

A N° 224603

REPUBLIC OF MALAWI

EL PAKYNET
R. WOOD ROBIN

CONDITIONS OF ISSUE

This Book is valid for a period of FIVE YEARS from the date of issue.

If the Book is found in the possession of other than the authorized holder, or is mutilated in any way or if any amendment, entry or insertion is made by any unauthorized person, it is liable to be withdrawn.

The loss or destruction of the Book should be reported immediately to the nearest Police Station or Bantu Affairs Commissioner.

WARNING

A replacement of this Book can only be issued after lengthy and exhaustive enquiries.

This Book contains 24 pages.

CHIDZWITSO

Bukhuli lidzakhala ndi nchito pa nyengo yokwanila zaka zisanu kuyambira tsiku lolembedwa bukhuli.

Ngati bukhuli lidzapezeka m'manja mwa munthu wina aliyense osakhala mwini wace, kapena loonongeka kapena losinthidwa zilemba zace munjira ina ili yonse ndi munthu wina osaloledwa, liyenera kulandidwa.

Kutaika kapena kuonongeka kwa bukhuli kuyenera kulengezedwa mwa msanga ku Police yapafupi nanu kapena kwa Bantu Affairs Commissioner.

CHENJEZO

Bukhu lina lizaperekedwa pokha-pokha patapezek umboni okwanila.

Bukhuli liri ndi masamba 24.

REPUBLIC OF MALAWI



**EMPLOYMENT
RECORD BOOK**

A № 224603

2. ISSUED TO KUMBEMBA PEARSON
(Full tax name) Surname
Other names
3. DATE OF BIRTH 1951
4. PLACE OF BIRTH: Village SATIKAZUNA
C.A. M PONDA
District MANGOCHI
5. PASSPORT NUMBER 182596



P.M.K.
Signature, Mark or
Left Thumb Print
of Holder

THIS IS TO CERTIFY THAT THE HOLDER OF THIS
DOCUMENT WHOSE PHOTOGRAPH IS AFFIXED
ABOVE IS A CITIZEN OF MALAWI.

DR. C. M. K.
Signature of Certifying Officer

ANK OR TITLE
DATE OF ISSUE
CAMESSA 1
MALAWI

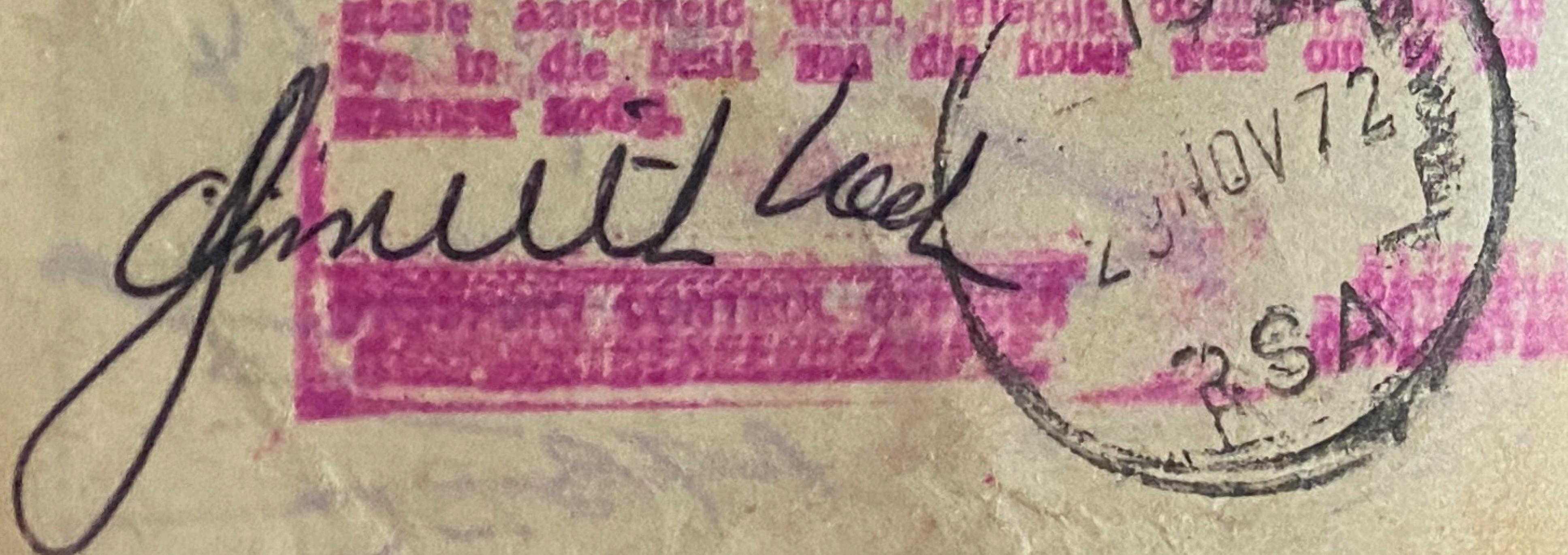
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in South Africa/South-West Africa to and
from South Africa/South-West Africa to and

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Hierdie dokument word toegeken aan
RUSTENBURG PLATINUM LTD.

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sy werkgever gedrag van sy werkgever deur sy werkgever
of padmotorvervaardiger. Hy moet sy tyd van die
diens in die gebied waar hy vervaardiger. Sy diens en verdrag
in die Republiek van S.A. is ooreenkomstig aan alle
wette en regulasies normaalweg van toepassing op diens
van die Republiek van S.A., en sy werkgever moet hierdie
dokument elke maand in die plek voorstellen ondertekn.
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Wet No. 67 van 1964 of van artikel 12 van Wet No. 25
van 1945 of artikel 6 van Proklamasi van 1945 (SWA).
Die tydperk van sy diens nie. Tussen die 20ste en 21ste
februarie onmiddellik deur sy werkgever. Hy moet die
plaas aangemeld word, Hierdie dokument moet deur
hy in die besit van die houer wees om te gebruik.



6

RECORD OF EMPLOYMENT

(First Contract)

1 DEC 1972

Date of Commencement of Employment

Year	Month	Signature of Employer
1972	Dec	<i>[Signature]</i>
1973	JAN	<i>[Signature]</i>
1973	FEB 1973	<i>[Signature]</i>
1973	MAR	<i>[Signature]</i>
1973	APR	<i>[Signature]</i>
1973	JUN	<i>[Signature]</i>
1973	AUG	<i>[Signature]</i>
1973	SEP	<i>[Signature]</i>
1973	OCT	<i>[Signature]</i>
1973	NOV	<i>[Signature]</i>
1973	DEC	<i>[Signature]</i>

RUSTENBURG PLATINUM MINES, LIMITED
E 487949

ENDORSEMENTS

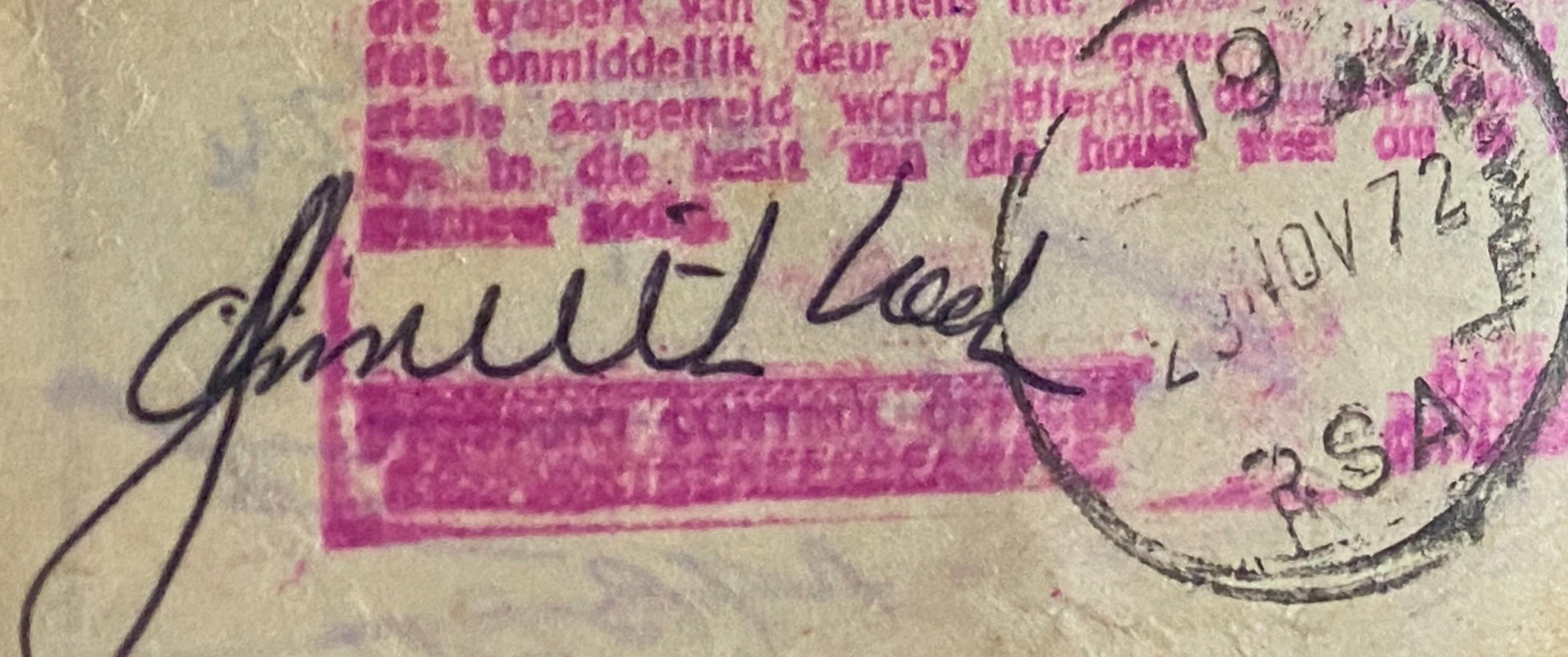
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This document is valid only for the period of such employment which shall not exceed TWO YEARS. During the period of such employment the transport to his home or the railway station or road transport to his home or the railway station or road transport to his home in the Territory of the Republic of South Africa. His employment and residence in the Republic of South Africa shall be subject to all laws and regulations generally applicable in South Africa. It is agreed that my employer shall sign this document at the date provided. He is not subject to the provisions of section 26 of Act 67 of 1964 or of section 12 of Act 25 of 1945 or section 6 of a Proclamation of 21 Dec 1965 (SWA) for the period of his employment. Should he commit any offence during his employment, he shall be liable to be reported to the nearest police station. This document shall be held in the possession of the holder for production when necessary.

Die dokument word toegelaan om te reise tussen die Republiek van Suid-Afrika en die Suidwes-Afrika om te werk.

RUSTENBURG PLATINUM MINES LTD.

Dit dokument is有效於此期間，期間內不得長過兩年。在此期間，我必須在鐵路車站或公路運輸到我的家。我的工作和居住地點在南非必須遵守所有法律和規例。我同意在規定的日期簽署此文件。我在此期間不受1964年第67號法案第26條、1945年第25號法案第12條或1965年12月21日布令第6號（SWA）的適用。如果我在工作期間犯任何罪行，我必須向最近的警察局報案。此文件由持有人保管，以便在必要時出示。



RECORD OF EMPLOYMENT

(First Contract)

1 DEC 1972

Date of Commencement of Employment

Year	Month	Signature of Employer
1972	Dec	<i>[Signature]</i>
1973	JAN	<i>[Signature]</i>
1973	FEB 1973	<i>[Signature]</i>
1973	MAR	<i>[Signature]</i>
1973	APR	<i>[Signature]</i>
1973	MAY	<i>[Signature]</i>
1973	JUN	<i>[Signature]</i>
1973	JUL	<i>[Signature]</i>
1973	AUG	<i>[Signature]</i>
1973	SEP	<i>[Signature]</i>
1973	OCT	<i>[Signature]</i>
1973	NOV	<i>[Signature]</i>
1973	DEC	<i>[Signature]</i>

RUSTENBURG PLATINUM MINES LTD.
E 457949

RECORD OF EMPLOYMENT

(First Contract—Contd.)

Date of Commencement of Employment

Year	Month	Signature of Employer
'JAN 1974		B. L. DAMES
1974 FEB		B. L. DAMES
1974 MAR		B. L. DAMES
" APR		B. L. DAMES
" MAY		B. L. DAMES
" JUN		B. L. DAMES
" July Dames		B. L. DAMES
1974 SEPT		B. L. DAMES
" OCT.		B. L. DAMES
" NOV		B. L. DAMES
" DEC		B. L. DAMES
DISCHARGED		29 NOV 1974

ENDORSEMENTS:

AUTHORITY TO ENTER AND/OR
RESIDE IN SOUTH AFRICA

(For Official Use Only)

ENDORSEMENTS

INSTRUCTIONS ON DEFERRED PAY

On completion of three months' service by an employee engaged in Malawi or South Africa the employer is required to defer from wages in respect of each succeeding month thereafter the sum as agreed and stipulated in the employee's contract. Unless otherwise directed by the Government of Malawi this sum is to be remitted by the employer monthly, in respect of such number of Malawians as may be employed by him to:

The Malawi Government Labour Representative,
P.O. Box 31752,
Johannesburg

or payment to their respective Post Office Savings Bank Accounts in Malawi.

Each remittance, which should be by crossed cheque made payable to the Malawi Government Labour Representative, to be accompanied by a nominal roll of the employees concerned drawn up as follows:

Initials and Name	Employment Record Book Number	P.O.S.B. Account Number	Total Amount		Last Day of Pay Period
			*Earned	Defer- red	
xample) Chidozi S.A.	041581	1415814	R7.80	R3.50	1.6.1968

*Includes: Bonus, Overtime etc. (except rations, lodging etc.)

A receipt for all such remittances will be issued to the employer who is then required to make the appropriate entry in page 12 or 13 in the case of persons serving on their First Contract or in page 17 or 18 in the case of persons serving on their Second Contract.

e:—The Malawi Post Office Savings Bank Account number of the holder is shown on page 12 in respect of his First Contract, and on page 17 in respect of his Second Contract.

Malawi Post Office Savings Book

Account A № 2246037

DEFERRED PAY (First Contract)

12

DEFERRED PAY

(First Contract—*Contd.*)

Details of Second Contract

1. NAME OF EMPLOYER.....
2. ADDRESS OF PLACE OF EMPLOYMENT

3. TYPE OF UNDERTAKING

4. TYPE OF WORK PERFORMED BY WORKER

5. RATE OF PAY: per Day/Shift
or per Week/Month

6. DATE CONTRACT COMMENCED

7. MONTH DEFERRED PAY TO COMMENCE

.....

DATE OF EXPIRY OF CONTRACT
For extension of Second Contract see pages entitled
“Endorsements”.

This Contract of Employment, details of which are given above, may not be extended beyond a total period of two years without the approval of the South African Authorities.

CHANGE IN RATE OF PAY during period of this Contract (to be inserted by Employer):

Rate per Day/Shift or per Week/Month

Date

Rate per Day/Shift or per Week/Month

Date

DURING LAST THREE MONTHS OF CONTRACT:—

Rate of work performed

Rate per Day/Shift or per Week/Month

Date

RECORD OF EMPLOYMENT

(Second Contract)

Date of Commencement of Employment

RECORD OF EMPLOYMENT

(Second Contract—*Contd.*)

Date of Commencement of Employment .

Malawi Post Office Savings Book

Account

DEFERRED PAY (Second Contract)

DEFERRED PAY
(Second Contract—Contd.)

INFORMATION ON INCOME TAX

The primary obligation to pay tax rests with the employee. However, for the purpose of meeting this obligation he may request an advance of wages and, where such is granted to him, the employer is entitled to recover the amount of the sum so advanced by deduction from the employee's wages.

Such sums advanced to employees for the payment of tax should be remitted by the employer in the form of a crossed cheque to:

The Malawi Government Labour Representative,
P.O. Box 31752,
Johannesburg

Such remittances are to be accompanied by a nominal roll giving the following information in respect of the employee concerned:

Initials and Name	Malawi Address			Amount	Date
	Village	C.A.	District		
Example) J.T. Nailuwa	Mtambo	Kapeni	Blantyre	R3.86	2.5.68

Receipts made out in the name of each individual employee will be forwarded to the employer, who will then be required to ensure that the relevant receipt is affixed to the appropriate page (pp. 20-4) in this Book.

MALAWI INCOME TAX RECEIPTS

MALAWI TAX RECEIPT

E

20

MALAWI INCOME TAX RECEIPTS

MALAWI TAX RECEIPT

TO BE

AFFIXED

IN THIS SPACE

21

MALAWI INCOME TAX RECEIPTS

MALAWI TAX RECEIPT
TO BE
AFFIXED
IN THIS SPACE

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