 36 members, or back off and make peace. He backed off — and from that moment on everyone knew that when the chips were down he, too, would always place party unity ahead of reform.

Since then Rightwing resistance to his reformist line has increased sharply, so that when his party gathered for this year's parliamentary session he realised he was less able than ever to institute any significant reforms without causing a split.

Yet it was the session in which he either had to deliver on his promises of reform or suffer a serious loss of credibility. In the circumstances he did the only thing he could — cause a diversion and play for time by calling an election.

And what about after the election? The basic situation will remain exactly as before. Mr Botha will still be able to move towards real structural reform only at the cost of estranging his verkrampde wing — and he will still shrink from doing so because of the deep reluctance to split Afrikaner Nationalism.

Indeed he is likely to be even more inhibited after an election in which the verkrampde resistance is expected to show itself in the voting figures and may well see the HNP score a breakthrough in two or three constituencies.

When one considers how the HNP was able to put the fear of God into the Nationalists when they were capable of only 400 or so votes in by-elections (remember the fearful verkrampde campaign in Alberton!), the mind boggles at the effect they will have on the Government if they are actually present in Parliament. Never again will you hear a verkrampde word from the NP benches, such will be the fear of causing some disenchanted verkrampdes to cross the floor to join the HNP members.

There remains only one hope for South Africa and for Afrikanerdom, and that is for some Nationalist leader to take a deep breath and accept a split.

But that will not happen until electoral pressure from the Left, from the people demanding reform, builds up to the point where it begins to take priority over the fear of a breakaway on the Right.

25 govt probes cost R1,7 million

Political Staff

IN THE WAKE of opposition allegations that the government was hiding behind commissions of inquiry, the auditor-general has shown that there were 25 of these investigations, which cost almost R1,7 million, by the end of the 1979-80 financial year.

There were also 86 departmental committees of inquiry which cost R687 954 by the end of the 1979-80 financial year.

In total, the government spent R2 341 234 on 111 inquiries by February 1980.

The Auditor-General, Mr W G Schickerling, disclosed that the most expensive commissions were

- The Riekert Commission into legislation affecting the utilization of manpower (R107 684),

- The Erasmus Commission into alleged irregularities in the former Department of Information (R79 650),

- The Wiehahn Commission into labour legislation (R175 561),

- The De Kock Commission into the monetary system and monetary policy in South Africa (R114 410),



CHEMICAL

- The Cilie Commission into the riots at Soweto and other places in the Republic during June 1976 (R298 896),

- The Theron Commission into matters relating to the coloured population group (R78 409)

Most of the committees of inquiry were considerably cheaper than the commissions.

But the investigation on "the establishment of autonomous local authorities in coloured group areas" cost R71 988, the committee of inquiry into the training of technicians R27 121, the inquiry into "university and related tertiary education of

blacks in the white area" R26 731, the committee on housing matters R27 470, the committee on the renewal of Johannesburg R27 133, the committee on the mechanical recording of court cases R37 048, the committee on "the evaluation of the secret projects of the former Department of Information" R40 401, and the committee on "the occupation of remote rural areas" R34 193.

The auditor-general also disclosed that a departmental committee was investigating the "erection of fencing on the international borders of the Republic of South Africa", which cost R9 536.

Professor George M... ..

B F McClelland
J H Rens
D P Weeks
T J Cumming
P M Salmon

Fourth Year (Gold Medal)

Miss N C Davidson

Third Year (Silver Medal)

Miss G C Littlewort

Second Year (Bronze Medal)

For the best student in each of the 2nd, 3rd and final years.
Corporation Medals

FACULTY OF ENGINEERING

Corporation Medals
 For the best student in each
 of the 2nd, 3rd and final years.

Second Year (Bronze Medal)

Miss G C Littlewort

Third Year (Silver Medal)

Miss N C Davidson

Fourth Year (Gold Medal)

P M Salmon

T J Cumming

D P Weeks

J H Rens

B F McClelland

Professor George Menzies Prize
 Awarded on results of final
 examinations to the best male
 student in Land Surveying or
 Civil Engineering.

J H Rens

Sammy Sacks Memorial Prize
 Awarded to the student with the
 best classwork in Engineering
 Drawing.

L Menegaldo

A E & C I Prize

For the first year student
 obtaining the highest average
 mark.

G L Cragg

Govt move on local bodies

Political Staff

THE government yesterday accepted formally that local government systems for coloured and Indian people were 'unsatisfactory'

The issue has already been referred to the President's Council, and decisions on improving the situation are unlikely to be taken till the council's recommendations are tabled in parliament

The Minister of Internal Affairs, Mr Chris Heunis, yesterday chaired a meeting with a committee of coloured and Indian local affairs associations, the four provincial administrators and representatives of the United Municipal Executive

In a joint statement the parties agreed that the system of local government for coloured and Indian people was unsatisfactory and did not accommodate their aspirations for participation in decision-making

"To give effect hereto would mean that a process of constitutional reform and adjustments would have to take place"

Open-hearted

Without direct reference to the President's Council, the statement said the meeting agreed that the municipalities should be improved "in anticipation of any changes which might be effected in due course"

"It is envisaged that meaningful consultation over the full spectrum will take place between the various bodies in regards to matters affecting the groups concerned"

"In consultation with the respective municipal organizations, the Indian and coloured associations and other parties concerned, the administrators will institute negotiations with a view to giving practical effect to the improved liaison mechanism."

It said there had been a positive approach and an open-hearted exchange of views

I'm hamstrung, State cash wate

(250) 10/2/81

By Peter Sullivan, Political Correspondent
Cape Town

The Auditor-General has warned the Government that the serious shortage of staff in the public service is preventing him doing his job properly.

Mr W G Schickerling has told Parliament that the lack of trained staff is affecting his department to the extent that audits of the State's accounts "can scarcely be regarded as adequate".

His complaint follows reports of a crippling shortage of nurses, teachers, policemen and public prosecutors.

The entire public service appears to be understaffed and Opposition politicians have already labelled the situation a crisis of disastrous proportions.

In part one of the report of the Auditor-General for the financial year 1979/80, tabled in Parliament yesterday, Mr Schickerling says. Owing to the serious shortage of trained staff, certain aspects of the work cannot receive the necessary attention.

"Audit tests have already been curtailed to such an extent that further curtailments are virtually impossible and there are certain aspects in respect of which the auditing can at present scarcely be regarded as adequate enough to verify the soundness and correctness of the accounts concerned."

Out of a total of 612 posts on the authorised establishment of his department as at October last year, only 394 were filled by permanent staff.

There were 14 temporary workers and 50 working part-time, leaving 124 posts vacant.

The Auditor-General has also criticised the Commission of Enquiry into the Administration of the State's staff position.

Controls

Progressive Federal Party spokesman on State administration Mr Brian Goodall, MP for Edenvale, said yesterday the coming election would give the electorate an ideal opportunity to express its opinion about the inefficiency of the bureaucracy.

Often teachers do not receive salaries on due date. The same applies to Citizen Force members. Provincial hospitals are

R20,6-m overspent by State departments

Political Correspondent
Unauthorised expenditure totalling R20,6 million by State Departments — mainly Health and Defence — has been reported by the Auditor-General, Mr W G Schickerling.

In part one of his report to Parliament, he said the Department of Defence was R8 064 514,07 over its budget and that this was unauthorised expenditure.

The Department of Health had exceeded its budget by nearly R10 million in unauthorised expenditure.

The Department of Forestry had spent an unauthorised R2,5-million.

Reporting on the financial year 1979-80, the Auditor-General said the accounting officer of the Defence Force explained the excess as a result mainly of increased air transport to the operational area, increased rail tariffs and unforeseen price increases for fuel.

The Auditor-General said the figure included R289 001 paid to transport troops and R206 203 paid to two firms during 1978-79 for troops transport.

"The Treasury and the

mark.

obtaining the h

For the first y

A F & C I Prize

L Menegaldo

Drawing.

best classwork

Awarded to the

Sammy Sacks Mem

J H Rens

Civil Engineer

student in Land

examinations to

Awarded on resu

Professor George

B F McClellan

J H Rens

D P Weeks

T J Cumming

understaffed

Recent disclosures

administration

boards show a remarkable

absence of those financial

controls considered impera-

tive in most business

concerns.

"I am amazed to find

the control procedures

which I automatically

came to accept in the

business world do not

seem to apply in the

public sector."

Mr Goodall said the

inefficiency and incom-

petence was often accom-

panied by arrogance, and

voters should register

their disapproval "of the

way the ruling Nationalist

regime in the Transvaal

has allowed teaching and

nursing to degenerate to

the state it is in."

Briefing — Why SA

has a manpower crisis

State Tender Board are

not prepared to grant ex-

post facto approval of

these payments or of the

payment of R289 901 re-

ferred to above," he said.

The Department of

Health's accounting of-

ficer explained the

R9 912 359 excess in his

department was due main-

ly to "provisions derived

from estimates based on

erroneous available infor-

mation and an increase in

cost of stores and ser-

vices."

The Department of

Forestry's accounting of-

ficer said his department's

excess of R2 447 775 was

due to increased transport

costs, unforeseen price

increases in stores, fuel

and plant hire charges,

and more contract work

being given out because

of a shortage of artisans

GST heads for R70m above target

RDM 11/2/81 (250) (320)
By HAROLD FRIDJHON
GENERAL sales tax earned R159-million for the Treasury in December compared with R124-million in November and R142-million in each of September and October.

In the nine months of the fiscal year to December, GST brought R1 203-million to the Exchequer, Mr Horwood had calculated on collecting R1 550-million from this impost for the year. It seems that when the final accounts are drawn he may gather R70-million more than he budgeted for.

Other heads of revenue confirm that the Treasury's income will be way above estimates.

Customs duty earned R530-million to the end of December. This is R195-million more than in the comparable period of the previous fiscal year and R77-million more than Mr Horwood thought that he would collect for the year. If imports continue to flood in at current rates, the Treasury will collect 50% more than expected.

Excise duty should reach the R1 111-million target. By the end of December R853-million had been paid into the Treasury against R683-million in the previous year from this source.

Income tax has netted R5 095-million. This must be compared with Budget estimates of R5 991-million for the year and R3 460-million at the end of December 1979. While

big tax payments are due at the end of February and there is every probability that the budgeted figure will be surpassed, the Treasury will not wind up with as much cash as had been forecast. The reason is the lower gold price.

Gold-mining leases have brought in R550-million of the estimated R635-million, which should be exceeded by the fiscal yearend.

The export duty on diamonds is well down with R17-million collected compared with R31-million budgeted for the year and R23-million collected in the first nine months of the previous year. This tells the story of the depressed diamond market.

Non-resident shareholders' tax has brought in R220-million — R20-million more than expected for the full year. Swollen gold-mine dividends are largely responsible for this increase.

The booming property market is reflected in collections from transfer duties which have jumped from 1979's R60-million to R116-million at the end of December. Mr Horwood expected R95-million for the full year.

Total revenue, including departmental and miscellaneous receipts, was R8 177-million for the nine months, 42% more than was collected in the same period of the previous fiscal year. The Budget target is R9 841-million.

More aid

Public Service hit by big flood of resignations

50000
175
250

Flood of
resignations
1/17/80

Labour Reporter

The Public Service will continue to deteriorate through resignations unless the Government's min budget on Monday offers better salaries and working conditions.

This warning came from the ranks of public servants who are increasingly dissatisfied with their employment.

Yesterday the annual report of the Post Office for 1979/80 was tabled in Parliament and showed that 22.5 percent of full-time staff — 17 304 officials — had resigned.

The general secretary of the Postal and Telegraph

Association, Mr D P Coetsee warned today the drainage would continue unless the Government granted a reasonable grade of salaries for April 1.

"If the grade is more or less what people received last year (an average 10 percent) then the drainage will continue," Mr Coetsee said.

The deputy general manager of the Public Servants' Association Mr J C Olivier said the association was very concerned about staff in public service.

"We are hoping the budget will see we get our staff back," Mr Olivier

said.

The Public Servants Association has 41 000 members.

Mr Coetsee said the staff shortage in the Post Office was largely due to non-competitive starting and lower grade salaries.

He said many Post Office staff worked 12 hours a week compared to 40 hours in other sectors of the public service.

This was spread over five or six days each week.

The career of clerk is not attractive enough, Mr Coetsee said.

Mr S P van den Berg, secretary of the Johannes-

To Page 3, Col 3

burg Municipal Employees' Association, said there had already been a high rate of resignations in the municipality.

"No doubt there will be a flare-up of feelings if there are no substantial increases announced on Monday," he said.

In the Post Office's annual report it stated that between 35 and 45 percent of posts should be filled by males but currently only 27 percent of certain posts were filled.

The chief Opposition spokesman on the Post Office Mr Alf Widman, said today he was shocked at the Post Office's annual report.

The staff of the Post Office does not fall under the Public Service Commission and it is up to the Post Office to see it retains its employees by paying livable wages and by giving sufficient incentives to the employees," he said.

Ⓢ Page 7 PO rates to go up due to R56-million losses

NEWSPAPER CUTTINGS

RDM 11/2/81

250

250

175

By HELEN ZILLE, Political Correspondent
HOUSE OF ASSEMBLY

THE extent of the crisis in government was further exposed yesterday by the disclosure that the Post Office lost almost a quarter of its fulltime staff during the last financial year.

This was revealed in the report of the Postmaster-General, Mr H O Bester, tabled in Parliament yesterday.

It showed the Post Office lost 17 204 fulltime officials in 1979-80 — an exodus of 22.5% of staff and 2 167 more than it lost the previous year.

The report warned "Unless there is a drastic and sustained improvement in the position with regard to clerical staff, serious problems are foreseen in the filling of higher graded and management posts in the future"

It follows hard on the heels of the report of the Auditor-General Mr W G Schrickerling, in which he warned that the serious staff shortage in the public service was preventing him doing his job properly.

Mr Schrickerling told Parliament the fact of "a department was hampering his department so much that audits of the State's accounts "can scarcely be regarded as adequate"

The revelations of critical staff shortages in these two departments pile on reports of a crippling shortage of teachers, police officers and nurses.

The severe staff shortage has manifested itself throughout the public service, and the Opposition has described the situation as "a crisis in the administration of the country"

The inability of the Post Office to attract and retain male clerical staff was ascribed to low salaries, pri-

PAREN

ivate sector competition, and preference for technical rather than clerical work

Mr Colin Eglin, Progressive Federal Party MP for Sea Point, said the reports of the Postmaster-General and the Auditor-General provided further evidence that the deficiencies in State administration and control had reached crisis proportions

"When one takes the serious shortage of staff in the Post Office, the Auditor-General's Department, in nursing, teaching and the police, one gets a picture of the overall crisis in administration in South Africa under the Nationalist Government," Mr Eglin said.

"An urgent remedy must be found

"At the very least, the vast number of civil servants who are engaged in unproductive bureaucratic procedures, or in trying to make wasteful ideological policies work, should be transferred from those departments into others which can contribute to efficient government"

He noted that the Erasmus commission inquiring into the Information scandal had recommended the extension and improvement of audit procedures

Two years after this, Mr Eglin said, the Auditor-General was saying he faced such a critical staff shortage that "certain aspects of the auditing can at present scarcely be regarded as adequate enough to verify the soundness and correctness of the accounts concerned"

"South African taxpayers, who entrust vast sums of money to the Government each year, have every right to be concerned," Mr Eglin said

"The Information scandal showed how, when the audit control is inadequate, the rot sets in"

The severe shortage of auditing and Post Office staff was a small part of the overall administrative collapse under the National Party's rule, Mr Eglin said

The near-collapse of the teaching, nursing, police and Justice staff showed how far the breakdown in public administration had spread

RDM

11/2/81

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Savings for State from staff shortages

Parliamentary Staff

THE serious staff shortages in the public service has been borne out by the State's substantial salary savings

The savings formed part of the R104 million surplus reflected in the Auditor-General's report on the Government's spending for the 1979-80 financial year

Tabled in Parliament yesterday, the report listed several instances where departments had to surrender surpluses as a result of salary savings

The reasons given in most cases were that new posts and existing vacancies could not be filled. In some cases this was said to be due to the non-availability of suitable candidates

In the Department of Education and Training, staff shortages were partly responsible for a R708 358 saving

The police department saved R776 243 on fire uniforms because recruiting was not as successful as expected. It also saved R534 756 because as a result of resignations, fewer members made use of medical benefits

In the Department of National Education, vacant posts and posts not suitably filled were partly responsible for a R3 137 624 saving

The same applied in the civil aviation section of the Transport department where R1,103-million was saved partly as a result of staff vacancies

125
250

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Inquiry RDM 11/2/87 wants to

be relieved of task ⁽²⁵⁰⁾

THE ASSEMBLY — The Commission of Inquiry on the Constitution has recommended in its final report, that it be relieved of its assignment.

The report was tabled in Parliament yesterday

The commission, known as the Schlebusch Commission, recommended in its interim report, moving away from the Westminster form of government, the abolition of the Senate and the establishment of a President's Council

The report says that in view of the establishment of the President's Council, "which will over a very wide spectrum be able to meet the need for consultation in a way that would not be possible in the House of Assembly, or in the commission or any other government institution, the commission is of the opinion that there is no longer any justification for the continued existence of the commission"

"It is accordingly recommended that your commission be relieved of its assignment."

The commission says that in the majority report in its interim report of May 6 last year, mention was made that the commission had gathered a great deal of essential and useful information

"The commission is of the opinion that the President's Council is the proper institution to which the evidence heard by, and the documents submitted to, the commission (excluding evidence given in camera) should be submitted, and it recommends accordingly," the report says. — Sapa

RDM 11/2/81 (250) (333)

Public service chief: Pay threat to State machine

By GERALD REILLY
Pretoria Bureau

EFFICIENT administration would be threatened unless the forthcoming pay increases in the public service were sufficient to bring essential relief, the president of the Public Servants Association, Dr C M Cameron, warned yesterday

He issued a statement in Pretoria responding to a claim by a commercial bank economist that limited increases for public servants would help solve the inflation problem

"It is not salary increases for public servants that drive up prices and the inflation rate," Dr Cameron said "In fact if prices are kept at a constant level, public servants would not press for increases "

Dr Cameron said it was unfortunate the State was always expected to exercise control over salary increases while the private sector — particularly the commercial banks — continually raised salaries, to a point where vital manpower was draining away from the Government service

If the expected increases failed to bring real relief, the aim of efficient administration, and the provision of the necessary infrastructure for maintaining economic growth, would be frustrated — to the detriment of the private sector

Senior public servants said Dr Cameron's warning should be seen against the background of the desperate shortage of nurses, teachers and police and

of key personnel in the Department of Justice

They were emphatic the public sector could never compete in a salary race with the private sector

At the last official count, there were 578 000 black and white workers in the State and Provincial departments, police and prisons services and in the SA Defence Force

Their annual earnings totalled about R2 300-million This means an increase of only 10% — and the expectation is for rises of between 12% and 14% — would add another R230-million to the salary bill

One economist pointed out that the public service represented the biggest single purchasing power block

ROM 12/2/87

Govt 'entirely to blame' for staff shortage

By HELEN ZILLE
Political Correspondent

CAPE TOWN — The Government had to bear full responsibility for the near breakdown in the country's administration and could not blame the economic boom for the critical staff shortages in all essential services and departments, Mr Colin Eglin (PFP Sea Point) said yesterday.

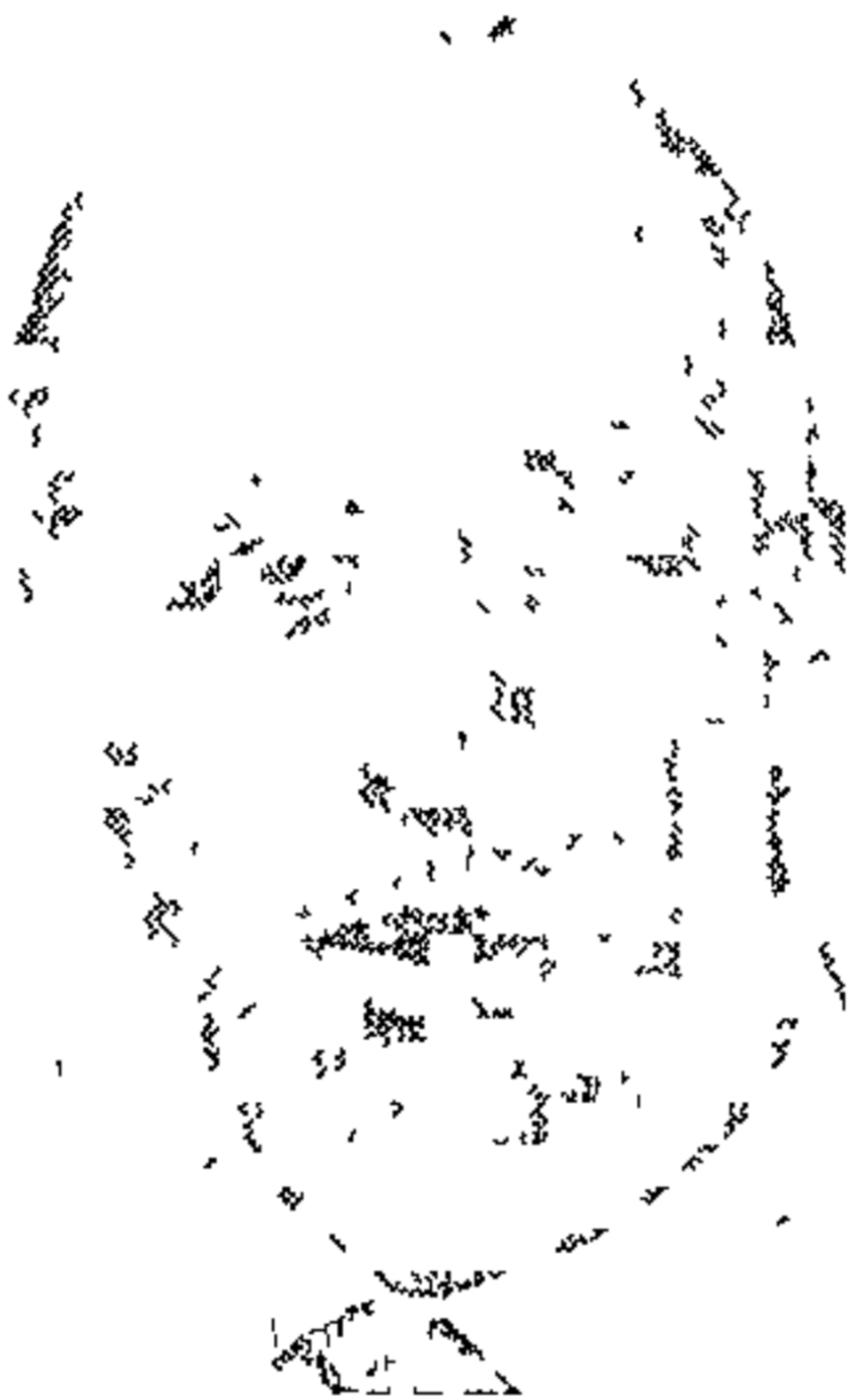
Mr Eglin was commenting on the crippling shortages of nurses, teachers, policemen, public prosecutors, the staff of the Auditor-General and the Post Office — a situation the Opposition has described as "a crisis in the administration of the country".

Some Government spokesmen have attributed the near collapse to the rapid expansion of the economy during the boom which they say has resulted in severe staff shortages in all departments.

Mr Eglin dismissed this reason as "ridiculous" and added "This Government must be the only one in the world capable of turning a boom into a crisis."

"Had it not been for the Government's lack of forward planning and short-sighted education and training policy this crisis would not have occurred," he said.

Mr Eglin urged three "urgent steps" to halt the sliding situation.



MR COLIN EGLIN
'Govt reason ridiculous'

gent steps" to halt the sliding situation

• An overhaul of the entire education and training system 'not merely the increase of teachers' salaries, however important this may be'

It was vitally important to expand and upgrade educational facilities for all throughout the country.

• The transfer of 'vast' numbers of civil servants from non-

productive jobs to productive jobs in understaffed departments

"There are far too many civil servants involved in bureaucratic, red tape jobs or in trying to make unworkable ideological policies work. Some of these should be transferred immediately to the understaffed departments."

• Training of citizens of all races to work in the public service

"It is crazy that there should be a shortage of staff in the civil service in a country in which the talents and potential ability of the vast majority of the population is not being used."

"I believe it is imperative that the civil service should be opened to citizens of all races on the basis of qualification and merit," Mr Eglin said.

The proliferation of departments along racial lines was also extremely wasteful and could only aggravate staff shortages.

Take education. There the country has to support racially divided departments, at national and provincial level.

One department of education would enable significant staff rationalisation and ease the shortages in other spheres," Mr Eglin said.

IF IT WOULD BACK teachers, nurses in strikes if

By Chris van Gass
Pretoria Bureau

The Progressive Federal Party would consider supporting strike action by teachers and nurses unless "satisfactory" salary increases were announced by the Government next week, the Provincial Council was told last night.

Councillors in clash over Pact

Pretoria Bureau

PFP councillors clashed with each other in the Provincial Council yesterday over what was described as "contemptible" questions about Pact.

In an unprecedented step, Mr Sam Moss (PFP, Parktown) lashed out at questions by party colleague Mr Robin Carlisle (Von Brandis) to the Administrator, Mr Ciuywagen.

And in the drama which followed, accusations of a split within the PFP were rejected — and Mr Moss was congratulated by Mr Ciuywagen for his courage on speaking out on behalf of Pact.

Mr Carlisle's questions had raised issues about a Pact production failure, "The Aichon," the council's financial matters, flat purchases, the appointment of advisory committee members and the salaries of Pact staff.

Mr Moss said the questions and the way in which they had been phrased had "created suspicion of mismanagement and mistrust in Pact."

"They are not worthy of my contempt," he said.

RIFT

The questions had reflected adversely on the board of Pact, of which he was a member, and had originated from a private citizen who "had an axe to grind" with Pact.

When it was suggested by the lone NRP member, Mr J F Oberholzer, that Mr Moss's outburst signified a deep rift within the PFP, both Mr Moss and National Party members accused Mr Oberholzer of trying to make political capital out of a non-political subject.

Mr Ciuywagen, who is also chairman of Pact, said "I am pleased Mr Moss put culture above politics in defending a matter he felt had merit."

sition in the council, Mr Douglas Gibson, sounded this warning during an attack on the National Party-controlled administration which, he said, had let the teaching and nursing situation slip into crisis.

Mr Gibson said PFP policy remained against the idea of professional people striking. But when it came to large-scale resignations of teachers over pay, it appeared that strikes by teachers might hasten matters.

SHOCKED

"If strikes and demonstrations are the only way of finding a solution for the crisis, then the National Party may find the parents in the Transvaal and the official opposition saying "Even if you don't care, we do."

He was shocked to learn that about 5 000 teachers resigned last year.

But, unlike teachers who were speaking out, nurses were quietly leaving the profession.

"Members of the nursing profession are so dedicated to their jobs that they allow themselves to be exploited by the provincial administration and Government," said Mr Gibson.

They were paid a pitance. Sisters at the intensive care units in the Johannesburg Hospital and other large hospitals were paid starting salaries of R366 a month.

Because the Government does not care about the nurses we are faced with a terrible nursing crisis and an imminent breakdown in health services," he said.

INFLATION

Earlier, an answer to a question by the PFP showed that only about half the posts at the Johannesburg Hospital for full-time nursing staff were filled.

Of 1 167 beds available at the hospital, 128 were out of commission during the six months ending January 1981 — apparently because of staff shortages.

Another aspect which, Mr Gibson said, was so important "that it could be above politics," was to design an anti-inflation package in the interests of all.

With food prices rising 30 percent in one year, something had to be done to curb the gathering and unstoppable momentum of inflation."

Taxpayer is hit by Govt crisis

RDM 13/2/81

250

175

320

Political Staff

CAPE TOWN — The Auditor-General's report highlighting the Government staff crisis revealed that he was able to examine less than a third of the offices and institutions on the audit register

The report revealed the staff position could be costing the country millions — and that was before it was known that not all offices had been taken into account

And with this new aspect, Opposition spokesman, Mr Harry Schwarz, asked "How much is the country losing?"

Of 612 authorised posts in the audit staff, in October last year, only 394 were filled by permanent staff, 44 by temporaries and 50 by part-time units

He pointed out that the Auditor-General had revealed that

while only 613 offices and institutions had been checked, it had resulted in 2 084 queries and the recovery of R438 450

"The department was able to check only 613 of the 2 044 offices and institutions on the audit register and was able to do only a limited test on income tax assessments," Mr Schwarz said

"However, even with this limited check, they were able to recover R1 242 330. How much is the country losing when they can audit less than a third of the offices and do little more than spot checks on income tax?"

Apart from this, what the

Auditor-General had described as "limited audit tests" on income tax assessments, had led to the recovery of R845 600

"The taxpayer has to pay more to make up for the missing millions," Mr Schwarz said

"Owing to the serious shortage of trained staff, certain aspects of the work cannot receive the necessary attention and in addition to efficiency auditing, the auditing of computerised financial systems has not yet come fully into its own

"Audit tests have already been curtailed to such an extent that further curtailment is virtually impossible," Mr Schwarz said

More areas of government breakdown
— Editorial Comment on Page 8

State revenue R2 200m above Budget—Volkskas

250
RDM 13/2/81

By HOWARD PREECE

STATE revenue for 1980-81 may yield about R2 200-million more than the estimate in last year's Budget, according to Volkskas Economic Department.

It says spending may turn out around R400-million more than was expected

Together, however, this means that the deficit before loan redemption could turn out to be only R500-million against the original forecast of R2 300-million

The gold boom is obviously the main reason for the revenue surge, although the combination of high growth and rapid inflation has given a hefty boost to all tax receipts.

But Volkskas says that in spite of this the need is for a

cautious, basically "neutral" Budget for 1981-82

It suggests, however, that taxes could be adjusted to compensate for "fiscal drag" — inflation pushing people up into higher tax brackets

Volkskas says that while inflation is a critical danger, it does not favour direct controls to combat it

The bank's Economic Spotlight says "We believe that such action would be merely an anodyne and would not penetrate to the cause of the problem

"The gist of the problem is and remains the avoidance of excessive demand relative to local production, effective control over the increase of the quantity of money in circulation and a policy of compensa-

tion related to achievements in productivity

"If we look back today at the rapid upswing in the economy during 1980 it is meagre consolation to refer to the restrictive effect — from a purely accounting viewpoint — of the public finances

"The appreciably smaller deficit than was budgeted for and the fact that a substantial amount could be transferred to the stabilisation account have their origins largely in the high price of gold

"This course of affairs disguises the expansionary effect of the 1980-81 Budget

"The tax concessions and their impact on the domestic demand for goods and services must after all be seen as an integral part of any evaluation of the consequences of the Budget"

This analysis of the impact of the last Budget conflicts sharply with the interpretation of Mr Owen Horwood, the Minister of Finance, and Dr Gerhard de Kock, the Governor of the Reserve Bank

Volkskas is, however, unmoved by this

It says "There is no doubt that the final aim of any economic policy must be the attainment of the highest possible growth rate.

"As matters have developed over the past year, however, it can scarcely be reasoned otherwise than that the economy's too-rapid growth tempo will harm economic growth and stability in future

"A slower economic growth than the exceptionally high rate achieved in 1980 would have offered us much greater latitude to adapt our factors of production to the rising domestic demand

"In this manner we would thus have been able to deal better with the current serious bottlenecks and especially inflation

"Of still greater importance is the fact that we could then have allowed the upswing in the economy to continue for a longer period than will now be the case"

JUST

More areas of Govt breakdown

250

LAST FRIDAY this newspaper focused attention on four issues which had dominated the front pages of the previous day's newspapers, and which together presented a picture of a country whose basic services are breaking down. The four issues were the teachers crisis, the hospitals crisis, the prisons crisis and the crisis caused by a shortage of personnel in the Department of Justice. As we noted that was by no means a comprehensive list: it was merely those crises which happened to feature in the news on a single day. Today we focus attention on three more crisis areas which have come into the news in the week since then, all by way of official announcements, as well as the facts of the hospitals crisis which have now been officially confirmed at a level even worse than had been imagined. It is the continuing story of the rot that sets in when one political party has too much power for too long. Our Government has grown too fat and too arrogant to care. It is time to teach it a lesson by trimming that power.

JUST

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Limited audit could be costly

CF 13/2/81
250

Political Staff

THE auditor-general's report which highlighted the government staff crisis has shown that unfilled posts in the audit department could be costing the country millions of rands.

Of 612 authorized posts in the audit staff, in October last year only 394 were filled by permanent staff, 44 by temporaries and 50 by part-time units.

Mr Harry Schwarz, chief opposition spokesman on finance, said yesterday that the department's inability to do a full audit on government accounts was clearly costing money.

"The department was able to check only 613 of the 2044 offices and institutions on the audit register and was able to do only a limited test on income tax assessments," said Mr Schwarz

"However, even with this limited check they were able to recover R1 242 330. How much is the country losing when they can audit less than a third of the offices and do little more than spot checks on income tax?"

He pointed out that the auditor-general had disclosed that while only 613 offices had been checked, it had resulted in 2 084 queries and the recovery of R438 450. Apart from this, what the auditor-general had described as "a limited audit tests" on income tax assessments had led to the recovery of R845 680.

"The taxpayer has to pay more to make up for the missing millions," said Mr Schwarz

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CHEMICAL

Budget to try 'buying back voters

By HELEN ZILLE
Political Correspondent

CAPE TOWN — Salary increases for teachers, nurses, policemen, soldiers and Department of Justice officials are almost certain to be the major feature of Monday's mini-Budget as the Government makes an all-out effort to avoid a mass protest vote in the April 29 General Election

Poor salaries and unsatisfactory conditions for many categories of public servants have resulted in dissatisfaction on an unprecedented scale, mass resignations, critical staff shortages and the strong likelihood of a significant protest vote

Mr Harry Schwarz, Opposition spokesman on finance, said the mini-Budget would be the Government's pre-election "desperation package" as it attempted to buy back its traditional voters

R8 900-million will be voted next week to keep the country running until the main Budget is passed in September — and only then will the Government's tax proposals be revealed

Commenting on this, Mr Schwarz said "There is a doubtful political morality in giving out the goodies before an election and making people pay for them afterwards

"The scheme is so obvious that it must fail. The Government underestimates the intelligence of the people who work for it because it is clear that the salary increases should have been given long ago.

"For them to be delayed until shortly before a General Election is blatantly transparent"

In his mini-Budget speech, Mr Horwood will also make a statement on proposed pensions legislation that has caused widespread opposition from workers.

The legislation would make it compulsory for pension fund contributions to be transferred to workers' new companies if they change jobs. This would leave workers who lost their jobs without pension money to tide them over while they were unemployed

355 (250) 49
RDM 14/2/87

Govt can await backlash if pay rises fall short

By GERALD RIFILLY
Pretoria Bureau

THE powerful public sector staff associations are poised to hit back at the Government if their pay rises — an announcement is expected on Monday in the mini-Budget — fall short of expectations

And their expectations are that the increases at least compensate for the 15% inflation rate

The Federal Council of Teachers' Associations, which speaks for South Africa's 60 000 teachers, plans a hair-trigger response to Monday's announcement whatever it is

The council executive will meet the Minister of National Education, Dr Gerrit Viljoen, in Cape Town soon after the Minister of Finance makes the expected pay announcement in the House of Assembly

Swift responses can also be

expected from the Public Servants Association and Post Office and Railway staff association leaders especially if the Minister announces increases which fail to match the inflation rate

With the General Election on April 29, senior Government sources are confident that increases will be impressive

They point out that there are nearly 500 000 whites working for the State, provincial departments, Railways and Post Office

This, they say, represents a powerful voting block which the Government is hardly likely to ignore, considering the serious dissatisfaction among teachers, policemen nurses and the armed forces

A certain objective will be to counter this dissatisfaction with a generous budget allocation for public sector pay rises, political observers believe

The major, if not the sole, reason for the election is the National Party's concern about loss of support to the extreme Rightwing — and the need to plug the drain

The extreme Rightist Herstigte Nasionale Party, it was pointed out, has been feeding on pay and other grievances in the public sector in an effort to draw support from the NP

Against this background, it was unlikely that the Prime Minister would risk a pay announcement which would result in a voter backlash in the public sector

Pensioners, too, constitute a big voting block. There are more than 400 000 whites over the age of 60 — a high percentage of them dependent on pensions

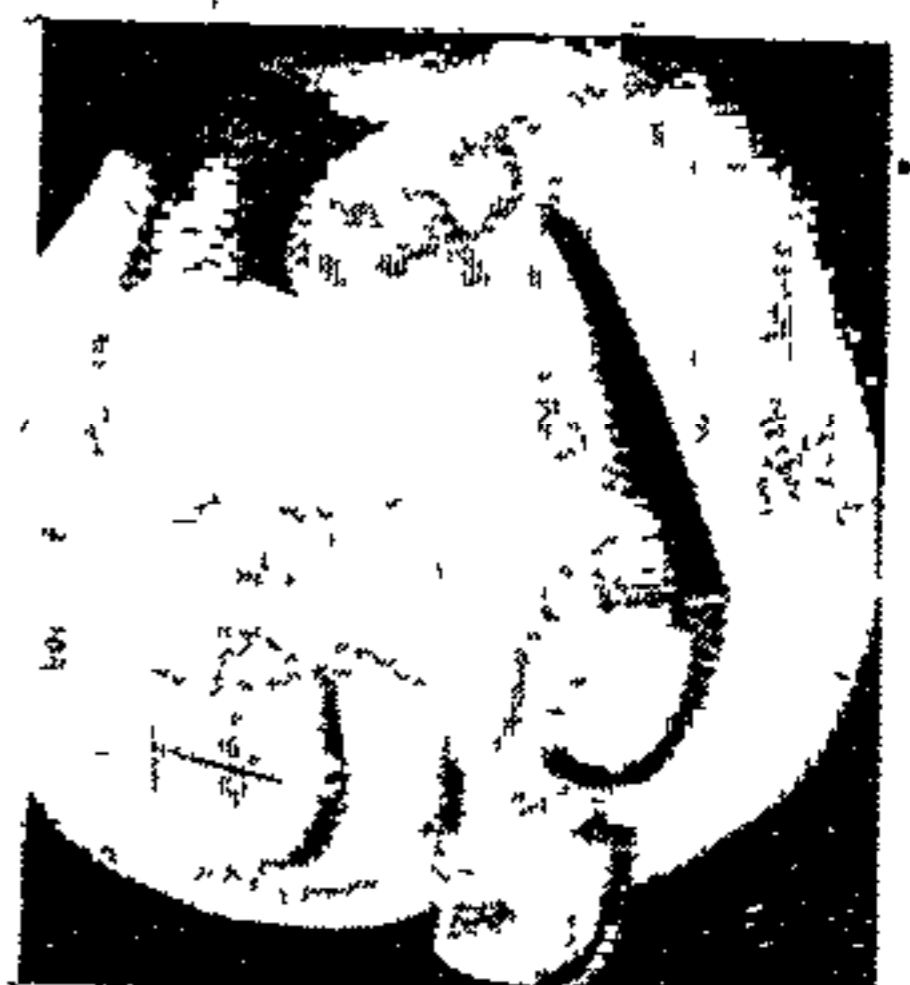
So an announcement about pensions increases is also expected as an election sweetener

Former State President had share in controversial firm

DR JOHANNES SCAVANT

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S. Times 15/2/81



DR NICO DIEDERICHS



DR J G VAN DER MERWE

S. Times

15/2/81

250

By MARTIN WELZ and
GEOFFREY ALLEN

A LONG-HIDDEN scandal — which led to the resignation of a top Afrikaans businessman from the boards of Iscor and Union Steel — has surfaced following an investigation into the financial affairs of the former State President, Dr Nico Diederichs.

Dr J G "Kaalkop" van der Merwe, who was elected vice-chairman of Iscor as a result of direct intervention by Dr Diederichs, resigned from the chairmanship of the giant Union Steel Corporation, an Iscor affiliate, after officials discovered that he had failed to disclose his personal financial interest in a business which supplied furnace sand to the foundaries.

'Sand scandal'

Yesterday, Dr van der Merwe claimed in an interview that Dr Diederichs had been a partner in the sand business at the time of the scandal — while he was Minister of Economic Affairs and responsible for Iscor.

Dr Diederichs' shareholding in the company is part of a portfolio that will be auctioned on Thursday by the executor of his estate.

Details of the "sand scandal" — a closely kept secret in high government circles — emerged following inquiries by the Sunday Times into how Dr Diederichs came to acquire his shareholding in Oewer Sandplase (Pty).

Close friend

Dr van der Merwe, a wealthy farmer and a close friend and adviser to former Prime Minister Dr Hendrik Verwoerd, resigned from both giant State-controlled corporations in 1967.

The official minutes of the critical Iscor board meeting simply records that he was quitting the chairmanship of Union Steel because of "gossip about the sand contract".

However, this week the Sunday Times learnt that his resignation followed the discovery by an official that he had recommended that the corporation buy sand from a company in which — he held a third share.

Because he had failed to disclose his interest in the company — Oewer Sandplase — the Iscor board met to demand an explanation, and accepted his immediate resignation from Union Steel.

Later, at a secret board meeting, it was decided that Dr van der Merwe would also relinquish his position as deputy chairman and director of Iscor.

The minutes of the first meeting, held on June 26 1967, also reflect that another Iscor director, Mr J Vermooten, "again disclosed" that he too had an interest in the same sand-supply company and that he had "mentioned that he wished to dispose of his interests as soon as possible".

Dr van der Merwe told the Sunday Times that, when the company was

• To Page 2

Dr D's link in

scandal

From Page 1

COMME

founded in 1965, there were three equal shareholders Dr Diederichs, Mr J Vermooten (then, and now, an Iscor director and chairman of Rentmeester Beleggings) and himself

ACCOUNTING

After the scandal, he had sold his share to Mr Vermooten

However, companies' office records indicate only two shareholders when the company was established Dr van der Merwe (one share) and Mr Vermooten (two shares)

There is no record of when or from whom Dr Diederichs subsequently acquired his one-third shareholding, to be auctioned this week

A spokesman for Rentmeester Beleggings — who presently own the other two shares — this week refused to disclose how or when Dr Diederichs came by his share

Dr van der Merwe's appointment to the vice chairmanship of Iscor in 1966 was considered unusual since the holder of that powerful office was customarily nominated by private-sector shareholders

However in a letter written on May 23 1966 to Dr H J van Eck the chairman of Iscor Dr Diederichs said the Cabinet wanted Dr van der Merwe as Iscor vice chairman

The letter — marked personal — said

As it is deemed desirable that this position (as vice-chairman) should be filled as soon as is possible the Cabinet recently made use of the opportunity to discuss the matter as a consequence I was asked for the information of those directors who represent private shareholders on the Iscor board, to bring to your attention that the Government would very much like to see that they nominate Dr J G van der Merwe for appointment to the post and vote in favour of his appointment

Appreciate

'I would appreciate it if you could take the necessary steps to have this matter finalised at the first possible opportunity at a meeting of the four representatives of the B (private) shareholders

In Afrikaner business circles, Dr Johannes Gideon "Kaalkop" van der Merwe is something of a renaissance man with interests as diverse as farming aircraft broking and steel production

Born in 1903, he was educated at Grey College, Bloemfontein and holds a BA in history and an honorary Doctorate of Commerce from the University of the Orange Free State

He holds many directorships and has sat on the Prime Minister's economic advisory council and several Government commissions of inquiry

He has also been a member of the Orange Free State head committee of the National Party

In 1965, some months after the Minister of Transport Mr Ben Schoeman had told Parliament that no South African interests were receiving commissions on the purchase of Boeing aircraft by South African Airways Dr van der Merwe publicly confirmed that his company African Aircraft Corporation, had received such commissions

He has been president of the Afrikaanse Handelsinstituut, mayor of Heilbron and trustee of the South Africa Foundation

Auctioned

Dr Diederichs' share in Oewer Sandplase (Pty) will be auctioned on Thursday together with other assets from his estate

The auction has been ordered by his executor, Mr Cornelius Zondagh

On offer are the Oewer Sandplase share, 55 shares in Voortrekkerpeis (Pty) and 1000 in the Rondalia group of companies

A 1971 Toyota truck is also to be auctioned

The sale comes after a dispute in the Cape Supreme Court between Dr Diederichs' son, Mr Nic Diederichs, and Mr Zondagh over the liquidity of the late State President's estate

In court Mr Diederichs junior claimed that the estate was far from bankrupt and that he anticipated a considerable inheritance

Mr Zondagh maintained that the estate was irrevocably bankrupt, and sought a summary judgment against Mr Diederichs for payment of R850 000, which he is claimed to owe the estate

Mr Diederichs has counter-claimed that, in terms of his parents' will he is not liable to repay the money which his father had either lent him or underwritten on his behalf

In an affidavit before the court Mr Diederichs said that, while certain amounts were paid by his father on his behalf the total amount now claimed included "amounts which were never lent and advanced to me, but which were utilised by my late father to purchase interests in several private companies for his own benefit"

Mr Diederichs also stated unequivocally in his affidavit that "Even if I am in fact indebted to the estate as alleged I state that I am able to pay any amounts owing by me to the estate"

The case is continuing

BUSINESS
SCIENCE

'Special treatment' for teachers, policemen and nurses

1200 Day Prize

250
 284
 STAL
 6/2/99

MR HORWOOD

Political Staff

Cape Town
 Public servants were today given an average pay increase of 12 per cent in the mini-Budget

Special treatment will be given to teachers, policemen, soldiers, prison officials, nurses, health personnel and the Department of Justice's judicial staff
 The Minister of Finance, Mr Horwood, did not disclose details of the "special treatment" but said fully qualified teachers and those in upper grades would on average be paid "upwards of 20 per cent more"

These increases will cost the treasury R720-million, the largest amount ever devoted to this purpose

Other features of the R8 900-million pre-election Budget include

- Increases in social, civil, war veterans and military pensions
- A special, one-off

bonus payment to pensioners

- A 3c a litre tax cut on sparkling and fortified wine, apple, pear and orange beverages

- An extra R8-million for flood relief, bringing the total to R10-million

While the mini-Budget does not deal specifically with taxation proposals, Mr Horwood also hinted that the tax threshold would be raised and that some taxpayers might no longer have to submit returns

He said he was contemplating a system of final deduction of PAYE so that people whose incomes were basically salaried would no longer have to render further tax returns

Payout increases in social pensions are R13 for whites, R9 for coloured people and Indians and R7 for blacks

The special bonus benefit, to be paid in April, will be R30 for whites, R24 for coloured people and Indians and R18 for blacks
 War veterans' allowances

will be increased from R10 to R15 for whites and military pensions by 12 per cent

These concessions will take effect from October 1

- 1 Civil pensions will be increased by 12 percent from April

A further concession will be granted in respect of the means test so that those with higher incomes will qualify for pensions and grants

The pensions payout will be R65 million in the coming year and R150-million in a full year

Mr Horwood said he hoped a further bonus payout could be made to pensioners in the second half of the year

No decision was announced on the taxing of fringe benefits but Mr Horwood said he hoped a final decision would be taken before August

New travel allowances were also announced
 In future, travellers will be allowed to take R4 000 on holiday a year and businessmen R7 500

Discussing details of the Public Service salary increase, Mr Horwood said it would amount to an average of 12 percent, but with a greater percentage increase for lower paid staff and smaller increases for higher paid staff tapering down to 9.2 percent in the upper echelons.
 "The record amount al-

For the best performance in project, design and practice courses over the 4-year curriculum.
 P M Salmon

L T A Construction Prize
 For the final year Civil Engineering student submit the best thesis.
 G P Mitchell

S A Federation of Civil Engineering Contractors' Prize
 For the best final year design showing constructional merit
 K N Hvidsten

S A Institution of Civil Engineers Student Chapter Prize
 For the best written report submitted in C E 214, design
 P C Watt

located is the furthest the Treasury could conceivably go if there is not to be a grave risk of fuelling the fires of inflation further," he said

CIVIL

CHEMICAL
 (Continue)

New official homes could cost R1-million

Political Staff

CAPE TOWN — New official residences being built in Cape Town for the five chairmen of the committees of the President's Council and for a Minister, and six flats for Deputy Ministers, could cost the State about R1-million

The Director-General of Community Development and State Auxiliary Services, Mr Louis Fouche, said through a spokesman for his office that he was

not able to provide final cost figures.

The homes and flats are being built on the Groote Schuur estate and are expected to be completed by November.

Apart from the historical Groote Schuur homestead, which is the official residence of the State President, and Westbrook, official residence of the Prime Minister, there are nine more ministerial homes on the estate.

Public servants get

RDH 17/2/81

12% 'election' pay rise

250) ~~355~~ ~~499~~

By HOWARD PREECE
Financial Editor

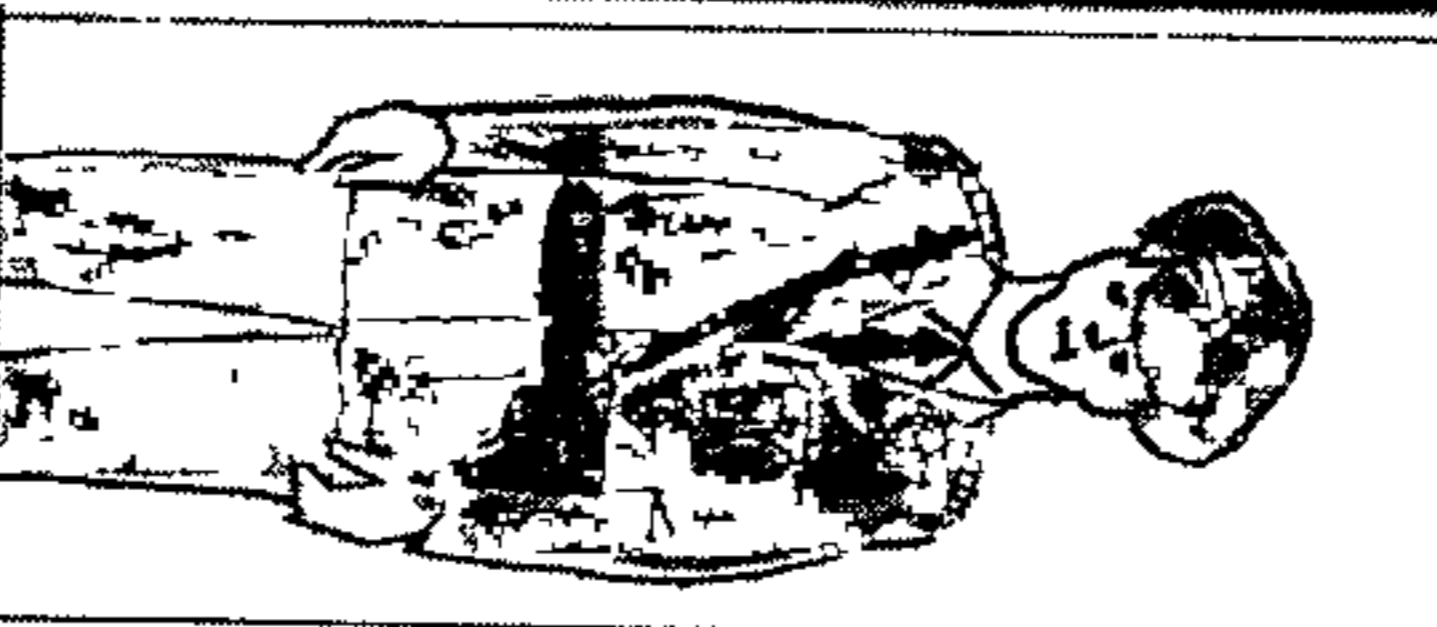
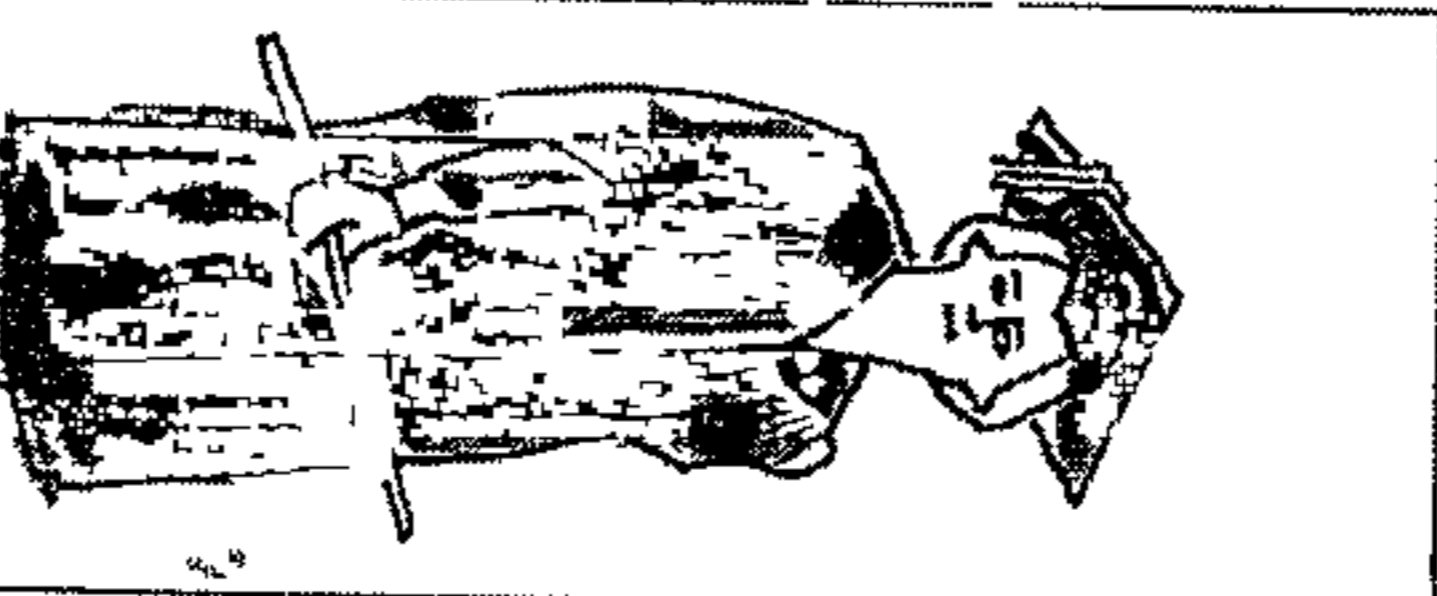
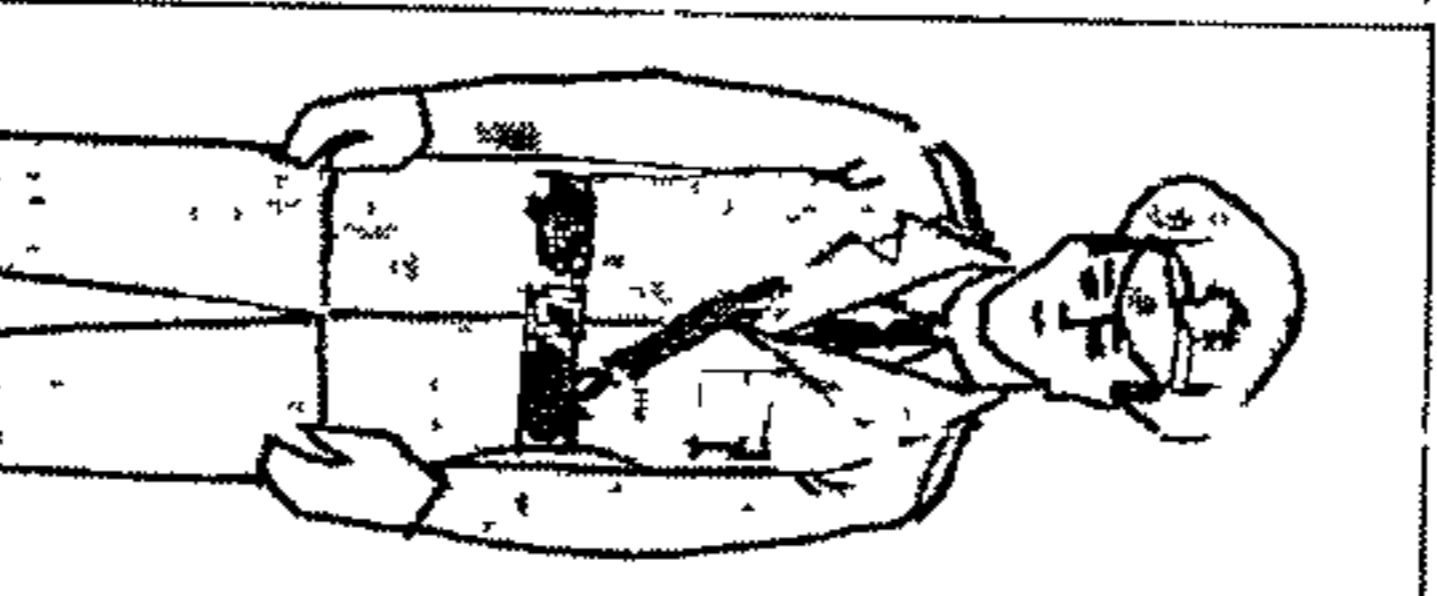

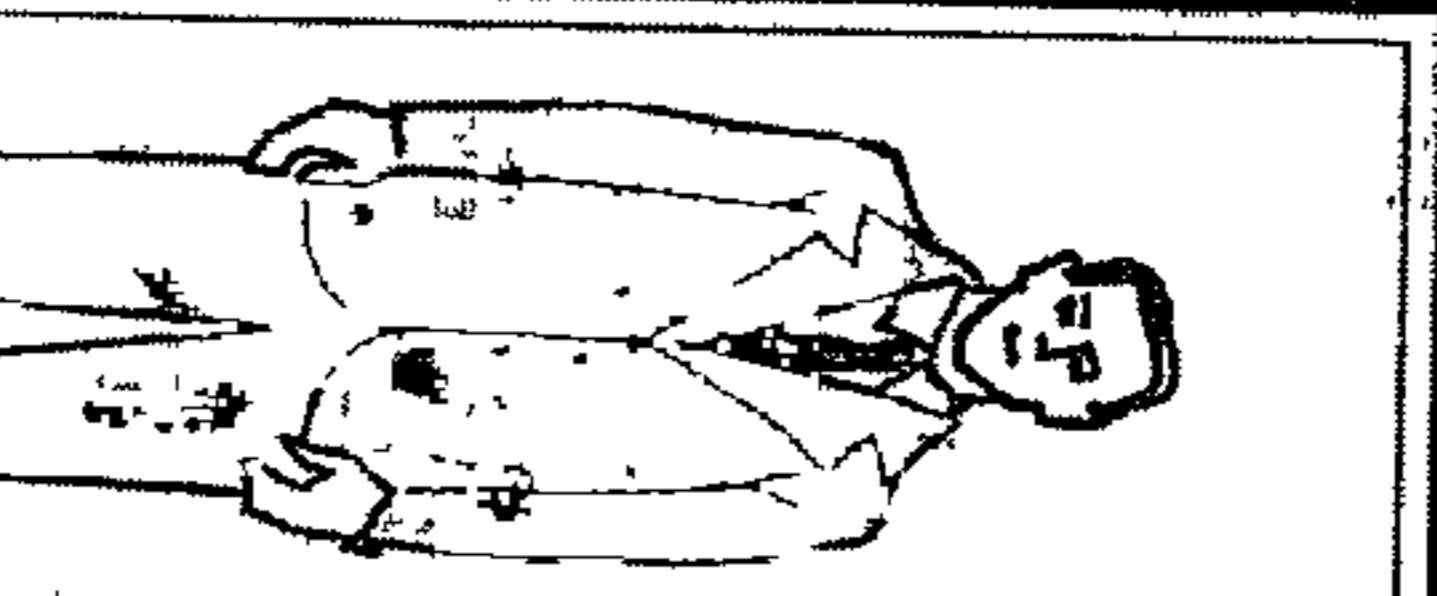
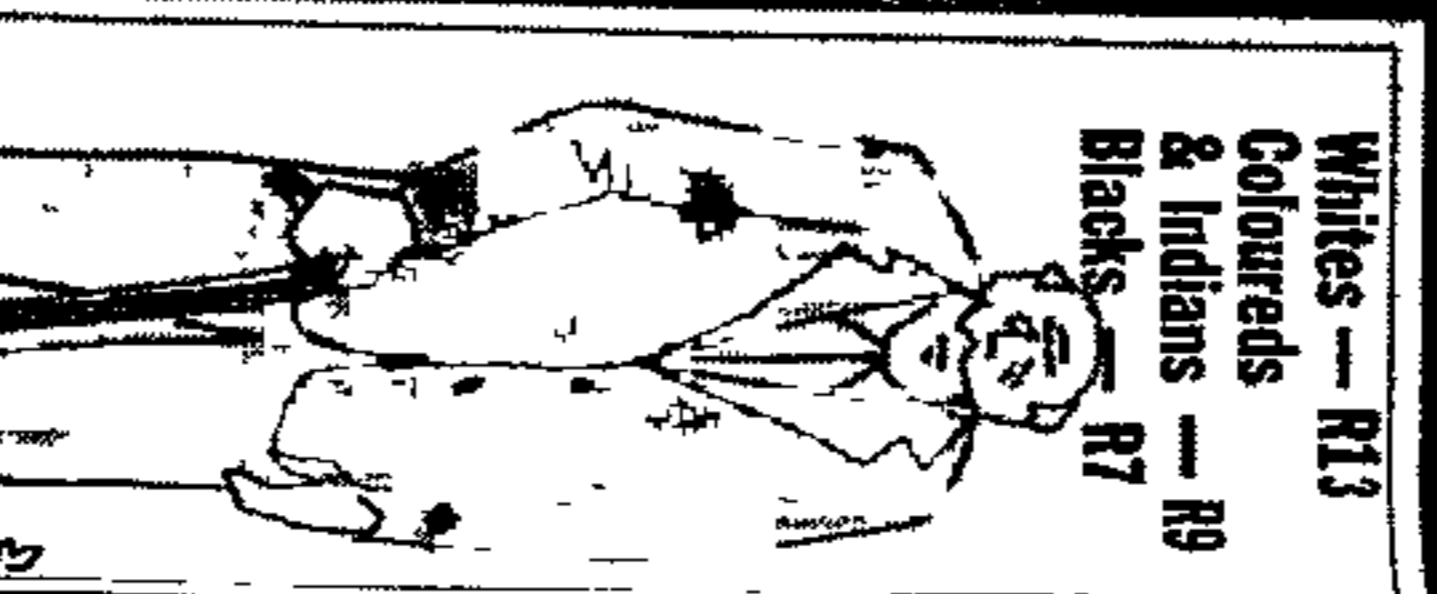
AY rises ranging from an average 2% for general public servants to more than 20% for senior teachers were announced yesterday in a £720-million package in the mini-budget.

The hope of the Minister of Finance, Mr Owen Horwood, is to combat widespread crises in the public services while not fuelling the already disturbingly high 5% level of inflation in the economy.

Mr Horwood also announced increases in old-age and other pensions, and some easing of exchange controls — including allowing more to be taken overseas for holidays.

And he paved the way for further possible interest rate rises, particularly on the main-investor's bank overdraft.

Mr Horwood said that public servants would get a basic pay rise averaging 12% from April 1. However, over and above that, some groups would get additional special treatment. These included police, military, prison staff, health and nursing staff, and judicial officers of the Department of Justice. Teachers in the upper grades would be paid an average

POLICE	TEACHERS	SADF	NURSES	PUBLIC SERVICE	PENSIONERS
					
SPECIAL CONSIDERATION	20% +	SPECIAL CONSIDERATION	SPECIAL CONSIDERATION	12%	Whites — R13 Coloureds & Indians — R9 Blacks — R7

AVERAGE PERCENTAGE SALARY AND PENSION INCREASES

The winners in the pre-election mini-Budget public servants, teachers, nurses, policemen and pensioners all received "special consideration" in Mr Owen Horwood's £8.900-million Part Appropriation Bill

RDM
17/2/81
250

20% more

Among key points in Mr Horwood's Part Appropriation Bill are

- Old-age pensions will go up from October 1 by R13 a month for whites, R9 for coloureds and Indians, and R7 for blacks. In addition, "one-off" bonuses of R30, R24 and R18 respectively will be paid from April 1 — and maybe more later

- Civil and military pensions will rise by 12% from April 1,

- The Government will raise the 14% maximum interest rate ceiling on borrowing. Some overdraft rates could then go above this level

"The Government will not hesitate to allow interest rates to rise to their natural market-determined levels," Mr Horwood said

- No action is to be taken yet on the proposed tax clamp on fringe benefits — but it is still in the pipeline,

- There will be a 3c-a-litre duty cut on fortified and sparkling wine;

- A new series of National Defence Bonus Bonds is to be introduced from April 1 with a basic rate of interest of 9% (previously 8%);

- There is to be some easing of exchange controls. One effect will be a rise in the adult overseas travel allowance from R3 000 a year to R4 000. Other holiday and business allowances are to be increased,
- Emigrants will be able to take furniture and motor cars out with a maximum value of R20 000 each, against the present R10 000,

- The number of Krugerrands available for sale in South Africa will be increased from 150 000 ounces a year to 300 000;

- Foreign-controlled companies will be allowed to borrow more within South Africa,

- The Government is to push ahead with plans to make pensions transferable, but will relax some provisions

Mr Horwood said the pay increases being granted to the public services were the most the country could afford if inflation was to be contained

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Wait and see but pensioners' angry

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would use the new salary scales to substitute qualifications for race in pay discrimination

"We hear that the biggest increases are going to go to 'D' category teachers (matric plus four years' experience)," he said. If this is so, few blacks have these qualifications and the salary gap will be widened rather than narrowed.

"There is a strong case for paying by the job rather than by qualifications," he said.

The president of the

South African Nursing Association, Prof Charlotte Searle, said in Pretoria, she had been told by the Minister of Health, Dr L Munnik, that certain critical categories of nurses would get increases of up to 20 per cent.

"But we can't say which these categories are until we have studied the new scales."

The minister had also told her that overtime payments would be doubled, Prof Searle said.

"The board of the SA

Nursing Association is not satisfied with an overall 12 per cent increase which does not even meet the increased cost of living, but we realise that these scales must be considered in the overall context of the public service salaries."

Prof Searle said the board would, however, have to reopen negotiations again immediately.

"In the meantime, I must appeal to nurses not to panic because we do not

yet know how benefit will be shared — that is in the ranks."

The opinion of "on the beat" or nouncement of 11 and more for 11 was summed up senior policeman Cape "It's nothin' about

How much "more", a nun members of th asked

Pensioners react

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JOHANNESBU White railway are in the proced ing their

17/2/81

pay later

CAPE TOWN — Opposition parties yesterday blasted Mr Owen Horwood's mini-budget in which all civil servants — and MPs — were granted pay increases ranging from 9,2 per cent to well over 20 per cent.

BARRY STREEK Political correspondent

The Progressive Federal Party's Mr Harry Schwarz, accused the government of using the budget for the April general election and added that it was a case of "vote now, pay later"

And the New Republic Party financial spokesman, Mr George Barlett, described the mini-budget as an "election gimmick"

Both spokesmen also accused the government of exacerbating inflationary trends in the economy which, they said, would hit the ordinary man in the street

They were reacting to the speech by Mr Horwood, the Minister of Finance, in the Assembly, in which he announced salary increases totalling R720 million

Mr Horwood said that "special treatment" would be given to teachers,

policemen, soldiers, prison officials, nurses, health officials, and the Department of Justice's judicial staff

He did not disclose details of the "special treatment" but said fully qualified teachers and those in upper grades would on average be paid "upwards of 20 per cent"

Mr Horwood also announced in his R8 900 million mini-budget

- Increases in social, civil, war veteran and military pensions
 - A special, one off bonus payment to pensioners, amounting to a R30 grant to white pensioners
 - A three cent per litre tax cut on sparkling and fortified wine, apple, pear and orange beverages
 - An extra R8 million in flood relief, bringing the total to R10 million
 - An increase in travel and exchange allowances
- The mini budget did not

deal directly with taxation proposals, but Mr Horwood hinted that the tax threshold would be raised and that some taxpayers might no longer have to submit returns

He said he was considering a system of final deduction of PAYE so that people whose incomes were basically salaried would no longer have to render further tax returns

Pensions would be increased by R13 for whites, R9 for coloured and Indian people and R7 for blacks

The special bonus benefits for pensioners, to be paid in April, would amount to R30 for whites, R24 for coloureds and Indians and R18 for blacks

The increase in social pensions would take effect in October, while the increase in civil pensions would take effect in April

Mr Horwood also extended the levels of the means test to include people with higher incomes than before

The pension payout would amount to R65 million in the coming financial year and R150 million in a full year

Mr Horwood said he hoped a further bonus payout could be made to pensioners in the second half of the year

No decision had yet been made on the taxing of fringe benefits but the minister said he hoped a final decision would be taken before August

He also announced new travel allowances which would enable travellers to take out R4 000 a year on holiday and R7 000 on business

Turning to defence

- R720m wage increases
- Some teachers 20pc
- Pension rise and bonus
- Travel allowances up
- 3c cut on wine

... ..

bonus bonds, the minister said a higher interest rate would be paid from April 1

The number of Krugers available to the South African public would be doubled immediately and 300 000 ounces of gold would now be sold per year

The new defence bonds would now carry an interest of nine per cent, and not eight per cent as at present, with an additional five per cent being paid on redemption after five years. This would give an average return of ten per cent a year

Few details of the salary increases were revealed in either Mr Horwood's speech or in separate statements by the Minister of National Education, Dr Gerit Viljoen, and the Minister of Internal Affairs, Mr Chris Heunis

But Mr Horwood did say that the average increase would be 12 per cent with greater increases for lower-paid staff tapering down to 9,2 per cent for the upper echelons — PC

(News by Barry Streek Press Gallery, House of Assembly)

DD 17/2/81

angry

yet know how much benefit will accrue to nurses in the critical areas — that is in the sisters' ranks."

"The opinion of the "man on the beat" on the announcement of 12 per cent and more for the police was summed up by one senior policeman in the Cape "It's nothing to sing about"

How much is the "more", a number of members of the force asked

Pensioners reacted with

deep disappointment and white pensioners claimed that their increase to R122 a month did not constitute a "living wage" in the face of rampant inflation and dramatic rent increases

The director of the National Council for the Agea, Mrs Zerilda Drosky, said she was grateful for the hand-out, but it was still inadequate in view of the rising cost of living

She expressed particular concern for elderly urban blacks who, despite a R7-a-month increase, had to make do with a pension of R40 a month. She said even the new pension of R120 for whites was still below the breadline — DDC-SAPA

CAPE TOWN — There was guarded reaction from teachers, nurses and policemen yesterday because the exact amount of the salary increases announced in Mr Owen Horwood's mini-budget had not been worked out

But there was more angry reaction from pensioners whose increases were described as still being below the breadline

The Federal Council of Teachers' Associations could not say whether it accepted the new scales until details were made available.

Professor H Maree, chairman of the council, said after almost two hours of talks with the

DD 17/2/81 193 (3/11) (20)

Teachers, nurses wait

Minister of National Education, Di Gerrit Viljoen, that the increase was "the largest single salary improvement in the history of the teaching profession"

But he added that the amount needed to put the teaching profession in a competitive position should have been larger than that announced

Prof Maree said it was possible that the improvements announced might serve as a first instalment in the settlement

of an account to teachers which was long overdue and had created many problems for the profession

The Cape Teachers' Professional Association also met yesterday with the Minister of Internal Affairs, Mr Chris Heunis — who is responsible for coloured education — to hear how the increases would affect coloured teachers

Mr Pat Samuels, president of the Durban-based Teachers' Association of

South Africa, said it might be a 50-year battle for Indian teachers for parity in pay with whites. It has been largely won

Speaking after an earlier meeting with Heunis, Mr Samuels said from April 1 about 80 per cent of the 7 000 Indian teachers would be receiving equal pay as a result of the closing of the wage gap

A spokesman for the non-racial National Education Union of South Africa said there was a danger that the government

Mini-budget called a case of

Vote now

CF 17/2/81 250 655 45

Increases: Nursing body 'not satisfied'

Own Correspondent

PRETORIA — The Board of the South African Nursing Association was "not satisfied" with the overall 12 percent salary increases for nurses, the president of the association Professor Charlotte Searle, said last night

The increases did not even cover the increased cost of living, she said

The board would have to reopen negotiations "immediately"

She appealed to nurses not to panic "because we don't know how much benefit will accrue to the nurses in the critical areas — that is in the sister ranks"

This would take time because the salary grade of every nurse would have to be studied. Nurses would not know the extent of their increases till they saw their scales

The Minister of Health ad-

vised me that certain critical categories will get up to 20 percent but we can't say which these categories are until we have studied the new scales"

The Minister of Health Dr I. A P A Munnik said, however, that overtime payments would be doubled at least

"We realize these scales must be considered in the overall context of public service salaries"

The overall salary increases "will not help much" unless a final decision had also been reached on the realistic payments of differentiated salaries for unpopular hours, danger money and a better deal for part-time nurses and better standby allowances

"The minister has given me his personal assurance he will concern himself with the effort to find solutions to the other crucial, critical areas," Professor Searle said

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No hint of shocks that lie ahead

GERALD REILLY
Pretoria Bureau

THE Minister of Finance, Mr Horwood, yesterday gave no hint of the cost-of-living shocks which lie ahead in his part appropriation address

In a typical pre-election budget, he conspicuously avoided mention of the expected increase in all Government-administered food prices and other prices this year

Most will be announced within days of polling day — April 29

They include all dairy products — fresh milk, butter, cheese, powdered milk — maize and maize products, and a higher floor price for meat. The increases are expected to be between 15% and 20%

The Minister has so far ignored pleas from the Progressive Federal Party, and from the country's two major trade union organisations, the Trade Union Council of South Africa, and the SA Confederation of Labour, that general sales tax should be removed from basic foods

Last year food prices rose by 30% — a major factor in sending the Consumer Price Index figure for the lower income group to near 20%

Nor did the Minister refer to the Railway mini-budget to be tabled next Monday which, according to the PFP's transport spokesman, Mr Rupert Lorimer, is certain to include higher railway tariffs

Commerce hails pay increases

THE angling of differentiated pay increases for public workers towards teachers, nurses and police was a welcome step to support the structure of basic public services in South Africa, Mr C W H du Toit, president of the Federated Chamber of Industries (FCI) said in Johannesburg

Sapa reported that the FCI also welcomed Mr Horwood's continued basic commitment to fiscal discipline, and to bring money supply under more effective control to contain inflationary pressures

Mr Du Toit said raising the local borrowing ceiling for local subsidiaries of foreign companies would, on balance, stimulate domestic investment and production capacity

This, with the easing of exchange control, would assist in reducing the inflationary threat of the liquidity overhang

GERALD REILLY of the Pretoria Bureau writes that Mr Raymond Parsons, executive director of Assocom (Association of Chambers of Commerce) said last night that the mini-Budget reflected the basic strength of the South African economy — even though inflation remains a serious problem

It was only right that serious

iniquities in public service pay should be redressed, he added

It also highlighted the need to continue with fundamental labour policies designed to tackle the underlying causes of the critical skilled manpower shortage

Mr Jan Horn, the president of the Afrikaanse Handelsinstituut (AHI), said first impressions of the mini-Budget were that the Government had not deviated from its policy of financial discipline, and the proposed meeting on inflation between the Government and the private sector was sound

Mr Horn said it was difficult at this stage to make a full interpretation of the salary announcement. Pay constituted about 20% of all State expenditure. This indicated the Government's policy to be an important guideline to the whole economy

If the private sector succeeded in holding salary adjustments in line with the State, it would be an important contribution to combating inflation

The AHI welcomed the teachers' increases, but said attention should be given to differentiated scales to acknowledge that in some categories shortages were more serious than in others

Teachers cautious over pay increases

22% 250 355 RPM 17/2/81

By MARTIN FEINSTEIN

TEACHERS and educationists reacted cautiously to their average 20% salary increase yesterday.

They said the extent to which the increase would relieve the shortage in the profession and satisfy angry teachers depended on how the average figure "panned out" among the various grades.

And several educationists warned that if the increases weighed heavily in favour of well-qualified teachers, reaction from their less-qualified colleagues would be strong.

The presidents of both the Transvaal Teachers' Association (TTA) and the Transvaalse Onderwysersunie (TO) — as well as the chairman of the Federal Council of Teachers' Associations — were in Cape Town yesterday for a meeting with the Minister of National Education, Dr Gerrit Viljoen, and could not be contacted for comment.

Dr Viljoen was expected to give full details of the increases to the meeting, which

was also attended by the Transvaal Director of Education, Professor J H Jooste.

A TTA source said that no official statement could be expected until the association had digested the implications of the increases for all ranks of teachers.

"There are so many teachers — and aspirant teachers — anxiously waiting to hear what this figure holds in store for them that to comment prematurely would be irresponsible," he said.

However, he said, even newly-qualified teachers would not be satisfied with "anything less than 20%".

Teachers would also like to know whether the increase applied equally to all races, he added.

The Cape Teachers' Professional Association (CTPA) also met yesterday with the Minister of Internal Affairs, Mr Chris Heunis — who is responsible for coloured education — to hear how the increases would affect coloured teachers.

Dr Isaac Kriel, a prominent

educationist and principal of Johannesburg's Damelin College, said the increase would be "a move in the right direction" if it favoured both headmasters and newly-qualified teachers.

"The headmasters have a mammoth responsibility in running big organisations of up to 1 100 people," he said. "In commerce they would be senior executives."

"Although every category should be well paid, they are the people who should motivate teachers, and they represent future prospects for our present teachers."

Dr Kriel, who cautioned that "there might be a suggestion of disappointment" after speculation that the increases would average 28%, said he hoped the increases would act as an incentive for newly-qualified teachers who were looking at other more lucrative careers.

"Many young men who trained as teachers are taking advantage of the explosion in the computer industry, and many young women are taking advantage of the semi-boom

and working as secretaries, commanding fancy salaries.

"Hopefully they will now reconsider their position, and it may also help the under-enrolled training colleges," Dr Kriel said.

He said teachers wanted to know "in black and white, and as soon as possible" what the average increase meant.

They also wanted to know whether their black counterparts would be included in the "new deal".

A spokesman for the nonracial National Education Union of South Africa (Neusa) said there was a danger that the Government would use the new salary scales to substitute qualifications for race in pay discrimination.

"We hear that the biggest increases are going to go to 'D' category teachers (matric plus four years' experience)," he said.

"If this is so, few blacks have these qualifications and the salary gap will be widened rather than narrowed."

Council of teachers will get details on pay

CAPE TOWN. — Details of pay increases for school teachers would be passed on to the executive of the Federal Council of Teachers' Associations immediately, the Minister of National Education, Dr Gerrit Viljoen, said yesterday

Reacting to the announcement by the Minister of Finance of a 20% increase in teachers' salaries, Dr Viljoen said the real increases varied, and no deduction could therefore be made regarding the extent of the increases at this stage

This would only become known once the full details had been made available to all sectors of the teaching profession

Dr Viljoen said he had arranged for the details of the new salary structures to be made known to the executive of the Federal Council of Teachers' Associations as well as to official representatives of the different educational sectors dealing with the co-ordination of salary affairs, on a confidential basis

The Government had accepted the report of the project committee of investigation into the status of teachers for the purpose of determining the amount to be made available for teachers' salaries

The report found that salaries of teachers had lagged behind those paid for comparable jobs in the public and business sector

Apart from the improvements which had been approved, the Government had also decided to approach education in the context of career differentiation in the Government sector

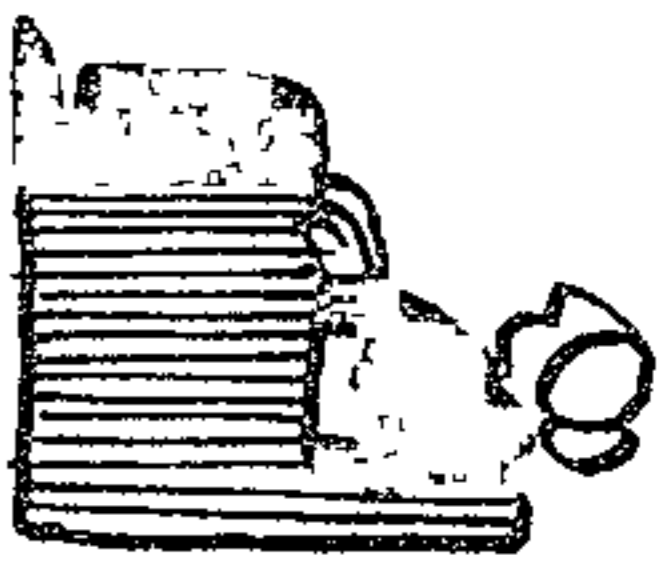
High priority was given to extending the salary scale on the first level

Salary differentiation on the basis of qualification categories would be retained and the Government had decided, against the recommendations of the project report, to continue to move towards parity between the salaries of men and women teachers

The decision to make the posts of provincial directors of education equal salarywise to those of deputy directors meant that the ceiling for the salary structure of teachers would be lifted considerably, Dr Viljoen said

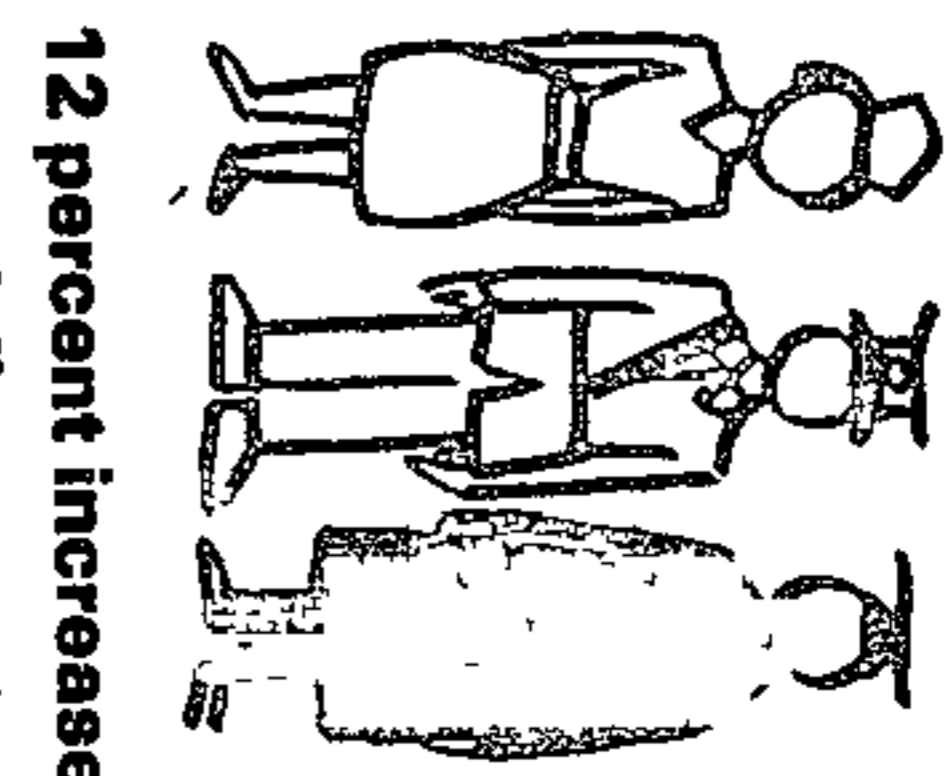
— Sapa

Bonus for pensioners

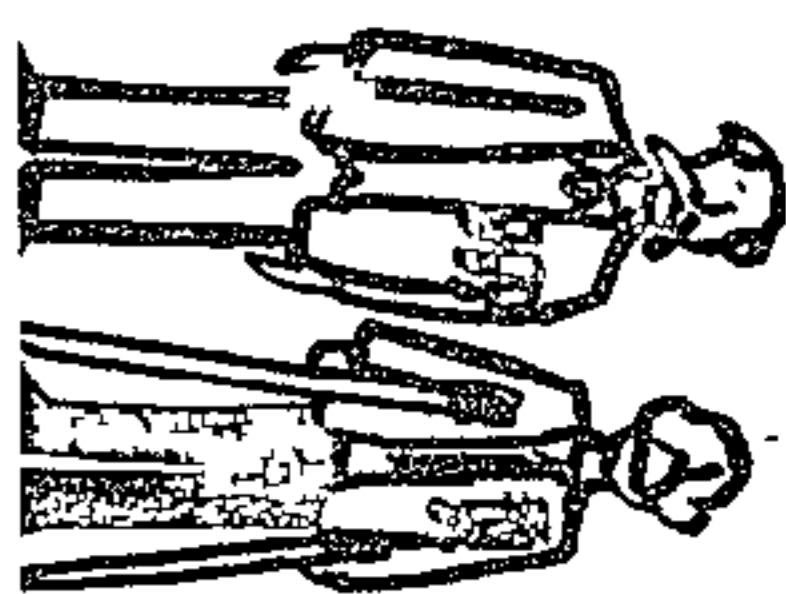


SUBSTANTIAL pension concessions were announced in the mini budget along with a surprise softening of proposals for the preservation of pension rights

coloureds and Indians, and R7 for blacks
Special bonus benefits paid out last November are to be repeated in April R30 for whites, R24 for coloureds and Indians, and R18 for blacks
Military and civil pensions are to rise by 12 percent from April 1



12 percent increase for civil servants



War veterans' increased allowances

Electricity handout

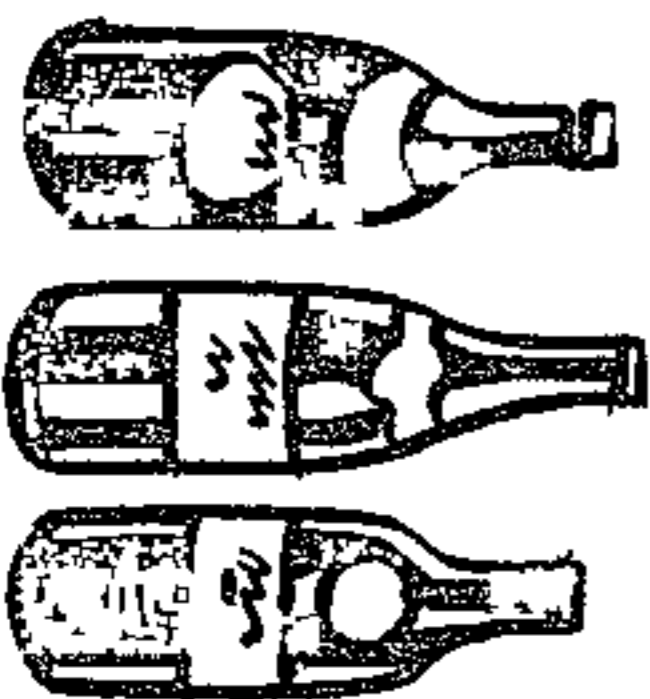
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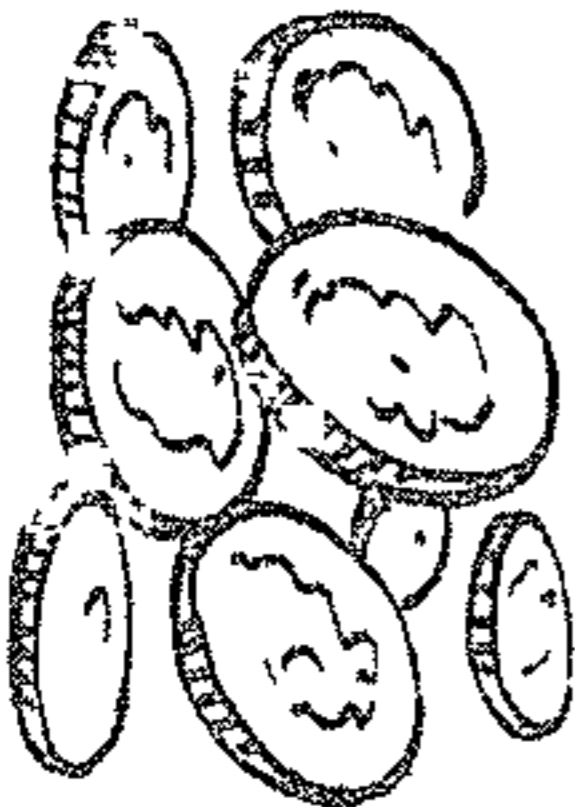
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17/2/81



Exchange control concessions



Reduced duty on some wines



Doubling of minting of Kruger Rands

By GORDON KLING

CIVIL SERVANTS and pensioners are the main beneficiaries of R905 million worth of pre-election handouts by the Minister of Finance, Mr Owen Horwood, in a relatively low-key interim budget.

The second reading of the business travel allowances up Part Appropriation Bill, providing for R8 900 million in government expenditure from April 1

R2 500 to R7 500, and other relaxations in exchange control regulations, including a dou-

A vote now, pay later budget — Schwarzw

Political Correspondent

OPPOSITION parties yesterday castigated the giveaway mini-budget as a transparent attempt to buy Nationalist votes in the April general election.

They told the Minister of Finance, Mr Owen Horwood, that the voting public would not be deceived by what they described as "trickery" and "an election gimmick".

Mr Horwood was accused of making vague and patchwork increases by announcing every possible concession now and

saving any bad news for taxpayers until the main budget after the election.

Mr Harry Schwarz (PFP Yeoville) and Mr George Bartlett (NRP Amanzimtoti) welcomed the increases for nurses, teachers, policemen and other public servants. But they said the rises were long overdue and had been timed to have maximum electoral impact.

Mr Schwarz, the chief opposition finance spokesman, said Mr Horwood undermined the intelligence of the electorate. "They are too

clever to be taken in by this trickery".

Rejecting the budget as a vote-catching gimmick, Mr Bartlett said it had been described as a lollipop budget, but the public would not be taken for suckers.

Mr Schwarz, who said the Nationalist election slogan should be "Vote now, pay later", doubted whether the increases would be sufficient to put teachers back in the classroom, nurses back in the wards and policemen back on the beat.

He said Mr Horwood had tried to deal with every category of workers who might not want to vote Nationalist at the election, but had not told voters about the inflation rate or the massive food-price increase.

"What he is doing now will not really solve the problem. Why is there no incentive to people to become more productive?"

Instead of taking urgent steps to increase the number of skilled workers, the government was fuelling inflation by increasing competition for the existing skilled staff. Pension increases deliberately announced in February before the election would have been eaten away by inflation by the time they came into effect in October.

Mr Bartlett said a government which failed to control inflation was guilty of economic terrorism.

"This government has failed in all its declared intentions of curbing inflation, which is now running at 15.8 percent a year. The Department of Statistics has even described inflation as 'unstoppable'."

reflected the stresses and strains of a strong economy past its boom and the determination of Mr Horwood to maintain financial discipline. The minister even sounded a cautionary note on the country's biggest money-spinner, gold, saying "It would certainly not be prudent at this stage to anticipate another large increase in the average gold price during the next financial year".

But on the longer-term outlook he was "decidedly bullish".

Opposition parties rejected the package as a vote-catching gimmick which the public would have to pay for after the election.

which foreign firms can raise in the Republic. These measures will be brought into effect as far as possible, not later than March 1, 1981.

● A cut of 3c a litre in the excise duty on fortified and sparkling wine and other fermented fruit drinks. Cost R1.3m.

● Tax concessions on lump sum payments related to retirement.

● Doubling of the amount of gold available for Kruger Rand production intended for South Africans in a move intended to reduce the relatively high local premium on the coins.

● A new issue of national defence bonds from April 1 with an effective 10 percent in-

Full speech — pages 4, 5, 9

Representing organized commerce, the director of Assocom, Mr Raymond Parsons, said that the main thrust was one of basic economic strength, and it was right that "serious inequities" in public service remuneration should be redressed.

The main features of yesterday's "little budget" are

- Big social and civil pension improvements, plus another bonus payment for pensioners in April. Cost R17.5m.
- An average basic 12 percent pay rise for the public service, with substantial boosts for many occupations, including an average salary increase upwards of 20 percent for fully-qualified teachers. Cost R720m.
- An increase of R1 000 a year in personal overseas travel allowances to R4 000.

interest rate

- The calling of a top-level summit meeting on inflation involving organized labour, consumers, academicians, the public sector and leading businessmen.
- Action on a perks or fringe benefits tax apparently delayed till after the election, but a decision expected before the next session of parliament in July.
- Proposals for streamlining the tax system which include an eventual raising of the level at which tax begins, and refining PAYE to the point where many taxpayers will not have to file final returns.
- The government's flood relief programme is to be boosted by a further R8-million to R10m.

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A record R720m in salary increases

RDM 17/2/81 (250) (255)

THE ASSEMBLY — A record amount of R720-million was allocated in yesterday's mini-Budget to improve salaries and working conditions for public servants by 12%.

Announcing the figure, the Minister of Finance, Mr Owen Horwood, said it was "very substantially" the largest sum the Government had ever made available for this purpose.

"The record amount allocated is the furthest that the Treasury could conceivably go if there is not to be a grave risk of fuelling the fires of inflation still further," he said.

"The additional burden on the Exchequer has to a large extent arisen as a result of the substantial and, in certain cases, excessive increases in

salaries granted in the private sector," Mr Horwood said.

There was a need to safeguard the public sector in order to maintain essential services, he said.

The private sector should not see the public service increases as the start of a general round of salary and wage increases, he said.

In addition to basic salary increases, special treatment would be given to the police, the military, prison staff, health and nursing staff, and Department of Justice staff.

The special treatment was a result of personnel problems and from the findings of last year's intensive investigations.

Teachers would receive an average increase of 20% from

April 1, Mr Horwood said.

"The policy of vocational differentiation necessarily implies that due to the nature, demands and circumstances of occupations, as well as the supply and demand situation in the labour market, the various vocational groups cannot all receive the same percentage increase," Mr Horwood said.

Certain categories of teachers would actually receive more than the average 20% increase for fully qualified teachers.

Basic salary adjustments had also been made for other groups.

The commission for administration was still processing full details of all groups and was having protracted talks with in-

terested parties.

"This is a time-consuming process, and the commission must be given the necessary opportunity to complete what amounts to a very detailed exercise," Mr Horwood said.

"I wish to assure the House that the Cabinet has given serious consideration to the adjustment of salaries and conditions of service in the public sector.

"What is needed now is the greatest measure of productivity and efficiency from every sector of the economy," he said.

The process put into motion by the Prime Minister's personal intervention some time ago had now been brought to a satisfactory conclusion, he said — Sapa

Professor George Menzies Prize

Awarded on results of final examinations to the best male student in Land Surveying or Civil Engineering.

J H Rens

Sammy Sacks Memorial Prize

Awarded to the student with the best classwork in Engineering Drawing.

L Menegaldo

CHEMICAL

A E & C I Prize

For the first year student obtaining the highest average mark.

G L Cragg

18/2/81

Cabinet, MPs to get big pay rises

250

22/2/81

Political Staff

CAPE TOWN — Members of Parliament and Ministers will get substantial salary increases before the April elections.

The Prime Minister, Mr P. W. Botha, may get up to R5 760 a year more. Even if he gets the lowest increase to be given in the public service he will get at least R4 320.

Since a few years ago MPs no longer vote themselves increases in order to save them this embarrassment, they are now automatically linked to the Public Service.

These increases go through without any debate in Parliament and without any details being given.

The public service increases, announced by the Minister of Finance, Mr Horwood, take effect on April 1.

At present the Prime Minister earns R48 000 a year as well as R25 000 in allowances.

Ministers earn R43 000, including allowances, and Deputy Ministers R35 000.

An ordinary MP gets between R23 000 and R24 000.

Members of the President's Council earn the same as MPs and chairmen of committees get ministerial salaries.

It appeared today that these increases would also apply to the President's Council as the Government has in the past stated that its members must have a status equal to that of parliamentarians.

● Retired senators who did not qualify for a pension are to get a "golden handshake" of R92 800 between them.

Mr Horwood has provided for this in the estimate of additional expenditure which has been tabled in the Assembly.

The money will be divided among a number of senators who had less than seven years' service.

The Senate was abolished last year.

RDM 18/2/89
 State teachers 'should be able to air grouses'

CHEMICAL

Own Correspondent
 TEACHERS working for the Government should be allowed to make effective representation about salaries, working conditions and the settling of disputes, says the SA Teachers' Council (SATC)

It had become urgent to consider legislation to allow this, according to the latest issue of its magazine

Unlike employees in the private sector, teachers were bound by statutes which prevented them from bringing wrangles about salaries and other matters to a head, said the magazine

Unrest in teachers' ranks and public debates stemming from it, were harmful to the status of the profession

These views were expressed by the SATC to the Human Sciences Research Council committee of inquiry into education and reported in the "SATC Bulletin"

The SATC said it was of "utmost importance" that teachers should practise their professions in circumstances which would enable them to perform best

It was particularly important that the matter be studied in depth because stability was essential

The SATC report said a recent study had revealed that the organised teaching profession did not have three basic rights which existed in the industrial and commercial sector

These were to establish and register trade unions; to bargain collectively, and to withhold services from an employer to improve working conditions

The study pointed out that, in the absence of these three rights, teachers did not have the statutory negotiating machinery necessary to direct and settle disputes

While teaching is an essential public service, and is also prone to unrest and disputes between employer and employee, the position is that there is a ban on strikes or go-slow strikes - defined as misconduct," the journal said

"Settlement of a dispute is entirely in the hands of the authorities who are party to the dispute, and the employee has virtually no recourse to anyone, apart from the employer, for final and ef-

receive settlement of a dispute.

The SATC said that teachers who were employees of the Government or provincial authorities were subject to the Industrial Conciliation Act

They were therefore prohibited, as public servants, from making use of the effective collective negotiating machinery of the private sector

mark.
 obtaining the highest average
 For the first year student
 A E & C I Prize

L Menegaldo
 Drawing.
 best classwork in Engineering
 Awarded to the student with the
 Sammy Sacks Memorial Prize

J H Rens
 Civil Engineering.
 student in Land Surveying or
 examinations to the best male
 Awarded on results of final
 Professor George Menzies Prize

B F McClelland
 J H Rens
 D P Weeks
 T J Cumming
 P M Salmon

Fourth Year (Gold Medal)

Miss N C Davidson
 Third Year (Silver Medal)

Miss G C Littlewort
 Second Year (Bronze Medal)

the 2nd, 3rd and final years.
 the best student in each
 Corporation Medals

ENGINEERING

G L Cragg

Govt challenged to give details of pay increases

(250) (38) CT 18/2/81

Political Staff
HOUSE OF ASSEMBLY — The opposition yesterday challenged the government to spell out the details of salary increases to public servants, "instead of hiding behind broad statistics to avoid analysis and criticism".
 The calls came during the continuation of the mini-budget debate and followed statements by government ministers that details of the increases were still being worked out and were not yet available.
 In an interview yesterday the Minister of State Administration Dr Andries Treurnicht said that officials were still working on the figures. He hoped that they would be avail-

able in April so that public servants could see the benefit in their April pay cheques.
 The Progressive Federal Party representative for Sea Point Mr Colin Eglin accused the government of being deliberately vague about the proposals and hiding behind broad statistics and percentages instead of giving precise details of salary increases.
 "Teachers, nurses, policemen, soldiers and other public servants have a right to know exactly what these pay increases mean," he said. "They have a right to see the schedules so that they know what their pay cheques will look like and how they will compare with the increases of others."

The transparent attempt to buy votes would backfire on the government as the electorate would regard it with the deepest cynicism, Mr Eglin said.
 The leader of the New Republic Party Mr Vause Raw said the salaries might sound good but the only thing that counts is what comes home in the pay packet. In the last salary increase public servants had found that there were higher deductions in the form of taxes, pensions and other contributions.
 "The one good thing is that public servants will get their pay cheques before election day and will be able to see for themselves," Mr Raw said.

He accused the government of using the mini-budget to bribe large sections of the electorate to give it a blank cheque.
 The government was ostensibly fighting the election on the undefined and ambiguous 12-point plan — and no government spokesman would spell out what it meant before the election.
 "That is a safe bet," Mr Raw said.
 He attacked the government for failing to measure the average salary increases against the inflation rate of almost 16 percent.
○ Budget reaction reports, pages 2 and 4

DISEASES OF BLOOD AND BLOOD-FORMING ORGANS

IV

0-1
1-4
5-24
25-44
45-64
65+
ALL
NO.

VI

0-1
1-4
5-24
25-44
45-64
65+
ALL
NO.

DISEASES OF THE CIRCULATORY SYSTEM

VII

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0,51	0,33	1,10	0,21	1,80	1,59	0,13	0,10
1-4	0,05	0,06	0,02	0,10	0,15	0,17	0,02	0,04
5-24	0,07	0,06	0,09	0,10	0,14	0,17	0,11	0,13
25-44	1,09	0,44	1,31	0,70	1,54	1,27	0,73	0,78
45-64	9,75	4,44	14,76	10,70	10,33	8,25	4,61	5,01
65	42,19	32,93	55,30	47,72	43,12	40,90	13,55	14,21
ALL	4,70	3,81	3,22	2,25	2,74	2,69	1,14	1,20
NO.	9752	7926	1135	804	3114	3140	2390	1921

DISEASES OF THE RESPIRATORY SYSTEM

VIII

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	2,90	2,22	7,81	4,85	32,20	28,78	13,54	14,15
1-4	0,22	0,28	0,90	0,69	5,32	5,45	2,46	2,13
5-24	0,05	0,06	0,17	0,11	0,21	0,23	0,18	0,16
25-44	0,20	0,12	0,37	0,33	0,94	0,72	0,66	0,52
45-64	1,46	0,92	3,33	1,85	4,88	2,14	2,75	1,72
65+	11,52	7,89	16,51	13,42	20,07	10,49	9,32	6,19
ALL	1,12	0,97	1,22	0,79	2,87	2,22	1,37	1,24
NO.	2336	2019	430	282	3270	2588	2858	1951

250 ~~257~~ *Align 18/2/81*
More pay for Ministers, MPs

Political Correspondent
 MEMBERS of Parliament, and Ministers and members of the President's Council, will get substantial salary increases before the April 29 general election
 The Prime Minister, Mr

P W Botha, may get up to R5 760 a year more. It seems as if he will, if he gets the lowest increase to be given in the Public Service, receive at least R4 320
 Since a few years ago MPs do not anymore vote

themselves increases. To save them this embarrassment they are now automatically linked to Public Service increases
 These increases now go through without any debate in Parliament and

without any details being given in public
 The Public Service increases announced by the Minister of Finance, Mr Owen Horwood, takes
(Continued on Page 3, col 1)

Align 18/2/81
MP's pay
(Continued from Page 1)
 effect on April 1 and vary between 12 and 9 percent.
 At present the Prime Minister earns R48 000 a year, as well as R25 000 in allowances
 Ministers earn R43 000, including allowances, and deputy ministers R35 000. An ordinary MP receives between R23 000 and R24 000.
 Members of the President's Council earn the same as MPs and chairmen of committees get ministerial salaries.
 Their salaries are also linked to Public Service increases and they will receive the same increases as parliamentarians.
 Retired senators who did not qualify for a pension are to get a golden handshake of R92 800.
 Mr Horwood has provided for this in the estimate of additional expenditure which has been tabled in the Assembly.
 The money will be divided among a number of senators who had less than seven years' service.
 The Senate was abolished last year.

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CHEMICAL

T J Cumm
 P M Salmon
 Fourth Year (Gold Medal)
 Miss N C Davidson
 Third Year (Silver Medal)
 Miss G C Littlewort
 Second Year (Bronze Medal)
 For the best student in each of the 2nd, 3rd and final years.
 Corporation Medals

Pay rises: Nurses unimpressed

CT 18/2/81
Staff Reporters

SEVERAL senior student nurses working for a provincial hospital in Cape Town said yesterday that they were unimpressed by pay rises announced in parliament in this week's mini-budget.

The announcement by the Minister of Finance, Mr Owen Horwood of an overall 12 percent pay increase for nurses was greeted with "apathy, disappointment and disinterest", they said.

For many second-year student nurses a 12 percent rise means an extra R25 a month, and they claim that this amount will be swallowed up by post-election taxation moves.

Several said that when their pay went up so usually did their residence fees at the hospital. The general feeling was that the increases meant "absolutely nothing".

Most of the nurses said salaries were a major but not the only factor of their discontent. They were working long hours in bad conditions, and

recruitment problems would not be solved by the government supplying "token handouts".

The local branch of the South African Nursing Association will meet on March 3 to discuss the pay increases and will make an announcement about its value.

The Administrator, Mr Gene Louw said yesterday that he had no details about the pay rises for nurses but that the only solution to the critical shortage was to pay more. "There is no other way. Improved salaries will attract more people to the profession. We also need many more coloured nurses in our hospitals."

Professor Paddy Harrison, head of the Nursing Department at the University of Cape Town and vice-president of Sana said it was too soon to tell how much nurses would benefit from the pay rise. Nurses' problems were not those of pay alone but were multi-faceted and included working conditions and

overtime. Miss Rahe du Plessis, executive director, said from Sana headquarters in Pretoria that she had not received specific details of the rises. The new scales would be known only in three weeks' time.

It is known that some nurses will receive more than others, depending on how critical the pay problems are in specific cases.

However, Professor Charlotte Searle, president of the association has already said that the increases "did not even cover the cost of living". She said the board of Sana would have to reopen negotiations with the government immediately.

The Cape Times correspondent reported from Johannesburg last night that Transvaal nurses and teachers have dismissed their salary increases as "inadequate" and predicted that a "vicious circle" would develop in the health and education professions.

Most of the nurses and teach-

ers contacted yesterday said they felt that they had been "cheated". As the increases were not enough to lure back "lost staff", more would resign because they could not handle the increased burden of work — bringing the crisis, they said to a "point of complete breakdown of services".

Many said they had been told they should wait for the mini-budget before resigning. Those who had agreed to do so felt the wait was futile.

Most nurses agreed that even if their categories were to fall into the 20 percent increase region — apparently to be allocated to those in 'crisis' areas, such as sisters — they would still feel tempted to leave.

Other nurses said that although they had been given "some breathing space" — and overtime payments would be doubled, many other urgently-requested issues, such as working conditions and outdated equipment, had not been touched on.

SCHOOL OF ENGINEERING

Corporation Medals
 For the best student in each
 of the 2nd, 3rd and final years.

Second Year (Bronze Medal)

Miss G C Littlewort

Third Year (Silver Medal)

Miss N C Davidson

Fourth Year (Gold Medal)

P M Salmon

T J Cumming

D P Weeks

J H Rens

B F McClelland

Professor George Menzies Prize
 Awarded, on results of final
 examinations to the best male
 student in Land Surveying or
 Civil Engineering.

J H Rens

Sammy Sacks Memorial Prize
 Awarded to the student with the
 best classwork in Engineering

Drawing.

L Menegaldo

A E & C I Prize

For the first year student
 obtaining the highest average
 mark.

G L Cragg

**Spell
 out pay
 rises,
 Govt
 told**

By HELEN ZILLE
 Own Correspondent

CAPE TOWN. — The Opposition yesterday challenged the Government to spell out the details of salary increases for public servants, "instead of hiding behind broad statistics to avoid analysis and criticism"

The calls came during the continuation of the mini-Budget debate and followed statements by Government Ministers that details of the increases were still being worked out and were not yet available

In an interview yesterday, Dr Andries "reurnicht, Minister of State Administration, said officials were still working on the figures. He hoped they would be available in April

Speaking in Parliament, Mr Cohn Eglin accused the Government of being deliberately vague about the proposals, and hiding behind broad statistics and percentages instead of giving precise details of salary increases

The transparent attempt to buy voter support on the Government as the electorate would regard it with "the deepest cynicism", Mr Eglin said

Mr Vause Raw, leader of the New Republic Party, said the salaries might sound good but "the only thing that counts is what comes home in the pay packet"

In the last salary increase, public servants had found there were higher deductions in the form of taxes, pensions and other contributions.

"The one good thing is that public servants will get their pay cheques before election day and will be able to see for themselves," Mr Raw said

He accused the Government of using the mini-Budget to bribe large sections of the electorate to give it a blank cheque

Mr Raw attacked the Government for failing to measure the average salary increases against the inflation rate of almost 16-0/0. To start with the public service was already 16-0/0 behind

"With an average increase of 12-0/0 they will only be about 4-0/0 behind. By next year they should be about 20-0/0 behind once again," he said

"People won't be blinded again by figures and statistics. They have learned their lesson," Mr Raw said

18/2/81
 355
 250

P.S.V. Deal started as more vow to quit

RDM 18/12/81
 (175) (250) (261) (355) (419)

By JAYNE LAMONT

NURSES and teachers in the Transvaal have dismissed their minimum-but-get salary increases as inadequate — and are warning of a “vicious circle” bringing a breakdown in the two services.

Most nurses and teachers who contacted the Rand Daily Mail yesterday said they felt “cheated”.

They said that since the rises were not big enough to lure back lost staff, more would resign — unable to handle the increased workload.

This would bring the crisis in health and education services to a “point of complete breakdown”.

And in the Provincial Council last night, the Progressive Federal Party’s spokesman on hospitals, Mr. Sam Moss, said the increases had turned out to be a “damp squid”.

He warned: “We can expect an even greater exodus of trained staff from hospital services”.

Teachers have been granted 12% and more, and nurses an overall 12% (including 10% for overtime payments for nurses will double. But many nurses risk they

J H Rens
 B F McClelland

Professor George Menzies
 Awarded on results of examinations to the best student in Land Survey Civil Engineering.

J H Rens

Sammy Sacks Memorial Prize
 Awarded to the student best classwork in Engineering Drawing.

L Menegaldo

A E & C I Prize
 For the first year student obtaining the highest mark.

G L Cragg

CHEMICAL

RDM

(350)

18/2/81

had been told repeatedly to wait for the mini-Budget before deciding on their future. Those who had agreed to do so felt the wait had been futile.

If their earnings were a 20% increase — apparently covering the cost of living — they would still feel tempted to quit the profession.

Other nurses said although they had been given "some breathing space" on pay, many other urgent issues — such as working conditions and outdated equipment — had not been dealt with at all.

Professor Charlotte Searle, president of the SA Nursing Association, last night agreed that not all Sana's requests had been met.

"Of course we are disappointed that we did not get all we asked for, but one seldom gets everything one asks for."

"I would appeal to all nurses to wait until the actual figures for their categories are announced before they panic."

Prof Searle said Sana would reopen negotiations with the Government on the issues which had not been dealt with.

But despite her appeal, many nurses said they had already waited "far too long" and had decided to resign.

Most nurses and sisters spoken to agreed the only reason they had remained in the profession until now was because "we believed that we would get a better deal."

A doctor at a large Provincial hospital said the salary announcement had done little to dispel "the deep gloom" of nurses and warned that, judging from their reaction yesterday, "we can expect many more resignations in the near future".

Senior student nurses at a Cape Provincial hospital said the salary announcement was greeted with "apathy, disappointment and disinterest".

Teachers, too, felt the increases were insufficient.

An English teacher at a Johannesburg high school said she would resign at the end of March. "I waited until the Budget."

"It is the children that will suffer, but at the moment my own children are suffering because I cannot afford to give them the things they need."

"Even a 20% rise, in my case, would not allow me enough to live on."

One highly-qualified science teacher, who was trained in Britain, said: "These new increases will not bring me anywhere near what a newly-qualified teacher in my subject gets in Britain. It's just not worth it."

And the Transvaal Education Department yesterday disclosed 1981 enrolment figures for training colleges showing a drop in the number of male students.

The Minister of Education and Training, Dr Ferdie Hartzenberg, said the mini-Budget announcement showed the Government was prepared to fulfill its promise to bring black teachers' service conditions in line with those of other population groups.

numbers in the standard population, adding the number of deaths so obtained and dividing the total standard population. While this figure is independent of the age structure of the observed population the choice of the standard population will effect the weighting given to the deaths in the various age groups. The choice of an underdeveloped population as a standard will give great weight to infant deaths and little weight to deaths among the elderly, while a developed standard population will reverse the position. The choice of standard population affects the ranking of the mortality between the observed groups. There is no "true" answer. As the Duke of Wellington said "There are lies, damned lies, and statistics!"

Infant mortality rates are summarized in Fig. 3. Once again difficulty is experienced in obtaining data for Blacks. Birth statistics for Blacks are not published by the central government. The various medical officers of

From HELENZILLE THE ASSEMBLY. The opposition yesterday challenged the government to spell out the details of salary increases for public servants. Instead of hiding behind old statistics to avoid analysis and criticism the calls came during the continuation of the mini-budget debate and followed statements by government ministers that details of the increases were still being worked out and were not yet available.

In an interview yesterday Dr. Andrew Treurnicht, Minister of State Administration, said of the officials were still working behind closed doors. Speaking in Parliament Mr. Colin Eglin accused the government of being deliberately vague about the proposals, and during the debate he used the word "cheques" to refer to the increases. He hoped they would be available in April so that public servants could see the benefits in their April cheques.

The transparent attempt to buy votes would backfire on the government as the electorate would regard it with the deepest cynicism.

Mr. Vause Raw, leader of the New Republic Party, said the salaries might sound good but "the only thing that counts is what comes home in the pay packet."

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"The one good thing is that public servants will get their pay cheques before election day and will be able to see for themselves," Mr. Raw said. Mr. Raw accused the government of using the mini-budget to bribe large sections of the electorate to give it a blank cheque.

The government was ostensibly fighting the election on an undefined and ambiguous 12-point plan — and no government spokesman would spell out what it meant before the election. "That is a safe bet," he said.

projected forward using the age specific survival rates from 1970 and taking into account the actual births and deaths in the 0 - 4 age group. Allowance was made for migration.

For a different procedure was adopted as a population figure for only part of the country was required. The 1970 age distribution by

of giving precise details of salary increases. Teachers, nurses, policemen, soldiers and other public servants have a right to know exactly what these pay increases mean. They have a right to see the schedules so that they know what they pay cheques will look like and how they will compare with the increases of others.

Mr. Raw attacked the government for failing to measure the average salary increases against the inflation rate of almost 16 per cent.

"To start with the public service was already 16 per cent behind. With an average increase of 12 per cent they will only be about 4 per cent behind. By next year they should be about 20 per cent behind once again.

"People won't be blinded again by figures and statistics. They have learned their lesson."

(News by H. Zille, Press Gallery House of Assembly)

the age specific series of age standardized rates as observed in the various age groups.

PPP: spell out pay rises

18/2/81

50

47

increase
carried out
non-urban
population
given

health have estimated that the rates for these urban areas.

the population of the country was adopted as a population figure for only part of the country was required. The 1970 age distribution by

the age specific series of age standardized rates as observed in the various age groups.

CHEMICAL
(Continued)

Malan Chemical Engineering Medals

For the best student of the following year

Second Year

A H Dabrowski

Third Year

C L E Swartz

Fourth Year

L Flach

Malan Prize for improved First Year Engineering Students

K W Strickland

S A Institution Engineer's Silver Medal

For the best paper project, design courses over the curriculum.

P M Salmon

L T A Construction Engineering student of the year

For the final year Engineering student of the best thesis.

G P Mitchell

S A Federation of Engineering Contractors

For the best final year showing construction

K N Hvidsten

S A Institution Engineers Students Prize

For the best written paper submitted in C E

P C Watt

CIVIL

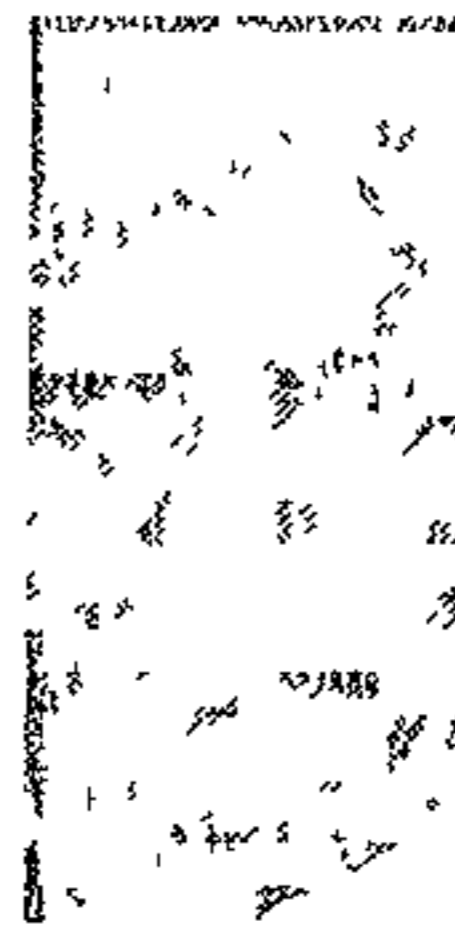


Parliament

Bill to provide continuity - Heunis

ANSWER 19/2/87
250
The Minister of Internal Affairs, Mr. Chris Heunis, proposed legislation yesterday to extend the terms of office of nominated and indirectly elected members of the Assembly by 180 days after the dissolution of Parliament.
He would have no interruption of the periods of duty of MPs who were elected or returned unopposed to Parliament on polling day April 29.
But the status and continuity of nominated and indirectly elected members would be jeopardised owing to circumstances beyond their control unless they won re-election contests.
For practical reasons, nominated or indirectly elected members could not be re-appointed on or immediately after polling day, Mr Heunis said.
It was never the intention for members to vacate their seats with effect from polling day after a dissolution of the House of Assembly losing their status and continuity of membership because of a General Election. Parliament had agreed last year to a reconstitution of Parliament. The House had to see that members who were re-appointed after a dissolution of Parliament were not worse off than those members who were re-elected after polling day.
The legislation, the Republic of South Africa Amendment Bill, provided for nominated and indirectly elected members of Parliament to retain their seats for up to 180 days after the dissolution of Parliament or until they could be re-nominated or re-elected by an electoral college.
The Bill also sought to enable the delimitation commission to rectify discrepancies in Wynberg and Claremont electoral divisions.
The number of voters in Claremont exceeded the quota laid down in the constitution and time was of the essence to rectify the anomaly as the General Election would be promulgated on February 27.
Sapa

STATE POLICIES 'ROARING SUCCESS'



August 19/77

257 250

Dr Ferdie Hartzberg

Parliamentary Staff

The Minister of Education and Training, Dr Ferdie Hartzberg, told the Assembly yesterday that all the Government's initiatives were becoming a roaring success.

at average student

Speaking in the second-reading debate on the mini-budget, he vigorously defended the policies of the Prime Minister and the Government against a sustained Opposition attack.

Dr Hartzberg, who has been identified with conservative thinking in the National Party, rejected Opposition arguments that the Government's policies had failed.

He stated categorically that all the Government's policies and initiatives were succeeding.

ingineering ent with the L Prize

The Opposition, while writing off these policies, had failed to tell the Assembly what alternative they could offer, Dr Hartzberg said.

The Government was in the process of creating fatherlands for the different population groups and at this stage economic development received a higher priority than geographical consolidation.

The Government was not prepared to abandon democracy, the identity of people or the free enterprise system.

CHEMICAL

Awarded on results of final examinations to the best male student in Land Surveying or Professor George Menzies Prize

- B F McClelland
- J H Rens
- D P Weeks
- T J Cumming
- P M Salmon

Fourth Year (Gold Medal)

Miss N C Davidson

Third Year

Miss G C L.

Second Year

For the best s of the 2nd, 3rd Corporation Me

little too late
Mr Ron Miller (NRP, Durban North) said the Government would fail in its duty if it did not improve the quality of life of all the people.
The quality of life in South Africa would decline if the Government did not offer relief to home owners, many of whom were being forced into the concrete jungle of flats as a result of the rising cost of building and home ownership.

OF ENGINEERING

We are following a policy that will enable people to achieve their aspirations without coming into conflict with one another.

Dr Hartzberg accused the Progressive Federal Party of trying to create unrest and insecurity while the Government maintained stability.

The PFP plan for a national convention would fail because that party could not even reach consensus within its own ranks.

'KNOCKED OUT'

Defending the mini-budget, Dr Hartzberg said that from the financial viewpoint the mini-budget had 'knocked out' the Opposition. It was one of the best mini-budgets if not the best ever presented in South Africa.

The country's eight per cent growth rate last year had been achieved through good Government and stability.

Earlier, Mr Alf Widman (PFP, Hillbrow) said the General Election called suddenly by the Prime Minister, Mr P W Botha, was calculated to pull the wool over the eyes of the electorate.

The electorate had been neglected in many spheres. The simple truth was that the Government did not care for people. It cared only for power and obtaining seats.

PENSIONS

The Government's pre-election announcement of salary and pension in-

MPs' Pay Boos Up 438% in 15 years

DR 19/2/81

150

Political Staff
 Prime Minister, Mr P W Verwoerd, will earn at least 408% more than Dr Hendrik Verwoerd earned in 1966 when essential pay increases for members of Parliament and Cabinet Ministers are announced before the April General Election.

The increases for the Prime Minister, Cabinet Ministers and MPs will come into effect at the same time as the increases for civil servants.

Civil servants will get a basic 12% but politicians are expected to get about 9% in 1986, the South African Prime Minister, Dr Hendrik Verwoerd, earned R13 000 plus a R2 000 reimbursement allowance — giving him a total of R15 000 a year.

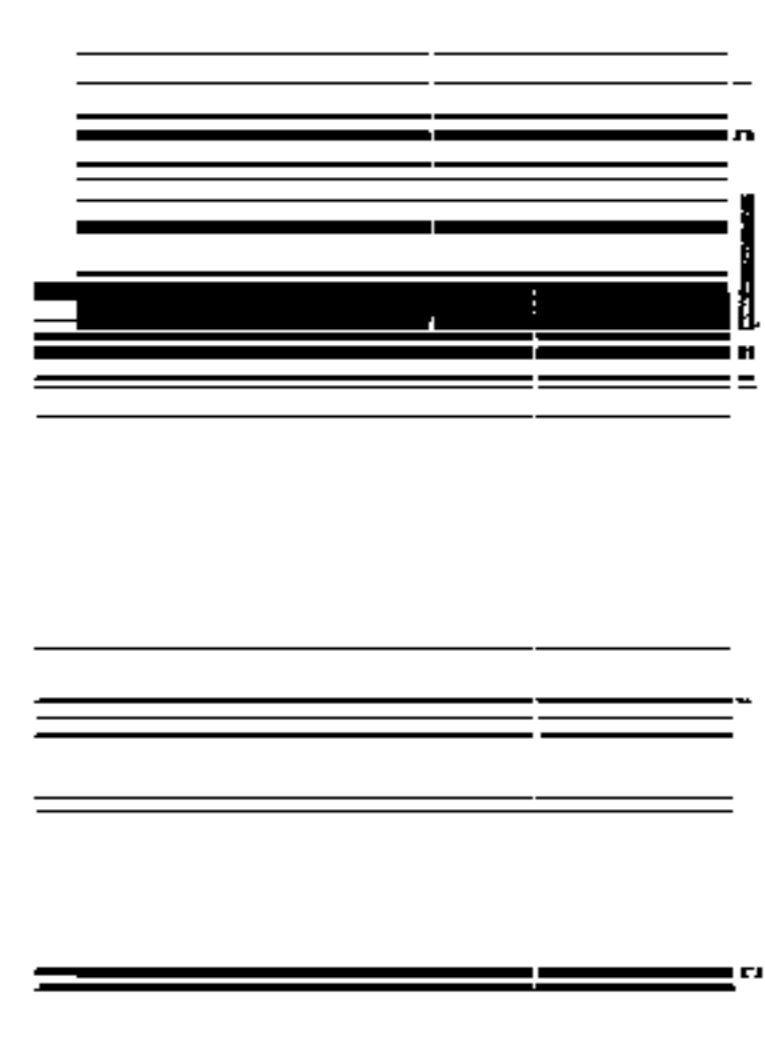
By the end of April, Mr Verwoerd's income is now made up of R48 000 plus allowances of R25 000. Cabinet Ministers now earn R43 000, including allowances, and Deputy Ministers earn R35 000. Their salaries are expected to climb to R47 870 and R38 150 respectively.



Group	Year	Percentage Increase
CONSTABLE	1966	
	1981	222% INCREASE
STUDENT NURSE	1966	
	1981	211% INCREASE

Group	Year	Percentage Increase
M. Verwoerd	1966	
P.M. Botha	1981	438% INCREASE

The Prime Minister will earn 408% more than Dr Hendrik Verwoerd earned in 1966 while student nurses will earn only 211% and police constables 222% more than they did 15 years ago.



Pay Increases Hopes of U.S. and Railways Workers Has Been

By GERALD KELLY
Pretoria Bureau

ALL hopes of the country's 155 000 Railway workers and 32 000 Post Office workers for raises which would fully compensate for South Africa's inflation rate have been dashed by the 12% rises given State and provincial department workers.

The Railway workers will continue to be annoyed by the Minister of Transport, Mr. Hendrik Schoeman when his Part A proposal for a 12% rise comes before the Assembly on Monday.

Post Office workers will hear about the increases from the Minister of Posts and Telegraphs, Mr. Hendrik Smit, when the Post Office's Part A proposal Bill is read on February 26.

The Railways 155 000 black workers and the Post Office's 32 000 black workers will get bigger percentage increases than those granted to whites.

However, as has happened in the past in spite of the Government's offer-stated commitments to closing the wage gap in actual money terms the gap will again probably widen.

The artisan staff association executive advised the Minister of Transport last year to close the pay gap through state and introduce a policy of the rate for job.

RWM 19/2/81

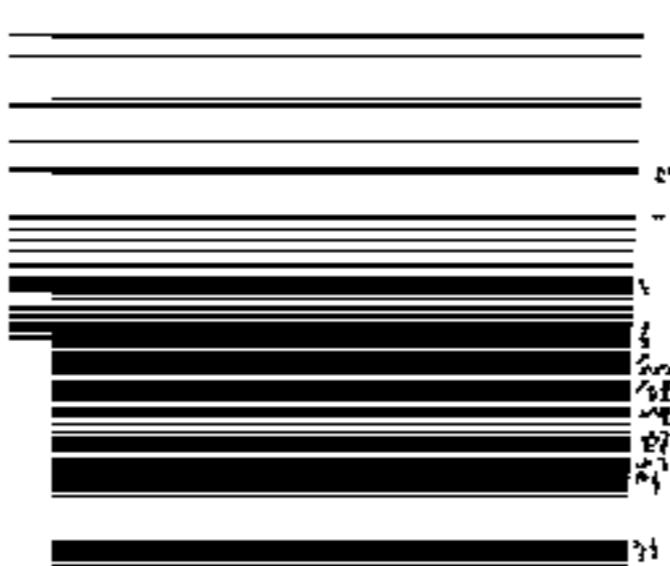
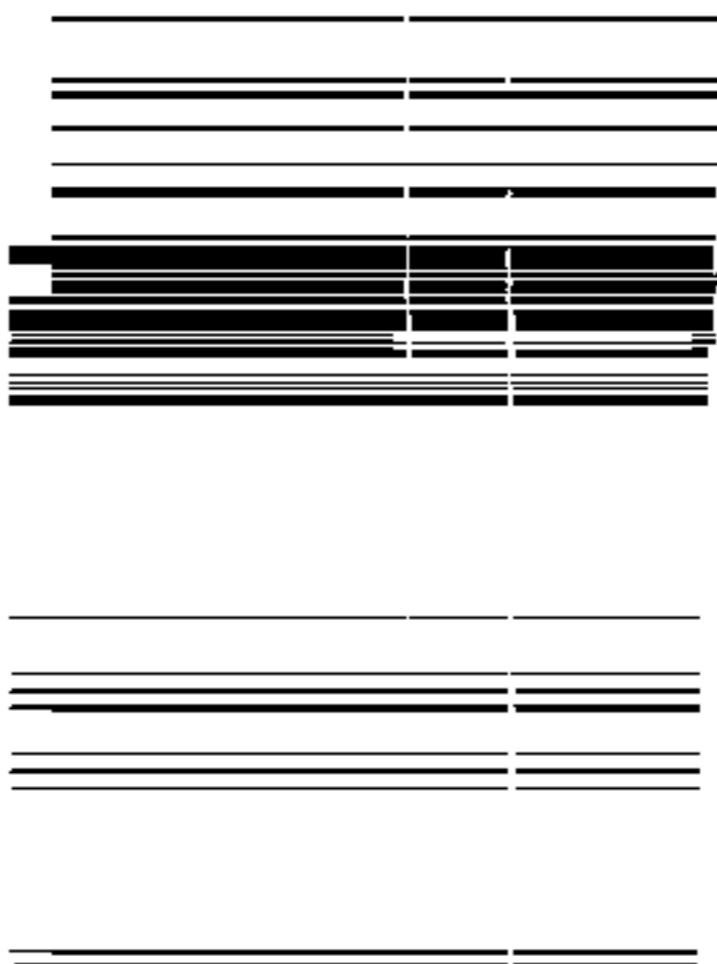
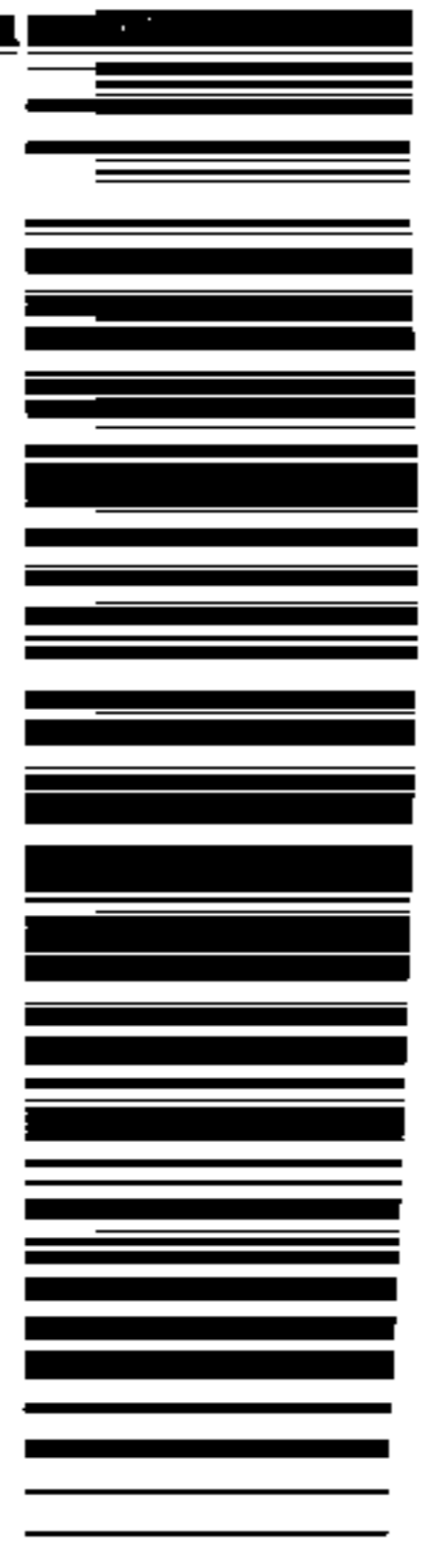
(250)

Mr Coetsee said there were two solid reasons why Post Office workers expected more than the average public servant.

Most worked a five-and-a-half-day week and they worked two hours a week more than State department workers.

The Post Office's annual wage bill calculated on the first Department of Statistics figures is R432-million.

Between R50 and R60-million Government sources pointed out in Pretoria yesterday.



Public servants send urgent telegram demanding intervention

P.M. urged to act on pay

901 20/2/51 250

Own Correspondent

Public servants have sent an urgent telegram to the Prime Minister, Mr. P. W. Botha, demanding his personal intervention in the Public Service pay crisis

A protest meeting to discuss the pay increase has been postponed by the Public Servants' Association — which represents 40 000 people — until Mr Botha has responded to its telegram

Figures obtained today show that in many departments the drain of key staff has increased drastically over recent months

In some departments, resignations outstripped appointments by more than 2 to 1

A senior official who wishes to remain anonymous said public servants were "totally dissatisfied" with increases announced this week by the Minister of Finance, Mr Horwood

Better deal

They wanted to negotiate directly with Mr Botha, to get a better deal, particularly for lower rank officials

He said public servants were "most upset" that their staff association, the PSA, had not been involved when the broad principles of the latest salary adjustments had been dis-

ussed. Most other staff associations had apparently been consulted

"Another thing which irked most public servants is that their own Minister, Dr Treurnicht, remained silent when the new increases were debated on television and elsewhere

"Most of the other Ministers were quick to explain how staff under their control would be affected, but Dr Treurnicht, the Minister of State Administration and Statistics — failed to comment

"He was conspicuous by his absence"

The official said public servants generally were worried about the staff drain from the service, and could not see how average increases of 12 percent could stem the tide

Turnover

Figures obtained today give an indication of the huge staff turnover experienced by some Government departments between September and December last year

About 313 officials resigned from the Department of Justice. Only 127 new appointments were made

There were 600 resignations and 1 021 new appointments in the Department of Agriculture and Fisheries

At the Receiver of Revenue's office in Pretoria there were 92 resignations and 44 appointments between September and January this year

The official said Government departments were undergoing the same problems because of the staff drain

There was no way special increases for policemen, nurses and teachers could be justified

Corporation Medals
For the best student in each of the 2nd, 3rd and final years.

Second Year (Bronze Medal)

Miss G C Littlewort

Third Year (Silver Medal)

Miss N C Davidson

Fourth Year (Gold Medal)

P M Salmon

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L Menegaldo

A E & C I Prize

For the first year student obtaining the highest average mark.

G L Cragg

Salaries: Govt's done its duty — Minister

THE ASSEMBLY — The Government had done its duty towards civil servants as far as salaries were concerned and nobody would have benefited by a policy of recklessness, the Minister of Finance, Mr Owen Horwood, said yesterday.

Replying to the Second Reading debate on the mini-Budget, he said the R720-million package improving salaries and wages was obviously the correct figure as no other figure had been forthcoming from the Opposition.

State expenditure on salaries had risen from R3 200-million in the 1979/80 financial year to R3 760-million a year later, a 17.5% increase.

He estimated it would rise by 20% to R4 500-million in the coming financial year.

It had to be remembered normal salary increments, promotions and merit assessments continued every year to bring about an annual increase total of around 18% and 19%, Mr Horwood said.

“But the Opposition says this is insufficient. I say the Government has done its duty. It could not do better and it would be extremely irresponsible to adopt such recklessness and permissiveness as has been suggested.”

“Who would have gained from the resulting inflation rate of nearly 20%?”

The social pension had increased more than twelve-fold since 1948 when it was R10 — and had been for many years. Over the same period the consumer price index had multiplied only by a factor of 6.7.

In the past three years the ratio between white, coloured/Asian and black pensions had closed from a ratio of 100:50:25 to 100:60:33, he said.

Total expenditure on education had risen from R953-million in 1975/76 to R2 143-million in the current financial year.

Over the same period defence expenditure had had to be increased from R600 to R2 500 million and yet the Government was able to reduce personal tax rates, Mr Horwood said.

“What government could do better? Where in the world will you find better figures than these?” He asked — Sapa

SECRET

CONFIDENTIAL

13/02/51

(S)

The following information is being furnished to you for your information and guidance. It is derived from a report received from the [redacted] on [redacted] and is classified as Confidential. It is intended for your use only and should not be disseminated outside your organization without the express approval of the [redacted].

The [redacted] has advised that [redacted] has been identified as a [redacted] and is currently [redacted]. It is noted that [redacted] has been in contact with [redacted] and [redacted] in the [redacted] area. The [redacted] has also advised that [redacted] has been observed at [redacted] and [redacted] in the [redacted] area.

It is recommended that you remain alert for any further information regarding [redacted] and [redacted] in the [redacted] area. If you have any information to report, please contact the [redacted] immediately.

This information is being furnished to you for your information and guidance. It is classified as Confidential and should be handled accordingly.

The management of childhood malnutrition described in this paper is based on the view that it is an expression of family and social disorganisation and economic depression rather than simply or mainly a medical problem. This view, in turn, is based on experience and investigations in the KwaZulu-Natal area of the Ciskei, which is part of a rural homeland and a city hospital in Durban. These patients came in about equal numbers from town and country.

'Ministers' housing project to cost R2-m

250
2/12/81

Political Staff

THE ASSEMBLY — Building operations on twelve official residences on the Groote Schuur estate for Deputy Ministers, five for committee chairmen of the President's Council and one for a Minister are expected to start soon, the Minister of Community Development, Mr Kotze, has announced

Mother working because father not supporting 30%
Abandoned by mother or mother dead 13% (9/4)
0 4%
5%
1% (aban.)

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Interviews with
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The whole project would cost close on R2-million. He said yesterday that the National Monuments Council and the Cape Town City Council had not been consulted "because the land belongs to the State, falls entirely under its jurisdiction and is utilised exclusively for State purposes"

Mr Kotze said tenders were not advertised in the usual way because the nature of the contracts and their urgency at the stage when tenders were to be invited, made it necessary for the Department to approach the Tender Board for approval for the invitation of tenders on a selective, competitive basis.

This approval was given. It was necessary to depart from the normal procedure because the organisation and ability of prospective contractors to complete the work satisfactorily within the specified period was an important factor.

The planned houses do not appear to be in keeping with the spirit of the will of Cecil John Rhodes who left the estate to the nation.

There are already 12 residences on the estate. According to Rhodes's will No buildings for suburban residences shall at any time be erected on the property, and any buildings which may be erected thereon shall be used exclusively for public purposes.

Mr Brian Bassett of the National Monuments Council said earlier this week that as the buildings were to be public and not private as forbidden by

Only one in ten malnourished children lived in nuclear units and in many of these the father was unemployed. 70% were living with old relatives, usually deserted by their fathers, and sometimes by both parents. These old

.../3.

	MIN	LWA	UN
Fathers working as migrants in towns	85%	82%	76%
Fathers deserted	70%	26%	19%
Fathers contributing	14%	66%	71%
Average monthly amount from contributing fathers	R4-50	R11-00	R9-00

(b) Severe and almost universal poverty in all groups with most units having less than R3/person/month, which was the price of paupers rations at trading stores in the area at the time of the survey. In this respect, however, the UN group were clearly better off than the other two.

	MIN	LWA	UN
R3/month/person or more	2%	16.6%	56%
Child sharing an old age pension as only means	14%	3%	0.5%
Destitute	14%	6%	2%
The extent and severity of poverty (Ref 1) and De Vos in this area (c) Only in respect of the mothers' alike. It appeared that a mother's child's nutrition, and even slightly (80%) had attended school than in the one out of four mothers of UN children nutrition is at least comparable with	54%	45%	42%
% Illiterate	20%	25%	25%
% Primary school	54%	45%	42%

will, there seemed to be nobody could stop the houses being built

Final status were all three groups at level was irrelevant to her hers of malnourished children two groups (75%). The fact that illiterates shows that good absence of formal education.

R2 m for residences

250 CT. 2/2/81

Kotze

Chief Reporter

THE MINISTER of Community Development and State Auxiliary Services, Mr Pen Kotze, told Parliament yesterday that the total estimated cost of the scheme to build 12 official residences on the Groote Schuur estate was nearly R2-million and that tenders for the project "were not advertised in the usual way"

The scheme was already under way and building operations were expected to begin soon. They were expected to be completed towards the end of this year.

Replying to questions put to him on the order paper by the MP for Groote Schuur, Mr B R Bamford, Mr Kotze also said that neither the National Monuments Council nor the Cape Town City Council had been consulted in the matter "because the land belongs to the State"

"The land falls entirely under the jurisdiction of the State and is utilized exclusively for State purposes"

Mr Kotze said he was prepared to invite members of all parties in Parliament, as well as representatives of the press, to visit the site with him and look at the plans.

"Then people afterwards will perhaps ask more intelligent questions"

Asked by Mr Colin Eglin, chief Opposition spokesman on community development matters, whether there had been prior consultation with the Cape Provincial Institute of Architects or whether the government had had an environmental impact study done, Mr Kotze told Mr Eglin he should table this question — in other words have it formally placed on the order paper.

Mr Kotze, in his tabled replies to Mr Bamford's questions, said the decision to build official residences at Groote Schuur for deputy ministers had been taken in April, 1979, and for a cabinet minister and five chairmen of committees of the President's Council in August, 1980.

Tenders were not advertised in the usual way "because the nature of the contracts and the urgency thereof, at the stage when tenders were to be invited, necessitated that the department approach the Tender Board for approval for the invitation of tenders on a selective competitive basis"

"This approval was given

"It was necessary to depart from the normal procedure because the organization and ability of prospective contractors to complete the work satisfactorily within the specified

period was an important factor. "Five tenders were received for these contracts"

The architects appointed were Hosking and Simpson in the case of the official residences for deputy ministers, and Interplan in the case of the other residences. Walters, Simpson and Du Toit were appointed as quantity surveyors and the contractors in the case of the deputy ministerial buildings were Brice Brothers Murray and Roberts were contracted to build the rest of the residences.

Mr Kotze said the total estimated cost of the scheme was R1 983 640, including the total infrastructure — roads, sewerage, electricity, water and landscaping among other things.

● Mr Bamford, who is on a visit to the Free State, said when given Mr Kotze's replies to his questions

"The minister has said nothing that can allay our concern in this matter"

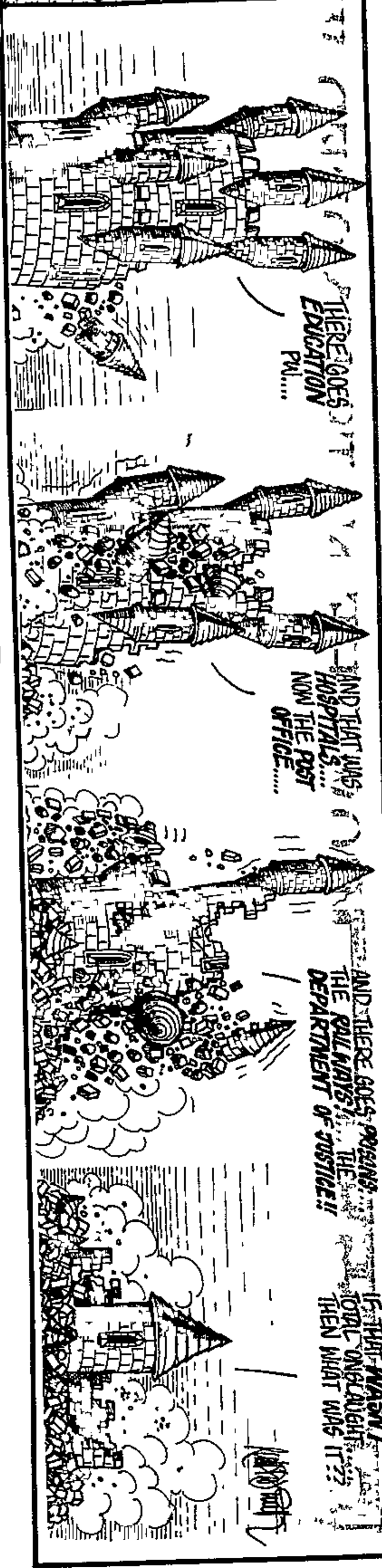
"If he is prepared to show us the site at this late stage, why was he not prepared to have the plans and the full facts concerning this scheme published in the press, for public information?"

"Here is property that was bequeathed to the nation and which has been supported and maintained by the ordinary taxpayer of this nation — yet the public are the last people to know that a virtual ministerial township is to be established on this historic, green-belt site"

"One would think when one is dealing with an area that has the national historic importance of Groote Schuur that not only the public but also all the expert bodies concerned would be informed or consulted, to ensure the widest possible support for such a scheme before it is proceeded with"

● Mr Bamford, who earlier in the week said the withholding of information from the public for security reasons was "the ultimate in government arrogance", said yesterday that he was pleased to see that the various bodies concerned were now "sitting up and taking notice" in a matter which should be causing not just local but also national concern.

RICHARD SMITH TAKES A LOOK AT A TOTAL ONSLAUGHT



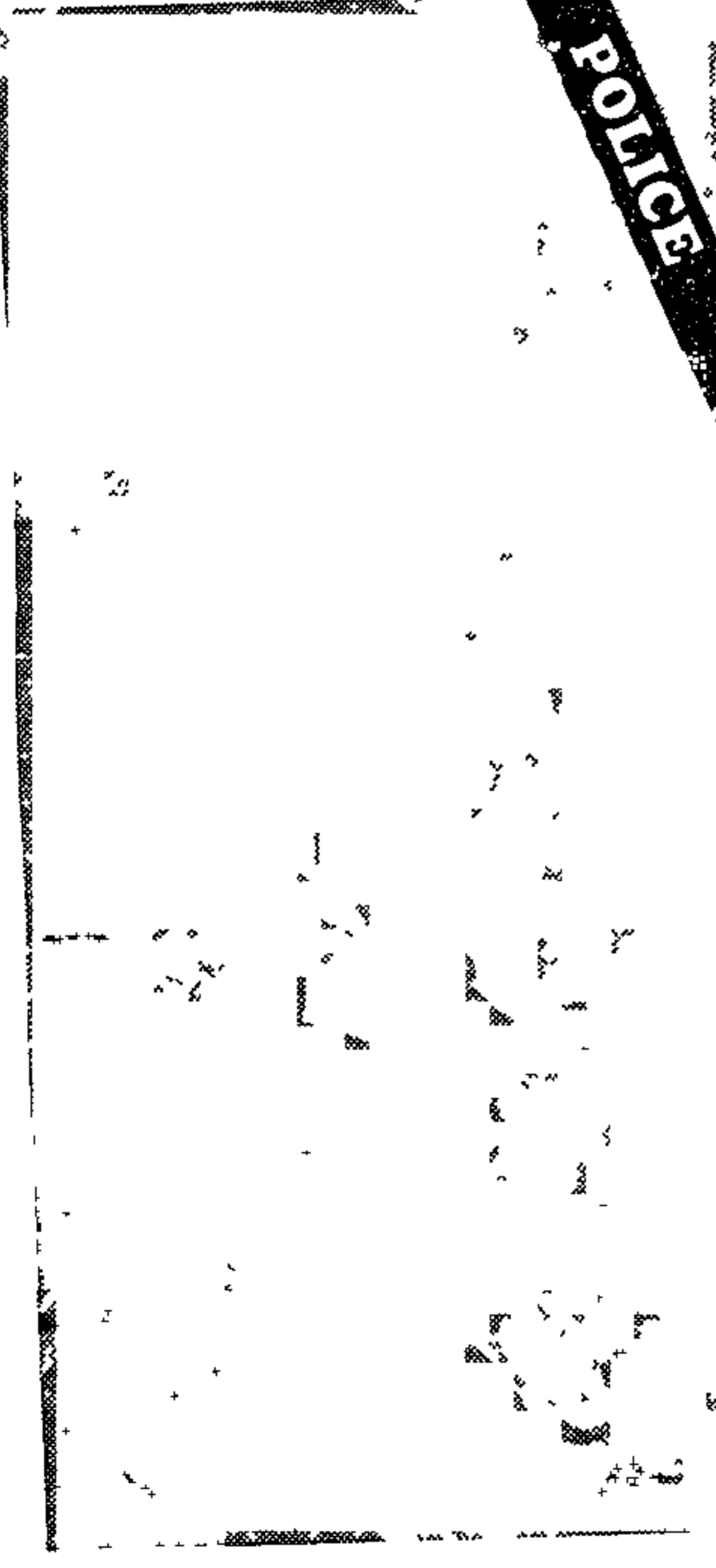
Of deaf ears

S. EXP/Kes
22/2/81
25D

TEACHING



POLICE



would be disrupted if dram of technical staff continued, says Postmaster-General Louis Rive

● August 1973 SA Telecommunications Association says resignations increased by 80% in past six months

President of Post and Telegraph Association Mr J M Liebenberg says pay increases are urgent necessity

● March 1976 There were more than 16 000 people in PO who earned less than R100 a month, says PRP Senator Eric Winchester during second reading debate on Part Appropriation Bill

FACT

Chairman of the Transvaalse Onderwysersvereniging The crisis in the teaching profession is because authorities do not pay enough. — 1970

NURSING

The warnings

● June 1970 A report by the board of the SA Nursing Association says health authorities are daily becoming more aware of the critical shortage of nurses

More than 32% of the registered nursing force do not practice because of poor pay and conditions

● March 1971 Coloureds would have to nurse Whites, warns Professor Chris Barnard "If this is not done, we will not be able to cope with the problem of short staff among highly skilled personnel"

● July 1971 Mr Dave Epstein, United Party spokesman on hospital affairs, says there is a 15% shortage in teaching staff at nursing colleges, 31% shortage of ward nurses and 33% shortage of student nurses

● September 1971, Johannesburg General Hospital short of 625 nurses, warns the Sunday Express

● November 1979 Mr Sam Moss, Progressive Federal Party spokesman on hospital affairs in the Provincial Council, says a crisis in nursing services is imminent unless the Government immediately acts

The responses

● November 1970 The Administrator of the Transvaal, Mr Sybrand van Niekerk, says at the opening of Provincial Council's short session that the Johannesburg General and HF Verwoerd hospital in Pretoria are 30% short of nursing staff and that the shortage of nurses was a real problem

● December 1979 Dr A H Grove, Transvaal Director of Hospital Services, says one-third to one-half of all nursing posts at Reef hospitals are vacant

● December 1979 Dr Henne Grove, Director of Hospital Services in the Transvaal, says in a letter to The Star that nurses are resigning in large numbers because

The consequences

□ Many student nurses had selected the wrong course

□ Standards were so high that many could not cope

□ Students would not work at weekends and on public holidays

□ 65% of married nurses resigned to care for their children

FACT

The Commissioner of Police, General Gouws. The police are experiencing a severe manpower shortage and unless something is done the incidence of crime may become critical. — 1970

The responses

● February 1981 Pay increases announced on eve of General Election

The consequences

● February 1981 The Auditor-General, who keeps a check on how taxpayers' money is spent, has reported that because of a 35,6% staff shortage he cannot do his work as it should be done Last year, having completed only one-third of his assignment, he found unauthorised expenditure of R20,6-million

POLICE

The warnings

● December 1970 The Commissioner of Police, General Gouws, says the police are experiencing a severe manpower shortage and unless something is done the incidence of crime may become critical

The responses

● March 1979 Police say overtime pay a "farce"

● April 1979 Senior police spokesmen express anger at Press report that 3 000 policemen on the Witwatersrand are planning to leave the force unless pay increased substantially They say report is "irresponsible and bad for morale"

● March 1979 The Minister of Police, Mr Louis le Grange, takes a tough line against police who complain to the Press about pay and service conditions

The consequences

● Violent crime has reached unprecedented proportions because there are not enough police

The consequences

● More than 17 000 people resigned from PO last year and the shortage of skilled technicians is critical

● Pay increases announced on eve of General Election

The warnings

● November 1979 Mr Sam Moss, Progressive Federal Party spokesman on hospital affairs in the Provincial Council, says a crisis in nursing services is imminent unless the Government immediately acts

CIVIL SERVICE

The warnings

● September 1971 Public Service Association urged salary adjustments to close gap between Public Service and private enterprise

● September 1972 Parliamentary Select Committee on Public Accounts reports that Auditor-General can hardly carry out his duties effectively because of serious shortage of staff

The consequences

□ Husbands were transferred to areas where there were no hospitals

□ The price of petrol had gone up

The Director does not mention pay as an issue in his letter

Sick people endangered by lack of nursing staff and closed wards in hospitals Public health services curtailed for lack of qualified staff Health of the nation at risk

It urges immediate action by the Public Service Commission

22/2/81 (250)

Public servants overpayments

21 Mr S S VANDER MERWE asked
the Minister of State Administration

- (1) Whether salaries higher than those due to them were paid to any public servants after the increases of April 1980, if so
- (2) whether they had to repay the overpayments, if so (a) what total amount was so overpaid and (b) in which departments were the overpayments made?

The MINISTER OF STATE ADMINISTRATION

- (1) In view of the extent of any general revision of salaries and taking into consideration the number of public servants involved one can assume that overpayments will occur in some cases
- (2) It is a common rule in the event of any general revision of salaries that overpayments in salary which may occur will be recovered
 - (a) and (b) Since approved salary adjustments are dealt with on a decentralized basis, particulars regarding overpayments as well as the departments in which such overpayments occurred, are not readily available

The conclusions tally dramatically with the evidence of creeping Afrikanerisation presented by Herbert Adam and Herrmann Gilhorne in their book on "The Rise and Crisis of Afrikaner Power."

They said: "Since 1948 the personnel of the public sector has progressively become Afrikanerised. It was partly due to economic forces such as the movement of English speakers to the more remunerative private sector."

However, equally important were political factors: the stricter application of bilingualism, which favoured Afrikaners, and the deliberate appointment by the Government of well-disposed Afrikaners in key positions of the civil service to buttress its political control and ensure proper administration of its policies."

The situation today, according to public service sources, is even more weighted in favour of the born Afrikaans-speaker.

Afrikaners are favoured for senior positions in all branches of the civil service, — and departmental heads and above are, say the sources, not only Afrikaners but (of necessity) Broederbonders.

In an attempt to substantiate the causes of the current manpower crisis in the public service, The Star has — in the past few weeks — spoken to 15 Afrikaner

We have all sat back for all these years and watched it happen. Good men — with a great deal to contribute to the future of this country — have been forced out of the civil service because they are non-Afrikaners.

We have replaced them with thousands of yes-men, many of whom have questionable ability, and whose mind — ineffective.

They are not working for South Africa. They are working for the National Party and for Afrikanerdom — and to hell with the blacks and the coloured people and the Indians and the English-speakers.

No wonder the civil service is close to collapse — which it is."

Statistics on the rise of Afrikaners in the bureaucracy are revealing.

In 1952, it was estimated that 80 percent of the SA Railways and Harbour personnel were Afrikaans-speaking, although 67 percent of the £1 000-plus income group were English-speaking.

Today, the SAR and HIS more like 90 to 94 percent Afrikaner.

Also in 1952, 68 percent of all white Post Office of-

Those who left the service give those policies as their main reason for resigning.

Said one: "My boss couldn't care less about the standard of work of the people in the department. All he worried about was whether or not they were forwarding the aims of Afrikanerdom. We were not allowed to rock the boat, and that was that."

Even the Broederbond member, although he refused to disclose any details of the organisation itself, backed up the claims made by the others. "The Bond controls the civil service completely," he said. "It has achieved its aims in that regard."

All those approached agreed, too, that the service was "worse than it need be" because of the Government's refusal to train blacks.

Said one of the senior sources: "If we had trained our own blacks and started to use them first in the lower and then in the middle levels of the civil service, we would not be in the middle of a crisis now."

"The Government has been discriminating for years against non-whites and against non-Afrikaners equal."

"The Government is now reaping what it, and the Broederbond, has sown."

Spd
25/2/81
250

Appeal to reassess housing scheme

250

CT

25/2/81

Chief Reporter

THE MP for Groote Schuur, Mr Brian Bamford, and the Progressive Federal Party spokesman on Community Development matters, Mr Colin Eglin, last night appealed urgently to the government to heed the calls by concerned bodies for a reassessment of the plan to build 12 official residences on the Groote Schuur property at Rondebosch

They made their joint appeal after visiting the property and being shown the plans and the proposed sites for the residences by the Minister of Community Development and State Auxiliary Services, Mr Pen Kotze, the Director-General of the department, Mr Lous Fouche, and other officials

Six houses, one for a Cabinet minister and the others for chairmen of standing committees of the President's Council, and six apartments for deputy ministers, are to be built at a cost of just under R2-million

"We saw on our visit that the bulldozers are ready to move in," Mr Bamford and Mr Eglin said

"Apart from the unsatisfactory features of the development from a visual point of view, the two building schemes will have the effect of hemming in both the Groote Schuur and Westbrooke homesteads and spoiling the natural grandeur of their setting

Not part of cabinet

"We call on the government to think again, and to address itself to these questions

- Is it desirable that residences for President's Council committee chairmen who are not part of the cabinet should be built within the immediate precincts of the Groote Schuur estate?

- Are single unit residences in a large garden area appropriate accommodation for these persons in this day and age?

- Should not a thorough investigation be conducted as to whether there are alternative sites in the Cape Peninsula?

"We do not wish to comment on the details of the design and grouping of the houses. At the very least, these issues should be referred to the Cape Provincial Institute of Architects and the National Monuments Council

"We ask the government as a matter of urgency to take heed of the appeals to reassess the situation which have come from all interested parties "

Comprehensive environmental impact

Mr Bamford and Mr Eglin said there were no indications that the government had consulted the Rhodes Trustees, the National Monuments Council, the Cape Provincial Institute of Architects or the Cape Town City Council. Nor did it appear that any comprehensive environmental impact study was made

Obviously, they added, the most preferable use of the land involved would be to restore it to its former natural beauty as a parkland

"Our first impression was one of shock that both areas have been greatly neglected. They are overrun with weeds and shrubs, and cluttered with unsightly outhouses, lean-to's, toilets and hokkies

"When one considers that this unique woodland estate is held in trust for the nation, one is appalled that these areas could have been allowed to deteriorate into such a condition

"The first area, on the Newlands side of the estate, will contain one minister's residence and five residences for committee chairmen of the President's Council together with servants' quarters. These houses are to be immediately below Rhodes Drive and will be clearly visible from it

"The second area, on the Rondebosch side, will contain six residences for deputy ministers in two clusters of three-houses each together with servants' quarters. They are on a prominent spur of land overlooking the Groote Schuur and Westbrooke homesteads and grounds

"Whatever is built there will form an obtrusive feature against the wooded slopes of Devil's Peak "

● Press taken on Groote Schuur tour, page 3

'Public Service is inefficient' (250)

Own Correspondent

CAPE TOWN — The Public Service is so short of staff that it is inefficient and unable to meet the needs of the public, according to an editorial in the latest edition of The Public Servant

Serving officers were frustrated because tasks could not be executed properly and new recruits were often not adequately trained, said the official journal of the Public Servants Association of South Africa

The 13 000 vacant posts mentioned by the Press could be directly ascribed to inadequate

remuneration

There were also those posts that were "either not adequately filled or filled by temporary staff"

It was common knowledge that private enterprise salaries were about 30% higher than in the Public Service

The suggestion that wider use be made of "non-whites" was not viewed favourably.

"It is a question whether their services should not rather be utilised for the benefit of their own people and consequently release the many white public servants who are now used for that purpose"

Swiss account story untrue - A-G

CT 25/2/81 (250) From page 1

has explained all aspects of this account to my satisfaction.

"I also wish to place on record that the Attorney-General of the Cape has indicated in writing that if Mr Mort gave information to my satisfaction in respect of the account, he did not intend to prosecute him.

"The honourable J F Ludorf was mentioned by the newspapers as the source of the rumours concerning the existence of the account and the connection the late Dr Diederichs or Mrs P Owen had with the account. The allegation that the money was earmarked for a South African government in exile was attributed to the politician Mr J A Marais (leader of the Herstigte Nasionale Party).

Because he had a suspicion that the allegations surrounding the Swiss bank account might have a bearing on the Smit murders, the honourable J F Ludorf passed his information to a Captain Viljoen. However, Mr Ludorf was apparently dissatisfied with the official reaction and considered it in the interests of the creditors of the estate of the late Dr Diederichs and in the national interest to give the information to the press as well.

Deposit slips

He accordingly gave the information to Mr Kitt Katzin, a journalist on the Sunday Express, after which the first articles on the secret Swiss bank account appeared.

In July 1980 Mr Allister Sparks, editor of the Rand Daily Mail, on two separate occasions, completed a deposit slip for amounts of 30 and 20 Swiss francs and presented them for deposit to the credit of the bank account at the Union Bank. The money was accepted and the slips date-stamped by a cashier.

"This was sufficient proof to Mr Sparks of the existence of the account and further newspaper reports followed which elaborated on the previous report," Mr Van der Walt said.

"On the information at my disposal, I have a doubt whether these amounts were in fact credited to the account concerned, as they are not shown as credits on the bank statement.

"In the report in the Rand Daily Mail of November 25, 1980, the amount in the secret account is blown up to R123m, and mention is made of the Erasmus Commission, and in particular Mr H G Klem, the Deputy Attorney-General of Natal, as the source of confirmation.

"Mr Klem has denied to me that he was the source of the Mail's information or that the Erasmus Commission had any such evidence in its possession."

Mr Van der Walt disclosed that the Union Bank of Switzerland had stated in writing that no funds were held in Zurich to the credit of the account.

Political Staff

HOUSE OF ASSEMBLY. -- The Advocate-General, Mr Justice P J van der Walt, has dismissed allegations connecting the late Dr Nico Diederichs with a secret Swiss bank account.

Mr Van der Walt's findings were set out in the report of a public inquiry conducted at the request of the government into allegations that Dr Diederichs was connected with a secret bank account.

The report, published in the Government Gazette, said that the public inquiry was conducted by Mr Justice van der Walt, who was assisted by a panel of three members of the public.

Mr Van der Walt said that the inquiry was held in the presence of the late Dr Diederichs' family and that the late Dr Diederichs' family could not be held responsible for the account.

Control

Mr Van der Walt began his investigation at 10 minutes past 10 and reported links between the late Dr Diederichs with a secret Swiss bank account. The allegations included:

o That there was a num-

ber of certain business matters, for instance, in 1971, 1972, 1973, 1974, 1975, 1976, 1977, 1978, 1979, 1980, 1981, 1982, 1983, 1984, 1985, 1986, 1987, 1988, 1989, 1990, 1991, 1992, 1993, 1994, 1995, 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 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bered account at the Union Bank of Switzerland and that the late Dr Diederichs or a Mrs P Owen on his behalf controlled the account.

• That the amount in account was R28 million. "Later this amount was blown up by the Rand Daily Mail to R128 million" the report said.

• That the amount represented the proceeds of commission of 10 cents per fine ounce of gold paid to the late Dr Diederichs in respect of gold sales by South Africa on the Zurich gold market instead of the London gold market.

• A claim by spokesmen of the Herstigte Nasionale Party that the amount represented a fund for future South African government in exile.

Van der Walt pinpointed the source of the rumours as a Mr Gert Andries Agenbag Kotze whom he described as "a man with a chequered career" who was an acquaintance of Mr Nico Diederichs Jun.

The allegations were described as a "flight of Mr Kotze's imagination".

Mr Kotze was involved in a claim against Mr Diederichs Jun for R350 000 and had alleged to an attorney in Cape Town that the late Dr Nico Diederichs, his son Mr Nico Diederichs and a Mrs P Owen had been involved with an account at the Union Bank of Switzerland. Mr Van der Walt accused Mr Kotze of abusing the names of the late Dr Diederichs, Mrs Owen and the account "in a reprehensible manner".

The bank account belonged to Mr D A P Mort, a Cape Town businessman. The account was opened in Mr Mort's name in 1968 by a relative who deposited in it an inheritance from his grandmother.

The name of Mrs P Owen had become involved because as a cousin of Mr Mort she

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C.T.

Diederichs:

No secret

account⁹

By HELEN ZILLE
Political Correspondent

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25/2/81
250

CAPE TOWN.

ALLEGATIONS connecting the late Dr Nico Diederichs with a secret Swiss bank account have been dismissed by the Advocate-General, Mr Justice P J van der Walt.

His findings are in the report of a "preliminary inquiry" made at the Government's request. It was tabled in Parliament yesterday.

The major finding is that there is "no truth in the rumour that the late Dr Diederichs had any money on deposit at the Union Bank of Switzerland, either personally or through a Mrs P Owen".

Mr Justice Van der Walt also found that no State moneys were involved or had been dealt with by any of the persons concerned.

He began his investigations after allegations linking Dr Diederichs with a secret Swiss account.

The allegations included:

- That the amount represented the proceeds of commission of 10 cents an ounce of gold paid over to the late Dr Diederichs in respect of gold sales by South Africa on the Zurich gold market instead of London.

- A claim by spokesmen of the Herstigte Nasionale Party (HNP) that the amount represented a fund for a future South African Government in exile.

Mr Justice Van der Walt pinpointed the source of the rumours as a Mr Gert Andries Agenbag Kotze, whom he described as "a man with a chequered career" who was an acquaintance of Mr Nico Diederichs Jnr. The allegations were described as a "flight of Mr Kotze's imagination".

Mr Justice Van der Walt confirmed the existence of account number 187-613-11E. However, he said, it was an account in the name of David Albert Prince Mort, a South African citizen and Cape Town businessman.

Mr Mort was a business acquaintance of Mr Nico Diederichs, and also known to Mr Kotze. The account was opened on September 30, 1968, for Mr

Mort, by a relative living overseas

The account was opened without Mr Mort's knowledge, and the opening balance was an inheritance left to him by his grandmother — an amount of about R500, the report said

After the account came to Mr Mort's knowledge, he used it from time to time in the course of extensive overseas business transactions

The name of Mrs P Owen had become involved, because, as cousin of Mr Mort, she dealt with certain business matters

for him overseas

I am satisfied that the credit balance of the account at no stage exceeded R20 000, and that at no stage was there a credit to the account of an amount of R28-million, let alone R128-million" Mr Justice

Van der Walt says

Mr Justice Van der Walt also referred to the role of certain newspapers that had printed reports concerning the allegations

Because the Honourable J F Ludorf had a suspicion that allegations surrounding the Swiss bank account might have a bearing on the Smit murders, he passed his information to a Captain Viljoen

Latter it was also given to Mr Kitt Katzin, a journalist with the Sunday Express

In July 1980, Mr Allister Sparks, Editor of the Rand Daily Mail, on separate occasions completed a deposit slip for amounts of 30 and 20 Swiss francs and presented them for deposit to the credit of the bank account at the Union Bank. The money was accepted and the slips were datestamped by a cashier

"This was sufficient proof to Mr Sparks of the existence of the account and further newspaper reports followed

"In the report in the 'Mail' on November 25, 1980, the amount in the secret account is blown up to R128-million and mention is made of the Erasmus Commission, and in particular Mr H G Klem, the Deputy Attorney-General of Natal, as the source of confirmation

"Mr Klem has denied to me that he was the source of the 'Mail' information, or that the Erasmus Commission had any such evidence in its possession"

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Kotze 'one-time BSS agent'

CT 26/2/81 (250)
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consistent in his version of the events

He added "I am satisfied on the probabilities that, for purposes of his own, Mr Kotze concocted a story to connect the late Dr Diederichs and Mrs P Owen with the account, and it is apparent from his own statements, as far as I can rely on them, that the amount of R28 million was a figment of his imagination to invest his purported claim against Mr Nico Diederichs with the necessary drama"

Mr Justice Van der Walt emphasized that his was a preliminary inquiry and had not been conducted formally in terms of the provisions of the Advocate-General Act. No information was tabled with the report.

For months Mr Kotze has been attempting to persuade the Cape Times to publish his allegations. Up to the time of the recent parliamentary disclosures, the Cape Times has declined to publish his allegations and was busy checking them.

Yesterday the Rand Daily Mail published an allegation by former Bureau for State Security agent Gordon Winter that Mr Kotze had at one time been a BSS agent.

Early in January Mr Kotze came to the Cape Times offices in Burg Street and alleged that he was the main channel for illegal currency transactions on behalf of members of the government during the years 1970-1977. He alleged that he was a co-director with Mr Nico Diederichs Jun in a company called Neder Oranje Belleggings Edms Bpk and had become friendly with his father Dr Nico Diederichs, former state president and at that time minister of finance.

He claimed that he had been

sent by Dr Diederichs to Europe to arrange a R200m loan for Iscor and Escom and due to the success of this mission and to his close relationship with Dr Diederichs, he was given signing rights at the Sweischerische-Credit Austalt Bank and the Union Bank of Switzerland on Dr Diederichs's personal numbered accounts.

Pressed for proof of these allegations, Mr Kotze claimed that all his files on these transactions were stolen while he was detained in Transkei from November 1979 to January 16, 1980. While detained, he claimed to have been interrogated by two South African policemen.

The Cape Times later established that Mr Kotze had in fact been detained in Transkei in connection with allegations of fraud and that he had been released on bail of R1 000 and had had to surrender his passport. On his release from Transkei he told the East London correspondent of the Cape Times that he was a former Springbok rugby player.

Mr Kotze failed to appear in the Umtata Magistrate's court on February 19 in connection with the fraud charges as he was in Valkenberg, where he had been committed after being detained by the police. The Umtata case was postponed.

Mr Kotze also told the Cape Times that while acting as a courier for illegal money exports from South Africa he had been co-signatory to a Swiss bank account with a woman who now lives in London.

"The withdrawals and deposits were large sums. At this time I was living in France, Switzerland and the United States. I also had a place in London," he said. "Sometimes I would be able to carry out these withdrawals while conducting my own business. Sometimes I would get a tele-

phone call telling where to go and what to do. Sometimes it would be by telex. I would for example, be told to pick up a ticket at the American Express offices.

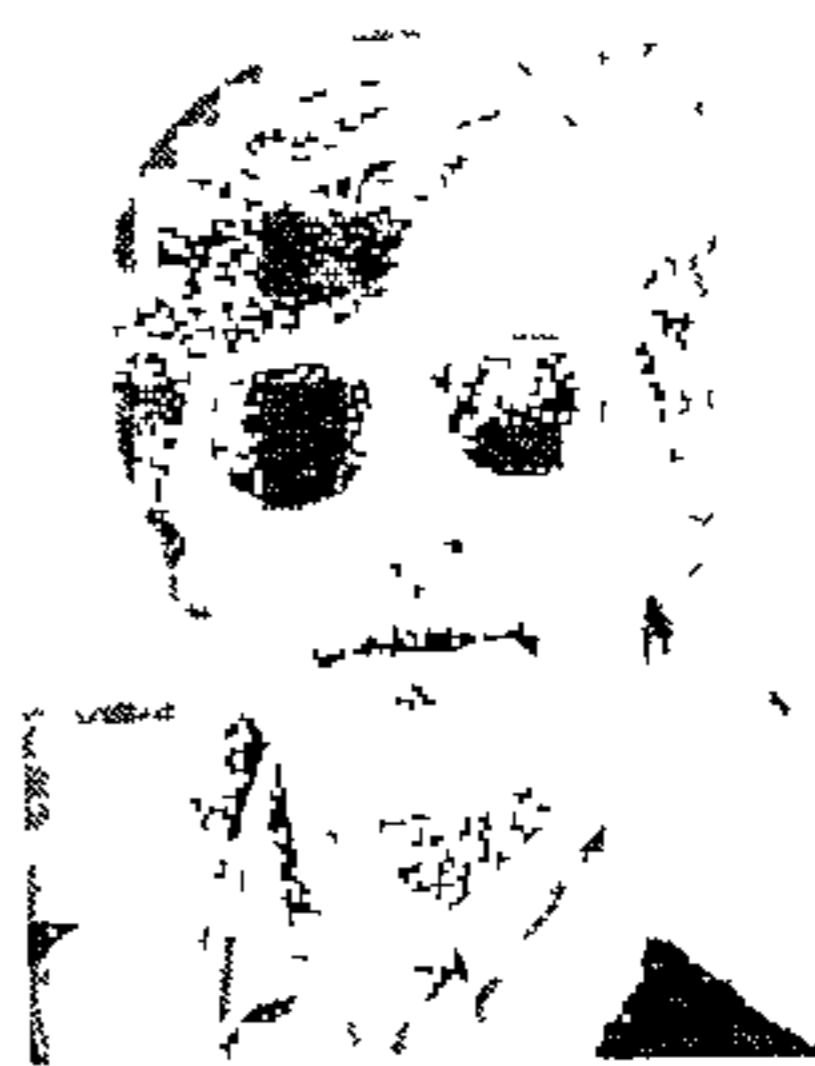
"I became extremely worried due to the magnitude of the funds involved. I came back to South Africa and told Oom Nic (this was in 1975) to please withdraw my signing rights. By this time he was state president. Not a single withdrawal or transfer was ever less than R250 000. Some were for amounts of R1m or more. Between 1970 and 1976 I must have handled funds amounting to R20 million," Mr Kotze alleged.

During subsequent weeks the Cape Times attempted to check every allegation made by Mr Kotze. It was established that he was 38, divorced with two children. He had attended Paarl Gymnasium and Stellenbosch University but failed to graduate. He was at one time on the editorial staff of the Matie with Dr Dawie de Villiers, Minister of Industries, Trade and Commerce. Mr Kotze comes originally from Springbok, North-West Cape.

He is facing further charges of fraud involving R250 000 in Cape Town involving a company called Hantam Trust, where he is described as financial controller.

He was not, as he claimed, a director of Neder Oranje, but sources established that he knew both Dr Diederichs and his son.

Other allegations made to the Cape Times by Mr Kotze were that he was involved in an abortive arms deal for Zimbabwe (then Rhodesia) with the Italian arms manufacturers, Armi Galesi in Brescia. According to Mr Kotze, the deal collapsed when the Minister of Defence (then Mr P. W. Botha) undercut the deal.



Mr Gert Kotze

He also made remarkable statements about the murder of Dr Robert Smit and his wife. He claimed that he had been held at gunpoint by two men on the morning of the day he had first come to the Cape Times and was offered R50 000 to "keep my mouth shut about what I knew".

At no point during the Cape Times investigations did Mr Kotze ask to be paid for the information he was giving. He explained that his motivation was to "make a clean breast of the matter" and to prevent any further "harassment" by the authorities.

Kotze promised proof on deals

CT 26/2/81 (250)
THE DAY Mr Gert Andries Agenbag Kotze promised to provide documentary evidence to the Cape Times to back extraordinary allegations of illegal currency deals by top government officials, he was detained by Captain G R Viljoen, the officer investigating the murder of Mr Robert Smit and his wife Cora Jean.

Mr Kotze was this week named in parliament as being responsible for spreading rumours about Dr Nico Diederichs's alleged Swiss bank account. The Advocate-General, Mr Justice P J van der Walt, mentioned his name in a report dismissing allegations connecting the late Dr Diederichs with a secret Swiss account. He said the account was held in the name of Mr D A P Mort.

"The names of the late Dr Diederichs and Mrs P Owen and the number of the account of Mr D A P Mort at the Union Bank of Switzerland have been abused in a reprehensible manner by Mr Gert Andries Agenbag Kotze," he said.

Mr Justice Van der Walt described Mr Kotze as a person with a chequered career "in business and otherwise". Mr Kotze was acquainted with both Mr Mort and Mr Diederichs Jun, who were business acquaintances of each other.

"From statements of Mr Kotze in my possession and from statements made by him to other persons, according to their statements, it is clear to me that Mr Kotze has not always been

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'HIRE MORE BLACKS IN PO'

(250) August 26/2/81

CALLS for an intensive Post Office staff recruiting and training programme and the improvement of postal services were made by Opposition speakers during the second reading debate on the Post Office mini-budget in the Assembly yesterday.

Mr Alf Widman (PFP, Hillbrow) welcomed the fact that tariffs had not been increased, and that salary increases had been provided for Post Office staff.

He said he was concerned to note that during the financial year 17 204 full-time officials had left the service of the Post Office — 22,5 percent of the total staff.

Mr Widman said that since the Department of Posts and Telecommunications was not subject to the State Administration Service, the Post Office was free to pay salaries and provide service conditions that would compete with the private sector, so as to retain its staff.

The country could not afford any breakdown in post and telecommunication services

Many posts can be filled by blacks and they should be trained to fill these vacancies, he said.

Mr Widman moved an amendment asking the Assembly not to approve the Part Appropriation Bill until the Minister introduced a recruiting programme, eliminated the wage gap between races, set out a three year development plan and undertook not to raise tariffs before bringing such proposals to Parliament

SERVICES

Mr Brian Page (NRP, Umhlanga) described the mini-budget as a 'good news budget'. He added 'But I hope we do not see a bad news budget later in the year'

Mr Page said the main problem area was postal services. There was much dissatisfaction in respect of mail movement

He said that when postal rates were last increased he had hoped there would be an improvement in service, but this did not happen.

Mr Page also posed the question of whether tariffs were higher than was necessary

Parliamentary Staff

'The books must balance, but we must guard against a tendency to over-reach,' he said

Mr Page moved an amendment declining to pass the Bill because the Government had failed to provide an adequate postal service to meet the demands of an expanding economy

Mr J H W Mentz (NP, Vryheid) asked the Minister of Posts and Telecommunications, Mr Hennie Smit, to look into the staff shortage and the possibility of employing more blacks

GROWTH

He said the staff situation in the Post Office had been strained by growth. Also, although millions was spent on training, staff was lost to the private sector

Mr J P I Blanche (NP, Boksburg) said the Post Office had put South Africa in the forefront in the field of telecommunications and postal services throughout the world. This was an example of management expertise which was rightly the envy of the private sector

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CHEMICAL

FACULTY

PO pay to rise CT 24/2/8 250 5/3 but not tariffs

HOUSE OF ASSEMBLY —
Post Office employees are to receive salary increases "generally in accordance with those granted in the rest of the public sector" from April 1

This was announced in a one-line statement by the Minister of Posts and Telecommunications, Mr Hennie Smit, while introducing the second reading of the Post Office Part Appropriation Bill yesterday. He did not elaborate.

Mr Smit also said that postal tariff increases were not under consideration at present. Increases were not being considered because of the improved revenue generated by the economic upswing.

The minister asked for approval of an appropriation of R963 million for Post Office services after the expiry of the present financial year until the main Post Office budget later this year.

The expected revenue of the Post Office for the year was 3,9 percent more than budgeted for, namely, R1 133 m against R1 090 m. Operating expenditure would also be more, namely, R975 m against R961 m, an increase of about 1,5 percent.

The total operating surplus, after providing for loan redemption and an increase of standard stock, was now estimated at 16,8 percent more than budgeted for, namely R116,3 m against R99,5 m.

"I am also glad to be able to say that we now expect a smaller loss on the postal service than originally estimated, namely R53 m as against R63 m, while that on the other service which is being run at a loss — the public telegraph service — will also be smaller, namely R13,5 m as against R15,6 m."

Churches Durban area

reject SAIC

By ARNOLD GEYER

ALL the major mixed churches in the Greater Durban Area have rejected the South African Indian Council (SAIC) because it was set up by the Government to give credibility to apartheid and the homelands policy.

The last executive meeting of Diakonia, which represents eight Christian churches in the area, resolved that any co-operation with the SAIC amounted to "collaboration" with a system depriving millions of South Africans of their basic citizenship rights.

"Diakonia rejects this organisation which was set up by a Nationalist Government to give 'separate development' some 'respectability', according to the executive's resolution contained in a report released this week.

The South African Council of Churches (SACC) has long since rejected the council as part of the apartheid system.

And the three black Dutch Reformed churches, and notably the Reformed (Indian) Church in Lenasia, have repeatedly slammed the SAIC and similar bodies for "merely helping to oppress the black

majority's aspirations and rights".

The church discussion of the SAIC in Durban was sparked off by the acceptance of an SAIC nomination by the Rev. Joseph Prakashim, a Merawent- Presbyterian minister, as well as by the ensuing "confusion in the Indian community".

A spokesman for the executive said yesterday there were many who thought Mr Prakashim's action suggested that the Church generally approved of the SAIC and that it was therefore imperative to stress the Church's "total dissociation" from the council.

During the debate on the council, executive members said the SAIC had "accomplished absolutely nothing positive" since its inception 17 years ago, despite repeated promises made by its members to the Indian community.

They added that it was not surprising that very few community members had been "duped" into believing that the council gave the Indian community a "semblance of democratic rights".

It was tragic, therefore, for a Christian minister to join the SAIC ranks.

28/2/81 (250) STAR

Civil servants hold pay talks

Own Correspondent

Top level discussions on the latest pay hikes for public servants will be held in Pretoria next week

The Public Servants' Association, representing more than 40 000 State employees, will meet officials of the Commission for Public Administration following an urgent telegram sent last week to the Prime Minister, Mr P W Botha

The association will use the occasion to express its dissatisfaction with increases announced for lower rank officials

It will also raise other grievances such as the high incidence of resignations from the service

It is understood that Mr Botha will be posted on the talks by the Minister of State Administration and Statistics, Dr Andries

Treurnicht, after the meeting.

A strong case will be made at the meeting for a better deal for officials in the junior ranks. These officials, who will now get an average of only 12 percent, received pay adjustments of less than 10 percent during 1980.

Their pay adjustment over a two year period was well below the inflation rate. It has left them completely frustrated and many have already left the service

In comparison, top officials received increases of 17 percent and more during last year's adjustment.

A PSA official yesterday confirmed that the talks will be held next Wednesday.

He said that the PSA would decide its next move on the pay issue after the meeting.

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Residences: MP sets up petition

CT 28/2/81 (250)

Chief Reporter

A PUBLIC PETITION calling on the Prime Minister, Mr P W Botha, to stop the scheme to build 12 official residences on the Grootte Schuur Estate, Rondebosch, is to be started in Rondebosch on Monday

Mr Brian Bamford, MP for Grootte Schuur, said yesterday that pavement tables would be put out at the Rondebosch shopping centre from Monday to Friday next week, from 10 am to noon, to enable people to sign the petition

The preamble to the petition, which would be addressed to the prime minister, would read

"We respectfully address you as follows The residence of Grootte Schuur, together with its garden and grounds,



Mr Brian Bamford

was left in trust to the nation by Cecil Rhodes. It constitutes a woodland area of unsurpassed beauty We deplore the proposed scheme to build 12 official residences on the estate We earnestly request you to stop the scheme"

Posters at the petition tables would read "Hands off Grootte Schuur" and "Bewaar Grootte Schuur"

Mr Bamford said that all the interested bodies, including the Cape Town City Council, the National Monuments Council, the Cape Provincial Institute of Architects and the Institute of Landscape Architects of Southern Africa, had in the strongest terms expressed concern at and opposition to the building scheme

"This being so, it is only right that the general public should also be given an opportunity to demonstrate how they feel in this matter, and to add weight to the many expressions of concern that have already been made by public and other bodies"

- Anger rises over Grootte Schuur, page 3
- Leading article, page 8

FROM 4/3/81 (2500)

Pay rises will not ease crisis

Pretoria Bureau

THE COMMISSION for Administration will be told today by the Public Servants Association that efficiency of vital public services is being undermined by serious staff shortages.

The PSA will also express the deep dissatisfaction among most Government workers at the recently-announced average 12.5% salary increases.

Last month the PSA sent an urgent telegram to the Prime Minister warning that the large number of vacancies — 13 000 at the last count — could affect the vital administration ser-

vices of government. The April 1 increases would not improve the situation.

The Prime Minister referred the PSA to the Commission for Administration.

The President of the PSA, Dr Colin Cameron, said yesterday that although the PSA did not yet have full details of the increases, it was obvious that few would be satisfied.

It appeared that the middle and lower grades would get about 13 or 14%, and officials at the higher levels, including professional personnel, would get 10% or less.

Grade	1	2	3	4	5	6	7	8	9	10	11	12	ALL	
Male	0.91	0.74	0.25	1.28	2.84	4.72	0.99	0.96	0.64	0.31	1.04	1.08	1.75	0.67
Female	0.00	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Coloured	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ALL	167.39	19.97	16.96	2.98	46.24	0.00	0.00	0.00	1.01	0.53	0.07	0.17	0.45	0.26
Male	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Coloured	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ALL	167.39	19.97	16.96	2.98	46.24	0.00	0.00	0.00	1.01	0.53	0.07	0.17	0.45	0.26

Grade	1	2	3	4	5	6	7	8	9	10	11	12	ALL
Male	2.78	2.72	1.56	4.85	6.92	3.26	2.17	2.72	2.77	3.79	2.73	2.32	2.73
Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Coloured	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ALL	168.21	27.78	4.21	11.00	27.72	86.7620	48146.81	29.00	4.98	9.04	19.07	69.62	18.28
Male	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Female	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Coloured	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ALL	168.21	27.78	4.21	11.00	27.72	86.7620	48146.81	29.00	4.98	9.04	19.07	69.62	18.28

Public sector salaries known by the weekend

Pretoria Bureau

DETAILS of the R720-million the Government is spending on increased salaries in the public sector this year will be known at the end of the week, the Minister of National Education, Dr Gerrit Viljoen, said in Pretoria last night.

Dr Viljoen said as far as teachers were concerned a circular letter would go out to all headmasters, and teachers could then determine to what extent they had benefitted.

Dr Viljoen was speaking at a Press conference immediately after discussions with the Federal Council of Teachers Associations.

The release of the circular letter at the end of the week according to senior educationists should bring to an end — at least for some time — the dissatisfaction in the teaching profession which had raged for nearly two years.

Dr Viljoen declined to give details of the increases. He regarded them as confidential. He had not encountered any "so-called criticism" of the scales which could not be explained satisfactorily to the

profession.

He did say however that the increases would be 20% plus.

The circular letter would contain details of the new scales and the adjustments which would have to be made.

The April cheques would hopefully include the new increases.

The provincial education departments had seen the relevant documents and had been gearing themselves for some time to make the necessary adjustments in the April cheques.

The Minister said it was a huge task however, particularly for the biggest of the four provincial departments — the Transvaal Education Department, where the majority of teachers were employed.

Asked about the Venter Committee Report on the salaries and status of teachers, Dr Viljoen said the report would be released next week. With it would be an explanatory "white paper".

The Minister added that his impression was that the Federal Council was satisfied with the whole package.

250

20M 11/3/81

Public servants expect pay

Political Staff

Public servants are bracing themselves for disappointment when they receive their salary cheques next month.

Some claim that they will be getting only four or five percent more in hard cash.

Their calculations, they say, are based on their 12 percent salary increases and the higher taxation and medical and pension fund contributions they

increase to ²⁵⁰ ^{13 1/2} ^{57mc} flop

will have to pay.

The comparison is between the salary cheques they received for last month, when the new taxation tables were not in operation, and the net amount they will pocket when the increases take effect.

The Public Service Commission said yesterday that it was not its policy to reveal details of public service salaries. A circular setting out the increases would reach the various departments today.

The general manager of the Public Servants Association, Mr R H Landman, said his association was also unwilling to give details of its members' salaries.

He said the association had not determined how the increases would apply but the improvements would not be the same for

everyone in view of the new policy of differentiated salary scales.

Asked about public servants' warnings that salary disappointments could cause a further exodus from the public service, Mr Landman confirmed that there was concern about the large number of vacancies. He said that salaries were to blame for these.

UNTENABLE

Public servants interviewed said that, if the net salary increase amounted to only four or five percent, their position would become untenable.

They said there was also dissatisfaction with the way in which certain Government services had been singled out for special increases "simply because they saw fit to issue threats and plead their case in public".

(Report by L H Marshall, 216 Vermeulen Street, Pretoria)

Budget may upgrade some pay cheques

RPM
13/3/81
250

Pretoria Bureau

THE main Budget in September may include interim salary adjustments for certain categories of public servants, it was learnt in Pretoria yesterday.

This, according to senior Government workers, would help reduce the expected dissatisfaction in some areas when details of the April increases are released later this month.

After a direct approach to the Prime Minister last month to voice dissatisfaction at certain of the increases — some are as low as 9% — the Public Servants Association was referred to the Commission for Administration.

And in Pretoria yesterday the president of the Public Servants Association, Dr Colin Cameron, said the PSA had written to the Prime Minister

following its meeting with the commission in which "specific and concrete" suggestions were made.

"Our objective is that the shortcomings in the current salary adjustments should be rectified in the main Budget in September."

Dr Cameron said the country's more than half a million white and black State and provincial department workers should get details of their increases within the next 10 days, and their April cheques would hopefully include the adjusted amounts.

It appeared, Dr Cameron said, that the lower levels in the service had got bigger percentage rises than officials at the higher professional levels.

The increases would range between 9% and 13%.

Meanwhile nursing, police and SADF personnel who also expect "special treatment" in terms of the differentiated principle, are still waiting to hear the extent of their rises.

The SA Nursing Association has indicated dissatisfaction with the new salary deal, and has stated that negotiations will have to continue.

However, according to senior educationists, there appears to be a cautious satisfaction in the teaching profession at the news that teachers' rises will range between 20% and 26%.

Thus, it is thought, is a better deal than that worked out for the nurses, police and SADF personnel.

It could be a case, it was stated, of the squeaking gate getting the most oil.

Central / local gov controversy rears head again

250 (16/3/81) CT

THE apparent lack of co-operation and liaison between central and local government appears to be causing constant concern. The issue was raised yet again at the annual meeting of the United Municipal Executive (UME) last week.

(For those not in the know, the UME is the umbrella body comprising the municipal associations of the four provinces and S.W.A./Namibia, and the Cape Divisional Council.)

The outgoing president of the UME, Mr P R Nel, stated pointedly that there was a feeling among members that an unfortunate breakdown in communication existed between the first and third tiers of government on any matters of mutual concern.

He used even stronger terms, and I quote him "I personally am seriously concerned, because it would appear that local government is being disregarded more and more in the role which it has to fulfill in the governing central structure."

"On agenda items of past meetings (of the UME) there appeared several items where local government (at that is, municipalities) had not received the consideration it merited, and if we look at the agenda before us today, you will find similar items of disregard."

That's what the man said, and his statement certainly reflects a most unsatisfactory state of affairs.

There seems to be little municipalities can do about it. After all, the central government is the paternal figure in the constitutional relationship, and the one calling the tune.

One can be sure that local government is not averse to dancing to popular, acceptable and suitable tunes. The discontent occurs when Pretoria calls for a racy disco number (with partners hardly touching) when a tango is indicated.

Capetonians, of course, need not look far for examples of autocratic, unilateral central government decisions taken over the years — decisions which had to be or are being accepted by the Cape Town City Council in true, dour like-it-or-lump-it style.

The government's development of a ministerial housing estate on Groote Schuur estate is the most recent example. Demanding a large percentage of all new housing for people displaced under the Group Areas Act, while thousands are on the council's waiting list, is another.

Insisting on job reservation in the ambulance service — presently suffering a critical shortage of vehicle staff as there are

simply not enough white applicants — while the City Council is prepared to appoint men who are not white please not non-white to fill the jobs, can be

closer liaison between central and local government, but it never left the ground.

Relating this little bit of history, the outgoing UME president said that as far as he could establish, the then Minister of the Interior had agreed to form such a committee "with the purpose of serving as a channel of communication in fields where local authorities per-


formed functions under legislation of the central government and where the provinces were not directly involved.

"This objective was later extended to provide for expediting decisions on matters which were not progressing satisfactorily.

"I do not know why this committee never functioned properly, but would surmise that one of the main factors was that the State was represented by the four directors of local government of the provincial administrations. In the normal course of events they (the directors) would not really be interested in matters concerning local government." Mr Nel said.

I am disinclined to agree with this last statement. In my view the provincial administration would very much want to be involved in most, if not all, discussions between Pretoria and

CIVIC
DIARY
BY
NEVILLE FRANSMAN



the Cape Town Municipality.

Take beach facilities. It is the central government, with its separate amenities legislation which instituted apartheid at the seafont. It is the Cape Town City Council which refused to erect apartheid signs.

It is the Administrator, head of the middle tier of government, who reminded us recently that all races would not be taken willy-nilly.

Just this one example should amply demonstrate the need for tripartite communication — which is not quite what Mr Nel had in mind.

Anyway, the good news is that the UME really wants to get down to the job of creating a proper channel of communication between central and local government. There is little doubt in my mind that the Cape

Town City Council, if not the Oudtshoorn municipality, has a few mouthfuls to say to Pretoria.

Property owners and tenants in the suburbs of Rondebosch, Claremont, Lansdowne, Crawford and Kenwyn are reminded that a Divisional Council by-election will be held in their Ward 5 on Wednesday (March 18).

The two candidates are retired accountant Mr Dennis Lambert and estate agent Mr J R (Jimmy) O'Connor.

The polling booths, which will be open from 7 am till 8 pm, are at St Paul's Church Hall, Main Road, Rondebosch, Scout Hall, Lea Road off Sandown Road, Rondebosch, Round Table Community Centre, Chess Road off Keurboom Road, Newlands, and the Municipal Hall, Range Road, Lansdowne.

added to the list of examples. Having said all this, let's come back to the UME meeting, which was informed that an attempt had been made in 1975 to appoint a standing committee to promote co-operation and

13 DOC SHOCK SALARIES ON SAVERIES

Argus 20/3/81

250

Public servants likely to react with fury

Argus Correspondent

PRETORIA. — Public servants will get salary increases of no more than 13 percent, it was disclosed today.

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This news is sure to provoke a furious reaction from the civil service — already facing a crisis as staff resign to seek better-paid jobs in the private sector

Details of the pay hikes for the country's 70 000-plus public servants were leaked to the Pretoria News.

The schedule of increases is being distributed among departments and the different provincial administrations, which have been waiting anxiously for details in the wake of pay increases for teachers, nurses and policemen.

Majority hit

Unlike in those groups, whose pay jumped by 15 to 50 percent, no special provision has been made for lower and middle order officials — the biggest proportion of public servants.

Argus 20/3/81
Pay shock

(Continued from page 1)

will receive less than 13 percent

The schedule of new salaries, which come into effect on April 1, show a new basic starting salary for women matriculants of R3 366. If the woman fills a man's post she starts at R4 278 a year, which is also the starting salary for male matriculants.

In comparison, the new starting salaries paid to matriculants by the Railways and Post Office come to R4 590 and R4 750.

A recruitment allowance for matriculants only is introduced for the first time. It amounts to R480 a year for officials earning R3 798 and is scaled down to R180 for lower rank officials earning R4 470.

Salaries for professional officers with three years' university training are more than R1 000 below those for teachers who have undergone the same training period.

The scale starts at R5 670 and goes to R8 730. Comparative scales for teachers are R6 810 and R11 670.

No details are given of the new salaries for heads of departments, but it is understood their pay will increase by 9,2 percent from R35 700 to R39 000.

Other top officials will get increases ranging from 9,38 to 11,55 percent

and on two r > 0,7.

ents are to meet the Minister of State Administration and Statistics, Dr Andries Treurnicht, next week, and an angry confrontation on the salary issue can be expected.

Recently, the Public Servants' Association sent an urgent telegram to the Prime Minister, Mr P W Botha, asking him to intervene on behalf of lower middle rank officials

Apparently only one group — law officials of the Department of Justice — has been singled out for special treatment.

Colour gap

An attempt was also made to further narrow the wage gap existing between white and black staff, whose increases will be from 13 to 15 percent. But the bulk of whites

(Continued on Page 3, col 8)

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- 0,63
- 0,75
- 0,81
- 0,87
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- 0,72
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- 0,96
- 0,51
- 0,43

the 13 farms $r > 0,5$ and on eight $r > 0,7$.
ce of a coefficient which is both high and particularly of $r = 1$, suggests that the e analysed with caution.

More top Govt jobs given to Broeders

BY TONY STIRLING and EUGENE HUGO

LISTED members of the secret Afrikaner Broederbond continue to get top Government posts — and latest examples are the new Director-General of the SABC, Mr Steve de Villiers, and the new Commissioner of Prisons, Lieutenant-General J F Otto.

Mr De Villiers, appointed yesterday, is named in the book The Super Afrikaners, which says he joined the Broederbond in Pretoria in 1963 while head of the SABC's Bantu Service.

The book says Gen Otto — appointed on February 23 — became a Broeder in 1967 while assistant commander of the Kroonstad Rehabilitation Centre — a claim he denied last night.

Mr De Villiers took over the SABC helm from another Broederbond, Mr Jan Swanepoel, and Gen Otto succeeded General W M du Preez, who was also a Broeder.

Three other recent senior appointees in the Prisons Department are also listed Broederbonders. They are
● Lieutenant-General Willem Hendrick Willemse, appointed a Chief Deputy Kommissar

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• Major-General Gert Nieuwoudt du Plessis, now Deputy Commissioner, administrative auxiliary service, replacing Brigadier E. A. Venter, replacing Brigadier E. van Wyk as Assistant Commissioner in charge of security

And according to information received by the Rand Daily Mail, the Prisons promotions overlooked several officers of equivalent or senior rank who are not Broeders

They are

• Lieutenant-General M. C. P. Brink, a Chief Deputy Commissioner of Prisons (in line for the Commissioner of Prisons post),

• Major-General G. D. Cilliers, Major-General M. J. May, Major-General P. A. G. Rietz, and Major-General A. C. Sephton, all possible considerations for the post that went to Gen Willemse

Approached for comment, Gen Otto said last night that he was not a member of the Broederbond, that all appointments were made on merit, and that he was "rattled" to be told that three out of four recent appointees were Broederbonders

"I don't know of any case where membership of the Broederbond was taken into account for Prisons Department appointments," he said

Gen Otto said he was appointed by the Cabinet and he did not know what merits were taken into account

"I give you the assurance that appointments are made purely on merit. There is a selection process from brigadier upwards and it is not strange that in any one rank a junior man is appointed over a man with more seniority"

The commissioner agreed that he was at Kroonstad at the Rehabilitation Centre at the time he is alleged to have entered the Broederbond

But he added "The nearest I have been to the Broederbond was as a member of the Vryburgers in Kroonstad, which was an Afrikaner organisation collecting funds for charity"

He said he could not say that he did not want to be a member of the Broederbond. "Perhaps they still want to get hold of me."

Gen Otto said that the appointment of senior officers in his department followed his recommendations —, without any consideration being given to Broederbond membership

The Minister of Prisons, Mr Kobie Coetsee, was not available for comment last night

RDM
20/3/81

250

It's a raw pay deal, says public service

By GERALD REILLY
Pretoria Bureau

THE country's white State and provincial department workers are up in arms at what they claim is the raw salary deal they have been handed by the Government

Because of the bitter reaction from State Department workers the Public Servants Association is to demand an urgent review of the 12% average increase

The association will see the Minister of State Administration, Dr Andries Treurnicht, on March 30 to demand general adjustments, and special relief for certain key categories of Government workers

The association wants the adjustments made in the main Budget in September to be retrospective to April

Senior Government workers said yesterday anger was spreading throughout the service as it became more and more apparent that state department workers had been handed a raw deal compared with other worker groups in the public sector.

They pointed to the teachers who have been given rises of 26%, policemen 15% and nurses

between 17% and 18%

The president of the PSA, Dr Colin Cameron, said last night that dissatisfaction was widespread

The average increase was 12%. The lower ranks in the service would benefit by about 13%. At the higher levels the rises were as low as 9% — way below the inflation rate

This meant that the standards of living of State department workers were steadily declining

Dr Cameron said the Reserve Bank had revealed earlier in the week that the average income of South Africans had risen by 20%

Taking into account the 16% inflation rate, this meant an advance in living standards of 4%

Conversely based on this assessment public servants' living standards would fall by another 4%

Dr Cameron said the PSA had sent a telegram and a letter to the Prime Minister stressing the dissatisfaction in the service at the extent of the increases and the need for adjustments

No reply had so far been received.

RDM 21/3/81

250

~~267~~

~~355~~

Govt links with public criticised

RDM 24/3/81

250

and to colon

Ave

workers was R6,38 a week

By CHRIS FREIMOND

THE GOVERNMENT'S method of communicating information to the public was sharply criticised yesterday by one of South Africa's leading Afrikaans cultural organisations, the Rapportryers

In evidence to the Steyn Commission of Inquiry into the Mass Media in Johannesburg Ds Johan Swanepoel, a member of the "Landsraad" — the organisation's federal representative body — said the Government's communication policy "left much to be desired"

Too much information was withheld unnecessarily from the public unless a journalist "knew the right person" in which case too much information was released, he said

He suggested that the Commission assist the Government in formulating a satisfactory communication policy

Ds Swanepoel also criticised the Press, the credibility of which was sometimes questionable because the Press often "strives for subjective ends"

sometimes without feeling for other "sovereign groups"

On the other hand, the radio and television services of the SABC were credible because they were open to criticism in Parliament and in the Press

He proposed a legislated Press Code although he wanted as little State interference in the Press as possible

The "Landsraad" was not in favour of the "professionalisation" of journalism along the lines of the medical and legal professions, but it did favour the raising its professional standards and the introduction of some form of self-criticism and self-improvement

The present situation in which the majority of blacks read only English language newspapers was not in the best interests of South Africa. The Government should consider starting its own black-orientated English language newspaper, Ds Swanepoel said

Today, evidence will be heard from Mr James Clark of The Star and from the Transvaal Teachers' Association.

100,00
96,92
91,54
78,46
48,46
19,23

Cumulative %

12,5
10,0
7,5
7,5
2,5

Value of pe

Distribution

ent in kind, weekly, R.

TABLE 17

to workers on which they grow their own vegetables. and vegetables grown by the farmer and the value of land lent family income) are firewood, housing (see p. 41 below) fruit (and therefore also from estimates of total payment and total Omissions from these estimates of total payment in kind have been imputed where values are unknown. litres of skim milk a week, valued at about 30c. No figures 'erratic' milk rations have been entered as average - 15,1 terms. In making these calculations, 'unlimited' and 'presents' and medical payments, translated into weekly meat, milk, clothing, rations, grazing rights, Christmas



STAATSKOERANT

VAN DIE REPUBLIEK VAN SUID-AFRIKA

REPUBLIC OF SOUTH AFRICA

GOVERNMENT GAZETTE

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Vol 189]

KAAPSTAD, 27 MAART 1981

CAPE TOWN, 27 MARCH 1981

[No 7507

KANTOOR VAN DIE EERSTE MINISTER

OFFICE OF THE PRIME MINISTER

No 625

27 Maart 1981

No 625

27 March 1981

Hierby word bekend gemaak dat die Staatspresident sy goedkeuring gegee het aan die onderstaande Wet wat hierby ter algemene inligting gepubliseer word —

It is hereby notified that the State President has assented to the following Act which is hereby published for general information —

No 46 van 1981 Wysigingswet op die Reeling van Werksaamhede van Beampies in die Staatsdiens, 1981

No 46 of 1981 Regulation of Functions of Officers in the Public Service Amendment Act, 1981

250 *se* *AK* *B*

there is a shortage^(I) of extension officers so they can no longer operate on this level.

APPENDIX 2.
PEASANT CO-OPERATION, CONSCIOUSNESS AND SOLIDARITY.

Benno Galjart

In many developing countries, peasant (service) co-operatives are induced by governments, local authorities or other local leaders, without due regard to the fact that everything depends on the degree of incorporation of a rural community, on who will be willing to co-operate, and to what ends. If co-operatives often fail. If unrealistic their effects.

Financial Mail March 27 1981

not only as an local agricultural itly, that everyone of all successful y benefit tne somewnat tive and more educated that they cannot ic differentiation. aratives can be Galjart, I975b): ne other prominent of a co-operative, mers. If these show ars whose task it becomes to convince others to participate in setting-up an association.

PUBLIC SECTOR RISES
Civil servants in state and provincial departments get an average 12% wage rise but are angry at being 4% worse off in real terms Nurses get increases of between 12% and 18% and the police receive an average 15% hike
EM 27/3/81

through particular groups centred around institutions, for example, schools, churches, and clinics).

Chiefs and headmen can have a central role in making or breaking projects. In the Ipoti creche project a lot depended on an elected committee having control over (and being seen to have control over) the development of the project. However the chief, who supported the project, verbally anyway, made some autonomous decisions about how the committee would be constituted and who the acting head-man was to be. This antagonised the sub-headmen so much that they did not hold the sub-elections in their areas, whereas before most of them had been practically assisting the project.

b) Government Extension Officers:

Most of the people whom I interviewed (from all the various projects and locations) said that extension officers (umlimi/abalimi) were the people responsible for nutrition education and for changes in agriculture. Extension officers have a unique position in that they have time for this type of work, they can liaise with the government offices and powers-that-be to get resources and they are in contact with the tribal committees. All land allocation must be approved by them so any project that needs a site allocated relies on their support. In Umhlaba they are relied on to help any type of development project.

It does seem that these men who were trained at Fort Cox are better and more active than extension officers in other reserves. Obviously the quality of their work varies from man to man. A good extension officer can have a very widespread effect in an area, whereas some do nothing. I would see the variations in success of the various communal gardens as mainly due to the different extension officers.

People talk about the one time policy of house to house visits by extension officers as very successful. However

(I) This shortage and also the lack of adequately trained personnel has been cited since the Tomlinson Commission. For references see Neil Alcock "Thoughts on Kwa-Zulu's agricultural future (Roneod) p.9 + 10. See also The Kwa-Zulu Government Service Select Committee on Land Tenure Interim Report 1975.

Crisis talks as public servants quit their jobs

2/3/81 250

Own Correspondent

As public service leaders met Dr Andries Treurnicht in Pretoria today for crisis talks on pay, resignations from State departments were continuing to stream in.

Figures reveal that no fewer than 31 percent of staff at the Receiver of Revenue's office in Pretoria have quit

In Johannesburg, the

staff situation is even more critical. There 48 percent of the staff has resigned for better-paid jobs elsewhere. Of a total complement of 636 officials no fewer than 310 have resigned

Other departments which are battling with shortages include the Department of Community Development in Johannesburg (29 percent vacancies), the Department of Statistics Johannesburg

office (29 percent) and the Department of the Interior (51 percent).

Officials at the Pretoria Receiver of Revenue's office were not prepared to discuss the staff crisis, but it is understood that 92 out of 294 of the staff members have left for other jobs

At the Department of the Interior in Johannesburg, 34 out of 84 posts are vacant, while there are 35 percent vacancies in the Johannesburg office of the Department of

Social Welfare and Pensions

The four-man delegation which met Dr Treurnicht was led by Dr C M Cameron, president of the Public Servants' Association

The meeting with the minister was called to discuss the recent 12 percent pay rises announced for public servants

Teachers, policemen and nurses were singled out for increases ranging from 15 to 50 percent in certain categories

attempted (pp. 70-72) .

Tests for workers on individual farms were also

for all three combinations.

group. Correlation coefficients have been calculated

of dependents against cash wage, for the workers as a

farm against cash wage, age against cash wage and number

this survey. The tables below show length of time on

20M 30/3/81
Public
servants
to push
for pay
increase

By GERALD REILLY
Pretoria Bureau

A PLEA for interim salary relief for Government workers will be made to the Minister of State Administration, Dr Andries Treurnicht, in Pretoria today by the Public Servants' Association

The association has also sent a telegram and a letter to the Prime Minister outlining the dissatisfaction in State and Provincial departments at the extent of the increases

The 12% average increase failed by 4% to compensate for the current inflation rate of 16%, a senior public servant said yesterday

And with forecasts of an 18% to 20% inflation rate by the time the main Budget is tabled in Parliament in September, the living standards of Government workers will continue to deteriorate, it is claimed

The president of the PSA, Dr Cohn Cameron, said the association's aim was an immediate review of the increases and adjustments in the Budget — retrospective to April 1

Government workers say they have too little of the R720-million allocated in the mini-Budget in February for the nearly one million public sector workers, including the personnel of the SADF, prisons, police and of the Railways and Post Office

Towards the end of last year the service was short of 13 000 workers, and Dr Cameron has pointed out the serious threat to the quality of State services unless salaries are set at a level calculated to retain staff and aid recruitment of new personnel

Political observers point out that the large number of State and provincial department workers and their immediate families constitute a significant voting block, especially in Pretoria

Public servants complain of pay

DD 31/3/81 (250)

PRETORIA — The executive of the Public Servants' Association (PSA) yesterday expressed dissatisfaction about pay increases, as well as aspects of conditions of employment, the Minister of State Administration, Dr Andries Treurnicht, said in a statement here

The statement was issued after a meeting between Dr Treurnicht and a delegation of the PSA led by the association's president, Dr Colin Cameron

Dr Treurnicht said the Commission for State Administration would study the general staff situation in the public service and submit recommendations to him

The commission would pay particular attention to housing problems of public servants

"The executive of the PSA has brought to my attention as well as to the attention of the Commission for State Administration the serious dissatisfaction among public servants with increases and certain conditions of service," Dr Treurnicht said

"The commission for administration has, at my request, undertaken to give continued consideration in the light of problems discussed, to the remuneration of specific vocational groups"

The commission would also conduct studies and

submit recommendations to me in the light of the general staff situation"

"The commission is aware of the specific housing problems of public servants and is currently re-evaluating officials' housing needs," Dr Treurnicht said

Earlier reports quoted a senior public servant as saying that the 12 per cent average increase was four per cent short of compensating for the inflation rate of 16 per cent

It was pointed out that the estimated 18 per cent to 20 per cent inflation rate for the year meant further erosion of the living standards of government workers — SAPA

- Farm Labour in South Africa.* Francis Wilson, Alide Kooy and Delta Hendrie (eds.).
David Phillip, Cape Town, 1977. (R9,00)
- Economics of Health in South Africa Volume I: Perspectives on the Health System.*
Gill Westcott and Francis Wilson (eds.). Ravan Press, Johannesburg and David Phillip,
Cape Town, 1979. (R4,00)
- Economics of Health in South Africa Volume II: Hunger, Work and Health.* Francis
Wilson and Gill Westcott (eds.). Ravan Press, Johannesburg and David Phillip, Cape
Town, 1980. (R4,00)

BOOKS

31	Don Pincock	Telona: Some reflections on the work of a private labour recruiter (R2,00)
30	George Ellis	The 'Quality of Life' Concept: An overall framework for assessment schemes (R2,00)
29	Dudley Horner/ Alide Kooy	Conflict on South African Mines: 1972-1979 (R0,75)
28	Jonathan Myers	Asbestos and Asbestos-Related Disease in South Africa (R1,00)
27	Marc Best	The Scarcity of Domestic Energy: A Study in Three Villages (R1,00)
26	L.C.G. DouwesDekker	The Process of Collective Bargaining and its implications for Industrial Relations Policies. (R0,75)

Please do not quote without the writer's approval.

HEALTH EXPENDITURE IN SOUTH AFRICA.

1. Introduction.

Health expenditures account for a relatively small proportion of expenditure in most economies. Despite this, their importance in qualitative terms is considerable since good health is a fundamental determinant of the benefits which can be derived from most other forms of consumption expenditure, and improved health is an important factor contributing to economic growth and development (1). Free or subsidised health services provided by government must also be considered as a part of the "social wage" and in order to obtain a comprehensive description of the distribution of welfare in any society the distribution of the components of the "social wage" should be analysed in addition to an analysis of the distribution of personal incomes (2). Little research has, however, been directed towards the analysis of the composition or the distribution of health expenditure in South Africa (3).

Any study of expenditure is likely to raise questions relating to demand and supply relationships as well as questions relating to quantity, quality and price. In section 2 of this paper, the sources of supply of health services in South Africa are described. Section 3 considers

- (1) S. J. Mushkin, "Health as an Investment", Journal of Political Economy, vol. 70, 1962, pp 129-157.
- (2) J. Le Grand, "The Distribution of Public Expenditure: The Case of Health Care", Economica, vol. 45, 1978, pp 125-142.
- (3) The writer has found only two works relating to this field. Mary O'Regan, The Hospital Services of Natal, Natal Regional Survey, vol 8, University of Natal, 1970, and S. Trengove-Jones, A Study of Health and Health Services in South Africa, unpublished M. Com. dissertation, University of Natal, 1977

(2)

total expenditures on health from 1959 to 1971. In this section an international comparison is made. Universally acceptable norms for determining the optimal level of supply of health services do not exist, and comparisons with other countries cannot establish such a norm, but they do provide a useful

Dissatisfaction on public service pay

PRETORIA — The executive of the Public Servants' Association yesterday expressed the dissatisfaction of public servants with the recently announced pay increases, as well as aspects of conditions of employment, the Minister of State Administration, Dr Andries Treurnicht, said in a statement in Pretoria

The statement was issued after a meeting between Dr Treurnicht and a delegation of the PSA led by the PSA president, Dr Colin Cameron

Dr Treurnicht said the Commission for Administration would study the general staff situation in the public service and submit recommendations to him

The commission would pay particular attention to housing problems of public servants

Service conditions

"The executive of the PSA has brought to my attention, as well as to the attention of the Commission for State Administration the serious dissatisfaction among public servants with

increases and certain conditions of service," Dr Treurnicht said

"The Commission for Administration has, at my request, undertaken to give continued consideration in the light of problems discussed, to the remuneration of specific vocational groups"

The commission would also "conduct studies and submit recommendations to me in the light of the general staff situation"

"The commission is aware of the specific housing problems of public servants and is currently re-evaluating officials' housing needs," Dr Treurnicht said

Inflation rate

Earlier reports quoted a senior public servant as saying that the 12 percent average increase was 4 percent short of compensating for the inflation rate of 16 percent

It was stated that the estimated 18 percent to 20 percent inflation rate for the year meant further erosion of the living standards of government workers — Sapa

RDM 31/3/81
2500/75

State service crisis spelled out to Dr T

By GERALD REILLY
Pretoria Bureau

PUBLIC service representatives have told the Minister of State Administration, Dr Andries Treurnicht, of the urgent need to improve pay and service conditions in State departments to block the resignation drain, it is understood

The Public Servants' Association held talks with Dr Treurnicht yesterday

The desperate staff shortage in some departments has led to a backlog of work which senior public servants claim will

become critical unless urgent action is taken

The major reason for the flood of resignations during the past 18 months — a boom period — has been the strong pull of the private sector, where salaries are substantially higher

The president of the PSA, Dr Colin Cameron, has emphasised the threat to the quality and efficiency of key services if the staff drain continues and recruitment is hampered by hopelessly non-competitive salaries

The PSA wants interim salary increases to be provided for in the main Budget in September

It has also asked that any improvements be made retrospective to April 1

At yesterday's meeting Dr Treurnicht was told of the serious dissatisfaction among Government workers over the new salary scales

Dr Treurnicht said later he would ask the Commission for Administration to give urgent attention to the level of earnings in certain specified areas of the service and make

recommendations

He said the commission was aware of a particular problem in connection with housing for public servants. The commission would evaluate needs and report to him on this issue

Dr Cameron declined to comment last night on the talks

Senior public servants claim the manning levels in some departments are down by as much as 80%

Among the worst-affected are the Department of Inland Revenue and the Department of Justice

Public servants dissatisfied with pay rise

N.M. 31/3/81

PRETORIA.—The executive of the Public Servants' Association yesterday expressed dissatisfaction with the recently announced pay increases, as well as aspects of conditions of employment, the Minister of State Administration, Dr. Andries Treurnicht, said in a statement in Pretoria yesterday.

The statement was issued after a meeting between Dr. Treurnicht and a delegation of the PSA led by the PSA president, Dr. Colin Cameron.

Dr. Treurnicht said the Commission for Administration would study the general staff situation in the public service and submit recommendations to him.

The commission would pay particular attention to housing problems of public servants.

The executive of the association has brought to my attention as well as to the attention of the Commission for State Administration the serious dissatisfaction among public servants with increases and certain conditions of

service, Dr. Treurnicht said.

The Commission for Administration has, at my request, undertaken to give continued consideration in the light of problems discussed, to the remuneration of specific vocational groups. The commission would also conduct studies and submit recommendations to me in the light of the general staff situation, he added.

The commission is aware of the specific housing problems of public servants and is currently re-

evaluating officials' housing needs, Dr. Treurnicht said.

Earlier reports quoted a senior public servant as saying the 12 percent average increase was 4 percent short of compensating for the inflation rate of 16 percent.

It was pointed out that the estimated 18 percent to 20 percent inflation rate for the year meant further erosion of the living standards of Government workers — (Sapa)

try into matters affecting the Coloured (report) R.P. 38/1976, pp. 141-2.

19. For a general discussion, see Charles Stinkins, Unemployment, Employment, 1961 - 1979, SALDRU Working Paper No. 4.

'Govt risking breakdown in State service'

(350) ~~173~~
RDM 1/4/81

By GERALD REILLY
Pretoria Bureau

SENIOR public servants warned in Pretoria yesterday that the Government is risking a breakdown in some vital State services unless it acts to quell the growing dissatisfaction among State department workers

They were reacting to the "negative" results of the meeting earlier this week between the executive of the Public Servants Association and the Minister of State Administration, Dr Andries Treurnicht

The Government, it was stated, was antagonising thousands of its supporters in the State and Provincial departments, and the consequences of this would be measured in a large stay-away vote in some Pretoria constituencies on April 29

At the meeting Dr Treurnicht "handed off" the executive's demands for interim pay rises in the September budget by referring the issue of salary dissatisfaction to the Commission for Administration — "where the wheels grind too slowly to bring any hope of swift relief"

It is understood that the PSA executive will meet in Pretoria later today to evaluate the results of the discussions with Dr Treurnicht

The Minister's short state-

ment after the meeting and his reference to "continuous attention" being given to salary and other problems in the service, has met with cynicism among Government workers

It is stressed that the desperate staff shortage in some departments has led to a pile-up of work which senior public servants claim will reach critical proportions unless action is taken to improve staff pay and service conditions

This danger was foreseen by the PSA president, Dr Colin Cameron, who warned weeks ago of the threat to the quality and efficiency of State services

All this has been laid before the Minister, but his reaction so far indicates he intends no dramatic moves to block the resignation drain or make the Government service more competitive on the labour market

It is acknowledged that the Government cannot get involved in a pay war with the private sector

However, senior Government workers say the widening gap could be narrowed

The staff shortage in some sections of some departments is already critical. The shortage in the Department of Inland Revenue and the Department of Justice, for instance, is estimated to be about 30%

27.

Table 8 : Satisfaction

	Provincial Hosp./Clinic	Private Practitioner	Self Treated	Farmer	Mobile Clinic
Complete	46%	42%	44%	89%	40%
Partly	50%	51%	33%	11%	30%
Not	4%	7%	22%	0	30%

These figures should not be taken as a guide to the sources of treatment, since types of ailment will vary substantially. Rather they should be taken as a guide to the value of each one on its own merits

Table 9 : Average cost of Service

Provincial	Private	Self	Farmer	MO
RO,57	RO,07	RO,15	0	

Table 10 : Time Waited Before Seeking Tre

0-1 day	2-5 days	up to 7 days	1-2 weeks	2-3 weeks	3 weeks
16	19	7	6	1	8

Table 11 : Number of Visits per Case

1 visit	2 visits	3 visits	4 or 5	6 - 10
25	16	11	2	3

Table 12 : Mode of Transport

Private Car	Free Transport from Province	Bus	Lift from Farmer
2	13	29	56
%	Unknown	Unknown	Unknown
Cost	Unknown	R1,67	-

at the NRU.

The weight distribution of control children had also improved over that when the children had been at the hospital.

Clinical condition: There was no significant relationship between clinical condition of the sample children and period of stay at the NRU. The incidence of Protein Energy Malnutrition in sample and control groups was similar: 32% and 40% respectively.

Agricultural Aspects

Vegetable gardens: Sixteen of the 42 sample guardians had gardens (38%). Of these, 8 had gardens prior to admission to the NRU, 5 having increased their gardening activities since their return home - i.e. a positive effect of the NRU in 13 cases (31%). This is similar to that found at Holy Cross. Two of the gardens were plots in community gardens shared by the entire village. These community gardens were highly praised by the guardians concerned. The vegetables most commonly grown were potatoes, cabbage and pumpkins while other vegetables included beans, spinach, tomatoes and onions.

The proportion of deaths was higher amongst those with gardens, but 4 of the guardians with gardens and whose children had died had only started their gardens after their children's deaths. The proportion of falls in percentage of expected weight was lower amongst those with gardens (0,01<p<0,05).

Problems with fencing comprised the major reason for having started a garden, other reasons including poor land inadequate water supplies and expense of seeds.

Four of the 7 control guardians had vegetable gardens of these having had gardens prior to their children's admission to hospital. There was no relationship between deaths and change in percentage of expected weight and presence of

"Rehabilitated" villages and agricultural officers
42 sample guardians lived in 34 different villages or 12 of which were "rehabilitated". Thirteen guardians knew of government agricultural officers for their locations and 7 of these said they had been taught by these officers (6 of these 7 guardians had gardens). The 7 control guardians came from 7 different villages or locations, 4 of which were "rehabilitated". Three control guardians knew of an agricultural officer for their location.

significant (0,3<p<0,5). Presence of a garden was not related to family income.

The mean total family cash income of the control guardians was approximately R16 per month and the mean income per family member approximately R3 per month. There was a higher proportion of deaths in the lower family income group.

Education of the Guardian

Twenty-four of the 36 guardians had completed school education. There was a higher proportion of educational standard of the guardians (0,05) were not significant (0,05) guardians had received no schooling.

B. RIETVELD

Condition of the Children

Deaths: Seven of the children leaving the NRU (17%). This death rate at Holy Cross (0,01) occurred within 1 week of re-admission to the NRU.

ministration had been requested to continue investigating problem areas pointed out at the meeting and to pay attention to the salaries of certain groups he said. The commission was also aware of the housing problems of public servants and was considering a revaluation of these needs.

The president of the PSA, Dr C M Cameron, declined to add to the statement.

RE-ASSESSMENT

A top official in one department said, however, something positive might still materialise from a re-assessment of the housing needs of officials.

He said officials feared housing subsidies now paid might be affected when legislation to tax fringe benefits come into force.

They also felt the R20 000 ceiling of loans available to them was not enough in terms of prevailing property prices.

The meeting will be the first emergency meeting called by the PSA in more than 10 years.

Sparks expected at PSA meeting on pay rises

Own Correspondent
Sparks are expected to fly when public servants meet in Pretoria next week to discuss the pay issue.

The Public Servants' Association is to discuss the recent 12 percent rise and the inconclusive talks held with the Minister of

Public Administration and Statistics, Dr Andries Treurnicht.

In a statement issued after the meeting, Dr Treurnicht said the seriousness of dissatisfaction among officials had been brought to his attention. The Commission for Ad-

ministration had been requested to continue investigating problem areas pointed out at the meeting and to pay attention to the salaries of certain groups he said. The commission was also aware of the housing problems of public servants and was considering a revaluation of these needs.

The president of the PSA, Dr C M Cameron, declined to add to the statement.

RE-ASSESSMENT

A top official in one department said, however, something positive might still materialise from a re-assessment of the housing needs of officials.

He said officials feared housing subsidies now paid might be affected when legislation to tax fringe benefits come into force.

They also felt the R20 000 ceiling of loans available to them was not enough in terms of prevailing property prices.

The meeting will be the first emergency meeting called by the PSA in more than 10 years.

Weights: There was no significant relationship between the deaths and the percentage of expected weight of the children when at the NRU. The overall weight distribution of the children at follow-up showed some improvement over that when at the NRU, but there was no clear relationship between the change in percentage of expected weight at follow-up and period of stay

1/4/81
250

Public servants unhappy over pay increases

Argus 2/4/81 (250)

Argus Correspondent

PRETORIA — In their angriest and most far-reaching statement yet, South Africa's public servants today warned that they are no longer prepared to be the 'victims of inflation'.

They say they are tired of being used as a buffer in the battle against inflation and that it is not

their salaries which cause the inflation spiral

The statement, issued by the executive of the Public Servants' Association, announces a protest meeting for next week — the first of its kind called by the PSA. It will be attended by more than 100 representatives of branches throughout the country

'NOT ENOUGH'

The PSA says officials generally are disappointed and dissatisfied with the recent 12 percent increases announced for public servants.

'This is not enough to stem the exodus of staff from the service and will do little to help in the recruitment of new staff,' he said

The statement says 12 percent pay increases are 'unacceptable' in the light of the country's growth rate of eight percent and inflation rate of 16 percent.

According to the statement, several other points relating to pay and service conditions are causing dissatisfaction.

Among them are:

- The disparity in salaries of officials with workers of other government institutions. This applies particularly to post and salary levels on appointment to the service, but also to top posts.
- Poor salary promotions because of an antiquated key scale
- A bad salary dispensation for middle and lower order officials.
- The bad housing subsidy which did not take into account prevailing house prices

ALSO ANGRY

Meanwhile the 4 000-member Provincial Co-workers' Association of the Transvaal has entered the pay dispute arena.

The association, which represents Provincial Administration workers, has expressed bitter disappointment at the State's salary increases

PCA secretary Mr J J van Rensburg said today the organisation was planning drastic action to try to resolve the pay dispute

'Our members' plight is becoming increasingly critical, and living standards are rapidly falling behind those of whites in other sectors of the economy.

'Our members are hungry and the situation cannot be allowed to continue'

We need to have therefore measure of

1. Health
2. Illness
3. Health related behaviour
4. Service facilities

Tough stand by public servants over poor rises

Own Correspondent

In their angriest and most far reaching statement so far South Africa's public servants today warned that they are no longer prepared to be victims of inflation.

They say they are fed up with being used as a buffer in the battle against inflation and that it is not their salaries which cause the inflation spiral

The statement was issued by the executive of the Public Servants' Association, which next week holds a protest meeting

The meeting is the first of its kind called by the PSA and will be attended by more than 100 representatives countrywide

The PSA says officials are disappointed and dissatisfied with the recent 12 percent increase awarded them

"This is not enough to stem the exodus of staff from the service and will do little to help the recruitment of new staff," it says

It is expected that the executive will be given a clear mandate from members at next week's meeting to decide on what action to take.

The statement says the 12 percent is "unacceptable" in the light of the country's growth rate of eight percent and an inflation rate of 16 percent.

The 4 000-member Provincial Workers Association of the Transvaal has also entered the pay dispute.

Its secretary, Mr J J van Rensburg, said today the organisation was planning a tough action to resolve the pay dispute.

As soon as the new salary structure had been studied in detail, the executive would meet to discuss further action

"The executive will probably meet next week and there is every indication that drastic action will follow," he said

Nutrition can for instance be seen as part of population pressure or economic status but should I think be measured seperately

Given the eleven categories how do we measure them?

The most difficult category to find measurements for is positive health.

Nutritional status, educational and economic status, family stability and absence of illness go some way towards this but a score should be developed that can express to some extent the ecological balance, self reliance and "happiness index" of families and communities if this is at all possible. Perhaps it is once more a mirage we are preoccupied with

We should think along the lines of a small number of accurately determinable questions and measurements to use in surveys. This can then be expanded as expertise develops or added to from time to time and place to place for special projects. The basic data should however always be present to compare trends over time that one could use in such a survey continuously. Special projects can then be added on from time to time and place to place

By accurately I mean things that nurses can handle with accuracy. That is why the word illness is used mostly as opposed to diseases and disease categories which presuppose diagnostic facilities and skills. It is however possible to diagnose some diseases such as Tuberculosis for instance by sputum collection in each home

To come closer to the how, a list of items that can be measured accurately is presented using the same numbers as before

1. Health - not possible?

Govt may face unprecedented demands

Ruining's in civil service

BB 3/4/81

PRETORIA — Thousands of state and provincial department workers are heading for an unprecedented clash with the government over their 12 per cent salary increases.

For the first time in its 60-year history, the Public Servants Association (PSA) has called an extraordinary meeting on April 9 to discuss the growing staff crisis and unsatisfactory salary and service conditions in state departments

There are nearly 15 000 vacancies in the service. More than 2 000 policemen resigned last year and 400 quit in the first two months of 1981. There are also desperate staff shortages in the departments of Justice, Inland Revenue and Prisons

Now senior government workers are warning that the usually loyal, reliable, long suffering public services corps is ready for what could amount to the first real conflict between the government and its workers for half a cen-

hear of pressure tactics available to state department workers such as a work-to-rule campaign which would slow down state administration to what could be a "disastrous" tempo

A large percentage of government workers will register protest votes or decline to vote at all in the general election on April 29 in protest, it has been stated. It is estimated that state and provincial department staff are 90 per cent Nationalist

The April 9 meeting was arranged after requests from a number of PSA branches which represent 28 000 of the 42 000 members of the association

Dr Cameron said yesterday the issues causing alarm and dissatisfaction were "a salary adjustment avera in

satisfactory housing subsidy and the frustration of senior officials who, because of the "dangerous" staff shortage, can no longer carry out their functions properly

The executive will probably get a strong and clear mandate for further action at the meeting, Mr Cameron said

The systems director of the Department of Inland Revenue, Mr S W Albertyn, said the personnel shortage in Johannesburg, Cape Town, Pretoria and Germiston amounted to about 34 per cent

"There are too many jobs and too few qualified people to fill them," he said

The Progressive Federal Party spokesman on internal affairs, Mr Kowie Marais, said there "eadv" work" of ad-

(850)

tury
The meeting at which drastic tactics are expected to be raised, comes against a background of repeated warnings from the president of the PSA, Dr Colin Cameron, of the threat of breakdowns in state services unless swift action is taken to stem the flood of resignations and to retain staff

It also follows the Minister of State Administration, Dr Andries Treurnicht's action in referring a PSA delegation's call for interim increases to be announced in the September budget retrospective to April 1 to the commission for Administration. This has angered public servants.

The extraordinary meeting will probably

cent was in the light of an economic growth rate of eight per cent, an inflation rate of 16 per cent and a cumulative backlog in real income no longer acceptable "

He said government workers were tired of being selected as a buffer in the inflation fight while it was not their salaries which caused the inflation spiral. They were actually the victims of the system.

Other issues are the salary disparity between officials of the Central Government and those of other state institutions, the weak salary advancement measures chiefly as a result of a weak and outdated key scale, the poor salary deal in the middle and lower structure, un-

ministrative breakdown, in some government departments, including the Department of Justice

Mr Marais said there was a grave danger of public services standards in South Africa falling to the same chaotic levels found in some African countries — DDC

DD
3/4/81

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Civil servants talk of strike

CAPE TOWN — Threats of strikes, an election stay-away, and the formation of trade unions were made by members of the Western Cape branch of the Association of Civil Servants here yesterday.

About 150 civil servants held a protest meeting over the "ridiculous" salary increase of 12 per cent which came into effect on April 1.

The association has 42 000 members throughout the country

Some of the officials who attended the meeting said they had done so in spite of intimidation

The chairman of the subregional committee, Mr H P Loots, warned the protesters that if talk of strikes continued, the meeting would be adjourned immediately

"An extraordinary meeting of the association

the first in more than 60 years — will take place in Pretoria on April 9 and if there is no action at this meeting, then we can begin with our own action"

"The days of the association sitting back and waiting until the following year for the government to do something for our welfare are over. Promises made in the highest levels of government were not held

The 150 protesters handed in signed letters of resignation to their committee. In the event of the association coming up with nothing "constructive" over the salary question, these resignations would come into effect

Mr Loots was unanimously chosen to represent the committee at the Pretoria meeting

Public service pay ⁽²⁵⁰⁾ clash ^{S. Times 5/4/81} looms

By MARC DOBSON

THE Government is set for a head-on clash with its own public servants over pay

The Public Servants' Association says the recent 12.5 percent pay rise for the public sector is not enough; they want a further 12.5 percent which, say economists, will cost the country another R1 000-million

The PSA will decide at an emergency general meeting this week on what action should be taken if the Government gives them the thumbs-down

This follows a meeting between the Minister for State Administration and Statistics, Dr Andries Treurnicht, and a four-man PSA delegation led by the organisation's president, Dr C M Cameron

"We won't be satisfied until the Government has given us a commitment to rectify salary discrepancies," Dr Cameron told the Sunday Times

He said Dr Treurnicht recognised and conceded that civil servants had legitimate cause for complaint and that the Government now had to find the necessary funds to rectify the problem

Dr Cameron said allegations that inflation would be boosted should the State accede to the association's demands were not true

"The public service pay bill is only a small percentage of the Gross National Product and we have inflation, anyway," he said

"Salary scales follow inflation — they do not precede them"

Discrimination

Dr Cameron said the staff crisis would only be resolved once salary scales were made equitable

He called for salary scales to be on a par with other sectors of the public service such as the Railways, the Post Office, and State corporations

"We have gross discrimination within the public service, let alone the disparity which exists between the public and private sector," said Dr Cameron

He warned that resignations would continue unless attention was paid to the salary issue

Our public service is functioning at a shocking, non-effective level because of the serious depletion of

personnel," he said

The mass of resignations is having a depressing and demoralising effect on the remaining staff because it is creating an atmosphere of discontent

"The objective of the PSA is to once again have an efficient public service — and we can afford it"

Meanwhile, with the mood of civil servants becoming more militant, resignations continue as more are lured to better-paid jobs in the private sector

Those remaining are battling to cope with high work loads, and overwhelming pressure

Star Review

Civil servants work 50 percent harder than their counterparts in the private sector, according to a local productivity expert

Mr Rolf du Plooy, project manager of the National Productivity Institute, did productivity ratings among the public service and key areas of the private sector at The Star's request

South Africa's national productivity rating is abysmal compared to world standards, but probably the most maligned sector has come out tops according to Mr du Plooy's research

Overall SA productivity reflects a growth rate of 0.21 percent per capita from 1972 to 1979

Australia's on the other hand is 1.66 percent per capita, France is 2.74 percent; Israel is almost as bad as SA as 0.98 percent, Japan is 3.35 percent, United States productivity per capita is

2.05 percent, in strike-torn Britain it is 1.50 percent and Taiwan stands as a shining example of rapid growth and hard work at 6.89 percent.

Labour productivity which Mr du Plooy emphasised was only a facet of overall productivity, is calculated as the contribution to gross domestic product by each labourer. The accompanying table reflects the growth or decline of productivity in various sectors of the South African economy from 1975 to 1979

The decrease in the mining sector probably reflects less gold being mined while fetching higher prices. Construction is inextricably linked to the economy and closely follows its rise and fall.

Productivity in the electricity, gas and water sector does not seem favourable, Mr du Plooy pointed out. While employment jumped 97 percent from 1970-79, output increased only 74 percent

Year	Mining	Manufacturing	Construction	Public Service*	Commerce*
1975	93.6	108.4	105.1	100.0	100.0
1976	9.9	105.8	98.5	102.6	100.1
1977	94.8	100.6	100.3	108.6	95.1
1978	100.2	105.4	98.7	111.1	93.7
1979	101.5	110.6	100.2	115.5	89.7

* All figures are calculated from a base of 100.

* Figures for the public service encompass central government, provincial administration and local administration. Those under the heading "Commerce" include wholesale, retail, catering and accommodation

By Charlene Beltramo
Sheena Duncan of the Black Sash refers to the staff crisis in the public service as a crumbling of administrative foundations brought on by years of apartheid policies

What she says does not reflect the entire problem, but it contains elements of truth

The public service, for long quiet about its inferior wage scales, mostly from a sense of loyalty to the Government, has now become angry. This is reflected in events such as the black municipal workers' strike in Johannesburg last year and the strong protests to the Government by the white Public Servants' Association this week

The seriousness of the situation is seen in an extraordinary move by the conservative PSA to hold a special meeting of its 50 branches in Pretoria on Thursday

BUFFERS

The chairman of the Association, Dr C Cameron, said it was the first time such an extraordinary meeting had been convened in the 60 years of the association's existence

Officials are tired of their salaries lagging behind the cost of living. We are being used as buffers in the battle against inflation, our salaries are not causing the inflationary spiral, Dr Cameron said. The association is not a trade union. Trade unionism is discouraged among central government employees. The Post Office and

Rising tide hits service

Trade unionism among black government employees is out of the question

Pay is a major source of dissatisfaction among government and local authority employees

Mr G van Zyl, chief director of the Commission for Administration, admitted that pay discrepancies between the private and public sector were about 35 percent

"In certain categories we pay higher, particularly for non-matriculated whites who fill posts as clerical assistants."

He said job reservation on the grounds of race and sex could cause difficulties in recruiting staff and the massive drain from the public service

"Half the posts in the public service are earmarked for non-Europeans, but they are not coming forward to fill them. Certain posts are also reserved for men only — I

wouldn't like my daughter to do shift work, or work late at night, as an example"

Mr van Zyl said he did not consider the current situation a crisis, but symptomatic of the economic boom. A recession would cause a backflow to the public service.

The biggest problems involved the judiciary, teaching, architects and draughtsmen, the police and medical services

The SA Police have refused to comment on their staff situation. But senior police officials have admitted to severe staff dissatisfaction with salaries and overtime pay

Recent terror attacks have resulted in many businesses poaching top-ranking officers from the SAP

According to Mr Henne Grove, Transvaal director of Hospital Services, 63 provincial hospitals are short of a quarter of their nursing complement. The doctor short-

age is felt the most in provincial hospitals. For example, there is a shortage of 83 fulltime district surgeons

It is estimated that 12 000 white pupils are without teachers — the shortage of white teachers exceeds 400. Teachers can wait months for salary or bonus cheques

The Hoexter commission of inquiry into the courts was recently told that unless there were substantial pay increases, there would be judicial chaos as more employees would resign

Thirty-nine percent of regional court prosecutors have court experience of one year or less, district courts have only 60 percent of their complement of prosecutors

In the first two months of this year 38 percent more employees of the Department of Justice resigned than during the same period last year

Offices of the Receiver of Revenue in all the major centres are grossly understaffed. Johannesburg has only half its staff complement. Pretoria is 31 percent short

are only 52 percent of quota

The SAR Artisan Staff Association says the biggest problem is recruiting young qualified staff. Older workers have to o much to lose by resigning — their pensions, cheap housing, loans and a comprehensive sick benefit fund

These words are echoed throughout the public sector, although the PSA has pointed out that even those benefits have been whittled away by inflation

The Auditor-General, Mr W G Schickerling told Parliament early this year that a severe lack of trained staff was affecting his department to the extent that audits of State accounts, "can scarcely be considered adequate"

Only 394 of the 612 posts in his department, were filled last October by permanent staff — 44 positions were occupied by temporary workers, 50 were part-time and there were still 124 vacancies

TURNOVER

The Commission of Administration is investigating several problem areas

Professor Roux van der Merwe of the Department of Industrial Psychology at the University of Port Elizabeth said "Pay should not be considered as the only factor in job dissatisfaction or high turnover

"Political, public and bureaucratic pressures could also be forcing people away when coupled with low pay"

He said people should be rewarded selectively for good work to encourage productivity

"Good workers getting paid the same as lazy colleagues and coupled with lousy work will leave like flies

"Satisfaction and productivity are linked, pay is not necessarily the major factor," Professor van der Merwe said

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Resignations flood in as civil service feels pinch

By Charlene Beltramo

Resignations are flooding into the civil service, with some sections working at less than half of capacity and employees growing increasingly militant about low pay.

Although many senior officials blame the drain on the economic boom and high salaries paid by the private sector, others say it is the worst staff crisis in memory and problems run deeper than pay only.

Many tax offices in maj-

or centres are running below capacity — in Johannesburg there is a 50 percent staff shortage, Germiston follows closely behind and in Pretoria 31 percent more staff is needed.

A spokesman for the prison service told The Star their staff situation had "deteriorated drastically since the last quarter of 1980, due to a high resignation rate and a decline in recruits.

"The shortage of personnel not only hampers

the functions of the prisons service but also puts added stress on existing staff."

Warders are operating on a ratio of 1 to 14 prisoners. The present shortage of personnel is 1 200 of a quota of 16 322.

Last year the prison service lost a quarter of its employees to other sectors.

Mr F Oberholzer, chairman of Johannesburg's management committee, said if the city lost any more staff the quality of municipal services would be endangered.

The Public Servants' Association has pointed out that perks such as housing loans, which would in the past have retained older employees, have been devalued by inflation.

Certain departments which seem concerned about the crisis and are actively working to solve it — such as prisons, inland revenue, the auditor general and the judiciary — are willing to speak to the Press. Others refuse to or are vague.

● Page 25: Rising tide of unrest hits service.

Government under fire on pay rises

RDM
8/4/81

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By GERALD REILLY
Pretoria Bureau

DEMANDS for an immediate review and adjustment of the 12% rise granted public servants from April 1 are expected to be made at tomorrow's extraordinary meeting of the Public Service Association

The Pretoria meeting is being held in a crisis atmosphere, with resignations draining staff from vital services in many State departments

It was called at the request of a number of PSA branches representing more than 28 000 of the association's 42 000 members

The PSA stress that disappointment and dissatisfaction over the salary hike is widespread in the services

The PSA president, Dr Colin Cameron, said the public servant was tired of being a buffer in the fight against inflation

The salary increase of 12% was unacceptable in the light of the country's 8% growth rate,

and an inflation rate of 16%

The salary advancement system was weak because of an outdated key scale, which had no place in a modern salary system

There was also general dissatisfaction on the housing subsidy scheme, which had an unrealistic base in terms of current prices of homes

Aggravating the discontent among Government workers is the fact that teachers, after an 18-month confrontation with the Government, succeeded in getting substantial increases, averaging out at about 26%

A large body of Government workers see this as "the squeaking wheel getting the most oil", and are expected to demand a more militant approach by the association in its efforts to get salary improvements

Dr Cameron has warned, and he is supported by senior Government workers, that a breakdown situation will develop in

many areas unless swift action is taken by the Government

And the action expected to be demanded is an immediate undertaking from the Government that there will be an urgent review of the "totally unsatisfactory 12%" and provision made in September's main Budget for substantial adjustments retrospective to April 1

Many see last month's move by the Minister of State Administration, Dr Andries Treurnicht, in referring the PSA's demands for immediate relief to the Commission for Administration as a delaying tactic

And political observers claim the outcome of tomorrow's meeting could place the Government under pressure to placate its angry workers, with only three weeks to General Election day April 29

In a number of Pretoria constituencies the vote of the public servant and his family could have a vital influence on the outcome

Govt workers' hopes dashed

No interim pay rise

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BD
9/4/81

PRETORIA — The Commission for Administration made it plain in a statement here last night that government workers have no hope of interim salary increases.

The statement is seen as an attempt to defuse the expected "loaded" atmosphere at today's extraordinary general meeting of the Public Servants Association called by government workers angered at their unacceptable 12 per cent salary hike

It is the first meeting of its kind called for 60 years by a normally docile public service corps

However, it is clear that some concessions had been made. The commission is completing re-evaluation of the housing subsidy scheme and more money has been earmarked for an approved scheme from October 1, followed by a further improvement from April 1 next year

The unrealistic loan ceilings were a major grievance.

But the president of the PSA, Dr Colin Cameron,

stressed last night that the content of the statement would not remove the serious dissatisfaction among the mass of government workers

The commission claimed, in its statement that in the past three years R1 450 million had been allocated to improve service benefits

Representations were made by the PSA last month through the Minister of State Administration, Dr Andries Treurnicht, for interim increases to supplement the "unacceptable" 12 per cent increase granted to public servants from April 1

The PSA and senior government workers had warned of the threat of breakdown in state services unless urgent salary adjustments were agreed to, and made retrospective to April 1

Serious staff shortages in the Departments of Inland Revenue, Justice and Prisons support the view that if the staff drain continues a crisis is unavoidable.

The chairman of the commission, Dr P S Rautenbach, said the R1 457 million included general salary adjustments as well as methods of improving opportunities for career-orientated public servants

As early as 1979, he said, it was decided that all salary adjustments would take place from a common date

"No possibility therefore, exists for interim adjustments during the course of a financial year

"Priority is being given to alleviating public service personnel problems in a systematic manner, and the positive foundation on which this can be

achieved lies in the budget procedure, career differentiation and the separation of general salary adjustments from structural changes"

Dr Cameron said the PSA greatly appreciated the fact that the commission had responded to some of the grievances submitted by the association

However, the commission's announcement would not alter the position of the majority of government workers, particularly those in the lower and entry grades of the service

The commission's statement that there would be no interim adjustments during the financial year put paid to any hopes for adjustment in the main budget in September to the unacceptable 12 per cent increase for government workers — DDC

Year 1	Course	Semester	Time-table	Present	Proposed Change
	Environment & Structure of Business	1	M, W, F, 4		
	Management of Human Resources	2	M, W, F, 4		
	Economics Ia	1 & 2	M - F 3		
	Mathematics I	1 & 2	M - F 5		

Crisis talks on pay for civil servants go on tonight

S107
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9/4

Own Correspondent

Public servants plan to go ahead with their crisis pay talks in Pieteria tonight in spite of eleventh-hour concessions announced by the Commission for Administration

Dissatisfaction, among middle and lower order officials has apparently not been dissipated by the Commission's promise of higher housing subsidies payable from October 1

Tempers have been cooled slightly but a fiery debate on the pay issue is anticipated when more than 100 representatives of the Public Servants' Association meet for talks behind closed doors

The chairman of the Commission, Dr P S Rautenbach, said on television that a re-evaluation of the subsidy scheme for home-owners in the service was in an advanced stage

He said an amount had been earmarked for an improved simpler scheme to start on October 1. Provision had also been made to finance further improvements from April 1 next year

Dr Rautenbach also said a closer look would be taken at the pay and service conditions, but

emphasised it was policy since 1979 that salary adjustments be made from a common date. He thus dashed hopes of specific groups being singled out for interim pay rises

He said there was a long-felt need to separate structural changes from general salary adjustments. Money had been put aside to meet this goal

The president of the PSA, Dr C M Cameron said the promised help with housing subsidies would be welcomed by public servants, although details of the improved scheme had still to be announced

Another positive aspect to emerge from Dr Rautenbach's statement was that investigations were under way to work out a better deal for specific vocational groups, he said

But the better housing subsidies would not help thousands of young officials who did not own property of their own

Another shortcoming was that nothing positive had been promised for the large mass of young people in the lowest ranks of the service, who would still only get the average 12 percent announced earlier for public servants

Call for govt pay review

10/14/81
250

PRETORIA — The Public Servants Association (PSA) is to ask the government urgently to review the decision not to grant interim increases this year, its president, Dr Colin Cameron, said here last night.

He was speaking after an extraordinary meeting of the association — the first in 60 years — called to discuss the “unacceptable” 12 per cent increases granted to government workers

The speakers had stressed the seriousness of staff shortages throughout the public service, Dr Cameron said

The meeting expressed its “utmost dissatisfaction” on the threat to the service, whose functions had already been curtailed, and instructed the executive of the PSA to renew negotiations with the government

Dr Cameron said in spite of the announcement by the Commission for Administration that no interim rises would be granted, the situation was so grave that immediate approaches would be made to persuade the commission to reconsider its decision.

If the priority was great enough the funds to provide for the increases could be found — and the situation was serious enough to justify such a move.

Dr Cameron said there was no talk of strikes, go-slow action or any trade union approach to the problem

It was also decided that existing negotiation procedures should be urgently reviewed

Although dissatisfaction and unhappiness were rife, it was decided proper that public servants should continue to behave in a loyal and responsible manner and use their existing negotiating machinery

The meeting decided that although the PSA was grateful for the government's response to its submissions, the relief announced this week had failed to give general satisfaction

The improved housing subsidy scheme to be introduced later in the year was welcomed, but only a minority of officials would benefit, Dr Cameron said

— DDC

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FM

10/4/81

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PROMISES, PROMISES

There will be no further interim civil service pay increase in this financial year, says the Commission for Administration's chairman, Dr Piet Rautenbach. In a statement released on the eve of the Public Servants Association's (PSA) extraordinary general meeting — at which demands were expected to be made for such an adjustment — Rautenbach also said re-evaluation of the housing subsidy scheme for civil servants has almost been completed. An amount has been earmarked for an improved, simpler scheme to commence on October 1 this year and provision of more finance will be available next April.

Responding to the statement, Dr Colin Cameron, chairman of the 40 000-member PSA, told the FM: "We appreciate the firm commitment from government with respect to housing, structural changes and improved benefits in 1982. But we are disappointed that no short-term alleviation for the immediate position of public servants suffering from an inadequate interim

adjustment is forthcoming.

Cameron also said the unresolved discrepancy between the central public service and other public sector bodies, such as state corporations which have paid an average 25% increase, needed attention. He added that the public service was still left in a negative position because of the inflation rate of 16% last year. Their increases announced in February with effect from April was an average 12%. The Commission's statement would be discussed at the PSA meeting and "we will no doubt go back to the authorities on specific areas," said Cameron.

Regarding the critical staff shortage totalling around 15 000 in many sectors of the public service, Rautenbach said "priority is being given to improving the public sector's personnel problem in a systematic manner. And, the foundation on which this can be achieved lies in the budget procedure, career differentiation and the separation of general salary adjustments from structural changes."

Urgent pay claims by public service

250 sim idyls!

By Chris van Gass and Arnold Kirkby
Pretoria Bureau

The Public Service Association has set a time limit for reaction by the Government to their "urgent" pay claims

This was decided at a closed five-hour meeting last night of civil servants from throughout South Africa and SWA/Namibia — the first extraordinary meeting of the PSA in 60 years — to thrash out

dissatisfaction on salary issues

The president of the PSA, Dr Colin Cameron, said today his association would ask the Government "as a matter of extreme urgency" to reconsider its earlier decision not to grant interim pay adjustments.

Last night's meeting was called in protest over the recent 12 percent salary increase for civil servants which added to re-

signations from the public service

Although accurate figures were not available, it is believed there are more than 13 000 vacant posts in the service

This has led to frustration of serving members who found it difficult to execute their tasks in the face of the shortage, combined with the dissatisfaction on pay

Dr Cameron today confirmed that the PSA had set a time limit on its

latest representation He did not view this as an ultimatum and felt the period set for Government reaction should not be made known "because it is not in the interests of my association"

The officials present at the meeting were unhappy with the present channels of communication on wage negotiations and urged for a new system to be introduced

Representations in the form of a document would now be sent to both the Commission for Administration and the Minister of State Administration, Dr Treurnicht

Dr Cameron said points the PSA would take up in further negotiations were.

- Housing relief for those officials not part of the subsidy scheme,
- General salary adjustments to eradicate anomalies existing between Government and semi-Government sectors
- Structural changes in vocational groups where emergencies exist, and
- Improving the bargaining position of the PSA

as the column position which the COL() function occupies when used within

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The CR() function returns the number of the right column of the last find in the execution of the LOCATE command. A value of zero is returned if the last LOCATE command resulted in a "NO FIND".

10.3.1.2 CR()

The C() function returns the number of the left column of the last find in the execution of the LOCATE command. A value of zero is returned if the last LOCATE command resulted in a "NO FIND".

10.3.1.1 C()

Each of the functions in this paragraph return a numeric value. These functions are used primarily in CTS subroutines which edit working area images and use numerical values for line limits, column limits, line pointer positioning, and loop control. The function value can be substituted into a subroutine command by defining a variable as the function value with a SET command and using variable substitution (see 9.2.1)

10.3.1. Numeric Editing Functions

10.3. FUNCTIONS

cannot be removed costlessly. The fact that an institution is imposed on the market implies costs beyond those experienced in an ideal market.

The existence of an institution such as the control board proposed leads also to the costs for society that result from rent-seeking. (7) The regulations acquired by the industry may be operated primarily for its benefit. The incentive for graft and corruption may generate significant costs. (8)

However, these costs may be reduced by ensuring that the controls are exercised in full view of the rest of the industry and the medical profession. For the controls do not include quantitative restrictions such as licensing, which encourage rent-seeking behaviour. They are based on price/quality, more open to assessment by parties not represented on the central board. (9) These factors should enable the costs of the board to be kept within its benefits.

The basic role of the board will therefore be to correct the distortions that arise from the demand side of the market effective signals will be generated from the market demand that enable supply to be called forth.

This type of co-ordination is what is needed in the market for it has shown that the supply side of the industry is currently ineffective and that the types of proposal that attempt to regulate supply (i.e. Nationalisation or direct controls) would generate major distortions and inefficiencies. The centralised board is merely a device for ensuring the clear voicing of the demand side of the market. And this would allow a more efficient combination of supply and demand forces to service the drug market.

(9.4) CONCLUDING COMMENTS:

The analysis of this paper has shown that there are flaws in the flow of information in the drug market which impose costs on the allocation of resources. However, no market is ever provided with perfect information. Given the amount of information that can be obtained economically, the problem

is to devise a system that will allocate resources effectively.

It has also been concluded that the marketing board will not be without its costs. The question which needs answering is whether the costs of the board are outweighed by its benefits. This question merits further empirical research for it is not possible to assess on theoretical grounds which system is best.

The paper provides some basis for believing that the present-

Warning on services breakdown

RDM 11/4/81

(250)

By GERALD REILLY
Pretoria Bureau

MANY vital services will break down unless one of the urgent demands made by the Public Servants' Association are agreed to by the Government

This is clear from views expressed by representatives of the PSA from all parts of the country at an extraordinary general meeting of the association in Pretoria earlier this week

They emphasised that the staff shortage, serious now, would become critical unless swift action was taken by the Government

The functions and services of some departments had already been cut

This process, senior government workers said, would continue until the steady drain of staff to the private sector was halted or at least slowed down

The only way of achieving this was an urgent review of salaries against a background of the "unacceptable" 12% granted from April 1, and the closing of the earnings gap between central government workers and those in state corporations and semi-state organisations

This is why the PSA decided this week to make further urgent representations to the Minister of State Administration Dr Andries Treurnicht and the Commission for Administration for immediate relief

The statement by the commission chairman Dr Piet Rautenbach, announcing limited concessions, is seen by some Government workers as a cynical attempt to pacify an important block of voters, some of whom could play a decisive role in certain constituencies, especially in Pretoria

The statement was issued the night before the PSA meeting

However, it has become clear that the PSA meeting is the first step in what could develop into an ugly confrontation between the Government and its workers

And although the meeting rejected strikes or go slow campaigns as weapons, the struggle for a better pay deal is certain to be intensified

After the meeting, PSA president Dr Colin Cameron said the situation was so grave that an immediate demand would be made on the commission to rethink its rejection of the request for interim pay adjustments

Apartheid's costing 14/4/81 250 millions, says Marais

Mercury Correspondent

PRETORIA—The Government's apartheid policy was costing the country hundreds of millions of rands a year in the earnings of public servants who would not be needed in any race-free society, the PFP spokesman on internal affairs, Mr Kowie Marais, said yesterday

He was reacting to the latest count of workers in the central Government and provincial departments and in municipalities, released in Pretoria yesterday by the Department of Statistics.

In the last quarter of last year alone the statistics show wages and salaries in the three areas amounted to almost R1 000 million.

Mr Marais said if the group areas legislation were scrapped, if the maze of influx regulations and others controlling the lives of blacks in the urban areas were lifted, if education fell under one national body instead of four, taxpayers would be saved hundreds of millions of rands a year

The manpower saving, too, would be substantial, and the

thousands of public sector workers administering the apartheid laws could be freed for productive work in the private sector

'Propping up and administering this failed policy is not only costly in terms of hard cash, but in the continual loss of goodwill for whites among the black population,' Mr Marais said

Meanwhile, the statistics show that the country's massive public sector continued to grow last year, in spite of the acute manpower shortage caused by the economic boom conditions.

At the end of December last year, according to the department's figures the central Government, provincial administrations and the local authorities employed 796 000 workers of all races

This is an increase of more than 17 000 compared with December 1979

Blacks employed in the three areas — 353 144 — at the end of last year outnumbered whites by 42 450

(Report by G Reilly, Van der Stel Building, Pretorius Street, Pretoria)

then, and by the time I went to Orlando West High School I was already beginning to question the injustice of the society in which we lived, and to ask why nothing was being done to change it. In this too, I was not unusual. Throughout the universities and high schools of South Africa, the South African Students' Organisation (SASO) and its subsequent high school equivalent, the South African Students' Movement (SASM), were very active in conducting meetings to preach the philosophy of Black consciousness. The preaching fell on fertile ground; very many of us felt the need for Blacks to have a sense of pride in themselves, to abandon old feelings of inferiority, and to stand together. This really what SASO and SASM stood for, and I became an active participant in preaching this philosophy and selling the publications which promoted it.

Like other members, I attended discussions, participated

When asked if he could specify what the increase would be, Dr van der Hoven replied 'I have no wish to reveal that to any newspaper after all the adverse publicity that the nursing profession has received.'

A spokesman for the Natal Education Department in Pietermaritzburg confirmed yesterday that teachers would 'hopefully' be receiving their increases of between 20 and 26 percent at the end of April.

'We are making every effort to work out the increases in time for teachers to receive their new pay slips this month,' the spokesman said 'We are confident that we will meet the deadline.'

Spokesmen for the South African Railways and Police said in Pretoria that an overall increase of 12 percent had been allocated which would be effective from the end of April.

A Durban Post Office spokesman said all staff had been informed that they would be receiving their 12 percent increase this month.

on Government policy. I realised that it was only political organisations which would hope to play a part in changing the situation. But these had been banned and silenced. Existing organisations were tolerated either because they operated within the restrictive limits of the unacceptable "Bantustan policy", or because they had little popular support. It was clear to me that as an organisation like the Black /...

(30)

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Black Peoples' Convention grew, so it would be increasingly harassed, until it would be finally closed down by the Government - as indeed happened in the recent Black October situation.

The oldest and largest political organisation was the African National Congress. There were many former members living in the townships and the ANC was a common topic of discussion. I talked to former members, read whatever

Nurses still in dark over pay hike

15/4/81

'Does it really matter if it's this month or next?'

Mercury Reporter

MANY public servants who have been looking forward to salary increases at the end of this month probably will not be disappointed.

But Natal nurses still do not know if they will receive their increases at the end of April, according to the Director of Hospital Services in Natal, Dr V. A. van der Hoven.

He said in Pietermaritzburg yesterday that the increases were in the hands of the provincial accountant.

'Does it really matter if their salaries increase this month or next?' said Dr van der Hoven. 'We all know that a salary increase is on the cards.'

efforts with violence and by banning the Organisation. I learnt that this, in turn, led to the end of the ANC's non-violent policy and to the decision in 1961 to turn to the use of force. I sympathised with this decision: I felt that the Black people could not simply sit back and fold their hands - and that one could not meet the Government's machine guns with empty hands. It seemed to me that the ANC had been forced into the situation where it had no alternative /...

(30)

GENERAL NEWS

Public servants get car discount from firm

Education Reporter

All teachers, nurses, police and permanent members of the Defence Force in South Africa have been made an unbeatable offer by a major motor corporation — up to R1 000 discount on the purchase of a new car

In an advertisement entitled "An important message to all members of the teaching profession," the Sigma Motor Corporation states, "In the nature of your work, you are providing an essential service to South Africa. Yet all too often your contribution is an underappreciated and undervalued one

"For this reason, we are making a genuine money-saving offer to all full-time members of the teaching profession"

The offer includes a reduced hire-purchase interest rate, a large discount and a servicing discount on a Mazda 323 1300, Mazda 323 1400 GLC and the 1600 GLC

And just in case the general public thinks it can cash in on the deal, Sigma has stipulated that any teacher who wants to take advantage of the offer must produce his/her bona fides

This includes a letter of identification from the teacher's association, proof of title and rank at school, an ID number or Book of Life

The scheme was first instituted in August 1980 when feelings within teacher ranks reached fever pitch over the salary issue. Since then the scheme has proved incredibly popular, says Sigma's national sales manager Mr Gert van der Merwe

Now the special deal has been extended to include nurses, permanent force men and members of the police force. The scheme is also multi-racial

Handwritten notes:
10
Sigma
the offer

STAR 18/4/81

Blacks will
earn more
than whites

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Own Correspondent

For the first time in the history of the public service blacks in some work categories will earn more than their white counterparts

According to figures given to the Pretoria News, the wage gap between race groups in many middle order public service jobs has not only been eliminated, but coloured and black officials will now earn substantially more than white colleagues

It applies particularly to coloured and Indian employees, but blacks in some cases have also jumped to higher salary notches than whites

The figures are likely to cause further resentment among whites in the service. Many are threatening to withhold their votes in the general election

Traditionally public servants are staunch supporters of the National Party, but there is talk in their ranks of boycotting the party to show dissatisfaction

with the pay deal announced recently

There are more than 16 000 central government officials in Pretoria's 13 constituencies. If they defy the National Party in protest by staying away or voting for one of the opposition parties it could cause considerable embarrassment to the Government

The figures show, for example, that work study officers of all races who were paid the same salary of R7 740 until March will have their salaries adjusted by between 12,79 and 17,41 percent

The white official will move to R8 720 while his black and coloured colleagues will be paid R9 090 a year from this month onwards

A senior public servant today said no one would begrudge better pay and prospects for people of other race groups, but it was inexcusable to go to the other extreme and pay them more than whites

(Report by C H Hoffman, 216 Vermeulen Street, Pretoria)

S. Times 19/4/81

State employees ahead of inflation

(250)

GOVERNMENT, provincial, local authorities and statutory bodies were under as much pressure last year as industry and business, considering the growth in the amount of work and a marginal increase in the number of employees

By Elizabeth Rouse

employees, while even provincial administration workers came out on the right side

The number of people employed in central Government increased by a mere 3,2% to 324 072 in December 1980, from 314 024 in December 1979. The number of blacks employed rose by a slightly bigger percentage of 5,7%

However, except for those employed on sundry statutory bodies, total salaries and wages paid out beat the inflation rate comfortably in the case of Government and local-authority

No doubt the small rise in Government numbers can be partly attributable to top people deserting the public service for more highly paid positions in industry and business

However, those who stayed in State departments did not do too badly, earning a total of R1 567-million, up 22,5% on 1979's R1 279-million

Provincial administrations had difficulty in recruiting staff in the highly competitive workers market, and the number of employees rose by a fractional 0,7% to 246 576 at the end of 1980 from 244 801 at the end of 1979

The wage bill was up 19% to more than R1 164-million from over R977-million

Local authorities fared better. They attracted 1,6% more people, which increased their work force to 225 100 from 221 600 at the end of 1979

The wage bill went up by 20,8% to almost R954-million from R790-million

Statutory bodies' work force remained almost static with a marginal rise of 0,5% to 24 842 from 24 735. Payment rate is out of the competitive field and total earnings rose by only 2,9% to R162,176-million from R157,560-million

values
QUERY
are no

This means that the fractional part of the result (if any) is discarded. The result of integer the result of 10.2. COMI

or real operands with the single exception of zero. That is, used to round the number, and then these bits are set to slightly more than 16 significant decimal digits are used. The result of must be the same type (string or numeric). The relational operations (or zero (condition is not true). The relational operations have been completed but before functions are evaluated. The using parentheses for grouping.

and by one of the following relational operators

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10.2. COMI

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division
multiplication
subtraction
addition

following arithmetic operators

Numeric terms of an expression (constants, variables or functions) may be separated by one of the

10.1.6. Operators

A variable's value may be set and referenced by CTS commands. The value of a variable may be changed at any time by a CTS command. Its value remains until it is changed. A variable name is composed of 1 to 12 alphanumeric characters, the first of which must be alphabetic. A variable may be assigned an integer value, a real value, or a string value. A variable is defined or changed by a SET command, a QUERY command, or a CALL command. If a variable is assigned a string value, the string may be up to 96 characters in length.

10.1.5. CTS Variables

^{DD} Govt No to ⁽²⁵⁰⁾ civil servants' pay rise plea

PRETORIA — The hopes of public servants for an interim salary increase were shattered last night by the Minister of State Administration, Dr Andries Treurnicht.

The minister was reacting to a plea from an extraordinary general meeting of the Public Servants Association (PSA) earlier this month for urgent salary relief.

On the eve of the meeting the chairman of the Commission for Administration, Dr Piet Rautenbach, announced there would be no interim rises.

In spite of this the PSA felt the issue was urgent enough to repeat the plea.

The minister's decision has caused dismay among senior public servants who said last night the cabinet at yesterday's meeting obviously ignored warnings that state department services were running towards a breakdown.

The president of the PSA, Dr Colin Cameron, said recruitment would obviously be seriously affected by the decision.

"The little hope that existed among some public servants, who were on the point of resigning, that conditions would be improved has disappeared and resignations will continue."

Dr Cameron said it was clear from the minister's statement that the government had taken pertinent notice of the representations of the PSA and was

now committed to positive action.

In his statement Dr Treurnicht said it remained a cornerstone of the government's remuneration policy that a general salary adjustment was only made on a common date for all groups.

"The revision of such and adjustment with effect from its date of implementation, or interim general salary adjustments can therefore not be considered."

The Commission for Administration was undertaking as a matter of high priority an investigation into the general remuneration structure and position of public servants.

Dr Treurnicht said that all concerned, including the Public Servants' Association, would be consulted during the investigation.

The findings of the investigation would be taken into account when decisions were made on the improvement of service benefits.

Details of the simplification and improvement of the interest subsidy housing scheme could only be made known after the Minister of Finance had announced the amount to be provided in the budget.

"The assurance can however be given that the government is sympathetic to the housing cost problems of officials," Dr Treurnicht said. — DDC.

Background

THE present shortage of teachers, nurses and even of police is by no means due to lack of money in the coffers of the State to pay them salaries that can compete with what is paid to persons of equal and even lesser qualifications in commerce and industry

To plead lack of money is a poor excuse in the light of the Government's continual bragging about the favourable economic growth of this country in comparison with other countries. In fact, we are continually being told by politicians that we have never had it so good

This shortage is not due to lack of money. It is due, as I shall presently show, to an ineptitude and a lack of foresight of those who controlled the purse strings of the country during the last few decades. In the meantime these shortages have not only caused increased suffering by human beings, but they have in the educational field done untold damage to the mental development of the youth of our country by depriving them of the services of the best teachers

I refer to these callings because they, more than most of the public services, deal essentially with human beings. Teachers deal with their education, nurses deal with their recovery when ill or wounded and police deal with their physical protection

Persons in these three fields of service need to be carefully selected for their personal qualities. In addition they have to undergo thorough training in the human context of their future work. The selective process is largely determined by individual choice. In the case of teachers it often happens when they are still pupils at school

For example, if they as pupils see that one after the other of their best teachers resign to take up more financially rewarding jobs in commerce and industry, they are hardly likely to choose teaching as a career, particularly if it involves an exacting period of training for years after they leave school

State's

total

Angels
28/4/81

lack of

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foresight

At present, unfortunately teachers, by virtue of their training and experience, also happen to have qualifications which could fit them for good jobs in commerce and industry, especially in the field of management in a fast developing country like ours

Whatever the Government does now to raise the salaries of those teachers still in the service will not compensate for the damage done in the last few decades to the youth of the country during their most impressionable years through the loss of their best teachers. The harm is irreversible.

The defection of teachers, nurses and policemen to commerce can be halted only by a policy of continuously revising salary scales, says DR E G MALHEBE, former principal of Natal University and one of the country's most experienced educationists.

If on top of that, the salaries offered far exceed those the government sees fit to pay them, one cannot blame them if they make the change

The Government should have foreseen this eventually for it, more than anyone else, was in a position to assess the booming economic development of the country and the resulting competition for jobs at these higher levels.

The Government should have forestalled the attraction by commerce and industry of teachers, nurses and police away from these services so essential to the development and wellbeing of the people of our country.

Nor will one single act of munificence safeguard the future of the teaching profession. This can only be done if the Government adopts a continuously progressive policy of revising teachers' salary scales so that they keep pace with the economic development of the country, which determines what commerce and industry offer

Only in this way will the stability of the teaching profession be ensured and the proper mental, moral and physical development of our youth be guaranteed

I was a civil servant for many years and realise there may be snags in this proposal. These are, how-

ever, not insuperable once it is accepted what it will mean to the development of our youth, the most precious asset of the country

Nor do I express these sentiments merely as a *ma vota*. I base them on hard factual experience which I gained through having studied the growth of education in South Africa over the last 300 years

I served on the Carnegie Commission which studied the poor white problem a half a century ago throughout South Africa. What impressed me particularly during that investigation was how, through the influence of one good teacher, the children of a particular rural community could be rescued from becoming poor whites

I was also for some years a member of a government commission dealing with Native Education. During all these investigations I also had the opportunity of personally testing thousands of white and non-white children for their general intelligence as well as their scholastic attainments. I found that the latter correlated very highly with the qualifications and personality of the teacher, especially in the small rural schools

PSA seeking to close pay gap

250

STAR
2/5/81

Own Correspondent

The Public Servants' Association has expressed "bitter disappointment" that the Government was not prepared to reconsider the 12 percent pay rise for public servants.

A statement by the PSA chairman, Dr Colin Cameron, after an executive committee meeting in Pretoria yesterday said the dissatisfaction of public servants should be seen against the background of pay disparity between different institutions in the public sector, the years of backlog in civil service salaries, high inflation and the present economic boom.

Dr Cameron said the

PSA had made recommendations to the Commission for Administration on salaries of specific groups to enable the State to compete effectively in a scarce-labour market.

In the past 20 years salaries in other state institutions and similar private sector organisations had gone up by 41 to 48 percent.

In comparison the incomes of officials had risen by only 21 percent.

He welcomed the investigation ordered by the Government into salary structures and the PSA would use the opportunity to make useful suggestions to remove the present disparities.

Slowdown for civil engineering

By SUSAN DALLAS

GOVERNMENT policy to reduce public-sector spending will result in a slow-down in the expansion of the civil engineering industry, says the South African Federation of Civil Engineering

After analysing the results of a survey of the capital expenditure programmes of public authorities and corporations, the federation predicts a zero growth rate in civil construction work in this sector this year.

Public-sector spending budgeted for civil construction is R1 385-million — 14% higher than the total of R1 215-million spent during 1980

However, this increase can

be attributed to the rise in construction costs and the volume of civil work undertaken will remain the same as it was last year, says the federation

Last year, public-sector spending accounted for 74% of the civil engineering industry's total turnover

Expected increases in civil work investments by industry and mining are not expected to compensate for the lack of growth in public-sector spending

The federation expects growth in the construction of water schemes. Expenditure on water supplies in the home-lands has risen from R5-million in 1979 to a projected R30-million this year

RDM 5/5/81

~~127~~
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Allowances may curb public service crisis

By Charlene Beltramo

Drastic Government moves to curb the chronic staff crisis in the public service seem to be working.

Certain departments, where the need has been strongly felt, have been awarded "allowances" for qualified staff. The Johannesburg Magistrate's Court, as an example — which received an average of three resignations a month from prosecutors — has had none since a backdated "allowance" scheme was introduced.

Coupled with public service benefits, it is hoped the allowances will help retain existing staff, encourage them to study further and attract new staff into the traditionally low-paid Government service.

The South African Air Force, faced with a critical staff shortage, has introduced the same scheme to stop the erosion of technicians and experienced pilots.

● See Pages 18 and 19.

DEPARTMENT OF FINANCE

No 1025

15 May 1981

Statement of Receipts into and Transfers from the Exchequer Account for the period 1 April 1981 to 30 April 1981
Treasury, Pretoria

250

DEPARTEMENT VAN FINANSIES

No 1025

15 Mei 1981

Staat van Ontvangste in en Oordragte uit die Skatkisrekening vir die tydperk 1 April 1981 tot 30 April 1981
• Tesourie, Pretoria

RECEIPTS—ONTVANGSTE

Head of Revenue	Inkomstehoof	Month of April Maand April	
		1981	1980
Exchequer Balance, 31 March 1981 <i>State Revenue Account</i>	Skatkissaldo, 31 Maart 1981 <i>Staatsinkomsterekening</i>	R 214 788 279	R —
Customs and Excise	Doeane en Aksyns	56 989 039	12 962 489
Inland Revenue	Binnelandse Inkomste	614 198 123	596 741 347
		671 187 162	609 703 836

88 7582

Head of Revenue	Inkomstehoof	Month of April Maand April	
		1981	1980
State Oil Fund National Road Fund South African Development Trust Fund Account for Black Transport Services Sorghum Beer Research Fund S.W.A. Territorial Revenue Fund—Sales Duty	Staatsoliefonds Nasionale Padfonds Suid-Afrikaanse Ontwikkelingstrustfonds Rekening vir Swart Vervoerdienste Fonds vir Sorghumbiernavorsing S.W.A. Gebiedsinkomstefonds—Verkoopreg	R 23 370 459 11 790 759 200 000 682 394 — 246	R 22 548 640 11 871 296 200 000 1 344 447 — 496
<i>Other receipts</i>	<i>Ander Ontvangste</i>		
Treasury Bills Internal Stabilisation Account Advances Internal Stock, Bonds and Loans Raised— 8 Per Cent Treasury Bonds (Second Series) 9 Per Cent National Defence Bonds Defence Bonus Bonds 8 Per Cent National Defence Bonds Internal Registered Stock— 12.5 Per Cent, 2003	Skatkisbiljette Binnelands Stabilisatierekeningvoorskotte Binnelandse Effekte, Obligasies en Lenings Opgeneem— 8 Persent Tesourie obligasies (Tweede Reeks) 9 Persent Nasionale Verdedigingsobligasies Verdedigingsbonusobligasies 8 Persent Nasionale Verdedigingsobligasies Binnelandse Geregistreerde Effekte— 12.5 Persent, 2003	498 112 000 640 000 000 12 235 700 1 991 650 20 510 090 2 000 200 000 000	— — — — — — —
Total (including Opening Balance)	Totaal (insluitende Aanvangssaldo)	R 2 080 082 460	—
		R 2 294 870 739	—

ISSUES—UITBETALINGS

Service	Dienste	Month of April Maand April	
		1981	1980
<i>State Revenue Account</i>	<i>Staatsinkomsterekening</i>	R	R
1 State President Statutory Amount	Staatspresident Statutêre Bedrag	45 000 4 167	34 000 4 167
2 Parliament Statutory Amount	Parlement Statutêre Bedrag	412 000 298 000	383 000 377 000
3 Prime Minister Statutory Amount	Eerste Minister Statutêre Bedrag	879 000 3 750	182 000 —
4 Manpower Utilisation	Mannekragsbenutting	7 588 300	5 647 000
5 Co-operation and Development Statutory Amount	Samewerking en Ontwikkeling Statutêre Bedrag	20 000 000 47 510 800	28 816 000 33 184 000
6 Transport	Vervoer	23 000 000	19 000 000
7 Finance Statutory Amount	Finansies Statutêre Bedrag	375 300 000 239 181 000	202 993 500 224 763 500
8 Audit	Oudit	532 000	360 000
9 Internal Affairs	Binnelandse Aangeleenthede	63 252 000	44 860 000
10 Foreign Affairs and Information Statutory Amount	Buitelandse Sake en Inligting Statutêre Bedrag	15 800 000 3 765 000	11 000 000 4 973 000
11 Mineral and Energy Affairs	Mineraal en Energiesake	48 300 000	63 400 000
12 Police	Polisie	50 000 000	30 000 000
13 Commission for Administration	Kommissie vir Administrasie	13 577 000	12 440 000
14 Statistics	Statistiek	1 000 000	850 000
15 Health Welfare and Pensions Statutory Amount	Gesondheid, Welsyn en Pensioene Statutêre Bedrag	80 000 000 15 000	61 200 000 26 000
16 Education and Training	Onderwys en Opleiding	30 000 000	19 000 000
17 Water Affairs, Forestry and Environmental Conservation	Waterwese, Bosbou en Omgewingsbewaring	25 300 000	18 854 000
18 National Education	Nasionale Opvoeding	106 000 000	87 366 000
19 Defence	Weermag	326 000 000	231 000 000
20 Agriculture and Fisheries	Landbou en Visserye	35 000 000	28 400 000
21 Industries, Commerce and Tourism	Nywerheidswese, Handel en Toerisme	26 000 000	17 670 000
22 Justice	Justisie	22 000 000	10 735 000
23 Community Development and State Auxiliary Services	Statutêre Bedrag Gemeenskapontwikkeling en Owerheidshulpdienste	365 000 71 700 000	250 000 72 350 000
		R 1 632 828 017	1 232 118 167
State Oil Fund National Road Fund South African Development Trust Fund Account for Black Transport Services Sorghum Beer Research Fund S.W.A. Territorial Revenue Fund—Sales Duty	Staatsoliefonds Nasionale Padfonds Suid-Afrikaanse Ontwikkelingstrustfonds Rekening vir Swart Vervoerdienste Fonds vir Sorghumbiernavorsing S.W.A. Gebiedsinkomstefonds—Verkoopreg	(a) 23 370 459 (b) 11 790 759 (c) 200 000 (d) 682 394 (e) — (f) 246	22 548 640 11 871 296 200 000 1 344 447 — 496
		R 36 043 858	35 964 879
		R 1 668 871 875	1 268 083 046
<i>Other Issues</i>	<i>Ander Uitbetalings</i>	R	R
Treasury Bills repaid Internal Loan Levy 1966/80 repaid Sinking Fund Advances	Terugbetaling van Skatkisbiljette Binnelands Leningsheffing 1966/80 gedelig Delgingsfondsvoorskotte	550 878 000 680 521 1 468 816	— — —
Internal Stock, Bonds and Loans Redeemed Five Year Non Resident Bonds 8 Per Cent Treasury Bonds Premium Bonds Second Series Premium Bonds 7 Per Cent Treasury Bonds National Defence Bonds Second Series National Defence Bonds Third Series National Defence Bonds 8 Per Cent National Defence Bonds Defence Bonus Bonds	Binnelandse Effekte, Obligasies en Lenings Gedelig Vyfjaar obligasies vir Nie-mwoners 8 Persent Tesourie obligasies Premie obligasies Tweede Reeks Premie obligasies 7 Persent Tesourie obligasies Nasionale Verdedigingsobligasies Tweede Reeks Nasionale Verdedigingsobligasies Derde Reeks Nasionale Verdedigingsobligasies 8 Persent Nasionale Verdedigingsobligasies Verdedigingsbonusobligasies	285 000 4 609 700 11 601 900 91 600 19 976 600 25 443 000 1 144 300 20 000 1 787 700 6 052 405	— — — — — — — — — —
Foreign Loans and Credits Redeemed— 6 Per Cent Export Credit Facility Issues State Revenue Notes 1980/81	Buitelandse Lenings en Kredite Gedelig— 6 Persent Uitsvoerkrediet Fasiliteit Uitbetalings Staatsinkomstebetrigtingsposte, 1980/81	1 707 773 122 000	— —
		R 625 869 315	—
		R 2 294 741 190	—
Exchequer Balance 30 April 1981 Cash	Skatkissaldo, 30 April 1981 Kontant	129 549	—
Totals	Totale	R 2 294 870 739	—

(a) Section 1 of Act 38 of 1977
(b) Section 2 (1) (a) of Act 54 of 1971
(c) Section 8 of Act 18 of 1936
(d) Section 7 (1) of Act 53 of 1957
(e) Section 19bis (1) (a) of Act 63 of 1962
(f) Section 22 (4) (a) of Act 25 of 1969

(a) Artikel 1 van Wet 38 van 1977
(b) Artikel 2 (1) (a) van Wet 54 van 1971
(c) Artikel 8 van Wet 18 van 1936
(d) Artikel 7 (1) van Wet 53 van 1957
(e) Artikel 19bis (1) (a) van Wet 63 van 1962
(f) Artikel 22 (4) (a) van Wet 25 van 1969

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Public sector could demand 20% pay rise

By GERALD REILLY
Pretoria Bureau

IT IS expected that the pay demands which the public sector is to lodge later this year will exceed 20%

Some staff association leaders say they are determined to press hard for rises which will take into account that this year's increases were 4% below the inflation rate

They fear, too, that by the time the new pay rises are granted next April the inflation rate could be bumping 20%

The president of the Artisan Staff Association Mr Jimmy Zurich, said his 23 000-strong association intends when it meets the Minister of Transport later this year to make a claim which would compensate

fully for the level of the Consumer Price Index plus 2% or 3% more to reward workers for increased productivity

"In our last increase in April, we were given 12% — which was 4% below the inflation rate" he said "This time we intend asking for full compensation for a rate which by the time the increases are granted next April could be approaching 20%

Mr Zurich who is also chairman of the Federal Consultative Council of Railway Staff Associations said that because of staff shortages and rising traffic volume people were being called on to do more work

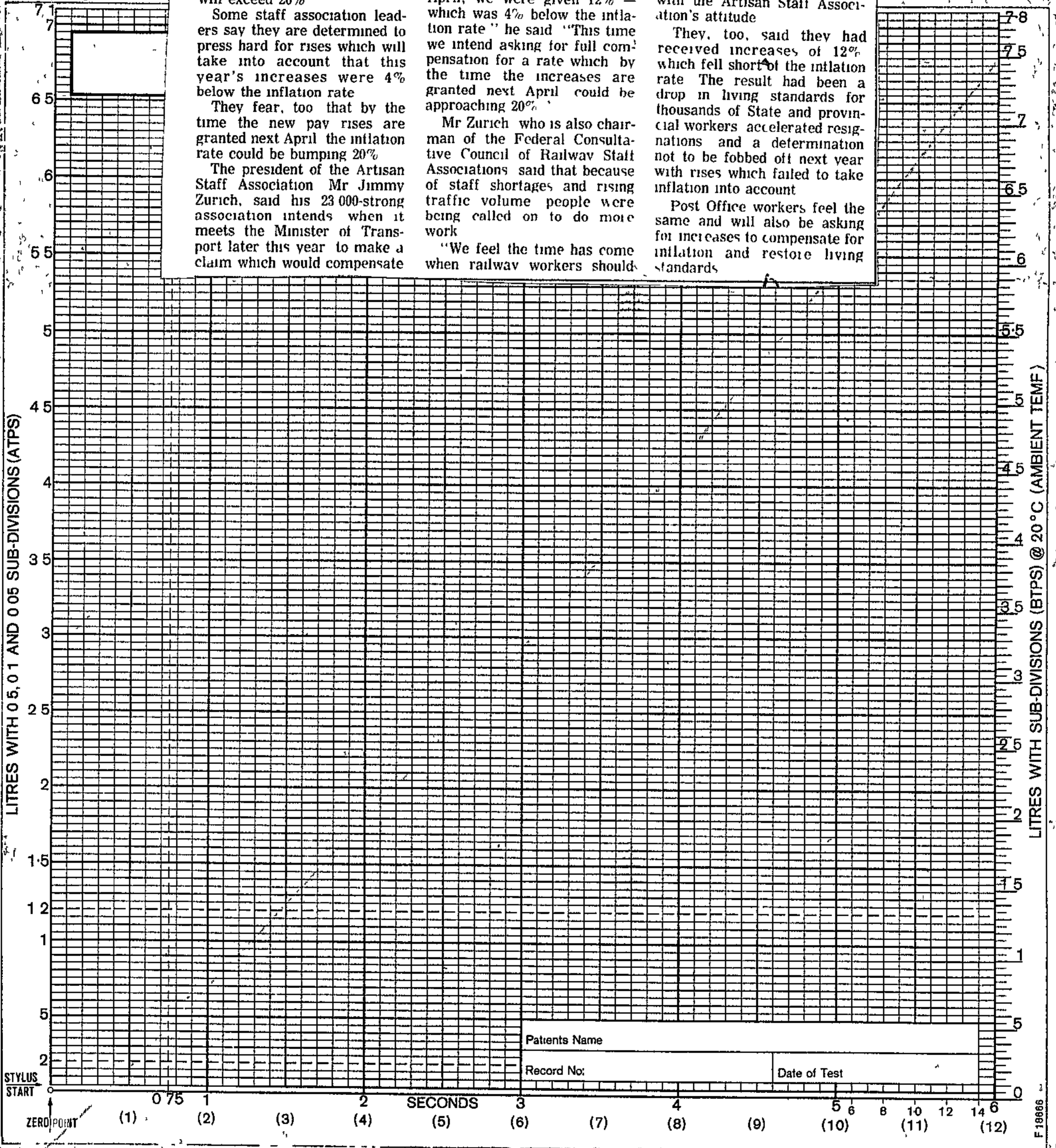
"We feel the time has come when railway workers should

get their fair share of the handsome profits being made in the private sector

Senior public servants said they were in full agreement with the Artisan Staff Association's attitude

They, too, said they had received increases of 12% which fell short of the inflation rate. The result had been a drop in living standards for thousands of State and provincial workers accelerated resignations and a determination not to be fobbed off next year with rises which failed to take inflation into account

Post Office workers feel the same and will also be asking for increases to compensate for inflation and restore living standards



LITRES WITH SUB-DIVISIONS (BTPS) @ 20°C (AMBIENT TEMP)

F 18666

32% jump in Govt spending

RDM 19/5/81

By HAROLD FRIDJHON

STATE spending rocketed by 32,4% to R1 693-million in April - the first month of the current fiscal year. In April last year, Exchequer payouts totalled R1 232-million - 7% higher than the average monthly expenditure.

Even allowing for the fact that payments made in the first two or three months of the fiscal year are always at a higher rate than the monthly

average, this large increase does suggest that budgeted expenditure this year will be considerably higher than it was last year.

Yesterday I suggested in an article that Government expenditure in the current year could be 20% higher than last year, but from these first figures it would seem that this figure could exceed my guess. Another couple months of Treasury returns would be necessary before one could make a

reasonable estimate of the figures for the current year.

If the assumption that Government expenditure will exceed a 20% increase this year is right, Mr Horwood will experience considerable difficulty in financing his Budget in a non-inflationary manner. The steps taken last month cannot be taken as an indication of what he will do.

To balance the books at the end of April when receipts were R671-million, 10% higher than in April 1980, the Treasury not only used part of its credit balances from last year, but raised R200-million from a tap issue of the 12,5% loan stock and borrowed R640-million from the stabilisation account.

One can only hope that this borrowing from the stabilisation account is not a case precedent but only a temporary expedient until funds flow into the Treasury from the proceeds of the current Government loans and from the end of April mine taxes. When the cash flow is strong enough, the money must be repaid into the stabilisation account.

To use the money which is supposed to be frozen in the stabilisation account to balance any Budget deficits would be inflationary because it would add to money supply at a time when all stops have been pulled out to bring inflation under control.

The expenditure of most departments of State has increased sharply, probably the result of salary increases given to all employees. In addition, account must be taken of capital expenditure which was a hangover from the last financial year.

Defence expenditure was 41% higher than last year at R206-million and the finance vote accounted for R375-million compared with the previous April's R203-million.

Expenditure on the police rose from R30-million to R50-million which could be accounted for by wage increases as well as capital expenditure.

Social welfare and pensions increased its outgoing by 26,9% and the justice department's outlays rose by nearly R9-million to R26-million.

The preliminary income figures for the year to March 31 1981 show that income-tax collections were R7 522-million compared with estimates of R5 990-million and the previous year's R5 234-million. Gold-mining leases brought in R838-million - 2½ times more than in the previous fiscal year.

Last year's buoyant property market resulted in income from transfer duty rising from R89-million to R154-million.

The second biggest revenue spinner for the Treasury after income tax was general sales tax. By the end of the year GST brought in R1 659-million. Mr Horwood budgeted to collect R1 550-million from this source.

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New pay row looming

STAR 22/5/81

250

Own Correspondent

A major new pay row is brewing in the public service

The Government is being accused of acting in bad faith and the Commission for Administration for being ineffectual.

Public servants, say the Government used "delaying tactics" before the election by failing to give officials a clear-cut answer to pay demands

And they are questioning the role of the Commission for Administration in their fight for more pay

According to a public servant, the commission purposely delayed the Government's reply to the public Servants Association (PSA) until April 27 — too late for the PSA to react before the general election.

INQUIRIES

According to copies of correspondence between the PSA and the Commission for Administration the commission has ordered two inquiries — one into the pay structure and position of public servants and one into the machinery for negotiation by public servants

"The so-called inquiry (into the pay structure) is in effect an acknowledgement by the commission of its own inability to effectively advise the Government on a staff policy that will ensure an effective public service, said a public servant.

Govt's tough stand on new wage increases

RDM 23/5/81

258

~~258~~

By GERALD REILLY
Pretoria Bureau

THE Government is to take a hard line in determining the extent of the next round of wage and salary increases in the public sector, according to Pretoria sources

This, it was stressed, would be part of the intensified drive against inflation which, although the consumer price index has sagged marginally during the past two months, is expected to be at a level of at least 17% when the 1981-82 salary increases are announced in April

However, the more than 350 000 black and white workers in the state departments, police prisons and SADF, and the three post office and seven railway staff associations are expected to make "strong uncompromising" demands for increases which will at least compensate fully for the inflation rate

The nearly half-a-million

whites in these public sector work areas reacted angrily earlier this year to their 12% increases which failed to compensate for the inflation rate and meant, they claimed, a further decline in their living standards

This is why many of the staff associations including the Public Servants Association, the Artisans Staff Associations and the Posts and Telegraphs Association intend demanding increases which will compensate for the inflation rate and take into account that this year's increases were 3% less than the inflation rate

Last month at its annual congress the Posts and Telegraphs Association resolved to ask the Minister of Posts and Telegraphs, Mr Henne Smit, for interim rises to bolster the "inadequate" 12% increases until April next year

Although no reply has been received from the Minister, it

is certain that the demand will be rejected out of hand

A similar demand by the Public Servants Association was firmly put down by the chairman of the Commission for Administration, Dr Piet Rautenbach last month

The president of the Transvaal Teachers Association, Mr Peter Mundell, said the threat to educational standards would intensify if increases failed to compensate for the price spiral

The low level of salaries in the nursing profession has also been identified as the major reason for the crisis in nursing

The SA Nursing Association expressed immediate dissatisfaction when nurses' 12% rises were announced this year and said negotiations for improvements would be continued

The Progressive Federal Party's finance spokesman, Mr Harry Schwarz, claims the country's public administration infrastructure is breaking down

STARS

PRETORIA

STAR

26/5/81

250

By Chris van Gass
Pretoria Bureau

Public servants working overtime to keep the Government machine operating are not receiving overtime pay because of a shortage of personnel to calculate the pay, according to the Public Servants' Association.

This was one of the results of a "critical" staff shortage in the civil service, according to the president of the PSA, Dr Colin Cameron.

He said daily emergency calls were being received from branches and members about services which faced a standstill.

A serious shortage of staff was being experienced at lower levels, such as typists, clerks and tradesmen and only the most essential services were being manned.

Dr Cameron said long-term functions and planning were being seriously hampered and unless the authorities took swift ac-

tion, "incalculable damage will be done to the infrastructure."

"This will seriously affect orderly administration and continued economic development."

Reacting to suggestions that the plight of the public service was caused by a management crisis, Dr Cameron said "Salary structures have in the past few years deteriorated to such an extent that qualified people could not be recruited or retained."

"But in the short term, the biggest problem lay with the lower-echelon personnel such as typists who have to supply supporting services."

Present starting salaries and future prospects would not aid recruitment.

A particular worry was the number of recently trained civil servants who were leaving for the private sector.

Dr Cameron called for a more flexible approach to internal administration.

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Public servants still fight on 250

By GERALD REULY
Practica Bureau

RELATIONS between the Government and the Public Servants' Association continue to deteriorate as dissatisfaction among Government workers over this year's salary deals spreads.

This is clear from a letter dealing with the salary issue from the PSA to the Commission for Administration. It stresses the spirit of distrust that existed among Government workers in relation to the commission and the Government.

It could not therefore, be expected that the PSA would continue to act as a buffer.

Points raised in the letter include:

- o The general salary structure in the Government service, particularly at the lower level, compared badly with the rest of the public sector as well as the private sector. This forced the personnel position in the State departments into an untenable situation which was leading to chaos.
- o Bigger salary increases were given other personnel groups while the personnel position of those groups was no worse than in the State departments.
- o The disparity disturbed labour peace and created a climate of bitter dissatisfaction in the State service.
- o While according to the public service legislation it was the commission for Administration's task to make recommendations on salaries, the PSA noted with great concern that the commission could not support the PSA's request for higher salaries.

The letter says that when the commission considered the request for higher salaries, the number of vacancies in the service was about 17 000.

A deep scientific investigation as had been suggested by the Minister of State Administration Dr. Treurnicht could only cause unnecessary delays.

What was needed was for trust and job security to be restored and an announcement about improved salaries for Government officials as soon as possible.

The PSA asked that its proposals over its future recognition by the commission be admitted.

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Blacks not accepting posts

18 000 jobs go begging

32/5/50
B50
FAS
4/10

Mercury Reporter

ABOUT 18 000 Government posts are vacant and because blacks are not accepting the posts open to them, they are being filled by whites.

This was revealed to the Mercury yesterday by the chief director of the Commission for Administration, Mr G B S van Zyl, who was reacting to this week's report about the growing staff crisis in State departments

Asked about the seriousness of the staff shortage, Mr van Zyl said out of the

180 000 approved employment posts in the central Government, about 10 percent were vacant

'Although there are many and varied posts open to blacks in State departments, blacks do not seem to apply for the jobs, with the result the posts are given to white employees,' he said.

Mr van Zyl said one of the reasons for the staff shortage was because Government salaries could not compete with the private sector where salaries were very much higher.

Attractive

'Although State salary scales and service benefits are reviewed annually, most people are finding it difficult to make ends meet because of inflation,' said Mr van Zyl

He said many efforts were constantly being made to make posts in State departments more attractive in an effort to recruit employees

'Bursary schemes are, perhaps, our main source of attraction,' he said 'At present the Government has 3 000 students studying on bursaries, and we have asked Parliament to consider offering more study-aid schemes in the future'

Overtime

The budget for bursaries in the financial year was R3 600 000, said Mr van Zyl

Mr van Zyl confirmed earlier reports that a total of 8 000 000 hours of over-

time had had to be worked by civil servants last year in an effort to slow down the pile-up of work, but added the work had, in most cases, been done voluntarily by senior staff

Junior staff who had worked overtime had been accordingly paid, he said

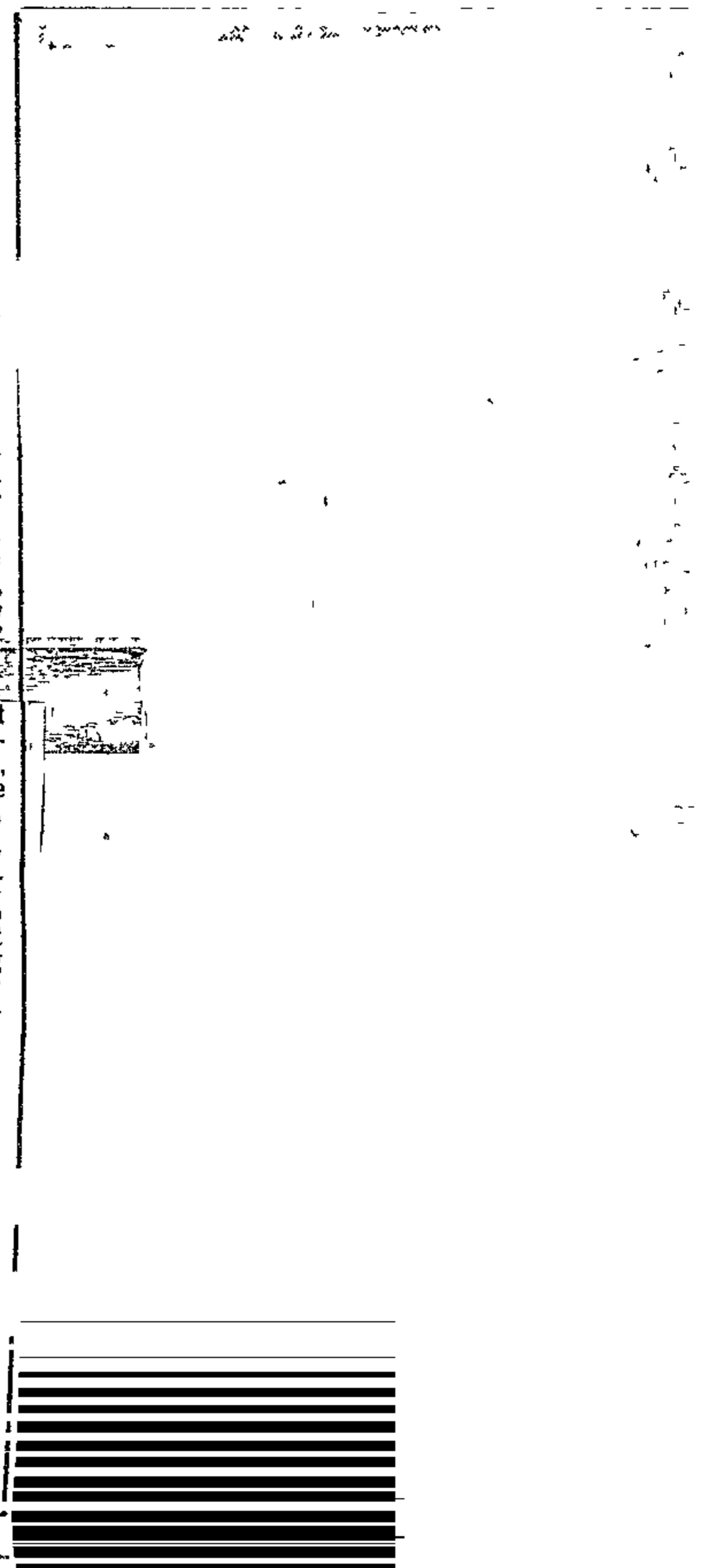
'The Commission for Administration is deeply concerned about the staff shortage,' added Mr van Zyl. 'Together with the Public Service Association, we are working constantly to attract and retain staff'

Emergency

Meanwhile, the president of the Public Service Association, Dr Colin Cameron, this week condemned the April pay rises of 12,5 percent as unacceptable, and said the personnel shortage had become so serious that those who had to work overtime in an effort to cut the work backlog were complaining they were not receiving overtime pay because there was not enough staff to assess overtime payments

Dr Cameron said the association was receiving emergency calls from branches and members daily about services which threatened to come to a standstill because of staff shortages

He said unless speedy action was taken by the Government, great damage would be done to the infrastructure of the public sector which could seriously affect continued economic development



Plea to estimate Costs of Bills

AN urgent plea for the inclusion of a financial statement setting out estimated costs and benefits with any Bill presented to Parliament is made by David Rees, senior lecturer in economics at the University of Cape Town in the latest issue of Businessman's Law

He points out that no businessman would embark upon a major project without a carefully prepared statement of estimated costs and revenues. It is an essential requirement in planning — a requirement which would impose useful discipline on the Government and improve its efficiency.

According to Mr Rees "At present there are no such effective constraints on the Government. A Bill is introduced in the House of Assembly and, even though the practical difficulties of its implementation are often considered, the costs of implementation are largely ignored.

"In practice there may be disagreement about the calculations presented to Parliament

By John Spira

by accountants. One might dispute, for example the calculation that the cost to the economy of inflation control is of the order of R122-million a year. Maybe it is a good deal higher.

But such disagreement is surely far more productive than endless statements of principle and faith to which the only response is contradiction rather than argument.

He concedes that costing is a difficult science, and gives as an example the problems which would accompany the costing out of police time spent in enforcing say the Immorality Act.

"It would nevertheless impose useful discipline on the

Government to have a financial calculation of the estimated costs and benefits arising from this Act.

"The response of the Government may be that the benefits are not calculable but at least they could tell us something about the costs."

Other advantages of Mr Rees's proposal include

It would focus attention on the political difficulties associated with implementation and away from the principles involved in the legislation. "To de-emphasise principles in favour of practicalities may seem undesirable, but this is an idealistic view. Much discussion in the House of Assembly is purely sterile."

Although there might be agreement on the principles of new legislation, a statement of costs and benefits might render it undesirable. "We may agree, for example, that drivers of cars should be required to undergo re-examination for their licences on an annual basis, but consideration of the costs might cause us to pause in implementing our policy."

Certain policies may be selected even though the benefits are seen to exceed the costs. "We may decide, for example, to embark on a policy of protecting the gold industry despite the high costs of such a policy because we believe the strategic considerations to be overriding — but then at least we would know what the policy was costing us."

Housing relief way for State

RDM
9/16/81
250

OWN CORRESPONDENT

CAPE TOWN

THE Government is to grant major concessions to enable public service staff to buy homes on more favourable terms.

The concessions, announced in Cape Town last night by the Minister of Finance, Mr Owen Horwood, are interim relief measures during an urgent inquiry into an "acute" housing problem among State officials.

Mr Horwood said the present housing loan ceiling would be raised from R20 000 to R40 000 and that the entire housing subsidy scheme for Government officials would be simplified, enabling easier administration.

The improved scheme would operate from October 1, as an interim measure during an urgent inquiry into the housing situation ordered by the Commission for Administration

The existing subsidised interest groupings of 3%, 4% and 5% in the public service would be reduced to two — 3% and 4%

These groupings, assigned according to income, represent the percentage Government subsidies to officials on monthly housing payments. Those in the higher income — 5% — group, will now fall into the 4% subsidy category

Mr Horwood detailed the concessions at a banquet in the Civic Centre, Cape Town, to mark the 150th anniversary of the Hope Savings Bank, South Africa's oldest banking institution, which was formally established on June 8, 1831

He said they followed strong representations to the Government from the Public Servants Association

With prices soaring on the property market, and the strong upsurge in the economy generally, Government officials had been experiencing difficulties in meeting their housing needs

NO.	ATL	65	45-64	25-44	5-24
1973	0,95	1,26	1,25	1,18	0,71
677	0,33	0,71	0,42	0,30	0,22
333	0,95	1,34	1,55	1,43	0,68
104	0,29	0,91	0,40	0,37	0,20
2175	1,91	2,19	2,89	3,32	1,40
652	0,56	0,90	0,76	0,70	0,38
1868	0,89	1,02	1,10	1,22	0,68
324	0,20	0,53	0,31	0,26	0,12

ACCIDENTS, POISONINGS AND VIOLENCE (EXTERNAL CAUSE)

Commission

The Commission for Administration had consequently decided to institute an urgent inquiry into the housing situation of all groups of officials

"Such a problem obviously cannot be solved overnight, but it is so acute that the Government has decided, as an interim measure, to make funds available so that the housing subsidy scheme can be improved from October 1"

Elsewhere in his address, Mr Horwood said there was no doubt that if South Africa was to achieve its economic growth objectives, and to finance the necessary investment to do so in a non-inflationary manner, personal savings would again have to make an important contribution

Housing boost for civil servants

CT 9/6/81 (250)

Chief Reporter

MAJOR concessions to enable members of the public service to buy homes on more favourable terms were announced in Cape Town last night by the Minister of Finance, Mr Owen Horwood.

He said the present housing-loan ceiling would be raised from R20 000 to R40 000 and the whole housing-subsidy scheme for government officials would be simplified for easier administration.

The concessions are an interim relief measure while an urgent inquiry is conducted into 'an acute housing problem' among State officials.

Mr Horwood said the improved scheme would come into operation from October 1 as an interim measure while an urgent inquiry into the housing situation ordered by the Commission for Administration was carried out.

The present 3, 4 and 5 per cent subsidized-interest groupings in the public service would be reduced to two groupings — 3 and 4 per cent.

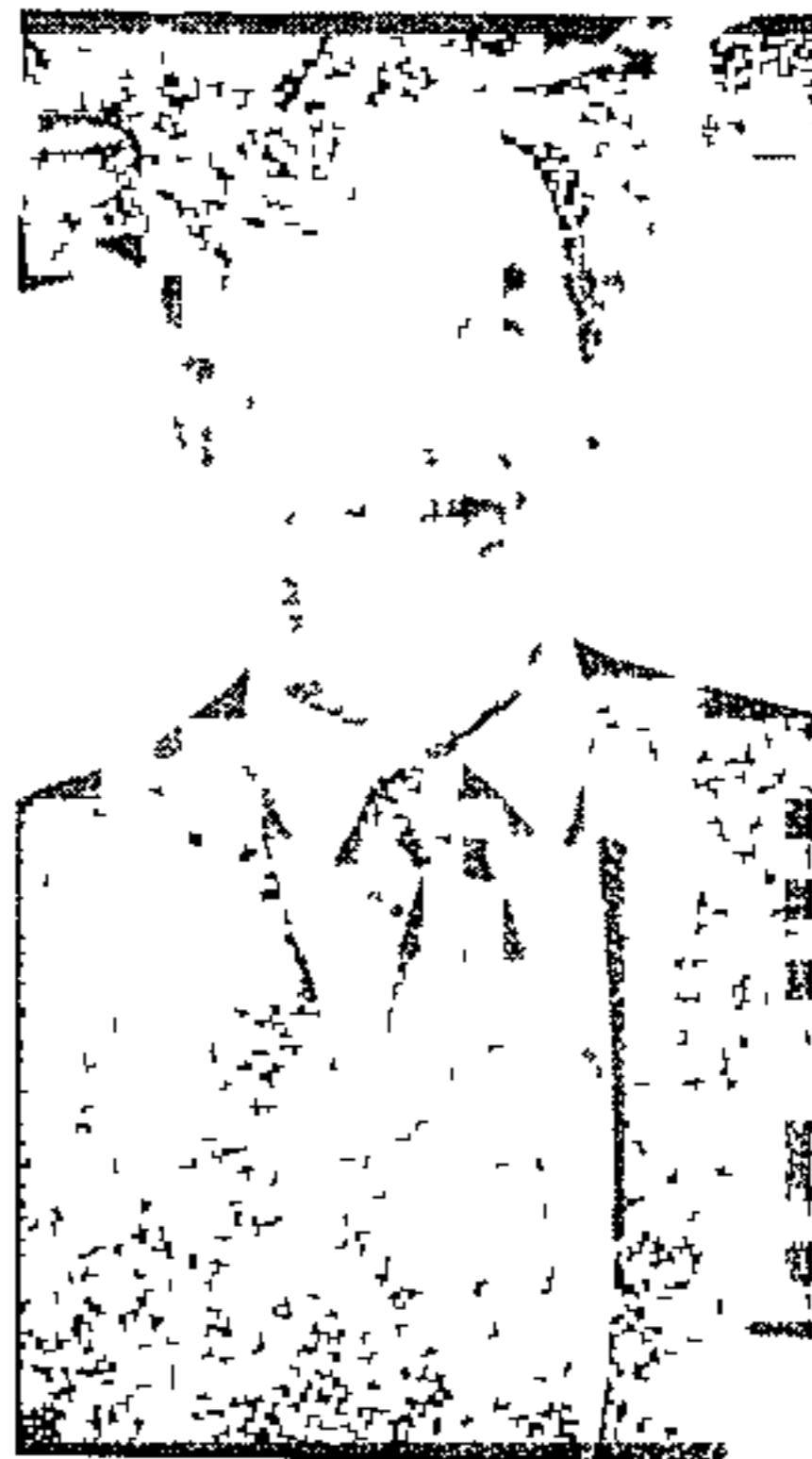
Payments

(These groupings are according to income and the percentages are those to which officials in these groupings are subsidized by the government on their monthly housing payments. Those in the higher-income, or 5 per cent group, will now fall in the 4 per cent category.)

Mr Horwood was speaking at a banquet in the Civic Centre to mark the 150th anniversary of the Cape of Good

Hope Savings Bank, South Africa's oldest banking institution, which was formally established on June 8 1831.

He said he was convinced that these interim steps would provide relief and that



Mr Owen Horwood

they would be seen and accepted as another concrete demonstration of the government's efforts to help its officials to solve their housing problems."

With prices soaring on the property market in the strong upsurge in the economy gen-

erally, government officials had been experiencing difficulties in meeting their housing needs. This had led to strong representations being made to the government by the Public Servants' Association.

Urgent inquiry

The Commission for Administration had consequently decided to institute an urgent inquiry into the housing situation as it affected all groups of officials.

Such a problem obviously cannot be solved overnight, but it is so acute that the government has decided as an interim measure to make funds available so that the housing subsidy scheme can be improved from October 1.

Mr Horwood said there was no doubt that if South Africa was to achieve its economic growth objectives and to finance the necessary investment required to do so in a non-inflationary manner, personal savings would again have to make an important contribution.

"The good work which the Cape of Good Hope Savings Bank has been doing by providing a channel for such savings together with the propagation of the act of saving which the bank has been carrying out in various ways over the years, is greatly to its credit."

Housing subsidy

confuses
public
servants

Own Correspondent

CAPE TOWN — Government clarification of measures affecting the housing crisis in South Africa has been urged by the Opposition amidst mounting concern at the soaring price of accommodation

Public servants, confused about the nature of improved subsidies on their mortgage bonds — announced by Minister of Finance Senator Owen Horwood on Monday — fear any gains will be negated by the expected introduction of a fringe benefits or "perks" tax in the next parliamentary session

And the property market, reeling from a shift in Government monetary policy which has contributed to the 2,25% jump in home bond rates already this year, with yet another rise likely, has stepped up appeals for subsidies to be extended to all sections of the population

The chief Opposition spokesman on finance, Mr Harry Schwarz, said yesterday the problems of the civil service were too serious for piecemeal action and they would not be solved by the mortgage bond move

Also, until the Minister actually tells us what he is going to do about the fringe benefits legislation, there are two issues. Are the public servants going to be taxed on these fringe benefits, and, secondly, what distinction is going to be made between fringe benefits for public servants and similar ones for the private sector?"

He believed these questions required urgent answers from the Minister, particularly in the face of indications that mortgage rates were going up again

City property consultants welcomed the doubling of government subsidised loans for civil servants to a value of R40 000, saying the previous limit had been unrealistic at ruling price levels. Higher bond interest had boosted the cost of owning a home, and was unlikely to depress property prices

But they said any subsidy should be extended to include South Africa's low income earners

A spokesman for the Public Servants' Association said

yesterday from Johannesburg that no information was available yet on savings that could be expected from the mortgage bond concessions

These include a dropping of the 5% loan interest level, so that public servants whose bond repayments are normally about half building society rates have to pay either 3% or 4% depending on a formula based among other things, on salary and years of service

"We don't know where the cut will come," said the spokesman

The spokesman believed a tax on the loan subsidy was a probability when fringe benefits legislation was introduced

A source in Senator Horwood's office yesterday confirmed that this was also Government thinking. But he said the measure would be introduced over a period of five years, during which pay adjustments could be made

Preliminary draft: Not to be quoted without the permission of the author.

- 1 -

MEDICARE IN A "COLOURED" TOWNSHIP - THE PATIENT'S VIEW

Introduction

Ocean View came into being in 1968 to accommodate the 10,000 coloured people living in the area south of a line between Kalk Bay and Chapman's Peak on the Cape Peninsula. At that time the coloured people lived in three distinctly different sorts of community. The largest concentration, at least half the total coloured population, lived in or very near Simon's Town. They were English speaking for the most part, the men worked in the naval dockyard or fished, the women were largely engaged in domestic work and the town, despite its cleavages on the basis of class, colour and religion, perceived itself as an integrated and friendly whole. A little distance from the town were two substantial and a few tiny settlements of coloured people living in poorer, if less crowded accommodation, rather closer to nature. Simon's Town and Fish Hoek provided employment for most of the men, but people also helped themselves by growing vegetables, keeping small stock and exploiting the natural resources of the veld for firewood, wild flowers and herbs. These communities were also predominantly English speaking and affiliated to the "English" churches (Anglican, Methodist and Roman Catholic) or to Islam. On the western side of the peninsula, mainly in the broad valley between Fish Hoek and Noordhoek, there had been an Afrikaans speaking rural community with a small complement of coloured workers. After 1945, both by natural growth and from migration from impoverished and overcrowded areas elsewhere, the population grew into two large shanty areas, occupying farms at Dassenberg and Sunnydale. Most of the men and women worked in Fish Hoek, although some worked on the diminishing number of active farms and in the growing agro-businesses (battery chicken and milk farms). Most were Afrikaans speaking, affiliated to Afrikaans churches (N.G.S.K. or Apostolic) and very poor.

Simon's Town was served by some well established private doctors, by its own hospital and by the district surgeon who was resident in the town. In the rosy glow of hindsight, lit by still burning resentment that they were forced to leave their homes a decade ago, the former residents of Simon's Town recall their hospital as being a good one, well served by kindly and efficient professional staff. Their memories of their doctors are similar - "Dr. Alpha always had time to talk and explain - more of a friend than a doctor. He would greet you in the street"

Noordhoek was less well served. It had a clinic served by a dedicated public health nurse, a mid-wife who was kept very busy and doctors who would come from Fish Hoek and Simon's Town to treat its sick. But the journey to a doctor was not easy, nor was a hospital close at hand until the new False Bay Hospital was built at Fish Hoek and the Simon's Town Hospital closed. Whatever advantages of economy, privacy and space the former residents of the peri-urban shanties recall, and they recall many, most found the medical facilities inadequate or difficult of access despite their high regard for those who provided them.

2/.....

- 2 -

This background is important if we are to understand the nature of medicare facilities available to the people, and the attitude of the people towards them. Medicare is a set of resources defined by its function, which is to maintain and restore the health of a community, the individuals in the community defining "health" in their own terms for the most part. As such the expectations of the community concerning the physical ups and downs of life, and the knowledge and skills existing within the community, are vital components. The people of Ocean View brought with them a fund of folk wisdom, learned from their parents and their peers, and a set of expectations about the behaviour of doctors and the operation of hospitals, as well as ideas about normal levels of discomfort to be tolerated and normal levels of well-being appropriate to different age groups.

This paper treats medicare as a set of resources to be drawn upon by members of the community in exchange for some other valued element - time, money, humiliation, or discomfort additional to that which made them seek care in the first place. We assume that, given the knowledge available to them, the people make rational choices, i.e. that they seek to maintain or restore their sense of physical well-being at the minimum expenditure of other scarce resources. This is not to reduce the exercise to one of formal economics, as the valued elements sacrificed in the monetary denominator are the community's own values and the

Part 1 The Folk Ocean View people some economically lapsed, alcoholics Simonstown district religious associations quite quickly from the pre-requisites population, though most time and cause

Ministers to get their own Boeing 737

Pretoria Bureau

AN SAA Boeing 737 will be modified for use by the State President, the Prime Minister and Cabinet members.

Minister of Transport, Mr Hendrik Schoeman, said yesterday the plane would replace the ministerial rail carriages which were not used anymore because of high costs.

The aircraft would also be used to transport important overseas visitors, as well as for standby transport if SAA's internal flight service came under short term pressure.

The aircraft was being converted to enable in-flight conferences, Mr Schoeman said.

He said the cost of modifying the plane was minimal because an existing SAA aircraft was already being used.

Those who have enjoyed good health, or who have lived beyond the span of most of their peers, have little difficulty in explaining their good fortune. For some there is an implicit recognition that they have fulfilled their side of the Covenant of their faith in God. He looks after those who worship regularly and live cleanly, but this is not then taken to imply that those who suffer necessarily do so as a result of their own wickedness. Many, however, do suffer as a result of excess, notably through heavy drinking, and the moral is not lost on the healthy. Some put their good health down to their attitude of mind, and the way in which they express that attitude. "Fight it," they said, referring to any minor ailment. Those who take note of their every ache soon find that the aches multiply (Jerome 1903 Ch 1) so one should ignore little aches and pains. "Avoid draughts, have plenty of sleep and eat the right sorts of food," was another bit of advice. A diet which includes plenty of vegetables and fruit (both more plentiful when people had their own well established gardens and plots in the peri-urban shanty settlements), not too much "greasy food" or starch, and not too "strong" i.e. heavily spiced, food is a fair consensus of the popular recipe for good health. Exercise, whether in the form of hard work, as recommended by a lady who had had at least five children under the age of ten living with her for all of the past twenty years, or in a more congenial form, was also recommended. The longevity of "the old folk" meaning both those still alive and those who had lived in the past, was ascribed to the physical toughness of their lives and the absence of vehicles to carry them about. One old man ascribed his failing health to the fact that

3/...

iii) Little or no education at home on proper hygiene in food preparation, treatment of wounds and baby care.

The first two factors are mainly related to economic factors but their impact could be moderated to a large degree by education on how to make the best of food available and the prevailing housing. However, the third factor, hygiene, or the lack of it, is eminently possible to improve. This factor is almost solely responsible for Gastro-enteritis (white communities too) also for the range of problems referred to as hygiene-related earlier in this survey.

One of the most powerful ways of reaching a community is through schools, and because these children receive less health education at home they require far more at school than white children. The optimal situation would be to teach health as a separate subject - which receives some attention every day at school. In poor communities it has far greater relevance than Mathematics.

Economic status is obviously a highly important factor but is one that should be laid at the door of the Central Government and private enterprise.

Farm labourers are less affected by this than most people; although they earned a low cash wage, this was offset by the other perks they received. For instance, they had free housing (generally better than the housing in town), on the average about one slaughtered sheep per month, use of equipment to fetch wood on the farm, milk and subsidised staples. The average wage was between R40,00 and R60,00 per month with a bonus at the end of the year as well.

In addition, the farmer is required to pay premiums for Workmen's Compensation for his labourers.

Staff crisis delays the taxman, but beware

By GERALD REILLY
Pretoria Bureau

THE worsening staff shortage in the public service is causing disruptive delays in some key services, say senior public servants

One of the departments hard hit is the Department of Inland Revenue where tax backlogs are building up

But the Commissioner for Inland Revenue, Mr Mickey van der Walt, warned yesterday that the tax collecting machine was "far from juddering to a halt"

"The wheels may be turning more slowly, but they are still grinding exceedingly finely," he said

Other senior public servants said that, with a staff shortage

in all State departments totalling about 17 000, there had to be a slowdown in many important areas

Earlier this year the Public Servants' Association warned of the growing threat to important government services and functions. Some, according to reports received by the association, were nearing breaking point

After 12% rises for government workers were announced in the mini budget, the association stressed the new salary levels would fall short of what was needed to slow down the resignation rate and attract staff

Resignations in the police and prisons services are also causing serious concern

Mr Van der Walt said staff

shortages were causing delays in his department, but it was no worse off than other State departments

Temporary morning-only staff were being employed, procedures were being streamlined and special staff bonuses were being paid as incentives to keep up with the work

Mr Van der Walt said inevitably there were delays in tax collecting, but the position could not be compared to that of the 1950s when the backlog stretched to nearly four years

"People must not get the idea that, because we are fighting staff shortages, they will somehow benefit. Every cent due to the department will be collected, if not today then tomorrow"

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involved could be increased by extra training to increase the proportion of situations where they act. The 'coloured' nursing staff were particularly impressive for dealing with blacks, and appeared to me to be more effective than whites in this situation. They had more empathy with patients and had a better attitude to them

20/11/68
250

Govt shortage of workers not in Eastern Cape

W. Fox
11/3/8
1750
258

By WAYNE ASHER

PRIVATE sector wages in the Eastern Cape are not high enough to attract workers from Government posts, a spokesman for the Department of Manpower Utilisation said this week

He was commenting on the national shortage of Government workers which seems to have left the Eastern Cape unaffected

Around the country, a quarter of the 70 000 Government posts are unmanned

The spokesman said that all the posts in his department were filled. He believed the reason for the shortage of Government staff in areas such as the Reef, Cape Town and Durban was that more attractive wages were being offered by private enterprise there

In Port Elizabeth this competition was not quite so severe

There are a few vacancies in the Eastern Cape, but not enough to slow down administration

Mr H W Jacobs, the Receiver of Revenue in Port Elizabeth, said yesterday "There certainly are vacancies within my department but we are able to keep up with our work

"Although we could be said to be short of staff, we have not fallen in arrears with our work

"The department had a good intake of matriculants at the end of last year and we are managing quite well with them"

A spokeswoman for the Commission for Administration, which decides all the Government service appointments, said that there were vacancies within local government departments but "they are not serious"

She said vacancies were not unusual at this time of the year and that vacancies were usually quickly filled with incoming matriculants in December

Govt services urged to use more blacks

RDM 13/7/81

Page 250

By GERALD REILLY
Pretoria Bureau

THE growing staff shortage in the Public Service can only be solved by a greater use of black workers

That is the view of senior public servants who said yesterday that although more than half of the nearly 1-million workers in the State and provincial departments, the Railways and the Post Office, were black, they are employed mostly in the lower ranks

The personnel shortage is most acute in the State departments where it is estimated there are more than 17 000 vacancies

To a greater extent than in the State and provincial departments, the Railways and the Post Office are using blacks in areas which only a few years ago were reserved for white workers

In the Railways, 23 000 blacks are doing work previously classified white, and the number is increasing

The Post Office, too, in an effort to maintain vital communication services, is using blacks in certain skilled and semi-skilled posts

The Public Servants' Association has warned repeatedly during the past 18 months that the efficiency of key State services has been adversely affected by staff shortages

Although virtually all departments are fighting staff crises, among the worst hit are the Department of Inland Revenue and the Department of Justice. An editorial in an Afrikaans Sunday newspaper yesterday highlights the concern over the shortage of workers in Government services.

The paper said a crisis threatened State services had so far been manned by whites, except for small numbers of coloureds in departments specifically dealing with their affairs

"This, while whites scarcely constitute a fifth of the total population"

It was obvious, the paper went on, that the white population could not forever be the recruiting source for the Public Service

"Naturally labour from other population groups must be inspanned. And here we find a second barrier — the negative attitude of some people. Like that towards the intended use

of coloured hostesses by South African Airways"

It would be foolish if the State machine was allowed to grind to a halt before something meaningful was done, the paper said

The president of the PSA, Dr Colin Cameron, said extensive use was being made of blacks in government service

But this could be extended as long as standards were not lowered

Pay levels at the entry grades in the service were a basic reason for the shortages

Dr Cameron said that despite the April pay adjustments in the service the problem continued. He suggested that the large number of white South African public servants working in the homelands should be relieved by blacks as soon as this was possible

This was not the solution, but it would relieve staff pressures

Other senior public servants said there were political and racial barriers to a freer use of blacks in State departments

A Rightwing backlash, they said, would be certain if blacks were used at more senior levels in the Government service

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fifth years respectively.

QUANTITY
SURVEYING
(Continued)

Civil service resists call for all races

Sta 16/7/81

170
250

By Chris van Gass, Pretoria Bureau

The Government is trying to keep the public service as white as possible despite mounting calls to employ other races to relieve the critical staff shortage

Senior public servants have described proposals to use other races to alleviate the crisis — almost 17 000 jobs in State departments are vacant — as logical and realistic.

At the same time the Public Service Association (PSA) which represents the country's 77 000 civil servants has given a 'conditional' nod to employ other races to fill vacant posts

But this came only after an undertaking by the Minister of Public Administration, Dr Andries Treurnicht, that it was not Government policy to flood the civil service with blacks

"NO MOVE"

Senior officials in the department were at pains today to point out that at present there was no move to open the doors of the civil service to other races, saying there was a shortage of black skilled and technical workers

Other public services such as the Railways and Post Office were employing an increasing number of black, coloured and Indian workers in semi-skilled jobs to maintain standards

The president of the PSA, Dr Colin Cameron, said a clear distinction had to be drawn between managerial posts and 'production units' or 'functional posts' when it came to considering the employment of blacks

POLITICAL QUESTION

The use of other races in managerial posts was considered a political question and "a decision for the Government"

The PSA did not foresee problems with the use of blacks in functional posts.

"If there is no alternative we will not oppose the use of other races, but only on two conditions

"The shortage must not have been created artificially through poor pay and those appointed must be suitably qualified and standards must be maintained," said Dr Cameron.

A senior official of the department said it had not been the Government's intention to use the pay question to discourage whites and encourage other races for particular posts

Hope high for rates relief in the Budget

ROM 16/7/81
 2501

By GERALD REILLY
 Pretoria Bureau

THE financial plight of hard-pressed local authorities could be relieved in the August Budget

A Government source said the working group appointed by the Minister of Finance to reconsider the Browne Committee recommendations on the financial relationship between the three levels of government had made proposals to the Minister which will be dealt with in the Budget

This month municipalities throughout the country put up their rates and service charges and their only source of revenue — property rates — fell disastrously short of what was needed to maintain and expand services

Mr Philip Nel, a member of the working group and the chairman of Pretoria's management committee, could not discuss the group's recommendations but said expectations of some relief were high among

local authorities

Mr Nel, immediate past president of the United Municipal Executives, said the group was not only looking at the financial problems of local authorities, but at the entire structure of municipal government

"We have had the present system for more than half a century and it is obsolete. Big changes are obviously necessary," Mr Nel said

Other civic leaders agreed with Mr Nel that, particularly, some of the large municipalities were headed for bankruptcy unless they got a better deal from the Government

Last month Johannesburg city engineer Eric Hall resigned over frustration at working for a council "rendered powerless and impoverished by the existing local government structure"

Civic leaders say they urgently need a revenue source with a growth potential such as licence fees and a fuel tax, two of the issues being looked at by

the group

Johannesburg pays more than R100-million a year in fuel taxes but most of it is used to benefit other parts of the country

About 80% of the city's licence fees go to the provincial administration

Mr Sam Moss, PFP leader in the Johannesburg City Council, wanted to know whether any part of the Browne Committee report, although fairly recent, was relevant against a background of possible dramatic constitutional developments

It was clear that major alterations to the structure of local government would come in the next few years with these developments

These, he said, would affect the establishment of ethnic municipalities with all the powers granted to so-called white municipalities

However, he agreed there was a compelling need now for financial relief for big municipalities struggling with massive financial problems

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(Continued)

QUANTITY
 SURVEYING

State's boost for building industry

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7/7/81
(20) (S)

By Frank Jeans

The construction industry is involved in a massive R8 500-million nationwide operation for central and local government, covering residential and non-residential building, roads, bridges, water and sewerage schemes.

Figures from the Department of Statistics augur well for the industry and contradicts opinions that a building downturn is on the way

Public sector spending on construction last year was nearly R4 000-million, this year the spread of projects will cost about R4 700-million.

SASOLBURG

Of this flood of public money into construction and ancillary industries, more than R1 000-million is earmarked for the booming Witwatersrand area from Johannesburg to Pretoria and from Krugersdorp to the East Rand.

This compares with the R909 000 injection for the area in 1980.

Sasolburg, the focal point of the oil-from-coal enterprise, continues to be a big moneyspinner for the construction companies, with nearly R38-million set to be channelled into new projects. About R25-million was spent on the Sasol build-up last year.

Nearly every region of the country is showing an increase in expected contract values over those of 1980. Even allowing for

rising prices, the projections for the months ahead must be heartening indeed for construction men

Another big concentration of activity is in the Durban-Inanda-Pinetown region with a 25 percent rise (R279,7-million to R350,6-million) in values

Government spending too, on homes has not abated, R684,6-million is projected for this sector and compares with R511,1-million for 1980.

Industrial and commercial building is also scheduled for a good slice of public-sector spending, with last year's total of about R1 000-million, increasing by an estimated R343-million.

The State's strong commitment to education is in evidence in the amount of money allocated to universities and technikons.

SUSTAINED

R65,8-million was spent last year on establishing training centres. Expected expenditure for 1981 is R92,1-million

Add to this weight of sustained construction activity under the State, the work projected for the private sector and the only conclusion is that prospects for the industry are most bright

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Indian Council elections are given the go-ahead

Nov 18/7/81 (250) (M.A.)

By HELEN ZILLE
Political Correspondent

ELECTIONS for the South African Indian Council will go ahead on November 4 after all — in spite of a council resolution last month describing the proposed poll as “an exercise in futility” without clarity on the Government’s constitutional plans

A decision to hold the SAIC elections was the outcome of an hour-long meeting in Cape Town yesterday between the SAIC Executive, the Prime Minister Mr P W Botha, and the Minister of Internal Affairs Mr Chris Heunis

After the meeting Mr Heunis said a decision had been taken to go ahead with the elections following discussions with the

Prime Minister on future political rights for the Indian community

Mr Heunis said it was not possible to give details of the future constitution — because to do so would be to pre-judge the findings of the President’s Council investigation into the matter. However it was clear a constitution would not be evolved overnight but take years to develop

Mr Gopie Munsook, a member of the SAIC Executive, said the full executive committee had accepted this argument and was prepared to go ahead with the poll

Mr Munsook said the executive had accepted the need for a “representative body” to continue “negotiations” with the

Government at a time when a new constitution was evolving

Anti-SAIC committees are certain to support a stayaway from the polls and opponents of the SAIC predict a low poll which, they say, will destroy claims of the SAIC to represent the majority of Indian people.

The SAIC elections have been postponed for several years, first because voters’ rolls and constituency delimitations were said to be incomplete, and later because of a lack of clarity on a future constitution

Both the Natal Indian Congress and the Anti-SAIC committees have in the past accused the Government and the SAIC of being afraid to face the voters because they anticipated a mass stayaway

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Public workers

on big pay lift

LDM 23/7/81

250

The Government will face bitter public sector workers next year if salary and wage increases fall short of the current inflation rate, senior public servants warned yesterday.

By GERALD REILLY

They fear the Government will use the compelling need to slow down inflation as justification for cutting pay rises — and negotiating season for next April's increases has begun. Railway and post office staff associations will have meetings with the relevant ministers during the next few months on the pay issue. Earlier this year the Minister of Finance firmly rejected appeals from the Public Servants' Association and the Post Office workers for interim salary rises to boost the "unacceptable" 12% rises they got in April.

recruiting, structural salary adjustments and improved housing benefits. The PSA has told the commission it wants:

- The piled-up salary backlog compared with other sectors of the economy eliminated,
- The restoration of the "real" value of earnings, and
- A fair share of the country's economic growth.

The PSA stresses that agreed key scale with increased annual increments would help retain personnel.

Tactics

However, this time around the seven railway staff associations are determined to press for increases equivalent to the Consumer Price Index in their discussions with Minister of Transport Hendrik Schoeman during the next two months.

Post Office staff associations are expected to adopt the same tactics and it is clear the Public Servants' Association will press the Commission for Administration hard for "realistic" pay increases in the State departments.

The PSA has already submitted its claim to the commission.

According to an editorial in the PSA journal The Public Servants, among the important recommendations are improved key scale, moves to improve

Senior public servants said yesterday that against a background of the 17 000 empty posts in the State departments and the continuing high resignation rate, the demands being made by the PSA were "infinitely reasonable".

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QUANTITY SURVEYING (Continued)

Budget means heavier taxes for whites

RDM 31/7/81
250

Mail Correspondent

SALISBURY — Zimbabwe's Finance Minister, Senator Enos Nkala, yesterday presented his second budget to parliament since independence, which broadened the government's tax base but retained its expansionary nature through increased expenditure

In a two-hour delivery, he explained that to fulfill some of the government's goals, it had to increase expenditure in the fields of lands, resettlement and rural development, education, health and roads.

There was no change to income tax but the Minister raised revenue through indirect taxation in the form of higher sales tax and excise duty

This increased revenue was, however, insufficient to avoid a budgetary deficit of approximately R100-million

A sales tax of 15% was imposed on motor vehicles, furniture, and other durables while that of 12% was imposed on other commodities

Holiday allowances were cut by half and the price of fuel increased by a third

Burden

Various other measures announced will affect the country's business and elite — mostly whites — and are intended to make them bear the burden of the tax structure

These include the taxation of capital gains, an increase of income tax on foreign dividends in the hands of residents, the reduction of income to former residents from about R30 000 a year to R20 000, and a 10% increase on the interest rate on unpaid income, sales, and capital gains taxes

To justify these measures the Minister said "The greater burden of taxation will inevitably fall on those whose resources are greater, without making the tax system punitive or reducing all standards of living to a low level"

Subsidies

He said there would be a removal of subsidies with the exception of those on foodstuffs

In keeping with government policy of participating in key industries, the Minister disclosed that about R25-million had been allocated as a fund for state participation in private enterprise

Senator Nkala predicted a

PLANNING
REGIONAL
& URBAN

in 1981, pointing out that transport problems had made the country unable to move its exports to domestic and external markets

Reaction to the budget is expected to be generally favourable from all sectors of the economy

Apprehension has, however, been already expressed that more whites will decide to emigrate because of the increased indirect taxation and the halving of holiday allowances

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Munnik has contradicted own report

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THE statement to Parliament on Thursday by the Minister of Health, Dr Lapa Munnik, that there was no serious shortage of White nurses in South Africa, contradicts his own department's annual report and his own spokesmen

The department's annual report says. "Sufficient personnel could not be recruited or retained. In the case of nursing staff, the shortages have reached serious proportions

"The general revision of salaries as from April 1, 1980, has not resulted in an improvement in the situation. In the Witwatersrand area the recruitment of staff has virtually ceased

"As a result of the staff situation essential services for which the department is responsible are being rendered unsatisfactorily and certain services run the risk of collapsing," the report further states

"This state of affairs assumed dramatic proportions towards the end of the year

"The department will therefore not be able to meet its statutory and other commitments even on the basis of minimum efficiency. This particularly applies to nursing of patients in the care of the State"

Filled

The Administrator of the Transvaal, Mr Willem Cruywagen, said that of the 12 169 White nursing jobs available that only 8 001 had been filled, while more than 10 000 Black nurses were employed in the 11 681 available posts in the Transvaal

And the province's hospitals were closing wards because of the critical nursing shortage, their superintendents told the Mail

The nursing crisis at the Johannesburg Hospital is now so critical that only the most seriously ill patients are being admitted, Dr Neville Howes said

He said only 1 023 of a potential 2 000 beds were in use. More than 120 beds were closed in December

Pleaded

Professor Guy de Klerk, chairman of the Medical Association of South Africa, has pleaded for Black nursing staff to be allowed into White government-run hospitals

His viewpoint was called "selfish of Whites" by the

By ADA STUIJT

president of the South African Nursing Association, Professor Charlotte Searle

"The White population is trying to lure away Coloured and Black nurses who are desperately needed by their own people," she charged

Yet Baragwanath Hospital superintendent, Dr M van der Heever, said he could pick and choose his nursing staff because there were not all that many vacancies for Black nurses

Insulting

But yesterday Dr Munnik said that those who climbed on to soapboxes and found fault with the provision of medical services in South Africa were insulting doctors, nurses and others in the medical profession

Dr Munnik was opening the 25th academical year day and 25th anniversary of the Faculty of Medicine of the University of Stellenbosch at the Tygerberg Hospital

"There is not a single person in South Africa who does not have access to the best medical services available, no matter what his or her race, colour, or ethnic origin," Dr Munnik told about 200 doctors, students and official guests

Expensive

But the days had come when it was too expensive to build big hospitals and services were being further hampered by a threatened shortage of nurses and doctors, Dr Munnik said

● A sentence was deleted from the written text of the Minister's speech which was handed to the Press. It read "During the past few months hospital beds had to be closed as a result of the shortage of nursing staff"

Fears that Govt will cut pay rises

Pretoria Bureau

WORKERS in the public sector fear the Government is about to impose a phase of financial austerity on the country which will include cuts in next April's rounds of salary increases

They fear too the inflation bogie, and the slow-down in the economy — it is expected to be more marked in the first quarter of next year — will be used to justify increases which will fall short of the expected inflation rate of about 16%

The Minister of Finance, Mr Owen Horwood, may give a hint of his intentions when he tables the main 1981/1982 Budget in the Assembly tomorrow

More than 900 000 workers in State and provincial departments, the Railways and the Post Office earn about R4 500-million annually

Even a 10% increase would load the public sector pay bill by more than R400-million

Supplement

The average increases of about 12% in April were bitterly opposed by the Public Servants' Association and by Post Office staff associations

The Public Servants' Association made two attempts earlier this year to get interim increases to supplement their "unacceptable" rises. Both were firmly put down by the Government.

The Posts and Telegraphs Association also tried for interim rises. They received the same treatment from the Minister of Posts and Telegraphs, Mr Rennie Smit.

The seven Railways staff associations will start a series of meetings with the Minister of Transport, Mr Hendrik Schoeman, next month at which next year's increases will be discussed.

Teachers and nurses will also expect "special treatment" in next year's Budget.

Budget puts chill in the air

Argus 11/8/81

250

Parliamentary Staff

THERE is a definite chill in the air on the eve of this year's main Budget proposals, but taxpayers are unlikely to feel any immediate effects.

When Mr Owen Horwood presents his 1981 Budget tomorrow expectations are that it will contain no drastic proposals on taxation, but will warn of greater discipline in next year's Budget. Speculation has it that taxation may be increased very slightly this year and there are rumours of increases in liquor and cigarette prices.

Startling changes to the tax structure are unlikely in this mid-year budget. However, a new loan levy is a probability.

COFFERS

After the steep decline in the price of gold Mr Horwood will have to find some way to refilling the State's coffers, but in tomorrow's Budget he is more likely to say how he intends doing it next year, rather than actually taking the measures needed.

Post-election budgets have a reputation for being tough and next year's could be one of the toughest as the world economy reels under a soaring dollar following huge increases in interest rates in the US.

Gold has suffered badly through investors exchanging the metal for dollars to invest in US institutions, and any recovery is likely to be slow.

For this reason Treasury economists may have to revalue gold reserves at a much lower figure than last year when the boom was in full swing.

GLOOMY VIEW

Mr Horwood is likely to take a gloomy view of gold's short-term prospects, but his long-term view is likely to be brighter.

For the man in the street tomorrow's Budget is likely to spell out future policy on fringe benefit tax — with the warning that this will be introduced next year — raise the tax on tobacco and spirits, increase some excise duties on luxury goods but leave general sales tax (GST) untouched.

The fight against inflation will occupy much of the Budget speech, which starts at 2.30 pm tomorrow.

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Sigh with relief over Budget— consumer chief

Agus 13/8/81
(550)

Staff Reporter

BUDGET measures to provide more jobs by stimulating industrial growth and to train more skilled workers were welcomed by leaders of commerce and industry in Cape Town today.

So was a decision to pay rates on Government buildings — giving substantial relief to Cape Town ratepayers — and plans to provide more coloured housing.

The director of the South African Consumer Council, Mr Jan Cronje, said consumers could give 'a sigh of relief' because they had been 'treated very leniently considering the present economic climate'.

'REALISTIC'

A statement by the economic affairs committee of the Cape Chamber of Industries said the general trend of the Budget displayed a realistic approach to economic conditions.

In avoiding an increase in income tax and sales tax the Minister had 'wisely sought to avoid fiscal restraints on growth which might create an overskill situation following the monetary measures and other factors which are already having a dampening effect on the economy'.

The statement, by the director of the chamber, Mr J F Roos, said it welcomed the Minister's emphasis on education and training in providing additional funds for this purpose.

'The shortage of skilled labour is a major bottleneck and it is essential that training and educa-

tional facilities should be provided to promote productivity and efficiency at all levels of the country's labour force and management,' said Mr Roos.

'The retention and extension of the machinery and investment allowances are of vital importance to industrial growth and the Minister's announcement in this respect is to be commended'.

The chamber also welcomed the increase in the 'plough-back' concessions to companies which invest part of their profits in improvements and expansion.

INCENTIVES

Discussing housing, the statement went on 'The chamber must underline the need for housing and accommodation, particularly for the coloured and black communities in the Western Cape, and trusts that the further investigations being undertaken will result in even greater appropriations for this purpose'.

It suggested that greater incentives should be offered to employers to provide housing for their work force, possibly by allowing firms to own houses in coloured and black areas.

'It is pleasing to note that the Minister has decided, in line with recommendations made by the chamber, to phase out the differences between income tax provisions relating to the blacks and those applicable to the rest of the community,' the statement continued.

Commenting on the decision to pay municipal rates on property owned by the Government, the

statement said this had been 'the subject of representations for many years and has special significance for cities such as Cape Town'.

The director of the Cape Town Chamber of Commerce, Mr Brian Macleod, said a statement by the chamber welcomed 'this long overdue relief'.

The chamber also welcomed the decision 'to promote competition in all sectors of the economy, including avoiding the use of controls over imports'.

But it had reservations over 'the proposed modified fringe benefits taxation'.

MARRIED WOMEN

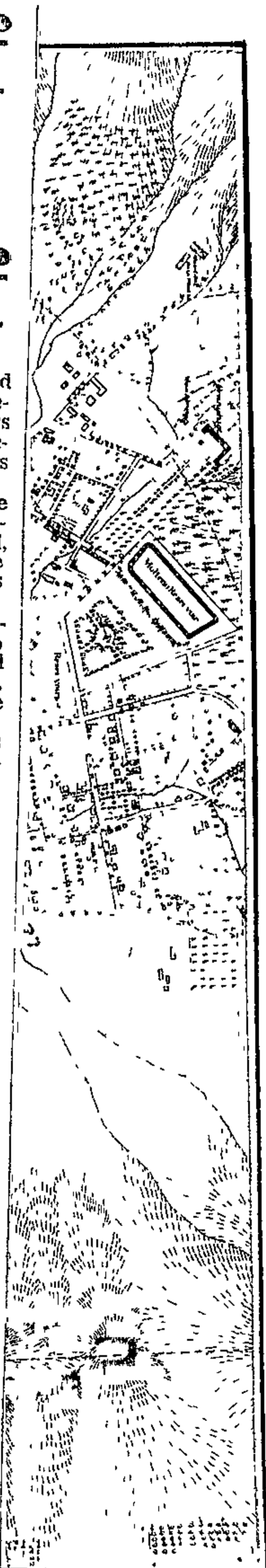
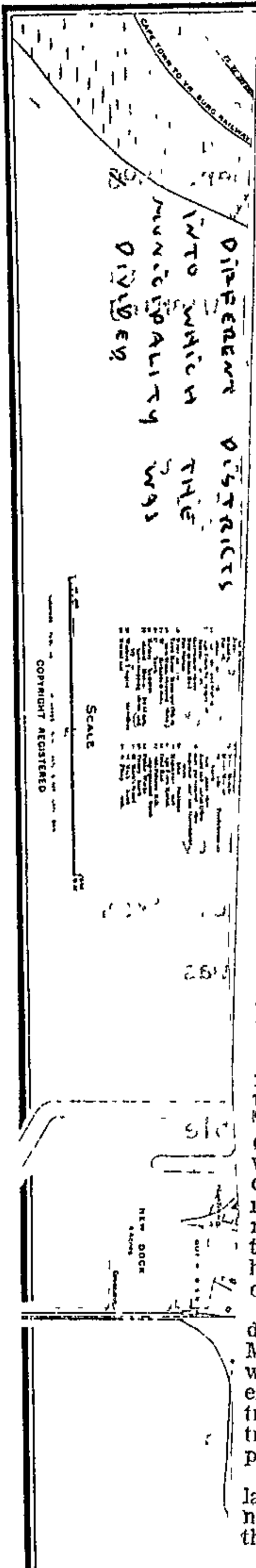
The director of the University of Cape Town's school of economics, Professor S A Gurzynski said raising of the tax-free earnings of married women would make their position slightly more favourable.

The deputy director of Stellenbosch University's Bureau for Economic Research, Mr A J M de Vries, said the Budget was a holding operation until next year's and gave the Government leeway to see what happened to the gold price.

The chairman of Cape Town's Afrikaanse Sakekamer, Mr P P W Voges, said the increased taxation on non-essential goods like beer and spirits was reasonable and he welcomed the payment of rates to local authorities.

The increase in the interest rates of investments at building societies was a step in the wrong direction.

If there had to be subsidies, the greatest need was for one for bread.



Replenishing the coffers 250

August 13/8/81

Look at the
to life and
the lower
majority.

LUXURY goods, liquor, cool drinks and cigarettes would provide the State coffers with an additional R110-million in increased duties in the coming year, the Minister of Finance, Mr Owen Horwood, said in his Budget speech yesterday.

He said he would scrap duty on petroleum gas and other gaseous hydrocarbons not entered for home use by 3 pm yesterday.

According to the estimates cigarettes would yield the largest single increase in duties at R32,2-million. Next were spirits, R31,9-million, beer R21,6-million, fortified and sparkling apple, pear and orange, wine and cool drinks, R5,2-million, wine, R800 000.

A LOSS

The scrapping of duty on the petroleum and other gases, which was regularly paid over to the Strategic Oil Fund for financing of Sasol II and III, would result in a revenue loss of R6,3-million.

The consumption of beer has increased considerably over the past years and I am of the opinion that this product can bear an increased tax, Mr Horwood said.

Duty on imported and local beers would be increased by 4,8c a litre or about 1,8c a container of 375 millilitres or a pint.

The retail price of beer should not rise by more than 2c a 375 millilitre container and I shall expect the trade to give due consideration to the interests of the consumer, he said.

The duty on spirits would be increased by 1,8c a tot. The retail price was

not expected to increase by more than 2c a tot.

Fortified and sparkling apple, pear and orange beverages would have their duty increased by 2,4c a litre while customs and excise duty on non-alcoholic beverages would go up by a cent a litre. Natural squashes and fruit drinks would not be affected.

Duty on cigarettes and cigars would be increased by 2c for 10 cigarettes, by 2c a gram on cigarette tobacco, and cigars by 10c a kilogram. Duty on pipe tobacco was not changed.

Certain goods have remained taxable since 1978 when the old sales duties were abolished and the general sales tax was introduced, Mr Horwood said.

These duties, mainly on less-essential items such as jewellery, photographic equipment, furs and the like, have not been changed since.

I think that in the present circumstances it is fair to expect a contribution also from these sources and therefore propose that the existing ad valorem excise duties and ad valorem customs duties on imported goods of the same class or kind be increased by five percent across the board.

The 15 percent rate therefore becomes 20 percent and the 20 percent rate becomes 25 percent.

All the increases in customs and excise duties took effect immediately and applied to all goods not yet cleared for home consumption, that is not yet removed from bonded warehouses and premises of manufacturers licensed by the Commissioner for Customs and Excise, Sapa.

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WHO GETS WHAT

THE estimated expenditure for various Government departments in 1981/2 compared with amounts spent in 1980/1.

Department	1981/2	1980/1	Variance
State President	497 100	477 000	up 20 100
Parliament	7 029 000	7 099 000	down 70 000
Prime Minister	8 367 140	4 411 460	up 3 955 680
Manpower	51 483 000	29 148 200	up 22 334 800
Cooperation and Development	1 139 183 000	880 888 000	up 258 295 000
Transport	260 530 000	234 381 500	up 26 148 500
Finance	5 350 368 100	4 523 285 000	up 827 083 100
Audit	6 490 000	5 400 000	up 1 090 000
Internal Affairs	713 774 000	569 158 000	up 144 616 000
Foreign Affairs and Information	386 151 000	294 971 000	up 91 180 000
Mineral and Energy Affairs	385 634 000	431 200 330	down 45 566 330
Police	349 050 000	309 765 000	up 39 285 000
Commission for Administration	20 107 900	17 400 000	up 2 707 900
Statistics	12 003 000	21 487 000	down 9 484 000
Health, Welfare and Pensions	947 200 000	770 025 000	up 177 175 000
Education and Training	369 748 000	244 153 000	up 125 595 000
Water Affairs, Forestry and Environment	314 023 000	268 226 000	up 45 797 000
National Education	511 938 000	407 404 000	up 104 534 000
Defence	2 465 000 000	1 890 000 000	up 575 000 000
Agriculture and Fisheries	367 827 400	430 216 000	down 62 388 600
Industries Commerce and Tourism	333 628 000	340 904 500	down 7 276 500
Justice	196 907 700	163 474 896	up 33 432 804
Community Development	818 210 000	864 440 350	down 46 230 350
Improvement of Conditions of Service	696 500 000	434 082 000	up 262 418 000
Total	15 711 649 340	13 141 917 236	up 2 569 732 104

250
room

A HOUSING, DEFENCE AND PENSIONS BUDGET

(250) saweta 13/8/81

THE Minister of Finance, Professor Owen Horwood, called for concerted participation by the private sector in order to provide adequate housing for a rapidly expanding population, when he presented his budget yesterday.

Horwood announced the Government has just received the report of the Viljoen Panel appointed to investigate strategy for further provision of housing in black areas, mainly Soweto

Also in the budget was the amount to be voted for Defence, increased by more than 30% — a jump from R1 890-million to R2 465-million

He said he had expressed the hope earlier this year that a further round of pension bonuses might be paid should financial circumstances permit

Although, these circumstances were not as comfortable as last year, he announced further bonuses of R30 for whites, R24 for Coloureds and Asians and R18 for blacks

BEVERAGES

These bonuses would be paid not later than November this year. On the other hand, social pensioners will receive on average this year of R17,50 a month for whites, R12,50 for Coloureds and Asians and R9,25 for blacks

On the consumer front Professor Horwood's Budget will hit hard at a number of people, especially blacks. The duty on all beer, both imported and local, is to be increased by two cents a 375 millilitre container

Brandy, gin, whisky and other spirits will go up by two cents a tot or about 55 cents a bottle

Fortified and sparkling wines go up by 2,4 cents a litre, and fortified apple, pear and orange beverages also go up by one cent a litre

BLACKS

Non-alcoholic beverages also go up by one cent a litre

HORWOOD: R9,25 social pension bonus.

Cigarettes go up by four cents a packet of 20 while cigars go up by 10 cents a kilogramme. The duty on pipe tobacco remains unchanged

A subsidy of at least R233-million would have been required for 1981/82 if the price of bread had been kept constant, Professor Horwood said

The Government had no option but to allow the price of bread to rise, although still maintaining the record level of subsidy of the golden year 1980/81

In presenting the Budget, Horwood pointed out it was his intention to effect the final phasing out of the taxation of blacks separately

CHILDREN

The incomes of individual taxpayers would be subjected in terms of the Income Tax Act of 1962 under the jurisdiction of one Tax Authority

This will also mean that

- people earning less than R7000 a year will no longer have to submit income tax returns
- an additional rebate of R80 for people over the age of 70 is to be granted

- an increase from R15 000 to R20 000 in respect of lump sum payments to employees exempt from tax
- Relief will be provided to parents maintaining children suffering from physical and mental disability

TUTU

Reacting to the Budget and the increased defence budget to ensure national security against enemies at the border, SACC general secretary, Bishop Desmond Tutu said "It's just all disgraceful. The world is not hostile to South Africa. It is hostile to apartheid."

"We will always be hostile to apartheid and no amount of money put into defence will make the present political dispensation defensible."

Bishop Tutu said "They are just trying to do the impossible. The money could have been used for education, pensioners, maintaining a subsidy on bread so that the price of bread shouldn't go up like it did. All that we are being made to pay for is apartheid."

MOTLANA: Defence budget a waste.

He was echoed by Mr Leonard Mosala, a civic leader, who said "I think the 30 per cent increase on the already over-high defence budget is a further indication that the Government of this country is determined to maintain apartheid at all costs"

WASTE

Mr Mosala said the working population of this country as well as the rest of the consumer population was over-taxed in various ways, including the payment of the General Sales Tax and the inflationary prices generated by a physical policy determined by ideological factors rather than by the welfare of the people of this country

He said "South Africa will pay to perpetrate a system which has been condemned world-wide as immoral and inhuman. Such situations as Crossroads, Kiptown, District Six and others are a demonstration of the brutality of a system which the very people who are suffering under it are being forced to pay for"

Turning to the question of black pensioners, Mr Mosala said: "It is a national disgrace that despite all this black pensioners still earn just about half of what the whites earn."

Dr Nthato Motlana, of the Committee of Ten, said he had hoped that the defence budget had reached its maximum — "but it appears quite clear that we will continue to waste our resources on border wars that we simply and obviously cannot win and on internal suppression of the civilian population whose only desire is to live in peace and freedom, unharassed by the police."

DEFENCE

He said: "We earnestly recommend that the Government stop wasting money on unproductive activities such as arms production and concentrate on food education and welfare."

Dr Motlana said about pensioners: "As usual blacks continue to get a pittance as far as pension is concerned."



Continued from page 4

power Vote in 1980-81 increases to more than R51 million in 1981-82, to be spent both on training as such and on the better use of manpower.

An important document, the Report on Highlevel Manpower, in South Africa submitted by the National Manpower Commission, and an accompanying White Paper were tabled in Parliament last week. It is confidently expected that a more effective and co-ordinated approach to manpower development on a broad front will henceforth be adopted in the light of this report.

Apart from the amounts already included in the Printed Estimates, I now wish to propose a number of additional expenditure items to be provided for in the Supplementary Estimates

Supplementary Expenditure

(a) Pension Bonus:

I EXPRESSED the hope earlier this year that a further round of pension bonuses might be paid to social pensioners, should financial circumstances permit.

Although financial circumstances are not as comfortable this year as they were last year, the government, in keeping with the very high priority it always accorded to improving the lot of our senior citizens, has decided to provide for the payment of a second special pension bonus to social pensioners this year. A first purpose, therefore, that a further bonus of R30 for whites, R24 for coloureds and Asians and R18 for blacks be paid not later than November 1981. The cost of this proposal will amount to R25 million and will be included in the Supplementary Estimates.

This means that, with the inclusion of bonus payments received in the course of the 1981-82 financial year and compared with the 1980-81 year, the total amount of pension bonuses paid to the various pensioners will be R17,50 million per month in the case of whites, R12,50 million in the case of coloureds and Asians, and R8,25 million in the case of blacks, in all cases the biggest average monthly increases to date.

(b) Flood Disasters:

In the course of my Second Reading Speech on the Part Appropriation Bill earlier this year, I indicated that the government had launched a comprehensive survey to assess the damage and the need for reconstruction of the local residents

Horwood's 1981 Budget



Continued from page 4

sisting of representatives of government departments, provinces and local authorities under the chairmanship of the Chief Director of Finance, was appointed to evaluate the recommendations of the Brown Committee in the light of the prevailing rapidly changing circumstances, and that it had already considered more than two-thirds of the Brown Report's recommendations. I also pointed out that its updated recommendations had been submitted to the government for approval. Those recommendations which do not in the main imply direct financial assistance in one form or another, have already been accepted by the government and will be dealt with in greater detail in the course of the debate.

In view of the financial difficulties facing a number of local authorities today, the working group has also formulated proposals aimed at providing local authorities with financial relief to all local authorities. These proposals contain certain basic changes in policy and I am happy to be able to report that the government has also accepted them in principle. I will refer only to those which bear directly on the Exchequer at this stage.

In the first place, it has been decided that government departments, provincial governments, provinces and local authorities under the chairmanship of the Chief Director of Finance, was appointed to evaluate the recommendations of the Brown Committee in the light of the prevailing rapidly changing circumstances, and that it had already considered more than two-thirds of the Brown Report's recommendations. I also pointed out that its updated recommendations had been submitted to the government for approval.

(b) Final PAYE deduction system:

AS I announced during the short session earlier this year, the department is actively engaged in seeking ways and means of reducing the volume of tax returns to allow the available manpower to be more productively employed on higher revenue producing work. Work in this direction is so far advanced that I hope to introduce legislation during the current session or early in 1982 to enable a start to be made with the new scheme as from March 1, 1982.

The proposed measure will have the effect of relieving individual taxpayers with taxable incomes of not more than R7 000 per annum from the necessity of rendering income tax returns where such incomes are deemed entirely or almost entirely from salaries or wages. The PAYE deductions from their salaries will be regarded as the full settlement of their tax liability.

One of the consequential adjustments which will be required to bring the new system into operation, is that the deduction allowed from the earnings of married women will have to be increased from the existing R1 500 to R1 600. This is also in line with the recommendations of the Manpower Commission on Highlevel Manpower in South Africa. It is felt advisable to spread this increased deduction over two years, and to allow R1 400 with effect from March 1, 1981. In a full year the estimated loss of revenue will be R18,9 million, but as the 1982 tax year is already so far advanced and deduction tables will not be amended, the loss for the 1981-82 financial year is estimated at R2,4 million.

(c) Phasing-out of separate taxation of blacks:

AFTER consultation with and subject to the approval of the government of the various black national states, it is my intention to effect the final phasing-out of the taxation of blacks in terms of the Black Tax Act of 1969, as from March 1, 1982 by subsuming the incomes of all individual taxpayers to tax in terms of the Income Tax Act, 1962, under the jurisdiction of one tax authority. When that happens, we shall have completed a process, begun two years ago, of taxing all individuals in the Republic according to a uniform and consistent system of

(d) Farming: Phasing out the requirements with regard to breeding stock:

AT present purchased breeding stock are treated differently for tax purposes from other livestock in that they must be brought into account at the end of the tax year at cost price and not at standard values where the cost of such an animal exceeds the minimum amount laid down for that class of livestock in the Income Tax Act. The farmer is then entitled to write off the purchase price over a period of four years.

For practical consideration I have decided to phase out the present requirement over two years with effect from the year of assessment which commenced on March 1, 1981, after which all classes of livestock will be treated similarly for tax purposes.

(e) Annual duty on companies:

THE Standing Commission on Taxation Policy has recommended that the annual duty on companies be levied at a flat rate on all companies irrespective of the capital structure and irrespective of whether the company is a domestic or foreign company, on the basis of the duty payable on the profits of the company.

I have decided to accept this recommendation and legislation will be introduced to take effect on April 1, 1982. Certain companies will benefit from a reduction in the annual duty on companies. For the 1981-82 financial year, the reduction in tax yield is expected, but for a full year is expected to be R38 million.

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(f) Petroleum gases and other gaseous hydrocarbons:

THE revenue from the excise and customs duties on liquid petroleum gas is regularly paid over to the Strategic Oil Fund to finance part of the capital requirements of Sasol II and III. As a result of a growing imbalance between the supply and demand for this industrially and domestically important product, it has been decided to abolish the duties completely. A government notice will be published to this effect and will be applicable to all gases which have not been entered for home consumption by 3pm today (yesterday). The estimated loss in revenue to the Strategic Oil Fund for 1981-82 from this source will be R6,3 million.

(g) Spirits:

I FEEL that the consumer of spirits, gin, whisky and other spirituous beverages can also make a contribution and propose that the customs and excise duties on spirits be increased by 15,25 cents per litre absolute alcohol or about 1,6 cents per tot. The retail price of local and imported spirits should not rise by more than 2 cents per tot. The additional revenue is estimated at R31,9 million this year.

(h) Wine:

IT is only reasonable to expect the consumer of wine to make a small contribution along with the consumer of beer and spirits. I propose, therefore, that the customs and excise duties on fortified and sparkling wines be increased by 2,4 cents per litre. No change is made to the duties on unfortified wines, currently 3 cents per litre. The additional revenue from this source during 1981-82 is estimated at R0,8 million.

Other alcoholic beverages: In order not to grant the also holic apple, pear and orange beverages an undue advantage over the product of the vine, it has been decided that the customs and excise duties on these beverages also be increased, though only a negligible contribution to the State coffers will result. I therefore propose that the customs and excise duties on non-alcoholic beverages be increased by 1 cent per litre. The estimated revenue from this source amounts to about R5,2 million in 1981-82. Natural fruit drinks and squashes will not be affected.

Non-alcoholic beverages: The non-alcoholic beverages industry will also have to make a contribution. I propose that the customs and excise duties on non-alcoholic beverages be increased by 1 cent per litre. The estimated revenue from this source amounts to about R5,2 million in 1981-82. Natural fruit drinks and squashes will not be affected.

(i) Cigarettes and cigars:

IT is certainly also fair to expect the smoker to make his contribution and I propose that the customs and excise duties on cigarettes and cigars be increased by 2 cents per 10 cigarettes, on cigars to be 2 cents per 50 cigars, and on cigars by 10 cents per kilo-gram. The duties on pipe tobacco are not changed. The additional revenue for 1981-82 is estimated at R32,2 million.

(j) Beer:

THE consumption of beer has increased considerably over the past years and I am of the opinion that this product can bear an increased tax. I propose that the duty on all beer, both imported and local, be increased by 4,8 cents per litre or about 1,8 cents per pint (according to Imperial measures). The retail price for beer, from about 7p 10d to 11p 10d.

(k) Ad valorem excise duties and ad valorem duties:

taxable since 1978 when the old sales duties were abolished and the general sales tax was introduced. These duties, mainly on less-essential items such as jewellery, photographic equipment, furs, and the like, have not been changed since.

I think that in the present circumstances it is fair to expect a contribution also from these sources and therefore propose that the existing ad valorem excise duties and ad valorem customs duties on imported goods of the same class or kind be increased by five percent across the board, i.e. the 15 percent rate becomes 20 percent and the 20 percent rate becomes 25 percent. The estimated revenue from this source during 1981-82 amounts to R18,3 million.

The deficit before borrowing is estimated at R2 707 million or about 3,5 percent of gross domestic product. This ratio is higher than the abnormally low 0,5 percent of last year, but still quite moderate by past standards. Moreover, the deficit is to be financed in a manner which will not add to the money supply and which will, in consequence, be non-inflationary.

Although it is not designed to place the same degree of restraint on the economy as last year's Budget, the present Budget is still a moderately contractionary one which should help in curbing inflation and in bringing about the balance of payments adjustment necessary to deal with the decline in the gold price, the high overseas interest rates and other external developments.

(l) Incentive allowances:

IN a speech delivered on November 13, 1980 I announced that it was my intention to obtain Parliament's approval for the extension of the machinery for the extension and building investment allowances provided for in the Income Tax Act, and I also referred to an investigation into the desirability or otherwise of incentive allowances which was being carried out by the Standing Commission on Taxation Policy. I intend to seek the House's approval, in the current session, to embody these extensions in the Income Tax Act. I feel constrained, however, to sound a note of warning in regard to certain undesirable practices which have appeared in leasing agreements whereby the cost of the asset is artificially increased in order to allow the lessee to reap the benefit of bigger investment allowances on the inflated cost. Certain proposals will also be made to Parliament in this regard.

(m) Customs and excise duties:

BUT, first of all, I wish to refer to a reduction in certain existing duties.

THE revenue from the excise and customs duties on liquid petroleum gas is regularly paid over to the Strategic Oil Fund to finance part of the capital requirements of Sasol II and III. As a result of a growing imbalance between the supply and demand for this industrially and domestically important product, it has been decided to abolish the duties completely. A government notice will be published to this effect and will be applicable to all gases which have not been entered for home consumption by 3pm today (yesterday). The estimated loss in revenue to the Strategic Oil Fund for 1981-82 from this source will be R6,3 million.

The abolition of these duties will result in an effective reduction in costs and I firmly expect that this reduction will be passed on for the benefit of domestic and industrial consumers in the form of lower prices.

Next a number of increases in duties

(n) Other alcoholic beverages:

IN order not to grant the also holic apple, pear and orange beverages an undue advantage over the product of the vine, it has been decided that the customs and excise duties on these beverages also be increased, though only a negligible contribution to the State coffers will result. I therefore propose that the customs and excise duties on non-alcoholic beverages be increased by 1 cent per litre. The estimated revenue from this source amounts to about R5,2 million in 1981-82. Natural fruit drinks and squashes will not be affected.

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The consumption of beer has increased considerably over the past years and I am of the opinion that this product can bear an increased tax. I propose that the duty on all beer, both imported and local, be increased by 4,8 cents per litre or about 1,8 cents per pint (according to Imperial measures). The retail price for beer, from about 7p 10d to 11p 10d.

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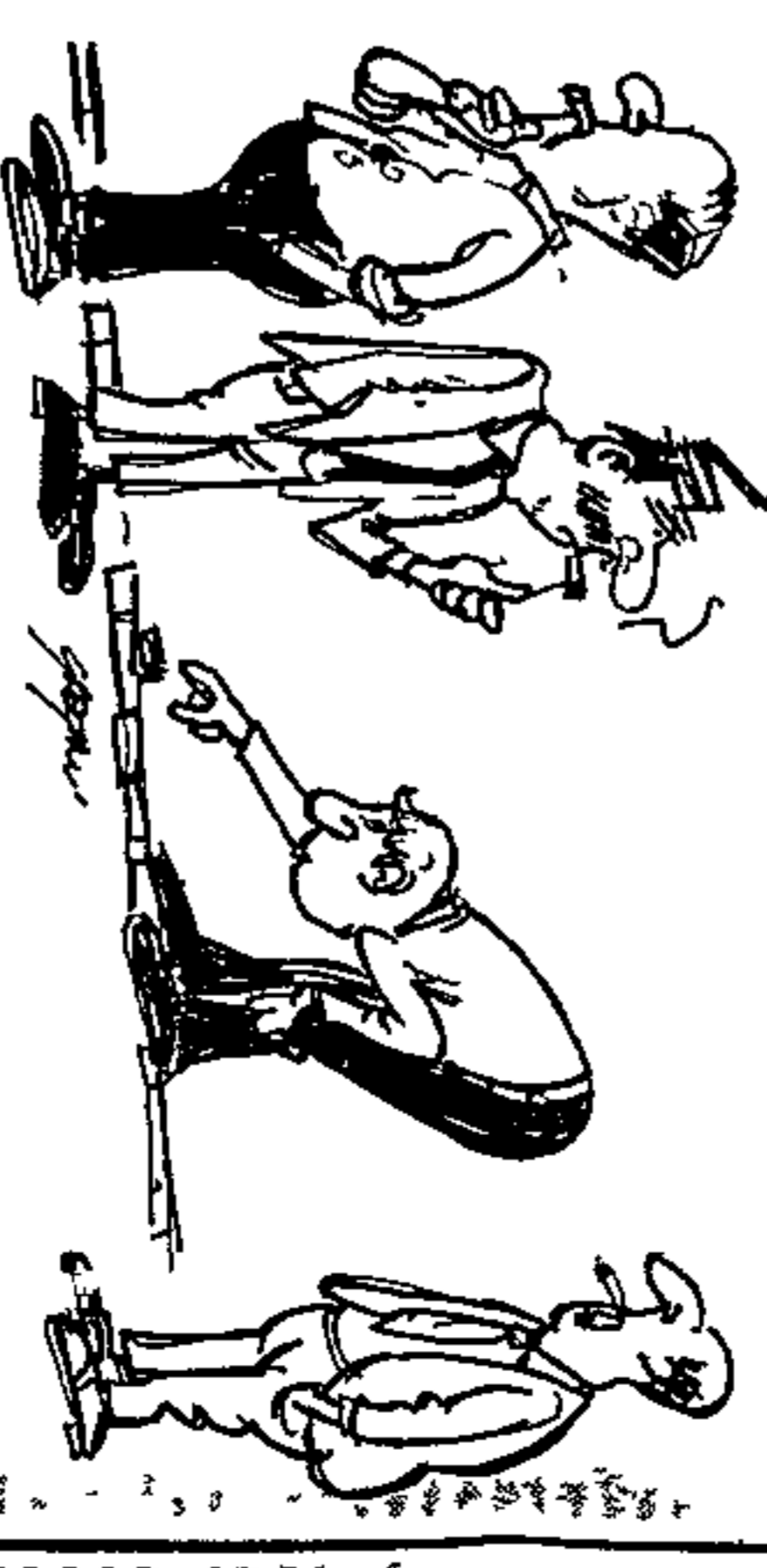
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...the Echequer, the State cannot accept full responsibility for this arrangement immediately but has agreed to phase in these payments over a short period. Apart from an amount of about R9 million already provided for this year, an additional amount of R20 million will be made available for this purpose and should bring much needed immediate relief to local authorities in general.

The working group is still considering the details of a fair basis of taxation for property owned by the South African Railways and Harbours and the Department of Posts and Telecommunications, but as these enterprises have not made provision for any such payments in their current financial year, they will not be able to make assessment payments before the next financial year.

Secondly, it has been agreed that the provincial administrations will, with effect from October 1, 1981, take over from local authorities the financial responsibility for the provision and co-ordination of ambulance services in those provinces where such services have not yet been so transferred. An amount of R10 million (R27 million in a full year) will be made available to the provinces this year for this purpose.

Thirdly, the government has decided to accept responsibility for the payment of a subsidy on fire protection services provided by local authorities in view of the

(c) Bread:

In accordance with its policy of alleviating as much as possible the lot of those more severely affected by the inflation of costs and prices, the government, in 1980-81, increased the subsidy on bread from R117 million to R162 million, an increase of no less than R45 million or 38.5 percent in a single year.

Due to increases in the wheat price in October 1980 and other inevitable cost escalations it is estimated that the subsidy on bread for 1981-82 would have amounted to at least R233 million if the price of bread had been kept constant.

As much as I would have wished to keep the price of this very basic food unchanged, it became quite obvious to me that in view of the constrained financial position of the Exchequer this year a subsidy of that magnitude could not be accommodated, and the government had no option but to allow the price of bread to rise, although still maintaining the record level of subsidy of the olden year of 1980-81.

As the printed Estimates provide for a subsidy of R130 million, this amount will have to be augmented by a further R30 million in the Supplementary Estimates.

(d) Maize:

WALZE farmers had a bumper crop during 1981, the highest ever harvested in South Africa. Approximately half of the crop will be carried over for export in 1982. At present a loss is sustained on all exports, a loss which will be carried by the farmers themselves. The government has, however, decided to assist maize farmers by means of a government-guaranteed bridging loan of R71 million to the Maize Board, the interest of which will be partly subsidised.

Furthermore, apart from subsidizing the cost of handling and storage of maize, the government has also decided to subsidize directly the price of maize to the consumer in order to ensure that the increase in the consumer price should remain below 10 percent.

The total of all subsidies on maize and grain sorghum will amount to R87 million for the 1981-82 financial year, compared with R60 million in 1980-81. Whereas an amount of R50 million has been provided in the United Estimates provision for a total of R37 million will be made in the Supplementary Estimates for a total of R230 million is being set itself and is still studying a number of further possible solutions for the restructuring of the revenue base of local government. Due to possible changes that may still be made in the financial year, a great deal of further research and discussion is called for. A final report will thus not be available before the next session of Parliament.

In the meantime I am convinced

(a) Fringe benefits:

AS part of the further structural reform of our tax system I wish to refer first of all to the question of fringe benefits. Now I know only too well that no tax is popular did not Edmund Burke long ago caution that to tax and to please, is not given to men — and not, certainly, I might add, to the tax gatherer! But I am sure we are on the right course here.

In my reply to the debate on the Appropriation Bill last year I informed the House that after intensive consultations between the Commissioner of Inland Revenue and the private sector, there was a surprising measure of consensus in regard to the principle that remuneration in kind or by means of allowances should be treated on the same footing as cash remuneration. There were, however, still some differences on detail in the last round of talks which could not be resolved in the last days of the session. The Inland Revenue Directorate has given considerable further thought to the matter and has drawn up revised proposals.

(The government endorses the principle, already enshrined in the Income Tax Act, that fringe benefits be taxed on as savings

(a) Relief to the aged:

THE House will recall that tax concessions are currently allowed to persons over 60 years of age. In order to provide differential relief to persons over the age of 70 years and in an attempt to afford further tax relief to senior citizens who find it increasingly difficult, if not impossible, to augment their incomes, I propose to go further and to grant all taxpayers who are 70 years and older an additional rebate of R80 with effect from the tax year 1981 which commenced on March 1, 1981.

The effect of this concession will be that a person in this age group will, at present rates of tax, not become liable for income tax until his income, after the deduction of medical expenses, exceeds R3 000 per annum, compared with R4 000 per annum at present. The proposed measure will not entail any loss of revenue during the 1981-82 financial year, but in a full year the loss is estimated to amount to R4,6 million.

(b) Lump sum payments by an employer to an employee:

IN the course of my speech earlier this year on the Part Appropriation Bill I announced that it was proposed that the tax exempt amount of lump sum payments received by an employee from his employer by way of bonus gratuity or compensation upon retirement due to the attainment of the retiring age or due to old age, illness or other infirmity, be increased from R15 000 to R20 000 with effect from March 1, 1981. I now lay that proposal before the House.

As a further relief measure I wish to propose that the portion of the lump sum remaining after the deduction of the exempt taxpayer's average rate of tax applicable to his other income and not at the marginal rate which would, but for this measure, have applied.

It is estimated that the revenue which will be sacrificed for the 1981-82 financial year will amount to R100 000 and in a full year to R2 million.

(c) Relief to parents who maintain children suffering from physical and mental disability:

PARENTS who maintain a child or special child, who due to physical or mental disability is unable to maintain himself, who is wholly or partially dependent for his maintenance upon the parent, and has not himself become liable for income tax, are at present entitled to a rebate for such child irrespective of his age.

I am sure honourable members will agree with me that it costs much more to maintain such a handicapped child than a normal child and that the parents are, to that extent, at a disadvantage in regard to their ability to pay tax

(e) Undistributed profits tax:

THE Standing Commission on Taxation Policy has recommended that the plough-back or 35 percent allowed to public companies in respect of their dividend income be increased to 50 percent. I accept the recommendation and, with the approval of the House, will have it implemented. No loss of revenue is expected for the current financial year, though obviously there will be some sacrifice of revenue thereafter.

(f) Estate duty:

IN order to compensate partly for the effects of "fiscal drag" occasioned by escalating values of assets making up the taxable value of an estate, it is necessary constantly to adjust the abatements to ensure that a tax of this nature does not become confiscatory.

I wish to propose, therefore, that in respect of estates of persons dying on or after April 1, 1981, the following deductions be applied instead of the amount of R37 500 at present application in each case —

- A basic deduction in respect of each estate R50 000
- A further deduction where the deceased is survived by a spouse R50 000
- A deduction in respect of each child who survives him R40 000

● A deduction in respect of each child who predeceased the deceased parent leaving a descendant by blood or a wife who had not remarried R40 000

The effect of this proposal is that an estate of a person dying on or after April 1, 1981 and who is survived by a wife and two children, will only become liable for estate duty if the taxable value of the estate exceeds R160 000, as against R150 000 applying before April 1, 1981. If the taxable value of such estate was, say, R300 000, the tax previously payable would have been R19 500, as against R14 700 (or 4.9 percent of the taxable value of the estate) under the proposals now made. The proposals now made. The loss in revenue for a full year is estimated at R9,8 million, for the 1981-82 financial year it will be negligible (R0,2 million).

(a) Donations to educational institutions:

IN introducing the 1980 Income Tax Bill I announced that machinery would be created by means of which I would be able to extend the current tax concession in regard to donations to universities and colleges, to certain other educational institutions as well.

I am now happy to report that after various discussions with interested bodies the Commissioner for Inland Revenue will shortly be sending draft proposals to Parliament before I submit them to the House. I will, under the terms and conditions, under

of duty, and on the assumption that the present minimum annual duty of R60 will apply across the board, it is estimated that the annual loss of revenue from this source from the 1982-83 financial year onwards will amount to R2,5 million.

Cost of tax concessions

THE total cost of the income tax concessions thus far announced amounts to approximately R3 million this year, but because they embrace important structural adjustments, we should be under no illusion that the loss of revenue next year and the years thereafter will be very substantial.

Financing the deficit

WE now have to consider how to finance the large deficit facing us. In doing so I feel it prudent to remind the House of the age-old advice of Marcus Tullius Cicero, who addressed the Roman senate about 50 BC in these terms: "The Budget should be balanced."

The Treasury should be refilled.

The Public Debt should be reduced.

The arrangement of officialdom should be tempered and controlled.

Assistance to foreign lands should be curtailed.

Let Rome become bankrupt!

Indeed!

When the tax concessions I have just outlined and the additional expenditures, together amounting to R162 million, are taken into account, the deficit before borrowing rises to R2 817 million. To this must be added R2 842 million in loan redemptions and miscellaneous loan expenditures, which brings the financing requirement to R5 659 million.

I propose that this amount be financed as follows:

Public Debt Commissioners 1 850

New issues already funded and reinvestment of loan redemptions ... 2 510

Non-marketable debt 550

Foreign loans 350

Loan levies 45

Surplus from previous year 40

Deficit still to be financed 314

5 659

This leaves a net amount of R314 million still to be financed. Before dealing with my proposals to find this amount, I should like to mention that two of the existing Treasury issues, Treasury Bonds and National Defence Bonds, are offering yields today which are not competitive with market rates. I propose to close these issues on September 30, 1981 and to offer two new series at market-related rates from October 15, 1981. The terms and conditions of these issues will be announced in due course.

If one takes into account that there are invariably unexpected and unavoidable openings of expenditure which have to be funded through the Additional

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...imported goods of the same class or kind

Conclusion

THE Budget I have presented today (yesterday) provides for an

Continued on page 13

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CT 13/8/81 (84) Public (327) (257) **Police warn public to be on alert for bombs**

IN THE WAKE of recent bomb attacks in East London and Port Elizabeth, a police spokesman warned yesterday that similar events could "quite easily" be repeated in the Peninsula.

The spokesman, who said he did not want to wake sleeping dogs, said he felt the public needed to be warned to be on the alert. He wanted the public in general, business institutions and industrial institutions to co-operate with the police in their own interest.

"People should take all necessary precautions and be on the alert in an endeavour to prevent similar incidents to those recently,

minimise the damage caused and save people's lives.

The spokesman said it was heartening to see that some businesses had started to realise that good security precautions were not always expensive.

"It is impossible for the police to identify possible targets but it would appear that buildings which house financial, commercial and industrial institutions like banks, chain stores and retail stores where hundreds of people converge daily are included," he said. Their security risk was high and special security precautions should be taken.

People should not be lulled into a false sense of security.

Outlining what could be done, the spokesman said employees, security men and guards who were well-acquainted with buildings and their environments should be on the look-out for suspicious people and cars.

If spotted, the police should be contacted, and in the case of cars, an attempt should be made to take the registration number.

Parcels and paper bags that appeared to be abandoned should be examined without being handled. A sharp look-out for abandoned parcels should be made behind counters, in

post boxes, around pot plants and in bins.

Suspicious objects should not be disturbed and should be reported to the police.

"A parcel with the most innocent or harmless appearance could be a bomb," he said.

All bomb threats should be reported to the police and buildings should be evacuated and kept empty till the senior police officer at the scene had given the all-clear.

He concluded that members of the public should be wary of unexpected letters or parcels received through the post and "if in doubt, have them examined".

Blind eye to UN rule bending

From RICHARD WALKER

NEW YORK — Allegations of anti-Preoria rule bending were ducked by United Nations officials at the start of a ritualistic three-week countdown to summoning the General Assembly into emergency special session over SW/A/Nambria.

At issue is the process whereby the emergency procedure is being artificially invoked. Though formally requested on Tuesday night, the session has been long planned for September 3-11.

A two-thirds majority of the 134 member nations is required before it can be called under the emergency rule and carefully timed responses will achieve that total on September 2.

Questioned

Also questioned this week was the use of UN briefing-room facilities to stage a press conference by the American group campaigning to block next month's Springbok rugby tour.

A UN spokesman responded that the African group had not consulted together before requesting the emergency session, and that the press conference had been staged by the Organization of African Unity, which has the right to the facility.

Privately it was noted that various governments have provided a press platform for outside groups, in this way. For example, Nicaragua did so recently for a group of Uruguayan dissidents. South Africa has also done so — once sponsoring a UN briefing by Dr Christiaan Barnard.

Complex

More complex and significant is the intricacy by



Above: A Russian warship, the helicopter-carrier Leningrad, steams through the English Channel this week on its way to the Baltic Sea to join some 50 Soviet vessels currently taking part in the largest Soviet naval exercise in the area.

Left: At least four people died and several were injured in this train crash in Beverley, Massachusetts.

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can be called to tackle an emergency. This was first resorted to by the United States over the Korean war in 1950 through the so-called "uniting for peace" resolution.

At that time the power balance was reversed, and the US conceived of it as a way to use its majority support in the Assembly to override the Soviet veto power in the Security Council.

Court told of claim on gun

Staff Reporter

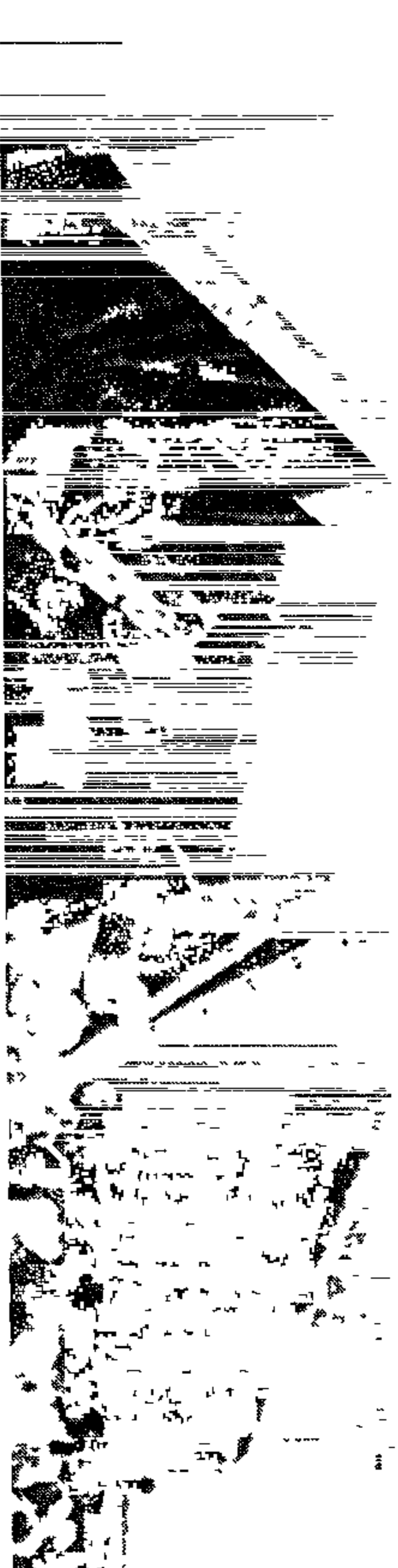
A MAN accused of murdering the brother of the mayor of Cape Town told a police officer that the officer was wasting his time looking for a revolver as he had thrown it into the sea, the Supreme Court was told yesterday.

The investigating officer, Captain S Brits, was giving evidence in the trial of Eric Marshall, of Brooklyn, who has pleaded not guilty to charges of murder and robbery and guilty to two charges of possessing unlicensed firearms.

It is alleged that Mr Marshall murdered Mr Arnold on the morning of August 30 last year in the front shop in Milnerton where Mr Kreiner was a partner.

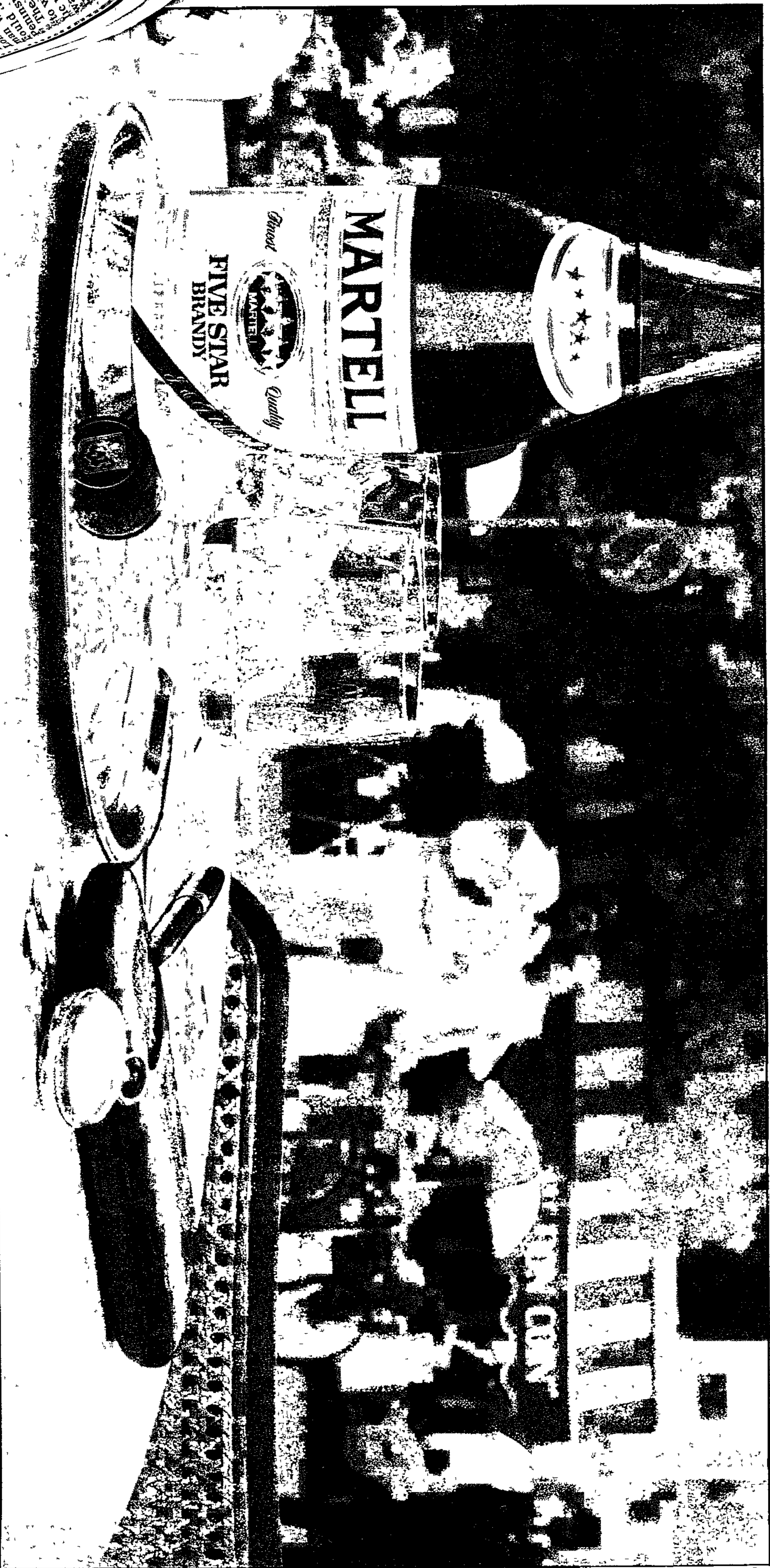
Brits told the court that he arrested Mr Marshall on September 10 at a police station in Brooklyn after he had failed to reappear for the murder trial.

Mr Marshall, who had been arrested in Cape Town, was brought to the court by a police officer.



Afternoon. Police were not sure how the accident occurred. It left this carriage of a commuter train sticking high above a freight train's engine.

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MARTELL BRANDY. ITS A QUESTION OF STYLE





THE text of the Minister of Finance, Mr Owen Horwood's, Budget speech as read in Parliament yesterday.

The national Budget, besides being an accounting report of the State's finances, is also a major instrument of economic policy. The modern preoccupations with economic policy can, however, easily lead one into believing that developments in the economy are predominantly determined by official policy measures. It is, therefore, necessary to remind ourselves on occasion that economic policies can often exert only a marginal effect on the pattern and intensity of economic events, and that their effects on the economy are usually overshadowed by the autonomous forces operating in the economic system and by the effects of external influences. It is with this in mind that I wish to introduce this year's Budget, by briefly referring to the operation of the more important of these influences on the South African economy since the last main Budget was introduced in March 1980, that is, some sixteen months ago.

Recent and current economic conditions

When the last Budget was presented, the upward phase in real economic activity had not yet gained its full momentum, despite the exceptional expansion of activity which had taken place in the financial sphere, mainly through by no means entirely, as a result of the sharp increase in the price of gold over the preceding year. In the real sphere of production and job creation, the South African economy was still performing below its capacity. In conjunction with the substantial surplus which still existed on the current account of the balance of payments at the time, this meant that it was both desirable and feasible for the rate of real economic growth to accelerate further, and these considerations naturally influenced the nature of the March 1980 Budget.

The actual outcome of economic events in South Africa since the introduction of the last year's Budget has in many ways borne out the diagnosis and expectation...

sonally adjusted annual rate of over R17 billion in the first half of 1981. Taking into account also other current payments and receipts, the result was a turnaround in the balance of payments on current account from a surplus of R2,8 billion in 1980 to a seasonally adjusted annual deficit of over R3 billion in the first half of 1981.

Up to a point, these developments were entirely to be expected and to a large extent represented the natural outcome of normal cyclical fluctuations in recent months, however, the persistence of abnormally high interest rates in the United States and many other overseas countries, the sharp further appreciation of the US dollar against virtually all other currencies, the unexpected gold price decline in the price of gold and the general deterioration in world economic conditions have combined to create new problems for the South African economy which must be viewed in responsible light, and to which I shall return.

Against this volatile background, the exchange rate of the Rand has understandably shown marked fluctuations. Thus, on average against all other currencies, the Rand appreciated by 14,5 percent between the institution of the new system of managed floating in January 1979 and the end of 1980. Thereafter, very largely as a result of the substantial appreciation of the US dollar, it depreciated by 11,1 percent on average against all other currencies during the first seven months of 1981, although over the same period it appreciated by only 6,1 percent against the Swiss franc and 1,9 percent against the German mark, and in fact appreciated by 0,7 percent against the pound Sterling and by 0,9 percent against the French franc.

Against the US dollar, the Rand appreciated by 16,6 percent between January 1979 and the end of 1980, and then depreciated during the first seven months of 1981 by as much as 21,7 percent. This depreciation of the Rand has served to cushion the adverse effects on the domestic economy of the declining dollar price of gold, and of various other exports that are sold in dollars, since it has meant that the proceeds of these exports in Rand have not declined to the same extent as their proceeds in dollars. This, in turn, has tended to exert a fairly significant anti-cyclical effect, though, at the same time it has, of course, tended to be inflationary.

Fiscal policy during 1980-81

In my Budget speech in March last year I described the government's broad economic policy for the period ahead as one of "growth from strength". This emphasis on growth was accompanied by an equally strong emphasis on financial discipline, as I saw no conflict between growth and discipline in the circumstances then prevailing. At the time I said that my intention was to...

Directed by three developments. The first was that real government spending, as measured in the Budget, increased by only about 2,6 percent during the year ended March 1981, as compared with a 12 percent increase in real gross domestic expenditure. As during the immediately preceding years, the ratio of government spending to total spending therefore declined once again.

The second development was that the deficit before borrowing declined from R1 696 million, or 3,2 percent of gross domestic product, in the fiscal year ended March 1980 to a mere R288 million, or about 0,5 percent of gross domestic product, in the year ended March 1981. In relation to gross domestic product, this was the smallest government borrowing requirement in recent budgetary history.

The third development was that, far from adding to the money supply by resorting to net banking credit, the Exchequer actually exercised a contractionary influence on the money supply by transferring R1 242 million to the Stabilisation Account, thereby contributing most substantially to a reduction in the Exchequer's net indebtedness to the monetary banking sector in the year ended March 1981.

In practice, the funds in the Stabilisation Account were not fully sterilized but used to finance the stockpiling of oil and other strategic imported commodities through the National Supplies Procurement Fund. But the domestic monetary and economic effects of this virtual exchange of foreign currency reserves were, of course, very different from those of ordinary government expenditure. And even if the broader statistical concept of "government saving", including the National Supplies Procurement Fund and the other external budgetary funds, is used, the net claims of the banking sector on this broad "government sector" increased by only R122 million during the year ended March 1981. If this small figure is viewed against the much larger amounts invested in the stockpiling of strategic imported commodities, the stabilizing anti-cyclical monetary and economic impact of the government's financial operations during the year ended March 1981 emerges clearly indeed.

Monetary policy during 1980-81

The successful outcome of the 1980-81 Budget is most gratifying from the economic facts I have presented today, however, it is evident that not all aspects of economic stabilization policy in South Africa during the year ended March 1981 were equally satisfactory. In retrospect, for example, it is evident that whereas fiscal policy was, on balance, restrictive, the instruments of monetary policy in use at the time could not prevent the money supply and demand from increasing, and I think that credit to the private...

which brought about much of the "disturmentation" to which I have referred. Although these problems of monetary policy were dealt with extensively in last year's Budget speech, the excess liquidity in the banking sector and, indeed, in the private sector as a whole, and the distorted interest rate structure continued throughout the rest of 1980 and into 1981. These conditions were exacerbated first by a temporary increase in bank credit to the government sector during the second quarter of 1980, and then by a particularly sharp increase of over R1 100 million in the net foreign reserves during the third quarter. It was only from October onwards, when the net reserves were allowed to decline so as to drain some of the excess liquidity out of the economy, that the position gradually began to return to normal and that interest rates began to rise to more appropriate levels.

More recently, a combination of firm contractionary monetary policy has brought about a monetary banking situation although the broad money supply and bank credit, inflated by "reintermediation", have until recently continued to rise at a high rate, conditions in the financial markets have tightened considerably and both short- and long-term interest rates have increased in line with overseas rates.

In an attempt to add effective monetary discipline to the existing fiscal discipline, the Reserve Bank has permitted interest rates to rise to market-related levels and has increased its own Bank Rate in four stages from seven percent at the beginning of 1981 to its present level of 12,5 percent. It has also made increased use of open-market operations, rediscount policy and variations in the discount rate. Indicators suggest that these measures are taking effect and that since the end of April both the money supply and bank credit have been rising at a noticeably slower rate.

Implications for budgetary policy

The analysis I have presented leads me to the conclusion that the present situation calls for a budgetary policy of "consolidation and adjustment"—consolidation of the enormous economic gains made during the recent upward cyclical phase, and adjustment to the adverse impact on the South African economy of the prevailing world recessionary pressures. It is in this context that I would like to refer to the budgetary policy in use at the time of the March 1981 Budget, and to the policy in use at the time of the March 1982 Budget.

years, the American administration has at last appointed a Gold Commission to make precisely that inquiry, and not only South Africa will await its outcome with interest.

Whilst on the subject of gold, I cannot resist quoting a passage from a booklet entitled "Gold or Paper", published as long ago as the 1930s by C J Langenhoven, the famous Afrikaans writer, where he said:

"Ever since the human race has advanced so far as to be able to delve into the earth and melt down and fashion the minerals found there, gold has been the one treasure coveted by all people above all others. It is clean and delightful to the eye. It is malleable and easily wrought into all kinds of artistic forms of ornamentation. It is indestructible. Because it is so scarce and is found in such small quantities that no sudden large increase in the economy at large... While it was strongly felt that the need to fight inflation did not lie in the direction of a formal wage and price policy, it was at the same time emphasized that an awareness amongst all interested parties of self-discipline by all parties involved in negotiations... essential conditions for their... old method of financing budgetary and to South West Africa can no longer be regarded as sound... consequently, with effect from the 1981-82 financial year, decided to provide for budgetary aid to South West Africa in the main estimates in the normal way... With reference to the 1980-81 financial year, it is necessary to transfer a further amount of R80 million to the Central Revenue Fund via the Finance Act.

Development bank for Southern Africa

The government has already indicated its firm intention, in active collaboration with other interested countries, to set up a multinational regional development bank for Southern Africa to act as a vehicle for development assistance to economic regions in the sub-continent. Negotiations with the initial participating states have already reached an advanced stage and the articles of agreement constituting the envisaged development bank are now being drawn up. Recent indications are that the bank may be in positions to open its doors in...

how remaining. I feel that the greater part should be allocated to some of our most deserving and urgent needs. I therefore wish to move that the following items be financed from this source:

Defence

In the light of recent developments in and around Southern Africa, Defence must remain one of our very highest priorities. I therefore propose that an amount of R172 million be transferred to the Special Defence Account. This includes an amount of R160 million to cover a debit brought forward from previous years and a R12 million as compensation for the sale of certain stockpiled fuel provisions for the transfer of these amounts will be made in the Finance Bill later this session.

South West Africa

The old South West Africa Account was a general account of the State Revenue Account. It has become customary to make good any shortfall on this account by transferring funds to it from the State Revenue Account by way of the Finance Act.

concern them. And from the taxpayer's point of view, such people generally tend to become a burden on the Exchequer where they are paid by the State.

(c) Security for Land Bank Loans

FOR a number of years the South African Development Trust operated a scheme whereby farmers whose land had been purchased for consolidation purposes were compensated partly in the form of long-term government stock. This arrangement worked fairly well at the time as interest rates did not tend to fluctuate much and hence the recipients of the stock who were not all fully aware of the influence of interest rate fluctuations on the market value of such stock, did not lose or gain much in disposing of their stock as and when cash was required prior to the redemption date.

(b) Building Societies

THE rising level of interest rates which is an inevitable concomitant of the policy of monetary restraint, has also affected the building societies. I was recently informed by the Association of Building Societies that the interest rates offered by building societies on funds invested with them would have to be raised to those obtainable from the market. This has led to a loss of deposits, and in some instances has led to a loss of members. It is therefore proposed that the House will bill in order to ensure a fair and favourable result to all.

certain aspects relating to the building society movement, should reach me before the end of this year and that, too, will give food for thought.

Improved conditions of service

AS indicated in my press statement on December 5, 1980, the Cabinet is fully aware of the fact that employees in the public sector—as elsewhere—are being hit by the rising cost of living. It realizes too that the serious grievances of the public sector require realistic adjustments to wages and conditions of service.

The financial year 1981-82

THE printed Estimates of Expenditure tabled today provide for aggregate expenditure of R15 712 million. To this must be added my supplementary proposals with which I will deal shortly, representing a further R156 million. Total estimated expenditure will therefore amount to R15 871 million. This is a 10,6 percent higher than the 1980-81 figure of R14 339 million. The estimated expenditure of R15 871 million represents an increase of 12 percent on the 1981-82 estimate of R14 148 million.



BUDGET '81

he funds has contributed to its alleviation. A particular problem that has arisen recently has been the provision of adequate housing for coloureds at the rapidly expanding growth point of Adams Stuur. The government has just received the Report of the Villain Panel appointed to investigate the strategy for the further provision of housing in black urban areas, mainly in Soweto. Both these matters may require attention before the end of this financial year, but any reasonable provision that needs to be made could be budgeted for at a later stage.

Improved conditions of service

The country's housing problems simply cannot be solved by the government alone. Concerted participation by the building society movement and other financial institutions and commercial concerns is essential if we are to succeed in achieving our goal of providing adequate and realistic housing accommodation for our rapidly expanding population.

Improved conditions of service

A general salary adjustment averaging 12 percent is being programmed for the elimination of wage discrimination, job and group-differentiated improvements, at first for teachers, police officials, prison staff and certain medical and nursing staff, and...



that the level of real economic activity rose sharply in the course of 1980 with increases of 6.3 percent in real private consumption spending and 24.5 percent in real private fixed investment, and a growth rate of no less than eight percent in the real gross domestic product. At the same time, the current account of the balance of payments nearly equalled the record surplus of the previous year, and despite a substantial net outflow of capital, mainly in the form of short-term credits, the net gold and other foreign reserves showed a rise of R331 million.

Important further changes occurred in the real sphere of the economy during the first half of 1981. As expected, the high growth rate in 1980 brought the economy to a situation of full utilization of scarce productive resources. Despite the considerable training programmes which had been pursued in both the public and private sectors, shortages of a wide variety of the more skilled categories of manpower became critical towards the end of 1980, and virtually full utilization of existing production capacity was reached in most sectors of manufacturing. Indeed, fuelled by an excessive increase in the money supply, demand began to exert undue pressure upon available resources during the second half of 1980 with inevitable inflationary consequences — a situation which persisted during the first half of 1981, and to which I shall refer presently.

Despite the further increase in nominal demand during the first half of 1981, the rate of growth of real gross domestic product slowed down between the second half of 1980 and the first half of 1981, although it must immediately be added that real gross domestic product was still 4.2 percent higher in the first half of 1981 than in the first half of 1980. This slower rate of increase was largely the inevitable result of the physical constraints to which I have referred.

The continued strength of demand was also reflected in the fact that real gross domestic expenditure, which had risen by as much as 12 percent in 1980, continued to rise strongly after the turn of the year, and was still about 10 percent higher during the first half of 1981 than during the first half of 1980. Real private consumption expenditure increased at an appreciably slower rate during the first quarter of 1981, but then rebounded noticeably about six percent higher during the first half of 1981 than during the corresponding period of the previous year. Real private fixed investment continued to rise strongly, although at a slower rate than during 1980. Taken together with all other available economic statistics, these expenditure tendencies confirm that the economy has remained extremely buoyant throughout the first half of 1981.

In the meantime, however, under the impact of the decline in the price of gold and the widespread recessionary tendencies abroad, the value of South Africa's net gold output declined sharply from R10.1 billion in 1980 to a seasonally adjusted annual rate of about R8 billion in the first half of 1981, while other exports also declined marginally. In contrast, the high 1980 figure of R36 billion by contrast, the continued rapid expansion of domestic investment and consumption brought about a rise in imports from R14.2 billion in 1980 to a see-

sharp increase in the economy at that time and the large current payments surplus provided considerable scope for the supply of goods and services to be augmented by increased imports. The economy was therefore clearly capable of more rapid growth without immediate running into demand inflation or payments difficulties.

In accordance with the policy of promoting growth without inflation, the government continued restraint on government spending with a substantial lowering of personal income tax rates, the removal of the import surcharge and the abolition of local levies. These adjustments largely represented the so-called "fiscal drag" — a combination of inflation and a progressive tax system — from increasing the real tax burden on the community and thereby retarding economic growth. In other words, the Budget was designed to encourage real growth not through an increase in government spending, but by freeing the economy from the chains of "fiscal drag", and thereby providing both the scope and incentive for the expansion of output and employment in the private sector.

The determination to maintain strict fiscal discipline was evident not only from the continued restraint on government spending but also from the provision made to finance the "deficit before borrowing" without any resort to money creation by the banking system. In addition, the Budget contained strong elements of "built-in" or automatic stability in the sense that it was deliberately framed in such a manner that if either the average gold price, or the growth rate, or the rate of inflation, turned out to be higher than estimated, tax receipts would automatically be higher and the "deficit before borrowing" lower than the estimates in the Budget. As I stated at the time, this, together with a deliberate policy of borrowing in excess of the Treasury's requirements and transferring the proceeds to the Stabilization Account, would then place the authorities in a position to offset to a significant extent the expansionary monetary impact of other forces.

It is now a matter of history that the Budget succeeded in achieving its main objectives. As planned, it provided scope for higher private sector growth without itself exerting any net inflationary or over-expansionary influence on the economy. Since the average gold price did, in fact, turn out to be considerably higher than the conservative estimate used for budgetary purposes, the social revenue from gold mining taxation and leases exceeded the Budget estimates by about R1.6 billion. As a result, certain other forms of revenue also exceeded the estimates. Despite additional net expenditures of R448 million, the elements of "built-in" stability therefore came into play to such an extent that the overall impact of the Budget in the end turned out to be anti-cyclical and therefore stabilizing — a satisfactory outcome in view of the strong expansion induced by the higher gold price and the other developments referred to earlier. In this manner, the strategy of deliberately basing the Budget on a conservative rate of about R8 billion in the first half of 1981, while other exports also declined marginally, in fact produced a higher average price, produced the desired results.

The stabilizing anti-cyclical effect on the Budget was clearly in-

control over the money supply — always without net recourse to money creation via the banking sector. It is with these considerations in mind that the present Budget has been drawn up. As I proceed with the presentation of my detailed proposals, the full pattern of our fiscal strategy in the 1981-82 financial year will unfold, and it ought then to become apparent that the proposed moderate increase in government spending and the more realistic deficit before borrowing are consistent with the requirements of the policy of consolidation and adjustment which I am proposing.

In the first place, inflation remains a major problem, and with the economy still operating at full capacity, any premature stimulation of demand would almost certainly result in an acceleration of the rate of price increases. Secondly, the recent adverse changes in the external circumstances affecting the South African economy can neither be shrugged off nor neutralized by fiscal or monetary manipulation. What economists call the "balance sheet" or "off-balance sheet" bank financing and hence back again, they nevertheless indicate excessive monetary expansion, particularly when compared with the broad guideline of 10 to 12 percent for the increase in M2 which I suggested at the time of the 1980 Budget.

These increases in the quantity of money were closely related to the simultaneous existence during 1979 and 1980 of a record surplus on the current account of the balance of payments, and the combination of payments, albeit with some relaxations, of exchange controls over both residents and non-residents. This combination of circumstances inevitably resulted in an accumulation of money in the hands of companies and individuals. Equally important, it also brought about a sustained increase in the liquidity of banking institutions, which, in turn, enabled them to create even more money by expanding their credit to the private sector. In response to the rising demand for such credit, in the course of 1980 and the earlier part of 1981 this increase in bank credit became the main statistical "cause" of the rise in the money supply.

A further feature of this situation was the abnormally low level of interest rates which prevailed in South Africa during most of 1979 and 1980. These rates were low not only in relation to interest rates in the United States, the United Kingdom and many other industrial countries, but also in relation to our own rate of inflation. Indeed, throughout this period most South African interest rates were negative in real terms.

In addition, within our own interest rate structure, the rates on Treasury bills, bankers' acceptance bills, money and other short-term paper were abnormally low in relation to Bank Rate and prime commercial bank overdraft rates. At the time of the introduction of last year's Budget, for example, when Bank Rate was seven percent and the commercial banks prime overdraft rate 9.5 percent, the Treasury bill rate had declined to just over four percent and acceptance credits could be arranged freely at an all-inclusive cost of around six or seven percent. It was this distortion, coupled with the excessive liquidity of many companies,

five fiscal discipline and effective control over the money supply — always without net recourse to money creation via the banking sector. It is with these considerations in mind that the present Budget has been drawn up. As I proceed with the presentation of my detailed proposals, the full pattern of our fiscal strategy in the 1981-82 financial year will unfold, and it ought then to become apparent that the proposed moderate increase in government spending and the more realistic deficit before borrowing are consistent with the requirements of the policy of consolidation and adjustment which I am proposing.

Against this broad policy background, I shall now proceed to deal with the Government's Action Plan for 1981-82. I start with the financial year 1980-81.

The past financial year will go down in history as an exceptional year for revenue. Inland revenue, originally estimated at R984 million, in the end amounted to R11 833 million, an increase of some R1 992 million, or 20 percent on the original estimate. This high level can chiefly be ascribed to the high gold price, and to the upswing in the general economy. Customs and excise receipts amounted to R369 million, or 37 percent over the main estimates. This increase, in turn, was mainly attributable to higher customs revenues flowing from substantially higher levels of imports during the year. Total revenue for the 1980-81 financial year, particularly of which are reflected in the revised 1981 Table today (yesterday), therefore amounted to R13 802 million.

Aggregate expenditures are now estimated to have totalled R13 590 million, or some 3.4 percent in excess of the R13 142 million which appeared in the main Estimates. The deficit before borrowing, originally set at R2 287 million, therefore amounted to only R288 million, in relation to gross domestic product, the lowest deficit on record. Loan repayments, originally estimated at R1 430 million, eventually amounted to R1 783 million, which, together with the deficit before borrowing, resulted in a lower financing requirement of R2 071 million.

The active borrowing program aimed primarily at reducing excess liquidity in the money and capital markets plus the surplus carried over from the previous year, yielded a total of R3 622 million during 1980-81. Leaving an initial surplus of R1 551 million, Of this amount, a sum of no less than R1 242 million was transferred to the Stabilization Account, leaving a net Exchequer surplus of R309 million at the end of March, 1981. This transfer to the Stabilization Account reinforced a very substantial amount from the domestic monetary aggregates. Together with several hundred million rand previously credited to this account, the gross amount was fully invested via the National Supplies Procurement Fund, in essential strategic commodities.

So far as South Africa is concerned, the Bank will take over from the relevant government departments most of their programs of economic development assistance to participating members. To ensure success, it will have to attract funds from both domestic and foreign sources and secure the involvement of the private sector, as well of course, as the public sector. And while in the nature of things the greater part of the bank's finances will in the earlier stages have to come from South African sources, other member states will, I am sure, want gradually to raise their own financial contributions as they experience the benefits of participation achievements in their own areas. These matters will be dealt with in greater detail when the necessary legislation to establish the bank is introduced during the current session of Parliament.

The over-riding importance of the new institution as an instrument of development within the framework of the Prime Minister's concept of a constitutional development bank for Southern Africa ought then to be clear to all. At the moment negotiations to participate as founder members of the development bank have been conducted with the independent states of Transkei, Bophuthatswana and Venda as well as with the governments of the self-governing states. The idea is that the latter group will be constituent parts of the South African membership. In the course of time it is hoped that at least all the governments in the existing Southern African Customs Union will be benefited of the geographical spread of real growth in Southern Africa.

In order to provide for South Africa's mutual subscription to the bank's capital, I wish to propose that an amount of R17 million be set aside for this purpose at this time. This leaves me with a surplus of R40 million (R309 million less R269 million) to be carried over to the current financial year. Before I come to the financial year 1981-82, I wish to refer to three matters of topical interest, namely the preservation and transferability of pension rights, building societies, and the use of government securities for the purchase of farming land.

(a) Preservation and transferability of pension rights: HONOURABLE members may recall that in the course of my Second Reading Speech on the Part Appropriation Bill earlier this year I referred to the recommendations on the preservation and transferability of pensions submitted to me by the Interdepartmental Committee of Inquiry into Certain Specific Pension Matters under the chairmanship of the former Registrar of Financial Institutions. The committee investigated, inter alia, a disturbing tendency which has emerged amongst public employees, often young people, to resign their positions in order to claim their pension contributions, which they then spend, often on luxury articles. The report frequently happens to persons involved seek to occupy their pension benefits. The loss of eventual pension jobs to themselves and their families, consequently upon their resignation seems to be the last thing to

but to assist them materially in being more competitive in a lighter money market situation. As the association consulted me on the matter, I impressed on their members my considered view that any further increase in the bond rate, which is a long-term rate, should be deferred as long as reasonably possible, and when made, should be as moderate as possible. I also stressed that if and when such an increase was effected, I would expect of them that, unless the bondholder preferred otherwise, they should ease the burden on bondholders by automatically increasing the bond repayment period to such an extent that the monthly instalments were raised as little as possible, if at all. I hope to receive the Report of the Building Societies Commission, appointed only a few weeks ago, within the next few weeks. A number of aspects relating to the building society movement will then be thoroughly reviewed. The Report of the Commission of Inquiry into the Monetary System and Monetary Policy in South Africa, which will also deal with

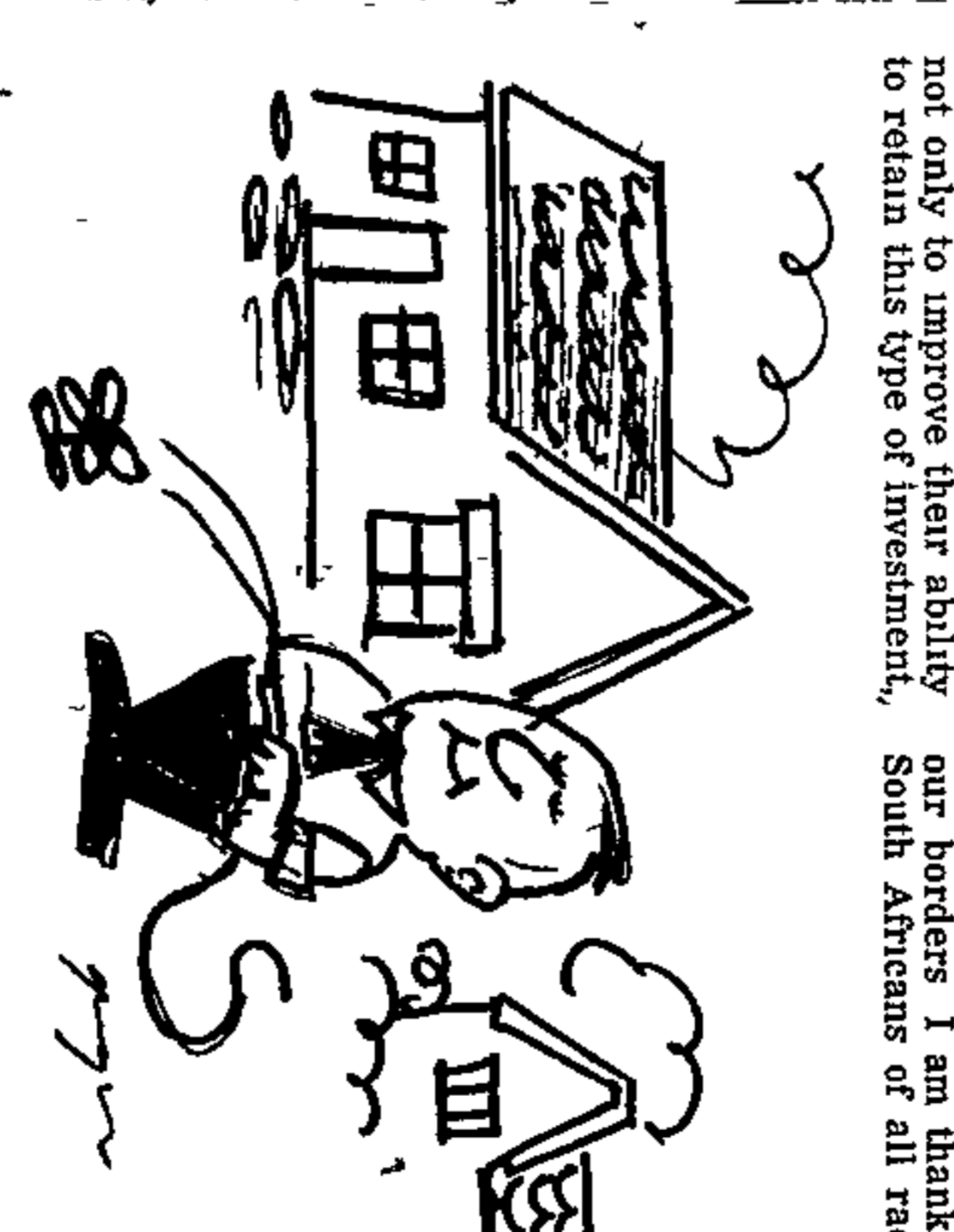
Defence outlays, substantial increased benefits payable to civil servants, the rapidly rising burden of the public debt as a direct result of higher interest rates here and abroad, the liquidity crunch for most services construction industries honourable members will appreciate that the moderate average real increase of about two percent in net spending on most other services. A strictly controlled increase in government spending under the prevailing conditions of inflation is consistent with the government's declared policy of eliminating unnecessary public sector expenditures wherever possible, and, was indeed underwritten by the most recent meeting of the Prime Minister's Economic Advisory Council.

I would wish to direct the attention of the House to certain votes which deserve special mention. The present instance I deemed it wise to build the chairman of both the Building Societies Commission and the Commission of Inquiry into the Monetary System and Monetary Policy in South Africa. In the light of these consultations I have decided to approve the request of the building societies that they be allowed to increase their rates on tax-free shares from 8 1/4 percent to 8 3/4 percent, and that similar tax-free shares be raised to R10 000 to R20 000 per taxpayer. These concessions ought not only to improve their ability to retain this type of investment, but to do everything in our power to ensure our preparedness against the threats from outside our borders. I am thankful that South Africans of all races and

It seems to me that the time has come for close consultation and co-ordination by the Commission for Administration, on the one hand, and organized commerce and industry, on the other, in respect of rates of remuneration and conditions of service obtaining in the public and the private sectors. Some kind of procedure or formula must be found to ensure that emoluments in the two sectors are kept in some kind of effective alignment, as any headstart of the one on the other inevitably results in an unwarmed scramble for scarce labour resources with deleterious effects both for efficiency and for inflation.

Education and manpower It is constantly necessary to emphasize the improvement and upgrading of skills and knowledge on as wide a scale as possible. There is, I believe, general agreement that the acceleration of training and educational programmes offers the best prospect for meeting the ever-increasing demand for skilled staff. Education is accordingly given a high priority by the government, a fact which is reflected, inter alia, in the substantially higher amounts allocated each year to this service at all levels. Aggregate expenditure on education for all pupils, from groups has increased, in the last five years, from R1 24 million to R2 902 million in 1981-82, a rise of no less than 155 percent. As a percentage of total government expenditure this represents an increase from 14.4 percent to 18.2 percent over the same period.

Similarly, the provision for training and utilization of manpower power on the Manpower Vote is also being increased substantially. The approximately R291 million provided for on the Manpower



Man jailed for shotgun killing

JOHANNESBURG — A 63-year-old Alberton boiler-maker was sentenced in the Rand Supreme Court yesterday to 10 years for shooting and killing his wife at close range with a shotgun.

Johannes Hendrik Vorster van Dyk, of Ninth Avenue, had pleaded not guilty to murdering his wife, Helena Hester van Dyk, on November 2 last year.

Mrs Georgina Katz, who told the court she had worked for the Van Dyks for 13 years, said Mr Van Dyk was a heavy drinker though his wife did not drink.

According to Mrs Katz, Mrs Van Dyk went to church on November 2 but returned just before 11am to collect her title.

After church she accused her husband of taking her title from her purse and they started arguing in the kitchen.

Van Dyk went to the bedroom and Mrs Katz, who followed, saw him busy with the shotgun.

She told the court she reported this to Mrs Van Dyk and then went outside from the backyard she heard Mrs

Van Dyk screaming, then a shot.

Van Dyk told the court that after his wife accused him of stealing her title he went to a hotel and had some drinks. When he got back his wife accused him of "drinking again" and called him a jailbird.

He became very angry, but could not remember what happened afterwards.

Mr Justice Vermooten found Van Dyk's age, and the fact that there had been provocation, to be extenuating circumstances, but said Van Dyk had acted rationally all the time.

He did not believe Van Dyk could not remember the shooting.

Explaining why he had found the accused an unsatisfactory witness, he said Van Dyk could not tell the court he had been drunk when he had acted rationally all the time.

He did not believe Van Dyk could not remember the shooting.

Nurse strangled with her blouse

Staff Reporter

BEAUFORT West man yesterday told the Supreme Court, Cape Town, how he killed a blouse around the neck of a 22-year-old Bellville nurse when he saw her preparing consciousness after he had choked her in her bedroom.

He said he knotted a blouse around her neck to make her dizzy so that she would not disturb him while he looked for money.

Pieter Avenise, 57, is charged with murdering Mrs Sharon Ashmore, a nursing sister at Tygerberg Hospital, in her bedroom on September 2 last year.

He has pleaded not guilty to murdering her but guilty to the alternative charge of culpable homicide.

He has also pleaded guilty to two counts of housebreaking with intent to steal and theft, and not guilty of attempted murder and robbery.

Van Dyk admitted that he could walk properly and could drive his car.

Van Dyk also had a good memory for detail and according to his evidence there had been nothing wrong with his memory till a few seconds before the shooting.

Explaining why he had found the accused an unsatisfactory witness, he said Van Dyk could not tell the court he had been drunk when he had acted rationally all the time.

He did not believe Van Dyk could not remember the shooting.

Blaze damages stand as test date nears

From JOHN RYAN

CHRISTCHURCH — A massive blaze broke out at Christchurch's Rugby Park early yesterday morning as tension mounted here for the first test between the All Blacks and the Springboks on Saturday.

Rugby Park, the city's second-biggest rugby ground, is where the Springboks would probably have trained had the team come to Christchurch on schedule on Tuesday.

The fire seemed to have

started in the main grand stand soon after midnight of arson, a police spokesman said. "Fires don't start by themselves in those situations."

Later, the changing-rooms under the grand stand were reported to be gutted and part of the seating area was also badly damaged.

Lancaster Park, venue for the match, is under strict security and new fences have been hastily erected in the face of the threat that demonstrators would try to invade the grounds to stop the game and, possibly thereafter, the tour.

Yesterday afternoon, the army arrived with coils of barbed wire to reinforce the perimeter of the stadium.

Anti-four groups like Hart (Hart All Racist Tours) are referring to this game as "the final test" inferring that Christchurch will be the end of the tour.

On Tuesday night, Christchurch's police past a test of their own — of their ability to make mass arrests in a large demo situation.



Mrs Naomi Gardner prepares food for the squatters in Nyanga

They took 126 protesters into custody during an anti-demonstration which blocked one of the city's busiest intersections for more than an hour. The 250 demonstrators occupied the intersection by sitting in the middle of the road.

Altogether, more than 800 New Zealanders have been arrested since the start of the Springbok tour.

Meanwhile, local hospitals are appealing to the public not to seek treatment on Saturday unless it is essential. They are obviously trying to keep their facilities open in case of injuries in clashes between demonstrators and police or demos and rugby fans.

Christchurch City Council has sent a telegram to the Springboks' team management conveying its opposition to Saturday's test. The telegram was signed by the town clerk, Mr John Gray.

The Springbok manager, Dr Johan Claassen, said later he was concerned about the contents of the telegram.

"However, we are the guests of the New Zealand

Food for homeless pays debt

Staff Reporter

A CAMPS Bay housewife helps smuggle food to the homeless for Nyanga because of a debt she feels she has to repay.

Last year her two babies had the same illnesses that afflict many of the squatters' babies — bronchial pneumonia and gastro-enteritis. But unlike the Nyanga children, Mrs Naomi Gardner's babies, now aged one and two years, were given the best of treatment.

"But those poor children out there have got nothing," she said yesterday. "Every body helped my boys get right and I reckon I owe somebody something."

In spite of a clampdown by authorities, food would still be safely taken every night to squatters in Nyanga. Mrs Gardner said. "Naturally enough, she refused to say anything about how food was taken to the squatters but it gets through every night."

Mrs Gardner said food and money were collected by Camps Bay housewives and the Camps Bay United Church.

"With the money I buy what we need and cook what is brought to me," she said.

Mrs Gardner said her basic problem was getting vegetables and meat as they were so expensive.

"The quantity of food that is taken depends on, how

ing to keep their facilities open in case of injuries in clashes between demonstrators and police or demos and rugby fans.

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The Springbok manager, Dr Johan Claassen, said later he was concerned about the contents of the telegram.

"However, we are the guests of the New Zealand

Rugby Union, and I will respond to the telegram only if the rugby union want me to."

For security reasons, and because catering trade unions have refused to serve them in Christchurch hotels, the Springboks have gone back to Invercargill to prepare for the test.

The management was last night reported to be annoyed at the New Zealand media for revealing their destination after the team left Dunedin.

Two "secret hideouts" were being considered by the Boks on Tuesday night. One was Invercargill and the other Ashburton, about 15km from Christchurch.

A prominent New Zealand social worker says serious divisions are forming in the country's society because of the tour. Mr Arthur Taylor says the tour has become a "vehicle for resentment."

He says people on both sides of the tour issue are showing frustration over the Springboks' presence and this frustration is aggravated by the present climate of unemployment and the country's housing shortage.

clergy in heated talks

CT 12/8/81 (206) (213)

FIVE senior churchmen led by the Rt Rev Stephen Naidoo, auxiliary Bishop of the Catholic Archdiocese of Cape Town, met the Minister of Co-operation and Development, Dr Piet Koornhof, yesterday for "frank and heated" discussions.

The talks, which lasted 1½ to two hours, were based on the churches' approach to "distressing circumstances in which the homeless of Nyanga were living," a statement issued by Bishop Naidoo said.

The church delegation consisted of Bishop Naidoo, the Vicar-General of the Anglican Diocese, Bishop George Swartz, the suffragan Bishop of the Anglican Diocese, the Rt Rev Patrick Maltolengwe, Archdeacon Louis Bank representing the Western Province Council of Churches, and Father Desmond Curran of the Roman Catholic Church.

The statement said "The discussions were frank and heated at times while appreciating what the minister had done in Crossroads and the considerable problems with which he is faced in the present situation, the delegation could not agree with his position. However, the minister offered to meet the delegation again.

"As an urgent and immediate attempt to alleviate the needs of those living on the

site, the delegation asked that people be allowed to take food to them, and that bona fide ministers of religion be allowed free access.

• That the laws that determine and create such an inhumane situation be re-examined since they might be creating a worse situation than they were supposed to be solving.

The Rev Louis Bank said Dr Koornhof had given them no clear commitment on whether the public would be allowed to take food to the Nyanga squatters.

Documents

He said the churchmen had asked Dr Koornhof to allow ministers of religion into the area. They had been told that ministers would have to be issued with documents proving their bona fides. These would have to be produced on entering the area.

Mr Bank said the churchmen had agreed that this would be virtually impossible.

"Nor did we see the need for such documents," he said.

The minister and churchmen had also discussed the moral and ethical issues of the position facing the squatters.

"We didn't seem to come to any common ground on what these issues were," Mr Bank said — Staff Reporter-Sapa



Dr Piet Koornhof

The delegation suggested practical steps as follows:

• That the succession of arrests, trials and imprisonment of the people concerned be halted immediately because it was not solving the problem. Instead it was causing ill-feeling in the community at large.

• That a site and service scheme be allowed until better housing could be provided, so the people could erect some shelter in these very difficult winter conditions.

• That employers of black labour take greater responsibility and make a large contribution to the housing

Death sentence for City Killing

Staff Reporter

CHARLES Opperman, 20, was sentenced in the Supreme Court Cape Town, yesterday to death for the murder of the managing director of Hamrad, Mr Stephen Morris, in May last year.

Opperman had pleaded not guilty to charges of murder, attempted murder and robbery. Last week he was convicted on the murder charge but found not guilty on charges of attempted murder and robbery.

In passing sentence, the Judge President, Mr Justice Munnik, said the court did not accept the evidence the defence had led in mitigation.

Mr P Roux, appearing pro Deo for the accused, had argued that the court should consider Opperman's age as well as the fact that he had been under the influence of alcohol at the time of the crime.

But Mr Justice Munnik said he could not accept youth as a mitigating factor since the accused had acted without provocation.

"He asked Mr Morris for the time and when he could not understand the reply, he stabbed him Mr Morris at no stage taunted him. He stabbed him without provocation."

The judge said Opperman had given conflicting evidence as to the alcohol he had consumed on the day of the murder and therefore the court would not consider this as a mitigating factor either.

Before passing the death sentence, Mr Justice Munnik asked Opperman if he wished to address the court. "I ask for compassion and that I be given a prison sentence," Opperman said.

In sentencing Opperman, the court took into account that he had been previously convicted on charges of assault, housebreaking and robbery, in which he sometimes used a knife and other weapons.

Mr Justice Munnik sat with two assessors — Mr J P Prange and Mr J W van Gerven. Mr J G de Kock is appearing pro Deo for Mr Avenise.

World in brief

on Tuesday night, spraying gas over two city streets and injuring an American tourist, police said. A group identifying itself as the June 9 Armenian Nationalist Organization claimed responsibility for the attack in a telephone call.

Auction coup by toy soldier

LONDON — A world record auction price of £260 (R445) was paid in London yesterday for a single toy soldier. The 7.6cm lead figure of a British Camel Corps soldier was made in 1910 when it sold for two pence.

Waldheim and Moi hold talks

NAIROBI — The UN secretary-general, Dr Kurt Waldheim, has held talks on SWA/Namibia and other African trouble spots with Kenyan President Daniel Arap Moi, chairman of the Organization of African Unity.

Anti-neutron protest from Hiroshima

TOKYO — The mayor of Hiroshima, the world's first atom-bomb city, sent letters to President Reagan and the Soviet President, Mr Leonid Brezhnev, yesterday to protest against their countries' efforts to develop and produce neutron warheads.

Flights to US resumed

WELLINGTON — Direct air services between New Zealand and the US have resumed following the lifting of an air-traffic controllers' ban on clearing flights to the US. In Newfoundland, normal trans-Atlantic air operations resumed yesterday when Canadian air-traffic controllers returned to work there.

North Sea helicopter tragedy

LERWICK, Shetland Islands — An oil-rig worker died yesterday when a helicopter with 14 people on board crashed into the North Sea near the Dunlin oilfield, 100 miles north-east of here, oil company officials reported.

More boat people die at sea

BANGKOK — More than 60 Vietnamese boat people died of starvation at sea last month after their boats drifted off course, refugee-organization sources said yesterday. — Sapa-Reuter-AP

3 more Wits students detained

Own Correspondent
JOHANNESBURG — Another three students of the University of the Witwatersrand were detained in the early hours yesterday.

They are Miss Elaine Moomed, of Wanderers Avenue, Newclare, Mr Lesley Hunter, Street, Yeol, and Michael O'Donnell, of the Strand Avenue, Johannesburg.

At lunchtime yesterday a campus mass meeting of about 600 students condemned the arrests as a "repressive action".

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RES

IN OR FREE STANDING

Jungle Units
Jungle Bedroom
Jungle Bath
Jungle Kitchen
Jungle Living Room
Jungle Dining Room
Jungle Office
Jungle Study
Jungle Library
Jungle Music Room
Jungle Game Room
Jungle Gymnasium
Jungle Pool
Jungle Tennis Court
Jungle Basketball Court
Jungle Volleyball Court
Jungle Badminton Court
Jungle Table Tennis
Jungle Chess
Jungle Billiards
Jungle Snooker
Jungle Darts
Jungle Bowling
Jungle Golf
Jungle Horse Riding
Jungle Skiing
Jungle Snowboarding
Jungle Water Skiing
Jungle Windsurfing
Jungle Kitesurfing
Jungle Paragliding
Jungle Skydiving
Jungle Bungee Jumping
Jungle Rock Climbing
Jungle Mountaineering
Jungle Canyoning
Jungle Rafting
Jungle Kayaking
Jungle Canoeing
Jungle Fishing
Jungle Hunting
Jungle Trapping
Jungle Bird Watching
Jungle Insect Watching
Jungle Plant Watching
Jungle Geology
Jungle Botany
Jungle Zoology
Jungle Anthropology
Jungle Archaeology
Jungle Linguistics
Jungle History
Jungle Geography
Jungle Meteorology
Jungle Climatology
Jungle Oceanography
Jungle Atmospheric Science
Jungle Environmental Science
Jungle Earth Science
Jungle Space Science
Jungle Astronomy
Jungle Astrophysics
Jungle Cosmology
Jungle Particle Physics
Jungle Nuclear Physics
Jungle Chemistry
Jungle Biochemistry
Jungle Molecular Biology
Jungle Cell Biology
Jungle Developmental Biology
Jungle Evolutionary Biology
Jungle Systematics
Jungle Taxonomy
Jungle Ecology
Jungle Conservation Biology
Jungle Environmental Management
Jungle Urban Planning
Jungle Architecture
Jungle Landscape Architecture
Jungle Interior Design
Jungle Fashion Design
Jungle Graphic Design
Jungle Advertising Design
Jungle Web Design
Jungle Animation
Jungle Game Design
Jungle Software Development
Jungle Computer Science
Jungle Information Systems
Jungle Business Administration
Jungle Management
Jungle Marketing
Jungle Sales
Jungle Public Relations
Jungle Human Resources
Jungle Law
Jungle Accounting
Jungle Finance
Jungle Economics
Jungle Political Science
Jungle Sociology
Jungle Psychology
Jungle Education
Jungle Health Sciences
Jungle Medicine
Jungle Dentistry
Jungle Veterinary
Jungle Pharmacy
Jungle Nursing
Jungle Occupational Therapy
Jungle Physical Therapy
Jungle Speech Therapy
Jungle Music Therapy
Jungle Art Therapy
Jungle Drama Therapy
Jungle Dance Therapy
Jungle Recreation Management
Jungle Leisure Studies
Jungle Tourism Management
Jungle Hospitality Management
Jungle Event Management
Jungle Sports Management
Jungle Coaching
Jungle Sports Science
Jungle Sports Medicine
Jungle Sports Psychology
Jungle Sports Nutrition
Jungle Sports Law
Jungle Sports Marketing
Jungle Sports Public Relations
Jungle Sports Management
Jungle Sports Coaching
Jungle Sports Science
Jungle Sports Medicine
Jungle Sports Psychology
Jungle Sports Nutrition
Jungle Sports Law
Jungle Sports Marketing
Jungle Sports Public Relations

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CREATE YOUR OWN EXOTIC JUNGLE LOOK

with fabrics vibrantly reflecting the best of the tropic jungle safari theme. The collection includes sun warmed silks, jungle fever prints in lush bordered patterns and wild all over prints. Shown here, Bamboo printed silk voile from Italy, 140cm wide, R35,95 metre. Cotton "Tiger" border print, 115cm wide, R8,99 metre. Bird border print, poly/cotton mix, 115cm wide, R7,99 metre. The 1981 Fabric Import Collection includes linens silks, cottons, lawns, voiles and man made fibres from the fashion centres of the world and caters for every taste. Add-on Sales Tax City-First Floor Claremont-Ground Level

Stuttafords



in the process of cooling down owing to natural economic forces. And the second is that the present tight monetary policy being applied by the Reserve Bank, particularly the acceptance of realistic market-related interest rates, should ensure both the net foreign financing needed for balance of payments purposes and the non-inflationary financing of the budgetary deficit before borrowing. In these circumstances a more restrictive Budget, involving even tighter curbs on government spending and increases in income tax or general sales tax, might well in due course have resulted in a measure of "over-kill".

As always, the proof of the pudding will lie in the eating. But I do believe that the combination of conservative fiscal and monetary policies I have outlined will provide the financial framework best

CT Continued from
13/8/81 page 6 (250)

sued to the South African economy in the challenging period which lies ahead. It was Confucius who said: "To see what is right and not to do it is want of courage."

In the wake of the recent adverse external economic developments, there will inevitably have to be an element of belt-tightening in the South African economy if we are to avoid living beyond our means as a nation. But it is well to remind ourselves that our economic situation is distinctly favourable, both compared to that of other countries and in terms of our own longer-term needs.

brought about substantial increases in the average real earnings of most workers in the modern sector of the economy. In addition, the strong upswing in fixed investment, which is still continuing, has added appreciably to our production capacity — something which will stand us in good stead when the next upward cyclical phase begins. The South African economy is therefore well placed and well prepared to make the required adjustments in the period ahead.

I am confident that the phase of consolidation and adjustment we are now entering is merely the prelude to the next phase of rapid economic growth, and that the nineteen eighties as a whole will prove to be a decade of vigorous expansion and development for the South African economy.

Essential Budget figures

THIS table gives (in millions of rands) the main figures of the Minister of Finance, Mr Owen Horwood's Budget.

COMPARATIVE STATEMENT OF THE STATE REVENUE ACCOUNT

	Revised figure 1980-'81 Rm	Budget figure 1981-'82 Rm	Percentage change %
EXPENDITURE			
Printed Estimate (R P 2-1981 First print)		15 712	
Plus			
Supplementary appropriations to be financed from 1981/1982 revenues			
	Rm		
Pension Bonus	25		
Flood disaster relief	37		
Bread subsidy	30		
Maize subsidy	37		
Local authorities	30	159	
Total expenditure	13 590	15 871	16,8
REVENUE Printed for 1981/82			
Customs and Excise and Inland Revenue at existing rates (excluding loan levies)		13 057	
Plus			
Taxation proposals i r o			
	Rm		
Customs and Excise			
Beer	21,6		
Spirits	31,9		
Wine	0,8		
Non-alcoholic beverages	5,2		
Cigarettes, cigars	32,2		
Ad valorem duties	18,3	110	
Less			
Taxation proposals i r o Inland Revenue			
Lump sum payments	0,1		
Estate duty	0,2		
PAYE-deductions	2,4	3	
Total revenue	13 302	13 164	-1,0
DEFICIT (before borrowing)	288	2 707	839,9
LOAN REDEMPTIONS			
Domestic Loans			
Stock	1,094	2,064	
Bonds	374	571	
Foreign Loans	202	74	
Loan Levies	13	88	
Other loan expenditures	100	45	
	1 783	2 842	59,4
FINANCING REQUIREMENT	2 071	5 549	167,9
FINANCING			
Domestic loans			
Public Debt Commissioners	1 180	1 850	
Reinvestment of loan redemption and new issues	1 658	2 714	
Non-marketable debt	435	550	
National Defence Bonds	50		
Bonus Bonds	300		
Treasury Bonds	200		
Foreign loans	142	350	
Loan levies	59	45	
Surplus (carried forward from previous year)	148	40	
Less Transfer to Stabilisation Account	-1 242	—	
TOTAL FINANCING	2 380	5 549	—
BALANCE	309	NIL	
Disposal of 1980-'81 balance			
Transfer to Special Defence Account	172		
S.W.A. Account	80		
Southern African Development Bank	17		
	269		
SURPLUS	40	NIL	

due Dissatisfaction with the standard of safety equipment, as in Greece, Italy and Yugoslavia, for example, has precipitated action in the past

Air traffic controllers have awesome responsibilities. They have to think in three-dimensions of air space — vertically, horizontally and longitudinally — and they have to react with split-second precision to an ever-changing pattern of aircraft movements often 16km high in the sky above their heads and 800km up-country

The controllers are generally well-trained and are usually employed by the State, either a military branch or a department responsible for civil aviation. For their responsibilities, the controllers in the major industrial nations are generally paid well

Even in the US where air traffic control equipment is arguably as up-to-date as anywhere in the world, many of the current feelings of discontent have arisen because of the growing pres-

premium payments for Saturday duty (time-and-a-half) and Sunday duty (double time)

Training takes 2½ years, applicants must have at least two A-levels, including maths, science or a geographical subject

On a busy working day in the summer the main centre in Britain handles 900 aircraft movements in 24 hours. This work is split into five shifts and all controllers take a break every two hours. All controllers are provided with ergonomically-designed seats and controls, designed from research by the Royal Aircraft Establishment and the Institute of Aviation Medicine at Farnborough

"Spain has 860 air traffic controllers. All are civil employees under the Transport Ministry, but only since 1977. Previously they had been under military control. After their demilitarization, Spanish air traffic controllers gained the right to strike"

In Spain, the strike weapon has been used selectively and only briefly

pauses in the national 40-hour week

Pay varies between DM2 500 (about R925) a month gross for a newly-qualified controller to DM3 800 to DM4 000 (about R1 407 to R1 482) for older, more experienced personnel

"Italian air traffic controllers — 1 045 in all — have been in a state of seemingly permanent agitation for more than two years. A stream of strikes has been a major contributor to the serious disruption suffered by civil aviation in the country"

The main grievance of the controllers has been less the issue of pay than that of their long-standing military status. This status previously automatically denied them the right to strike. Notwithstanding, on several occasions they have staged industrial action — ended on one occasion by nothing less than the personal intervention of President Pertini

Finally the government agreed to put the controllers on a civilian footing

Harbour Log

Arrivals:

Q 604
Q 501
Q 603
Q 604
Hugo — L Berth

Departures:

Bay

Expected:

Line Ltd, (John T Rennie & Co)
Far East
Far East
September 27
Line Ltd (African Coaling and Co, Cape)
USA
West Coast of USA
Star Line

Natal Line
Asiatic Shipping Co (Maersk)

& Bucknall Liner Services

From/To Japan/Far East
Van der Stel — today
Vergelegen — August 23-24
Sincerity — August 30
Alphen — September 20
September 23
Ocean Strength — September 28
Chile
August 18
August 18-19
September 15-17
Shipping
Unicorn Lines)
From Europe
Capelo — August 17
ree Wave — August 28
Kong Express — August 29
Star Line (Safcor-Hutton)
& Sons, Dunn & Co
Europe
Europe
From Far East
Europe
Coast
Lines, Ltd
M A Sa
From Far East
From South America
South America
tchell Cotts Maritime
From Europe
September — August 17
y of Durban — August 26
From Mediterranean
Hellenic Hero — August 26
US Gulf Ports
De Uraba — August 20
Merchant — August 21
Mormacrigel — August 25
Turman — August 17

Amison Lykes — August 31
Gulf Merchant — September 4
From India Ocean Islands
Nahoon — August 14
From Far East
Telemon — August 16
Chaco — August 15
Gold Africa — August 28
Nan Hwa — August 23
Nedlloyd Sinoutskerk — August 28
Nedlloyd Bounty — August 30
ER Brugge — September 12
From UK
Hellenic Torch — August 14
Hellenic Spirit — August 28
From US Gulf Ports
La Roja — August 16
Nedlloyd Napier — August 21
Nan Hwa — August 20
To US Gulf Ports



Moore McCormack Lines (Robin Line Service)
From US Atlantic Coast Ports
Mormacsaga — today
Mormacrigel — August 23
Mormacsea — September 13
To US Atlantic Ports
Mormacsaga — September 2*
Mormacwave — September 1
Mormacsea — October 11
Mormactide — October 11
Nedlloyd Agencies Sa,
From Japan and Far East
Nedlloyd Sinoutskerk — August 26
Nedlloyd Bounty — September 1
From/To Coast-Canada
Thorswave — August 21
Thor — August 18
From/To US Gulf & Mexico
Nedlloyd Kingston — September 4
Nedlloyd Kembia — August 15
From/To Australia
SAF Nederburg — August 22
From/To South America-Coast
Nedlloyd Napier — August 25
Safmarine
To USA
Venture — August 20
SA Ostfriesland — August 31
SA Morgenster — September 12
Victory — September 28
SA Huguenot — October 3
From Mediterranean
To Far East
SA Vergelen — August 21
Nan Hwa — August 20
Ocean Sincerity — August 28
Navalis — September 25
From Far East
SA Vergelegen — August 21
Nan Hwa — August 20
Ocean Sincerity — August 28
Aegis Wisdom — September 11

SA Alphen — September 22
Navalis — September 22
From USA
Flavia — August 19
SA Morgenster — August 25
Victory — September 2
Lancashire — September 7
SA Huguenot — September 14
SA Weltevreden — September 21
SA Elbeland — September 30
SA Constantia — October 12
A Vessel — October 19
Venture — October 30
SA Ostfriesland — November 2
A Vessel — November 11
Transatlantic Shipping Agency (Pty) Ltd 22 4906
From/To Far East
Nan Hwa — August 20
SA Vergelegen — August 28
Ocean Sincerity — August 21
From Chile
Annette — August 27
To Chile
Phaedra — August 13-14
Annette — September 7
South and South-East African Conference Lines
(For Further Information ☎ Safmarine 21 3011)
Ellerman & Bucknall (Pty) Ltd 21 1650
From Britain and Europe
SA Helderberg — today
Transvaal — August 23
City of Durban — August 26
From Scandinavia and Continent
Kolsnaren — August 18
Ronsard — September 3
From Mediterranean
SA Langeberg — August 22
Transvaal — August 23
To Europe and Britain
Table Bay — August 14
Ortelius — August 16
SA Helderberg — August 23
To Scandinavia and Continent
Kolsnaren — September 5
To Mediterranean
SA Langeberg — September 4
Unicorn Lines
Coastal
Breede — August 9
Swazi — today
Onibe — August 14
Berg — August 14
Oranjemund — August 14
Kronos — August 15
Breede — August 16
Gouritz — August 18
Alfa — August 18
Mkuze — August 18
Swazi — August 20
Oranjemund — August 21
Berg — August 22
Breede — August 23

For latest information ☎ 43 2160

Tax crunch could come in March if gold remains low

CT 13/8/81
250

IN A BUDGET of few surprises, Finance Minister Owen Horwood yesterday presented what was essentially a holding package until next March.

With the economy now clearly running out of steam after the huge gross domestic product growth last year of eight percent, restrictive fiscal policies were not needed.

Record interest rates and a declining growth rate of consumer demand are already slowing the growth rate and will continue to do so in the seven months until the next Budget.

Although direct income tax remains unchanged, the fiscal drag effect will be pronounced. The tax thresholds have not been altered, thus taxpayers entering higher income brackets due to pay rises will find their tax bill rising with no relief granted for inflation.

GDP this year could end up at some 4,5 percent but next year growth is likely to be around two percent. As expected, strong monetary restraint remains a cornerstone of current policy and the minister had done well in once again severely pruning government spending. The budgetted rise is under 17 percent.

The Budget tone was one of strength coupled to financial discipline as the economy cools off after the excesses of the past boom to a ditto the upturn in economics next year.

Interest rates

or financial



by Paul Dold

the economy due to our tax structure.

The minister did not sharply reduce investment allowances as had been speculated but is clamping down on undesirable practices in the leasing industry where the costs of assets is boosted and thus the lessee receives higher allowances.

The Budget is neutral, possibly slightly contractionary, but with the gold price depressed to around \$400 the minister could not gamble on a quick resurgence of the price in coming months.

Looking back on the boom of the past two years it be-

comes clear how sensitive the economy is to changes in the gold price. In 1979 gold mine taxes totalled R862m, which was roughly some 10 percent of total revenue collected by the fiscus.

In 1980 gold mine taxation, thanks to the soaring bullion price, had nearly doubled to R1 501m, or 14 percent of total revenue.

In the year ended March this year gold mine taxation was more than four times the 1979 level and had topped the R3 632m mark accounting for nearly 26 percent of revenue.

The constraints placed on the economy by a low gold price are even more dramatic when one examines the dominance of the metal in the balance of payments.

In 1970 the country's imports and services totalled R3 788m and revenue from gold paid more than 22 per-

cent of this figure. Last year the import bill had soared to R20 044m and nearly 51 percent was covered by gold sales.

The figures strikingly detail how South Africans owe the big tax cuts of the past two years to the high gold price (and the export boom) and why similar measures cannot now be afforded.

Rand-\$ rate

Economists point out, too, that there is a gearing effect on the inflow to the Treasury from gold taxation when the gold price rises.

Taxes rise progressively as profits increase, and by the same token tax receipts fall more steeply when the price slides.

While the sharp fall in the rand-dollar rate (see graph elsewhere on this page) has cushioned the mines from the worst of the decline in bullion the mines are exposed to a further rise in the dollar.

The current account is again under pressure for the first time in some three years after the huge abnormal surpluses of the past two years. The surplus last year was R2 845m, equivalent to 4.6 percent of the gross domestic product.

But the fall in the gold price has again exposed the South African economy to the recessionary conditions being felt by her major trading partners. Growth in OECD countries will probably not average more than one percent in real terms this year.

A further downswing in the



United States economy cannot be ruled out as the record interest rates there bite ever deeper

Little recovery in Western economies is likely until, at the earliest mid-1982, and it is a fair bet that this could take place as late as the end of that year

South African exports have been falling after the record levels, reflecting the slowdown abroad, and imports are likely to remain fairly high for some time. The current account could be in deficit to the extent of R2 500m this year

Looking deeper in this Budget there are reassuring signs that the nascent free market policies outlined by the first De Kock report are not being ditched. Although the next report has been delayed it should be published before the year end

A rare opportunity was missed last year to take the free market philosophy a stage further when the gold price was booming. It is extremely difficult in the tightening fiscal and monetary scenario to implement these policies, particularly due to our large unskilled black population and the inherent high jobless rate

Further steps along this road will have to wait until the Western upswing next year

No doubt the already high inflation rate influenced the ministry against increasing the general sales tax (GST). While one is continually aware of the burden placed on the lower-income groups by price rises, particularly on basic foods, a rise in GST would have helped the fiscus to handle the downswing in the gold price

The South African GST rate is probably the lowest in the world and a rise, possibly coupled with exemption of

foods, should have been contemplated

The gold price is being buffeted by rising United States interest rates, a strong dollar and low oil price and it is nigh impossible to predict the outcome in the shorter term. But it is fairly safe to presume that the price will remain between \$400 and \$500 for some time

If the gold price is subdued, the increase in GST in the next Budget may have to be sharp indeed. A two-stage more moderate rise would be preferable. Hopefully, gold will have rebounded by then allowing for a resumption of the praiseworthy tax reform which Horwood has thus far so ably projected

C.T.
13/8/81
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SOUTH AFRICA'S SIEGE BUT

-@COMPLETE

Less affluent SA set on

Semi-war basis

By GORDON KLING

SOUTH AFRICA effectively adopted a near war-time footing yesterday with a 39,5 percent increase in defence spending dominating a sombre national Budget.

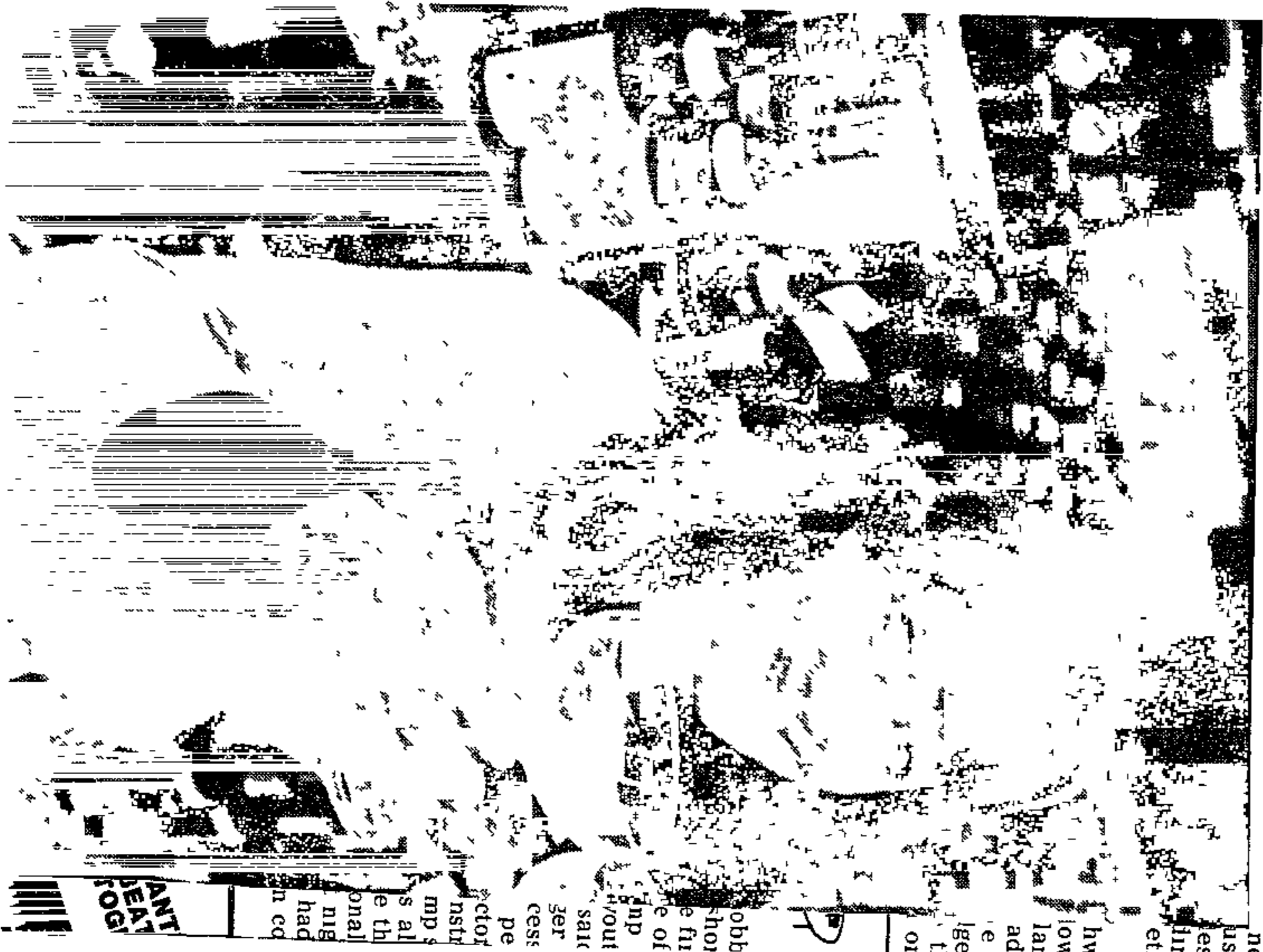
Mr Owen Horwood's Budget avoided a major tax rise but pinched the pockets of the man-in-the-street with higher duties on drink and smokes

Warning that recent adversities affecting the economy could not be shrugged off, the Minister of Finance tabled a R16-billion "mildly contractionary" package in Parliament which transformed last year's growth-from-strength theme into a policy of consolidation and adjustment

"We have no choice but to acknowledge that the decline in the gold price has in a very real sense made us a nation less affluent than we might otherwise have been," the minister said.

The battle is on against inflation, even at the expense of restraining demand at a time of slower real growth, and new reforms of the tax system in general are to take effect from the beginning of the next financial year in March

funding, leaping 39,5 percent after being voted R2 465m compared with R1 890m last year, plus an additional R172m transferred to the special defence account from last year's gold-boom induced surplus. The increases, attributed to an "uncertain and hostile world" are more than three times the aggregate devoted to the National Housing Fund which rose R25m to R256,7m



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udget

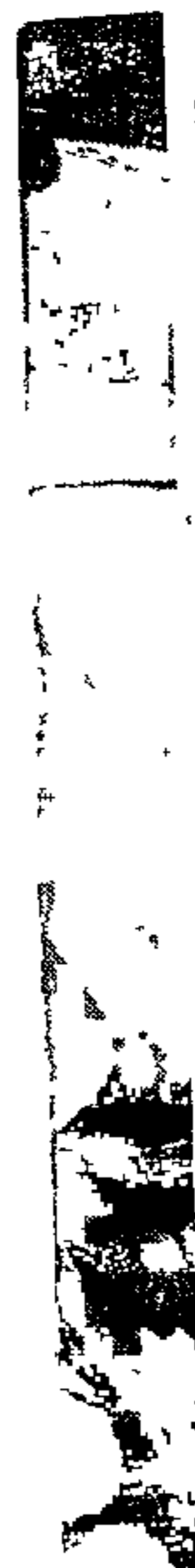


s, toast the Budget with unforti-
erday's excise increases.

Picture, Alvin Andrews

C.T. 13/8/81

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City advertising sales representatives Judi Reid, left, and Wendy Kearn
fried, unsparking wine — the only liquor not affected by yest

Cost burdens that will take to the need for improvement
almost immediate effect in a of skills and knowledge with
Budget readily acknowl- expenditure on education for
edged by Mr Horwood to be a all races rising to R2 902 m or
holding operation are 18,2 percent of total govern-
● An increase in excise ment expenditure

SA's sieges budget

-aGCOMPLFTE

Less affluent SA set on semi-war basis

By GORDON KLING

SOUTH AFRICA effectively adopted a near war-time footing yesterday with a 39.5 percent increase in defence spending dominating a sombre national Budget.

Mr Owen Horwood's Budget avoided a major tax rise but pinched the pockets of the man in the street with higher duties on drink and smokes.

Warning that recent adversities affecting the economy could not be shrugged off the Minister of Finance tabled a R16 billion mildly contractionary package in Paris's parliament which transformed last year's growth from strength into a policy of consolidation and adjustment.

We have no choice but to acknowledge that the decline in the gold price has in a very real sense made us a nation less affluent than we might otherwise have been the minister said.

The battle is on against the Nation even at the expense of restraining demand at a time of slower real growth and new reforms of the tax system in general are to take effect from the beginning of the next financial year in March.

Cost burdens that will take almost immediate effect in a Budget readily acknowledged by Mr Horwood to be a holding operation are:

- An increase in excise

funding leaping 39.5 percent after being voted R2 165m compared with R1 890m last year plus an additional R172m transferred to the special defence account from last year's gold boom in induced surpluses. This increases attributed to an uncertain and hostile world are more than three times the aggregate devoted to the National Housing Fund which rose R25 m to R266.7 m.

Continuing priority is given to the need for improvement of skills and knowledge with expenditure on education for all races rising to R2 902 m or 18.2 percent of total government expenditure.



City advertising sales representatives Judt Reid, left, and Wendy Kearns, toast the Budget with unfortified, unsparking wine — the only liquor not affected by yesterday's excise increases.

Picture Alvin Andrews

Budget inside

- Verbatim text, pages 4 and 6
- Reaction, page 2
- Leading article, page 12
- Essential Budget figures, page 6

and customs duties on beer will raise the retail price by about 2c a bottle, spirits go up about 2c a tot, and a 2,4c a litre rise in duties on fortified and sparkling wines will boost prices by about 3c a litre

● Duties on non-alcoholic beverages, excluding natural fruit drinks and squashes, are up 1c a litre

● Cigarettes rise 2c for every ten

● Taxes on various imported luxury goods are up 5 per cent across the board

Defence gets the lion's share of extra departmental

Civil servants, reminded of how much they had already been granted in the current tax year, get nothing new. The minister served notice, however, that he believed the time had come for "some kind of procedure or formula" to ensure more effective alignment of pay and conditions of service in the public and private sectors

Social pensioners gain another, once-off bonus, payable by the end of November,



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C.T. 13/8/81

main issue in this Budget is to what extent will it be bullish or bearish for interest rates. Taking a line from the expected deficit before borrowing and the minister's remarks about not exerting undue influence on capital market rates this Budget could, in fact, reinforce the views of the market segment which believes long-term rates are close to turning.

Statistics which he revealed on the money supply growth (M2), which has now slowed to show a 29 percent rise in the second quarter after 46 percent in the first quarter, suggest that the money supply is coming under control.

Thus, it seems reasonable to predict that the rate on the forthcoming RSA issue will not have to be hiked well above the previous record of slightly more than 13 percent to the 14 percent level which has been predicted in some quarters.

Short-term rates will, however, remain high as the basic policy of monetary restraint remains unchanged.

The second important factor to be considered is whether the half a percent additional interest granted to the building societies on tax-free shares and the higher limit on tax-free indefinite period shares is sufficient to help to stave off a sharp rise in the bond rate.

Comparing the tax concessions which the building societies offer with other alternatives it still appears that the societies are not yet able to compete on an equal footing.

The minister, however, made the point that the report of the Building Societies Commission should be available within weeks which holds out hope of more extensive action.

But with societies' hopes pinned on the Budget for major short-term relief I would not be surprised to see a hike in the bond rate in coming weeks.

Fringe benefits

As expected, the fringe benefits taxation is not being immediately introduced. But it is to be gradually phased in from March 1, 1982 and the following year.

While there is no doubt that the integrity of the tax system needs to be restored, taxation of these fringe benefits, granted mainly to high income executives with managerial skills which are scarce, is bound to be inflationary as firms will have to find ways of increasing salaries to make up for the additional cost of the taxed benefits.

And this is likely to happen even if the measures are gradually phased in and assessments are pitched at levels below the value of the benefits. The issue of public service housing concessions still has to be reconciled.

The additional allowances for married women is a step in the right direction and will be widely welcomed, particularly by highly qualified women who are discouraged from playing a role in

C.T. 13/8/81
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Ethnic constitution criticized

CT 14/8/81
Staff Reporter

THE PUBLIC Service League, which speaks for 15 000 black government employees, spoke out strongly yesterday in evidence to the President's Council against the entrenchment of ethnic divisions in any future constitution

The league attacked the government's 1977 three-parliament plan for seeking to write ethnic divisions into the constitution for the first time in South Africa's history

A new constitution should accommodate all races primarily as "South Africans" rather than members of different racial groups, Mr B Q F Wentzel, secretary for the league, said in evidence to the constitutional committee of the President's Council.

The constitution was at present devoid of any reference to racial classification, Mr Wentzel said. The government now sought to introduce colour into the constitution with its 1977 draft proposing separate parliaments for whites, coloureds and Indians

He said emphasis placed on racial origin by public figures was causing more hatred among people of colour than ever before

before Racial labels were preventing people from taking pride in being South Africans

He called for the registration of all races on a common voters roll geared to the election of representatives to serve on district councils

Electoral colleges on the district level should choose representatives to serve on provincial councils, which in turn would select members of a central national authority. Standing committees headed by ministers would manage portfolios such as foreign affairs and internal affairs

His proposals dealt largely with a constitutional dispensation for whites, coloureds and Indians. But Mr Wentzel agreed in response to a question from Mr Pat Poovalingam, member of the constitutional committee, that it was "looking for trouble" to deprive millions of Africans of a say in the running of the country

Mr Wentzel also attacked "hidden privileges" enjoyed by white officials in the public service. These privileges were not shared by colleagues of other races because they had no say in how resources were allocated.

He called for the formation of one public service commission serving the interests of all civil servants regardless of race

and the file will be printed.

If the file was sent to a userid, then at any terminal an

@SEND,U

will cause the printout to be sent provided a run is not active on the terminal and the correct userid/password was entered in response to the

ENTER USERID/PASSWD

>

request.

3.18. HANDLING SYSTEM PROBLEMS

3.18.1. System Reboots

The computer system is not completely safe from failures due to hardware problems or operating system errors. When it fails, it must be reinitialized by doing a system reboot which stops all current activities and reloads the operating system from drum storage. Usually a system failure is minor enough in effect that a partial reboot can be performed which takes about ten minutes and results in no loss of information in catalogued disc files. Occasionally mass storage may be destroyed in which case a full reboot is required. This involves reinitializing mass storage and reloading catalogued files from a tape created the previous day. If a full reboot occurs, all catalogued files created on that day prior to the system failure are lost.

For batch jobs recovery from partial rebooting may usually be done by rerunning the job. For a terminal user much of the previous work may still be valid and need not be redone. However, any file updating being done by the active task at the time of the system failure may be lost and must be redone.

Massive boost in defence spending

CF 13/8/81

250

ence Reporter
to an increasingly
tain and hostile
South Africans are
to pay a massive
— 39.5 percent more
penditure and by far
gest leap in expected
ture of any govern-
epartment

R172m thrown in from the
State Revenue Account sur-
plus
The good news, according
to yesterday's announcement
by the Minister of Finance,
Mr Owen Horwood, was that
"South Africans of all races
and creeds have invested
hundreds of millions of
hands in bonus bonds, thus
contributing with marked ef-
fect to the financing of our
defence effort"

clear also to our an-
emes, that the government
is in earnest with its com-
mitment to the proper pro-
tection of our country"



A 3.7 percent figure for
1981/2 would make it margin-
ally greater than the per-
centages in 1979 and 1980. In
the past five years South Af-
rica's defence expenditure
has stayed under five per-
cent of the GDP — an ac-
ceptable figure by world
standards — except in 1976,
when it climbed to 5.5 per-
cent as a result of the Re-
public's short-lived interven-
tion in the Angolan civil
war

lows 1975 — 3.5, 1976 — 5.5,
1977 — 4.7, 1978 — 4.2, 1979
— 3.8, 1980 — 3.3
The biggest spending pro-
jected is for landward de-
fence while expenditure on
personnel shows sharp in-
creases in almost every cate-
gory or programme budgeted
for

Increased air and mari-
time defence costs are bud-
geted for, although not by
startling amounts, but the
procurement and manufac-
ture of arms, and research
and development in this re-
gard, are catered for to the
tune of some R187m
In order of magnitude
spending in this year's esti-
mates are as follows
● Landward defence (it
"conduct the defence of land
territories by combined
ground and air forces") will
go up by almost R261m to
R1 293 595 500
In this programme every
item has risen, except equip-

➔➔➔➔➔
To page 2

B

TERMINAL MAN

2 The Cape Times, Thu

4.27. @MAP

This calls a specified absolute element called F.AB

C.T. 13/8/81

The 'IN' di in the coll

The 'LIB' collection element. @PREP. Note element F. statement.

4.28. @MSC

Send a mes

a) Infor

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Note: is he it a on th

c) A tr comma enter

(250) B From page

ment which is down by more than half to R2 216 200. The largest increase is for personnel expenditure, which is up by almost R34m, while costs of stores and livestock (unspecified) are estimated at R34 166 000 — a rise of just over R7m

● Logistic support (to "supply logistic support including overhead costs of procurement, storage, supply, maintenance and transport) is up by almost R149m, to R710 538 300

Arms manufacture, procurement and associated research and development costs are expected to rise by just over R87m, to R187 688 900 "Domestic non-technical provisioning" is expected to go up by almost R23,5m to R151 953 300

Expected expenditure on ammunition depots is expected to be halved, to R4 165 200, but "specialized training" (unspecified) is expected to cost R34 292 100, a rise of R12m

Repairs and maintenance costs are expected to rise by about R15m, to R93 794 200, but in spite of South Africa's general military isolation the estimates for "foreign courses" are up by R406 500 to R722 200, more than double last year's figure

● Command and control (to "provide and maintain a co-ordinated command and control structure" by organizing and determining working methods and procedures, administering personnel and finances, and ensuring optimal utilization of equipment and manpower) is expected to rise by R26m, to R247 310 500

Professional and special services are up by almost R10m to R40 367 800, while the state's contribution towards the new SADF life insurance scheme is up by almost R2m to R3 800 000

● Air defence (to "secure the RSA's strategic air space for the protection of vulnerable targets in the heartland") is up by R20m, to R62 403 000

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Budget 'depressing and disappointing'

By MICHAEL ACOTT

OPPOSITION spokesmen last night criticized the Budget as disappointing and depressing and one which would not solve the real problems facing the country. Both the Progressive Federal Party and the New Republic Party said the Budget did not attack inflation, which seemed likely to be about 15 percent this year, or the housing shortage.

The chief Opposition finance spokesman, Mr Harry Schwarz, said in Parliament that the budget was "the morning after the night before" — the financial reckoning after the pre-election handout earlier this year.

Champagne had been made cheaper before the

election and now beer, the poor man's drink, was being taxed more heavily.

In a later statement he described the Budget as colourless, unimaginative and one, which put a greater burden on ordinary taxpayers.

"We regard this budget as a holding operation by the government and in line with our fears that we can expect little courageous action to solve real problems from the government, in the immediate future."

"It is a disappointment to all who seek solutions to the country's problems," he said.

The NRP finance spokesman, Mr George Bartlett, said the budget was depressing. The standards of living of pensioners, civil servants and those seeking housing

would drop still further.

"The government could have reduced expenditure on waste and ideology and reallocated these savings to such inflation-combating programmes as export incentives, productivity training

and black education."

Mr Schwarz said the government had not tapped all the revenue sources open to it, but ordinary taxpayers would pay 50,1 percent more even though tax rates remained the same.

Individuals paid a greater percentage of their incomes in tax as earnings were increased to keep up with inflation, and more money went in general sales tax as prices rose.

"Inflation suits the government," he said.

The most disappointing feature of the budget was the money made available for housing, with the increase less than half the rise in building costs and building societies getting little relief.

Mr Schwarz said the effect of the lower gold price was not as large as the government made out, food subsidies were disappointing, and the Budget would not help increase the number of policemen or nurses.

Decision on taxes 'wise'

THE economic affairs committee of the Cape Chamber of Industries said in a statement last night that the general trend of the 1981 Budget displayed "a realistic approach to current conditions in the economy".

"In refraining from increasing direct taxation such as income tax and sales tax the minister has wisely sought to avoid fiscal restraints on growth which might have created an overkill situation, following the monetary measures and other factors which are already having a dampening effect on the economy."

This was particularly important if adequate job creation was to be assured in the future, the committee said.

The chamber welcomed emphasis placed on education and training by providing additional funds for the purpose.

The Cape Town Chamber of Commerce said that while in the context of the problems facing the economy it saw the 1981 Budget essentially as a holding operation, Mr Horwood had "sensibly taken the opportunity of introducing some useful and welcome fiscal adjustments".

"We refer in particular to the emphasis placed on the need to improve housing for coloureds as well as the spending in education and the raising of manpower."

Mr Arnold Brock, president of the Federated Hotel Associations of Southern Africa (Fedhasa), appealed to his members to raise liquor prices no more than to keep up present profit margins.

Mr Denis Korswill, director of the Cape Peninsula Welfare Organization for the Aged, said that although further bonuses for pensioners in terms of the Budget were to be welcomed, they were "not really meaningful — and they certainly do not represent any big advance for the old-age pensioner."

The president of the Chamber of Mines, Mr Lynne van den Bosch, welcomed the theme of this year's Budget, with its conservatism and continued monetary and fiscal discipline.

Mr Bill Langley, investment manager of South African Mutual, said the Budget would not directly affect the stock market but appeared to be based on conservative assumptions of the gold price and of government revenue.

Program has read in a list of telephone numbers into array NUMBER. To ensure number contains seven decimal digits (no area code). If any such error is detected, to an error routine (which may print a message) and execution of terminated. The second STOP statement is assumed to be the STOP entered during normal execution and is included to show that a program an one STOP statement.

3102 14/8/87
Top politicians given healthy salary boost (250)

Political Correspondent
 CAPE TOWN — The Prime Minister, Mr P W Botha, has had his salary pushed up to R52 452 a year according to yesterday's Budget, with a reimbursive allowance of R26 376 making a total of R73 000.

The State President's salary has increased from R50 000 a year to R54 600.

Mr Alwyn Schlabusch, the Vice-

President and chairman of the President's Council, gets R49 160

Ordinary Cabinet Ministers get a salary of R36 072 a year plus a reimbursive allowance of R10 992 which boosts this to R47 064.

Deputy Ministers get the same allowance but their salaries are lower, giving them a total of R38 376 a year.

That accounts for the country's top politicians' salaries according to the new Budget.

Thus in the second burrow visited there were "six coloured gentlemen from the dock", or in the fifth, there was a lady "who often changed husbands" and had been there for eight years.⁴⁶ But the fact that middle-classes were made aware of some details of how other classes lived, that they were even informed that these people were not jobless derelicts but had employment and still lived in these conditions, did not translate into anything but limited assistance to smallpox victims and/or their dependants, to the necessitous sick "poor".

The visitation of the epidemic produced in toto a lazaretto, a sanitary inspector, some wash-houses, and a slightly changed Town Council, which proceeded to do nothing.⁴⁷ It did not change middle-class attitudes to the lower orders, did not produce any significant reforms. It had for a few months given them a view of lower class Cape Town, whose discomfiture was rationalised by reference to racial characteristics, even while it was acknowledged that there was a housing shortage. The evidence of appalling housing conditions, of people who had no housing at all, of filth, did no more than merely make the middle-classes more aware that the existence of such conditions was potentially a danger to themselves, that had temporarily translated into action to ameliorate those conditions. But the dying out of the epidemic towards the end of 1882 saw the dying away also of the immediacy of the threat, and, with it, any concern to improve the housing of the lower orders.

Santam forecasts big rise in Exchequer deficit

By Ann Crotty

Because the economic growth is nearly predetermined for 1981, the main impact of the Budget will come to bear in the 1982 period of the fiscal year, says the Santambank Budget review.

In its econometric review of the Budget Santambank says that in order to sustain a real growth rate of 1.2 percent in 1982 the Exchequer deficit is likely to rise dramatically to R5,000-million in the 1982/83 fiscal year.

Santambank forecast for economic growth is lower than the consensus forecast of 2-plus percent.

For the current year it forecasts a larger deficit

than budgeted by the Minister of Finance. Its deficit figure of R3 147-million compares with the Minister's figure of R2 813-million.

The bank expects the Exchequer to use the capital market more extensively to balance the Budget rather than use the "printing press" or the foreign markets.

It estimates that the Budget will inject about R400-million of new money into the system which will ultimately add about R1 200-million to the stock of money and near money.

The review states that the local capital market will play an important part in balancing the

Budget because of the borrowing requirement of the State over the next six months. This is estimated at R2 510-million to be rolled over and R204-million to be raised on the local capital market.

Because of the dependence on the capital market Santambank does not see any reduction in the prescribed asset requirements during the next two years.

It suggests that although the monetary authorities are striving towards freer markets, implying a reduction in prescribed investment requirements, the Treasury could not afford such steps.

If the deficit is as large as the review estimates then rates should peak in the second quarter of 1982 at more than 14 percent on long term RSAs and Escoms.

There has been a strong growth in the gilt and semi-gilt market since early 1979 and the review believes that if the marketable securities tax applicable to company debentures had been abolished the debenture market would also have grown strongly.

Referring to the building societies the bank states that the increase in rates offered on tax-free shares and the increase in

the amount permitted to be invested in tax-free shares is a token gesture rather than a real attempt to relieve the troubles of the building societies and homeowners.

For this reason the bank forecasts a further increase in the bond rate (in fact the building societies did decide on the day after the budget to increase bond rates by one percent).

Because the building so-

cieties are forced to buy one to two-year deposits at high rates to attract good volumes of money, mortgage bond rates will be maintained at high levels for some time after money and capital market rates have eased.

The various Customs and Excise duties on imported goods, beverages and cigarettes will add 0.5 percent to next year's inflation rate but the Budget is expected to

bring about a marginal decline in the inflation rate during 1982 to about 15.2 percent.

Santambank believes that the Reserve Bank will try to keep interest rates at market-related levels. "This implies that institutional investors may look forward to positive real rates of return in the near future or at least smaller negative real rates of return than experienced in the past."

**DEPARTEMENT VAN BUITELANDSE
SAKE EN INLIGTING**

No. 1707 14 Augustus 1981

**AANSTELLING VAN NUWE LID OP DIE RAAD VAN
DIE SUID-AFRIKAANSE UITSAAIKORPORASIE MET
INGANG VAN 1 AUGUSTUS 1981**

Hiermee word vir algemene inligting bekendgemaak dat die Staatspresident kragtens die bevoegdheid hom verleen by artikel 4 van die Uitsaaiwet, 1976 (Wet 73 van 1976), met ingang van 1 Augustus 1981 tot 31 Desember 1982 Gerrit Daniel Bornman as lid van die Raad van die Suid-Afrikaanse Uitsaai-korporasie aangestel het ten einde die vakture te vul wat bestaan het weens die bedanking van Daniel Gerhardus Malan

No. 1714 14 Augustus 1981

**TOEKENNING VAN "DIE ORDE VAN GOEIE HOOP"
IN DIE DERDE KLAS. KOMMANDEUR**

Hierby word bekendgemaak dat bogenoemde dekorasie op 26 Junie 1981 kragtens die reëls vervat in die Bevelskrif wat by Goewermentskennisgewing R 311 van 2 Maart 1973 gepubliseer is, oorhandig is aan—

Dom Diogo Leite Pereira de Lancastre Távora E Cernache, Graaf van Campo Bello

[113/35/4 (32)]

ERKENNING AS KONSUL

No 1715 14 Augustus 1981

Hierby word bekendgemaak dat aan mnr Henry Seetje Maloka met ingang van 20 Maart 1981 erkenning verleen is as Konsul van Bophuthatswana in Bloemfontein, met die provinsie die Oranje-Vrystaat as sy regsgebied Mnr Maloka is die opvolger van eerwaarde W Kgoleng

[72/230/6 (32)]

DEPARTEMENT VAN FINANSIES

No. 1730 14 Augustus 1981

Staat van Ontvangste in en Oordragte uit die Skatkisrekening vir die tydperk 1 April 1981 tot 31 Julie 1981

Tesourie, Pretoria

**DEPARTMENT OF FOREIGN AFFAIRS
AND INFORMATION**

No 1707 14 August 1981

**APPOINTMENT OF NEW MEMBER TO THE BOARD
OF THE SOUTH AFRICAN BROADCASTING COR-
PORATION WITH EFFECT FROM 1 AUGUST 1981**

It is hereby published for general information that the State President has, as empowered by article 4 of the Broadcasting Act, 1976 (Act 73 of 1976), with effect from 1 August 1981 to 31 December 1982, appointed Gerrit Daniel Bornman to the Board of the South African Broadcasting Corporation to fill the vacancy left by the resignation of Daniel Gerhardus Malan

No. 1714 14 August 1981

**AWARD OF THE ORDER OF GOOD HOPE IN THE
THIRD CLASS COMMANDER**

It is hereby notified that, on 26 June 1981, the above-mentioned decoration was conferred, in terms of the rules contained in the Warrant published under Government Notice R 311 of 2 March 1973, on—

Dom Diogo Leite Pereira de Lancastre Távora E Cernache, Count of Campo Bello

[113/35/4 (32)]

RECOGNITION AS CONSUL

No 1715 14 August 1981

It is hereby notified that, with effect from 20 March 1981, recognition has been granted to Mr Henry Seetje Maloka as Consul of Bophuthatswana in Bloemfontein with the Province of the Orange Free State as his area of jurisdiction Mr Maloka is the successor to the Reverend W Kgoleng

[72/230/6 (32)]

DEPARTMENT OF FINANCE

No 1730 14 August 1981

Statement of Receipts into and Transfers from the Exchequer Account for the period 1 April 1981 to 31 July 1981

Treasury, Pretoria

ONTVANGSTE—RECEIPTS

Inkomstehoof §	Head of Revenue	Maand Julie Month of July		Totaal 1 April tot 31 Julie Total 1 April to 31 July	
		1981	1980	1981	1980
Skatkissaldo, 31 Maart 1981 Skatkissaldo, 30 Junie 1981 Staatsinkomsterekening	Exchequer Balance, 31 March 1981 Exchequer Balance, 30 June 1981 State Revenue Account	R —	R —	R 214 788 279	R —
Doane en Aksyns Binnelandse Inkomste	Customs and Excise Inland Revenue	95 387 821 1 029 776 424	21 890 451 815 825 599	529 923 715 3 359 941 376	312 539 567 2 954 894 374
		1 125 164 245	837 716 050	3 889 865 091	3 267 433 941
Staatsoliefonds Nasionale Padfonds Suid Afrikaanse Ontwikkelingstrustfonds Rekening vir Swart Vervoerdienste Fonds vir Sorghumbiervorsing S W A Gebiedsinkomstefonds—Verkoopreg	State Oil Fund National Road Fund South African Development Trust Fund Account for Black Transport Services Sorghum Beer Research Fund S W A Territorial Revenue Fund—Sales Duty	23 808 440 11 818 085 647 361 1 889 209 529 662 1 115	20 575 386 10 000 000 489 000 888 713 — 2 354	96 459 104 48 914 867 4 876 673 4 654 373 616 631 1 379	87 549 358 44 661 773 5 592 552 1 325 693 200 000 4 733
		1 163 858 117	869 671 503	4 045 388 118	3 409 768 050

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Inkomstehoof	Head of Revenue	Maand Julie Month of July		Totaal 1 April tot 31 Julie Total 1 April to 31 July	
		1981	1980	1981	1980
		R	R	R	R
<i>Ander Ontvangste</i>	<i>Other Receipts</i>				
Skatstabiliteits Binnelands	Treasury Bills Internal	524 358 000	—	2 172 534 000	—
Stabilisatierekeningvoorskotte	Stabilisation Account Advances	324 000 000	—	608 000 000	—
Binnelandse Effekte, Obligasies en Lenings Opgeneem—	Internal Stock Bonds and Loans Raised—				
8% Tesourie-obligasies Tweede Reeks	8% Treasury Bonds Second Series	5 800 750	—	39 344 050	—
9% Nasionale Verdedigingsobligasies	9% National Defence Bonds	836 450	—	5 133 650	—
Verdedigingsbonusobligasies	Defence Bonus Bonds	17 997 180	—	72 967 035	—
7% Tesourie-obligasies	7% Treasury Bonds	—	—	Dr 111 000	—
Binnelandse Geregistreerde Effekte—	Internal Registered Stock—				
12,5% 2003	12 5% 2003	9 992 644	—	1 600 939 096	—
9,5% 1984	9,5% 1984	Dr 1 050	—	335 277 625	—
12 90% 1992	12 90% 1992	—	—	100 000 000	—
Buitelandse Lenings en Kredite Opgeneem—	Foreign Loans and Credits Raised—				
1981/86	1981/86	224 758	—	3 131 161	—
1979/81	1979/81	—	—	2 833 089	—
1983/87	1983/87	—	—	64 856 451	—
		R	—	9 050 293 275	—
Total (insluitende Aanvangssaldo)	Total (including Opening Balance)	R	—	9 265 081 554	—
		R	—	2 047 916 654	—
		R	—	2 047 916 654	—
UITBETALINGS—ISSUES					
1 Staatspresident	State President	40 000	35 000	165 000	139 000
Statuêre Bedrag	Statutory Amount	4 550	4 169	18 200	16 668
2 Parlement	Parliament	170 000	450 000	1 313 000	1 496 000
Statuêre Bedrag	Statutory Amount	330 000	380 000	1 297 000	1 513 000
3 Eerste Minister	Prime Minister	482 500	370 000	1 823 500	1 279 000
Statuêre Bedrag	Statutory Amount	3 750	—	15 000	—
4 Mannekrag	Manpower	2 537 000	2 050 000	14 525 300	13 449 000
5 Samewerking en Ontwikkeling	Co operation and Development	65 000 000	32 862 309	155 000 000	94 109 000
Statuêre Bedrag	Statutory Amount	38 014 200	33 183 700	179 135 000	137 735 700
6 Vervoer	Transport	18 000 000	21 000 000	78 000 000	72 000 000
7 Finansies	Finance	338 250 000	263 794 700	1 356 550 000	971 315 600
Statuêre Bedrag	Statutory Amount	118 893 850	110 438 850	718 358 565	607 500 565
8 Oudit	Audit	560 000	800 000	2 155 000	2 068 000
9 Binnelandse Aangeleenthede	Internal Affairs	60 036 000	48 832 000	243 481 000	178 834 000
10 Buitelandse Sake en Inligting	Foreign Affairs and Information	13 190 000	14 500 000	78 480 000	61 500 000
Statuêre Bedrag	Statutory Amount	3 770 000	5 563 000	15 055 000	21 072 000
11 Minerale en Energiesake	Mineral and Energy Affairs	18 200 000	20 000 000	121 700 000	121 200 000
12 Polisie	Police	34 000 000	25 000 000	144 000 000	110 000 000
13 Kommissie vir Administrasie	Commission for Administration	400 000	450 000	15 337 000	13 990 000
14 Statistiek	Statistics	1 340 000	6 000 000	4 140 000	10 350 000
15 Gesondheid Welsyn en Pensioene	Health, Welfare and Pensions	100 000 000	70 000 000	316 000 000	286 700 000
Statuêre Bedrag	Statutory Amount	14 000	—	59 000	52 000
16 Onderwys en Opleiding	Education and Training	33 000 000	22 000 000	123 000 000	83 000 000
17 Waterwese, Bosbou en Omgewingsbewing	Water Affairs Forestry and Environmental Conservation	25 000 000	23 164 000	98 300 000	85 946 000
18 Nasionale Opvoeding	National Education	60 000 000	73 500 000	242 000 000	213 593 000
19 Weermag	Defence	237 000 000	227 000 000	896 000 000	765 000 000
20 Landbou en Visserye	Agriculture and Fisheries	40 000 000	35 000 000	156 000 000	153 400 000
21 Nywerheidswese Handel en Toerisme	Industries Commerce and Tourism	21 000 000	25 185 000	97 000 000	156 395 000
22 Justisie	Justice	21 200 000	15 400 000	80 200 000	59 865 000
Statuêre Bedrag	Statutory Amount	375 000	320 000	1 525 000	1 260 000
23 Gemeenskapsontwikkeling	Community Development	54 800 000	63 650 000	290 500 000	258 600 000
		R	1 140 942 719	5 431 142 565	4 486 378 533
Staatsoliefonds	State Oil Fund	(a) 23 808 440	20 575 386	96 459 104	87 549 357
Nasionale Padfonds	National Road Fund	(b) 11 818 085	10 000 000	48 914 867	44 661 773
Suid Afrikaanse Ontwikkelingsstrustfonds	South African Development Trust Fund	(c) 647 361	489 000	1 876 673	5 592 552
Rekening vir Swart Vervoerdienste	Account for Black Transport Services	(d) 1 889 209	888 714	4 654 373	4 325 694
Fonds vir Sorghumbieravorsing	Sorghum Beer Research Fund	(e) 529 662	—	616 631	200 000
S W A Gebiedsinkomstefonds—Verkoopreg	S W A Territorial Revenue Fund—Sales Duty	(f) 1 115	2 354	1 379	4 733
		R	31 955 454	155 523 027	142 334 109
		R	1 344 304 722	5 586 665 592	4 628 712 642
<i>Ander Uitbetalings</i>	<i>Other Issues</i>				
Terugbetaling van Skatstabiliteits Binnelands	Treasury Bills repaid Internal	641 976 000	—	2 326 671 000	—
Leningsheffing 1966/80 gedelg	Loan Levy 1966/80 repaid	599 996	—	3 106 992	—
Deelingsfondsvoorstotte	Sinking Fund Advances	1 935 794	—	5 276 994	—
Binnelandse Effekte, Obligasies en Lenings Gedelg	Internal Stock Bonds and Loans Redeemed				
Vyftien obligasies vir Nie inwoners	Five Year Non Resident Bonds	134 000	—	784 500	—
8% Tesourie obligasies	8% Treasury Bonds	3 995 600	—	15 660 100	—
Premie-obligasies	Premium Bonds	42 500	—	11 711 400	—
Tweede Reeks Premie obligasies	Second Series Premium Bonds	83 000	—	9 771 800	—
7% Tesourie-obligasies	7% Treasury Bonds	9 950 700	—	57 007 300	—
Nasionale Verdedigingsobligasies	National Defence Bonds	28 190 500	—	139 074 800	—
Tweede Reeks Nasionale Verdedigingsobligasies	Second Series National Defence Bonds	4 578 800	—	47 975 800	—
Derde Reeks Nasionale Verdedigingsobligasies	Third Series National Defence Bonds	1 041 900	—	21 000 900	—
8% Nasionale Verdedigingsobligasies	8% National Defence Bonds	1 776 650	—	31 263 000	—
Verdedigingsbonusobligasies	Defence Bonus Bonds	7 226 145	—	28 133 765	—
8% Tesourie obligasies Tweede Reeks	8% Treasury Bonds Second Series	35 500	—	35 500	—
Binnelandse Geregistreerde Effekte	Internal Registered Stock				
8,625% 1981	8,625% 1981	—	—	836 844 600	—
5,875% 1981	5,875% 1981	—	—	121 400 335	—
Buitelandse Lenings en Kredite Gedelg—	Foreign Loans and Credits Redeemed—				
6% Uitvoerkrediet Fasiliteit	6% Export Credit Facility	—	—	1 707 773	—
1979/81	1979/81	—	—	5 883 836	—
1978/81	1978/81	—	—	12 888 925	—
Uitbetalings, Staatsinkomstebelgrotingsposte, 1980/81	Issues, State Revenue Votes, 1980/81	1 503 000	—	1 677 796	—
		R	703 079 085	3 677 883 116	—
		R	2 047 383 807	9 264 548 708	—
Skatstabiliteitsaldo, 31 Julie 1981	Exchequer Balance, 31 July 1981				
Kontant	Cash	532 847	—	532 846	—
Totale	Totals	R	2 047 916 654	9 265 081 554	—

(a) Artikel 1 van Wet 38 van 1977
 (b) Artikel 2 (1) (a) van Wet 54 van 1971
 (c) Artikel 8 van Wet 18 van 1936
 (d) Artikel 7 (1) van Wet 53 van 1957
 (e) Artikel 19bis (1) (a) van Wet 63 van 1962
 (f) Artikel 22 (1) (a) van Wet 25 van 1969

(a) Section 1 of Act 38 of 1977
 (b) Section 2 (1) (a) of Act 54 of 1971
 (c) Section 8 of Act 18 of 1936
 (d) Section 7 (1) of Act 53 of 1957
 (e) Section 19bis (1) (a) of Act 63 of 1962
 (f) Section 22 (1) (a) of Act 25 of 1969

Govt concern over staff flow to private sector

CJ 15/8/81 (250)

By PAUL DOLD
Financial Editor

THE Government needs to scrap uniform pay increases for the public service and boost the salaries of posts where there are serious staff shortages rather than try and limit private sector wage rises through an unofficial incomes policy

This is the consensus emerging in the private sec-

tor after this week's Budget which highlighted the serious shortage of staff in the public service

The Budget speech underlined that the authorities are extremely concerned about the situation and action may be needed to stem rapid wage rises in the private sector which are attracting staff from the public service

Some 17 000 posts are currently vacant. The government, which is trying to maintain wage restraint in the public sector, is clearly seeking to have some alignment between public service salary increases and the unfettered salaries paid by firms

What Horwood said

The Minister of Finance, Mr Owen Horwood, said in his Budget

"Excessive competition from the private sector for public service staff must by definition result in a drop in the standards of public service and that situation can hold no advantages for the private sector of the country as a whole

"It seems to me that the time has come for close consultation and co-ordination by the Commission for Administration, on the one hand, and organized commerce and industry, on the other, in respect of rates of remuneration and conditions of service obtaining in the public and the private sectors

"Some kind of procedure or formula must be found to ensure that emoluments in the two sectors are kept in some kind of effective alignment as any headstart of the one on the other inevitably results in an unwarranted scramble for scarce labour resources with deleterious

effects both for efficiency and for inflation"

The issue was raised again by the Director-General of Finance, Dr Joep de Loor, at the Old Mutual - Nedbank Budget seminar when he told the audience of economists, academics and businessmen that the government may initiate talks with industry and commerce on the wage restraint issue, and if this failed to end in agreement the only alternative was to raise public service salaries. This would be highly inflationary

Economists are already concerned about the high inflation rate and no radical downturn can be expected in the short run, although a decline of 1 - 1.5 percent is anticipated by the year end or early in the new year

This means that the next upswing in the business cycle next year would be launched from an inflation rate of around 14 percent

Fringe benefits

The taxation of fringe benefits to be introduced from next year could be a severe blow to public service recruitment as the housing benefits have been a major attraction

One of the country's leading economists, Mr A J M de Vries, deputy director of the Stellenbosch Bureau for Economic Research, says that any informal wage guidelines to the private sector could lead to distortions in the economy

Attention should rather be given to better use of available labour in the public sector and further rationalization

He urged the authorities to consider moving away from fixed percentage salary increases, adopting a far more flexible and scientific approach and making posts where there are severe shortages financially more attractive

The recent pay rises to teachers had been a step in the right direction and he was confident that the teacher shortage would be eased and reversed as a result

While recognizing the problem the government is facing with public service staffing he emphasized that the present crisis occurred during a boom period and the shortage of personnel should become less acute now that the economic growth rate was slowing

De Vries says that the public service will always be at a disadvantage to the private sector and staff pirating will continue to occur

Incomes policy

Mr Raymond Parsons, chief executive of Assocom says that no

power shortage which the country is facing

"I am not sure it is either practical or desirable to go too far down the road of an unofficial incomes policy

"The government has set its face against an official incomes policy and Assocom shares that view, but we certainly appreciate their problem and dialogue could be quite useful"

He also suggests that a more flexible and selective salary policy for the public service is a possible solution rather than across the board increases to all

"A differentiated policy where the scarcest skills are rewarded more is advisable"

Parsons says that businessmen are satisfied that this week's Budget is appropriate to the economic circumstances in which the country found itself

"Horwood must be congratulated on basic strategy. The fiscal mix is more or less right"

But the future economic course will be far more difficult to chart

Gold price

"If the gold price and the world economy do not recover sufficiently by early 1982, then the March Budget could be more problematical. Although the growth rate may be lower than this year, the rate of inflation will not be much lower and we could well see a serious search for additional revenue

"One such possibility is increasing GST - the minister was obviously reluctant to do it at this stage

"The risk of overkill in March, 1982, when the economic growth rate may be lower, is much greater than at present. The critical period in our business cycle will be the first six months of 1982. The challenges of ensuring the right balance in economic policy will be far more challenging than this is not in anyway to detract from the latest Budget. But the minister will have to take a 12, or possibly 18-month view in March

"There will, of course, be the usual meeting of the Prime Minister's advisory council in February next year. Fine judgment will be required to manage economic policy in the downswing and this underlines the need for intensive consultation between the government and the private sector

"We also urge better co-ordination of decisions on key administered prices with overall economic strategy. This is something which the advisory council is looking at"

Inflation rate

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from discussions with the government on wages as long as it focusses on the totality of the the skilled, mana-

De Vries feels that the South African inflation rate will ease and by the year end should be 13,5 percent to 14 percent. Spending on durables could drop some 10 percent in real terms and the growth rate for the year could fall fairly sharply to some four percent. If the current record maize crop was excluded the forecast rate would be a full one percent lower.

The fall in business activity would not be immediately apparent. Unemployment can be expected to rise, although only marginally, due to the heavy private sector and public corporations investment programmes which lag behind the business cycle.

The Budget turned out much as De Vries forecast with economic policies dictated by gold and recessionary conditions overseas. Hopefully, if gold moves up again to \$500 and there is a firm upward trend, the balance of payments will improve and State finances will be healthier, giving the Minister more leeway in composing the next Budget.

C. Z. 15/8/81
250

HORWOOD — FARMERS' WHIPPINGBOY

Star 17/8/51
A groundswell of farmer resentment against Finance Minister Owen Horwood could become a serious political issue for the National Party. Farming Editor Hannes Ferguson, reports.

In the wake of the Budget speech, farmers allege that Mr Horwood lacks understanding of the basic needs of farming.

250
Farming circles saw it as significant that it was the outspoken chairman of the powerful co-op committee of the SA Agricultural Union, Mr Fanie van Rensburg, who commented on the Budget on behalf of the SAAU Causatic remarks by Dr Kit le Clus, an executive of the National Maize Producers Organisation (Nampo), added fuel to the fire

A few main issues, all involving Mr Horwood, have now crystallised.

Foremost is the sore point of maize export losses. As Dr le Clus pointed out, the fall of the gold price had worsened South Africa's balance of payments to such an extent that the country simply could not afford to ignore the dollars earned by maize exports.

The 5,5-million tons of maize to be exported this year were expected to bring in R625-million.

The 2,75-million tons that had to be carried over into next year because the Railways could not carry them from the silos to export harbours in time, would have meant another R300-million in foreign currency

Maize farmers had expected at least a subsidy to cover the storage and handling of the held-over stocks, mostly stored at high costs in bags alongside overflowing silos.

In this situation the maize industry found it galling that it did not succeed in its many pre-Budget requests that a larger consumer subsidy on maize meal should divert some export maize to domestic consumption, replacing bread baked from imported wheat.

The SAAU also felt strongly about the delay

in paying out farmers whose farms were to be bought out by the State to consolidate the black states. Farmers were often "left in mid-air" for up to two years. This caused hardship and uncertainty, while the State could hardly gain by the delays.

All that was needed, the SAAU felt, was a little goodwill and attention.

Mr Horwood's Jacobs Committee had recommended a policy of equalising a farmer's income tax over periods spanning both good and bad years. It was a recognition of the nature of South Africa's climate. At present producer prices, this tax technicality often spelt the difference between swimming and sinking to the individual farmer.

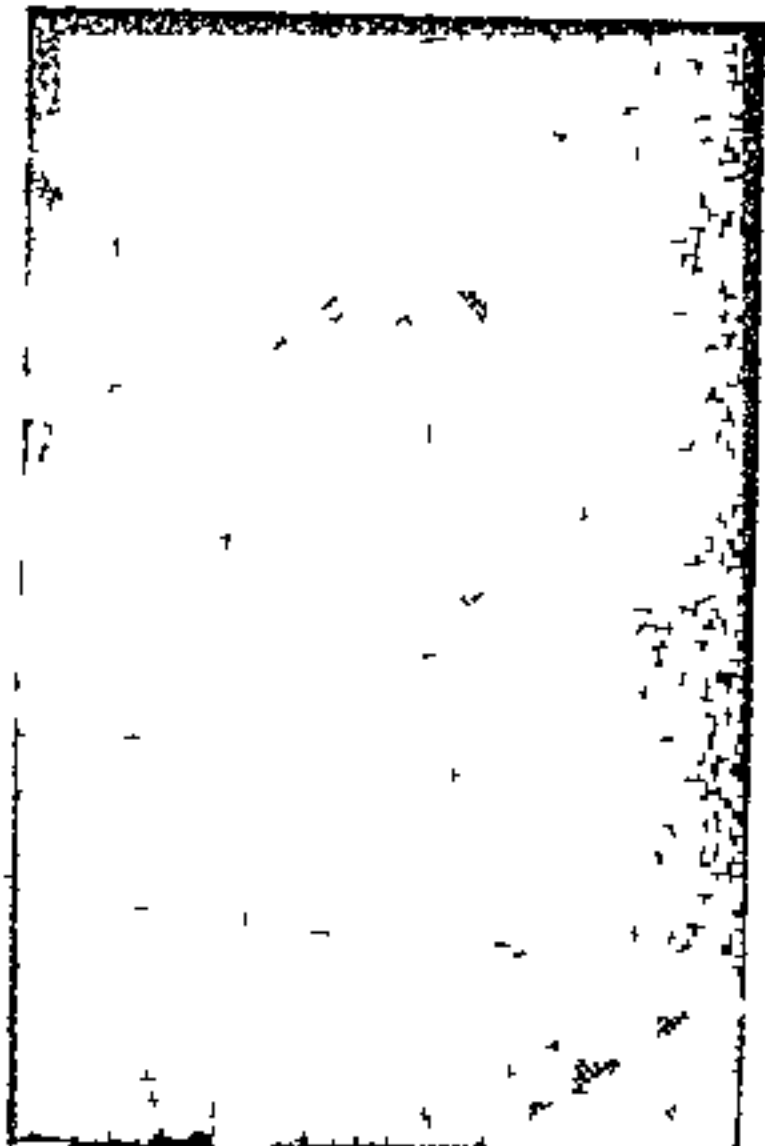
The SAAU had badgered the government for years on this point. But there was no word about it in the Budget speech.

Another disagreement that had been fanned into a grievance by default was the estate duty issue.

At present inflated land values, even a middle-sized farm could easily be torn out of the farmer's family by crippling estate duties. Farmers felt strongly that agriculture was a long-term occupation spanning successive generations on a family farm. This was one of the fundamentals of farming.

Through the SAAU, farmers had for many years asked for the abolition of estate duties on farms, offering to pay other taxes instead. Yet Mr Horwood had treated these requests as mere begging for special favours, granting a token reduction without considering the principle involved.

Farmer dissatisfaction has now clearly acquired political significance. It



Horwood . . . treated requests as mere begging for special favours.

was a factor in the recent elections. The heat had initially been on the Minister of Agriculture, Mr Pietie du Plessis, to the point where his political future was seen to be in the balance.

Now the atmosphere has changed markedly. Rumours that the unpopular former chairman of the Maize Board, Mr Ben Wilkens MP, was waiting in the wings to replace Mr du Plessis, has made farmer leaders think again.

Both Mr du Plessis and the Minister of Transport, Mr Hendrik Schoeman, have since gone out of their way to be nice to Nampo and the SAAU.

Now the focus is on Mr Horwood. He is not being accused of any particular political crime, but farmers allege bias against agriculture.

Mr Horwood is far too strong, of course, to feel threatened by the gathering groundswell.

In this situation, the potential danger is transferred to the governing party as such. It is an ill-wind calling for careful rudder-work by the Prime Minister as leader of his party more than as head of the government.

Schwarz: Budget priorities wrong

CJ 18/8/81 250

HOUSE OF ASSEMBLY. — The Budget showed a lack of appreciation of the true priorities for stability in South Africa, Mr Harry Schwarz, the opposition's chief finance spokesman, said here yesterday.

The Minister of Finance's lack of forward planning would cost South Africa more dearly in the future, he said

Moving a motion opposing the second reading of the Budget, Mr Schwarz said Mr Owen Horwood had described his Budget as one of consolidation and adjustment, but it was no more

than a cover for a disastrous situation consisting of High inflation, lower growth rate, tighter money, higher interest rates, a deficit on current account of the balance of payments, a slowdown in consumer spending, a weak rand, a continued inability to absorb new work, a shortage of skilled and semi-skilled labour and escalating labour unrest

"Instead of really getting to grips with both short- and medium-term problems and laying the foundations for long-term solutions, this post-election Budget wants to see how events will move," Mr Schwarz said

"In planning for the future stability of South Africa we need to look at where government expenditure can be cut back and where it is unnecessary. In respect of the remainder we must look at where the priorities lie and what the costs of achieving stability will be"

Stability

Tax cuts and cutbacks in government expenditure were not the same thing. Government expenditure continued to increase due to fiscal drag (the effect of increased earnings of taxpayers through the tax year and the accompanying increased state revenue)

"In absolute terms more money can still be collected and government borrowing to finance deficits can offset other reductions in revenue," he said

"In this particular Budget we have some serious disagreements with the government on the priorities for the allocation of revenue resources

"We believe stability should be a major ingredient of any government policy

"This stability is achieved in a large measure by not only a feeling of contentment with an existing situation by the population as a whole, but also by a conviction that under an existing system there are concrete plans both formulated and being implemented which will remedy shortcomings and so fulfil reasonable expectations"

Mr Schwarz moved the following amendment "That this House declines to pass the second reading of the Appropriation Bill because the government has failed to

- Take adequate steps to combat inflation and in particular has failed to act to contain rising prices of food and other essentials

- Safeguard the living standards of the aged

- Adequately protect the nation's health

- Take appropriate action to deal with the acute housing shortage

- Ensure that the ordinary citizen is adequately protected against violence and other crime

- Combat poverty in both the urban and the rural areas of South Africa

- Encourage job creation at a rate sufficient to keep up with increases in the economically active sections of the population

- Formulate and implement plans for the long-term security and prosperity of the Republic

"And because the government

- Has jeopardized the economic welfare of the community by persisting with unnecessary ideologically based expenditure and practices

- Has placed its own party-political interest before the well-being of the community" — Sapa

argument, x
basic function reference ABS(x)
in (1), but with the coefficients

evaluation of the discriminant
can be used to select one of three root evaluation
equal real roots. The following sequence shows how an
are conjugates of each other, if zero, two equal real
the discriminant $b^2 - 4ac$ is negative, the result is
ic equation $ax^2 + bx + c$, where all three coefficients

Exo (1)
Has placed its own party-political interest before the well-being of the community" — Sapa

Opposition hits out at health crisis

Political Correspondent

STAFF shortages in the Department of Health which point to a crisis situation are to be raised in the Assembly soon.

This will be done when the Health Vote is discussed in the committee stage of the Budget debate.

The Opposition today sharply criticised the staff position in the Department and the Minister of Health, Dr L A P A Munnik, promised to deal with the matter.

In the department's 1980 report tabled in Parliament, the Director-General for Health, Welfare and Pensions, Dr J de Beer, said sufficient personnel could not be recruited.

SERIOUS

In certain categories such as health inspectors and nursing staff as well as administrative staff, the shortages had reached serious proportions

Essential services were being rendered unsatisfactorily and certain services ran the risk of collapsing.

This state assumed dramatic proportions towards the end of the year.

The department would, therefore, not be able to meet its statutory and other commitments even on a basis of minimum efficiency

GET WORSE

Dr Marius Barnard, MP for Parktown and the Opposition's chief spokesman on health, who has already clashed with Dr Munnik on the shortage of nurses, said today the matter would be raised again when the Health Vote came up in Parliament.

He said he would like to know if the position had improved dramatically since last year because Dr Munnik had recently said there was hardly any shortage of nurses.

Dr Barnard said he doubted whether the position had improved since last year. People involved in hospital services maintained that it was, in fact, getting worse.

PROTESTED

He said there was also a crisis in welfare

Last night a meeting of welfare workers in Johannesburg protested against unbearable working conditions, an inefficient welfare system and salaries

Dr Munnik said today there was concern about staff shortages. This was a problem throughout the civil service which could not compete with the private sector when it came to salaries

He said the report covered last year, while there had been salary increases in April this year. He could not at this stage say whether there had been an improvement but would deal with the matter when his departmental vote came up in Parliament.

regardless of the quality of the lots being sampled. The actual average quality attained will depend on the values of p in the lots submitted.

If lots have p percent
 $AOQ = p \cdot Prob(C)$
 (those rejected will have c)

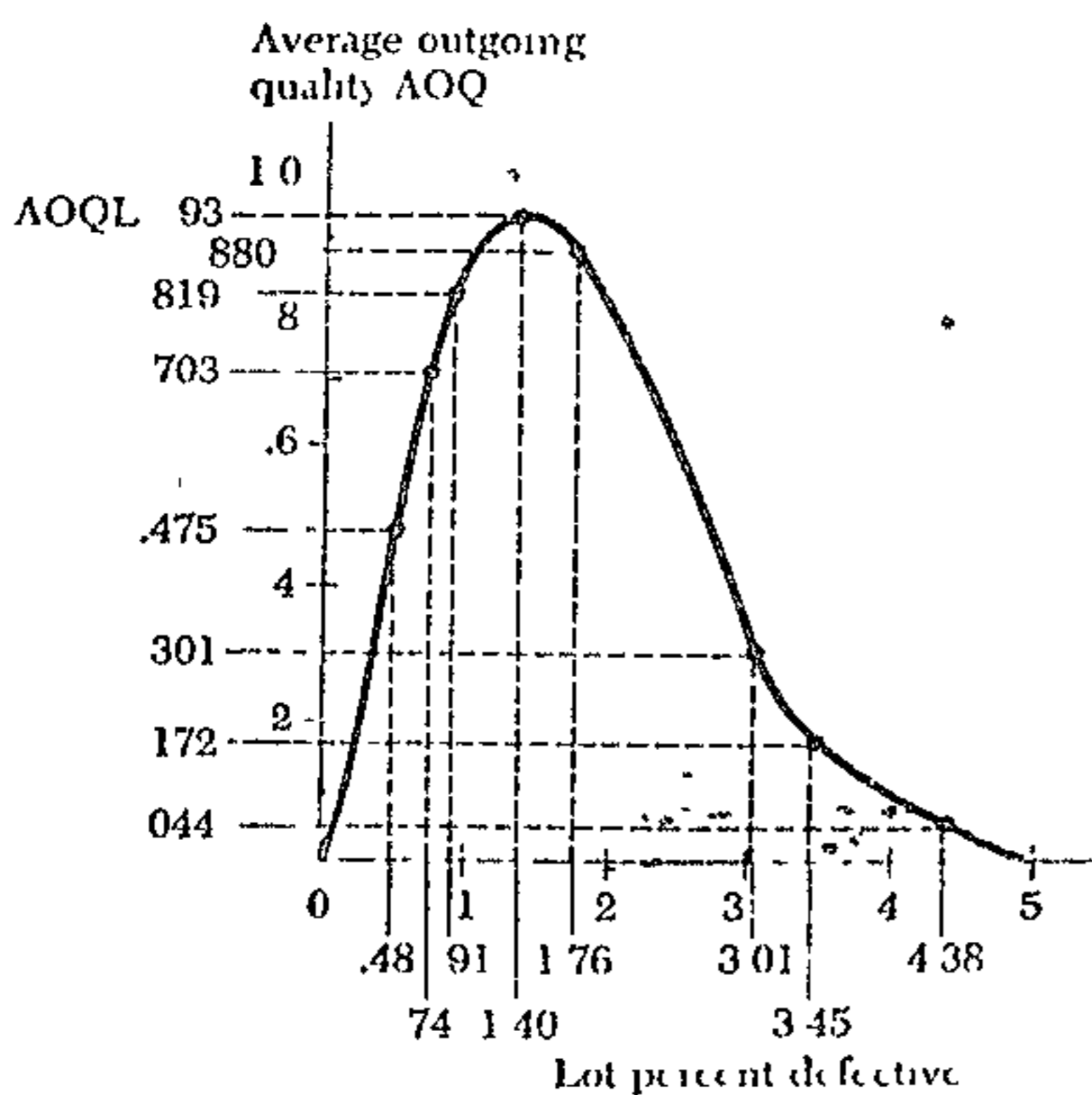


Figure 7.7 Average outgoing quality for acceptance sampling $n = 265, c = 4$

Table 7.7 and Figure 7.7 show defectives p . It can be seen the AOQL is 0.93%, which is defective. In other words, the average outgoing quality is 0.93% defective, and it will be exactly 1.4% defectives.

This suggests another method. Choose the scheme that ensures that in the long run the defectives reaching the customer are 0.93%.

Costs: let I be the cost of sampling (inspecting) 1 unit then nI is the cost of sampling in a batch

State services near collapse, Govt told

By GERALD RILLY

BREAKDOWNS in some State services are imminent unless the Government moves fast to create conditions calculated to retain trained staff and encourage recruitment of new staff, according to senior public servants in Pretoria.

They say the crisis in the Department of Health, Social Welfare and Pensions is not an isolated situation. According to the annual report of the department for 1980, some services are in danger of collapse because of the critical staff shortage.

Essential services, the report stressed, could not be rendered satisfactorily. The shortage of health inspectors, nursing personnel and administrative staff was becoming more serious.

And the reason is the same — a Government salary policy which fails to take into account the realities of the country's dynamic economy, the shortage of skilled workers, and the ability of the private sector to pay higher salaries.

The president of the Public Servants' Association, Dr Colin Cameron, said in Pretoria yesterday: "Unless some dramatic remedies are applied, we will go over the edge."

He said the 12% pay rises in April had done nothing to slow down the resignation drain from State departments. The PSA had submitted its salary demands for next year to the commission for administration. The least expected was an increase which would compensate fully for inflation.

Without this, Dr Cameron said, the resignations would continue and the public service would remain non-competitive on the labour market.

"We cannot compete fully with private sector, but with more realistic salary levels and improved conditions we could do a lot better than we are doing now."

250



STAFF CRISIS FM 21/8/81
 Annual report of the Department of Health Welfare and Pensions says some health services are threatened with collapse by a serious staff shortage, while the Public Servants Association says the public service is going through the worst staff shortage in its history. The staff shortage is about 17 000 at present with the Department of Inland Revenue worst hit

An adjustable array declarator must have each of its integer variable subscript expressions listed as dummy arguments and each must be defined by its actual argument. These variables must not be redefined in the subprogram.

(d) A dummy array declarator may use one, two, or three subscript expressions, regardless of how the actual array was declared. Each subscript expression of the dummy array declarator may be either an integer constant or an integer variable. If any subscript expression of the dummy array declarator is an integer variable, that array is called an *adjustable array*.

(c) If the actual argument is the xth element of an array containing z elements and the dummy argument is an array name, that array must be declared in the subprogram with a size that does not exceed $z - x + 1$ elements.

(b) If an actual argument is an array name, its dummy argument must be an array name and that array must be declared in the subprogram with a size (in elements) that does not exceed the actual argument array.

(a) If an actual argument is an array element, its dummy argument must be either a variable or an array name.

(7) The following rules apply to arguments involving arrays or array elements

(6) If a function reference causes a dummy argument in the referenced function to become associated with another dummy argument in the same function or with an entry in common (see COMMON statement), a definition of either within the function is prohibited. An example of such a function reference is:
 $Y = ADD(A,A)$

(5) The function subprogram must contain at least one RETURN statement

(4) The function subprogram may contain any statements except BLOCK DATA, SUBROUTINE, another FUNCTION statement, or any statement that directly or indirectly references the subprogram being defined.

(3) The subprogram may define and redefine one or more of its arguments so as to effectively return results in addition to the value of the function

(2) The function name of the subprogram must appear as a variable at least once in the subprogram. During every execution of the subprogram, this variable must be defined before it may be referenced or redefined. The value of the variable at the time of execution of any RETURN statement in this subprogram is the value of the function and is the value returned to the function reference.

(1) All rules applicable to the FUNCTION statement are applicable to the external function definition

Rules:

Term	Reference	Page
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Logical IF Statement, in sample program	
Logical Operators	
Logical Statement Function	
Logical Type, constant field descriptor memory requirements	
Logical Unit Number in	
Loop, example of nested in sample program	
M	
Main Program, order of statements	
N	
Name(s), symbolic	
Newton-Raphson Method in computation of cu	
Nonexecutable Statement	
NOT	
Numeric Data, in I/O data	
O	
Octal Computer	
Operating System	

HOUSE OF ASSEMBLY
Two more government departments — prisons and justice — have reported staff shortages.

The Director-General for Justice, Mr. J. P. J. Coetzer, said in his annual report for 1979/80, tabled yesterday, that the staff position "is still critical".

Mr. Coetzer added "The shortage of trained and skilled staff has already brought about the suspension

of services in the department's functional sphere.

"With the available staff it was found impossible to render efficient services at all times," he said.

In relation to the Department of Prisons, Mr. Coetzer said although the staff tur-

never remained "high", there had been a small reduction in the staff turnover.

If the favourable economic climate continued, he said, the staff turnover was expected to increase.

But he also said, "A pleasing aspect is that the number of appointments this year has

been the highest in ten years."

Intensive research regarding the scientific selection programmes for warders had been undertaken and high priority had been given to functional training and this could contribute to better standards of work.

The Department of Prisons had been more successful in showing a personnel gain after a decrease in the number of resignations in 1978 in comparison with 1977, "the department succeeded in keeping the personnel losses relatively constant during the past year."

"As opposed to this, there was a sustained increase in the number of appointments."

More black females and white females assumed duty than in the past years.

It had been possible to make 2 515 appointments of all population groups.

The low number of white and black males appointments could be ascribed to the fact that many of the applicants did not meet the requirements for appointment, he said.

More Staff Shortages

OSD
178
25/8/80

Probe on public sector unions

CT Political Staff 26/8/81 (250)

HOUSE OF ASSEMBLY — A committee of inquiry has been appointed to investigate whether civil servants should have trade union rights of bargaining. This follows a recommendation by the Wiehahn Commission that the principle of extending collective bargaining rights to public sector employees be accepted by the government. The Wiehahn Commission also urged that civil servants be given a right to strike in cases of disputes instead of being compelled to accept arbitration.

It said the exclusion of public servants, at national, provincial or local levels, for the Industrial Conciliation Act should be deleted. In a White Paper tabled yesterday, the government said "Owing to the far-reaching implications of the recommendations, the Commission for Administration has appointed a committee of inquiry to make a thorough in-depth study of the matter". The government pointed out, however, that since 1910 the public sector staffing issues had been regulated by separate legislation.

bbbbb1bb2

Position 1 8

(1) An input card contains

Examples.

On input, the external field may contain only a sign followed by digits, with blank characters anywhere in the string. No other characters are permissible. If the sign is plus, it may be omitted, if the sign is minus, it is required. On output, the external field consists of blank characters (if necessary) and a minus sign or an optional plus sign followed by the magnitude of the internal integer type value.

6.3.3.2.1. Integer Type Conversion

The basic field descriptor *Iw* indicates that the external field occupies *w* positions as an optionally signed integer and is represented internally as an integer type item.

- the *rIw* code for handling integer type data
- the *rPw.d* code
- the *rEw.d* code
- the *rGw.d* code
- the *rDw.d* code for handling double precision type data

There are five conversion codes for handling numeric data

6.3.3.2. Numeric Data

The field descriptor for blank characters is *nX*. On input, *n* characters of the input record are skipped, on output *n* blank characters are inserted in the output record, except for the carriage control character.

6.3.3.1. Blank Field Descriptor

Public officials reject right to strike

THE Public Servants Association has rejected that South African civil servants be given the right to strike

In Part Five of the Wichmann Commission report released earlier this week it was recommended that civil servants be allowed trade union rights

PSA president Dr Colin Cameron said in Pretoria yesterday that the association had no intention of asking the Government for the right to strike

Arbitration

"What we do want, however, is the right of arbitration. If negotiations broke down between the PSA and the Government we believe the fairest way of settling the differences would be the appointment of an independent arbitrator"

Dr Cameron said the Wichmann Commission's recommendation would be discussed at the next meeting of the PSA executive

At the height of the dissatisfaction over the "unacceptable" 12% April increase earlier this year for Government workers, the PSA called its first extraordinary general meeting

Some public servants at the time considered striking

Following the meeting, demands were made on the Government and the Minister of State Administration, Dr Andries Treurnicht, for interim increases

They were rejected, and the principal of once-a-year salary adjustments was reaffirmed

Political Staff

HOUSE OF ASSEMBLY —

The growing staff crisis in the civil service was underlined in the report of the Commission for Administration tabled this week.

The commission described the situation as "ever-deteriorating" and said there was "a net loss of personnel" — in spite of the appointment of 5,567 people.

In its report for the 1979-80 year, the commission reported that "The loss of personnel is especially pronounced as regards experienced and better qualified staff."

This meant that "only three-quarters of the posts are filled by personnel who comply with the minimum requirements for appointment."

In a table attached to the report, it was shown that there were 9,464 white vacancies and 4,624 black vacancies at June last year — a grand total of 14,088 vacancies.

The total establishment of posts was for 71,992 whites

Report details shortage of staff in civil service

and 36,290 blacks — a grand total of 108,282.

This meant that 13 percent of the posts in the civil service were vacant in June last year and 13.2 percent of the white posts were not filled.

Another table in the report showed that 2,595 men and 2,613 women — a total of 5,208 or 4.8 percent of the establishment — resigned in 1980.

In 1979 there were 3,433 resignations from the civil service — an increase of 1,775. This meant there was a 51.7 percent increase in the number of resignations last year.

Another table showed that 13.8 percent clerical and administrative divisions resigned, 9.1 percent of the professional division and 9.4 percent of the technical division.

The commission said it was "well aware that the deteriorating personnel position can, to a certain extent, be attributed to the general shortage of skilled manpower in the country on the one hand, and the economic boom during the year under review on the other hand."

In spite of this the public service was obliged to carry out work which Parliament assigned to departments by law.

"The shortage of skilled manpower can, in the opinion of the commission, not be used as an excuse for the unsatisfactory execution of work which Parliament assigns to departments."

For this reason, in co-operation with the departments, the commission con-

tinually looked for ways in which tasks could "under the present circumstances, be performed satisfactorily".

The commission said the public service was being "obliged to an increasing extent, to utilize the female labour force."

"This trend is disturbing as the greater percentage of women are not career-oriented officials and even greater problems are to be expected in due course in filling management posts."

"In order to utilize the available female resources to the full, part-time female workers have also been employed for a number of years."

"The latest trend is to make increasing use of housewives, students and so forth on a casual basis."

A marked increase in the provision of posts for black people in accordance with government policy had also taken place.

"Since June 30, 1975, the number of posts for non-whites, expressed as a percentage of the whole establishment, has increased from 47.7 percent to 53.6 percent."

It is also significant that larger numbers of non-whites in categories higher than the unskilled and semi-skilled classes are being utilized," the commission said.

It was also giving continuous attention to the elimination of less essential services and was doing all in its power to limit the growth of the public service to the minimum.

"Even so, the establishment of the public service has increased by 30.4 percent since June 30, 1975, and the average growth of six percent per year appears unusually high in the light of the present manpower shortage," the commission said.

Public Service Crisis Grows

RDM 250
7/9/81 By CHRIS FREIMOND

THE shocking staff crisis that has brought South Africa's judicial system to breaking point is just another facet of the severe staff shortage facing the public sector

In an interim report tabled in Parliament on Friday, the Hoexter Commission investigating the structure and functioning of the courts said a "critical" situation existed in the lower courts

It was difficult to find suitably qualified personnel for all ranks in the Department of Justice but the situation was worst in the prosecuting section, the report said

The Hoexter Commission report added to critical staff problems facing

- **NURSING** Hospital wards in major hospitals have been closed due to the shortage and there have been allegations that patients may be dying because the available nurses cannot cope
- **POLICE** Thousands of policemen have left the force mainly because of conditions of service and poor pay

Low salaries

- **TEACHING** In the Transvaal in particular low salaries have resulted in thousands of teachers leaving
- **POST OFFICE** Thousands of well qualified technicians and other staff have gone over to the private sector for far higher salaries
- **PRISONS** The existing staff are battling to cope with massively overcrowded prisons The Deputy-Commissioner of Prisons Lieutenant-General M C Brink told the Hoexter Commission that prisons were up to 59% over capacity
- **CIVIL SERVICE** The critical staff shortage was underlined by a report of the Commission for Administration tabled in Parliament last week. The report said the biggest shortage was in the sectors requiring better trained and qualified staff. In June last year 13% of posts were vacant

Main cause

The Public Servants Association (PSA) says the main cause is low salaries, particularly at senior level. The president of the PSA, Dr Colin Cameron, last month warned of serious consequences. The 12% salary increase for civil servants in April had done nothing to stem the flow of people out of the service. Differences in salary between the public and private sectors had built up

over many years and could not be eliminated in a year. The PSA's official journal, The Public Servant, said last month the public service was going through its worst staff shortage in history

A 'crisis' in the public service — PFP

HOUSE OF ASSEMBLY — Drastic steps should be taken this week to stop the erosion of manpower from the public service, Mr Kowie Marais (PFP Johannesburg North) said here yesterday.

He appealed to the Prime Minister and the Manpower 2000 movement to take immediate and drastic steps to rectify the crisis in the public service.

A spirit of mistrust in the state as employer had developed at a time of unprecedented economic growth, said Mr Marais.

Speaking in committee on the State Administration Vote, Mr Marais said the government's own press had reported 17 000 posts vacant in the state's administrative machinery.

The state's experts were being lured away by private enterprise with the result that more and more work was being contracted out.

"The high incomes earned by these companies then make it possible for them to lure the remaining experts out of the public service with the result that even more expert work has to be contracted out.

"This is an evil circle and it has to be broken," he said.

Mr Marais said the Prime Minister, Mr P W Botha, had promised a rationalization of the public service and this rationalization programme had become "a wonderful exercise in non-implementation".

"There is a spirit of mistrust in the government as an employer. This is evident from the fact that the personnel situation was allowed

to deteriorate to its lowest level in history during a time of unprecedented growth."

The rationalization programme had raised expectations of a smaller and more effective public service, able to care more effectively for its people and reduce expenditure.

"These expectations were not realized and the public service is still growing at a rate of six percent per annum," Mr Marais said.

"Resignations and vacancies are on the increase, yet the personnel grows at six percent. The cause is a clumsy administration," he said.

The Commission for Administration and the minister, Dr Andries Treurnicht, had no solution but he would like to suggest that in future the commission supplied a report with every new piece of legislation introduced to spell out what additional staff would be required to administer it.

Postponement

The public servants were meeting in Pretoria on Monday and put much hope in the extension of their negotiating powers as recommended by the Manpower Commission.

They had asked for compulsory arbitration rights and for an industrial council where employers would negotiate openly with employees instead of the present closed-door negotiations which they mistrusted.

The Manpower Commission had approved and recommended arbitration but the government had, in its White Paper, referred this matter to the Commission for Administration which, in turn, had referred it to a special committee, or as a colleague put it, a "committee of postponement".

"I suggest that that something is done this week and that better short-, medium- and long-term prospects are put to them by the minister," he said.

The public service had to be streamlined.

"If heads have to roll, it will be worthwhile."

"The Prime Minister should step in with the people from Manpower 2000 to do the same sort of job for the public service as they did outside," Mr Marais said.

— Sapa

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**Department of Agriculture and Fisheries:
staff establishment**

224 Mr B B GOODALL asked the
Minister of Agriculture and Fisheries

- Handwritten: 516 250*
- (1) What is the total staff establishment
(a) of, and (b) in respect of each
rank, in his Department,
 - (2) (a) how many posts are (i) suitably
and (ii) not suitably filled, by rank,

- and (b) what are the vacancies per rank,
- (3) what is the total number of (a) male and (b) female incumbents in each rank?

(See reply to Question 245 on Monday, 8 September 1981)

Department of Foreign Affairs and Information: staff establishment

231 Mr B B GOODALL asked the Minister of Foreign Affairs and Information.

- (1) What is the total staff establishment (a) of, and (b) in respect of each rank in, his Department,
- (2) (a) how many posts are (i) suitably and (ii) not suitably filled, by rank, and (b) what are the vacancies per rank,
- (3) what is the total number of (a) male and (b) female incumbents in each rank?

(See reply to Question 245 on Monday, 8 September 1981)

Department of Health, Welfare and Pensions: staff establishment

232 Mr B B GOODALL asked the Minister of Health, Welfare and Pensions

- (1) What is the total staff establishment (a) of, and (b) in respect of each rank in, his Department,
- (2) (a) how many posts are (i) suitably and (ii) not suitably filled, by rank, and (b) what are the vacancies per rank,
- (3) what is the total number of (a) male and (b) female incumbents in each rank?

(See reply to Question 245 on Monday, 8 September 1981)

Department of Industries, Commerce and Tourism: staff establishment

233 Mr B B GOODALL asked the Minister of Industries, Commerce and Tourism

- (1) What is the total staff establishment (a) of, and (b) in respect of each rank in, his Department,
- (2) (a) how many posts are (i) suitably and (ii) not suitably filled, by rank, and (b) what are the vacancies per rank,
- (3) what is the total number of (a) male and (b) female incumbents in each rank?

(See reply to Question 245 on Monday, 8 September 1981)

Department of Internal Affairs: staff establishment

234 Mr B B GOODALL asked the Minister of Internal Affairs

- (1) What is the total staff establishment (a) of, and (b) in respect of each rank in, his Department,
- (2) (a) how many posts are (i) suitably and (ii) not suitably filled, by rank, and (b) what are the vacancies per rank,
- (3) what is the total number of (a) male and (b) female incumbents in each rank?

(See reply to Question 245 on Monday, 8 September 1981)

Department of Justice: staff establishment

235 Mr B B GOODALL asked the Minister of Justice

- (1) What is the total staff establishment (a) of, and (b) in respect of each rank in, his Department,
- (2) (a) how many posts are (i) suitably

and (ii) not suitably filled, by rank, and (b) what are the vacancies per rank,

- (3) what is the total number of (a) male and (b) female incumbents in each rank?

(See reply to Question 245 on Monday, 8 September 1981)

Department of Manpower: staff establishment

236 Mr B B GOODALL asked the Minister of Manpower

- (1) What is the total staff establishment (a) of, and (b) in respect of each rank in, his Department,
- (2) (a) how many posts are (i) suitably and (ii) not suitably filled, by rank, and (b) what are the vacancies per rank,
- (3) what is the total number of (a) male and (b) female incumbents in each rank?

(See reply to Question 245 on Monday, 8 September 1981)

Department of Mineral and Energy Affairs: staff establishment

237 Mr B B GOODALL asked the Minister of Mineral and Energy Affairs

- (1) What is the total staff establishment (a) of, and (b) in respect of each rank in, his Department,
- (2) (a) how many posts are (i) suitably and (ii) not suitably filled, by rank, and (b) what are the vacancies per rank,
- (3) what is the total number of (a) male and (b) female incumbents in each rank?

(See reply to Question 245 on Monday, 8 September 1981)

Department of National Education: staff establishment

238 Mr B B GOODALL asked the Minister of National Education

- (1) What is the total staff establishment (a) of, and (b) in respect of each rank in, his Department,
- (2) (a) how many posts are (i) suitably and (ii) not suitably filled, by rank, and (b) what are the vacancies per rank,
- (3) what is the total number of (a) male and (b) female incumbents in each rank?

(See reply to Question 245 on Monday, 8 September 1981)

South African Police: staff establishment

239 Mr B B GOODALL asked the Minister of Police

- (1) What is the total staff establishment (a) of, and (b) in respect of each rank, in the South African Police,
- (2) (a) how many posts are (i) suitably and (ii) not suitably filled, by rank, and (b) what are the vacancies per rank,
- (3) what is the total number of (a) male and (b) female incumbents in each rank?

(See reply to Question 245 on Monday, 8 September 1981)

Department of Transport: staff establishment

242 Mr B B GOODALL asked the Minister of Transport Affairs

- (1) What is the total staff establishment (a) of, and (b) in respect of each rank in, the Department of Transport,
- (2) (a) how many posts are (i) suitably

and (ii) not suitably filled, by rank, and (b) what are the vacancies per rank,

- (3) what is the total number of (a) male and (b) female incumbents in each rank?

(See reply to Question 245 on Monday, 8 September 1981)

Department of Water Affairs, Forestry and Environmental Conservation: staff establishment

243 Mr B B GOODALL asked the Minister of Water Affairs, Forestry and Environmental Conservation

- (1) What is the total staff establishment (a) of, and (b) in respect of each rank in, his Department,
- (2) (a) how many posts are (i) suitably and (ii) not suitably filled, by rank, and (b) what are the vacancies per rank,
- (3) what is the total number of (a) male and (b) female incumbents in each rank?

(See repl to Question 245 on Monday, 8 September 1981)

Office of the Prime Minister: staff establishment

244 Mr B B GOODALL asked the Prime Minister

- (1) What is the total staff establishment (a) of, and (b) in respect of each rank in, the Office of the Prime Minister,
- (2) (a) how many posts are (i) suitably and (ii) not suitably filled, by rank, and (b) what are the vacancies per rank,
- (3) what is the total number of (a) male and (b) female incumbents in each rank?

(See reply to Question 245 on Monday, 8 September 1981)

Department of State Administration: staff establishment

245 Mr B B GOODALL asked the Minister of State Administration

- (1) What is the total staff establishment (a) of, and (b) in respect of each rank in, his Department,
- (2) (a) how many posts are (i) suitably and (ii) not suitably filled, by rank, and (b) what are the vacancies per rank;
- (3) what is the total number of (a) male and (b) female incumbents in each rank?

The MINISTER OF STATE ADMINISTRATION

To question 245, as well as on behalf of the Ministers concerned to the similarly phrased questions 224, 225, 226, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 242, 243, 244, and 246

- (1), (2) and (3) The detail information requested is not readily available and the collection and processing thereof will be too time and labour consuming and will furthermore involve unnecessary costs. Most of the information requested is however made available in the annual reports of the respective departments and should the latter prove to be inadequate, the Budget can be studied to clarify any problem

Department of Statistics: staff establishment

246 Mr B B GOODALL asked the Minister of Statistics

- (1) What is the total staff establishment (a) of, and (b) in respect of each rank in, his Department,
- (2) (a) how many posts are (i) suitably

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TUESDAY, 8 SE

and (ii) not suitably filled, by rank,
and (b) what are the vacancies per
rank,

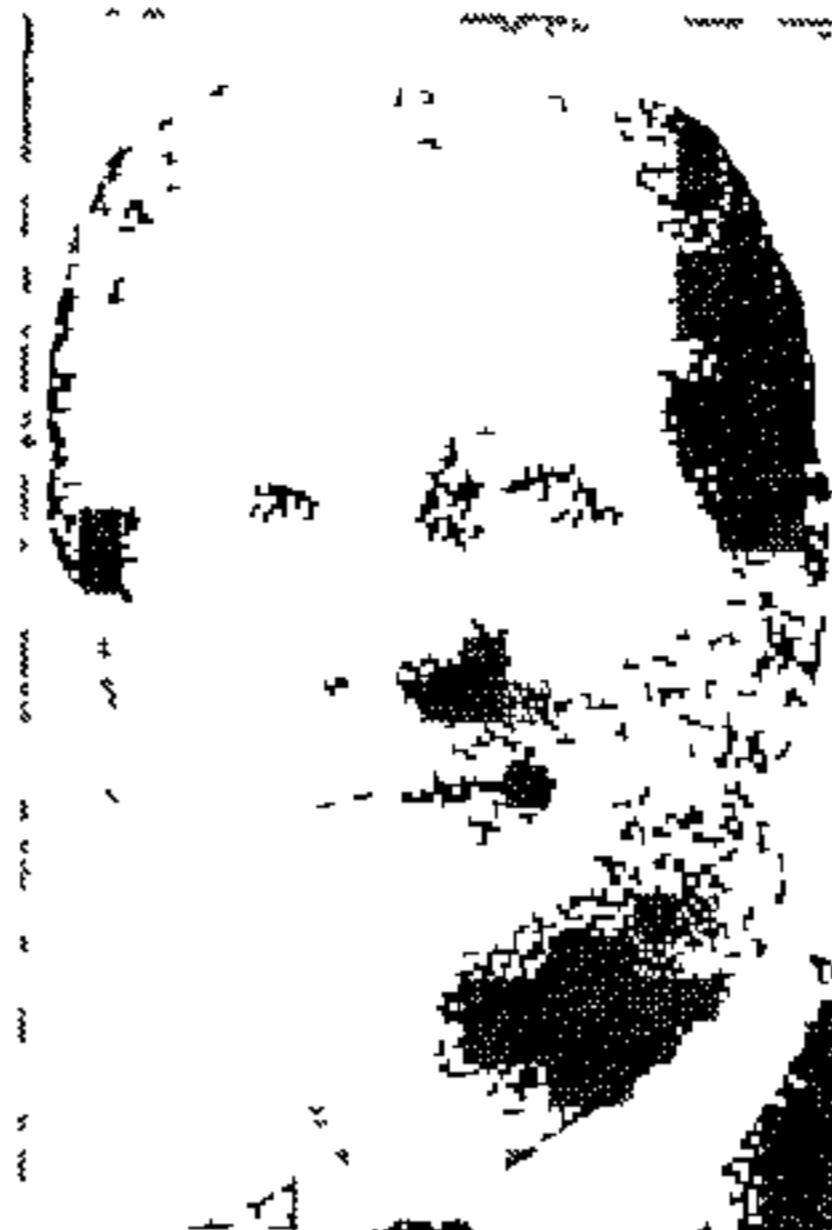
(3) what is the total number of (a) male
and (b) female incumbents in each
rank?

(See reply to Question 245 on Monday, 8
September 1981)

8/9/81



Mr Vause Raw



Dr Andries Treurnicht



Mr Kowie Marais

Treurnicht: Report on salaries expected soon

CT 8/9/81 (250)

HOUSE OF ASSEMBLY — A general investigation into the whole salary system of the public service was in progress and he expected a report within months, the Minister of State Administration and Statistics, Mr Andries Treurnicht, said yesterday

Speaking during the vote on his portfolio in the budget committee stage, he said the unprecedented economic growth created a great dilemma for the public service and the State could not resent the private sector for recruiting public servants

It would take R1 500-million to close the approximately 35 percent gap between the salaries of employees in the public and private sectors

Two sides

The dilemma the State faced was that the economic prosperity of the private sector was also the country's economic prosperity

"We cannot resent it The

country's prosperity is affected because it also increases the revenue due to the State coffers, which in turn gives us the increased funds with which to pay public servants

"That is one side of the dilemma. The other side is that the public service must extend the infrastructures which are so important for the private sector's continued functioning and efficiency," Dr Treurnicht said

The problem was that both sectors had to draw their labour from the same limited pool of qualified workers

On average the private sector was offering between 30 and 35 percent better pay and benefits. Sometimes it was as much as a 100 percent improvement and public servants could not be expected to turn down such offers

For every one percent that the government may want to equalize with the private sector, an additional R45-million would be required —

R1 500-million to close a 35 percent gap

The average vacancy rate in the public service was 21 percent and a total of 2 600 public servants was lost last year

It was incorrect to believe newspaper reports about shortages, and the figure of 17 000 vacancies quoted by Mr Kowie Marais (PFP Johannesburg North) was incorrect

Shortfall

The latest figure of white vacancies was 9 464, the minister said

There would have been a shortfall of a further 20 000 workers if modern computer techniques had not been employed and many more vacancies had been eliminated with substantially increased productivity

Rationalization had been slowed down by staff shortages, but the programme to rationalize statutes had in some departments been finalized — Sapa

PM to be about state salaries

EDM 9/9/87

056

THE threat of chaos in State administration because of the critical shortage of staff will be outlined to the Prime Minister Mr P W Botha in Cape Town by a deputation from the Public Servants Association today.

Last week the Hoexter Commission said in an interim report that the staff crisis in the Department of Justice had forced the administration of justice to breaking point.

The situation in some other State departments, including the Department of Inland Revenue, is as serious, according to senior Government workers. The critical staff shortage in the public service will also be highlighted in Pretoria on Monday at the annual general meeting of the PSA.

- Deere ..
- Dow ..
- Du Pont
- Hughes
- R.H. Mac

By GERALD REILLY

Last year's 12% pay rise for public sector workers was described as totally unacceptable by the PSA. Later in the year two requests for interim increases to stem the continued flood of resignations from State departments were rejected.

The PSA is expected to raise the issue of the right of arbitration with the Prime Minister. Government workers say they are caught up in a "take it or leave it" situation. If they disagree with the extent of salary rise, there is just "nothing we can do about it".

This is why the PSA wants some form of arbitration machinery, to referee pay disputes between it and the Commission for Administration.

The PSA says that until the gap between public and private sector pay is narrowed substantially — not necessarily closed — the staff crisis in the service

Govt minimum on Railway Police salaries

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Effect on the
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In Parliament on Monday, Minister of State Administration Dr Andries Treurnicht conceded there was a gap of about 30% between salaries in the public service and those with similar qualifications working in the private sector.

Eliminate

He said salary levels in the service were restricted by the unavailability of funds. It would cost R45-million to eliminate only 1% of the gap, and R1 500-million to eliminate it completely, he said.

Senior Government workers say a stage has been reached where work has to be farmed out to the private sector at great cost to taxpayers.

But the crisis is not restricted to State departments. The staff shortage in provincial departments is just as serious. The hospitals, roads, and education departments are undermanned and many posts are being held by officials without the necessary qualifications.

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Rationalization of legislation
*12 Maj R SIVE asked the Minister of State Administration

(1) Whether any laws have been found to be obsolete in terms of the rationalization of legislation, if so, (a) how many and (b) what are the names of such laws.

SEPTEMBER 1981 338

(2) whether it is the intention to introduce legislation to provide for the repeal of such laws, if so when?

The MINISTER OF STATE ADMINISTRATION

- (1) Yes
 - (a) At this stage 806 laws
 - (b) The names will be made known when legislation to provide for the repeal of such laws is introduced
- (2) Yes, during the present session of Parliament

State posts mostly black

By GERALD REILLY

THE majority of posts in State departments are now classified "Black" for the first time, says a senior official of the Commission for Administration

But many could not be filled because of a lack of suitably qualified blacks, coloureds and Asians and were occupied by whites, he added

And labour leaders said the trend for the country's public and private sectors to lean more heavily on black workers would continue and accelerate

They said the critical staff shortages in State departments were compelling the Government to make provision for bigger numbers of black workers.

The commission official said the number of black posts had increased in a relatively short period to 53% of the total. The trend, he said, was likely to continue because of the chronic shortage of white workers which would become more serious as the economy developed



MR JOEP DE LOOR swing is to blacks.

Speaking in Johannesburg this week, the Director-General of Finance, Dr Joep de Loor, warned that the South African population of 28-million was expected to grow by 20-million in the next 20 years

...s the proprietorship of the business. ...t there was no point in recording the ...nds used in the business, because both ...of equity capital and the implicit ...refrom belong to the proprietor himself, ...f outsiders had been met. A defining ...roprietary theory is that the shareholders ...fferent from the creditor group.

...theory draw attention to the legal posi- ...etor and the firm. The firm itself is a ...rson in its own right and exists apart

They contend that due to these inconsis- ...unanswered problems that remain, there ...another more logical and consistent theory ...This led to the Entity Theory.

Impossible

is ... more ... n th ... epar ... for ... tal ... shar ... rdin ... and i ... The white percentage, he said, would decrease from 18 to 13, and this would make it impossible for whites to continue to fill top posts The South African Railways had in the past five or six years been forced to open posts to greater numbers of black workers Staff associations estimate there are more than 20 000 posts formerly reserved for whites now filled by black workers For the first time next year the railways is also expected to admit indentured black apprentices to its workshops. The general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar, said the same story could be told about the private sector.

...omic viewpoint. It ...e corporate form of ...is viewed as an ...etors, thus fitting ...cept, the entity ...sources - equity ...capital from its ...is just another ...as appropriate to

measure the cost of equity capital as it would be to measure the cost of debt capital, as both are supplied by outside

Urgent action needed over salaries, say public servants

Sta. 15/9/77 (250) 1228

Own Correspondent
PRETORIA — Public Service vacancies could reach 25 percent by the end of 1981 unless positive short-term measures were taken to improve officials' work conditions and salaries.

This warning was given yesterday by the president of the Public Servants' Association, Dr Colin Cameron, after the association's annual meeting, attended by delegates from all over South Africa.

He said he did not expect the Government to announce any long-term solutions to the public service crisis before the

recommendations of the President's Council were known.

Dr Cameron told a Press conference actual vacancies in the public service were about 16 000 — not the 9 600 mentioned last week in Parliament by Dr Andries Treurnicht, the Minister of State Administration.

The Minister's figures, he said, comprised only vacancies in the administrative, technical and professional ranks, and did not include "unclassified" posts — clerical assistants, artisans, storemen and so forth.

To overcome the staff shortage, which had been building up over six years, more than pay adjustments would be needed. Rationalisation, for one thing, would have to be tackled in earnest, he said.

Tasks earmarked for the Government should be pursued vigorously, and the Government should spell out its policy clearly to ensure that officials had peace of mind. Many of them had become despondent and disillusioned with their jobs, said Dr Cameron.

Western Cape: Blacks employed by Office
of the Prime Minister/statutory bodies
411 Mr P. A MYBURGH asked the
Prime Minister

16/1/81
(a) How many Blacks are employed in
the Western Cape by (i) the Office of the
Prime Minister and (ii) statutory bodies
for which he is responsible and (b) what is
the estimated average figure in respect of
each such category for the preceding
period of 10 years?

The PRIME MINISTER

(a)(i) and (ii) None

(b) None.

State service chief sounds the alarm on staff crisis

950 Wom 16/9/81

By GERALD REILLY

THE shortage of staff in State departments has now reached 20%, and could rise to 25% unless urgent action is taken, the president of the Public Servants Association, Dr Colin Cameron, warns.

At a Press conference after the annual meeting of the PSA in Pretoria this week, Dr Cameron stressed that frustration, disillusionment and dependency were rife in the public service.

He urged the Government to recognise the seriousness of the situation and apply effective remedies, including a clear salaries policy.

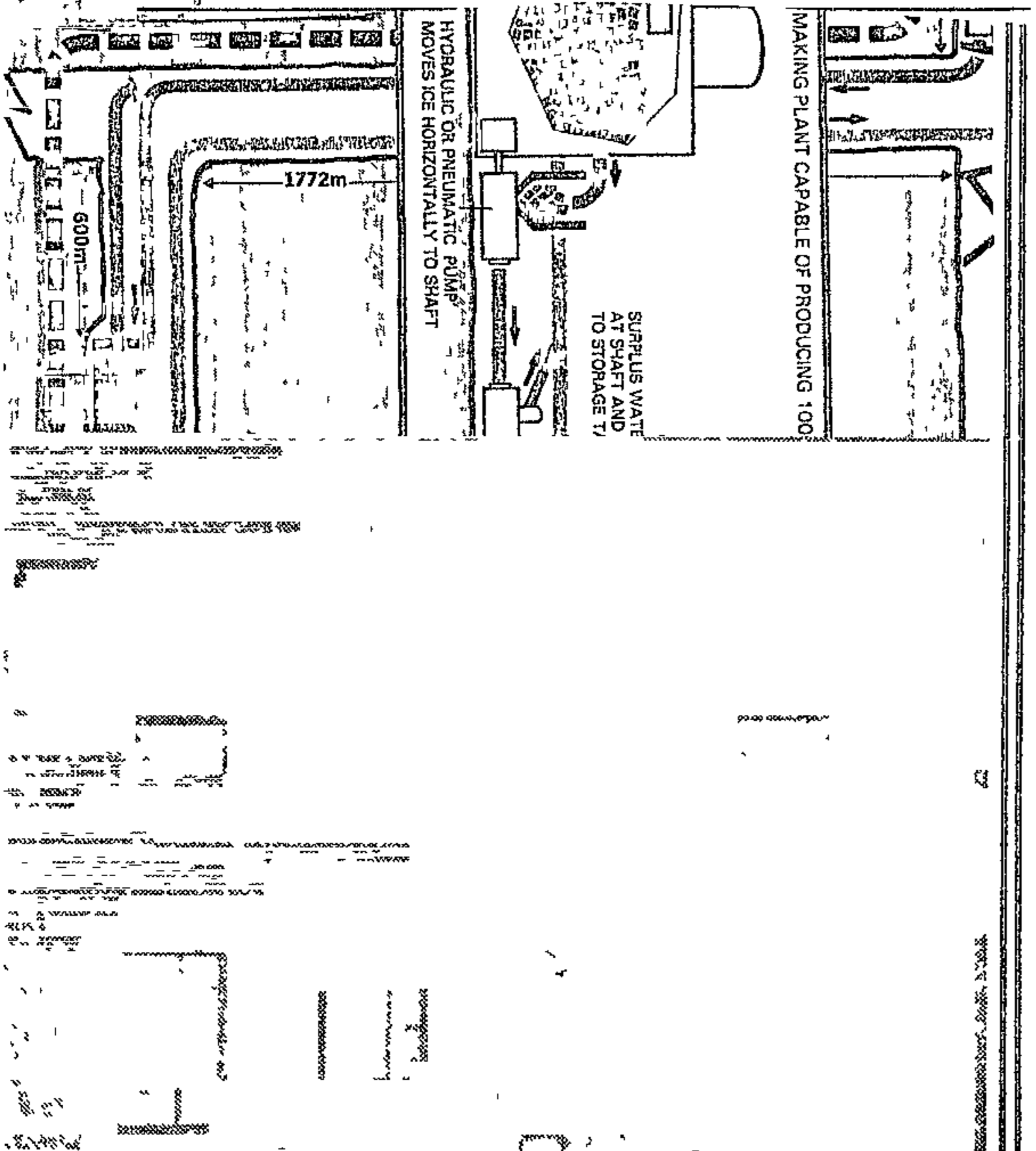
All public service functions had to be critically reassessed. It should be determined which of these could be carried out by the private sector.

Functions identified as State responsibilities should be performed by the best available manpower.

Dr Cameron said the Government must spell out a clear future policy on salaries.

It might be too much to expect that the huge pay gap would be eliminated completely, but there was need for urgent action to remove the uncertainty among State workers, and to restore the staff position.

The situation in the service is unstable. Officials are restless, and they must be given solid assurances if the essential stability is to be restored. Dr Cameron



said

Public servants must be given a real share in decision-making when salary levels and conditions of service were being reviewed

Dr Cameron said that in addition to the large number of vacancies, many posts were filled by temporary workers and pensioners and staff turnover was "alarming"

Burden

The shortage placed a heavy burden on those who remained in the service

Dr Cameron said the public servant's pay had not kept pace with the inflation rate — and State workers had been left out as the general standard of living increased with booming prosperity

The public servant was faced with attractive offers from outside the service. If he wanted to maintain and improve his living standards, the attractions of the private sector were often too great to resist

The result was that senior Government workers were called on to perform more junior tasks and the position of many became untenable. Important work had also to be farmed out to the private sector

"It all adds up to deep dissatisfaction and despondency in the service," Dr Cameron said

RDM

16/9/81

257

Budget of gloom, says Swart

CT 17/9/81

250

~~250~~

Political Staff

HOUSE OF ASSEMBLY — Both opposition parties fear that there could be worse to come for the South African traveller in next year's Railway budget following yesterday's fares increases announced by the Minister of Transport, Mr Hendrik Schoeman

Mr Ray Swart, the chief opposition spokesman, described yesterday's announcement as "a budget of gloom" and Mr George Bartlett, spokesman for the NRP, said "the past year's operating figures are a grim warning of what will happen to tariffs during a bad year"

"This is a budget of gloom because it can only add substantially to the increasing cost of living," said Mr Swart.

The only "hoor, hoor" the minister had received during his speech was when he said he would not be increasing other tariffs

"I should say so, but even here it seems that there was a narrow escape for the other tariffs," said Mr Swart

Referring to the increases earlier this year, Mr Swart asked "Where does it all end?"

Yesterday's budget had come at the end of an upswing in the economy and he wondered what would happen if there were a downturn in the economy

The next budget, presumably, would be in March next year and all he could say to the travelling public was "beware the Ides of March. Much worse is ahead"

Mr Bartlett said Mr Schoeman had acted with "cynical disregard" for travellers who were losing the fight against inflation

'Sitting on R100m'

Having increased fares earlier this year, he added to the burden while "sitting on nearly R100 million in his Rates Equalization Fund and with a profit of R44m from the past year"

This approach conflicted with the statement by the Minister of Finance, Mr Owen Horwood, who had said that strict discipline would have to be applied to prevent further undue price increases

"When one takes into account the tremendous boom conditions of the past year and the vast capital expenditure on modernization in recent times, the past year's operating figures are a grim warning of what will happen to tariffs during a bad year," said Mr Bartlett

The minister should do an in-depth investigation into the 'Railways' finances if he was to make any worthwhile contribution to fighting inflation

State ^{Star}
24/9/81
accused of
(259)
exploiting
monopoly

A spokesman for the Public Servants Association said in Pretoria at the weekend that the State was trying to rig its section of the labour market.

The Government was publicly endorsing the free play of market forces and was officially opposed to interfering with the market mechanism.

Yet within its own labour force it was trying to exploit its near-monopoly.

It was trying to get away with paying much less than the going market rates for professional, technical, administrative and other staff.

The spokesman was enlarging upon the presidential address by Dr C M Cameron as president of the PSA last Tuesday.

Dr Cameron had complained that public service salaries were being used as a buffer against inflation.

Yet inflation went on and on and public servants' remuneration was lagging farther and farther behind.

Surely there were better ways to fight inflation than making public servants pay for it, Dr Cameron said.

He added that underpaying professional people was counter-productive. Highly qualified staff were leaving the service in large numbers and now their work had to be farmed out at high rates.

Govt employs more blacks than whites

21/1/81
250
R200

THE enormous and growing costs of public administration in South Africa became apparent from figures released by the Department of Statistics in Pretoria yesterday

The figures also reflect the massive dependence on black labour by the Government at all levels

The number of people of all races employed in State and provincial departments and by local authorities at the end of the second quarter of this year was a huge 820 000 — more than 500 000 of them blacks, Indians or coloureds

Compared with the second quarter of last year the number

Mail Reporter

employed in the three areas increased by about 14 000 — most of them blacks.

The figures also show that in spite of the public rationalisation programme in State departments, the service continues to expand

During the year to the end of June this year the total employed in State departments increased from 324 022 to a record 335 708.

The total pay earned during the second quarter by the 820 000 workers in the State and provincial departments and in local authorities amounted to R1 167-million.

This is R235-million more than for the second quarter of 1980.

The 311 000 white workers received the lion's share of the total — about R780-million

The statistics also show that Transvaal municipalities employ more than half the total 226 000.

Workers

They also show that local government employs 115 000 workers.

The Transvaal provincial administration also employs the greatest number of provincial workers — 110 600 of a total of 6 000

fication of an existing action so that it would be impracticable to maintain a separate record of adjustments arising from rationalization *per se*. However, a separate record was kept of senior posts

which were abolished due to the amalgamation of departments and the transfer of functions during the first four phases of rationalization. The information in this connection is as follows:

Grade	Number	Savings
Director-General	—	—
Deputy Director-General	34	R1 036 080
Chief Director	7	204 330
Director	16	420 000
Deputy Director	15	366 750
Total	72	R2 027 160

In addition a further approximately 40 posts on lower gradings were abolished. However, the particulars of the exact resultant financial saving is not readily available. In addition to the direct savings arising from the abolition of posts there are other expenses which were obviated by rationalization. The amount involved is approximately R5 million.

the Public Service, if so, (a) in what grades are these posts, (b) how many posts have been created in each grade and (c) what was the resultant additional cost in salaries and related costs to the State?

The MINISTER OF STATE ADMINISTRATION:

Yes. However, complete separate records were not kept of posts created due to the rationalization process *per se*. The reason for this is the same as that given in the reply to Question 429. A separate record was, however, kept of senior posts which were created during the first four phases of rationalization. The particulars in this connection are as follows:

Hans 9 Public Service: rationalization (250)
QC 532-4-29/9/81
429 Mr. S. S. VAN DER MERWE asked the Minister of State Administration †

Whether any posts have been abolished as a result of the rationalization of the Public Service, if so, (a) in what grades were these posts, (b) how many posts in each grade have been abolished and (c) what was the resultant saving in salaries and related costs for the State measured by present standards?

The MINISTER OF STATE ADMINISTRATION:

Yes. However, as regards the specific number of posts abolished it should be borne in mind that the Public Service is continuously subject (also prior to rationalization) to a process of organization development and establishment adjustment to ensure that conformity to the service needs is maintained. In the organization and establishment field the rationalization process represents an intensi-

Hans 9 Public Service: rationalization (250)
QC 533-4-29/9/81
430 Mr. S. S. VAN DER MERWE asked the Minister of State Administration †

Whether any new posts have been created as a result of the rationalization of

Grade	Number	Expenditure
Director-General	18	R702 000
Deputy Director-general	39	1 291 680
Chief Director	19	554 610
Director	18	472 500
Deputy Director	7	191 150
Total	101	R3 211 940

Posts created on lower grades have been cancelled out by posts abolished on the same levels.

When considering the above information it should be taken into account that the creation of posts on a higher grade (the director-general grade) was necessary to make the amalgamation of departments possible. The creation of

these posts was also part of the broad rationalization plan in the sense that they provide better career prospects for public servants in an effort to attract the desired calibre of staff to the Public Service. In certain cases it was also necessary to create senior posts to bring about the amalgamation of staff components in rationalized departments.

WEDNESDAY, 30 SEPTEMBER 1981

†Indicates translated version.

For oral reply.

Hans 9 Public Service; rationalization

QC 535-6 30/9/81 (250)

*1 Mr S S VAN DER MERWE asked the Minister of State Administration †

- (1) Whether it is expected that the rationalization of the Public Service will bring about a change in the total number of Public Service posts, if so,
- (2) whether it will bring about a decrease or an increase in this number of posts, if so, by how many posts will this number be decreased or increased?

†The MINISTER OF STATE ADMINISTRATION

- (1) and (2) The purpose of the rationalization process is to place the Public Service and, in a broader context, the administrative system as a whole, on a basis of maximum efficiency and effectiveness. Naturally one of the objectives of efficiency promotion is to save staff. However, when referring to a decrease or an increase in the number of posts, it should be borne in mind that public services must naturally develop in line with the growth of the country as well as increasing service needs. In addition to this natural growth factor there is a second factor, namely, that the rationalization process thus far coincided with a period of rapid economic growth which created serious problems for the Public Service in the field of staff recruitment and retention. The resultant large number of vacancies with which the Public Service has to contend makes it inappropriate to concentrate on the decrease in the number of posts at this stage. Notwithstanding the factors mentioned it can be confirmed that the greater

efficiency arising from the ground-work that has been completed and from the continuation of the rationalization process has resulted in a saving of staff which will lead to a saving of posts in the future

Walvis Bay: Rooibank water source

*2 Mr S S VAN DER MERWE asked the Minister of Water Affairs, Forestry and Environmental Conservation †

- (1) Whether his Department has received any proposals for the Walvis Bay Municipality to take over control of the water source at Rooibank, if so, what progress has been made with the consideration thereof,
- (2) whether he will make a statement on the matter?

†The MINISTER OF WATER AFFAIRS, FORESTRY AND ENVIRONMENTAL CONSERVATION

- (1) Yes. The Municipality of Walvis Bay requested that it be given a bigger say in the operation of the Walvis Bay component of the Rooibank water supply scheme.

The request is still under consideration and a senior official of the Department of Water Affairs, Forestry and Environmental Conservation will visit Walvis Bay in the near future to discuss this matter and related issues.

- (2) No.

Walvis Bay/Windhoek: passenger train service

*3 Mr S S VAN DER MERWE asked the Minister of Transport Affairs †

What was the average percentage number of seats taken on the passenger train service between Walvis Bay and Windhoek during the period 1 January 1981 to the latest specified date for which figures are available?

†The MINISTER OF AGRICULTURE AND FISHERIES (for the Minister of Transport Affairs)

From 1 January 1981 to 30 June 1981
22%

Purpose of rationalization

250

THE rationalization of the public service had resulted in a saving of staff that would lead to a saving of posts in the future, the Minister of State Administration, Dr Andries Treurnicht, said. He told Mr Tian van der Merwe (PFP Green Point) that while it was the purpose of the rationalization process to save staff, it had coincided with a period of rapid economic growth which created serious staff recruitment and retention problems for the public service. The resultant large number of vacancies with which the public service has to contend made it inappropriate to concentrate on the decrease in the number of posts at this stage.

Drive to recruit youngsters for public service

RPM 1:10 81
THE Government Commission for Administration has intensified its drive to fill the record number of vacancies in State departments.

By GERALD REILLY

Commission inspectors have campaigned in all universities and in hundreds of high schools throughout South Africa in an effort to attract graduates and matriculants to the service.

The shortage is reliably estimated at between 15 000 and 20 000 people.

The drive is aimed at slowing down the gradual deterioration in many State services over the past two years.

If it fails, senior public servants have warned that the crisis already apparent in some departments will spread rapidly to others.

Acute

A spokesman for the commission said there was a particular shortage of back-up or auxiliary service personnel.

The shortage of staff in the financial, salary, stores and clerical divisions was acute, he said.

The country's powerful economic upsurge over the past 18 months and the lure of better paid jobs in the private sector has stripped the service of hundreds of experienced employees, and has reduced recruitment to a comparative trickle.

Although the economy has slowed down since this time last year, there is virtually no unemployment among whites and the pull of the private sector for school-leavers and serving Government workers is still strong.

The president of the Public Servants' Association, Dr Colin Cameron, appealed to the Government a few weeks ago to make its intention on next year's salary increases known as an aid to recruitment.

The fear is that, with the Government's intensified fight against inflation, next April's increases will — like this year's 12% increases — fall short of compensating for the inflation rate.

Throughout the year, the Public Servants' Association has campaigned for salaries which compete with those in the private sector.

In the Transvaal provincial services, the serious lack of staff has slowed down many essential services.

ANS 9 Public Service: staff shortages 250
QC 571-2 2/10/81
*4 Mr J F MARAIS asked the Minister
of State Administration.

- (1) Whether his Department is planning steps to overcome the staff shortages in the Public Service, if so,
- (2) whether such steps include the recruitment of (a) Black, (b) Coloured and (c) Indian persons, if not, why not, if so, in which (i) State departments and (ii) ranks of the Public Service in such recruitment planned,
- (3) whether any other steps to overcome such shortages are being planned by his Department, if so, what are they?

†The MINISTER OF STATE ADMINISTRATION

- (1) Yes
- (2) Yes In respect of all departments where applicable vacancies exist and in the case of applicable entry as well as promotion ranks
- (3) Yes Since it is a function of the Commission for Administration to see to it that the Public Service is efficiently equipped in terms of manpower, he is continuously engaged with steps for the maintenance of an effective personnel corps. Such actions include intensive recruitment and training of personnel, as well as the advancement of efficiency through the simplification of methods and procedures, computerization, etc. Apart from intrusive investigations of the structures of particular occupational groups which are undertaken according to a specific programme, the broad remunerative position of public servants, as well as other aspects pertaining to their employment, is at present being investigated scientifically.

Civil service to include all races
3/10/81

THE recruitment of black, coloured and Indian people in all departments was included in steps being taken to overcome the staff shortage in the public service, the Minister of State Administration, Dr Andries Treurnicht, said yesterday. Replying to a question by Mr Kowie Narais (PF, Johannesburg North), Dr Treurnicht said the broad remunerative position of public servants and other aspects pertaining to their employment were being investigated scientifically.

Cape Peninsula: persons employed by
Government departments

8/10/81 Qc 690

250

349. Mr. K. M. ANDREW asked the
Minister of State Administration:

How many (a) White, (b) Black, (c) Coloured and (d) Asian (i) male and (ii) female workers were employed by Government departments in the Cape Peninsula in each of the latest specified 10 years for which figures are available?

The MINISTER OF STATE ADMINISTRATION:

With the exception of the Department of Education and Training in respect of whom particulars are not readily available, as well as the Department of Defence, the following figures reflect the position in Government departments during the years 1977 to 1980:

	(a)		(b)		(c)*		(d)	
	(i)	(ii)	(i)	(ii)	(i)	(ii)	(i)	(ii)
1977	6 765	2 247	475	17	3 583	1 324	36	19
1978	6 877	2 431	463	20	3 834	1 387	45	26
1979	7 401	2 680	458	23	4 037	1 307	54	32
1980	7 660	2 806	462	41	4 124	1 578	63	36

*Excluding the component Coloured Affairs of the Department of Internal Affairs in respect of whom particulars are not readily available.

No exact figures can be given in respect of any of the other 10 years.

Indigenous forest/exotic plantations

428 Mr. E. K. MOORCROFT asked the Minister of Water Affairs, Forestry and Environmental Conservation:

- (1) (a) How many hectares of indigenous forest fall under the control of his Department and (b) what was the value of timber sold from these forests during 1980;
- (2) (a) how many hectares of exotic plantations fall under the control of his Department and (b) what was the value of timber sold from these plantations during 1980?

the capital stock of the country. Most state business enterprises and public corporations are huge and growing monopolies. The market is saturated with government control boards - in agriculture, for example 21 control boards marketed 76% of last year's total agricultural production. At the most recent count, at least 15 government departments, committees and state appointed bodies were involved in decisions about industrial developments. Approximately 492 different pieces of legislation affect the operation of the economy in some manner or another.

Established principle

This scenario according to Nedbank's Merton Dagut in a recent talk delivered to the Economic History Society at Wits University, is like a tiger which can change its stripes. For while Pretoria pushes the free enterprise line government encroachment in the market place remains substantially the same.

Dagut points out that state involvement in the economy was firmly established in principle in the Twenties. Long before the post-war nationalisations in the West, SA had placed all its major utilities and several of its industries under national ownership.

Despite fluctuations, the overall trend since then has been towards an increasing state share of and control over, the market.

Government current expenditure as a percentage of gdp rose from 12.9% in 1950 to 13.2% in 1960 and 16.8% in 1970 while the public sector's share of gdp rose from 23.1% in 1960 to 30.7% in 1975. In 1972 the public authorities alone were responsible for half the net investment in SA.

Government regulation of the activities of the private sector, continues Dagut, have not been only pervasive but contradictory. Controls have been introduced which both favour and retard economic growth, which both encourage decentralisation and discourage it.

These incongruities in Pretoria's approach, Dagut points out, have their roots in the incompatibility of the States' political and economic policies. Quoting Pretoria University's Jan Lombard, he adds tellingly:

" a society in which personal freedom is not recognised as such, cannot produce goods and services by means of private enterprise "

For Dagut, the central question today is whether the attitude of government towards its role in the economy has really changed, or whether Pretoria has done little more than mislead business leaders into accepting their formal "incorporation" into the state. Businessmen meeting Prime Minister PW Botha in Cape Town next week will be wanting to know what he really meant when he told them two years ago he was committed to the principles of free enterprise.

PUBLIC SECTOR (250)

Lion's share

FM 6/11/81

While government goes to great lengths to convince the world and the country that SA is a haven of free enterprise in a hostile socialist environment, a cursory glance at the extent of public sector involvement in the economy does nothing to substantiate this claim.

In 1980 the public sector owned 57.7% of

Big shake-up for K

Sunday Times 4/10/81
By IVOR WILKINS
Political Correspondent

250

A MAJOR restructuring of the top echelons of the Department of Cooperation and Development is planned.

This will achieve more efficient and streamlined decision-making, say informed sources

The restructuring programme will form part of the enlargement of the Commission for Cooperation and Development which is to have additional members and whose scope has been extended to cover blacks living outside the homelands

Amending legislation was passed this week to enlarge the commission and the Minister of Cooperation and Development, Dr Piet Koornhof, said that two deputy chairmen would be appointed

One will be responsible for the functions of the commission dealing with the rounding-off of the consolidation programme and the negotiations towards the independence of homelands

The other deputy chairman will take charge of the new functions covering blacks living in the white areas

The chairman of the commission, Mr Henne van der Walt, a nominated MP, will become overlord of the commission's activities

And, as part of the restructuring, Mr van der Walt is expected to be brought closer in to the top decision-making echelons of the department

It is expected that a type of executive council structure will be introduced into the department

Adviser

It will consist of the Minister, the two Deputy Ministers and Mr van der Walt

It is also possible that Mr van der Walt will become responsible for dealing with the independent homelands, a task currently performed by the Department of Foreign Affairs, sources say

Informed speculation is that the two deputy chairmen of the Commission for Cooperation and Development will be Mr Willie Kotze, MP, and Mr Ben Wilkens, MP

Piloting the amending legislation through Parliament on Friday, Dr Koornhof also announced that Dr Flip Smit, the vice president of the Human Sciences Research Council, had agreed to serve as an adviser on urbanisation

Dr Smit, a highly regarded academic whose work on urbanisation has become standard ref-

Enlarged body will investigate issue of city blacks

erence material in South Africa, will remain with the HSRC, but will act as a Government adviser on a contract basis

Dr Smit, who served on the massive HSRC investigation into education, would also become a permanent member of the Commission for Cooperation and Development

This announcement came after Prof Nic Olivier of the Progressive Federal Party had appealed to Dr Koornhof to allow outside experts to serve on the enlarged commission, rather than reserving it for politicians only

Earlier this session, Dr Koornhof announced that the commission was to have six additional members who would be MPs with specifically urban interests

Observers have noted that during this week's debate on the enlargement of the commission, the number of additional members was not specified, nor that they should be MPs

It is understood that a major part of the enlarged commission's function will include examining the constitutional position of blacks living outside the homelands, a major unresolved area of Government race policy

Current thinking in Government circles is that blacks in white areas should have their own constituencies linked to the homelands, according to informed sources

koornhof met



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Tough stance from Govt

EXPECTED RDM 28-10-81

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NOTE

- 1 Enter in the left hand margin of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
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- 4 Do not write in the left hand margin

THE Government is expected to adopt a tough stance on the issue of pay rises for the public sector's nearly one million workers, black and white, next year.

This will be part of its intensified anti-inflationary battle, according to Pretoria sources

But staff association leaders warned yesterday that the critical shortage of staff in many areas of the public sector would worsen if next April's increases fell short of expectations

And the expectation is increases big enough to at least compensate for the inflation rate, which, according to economists, may still be hovering around 15%

The SAR Artisan Staff Association has already submitted a claim for a 17½% pay hike, and the other six railway unions are expected to make similar demands

Earlier this year the Cabinet limited the 1981/82 increases to an average of 12%.

So the likelihood of anything more than 12% now that the economy has begun to sag — and the expectations are it will continue to sag — can virtually be ruled out

Another round of 12% increases for the State and provincial departments, the railways and the post office would cost more than R400-million

Latest statistics are that the railway's 270 000 workers earn about R1 400-million a year, the post office's 78 000 workers

By GERALD REILLY

about R400-million, the State departments' 830 000 workers about R1 300 million, and the provincial departments' about R1 000-million

The Public Servants' Association appealed unsuccessfully to the Government for urgent interim increases to supplement the "unacceptable" 12% rises

Waiting

And yesterday the president of the PSA, Dr Colin Cameron, said unless more realistic increases were granted in April the already huge staff shortage of about 17 000 would worsen

There were many State department workers waiting to hear the extent of the increases before deciding whether to resign from public service

Dr Cameron said after this year's rises the resignation rate, instead of decreasing, had actually increased

"The same will happen next year unless increases are substantial"

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		(3)
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books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed

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- 17 Groenewald, Sosiale Afstand by Afrikaans-sprekendes: Verdere Toeligting met 'n Steekproef van Studente.
- 18 Van der Horst, Women as an Economic Force in Southern Africa.

Struggle to curb State spending

Financial Reporter
It is likely to become increasingly difficult to hold down the level of State spending, according to Dr Simon Brand, chief of financial policy at the Department of Finance

But he says it is the "firm intention" of the authorities to persevere with the financial discipline that has been imposed on the public sector over the past few years

Dr Brand's views are set out in addresses to businessmen in Taiwan and Hong Kong

He says "Expansions to the country's physical infrastructure are constantly required to avoid bottlenecks that can keep the economy from achieving its growth potential"

"The most important area in which public investment needs will continue at a high level will be the construction of coal-fired power plants to keep up with the rapidly growing demand for electricity

"Severe pressures will be exerted on current Government expenditure by the Government's commitment to aim at parity between the different population groups in the provision of public services like education, health and low-cost housing

"However, in all these areas there appear to be promising possibilities for reducing the burden on the State by adjusting the standards of provision of these services by the State to more realistic levels and by relying more on private channels of provision"

He says that between 1947 and 1980 South Africa achieved an average annual real growth rate of 4,7%

Population, however, is growing about 2,5% a year

Also, inflation has been averaging 12% a year, as measured by the consumer price index, since 1972

Dr Brand tells the overseas businessmen "As far as trade policy is concerned (South Africa's) strategy does not rely as a general rule on further measures to encourage import replacement

"South Africa has already reached a high degree of self-sufficiency in the production of most manufactured consumer goods and to push import replacement further would require going into the domestic production of capital goods and intermediate goods which, taking into consideration the relatively small domestic market, would require high levels of protection that would raise the cost structure of the economy excessively

"The emphasis of trade policy in terms of the strategy is to encourage exports and that in itself makes it important to avoid measures that would raise the domestic cost structure and hence have a negative effect on the competitiveness of exports

"A growth rate of 5% a year would, according to the Economic Development Programme projection, create sufficient employment opportunities from rising above its 1978 level, but would not necessarily reduce the unemployment rate

"The average annual growth rate in the real GDP for the three years 1978 to 1980 was 4,6% and with the expected downturn next year it will remain somewhat below the EDP projection of 5%

"By and large, however, the actual outcome of economic events over the past three years has not been too inconsistent with the EDP projections

"It can, therefore, be concluded that there is still a good prospect of carrying out the development strategy mapped out in the EDP"

- No. 17 Rhodesia since Federation. Groenewald, Sosiale Afstand by Afrikaans-sprekendes: Verdere Toeligting met 'n Steekproef van Studente.
- 18 Van der Horst, Women as an Economic Force in Southern Africa.

PLEASE CIRCLE ITEMS REQUIRED

PLEASE CIRCLE ITEMS REQUIRED

250 ROOM 29/10/81

Staff shortage 'could cripple civil services'

RSY 30/10/87
250

STAFF shortages in the civil service will have a devastating effect on important Government functions — because authorities will no longer be able to provide the vital services expected of them by the taxpayers.

This was said by Dr C M Cameron, president of the SA Civil Service Association, in "Woord en Daad", a monthly Calvinist magazine published by the University of Potchefstroom

Justice

The most important services, for instance the dispensation of justice and research services, will crumble, he warned

Dr Cameron outlined a few danger points

● Dispensation of justice

"In South Africa, with its delicate balance among the many different ethnic groups, sensitive administration of justice is exceptionally important, especially where the powers of officials come into play

"Such administration of justice can only be performed by the most capable of legal minds

"Unsatisfactory dispensation of justice can lead to tension among all the races," he warned

● Research

"Thus far, South Africa has been able to obtain a wealth of information from the international community

"Such information will, in fu-

By ADA STUIJT

ture, be less easy to obtain, and we will have to rely more and more on our own resources

"Local knowledge of, for instance, the mining of minerals, water usage and sociological problems, can only be researched within the framework of government institutions

"This way, the importance of every government function could be emphasised

"A very real danger exists that these activities will be sacrificed on the altar of short-term materialism, economic growth and an excessive aspiration towards material wealth," he wrote

Dr Cameron suggested that four roads could be followed to solve the crisis created by the Government's inability to fill jobs

Laissez-faire

● Laissez-faire approach

He wrote that at present, it appears that the civil service is used as an "economic sponge"

"The attitude reigns that we do the best we can, with what we have, and when the economy takes a downward slide, the personnel shortage will once again be solved

"Such an attitude is extremely demoralising, and does not take into consideration the brain drain and resulting inefficiency," he said

● Privatising

"By this is meant that the Government allocates those functions they can no longer manage itself, on a contract basis to the private sector

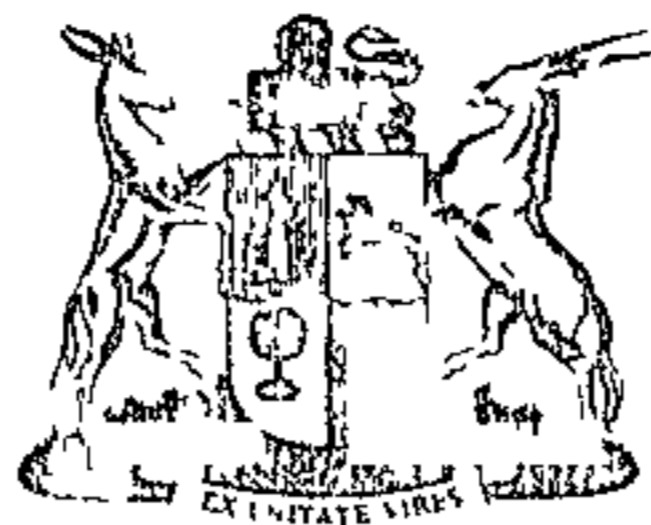
● Employing non-white races in civil service

"There is no doubt that the administrative requirements of the country will no longer only be filled by whites — the services of other races will have to be used more and more often

"The appointment of other races does not, however, offer a short or even medium-term solution. There simply are not enough black, coloured or Asian technicians, engineers or accountants to fill our needs"

● Reducing job vacancies.

"Perhaps the present 20% vacancy situation offers the ideal opportunity to realise the long-wished-for ideal of a smaller, more efficient civil service," he concluded



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REPUBLIC OF SOUTH AFRICA

GOVERNMENT GAZETTE

250

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Vol 197]

CAPE TOWN, 6 NOVEMBER 1981

[No. 7883

KAAPSTAD, 6 NOVEMBER 1981

OFFICE OF THE PRIME MINISTER

KANTOOR VAN DIE EERSTE MINISTER

No 2346

6 November 1981.

No 2346*

6 November 1981

It is hereby notified that the State President has assented to the following Act which is hereby published for general information.—

Hierby word bekend gemaak dat die Staatspresident sy goedkeuring gegee het aan die onderstaande Wet wat hierby ter algemene inligting gepubliseer word:—

No. 103 of 1981: Powers and Privileges of the President's Council Act, 1981

No. 103 van 1981: Wet op die Bevoegdhede en Voorregte van die Presidentsraad, 1981

(21)

No 226, 1981

BEPALING VAN DATUM WAAROP ARTIKEL 10 VAN DIE VYFDE WYSIGINGSWET OP DIE GRONDWET VAN DIE REPUBLIEK VAN SUID-AFRIKA, 1980 (WET 101 VAN 1980), IN WERKING MOET TRLE

Kragtens die bevoegdheid my verleen by artikel 37 van die Vyfde Wysigingswet op die Grondwet van die Republiek van Suid-Afrika, 1980 (Wet 101 van 1980), bepaal ek hierby dat die bepalings van artikel 10 met ingang van 7 November 1981 in werking tree

Gegee onder my Hand en die Seel van die Republiek van Suid-Afrika te Pretoria, op hede die Twintigste dag van Oktober Eenduisend Negehonderd Een-en-tagtig

M VILJOEN, Staatspresident
Op las van die Staatspresident-in-rade
P W BOTHA.

No 226, 1981

DETERMINATION OF DATE ON WHICH THE PROVISIONS OF SECTION 10 OF THE REPUBLIC OF SOUTH AFRICA CONSTITUTION FIFTH AMENDMENT ACT, 1980 (ACT 101 OF 1980), SHALL COME INTO OPERATION

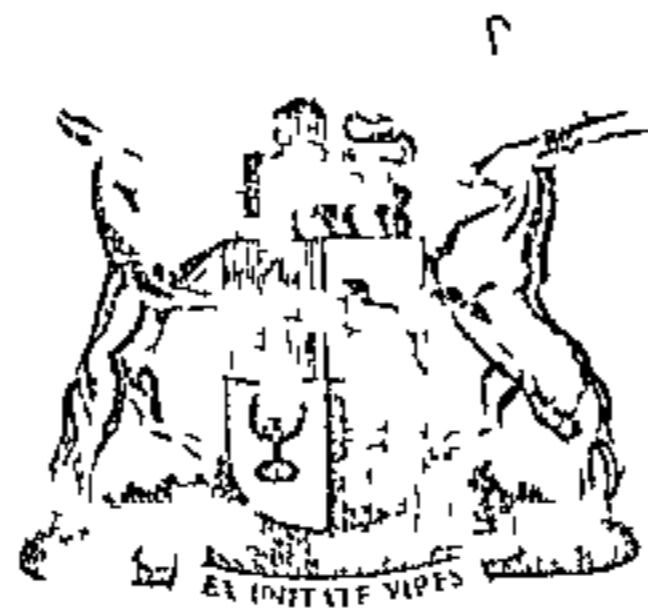
Under and by virtue of the power vested in me by section 37 of the Republic of South Africa Constitution Fifth Amendment Act, 1980 (Act 101 of 1980), I hereby determine that the provisions of section 10 shall come into operation on 7 November 1981

Given under my Hand and the Seal of the Republic of South Africa at Pretoria on this Twentieth day of October One thousand Nine hundred and Eighty one

M VILJOEN, State President
By Order of the State President-in-Council
P W BOTHA

250

Handwritten notes and stamps on the right margin, including 'No. 2' at the bottom.



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GOVERNMENT GAZETTE

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CAPE TOWN, 6 NOVEMBER 1981

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No 2344

6 November 1981.

No 2344

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It is hereby notified that the State President has assented to the following Act which is hereby published for general information:—

Hierby word bekend gemaak dat die Staatspresident sy goedkeuring geheg het aan die onderstaande Wet wat hierby ter algemene inligting gepubliseer word —

No 101 of 1981 Republic of South Africa Constitution
Second Amendment Act, 1981

No 101 van 1981 Tweede Wysigingswet op die Grondwet van die Republiek van Suid-Afrika, 1981

Row brews over public service pay

RDM 7/11/81 250

PUBLIC servants are bracing themselves for another fight with the Government next year if pay increases fall short of their expectations.

Last year, according to senior public servants, there was "ugly" talk of strike action after the Minister of Finance, Mr Owen Horwood, announced a 12% average pay rise

The Public Servants Association then took the unprecedented step of calling a special general meeting to discuss growing dissatisfaction among Government workers, and the threat of breakdown in services because of resignations. The staff shortage is now estimated at between 17 000 and 20 000.

A claim for interim increases to supplement the 12% rise was firmly rejected by the Minister of State Administration, Dr Andries Treurnicht.

By GERALD REILLY

Senior public servants fear the Government will use the economic slow-down — expected to intensify next year — and the inflation bogey, to justify another round of pay rises which will fail to compensate for the increased cost of living

Next year's Budget is expected to tighten further the rein on Government spending, of which its huge pay bill is a substantial part

Economists also expect the level of wage increases in the private sector to drop, reducing the volume of real consumer spending

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QUANTITY
SURVEYING
(Continued)

Bad pay news for public servants

By GERALD REILLY

THE gloomy economic prospects for 1982 outlined this week by the Minister of Finance, Mr Owen Horwood, indicate a hard line will be taken with salary increases in the public sector.

A Government source said in Pretoria yesterday the Commission for Administration was working on recommendations for next year's round of pay rises in the State and provincial departments.

It is unlikely pay increases will compensate fully for the inflation rate, expected to be about 15 percent for the 12 months up to next April.

It was pointed out that the 920 000 workers in the State and provincial departments, the Railways and the Post Office, earn between them a total of more than R4 200-million a year.

Even 10 percent of this total — R420-million — would add significantly to inflation as most of it would not be followed by higher production.

Teachers

Also this year's increases, even against a background of a dynamic economy, were limited to an average of about 12 percent.

Teachers were granted above-average increases only after months of agitation. Next year, it will be the nurses' turn for bigger than average rises.

The nursing crisis, with wards being closed in big hospitals in Natal and the Transvaal, will compel the Government to agree to substantial increases.

There is also a special investigation into nurses' pay by the Commission for Administration.

Meanwhile most of the seven railway staff associations have told the Minister of Transport, Mr Ben Schoeman, that they expect to get inflation-linked rises.

The Artisan Staff Association has asked for a 17½ percent pay rise — which would increase the Railways pay bill by nearly R300-million.

This would compound the Railways' financial difficulties and mean even bigger hikes in rail rates in next year's Budget.

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THE CIVIL SERVICE FACES CRISIS

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29/11/81

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On the point of . . .

GO LL LLA P S E

THE CIVIL Service in South Africa is on the verge of collapse — and civil servants are asking for an increase of 25 percent to save the day.

The Minister of Manpower Utilization, Mr Fanie Botha, told industrialists in Pretoria this week that shortages were so bad that the Civil Service faced a col-

lapse — with severe consequences for the entire country.

Dr Colin Cameron, head of the Public Service Association, this week led a delegation to the Minister of State and Administration, Dr Andries Treurnicht, which demanded a 25 percent increase for civil servants.

Interviewed afterwards Dr Cameron

said the Civil Service was short of about 20 percent of its manpower requirements.

"I am glad that the minister made his remarks because it reinforces our case," he said, but he disagreed that the Civil Service would collapse.

"I don't think that will ever happen. But we will simply not be able to provide all the

services we had been doing." Dr Cameron said shortages were most acute in the power grades especially among technical staff and artisans who were being bought by industries at higher prices.

However, there was also a shortage of clerks and fewer men were joining the service.

He related the shor-

tages to the general manpower crisis that said industry was better off than the public sector.

"We have shortages of about 20 percent, some industrialists and businessmen are faced with shortages of two percent. If we could compromise and all have shortages of about 10 percent we might get by," he said.

He acknowledged that part of the problem could be the apartheid policies of the Government which for years had trained only whites to perform skilled tasks.

But he said that simply opening the service to blacks would not be a short term solution as there were not enough skilled workers.

Dr Cameron said a long term solution would have to be sought in re-examining the services presently provided by the public sector.

"We may have to hand more of our function to the private sector," he said.

RDM 3/12/84 250

Top public servant exits with broadside

By RIAAN DE VILLIERS

ONE OF South Africa's top public servants has warned on his retirement that the staffing in the public service has deteriorated from "semi-chaos" to "complete chaos" over the past few years.

Ending his career on a controversial note, Mr Jaap Cilliers, Director-General of Manpower, has also

- Hit out at critics of the public service and defended it as still the best in Africa,
- Criticised attempts to play down the role of the department in implementing the Government's new labour dispensation,
- Said this dispensation was going through an "understandable period of growth pains"

Mr Cilliers has retired after 43 years in the public service. He rose to prominence over the past six years first as Secretary for Labour and later Director-General of Manpower, presiding over the introduction of the new labour dispensation.

His successor is Dr P J van der Merwe, a prominent former academic who has been drawn increasingly into administering the new labour dispensation after serving on both the Wiehahn and Riekert commissions.

In an interview yesterday Mr Cilliers said the crisis in the public service applied not only to the quantity but also to the quality of people attracted to it.

New times

The "old public servants" who had come from the depression years had either retired or were on the verge of retiring, he warned.

"Their background of patriotism, loyalty and dedication is probably not common any more in the new times in which we live."

They had grown up in hard times and security was an important factor in their lives. But he warned "Security of employment is no longer the monopoly of the public service and can be obtained in other spheres of employment."

Mr Cilliers said public servants were held responsible for slow decision-making, red tape and "moving like tortoises" — but despite the present shortcomings, no country in Africa could be credited with a better public service.

It was the duty of public servants to keep a low profile, and

TAKING THE CHAIR Mr Jaap Cilliers, retiring Director-General of Manpower, with his successor, Dr P J van der Merwe.

their function was to administer and not to govern

But in a move which appeared to reflect tensions within the official labour establishment surrounding the role of the Wiehahn Commission, he said

"I regret to say that I read in the Press that the laws of the department were rewritten over the past four years by outside people

"I now ask myself what I and my successor are supposed to have been doing over that period. It is one thing to recommend and another to motivate and implement," he said, and paid tribute to the "tremendous task" performed by senior officials in implementing the new deal

Experience

Mr Cilliers said he did not want to detract from the work of the Wiehahn and Riekert commissions — but the new developments had been part of an "evolutionary process" which would have taken place in any case to a greater or lesser extent

"This is indicated by the fact that some of the legislation introduced over the past four years has emanated from the department's experience, itself, as the time factor obviously did not permit us to wait for some of the findings of the one commission"

Commenting on the future of the new dispensation, he said black workers, excluded from the official system for about 40 years, would take some time before realising the value of operating within it

"Current problems are growth pains which one must expect, and I foresee that most responsible black trade union leaders will ultimately use the system and find it the best way to serve their people"

He paid tribute to his successor, saying he was the "ideal person" to take over

Mr Cilliers is to return to Port Elizabeth, his home town, where he will serve as part-time labour adviser to an American multinational and spend time on various hobbies

3/12/81
RDM
OSC

Public service in complete chaos

CAPE TIMES 3/12/81 250

Own Correspondent

JOHANNESBURG — One of South Africa's top civil servants has warned on his retirement that the manpower situation in the public service has deteriorated from "semi-chaos" to "complete chaos" over the past few years.

Ending his career on a controversial note, Mr Jaap Cilliers, Director-General of Manpower, has also

- Hit out at critics of the public service and defended it as still the best in Africa
- Criticized attempts to play down the role of the department in implementing the government's new labour dispensation
- Said the dispensation was going through an "un-

derstandable period of growth pains"

Mr Cilliers has retired after 43 years in the civil service. He rose to prominence during the past six years as first Secretary for Labour and later Director-General of Manpower presiding over the introduction of the government's new labour dispensation.

Successor

His successor is Dr P J van der Merwe, a prominent former academic who has been drawn increasingly into administering the new labour dispensation after serving on the Wiehahn and Riekerit commissions.

In an interview yesterday, Mr Cilliers said the crisis in

the civil service applied not only to the quantity but also to the quality of people attracted to it.

He warned that the "old public servants" who had come from the Depression years had either retired or were on the verge of retiring.

"Their background of patriotism, loyalty and dedication is probably not common any more in the times in which we live."

They had grown up in hard times and security was an important factor in their lives. But he warned "Security of employment is no longer the monopoly of the public service and can be obtained in other spheres of employment."

Mr Cilliers said public servants were held responsible for slow decision-making, red tape and "moving like tortoises" — but in spite of the present shortcomings, no country in Africa could be credited with a better public service.

Mr Cilliers said it was the duty of civil servants to keep low profiles, and their function was to administer and not to govern.

But in a move which appeared to reflect tensions within the official labour establishment surrounding the role of the Wiehahn commission, he said "I regret to say that I read in the press that the laws of the department were rewritten over the past four years by outside people."

"I ask myself what I and my successor are supposed to have been doing during that period. It is one thing to recommend and another to motivate and implement," he said, and spoke of the "tremendous task" performed by senior officials in implementing the new dispensation.

Time factor

Mr Cilliers did not want to detract from the work done by the Wiehahn and Riekerit commissions — but the new developments had been part of an "evolutionary process" which would have taken place in any case to a greater or lesser extent.

"This is indicated by the fact that some of the legislation introduced over the past four years has emanated from the department's experience itself as the time factor obviously did not permit us to wait for some of the findings of the one commission."

Commenting on the future of the new dispensation, he said black workers who had been excluded from the official system for 40 years would take some time to realize the value of operating within it.

"Current problems are growth pains which one must expect, and I foresee that most responsible black trade union leaders will ultimately use the system and find it the best way to serve their people."

He paid tribute to his successor, saying he was the "ideal person" to assume the responsibilities of his job.

Mr Cilliers is to return to Port Elizabeth, his home town, where he will serve as part-time labour adviser to an American multi-national company and practise various hobbies.

He also said he was looking forward to renewing old friendships — including his association with the former prime minister and state president, Mr B J Vorster.

Public service faces 'chaos'

ARGENT 10/12/81
250

Argus Correspondent

JOHANNESBURG. — South Africa's public service is expected to plunge deeper into chaos next year with wholesale resignations following an expected general pay increase of 15 percent.

Public servants in Pretoria are pushing for a general pay increase of at least 25 percent, and are to hold a meeting tonight to discuss pay issues.

The public service staff

shortage had already reached 17 000 and may be heading for 20 000.

An investigation has disclosed increasing signs of discomfort and hardship among the general public caused by the growing staff shortage.

Dr J de Beer, director-general of the Department of Health, Welfare and Pensions, said the staff shortage in his department had led to delays in social pensions as each application had to be checked

He said the waiting time for applicants could now be months as officials battled to keep up with the workload.

The shortage of administrative staff at the Johannesburg Magistrate's Court has led to a reduction in service offered to the public, the Chief Magistrate, Mr J A van Dam, said.

Serious staff shortages hamper the work of the Receiver of Revenue in the city, while the Johannes-

burg Hospital has an administrative staff shortage of 40 percent and a nursing shortage of about 50 percent, resulting in the closure of half of the hospital's 2 000 beds.

Public servants warn that the drain could become worse unless the entire pay structure is raised. This year's general pay increase of 12 percent was four percent behind the 16 percent inflation rate, the public servants maintain.

The L option will produce a complete listing of the file which will include sequential line numbers. These line numbers will be used when making cor-

L Produce a complete listing of the file.

U Update. Produce a new F-cycle of the file.

I Insert. Initial insertion of data into the file.

The options field may contain the following characters:

@DATA,OPTIONS FILENAME1,FILENAME2,SENTINEL

Format:

This statement introduces, updates and corrects System Data Format files (SDF) from the control stream. The @DATA processor operation is terminated by the @END control statement whose sentinel matches the sentinel of the @DATA statement.

2.10.2 THE @DATA STATEMENT

The data element may contain control statements. Therefore, the data following the @ELT,D statement must be terminated with an @END statement and a sentinel exactly the same as found on the @ELT,D statement. The sentinel field need not be coded (Blank sentinels). It is a six-character field used to search out the proper @END sentinel. All images will be passed into the data element being created until an @END command is found with the same character string. The @ELT,D statement may be used to insert complete or partial control streams into a program file as elements which may be called later by the @START or @ADD statement.

The @ELT statement initiates the element processor, which operates in one of two modes. It inserts new elements into the program file from the control stream or updates an element already in the program file.

The options A, R, S, and D identify the element type. Types S and D are both considered source language elements and may be corrected in the same manner. A source language element in a program file has the same format as the system data format file (SDF).

characters) is used to relate the proper @END statement to the proper @ELT statement, if there are nested @ELT and @END statements. If the statements between the @ELT,D and the @END are not other @ELT and @END, then the sentinel may be left blank in both statements (BLANKS = BLANKS).

Public service pay

protest spreads

STAR
14/12/81

250

Chief Reporter

The public servants' protest against low pay has spread to the Witwatersrand and members will meet in Johannesburg on Thursday to take a tough stand on their grievances.

Mr W J Wessels, chairman of the Johannesburg district of the Public Servants' Association, said today that the meeting had been called to lend support to the action by Pretoria members last week.

That meeting called for an extraordinary meeting of the PSA Executive by January 11 and a possible mass protest if the Commission for Administration did not produce a satisfactory answer to pay problems.

"There is a great feeling of frustration among people here," Mr Wessels said.

The meeting will be at 5 pm at the restaurant of the Receiver of Revenue in Bassik Street.

Mr Wessels was careful to point out that Reef public servants were not rebels.

Mr Johan Erasmus, chairman of the Free State branch of the PSA, said there would be a special executive meeting in Bloemfontein on Friday to discuss similar action.

According to official statistics, public servants have received average pay increases of 8,4 percent in recent years. The inflation rate is 15,3 percent.

Over the past five years, public service salaries have risen by 42 percent, against 93 percent in the private sector.

It is understood that the Government envisages a 15 percent increase next year. Public servants are pushing for 25 percent.

Public service race row looms

Chief Reporter

There is growing militancy among white public servants over their belief that the Government intends to use other races to fill white vacancies in the public service.

At a meeting of the Free State district of the Public Servants' Association (PSA) in Bloemfontein at the weekend there was strong resistance by white public servants to such a move.

Mr Johan Erasmus,

chairman of the PSA in the Free State, said the meeting decided that if the Government "forced" public servants, there would be pressure for public servants to be allowed to take part in municipal elections to gain a following

At present public servants may take part in municipal elections only if they are unopposed and receive special permission from the State

They must resign before

they can stand for Parliament

Mr Erasmus said that by standing for municipal elections in future on a non-party political basis, public servants would be able to obtain a following to bolster their case for higher pay

The PSA's main fight at present is for a 25 percent increase in next year's Budget while the Government appears to have settled on a figure of 15 percent

250

Star
2/12/81

Public servants ⁽²⁵⁰⁾ push for new deal

Chief Reporter

Public servants are pushing for a better housing deal as part of their total pay packet in the face of soaring rentals and prices.

The Public Servants' Association (PSA) has held nationwide meetings calling for minimum pay increases of 25 percent to help public servants catch up their pay backlogs compared with other sectors.

An important part of the overall pay package deal will be the question of housing subsidies and allowances.

Widespread feeling among public servants is that existing subsidies benefit only a small percentage of married people with housing bonds.

The majority of public servants live in rented accommodation, do not own houses and therefore obtain no housing subsidy at all, they believe.

The PSA has called on the Government to provide a housing allowance of at least R30 or R60 monthly to all public servants who do not benefit from the bond subsidy.

Very few public servants will be able to save enough money to pay the deposit on a house, they believe, and the Government must show its sincerity to those doomed to life in rented accommodation.

Some rents have increased by as much as 80 percent in recent years, especially in Pretoria, which has a serious housing shortage.

Public servants with bonds were quite happy with the improved subsidy formula which came into effect in October this year.

Subsidies now apply to bonds of up to R40 000 while R20 000 was the previous ceiling.

Subsidies were also

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Civil servants want better housing deal

70 000 Government employees could be facing another raw deal in pay increases

increased slightly and public servants now pay between three and four percent interest on their bonds, despite soaring interest rates which range from 12,25 percent to 14,25 percent.

This means public servants receive subsidies of about nine percent.

Dr Colin Cameron, president of the PSA, said he did not agree with the idea of a simple housing allowance as the State would have no guarantee that this would be spent on housing.

He said the allowance should rather be paid into a trust fund to enable public servants to save for a housing deposit.

The executive of the PSA will meet in Pretoria next month amid growing fears that the country's

70 000 Government employees could be facing another raw deal in pay increases

A series of countrywide meetings is taking place on PSA branch level as members fear their salary increase hopes will be dashed by the Government in its attempts to beat the worsening economic situation.

Dr Cameron said he did not want to comment on reports that the Government would offer only a 15 percent increase.

"This has not been officially confirmed and I regard it as only a rumour at this stage," he said.

The PSA has told the Government salary increases "in the order of" 25 percent were necessary to retain and attract staff to the service, which is at present running at a shortage of about 20 percent or 17 000 employees.

By P S Rautenbach

MP under attack for his 'bias'

As Chairman of the Commission for Administration whose function it is, among others, to promote efficient administration I was naturally interested in the "My View" article published in The Star, November 25 1981 under the headline "Time to reduce the size of public service."

This interest was further stimulated by the fact that the article was written by the MP for Innesdal, Albert Nothnagel, who represents a constituency comprising large numbers of public servants.

Firstly, I do not wish to quarrel with his introductory remarks, but have to point out that the government service does not create its own work but is primarily there to execute the functions created by the legislature of which Mr Nothnagel is a member in this regard his future role will no doubt be watched with interest by government servants generally and more particularly by those who are voters in his constituency.

Secondly, in presenting the numbers employed in the various sectors of government, presumably in an effort to impress your readers with the size of government service, Mr Nothnagel failed to inform them that there is only one person in government service for every 185 of the population and that this official has to render education, welfare, health and hospital services, has to provide protection of life and property, has to build roads, etc for those 185 people.

With regard to central government he also failed to inform your readers of the growth tendency in the service over the past decade which makes particularly interesting reading as could be deduced from the following figures showing percentage growth between 1970 and 1979:

- Services (Military, Police, Prisons), 37,28
- Non-White Education, R65,28
- Nursing and Health Services, 43,58
- Other, minus 21,97

The numbers employed on other central government services decreased at an average of nearly 2,2 percent annually. Would Mr Nothnagel suggest that our Military and Police Services, Non-White education and nursing and health services should be decreased as well?

Thirdly, the paragraphs following upon the statistics culminate in the assertion that it is difficult to stimulate organisations and individuals in the Government sector to maximum productivity. As MP and therefore part of the government sector he

Does South Africa have too many civil servants? A top Government official differs strongly with a Nationalist MP who believes the public sector uses too great a part of the country's manpower resources.

250 Jan 21/82



DR RAUTENBACH

is free to speak for himself, but surely not for the majority employed in government service who dedicate themselves to provide those services without which no country can survive but who are yet so often the target of negative comment.

He is probably not aware of the fact that in the central public service alone 8,5 million hours unpaid overtime has been done by these people.

Is he aware of the fact that your paper reported that the NPI has found that this public service showed the highest rise in labour productivity?

He could also be asked to explain what he means by maximum productivity as any efficiency expert will confirm that productivity can always be increased. The latter is definitely also our approach to the task of improving productivity.

Fourthly, Mr Nothnagel states that the idea is circulating in the Government sector that funds are abundantly available which leads to waste and unproductive utilisation of capital goods.

This is the most unjustified, infamous and humiliating remark I have ever come across during my career in public service. It not only undermines public faith in the proud tradition of Government servants to deal prudently with public funds and property but also places the whole system of parliamen-

tary control over public spending under suspicion.

I would suggest that he offers to place the facts before the Select Committee on Public Accounts at the first possible opportunity.

The following paragraphs deal with the tendency (sic) to create more posts, that public servants demand (sic) right and privileges and that a large section of the work should be transferred to the private sector.

I have already dealt with the growth tendency and repeat the request that Mr Nothnagel should specify the services he would prefer to be discontinued or should be handed over to the private sector.

As for the demand for rights and privileges, I would suggest that he read the daily newspapers which regularly carry reports on investigations into the disparity of earnings and other privileges between the public and private sectors and explain to the public servant why he cannot share in the country's prosperity while he is compelled to share the burden of inflation.

Since public administration is a complex matter, MPs of all political denominations have over the years established a custom to consult the Office of the Commission for Administration which has at its disposal up-to-date information on all the facets of administration and which it is ever ready to make available. It is a pity that Mr Nothnagel chose not to honour this custom.

In conclusion I would like to give readers the assurance that the silent majority of loyal and dedicated public servants will continue to render efficient public services so vitally important to a prospering private sector and the well being of our country and its peoples.

● Dr P S Rautenbach, chairman of the Commission for Administration, was until 1976 Secretary for the former Department of Planning and Environment.