



Government Gazette

Buitengewone Extraordinary

Staatskoerant

(Registered at the Post Office as a Newspaper) (As 'n Nuusblad by die Postkantoor Geregistreer)

(REGULATION GAZETTE No. 131)

(REGULASIEKOERANT No. 131)

Vol. VI.]

PRICE 5c.

PRETORIA,

19 OCTOBER
19 OKTOBER

1962.

PRYS 5c.

[No. 355.]

GOVERNMENT NOTICES.

DEPARTMENT OF LABOUR.

No. R. 1707.]

[19 October 1962.]

WAGE ACT, No. 5 OF 1957.

WAGE DETERMINATION No. 234.

FRUIT DRYING AND PACKING INDUSTRY, CERTAIN AREAS.

By direction of the Deputy-Minister of Labour it is hereby notified in terms of sub-section (2) of section fourteen of the Wage Act, 1957, that he, acting on behalf of and under the powers vested in the Minister of Labour by sub-section (1) of section fourteen of the said Act, has made the Determination in the Schedule hereto in respect of the Fruit Drying and Packing Industry and has fixed the 12th day of November, 1962, as the date from which the provisions of the said Determination shall be binding.

SCHEDULE.

1. AREA AND SCOPE OF DETERMINATION.

This Determination shall apply to all employees, other than managers, in the Fruit Drying and Packing Industry in the magisterial districts of Bellville, Caledon, Ceres, the Cape, Montagu, Paarl, Robertson, Somerset West, Stellenbosch, Simonstown, Tulbagh, Wellington, Worcester and Wynberg and to the employers of such employees.

2. DEFINITIONS.

(1) Unless the context otherwise indicates, any expression which is used in this Determination and which is defined in the Wage Act, 1957, has the same meaning as in that Act and unless inconsistent with the context—

“general worker” means an employee who is engaged in any one or more of the following capacities or activities:—

- (1) Cutting out or stamping out pieces from pressed minced dried fruit or further processing such pieces;
- (2) sorting dried fruit;
- (3) rolling, moulding or kneading;
- (4) operator of a power-driven fruit sorting machine, mincing machine, box making machine, nailing machine, washing machine, spraying machine or seedling machine;
- (5) feeding a fruit sorting machine;
- (6) packing, other than packing articles of a uniform size or number in containers specially made to contain such articles, filling, wrapping or labelling;
- (7) weighing or recording weights, other than in the definition of scaleman;
- (8) stencilling or marking boxes, bags, bales or other containers;
- (9) binding or strapping boxes, bags, bales or other containers with wire or box strapping;
- (10) changing motor vehicle wheels or mending punctures;
- (11) checking or topping up the fuel, oil or water in motor vehicles;
- (12) oiling or greasing power-driven machines or vehicles;
- (13) removing, cleaning or replacing motor vehicle parts, other than the work of an artisan;
- (14) removing, putting on charge, replacing, or topping up batteries of motor vehicles;

GOEWERMENSKENNISGEWINGS.

DEPARTEMENT VAN ARBEID.

No. R. 1707.]

[19 Oktober 1962.]

LOONWET, No. 5 VAN 1957.

LOONVASSTELLING No. 234.

NYWERHEID VIR DIE DROOG EN VERPAKKING VAN VRUGTE, SEKERE GEBIEDE.

In opdrag van die Adjunk-minister van Arbeid word hierby ingevolge subartikel (2) van artikel veertien van die Loonwet, 1957, bekendgemaak dat hy, handelende namens en kragtens die bevoegdheid verleen aan die Minister van Arbeid, by subartikel (1) van artikel veertien van genoemde Wet, die Vasstelling wat in die Bylae hiervan verskyn ten opsigte van die Nywerheid vir die Droog en Verpakking van Vrugte gemaak het en die 12de dag van November 1962, bepaal het as die datum waarop die bepalings van genoemde Vasstelling bindend word.

BYLAE.

1. GEBIED EN OMVANG VAN DIE VASSTELLING.

Hierdie Vasstelling is in die landdrostdistrikte Bellville, Caledon, Ceres, die Kaap, Montagu, Paarl, Robertson, Somerset-Wes, Stellenbosch, Simonstad, Tulbagh, Wellington, Worcester en Wynberg op alle werknemers, uitgesonderd bestuurders, in die Nywerheid vir die Droog en Verpakking van Vrugte en op die werkgewers van sodanige werknemers van toepassing.

2. WOORDOMSKRYWING.

(1) Tensy uit die samhang anders blyk, het iedere uitdrukking wat in hierdie Vasstelling gebesig en in die Loonwet, 1957, omskryf word, dieselfde betekenis as in dié Wet en, tensy strydig met die samhang, beteken—

„algemene werker” ’n werknemer wat in een of meer van die onderstaande hoedanighede of bedrywighede werksaam is:

- (1) uit geperste gemaalde vrugte stukkies sny of afdruk of die stukkies verder bewerk;
- (2) gedroogde vrugte sorteer;
- (3) rol, vorm of knie;
- (4) bediener van ’n kraggedrewe vrugtesorteeringsmasjiene, maalmasjiene, kassiemasjiene, spykermasjiene, wasmasjiene, sproeiemasjiene of uitpitmasjiene;
- (5) ’n vrugtesorteeringsmasjiene voer;
- (6) verpak (uitgesonderd die verpak van artikels van gelyke grootte of getal in houers wat spesiaal gemaak is om sodanige artikels te bevat), vul, toedraai of etiketteer;
- (7) weeg of gewig opteken, behoudens die woordomskrywing van „weegskaalbediener”;
- (8) kassies, sakke, bale of ander houers sjabloner of merk;
- (9) kassies, pakke, bale of ander houers met draad of hoepelyster heg;
- (10) wiele van motorvoertuie omruil of lekke heelmaak;
- (11) die brandstof, olie of water van motorvoertuie nasien of aanvul;
- (12) kraggedrewe masjiene of voertuie olie of smeer;
- (13) onderdele van motorvoertuie verwyder, skoonmaak of terugplaas, uitgesonderd die werk van ’n ambagsman;
- (14) batterye van motorvoertuie uithaal, laat laai, terugplaas of met water aanvul;

"general worker, qualified," means a general worker who has had not less than six months' experience;
 "general worker, unqualified," means a general worker who has had less than six months' experience;
 "artisan" means an employee who is engaged in work normally performed by a skilled artisan and for the purpose of this definition the expression "skilled artisan" means a person who has served his apprenticeship in a trade designated or deemed to have been designated under the Apprenticeship Act, 1944, or who holds a certificate of proficiency issued to him by the Registrar of Apprenticeship in terms of section six of the Training of Artisans Act, 1951, or a certificate issued to him by the said Registrar in terms of either section two (7) or section seven (3) of the said Act;
 "labourer" means an employee who is engaged in any one or more of the following activities:—

- (1) Assembling boxes by hand from ready made shooks;
- (2) breaking up or spreading fruit on a sorting machine, but not feeding such machine;
- (3) carrying, lifting, moving or stacking goods by hand;
- (4) cleaning equipment, premises, plant, machinery, vehicles, utensils or other articles;
- (5) cooking rations, making tea or similar beverages;
- (6) cutting or coring fresh fruit;
- (7) delivering or conveying letters, messages or goods within an establishment on foot or by means of a bicycle, tricycle or manually propelled vehicle;
- (8) demolishing buildings or other structures;
- (9) dipping cut fruit;
- (10) feeding, other than feeding a fruit sorting machine, or taking off from machines;
- (11) gardening work, i.e., planting, digging, weeding, raking, mowing or watering or mixing or spreading garden soil or material or cutting or trimming hedges;
- (12) hand picking, picking stalks or stemming;
- (13) lime-washing buildings or structures;
- (14) loading or unloading;
- (15) loosening shooks;
- (16) making or maintaining fires, removing refuse or ashes;
- (17) making trays or boxes by hand or setting up cardboard boxes by hand;
- (18) nailing boxes by hand;
- (19) oiling or greasing non-power-driven vehicles;
- (20) opening or closing cocks or valves;
- (21) opening or closing or sealing containers or packages by hand;
- (22) operating a hand hoist;
- (23) packing articles, of a uniform size and number in receptacles specially made to contain such articles;
- (24) placing lids on boxes preparatory to nailing, or lining boxes;
- (25) pressing by means of a block or hand-operated press or placing the press block on a moving belt;
- (26) rubber stamping;
- (27) seeding fruit by hand;
- (28) sewing up bags;
- (29) sorting fresh fruit;
- (30) spraying other than by means of a power-driven spray;

"assistant foreman" means an employee who, under the general supervision of a foreman, performs any of the duties of a foreman and who may act for him during his absence;

"operator of a power-driven machine" means an employee who attends or operates a power-driven machine and who may make running adjustments or minor repairs to such machine or start or stop the machine;

"establishment" means any premises in or in connection with which one or more employees are employed in the Fruit Drying and Packing Industry;

"manager" means an employee who is charged by his employer with the overall—

- (a) supervision over,
- (b) responsibility for, and
- (c) direction of,

the activities of an establishment and the employees engaged therein;

"mobile hoist operator" means an employee who is engaged in operating a mobile power-driven hoist used in the loading, unloading, moving or stacking of goods;

"driver of a motor vehicle" or "motor vehicle driver" means an employee who is engaged in driving a motor vehicle, and for the purpose of this definition the expression "driving a motor vehicle" includes all periods of driving and any time spent by the driver on work connected with the vehicle or the load and all periods during which he is obliged to remain at his post in readiness to drive;

"day" means the period of twenty-four hours from midnight to midnight;

"part-time driver of a motor vehicle" or "part-time motor vehicle driver" means an employee who is ordinarily engaged on duties other than driving a motor vehicle but who on more than two days in any week is engaged in driving a motor vehicle for not more than three hours in the aggregate on any such day, and for the purpose of this definition the expression "driving a motor vehicle" includes all periods of driving and any time spent by the driver, while in charge of the vehicle, on work connected with the vehicle or the load;

"algemene werker, gekwalifiseerd," 'n algemene werker met minstens ses maande ondervinding;

"algemene werker, ongekwalifiseerd," 'n algemene werker met minder as ses maande ondervinding;

"ambagsman" 'n werknemer wat werk doen wat in die reël deur 'n geskoolde ambagsman verrig word en by die toepassing van hierdie woordskrywing beteken die uitdrukking "geskoolde ambagsman" iemand wat sy leertyd uitgedien het in 'n bedryf wat kragtens die Wet op Vakleerlinge, 1944, aangewys is of geag word aangewys te wees, of wat in besit is van 'n vaardigheidsertifikaat deur die Registrateur van Vakleerlinge aan hom uitgereik ingevolge artikel ses van die Wet op Opleiding van Ambagsmanne, 1951, of 'n sertifikaat deur bedoelde Registrateur aan hom uitgereik ingevolge of artikel twee (7) of artikel sewe (3) van gemelde Wet;

"arbeider" 'n werknemer wat een of meer van ondergemelde werksaamhede verrig:

- (1) kissies met die hand aanmekaar slaan uit klaarge-maakte duie;
- (2) die losbreek of spreid van vrugte op 'n sorteermasjien, maar nie so 'n masjien voer nie;
- (3) goedere met die hand dra, opstel, versit of opstapel;
- (4) toerusting, die perseel, installasie, masjinerie, voertuie, gerei of ander goed skoonmaak;
- (5) rantsoene kook, tee of 'n dergelike drank maak;
- (6) vars vrugte sny of die hart uithaal;
- (7) briewe, boodskappe of goedere binne 'n bedryfs-inrigting te voet of per fiets, driewieler of handvoertuig aflewer of dra;
- (8) geboue of ander bouwerk afbreek;
- (9) gesnyde vrugte indooi;
- (10) masjiene voer of leegmaak, uitgesonderd 'n vrugte-sorteermasjien voer;
- (11) tuinwerk, dit wil sê plant, spit, onkruid uitroei, hark, gras sny of natmaak of tuingrond of -stowwe meng of spreid van heinings sny of snoei;
- (12) met die hand uitsoek, stingels uithaal, of afstingel;
- (13) geboue of bouwerk afwit;
- (14) laai of aflaai;
- (15) duie losbind;
- (16) vure maak of aan die gang hou, of afvalgoed of as verwyder;
- (17) droogstellasies of kiste met die hand maak of karton-dose met die hand opmaak;
- (18) kiste met die hand spyker;
- (19) nie-kraggedrewe voertuie olie of smeer;
- (20) krane of kleppe oop- of toedraai;
- (21) houters of pakkies oopmaak, toemaak of versceël;
- (22) met 'n handhystoestel werk;
- (23) artikels van gelyke grootte en getal verpak in houters spesiaal gemaak om sodanige artikels te bevat;
- (24) deksels op kiste plaas vir toespyker, of kiste uitvoer;
- (25) die pers met 'n blok of handpers of die plaas van die persblok op 'n vervoerband;
- (26) stempel met 'n rubberstempel;
- (27) vrugte met die hand uitpit;
- (28) sakke toewerk;
- (29) vars vrugte sorteer;
- (30) sproei, uitgesonderd met 'n kraggedrewe sproeier;

"assistent-voorman" 'n werknemer wat onder die algemene toesig van 'n voorman enige plig van 'n voorman verrig en wat tydens dié se afwesigheid vir hom mag optree;

"bediener van 'n kraggedrewe masjien" 'n werknemer wat 'n kraggedrewe masjien oppas of bedien en wat kleinere verstellings of herstelwerk daaraan mag verrig of die masjien aan- of afskakel;

"bedryfsinrigting" enige perseel waarop of in verband waarmee een of meer werknemers in die Nywerheid vir die Droog en Verpakking van Vrugte in diens is;

"bestuurder" 'n werknemer wat deur sy werkgever belas is met die algemene—

- (a) toesig oor,
- (b) verantwoordelikheid vir en
- (c) leiding van

die bedrywighede van 'n bedryfsinrigting en die werknemers daarin werksaam;

"bediener van 'n mobiele hystoestel" 'n werknemer wat 'n mobiele kraghystoestel bedien wat by die laai, aflaai, versit of opstapel van goedere gebruik word;

"bestuurder van 'n motorvoertuig" of "motorvoertuigbestuurder" 'n werknemer wat 'n motorvoertuig bestuur en by die toepassing van hierdie woordskrywing omvat die uitdrukking "n motorvoertuig bestuur" alle tyd waarin bestuur word, alle tyd wat die bestuurder aan werk in verband met die voertuig of die vraag bestee en alle tyd wat hy verplig is om op sy pos gereed te bly om te bestuur;

"dag" die tydperk van vier-en-twintig uur van middernag tot middernag;

"deelydse bestuurder van 'n motorvoertuig" of "deelydse motorvoertuigbestuurder" 'n werknemer wat in die reël ander werk doen as om 'n motorvoertuig te bestuur maar wat op meer as twee dae in enige week 'n motorvoertuig altesaam hoogstens drie uur op so 'n dag bestuur, en by die toepassing van hierdie woordskrywing omvat die uitdrukking "n motorvoertuig bestuur" alle tyd waarin bestuur word en alle tyd wat die bestuurder, terwyl hy in beheer oor die voertuig is, aan werk in verband met die voertuig of die vraag bestee;

"unladen weight" means the weight of any motor vehicle or trailer as recorded in a licence or certificate issued in respect of such motor vehicle or trailer by any authority empowered by law to issue licences in respect of motor vehicles; Provided that in the case of a two- or three-wheeled motor cycle, motor scooter or autocycle or cycle fitted with an auxiliary engine the unladen weight shall be deemed not to exceed 1,000 lb;

"factory clerk" means an employee who, under general supervision, assembles or checks orders or keeps records in respect of such orders;

"factory clerk, qualified," means a factory clerk who has had not less than twelve months' experience;

"factory clerk, unqualified," means a factory clerk who has had less than twelve months' experience;

"handyman" means an employee who is engaged in making minor repairs or adjustments to machinery or equipment or in effecting minor repairs or renovations to buildings or other structures;

"boiler attendant" means an employee who, under general supervision, maintains the water level and steam pressure in a boiler and who may make, maintain or draw the fire in such boiler;

"clerk" means an employee who is engaged in writing, typing, filing or in any other form of clerical work and includes a cashier, storeman, despatch clerk, receiving clerk and a telephone switchboard operator, but does not include any other class of employee elsewhere defined in this clause notwithstanding the fact that clerical work may form a portion of such employee's work;

"clerk, male, qualified," means a male clerk who has had not less than five years' experience;

"clerk, male, unqualified," means a male clerk who has had less than five years' experience;

"clerk, female, qualified," means a female clerk who has had not less than four years' experience;

"clerk, female, unqualified," means a female clerk who has had less than four years' experience;

"short-time" means a temporary reduction in the number of ordinary hours of work owing to slackness of trade, shortage of raw materials, vagaries of the weather, a general breakdown of plant or machinery or an actual breakdown or threatened breakdown of buildings;

"wage" means the amount of money payable to an employee in terms of clause 3 (1) in respect of his ordinary hours of work as prescribed in clause 5: Provided—

(i) that, if an employer regularly pays an employee in respect of such ordinary hours of work an amount higher than that prescribed in clause 3 (1), it means such higher amount;

(ii) that the first proviso shall not be construed so as to refer to or include any remuneration which an employee who is employed on any basis provided for in clause 9 received over and above the amount which he would have received if he had not been employed on such a basis;

"casual employee" means an employee who is employed by the same employer on not more than three days in any week;

"storeman" means an employee who is in general charge of stocks of incoming goods or finished or partly finished products and who is responsible for receiving, storing, packing or unpacking goods in a store or warehouse or delivering goods from a store or warehouse to the consuming departments in an establishment or for despatch;

"military training" means continuous training which an employee is required to undergo in terms of section twenty-one, read with sub-sections (1) and (2) of section twenty-two of the Defence Act, 1957, but does not include any training he may elect to undergo in terms of section twenty-three of the said Act, nor any other training or service for which he volunteers or which he elects to undergo;

"motor vehicle" means any power-driven vehicle used for conveying goods and includes a mechanical horse but does not include a mobile hoist;

"emergency work" means any work which, owing to unforeseen circumstances such as fire, storm, accident, epidemic, act of violence or theft, must be done without delay and any work connected with the loading or unloading of trucks or vehicles of the South African Railways and Harbours;

"Fruit Drying and Packing Industry" means the Industry in which employers and employees are associated in establishments which are registered or liable for registration in terms of the Factories, Machinery and Building Work Act, 1941, for the purpose of carrying on any one or more of the following activities:—

(a) Drying fruit if carried on in an establishment in which the activities mentioned in (b) and (c) hereof are carried on;

"eie gewig" die gewig van 'n motorvoertuig of sleepwa soos aangegee in 'n lisensie of sertifikaat ten opsigte van so 'n motorvoertuig of sleepwa uitgereik deur 'n owerheid wat by wet gemagtig is om lisensies ten opsigte van motorvoertuie uit te reik: Met dien verstande dat in die geval van 'n twee- of driewielige motorfiets, bromponie of kragfiets of trapfiets met hulpmotor die eie gewig geag word hoogstens 1,000 pond te wees;

"fabrieksklerk" 'n werknemer wat onder algemene toesig bestellings byeenbring of nasien of van sulke bestellings aantekening hou;

"fabrieksklerk, gekwalifiseerd," 'n fabrieksklerk met minstens twaalf maande ondervinding;

"fabrieksklerk, ongekwalifiseerd," 'n fabrieksklerk met minder as twaalf maande ondervinding;

"faktotum" 'n werknemer wat kleinere herstelwerk of verstellers aan masjinerie of toerusting of kleinere herstelwerk of opknappings aan geboue of ander strukture doen;

"ketelbediener" 'n werknemer wat onder algemene toesig die waterpeil en die stoomdruk in 'n stoomketel instandhou en wat die vuur in so 'n stoomketel mag maak of stook of daaruit haal;

"klerk" 'n werknemer wat skryf-, tik-, liasseer- of enige ander soort klerklike werk verrig en omvat dit ook 'n kassier, magasynman, versendingsklerk, ontvangsklerk en 'n skakelbordtelefonis, maar geen ander klas werknemer wat elders in hierdie klousule omskryf word nie, ook al vorm klerklike werk 'n deel van so 'n werknemer se werk;

"klerk, man, gekwalifiseerd," 'n manlike klerk met minstens vyf jaar ondervinding;

"klerk, man, ongekwalifiseerd," 'n manlike klerk met minder as vyf jaar ondervinding;

"klerk, vrou, gekwalifiseerd," 'n vroulike klerk met minstens vier jaar ondervinding;

"klerk, vrou, ongekwalifiseerd," 'n vroulike klerk met minder as vier jaar ondervinding;

"korttyd" 'n tydelike vermindering van die getal gewone werkure te wyte aan 'n slapte in die bedryf, 'n tekort aan grondstowwe, weersomstandighede of aan die feit dat die masjinerie of installasie uit orde is of dat die geboue onbruikbaar is of dreig om dit te word;

"loon" die geldbedrag wat ingevolge klousule 3 (1) aan 'n werknemer betaalbaar is ten opsigte van sy gewone werkure soos by klousule 5 voorgeskryf: Met dien verstande—

(i) dat, as 'n werkgewer sy werknemer ten opsigte van sy gewone werkure gereeld 'n hoër bedrag betaal as dié in klousule 3 (1) voorgeskryf, dié dié hoër bedrag beteken;

(ii) dat die eerste voorbehoudsbepaling nie so uitgelê word dat dit enige besoldiging raak of omvat wat 'n werknemer, in diens op enige basis kragtens artikel 9, ontvang het bo en behalwe die bedrag wat hy sou ontvang het as hy nie op sodanige basis in diens was nie;

"los werknemer" 'n werknemer wat hoogstens drie dae in enige week by dieselfde werkgewer in diens is;

"magasynmeester" 'n werknemer wat die algemene beheer het oor die voorrade inkomende goedere of afgewerkte of gedeeltelik afgewerkte produkte en wie se plig dit is om in 'n magasyn of pakhuis goedere te ontvang, op te berg, te verpak of uit te pak of om uit 'n magasyn of pakhuis goedere, hetsy aan dié verbruikende afdelings in 'n bedryfsinrigting, of ter versending, af te gee;

"militêre opleiding" die ononderbroke opleiding waartoe 'n werknemer ingevolge artikel een-en-twintig, gelees met sub-artikels (1) en (2) van artikel twee-en-twintig, van die Verdedigingswet, 1957, verplig word, maar omvat dit geen opleiding wat hy ingevolge artikel drie-en-twintig van genoemde Wet uit eie keuse ondergaan nie en ook geen ander opleiding of diens wat hy vrywillig of uit eie keuse ondergaan nie;

"motorvoertuig" 'n kraggedrewe voertuig wat gebruik word vir die vervoer van goedere en omvat dit ook 'n voorhaker maar nie 'n mobiele hystoestel nie;

"noodwerk" alle werk wat weens onvoorsiene omstandighede soos brand, storm, ongeluk, epidemie, gewelddaad of diefstal sonder versuim gedoen moet word en alle werk in verband met die laai of aflaai van spoorwaens of voertuie van die Suid-Afrikaanse Spoorweë en Hawens;

"Nywerheid vir die Droog en Verpakking van Vrugte" die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in bedryfsinrigtings wat ingevolge die Wet op Fabriek, Masjinerie en Bouwerk, 1941, geregistreer is of aan registrasie onderworpe is, met die doel om een of meer van die volgende werksaamhede te verrig:

(a) vrugte droog indien dit verrig word in 'n bedryfsinrigting waarin die bedrywighede vermeld in (b) en (c) hiervan plaasvind;

- (b) manufacturing products consisting wholly or mainly of dried fruit;
(c) packing dried fruit or such products;
and includes all operations incidental to or consequent on any of the aforesaid activities but does not include—

- (i) the manufacture, preserving, canning or bottling of glace crystallized fruit (other than dried and crystallized minced fruit);
(ii) the dehydration and processing of fruit (other than sun or kiln drying of deciduous fruit);

"experience" means in relation to—

- (a) a clerk or a factory clerk, the total period or periods of employment which an employee has had respectively as a clerk or a factory clerk in any trade or in the service of the State;

- (b) a general worker, the total period or periods of employment which an employee has had as a general worker in the Fruit Drying and Packing Industry;

"supervisor, male," means a male employee who, under the general supervision of a foreman or assistant foreman, is in charge of a group of general workers or labourers;

"supervisor, female," means a female employee who, under the general supervision of a foreman or assistant foreman, is in charge of a group of female general workers or female labourers;

"senior managerial, professional or administrative employee" means an employee who is charged by his employer with the performance of work entailing responsibility for taking decisions of a professional or administrative character in the conduct of the activities of an establishment;

"trailer" means any conveyance drawn by a motor vehicle;

"piece-work" means any system under which an employee's remuneration is based on the quantity of work done;

"despatch clerk" means an employee who is responsible for the despatch or the packing of goods for transport or delivery and who may supervise the assembling, checking, weighing, packing, marking, addressing or despatching of such goods or packages;

"foreman" means an employee who is in charge of the employees in an establishment, who exercises control over such employees and who is responsible for the efficient performance by them of their duties;

"watchman" means an employee who is engaged in guarding premises or other property;

"scaleman" means an employee who, under the general supervision of a foreman or assistant foreman, weighs incoming dried fruit and records the weight thereof;

"law" includes the common law;

(2) For the purpose of this Determination an employee shall be deemed to be in that class in which he is wholly or mainly engaged.

3. REMUNERATION.

(1) The minimum wage which an employer shall pay to each member of the undermentioned classes of his employees shall be as set out hereunder:—

(a) Employees, Other than Casual Employees.

(i)	Per Week. R
Artisan.....	22.45
Foreman.....	24.06
Assistant foreman.....	20.15
Supervisor (male).....	9.50
Supervisor (female).....	8.50
Scaleman.....	9.50
Clerk, male, qualified.....	19.10
Clerk, male, unqualified—	
during the first year of experience.....	7.50
during the second year of experience.....	9.82
during the third year of experience.....	12.14
during the fourth year of experience.....	14.36
during the fifth year of experience.....	16.68
Clerk, female, qualified.....	12.50
Clerk, female, unqualified—	
during the first year of experience.....	6.50
during the second year of experience.....	8.00
during the third year of experience.....	9.50
during the fourth year of experience.....	11.00
Factory clerk, qualified.....	9.00
Factory clerk, unqualified—	
during the first six months of employment.....	7.00
during the second six months of employment.....	8.00
Handyman.....	11.50
Driver of a motor vehicle the unladen weight of which together with the unladen weight of any trailer drawn by such vehicle—	
(i) does not exceed 1,000 lb.....	8.10
(ii) exceeds 1,000 lb. but does not exceed 6,000 lb.....	12.50
(iii) exceeds 6,000 lb. but does not exceed 10,000 lb.....	15.50
(iv) exceeds 10,000 lb.....	18.00
Part-time driver of a motor vehicle.....	8.45
Mobile hoist operator.....	8.75

(b) die vervaardiging van produkte wat geheel en al of hoofsaaklik uit droë vrugte bestaan;

(c) die verpakking van droë vrugte of sodanige produkte; en omvat dit ook alle werksaamhede wat met enigeen van voormelde bedrywighede in verband staan of daaruit voortspruit maar nie die volgende nie:

(i) die vervaardiging, verduursaming, inmaak of bottel van geglaseerde gekristalliseerde vrugte (uitgesonderd gedroogde en gekristalliseerde gemaalde vrugte);

(ii) die ontwatering en prosessbewerking van vrugte (uitgesonderd die son- of oonddroging van sagtevrugte);

„ondervinding" met betrekking tot—

(a) 'n klerk of 'n fabrieksklerk, die totale tydperk of tydperke diens wat 'n werknemer onderskeidelik as klerk of fabrieksklerk in enige bedryf of in diens van die Staat gehad het;

(b) 'n algemene werker, die totale tydperk of tydperke diens wat 'n werknemer in die Nywerheid vir die Droog en Verpakking van Vrugte gehad het;

„opsigter, man," 'n manlike werknemer wat onder die algemene toesig van 'n voorman of assistent-voorman in beheer is oor 'n groep algemene werkers of arbeiders;

„opsigter, vrou," 'n vroulike werknemer wat onder die algemene toesig van 'n voorman of assistent-voorman in beheer is oor 'n groep vroulike algemene werkers of vroulike arbeiders;

„senior besturende, professionele of administratiewe werknemer" 'n werknemer wat deur sy werkgever belas is met werk wat die verantwoordelikheid meebring om by die uitvoering van die bedryfsinrigting se werksaamhede besluite van professionele of administratiewe aard te neem;

„sleepwa" enige vervoermiddel wat deur 'n motorvoertuig getrek word;

„stukwerk" 'n stelsel waarby 'n werknemer se besoldiging op die hoeveelheid gedane werk gebaseer is;

„versendingsklerk" 'n werknemer wat belas is met die versending of verpakking van goedere vir vervoer of aflewering en wat toesig mag hou oor die byeenbring, nagaan, weeg, verpak, merk, adresseer of versend van sodanige goedere of pakkette;

„voorman" 'n werknemer wat oor die werknemers in 'n bedryfsinrigting toesig hou en beheer voer en wat moet toesien dat hulle hulle werk doeltreffend verrig;

„wag" 'n werknemer wat persele of ander eiendom bewaak;

„weegskaalbediener" 'n werknemer wat onder die algemene toesig van 'n voorman of assistent-voorman inkomende vrugte weeg en die gewig daarvan opteken;

„wet" ook die gemene reg.

(2) By die toepassing van hierdie Vasstelling word 'n werknemer geag in dié klas te wees waarin hy uitsluitend of hoofsaaklik werk.

3. BESOLDIGING.

(1) Die minimum loon wat 'n werkgever aan elkeen van sy werknemers in die ondergenoemde klasse moet betaal, word hieronder uiteengesit—

(a) Werknemers, uitgesonderd los werknemers.

	Per week. R
Ambagsman.....	22.45
Voorman.....	24.06
Assistent-voorman.....	20.15
Opsigter, man.....	9.50
Opsigter, vrou.....	8.50
Weegskaalbediener.....	9.50
Klerk, man, gekwalifiseerd.....	19.10
Klerk, man, ongekwalifiseerd—	
gedurende die eerste jaar ondervinding.....	7.50
gedurende die tweede jaar ondervinding.....	9.82
gedurende die derde jaar ondervinding.....	12.14
gedurende die vierde jaar ondervinding.....	14.36
gedurende die vyfde jaar ondervinding.....	16.68
Klerk, vrou, gekwalifiseerd.....	12.50
Klerk, vrou, ongekwalifiseerd—	
gedurende die eerste jaar ondervinding.....	6.50
gedurende die tweede jaar ondervinding.....	8.00
gedurende die derde jaar ondervinding.....	9.50
gedurende die vierde jaar ondervinding.....	11.00
Fabrieksklerk, gekwalifiseerd.....	9.00
Fabrieksklerk, ongekwalifiseerd—	
gedurende die eerste ses maande ondervinding....	7.00
gedurende die tweede ses maande ondervinding....	8.00
Faktotum.....	11.50
Bestuurder van 'n motorvoertuig waarvan die eie gewig tesame met die eie gewig van enige sleepwa wat deur sodanige voertuig getrek word—	
(i) hoogstens 1,000 pond is.....	8.10
(ii) oor 1,000 pond maar hoogstens 6,000 pond is.....	12.50
(iii) oor 6,000 pond maar hoogstens 10,000 pond is.....	15.50
(iv) oor 10,000 pond is.....	18.00
Deeltydse bestuurder van 'n motorvoertuig.....	8.45
Bediener van 'n mobiele hystoestel.....	8.75

(ii)

	During the first twelve months after the coming into operation of this Determination	Thereafter.
	Per Week. R	Per Week. R
General worker, male, qualified.....	6.45	6.70
General worker, male, unqualified—during the first three months of experience	5.25	5.50
during the second three months of experience	5.85	6.10
General worker, female, qualified....	5.30	5.60
General worker, female, unqualified—during the first three months of experience	4.20	4.40
during the second three months of experience	4.80	5.00
Boiler attendant.....	5.75	6.00
Watchman.....	5.75	6.00
Labourer, male, 18 years of age or over	5.25	5.50
Labourer, male, under 18 years of age	3.90	4.15
Labourer, female.....	4.20	4.40
Employee not elsewhere in this clause specifically mentioned	5.75	6.00

(b) *Casual Employees.*—A casual employee shall be paid in respect of every day or part of a day of employment not less than one-fifth of the weekly wage prescribed for an employee in the same area and of the same sex, who performs the same class of work as the casual employee is required to do: Provided that, where the employer requires a casual employee to perform the work of a class of employee for whom wages on a rising scale are prescribed, the expression "weekly wage" shall mean the weekly wage prescribed for a qualified employee of that class and provided further that where the employer requires a casual employee to work for a period of not more than four consecutive hours on any day, his wage may be reduced by not more than fifty per cent.

(2) *Basis of Contract.*—For the purpose of this clause the contract of employment of an employee, other than a casual employee, shall be on a weekly basis, and, save as provided in clause 4 (6), an employee shall be paid in respect of a week not less than the full weekly wage prescribed in sub-clause (1), read with sub-clause (3), for an employee of his class, whether he has in that week worked the maximum number of ordinary hours of work applicable to him in terms of clause 5 or less.

(3) *Differential Wage.*—An employer who requires or permits a member of one class of his employees to perform for longer than one hour in the aggregate on any day, either in addition to his own work or in substitution therefor, work of another class for which either—

- (a) a wage higher than that of his own class; or
- (b) a rising scale of wages terminating in a wage higher than that of his own class;

is prescribed in sub-clause (1), shall pay to such employee in respect of that day—

- (i) in the case referred to in paragraph (a), not less than the daily wage calculated at the higher rate; and
- (ii) in the case referred to in paragraph (b), not less than the daily wage calculated on the notch in the rising scale immediately above the wage which the employee was receiving for his ordinary work:

Provided—

- (i) that the provisions of this sub-clause shall not apply where the difference between classes in terms of sub-clause (1) is based on age, experience or sex;
- (ii) that, unless expressly otherwise provided in a written contract between an employer and his employee, nothing in this Determination shall be so construed as to preclude an employer from requiring an employee to perform work of another class for which class the same or a lower wage is prescribed than that prescribed for such employee.

(4) *Calculation of Wages.*—(a) The daily wage of an employee, other than a casual employee, shall be his weekly wage divided by—

- (i) five, in the case of an employee who works a five-day week;
- (ii) six, in the case of any other employee.

(b) The monthly wage of an employee shall be four and a third times his weekly wage.

(c) The hourly wage of an employee, other than a casual employee, shall be his weekly wage divided by forty-six.

(ii)

	Gedurende die eerste twaalf maande na die inwerking-treding van hierdie Vasstelling.	Daarna.
	Per week. R	Per week. R
Algemene werker, man, gekwalifiseerd	6.45	6.70
Algemene werker, man, ongekwalifiseerd—gedurende die eerste drie maande ondervinding	5.25	5.50
gedurende die tweede drie maande ondervinding	5.85	6.10
Algemene werker, vrou, gekwalifiseerd	5.30	5.60
Algemene werker, vrou, ongekwalifiseerd—gedurende die eerste drie maande ondervinding	4.20	4.40
gedurende die tweede drie maande ondervinding	4.80	5.00
Ketelbediener.....	5.75	6.00
Wag.....	5.75	6.00
Arbeider, man, 18 jaar oud en ouer..	5.25	5.50
Arbeider, man, onder 18 jaar oud....	3.90	4.15
Arbeider, vrou.....	4.20	4.40
Werknemer nie elders in hierdie klousule uitdruklik genoem nie	5.75	6.00

(b) *Los werknemers.*—'n Los werknemer moet vir elke dag of deel van 'n dag diens minstens een vyfde betaal word van die weekloon voorgeskryf vir 'n werknemer in dieselfde gebied en van dieselfde geslag, wat dieselfde klas werk verrig as wat van die los werknemer vereis word: Met dien verstande dat, as die werkgewer vereis dat sy los werknemer die werk verrig van 'n klas werknemer vir wie 'n loon teen 'n stygende skaal voorgeskryf word, die uitdrukking "weekloon" beteken die weekloon voorgeskryf vir 'n gekwalifiseerde werknemer van dié klas, en voorts met dien verstande dat, as die werkgewer vereis dat sy los werknemer 'n tydperk van hoogstens vier opeenvolgende ure op enige dag werk, sy loon met hoogstens vyftig persent verminder mag word.

(2) *Kontrakbasis.*—By die toepassing van hierdie klousule moet die dienskontrak van 'n werknemer, uitgesonderd 'n los werknemer, op 'n weeklikse grondslag berus en, behoudens die bepalings van klousule 4 (6), moet 'n werknemer vir 'n week minstens die volle weekloon betaal word wat in subklousule (1), gelees met subklousule (3), vir 'n werknemer van sy klas voorgeskryf word en wel ongeag die vraag of hy in so 'n week die maksimum getal gewone werke wat ingevolge klousule 5 vir hom geld, dan wel minder, gewerk het.

(3) *Differensiële loon.*—'n Werkgewer wat vereis of toelaat dat 'n lid van een klas van sy werknemers langer as altesaam een uur op enige dag, hetsy benewens sy eie werk of in die plek daarvan, werk verrig van 'n ander klas waarvoor hetsy—

- (a) 'n hoër loon as dié van sy eie klas; of
- (b) 'n stygende loonskaal wat uitloop op 'n hoër loon as dié van sy eie klas,

in subklousule (1) voorgeskryf word, moet vir dié dag aan so 'n werknemer as volg betaal:

- (i) in die geval in paragraaf (a) vermeld, minstens die dagloon bereken teen die hoër tarief, en
- (ii) in die geval in paragraaf (b) vermeld, minstens die dagloon bereken op die kerf in die stygende skaal net bo die loon wat die werknemer vir sy gewone werk ontvang het:

Met dien verstande—

- (i) dat die bepalings van hierdie subklousule nie geld wanneer die verskil tussen die klasse ingevolge subklousule (1) op ouderdom, ondervinding of geslag berus nie;
- (ii) dat, tensy in 'n skriftelike kontrak tussen 'n werkgewer en sy werknemer uitdruklik anders bepaal word, niks in hierdie Vasstelling só uitgelê mag word dat dit 'n werkgewer belet om te vereis dat 'n werknemer 'n ander klas werk verrig waarvoor die voorgeskrewe loon dieselfde of laer is as dié wat vir so 'n werknemer voorgeskryf word nie.

(4) *Loonberekening.*—(a) Die dagloon van 'n werknemer, uitgesonderd 'n los werknemer, is sy weekloon gedeel deur—

- (i) vyf, as hy 'n werkweek van vyf dae het;
- (ii) ses, in die geval van enige ander werknemer.

(b) Die maandloon van 'n werknemer is vier en 'n derde maal sy weekloon.

(c) Die uurloon van 'n werknemer, uitgesonderd 'n los werknemer, is sy weekloon gedeel deur ses-en-veertig.

4. PAYMENT OF REMUNERATION.

(1) *Employees Other than Casual Employees.*—Save as provided in clause 6 (4), any amount due to an employee, other than a casual employee, shall be paid in cash weekly or, if the employer and employee have agreed thereto, monthly in cash or by cheque, during the hours of work on the usual pay day of the establishment for such employee or on termination of employment if this takes place before the usual pay day, and such amount shall be contained in an envelope or container, on which shall be recorded, or which shall be accompanied by a statement showing—

- the employer's name;
- the employee's name or pay roll number and occupation;
- the number of ordinary hours of work worked by the employee;
- the number of overtime hours worked by the employee;
- the employee's wage;
- the details of any other remuneration arising out of the employee's employment;
- the details of any deductions made;
- the actual amount paid to the employee; and
- the period in respect of which payment is made;

and such envelope or container on which these particulars are recorded or such statement shall become the property of the employee.

(2) *Casual Employee.*—An employer shall pay the remuneration due to a casual employee in cash on termination of his employment.

(3) *Premiums.*—No payment shall be made to or accepted by an employer, either directly or indirectly, in respect of the employment or training of an employee.

(4) *Purchase of Goods.*—An employer shall not require his employee to purchase any goods from him or from any shop, place or person nominated by him.

(5) *Board and Lodging.*—Save as provided in the Natives (Urban Areas) Consolidation Act, 1945, an employer shall not require his employee to board or lodge or board and lodge with him or with any person or at any place nominated by him.

(6) *Deductions.*—An employer shall not levy any fines against his employee nor shall he make any deductions from his employee's remuneration: Provided that he may make the following:—

- With the written consent of his employee, a deduction for holiday, sick benefit, insurance, savings, provident or pension funds, or subscriptions to trade unions;
- except where otherwise provided in this Determination, whenever an employee is absent from work, other than on the instructions or at the request of his employer, a deduction proportionate to a period of his absence and calculated on the basis of the wage which such employee was receiving in respect of his ordinary hours of work at the time of such absence;
- a deduction of any amount which an employer by any law or order of any competent court is required or permitted to make;
- whenever an employee agrees or is required in terms of the Natives (Urban Areas) Consolidation Act, 1945, to accept board and lodging or board or lodging with his employer, a deduction not exceeding the amounts specified hereunder:—

Per Week. Per Month.

	R c	R c
(i) Board	0 80	3 47
(ii) Lodging	0 40	1 73
(iii) Board and lodging	1 20	5 20

(e) whenever the ordinary hours of work prescribed in clause 5 are reduced on account of short-time, a deduction to the amount of the employee's (other than a casual employee's) hourly wage in respect of each hour of such reduction: Provided—

- that no deduction shall be made in the case of short-time arising out of slackness of trade or shortage of raw materials, unless the employer has given his employee notice on the previous work day of his intention to reduce the ordinary hours of work;
- that no deduction shall be made in the case of short-time owing to the vagaries of the weather or a breakdown of plant or machinery or an actual breakdown or threatened breakdown of buildings caused by accident or other unforeseen circumstance, in respect of the first hour not worked, unless the employer has given his employee notice on the previous day that no work will be available;

(f) a deduction of an amount equal to his daily wage in respect of any public holiday other than New Year's Day, Good Friday, Ascension Day, the Day of the Covenant or Christmas Day, on which the employee at his own request is permitted not to work;

4. BETALING VAN BESOLDIGING.

(1) *Werknemers uitgesonderd los werknemers.*—Behoudens die bepalinge van klousule 6 (4), moet iedere bedrag verskuldig aan 'n werknemer, uitgesonderd 'n los werknemer, weekliks in kontant of, as die werkgewer en sy werknemer daartoe ooreengekom het, maandeliks in kontant of per tjek betaal word gedurende die werkure op die dag waarop die bedryfsinrigting so 'n werknemer gewoonlik betaal, of by diensbeëindiging, as dit voor die gewone betaaldag geskied, en sodanige bedrag moet in 'n koevert of houer wees waarop aangegee word, of wat vergesel gaan van 'n staat wat aantoon—

- die werkgewer se naam;
- die werknemer se naam of sy nommer in die betaalstaat en sy beroep;
- die getal gewone werkure wat die werknemer gewerk het;
- die getal ure wat die werknemer oortyd gewerk het;
- die werknemer se loon;
- die besonderhede omtrent enige ander besoldiging ter sake van die werknemer se diens;
- besonderhede omtrent enige bedrae wat afgetrek is;
- die werklike bedrag wat aan die werknemer betaal word; en
- die tydperk waarvoor die betaling geskied;

en sodanige koevert of houer wat hierdie inligting verstrek of sodanige staat word die eiendom van die werknemer.

(2) *Los werknemer.*—'n Werkgewer moet die besoldiging wat aan 'n los werknemer verskuldig is, by die beëindiging van sy diens aan hom in kontant betaal.

(3) *Premies.*—Geen bedrag mag regstreeks of onregstreeks vir die indiensneming of opleiding van 'n werknemer aan 'n werkgewer betaal of deur hom aangeneem word nie.

(4) *Koop van goedere.*—'n Werkgewer mag nie vereis dat sy werknemer van hom of van enige winkel, plek of persoon deur hom aangewys goedere koop nie.

(5) *Kos en inwoning.*—Behoudens die bepalinge van die Naturelle (Stadsgebiede) Konsolidasiewet, 1945, mag 'n werkgewer nie vereis dat sy werknemer by hom of by enige ander persoon of plek deur hom aangewys, eet of inwoon of eet en inwoon nie.

(6) *Aftrekkings.*—'n Werkgewer mag sy werknemer geen boetes op of bedrae van sy werknemer se besoldiging aftrek nie: Met dien verstande dat hy die volgende kan aftrek:—

- met die skriftelike toestemming van sy werknemer, 'n bedrag vir 'n vakansie-, siektebystand-, versekerings-, spaar-, voorsorg- of pensioenfonds, of vir ledegelde van vakverenigings;
- behoudens andersluidende bepalinge in hierdie Vasstelling, telkens wanneer 'n werknemer om 'n ander rede as op las of versoek van sy werkgewer uit sy werk afwesig is, 'n bedrag eweredig aan die tydperk van sy afwesigheid en bereken op grondslag van die loon wat so 'n werknemer ten tyde van sodanige afwesigheid vir sy gewone werkure ontvang het;
- iedere bedrag wat 'n werkgewer by wet of op bevel van 'n bevoegde hof verplig of toegelaat word om af te trek;
- wanneer 'n werknemer daarmee instem, of ingevolge die Naturelle (Stadsgebiede) Konsolidasiewet, 1945, verplig word, om kos en inwoning of kos of inwoning van sy werkgewer aan te neem, 'n bedrag hoogstens gelyk aan onderstaande bedrae—

Per week. Per maand.

	R c	R c
(i) Kos	0 80	3 47
(ii) Inwoning	0 40	1 73
(iii) Kos en inwoning	1 20	5 20

(e) wanneer die gewone werkure in klousule 5 voorgeskryf weens korttyd verminder word, 'n bedrag gelyk aan die werknemer (uitgesonderd 'n los werknemer) se uurloon vir elke uur van sodanige vermindering: Met dien verstande—

- dat geen aftrekking ten opsigte van korttyd wat deur 'n slapte in die bedryf of 'n tekort aan grondstowwe ontstaan, geskied nie, tensy die werkgewer sy werknemer op die vorige werkdag kennis gegee het van sy voorneme om die gewone werkure te verminder;
- dat ten opsigte van korttyd weens die weersomstandighede of die feit dat die masjinerie of installasie uit orde is, of die geboue ten gevolge van 'n ongeluk of ander onvoorsiene omstandigheid onbruikbaar is of dreig om dit te word, geen aftrekking geskied vir die eerste uur waarin daar nie gewerk word nie, tensy die werkgewer sy werknemer op die vorige dag kennis gegee het dat daar geen werk sal wees nie;

(f) ten opsigte van 'n ander openbare vakansiedag as Nuwejaarsdag, Goeie Vrydag, Hemelvaartdag, Gelofte van Kersdag, waarop die werknemer op eie versoek toegelaat word om nie te werk nie, 'n bedrag gelyk aan sy dagloon;

- (g) with the written consent of an employee, a deduction of any amount which an employer has paid to any municipal council or other local authority in respect of the rent of any house or accommodation in any hostel occupied by such employee in any location or Native village under the control of such council or other local authority.

5. HOURS OF WORK, ORDINARY AND OVERTIME, AND PAYMENT FOR OVERTIME.

(1) *Ordinary Hours of Work.*—An employer shall not require or permit an employee, other than a casual employee, to work more ordinary hours of work than—

- (a) in the case of an employee who works a six-day week—
 (i) forty-six in any week from Monday to Saturday, inclusive; and
 (ii) subject to sub-paragraph (i) hereof, eight on any day, unless the hours on one day do not exceed five, in which case the hours on any of the other days may be extended to eight and one-half;

- (b) in the case of an employee who works a five-day week—
 (i) forty-six in any week from Monday to Friday, inclusive; and
 (ii) subject to sub-paragraph (i) hereof, nine and one-quarter on any day.

(2) An employer shall not require or permit a casual employee to work more ordinary hours of work than eight and one-half on any day.

(3) *Meal Intervals.*—An employer shall not require or permit an employee to work for more than five hours continuously without a meal interval of not less than one hour during which interval such employee shall not be required or permitted to perform any work, and such interval shall be deemed not to be part of the ordinary hours of work or overtime: Provided—

- (i) that periods of work interrupted by intervals of less than one hour shall, except when an agreement by virtue of proviso (iv) applies, be deemed to be continuous;
 (ii) that, if such interval be longer than one hour, any period in excess of one and one-quarter hours shall be deemed to be time worked;
 (iii) that a driver of a motor vehicle who during such interval does not work other than being or remaining in charge of the vehicle shall be deemed for the purposes of this sub-clause not to have worked during such interval;
 (iv) that an employer may agree with his employee to reduce the period of such meal interval to not less than half an hour, and in that event and after the employer has lodged a statement of such agreement with the Divisional Inspector, Department of Labour, for his area, the meal interval may be so reduced.

(4) *Rest Intervals.*—An employer shall grant to each of his employees, other than a motor vehicle driver, a part-time motor vehicle driver and a labourer accompanying such drivers, a rest interval of not less than ten minutes as near as practicable in the middle of each morning and afternoon work period, and during such interval such employee shall not be required or permitted to perform any work, and such interval shall be deemed to be part of the ordinary hours of work of such employee.

(5) *Hours of Work to be Consecutive.*—Save as provided in sub-clause (3), all hours of work of an employee on any day shall be consecutive.

(6) *Overtime.*—All time worked in excess of the number of ordinary hours of work prescribed in sub-clauses (1) and (2) shall be deemed to be overtime.

(7) *Limitation of Overtime.*—An employer shall not require or permit an employee to work overtime for more than—

- (a) in the case of a casual employee, two hours on any day;
 (b) in the case of any other employee, 10 hours in any week.

(8) *Female Employees.*—Notwithstanding anything to the contrary contained in this clause, an employer shall not require or permit a female employee to work—

- (a) between 6 o'clock p.m. and 6 o'clock a.m.;
 (b) after 1 o'clock p.m. on more than five days a week;
 (c) overtime for more than two hours on any day, except that an employee who works a five-day week may work up to four hours' overtime on a Saturday;
 (d) overtime on more than three consecutive days in any week;
 (e) overtime on more than 60 days in any year;
 (f) overtime after completion of her ordinary hours of work for more than one hour on any day, unless he has—
 (i) before midday given notice thereof to such employee; or
 (ii) provided such employee with an adequate meal and allowed her sufficient time to have it before she has to commence overtime; or
 (iii) paid such employee not less than 25 cents in sufficient time to enable her to obtain and have a meal before overtime is due to commence.

- (g) met die skriftelike toestemming van 'n werknemer, iedere bedrag wat 'n werkgever aan 'n munisipale raad of ander plaaslike bestuur betaal het aan huur van 'n huis, of aan huisvesting in 'n tehuis, wat die werknemer in 'n lokasie of Naturelledorp onder die beheer van so 'n raad of ander plaaslike bestuur bewoon.

5. WERKURE, GEWONE EN OORTYD-, EN DIE BETALING VIR OORTYDWERK.

(1) *Gewone werkure.*—'n Werkgever mag nie vereis of toelaat dat 'n werknemer, uitgesonderd 'n los werknemer, meer gewone werkure werk nie as—

- (a) in die geval van 'n werknemer met 'n werkweek van ses dae—
 (i) ses-en-veertig in enige week van Maandag tot en met Saterdag; en
 (ii) behoudens die bepalinge van subparagraaf (i) hiervan, agt op 'n dag, tensy die ure op een dag hoogstens vyf is, wanneer die ure op engeen van die orige dae tot agt en 'n half verleng kan word;

- (b) in die geval van 'n werknemer met 'n werkweek van vyf dae—
 (i) ses-en-veertig in enige week van Maandag tot en met Vrydag; en
 (ii) behoudens die bepalinge van subparagraaf (i) hiervan, nege en 'n kwart op enige dag.

(2) 'n Werkgever mag nie vereis of toelaat dat 'n los werknemer meer gewone werkure as agt en 'n half op 'n dag werk nie.

(3) *Etenspouses.*—'n Werkgever mag nie vereis of toelaat dat 'n werknemer meer as vyf uur aaneen werk sonder 'n etenspouse van minstens een uur waarin so 'n werknemer nie verplig of toegelaat mag word om enige werk te verrig nie, en dié pouse word geag geen deel van die gewone werkure of oortydwerk te vorm nie: Met dien verstande—

- (i) dat werktye wat onderbreek word deur pouses van minder as 'n uur, behoudens wanneer 'n ooreenkoms kragtens voorbehoudsbepaling (iv) van toepassing is, geag word aaneen te loop;
 (ii) dat, as so 'n pouse langer as 'n uur is, elke tydperk van meer as een en 'n kwart uur geag word tyd te wees waarin daar gewerk is;
 (iii) dat 'n motorvoertuigbestuurder wat in so 'n pouse geen ander werk verrig as om in beheer oor die voertuig te wees of te bly nie, by die toepassing van hierdie subklousule geag word in dié pouse nie te gewerk het nie;
 (iv) dat 'n werkgever met sy werknemer kan ooreenkom om die duur van so 'n etenspouse tot uiters 'n halfuur te verkort, en in dié geval en nadat die werkgever 'n weergawe van dié ooreenkoms by die Afdelingsinspekteur, Departement van Arbeid, van sy gebied ingedien het, kan die etenspouse aldus verkort word.

(4) *Ruspouses.*—'n Werkgever moet, so na as doenlik aan die middel van elke werkperiode in die voor- en namiddag, aan elkeen van sy werknemers, uitgesonderd 'n motorvoertuigbestuurder, 'n deeltydse motorvoertuigbestuurder en 'n arbeider wat sodanige bestuurder vergesel, 'n ruspouse van minstens tien minute toestaan waarin die werknemer nie verplig of toegelaat mag word om enige werk te verrig nie, en so 'n pouse word geag deel van die gewone werkure van so 'n werknemer te vorm.

(5) *Werkure moet opeenvolgend wees.*—Behoudens die bepalinge van subklousule (3), moet alle werkure van 'n werknemer op iedere dag op mekaar volg.

(6) *Oortyd.*—Alle tyd wat 'n werknemer langer as die getal gewone werkure in subklousules (1) en (2) voorgeskryf, gewerk het, word geag oortyd te wees.

(7) *Beperking van oortyd.*—'n Werkgever mag nie vereis of toelaat dat 'n werknemer langer oortyd werk nie as—

- (a) wat 'n los werknemer betref, twee uur op 'n dag;
 (b) wat enige ander werknemer betref, tien uur in enige week.

(8) *Vroulike werknemers.*—Ondanks andersluidende bepalinge in hierdie klousule, mag 'n werkgever nie vereis of toelaat dat 'n vroulike werknemer—

- (a) tussen 6-uur nm. en 6-uur vm. werk nie;
 (b) op meer as vyf dae in 'n week na 1-uur nm. werk nie;
 (c) meer as twee uur oortyd op 'n dag werk nie, behalwe dat 'n werknemer met 'n werkweek van vyf dae op 'n Saterdag tot vier uur oortyd mag werk;
 (d) op meer as drie opeenvolgende dae in 'n week oortyd werk nie;
 (e) op meer as sestig dae in 'n jaar oortyd werk nie;
 (f) na voltooiing van haar gewone werkure meer as een uur op 'n dag oortyd werk nie, tensy hy—
 (i) so 'n werknemer voor die middag kennis daarvan gegee het; of
 (ii) so 'n werknemer van 'n behoorlike ete voorsien en haar genoeg tyd gelaat het om dit te nuttig voordat sy met die oortydwerk moet begin; of
 (iii) so 'n werknemer minstens vyf-en-twintig sent betyds betaal het om haar in staat te stel om 'n ete te verkry en te nuttig voordat die oortydwerk begin.

(9) *Payment for Overtime.*—An employer shall pay an employee who works overtime at a rate of not less than—

- (a) in the case of a casual employee, one and one-third times his ordinary wage in respect of the total period so worked by such employee on any day;
- (b) in the case of any other employee, one and one-third times his ordinary wage in respect of the total period so worked by such employee in any week.

(10) *Savings.*—(a) The provisions of this clause shall not apply to a watchman.

(b) The provisions of this clause shall not apply to a foreman or to a senior managerial, professional or administrative employee if and for so long as such an employee is in receipt of regular remuneration at a rate of not less than R160 per month.

(c) The provisions of sub-clauses (3), (4), (5) and (7) shall not apply to an employee while he is engaged on emergency work.

6. ANNUAL LEAVE.

(1) Subject to the provisions of sub-clause (2), an employer shall grant to his employee, other than a casual employee, in respect of each completed period of 12 months of employment with him—

- (a) in the case of a watchman, 21 consecutive calendar days' leave;
- (b) in the case of every other employee, 14 consecutive calendar days' leave;

and shall pay such employee in respect of such leave—

- (i) in the case of a watchman, an amount of not less than three times the weekly wage to which he is entitled as from the first day of the leave;
- (ii) in the case of every other employee, an amount of not less than double the weekly wage to which he is entitled as from the first day of the leave:

Provided that for the purpose of this clause the weekly wage of any employee who is engaged on piece-work shall be calculated on the basis set out in section twenty (5) of the Factories, Machinery and Building Work Act, 1941.

(2) The leave prescribed in sub-clause (1) shall be granted at a time to be fixed by the employer: Provided—

- (i) that, if such leave has not been granted earlier, it shall, save as provided in sub-clause (3), be granted so as to commence within four months after the completion of the 12 months of employment to which it relates or, if the employer and employee have agreed thereto in writing before the expiration of the said period of four months, the employer shall grant such leave to the employee as from a date not later than two months after the expiration of the said period of four months;
- (ii) that the period of leave shall not be concurrent with sick leave, granted in terms of clause 7 nor, unless the employee so requests and the employer agrees in writing, with any period of military training;
- (iii) that, if New Year's Day, Good Friday, Ascension Day, the Day of the Covenant or Christmas Day falls within the period of such leave, another work day shall, for each such holiday, be added to the said period as a further period of leave and the employee shall be paid an amount of not less than his daily wage in respect of each such day added;
- (iv) that an employer may set off against such period of leave any days of occasional leave granted on full pay to his employee at his employee's written request, during the period of 12 months of employment to which the period of leave relates.

(3) (a) At the written request of an employee, an employer may permit the leave to accumulate over a period of not more than 24 months of employment: Provided—

- (i) that such request is made by such employee not later than four months after the expiry of the first period of 12 months of employment to which the leave relates; and
- (ii) that the date of the receipt of such request is endorsed on the request over his signature by the employer, who shall retain such request for a period of not less than three years from such date or the date of the expiry of the first period of 12 months of employment to which the leave relates, whichever is the later.

(b) The provisions of sub-clause (2) shall *mutatis mutandis* apply to the leave referred to in this sub-clause.

(4) *Leave Remuneration.*—The remuneration in respect of the leave prescribed in sub-clause (1), read with sub-clause (3), shall be paid not later than the last work day before the date of commencement of the leave.

(5) An employee, whose contract of employment is terminated during any period of 12 months of employment before the period of leave prescribed in sub-clause (1) in respect of that period has accrued, shall, upon such termination, and in addi-

(9) *Betaling vir oortydwerk.*—'n Werkgewer moet 'n werknemer wat oortyd werk, betaal teen 'n tarief van minstens—

- (a) wat 'n los werknemer betref, een en 'n derde maal sy gewone loon ten opsigte van die hele tydperk wat sodanige werknemer op enige dag aldus gewerk het;
- (b) wat enige ander werknemer betref, een en 'n derde maal sy gewone loon ten opsigte van die hele tydperk wat bedoelde werknemer in enige week aldus gewerk het.

(10) *Voorbehoudsbepalings.*—(a) Die bepalinge van hierdie klousule geld nie vir 'n wag nie.

(b) Die bepalinge van hierdie klousule geld nie vir 'n voorman of vir 'n senior bestuurder, professionele of administratiewe werknemer indien en terwyl so 'n werknemer gereeld 'n besoldiging teen 'n tarief van minstens R160 per maand ontvang nie.

(c) Die bepalinge van subklousules (3), (4), (5) en (7) geld nie vir 'n werknemer onderwyl hy noodwerk verrig nie.

6. JAARLIKSE VERLOF.

(1) Behoudens die bepalinge van subklousule (2), moet 'n werkgewer aan sy werknemer, uitgesonderd 'n los werknemer, op iedere voltooide tydperk van twaalf maande in sy diens toestaan—

- (a) wat 'n wag betref, een-en-twintig opeenvolgende kalenderdae verlof;
- (b) aan iedere ander werknemer, veertien opeenvolgende kalenderdae verlof;

en moet hy so 'n werknemer ten opsigte van sodanige verlof betaal—

- (i) wat 'n wag betref, 'n bedrag van minstens drie maal die weekloon waartoe hy vanaf die eerste dag van die verlof geregtig is;
- (ii) wat iedere ander werknemer betref, 'n bedrag van minstens twee maal die weekloon waartoe hy vanaf die eerste dag van die verlof geregtig is:

Met dien verstande dat by die toepassing van hierdie klousule die weekloon van 'n werknemer wat stukwerk verrig, bereken word op die grondslag uiteengesit in artikel *twintig* (5) van die Wet op Fabriek, Masjinerie en Bouwerk, 1941.

(2) Die verlof voorgeskryf in subklousule (1) moet toegestaan word op 'n tyd wat die werkgewer bepaal: Met dien verstande—

- (i) dat, as sodanige verlof nie eerder toegestaan is nie, dit, behoudens die bepalinge van subklousule (3), só toegestaan word dat dit begin binne vier maande ná voltooiing van die twaalf maande diens waarop dit betrekking het, of dat, as die werkgewer en sy werknemer voor die verstryking van gemelde tydperk van vier maande skriftelik daartoe ooreengekom het, die werkgewer sodanige verlof aan die werknemer moet toestaan vanaf die datum uiterlik twee maande ná die verstryking van die gemelde tydperk van vier maande;
- (ii) dat die tydperk van verlof nie saamval met siekteverlof wat ingevolge klousule 7 toegestaan is of, tensy die werknemer dit versoek en die werkgewer skriftelik daartoe instem, met enige tydperk van militêre opleiding nie;
- (iii) dat, as Nuwejaarsdag, Goeie Vrydag, Hemelvaartdag, Geloftedag of Kersdag binne die tydperk van sodanige verlof val, daar vir elke sodanige vakansiedag nog 'n werkdag by gemelde tydperk as verdere verloftyd gevoeg en vir elke sodanige bygevoegde dag aan die werknemer 'n bedrag van minstens sy dagloon betaal word;
- (iv) dat 'n werkgewer al die dae geleentheidsverlof wat op die skriftelike versoek van sy werknemer met volle betaling aan hom toegestaan is gedurende die tydperk van twaalf maande waarop die verloftyd betrekking het, van sodanige tydperk van verlof kan aftrek.

(3) (a) Op die skriftelike versoek van sy werknemer kan 'n werkgewer die verlof oor 'n tydperk van hoogstens vier-en-twintig maande diens laat oploop: Met dien verstande—

- (i) dat so 'n werknemer sodanige versoek doen binne vier maande ná afloop van die eerste tydperk van twaalf maande diens waarop die verlof betrekking het; en
- (ii) dat die werkgewer die datum van ontvangs van sodanige versoek daarop aanbring en dit onderteken en die versoek minstens drie jaar bewaar vanaf sodanige datum of vanaf die datum van afloop van die eerste tydperk van twaalf maande diens waarop die verlof betrekking het, en wel vanaf die jongste van die twee datums.

(b) Die bepalinge van subklousule (2) geld *mutatis mutandis* vir die verlof in hierdie subklousule bedoel.

(4) *Verlofbesoldiging.*—Die besoldiging ten opsigte van die verlof voorgeskryf in subklousule (1), gelees met subklousule (3), moet uiterlik op die laaste werkdag voor die aanvangsdatum van die verlof betaal word.

(5) Aan 'n werknemer wie se dienskontrak gedurende enige dienstermyn van twaalf maande beëindig word voordat die verlof-tydperk voorgeskryf in subklousule (1) ten opsigte van so 'n termyn opgeleë het, moet by sodanige diensbeëindiging, bene-

tion to any other remuneration which may be due to him, be paid in respect of each completed month of such period of employment an amount of not less than—

- (a) in the case of a watchman, one-fourth; and
- (b) in the case of every other employee, one-sixth;

of the weekly wage he was receiving immediately before the date of such termination; Provided that an employer may make a proportionate deduction in respect of any period of leave granted to an employee in terms of the fourth proviso to sub-clause (2) and provided further than an employee—

- (i) who leaves his employment without having given and served the period of notice prescribed in clause 12, unless the employer has waived such notice or the employee has paid the employer in lieu of notice; or
- (ii) who leaves his employment without cause recognised by law as sufficient; or
- (iii) who is dismissed by his employer without notice for any cause recognised by law as sufficient for such dismissal without notice;

shall not be entitled to any payment by virtue of this sub-clause.

(6) An employee who has become entitled to a period of leave prescribed in sub-clause (1), read with sub-clause (3), and whose contract of employment is terminated before such leave has been granted, shall upon such termination be paid the amount he would have received in respect of the leave, had the leave been granted to him as at the date of the termination.

(7) For the purpose of this clause the expression "employment" shall be deemed to include any period in respect of which an employer, in terms of clause 12, pays an employee in lieu of notice and also any period or periods during which an employee is absent—

- (a) on leave in terms of this clause;
- (b) on sick leave in terms of clause 7;
- (c) on the instructions or at the request of his employer;
- (d) undergoing any military training;

amounting in the aggregate in any year to not more than 10 weeks in respect of items (a), (b) and (c), plus up to three months of any period of military training undergone in that year, and employment shall be deemed to commence—

- (i) in the case of an employee who had before the coming into force of this Determination become entitled to a period of annual leave in terms of any law, on the date on which such employee last became entitled to such leave under such law;
- (ii) in the case of an employee who was in employment before the coming into force of this Determination and to whom any law providing for annual leave applied but who had not become entitled to a period of leave in terms thereof, on the date on which such employment commenced;
- (iii) in the case of any other employee, from the date on which such employee entered his employer's service or on the date of the coming into force of this Determination, whichever is the later.

(8) (a) Notwithstanding anything to the contrary contained in this clause, an employer may for the purpose of annual leave at any time, but not more than once in any period of twelve months, close his establishment for fourteen consecutive calendar days plus any additional days that may have to be added by virtue of the third proviso to sub-clause (2).

(b) An employee who at the date of the closing of an establishment in terms of paragraph (a) is not entitled to the full period of annual leave prescribed in sub-clause (1) (b) shall in respect of any leave due to him be paid by his employer on the basis set out in sub-clause (5), and for the purpose of annual leave thereafter his employment shall be deemed to commence on the date of such closing of the establishment.

7. SICK LEAVE.

(1) Subject to the provisions of sub-clause (2), an employer shall grant to his employee, other than a casual employee, who is absent from work through incapacity—

- (a) in the case of an employee who works a five-day week, not less than twenty work days; and
- (b) in the case of every other employee, not less than twenty-four work days;

sick leave in the aggregate during each cycle of twenty-four consecutive months of employment with him, and shall pay such employee in respect of any period of absence in terms of this sub-clause not less than the wage he would have received had he worked during such period: Provided—

- (i) that in the first twenty-four consecutive months of employment an employee shall not be entitled to sick leave on full pay at a rate of more than, in the case of an employee who works a five-day week, one work day in respect of each completed period of five weeks of employment and, in the case of any other employee, one work day in respect of each completed month of employment;

wens enige ander besoldiging wat aan hom verskuldig mag wees, vir elke voltooide maand van sodanige dienstermyn 'n bedrag betaal word van minstens—

- (a) in die geval van 'n wag, een vierde, en
- (b) in die geval van iedere ander werknemer, een sesde,

van die weekloon wat hy onmiddellik voor die datum van sodanige diensbeëindiging ontvang het: Met dien verstande dat 'n werkgewer ten opsigte van enige verloftyd wat hy ingevolge die vierde voorbehoudsbepaling in subklousule (2) aan 'n werknemer toegestaan het, 'n eweredige bedrag kan aftrek, en met dien verstande voorts dat 'n werknemer—

- (i) wat sy diens verlaat sonder om die kennis te gee en die opseggingstermyn uit te dien wat by klousule 12 voorgeskryf word, tensy die werkgewer van sodanige kennisgewing afgiesien het of die werknemer die werkgewer in plaas van kennisgewing betaal het; of
- (ii) wat sy diens sonder regsgeldige rede verlaat; of
- (iii) wat deur sy werkgewer sonder kennisgewing ontslaan word om 'n rede wat vir sodanige ontslag sonder kennisgewing regtens genoegsaam is,

tot geen betaling uit hoofde van hierdie subklousule geregtig is nie.

(6) 'n Werknemer wat geregtig geword het tot 'n tydperk van verlof voorgeskryf in subklousule (1), gelees met subklousule (3), en wie se dienskontrak beëindig word voordat sodanige verlof toegestaan is, moet by sodanige diensbeëindiging die bedrag betaal word wat hy ten opsigte van die verlof sou ontvang het as die verlof op die datum van diensbeëindiging aan hom toegestaan was.

(7) By die toepassing van hierdie klousule word die uitdrukking „diens” geag ook elke tydperk te omvat ten opsigte waarvan 'n werkgewer ingevolge klousule 12 'n werknemer betaal in plaas van kennis van diensbeëindiging te gee en tewens alle tydperke waarin 'n werknemer afwesig is—

- (a) met verlof ingevolge hierdie klousule;
- (b) met siekteverlof ingevolge klousule 7;
- (c) op las of versoek van sy werkgewer;
- (d) vir militêre opleiding,

en wel tot 'n totaal in enige jaar van hoogstens tien weke ten opsigte van punte (a), (b) en (c), plus tot drie maande van enige tydperk van militêre opleiding wat hy in dié jaar ondergaan het, en die diens word geag te begin—

- (i) in die geval van 'n werknemer wat voor die inwerking-treding van hierdie Vasstelling tot 'n tydperk van jaarlikse verlof ingevolge enige wet geregtig geword het, op die datum waarop so 'n werknemer die vorige maal geregtig geword het tot verlof ingevolge so 'n wet;
- (ii) in die geval van 'n werknemer wat voor die datum van inwerking-treding van hierdie Vasstelling in diens was en vir wie enige wet gegeld het wat vir jaarlikse verlof voorsiening maak maar wat nog nie tot 'n tydperk van verlof ingevolge daarvan geregtig geword het nie, op die aanvangsdatum van sodanige diens;
- (iii) in die geval van enige ander werknemer, op die datum waarop so 'n werknemer by sy werkgewer in diens getree het of op die datum van die inwerking-treding van hierdie Vasstelling, en wel op die jongste van die twee datums.

(8) (a) Ondanks andersluidende bepalings in hierdie klousule, kan 'n werkgewer vir die doel van jaarlikse verlof te eniger tyd, maar hoogstens een maal in 'n tydperk van twaalf maande, sy bedryfsinrigting sluit en wel vir veertien opeenvolgende kalenderdae plus enige ander dae wat moontlik uit hoofde van die derde voorbehoudsbepaling in subklousule (2) daarby gevoeg moet word.

(b) 'n Werknemer wat op die sluitingsdatum van 'n bedryfs-inrigting ingevolge paragraaf (a) nie tot die volle tydperk van die jaarlikse verlof voorgeskryf in subklousule (1) (b) geregtig is, nie, moet ten opsigte van enige verlof wat aan hom verskuldig is, deur sy werkgewer betaal word op die grondslag in subklousule (5) uiteengesit, en vir die doel van die jaarlikse verlof daarna word sy diens geag te begin op die datum waarop die bedryfsinrigting aldus gesluit is.

7. SIEKTEVERLOF.

(1) Behoudens die bepalings van subklousule (2), moet 'n werkgewer aan sy werknemer, uitgesonderd 'n los werknemer, wat weens ongeskiktheid van die werk afwesig is, die volgende toestaan—

- (a) in die geval van 'n werknemer wat 'n werkweek van vyf dae het, altesaam minstens twintig werkdag, en
- (b) in die geval van iedere ander werknemer, altesaam minstens vier-en-twintig werkdag,

siekteverlof gedurende elke tydkring van vier-en-twintig opeenvolgende maande diens by hom, en moet hy so 'n werknemer vir elke tydperk van afwesigheid ingevolge hierdie subklousule minstens die loon betaal wat hy sou ontvang het as hy gedurende so 'n tydperk gewerk het: Met dien verstande—

- (i) dat gedurende die eerste vier-en-twintig opeenvolgende maande diens 'n werknemer nie tot meer siekteverlof met volle betaling geregtig is nie as, wat 'n werknemer met 'n werkweek van vyf dae betref, een werkdag ten opsigte van elke voltooide tydperk van vyf weke diens en, wat enige ander werknemer betref, een werkdag ten opsigte van elke voltooide maand diens;

- (ii) that this clause shall not apply to an employee at whose written request an employer makes contributions, at least equal to those made by the employee, to any fund or organisation nominated by the employee, which fund or organisation guarantees to the employee in the event of his incapacity in the circumstances set out in this clause the payment to him of not less than in the aggregate the equivalent of his wage for twenty or twenty-four work days, as the case may be, in each cycle of twenty-four months of employment, except that during the first twenty-four months of the payment of contributions by the employee the guaranteed rate need not exceed the rate of accrual set out in the first proviso to this sub-clause;
- (iii) that where an employer is by any law required to pay fees for hospital or medical treatment in respect of an employee, and pays such fees, the amount so paid may be set off against the payment due in respect of absence owing to incapacity in terms of this clause;
- (iv) that, if in respect of any period of incapacity covered by this clause an employer is required by any other law to pay to an employee his full wages, the provisions of this clause shall not apply.

(2) An employer may, as a condition precedent to the payment by him of any amount claimed in terms of this clause by an employee in respect of any absence from work for a period covering more than three consecutive calendar days, require the employee to produce a certificate signed by a medical practitioner confirming the nature and duration of the employee's incapacity: Provided that when an employee has during any period of eight consecutive weeks claimed payment in terms of this clause on two or more occasions for periods of three consecutive calendar days or less without producing such a certificate, his employer may during the next succeeding eight weeks, as a condition precedent to the payment by him of any amount claimed by such employee in terms of this clause, require the employee to produce such a certificate irrespective of the duration of such absence.

(3) Where, during the first cycle of 24 months of employment with the same employer, an employee is absent owing to incapacity for a period in excess of any sick leave accrued at the time of such incapacity, he shall be entitled to be paid only in respect of such leave as has so accrued; but his employer shall, if he has not previously done so, at the expiry of the said cycle of employment or on termination of employment before such expiry pay him in respect of such excess period of absence owing to incapacity to the extent to which sick leave, accrued at such expiry or termination, had not been taken.

(4) For the purpose of this clause the expression—

- (a) "employment" shall be deemed to include any period or periods during which an employee is absent—
- on leave in terms of clause 6;
 - on the instructions or at the request of his employer;
 - on sick leave in terms of sub-clause (1);
 - undergoing military training;

amounting in the aggregate in any year to not more than ten weeks in respect of items (i), (ii) and (iii), plus up to three months of any period of military training undergone in that year, and any period of employment which an employee has had with the same employer immediately before the date of the coming into operation of this Determination shall for the purpose of this clause be deemed to be employment under this Determination, and any sick leave on full pay granted to such an employee during such period shall be deemed to have been granted under this Determination;

- (b) "incapacity" means inability to work owing to any sickness or injury other than that caused by an employee's own misconduct: Provided that any inability to work caused by an accident for which compensation is payable under the Workmen's Compensation Act, 1941, shall be deemed to be incapacity only in respect of any period of inability to work for which no disablement payment is payable in terms of that Act.

8. PUBLIC HOLIDAYS AND SUNDAYS.

(1) Subject to the provisions of clause 4 (6), if an employee does not work on New Year's Day, Good Friday, Ascension Day, the Day of the Covenant or Christmas Day, his employer shall pay him for the week in which such day falls not less than his weekly wage.

(2) Whenever an employee works on New Year's Day, Good Friday, Ascension Day, the Day of the Covenant or Christmas Day his employer shall, save as provided in clause 4 (6), pay him for the week in which such day falls not less than his weekly wage, plus an amount calculated at a rate not less than his ordinary wage in respect of the total period worked by him on such day: Provided that where such an employee is required or permitted to work for less than four hours on such day, he shall be deemed to have worked for four hours.

- (ii) dat hierdie klousule nie geld vir 'n werknemer op wie se skriftelike versoek 'n werkgewer bydraes, minstens gelyk aan dié wat die werknemer self daarin stort, betaal aan enige fonds of organisasie wat die werknemer aanwys en wat aan die werknemer waarborg dat aan hom by ongeskiktheid in die omstandighede in hierdie klousule vermeld, altesaam minstens die ekwivalent van sy loon vir twintig of vier-en-twintig werkdag, al na gelang van die geval, in elke tydkring van vier-en-twintig maande diens betaal sal word, behalwe dat gedurende die eerste vier-en-twintig maande waarin die werknemer bydraes stort, die gewaarborgde tarief nie dié koers van aanwas soos uiteengesit in die eerste voorbehoudsbepaling van hierdie subklousule te bowe hoef te gaan nie;
- (iii) dat, indien 'n werkgewer ingevolge enige wet gelde vir hospitaal- of mediese behandeling ten opsigte van 'n werknemer moet betaal, en sodanige gelde wel betaal, die aldus betaalde bedrag afgetrek kan word van die bedrag wat ingevolge hierdie klousule ten opsigte van afwesigheid weens ongeskiktheid verskuldig is;
- (iv) dat, indien 'n werkgewer by enige ander wet verplig word om 'n werknemer sy volle loon te betaal ten opsigte van enige tydperk van ongeskiktheid waarvoor hierdie klousule voorsiening maak, dié bepaling van hierdie klousule nie geld nie.

(2) Voordat 'n werkgewer 'n bedrag betaal wat 'n werknemer kragtens hierdie klousule eis ten opsigte van enige afwesigheid uit sy werk gedurende 'n tydperk wat strek oor meer as drie opeenvolgende kalenderdae, kan hy vereis dat die werknemer 'n sertifikaat voorlê wat deur 'n geneesheer geteken is en wat dié aard en duur van die werknemer se ongeskiktheid bevestig: Met dien verstande dat wanneer 'n werknemer gedurende enige tydperk van agt opeenvolgende weke betaling kragtens hierdie klousule by twee of meer geleenthede vir tydperke van drie of minder opeenvolgende kalenderdae geeis het sonder om so 'n sertifikaat voor te lê, sy werkgewer gedurende die eersvolgende agt weke, as 'n voorafgaande voorwaarde vir dié betaling deur hom van enige bedrag deur die werknemer kragtens hierdie klousule geeis, kan vereis dat die werknemer so 'n sertifikaat voorlê, ongeag dié duur van sodanige afwesigheid.

(3) Wanneer 'n werknemer gedurende die eerste tydkring van vier-en-twintig maande diens by dieselfde werkgewer weens ongeskiktheid 'n langer tydperk afwesig is as dié siekteverlof wat hom ten tyde van sodanige ongeskiktheid toekom, is hy geregtig tot betaling vir slegs dié siekteverlof wat hom dan toekom; maar sy werkgewer moet, as hy dit nie, reeds gedoen het nie, by afloop van gemelde tydkring, of by diensbeëindiging voor sodanige afloop, hom ten opsigte van dié langer tydperk van afwesigheid weens ongeskiktheid uitbetaal vir sover dié siekteverlof wat by sodanige afloop of beëindiging aan hom toekom, nog nie gebruik is nie.

(4) By die toepassing van hierdie klousule—

- (a) word die uitdrukking „diens” geag ook enige tydperk of tydperke te omvat waarin die werknemer afwesig is—
- met verlof ingevolge klousule 6;
 - op las of versoek van sy werkgewer;
 - met siekteverlof ingevolge subklousule (1);
 - vir militêre opleiding;

en wel tot 'n totaal in enige jaar van hoogstens tien weke ten opsigte van punte (i), (ii) en (iii), plus tot drie maande van enige tydperk van militêre opleiding wat hy in dié jaar ondergaan het, en enige tydperk van diens by dieselfde werkgewer onmiddellik voor dié datum van dié inwerkingtreding van hierdie Vasstelling word by dié toepassing van hierdie klousule geag diens ingevolge hierdie Vasstelling te wees, en alle siekteverlof wat met volle betaling aan so 'n werknemer gedurende so 'n tydperk toegestaan is, word geag ingevolge hierdie Vasstelling toegestaan te wees;

- (b) beteken „ongeskiktheid” dié vermoë om te werk weens siekte of besering, behalwe as dit deur die werknemer se eie wangedrag veroorsaak is: Met dien verstande dat, as dié vermoë om te werk te wyte is aan 'n ongeluk waarvoor daar ingevolge die Ongevallewet, 1941, vergoeding betaalbaar is, sodanige onvermoë geag word ongeskiktheid te wees slegs ten opsigte van dié tydperk van onvermoë om te werk waarvoor geen vergoeding weens arbeidsongeskiktheid ingevolge genoemde Wet betaalbaar is nie.

8. OPENBARE VAKANSIEDAE EN SONDAE.

(1) Behoudens dié bepalinge van klousule 4 (6), moet 'n werkgewer aan 'n werknemer wat op Nuwejaarsdag, Goeie Vrydag, Hemelvaartdag, Gelofte dag of Kersdag nie werk nie, minstens sy weekloon betaal vir die week waarin so 'n dag val.

(2) Wanneer 'n werknemer op Nuwejaarsdag, Goeie Vrydag, Hemelvaartdag, Gelofte dag of Kersdag werk, moet sy werkgewer hom, behoudens dié bepalinge van klousule 4 (6), vir dié week waarin so 'n dag val, minstens sy weekloon betaal, plus 'n bedrag bereken teen 'n tarief van minstens sy gewone loon ten opsigte van dié hele tydperk wat hy op sodanige dag gewerk het: Met dien verstande dat, as vereis of toegelaat word dat die werknemer minder as vier uur op so 'n dag werk, hy geag word vier uur te gewerk het.

(3) *Compensation for work on a Sunday.*—Whenever an employee works on a Sunday, his employer shall either—

(a) pay to the employee—

- (i) if he so works for a period not exceeding four hours, not less than his daily wage;
- (ii) if he so works for a period exceeding four hours, at a rate not less than double his ordinary wage in respect of the total period worked by him on such Sunday or not less than double his daily wage, whichever is the greater; or

(b) pay him not less than one and one-third times his ordinary wage in respect of the total period worked by him on such Sunday, and grant him within seven days of such Sunday one day's leave and pay him in respect thereof not less than his daily wage: Provided that where such an employee is required or permitted to work for less than four hours on such Sunday, he shall be deemed to have worked for four hours.

(4) The provisions of this clause shall not apply to a foreman or to a senior managerial, professional or administrative employee if and for so long as such an employee is in receipt of regular remuneration at a rate of not less than R180 per month, nor to a casual employee or a watchman.

9. PIECE-WORK.

(1) An employer may, after at least one week's notice to his employee, introduce any piece-work system and, save as provided in clause 4 (6), the employer shall pay such employee, who is employed on such piece-work system, remuneration at the rates applicable under such system: Provided that, irrespective of the quantity of work done, the employer shall pay such employee not less than—

- (a) in the case of an employee other than a casual employee, in respect of each week in which piece-work is performed the amount which he would have been required to pay such employee for that week had he been remunerated on the basis of time worked;
- (b) in the case of a casual employee, in respect of each day on which piece-work is performed the amount which he would have been required to pay such employee for that day had he been remunerated on the basis of time worked.

(2) An employer shall keep posted up in a conspicuous place in his establishment a schedule of the rates referred to in sub-clause (1).

(3) An employer who intends to cancel or amend any piece-work system in operation or the rates applicable thereunder shall give his employee employed on such system not less than one month's notice of such intention: Provided that an employer and his employee may agree on a longer period of notice, in which case the employer shall give not less than the period of notice agreed upon.

(4) Notwithstanding anything to the contrary in this clause, an employer need not give a casual employee notice of his intention to introduce any piece-work system or to cancel or amend it.

10. PROHIBITION OF EMPLOYMENT.

An employer shall not employ any person under the age of fifteen years.

11. UNIFORMS, OVERALLS AND PROTECTIVE CLOTHING.

(1) An employer shall supply and maintain in serviceable and clean condition, free of charge, any uniform, overall, gumboots or other protective clothing which he requires his employee to wear: or which by any law or regulation he is compelled to provide for his employee and any such uniform, overall, gumboots or other protective clothing shall remain the property of the employer: Provided that an employer may require an employee to launder any such uniform, overall or protective clothing in which event the employer shall pay such employee an allowance of not less than fifteen cents every week.

(2) An employer shall in wet weather provide a watchman who in the course of his duties is exposed to the weather, free of charge with suitable waterproof protection for the head and legs and a waterproof cape, and such articles shall remain the property of the employer: Provided that an employer may in lieu of providing such articles, pay to such employee, in addition to any other remuneration due to him, an allowance of not less than R0.35 per month.

12. TERMINATION OF CONTRACT OF EMPLOYMENT.

(1) An employer or his employee, other than a casual employee, who desires to terminate the contract of employment, shall give—

- (a) during the first four weeks of employment, not less than one work day's,
- (b) after the first four weeks of employment, not less than one week's,

notice of termination of contract, or an employer or employee may terminate the contract without notice by paying the employee or paying or forfeiting to the employer, as the case may be, in lieu of such notice not less than—

- (i) in the case of one work day's notice, the daily wage which the employee is receiving at the time of such termination;

(3) *Vergoeding vir werk op 'n Sondag.*—Wanneer 'n werknemer op 'n Sondag werk, moet sy werkgever of—

(a) die werknemer—

- (i) indien hy aldus 'n tydperk van hoogstens vier uur werk, minstens sy dagloon betaal;
- (ii) indien hy aldus 'n tydperk van meer as vier uur werk, teen 'n tarief van minstens dubbel sy gewone loon betaal ten opsigte van die hele tydperk wat hy op bedoelde Sondag werk, of minstens dubbel sy dagloon, watter ookal die meeste is, of

(b) die werknemer teen 'n tarief van een en 'n derde maal sy gewone loon betaal ten opsigte van die hele tydperk wat hy op bedoelde Sondag werk en hom binne sewe dae vanaf dié Sondag een dag verlof toestaan en hom ten opsigte daarvan minstens sy dagloon betaal: Met dien verstande dat, as vereis of toegelaat word dat so 'n werknemer minder as vier uur op bedoelde Sondag werk, hy geag word vier uur te gewerk het.

(4) Die bepalinge van hierdie klousule geld nie vir 'n voorman of vir 'n senior besturende, professionele of administratiewe werknemer indien en terwyl so 'n werknemer gereeld 'n besoldiging teen 'n tarief van minstens R180 per maand ontvang nie en ook nie vir 'n los werknemer of 'n wag nie.

9. STUKWERK.

(1) Ná minstens een week kennisgewing aan sy werknemer kan 'n werkgever 'n stukwerkstelsel invoer en, behoudens die bepalinge van klousule 4 (6), moet die werkgever 'n werknemer wat volgens so 'n stukwerkstelsel werk, besoldig teen die tarief wat volgens dié stelsel geld: Met dien verstande dat die werkgever, ongeag die hoeveelheid gedane werk, die werknemer minstens die volgende betaal—

- (a) in die geval van 'n ander werknemer as 'n los werknemer, vir elke week waarin stukwerk verrig word, die bedrag wat hy so 'n werknemer vir dié week sou moet betaal het as hy hom 'n tydloon betaal het;
- (b) in die geval van 'n los werknemer, vir elke dag waarop stukwerk verrig word, die bedrag wat hy so 'n werknemer vir daardie dag sou moet betaal het as hy hom 'n tydloon betaal het.

(2) 'n Werkgever moet 'n lys van die tariewe vermeld in subklousule (1) op 'n opvallende plek in sy bedryfsinrigting aangeplak hou.

(3) 'n Werkgever wat voornemens is om 'n bestaande stukwerkstelsel of dié tariewe wat daarvolgens geld af te skaf of te wysig, moet aan die betrokke werknemers minstens een maand kennis van sodanige voorneme gee: Met dien verstande dat 'n werkgever en sy werknemer oor 'n langer termyn van kennisgewing kan ooreenkom en dan moet die werkgever minstens dié ooreengekome kennis gee.

(4) Ondanks andersluidende bepalinge in hierdie klousule, hoef 'n werkgever 'n los werknemer geen kennis te gee van sy voorneme om 'n stukwerkstelsel in te voer of af te skaf of te wysig nie.

10. VERBOD OP INDIENSNEMING.

'n Werkgever mag niemand onder die ouderdom van vyftien jaar in diens neem nie.

11. UNIFORMS, OORPAKKE EN BESKERMENDE KLERE.

(1) 'n Werkgever moet alle uniforms, oorpakke, rubberstewels of ander beskermende kleren wat hy vereis dat sy werknemers dra of wat enige wet of regulasie hom verplig om aan sy werknemer te verskaf, gratis verskaf en in bruikbare en sindelike toestand hou; en alle sodanige uniforms, oorpakke, rubberstewels of ander beskermende kleren bly die eiendom van die werkgever: Met dien verstande dat 'n werkgever kan vereis dat 'n werknemer sodanige uniform, oorpak of beskermende kleren was, en dan moet die werkgever so 'n werknemer 'n toelae van minstens vyftien sent per week betaal.

(2) 'n Werkgever moet by nat weer 'n wag wat in die uitvoering van sy pligte aan die weer blootgestel is gratis voorsien van waterdigte beskerming vir die hoof en bene en 'n waterdigte mantel, en sodanige artikels bly die eiendom van die werkgever: Met dien verstande dat 'n werkgever, instede van bedoelde artikels te verskaf die werknemer, benewens enige ander besoldiging aan hom verskuldig, 'n toelae van minstens R0.35 per maand kan betaal.

12. BEÏNDIGING VAN DIENSKONTRAK.

(1) 'n Werkgever of sy werknemer, uitgesonderd 'n los werknemer, wat die dienskontrak wil beëindig moet dit—

- (a) gedurende die eerste vier weke diens, minstens een werkdag,
- (b) ná die eerste vier weke diens, minstens 'n week,

vooruit opse; of 'n werkgever of 'n werknemer kan die kontrak sonder opsegging beëindig deurdat in plaas van opsegging die werkgever aan die werknemer minstens die volgende betaal, of die werknemer aan die werkgever minstens die volgende betaal of verbeur, al na gelang van die omstandighede—

- (i) in die geval van een werkdag opsegging, die dagloon wat die werknemer ten tyde van sodanige beëindiging ontvang;

- (ii) in the case of a week's notice, the weekly wage which the employee is receiving at the time of such termination:

Provided that this shall not effect—

- (i) the right of an employer or an employee to terminate the contract without notice for any cause recognised by law as sufficient;
- (ii) any written agreement between an employer and his employee which provides for a period of notice of equal duration on both sides and for longer than that prescribed in this clause;
- (iii) the operation of any forfeitures or penalties which by law may be applicable in respect of an employee who deserts:

Provided further that where the wage of an employee at the date of termination has been reduced by deductions in respect of short-time, the expression "is receiving at the time of such termination" shall, when an employer pays an employee in lieu of notice, be deemed to mean "would have received at the time of such termination if no deductions had been made in respect of short-time".

(2) Where there is an agreement in terms of the second proviso to sub-clause (1), the payment of forfeiture in lieu of notice shall correspond to the period of notice agreed upon.

(3) The notice prescribed in sub-clause (1) shall take effect from the day on which it is given: Provided—

- (i) that the period of notice shall not run concurrently with, nor shall notice be given during, an employee's absence on leave granted in terms of clause 6 or any period of military training;
- (ii) that notice shall not be given during an employee's absence on sick leave granted in terms of clause 7.

13. CERTIFICATE OF SERVICE.

An employer shall on termination of the contract of employment, other than through the desertion of an employee, furnish his employee, other than a casual employee, with a certificate of service, substantially in the form prescribed in the Schedule to this Determination, showing the full names of the employer and his employee, the occupation of the employee, the date of commencement and the date of termination of the contract and the employee's weekly wage at the date of such termination.

SCHEDULE.

I/We(a).....
 carrying on trade in the Fruit Drying and Packing Industry
 at.....
 hereby certify that.....
 was employed by me/us(a) from the.....day
 of....., 19....., to the.....
 day of....., 19....., in the occupation of
 (b)..... At the termination of
 employment his/her(a) wage was.....rand
cents per week.

(Signature of Employer or Authorised
 Representative.)

Date.....

- (a) Delete whichever inapplicable.
- (b) State occupation in which employee was wholly or mainly engaged, e.g. clerk, general worker, labourer.

No. R. 1708.] [19 October 1962.
 WAR MEASURES ACT, 1940.

SUSPENSION OF PAYMENT OF COST OF LIVING
 ALLOWANCES PAYABLE UNDER WAR
 MEASURE No. 43 OF 1942, AS AMENDED.

FRUIT DRYING AND PACKING INDUSTRY, CERTAIN AREAS.

On behalf of the Minister of Labour, I, MARAIS VILJOEN, Deputy-Minister of Labour, in terms of sub-regulation (1) of regulation 4 of the regulations published under War Measure No. 43 of 1942, as amended, hereby suspend the operation of the said regulations in respect of all employees for whom wages are prescribed in clause 3 of the Wage Determination for the Fruit Drying and Packing Industry, certain areas, published under Government Notice No. 1707 of the 19th October, 1962.

M. VILJOEN,
 Deputy-Minister of Labour.

- (ii) in die geval van 'n week opsegging, die weekloon wat die werknemer ten tyde van sodanige beëindiging ontvang:

Met dien verstande dat hierdeur onaangetas gelaat word—

- (i) die reg van 'n werkgewer of sy werknemer om op enige regsgeldige grond die kontrak sonder opsegging te beëindig;
- (ii) 'n skriftelike ooreenkoms tussen 'n werkgewer en sy werknemer waarin voorsiening gemaak word vir 'n opseggingstermyn wat vir beide partye ewe lank is en langer is as dié wat hierdie klousule voorskryf;
- (iii) die werking van verbeurings of boetes wat regtens van toepassing mag wees op 'n werknemer wat sy diens verlaat:

Met dien verstande voorts dat, indien die loon van 'n werknemer teen die datum van die beëindiging reeds weens korttyd verminder is en die werkgewer hom betaal in plaas van sy diens op te sê, die uitdrukking „ten tyde van sodanige beëindiging ontvang” geag word te beteken „ten tyde van sodanige beëindiging sou ontvang het as geen aftrekkings weens korttyd gedoen was nie”.

(2) Indien daar ingevolge die tweede voorbehoudsbepaling van subklousule (1) 'n ooreenkoms bestaan, moet die betaling of verbeuring in plaas van opsegging eweredig wees aan die ooreengekome opseggingstermyn.

(3) Die opsegging in subklousule (1) voorgeskryf gaan in op die dag waarop dit gedoen word: Met dien verstande—

- (i) dat die opseggingstermyn nie mag saamval met die opsegging nie mag geskied gedurende 'n werknemer se afwesigheid met verlof ingevolge klousule 6 of met enige tydperk van militêre opleiding nie;
- (ii) dat gedurende 'n werknemer se afwesigheid met siekteverlof ooreenkomstig klousule 7 opsegging nie mag geskied nie.

13. DIENSSERTIFIKAAT.

Wanneer 'n dienskontrak om 'n ander rede as diensverlating beëindig word, moet die werkgewer aan die betrokke werknemer, uitgesonderd 'n los werknemer, 'n dienssertifikaat gee wat in hoofsaak die vorm het wat in die Bylae tot hierdie Vasstelling voorgeskryf word en waarin die volle naam van die werkgewer en van sy werknemer, die beroep van die werknemer, die aanvangs- en die beëindigingsdatum van die kontrak en die werknemer se weekloon ten tyde van die datum van sodanige beëindiging aangegee word.

BYLAE.

Ek/Ons(a).....
 wat die Nywerheid vir die Droog en Verpakking van Vrugte
 beoefen te.....
 verklaar hierby dat.....
 in my/ons(a) diens was van die.....
 dag van..... 19..... tot die.....
 dag van..... 19.....
 in die betrekking van (b).....
 By diensbeëindiging was sy/haar(a) loon..... rand
 sent per week.

(Handtekening van werkgewer of
 gemagtigde verteenwoordiger.)

Datum.....

- (a) Skrap wat nie van toepassing is nie.
- (b) Meld die klas werk waarin die werknemer uitsluitend of hoofsaaklik in diens was, bv., klerk, algemene werker, arbeider.

No. R. 1708.] [19 Oktober 1962.
 WET OP OORLOGSMAATREËLS, 1940.

OPSKORTING VAN BETALING VAN LEWENS-
 KOSTETOELAE BETAALBAAR INGEVOLGE
 OORLOGSMAATREËL No. 43 VAN 1942, SOOS
 GEWYSIG.

NYWERHEID VIR DIE DROOG EN VERPAKKING VAN VRUGTE, SEKERE GEBIEDE.

Namens die Minister van Arbeid, skort ek, MARAIS VILJOEN, Adjunk-minister van Arbeid, kragtens die bepalings van subregulasie (1) van regulasie 4 van die regulasies gepubliseer by Oorlogsmaatreël No. 43 van 1942, soos gewysig, hierby die toepassing van genoemde regulasies op ten opsigte van alle werknemers vir wie lone voorgeskryf word in klousule 3 van die Loonvasstelling vir die Nywerheid vir die Droog en Verpakking van Vrugte, sekere Gebiede, gepubliseer by Goewermentskennisgewing No. 1707 van 19 Oktober 1962.

M. VILJOEN,
 Adjunk-minister van Arbeid.

No. R. 1709.] [19 October 1962.
**FACTORIES, MACHINERY AND BUILDING WORK
 ACT, 1941, AS AMENDED.**

**FRUIT DRYING AND PACKING INDUSTRY,
 CERTAIN AREAS.**

On behalf of the Minister of Labour, I, MARAIS VILJOEN, Deputy-Minister of Labour, in terms of sub-section (1) of section *twenty-two* of the Factories, Machinery and Building Work Act, 1941, as amended, declare the provisions of the Determination for the Fruit Drying and Packing Industry published under Government Notice No. 1707 of the 19th October, 1962, on the whole to be not less favourable to the employees whose hours of work and remuneration in respect of overtime, public holidays and work on Sundays and public holidays are regulated thereby than the relative provisions of the said Act.

M. VILJOEN,
 Deputy-Minister of Labour.

No. R. 1709.] [19 Oktober 1962.
**WET OP FABRIEKE, MASJINERIE EN BOUWERK,
 1941, SOOS GEWYSIG.**

**NYWERHEID VIR DIE DROOG EN VERPAKKING
 VAN VRUGTE, SEKERE GEBIEDE.**

Namens die Minister van Arbeid, verklaar ek, MARAIS VILJOEN, Adjunk-minister van Arbeid, kragtens subartikel (1) van artikel *twee-en-twintig* van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, soos gewysig, dat die bepalings van die Vastelling vir die Nywerheid vir die Droog en Verpakking van Vrugte gepubliseer by Goewermentskennisgewing No. 1707 van 19 Oktober 1962, oor die algemeen nie vir die werknemers wie se werkure en beloning ten opsigte van oortyd, openbare feesdae en werk op Sondae en openbare feesdae daarby gereël word, minder gunstig as die desbetreffende bepalings van genoemde Wet is nie.

M. VILJOEN,
 Adjunk-minister van Arbeid.

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*Die maandblad
van die Departement van Handel en Nywerheid*

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