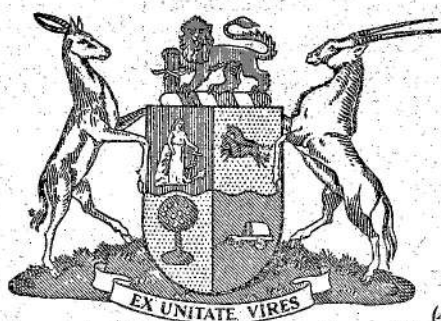




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PRETORIA, 27 AUGUSTUS 1965.
 27 AUGUST

[No. 1211.]

GOEWERMENTSKENNISGEWINGS.**GOVERNMENT NOTICES.****DEPARTEMENT VAN ARBEID.****DEPARTMENT OF LABOUR.**

No. R. 1281.] [27 Augustus 1965.
 WET OP NYWERHEIDSVERSOENING, 1956.

No. R. 1281.] [27 August 1965.
 INDUSTRIAL CONCILIATION ACT, 1956.

YSTER-, STAAL-, INGENIEURS- EN METAL-
 LURGIESE NYWERHEID, REPUBLIEK VAN
 SUID-AFRIKA.

IRON, STEEL, ENGINEERING AND METALLUR-
 GICAL INDUSTRY, REPUBLIC OF SOUTH
 AFRICA.

HOOFOOREENKOMS.**MAIN AGREEMENT.**

Ek, AFRED ERNEST TROLLIP, Minister van Arbeid,
 verklaar hierby—

I, ALFRED ERNEST TROLLIP, Minister of Labour,
 hereby—

- (a) kragtens paragraaf (a) van subartikel (1) van artikel *agt-en-veertig* van die Wet op Nywerheidsversoening, 1956, soos gewysig, dat al die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, vanaf die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat twee jaar vanaf genoemde eerste Maandag eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vakverenigings is;
- (b) kragtens paragraaf (b) van subartikel (1) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) en (6), 2, 8 (3) (e), 24 en 29 van Deel I, vanaf die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat twee jaar vanaf genoemde eerste Maandag eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die Republiek van Suid-Afrika; en
- (c) kragtens paragraaf (a) van subartikel (3) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) en (6), 2, 8 (3) (e) en (h), 24 en 29 van Deel I, vanaf die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat twee jaar vanaf genoemde eerste Maandag eindig, in die Republiek van Suid-Afrika *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Nywerheid by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

- (a) in terms of paragraph (a) of sub-section (1) of section *forty-eight* of the Industrial Conciliation Act, 1956, as amended, declare that all the provisions of the Agreement which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industry shall be binding from the first Monday after the date of publication of this notice and for the period ending two years from the said first Monday upon the employers' organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions;
- (b) in terms of paragraph (b) of sub-section (1) of section *forty-eight* of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 (1) and (6), 2, 8 (3) (e), 24 and 29 of Part I, shall be binding from the first Monday after the date of publication of this notice and for the period ending two years from the said first Monday upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the Republic of South Africa; and
- (c) in terms of paragraph (a) of sub-section (3) of section *forty-eight* of the said Act, declare that in the Republic of South Africa and from the first Monday after the date of publication of this notice and for the period of ending two years from the said first Monday the provisions of the said Agreement, excluding those contained in clauses 1 (1) and (6), 2, 8 (3) (e) and (h), 24 and 29 of Part I, shall *mutatis mutandis* be binding upon all Bantu employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Bantu in their employ.

A. E. TROLLIP,
 Minister van Arbeid.

A. E. TROLLIP,
 Minister of Labour.

BYLAE.

NATIONALE NYWERHEIDSRAAD VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.

OOREENKOMS

ingevoelge die bepalings van die Wet op Nywerheidsversoening, 1956, gesluit en aangegaan tussen die—

Automotive Parts Production Engineers' Association;
Cape Engineers' and Founders' Association;
Constructional Engineering Association;
East London Engineers' and Founders' Employers' Association;
Edge Hand and Small Tool Manufacturers' Association;
Electrical Engineering and Allied Industries Association;
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape);
Gate and Fence Manufacturers' Association of the Transvaal;
Heavy Engineering Manufacturers' Association;
Lift Engineering Association of South Africa;
Light Engineering Industries Association of South Africa;
Materials Handling and Construction Plant Association of South Africa;
Natal Engineering Industries Association;
Non-Ferrous Metal Industries Association of South Africa;
Plastics Manufacturers' Association of South Africa;
Port Elizabeth Engineers' Association;
Precision Manufacturing Engineers' Association;
Sheetmetal Industries Association of South Africa;
S.A. Agricultural and Irrigation Machinery Manufacturers' Association;
S.A. Electro Plating Industries Association;
S.A. Fasteners Manufacturers' Association;
S.A. Production Founders' Association;
S.A. Reinforced Concrete Engineers' Association;
S.A. Association of Shipbuilders and Repairers;
S.A. Tube Makers' Association;
S.A. Wire and Wire Rope Manufacturers' Association;
S.A. Wrought Non-Ferrous Metal Manufacturers' Association;
South African Industrial Refrigeration and Air Conditioning Contractors' Association;
Transvaal and Orange Free State Foundry Association;

aan die een kant (hieronder die "werkgewers" of die "werkgewersorganisasies" genoem), en die

Amalgamated Engineering Union of South Africa;
Amalgamated Society of Woodworkers of South Africa;
Engineering Industrial Workers' Union;
Iron Moulders' Society of South Africa;
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society;
S.A. Electrical Workers' Association;
S.A. Engine Drivers' and Firemen's Association;
S.A. Yster en Staal Bedryfsvereniging;

aan die ander kant (hieronder die "werknemers" of die "vakverenigings" genoem),

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede.

DEEL I.

1. BESTEK VAN TOEPASSING VAN OOREENKOMS.

(1) Die bepalings van hierdie Ooreenkoms moet dwarsdeur die Republiek van Suid-Afrika nagekom word deur alle werkgewers en werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede wat onderskeidelik lede van die werkgewersorganisasie en die vakverenigings is, maar is nie van toepassing nie op lede van die Iron and Steel Producers' Association of South Africa in die landdrostrikte Benoni, Germiston, Pretoria, Vereeniging, Johannesburg, Middelburg (Tvl.), Witbank en Vanderbijlpark, uitgesonderd wat betref gieterie gedryf deur lede van genoemde Vereniging in die landdrostrikte Benoni, Germiston en Vereeniging, op wie die bepalings van artikel 24 van Deel I van die Ooreenkoms en artikel (a)—Woordomsrywings—van Afdeling D/7 (Afdeling vir Smelt- en Gietwerk—Algemeen en Vervaardiging) van toepassing is.

(2) Ondanks die bepalings van subartikel (1) is die bepalings van hierdie Ooreenkoms nie van toepassing nie op—

- (i) die installering, herstel van en diens aan radio's en huishoudelike elektriese toestelle en die vervaardiging van radio's;
- (ii) die vervaardiging van gloeilampe;
- (iii) die vervaardiging van elektrodes deur sweising;
- (iv) die vervaardiging van aluminiumplaat en/of -foelie en bedrywighede wat in verband daarmee staan;
- (v) die vervaardiging van elektriese kables;
- (vi) die installering en/of herstel en/of onderhoud van elektriese hysers en roltrappe;

SCHEDULE.

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.

AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, 1956, made and entered into between the—

Automotive Parts Production Engineers' Association;
Cape Engineers' and Founders' Association;
Constructional Engineering Association;
East London Engineers' and Founders' Employers' Association;
Edge Hand and Small Tool Manufacturers' Association;
Electrical Engineering and Allied Industries Association;
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape);
Gate and Fence Manufacturers' Association of the Transvaal;
Heavy Engineering Manufacturers' Association;
Lift Engineering Association of South Africa;
Light Engineering Industries Association of South Africa;
Materials Handling and Construction Plant Association of South Africa;
Natal Engineering Industries Association;
Non-Ferrous Metal Industries Association of South Africa;
Plastics Manufacturers' Association of South Africa;
Port Elizabeth Engineers' Association;
Precision Manufacturing Engineers' Association;
Sheetmetal Industries Association of South Africa;
S.A. Agricultural and Irrigation Machinery Manufacturers' Association;
S.A. Electro Plating Industries Association;
S.A. Fasteners Manufacturers' Association;
S.A. Production Founders' Association;
S.A. Reinforced Concrete Engineers' Association;
S.A. Association of Shipbuilders and Repairers;
S.A. Tube Makers' Association;
S.A. Wire and Wire Rope Manufacturers' Association;
S.A. Wrought Non-Ferrous Metal Manufacturers' Association;
South African Industrial Refrigeration and Air Conditioning Contractors' Association;
Transvaal and Orange Free State Foundry Association;

of the other part (hereinafter referred to as "the employees" or "the employers' organisations"), and the

Amalgamated Engineering Union of South Africa;
Amalgamated Society of Woodworkers of South Africa;
Engineering Industrial Workers' Union;
Iron Moulders' Society of South Africa;
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society;
S.A. Electrical Workers' Association;
S.A. Engine Drivers' and Firemen's Association;
S.A. Yster en Staal Bedryfsvereniging;

of the other part (hereinafter referred to as "the employers" or "the trade unions"),

being parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries.

PART I.

1. SCOPE OF APPLICATION OF AGREEMENT.

(1) The terms of this Agreement shall be observed throughout the Republic of South Africa by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisation and trade unions respectively, but shall not apply to members of the Iron and Steel Producers' Association of South Africa in the Magisterial Districts of Benoni, Germiston, Pretoria, Vereeniging, Johannesburg, Middelburg (Tvl.), Witbank and Vanderbijlpark, except for foundries operated by members of the said Association in the Magisterial Districts of Benoni, Germiston and Vereeniging, to which the provisions of section 24 of Part I of the Agreement and section (a)—Definitions—of Division D/7 (Foundry and Castings General and Manufacturing Division) shall apply.

(2) Notwithstanding the provisions of sub-section (1) the terms of this Agreement shall not apply to—

- (i) installation, repair and servicing of radios and domestic electrical appliances and the manufacture of radios;
- (ii) incandescent lamp manufacture;
- (iii) welding electrode manufacture;
- (iv) the manufacture of aluminium sheet and/or foil and inter-related operations;
- (v) electrical cable manufacture;
- (vi) the installation and/or repair and/or maintenance of electrical lifts and escalators;

- (vii) die produksie van yster en/of staal en/of ferro-allooië in die provinsies die Kaap, Natal en die Oranje-Vrystaat;
- (viii) die installering, onderhoud en herstel van elektriese uitrusting genoem in paragraaf (a) van die woordskrywing van "elektriese ingenieursnywerheid" in artikel 3 van Deel I van die Ooreenkoms, in die provinsies die Kaap, Oranje-Vrystaat en Natal;
- (ix) die vervaardiging van wolframkarbid (harde metaal).

(3) Ondanks die bepalinge van subartikel (1) is die bepalinge van hierdie Ooreenkoms van toepassing op—

- (a) vakleerlinge alleen in die mate waarin dit nie onbestaanbaar met die bepalinge van die Wet op Vakleerlinge, 1944, soos gewysig, is nie, en ook nie met enige kontrak daarkragtens aangegaan of voorwaardes daarkragtens vasgestel nie; en
- (b) kwekelinge kragtens die Wet op Opleiding van Ambagsmense, 1951, vir sover dit nie onbestaanbaar met die bepalinge van die Wet is nie en ook nie met enige voorwaardes daarkragtens vasgestel nie.

(4) Vir die toepassing van hierdie Ooreenkoms word die weeklikse loonskaal van vakleerlinge, voorgeskryf by die Wet op Vakleerlinge (Wet No. 37 van 1944, soos gewysig), as die weekloon geneem, en die "uurloon" is die weekloon soos hierbo bereken, gedeel deur die getal gewone ure wat in die betrokke inrigting gewerk word.

(5) Ondanks die bepalinge van subartikel (4) van hierdie artikel, is die diensvoorwaardes, met inbegrip van lone wat in die Ooreenkoms voorgeskryf word vir werk ingedeel onder Tarief 1, van toepassing op vakleerlinge gedurende hul vyfde leerjaar in die mate waarin dit nie minder gunstig is nie as enige voorwaardes voorgeskryf by die Wet op Vakleerlinge (Wet No. 37 van 1944, soos gewysig), en vir die toepassing hiervan, wanneer daar in hierdie Ooreenkoms na die skaal per uur verwys word, word dit geag Tarief 1 te wees.

(6) Ondanks die beperkings van die Ooreenkoms op die werksaamhede daarin ingelys, is die bepalinge van artikels 12, 13, 14 en 15 van Deel I van die Ooreenkoms van toepassing op alle werknemers in diens in operatiewe prosesse wat 'n loonskaal ontvang gelyk aan dié wat in hierdie Ooreenkoms voorgeskryf word vir werknemers van Tarief 7 of wat besoldig word teen 'n skaal van minstens R133.57 per maand met inbegrip van lewenskostetoelae maar met uitsluiting van betaling vir oortyd.

2. GELDIGHEIDSDUUR VAN OOREENKOMS.

Die bepalinge van hierdie Ooreenkoms tree in werking op 'n datum wat deur die Minister van Arbeid ingevolge artikel agt-eneveertig van die Wet vasgestel word, en bly twee jaar van kraal vanaf dié datum of vir 'n tydperk wat deur die Minister bepaal word.

3. WOORDOMSKRYWINGS.

Alle uitdrukkings wat in hierdie Ooreenkoms gebesig word waarvan die betekenis in die Wet op Nywerheidsversoening, 1956, omskryf is, het dieselfde betekenis as in dié Wet, en by 'n verwysing na 'n wet is ook enige wysiging van sodanige wet inbegrepe; verder, tensy dit onbestaanbaar met die sinsverband is, beteken—

"buitengewone vuil werk" werk wat in verband met dieselenjins van die suierjiek af na ondertoe, gebruikte skeepsketels, vlamkaste, verbrandingskamers, rookkaste, in skeepsholtes en in brandstoftanks verrig word;

"Wet" die Wet op Nywerheidsversoening, 1956, soos gewysig; "vakleerling" 'n werknemer in diens kragtens 'n skriftelike vakleerlingskapkontrak wat deur die Raad erken word of 'n vakleerlingskapkontrak geregistreer ingevolge die Wet op Vakleerlinge, 1944;

"Raad" die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede;

"dagskof", behoudens die woordskrywing hierin wat "tweeskofstelsel" en "driekofstelsel" dek, enige tydperk van hoogstens 8½ uur gewoonlik deur 'n werknemer gewerk tussen die ure 6 vm. en 6 nm. op Maandae tot en met Vrydae, of enige tydperk van hoogstens vyf uur gewerk tussen die ure 6 vm. en 12-uur middag op Saterdag; met diens verstande dat as 'n werkgewer nie van sy werknemers vereis om op meer as vyf dae gedurende enige week te werk nie, dit enige, sodanige tydperk van hoogstens 9½ uur tussen 6 vm. en 6 nm. van Maandae tot en met Vrydae beteken;

"werknemer" 'n werknemer wie se minimum skaal van besoldiging in die loontabelle van hierdie Ooreenkoms ingelys is of 'n werknemer wat ingevolge vrystelling van hierdie Ooreenkoms of op voorwaardes deur die Raad vasgestel, in diens is of 'n vakleerling;

"inrigting" enige perseel waarin of waarop die Nywerhede, of enige gedeelte daarvan, soos hierin omskryf, uitgeoefen word;

"uurloon" die skaal per uur vir die klas werk in hierdie Ooreenkoms ingelys of, watter een ook al die grootste is, die werklike skaal per uur wat die werknemer ontvang; met diens verstande dat waar 'n "skaal per week" gespesifiseer word, die uurloon van die werknemer sy skaal per week vir sy klas werk moet wees wat in hierdie Ooreenkoms ingelys is, of die werklike weekskaal van die werknemer, naamlik die grootste, gedeel deur die getal gewone ure wat in die betrokke bedryfsinrigting gewerk word;

- (vii) the production of iron and/or steel and/or ferro-alloys in the Provinces of the Cape, Natal and Orange Free State;
- (viii) the installation, maintenance and repair of electrical equipment referred to in paragraph (a) of the definition of "electrical engineering industry" in section 3 of Part I of the Agreement, in the Provinces of the Cape, Orange Free State and Natal;
- (ix) tungsten carbide (hard metal) manufacture.

(3) Notwithstanding the provisions of sub-section (1) the terms of this Agreement shall apply to—

- (a) apprentices only to the extent to which they are not inconsistent with the provisions of the Apprenticeship Act, 1944, as amended, or any contract entered into or any conditions fixed thereunder; and
- (b) trainees under the Training of Artisans Act, 1951, only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed thereunder.

(4) For purposes of this Agreement the weekly wage rate of apprentices prescribed under the Apprenticeship Act (Act No. 37 of 1944, as amended), shall be taken to be the weekly wage, and the "hourly rate" shall be the weekly wage calculated as above divided by the number of ordinary hours worked in the establishment concerned.

(5) Notwithstanding the provisions of sub-section (4) of this section, the conditions of employment including wages prescribed in this Agreement in respect of work classified under Rate 1 shall apply to apprentices during their fifth year of apprenticeship to the extent to which they are not less favourable than any conditions prescribed under the Apprenticeship Act (Act No. 37 of 1944, as amended) and for purposes hereof wherever reference is made in this Agreement to the "hourly rate" it shall be deemed to be Rate 1.

(6) Notwithstanding the limitations of the Agreement to the operations therein scheduled, the provisions of sections 12, 13, 14 and 15 of Part I of the Agreement shall apply to all employees employed in operative processes receiving a rate of pay equivalent to that prescribed in this Agreement for a Rate 7 employee or paid at a rate not less than R133.57 per month inclusive of cost of living allowance but excluding payment for overtime.

2. PERIOD OF OPERATION OF AGREEMENT.

The terms of this Agreement shall come into operation on such date as may be fixed by the Minister of Labour, in terms of section forty-eight of the Act, and shall remain in force for a period of two years from that date or such period as may be determined by the Minister.

3. DEFINITIONS.

Any expressions used in this Agreement which are defined in the Industrial Conciliation Act, 1956, shall have the same meaning as in that Act, and any reference to an Act shall include any amendments to such Act; further, unless inconsistent with the context—

"abnormally dirty work" means work in connection with diesel engines from the cross-head down, used marine boilers, furnaces, combustion chambers, smoke boxes, in bilges and in fuel tanks, performed on board ship;

"Act" means the Industrial Conciliation Act, 1956, as amended;

"apprentice" means an employee serving under a written contract of apprenticeship recognised by the Council or a contract of apprenticeship registered under the Apprenticeship Act, 1944;

"Council" means the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries;

"day shift" means, subject to the definition herein covering "two-shift system" and "three-shift system", any period of not more than eight and a half hours ordinarily worked by an employee between the hours of 6 a.m. and 6 p.m., on Mondays to Fridays inclusive, or any period not exceeding five hours worked between the hours of 6 a.m. and 12 noon on Saturdays, provided that when an employer does not require his employee to work on more than five days in any week, it means any such period of not more than nine and a quarter hours between 6 a.m. and 6 p.m. on Mondays to Fridays inclusive;

"employee" means an employee whose minimum rate of pay is scheduled in this Agreement or an employee employed under exemption from this Agreement or under conditions determined by the Council, or an apprentice;

"establishment" means any premises wherein or whereon the industries, or part thereof, as herein defined, is carried on;

"hourly rate" means the rate per hour for the class of work scheduled in this Agreement or, whichever is the greater, the actual rate per hour the employee is receiving; provided that where a "rate per week" is specified, the hourly rate of the employee shall be his rate per week for his class of work scheduled in this Agreement or the actual weekly rate of the employee, whichever is the greater, divided by the number of ordinary hours worked in the establishment concerned.

"gewone uurloon" die uurloon vir gewone tyd;

"Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede" of "Nywerhede" (behoudens die bepalings van die Afbakingsvasstelling gepubliseer by Goewermentskennisgewing No. R. 1971 van 30 November 1962) die nywerhede wat te doen het met die produksie van yster en/of staal en/of allooi en/of die verwerking en/of herwinning en/of raffinerie van metale (uitgesonderd edelmetale) en/of allooi uit metaalskuiem en/of afval en/of oorblyfsels; die onderhoud, vervaardiging, oprigting of montering, bou, verandering, vervanging of herstel van enige masjien, voertuig (uitgesonderd 'n motorvoertuig) of artikel hoofsaaklik van metaal gemaak (uitgesonderd edelmetale) of dele of bestanddele daarvan en metaalbouwerk, met inbegrip van staalversterkingswerk; die vervaardiging van metaalgoedere hoofsaaklik uit sodanige yster en/of staal en/of ander metale (uitgesonderd edelmetale) en/of allooi en/of die afwerking van metaalgoedere; die bou en/of verandering en/of herstel van bote en/of skepe met inbegrip van die afskaap, afkap en/of afskaal en/of verf van die rompe van bote en/of skepe en algemene houtwerk wat in verband met skeepsherstelwerk onderneem word, en omvat die elektrotegniese ingenieursnywerheid, hyser- en roltrapnywerheid en die plastieknywerheid, maar nie die motornywerheid nie;

"Elektrotegniese Ingenieursnywerheid"—

(a) die vervaardiging en/of montering uit onderdele, van elektriese uitrusting naamlik generators, motore, konvertors, skakel- en kontrole-uitrusting (met inbegrip van relés, kontakters, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese verligtings-, verhitings-, kook-, bevroings- en verkoelingsuitrusting, transformators, oonduitrusting, seinuitrusting, radio- of elektroniese uitrusting en ander uitrusting wat die beginsels toepas wat gebruik word in die bediening van radio- en elektroniese uitrusting, gloeilampe en elektriese kables en huishoudelike elektriese toestelle en omvat die vervaardiging van onderdele van bogenoemde uitrusting;

(b) die installering, onderhoud en herstel van die uitrusting in paragraaf (a) hierbo genoem, maar omvat nie die elektrotegniese kontraknywerheid nie;

"Elektrotegniese Kontraknywerheid" die ontwerp, voorbereiding (uitgesonderd die vervaardiging vir verkoop) en oprigting van elektriese installasies wat 'n integrerende en permanente deel van geboue uitmaak, en die herstel en/of onderhoud van sulke installasies, met inbegrip van kabel-laswerk en elektriese bedrading wat daarmee in verband staan;

"hyser- en roltrapnywerheid" die vervaardiging en/of montering en/of installering en/of herstel van elektriese hysers en roltrappe;

"Plastieknywerheid" die vervaardiging van artikels of gedeeltes van artikel heeltemal of hoofsaaklik van plastiek gemaak, maar omvat nie die volgende artikels wat van plastiekdoekstof gemaak word nie, nl.—

klerasie, sakke en handsakke, stewels, skoene, oorskoene, stoffeermateriaal en plastiek-hortjiesblindings;

"plastiek" engeen van die groep stowwe wat, as 'n essensiële bestanddeel, organiese stof met 'n groot molekulêre gewig bevat of daaruit bestaan, en wat, terwyl dit in die afgewerkte vorm solied is, in een of ander stadium tydens die vervaardiging daarvan geforseer is of forseer kan word, d.w.s. gegiet, gekalande; uitgestoot of gevorm kan word in verskillende vorms deurdat die vloei, gewoonlik deur die aanwending van slegs hitte en slegs druk of albei saam;

"edelmetale" die edelmetale goud, silwer, platinum en/of palladium en/of enige allooi wat genoemde edelmetale of engeen daarvan in sodanige verhouding tot enige ander metale bevat om die grootste deel in die waarde van daardie allooi uit te maak;

"Motornywerheid" (behoudens die bepalings van die Afbakingsvasstelling gepubliseer by Goewermentskennisgewing No. R. 1971 van 30 November 1962)—

(a) montering, oprigting, toets, hervervaardiging, herstel, verstel, nasien, bedrading, stoffering, bespuiting, verf en/of vernuwing uitgevoer in verband met—

- (i) die onderstelle en/of die bakke van motorvoertuie;
- (ii) binnebrandenjins en transmissie-onderdele van motorvoertuie;
- (iii) die elektriese uitrusting in verband met motorvoertuie, met inbegrip van radio's;

(b) motoringenieurswerk;

(c) herstel, vulkanisering en/of versoling van buitebande;

(d) herstel, bediening en vernuwing van batterye vir motorvoertuie;

(e) die besigheid van motorvoertuie parkeer en/of opberg;

(f) die besigheid gedryf deur vul- en/of diensstasies;

(g) die besigheid hoofsaaklik of uitsluitlik gedryf vir die verkoop van motorvoertuie of motorvoertuigonderdele en/of reserwedele en/of toebehore (hetsy nuut of gebruik) wat daarby hoort, ongeag of dié verkoop gereël word van persele of wat verbonde is aan 'n gedeelte van 'n inrigting waarin die montering van of herstelwerk aan motorvoertuie uitgevoer word of nie;

"ordinary hourly rate" means the hourly rate for ordinary time;

"Iron, Steel, Engineering and Metallurgical Industries" or "Industries" means (subject to the provisions of the Demarcation Determination published under Government Notice No. R. 1971 of the 30th November, 1962), the industries concerned with the production of iron, and/or steel and/or alloys and/or the processing and/or recovery and/or refining of metals (other than precious metals), and/or alloys from dross and/or scrap and/or residues; the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, vehicle (other than a motor vehicle), or article consisting mainly of metal (other than a precious metal), or parts or components thereof and structural metal work, including steel re-inforcement work; the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals), and/or alloys and/or the finishing of metal goods; the building and/or alteration and/or repair of boats and/or ships including the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships and general woodwork undertaken in connection with ship repairs, and includes the Electrical Engineering Industry, Lift and Escalator Industry and Plastics Industry but does not include the Motor Industry;

"Electrical Engineering Industry" means—

(a) the manufacture and/or assembly from component parts of electrical equipment namely, generators, motors, converters, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment, signalling equipment, radio or electronic equipment and other equipment utilising the principles used in the operation of radio and electronic equipment, incandescent lamps and electric cables and domestic electrical appliances, and includes the manufacture of component parts of the aforementioned equipment;

(b) the installation, maintenance and repair of the equipment referred to in paragraph (a) above, but does not include the Electrical Contracting Industry;

"Electrical Contracting Industry" means the design, preparation (other than manufacture for sale) and erection of electrical installations forming an integral and permanent portion of buildings and the repair and/or maintenance of such installations, including any cable jointing and electrical wiring associated therewith;

"Lift and Escalator Industry" means the manufacture and/or assembly and/or installation and/or repair of electrical lifts and escalators;

"Plastics Industry" means the manufacture of articles or parts of articles wholly or mainly from plastics, but does not include the manufacture of the following articles made from plastic sheeting material, viz.—

Wearing apparel, bags and handbags, boots, shoes, over-shoes, upholstery coverings and plastic Venetian blinds;

"plastics" means any one of the group of materials which consists of or contains as an essential ingredient an organic substance of a large molecular weight and which while solid in the finished state, at some stage in its manufacture has been or can be forced, i.e. cast, calendered, extruded or moulded into various shapes, by flow, usually through the application, singly or together, of heat and pressure;

"precious metals" means the precious metals, gold, silver, platinum and/or palladium and/or any alloy containing the said precious metals or any of these in such proportion with any other metals to be the greater part in value of such alloy;

"Motor Industry" means (subject to the provisions of the Demarcation Determination published under Government Notice No. R. 1971 of the 30th November, 1962)—

(a) assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wiring, upholstery, spraying, painting, and/or reconditioning carried on in connection with—

- (i) chassis and/or the bodies of motor vehicles;
- (ii) internal combustion engines and transmission components of motor vehicles;
- (iii) the electrical equipment connected with motor vehicles, including radios;

(b) automotive engineering;

(c) repairing, vulcanising and/or retreading tyres;

(d) repairing, servicing and reconditioning batteries for motor vehicles;

(e) the business of parking and/or storing motor vehicles;

(f) the business conducted by filling and/or service stations;

(g) the business carried on mainly or exclusively for the sale of motor vehicles or motor vehicle parts and/or spares and/or accessories (whether new or used) pertaining thereto whether or not such sale is conducted from premises which are attached to a portion of an establishment wherein is conducted the assembly of or repairs to motor vehicles;

- (h) die besigheid van motorslooplekke;
- (i) die besigheid van monteerinrigtings;
- (j) die besigheid van vervaardigingsinrigtings waarin motorvoertuigonderdele en/of reserwedele en/of toebehore en/of onderdele daarvan vervaardig word;
- (k) die bou van voertuigbakke.

Vir die toepassing van dié woordskrywing beteken "motoringenieurswerk" die vernuwing van binnebrandenjins of onderdele daarvan vir gebruik in motorvoertuie en inrigtings hoofsaaklik of uitsluitlik aldus werksaam, ongeag of dié inrigting hom besig hou met die uitmekaarhaal van en herstelwerk aan motorvoertuie of nie;

"motorvoertuig" enige voertuig op wiele deur meganiese krag, (uitgesonderd stoom) of elektrisiteit aangedryf en ontwerp vir trekdoeleindes en/of die vervoer van persone en/of goedere en/of vrigte en omvat sleepwaens en woonwaens maar omvat nie uitrusting wat bedoel is om vaste spore te loop nie, ook nie sleepwaens bedoel om vrigte van oor 20 ton te sleep nie, ook nie vliegtuie nie;

"voertuigbakbou" enigeen of almal van ondergenoemde werksaamhede wat in 'n inrigting vir die hou van voertuigbakke uitgevoer word:—

- (a) Die bou, herstel of vernuwing van kappe en/of bakke en/of enige tipe bobou, vir enige tipe voertuig;
- (b) die vervaardiging of herstel van onderdele vir kappe en/of bakke en/of enige bobou en die montering, verstelling en installering van onderdele in kappe, bakke of op die bobou van voertuie;
- (c) kappe en/of bakke en/of enige soort bobou aan die onderstel van enige tipe voertuig monteër;
- (d) kappe en/of bakke en/of enige soort bobou met enige soort beskermingsmiddel bedek en/of versier;
- (e) die binnewerk van kappe en/of bakke en/of bobou uitrus, toerus en afwerk;
- (f) sleepwaens bou, maar uitgesonderd die vervaardiging van wiele of asse daarvan;
- (g) die werksaamhede wat hoort by of wat voortvloei uit die werksaamhede genoem in paragrawe (a), (b), (c), (d), (e) en (f).

Vir die toepassing van hierdie woordskrywing omvat "voertuig" nie 'n vliegtuig nie, en "motornywerheid" soos omskryf, omvat nie onderstaande nie:—

- (i) Die vervaardiging van motorvoertuigonderdele en/of toebehore en/of reserwedele en/of komponente in inrigtings wat beplan is vir, en wat gewoonlik metaal- en/of plastiekgoedere van 'n ander aard op aansienlike skaal produseer;
- (ii) die montering, oprigting, toets, herstel, verstel, nasien, bedrading, bespuiting, verf en/of vernuwing van landboudtrekkers, uitgesonderd as dit gedoen word in inrigtings wat dergelike dienste lewer ten opsigte van motorkarre, motorvragwaens of motortrokke;
- (iii) die vervaardiging en/of onderhoud en/of herstel van—
 - (a) siviele, en werktuigkundige ingenieursuitrusting en/of onderdele daarvan ongeag of dit op wiele gemonteër is of nie;
 - (b) landbou-uitrusting of onderdele daarvan; of
 - (c) uitrusting bedoel vir gebruik in fabriek en/of werkwinkels;

Met dien verstande dat dit vir die toepassing van (a), (b) en (c) hierbo. "uitrusting" nie geag word motorkarre, motorvragwaens en/of motortrokke te beteken nie;

- (d) motorvoertuig- of ander voertuigbakke en/of bobou en/of onderdele of komponente daarvan gemaak van plaatstaal van een-agste van 'n duim dik of dikker wanneer dit uitgevoer word in inrigtings wat beplan is vir en wat hulself gewoonlik besig hou met die vervaardiging en/of onderhoud en/of herstel van siviele en/of werktuigkundige ingenieursuitrusting op aansienlike skaal;

"masjien" enige toestel, ongeag die materiaal waarvan dit gemaak is, maar omvat nie landboudtrekkers nie;

"metaalgoedere" omvat nie landboudtrekkers nie;

"setmaat of setklem of stuiiter" 'n toestel wat die stand van die werk met betrekking tot 'n gereedskapstuk en/of 'n gereedskapstuk tot die werkstuk en/of die betreklike stand van onderdele, terwyl hulle saamgevoeg word, suiwer stel ten einde artikels te vervaardig wat binne sekere toleransies omruilbaar is;

"vakman" 'n werknemer wat 'n vakleerlingskapkontrak ingevolge die Wet op vakleerlinge of 'n vakleerlingskapkontrak wat deur die Raad erken word in enige van die klasse werk soos in Tarief 1 in Lys A van Deel III van hierdie Ooreenkoms genoem, uitgedien het, of 'n werknemer oor die leeftyd van 21 jaar wat die houer is van 'n sertifikaat wat deur die Raad erken word en hom in staat stel om as vakman in diens te wees;

"jeugdige" 'n werknemer tussen 16 en 19 jaar oud wat enigeen van die klasse werk verrig wat in klousule (c) van Bylae A van Deel III van hierdie Ooreenkoms genoem word;

"n.e.v." nie elders vermeld nie;

- (h) the business of motor graveyards;
- (i) the business of assembly establishments;
- (j) the business of manufacturing establishments wherein are fabricated motor vehicle parts and/or spares and/or accessories and/or components thereof;
- (k) vehicle body building.

For the purpose of this definition "automotive engineering" means the reconditioning of internal combustion engines or parts thereof for use in motor vehicles in establishments mainly or exclusively so engaged whether such establishment is engaged in the dismantling and repair of motor vehicles or not;

"motor vehicle" means any wheeled conveyance propelled by electrical or mechanical power (other than steam) and designed for haulage and/or for the transportation of persons and/or goods and/or loads, including trailers and caravans, but shall not include any equipment designed to run on fixed tracks, trailers designed to transport loads of 20 tons or over or aircraft;

"vehicle body building" means any or all of the following activities carried on in a vehicle body building establishment:—

- (a) The construction, repair or renovation of cabs and/or bodies and/or any superstructure, for any type of vehicle;
- (b) the manufacture or repair of component parts for cabs and/or bodies and/or any superstructure and the assembling, adjusting and installation of parts in cabs, bodies or on the superstructure of vehicles;
- (c) fixing cabs and/or bodies and/or any superstructure to the chassis of any type of vehicle;
- (d) coating and/or decorating cabs and/or bodies and/or any superstructure with any preservative or decorative substance;
- (e) equipping, furnishing and finishing off the interior of cabs and/or bodies and/or superstructure;
- (f) building of trailers, but not including the manufacture of wheels or axles therefor;
- (g) all operations incidental to or consequent upon the activities referred to in paragraphs (a), (b), (c), (d), (e) and (f).

For the purpose of this definition "vehicle" does not include an aircraft, and "Motor Industry" as defined above shall not include the following:—

- (i) The manufacture of motor vehicle parts and/or accessories and/or spares and/or components in establishments laid out for and normally producing metal and/or plastic goods of a different character on a substantial scale;
- (ii) the assembling, erecting, testing, repairing, adjusting, overhauling, wiring, spraying, painting and/or reconditioning of agricultural tractors except where carried on in establishments rendering similar service in respect of motor cars, motor lorries, or motor trucks;
- (iii) the manufacture and/or maintenance and/or repair of—
 - (a) civil and mechanical engineering equipment and/or parts thereof whether or not mounted on wheels;
 - (b) agricultural equipment or parts thereof; or
 - (c) equipment designed for use in factories and/or workshops;

Provided that for the purposes of (a), (b) and (c) above, "equipment" shall not be taken to mean motor cars, motor lorries and/or motor trucks;

- (d) motor vehicle or other vehicle bodies and/or superstructure and/or parts of components thereof made of steel plate of one-eighth of an inch thickness or thicker when carried on in establishments laid out for and normally engaged in the manufacture and/or maintenance and/or repair of civil and/or mechanical engineering equipment on a substantial scale;

"machine" means any appliance, irrespective of the material of which it is made, but does not include an agricultural tractor;

"jig or fixture" does not include agricultural tractors;

"metal goods" or stop" means a device which definitely locates the work with respect to a tool and/or a tool to the work and/or the relative position of parts while being joined together, so as to produce articles that are interchangeable within certain tolerances;

"journeyman" means an employee who has completed a contract of apprenticeship under the Apprenticeship Act or a contract of apprenticeship recognised by the Council in any one of the classes of work specified under Rate 1 in Schedule A of Part III of this Agreement, or an employee who is over 21 years of age in possession of a certificate recognised or issued by the Council enabling him to be employed as a journeyman;

"juvenile" means an employee between the age of 16 and 19 years employed on any of the classes of work specified in clause (c) of Schedule A of Part III of this Agreement;

"n.e.s." means not elsewhere specified;

"nagskof", behoudens die woordskrywing hierin wat "tweeskofstelsel" en "drieskofstelsel" dek, enige tydperk van hoogstens 9½ uur wat gewoonlik tussen die ure 6 nm. en 6 vm. van die begintyd op Maandag tot die begintyd op Saterdag deur 'n werknemer gewerk word, uitgesonderd in skeepswerk waar enige drie of meer nagte ononderbroke gewerk, nagskofwerk kan uitmaak;

"proefwerk" iemand wat geen vorige ondervinding in enige van die klasse werk genoem in klousule (b) van Lys A van Deel III van hierdie Ooreenkoms het nie, of iemand wat voorheen as proefwerker in diens was, maar wat nie die dienstdyd voltooi het wat in hierdie Ooreenkoms vir proefwerkers vasgestel word nie;

"leerling-ingenieur en/of goedgekeurde student" iemand wat in besit is van onderwys kwalifikasies wat deur die Raad erken word en behaal is aan 'n onderwysinrigting wat ewe-eens deur die Raad erken word, maar nie iemand wat in die loop van sy studies enige voorgeskrewe vakansie-opleiding ondergaan nie;

"gebied A" die landdrosdistrikte Beaufort-Wes, Bellville, Bredasdorp, Caledon, Calvinia, die Kaap, Carnarvon, Clanwilliam, Ceres, Fraserburg, George, Heidelberg (Kaap), Hermanus, Hopefield, Knysna, Ladismith (Kaap), Laingsburg, Malmesbury, Montagu, Mosselbaai, Namakwaland, Paarl, Piketberg, Prins Albert, Riversdal, Robertson, Simonstad, Somerset-Wes, Stellenbosch, Strand, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria-Wes, Vredenburg, Vredendal, Wellington, Williston, Worcester en Wynberg en vir die doeleindes van hierdie besondere gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede (Kaapse Streekraad), Posbus 4012, Kaapstad;

"gebied B" die landdrosdistrikte Albert, Aliwal-Noord, Barkly-Oos, Butterworth, Cathcart, St. Marks (Comfimvaba), Oos-Londen, Elliot, Elliotdale, Engcobo, Fort Beaufort, Glen Grey (Lady Frere), Herschel, Idutywa, Indwe, Kentani, Keiskammahoeck, King William's Town, Komgha, Lady Grey, Libode, Maclear, Middledrift, Molteno, Mqanduli, Mount Fletcher, Mount Frere, Ngqeleni, Nqamakwe, Port St. Johns, Peddie, Queenstown, Qumbu, Sterkstroom, Stockenström, Stutterheim, Tarka, Tsomo, Tsolo, Umtata, Victoria-Oos, Willowvale, Wodehouse en Xalanga (Cala) en vir die doeleindes van hierdie besondere gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede (Grensstreekraad), Posbus 27, Oos-Londen;

"gebied C" die Provinsie Natal met inbegrip van die landdrosdistrikte Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie, Tabankulu en Umzimkulu en vir die doeleindes van hierdie besondere gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede (Natalse Streekraad), Posbus 2778, Durban;

"gebied D" die landdrosdistrikte Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Calitzdorp, Colesburg, Cradock, Graaff-Reinet, Hankey, Hanover, Humansdorp, Jansenville, Joubertina, Kirkwood, Maraisburg, Middelburg (Kaap), Murraysburg, Oudtshoorn, Pearston, Port Elizabeth, Richmond (Kaap), Somerset-Oos, Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad en Willowmore en vir die doeleindes van hierdie besondere gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Middellandse Streekraad), Posbus 2221, Port Elizabeth;

"gebied E" die Provinsie Transvaal, die Provinsie Oranje-Vrystaat en die landdrosdistrikte Barkly-Wes, Britstown, De Aar, Gordonia, Herbert Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Philipstown, Postmasburg, Prieska, Taung, Vryburg en Warrenton en vir die doeleindes van hierdie besondere gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede (Transvaalse Streekraad), Posbus 3998, Johannesburg;

"gebied F" die Provinsie Oranje-Vrystaat (uitgesonderd die landdrosdistrikte Parys en Sasolburg, en omvat dit ook die landdrosdistrik Klerksdorp en die landdrosdistrikte Barkly-Wes, Britstown, De Aar, Gordonia, Hartswater, Herbert Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Postmasburg, Philipstown, Prieska, Taung, Vryburg en Warrenton, en vir die doeleindes van hierdie bepaalde gebiede is die adres van die Raad: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede (Oranje-Vrystaatse en Noord-Kaaplandse Streekraad), Posbus 95, Welkom;

"herhalingswerk" werk wat verrig word deur 'n werknemer wat voortdurend een of meer herhalingsprosesse uitvoer;

"patroon" 'n toestel om die plekke van gate en/of aanhegtings in of aan die werkstuk en/of die vorm en/of die buite-lyn van die werkstuk aan te dui;

"kwekeling" iemand vir wie opleiding voorsien word by artikel twee van die Wet op Opleiding van Ambagsmanne, 1951;

"tweeskof- en/of drieskofstelsel" die stelsel van werk in inrigtings wat minstens drie maande lank in 'n enkele tydperk twee of drie skofte in enige tydperk van 24 uur werk;

"wag se werk" die bewaking en/of patrolling van eiendom en/of persele.

"night shift" means, subject to the definition herein covering "two-shift system" and "three-shift system", any period of not more than 9½ hours ordinarily worked by an employee between the hours of 6 p.m. and 6 a.m., from starting time on Monday until starting time on Saturday, except in marine work where any three or more nights worked consecutively may constitute night shift work;

"probationer" means a person who has had no previous experience in any of the classes of work specified in clause (b) of Schedule A of Part III of this Agreement, or a person who has been previously employed as a probationer but who has not completed the period of service stipulated for probationers in terms of this Agreement;

"pupil engineer and/or approved student" means a person who is in possession of educational qualifications recognised by the Council and obtained through an educational institution likewise recognised by the Council, but shall not include a person undergoing prescribed vocational training in the course of his studies;

"Region A" means the Magisterial Districts of Beaufort West, Bellville, Bredasdorp, Caledon, Calvinia, the Cape, Carnarvon, Clanwilliam, Ceres, Fraserburg, George, Heidelberg (Cape), Hermanus, Hopefield, Knysna, Ladismith (Cape), Laingsburg, Malmesbury, Montagu, Mossel Bay, Namaqualand, Paarl, Piketberg, Prince Albert, Riversdale, Robertson, Simonstown, Somerset West, Stellenbosch Strand, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria West, Vredenburg, Vredendal, Wellington, Williston, Worcester and Wynberg, and for the purposes of these particular areas the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Cape Regional Council)", P.O. Box 4012, Cape Town;

"Region B" means the Magisterial Districts of Albert, Aliwal North, Barkly East, Butterworth, Cathcart, St. Marks (Cofimvaba), East London, Elliot, Elliotdale, Engcobo, Fort Beaufort, Glen Grey (Lady Frere), Herschel, Idutywa, Indwe, Kentani, Keiskammahoeck, King William's Town, Komgha, Lady Grey, Libode, Maclear, Middledrift, Molteno, Mqanduli, Mount Fletcher, Mount Frere, Ngqeleni, Nqamakwe, Port St. Johns, Peddie, Queenstown, Qumbu, Sterkstroom, Stockenström, Stutterheim, Tarka, Tsomo, Tsolo, Umtata, Victoria East, Willowvale, Wodehouse and Xalanga (Cala), and for the purposes of these particular areas, the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Border Regional Council)", P.O. Box 27, East London.

"Region C" means the Province of Natal including the Magisterial Districts of Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie, Tabankulu and Umzimkulu, and for the purposes of these particular areas the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Natal Regional Council)", P.O. Box 2778, Durban.

"Region D" means the Magisterial Districts of Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Calitzdorp, Colesburg, Cradock, Graaff-Reinet, Hankey, Hanover, Humansdorp, Jansenville, Joubertina, Kirkwood, Maraisburg, Middelburg (Cape), Murraysburg, Oudtshoorn, Pearston, Port Elizabeth, Richmond (Cape), Somerset East, Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad and Willowmore and for the purposes of these particular areas the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Midland Regional Council)", P.O. Box 2221, Port Elizabeth;

"Region E" means the Province of the Transvaal (excluding the Magisterial District of Klerksdorp) and includes the Magisterial Districts of Parys and Sasolburg and for the purposes of these particular areas the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Transvaal Regional Council)", P.O. Box 3998, Johannesburg;

"Region F" means the Province of the Orange Free State (excluding the Magisterial Districts of Parys and Sasolburg) and includes the Magisterial District of Klerksdorp and the Magisterial Districts of Barkly West, Britstown, De Aar, Gordonia, Hartswater, Herbert Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Postmasburg, Philipstown, Prieska, Taung, Vryburg and Warrenton, and for the purposes of these particular areas the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Orange Free State and Northern Cape Regional Council)", P.O. Box 95, Welkom;

"repetition work" means work performed by an employee constantly engaged on one or more repetitive processes;

"templet" means a device for indicating the position of holes and/or attachments on the work and/or the form and/or contour of the work;

"trainee" means a person for whom training is provided in section two of the Training of Artisans Act, 1951;

"two-shift, and/or three-shift system" means the method of operation in establishments working two or three shifts in any period of 24 hours for not less than three months in a single period;

"watchman's work" means guarding and/or patrolling property and/or premises.

4. WERKURE.

(1) (a) Die gewone werkure moet hoogstens 45 wees in 'n week vir—

- (i) werknemers op dagskof en/of nagskof;
- (ii) werknemers wat volgens die twee- en/of drieskofstelsels werk.

(b) Die gewone ure per skof moet hoogstens dié wees soos bepaal in die betrokke woordskrywings van "dagskof" en/of "nagskof" in artikel 3 van hierdie Ooreenkoms.

(2) Vir vergemakliking vir die hou van aantekeninge oor die begin- en ophoutye en die werkure van sy werknemers kan 'n werkgever van hulle vereis om in en uit te klok en kan hy, voor betaling aan 'n werknemer van loon en/of besoldiging vir enige tydperk wat nie deur die klok geregistreer is nie, van so 'n werknemer vereis om bevredigende bewys te lewer dat hy gewerk het; met dien verstande dat 'n werknemer ooreenkomstig hierdie Ooreenkoms besoldig moet word vir alle tyd wat deur die klok geregistreer is wat binne die begin- en ophoutyd val van die skof vir daardie dag van die week waarvan die werkgever sy werknemers ooreenkomstig subartikel (7) van hierdie artikel in kennis gestel het en vir alle tyd wat deur sy werkgever van hom vereis word om te werk en wat nie binne daardie begin- en ophoutyd val nie.

(3) Tensy dit anders deur die Raad gemagtig word, moet die maksimum oortyd wat gewerk mag word, met inbegrip van werk op Sondae, tien uur per week nie te bowe gaan nie.

(4) In elke inrigting waar daar volgens 'n twee- en/of drieskofstelsel gewerk word, mag geen werknemer meer as 12 agtereenvolgende werkskifte snags werk nie, en geen werknemer mag meer as een skof in enige tydperk van 24 uur werk nie, uitgesonderd waar 'n verandering in die kringloop van skofte dit nodig maak.

(5) 'n Werknemer mag nie verplig of toegelaat word om 'n ononderbroke tydperk van meer as 5 uur sonder 'n ononderbroke pouse van minstens een uur te werk nie. Vir die toepassing van dié artikel moet werktydperke wat onderbreek word deur 'n pouse van minder as een uur, as ononderbroke beskou word.

(6) (i) Geen vroulike werknemer mag verplig of toegelaat word om soos volg te werk nie:—

- (a) Tussen 6-uur nm. en 6-uur vm.; of
- (b) na 1-uur nm. op meer as vyf dae in enige week.

(ii) Geen vroulike werknemer mag verplig of toegelaat word om oortyd soos volg te werk nie:—

- (a) Langer as twee uur op 'n dag;
- (b) op meer as drie opeenvolgende dae;
- (c) op meer as 60 dae in 'n jaar;
- (d) na voltooiing van haar gewone werkure vir meer as een uur op 'n dag tensy sy—
 - (i) voor 12-uur middag daarvan in kennis gestel is; of
 - (ii) van 'n toereikende ete voorsien is voordat sy met oortyd moet begin; of
 - (iii) betyds 'n toelae betaal is om haar in staat te stel om 'n ete te verkry voordat die oortyd 'n aanvang gaan neem.

(7) Elke werkgever moet in sy inrigting op 'n plek wat vir sy werknemers maklik toeganklik is, 'n kennisgewing vertoon waarop die begin- en ophoutyd van werk vir elke skof of skofte van die week en die etensure aangegee word.

5. OORTYDWERK EN RESOLDIGING VIR WERK OP SONDAE.

(1) Behalwe soos in subartikel (5) van artikel 6 van dié deel van die Ooreenkoms bepaal, moet tyd wat werknemers na voltooiing van die gewone skofte in die betrokke inrigting werk, as oortyd beskou word, en daarvoor moet soos volg betaal word:—

- (a) Een en een derde maal die uurloon vir die eerste ses uur;
- (b) daarna een en 'n half maal die uurloon tot die gewone begintyd van die werknemer so volgende skof; met dien verstande dat in die geval van inrigtings wat 'n werkweek van vyf dae het, vir tyd wat op 'n Saterdag gewerk word, een en een derde maal die uurloon betaal moet word vir die eerste ses uur gereken vanaf die gewone begintyd op 'n gewone werkdag en daarna een en 'n half maal die uurloon.

(2) Wanneer 'n werknemer enige tyd na ses uur nadat hy sy gewone skof voltooi het, op dringende werk uitgeroep word, moet hy een en 'n half maal sy uurloon betaal word vir tyd gewerk vanaf die tydstop waarop hy begin werk het tot die gewone begintyd van sy volgende gewone skof; met dien verstande dat 'n werknemer wat op dringende werk uitgeroep word, in iedere geval een en 'n half maal sy uurloon betaal moet word vir tyd gewerk vanaf middernag tot die gewone begintyd van sy volgende gewone skof.

(3) Wanneer 'n werknemer verplig is om hom voor die gewone begintyd vir daardie dag van die week vir werk aan te meld, moet hy een en 'n half maal sy uurloon betaal word vir tyd gewerk tot die gewone begintyd van die skof.

(4) In iedere geval waarin 'n werknemer op eie versoek op Saterdag vroeër as die gewone begintyd begin werk, moet 'n werknemer wat 'n werkweek van vyf dae het, een en een derde maal sy uurloon betaal word vir die eerste ses uur gereken vanaf die tydstop waarop hy begin werk en een en 'n half maal sy uurloon daarna, en 'n werknemer wat 'n werkweek van ses dae het, moet sy gewone uurloon betaal word vir die tydperk

4. HOURS OF WORK.

(1) (a) The ordinary hours of work shall not exceed 45 in any one week for—

- (i) employees on day shift and/or night shift;
- (ii) employees working on the two and/or three-shift systems.

(b) The ordinary hours per shift shall not exceed those specified in the relevant definitions of "day shift" and/or "night shift" in section 3 of the Agreement.

(2) An employer may, to facilitate the keeping of a record of the starting and stopping time and hours of work of his employees require them to clock in and out of work and may, before paying to any employee any wages and/or remuneration for any period not recorded by the clock, require that employee to show satisfactory proof of having been at work; provided that an employee shall be paid in terms of this Agreement for all time recorded by the clock which falls within the starting and stopping time of the shift for that day of the week as notified by the employer to his employees in terms of sub-section (7) of this section and for all time which he is required by the employer to work which does not fall within such starting and stopping times.

(3) Unless otherwise authorised by the Council, the maximum overtime that may be worked including work on Sundays shall not exceed ten hours per week.

(4) In any establishment working a two-shift or three-shift system, no employee may work at night time for more than 12 consecutive working shifts and no employee may work more than one shift in any period of 24 hours except when a change in the rotation of shifts makes this necessary.

(5) An employee shall not be required or permitted to work for a continuous period of more than five hours without an uninterrupted interval of at least one hour. Periods of work interrupted by an interval of less than one hour shall, for the purposes of this section, be deemed to be continuous.

(6) (i) No employee who is a female shall be required or permitted to work—

- (a) between six o'clock p.m. and six o'clock a.m.; or
- (b) after one o'clock p.m. on more than five days in any week.

(ii) No employee who is a female shall be required or permitted to work overtime—

- (a) for more than two hours on any day;
- (b) on more than three consecutive days;
- (c) on more than 60 days in any year;
- (d) after completion of her ordinary working hours for more than one hour on any day unless she has—
 - (i) been given notice thereof before midday; or
 - (ii) been provided with an adequate meal before she has to commence overtime; or
 - (iii) has been paid an allowance in sufficient time to enable her to obtain a meal before the overtime is due to commence.

(7) Every employer shall display in his establishment in a place readily accessible to his employees a notice specifying the starting and finishing time of work for each shift or shifts of the week and the meal hours.

5. OVERTIME AND PAYMENT FOR WORK ON SUNDAYS.

(1) Except as provided for in sub-section (5) of section 6 of this part of the Agreement, time worked by employees after the completion of the usual shifts in the establishment concerned shall be regarded as overtime and be paid for as follows:—

- (a) At one and one-third times the hourly rate for the first six hours;
- (b) thereafter—at one and one-half times the hourly rate until the usual starting time of the employee's next normal shift; provided that in the case of establishments working a five-day week, time worked on Saturdays shall be paid for at one and one-third times the hourly rate for the first six hours reckoned from the usual starting time on an ordinary working day and at one and one-half times the hourly rate thereafter.

(2) Whenever an employee is called out on urgent work any time after six hours of having completed his normal shift, he shall be paid at one and one-half times his hourly rate for time worked from the time he commenced work until the usual starting time of his next normal shift; provided that an employee who is called out on urgent work shall in any case be paid at one and one-half times his hourly rate for time worked from midnight until the usual starting time of his next normal shift.

(3) Whenever an employee is required to report for work before the usual starting time for that day of the week, he shall be paid at one and one-half times his hourly rate for time worked until the usual starting time of the shift.

(4) In any case in which an employee starts work on Saturday earlier than the usual starting time at his own request, an employee working a five-day week shall be paid at one and one-third times his hourly rate for the first six hours reckoned from when he starts work and at one and one-half times his hourly rate thereafter, and an employee working a six-day week shall be paid at his ordinary hourly rate for the period of the ordinary hours of

van die gewone werkure op 'n Saterdag en daarna moet hy betaal word soos in subartikel (1) van dié artikel bepaal; met dien verstande dat as die werknemer meer as twee uur vroeër as die gewone begintyd begin werk, vir enige tyd gewerk tot twee uur voor die gewone begintyd, een en 'n half maal die uurloon van die werknemer betaal moet word. Vir die toepassing van dié subartikel beteken "gewone begintyd" die gewone begintyd op 'n gewone werkdag.

(5) Wanneer 'n werknemer (uitgesonderd 'n werknemer wat dringende onderhouds- en/of dringende herstelwerk uitvoer) op 'n Sondag werk, moet hy een en twee derde maal die uurloon betaal word vir tyd gewerk, met 'n minimum betaling van een en twee derde maal die uurloon vir 'n gewone skof. Met dien verstande dat waar die werkgewer werk verskaf om die werknemer besig te hou vir die ure van 'n gewone skof, en die werknemer versuim of weier om die volle tydperk wat van hom verwag word, te werk, sodanige werknemer slegs geregtig is op betaling vir die tydperk wat werklik gewerk is.

(6) Werknemers op dringende onderhouds- en/of dringende herstelwerk (hieronder "dringende werk" genoem) moet vir werk op Sondae minstens een en twee derde maal die uurloon betaal word vir die ure gewerk, met 'n minimum betaling van minstens vier uur se loon teen een en twee derde maal die uurloon vir die ure voor-middag gewerk. Waar sodanige werk in die namiddagtydperk instrek, is 'n minimum betaling van agt uur teen een en twee derde maal die uurloon van toepassing.

"Dringende werk" beteken, en moet beperk word tot dringende onderhouds- of herstelwerk in verband met 'n werkgewer se eie installasie en/of masjinerie en/of Sondagwerk in verband met skepe, waar sodanige herstelwerk nodig is om oponthoud vir die skip te voorkom of noodsaaklik is vir die behoorlike werking daarvan.

(7) Die bepalinge van dié artikel betreffende besoldiging vir werk op Sondae is nie van toepassing ten opsigte van skofte wat Sondagogg begin in inrigtings wat volgens 'n tweeskof- of drieskofstelsel werk nie, waarvoor soos volg betaal moet word:—

- (a) Vir die ure voor middernag gewerk—een en 'n half maal die gewone uurloon, plus agt persent;
- (b) na middernag tot die voltooiing van die skof—die gewone uurloon plus agt persent.

(8) Vir die toepassing van hierdie artikel is—

"'n gewone skof" een vyfde van die gewone weeklikse werkure van 'n inrigting wat 'n werkweek van vyf dae het of een sesde van die gewone weeklikse werkure van 'n inrigting wat 'n werkweek van ses dae het, en beteken "gewone begintyd" die begintyd op 'n gewone werkdag.

6. SKOFWERK.

(1) Vir nagskofwerk moet die gewone uurloon wat van toepassing is, plus agt persent, betaal word.

(2) Ten einde op nagskofwerk te wees, moet 'n werknemer drie of meer opeenvolgende nagte tussen 6 nm. op Maandag en 6 vm. op Sondag van dieselfde week werk, uitgesonderd 'n skeepswerk waar enige drie of meer nagte wat opeenvolgend gewerk word, nagskofwerk kan uitmaak.

(3) Daar moet minstens ses uur verloop tussen 'n werknemer se diens op nagskof en dié op dagskof; met dien verstande dat 'n werknemer tydens sodanige tussentyd van ses uur mag werk indien hy oortyd teen een en een derde maal die uurloon betaal word.

(4) In bedryfsinrigtings wat volgens 'n tweeskof- of drieskofstelsel werk, moet betaling soos volg gedoen word:—

(a) Tweeskofstelsel—

- (i) vir werk wat gewoonlik verrig word in die skof wat in die oggend begin, moet die gewone uurloon betaal word, met dien verstande dat indien die skof voor 6 vm. begin, daar vir tyd wat voor 6 vm. gewerk is, die gewone uurloon plus 8 persent betaal moet word;
- (ii) vir werk wat gewoonlik in die tweede skof verrig word, moet daar soos volg betaal word:—
 - (aa) Wanneer die ure vir die hele skof geheel en al binne enige tydperk vanaf 6 nm. tot 6 vm. val, die gewone uurloon plus 8 persent;
 - (bb) wanneer die ure vir die hele skof nie geheel en al binne 'n tydperk vanaf 6 nm. tot 6 vm. val nie, die gewone uurloon plus 4 persent tot middernag, en na middernag die gewone uurloon plus 8 persent.

(b) Drieskofstelsel: Werk wat gewoonlik—

- (i) in die tweede skof verrig word, die gewone uurloon plus 4 persent;
- (ii) in die derde skof verrig word, die gewone uurloon plus 8 persent.

(5) Tyd wat deur werknemers op skofstelsels gewerk word na die voltooiing van die gewone skof in die betrokke inrigting, moet as oortyd beskou en daarvoor moet soos volg betaal word:—

- (a) Een en een-derde maal die verhoogde uurloon vir die eerste ses uur;
- (b) daarna een en 'n half maal die verhoogde uurloon tot die gewone begintyd van die werknemer so volgende gewone skof.

Vir die toepassing van bostaande beteken "verhoogde uurloon" die gewone uurloon plus die bedrag persent daarop wat aan die einde van die skof betaal moet word.

work on a Saturday and be paid thereafter as provided for in sub-section (1) of this section; provided that if the employee starts more than two hours earlier than the usual starting time, any time worked up to two hours before the usual starting time shall be paid for at one and one-half times the hourly rate of the employee. For purposes of this sub-section, "usual starting time" means the usual starting time on an ordinary working day.

(5) Whenever an employee (other than an employee engaged on urgent maintenance and/or urgent repairs) works on a Sunday he shall be paid at one and two-thirds times the hourly rate for time worked with a minimum payment of one and two-thirds times the hourly rate for the hours of a normal shift; provided that where the employer provides work to occupy the employee for the hours of a normal shift and the employee fails or refuses to work the full period required of him, such employee shall be entitled to payment only for the period actually worked.

(6) Employees engaged on urgent maintenance and/or urgent repairs (referred to hereafter as "urgent work") shall be paid for work on Sundays at not less than one and two-thirds times the hourly rate for the hours worked with a minimum payment of not less than four hours' pay at one and two-thirds times the hourly rate in respect of hours worked prior to noon. Where such work extends into the afternoon period a minimum payment of eight hours at one and two-thirds times the hourly rate shall apply.

"Urgent work" means and shall be limited to urgent maintenance or repair work in connection with an employer's own plant and/or machinery and/or Sunday work in connection with ships, where such repairs are necessary to avoid delay to the ship or are essential to the proper functioning thereof.

(7) The provisions of this section relating to payment for work on Sundays shall not apply in respect of shifts commencing on Sunday night in establishments working a two-shift or three-shift system, which shall be paid for as follows:—

- (a) For the hours worked before midnight—at one and one-half times the ordinary hourly rate plus 8 per cent;
- (b) after midnight until completion of the shift—at the ordinary hourly rate plus 8 per cent.

(8) For purposes of this section—

"a normal shift" is one-fifth of the ordinary weekly hours of work of an establishment working a five-day week or one-sixth of the ordinary weekly hours of work of an establishment working a six-day week;
 "usual starting time" means the starting time on an ordinary working day.

6. SHIFT WORK.

(1) Night shift work shall be paid at the hourly rate applicable plus 8 per cent.

(2) In order to be on night shift work an employee must work three or more consecutive nights between 6 p.m. on Monday and 6 a.m. on Sunday of the same week, except in marine work where any three or more nights worked consecutively may constitute night shift work.

(3) Not less than six hours shall elapse between the employment of an employee on night shift and on day shift; provided that an employee may work during such interim period of six hours if overtime is paid at one and one-third times the hourly rate.

(4) In establishments working a two-shift system or three-shift system, payment shall be as follows:—

(a) Two-shift system—

- (i) work ordinarily performed on the shift commencing in the morning shall be paid at ordinary hourly rates, provided that if the shift commences before 6 a.m., time worked prior to 6 a.m. shall be paid at the ordinary hourly rate plus 8 per cent;
- (ii) work ordinarily performed on the second shift shall be paid for as follows:—
 - (aa) when the hours for the complete shift fall wholly within any period from 6 p.m. to 6 a.m. at the ordinary hourly rate plus 8 per cent;
 - (bb) when the hours for the complete shift do not fall wholly within any period from 6 p.m. to 6 a.m. at the ordinary hourly rate plus 4 per cent until midnight, and after midnight, at the ordinary hourly rate plus 8 per cent.

(b) Three-shift system: Work ordinarily performed on the—

- (i) second shift, at the ordinary hourly rate plus 4 per cent;
- (ii) third shift, at the ordinary hourly rate plus 8 per cent.

(5) Time worked by employees on shift systems after the completion of the usual shift in the establishment concerned, shall be regarded as overtime and be paid for as follows:—

- (a) At one and one-third times the increased hourly rate for the first six hours;
- (b) thereafter, at one and one-half times the increased hourly rate until the usual starting time of the employee's next normal shift.

For the purposes of the above, "increased hourly rate" means the ordinary hourly rate plus the amount per cent payable thereon at the concluding time of the shift.

7. KORTTYDWERK.

- (1) 'n Werkgever mag sy werknemers 'n kleiner aantal ure as die gewone werkdag van sy inrigting laat werk, as gevolg van—
- (a) 'n tekort aan werk en/of materiaal, en in dié geval moet 'n werkgever sy werknemers twee volle werkdag vooruit kennis gee van sy voorneme om korttyd te werk en moet sover doenlik die beskikbare werk onder die betrokke werknemers verdeel. As die werkgever van die werknemer uitdruklik verlang om hom op enige dag by die inrigting aan te meld om vas te stel of daar werk beskikbaar gemaak sal word, moet hy ten opsigte van so 'n dag minstens besoldiging vir vier uur se werk of besoldiging in plaas daarvan ontvang. As dit nie van die werknemer vereis word om sy opwagting by die inrigting te maak nie, moet die werkgever die werknemer op die werkdag onmiddellik voor die dag waarop hy nie sy opwagting hoef te maak nie, in kennis stel; of
- (b) onvoorsiene noodgevalle en/of omstandighede buite die werkgever se beheer. Ingeval voornoemde omstandighede ontstaan, kan nie van die werkgever vereis word om lone aan sy werknemers te betaal nie, uitgesonderd vir die tydperke wat werklik gewerk is; met dien verstande dat as 'n werkgever glo dat werk hervat kan word en hy sy werknemers uitdruklik gelas om hulle op 'n bepaalde dag vir werk aan te meld, hulle ten opsigte van dié dag minstens vier uur se werk, of besoldiging in plaas daarvan, moet ontvang.
- (2) Kort skofte gewerk terwyl korttyd gewerk word moet vir doeleindes van kwalifisering vir die besoldigde verlof, genoem in artikel 12 van dié deel van die Ooreenkoms, gereken word as skofte wat werklik gewerk is.

8. BETALING VAN VERDIENSTE.

- (1) (a) Behalwe soos anders bepaal, moet enige bedrag wat aan 'n werknemer kragtens hierdie Ooreenkoms verskuldig is, weekliks in kontant op Vrydag betaal word. Betaling moet geskied nie later nie as 15 minute na die gewone ophou tyd, en moet alle betaling insluit wat aan die werknemer verskuldig is bereken tot en met die skof wat op die vorige Dinsdag van dieselfde week voltooi is; met dien verstande dat waar diens voor die gewone betaaldag eindig, alle betalings wat aan die werknemer kragtens hierdie Ooreenkoms verskuldig is, aan hom betaal moet word wanneer sy diens aldus eindig.
- (b) Elke werknemer moet by betaling 'n staat gegee word wat sy totale verdienste, besoldiging vir gewone tyd en vir oortyd, toelaes en aftrekkings aantoon.
- (2) Vir die opleiding van 'n werknemer mag geen premie deur 'n werkgever gevra of aangeneem word nie.
- (3) Behalwe soos anders in hierdie Ooreenkoms bepaal, mag geen aftrekking van watter aard ook al, uitgesonderd die volgende, gedoen word van die bedrae wat kragtens hierdie Ooreenkoms aan enige werknemer verskuldig is nie:—
- (a) Vir etes of inwoning, of albei, ooreenkomstig klousule (3) van Deel III van hierdie Ooreenkoms;
- (b) vir eethuisdienste, wanneer die aftrekking gemagtig is by aftrekorder wat deur die werknemer op kennisgewing van hoogstens 28 dae van beëindiging van sy akkoord met hierdie aftrekking beëindig kan word;
- (c) ingeval 'n werknemer van die werk afwesig is, ook afwesig gedurende enige onbesoldigde verlof toegestaan ter verlenging van dié besoldigde verlof waarvoor voorsiening in hierdie Ooreenkoms gemaak word, 'n bedrag in verhouding tot die duur van die afwesigheid;
- (d) met die skriftelike toestemming van die werknemer, aftrekkings vir die siektebystand, versekerings-, pensioen- en voorsorgfondse of bydraes tot ontspanningsfondse;
- (e) met die skriftelike toestemming van die werknemer, aftrekkings ten opsigte van ledegeld aan 'n vakvereniging wat 'n party by hierdie Ooreenkoms is;
- (f) bydraes tot die Raadsfonds ingevolge artikel 23 van hierdie Ooreenkoms;
- (g) enige bedrag betaal deur 'n werkgever wat by wet, ordonansie of regsgeeding, verplig is om betaling namens 'n werknemer te doen;
- (h) waar 'n werkgever, as gevolg van 'n klerklike of boekhou- of administratiewe fout of foutiewe berekenings, aan 'n werknemer besoldiging betaal wat groter is as die bedrag wat wetlik betaalbaar is, is die werkgever daarop geregtig om die bedrag van die oorbetalings terug te vorder deur aftrekkings van latere lone en/of verdienste, behoudens onderstaande bepalinge:—
- (i) Die aftrekkings mag van een of meer betalings van lone of verdienste gemaak word, maar geen enkele aftrekking mag meer as 15 persent wees van die lone of verdienste waarvan dit afgetrek word nie.
- (ii) Geen sodanige aftrekking mag gemaak word nie van enige verloffbesoldiging of verloffbonus wat kragtens hierdie Ooreenkoms of aan die werknemer of aan die Raad betaalbaar is.
- (iii) Geen sodanige aftrekking of aftrekkings mag gedoen word nie tensy die werkgever die werknemer ten tyde van die eerste aftrekking, en die Raad binne sewe dae van die eerste aftrekking skriftelik in kennis stel van die omstandighede waaronder die oorbetalings gemaak is, die betrokke bedrag en die bedrag van die voorgestelde aftrekking of aftrekkings.

7. SHORT TIME.

- (1) An employer may work his employees for a lesser number of hours than the ordinary hours of work of his establishment, due to—
- (a) a shortage of work and/or materials, in which case an employer shall give his employees two clear working days' notice of his intention to work short time, and shall, as far as practicable, spread the work available among the employees affected. Where the employee is expressly required by the employer to report at the establishment on any one day for the purpose of ascertaining if work will be made available, he shall receive not less than four hours' work or pay in lieu thereof, in respect of such day. If the employee is not required to attend the establishment, the employer shall advise the employee on the working day immediately preceding the day on which he is not required to attend; or
- (b) unforeseen contingencies and/or circumstances beyond the control of the employer. In the event of the foregoing circumstances arising an employer shall not be required to pay wages to his employees, except for the periods actually worked; provided that where the employer believes that resumption of work can be effected and expressly instructs his employees to present themselves for employment on a particular day, they shall receive not less than four hours' work or pay in lieu thereof, in respect of such day.
- (2) Short shifts worked while working short time shall count as shifts actually worked for purposes of the qualifications for the paid holiday referred to in section 12 of this part of the Agreement.

8. PAYMENT OF EARNINGS.

- (1) (a) Except as otherwise provided, any amount due to an employee in terms of this Agreement shall be paid weekly, in cash, on Friday. Payment shall be made not later than 15 minutes after the ordinary shopping time, and shall include all payments due to the employee calculated up to and including the shift completed on the preceding Tuesday of the same week; provided that where employment terminates before the ordinary pay day, all payments due to the employee in terms of this Agreement, shall be paid to him upon his employment so terminating.
- (b) Each employee shall be given a statement on payment showing his total earnings, ordinary time and overtime payments, allowances and deductions.
- (2) No premium for the training of an employee shall be charged or accepted by an employer.
- (3) Except as otherwise provided in this Agreement, no deduction of any description, other than the following, may be made from the amounts payable in terms of this Agreement to any employee:—
- (a) For board or lodging or both in accordance with clause (3) of Part III of this Agreement;
- (b) for canteen services where the deduction is authorised by stop-order, terminable by the employee at not more than 28 days' notice of termination of his agreement to this deduction.
- (c) where an employee is absent from work, including absence during any unpaid holiday granted in extension of the paid holidays provided for in this Agreement, a *pro rata* amount for the period of such absence.
- (d) with the written consent of the employee, deductions for sick benefit, insurance, pension and provident funds or contributions to recreation funds;
- (e) with the written consent of the employee, deductions in respect of subscriptions to a trade union which is a party to this Agreement;
- (f) contributions to the funds of the Council in terms of section 23 of this Agreement;
- (g) any amount paid by an employer, compelled by law, ordinance or legal process, to make payment on behalf of an employee;
- (h) where an employer, due to clerical or accounting or administrative error, or miscalculations, pays an employee any remuneration in excess of the amount legally payable, the employer shall be entitled to recover the amount of the overpayment by deduction from subsequent wages or earnings subject to the following provisions:—
- (i) The deductions may be made from one or more payments of wages or earnings, but no one deduction may exceed 15 per cent of the wages or earnings from which it is deducted.
- (ii) No such deduction shall be made from any holiday pay or holiday bonus payable under this Agreement either to the employee or to the Council.
- (iii) No such deduction or deductions shall be made unless the employer, in writing, notifies the employee at the time of the first deduction, and the Council within seven days of the first deduction, of the circumstances under which the overpayment was made, the amount thereof, and the amount of the proposed deduction or deductions.

(4) Indien werk in 'n inrigting of plek verrig word deur werknemers wat in spanne of ploë georganiseer is, moet die loon van elke werknemer deur die werkgever aan hom betaal word.

9. DIE SLUITING VAN INRIGTINGS OP 'N GEWONE WERKDAG.

(1) Ondanks enigiets in hierdie Ooreenkoms, mag 'n inrigting gesluit word gedurende enige werkdag wat vir dié inrigting kragtens subartikel (7) van artikel 4 van hierdie deel van die Ooreenkoms gespesifiseer word, by onderlinge ooreenkoms tussen die werkgever en minstens 75 persent van sy werknemers, indien sodanige reëling vir elke spesifieke sluiting van die inrigting getref word.

(2) Wanneer daar nie van 'n werknemer vereis word om te werk nie, weens die sluiting van die inrigting by onderlinge ooreenkoms kragtens subartikel (1), kan 'n eweredige aftrekking vir die ure wat nie gewerk is nie, gedoen word van die bedrae wat kragtens hierdie Ooreenkoms betaal moet word.

(3) Met inagneming van die bepalings van die Wet op Vakleerlinge, 1944, soos gewysig, is die bepalings van hierdie artikel nie op vakleerlinge van toepassing nie.

10. PRESTASIEBONUSWERK.

Behoudens die algemene voorwaardes hieronder uiteengesit, kan 'n werknemer vir sy werkgever kragtens ondergenoemde prestasiebonusstelsel werk:—

- (i) Die voorwaardes in hierdie Ooreenkoms genoem ten opsigte van oortydwerk, nagskofwerk en werk op Sondae en sekere openbare vakansiedae is van toepassing en moet bereken word teen die uurtarief van daardie klas werk wat in die Ooreenkoms ingelys is.
- (ii) Aan 'n werknemer wat prestasiebonuswerk verrig, moet 'n rustydperk van 10 minute so na moontlik aan die middel van die oggend- en namiddagwerkdag toegeestaan word, en sodanige rustydperk moet as werkdag gereken word en daarvoor moet die uurloon vir die klas werk in hierdie Ooreenkoms ingelys, betaal word.
- (iii) Die prestasiebonusskaal moet by onderlinge ooreenkoms vasgestel word tussen die werkgever en die werknemer wat die werk moet verrig, en die werkwinkelverteenvoerder moet geraadpleeg word indien enigiens van die partye dit verlang; met dien verstande dat prestasiebonusskaal in gieterye by onderlinge ooreenkoms vasgestel moet word deur 'n bonusvaststellingskomitee wat uit die werkgever en/of sy verteenwoordiger en drie werknemers moet bestaan, van wie een die werkwinkelverteenvoerder moet wees, en een 'n werknemer wat met die prestasiebonuswerk besig is of dit gaan verrig.
- (iv) Ingeval van 'n geskil ten opsigte van die prestasiebonusskaal en indien daar nie tot 'n ooreenkoms ter beslegting van die geskil deur die partye geraak kan word nie, moet die saak onmiddellik deur een of albei die veronregte partye by die Nywerheidsraad aanhangig gemaak word.
- (v) Tot tyd en wyl tot 'n ooreenkoms geraak word betreffende die skaal van besoldiging vir die prestasiebonuswerk, of ingeval die skaal vir die prestasiebonuswerk na die Raad verwys word ingevolge paragraaf (iv), moet die werknemer voortgaan met die taak ooreenkomstig die prestasiebonusskaal wat deur die bestuur toegelaat word.
- (vi) Enige aanpassing wat deur die Raad ten gunste van die werknemer vasgestel word, is op hom van toepassing vanaf die datum waarop die saak by die Raad aanhangig gemaak is.
- (vii) Vir tyd wanneer 'n werknemer deur abnormale omstandighede verhinder word om met sy werk voort te gaan, moet hy, as dit van hom vereis word om vir werk gereed te staan, die uurloon betaal word vir daardie klas werk wat in die Ooreenkoms ingelys is met Ooreenkomsvoorwaardes ten opsigte van oortyd- en nagskofwerk, wanneer dié van toepassing is. Tyd wanneer 'n werknemer gereed staan, moet nie by die berekening van bonusverdiensie in aanmerking geneem word nie.
- (viii) Geen betaling word gedoen ten opsigte van verdragings wat normaalweg in die betrokke inrigting voorkom en wat by die vasstelling van die tydtoelae in aanmerking geneem is nie.
- (ix) Geen skaal van betaling waaroor 'n werkgever en 'n werknemer ooreengekom het, word bevredigend beskou as dit 'n gemiddelde werknemer wat met die besondere prestasiebonuswerk besig is, nie in staat stel om minstens 10 persent meer te verdien as die skaal vir daardie klas werk wat in die Ooreenkoms ingelys is nie.
- (x) Die werknemer moet in iedere geval die uurloon gewaarborg word, afgesien van verdienste, vir die ure gewerk.
- (xi) 'n Werknemer wat volgens 'n prestasiebonusstelsel werk, moet op die gewone betaaldag van elke week betaal word.
- (xii) Geen prestasiebonusskaal of basiese tye wat eenmaal vasgestel is, mag gewysig word nie uitgesonderd om ondervermelde redes:—
 - (1) 'n Fout in die berekening aan enige kant; of
 - (2) verandering van die materiaal, wyse of metode van produksie, of die hoeveelhede; of
 - (3) 'n onderlinge ooreenkoms aangegaan tussen die werkgever en werknemer op dieselfde wyse as wat 'n nuwe loonskaal vasgestel word.

(4) Where in any establishment or place work is performed by employees organised in sets or teams, each employee shall be paid his earnings by the employer.

9. CLOSING OF ESTABLISHMENTS ON AN ORDINARY WORKING DAY.

(1) Notwithstanding anything in this Agreement, an establishment may be closed during any period of work specified for that establishment in terms of sub-section (7) of section 4 of this part of the Agreement by a mutual arrangement between the employer and not less than 75 per cent of his employees, where such an arrangement is come to for each specific closing of the establishment.

(2) Whenever an employee is not required to work resulted on the closing of the establishment by a mutual arrangement in terms of sub-section (1), a deduction *pro rata* for the hours not worked may be made from the amounts payable in terms of this Agreement.

(3) Having regard to the provisions of the Apprenticeship Act of 1944, as amended, the provisions of this section shall not apply to apprentices.

10. INCENTIVE BONUS WORK.

Subject to the general conditions hereafter set out, an employee may work for his employer under the following system of incentive bonus work:—

- (i) The conditions contained in this Agreement relating to overtime, night shift work and work on Sundays and certain public holidays shall apply and be calculated at the hourly rate for that class of work scheduled in this Agreement.
- (ii) An employee engaged on incentive bonus work shall be allowed a rest period of 10 minutes at as near as possible to the middle of the morning and afternoon work periods, such rest periods to be reckoned as working time and paid for at the hourly rate for that class of work scheduled in this Agreement;
- (iii) Incentive bonus work rates shall be fixed by mutual arrangement between the employer and the employee who is to perform the work, the shop steward to be consulted if desired by either of the parties; provided that incentive bonus work rates in foundries shall be fixed by mutual arrangement by a pricing committee which shall consist of the employer and/or his representative and three employees, one of whom shall be the shop steward and one an employee who is engaged or is to engage on the incentive bonus work.
- (iv) In the event of a dispute concerning the incentive bonus work rate and failing an arrangement being come to in settlement between the parties, the matter shall forthwith be referred by one or both of the aggrieved parties to the Industrial Council.
- (v) Pending an arrangement being come to on the incentive bonus work rate, or in the event of the incentive bonus work rate being referred to the Council, in terms of paragraph (iv), the employee shall proceed with the job in accordance with the incentive bonus work rate allowed by the management.
- (vi) Any adjustment resulting from the Council's decision which is in favour of the employee shall be applicable to him as from the date on which the matter was referred to the Council.
- (vii) Time during which an employee is abnormally prevented from proceeding with his work, shall, if the employee is required to stand by, be paid for at the hourly rate for that class of work scheduled in this Agreement with Agreement conditions in respect of overtime and night shift when applicable. Time during which an employee is standing by shall not be taken into account in calculating bonus earnings.
- (viii) No payment shall be made for delays which are normal in the establishment concerned and which have been considered when fixing the time allowance.
- (ix) No rate agreed upon between an employer and an employee shall be considered satisfactory if such rate does not enable and average employee engaged on the particular bonus rated work to earn not less than 10 per cent above the rate for that class of work scheduled in this Agreement.
- (x) In all cases the employee shall be guaranteed the hourly rate for his class of work, irrespective of earnings, for the hours worked.
- (xi) An employee working on incentive bonus work shall be paid on the normal pay day of each week.
- (xii) Incentive bonus work rates or basis times once established may not be altered except for the following reasons:—
 - (1) A mistake in the calculation of either side; or
 - (2) the material, means or method of production or the quantities are changed; or
 - (3) a mutual arrangement has been come to between the employer and the employee in the same way as a new bonus work rate is arranged.

- (xiii) Om enige rede wat hy goedvind, kan die Raad enige inrigting verbied om prestasiebonuswerk te laat verrig of om enige stelsel te werk wat die Raad as 'n stelsel van prestasiebonuswerk beskou.
- (xiv) Met die inwerkingtreding van hierdie Ooreenkoms moet daar weer eens oor prestasiebonuslone onderhandel word; met dien verstande dat die stelsel wat van toepassing is, nie minder gunstig mag wees nie as dié in paragraaf (ix) van hierdie artikel bepaal nie.
- (xv) Vakleerlinge mag nie volgens aansporingsbonusskemas werk nie tensy die toestemming van die Raad vooraf verkry is en die vakleerling sy eerste twee leerjare voltooi of die volle N.T.S. II verwerf het.

11. BETALING VIR WERK OP SEKERE OPENBARE VAKANSIEDAE.

(1) As 'n werknemer nie op Goeie Vrydag, Hemelvaartdag, Gelofte-dag, Kersdag of Nuwejaarsdag werk nie, moet hy sy gewone uurloon vir die gewone werkdag vir daardie dag van die week betaal word; met dien verstande dat, wanneer Gelofte-dag, Kersdag of Nuwejaarsdag op 'n Saterdag val, 'n werknemer wat nie op sodanige dag werk nie, sy gewone uurloon betaal moet word vir die getal ure waarvoor hy betaal sou geword het as die vakansiedag binne dié tydperk van Maandag tot en met Vrydag geval het. Vir die toepassing van hierdie subartikel is die gewone uurloon vir werknemers wat volgens 'n prestasiebonusstelsel werk, die uurloon vir die klas werk wat in hierdie Ooreenkoms ingelys is.

(2) Die bepalings van subartikel (1) is nie van toepassing op 'n werknemer wat met die besoldigde verlof afwesig is waarvoor voorsiening in hierdie deel van die Ooreenkoms gemaak word nie.

(3) Indien 'n werknemer op Goeie Vrydag, Hemelvaartdag, Gelofte-dag, Kersdag of Nuwejaarsdag werk, moet hy besoldig word vir die aantal ure waarvoor besoldiging betaal moet word ingevolge subartikel (1) hiervan aan 'n werknemer wat nie op sodanige dag werk nie; daarbenewens moet hy een en een derde maal die uurloon betaal word vir tyd gewerk tot die genoemde aantal ure; daarna moet hy twee en 'n half maal die uurloon betaal word tot die gewone begintyd die volgende dag.

12. VERLOFBESOLDIGING.

(1) Uitgesonderd in die geval van werknemers wat volgens 'n prestasiebonusstelsel werk, moet die verlofbesoldiging wat in hierdie artikel bepaal word, bereken word teen die "uurloon" soos in hierdie Ooreenkoms omskryf, wat die werknemer ontvang op die datum waarop hy vir sy besoldigde verlof kwalifiseer.

(2) Verlofbesoldiging vir werknemers op prestasiebonuswerk moet bereken word op die gemiddelde weeklikse verdienste uitgesonderd oortyd, oor die laaste drie maande wat werklik volgens 'n prestasiebonusstelsel gewerk is voordat die verlof verskuldig geword het of, na gelang van die kortste tydperk, oor die aantal weke werklik gedurende die diens tyd op prestasiebonuswerk gewerk.

(3) Ingevolge hierdie Ooreenkoms en met inagneming van onderstaande bepalings is elke werknemer geregtig op drie agtereenvolgende weke verlof met volle besoldiging:—

(a) Die kwalifikasie vir die besoldigde verlof (hetsy vir een of meer werkgewers gewerk) is 291 skofte, uitgesonderd oortyd, wat werklik gewerk is op grondslag van 'n week van ses werkdag, of 242 skofte, uitgesonderd oortyd, wat werklik gewerk is op 'n grondslag van 'n werkweek van vyf werkdag; met dien verstande dat—

(i) behoudens die bepalings van paragraaf (ii), diens by dieselfde werkgewer van minder as 30 skofte op 'n grondslag van 'n week van ses werkdag, of 25 skofte op 'n grondslag van 'n week van 5 werkdag, na gelang van die geval, nie vir doeleindes van besoldigde verlof meegereken moet word nie; met dien verstande dat 'n werknemer wie se diens beëindig word nadat hy 18 skofte op 'n grondslag van 'n week van ses werkdag of 15 skofte op 'n grondslag van 'n week van vyf werkdag, na gelang van die geval, gewerk het gekrediteer moet word vir doeleindes van besoldigde verlof, met die aantal skofte wat hy werklik gewerk het vir daardie werkgewer, en voorts met dien verstande dat indien 'n werknemer se diens ingevolge hierdie paragraaf onderbreek word en hy weer by dieselfde werkgewer begin werk, hy, indien hy nie vir 'n ander werkgewer in die tussentyd werk nie, vir doeleindes van die besoldigde verlof, gekrediteer moet word met die totale getal skofte vir sodanige werknemer gewerk;

(ii) wanneer die diens deur die werknemer beëindig word in die geval van werknemers in diens op skeepswerk, diens by dieselfde werkgewer vir minder as 30 skofte op 'n grondslag van 'n week van ses werkdag of 25 skofte op 'n grondslag van 'n week van vyf werkdag, na gelang van die geval, nie vir die besoldigde verlof meegereken moet word nie, maar indien die diens deur die werkgewer beëindig word, moet alle skofte gewerk en/of toegelaat kragtens paragraaf (iii), vir die besoldigde verlof meetel;

(xiii) The Council may, for any reason it deems fit, prohibit any establishment from working incentive bonus work or from working under any system which the Council considers to be a system of incentive bonus work.

(xiv) With the coming into force of this Agreement, incentive bonus rates shall be re-negotiated; provided that the arrangement applicable shall be not less favourable than that provided for in paragraph (ix) of this section.

(xv) Apprentices may not be employed on incentive bonus work unless the prior permission of the Council has been obtained and the apprentice has completed his first two years of apprenticeship or has attained the full N.T.C. II certificate.

11. PAYMENT FOR CERTAIN PUBLIC HOLIDAYS.

(1) If an employee does not work on Good Friday, Ascension Day, the Day of the Covenant, Christmas Day or New Year's Day, he shall be paid at his ordinary hourly rate for the ordinary working hours for that day of the week; provided that whenever the Day of the Covenant, Christmas Day or New Year's Day falls on a Saturday, an employee who does not work on such day shall be paid at his ordinary hourly rate for the number of hours he would have been paid if the holiday had fallen within the period Monday to Friday inclusive. For purposes of this sub-section, the ordinary hourly rate of employees employed on incentive bonus work shall be the hourly rate for the class of work scheduled in this Agreement.

(2) The provisions of sub-section (1) shall not apply to an employee who is on the paid holiday provided for in this Part of the Agreement.

(3) Whenever an employee works on Good Friday, Ascension Day, the Day of the Covenant, Christmas Day or New Year's Day, he shall be paid for the number of hours payable in terms of sub-section (1) hereof to an employee who does not work on such day, and shall be paid in addition at one and one-third times the hourly rate for time worked up to the said number of hours; thereafter, he shall be paid two and one-half times the hourly rate until the usual starting time next day.

12. HOLIDAY PAY.

(1) Except in the case of employees employed on incentive bonus work, holiday payments provided for in this section shall be computed at the "hourly rate" as defined in this Agreement which the employee is receiving at the date of qualification for his paid holiday.

(2) Holiday payments of employees employed on incentive bonus work shall be computed on the average weekly earnings exclusive of overtime over the last three months actually worked on incentive bonus work prior to the holiday becoming due or whichever is the lesser period, over the number of week's actually worked during the period of employment on incentive bonus work.

(3) Each employee shall be entitled under this Agreement to three consecutive weeks' paid holiday subject to the following conditions:—

(a) The qualification for the paid holiday (whether worked for one or more employers) shall be 291 shifts, exclusive of overtime, actually worked on a six-day week basis, or 242 shifts exclusive of overtime, actually worked on a five-day week basis; provided that—

(i) except as is otherwise provided for in paragraph (ii), employment with the same employer for less than 30 shifts on a six-day week basis or 25 shifts on a five-day week basis, as the case may be shall not count for the paid holiday; provided that an employee whose employment is terminated after working 18 shifts on a six day week basis or 15 shifts on a five day week basis as the case may be shall be credited for purposes of the paid holiday with the number of shifts he has actually worked for that employer, and provided further that where an employee's service is broken in terms of this paragraph and he resumes work for the same employer he shall, if he does not work for another employer in the interim, be credited for purposes of the paid holiday with the total number of shifts worked for such employer;

(ii) when in the case of employees employed in marine work, the employment is terminated by the employee, employment with the same employer for less than 30 shifts on a six-day week basis or 25 shifts on a five-day week basis, as the case may be, shall not count for the paid holiday, but where the employment is terminated by the employer, all shifts worked and/or as allowed for in terms of paragraph (iii) shall count for the paid holiday;

- (iii) tydperke van afwesigheid weens siekte wat in die geheel nie 52 skofte op die grondslag van 'n week van ses werkdade of 43 skofte op die grondslag van 'n week van vyf werkdade, na gelang van die geval, in enige afsonderlike kwalifiseertyd vir 'n bepaalde verlof te bowe gaan nie, vir doeleindes van die betaalde verlof meegereken moet word; met dien verstande dat 'n werkgewer daarop geregtig is om van 'n werknemer 'n doktersertifikaat te eis ter staving van die oorsaak van die afwesigheid. Tydperke van afwesigheid as gevolg van 'n ongeluk wat ontstaan uit of in die loop van die werknemer se diens, moet vir verlofdoeleindes meegereken word; indien erken word dat die ongeluk binne die bestek van die Ongevallewet, 1941, val en die tydperke van afwesigheid wat vir verlofdoeleindes meegereken word, is die tydperke van ongeskiktheid wat ingevolge genoemde Wet erken word;
- (iv) mits kennis van sodanige afwesigheid skriftelik binne sewe dae van sodanige afwesigheid deur die werkgewer aan die Raad gegee word, moet 'n werknemer wat sonder rede wat voldoende is om sy werkgewer tevrede te stel, van die werk wegbly, ten opsigte van elke skof of werkdag wat hy gedurende dié afwesigheid verloor, vyf skofte verbeur op die grondslag van 'n week van ses werkdade of vier en een-sesde op die grondslag van 'n week van vyf werkdade, na gelang van die geval, wat hy vir sy besoldigde verlofkwalifikasie gewerk het; met 'n maksimum straf van 30 skofte in enige enkele kwalifiseertydperk vir besoldigde verlof op die grondslag van 'n week van ses werkdade of 25 skofte op die grondslag van 'n week van vyf werkdade, na gelang van die geval;
- (v) tye van afwesigheid ten opsigte van die bykomende week besoldigde verlof op ophopings daarvan, wat in artikel 13 van hierdie deel van die Ooreenkoms bepaal is tel mee vir doeleindes van die besoldigde verlof ten getalle van die skofte wat normaalweg gedurende hierdie tydperke deur die betrokke werknemer gewerk sou geword het;
- (b) Die verlof moet vier naweke insluit en moet nie onderbreek word nie.
- (c) Ingeval of Goeie Vrydag, Hemelvaartdag, Geloftedag, Kersdag of Nuwejaarsdag binne die verloftyd val, moet die tyd verleng word met een dag met volle besoldiging vir elk van daardie dae.
- (d) Ingeval 'n werknemer wat deur sy werkgewer verplig word om weg van sy gewone woonplek af te werk, op die punt staan om sy besoldigde verlof te neem, moet die verlof, mits die werknemer na sy woonplek terugkeer, by die woonplek van dié werknemer begin en eindig.
- (e) Binne een maand vanaf die datum waarop hy op verlof geregtig word, moet 'n werknemer aansoek daarvoor doen.
- (f) Die verlof moet so deur die werkgewer toegestaan word dat dit binne 'n tydperk van vier maande vanaf die datum waarop dit verskuldig word, begin.
- (g) 'n Werknemer is geregtig op sy verlof en moet dit neem binne 'n tydperk van vier maande vanaf die datum waarop hy daarop geregtig word, tensy 'n ystelling deur die Raad verleen is.
- (h) Geen werknemer mag vir gewin gedurende sy verloftydperk werk nie.
- (4) (a) Wanneer 'n werknemer op die punt staan om met besoldigde verlof te gaan, moet die geld wat aan hom vir verlofdoeleindes verskuldig is, deur sy werkgewer in kontant aan hom betaal word sodra hy met sy werk ophou om met verlof te gaan.
- (b) Wanneer die werkgewer die besoldiging betaal wat in (a) en in artikels 13 en 14 van hierdie deel van die Ooreenkoms voorgeskryf word, moet hy aan die Raad 'n kwitansie vir verlofbesoldiging en bonus stuur wat opgestel is in die vorm wat vir die Raad aanneemlik is en deur die werknemer onderteken is as bewys van bogenoemde betaling.
- (5) Indien die diens van 'n werknemer eindig voordat hy op verlof met betaling ingevolge subartikel (3) van hierdie artikel geregtig is, moet hy volgens die vraag of die inrigting 'n week van ses werkdade of 'n week van vyf werkdade het, gekrediteer word met die eweredige aantal skofte gewerk. Die werkgewer moet wanneer die werknemer sy diens verlaat, hom van 'n bewys wat vir die Raad aanneemlik is, voorsien waarin die getal skofte genoem word wat vir verlofdoeleindes tel en onmiddellik aan die Sekretaris van die Gebiedsraad vir die streek waarin die werknemer in diens was, die geldekwivalent stuur van die verlof waarop die werknemer aldus geregtig is, bereken soos bepaal by subartikel (1) of subartikel (2) van dié artikel, naamlik dié wat van toepassing is, min enige aftrekking wat by wet vir inkomste-belasting gedoen moet word.
- (6) Ingeval 'n werknemer sterf, of in die loop van sy diens ongeskik raak om sy beroep uit te oefen, is die bedrag aan hom verskuldig ten opsigte van verlofbesoldiging, betaalbaar aan sy boedel of aan homself, na gelang van die geval.
- (7) (a) Na verloop van minstens 49 weke, gereken van die datum af waarop die tydperk van diens begin wat deur die bewys gedek word, het enige werknemer aan wie 'n bewys kragtens subartikel (5) van hierdie artikel uitgereik is en wat nie langer in die Nywerhede in diens is nie, reg, behoudens paragraaf (b) van hierdie subartikel by aanbidding van die bewys aan die Raad in die gebied van oorsprong, op betaling daarop van enige onbetaalde saldo wat vir hom in die Raad se boeke gekrediteer staan.
- (iii) periods of absence on account of sickness aggregating not more than 52 shifts on a six-day week basis or 43 shifts on a five-day week basis, as the case may be, in any one qualifying period for the paid holiday, shall count for the paid holiday; provided that an employer shall be entitled to call upon the employee for a medical certificate in proof of cause of absence. Periods of absence on account of an accident arising out of and in the course of the employee's employment shall count for holiday purposes if such accident has been admitted as falling within the provisions of the Workmen's Compensation Act, 1941, and the periods of absence counting for purposes of the paid holiday shall be the periods of disablement admitted by the said Act;
- (iv) provided notification of such absence is given by the employer in writing to the Council within seven days of such absence, any employee who absents himself from work without adequate reason satisfactory to his employer shall, in respect of each shift lost by him during such absence, forfeit five shifts on a six-day week basis or four and one-sixth on a five-day week basis, as the case may be, worked towards his paid holiday qualification, with a maximum penalty in any one qualifying period for the paid holiday of 30 shifts on a six-day week basis or 25 shifts on a five-day week basis, as the case may be;
- (v) periods of absence on the additional week's paid holiday or accumulation thereof provided for in section 13 of this part of the Agreement shall count for purposes of the paid holiday to the extent of the number of shifts which would normally have been worked during those periods by the employee concerned.
- (b) The holiday shall include four weekends and be for one unbroken period.
- (c) Should either Good Friday, Ascension Day, the Day of the Covenant, Christmas Day or New Year's Day fall within the period of the holiday, the holiday period shall be extended by one day with full pay for each such day.
- (d) Should an employee who is required by his employer to work away from his usual place of domicile be about to take his paid holiday, the holiday shall, provided the employee returns to his place of domicile, commence and terminate at the place of domicile of that employee.
- (e) Application for the holiday shall be made by an employee within one month of the date he becomes entitled thereto.
- (f) The holiday shall be granted by the employer so as to commence within a period of four months of due date.
- (g) An employee shall be entitled to and shall take his holiday within a period of four months from due date, unless exemption be granted by the Council.
- (h) No employee shall engage in any employment for gain during the period of his holiday.
- (4) (a) When an employee is about to take his paid holiday, the moneys payable to him for purposes thereof shall be paid to him in cash by his employer on his ceasing work to go on holiday.
- (b) The employer shall at the time of making the payment referred to in (a) and in sections 13 and 14 of this part of the Agreement, forward to the Council a holiday pay and bonus receipt drawn up in a form acceptable to the Council and containing the employee's signature as a receipt for the payment.
- (5) When the employment of an employee terminates before he becomes entitled to a paid holiday in terms of sub-section (3) of this section, he shall be credited according to whether the establishment works a six-day week or a five-day week with the proportionate number of shifts worked. The employer shall furnish the employee, at the time he leaves his service, with a voucher drawn up in a form acceptable to the Council setting out the number of shifts which count for holiday purposes, and immediately forward to the Secretary of the Regional Council for the area in which the employee was engaged the money equivalent of the holiday to which the employee is so entitled computed as provided for in sub-section (1) or sub-section (2) of this section, whichever is applicable, less any deduction compelled by Law for Income Tax.
- (6) When an employee dies or is, in the course of his work incapacitated from continuing at his trade, the amount which is due in respect of holiday pay shall be payable to his estate or himself, as the case may be.
- (7) (a) After not less than 49 weeks have elapsed, reckoned from the date upon which the period of employment covered by the voucher commenced, any employee who has been furnished with a voucher in terms of sub-section (5) of this section and is no longer employed in the Industries shall be entitled, subject to paragraph (b) of this sub-section, on presenting the voucher to the Council in the region of origin, to payment thereon of any unpaid balance standing to his credit on the books of the Council.

(b) Enige bewys wat ingevolge subartikel (5) van hierdie artikel aan 'n werknemer uitgereik word, is geldig vir 'n tydperk van twee jaar vanaf die datum van die laaste skof wat dié werknemer gewerk het, en bedrae in die krediet van 'n werknemer in die boeke van die Raad val die Raad toe na verstryking van sodanige tydperk. Bedrae wat die Raad aldus toeval, moet in die krediet van 'n Fonds, genaamd „Die Trustfonds Voorskotfonds”, gestort word, waaruit die Raad na sy absolute goedvinde—

(aa) aan werknemers die bedrag wat gelykstaan aan die vakansiebetaling waarop hulle geregtig is en wat ingevolge subartikel (5) van hierdie artikel aan die Raad gestuur moet word, en/of die bedrag wat gelykstaan aan die vakansiebonus wat kragtens artikel 14 van hierdie Deel van die Ooreenkoms aan die Raad gestuur moet word, mag voorskiet, na gelang van die geval; of

(bb) aan werknemers die hele bedrag wat gelykstaan aan die bedrag waarop hulle ten opsigte van vakansiebetaling en/of vakansiebonus geregtig is, of 'n gedeelte daarvan mag betaal in gevalle waar sodanige bedrae of deel daarvan andersins vir werknemers verlore sou gewees het in die geval van die bankrotskap of likwidering van 'n werkgewer, met dien verstande dat—

(i) al sodanige bedrae nie genoemde Fonds mag toeval nie tot tyd en wyl 'n verdere tydperk van ses maande na verstryking van die tweejaartydperk verloop het, en die Raad moet alle eise wat gedurende sodanige tydperk van ses maande ingedien word, betaal; en

(ii) die Raad alle eise wat moontlik deur sodanige werknemer na die verstryking van genoemde tydperk ingedien word, moet oorweeg, en na sy goedvinde *ex gratia* bedrae aan dié werknemers wat hierin bedoel word, uit die Fonds mag betaal.

(8) Behoudens andersluidende bepalings hierin vervat word diens by die toepassing van hierdie artikel geag te begin op die datum waarop 'n werknemer by die werkgewer in diens tree of die datum waarop hy laas geregtig geword het op vakansie met besoldiging naamlik die jongste datum, en omvat dit hoogstens vier (4) maande van 'n bepaalde tydperk van aanenlopende militêre opleiding wat 'n werknemer ingevolge die Verdedigingswet, 1957 ondergaan.

(9) Die Raad kan wederkerige reëlings met enige ander nywerheid tref vir die uitruil van verlofbetalingsbewyse tot voordeel van werknemers wat die Nywerhede verlaat.

13. BYKOMENDE VERLOFBESOLDIGING.

(1) Behoudens subartikel (3) hiervan, is 'n werknemer wat na die datum van die inwerkingtreding van hierdie Ooreenkoms kwalifiseer vir sy tiende of daaropvolgende besoldigde verlof wat hom toekom uit hoofde van ononderbroke diens by dieselfde werkgewer, soos bepaal kragtens artikel 12 (3) Deel I van die Ooreenkoms, op daardie datum en elke jaar daarna, terwyl hy in diens by dieselfde werkgewer is, geregtig op 'n ekstra week se besoldigde verlof wanneer dit vir die werkgewer gerieflik is, of op die ekwivalente waarde daarvan; met dien verstande dat by onderlinge ooreenkoms tussen die werkgewer en die werknemer—

(i) die besoldigde verlof in artikel 12 (3) van Deel I van die Ooreenkoms voorgeskryf, met 'n ekstra week verleng kan word; of

(ii) die ekstra week besoldigde verlof vir die kwalifiseerjaar uitgestel kan word en die werknemer dit kan laat ooploop totdat hy vir drie sulke ekstra weke besoldigde verlof kwalifiseer.

(2) Wanneer die werkgewer en werknemer tot die ooreenkoms geraak wat in subartikel (1) (ii) bepaal word, en die werknemer vir drie van daardie ekstra weke besoldigde verlof (hieronder „die opgehoopte besoldigde verlof” genoem) gekwalifiseer het, moet die opgehoopte besoldigde verlof deur die werkgewer toegestaan en deur die werknemer geneem word wanneer hy sy besoldigde verlof in artikel 12 (3) van hierdie Deel van die Ooreenkoms voorgeskryf, neem, tensy na gelang van die geval, die werkgewer en die werknemer ooreenkom dat die opgehoopte besoldigde verlof op 'n ander tydstip geneem word; met dien verstande dat die werkgewer die werknemer in elk geval in staat moet stel om die opgehoopte besoldigde verlof te neem in die tydperk voordat hy vir sy volgende besoldigde verlof kwalifiseer, en indien die werknemer versuim om die opgehoopte besoldigde verlof binne dié tydperk te neem, verbeur hy sy reg daarop.

(3) Wanneer 'n werknemer wat vir sy tiende besoldigde verlof kragtens subartikel (1) kwalifiseer, slegs vir 'n gedeelte van die kwalifiseertydperk vir die eerste besoldigde verlof by die betrokke werkgewer in diens was, is hy geregtig op 'n eweredige deel van die ekstra week se besoldigde verlof of die ekwivalente waarde daarvan in verhouding tot die verlofkwalifikasie wat by daardie werkgewer voltooi is ten opsigte van die eerste besoldigde verlof. Wanneer hy vir enige daaropvolgende besoldigde verlof kwalifiseer, is die bepalings van subartikels (1) en (2) van hierdie artikel *mutatis mutandis* van toepassing.

(4) By beëindiging van die diens van 'n werknemer wat geregtig geword het op die ekwivalente waarde van die ekstra besoldigde verlof voorgeskryf in hierdie artikel maar dit nog nie ontvang het nie, moet hy by sodanige diensbeëindiging besoldig word vir die ekstra besoldigde verlof waarvoor hy gekwalifiseer het, maar dit nog nie ontvang het nie.

(b) Any voucher issued to an employee in terms of sub-section (5) of this section shall be valid for a period of two years from the date of the last shift worked by such employee, and amounts standing to the credit of an employee in the books of the Council shall, on the expiration of such period accrue to the Council. Amounts so accruing to the Council shall be credited to a Fund designated “The Trust Fund Advances Fund” from which the Council in its absolute discretion may—

(aa) advance to employees the money equivalent of the paid holiday entitlement forwardable to the Council in terms of sub-section (5) of this section and/or the money equivalent of the holiday bonus entitlement forwardable to the Council in terms of section 14 of this part of the Agreement, as the case may be; or

(bb) pay to employees in whole or in part the money equivalent of any paid holiday and/or holiday bonus entitlement in cases where such moneys or part thereof would otherwise be lost to employees by reason of the insolvency or liquidation of any employer, provided—

(i) that any such amounts shall not be accrued to the said Fund until a further period of six months has elapsed after the expiration of the two-year period and any claims presented during such six month period shall be paid by the Council; and

(ii) the Council shall consider any claim that may be made by any such employee after the expiration of the said period, and may in its discretion make *ex gratia* payments from the Fund to such employees as are referred to herein;

(8) Except as otherwise provided herein, employment for the purpose of this section shall be deemed to commence from the date on which an employee enters the employer's service, or, whichever is the later, the date on which the last became entitled to the paid holiday, and includes not more than 4 (four) months of any one unbroken period of military training which an employee undergoes in pursuance of the Defence Act, 1957.

(9) The Council may make reciprocal arrangements with any other industry for the interchange of holiday pay vouchers to the benefit of employees leaving the Industries.

13. ADDITIONAL HOLIDAY PAY.

(1) Subject to sub-section (3) hereof, an employee qualifying after the date of coming into operation of this Agreement for his tenth or subsequent consecutive paid holiday deriving from continuous employment with the same employer as provided for in terms of section 12 (3) of Part I of the Agreement shall, at the date and each year thereafter, whilst in the employ of the same employer, be entitled to an extra week's paid holiday at the employer's convenience or to the equivalent value thereof; provided that by mutual arrangement between the employer and employee—

(i) the paid holiday referred to in section 12 (3) of this Part of the Agreement may be extended by an extra week; or

(ii) the extra week's paid holiday may be referred from the year of qualification and accumulated by the employee until he qualifies for three such extra week's paid holiday.

(2) Whenever the employer and employee come to the arrangement provided for in sub-section (1) (ii) and the employee has qualified for three such extra weeks' paid holiday (hereinafter referred to as “the accumulated paid holiday”) the employer shall grant and the employee shall take the accumulated paid holiday when he is given and takes the paid holiday provided for in section 12 (3) of this part of the Agreement, unless, as may be, the employer and employee agree to the accumulated paid holiday being taken at a different time; provided that the employer shall in any case enable the employee to take the accumulated paid holiday in the period before he next qualifies for a paid holiday, and if the employee fails to take the accumulated paid holiday within such period his title thereto, shall cease.

(3) Where an employee qualifying for his tenth paid holiday in terms of sub-section (1) was in the employ of the employer concerned for part only of the qualifying period for the first paid holiday, he shall be entitled to a proportion of the extra week's paid holiday or the equivalent value thereof *pro rata* to the holiday qualification completed with that employer in respect of the first paid holiday. On qualification for any subsequent consecutive paid holiday, the provisions of sub-sections (1) and (2) of this section shall *mutatis mutandis* apply.

(4) Whenever the employment terminates of an employee who has become entitled to but has not yet received the equivalent value of the additional paid holiday provided for in this section, he shall be paid upon his employment so terminating for such extra paid holiday as he has qualified for and not received.

14. VERLOFBONUS.

Vir die toepassing van hierdie artikel is—

“verlofkwalifikasie” die kwalifikasie vir die besoldigde verlof voorgeskryf in artikel 12 van dié deel van die Ooreenkoms; en beteken

“gekwalifiseerde werknemer” ’n werknemer, wat nie as ’n leerling in diens is nie, of wat vir die loonskaal vir sy klas werk wat as betaalbaar “daarna” gespesifiseer is, gekwalifiseer het, indien hy volgens ondervinding besoldig word.

(1) Wanneer die verlofbesoldiging betaal word aan ’n werknemer op wie hierdie artikel van toepassing is, moet ’n bonus ooreenkomstig onderstaande tabel terselfdertyd aan hom betaal word:—

Klas.	Bonus betaalbaar.
Klas A:—	
(i) Gekwalifiseerde werknemers wie se uurloon in hierdie Ooreenkoms gespesifiseer, gelykstaan met 68.5c per uur of meer op die datum van kwalifikasie vir hulle besoldigde verlof;	’n Verlofbonus van R100 per jaar bereken eweredig met die verlofkwalifikasie voltooi na die datum waarop die werknemer laas vir sy besoldigde verlof gekwalifiseer het, of, na gelang van die jongste datum, van die datum van sy indiensneming af.
(ii) werknemers as leerlinge in diens op die datum waarop hierdie Ooreenkoms van krag word, of in diens in beroepe waarvoor besoldiging volgens ondervinding betaal word, wie se uurloon in hierdie Ooreenkoms gespesifiseer, gelykstaan met 68.5c per uur of meer op die datum waarop hulle vir hulle besoldigde verlof kwalifiseer;	
(iii) werknemers (uitgesonderd nuwelinge) in diens as proefwerkers in die vervaardiging van metaalvensters en/of -deure en/of -gaasskermes, op werk geklassifiseer in Tariewe 2, 3 of 4	

Klas B:—

Alle ander werknemers wat nie in Klas A hiervan ingesluit is nie (uitgesonderd vakleerlinge in hul eerste, tweede, derde en vierde leerjare), werknemers in diens vir werk ingedeel onder Tariewe 8-11 en wagte.

’n Bedrag van R10 tesame met ’n bedrag bereken teen die skaal van 8 persent van die werknemer se skaal vir sy beroep in hierdie Ooreenkoms ingelys vir die ure, uitgesonderd oortyd, wat hy werklik vir sy verlofkwalifikasie gewerk het ná die datum waarop hy laas vir ’n betaalde verlof gekwalifiseer het of die datum van sy indiensneming, naamlik die jongste, soos volg aangepas:—

- (i) Waar die ingelyste skaal 61 sent per uur maar nie 67.5 sent per uur oorskry nie—min 33.5 sent per uur.
- (ii) Waar die ingelyste skaal 41.5 sent per uur maar nie 61 sent per uur oorskry nie—min 30.5 sent per uur.
- (iii) Waar die ingelyste skaal 30 sent per uur maar nie 41.5 sent per uur oorskry nie—min 20 sent per uur.

Met dien verstande dat die volgende berekenings gemaak moet word ten opsigte van werknemers op werk van Tarief 7A en 7B:—

Tarief 7A—Minimum ingelyste tarief 52.5 sent per uur—min 28 sent per uur.

Tarief 7B—Minimum ingelyste tarief 39 sent per uur—min 17.5 sent per uur.

Opmerking.—Skofte of tydperke van afwesigheid wat ingevolge artikel 12 (3) (a) (iii) van dié deel van die Ooreenkoms vir verlofdoeleindes meetel, moet by die berekening van die verskuldigde bonus ingesluit word.

(2) Indien die diens van ’n werknemer eindig voordat hy op besoldigde verlof geregtig word, moet die werknemer gekrediteer word met ’n aandeel van die bonus gespesifiseer vir sy klas eweredig met die getal skofte wat vir hom vir verlofdoeleindes gekrediteer is of, na gelang van die geval, ’n bedrag bereken teen agt persent van die werknemer se aangepaste skaal vir sy beroep wat in hierdie Ooreenkoms ingelys is vir die ure, uitgesonderd oortyd, wat hy werklik vir sy verlofkwalifikasie gewerk het. Die werkgever moet die bedrag daarvan inskryf op die bewys wat aan die werknemer verskaf moet word, waarop die getal skofte wat vir

14. HOLIDAY BONUS.

For purposes of this section—

“holiday qualification” shall be the qualification for the paid holiday prescribed in section 12 of this part of the Agreement;

“qualified employee” means any employee who is not employed as a learner or who, if remunerated according to experience, has qualified for the rate for his class of work specified as payable “thereafter”.

(1) Whenever an employee to whom this section applies is paid his holiday pay he shall at the same time be paid a bonus in accordance with the following table:—

Class.	Bonus Payable.
Class A:—	
(i) Qualified employees whose hourly rate specified in this Agreement is the equivalent of 68.5c per hour or more at date of qualification for their paid holiday;	A holiday bonus of R100 per annum calculated <i>pro rata</i> to the holiday qualification completed after the date on which the employee last qualified for his paid holiday or, whichever is the later, from the date of his engagement.
(ii) employees employed at the date of coming into operation of this Agreement as learners or employed in occupations remunerated according to experience whose hourly rate specified in this Agreement is the equivalent of 68.5c per hour or more at date of qualification for their paid holiday;	
(iii) employees (other than newcomers) employed as probationers in metal window and/or door and/or flyscreen manufacture on work classified at Rates 2, 3 or 4	

Class B:—

All other employees not included in Class A hereof (other than apprentices in their first, second, third and fourth year of apprenticeship, employees employed on work classified at Rates 8 to 11 and watchmen)

An amount of R10 together with an amount calculated at the rate of 8 per cent of the employee's rate for his occupation scheduled in this Agreement for the hours, exclusive of overtime, he has actually worked towards his holiday qualification after the date on which he last qualified for a paid holiday or the date of his engagement, whichever is the later, adjusted as follows:—

- (i) Where the scheduled rate exceeds 61 cents per hour but does not exceed 67.5 cents per hour—less 33.5 cents per hour.
- (ii) Where the scheduled rate exceeds 41.5 cents per hour but does not exceed 61 cents per hour—less 30.5 cents per hour.
- (iii) Where the scheduled rate exceeds 30 cents per hour but does not exceed 41.5 cents per hour—less 20 cents per hour.

Provided that the following calculations shall be made in respect of employees on Rates 7A and 7B work:—

Rate 7A—Minimum scheduled rate 52.5 cents per hour—less 28 cents per hour.

Rate 7B—Minimum scheduled rate 39 cents per hour—less 17.5 cents per hour.

Note.—Shifts or periods of absence which count for holiday purposes in terms of section 12 (3) (a) (iii) of this part of the Agreement must be included in the calculation of the bonus due.

(2) Whenever the employment of an employee terminates before he becomes entitled to a paid holiday, the employee shall be credited with a share of the bonus specified for his class proportionate to the number of shifts credited to him for holiday purposes or as the case may be an amount calculated at the rate of 8 per cent of the employee's adjusted rate for his occupation scheduled in this Agreement for the hours, excluding overtime, he has actually worked towards his holiday qualification. The employer shall enter the amount thereof on the voucher to be furnished to the employee setting out the number of shifts which

verlofdoeleindes meetel, aangedui word, en onmiddellik die geld-ekwivalent van die bonus stuur aan die Sekretaris van die Gebieds-raad van die streek waarin die werknemer werksaam was, saam met die geldekwivalent van die besoldigde verlofkrediet.

(3) Wanneer die bonus ingevolge die bepalings van subartikel (2) aan die Raad gestuur word, is die bepalings van subartikels (6) en (7) van artikel 12 en van artikel 15 van dié deel van die Ooreenkoms met betrekking tot die geldekwivalent van die besoldigde verlofkrediet *mutatis mutandis* van toepassing.

(4) Geen bonus moet gekrediteer word vir dienstydsperke wat ingevolge artikel 12 (3) (a) (i) en (ii) van hierdie deel van die Ooreenkoms nie vir die besoldigde verlof meetel nie.

(5) Hierdie artikel is nie op vakleerlinge, werknemers in diens op werk ingelys onder tariewe 8 tot en met 11, of op wagte, van toepassing nie.

(6) Hierdie artikel is nie van toepassing nie op vakleerlinge in hul eerste, tweede, derde en vierde leerjaar, werknemers in diens op werk ingedeel onder Tariewe 8 tot en met 11 of wagte.

15. BETALING TYDENS WERKLOOSHEID.

(1) Wanneer 'n werknemer werkloos is en die tydperk van werkloosheid tussen een indiensneming en 'n ander langer as ses dae duur, is 'n werknemer, wanneer hy sy bewys of bewyse aan die Raad voorlê, gedurende elke week van werkloosheid geregtig op betaling uit dié bedrag in sy krediet van sodanige bedrag as wat die Raad van tyd tot tyd oor kan besluit of, naamlik die kleinste, dié bedrag in sy krediet; met dien verstande dat, tensy dié bedrag in sy krediet 'n kleiner bedrag is, dié bedrag waarop 'n werknemer ingevolge hierdie artikel geregtig is, nie minder moet wees nie as helfte van die gewone weeklikse besoldiging wat hy ontvang het toe die tydperk van werkloosheid begin het. Indien die werknemer werk kry voordat dié bedrag in sy krediet uitgeput is, moet die onbetaalde bedrag in sy krediet in die boeke van die Raad bly staan en moet beskikbaar vir hom wees, of wanneer hy die volgende keer vir besoldigde verlof kwalifiseer of vir 'n langer tydperk as ses dae werkloos word.

(2) 'n Werknemer wat betaling ingevolge subartikel (1) eis en ontvang, moet, wanneer hy weer werk in die nýwerhede kry, begin om te kwalifiseer vir die besoldigde verlof vanaf die datum van sodanige werkverkryging; met dien verstande dat as daar enige onopgeëiste balans in sy krediet ingevolge subartikel (1) staan, dié besoldigde verlofdekwivalent van sodanige balans aan hom gekrediteer moet word.

16. TOELAES.

(A) *Toelaes vir reis- en verblyfskoste.*—(1) Waar werk weg van die werkgewers se inrigting of die werknemer se gewone werkplek verrig word, sodat dit nodig is om te reis, moet die werknemer wat gestuur word om dié werk te verrig, voorsien word van 'n lugreiskaartjie of 'n tweedeklas-treinkaartjie, uitgesonderd oor voorstedelike lyne waarvoor die akkommodasie eerste klas, of ander behoorlike vervoer na en van die werk, moet wees. 'n Derdeklas-treinkaartjie kan verskaf word in die geval van werknemers wie se werk in hierdie Ooreenkoms onder tariewe 8 tot en met 11 ingelys is.

(2) Wanneer van 'n werknemer ingevolge subartikel (1) vereis word om te reis, moet hy gedurende gewone werkure teen die gewone loonskaal besoldig word en teen die helfte van die gewone loonskaal buite die gewone werkure: met dien verstande dat waar die werknemer by onderlinge ooreenkoms sy eie vervoer gebruik, hy minstens die geldekwivalent van die tweedeklas-spoorwegkaartjie betaal moet word, en daarbenewens moet hy die reistoelae kragtens hierdie subartikel betaal word slegs ten opsigte van dié tyd wat hy gewoonweg sou geneem het indien hy per trein gereis het.

(3) 'n Werknemer moet vir etes en 'n bed op die trein betaal word.

(4) As 'n werkgewer van 'n werknemer vereis om, aangesien sy werk van sy gewone werkplek verwyder is, weg van sy gewone woonplek te woon, moet vir etes en inwoning betaal word of dit moet by sy werk verskaf word. Waar daar geen hotel- of ander geskikte akkommodasie binne redelike afstand van die werkplek beskikbaar is nie en huisvesting op die terrein verskaf word, moet die werknemer 'n onderhoudstoelae betaal word van minstens R1.25 per dag, en sodanige huisvesting moet 'n bed en matras op die terrein insluit. Waar etes deur die werkgewer op die terrein verskaf word, moet dit nie van hom vereis word om onderhoudstoelae te betaal nie, maar dié gehalte van die etes wat verskaf word, moet pas by die toelae wat betaal sou geword het. Werknemers wie se werk in hierdie Ooreenkoms onder tariewe 8 tot en met 11 ingelys is, moet voorsien word van etes en huisvesting wat slaapbanke moet insluit.

Die bepalings van hierdie subartikel is nie van toepassing nie waar daar skriftelik onderling ooreengekom is tussen die werkgewer en die werknemer dat die werknemer se woonplek verander is na dié van die nuwe werkplek.

(5) Vir die toepassing van Deel A van hierdie artikel moet Saterdag en Sondag as gewone werkdaze beskou word.

(6) Ingeval 'n werknemer se diens eindig terwyl dit van hom deur sy werkgewer vereis word om weg van sy gewone woonplek te werk, is hy daarop geregtig om voorsien te word van dié vliegtuig- of treinkaartjie genoem in subartikel (1) na sy woonplek toe, of geskikte vervoer soontoe.

count for holiday purposes, and immediately forward the money equivalent of the bonus to the Secretary of the Regional Council for the area in which the employee was engaged together with the money equivalent of the paid holiday entitlement.

(3) Whenever the bonus is remitted to the Council in terms of sub-section (2), the provisions of sub-sections (6) and (7) of section 12 and of section 15 of this part of the Agreement relating to the money equivalent of the paid holiday entitlement shall *mutatis mutandis* apply.

(4) No bonus shall be credited for periods of employment which in terms of section 12 (3) (a) (i) and (ii) of this part of the Agreement do not count towards the paid holiday.

(5) This section shall not apply to apprentices, employees employed on work classified at Rates 8 to 11 inclusive or watchmen.

(6) This section shall not apply to apprentices in their first, second, third and fourth year of apprenticeship, employees employed on work classified at Rates 8 to 11 inclusive or watchmen.

15. PAYMENT DURING UNEMPLOYMENT.

(1) Whenever an employee is unemployed and the period of unemployment between one engagement and another is more than six days an employee on presenting his voucher or vouchers to the Council, shall be entitled during each week of unemployment to payment from the amount standing to his credit of such sum as may be determined by the Council from time to time or whichever is the lesser, the amount standing to his credit; provided that unless the amount standing to his credit is a lesser amount, the sum an employee shall be entitled to receive under this section shall be not less than half of the ordinary weekly remuneration he was receiving when unemployment started. Should the employee obtain employment before the amount standing to his credit has been exhausted, the unpaid amount shall remain to his credit in the books of the Council and shall be available to him either when he next qualifies for the paid holiday or becomes unemployed for a longer period than six days.

(2) An employee claiming and receiving payment in terms of sub-section (1) shall, on obtaining further employment in the Industries, commence to qualify for the paid holiday as from the date of such employment; provided that if there is any unclaimed balance standing to his credit in terms of sub-section (1), the paid holiday equivalent of such balance shall be credited to him.

16. ALLOWANCES.

(A) *Travelling and Subsistence Allowance.*—(1) Where work is done away from the employer's establishment or the employee's usual working place necessitating travelling, the employee sent to do such work shall be provided with air or second-class rail transport except over suburban lines, when the accommodation shall be first-class, or other suitable transport to and from the job. In the case of employees whose work is scheduled in this Agreement at Rates 8 to 11 inclusive, third-class accommodation may be provided.

(2) Where an employee is required to travel in terms of sub-section (1), he shall be paid at ordinary rates during ordinary hours of work and at half rates outside of ordinary hours of work; provided that where by mutual arrangement the employee uses his own transport, he shall be paid not less than the equivalent second-class rail fare, and shall in addition be paid the travelling allowance in terms of this sub-section in respect of that period only which would ordinarily have been taken had he travelled by rail.

(3) An employee shall be paid for meals and bed on the train.

(4) Where an employee by reason of his employment away from his usual working place is required by his employer to live away from his usual domicile, board and lodging shall be paid or provided on the job. Where no hotel or other suitable accommodation is available within a reasonable distance of the working place and accommodation is supplied on site, the employee shall be paid a subsistence allowance of not less than R1.25 per day, and such accommodation shall include a bed and mattress on site. Where board is supplied by the employer on site he shall not be required to pay a subsistence allowance but the standard of meals provided shall be commensurate with the allowance that would have been paid. Employees whose work is scheduled in this Agreement at Rates 8 to 11 inclusive shall be provided with board and lodging accommodation which shall include sleeping bunks.

The provisions of this sub-section shall not apply where it has been mutually agreed, in writing, between the employer and the employee that the employee's place of domicile has changed to that of the new working place.

(5) For the purpose of Part A of this section, Saturday and Sunday shall be treated as ordinary working days.

(6) Whenever employment terminates while at the requirement of the employer an employee is working away from his usual place of domicile, he shall be entitled to be provided with the air or rail accommodation specified in sub-section (1) to his place of domicile, or suitable transport thereto.

(7) Onderstaande spesiale bepalings is, ondanks bostaande, van toepassing in gevalle waar 'n werknemer in diens geneem word op die besondere terrein of werkplek van die werk wat onderneem word:—

- (a) Indien die werkgewer nie langer die werknemer se dienste by die betrokke werk vereis nie, maar bereid is om dieselfde werknemer op ander werk op 'n ander plek in diens te neem, moet die werkgewer—
 - (i) die werknemer skriftelik in kennis stel dat verdere werk op 'n ander plek beskikbaar is;
 - (ii) by die beëindiging van een maand diens of die voltooiing van die werk, naamlik die vroegste, aan 'n werknemer wat hom ingevolge klousule (i) vir diens aanbied, die koste van 'n treinkaartjie terugbetaal vir die reis wat onderneem is, op die grondslag in (A) (1) van dié artikel verduidelik.
- (b) Indien 'n werkgewer versuim om ingevolge klousule (i) kennis te gee, maar die werknemer nietemin binne die tydperk van een maand op 'n ander plek in diens neem, is die werknemer geregtig op die terugbetaling soos in klousule (a) (ii) uiteengesit.

(B) *Toelae vir buitengewone vuil werk* (vir "buitengewone vuil werk" soos in die Ooreenkoms omskryf).—(1) As 'n werknemer (uitgesonderd 'n werknemer wat uitdruklik as 'n skoonmaker in diens is) buitengewone vuil werk moet verrig, moet hy, benewens enige ander besoldiging waarop hy kragtens hierdie Ooreenkoms reg het, 'n toelae van 20c per skof of gedeelte daarvan betaal word.

(2) As 'n werknemer die ure van 'n gewone skof of aan buitengewone vuil werk voltooi het, moet hy, as hy minstens vier uur oortyd aan buitengewone vuil werk werk, 'n verdere 20c betaal word.

(C) *Hoogtetoelae*.—Wanneer 'n werknemer wat gewoonlik nie bo die begane grond werk nie, op skepe moet werk op 'n hoogte van 20 voet bokant die boeck en onder omstandighede wat die gebruik van 'n veiligheids gordel nodig maak, moet hy, benewens enige ander besoldiging waarop hy kragtens hierdie Ooreenkoms geregtig is, en vir die tydperk wat hy aldus werksaam is, of vir een uur, naamlik die langste, 'n toelae van agt persent van sy uurloon betaal word.

17. DIENSBEEÏNDIGING.

(1) 'n Werkgewer of 'n werknemer moet minstens een volle dag vooruit kennis gee van die beëindiging van 'n dienskontrak; met dien verstande dat dit geen inbreuk maak nie op—

- (a) die reg van 'n werkgewer of werknemer om 'n dienskontrak sonder opsegging te beëindig weens enige regsgeldige rede;
- (b) enige ooreenkoms tussen 'n werkgewer en werknemer waarby voorsiening vir 'n langer opseggingstydperk as een volle werkdag gemaak word;

en voorts met dien verstande dat 'n werkgewer aan 'n werknemer 'n loon kan betaal vir en in plaas van die voorgeskrewe of ooreengekome opseggingstydperk.

(2) Wanneer die dienskontrak beëindig kan word deur een volle werkdag se kennis te gee, en die werknemer versuim om die kennis te gee of sodanige opseggingstydperk te werk, kan die werkgewer loon vir die ure van 'n gewone skof in die betrokke inrigting aftrek.

(3) Vir die toepassing van hierdie artikel moet Saterdag nie as 'n volle werkdag beskou word nie. Kennisgewing om 'n dienskontrak te beëindig by die ophoutyd op Saterdag moet voor 12-uur middag op Vrydag gegee word.

18. BUITEWERK.

(1) Geen werkgewer mag 'n werknemer verplig of toelaat om enige klas werk, deur hierdie Ooreenkoms gedek, op enige ander plek as in sy inrigting te onderneem nie, uitgesonderd waar sodanige werk gedoen word ter uitvoering of voltooiing van 'n bestelling wat by die werkgewer geplaas is, en geen werknemer mag bestellings werf of onderneem vir enige klas werk, deur die Ooreenkoms gedek, vir verkoop en/of vir wins nie, hetsy vir eie rekening of ten behoeve van enige ander persone of firma terwyl hy in diens is van enige werkgewer in die Nywerhede.

(2) Elke werkgewer wat die uitvoering of voltooiing van werk in enige ander gebied onderneem as die gebied waarin sy inrigting by die Raad geregistreer is, moet die gebiedsraad vir die streek waarin die werk gedoen word, binne sewe dae vanaf die begin van sodanige werk skriftelik in kennis stel van die aard van die werk en die plek waar dit gedoen word.

19. INDIENSNEMING VAN JEUGDIGES EN UITREIKING VAN SERTIFIKATE, ENS.

(1) Geen werkgewer mag 'n jeugdige ingevolge klousule (c) van Bylae A van Deel III van hierdie Ooreenkoms in diens neem alvorens hy die toestemming van die Raad en 'n sertifikaat van die Raad in die vorm wat hy kan voorskryf, verkry het nie.

(2) Enige toestemming ingevolge subartikel (1) hiervan gegee, kan deur die Raad om enige goeie en genoegsame rede na sy goeddunke ingetrek word en die werkgewer moet by ontvangs van die kennisgewing van die Raad onmiddellik die jeugdige wat in die kennisgewing genoem word, uit sy diens ontslaan, of na gelang van die geval, die jeugdige in diens hou teen die volle loon wat vir die betrokke klas werk voorgeskryf word.

(3) Wanneer toestemming ingevolge subartikel (2) ingetrek word, moet die werkgewer onmiddellik die sertifikaat aan die Raad vir intrekking stuur.

(7) Notwithstanding the aforementioned, the following special provision shall apply in cases where an employee is engaged on the particular site or working place of the job being undertaken:—

- (a) In the event of the employer no longer requiring the services of the employee on the job in question, but being prepared to employ the same employee on another job at a different place, the employer shall—

- (i) advise the employee, in writing that further employment is available at a different place;
- (ii) at the completion of one month of employment or the completion of the job, whichever is the sooner, refund to an employee presenting himself for employment in terms of clause (i) the cost of rail accommodation for the journey undertaken on the basis set out in (A) (1) of this section.

- (b) In the event of an employer failing to give notification in terms of clause (i), but nevertheless re-employing the employee within a period of one month at a different place, the employee shall be entitled to the refund set out in clause (a) (ii).

(B) *Abnormally Dirty Work Allowance* (for "abnormally dirty work" as in this Agreement defined).—(1) Where an employee (other than an employee expressly engaged as a cleaner) is required to work on abnormally dirty work, he shall be paid an allowance in addition to any other remuneration to which he is entitled under this Agreement of 20c per shift or part thereof.

(2) Where an employee has completed the hours of an ordinary shift or on abnormally dirty work, he shall when he works overtime on abnormally dirty work for not less than four hours, be paid a further 20c.

(C) *Height Allowance*.—Whenever an employee who does not customarily work aloft is required to work on ships at a height of over 20 feet above top deck level in circumstances necessitating the use of a safety belt, he shall, in addition to any other remuneration to which he is entitled under this Agreement, and for the period for which he is so occupied or for one hour whichever is the greater, be paid an allowance of 8 per cent of his hourly rate.

17. TERMINATION OF EMPLOYMENT.

(1) Not less than one clear working day's notice shall be given by the employer or employee to terminate a contract of service; provided that this shall not effect—

- (a) the right of an employer or employee to terminate a contract of service without notice for any good cause recognised by law as sufficient;
- (b) any agreement between an employer and employee providing for a longer period of notice than one clear working day;

and further provided that an employer may pay to an employee wages for and in lieu of the prescribed or agreed period of notice.

(2) Whenever the contract of service is terminable by one clear working day's notice and the employee fails to give the notice or work such notice period, the employer may deduct pay for the hours of an ordinary shift in the establishment concerned.

(3) For the purpose of this section, Saturday shall not be considered as a clear working day. Notice to terminate a contract of service at finishing time on Saturday shall be given prior to midday on Friday.

18. OUTWORK.

(1) No employer shall require or allow an employee to undertake any class of work covered by this Agreement elsewhere than in his establishment, except where such work is in execution or completion of any order placed with that employer, and no employee shall solicit or take orders for or undertake any class of work covered by the Agreement for sale and/or for gain either on his own account or on behalf of any other persons or firm whilst he is in the service of any employer engaged in the Industries.

(2) Every employer undertaking to execute or complete any work in any region other than the region in which his establishment is registered with the Council shall notify the nature and place of the work in writing to the Regional Council for the area in which the work is done within seven days of the commencement of such work.

19. EMPLOYMENT OF JUVENILES AND ISSUE OF CERTIFICATES, ETC.

(1) No employer shall employ a juvenile under clause (c) of Schedule A of Part III of this Agreement without obtaining the prior approval of the Council, and a certificate from the Council in such form as it may prescribe.

(2) Any permission given in terms of sub-section (1) may be withdrawn by the Council for any good and sufficient reason it deems fit, and on receipt of notification from the Council the employer shall forthwith discontinue the services of the juvenile to whom the notification refers or, as the case may be, retain the juvenile's service at the full rate prescribed for the class of work performed.

(3) When permission is withdrawn in terms of sub-section (2) the employer shall forthwith return the certificate to the Council for cancellation.

(4) Geen werkgewer mag na een maand vanaf die datum waarop hierdie Ooreenkoms in werking tree, enigiemand op werk onder Tarief 1 ingelys, in diens neem nie, uitgesonderd 'n werknemer wat sy vakleerlingskap in enigeen van die soorte werk in Tarief 1 genoem, voltooi het kragtens 'n kontrak ingevolge die Wet op Vakleerlinge, of enige ander kontrak wat deur die Raad erken word, tensy dié werknemer 'n sertifikaat besit wat deur die Raad uitgereik is of erken word en hom toelaat om as 'n vakman in diens te wees; met dien verstande dat 'n werknemer geregtig is om by die Raad aansoek te doen om 'n sertifikaat wat hom sal toelaat om as 'n vakman in diens te wees, en as so 'n sertifikaat aan hom uitgereik word, kan hy daarna vir die tydperk wat in die sertifikaat onder Tarief 1 ingelys is, in diens wees.

20. INDIENSNEMING VAN PERSONE ONDER DIE LEEFTYD VAN 15 JAAR.

Geen werkgewer mag enigiemand onder die leeftyd van 15 jaar in diens neem nie.

21. VERSEKERING VAN GEREEDSKAP.

Elke werkgewer moet by 'n geregistreerde versekeringsmaatskappy 'n versekeringspolis uitneem vir versekering teen skade of vernietiging, deur brand op die werkgewer se persele, van gereedskap wat die eiendom van sy vakman-, vakleerling- en masjinis-werknemers is. Die maksimum dekking vir versekering van gereedskap kragtens hierdie artikel is R50 per bogenoemde werknemer.

22. VRYSTELLINGS.

(1) Die Raad kan vrystelling aan enige werkgewer of werknemer van enigeen van die bepalings van hierdie Ooreenkoms verleen. Aansoeke om vrystelling moet aan die sekretaris van die gebiedsraad vir die betrokke streek gerig word.

(2) Die Raad moet die voorwaardes vasstel waarop vrystelling verleen word; met dien verstande dat die Raad, na goeddunke en nadat kennis een week vooruit aan die betrokke persoon skriftelik gegee is, 'n vrystellingsertifikaat kan intrek, selfs al het die tydperk waarvoor vrystelling verleen was, nie verstryk nie.

(3) Die Raad moet aan elke persoon aan wie vrystelling verleen word, 'n behoorlik ondertekende sertifikaat uitreik waarin onderstaande vermeld word—

- die naam van die betrokke persoon voluit;
- die bepalings van die Ooreenkoms waarvan vrystelling verleen word;
- die voorwaardes waarop vrystelling verleen word;
- die tydperk waarvoor vrystelling geldig is.

(4) Die Raad moet—

- alle sertifikate wat uitgereik word, in volgorde laat nommer;
- 'n afskrif van elke sertifikaat wat uitgereik word, laat bewaar en 'n afskrif van elke uitgereikte sertifikaat aan die Afdelingsinspekteur van Arbeid vir die gebied ten opsigte waarvan die sertifikaat uitgereik is, laat stuur;
- ingeval vrystelling aan 'n werknemer verleen word, 'n afskrif van die sertifikaat aan die betrokke werkgewer laat stuur.

(5) Tensy anders gespesifiseer in die vrystellingsertifikaat, is enige vrystelling van die bepalings van hierdie Ooreenkoms slegs geldig in die gebied waarin sodanige vrystelling verleen word.

23. UITGAWES VAN DIE RAAD.

Voorsiening vir die fondse van die Raad wat berus by en beheer word deur die Raad, moet soos volg gemaak word:—

- Van die betalings wat gedoen moet word aan elkeen van sy werknemers wat deur hierdie Ooreenkoms geraak word (uitgesonderd werknemers op werk ingelys onder Tariewe 8 tot en met 11, wagte, vakleerlinge of minderjarige gedurende die tydperk waarin sodanige minderjarige sonder 'n vakleerlingskapkontrak kragtens die Wet op Vakleerlinge, 1944, soos gewysig, in diens geneem kan word) en wanneer dit betaal word, moet elke werkgewer 'n bedrag van 2½c per week aftrek, met inbegrip van weke waarin die werknemer met besoldigde verlof afwesig is. By die bedrag aldus afgetrek, moet die werkgewer 'n gelyke bedrag voeg en die totale bedrag vir elke maand aan die Raad stuur.
- In enige inrigting waarin die bedrag wat ingevolge subartikel (1) aan die Raad betaalbaar is, minder as R1 per maand is, moet die werkgewer die bedrag van R1 per maand aanvul en dié bedrag aan die Raad stuur.
- Benewens die bedrag betaalbaar kragtens subartikel (1) of subartikel (2), na gelang van die geval, moet elke werkgewer, vir werknemers in diens op werk ingedeel onder Tariewe 8 tot en met 11 en/of in diens as wagt, op 'n maandelikse basis 'n jaarlikse bydrae betaal tot die uitgawes van die Raad, bereken volgens die getal van sodanige werknemers by hom in diens, soos in onderstaande tabel uiteengesit. Sodanige bydraes moet maandeliks betaal word ooreenkomstig die bedrag „per maand” vir die getal werknemers gespesifiseer:—

Getal werknemers onder tariewe 8-11 en/of werknemers in diens as wagt.	Per maand. R
Tot en met 5 werknemers.....	0.10
Van 6 tot 25 werknemers.....	0.50
Van 26 tot 50 werknemers.....	1.00
Van 51 tot 100 werknemers.....	2.00
Van 101 tot 250 werknemers.....	4.00
Meer as 250 werknemers.....	6.00

(4) No employer shall after one month from the date of coming into operation of this Agreement employ any person on work classified at Rate 1 other than an employee who has completed his apprenticeship under a contract in terms of the Apprenticeship Act or any other contract recognised by the Council in any one of the classes of work specified under Rate 1 unless such employee is in possession of a certificate recognised or issued by the Council enabling him to be employed as a journeyman; provided that an employee shall be entitled to apply to the Council for a certificate enabling him to be employed as a journeyman, and he may, if granted such certificate, be employed thereafter on the work classified at Rate 1 appearing in his certificate.

20. EMPLOYMENT OF PERSONS UNDER 15 YEARS OF AGE.

No employer shall employ any person under the age of 15 years.

21. INSURANCE OF TOOLS.

Every employer shall take out an insurance policy with a registered insurance company insuring tools which are the private property of his journeyman, apprentice and machinist employees, against damage or destruction on the employer's premises by fire. The maximum cover under this section for insurance of tools shall be R50 per employee stated above.

22. EXEMPTIONS.

(1) The Council may grant exemptions from any of the provisions of this Agreement to any employer or employee. Applications for exemption shall be made to the Secretary of the Regional Council of the area concerned.

(2) The Council shall fix the conditions subject to which such exemption shall operate; provided that the Council may if it deems fit, after one week's notice has been given in writing to the person concerned, withdraw any licence of exemption even if the period for which such exemption was granted has not expired.

(3) The Council shall cause to be issued to every person to whom exemption has been granted, a licence, duly signed, setting out—

- the full name of the person concerned;
- the provisions of the agreement from which exemption is granted;
- the conditions subject to which such exemption is granted;
- the period during which the exemption shall operate.

(4) The Council shall cause—

- all licences issued to be numbered consecutively;
- a copy of each licence issued to be retained and a copy of each licence issued to be forwarded to the Divisional Inspector of Labour of the area in respect of which the licence is issued;
- a copy of the licence to be forwarded to the employer concerned when the exemption is granted to an employee.

(5) Unless otherwise specified in the Licence of Exemption, any exemption from this Agreement shall be valid only in the Region in which such an exemption is granted.

23. EXPENSES OF THE COUNCIL.

The funds of the Council, which shall be vested in and administered by the Council, shall be provided for in the following manner:—

- From the payments to be made to each of his employees to whom this Agreement applies (other than employees employed on work classified at Rates 8 to 11 inclusive, watchmen, apprentices or minors during the period such minors may be employed without a contract of apprenticeship under the Apprenticeship Act, 1944, as amended) and at the time of payment thereof, every employer shall deduct an amount of 2½c per week including weeks on which an employee is absent on paid holiday. To the amount thus deducted the employer shall add an equal amount and forward the total sum for each month to the Council.
- In any establishment in which the amount payable to the Council in terms of sub-section (1) is less than R1 per month, the employer shall make the amount up to R1 per month and forward that sum to the Council.
- In addition to the amount payable in terms of sub-section (1) or sub-section (2), as the case may be, every employer shall, for employees employed on work classified at Rates 8 to 11 inclusive and/or employed on watchman's work pay on a monthly basis an annual contribution towards the expenses of the Council calculated according to the number of such employees employed by him as set forth in the following table. Such contributions shall be paid monthly in accordance with the amount "per month" specified for the number of employees:—

Number of Employees and/or Employees Employed on Watchman's Work.	Month. R
Up to 5 employees.....	0.10
From 6 to 25 employees.....	0.50
From 26 to 50 employees.....	1.00
From 51 to 100 employees.....	2.00
From 101 to 250 employees.....	4.00
Over 250 employees.....	6.00

- (4) Die bedrag wat iedere maand ingevolge subartikels (1), (2) of (3) betaalbaar is, moet op of voor die 15de dag van die maand wat onmiddellik volg, soos volg aan die Raad gestuur word:—

Elke werkgewer in gebied A, aan die Sekretaris, die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede (Kaapse Gebiedsraad), Posbus 4012, Kaapstad;

Elke werkgewer in gebied B, aan die Sekretaris, die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede (Grensgebiedsraad), Posbus 27, Oos-Londen;

Elke werkgewer in gebied C, aan die Sekretaris, die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede (Natale Gebiedsraad), Posbus 2778, Durban;

Elke werkgewer in gebied D, aan die Sekretaris, die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede (Middel-landse Gebiedsraad), Posbus 2221, Port Elizabeth;

Elke werkgewer in gebied E, aan die Sekretaris, die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede (Transvaalse Gebiedsraad), Posbus 3998, Johannesburg;

Elke werkgewer in gebied F, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede (Oranje-Vrystaatse en Noord-Kaaplandse Gebiedsraad), Posbus 95, Welkom;

saam met 'n staat in die vorm wat van tyd tot tyd voorgeskryf kan word.

- (5) Ongag die feit of enige bedrag ingevolge hierdie artikel aan die Raad betaalbaar is, moet elke werkgewer op of voor die 15de dag van die maand, die staat genoem in subartikel (4), aan die Raad stuur, ten opsigte van die vorige maand en op die wyse daarin verduidelik.

24. INDIENSNEEMING VAN VAKVERENIGINGARBEIDERS.

(1) Behoudens, soos bepaal in subartikels (2) en (3) hiervan mag geen werknemer wat nie lid van een van die vakverenigings is nie, deur 'n werkgewer wat lid van een van die werkgewers-organisasies is, in diens geneem word nie en mag geen werknemer wat lid van een van die vakverenigings is, by 'n werkgewer wat nie lid van een van die werkgewersorganisasies is nie, in diens tree nie. Met dien verstande dat die toepassing van hierdie subartikel in sy bestek beperk is tot—

(a) werknemers wat werk verrig wat in hierdie Ooreenkoms onder Tarief 1 en/of Tarief 1A ingelys is; en

(b) werknemers vir wie Tarief 7 per uur of meer in die Ooreenkoms voorgeskryf word, as sodanige werknemers vir 'n tydperk van minstens ses maande in die Nywerhede in diens was en vir lidmaatskap van een van die vakverenigings in aanmerking kom op grond van hul besondere konstitusies.

(2) Geen werkgewer in die gieterybedryf mag enigiemand in enigeen van die klasse werk wat met 'n sterretjie, in Loonafdeling D/7 (Afdeling vir Smelt- en Gietwerk, Algemeen en Vervaardiging) aldus (*) gemerk is, wat nie lid van die Iron Moulders' Society of South Africa is nie, in diens neem nie, en niemand wat lid is van die Iron Moulders' Society of South Africa mag vir 'n werkgewer in die gieterybedryf werk wat nie lid van een van die werkgewersorganisasies is nie; met dien verstande dat hierdie bepalings nie van toepassing is nie op werknemers, uitgesonderd vakmanne, vir die eerste drie maande diens in die Nywerhede nie.

(3) Die bepalings van hierdie artikel is nie gedurende die eerste jaar na die datum van 'n immigrant se binnekoms in die Republiek van Suid-Afrika op hom van toepassing nie; met dien verstande dat wanneer 'n immigrant te eniger tyd na die eerste drie maande van sy indiensneming in die Nywerhede geweier het om op uitnodiging van die betrokke vakvereniging aansoek om lidmaatskap daarvan te doen, die bepalings van hierdie artikel onmiddellik van toepassing word.

(4) Afgesien van enige persoon se regte kragtens artikel een-en-veertig (10) van die Wet, kan die Raad vrystelling van die bepalings van subartikels (1) en (2) hiervan om enige goeie en voldoende rede verleen en verder is genoemde subartikels nie van toepassing op persone aan wie lidmaatskap van 'n party by hierdie Ooreenkoms na die Raad se mening sonder grondige rede geweier is nie en die applikant sodanige weiering aan die Raad gerapporteer het.

25. VERTONING VAN OOREENKOMS.

Elke werkgewer moet in of by die plek waar sy werknemers werk, 'n leesbare kopie van hierdie Ooreenkoms in albei amptelike tale opplaak en opgeplaak hou.

26. REGISTRASIE VAN WERKGEWERS.

Benewens nakoming van die bepalings van artikel nege-en-veertig van die Wet, moet:—

- (1) (a) Elke werkgewer wat dit nie reeds ooreenkomstig enige vorige ooreenkoms gedoen het nie, binne een maand na die datum waarop hierdie Ooreenkoms in werking tree; en

- (4) The amount payable each month in terms of sub-section (1), (2) or (3) shall be forwarded to the Council not later than the fifteenth day of the month immediately following as follows:—

Every employer in Region A to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Cape Regional Council), P.O. Box 4012, Cape Town;

Every employer in Region B to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Border Regional Council), P.O. Box 27, East London;

Every employer in Region C to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Natal Regional Council), P.O. Box 2778, Durban;

Every employer in Region D to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Midland Regional Council), P.O. Box 2221, Port Elizabeth;

Every employer in Region E to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Transvaal Regional Council), P.O. Box 3998, Johannesburg;

Every employer in Region F to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Orange Free State and Northern Cape Regional Council), P.O. Box 95, Welkom, O.F.S.;

together with a statement in such form as may from time to time be prescribed.

- (5) Regardless of whether any amount is payable to the Council in terms of this section, every employer shall, by not later than the 15th day of each month, forward to the Council in respect of the preceding month and in the manner indicated therein, the statement referred to in sub-section (4).

24. EMPLOYMENT OF TRADE UNION LABOUR.

(1) Save as is provided for in sub-sections (2) and (3) hereof, no employee who is not a member of one of the trade unions shall be employed by an employer who is a member of one of the employers' organisations and no employee who is a member of one of the trade unions shall work for an employer who is not a member of one of the employers' organisations; provided that this sub-section shall be limited in its application to—

(a) employees performing work scheduled in this Agreement at Rate 1 and/or Rate 1A, and

(b) employees for whom Rate 7 per hour or more is specified in this Agreement, if such employees have been employed in the Industries for a period of not less than six months and are eligible for membership of one of the trade unions in accordance with their respective constitutions.

(2) No employer in the foundry trade shall employ any person on any of the classes of work marked with an asterisk thus (*) in Wage Division D/7 (Foundry and Castings General and Manufacturing Division) who is not a member of the Iron, Moulders' Society of South Africa, and no person who is a member of the Iron Moulders' Society of South Africa shall work for an employer in the foundry trade who is not a member of one of the employers' organisations; provided that these provisions shall not apply to employees other than journeymen for the first three months of employment in the Industries.

(3) The provisions of this section shall not apply in respect of an immigrant during the first year after the date of his entry into the Republic of South Africa; provided that if any immigrant has at any time after the first three months of this employment in the Industries refused any invitation from the trade union concerned to apply for membership thereof, the provisions of this section shall immediately come into operation.

(4) Apart from any person's rights in terms of section fifty-one (10) of the Act, the Council may grant exemption from the provisions of sub-sections (1) and (2) hereof for any good and sufficient reason, and further, the said sub-section shall not apply to persons who in the opinion of the Council are refused membership of a party to this Agreement without reasonable cause, and the applicant has reported such refusal to the Council.

25. EXHIBITION OF AGREEMENT.

Every employer shall affix and keep affixed in or at the place where his employees are working, a legible copy of this Agreement in both official languages.

26. REGISTRATION OF EMPLOYERS.

In addition to complying with the provisions of section fifty-nine of the Act:—

- (1) (a) Every employer who has not already done so in pursuance of any previous agreement shall within one month from the date on which this Agreement comes into operation; and

(b) elke werkgewer wat na dié datum in die Nywerheid kom, binne een maand nadat hy met werksaamhede begin, bo en behalwe nakoming van die bepalings van paragraaf (c) (i) hiervan, aan die sekretaris van die gebiedsraad vir die betrokke streek onderstaande besonderhede verstrek:—

- (i) Sy naam voluit;
- (ii) sy adres;
- (iii) die bedrywe of werksaamhede wat hy uitoefen.

(c) (i) Elke werkgewer in die Nywerhede op die datum van die inwerkingtreding van hierdie Ooreenkoms en elke werkgewer wat tot die Nywerhede na dié datum toetree, moet voordat hy die spesiale voorwaardes met betrekking tot die vervaardigingsbedrywighede vervat in Bylaes "C" en "D" van Deel III van hierdie Ooreenkoms toepas, by die Raad aansoek doen om, en van hom 'n registrasiesertifikaat verkry van sy inrigting of, na gelang van die geval, 'n gedeelte daarvan, as 'n "ingenieursvervaardigingsinrigting" wat die Loonbylae(s) of Loonafdeling(s) spesifiseer wat op daardie inrigting of deel daarvan van toepassing is. Sodanige sertifikaat moet in die betrokke inrigting of die deel daarvan ten opsigte waarvan dit van die Raad verkry is, vertoon word.

Vir die toepassing van die artikel beteken—

"ingenieursvervaardigingswerk" die produksie van artikels of onderdele of komponente daarvan deur middel van gereedskap en/of uitrusting en/of metodes spesiaal aangepas en/of ontwerp vir produksie deur middel van herhalingsprosesse, in afsonderlike vervaardigingsinrigtings of -afdelings of -bygeboue wat deur doeltreffende omheinings afgesonderd word van algemene ingenieurswerksaamhede.

(ii) Enige werkgewer wat versuim om ingevolge subparagraaf (i) by die Raad te registreer, word geag 'n algemene ingenieursinrigting te dryf.

(2) Indien die werkgewer 'n vennootskap is, moet beide inligting ooreenkomstig subartikel (1) van hierdie artikel en die naam waaronder die vennootskap werk, verstrek word.

27. TOEPASSING VAN OOREENKOMS.

Die Raad is die liggaam wat verantwoordelik is vir die toepassing van hierdie Ooreenkoms.

28. WERKENDE VENNOTE.

Alle werkende werkgewers en/of werkende vennote wat werkgewers in die Nywerhede is, moet die werkure nakom wat vir werknemers in hierdie Ooreenkoms voorgeskryf word.

29. AGENTE.

Die Raad moet een of meer aangewese persone aanstel as agente om by die uitvoering van die bepalings van hierdie Ooreenkoms behulpsaam te wees. 'n Agent is daarop geregtig om enige inrigting te betree en kan die werkgewer of enige werknemers ondervra en die aantekeninge van lone wat betaal word, tyd wat gewerk en bedrae wat vir oortyd en prestasiebonuswerk betaal word, nagaan ten einde te bepaal of aan die bepalings van hierdie Ooreenkoms voldoen word of nie.

30. SIEKTE EN/OF DIENSBESERINGSTOELAE.

(a) *Siekte-toelae.*—Wanneer 'n werknemer wat nie deur die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede se Siektebystandsfonds gedek word nie, weens siekte van sy werk afwesig is, moet hy vir die dag of dae wat hy in die eerste week van dié afwesigheid afwesig is, 'n uurtoelae betaal word soos in (c) hiervan voorgeskryf; met dien verstande dat 'n werkgewer van wie dit vereis word om sodanige toelae te betaal, kan vereis dat 'n doktersertifikaat ten opsigte van sodanige afwesigheid voorgelê word voordat betaling gedoen word.

(b) *Diensbeseringstoelae.*

(i) Wanneer 'n werknemer van sy werk afwesig is weens 'n besering of ongeskiktheid wat binne die bestek van die Ongevallewet, 1941, val en sodanige werknemer deur die bepalings van die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede se Siektebystandsfonds gedek word, moet hy 'n uurtoelae betaal word soos in (c) hiervan voorgeskryf, vir die ure wat hy van die werk afwesig is vir enige dag of dae wat nie as vergoedbaar ingevolge genoemde Wet erken word nie, tot 'n maksimum van drie dae.

(ii) Wanneer 'n werknemer van sy werk afwesig is weens 'n besering of ongeskiktheid wat binne die bepalings van die Ongevallewet, 1941, val en sodanige werknemer nie deur die bepalings van die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede se Siektebystandsfonds gedek word nie, moet hy 'n uurtoelae betaal word soos in (c) hiervan voorgeskryf, vir die ure wat hy van sy werk afwesig is op enige dag of dae, tot 'n maksimum van die eerste week van sodanige afwesigheid.

(b) every employer entering the Industry after that date shall within one month of operation by him, in addition to complying with the provisions of paragraph (c) (i) hereof, forward to the Secretary of the Regional Council of the area concerned the following particulars:—

- (i) His full name;
- (ii) his address;
- (iii) the trades or occupations carried out by him.

(c) (i) Every employer engaged in the Industries at the date of coming into operation of this Agreement and every employer entering the Industries after such date shall, prior to applying the special conditions relating to manufacturing activities contained in Schedules "C" and "D" of Part III of this Agreement, make application to and obtain from the Council a certificate of registration of his establishment or part thereof, as the case may be, as a "manufacturing engineering establishment" specifying the Wage Schedule(s) or Wage Division(s) applicable to that establishment or part thereof. Such certificate shall be displayed in the establishment concerned or that part thereof in respect of which it was obtained from the Council.

For purposes of this section—

"Manufacturing Engineering" means the production of articles or parts or components thereof by means of tools and/or equipment and/or methods specifically adapted and/or designated for production by repetitive processes, in separate manufacturing establishments or departments or annexes separated from general engineering activities by effective enclosures.

(ii) Any employer who fails to register with the Council in terms of sub-paragraph (i) shall be deemed to be conducting a "general engineering establishment".

(2) Where the employer is a partnership, information in accordance with sub-section (1) of this section, as well as the title under which the partnership operates, shall be furnished.

27. ADMINISTRATION OF AGREEMENT.

The Council shall be the body responsible for the administration of this Agreement.

28. WORKING PARTNERS.

All working employers and/or working partners who are employers in the Industries shall observe the hours of work prescribed for employees in this Agreement.

29. AGENTS.

The Council shall appoint one or more specified persons as agents to assist in giving effect to the terms of this Agreement. An agent shall be entitled to enter any establishment and may question the employer or any employees and inspect the records of wages paid, time worked and payment made for overtime and incentive bonus work, for the purpose of ascertaining whether or not the terms of this Agreement are being observed.

30. ILLNESS AND/OR INJURY ON DUTY ALLOWANCE.

(a) *Illness Allowance.*—Whenever an employee who is not covered by the provisions of the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry Sick Pay Fund is absent from work due to illness, he shall for the day or days absent during the first week of such absence be paid an hourly allowance as prescribed in (c) hereof; provided that an employer who is required to pay such allowance may require the employee to produce a medical certificate in respect of such absence before payment is made.

(b) *Injury on Duty Allowance.*

(i) Whenever an employee is absent from work on account of injury or disablement falling within the provisions of the Workmen's Compensation Act, 1941, and such employee is covered by the provisions of the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry Sick Pay Fund he shall be paid an hourly allowance as prescribed in (c) hereof for the hours he is absent from work for any day or days not recognised as compensable in terms of the said Act, up to a maximum of three days.

(ii) Whenever an employee is absent from work on account of injury or disablement falling within the provisions of the Workmen's Compensation Act, 1941, and such employee is not covered by the provisions of the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry Sick Pay Fund, he shall be paid an hourly allowance as prescribed in (c) hereof for the hours he is absent from work on any day or days up to a maximum of the first week of such absence.

(c) Loongroep.

	Siekte of besering op diens. (Uurtoelae.)
Meer as R29.7 per week.....	24c
Meer as R23.4 per week maar nie meer as R29.7 per week.....	21c
Meer as R13.62 per week maar nie meer as R23.4 per week.....	11c
R13.62 per week en minder.....	10c

Ten einde die loongroep van 'n werknemer te bepaal, is sy loon die uurloon, vermenigvuldig deur 45, wat vir daardie klas werk van dié werknemer in die Ooreenkoms ingelys is.

31. ONGEMAGTIGDE INDIENSNEMING.

Ondanks andersluidende bepalinge in hierdie Ooreenkoms, word geen bepaling wat die indiensneming of in diens hou van 'n werknemer in enige klas werk of op enige voorwaardes verbied, geag as sou dit die werkgewer onthef van die betaling van die besoldiging en die nakoming van die voorwaardes wat hy sou moes betaal of nagekom het as sodanige indiensneming of die in diens hou nie verbied was nie, en die werkgewer moet voortgaan om dié besoldiging te betaal en dié voorwaardes na te kom asof die indiensneming of die in diens hou nie verbied was nie.

32. VERBOD OP SESSIE EN/OF AFTREKKING.

Geen eis hoegenaamd deur enige werknemer teen die Raad kan geseeder word nie, en geen beweerde sessie daarvan is bindend vir die Raad nie.

Aftrekkings is nie van toepassing nie en word uitdruklik uitgesluit soos tussen enige bedrae betaalbaar aan 'n werknemer, genoem in artikel 8 (3), en enige bedrag aan sodanige werknemer betaalbaar waarvan die aftrekking by daardie artikel verbied word; en hierdie bepaling word geag 'n bepaling te wees van elke dienskontrak tussen werkgewer en werknemer.

33. DIENSSERTIFIKAAT.

'n Werkgewer moet, wanneer hy by die beëindiging van 'n werknemer se diens daarom deur die werknemer versoek word, dié werknemer van 'n dienssertifikaat voorsien wat die name van die werkgewer en werknemer voluit aangee, die aard van die diens, die datums van aanvang en beëindiging van die kontrak en die besoldigingskaal op dié datum van die diensbeëindiging; met dien verstande dat as die loon van enige werknemer in hierdie Ooreenkoms deur lengte van diens bepaal word, dit die plig van die werknemer is om 'n dienssertifikaat aan sy nuwe werkgewer by diensverandering voor te lê ten einde geregtig te word op die besoldiging wat vir lengte van diens voorgeskryf word.

DEEL II.

SPESIALE VOORWAARDES MET BETREKKING TOT BEPAALDE SOORTE ARBEID HIERIN GESPESIFISEER.

Behoudens subartikel (6) van artikel 1 van Deel I van hierdie Ooreenkoms, is die bepalinge met betrekking tot "Werkure" (artikel 4), "Oortydwerk en besoldiging vir werk op Sondae" (artikel 5), "Skofwerk" (artikel 6), "Betaling vir werk op sekere openbare vakansiedae" (artikel 11), "Verlofbesoldiging" (artikel 12), "Bykomende verlofbesoldiging" (artikel 13), "Verlofbonus" (artikel 14), "Betaling tydens werkloosheid" (artikel 15), "Siekte-en/of diensbeseringstoelae" (artikel 30) en "Dienssertifikaat" (artikel 33) van Deel I van dié Ooreenkoms nie van toepassing nie op werknemers wat in diens is op werk ingedeel onder Tariewe 8 tot en met 11 en/of die werk van 'n wag op wie, behoudens soos anders hierin bepaal, die orige bepalinge van Deel I en ondergenoemde spesiale bepalinge toegepas moet word.

1. WERKURE.

(1) Geen werkgewer mag, uitgesonderd soos anders in hierdie deel van die Ooreenkoms bepaal, van 'n werknemer (uitgesonderd 'n wag), vereis of hom toelaat nie om—

- langer as 45 uur, etensstye uitgesonderd, in 'n week te werk; of
- langer as 8 uur, etensstye uitgesonderd, op 'n dag te werk; met dien verstande dat in 'n inrigting waarin—
 - die gewone werkure, op een dag elke week hoogstens vyf is, 'n werknemer verplig of toegelaat kan word om vir 'n verdere tydperk van hoogstens 'n halfuur op elkeen van die orige dae van die week te werk; of
 - die werknemers gewoonlik nie op meer as vyf dae per week werk nie, 'n werknemer op enige werkdag verplig of toegelaat kan word om vir 'n verdere tydperk van hoogstens een en 'n kwart uur te werk.

(c) Wage Group.

	Illness or Injury on Duty. (Hourly Allowance.)
Exceeding R29.7 per week.....	24c
Exceeding R23.4 per week but not exceeding R29.7 per week.....	21c
Exceeding R13.62 per week but not exceeding R23.4 per week.....	11c
R13.62 per week and under.....	10c

For the purpose of determining the wage group of an employee the hourly rate scheduled for that class of work in the Agreement of that employee multiplied by 45 shall be the wage.

31. UNAUTHORISED EMPLOYMENT.

Notwithstanding anything to the contrary in this Agreement no provision which prohibits the engagement or employment of an employee on any class of work or on any conditions shall be deemed to relieve the employer from paying the remuneration and observing the conditions which he would have had to pay or observe had such engagement of employment not been prohibited, and the employer shall continue to pay such remuneration and observe such conditions as if such engagement or employment had not been prohibited.

32. PROHIBITION OF CESSION AND/OR SET-OFF.

No claim whatever by any employee against the Council shall be capable of being ceded, and no purported cession thereof shall be binding upon the Council.

Set-off shall not operate and is expressly excluded as between any amounts payable to an employee as referred to in section 8 (3) and any amount payable by such employee, the deduction of which is prohibited by that section; and this provision shall be deemed to be a term of every contract of employment between employer and employee.

33. CERTIFICATE OF SERVICE.

An employer shall, when requested by an employee upon the termination of his employment supply such employee with a certificate of service showing full names of the employer and employee, the nature of the employment, the dates of commencement and termination of the contract and the rate of remuneration at the date of such termination; provided that where in this Agreement the wage of any employee is determined by length of service it shall be incumbent on the employee to produce a certificate of service to his new employer on change of employment, in order to become entitled to such remuneration prescribed for length of service.

PART II.

SPECIAL CONDITIONS RELATING TO CERTAIN CLASSES OF LABOUR HEREIN SPECIFIED.

Subject to sub-section (6) of section 1 of Part I of this Agreement the provisions relating to "Hours of Work" (section 4), "Overtime and Payment for Work on Sundays" (section 5), "Shift Work" (section 6), "Payment for Certain Public Holidays" (section 11), "Holiday Pay" (section 12), "Additional Holiday Pay" (section 13), "Holiday Bonus" (section 14), "Payment during Unemployment" (section 15), "Illness and/or Injury on Duty Allowance" (section 30) and "Certificate of Service" (section 33) of Part I of this Agreement shall not apply to employees employed on work classified at Rates 8 to 11 inclusive and/or employed on watchman's work, to whom, except as otherwise provided therein, the remaining provisions of Part I and the following special provisions shall apply.

1. HOURS OF WORK.

(1) Save as is otherwise provided in this Part of the Agreement, no employer shall require or permit an employee (other than a watchman)—

- to work for more than 45 hours, excluding meal times, in any one week; or
- to work more than eight hours, excluding meal times, on any one day; provided that in any establishment in which—
 - on one day in every week the ordinary hours of work are not more than five, an employee may be required or permitted to work for an additional period not exceeding half an hour on each of the remaining days of the week; or
 - the employees do not ordinarily work on more than five days in the week, an employee may on any work-day be required or permitted to work for an additional period not exceeding one and a quarter hours.

(2) Die maksimum oortyd wat gewerk kan word met inbegrip van werk op Sondae, mag nie tien uur per week te bowe gaan nie, tensy magtiging anders deur die Raad gegee word.

(3) In 'n bedryfsinrigting wat volgens 'n twee- of drieskofstelsel werk, mag geen werknemer, uitgesonderd 'n wag, op meer as twaalf (12) opeenvolgende nagte werkskifte werk nie en geen sodanige werknemer mag meer as een skof in 'n tydperk van vier-en-twintig (24) uur werk nie uitgesonderd wanneer 'n verandering in die skofwisseling sodanige werk noodsaaklik maak.

(4) 'n Werknemer kan nie verplig of toegelaat word om vir 'n ononderbroke tydperk van langer as vyf uur sonder 'n onafgebroke pouse van minstens een uur te werk nie. Vir die toepassing van hierdie artikel word werktydperke wat deur 'n pouse van minder as een uur onderbreek word, ononderbroke geag.

(5) Ondanks die bepalings van hierdie artikel—

(i) kan 'n vroulike werknemer nie verplig of toegelaat word om—

(a) tussen 6-uur n.m. en 6-uur v.m.; of

(b) na 1-uur n.m. op meer as vyf dae per week te werk nie;

(ii) kan 'n vroulike werknemer nie verplig of toegelaat word om oortyd soos volg te werk nie—

(a) meer as 2-uur op 'n dag;

(b) op meer as drie opeenvolgende dae;

(c) op meer as sestig dae in 'n jaar;

(d) na voltooiing van haar gewone werkure langer as een uur op 'n dag, tensy sy—

(i) voor 12-uur middag daarvan in kennis gestel is; of

(ii) van 'n toereikende ete voorsien is voordat sy met oortyd moet begin; of

(iii) betyds 'n toelae betaal is om haar in staat te stel om 'n ete te verkry voordat die oortydwerk 'n aanvang gaan neem.

(6) Elke werkgever moet in sy inrigting op 'n plek wat maklik vir sy werknemers toeganklik is, 'n kennisgewing vertoon waarop die begin- en ophou tyd van werk vir elke skof of skofte van die week en die etensuur aangegee word.

2. OORTYDWERK EN BESOLDIGING VIR WERK OP SONDAE.

(1) Tyd gewerk deur werknemers na voltooiing van die gewone skof moet as oortyd beskou en daarvoor moet minstens een en een derde maal die gewone loon per uur van die betrokke werknemer betaal word.

(2) Wanneer daar van 'n werknemer vereis word om hom voor die gewone begintyd vir daardie dag van die week vir werk aan te meld, moet hy teen een en 'n halwe maal die uurloon betaal word vir tyd wat hy voor die gewone begintyd van die skof werk.

(3) In 'n geval waar 'n werknemer op Saterdag op sy eie versoek vroeër as die gewone begintyd begin werk, moet 'n werknemer wat vyf dae in 'n week werk teen een en een derde maal sy uurloon betaal word vir die ure gewerk, en 'n werknemer wat ses dae per week werk, moet teen sy gewone uurloon betaal word vir die tydperk van die gewone werkure op 'n Saterdag en daarna teen een en een derde maal sy uurloon vir die addisionele ure gewerk voor die begintyd van sy volgende skof; met dien verstande dat indien die werknemer meer as twee uur vroeër as die gewone begintyd begin, daar vir alle tyd wat tot twee uur voor die gewone begintyd gewerk word, teen een en 'n halwe maal die uurloon van die werknemer betaal moet word. By die toepassing van hierdie subartikel beteken "gewone begintyd" die gewone begintyd op 'n gewone werkdag.

(4) Wanneer 'n werknemer op 'n Sondag werk, moet sy werkgever aan die werknemer—

(i) as hy aldus vir 'n tydperk van hoogstens vier uur werk, minstens die gewone besoldiging betaal wat betaalbaar is ten opsigte van die tydperk gewoonlik deur hom op 'n weekdag gewerk; of

(ii) as hy aldus vir 'n tydperk vir meer as vier uur werk, besoldiging van minstens een en twee derde maal sy gewone besoldigingskaal betaal ten opsigte van die totale tydperk op sodanige Sondag gewerk, of besoldiging wat minstens een en twee derde maal die gewone besoldiging is wat betaalbaar is ten opsigte van die tydperk gewoonlik deur hom op 'n weekdag gewerk, naamlik die grootste;

met dien verstande dat indien die werkgever werk verskaf om die werknemer vir die ure van 'n gewone skof besig te hou en die werknemer versuim of weier om die volle tydperk wat van hom vereis word, te werk, of op eie versoek 'n korter tydperk werk, sodanige werknemer besoldiging teen een en een derde maal die gewone besoldiging per uur van die betrokke werknemer slegs vir die tydperk wat werklik gewerk is, moet ontvang.

(2) Unless otherwise authorised by the Council, the maximum overtime that may be worked including work on Sundays shall not exceed 10 hours per week.

(3) In any establishment working a two-shift or three-shift system, no employee other than a watchman may work at night for more than twelve (12) consecutive working shifts and no such employee may work more than one shift in any period of twenty-four (24) hours except when a change in the rotation of shifts makes this necessary.

(4) An employee shall not be required or permitted to work for a continuous period of more than five hours without an uninterrupted interval of at least one hour. Periods of work interrupted by an interval of less than one hour shall, for purposes of this section, be deemed to be continuous.

(5) Notwithstanding the provisions of this section—

(i) no employee who is a female, shall be required or permitted to work—

(a) between six o'clock p.m. and six o'clock a.m.; or

(b) after one o'clock p.m. on more than five days in any week;

(ii) no employee who is a female, shall be required or permitted to work overtime—

(a) for more than two hours on any day;

(b) on more than three consecutive days;

(c) on more than sixty days in any year;

(d) after completion of her ordinary working hours for more than one hour on any day unless she has—

(i) been given notice thereof before midday; or

(ii) been provided with an adequate meal before she has to commence overtime; or

(iii) been paid an allowance in sufficient time to enable her to obtain a meal before the overtime was due to commence.

(6) Every employer shall display in his establishment in a place readily accessible to his employees a notice specifying the starting and finishing time of work for each shift or shifts of the week and the meal hour.

2. OVERTIME AND PAYMENT FOR WORK ON SUNDAYS.

(1) Time worked by employees after the completion of the usual shift shall be regarded as overtime and be paid for at not less than one and one-third times the ordinary rate per hour of the employee concerned.

(2) Whenever an employee is required to report for work before the usual starting time for that day of the week, he shall be paid at one and one-half times the hourly rate for time worked until the usual starting time of the shift.

(3) In any case in which an employee starts work on Saturday earlier than the usual starting time at his own request, an employee working a five-day week shall be paid at one and one-third times his hourly rate for the hours worked and an employee working a six-day week shall be paid at his ordinary hourly rate for the period of the ordinary hours of work on a Saturday and be paid thereafter at one and one-third times his hourly rate for the additional hours worked up to the starting time of his next shift; provided that if the employee starts more than two hours earlier than the usual starting time, any time worked up to the two hours before the usual starting time shall be paid for at one and one-half the hourly rate of the employee. For purposes of this sub-section, "usual starting time" means the usual starting time on an ordinary working day.

(4) Whenever an employee works on a Sunday, his employer shall pay to the employee—

(i) if he so works for a period not exceeding four hours, not less than the ordinary remuneration payable in respect of the period ordinarily worked by him on a weekday; or

(ii) if he so works for a period exceeding four hours, remuneration at a rate not less than one and two-thirds times the ordinary rate of remuneration, in respect of the total period worked on such Sunday, or remuneration which is not less than one and two-thirds times the ordinary remuneration payable in respect of the period ordinarily worked by him on a weekday, whichever is the greater,

provided that where the employer provides work to occupy the employee for the hours of a normal shift and the employee fails or refuses to work the full period required of him or works a lesser period at his own request, such employee shall receive payment at one and two-thirds times the ordinary rate per hour of the employee concerned only for the period actually worked.

(5) Die bepalinge van subartikel (2) betreffende betaling van werk op Sondae is nie van toepassing ten opsigte van skofte wat Sondag begin in inrigtings wat volgens 'n tweeskof- of drieskofstelsel werk nie waarvoor ondergenoemde betaal moet word:—

- (a) Vir die ure voor middernag gewerk—een en 'n half maal die gewone uurloon plus 8 persent;
- (b) na middernag tot voltooiing van die skof—die gewone uurloon plus 8 persent.

(6) Die bepalinge van hierdie artikel is nie van toepassing op werknemers wat 'n wag se werk doen nie; met dien verstande dat wanneer 'n wag langer as 'n skof van 12 uur op 'n slag of sewe agtereenvolgende dae werk, tyd aldus gewerk na voltooiing van 'n 12-uur skof en alle tyd gewerk op 'n sewende opeenvolgende dag, as oortyd beskou moet word waarvoor die wag minstens een en een derde maal sy gewone loon, bereken op 'n uurbasis, betaal moet word.

3. SKOFWERK.

(1) Vir nagskofwerk moet die uurloon betaal word wat van toepassing is, plus 8 persent.

(2) Ten einde op nagskofwerk te wees, moet 'n werknemer drie of meer opeenvolgende nagte tussen 6 nm. op Maandag en 6 vm. op Sondag van dieselfde week gewerk het, uitgesonderd in skeepswerk waar enige drie of meer nagte wat opeenvolgend gewerk is, nagskofwerk kan uitmaak.

(3) Minstens ses uur moet verloop tussen die indiensneming van 'n werknemer op nagskofwerk en op dagskofwerk; met dien verstande dat 'n werknemer gedurende sodanige tussentydperk van ses uur mag werk indien daar vir oortydwerk betaal word teen een en een derde maal die uurloon.

(4) In inrigtings wat volgens 'n tweeskof- of drieskofstelsel werk, moet betaling soos volg plaasvind:—

(a) Tweeskofstelsel:—

(i) vir werk wat gewoonlik verrig word in die skof wat in die oggend begin, moet die gewone uurloon betaal word; met dien verstande dat indien die skof voor 6 vm. begin, daar vir tyd wat voor 6 vm. gewerk is, die gewone uurloon plus 8 persent betaal moet word;

(ii) vir werk wat gewoonlik in die tweede skof verrig word, moet daar soos volg betaal word:—

(aa) Wanneer die ure vir die hele skof uitsluitlik binne 'n tydperk vanaf 6 nm. tot 6 vm. val, die gewone uurloon plus 8 persent;

(bb) wanneer die ure vir die hele skof nie uitsluitlik binne 'n tydperk vanaf 6 nm. tot 6 vm. val nie, die gewone uurloon plus 4 persent tot middernag, en na middernag die gewone uurloon plus 8 persent.

(b) Drieskofstelsel: Vir werk wat gewoonlik verrig word in die—

(i) tweede skof, die gewone uurloon plus 4 persent;

(ii) derde skof, die gewone uurloon plus 8 persent.

(5) Tyd gewerk deur werknemers volgens skofstelsels na voltooiing van die gewone skof in die betrokke inrigting moet beskou word as oortydwerk en daarvoor moet een en een derde maal die verhoogde uurloon betaal word tot die gewone begintyd van die werknemer se volgende gewone skof.

Vir die toepassing van bostaande, beteken "verhoogde uurloon" die gewone uurloon plus die bedrag persent betaalbaar daarop by die ophoutyd van die skof.

4. BETALING VIR SEKERE OPENBARE VAKANSIEDAE.

(1) As 'n werknemer nie op Goeie Vrydag, Hemelvaartdag, Geloftedag, Kersdag of Nuwejaarsdag werk nie, moet sy werk-gewer hom ten opsigte van so 'n dag besoldiging betaal teen 'n skaal van minstens sy gewone besoldiging asof hy op dié dag sy gemiddelde gewone werkure vir daardie dag van die week gewerk het.

Met dien verstande dat as Geloftedag, Kersdag of Nuwejaarsdag op 'n Saterdag val, 'n werknemer wat nie op sodanige dag werk nie, 'n volle skof se besoldiging ten opsigte van sodanige dag betaal moet word asof die vakansiedag binne die tydperk Maandag tot en met Vrydag geval het.

Vir die toepassing van dié subartikel moet die skaal van besoldiging vir werknemers wat volgens prestasiebonusstelsels werk, die skaal wees vir die klas werk wat in die Ooreenkoms ingelys is.

(2) As 'n werknemer op Goeie Vrydag, Hemelvaartdag, Geloftedag, Kersdag of Nuwejaarsdag werk, moet hy minstens die gewone loon vir een skof vir daardie besondere dag van die week ontvang, en hierbenewens moet hy die gewone loon vir die tyd werklik gewerk tot die voltooiing van die skof ontvang, en daarna is die oortydloon voorgeskryf in subartikel (1) van artikel 2 van dié deel van die Ooreenkoms van toepassing.

(3) Die bepalinge van hierdie artikel is nie van toepassing op werknemers wat die werk van 'n wag verrig of op 'n werknemer wat met besoldigde verlof is wat in dié deel van die Ooreenkoms bepaal word nie.

(5) The provisions of sub-section (2) relating to payment for work on Sundays shall not apply in respect of shifts commencing on Sunday night in establishments working a two-shift or three-shift system, which shall be paid as follows:—

(a) For the hours worked before midnight—at one and one half-times the ordinary hourly rate plus 8 per cent;

(b) after midnight until completion of the shift—at the ordinary hourly rate plus 8 per cent.

(6) The provisions of this section shall not apply to employees employed on watchman's work; provided that whenever a watchman works longer than a shift of twelve hours at a time or works for seven consecutive days, time so worked after completion of a twelve-hour shift and all time worked on a seventh consecutive day shall be regarded as overtime for which the watchman shall be paid at the rate of not less than one and one-third times his normal rate calculated on an hourly basis.

3. SHIFT WORK.

(1) Night shift work shall be paid at the hourly rate applicable plus eight per cent.

(2) In order to be on night shift work an employee must work three or more consecutive nights between 6 p.m. on Monday and 6 a.m. on Sunday of the same week, except in marine work where any three or more nights worked consecutively may constitute night shift work.

(3) Not less than six hours shall elapse between the employment of an employee on night shift and on day shifts; provided that an employee may work during such interim period of six hours if overtime is paid at one and one-third times the hourly rate.

(4) In establishments working a two-shift system or three-shift system, payment shall be as follows:—

(a) Two-shift system:—

(i) work ordinarily performed on the shift commencing in the morning shall be paid at ordinary hourly rates, provided that if the shift commences before 6 a.m., time worked prior to 6 a.m. shall be paid at the ordinary hourly rate plus 8 per cent;

(ii) work ordinarily performed on the second shift shall be paid for as follows:—

(aa) When the hours for the complete shift fall wholly within any period from 6 p.m. to 6 a.m. at the ordinary hourly rate plus 8 per cent;

(bb) when the hours for the complete shift do not fall wholly within any period from 6 p.m. to 6 a.m., at the ordinary hourly rate plus 4 per cent until midnight, and after midnight, at the ordinary hourly rate plus 8 per cent.

(b) Three-shift system: Work ordinarily performed on the—

(i) second shift, at the ordinary hourly rate plus 4 per cent;

(ii) third shift, at the ordinary hourly rate plus 8 per cent.

(5) Time worked by employees on shift systems after the completion of the usual shift in the establishment concerned shall be regarded as overtime and be paid for it at one and one-third times the increased hourly rate until the usual starting time of the employee's next normal shift.

For purposes of the above, "increased hourly rate" means the ordinary hourly rate plus the amount per cent payable thereon at the concluding time of the shift.

4. PAYMENT FOR CERTAIN PUBLIC HOLIDAYS.

(1) If an employee does not work on Good Friday, Ascension Day, the Day of the Covenant, Christmas Day or New Year's Day, his employer shall pay him in respect of such day remuneration at a rate not less than his ordinary rate of remuneration as if he had on such day worked his average ordinary working hours for that day of the week.

Provided that whenever the Day of the Covenant, Christmas Day or New Year's Day falls on a Saturday, an employee who does not work on such day shall be granted a full shift's remuneration in respect of such days as if the holiday had fallen within the period Monday to Friday inclusive.

For purposes of this sub-section, the rate of remuneration of employees employed on Incentive Bonus work shall be the rate for the class of work scheduled in the Agreement.

(2) Whenever an employee works on Good Friday, Ascension Day, the Day of the Covenant, Christmas Day or New Year's Day, he shall receive not less than the ordinary rates for one shift for that particular day of the week and in addition shall receive ordinary rates for time actually worked until the completion of the shift, whereafter the overtime rate prescribed in sub-section (1) of section 2 of this Part of the Agreement shall apply.

(3) The provisions of this section shall not apply to employees employed on watchman's work, or an employee who is on paid holiday provided for in this Part of the Agreement.

5. VAKANSIEBESOLDIGING.

(1) Uitgesonderd in die geval van werknemers wat aansporingsbonuswerk doen, moet vakansiebetalings waarvoor in hierdie artikel voorsiening gemaak word, bereken word teen die "aurlon", soos omskryf in hierdie Ooreenkoms, wat die werknemer ontvang op die datum waarop hy vir sy vakansie met besoldiging kwalifiseer.

(2) Die vakansiebetalings van werknemers wat aansporingsbonuswerk doen, moet bereken word op die gemiddelde weeklikse verdienstes, met uitsondering van oortyd, oor die laaste drie maande wat daar werklik aansporingsbonuswerk verrig is voordat die vakansie verskuldig geword het, of, oor die getal weke wat daar werklik gedurende die dienstydperk aansporingsbonuswerk verrig is, naamlik die kortste tydperk.

(3) Elke werknemer is kragtens hierdie Ooreenkoms geregtig op drie opeenvolgende weke vakansie met besoldiging of anders en nadat die werkgever en die werknemer wedersyds daaroor ooreengekom het, op twee opeenvolgende weke vakansie met besoldiging plus een week se betaling in plaas van die derde week vakansie, onderhewig aan die volgende voorwaardes:—

(a) Die vereistes vir vakansie met besoldiging is 291 skofte, uitgesonderd oortyd, wat werklik op 'n grondslag van ses werkdae per week gewerk is, of 242 skofte, uitgesonderd oortyd, wat werklik op 'n grondslag van vyf werkdae in 'n week gewerk is, met dien verstande dat—

(i) behoudens andersluidende bepalings in paragraaf (ii), minder as 30 skofte diens vir dieselfde werkgever op 'n grondslag van ses werkdae per week, en minder as 25 skofte diens op 'n grondslag van vyf werkdae per week, na gelang van die geval, nie vir vakansie met besoldiging tel nie, met dien verstande dat 'n werknemer wie se diens beëindig word nadat hy 18 skofte op 'n grondslag van ses werkdae per week of 15 skofte op 'n grondslag van vyf werkdae per week gewerk het, na gelang van die geval, vakansiebesoldiging betaal moet word, wat in verhouding met die getal skofte gewerk, bereken is;

(ii) wanneer diens in die geval van werknemers wat marine-werk verrig deur die werknemer beëindig word, minder as 30 skofte diens op 'n grondslag van ses werkdae per week, of 25 skofte op 'n grondslag van vyf werkdae per week, na gelang van die geval, nie vir die vakansie met besoldiging tel nie, maar ingeval die diens deur die werkgever beëindig word, alle skofte gewerk en/of soos daarvoor ingevolge paragraaf (iii) voorsiening gemaak word, vir die vakansie met besoldiging tel;

(iii) tydperke van afwesigheid weens siekte van altesaam hoogstens 52 skofte op 'n grondslag van ses werkdae per week of 43 skofte op 'n grondslag van vyf werkdae per week, na gelang van die geval, in 'n bepaalde kwalifiserende tydperk vir vakansie, met besoldiging vir die vakansie met besoldiging tel, met dien verstande dat daar van 'n werknemer vereis mag word om 'n mediese sertifikaat as bewys van die oorsaak van sy afwesigheid te toon indien sy werkgever hom versoek om dit te doen. Indien die werknemer in sodanige geval in gebreke sou bly om 'n sertifikaat te toon, rus daar geen verpligting op die werkgever om die werknemer te krediteer met daardie skofte wat weens sodanige siekte verloor word nie. Tydperke van afwesigheid weens 'n ongeluk as gevolg van en in die loop van die werknemer se diens tel vir vakansiedoel-eindes indien sodanige ongeluk in die bepalings van die Ongevalwet, 1941, erken word, en die tydperke van afwesigheid wat vir die doel van vakansie met besoldiging tel, is die tydperke van ongeskiktheid wat genoemde Wet erken;

(iv) mits die werkgever binne sewe dae skriftelik aan die Raad kennis gee van sodanige afwesigheid, verbeur 'n werknemer wat van die werk wegbly sonder afdoende rede, wat sy werkgever oortuig, ten opsigte van elke skof wat hy gedurende sodanige afwesigheid verloor, vyf skofte indien hy op 'n grondslag van ses werkdae per week werk en vier en een sesde indien hy op 'n grondslag van vyf werkdae per week werk, na gelang van die geval, wat hy gewerk het ten einde te kwalifiseer vir sy vakansie met besoldiging met 'n maksimum penalisering in 'n bepaalde kwalifiserende tydperk vir die vakansie met besoldiging van 30 skofte indien hy op 'n grondslag van ses werkdae in 'n week, of 25 skofte indien hy op 'n grondslag van vyf werkdae per week werk, na gelang van die geval.

(b) Ingeval drie weke vakansie verleen word, sluit die vakansie vier naweke in en ingeval twee weke vakansie plus betaling vir een week verleen word, sluit die vakansie drie naweke in. In elke geval is die vakansie vir een ononderbroke tydperk.

(c) Indien Goeie Vrydag, Hemelvaartdag, Geloftedag, Kersdag of Nuwejaarsdag binne die vakansietydperk val, moet die vakansietydperk met een dag met volle betaling vir elke sodanige dag verleng word.

5. HOLIDAY PAY.

(1) Except in the case of employees employed on incentive bonus work, holiday payments provided for in this section shall be computed at the "hourly rate" as defined in this Agreement which the employee is receiving at the date of qualification for his paid holiday.

(2) Holiday payments of employees employed on incentive bonus work shall be computed on the average weekly earnings exclusive of overtime over the last three months actually worked on incentive bonus work prior to the holiday becoming due or whichever is the lesser period, over the number of weeks actually worked during the period of employment on incentive bonus work.

(3) Each employee shall be entitled under this Agreement to three consecutive weeks' paid holiday or alternatively and by mutual agreement between the employer and the employee two consecutive weeks' paid holiday plus one week's pay in lieu of the third week's holiday subject to the following conditions:—

(a) The qualification for the paid holiday shall be 291 shifts, exclusive of overtime, actually worked on a six-day week basis, or 242 shifts exclusive of overtime, actually worked on a five-day week basis, provided that—

(i) except as is otherwise provided for in paragraph (ii), employment with the same employer for less than 30 shifts on a six-day week basis or 25 shifts on a five-day week basis, as the case may be, shall not count for the paid holiday, provided that an employee whose employment is terminated after working 18 shifts on a six-day week basis or 15 shifts on a five-day week basis as the case may be shall be paid holiday pay calculated *pro rata* to the number of shifts worked;

(ii) when in the case of employees employed in marine work, the employment is terminated by the employee, employment with the same employer for less than 30 shifts on a six-day week basis or 25 shifts on a five-day week basis, as the case may be, shall not count for the paid holiday, but where the employment is terminated by the employer, all shifts worked and/or as allowed for in terms of paragraph (iii) shall count for the paid holiday;

(iii) periods of absence on account of sickness aggregating not more than 52 shifts on a six-day week basis or 43 shifts on a five-day week basis, as the case may be, in any one qualifying period for the paid holiday, shall count for the paid holiday, provided that an employee shall be required to produce a medical certificate in proof of cause of absence if called upon to do so by his employer. In such event, should the employee fail to produce a certificate, there shall be no obligation on the employer to give credit for those shifts lost on account of such sickness. Periods of absence on account of an accident arising out of and in the course of the employee's employment shall count for holiday purposes if such accident has been admitted as falling within the provisions of the Workmen's Compensation Act, 1941, and the periods of absence counting for purposes of the paid holiday shall be the periods of disablement admitted by the said Act;

(iv) provided notification of such absence is given by the employer in writing to the Council within seven days of such absence, any employee who absents himself from work without adequate reason satisfactory to his employer shall, in respect of each shift lost by him during such absence, forfeit five shifts on a six-day week basis or four and one-sixth on a five-day week basis, as the case may be, worked towards his paid holiday qualification, with a maximum penalty in any one qualifying period for the paid holiday of 30 shifts on a six-day week basis or 25 shifts on a five-day week basis, as the case may be.

(b) In the case of three weeks' holiday being granted the holiday shall include four week-ends and in the case of two weeks' holiday plus one week's pay being granted the holiday shall include three week-ends. In each case the holiday shall be for one unbroken period.

(c) Should either Good Friday, Ascension Day, the Day of the Covenant, Christmas Day or New Year's Day fall within the period of the holiday, the holiday period shall be extended by one day with full pay for each such day.

- (d) Indien 'n werknemer van wie sy werkgever vereis om weg van sy gewone werkplek te werk, op die punt staan om sy vakansie met besoldiging te neem, begin en eindig die vakansie by daardie werknemer se gewone werkplek met dien verstande dat die werknemer na sy gewone werkplek terugkeer.
- (e) Die werkgever moet die vakansie verleen sodat dit binne 'n tydperk van vier maande vanaf die dag waarop die werknemer daarop geregtig word, begin. Die werkgever mag sodanige verlof aan die werknemer verleen vanaf 'n datum nie later nie as twee maande na die verstryking van genoemde tydperk van vier maande, met dien verstande dat laasgenoemde voor die verstryking van genoemde tydperk van vier maande skriftelik daartoe ingestem het.
- (f) Geen werknemer mag gedurende sy vakansie tydperk werk teen betaling doen nie.
- (4) Wanneer 'n werknemer op die punt staan om sy vakansie met besoldiging te neem, moet sy werkgever die gelde wat vir daardie doel aan hom betaalbaar is in kontant aan hom betaal wanneer hy ophou met werk ten einde met vakansie te gaan.
- (5) Wanneer 'n werknemer se diens eindig voordat hy op vakansie met besoldiging kragtens subartikel (3) van hierdie artikel geregtig word, moet hy in verhouding tot die getal skofte gewerk, betaal word, met inagneming daarvan of die bedryfs-irrigting ses of vyf dae per week werk.
- (6) Wanneer 'n werknemer te sterwe kom of, in die loop van sy werk, ongeskik raak om sy werk voort te sit, is die bedrag wat ten opsigte van vakansiebesoldiging verskuldig is, aan sy boedel of aan homself betaalbaar, na gelang van die geval.
- (7) Behoudens andersluidende bepalings hierin, word diens vir die toepassing van hierdie artikel geag te begin op die datum waarop 'n werknemer by die werkgever in diens tree of op die datum waarop hy laas geregtig geword het op die vakansie met besoldiging, naamlik die jongste datum, en sluit dit hoogstens vier (4) maande van 'n bepaalde tydperk van aaneenlopende militêre opleiding wat 'n werknemer ingevolge die Verdedigingswet, 1957, ondergaan.

6. DIENSSERTIFIKAAT.

Elke werkgever moet elke werknemer by sy diensbeëindiging voorsien van 'n dienssertifikaat in die vorm wat die Raad van tyd tot tyd kan voorskryf.

7. SIKTEVERGOEDING.

- (a) Wanneer 'n werknemer van sy werk afwesig is weens siekte of 'n ongeluk, moet sy werkgever, behoudens die bepalings van hierdie klousule aan die werknemer siektevergoeding betaal wat ooreenkomstig subklousules (b), (c) en (d) van hierdie klousule bereken moet word.
- (b) Die siektevergoeding wat betaalbaar is, is een derde van 'n gewone skof se besoldiging (uitgesonderd oortydbesoldiging), bereken teen die werknemer se uurloon, ten opsigte van elke volle skof wat die werknemer afwesig is en waarvoor die werknemer kragtens hierdie klousule op vergoeding geregtig is.
- (c) Behoudens die bepalings van subklousule (d) hiervan, word elke werknemer met ingang van die datum van inwerkingtreding van hierdie Ooreenkomste of die datum van sy indienstreding, naamlik die jongste datum, met siektevergoeding gekrediteer teen 2½ skofte vir elke 22 skofte gewerk in die geval van 'n werknemer wat vyf dae per week werk, en 26 skofte in die geval van 'n werknemer wat ses dae per week werk; met dien verstande dat geen werknemer te eniger tyd daarop geregtig is om, in die geval van 'n werknemer wat vyf dae per week werk, 'n vergoedingskredit vir meer as 65 skofte, en in die geval van 'n werknemer wat ses dae per week werk, 'n vergoedingskredit vir meer as 78 skofte te laat ooploop nie.
- (d) Alleenlik kredits wat ten opsigte van aaneenlopende diens by die huidige werkgever opgeloopt het, tel vir siektevergoeding.
- (e) Waar die diens van 'n werknemer beëindig word gedurende sy afwesigheid weens siekte of 'n ongeluk wat ooreenkomstig hierdie klousule vir siektevergoeding kwalifiseer, moet die werkgever, behoudens die indiening van 'n mediese sertifikaat wat in hierdie klousule van hierdie Ooreenkomste voorgeskryf word, aanhou om sodanige vergoeding te betaal totdat die kredits wat vir so 'n werknemer opgeloopt het, uitgeput is.
- (f) Wanneer 'n werknemer siektevergoeding ooreenkomstig hierdie klousule ontvang, word die totale getal kredits wat vir die betrokke werknemer opgeloopt het, met die totale getal skofte waarvoor vergoeding betaal is, verminder totdat die totale getal kredits wat vir die werknemer opgeloopt het, uitgeput is.
- (g) Waar 'n werknemer etes en/of huisvesting van sy werkgever tydens siekte ontvang, kan die siektevergoeding wat ooreenkomstig hierdie klousule betaalbaar is, verminder word met R1.10 per week waar slegs etes verskaf is of met 40 sent per week waar slegs huisvesting verskaf is of met R1.50 per week waar sowel etes as huisvesting verskaf is.
- (h) Waar 'n werknemer ingevolge 'n wet vir die hospitaal- of mediese behandeling van 'n werknemer moet betaal, kan die bedrag wat aldus betaal is, in mindering gebring word teen die betaling wat ingevolge hierdie klousule ten opsigte van siektevergoeding verskuldig is.
- (i) Geen werknemer is daarop geregtig nie om siektevergoeding te ontvang—
- (i) ten opsigte van die eerste week afwesigheid;
- (ii) ten opsigte van afwesigheid van werk wat ingevolge die Ongevalwet, 1941, vergoedbaar is;

- (d) Should an employee who is required by his employer to work away from his usual place of employment be about to take his paid holiday, the holiday shall, provided the employee returns to his normal place of employment, commence and terminate at the normal place of employment of that employee.
- (e) The holiday shall be granted by the employer so as to commence within a period of four months of due date: Provided that if an employee has agreed thereto, in writing, before the expiration of the said period of four months, his employer may grant such leave to him as from a date not later than two months after the expiration of the said period of four months.
- (f) No employee shall engage in any employment for gain during the period of his holiday.
- (4) When an employee is about to take his paid holiday, the moneys payable to him for purposes thereof shall be paid to him in cash by his employer on his ceasing work to go on holiday.
- (5) When the employment of an employee terminates before he becomes entitled to a paid holiday in terms of sub-section (3) of this Section, he shall be paid pro rata according to whether the establishment works a six-day week or a five-day week with the proportionate number of shifts worked.
- (6) When an employee dies or is, in the course of his work, incapacitated from continuing at his trade, the amount which is due in respect of holiday pay shall be payable to his estate or himself, as the case may be.
- (7) Except as otherwise provided herein, employment for purposes of this Section shall be deemed to commence from the date on which an employee enters the employer's service, or whichever is the later, the date on which he last became entitled to the paid holiday and includes not more than 4 (four) months of any one unbroken period of military training which an employee undergoes in pursuance of the Defence Act, 1957.

6. CERTIFICATE OF SERVICE.

Every employer shall provide each employee on the termination of his employment with a certificate of service in such form as may be prescribed by the Council from time to time.

7. SICKNESS COMPENSATION.

- (a) Whenever an employee is absent from work through sickness or accident his employer shall, subject to the provisions of this section, pay to the employee sickness compensation calculated in terms of sub-sections (b), (c) and (d) of this section.
- (b) The sickness compensation shall be one-third of a normal shift's pay (exclusive of overtime), calculated on the employee's hourly rate of pay, in respect of each full shift of absence for which an employee is entitled to compensation in terms of this section.
- (c) Subject to the provisions of sub-section (d) hereof, as from date of operation of this Agreement or date of engagement, whichever is the later, every employee shall accrue credits for sickness compensation at the rate of 2½ shifts for every 22 shifts worked in the case of an employee who works a five-day week and 26 shifts in the case of an employee who works a six-day week; provided that no employee shall at any time be entitled to accrue credits for compensation in excess of 65 shifts in the case of an employee who works a five-day week and 78 shifts in the case of an employee who works a six-day week.
- (d) Credits accrued in respect of continuous employment with the current employer only shall count for sickness compensation.
- (e) Where the employment of an employee is terminated during his absence due to sickness or accident qualifying for sickness compensation in terms of this section the employer shall continue to pay such compensation until the credits which have accrued to such employee have been exhausted subject to the production of such medical certificate as prescribed in this section of this Agreement.
- (f) Whenever an employee receive sickness compensation in terms of this section the total number of credits accrued by the employee concerned shall be reduced by the total number of shifts for which compensation has been paid, up until the total credits accrued to the employee have been exhausted.
- (g) Where an employee is provided by his employer with board and/or lodging during sickness, the sickness compensation payable in terms of this section may be reduced at the rate of R1.10 per week where board only is provided or 40c per week where lodging only is provided or R1.50 per week where board and lodging is provided.
- (h) 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 sickness compensation in terms of this section.
- (i) No employee shall be entitled to receive sickness compensation—
- (i) in respect of the first week of absence;
- (ii) in respect of absences from work which are compensable under the Workmen's Compensation Act, 1941;

- (iii) ten opsigte van enige tydperk waarin hy 'n siektetoelae ingevolge die Werkloosheidsversekeringswet, 1946, ontvang;
- (iv) ten opsigte van siekte of 'n ongeluk wat aan wangedrag of buitensporige gebruik van sterk drank of verdovingsmiddels te wyte is of wat te wyte is aan beserings opgedoen as gevolg van burgelike oproer of aan gemoeidheid met openbare onluste;
- (v) ten opsigte van openbare vakansiedae met besoldiging, soos in hierdie Ooreenkoms bepaal, of ten opsigte van enige gedeelte van die vakansie met besoldiging soos in klousule 5 van hierdie Deel van die Ooreenkoms bedoel;
- (vi) in enige tydkring van 12 maande diens by dieselfde werkgever, wat meer is as die maksimum getal kredits wat hy kragtens subklousule (c) van hierdie klousule kan laat oloop;
- (vii) ten opsigte van siekte of 'n besering wat opgedoen is gedurende enige tydperk van afwesigheid van werk soos is subklousule (f) van hierdie klousule bedoel.

(f) Die siektevergoeding kan periodiek gedurende die afwesigheid van die betrokke werknemer aan hom betaal word, maar dit moet voor of op die eerste betaaldag nadat hy weer diens aanvaar het, aan hom betaal word; met dien verstande dat 'n werkgever as 'n vooraf gestelde voorwaarde vir die betaling, deur hom, van enige siektevergoeding ingevolge hierdie klousule, van sodanige werknemer wat ooreenkomstig hierdie klousule vir siektevergoeding in aanmerking kom, kan vereis om 'n mediese sertifikaat van 'n mediese praktisiyn wat deur die werkgever aangewys is, as bewys van die oorsaak van sy afwesigheid te verkry en voor te lê.

(k) Vir die toepassing van hierdie klousule tel afwesigheid op openbare vakansiedae met besoldiging as "skofte gewerk".

(l) Afwesigheid van werk, met die toestemming van die werkgever, vir 'n bepaalde tydperk van hoogstens ses maande in 'n kringloop van 12 maande diens by dieselfde werkgever word nie geag 'n breuk in 'n werknemer se aaneenlopende diens te wees nie mits die betrokke werknemer gedurende sodanige afwesigheid nie vir 'n ander werkgever werk nie.

DEEL III.

LONE EN/OF VERDIENSTE.

(1) 'n Werknemer wat op die datum van die inwerkingtreding van hierdie Ooreenkoms 'n hoër loon ontvang het as dié wat in die Ooreenkoms voorgeskrif word vir die klas werk waarop hy werksaam is, moet steeds minstens die hoër loon ontvang terwyl hy by dieselfde werkgever werksaam is op dieselfde werk of enige ander werk waarvoor 'n laer loon voorgeskrif word.

(2) Geen werknemer in diens by 'n werkgever by die inwerkingtreding van hierdie Ooreenkoms op werk ingedeel onder Tarief 1 of Tarief 1A mag, terwyl hy by dieselfde werkgever in diens is, 'n loon teen 'n laer skaal betaal word as wat tot hiertoe aan hom betaal is nie, plus 5 sent per uur ongeag of sy vorige skaal groter was as dié aangetoon in die loonskaaltabelle in hierdie Ooreenkoms of nie, met dien verstande dat geen werknemer 'n laer loon betaal mag word nie as die skaal vir Tarief 1 en Tarief 1A soos in genoemde tabel aangetoon. Vir alle doeleindes van die Ooreenkoms word die skaal wat kragtens hierdie subartikel van toepassing is, die minimum loon van daardie werknemer geag, en is die bepalings van dié subartikel *mutatis mutandis* van toepassing op werknemers wat prestasiebonuswerk kragtens artikel 10 van Deel I van die Ooreenkoms-verrig.

(3) Van geen werknemer kan as deel van sy dienskontrak vereis word om etes of inwoning of albei van sy werkgever aan te neem of om enige goedere van sy werkgever te koop of enige eiendom van hom te huur nie, maar indien 'n werknemer instem om etes of inwoning of albei van sy werkgever aan te neem, kan die werkgever hoogstens R1.50 per week aftrek wanneer etes en inwoning verskaf word of hoogstens R1.10 per week wanneer slegs etes verskaf word of 40c per week wanneer slegs inwoning verskaf word; met dien verstande dat sodanige inwoning deur die Raad en die betrokke plaaslike owerheid goedgekeur is.

(4) Geen werknemer mag in meer as een beroep wat in die Ooreenkoms ingelys is, in enige enkele week werksaam wees teen verskillende loonskale nie, tensy betaling gedoen word asof sodanige werknemer vir daardie hele week werksaam was op die hoogs besoldigde beroep; met dien verstande dat wanneer 'n laer besoldigde werknemer tydelik in die plek gestel word van 'n hoër besoldigde werknemer wat van sy werk afwesig is en nie elders in die inrigting werk nie, sodanige plaasvervangende werknemer teen die hoër skaal betaal moet word maar slegs vir die tyd wat hy werklik werksaam was op die hoër besoldigde werk. Enige tydperk van minder as 'n halwe skof altesaam waarin 'n werknemer as plaasvervanger werk, tel nie vir besoldiging teen die hoër skaal nie.

(5) Behoudens die bepalings van subartikels (1) tot (4) mag geen werkgever aan werknemers (uitgesonderd vakleerlinge in hul eerste, tweede, derde en vierde leerjare) in diens op enigeen van die klasse werk wat hierna in die volgende loontabelle gespesifiseer word, lone en/of verdienste betaal wat laer is as dié teenoor sodanige klasse genoem, en geen werknemer mag lone en/of verdienste aanneem wat laer is as die teenoor sodanige klasse genoem nie.

- (iii) in respect of any period during which he is receiving an illness allowance under the Unemployment Insurance Act, 1946;
- (iv) in respect of sickness or accident attributable to misconduct or excessive indulgence in intoxicating liquors or drugs, or due to injuries sustained as a consequence of any form of civil commotion or involvement in public riots;
- (v) in respect of paid public holidays as specified in this Agreement, or in respect of any portion of the paid holiday referred to in section 5 of this part of this Agreement;
- (vi) in any one cycle of 12 months employment with the same employer in excess of the maximum number of credits he is permitted to accrue in terms of sub-section (c) of this section;
- (vii) in respect of sickness or injury contracted or sustained during any period of absence from work such as referred to in sub-section (f) of this section.

(f) Payment of the sickness compensation may be made to the employee concerned periodically during his absence but shall not be later than the first pay-day after his return to duty; provided that, and as a condition precedent to the payment by him of any sickness compensation in terms of this section, an employer may require any such employee, who has qualified for sickness compensation in terms of this section, to obtain and produce to the employer as proof of cause of absence a medical certificate from a medical practitioner nominated by the employer.

(k) For the purposes of this section absences during paid public holidays, and the paid holiday shall count as "shifts worked".

(l) Absences from work with the permission if the employer for any one period of up to six months in any one cycle of 12 months employment with the same employer shall not be regarded as breaks in an employee's continuous employment, provided that during such absence the employee concerned does not work for another employer.

PART III.

WAGES AND/OR EARNINGS.

(1) Any employee who at the date of coming into operation of this Agreement was in receipt of a higher rate than that prescribed in the Agreement for the class of work upon which he is employed shall continue to receive not less than such higher rate while he is employed by the same employer on the same work or any other work for which a lower rate is prescribed.

(2) No employee in the employ of an employer at the date of commencement of this Agreement on work classified at Rate 1 or Rate 1A shall, while in the employ of the same employer, be paid wages at a rate less than hitherto paid to him plus 5 cents per hour whether or not his previous rate was in excess of the rate shown in the Table of Wage Rates contained in this Agreement, provided that no employee shall be paid wages at a rate less than the rate for Rate 1 and Rate 1A shown in the said Table. For all purposes of this Agreement the rate applicable in terms of this sub-section shall be deemed to be the minimum wage of that employee, and the provisions of this sub-section shall *mutatis mutandis* apply to employees employed on Incentive Bonus Work in terms of section 10 of Part I of this Agreement.

(3) No employee shall be required as part of his contract of service to accept board or lodging or both from his employer or to purchase any goods or hire any property from his employer, but where an employee agrees to accept board or lodging or both from his employer the employer may deduct not more than R1.50 per week when board and lodging is provided or not more than R1.10 per week for board only or 40c per week for lodging only, provided such lodging has been approved by the Council and the local authority concerned.

(4) No employee shall be employed on more than one occupation scheduled in this Agreement at different rates of pay in any one week unless payment is made as if such employee had been employed for the whole of that week on the highest-paid occupation; provided that where a lower-paid employee is temporarily substituted for a higher-paid employee who is absent from his work and not employed elsewhere in the establishment, such substituted employee shall be paid at the higher rate only for the period he actually worked at the higher-paid occupation. Any period of substitution of less than one-half shift in the aggregate in any one week shall not count for payment at the higher rate.

(5) Subject to the provisions of sub-sections (1) to (4) no employer shall pay to the employees (other than apprentices in their first, second, third and fourth years of apprenticeship) engaged on any of the classes of work hereinafter specified in the following Wage Schedules wages and/or earnings lower than those stated against such classes and no employee shall accept wages and/or earnings lower than those stated against such classes.

BYLAE A.

ALGEMENE LOONBYLAE VAN TOEPASSING OP SEKERE
KLASSE WERK DWARSDUR DIE OOREENKOMS
(N.E.V.).

Niemand, 'n vakman of 'n vakleerling uitgesonderd, kan in diens wees op werk onder tarief 1 ingedeel, sonder vooraf die toestemming van die Raad te verkry nie.

(a) Algemeen.

Tarief 1 (n.e.v.).

Hoekyster- en metaalplaatmidwerk.....
Boukundige en/of sierrmetaalwerk.....
Montering, wat die gebruik van instrumente vereis om toebehoort te stel.....
Grofsmidwerk.....
Ketelmakery.....
Baksteenwerk en/of messel met vuurvaste stene en/of klipmesselwerk.....
Opbouwerk deur middel van metaalspuitwerk.....
Skrynwerk en/of timmerwerk (die bereiding van verpakkingsmiddels of ruwe kratwerk uitgesonderd).....
Druktoestelle kalfater.....
Boustaalwerk.....
Kopersmidwerk.....
Met valmes afknip en/of pons en/of afskuif en/of met valmes afskuif.....
Stempels en/of setmate en/of gereedskap en/of meters maak en/of herstel.....
Dieselmonteerwerk.....
Elektriese onderhoudswerk en/of installing en/of herstelwerk.....
Elektroplatering.....
Pas- en/of draaiwerk en/of masjienbewerking Inspeksiewerk wanneer dit gedoen word deur inspekteurs met vakmansbevoegdheid.....
Instrumente maak en/of herstel.....
Slotte maak.....
Masjiengereedskap opstel en/of gereedskap stel.....
Merk.....
Metaalspinwerk.....
Masjienmontering.....
Motorvoertuie herstel.....
Platering.....
Loodgieterswerk.....
Touwerk.....
Walsdraaiwerk.....
Skale maak en/of herstel.....
Plaatmetaalwerk.....
Skeepsbouwerk.....
Letterskilderwerk.....
Patrone maak.....
Druktoestelle toets.....
Voertuigbakbou en/of herstelwerk.....
Bediening van boog- en/of gassweismasjiene aan druktoestelle.....
Sweis en/of sweissoldeer (n.e.v.).....
Houtmasjienwerk (die bereiding van verpakkingsmiddels en ruwe kratwerk uitgesonderd).....
Houtwerk (die bereiding van verpakkingsmiddels en ruwe kratwerk uitgesonderd)

Skaal per uur vir
werk onder Tarief
1 in loontabelle.

Tarief 1A.

*Masjiniestewerk (n.e.v.) nl. vorming, gleufwerk, skaafwerk, freeswerk (uitgesonderd universele freeswerk), slypwerk (uitgesonderd universele slypwerk), en die bediening van ratfrees- en draaimasjiengereedskap, uitgesonderd senterdraaibanke (met of sonder kopieer- en/of profileerhegstukke), boorfreesmasjiene (vertikale, horisontale en rewolwertipe—met of sonder kopieer- of profileerhegstukke) vormgiemasjiene en universele masjineerwerk.....

Skaal per uur vir
werk onder Tarief
1A in loontabelle.

*Werknemers op masjiniestewerk moet toegelaat word om hul eie werk op te stel, hul eie gereedskap te slyp en te set en om volgens en met presisie-meetinstrumente, met inbegrip van duimstokke, passers en sulks te werk.

Saagherstelwerk.....

Tarief 2.

Toesigwerk in dop- en/of gereedskapverharding

Tarief per uur vir werk
ingedeel onder Tarief 2 in loontabelle.

Tarief 5.

Masjinerie op herhalingswerk deur middel van setmate en/of stuiters en/of setklemme en/of uitskopknippe en/of uitskakelaars aan rewolwer- en/of kaapstanderdraaibanke en/of frees- en/of skaaf- en/of gleufmasjiene en/of half-automatiese kopieermasjiene (uitgesonderd die opstel van die werk).

Tarief per uur vir
werk ingedeel
onder Tarief 5 in
loontabelle.

Tarief 8.

Toesig hou oor werknemers op werk van 'n laer klas as Tarief 8 (wanneer as sodanig aangestel).....

Tarief per uur vir
werk ingedeel
onder Tarief 8 in
loontabelle.

SCHEDULE A.

GENERAL WAGE SCHEDULE APPLICABLE TO CERTAIN
CLASSES OF WORK THROUGHOUT THIS AGREEMENT
(N.E.S.).

No person other than a journeyman or an apprentice may be employed on work classified at Rate 1 without the prior permission of the Council.

(a) General.

Rate 1 (n.e.s.).

Angle and plate smithing.....
Architectural and/or ornamental metal working.....
Assembling requiring the use of instruments in making fitting adjustments.....
Blacksmithing.....
Boilermaking.....
Bricklaying and/or refractory bricklaying and/or masonry work.....
Building up by metal spraying.....
Carpentry and/or joinery (excluding the preparation of packaging and rough crating).....
Caulking pressure vessels.....
Constructional steelworking.....
Coppersmithing.....
Cropping and/or punching and/or shearing and/or guillotine shearing.....
Die and/or jig and/or tool and/or gauge making and/or repairing.....
Diesel fitting.....
Electrical maintenance work and/or installation and/or repair.....
Electroplating.....
Fitting and/or turning and/or machining.....
Inspecting when performed by inspectors having journeyman qualifications.....
Instrument making and/or repairing.....
Locksmithing.....
Machine tool setting up and/or tool setting
Marking out.....
Metal spinning.....
Millwrighting.....
Motor vehicle repairing.....
Plating.....
Plumbing.....
Rigging.....
Roll turning.....
Scale making and/or repairing.....
Sheetmetal working.....
Shipwrighting.....
Signwriting.....
Templet making.....
Testing (pressure vessels).....
Vehicle body building and/or repairing.....
Operating arc and/or gas welding machines on pressure vessels.....
Welding and/or brazing (n.e.s.).....
Woodmachining (excluding the preparation of packaging and rough crating).....
Woodworking (excluding the preparation of packaging and rough crating).....

Rate per hour for
work classified at
Rate 1 in Table of
Wage Rates.

Rate 1A.

*Machinist's work (n.e.s.) viz.—shaping, slotting, planing, milling (excluding universal milling), grinding (excluding universal grinding) and the operation of gear cutting and rotary machine tools, excluding centre lathes (with or without copying and/or profiling attachments), boring mills (vertical, horizontal and turret type —with or without copying or profiling attachments), die-sinking machines and universal machining.....

Rate per hour for
work classified at
Rate 1A in Table
of Wage Rates.

*Employees employed on machinist's work shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments including rules, calipers and the like.

Saw doctoring.....

Rate 2.

Supervisory work in case and/or tool hardening

Rate per hour for
work classified at
Rate 2 in Table of
Wage Rates.

Rate 5.

Machining on repetition work by means of jigs and/or stops and/or fixtures and/or trips and/or cut-outs on turret and/or capstan lathes and/or milling and/or planing and/or slotting machines and/or semi-automatic copying machines (excluding setting-up)

Rate per hour for
work classified at
Rate 5 in Table of
Wage Rates.

Rate 8.

Bossing employees employed on classes of work scheduled below Rate 8 (when so appointed)

Rate per hour for
work classified at
Rate 8 in Table of
Wage Rates.

Tarief 11.

Algemene arbeiderswerk..... Skaal per uur vir
werk onder Tarief
11 in loontabelle.

(b) Proefwerkers.

Loon per
uur.
(Sent.)

Tarief 3 (slegs plaatwerkers).

Eerste drie maande ondervinding..... 69.5
Tweede drie maande ondervinding..... 73.5
Daarna Tarief 3..... 78.5

Tarief 4 (klinkwerk n.e.v. en klink- en/of kalfaterwerk-
vloei- of houers).

Eerste drie maande ondervinding..... 67.0
Tweede drie maande ondervinding..... 70.0
Daarna Tarief 4..... 76.0

Tarief 5.

Eerste drie maande ondervinding..... 59.5
Tweede drie maande ondervinding..... 67.5
Daarna Tarief 5..... 73.5

Tarief 6.

Eerste drie maande ondervinding..... 56.0
Tweede drie maande ondervinding..... 60.0
Daarna Tarief 6..... 71.0

Tarief 7.

Eerste drie maande ondervinding..... 56.0
Daarna Tarief 7..... 68.5

Met dien verstande dat—

- (1) geen werknemer gedurende die proeftyd volgens 'n prestasie-bonusstelsel in diens kan wees nie;
- (2) 'n werkgewer wat 'n werknemer wil oplei vir enigeen van die klasse werk ingelys onder Tarief 2 of klasse werk ingelys onder Tariewe 3 en 4 waarvoor geen leer- of proeftyd bepaal is nie, dit slegs mag doen deur vooraf toestemming te verkry van die Raad wat die voorwaardes moet voorskryf waarkragtens toestemming vir sodanige indiensneming verleen word.

(c) Jeugdiges.

Loonskale betaalbaar volgens ouderdom van jeugdiges (n.e.v.).

Klas werk.

Loon per
uur.
(Sent.)

Tarief 5.

Sestien jaar en ouer maar nie ouer as 17 jaar nie..... 56.0
Sewentien jaar en ouer maar nie ouer as 19 jaar nie.... 61.0
Daarna Tarief 5..... 73.5

Tarief 6.

Sestien jaar en ouer maar nie ouer as 17 jaar nie..... 40.5
Sewentien jaar en ouer maar nie ouer as 19 jaar nie.... 59.5
Daarna Tarief 6..... 71.0

Tarief 7.

Sestien jaar en ouer maar nie ouer as 17 jaar nie..... 39.0
Sewentien jaar en ouer maar nie ouer as 19 jaar nie.... 57.5
Daarna Tarief 7..... 68.5

Met dien verstande dat—

- (1) geen jeugdige sonder toestemming wat vooraf van die Raad verkry moet word, in diens geneem mag word nie (sien artikel 19 van Deel I van die Ooreenkoms);
- (2) geen jeugdige volgens prestasiebonuswerk in diens geneem mag word nie.

(d) Hyskrane en hystoestelle.

Loon per
uur.
(Sent.)

Tarief 3.

Hyskrane bedien—kraghyskrane met swaaiarm en/of
bogrondse krane vanuit kappe bedien—
Eerste drie maande ondervinding..... 74.5
Tweede drie maande ondervinding..... 75.5
Daarna Tarief 3..... 78.5

Tarief 5.

Hyskrane bedien—kraghyskraan van vloer af } Skaal per uur vir
bedien, met kragwerking in aldrie rigtings } werk onder Tarief
eb beheer deur een man aldus aangestel.. } 5 in loontabelle.

Tarief 9.

Hyskrane bedien (n.e.v.)..... } Skaal per uur vir
Kraghystoestel bedien, vas of met die hand } werk onder Tarief
beweeg of met krag (nie onder toesig nie) } 9 in loontabelle.

(e) Voertuie bestuur.

Loon per
week.
R c

'n Stoomwa bestuur..... 35.40
Enige ander voertuig bestuur wat gelisenseer is om 'n
loonvrag tot en met die volgende grense te vervoer—

Een ton..... 17.35
Oor een ton en tot en met drie ton..... 18.35
Oor drie ton en tot en met vyf ton..... 27.22
Oor vyf ton en tot en met sewe ton..... 32.32
Oor sewe ton..... 33.40

Rate 11.

General labouring..... Rate per hour for
work classified at
Rate 11 in Table
of Wage Rates.

(b) Probationers.

Rate per
Hour.
(Cents.)

Rate 3 (Sheeters only).

First three months of experience..... 69.5
Second three months of experience..... 73.5
Thereafter Rate 3..... 78.5

Rate 4 (riveting n.e.s. and riveting and/or caulking—liquid
vessels).

First three months of experience..... 67.0
Second three months of experience..... 70.0
Thereafter Rate 4..... 76.0

Rate 5.

First three months of experience..... 59.5
Second three months of experience..... 67.5
Thereafter Rate 5..... 73.5

Rate 6.

First three months of experience..... 56.0
Second three months of experience..... 60.0
Thereafter Rate 6..... 71.0

Rate 7.

First three months of experience..... 56.0
Thereafter Rate 7..... 68.5

Provided that—

- (1) no employee may be engaged upon incentive bonus work during the probationary period;
- (2) an employer who wishes to train an employee for any of the classes of work scheduled at Rate 2 or classes of work scheduled at Rates 3 and 4 for which no learnership or probationary period is provided may do so only with the prior approval of the Council, which shall prescribe the conditions under which permission for such employment is granted.

(c) Juveniles.

Wage rates payable according to ages of juveniles (n.e.s.).

Class of Work.

Rate per
Hour.
(Cents.)

Rate 5.

Sixteen years and over but not exceeding 17 years..... 56.0
Seventeen years and over but not exceeding 19 years.... 61.0
Thereafter Rate 5..... 73.5

Rate 6.

Sixteen years and over but not exceeding 17 years..... 40.5
Seventeen years and over but not exceeding 19 years.... 59.5
Thereafter Rate 6..... 71.0

Rate 7.

Sixteen years and over but not exceeding 17 years..... 39.0
Seventeen years and over but not exceeding 19 years.... 57.5
Thereafter Rate 7..... 68.5

Provided that:—

- (1) No juvenile may be employed without the prior consent of the Council (see section 19 of Part I of the Agreement).
- (2) No juvenile may be engaged upon incentive bonus work.

(d) Cranes and Hoists.

Rate per
Hour.
(Cents.)

Rate 3.

Crane driving—power-operated jib cranes and/or cab-
operated overhead cranes—
First three months of experience..... 74.5
Second three months of experience..... 75.5
Thereafter Rate 3..... 78.5

Rate 5.

Crane driving—floor operated power crane, } Rate per hour for
powered in all three directions and con- } work classified at
trolled by one man so employed } Rate 5 in Table of
Wage Rates.

Rate 9.

Crane operating (n.e.s.)..... } Rate per hour for
Operating power-driven hoist fixed or moved } work classified at
by hand or power (not under supervision) } Rate 9 in Table of
Wage Rates.

(e) Vehicle Driving.

Rate per
Week.
R c

Driving of steam wagon..... 35.40
Driving of any other vehicle authorised to carry a pay
load up to and including—

One ton..... 17.35
Over one ton and up to three tons..... 18.35
Over three tons and up to five tons..... 27.22
Over five tons and up to seven tons..... 32.32
Over seven tons..... 33.40

Vir die toepassing van hierdie subartikel—

- (a) moet die uurloon bereken word deur die weekloon wat hierin gespesifiseer word, met 45 te deel;
- (b) beteken „loonvrag” die netto dravermoe of die netto vrag wat 'n voertuig mag dra of trek ooreenkomstig enige motorvervoersertifikaat of vrystellingsertifikaat uitgereik ten opsigte van so 'n voertuig deur 'n plaaslike motortransportraad ingevolge die Motortransportwet, 1930, met inbegrip van enige sleepwa wat daaraan vas is, of by gebrek aan so 'n bepaling in enige sodanige sertifikaat, die vrag gespesifiseer in 'n sertifikaat wat deur die Raad uitgereik is;
- (c) beteken „voertuig” enige vervoermiddel wat deur ander krag as menslike of dierlike krag voortbeweeg word, met inbegrip van 'n trekker, maar omvat nie interne gemeganiseerde vervoerders en/of opstapelaars en/of hanteeruitrusting wat nie 'n lisensie nodig het nie.

(f) Lokomotief-masjins.

Waar arbeiders as stokers en rangeerders in diens is (masjins is verantwoordelik vir pligte in verband met verkeersbeheer)—

	Loon per uur. (Sent.)
(i) Met Goewermmentsertifikaat.....	86.5
(ii) Sonder Goewermmentsertifikaat—	
Eerste drie maande ondervinding.....	69.5
Daarna.....	81.5

Waar werknemers, uitgesonderd arbeiders, in diens is as stokers en rangeerders—

	Loon per uur. (Sent.)
(i) Met Goewermmentsertifikaat.....	81.5
(ii) Sonder Goewermmentsertifikaat.....	78.5

(g) Vaste enjins.

Bediener in voltydse hoedanigheid in diens in beheer van hidrouliese en/of kompressorinstallasie of -installasies van oor 10 perdekrags—

	Loon per uur. (Sent.)
(i) Goewermmentsertifikaat.....	81.5
(ii) Sonder Goewermmentsertifikaat—	
Eerste drie maande ondervinding.....	67.0
Tweede drie maande ondervinding.....	69.5
Derde drie maande ondervinding.....	72.0
Vierde drie maande ondervinding.....	74.5
Daarna.....	78.5

(h) Leerling-ingenieurs en/of goedgekeurde studente.

	Loon per week. R
Eerste jaar leerlingenskap.....	17.35
Tweede jaar leerlingenskap.....	25.52
Derde jaar leerlingenskap en daarna.....	27.52

(i) Werk van 'n wag.

	Loon per week. R
Werk van 'n wag.....	8.07

(a) Die gewone werkure mag nie 12 uur per skof per dag per week van ses dae oorskry nie.

(b) Indien minder ure gewerk word as wat in (a) hierbo voorgeskryf word, word die skaal per week eweredig verminder.

(j) Indiënsneming van persone onder leeftyd van 21 jaar op werk ingedeel onder Tariewe 8A en 8 tot en met 11.

Ondanks die lone voorgeskryf vir werknemers in diens op werk ingedeel onder Tariewe 8A en 8 tot en met 11, word werkgewers toegelaat om persone onder die leeftyd van 21 jaar in diens te neem op werk aldus ingedeel teen lone uitgedruk as 'n persentasie van die tarief vir die betrokke klas werk, en wel soos volg:—

Ouderdom.	Eerste jaar onder- vinding.	Tweede jaar onder- vinding.	Derde jaar onder- vinding.	Vierde jaar onder- vinding.
	Persent.	Persent.	Persent.	Persent.
Onder 16 jaar.....	50	60	75	Volle loon.
Onder 17 jaar.....	55	70	85	Volle loon.
Onder 18 jaar.....	65	80	Volle loon	—
Onder 19 jaar.....	75	90	Volle loon	—
Onder 20 jaar.....	85	Volle loon	—	—
Onder 21 jaar.....	90	Volle loon	—	—

Met dien verstande dat persone in diens van 'n werkgewer ingevolge hierdie subartikel nooit te eniger tyd 15 persent van die totale getal ander werknemers mag oorskry wat deur die werkgewer in diens geneem is op klasse werk ingedeel onder tariewe 8A en 8 tot en met 11 nie.

(k) Elektroplatering (n.e.v.).

Ondergenoemde werksaamhede in die afsetting van metaalle en/of elektroplatering deur middel van die elektrolitiese proses:—

Tarief 1 (n.e.v.)—

Elektroplatering (toesighoudende en tegniese (werk). Skaal per uur vir werk onder Tarief 1 in loontabelle.

For purposes of this sub-section—

- (a) the hourly rate shall be calculated by dividing the weekly wage herein specified by 45;
- (b) "pay load" means the net carrying capacity or the net load which a vehicle may carry or haul in terms of any Motor Carrier's Certificate or Certificate of Exemption issued in respect of such vehicle by a Local Road Transportation Board in terms of the Motor Carrier Transportation Act, 1930, including any trailer while attached thereto, or in the absence of such stipulation in any such Certificate, the load specified in a Certificate issued by the Council;
- (c) "vehicle" means a conveyance propelled by other than human or animal power and includes a tractor, but does not include mechanised internal transporters and/or stackers and/or handling equipment not requiring a licence.

(f) Locomotive Engine Driver.

Where labourers are employed as firemen and shunters (driver to be responsible for duties of traffic control)—

	Rate per Hour. (Cents.)
(i) Government Certificated.....	86.5
(ii) Not Government Certificated—	
First three months of experience.....	69.5
Thereafter.....	81.5

Where other than labourers are employed as firemen and shunters—

	Rate per Hour. (Cents.)
(i) Government Certificated.....	81.5
(ii) Not Government Certificated.....	78.5

(g) Stationary Engines.

Attendant employed in full-time capacity in charge of hydraulic and/or compressor plant or plants over 10 horsepower—

	Rate per Hour. (Cents.)
(i) Government Certificated.....	81.5
(ii) Not Government Certificated—	
First three months of experience.....	67.0
Second three months of experience.....	69.5
Third three months of experience.....	72.0
Fourth three months of experience.....	74.5
Thereafter.....	78.5

(h) Pupil Engineers and/or Approved Students.

	Rate per Week. R
First year of pupilage.....	17.35
Second year of pupilage.....	25.52
Third year of pupilage and thereafter.....	27.52

(i) Watchman's Work.

	Rate per Week. R
Watchman's work.....	8.07

(a) The ordinary hours of work shall not exceed 12 hours per shift per day for a six-day week.

(b) In the event of a lesser number of hours being worked than prescribed in (a) above, the rate per week shall be reduced pro rata.

(j) Employment of persons under 21 years of age on work classified at Rates 8A and 8 to 11 inclusive.

Notwithstanding the wages prescribed for employees employed on work classified at Rates 8A and 8 to 11 inclusive, employers shall be permitted to employ persons under 21 years of age on work so classified at wages expressed as a percentage of the rate for the class of work concerned, as follows:—

Age.	First Year of Experience.	Second Year of Experience.	Third Year of Experience.	Fourth Year of Experience.
	Per Cent	Per Cent	Per Cent	Per Cent
Under 16 years.....	50	60	75	Full Wage.
Under 17 years.....	55	70	85	Full Wage.
Under 18 years.....	65	80	Full Wage	—
Under 19 years.....	75	90	Full Wage	—
Under 20 years.....	85	Full Wage	—	—
Under 21 years.....	90	Full Wage	—	—

Provided that persons employed by an employer in terms of this sub-section shall at no time exceed 15 per cent of the total number of other employees employed by that employer in classes of work scheduled at Rates 8A and 8 to 11 inclusive.

(k) Electroplating.

The following operations in the depositing of metal coatings and/or electroplating by electrolytic process:—

Rate 1 (n.e.s.).

Electroplating (supervisory and technical work) Rate per hour for work classified at Rate 1 in Table of Wage Rates

Tarief 10.

Ondergenoemde werksaamhede moet onder voltydse toesig van 'n tarief 1-werknemer soos hierbo verrig word:—

Elektroplateerbod bedien.....	Skaal per uur vir werk onder Tarief 10 in loontabelle.
Oplos- en/of suurbadtenk bedien (algemene arbeid uitgesonderd).....	
Stoomketels bedien (algemene arbeid gesonderd).....	
Metaal polys en/of poleer.....	

Tarief 11.

Ondergenoemde werksaamhede moet onder voltydse toesig van 'n tarief 1-werknemer soos hierbo verrig word:—

Plateerrakke laai en/of ontlai.....	Skaal per uur vir werk onder Tarief 11 in loontabelle.
Poleerskywe voorberei.....	
Skuur- en/of krapborselwerk.....	
Trôe ontvet.....	

(1) Verglasingsmaljering.

Emalje aanbring deur middel van bestuiwing of deur droë emaljepoeier deur 'n sif op verhitte artikels te strooi, nl.—

(a) Eerste bestuiwer—	Loon per uur. (Sent.)
Eerste jaar ondervinding—	
Eerste ses maande.....	59.5
Tweede ses maande.....	67.0
Tweede jaar ondervinding.....	69.5
Derde jaar ondervinding.....	77.0
Daarna Tarief 2.....	81.5
(b) Tweede bestuiwer (met inbegrip van bestuiwing direk op emaljewerk, baddens uitgesonderd)—	
Eerste jaar ondervinding—	
Eerste ses maande.....	59.5
Tweede ses maande.....	67.0
Tweede jaar ondervinding.....	69.5
Daarna Tarief 5.....	73.5

Tarief 2.

Verlasingsmaljering (algemene toesigwerk)—

Eerste jaar ondervinding—	
Eerste ses maande.....	59.5
Tweede ses maande.....	67.0
Tweede jaar ondervinding.....	69.5
Derde jaar ondervinding.....	77.0
Daarna Tarief 2.....	81.5

Tarief 3.

Oondmanne (toesigwerk).....	Skaal per uur vir werk onder Tarief 3 in loontabelle.
Meulkamertoesighouer.....	

Tarief 6.

Toesigwerk (toesighouer by enigene van ondergenoemde werksaamhede of installasies waar aldus aangestel), nl.—

Skoonbyt of ontvetting en/of de-emaljerig.....	Skaal per uur vir werk onder Tarief 6 in loontabelle.
Kwaswerk.....	
Indompelling en/of uitspoel.....	
Bespuiting.....	
Letterkwaswerk.....	

Tarief 8.

Individuele letterkwaswerk (verwydering van oortollige materiaal aan rande) en/of sykermdrukwerk.....	Skaal per uur vir werk onder Tarief 8 in loontabelle.
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Tarief 9.

Onder toesig spuit.....	Skaal per uur vir werk onder Tarief 9 in loontabelle.
Laaivurkwerk.....	
Herhalingsrandkwaswerk, uitgesonderd holware.....	
Emaljeware in die proses met steen skuur en/of opvul.....	

Tarief 10.

Onderste en/of buitenste laag aanbring deur indompelling en/of begieting, kwas- en/of kraallys aan holware.....	Skaal per uur vir werk onder Tarief 10 in loontabelle.
Indompelling en/of begieting van emaljeware wat slegs met onderste laag afgewerk moet word.....	
Metaal skoonmaak deur skoonbyt en/of ontvetting.....	

Tarief 11.

Oonde laai en/of leegmaak.....	Skaal per uur vir werk onder Tarief 11 in loontabelle.
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(m) Slot- en Grendelvervaardiging.

Behoudens die voorwaardes hieronder uiteengesit, is die bepalings van Afdeling D/O van Bylae D van die Ooreenkoms *mutatis mutandis* van toepassing op enige werk onderneem in slot- en grendelvervaardiging wat nie in dié artikel ingelys is nie:—

Tarief 1A—

Slotafwerker (n.e.v.).....	Skaal per uur vir werk onder Tarief 1A in loontabelle.
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Rate 10.

The following operations must be performed under full-time supervision of a Rate 1 employee as above:—

Attending electroplating bath.....	Rate per hour for work classified at Rate 10 in Table of Wage Rates.
Attending stripping and/or pickling tank (other than general labouring).....	
Boiler attending (other than general labouring).....	
Metal buffing and/or polishing.....	

Rate 11.

The following operations must be performed under full-time supervision of a Rate 1 employee as above:—

Loading and/or unloading of plating racks.....	Rate per hour for work classified at Rate 11 in Table of Wage Rates.
Preparation of Buffs.....	
Scouring and/or scratch brushing....	
Vat degreasing.....	
Wiring and/or unwiring of articles for immersion in baths.....	

(1) Vitreous Enamelling.

Application of enamel by means of dusting or sieving dry enamel on to heated ware, viz.—

(a) First duster—	Rate per Hour. (Cents.)
First year of experience—	
First six months.....	59.5
Second six months.....	67.0
Second year of experience.....	69.5
Third year of experience.....	77.0
Thereafter Rate 2.....	81.5
(b) Second duster (including direct dusting on enamel work other than baths)—	
First year of experience—	
First six months.....	59.5
Second six months.....	67.0
Second year of experience.....	69.5
Thereafter Rate 5.....	73.5

Rate 2.

Vitreous enamelling (general supervisory work)—

First year of experience—	
First six months.....	59.5
Second six months.....	67.0
Second year of experience.....	69.5
Third year of experience.....	77.0
Thereafter Rate 2.....	81.5

Rate 3.

Furnacemen (supervisory work).....	Rate per hour for work classified at Rate 3 in Table of Wage Rates.
Mill Room Supervisor.....	

Rate 6.

Overseeing (overseer of any one of the following operations or plant where so appointed), viz.—

Pickling and/or degreasing and/or de-enamelling plant.....	Rate per hour for work classified at Rate 6 in Table of Wage Rates.
Brushing.....	
Dipping and/or slushing.....	
Spraying.....	
Sign brushing.....	

Rate 8.

Individual sign brushing (removal of surplus material on edges) and/or silk screening.....	Rate per hour for work classified at Rate 8 in Table of Wage Rates.
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Rate 9.

Spraying under supervision.....	Rate per hour for work classified at Rate 9 in Table of Wage Rates.
Charging fork operating.....	
Repetition edge brushing, other than hollowware.....	
Stoning and/or filling of enamelware in process.....	

Rate 10.

Application of ground and/or cover coating by dipping and/or slushing, brushing and/or beading hollowware.....	Rate per hour for work classified at Rate 10 in Table of Wage Rates.
Dipping and/or slushing enamelware to be finished in ground coat only.....	
Metal cleaning by pickling and/or degreasing.....	

Rate 11.

Furnace loading and/or unloading.....	Rate per hour for work classified at Rate 11 in Table of Wage Rates.
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(m) Lock and Latch Manufacture.

Subject to the conditions set out hereunder the provisions of Division D/O of Schedule D of this Agreement shall *mutatis mutandis* apply for any work undertaken in lock and latch manufacture not scheduled in this section:—

Rate 1A:—

Lock finisher (n.e.s.).....	Rate per hour for work classified at Rate 1A in Table of Wage Rates.
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	Skaal per uur. (Sent.)
Leervoordes vir slotafwerker—	
Eerste jaar ondervinding.....	71·00
Tweede jaar ondervinding.....	76·00
Derde jaar ondervinding.....	81·00
Daarna.....	86·5

Met dien verstande dat—

- (1) niemand, uitgesonderd 'n slotafwerker, in diens kan wees op slotafwerking nie behalwe kragtens 'n leerlingkontrak en nadat die toestemming van die Raad vooraf verkry is. Dié kontrakte wat in die vorm moet wees wat van tyd tot tyd deur die Raad voorgeskryf word, moet dié aspekte van slotafwerking voorskryf waarop enige sodanige leerling-slotafwerker opgelei moet word;
- (2) hoogstens een persoon in 'n inrigting in diens mag wees as leerling-slotafwerker tot elke drie slotafwerkers in die inrigting teen Tarief 1A.

BYLAE B.

LOONBEPALINGS VAN TOEPASSING IN ALGEMENE INGENIEURSWERK.

Vir die toepassing van hierdie Bylae beteken—

„algemene ingenieurswerk” die onderhoud, vervaardiging, oprigting of montering, konstruksie, verandering, vervanging of herstel van enige masjien, voertuig (uitgesonderd 'n motorvoertuig) of artikel wat hoofsaaklik bestaan uit metaal (uitgesonderd edelmetaal), of onderdele of komponente daarvan en boumetaalwerk, met inbegrip van die afwerking daarvan, en omvat die installering, onderhoud en herstel van die uitrusting genoem in paragraaf (a) van die woordskrywing van „Elektrotegniese Ingenieursnywerheid” en die bou en/of verandering en/of herstel van bote en/of skepe, met inbegrip van die afskraap, afkap en/of afskaal en/of verf van die rompe van bote en/of skepe en algemene houtwerk wat onderneem word in verband met skeepsherstelwerk, maar omvat nie werk omskryf as „Vervaardigingsingenieurswerk” in artikel 26 van Deel I van hierdie ooreenkoms nie;

„boumetaalwerk” die vervaardiging, oprigting of montering, konstruksie, verandering, vervanging of herstel van metaalbouwerke (met inbegrip van metaalbouwerke van bote en/of skepe) en/of drukhouers en/of ander komponente in die geheel of gedeeltelik gemaak van plaatmetaal en/of metaalprofiel (n.e.v.).

Niemand anders as 'n vakman of 'n vakleerling mag in diens wees op werk ingedeel onder Tarief 1 sonder dat die toestemming van die Raad vooraf verkry is nie.

(a) Algemeen.

Tarief 1 (n.e.v.).

Hoekyster- en metaalplaatmidwerk.....
Boukundige en/of sierrmetaalwerk.....
Montering, wat die gebruik van instrumente vereis om toebehore te stel.....
Groftsmidwerk.....
Ketelmakery.....
Baksteenwerk en/of messel met vuurvaste stene en/of klipmesselwerk.....
Opbouwerk deur middel van metaalspuitwerk.....
Skrynwerk en/of timmerwerk (die bereiding van verpakkingsmiddels of ruwe kratwerk uitgesonderd).....
Druktoestelle kalfater.....
Boustaalwerk.....
Kopersmidwerk.....
Met valmes afknip en/of pons en/of afskuif en/of met valmes afskuif.....
Stempels en/of setmate en/of gereedskap en/of meters maak en/of herstel.....
Dieselmonteerwerk.....
Elektriese onderhoudwerk en/of installering (skeepswerk).....
Elektroplatering.....
Oprigting en/of montering (toesigwerk in die veld en op terrein) (boumetaalwerk).....
Pas- en/of draaiwerk en/of masjinerie.....
Inspesiewerk wanneer dit gedoen word deur inspekteurs met vakmansbevoegdheid.....
Instrumente maak en/of herstel.....
Slotte maak.....
Masjiengereedskapopstel en/of gereedskap stel.....
Merk.....
Metaalspinwerk.....
Masjiemontering.....
Motorvoertuie herstel.....
Skilder en/of letterskilder en/of poleer en/of beits en/of vernis en/of finer vir binnenshuise afwerking en/of versiering (skeepswerk).....
Platering.....
Loodgieterswerk.....
Touwerk.....
Tou- en/of splitswerk (skeepswerk).....
Walsdraaiwerk.....
Skale maak en/of herstel.....
Plaatmetaalwerk.....

*Skeepsloodgieterswerk.....

*Skeepsloodgieterswerk beteken werk op skepe vir alle sanitêre doeleindes en/of watervoorsiening en/of huishoudelike verwarming, was en/of drinkdoeleindes.

Skaal per uur vir
werk onder Tarief
1 in loontabelle.

	Rate per Hour. (Cents.)
Learnership conditions for lock finisher—	
First year of experience.....	71·00
Second year of experience.....	76·00
Third year of experience.....	81·00
Thereafter.....	86·5

Provided that—

- (1) no person other than a lock finisher may be employed on lock finishing except under a Learnership Contract and with the prior permission of the Council. Such contracts which shall be in the form prescribed by the Council from time to time shall prescribe the aspects of lock finishing on which any such learner lock finisher shall be trained.
- (2) not more than one person may be employed in any establishment as a learner lock finisher to each three lock finishers employed in the establishment at Rate 1A.

SCHEDULE B.

WAGE PROVISIONS APPLICABLE IN GENERAL ENGINEERING.

For the purpose of this Schedule—

“general engineering” means the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than precious metal) or parts or components thereof and structural metal work, including finishing thereof, and includes the installation, maintenance and repair of the equipment referred to in paragraph (a) of the definition of “Electrical Engineering Industry” and the building and/or alteration and/or repair of boats and/or ships, including the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships and general wood work undertaken in connection with ship repairs, but does not include work defined as “Manufacturing Engineering” in Section 26 of Part I of this Agreement;

“structural metal work” means the fabrication, erection or assembly, construction, alteration, replacement or repair of metal structures (including metal structures of boats and/or ships) and/or pressure vessels and/or other components made in whole or in part of metal plate and/or metal sections (n.e.s.).

No person other than a journeyman or an apprentice may be employed on work classified at Rate 1 without the prior permission of the Council.

(a) General.

Rate 1 (n.e.s.).

Angle and plate smithing.....
Architectural and/or ornamental metal work- ing.....
Assembling requiring the use of instruments in making fitting adjustments.....
Blacksmithing.....
Boilermaking.....
Bricklaying and/or refractory bricklaying and/or masonry work.....
Building up by metal spraying.....
Carpentry and/or joinery (excluding the preparation of packaging and rough crating).....
Caulking pressure vessels.....
Constructional steelworking.....
Coppersmithing.....
Cropping and/or punching and/or shearing and/or guillotine shearing.....
Die and/or jig and/or tool and/or gauge making and/or repairing.....
Diesel fitting.....
Electrical maintenance work and/or instal- lation (marine work).....
Electroplating.....
Erecting and/or assembling (supervisory work in the field and on site) (structural metal work).....
Fitting and/or turning and/or machining..
Inspecting when performed by inspectors having journeyman qualifications.....
Instrument making and/or repairing.....
Locksmithing.....
Machine tool setting-up and/or tool setting
Marking out.....
Metal spinning.....
Millwrighting.....
Motor vehicle repairing.....
Painting and/or signwriting and/or polishing and/or staining and/or varnishing and/or venecering for interior finishing and/or decorating (marine work).....
Plating.....
Plumbing.....
Rigging.....
Rigging and/or splicing (marine work)....
Roll turning.....
Scale making and/or repairing.....
Sheetmetal working.....
*Ships plumbing.....

Rate per hour for
work classified at
Rate 1 in Table of
Wage Rates.

*Ships plumbing means work on ships for all sanitary purposes and/or water services and/or domestic heating, washing or drinking purposes.

Skeepsbouwerk.....
 Letterskilderwerk.....
 Patrone maak.....
 Toets (drukhouers).....
 Voertuiebakbou en/of herstelwerk.....
 Bediening van boog- en/of gassweismasjiene aan druktoestelle.....
 Sweis en/of sweissoldeer (n.e.v.).....
 Houtmasjienerwerk (die bereiding van verpakingsmateriaal en/of ruwe kratwerk uitgesonderd).....
 Houtwerk (die bereiding van verpakingsmiddels en ruwe kratwerk uitgesonderd).....

Skaal per uur vir
 werk onder Tarief
 1 in loontabelle.

Tarief 1A.

*Masjinstewerk (n.e.v.), nl. vorming, gleufwerk, skaafwerk, freeswerk (uitgesonderd universele freeswerk), slypwerk (uitgesonderd universele slypwerk) en die bediening van ratfrees- en draaimasjinegereedskap, uitgesonderd senterdraai-banke (met of sonder kopieer- en/of profileerhegstukke), boorfreesmasjiene (vertikale, horisontale en rewolwertipe—met of sonder kopieer- of profileerhegstukke), vormgietsmasjiene en universele masjinerie.....
 *Werknemers op masjinstewerk moet toegelaat word om hulle eie werk op te stel, hul eie gereedskap te slyp en te set en om volgens en met presisiemeetinstrumente, met inbegrip van duimstokke, passers en sulks te werk.
 Saagherstelwerk.....

Skaal per uur vir
 werk onder Tarief
 1A in loontabelle.

Tarief 2.

Ketelpype insit en/of uitrol uitgesonderd herstelwerk.....
 Koulsaag waar saer direk vanaf saaglys afmerk (boumetaalwerk).....
 Boormasjienerwerk (n.e.v.).....
 Profileerruimmasjiene bedien.....
 Skoonbrandmasjiene en/of endmasjiene bedien.....
 Hervoeing waar oorspronklike afmerkwerk deur vakman of vakleerling gedoen word (boumetaalwerk).....
 Klinkwerk aan druktoestelle.....
 Toesigwerk in dop- en/of gereedskapverharding en/of hittebehandeling.....

Skaal per uur vir
 werk onder Tarief
 2 in loontabelle.

Tarief 3.

Meervoudige oksiasetileen-snymasjiene en/of vlamskaaft- en/of skuinssaagmasjiene bedien, met inbegrip van die opstel daarvan.....
 Spoorstawe lê volgens S.A.S.-wydte, met inbegrip van toesigwerk.....
 Ruwe verfwerk aan dekskotte.....
 Plaatwerk.....

Skaal per uur vir
 werk onder Tarief
 3 in loontabelle.

Tarief 4.

Boog- en/of gassnywerk met die hand (n.e.v.).....
 Afkap vir sweis en/of kalfater.....
 Slegs platmaak en/of reguitmaak.....
 Hand- en/of masjiensweis met maganiese gevoerde elektrodes.....
 Warm- en/of koudbuig en/of vorm volgens setmate en/of stuiters in persrem en/of voumasjiene.....
 Metaalspuitwerk vir versiering en beskerming.....
 Bediening van krag- of hidrouliese pers (met inbegrip van verwydering en/of aansit van stempels waar daar positiewe plasing is) (boumetaalwerk uitgesonderd).....
 Oksiasetileensnywerk (skeepswerk).....
 Klinkwerk (n.e.v.).....
 Klink en/of kalfater (skeepswerk).....
 Klinkwerk aan en/of kalfater van vloei-stofhouers.....

Skaal per uur vir
 werk onder Tarief
 4 in loontabelle.

Tarief 5.

Boor en/of versink, met inbegrip van skerpmaak van bore (n.e.v.).....
 Afmerk volgens patrone (masjienerwerkwinkel).....
 Masjinerie op herhalingswerk deur middel van setmate en/of stuiters en/of setklemme en/of uitskokknippe en/of uitskakelaars aan rewolwer- en/of kaapstanderdraai-banke en/of frees- en/of skaaf- en/of gleufmasjiene en/of half-otomatiese kopieermasjiene (uitgesonderd die werk op stel).....
 Koue sirkelsaag bedien volgens merke en/of stuiters (boumetaalwerk) n.e.v.....
 Valsmeemasjiene bedien, met inbegrip van die verwydering en/of aansit van stempels waar daar positiewe plasing is.....
 Krag-saag bedien, met inbegrip van afmerk-slegs met meetband en/of duimstok en stel van stuiters (masjienerwerkwinkel).....
 Walsmeemasjiene bedien.....
 Enkelkoppige oksiasetileen-profileermasjiene en/of reguitlynsmasjiene bedien.....
 Voorlopige hegswaaising vir plasing van werkstukke vóór sweising, klink of vasbout (lengtes van hoogstens een duim).....

Skaal per uur vir
 werk onder Tarief
 5 in loontabelle.

Shipwrighting.....
 Signwriting.....
 Templet making.....
 Testing (pressure vessels).....
 Vehicle body building and/or repairing.....
 Operating arc and/or gas welding machines on pressure vessels.....
 Welding and/or brazing (n.e.s.).....
 Wood machining (excluding the preparation of packaging and rough crating).....
 Woodworking (excluding the preparation of packaging and rough crating).....

Rate per hour for
 work classified at
 Rate 1 in Table
 of Wage Rates.

Rate 1A.

*Machinist's work (n.e.s.) viz.—shaping, slotting, planing, milling, (excluding universal milling), grinding (excluding universal grinding) and the operation of gear cutting and rotary machine tools excluding centre lathes (with or without copying and/or profiling attachments), boring mills (vertical, horizontal and turret type—with or without copying or profiling attachments), die-sinking machines and universal machining.....
 *Employees employed on machinist's work shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments including rules, calipers and the like
 Saw doctoring.....

Rate per hour for
 work classified at
 Rate 1A in Table
 of Wage Rates.

Rate 2.

Boiler tube fitting and/or expanding excluding repair work.....
 Cold sawing where sawyer marks direct from cutting list (structural metal work).....
 Drilling machine work (n.e.s.).....
 Operating broaching machine.....
 Operating scarfing and/or ending machine.....
 Re-lining where original marking is done by a journeyman or apprentice (structural metal work).....
 Riveting pressure vessels.....
 Supervisory work in case and/or tool hardening and/or heat treatment.....

Rate per hour for
 work classified at
 Rate 2 in Table of
 Wage Rates.

Rate 3.

Operating multi-head oxy-acetylene cutting machines and/or flame planing and/or bevel cutting machines including setting up Platelaying to S.A.R. gauge, including supervisory work.....
 Rough painting of deck bulkheads.....
 Sheeting.....

Rate per hour for
 work classified at
 Rate 3 in Table
 of Wage Rates.

Rate 4.

Arc and/or gas cutting by hand (n.e.s.).....
 Chipping for welding and/or caulking.....
 Flattening and/or straightening only.....
 Hand and/or machine welding by mechanically-fed electrodes.....
 Hot and/or cold bending and/or forming to jigs and/or stops in press brake and/or folding machine.....
 Metal spraying for decorative and protective purposes.....
 Operating power-driven or hydraulic press (including the removal and/or affixing of dies where there is positive location) (excluding structural metal work).....
 Oxy-acetylene cutting (marine work).....
 Riveting (n.e.s.).....
 Riveting and/or caulking metal (marine work).....
 Riveting and/or caulking liquid vessels.....

Rate per hour for
 work classified at
 Rate 4 in Table of
 Wage Rates.

Rate 5.

Drilling and/or countersinking including sharpening of drills (n.e.s.).....
 Marking off to templets (machine shop work).....
 Machining on repetition work by means of jigs and/or stops and/or fixtures and/or trips and/or cut-outs on turret and/or capstan lathes, and/or milling, and/or planing and/or slotting machines and/or semi-automatic copying machines (excluding setting up).....
 Operating cold circular saw to marks and/or stops (structural metal work) n.e.s.....
 Operating drop forging machine, including The removal and/or affixing of dies where there is positive location.....
 Operating power saw, including marking off with tape and/or rule only and setting of stops (machine shop work).....
 Operating roll forging machine.....
 Operating single head oxy-acetylene profiling machine and/or straight line cutting machine.....
 Preliminary tack welding for positioning of jobs prior to welding, riveting or bolting up (runs of not more than one inch in length).....

Rate per hour for
 work classified at
 Rate 5 in Table of
 Wage Rates.

Ruwe slypwerk volgens merke, patrone, meters en groottes (boumetaalwerk)....
Gereedskap in setmate slyp.....
In setmate sweis waar geen verandering in werkwyse nodig is nie ten opsigte van ampèretal, grootte en tipe stafie of snelheid van afsetting.....

Skaal per uur vir
werk onder Tarief
5 in loontabelle.

Tarief 7.

Boor en/of versink met setmate en/of set-
klemme.....
Bore met masjien skerpmaak.....
Met hidrouliese masjien klink (koud).....
Herhaaldingsbediening van of -oppas van
masjien aangepas vir half-outomatiese
bediening, waar die werksiklus deur krag
aangedryf word en die eindpunt deur
outomatiese stuiters beheer word, sodat
handbediening beperk is tot die masjien
laai, daarvan afneem, dit aan die gang sit,
die gereedskap tot stilstand of vorentoe
bring of terugbring voor en nadat die
kragstusiklus oorneem (uitgesonderd die werk
opstel).....
Gate met brugruimers ruim.....

Skaal per uur vir
werk onder Tarief
7 in loontabelle.

Tarief 7A.

Herhalingsbediening van of -oppas van half-
outomatiese masjiene waar die werksiklus
deur krag aangedryf word en die eindpunt
deur outomatiese stuiters beheer word
(uitgesonderd die opstel daarvan).....

Vir die toepassing van bostaande is 'n
„half-outomatiese” 'n masjien waarop dit
nie nodig is om te sentreer of die werk in
die regte posisie te plaas nie en waar die
handbediening beperk is tot die vassit van
die werkstuk in die kloukop of kloutoestel
van die masjien, die masjien aan die gang
sit, gereedskap vorentoe of agtertoe stel
voor en nadat die kragstusiklus oorneem, en
die masjien stop of werkstukke daarvan
afneem.

Herhalingsbediening en/of -oppas van
masjiene ontwerp vir of permanent aan-
gepas om met 'n enkele gereedskapstuk te
werk waar dit nie nodig is om die werk met
die hand te sentreer of in die regte posisie
te plaas nie en waar handbediening beperk
is tot die laai van die werkstuk in die
kloukop of kloutoestel van die masjien,
die masjien bedien, stopsit en werkstukke
daarvan afneem (uitgesonderd die opstel
daarvan).....

Skaal per uur vir
werk onder Tarief
7A in loontabelle.

Tarief 8.

Toesig hou oor werknemers in diens op klasse
werk ingelys onder Tarief 8 (waar aldus
aangestel).....
Onderdele van gebruikte landbou-impe-
lemente skerpmaak en/of reguit maak....

Skaal per uur vir
werk onder Tarief
8 in loontabelle.

Tarief 9.

Volkome outomatiese masjiene bedien, met
inbegrip van willekeurige kontrolewerk
met vaste meters.....

Vir die toepassing van bogenoemde is 'n
„volkome outomatiese masjien” 'n staaf-
voermasjien of 'n masjien uitgerus met 'n
outomatiese kloutoestel (d.w.s. uit 'n
magasyn gevoer) en die handbediening is
beperk tot die masjien aan die gang sit en
stopsit en 'n nuwe staaf in die masjien voer
of die magasyn laai, na gelang van die geval
Afval stukkend sny, uitgesonderd 'n werk-
winkel.....

Met die hand of met skuur- en/of draagbare
kraggereedskap afwerk.....

Valhamer bedien (valhamer dryf).....

Draagbare hand- en/of voetstukslypmasjien

bedien waar bediener nie volgens merke,

patrone, meters of groottes moet slyp nie

Kraghamer bedien (hamer dryf) onder aan-

wysing van 'n Tarief 1-werknemer.....

Kraghamer bedien vir herhalingsaagwerk

volgens stuiters en/of lengtemate uitge-

sonderd die stel van stuiters—(masjien-

winkelwerk)—uitgesonderd in gereedskap-

kamer).....

Skroefmasjien bedien (uitgesonderd die

opstel daarvan).....

Puntswaasmasjien bedien.....

Herhalingsaagwerk volgens stuiters op swaai-

en/of wrywingsae (boumetaalwerk).....

Herhalingsafskuif en/of afknip volgens

stuiters (masjienwinkelwerk).....

Klink (naels $\frac{3}{8}$ duim diameter en kleiner)....

Handmasjiene bedien wat ontwerp is vir of

permanent aangepas is vir slegs een werk

waar dit nie nodig is om die werk met die

hand te sentraliseer of in lyn te stel nie..

Met handhamer onder aanwysing van 'n

Tarief 1-werknemer slaan.....

Skaal per uur vir
werk onder Tarief
9 in loontabelle.

Rough grinding to marks, templets, gauges
and sizes (structural metal work).....
Tool grinding in jigs.....
Welding in jigs involving no change in
procedure in respect of amperage, size or
type of rod or rate of deposition.....

Rate per hour for
work classified at
Rate 5 in Table of
Wage Rates.

Rate 7.

Drilling and/or countersinking with jigs and/
or fixtures.....
Drill sharpening by machine.....
Hydraulic machine riveting (cold).....
Repetition operation of/or attending
machines adapted for semi-automatic
operations, where the work cycle is power-
driven and the end point is controlled by
automatically operating stops so that
manual operations are limited to loading,
unloading, setting the machine in motion,
stopping and advancing or retracting the
tools before and after the power-driven
cycle takes over (excluding setting up)....
Reaming holes using bridge reamers.....

Rate per hour for
work classified at
Rate 7 in Table of
Wage Rates.

Rate 7A.

Repetition operation of or attending on semi-
automatic machines where the work cycle
is power-driven and the end point is con-
trolled by automatically operating stops
(excluding setting-up).....

For purposes of the above “semi-
automatic machine” is a machine on
which it is not necessary to centralise or
true the work by hand and manual
operations are limited to loading the
work piece into the chuck or holding
device of the machine, setting the machine
in motion, advancing or retracting the
tools before and after the power cycle takes
over and stopping and unloading the
machine.

Repetition operation of or attending on
machines designed for or permanently
adapted for a single tool operation where
it is not necessary to centralise or true the
work by hand and where manual opera-
tions are limited to loading the work piece
into the chuck or holding device of the
machine, operating, stopping and unload-
ing the machine (excluding setting up)...

Rate per hour for
work classified at
Rate 7A in Table
of Wage Rates.

Rate 8.

Bossing employees employed on classes of
work scheduled below Rate 8 (when so
appointed).....
Sharpening and/or straightening of used
agricultural implement parts.....

Rate per hour for
work classified at
Rate 8 in Table of
Wage Rates.

Rate 9.

Attending fully automatic machines, includ-
ing random checking with fixed gauges..

For purposes of the above “fully auto-
matic machine” is a bar-fed machine or a
machine fitted with an automatic chucking
device (i.e. magazine fed) and the manual
operations are limited to setting the
machine in motion and stopping and
feeding a new bar into the machine or
loading the magazine as the case may be.

Cutting of scrap other than in workshop....

Dressing by hand and/or by grinding and/or

by portable power tools.....

Operating drop hammer (drop hammer

driving).....

Operating hand portable and/or pedestal

grinding machine where the operator is not

required to grind to marks, templets,

gauges or sizes.....

Operating power hammer (hammer driving)

under direction of a Rate 1 employee....

Operating power saw for repetitive cutting

off to stops and/or length gauges other

than setting of stops—(machine shop

work)—other than in toolroom.....

Operating screwing machine (excluding set-

ting-up).....

Operating spot welding machine.....

Repetition cutting to stops on reciprocating

and/or friction saws (structural metal

work).....

Repetition shearing and/or cropping to

stops (machine shop work).....

Riveting (rivets $\frac{3}{8}$ inch diameter and less)...

Operating manual machines designed for or

permanently adapted for one only opera-

tion where it is not necessary to centralise

or true the work by hand.....

Striking by hand hammer under direction

of a Rate 1 employee.....

Rate per hour for
work classified at
Rate 9 in Table of
Wage Rates.

Tarief 10.

Slingers aansit onder toesig van 'n Tarief 1-tot 5-werknemer.....
 Aansit van roeswerende en/of aanwaswerende en/of beskermende lae (n.e.v.)...
 Ketels stook.....
 Skaal van skepe en/of stoomketels verwyder deur afkap en/of afskraap.....
 Laai van oonde vir hittebehandeling en/of ontlaa onder toesig van 'n Tarief 2-werknemer.....
 Vir klinkwerk vashou.....
 Hidrouliese toetswerk en/of met lug toets, uitgesonderd voorbereidende werk.....
 Metaal skoonmaak deur skoonbyt en/of ontvetting.....
 Metaal polys en/of poleer.....
 Boute en moere met snyboute en/of tappe herwin en/of skroefdraad nasny.....
 Klinknaels verhit.....
 Hoekplate en/of klampe reguitmaak en/of platmaak.....
 Smeestukke met snymoere afstroom.....

Skaal per uur vir
 werk onder Tarief
 10 in loontabelle.

Tarief 11.

In emalje en/of verf indoop.....
 Verwydering van roes en/of verflae.....
 Roetine-vasboutwerk onder toesig van 'n werknemer wat minstens die loon genoem by Tarief 1 ontvang (boumetaalwerk)....
 Algemene arbeid met inbegrip van werknemers op werk ingedeel onder Tariewe 1 tot 7.....

Skaal per uur vir
 werk onder Tarief
 11 in loontabelle.

(b) Boot- en/of Skeepsbouwerk (n.e.v.).

1. Woordomskrivings.

Vir die toepassing van hierdie Afdeling beteken—

„Bootbou en/of skepsbou” werk wat gedoen word in verband met die bou, ombou en herstel van bote en/of skepe, hetsy gedeeltelik of in die geheel, met behulp van hand-, meganiese en/of kraggereedskap, nl.—

- (i) saag, vorm, buig in stoompers of met klampe, van die kiel en hoofbalke, samestelling van die geraamte en ribbes en aanbring van inwendige en uitwendige plankwerk, dekplanke, dwarsbalke, en bedekking met behulp van klinknaels, skroewe, bonte, of houtpenne; samestelling van roer, roeibankies, sitplekke, voetstutte, skerlatte, kajuite, ra's, maste en alle bestanddele en bybehore, los en vas, wat vir 'n boot of skip nodig is of vereis word; en
- (ii) montering van voorafgevormde houtdele volgens tekenings of planne wat verskaf word vir die maak van geraamtes of samestellende dele van skepe of bote; syplanke en dekplanke aan geraamte vassit en/of kalfaterwerk daaraan; toesighou oor die ondersteuning van skepe in droogdok of op sleepstelling; toesighou oor die lê van afloopbeddings of die tewaterlating en algemene uitrusting van bote of skepe; toesighou oor die oprigting en instandhouding van steierwerk;

met inbegrip van algemene houtwerk wat in verband met skeeps-herstelwerk onderneem word.

„Seile maak” die ontwerp, uitsny met die hand of met 'n bandmes, aanmeekaarstik met leerpalm of met 'n masjien, van seile, dekseile en dektekte vir bote of skepe.

„Touwerk” hennep- of draadtou, lopende en staande want, vallyne ankertoue en loopplanktoug met die hand, tange of marlprieme, sjorseile en takels vir gebruik op bote en op skepe splits.

„Houtwerkmasjiene” 'n werknemer wat hout met 'n kragmasjien saag en/of vorm en/of fatsoeneer.

2. Lone en/of verdienste.

Tarief 1.

Boot- en/of skepsbou.....
 Tou- en/of tousplitswerk.....
 Houtwerkmasjiens.....

Skaal per uur vir
 werk onder Tarief
 1 in loontabelle.

Tarief 1A.

Seilemaak.....

Skaal per uur vir
 werk onder Tarief
 1A in loontabelle.

Tarief 3.

Skilder en/of poleer en/of beits en/of vernis en/of fineer vir binnenshuise atwerking en/of versiering.....

Skaal per uur vir
 werk onder Tarief
 3 in loontabelle.

(c) Saagherstelwerk en/of alle soorte saaggereedskap (uitgesonderd masjiengereedskap) skerpmak en/of opknep en/of herstel.

Ondergenoemde werksaamhede, wanneer dit verrig word in 'n afsonderlike afdeling wat geskei is van algemene ingenieurswerksaamhede en beperk is tot die verrigting van genoemde werksaamhede naamlik—

Tarief 1A (n.e.v.).

Masjiengereedskap opstel en/of gereedskap stel.....
 Smidswerk en/of blokwerk aan en/of span van sae (saagherstelwerk).....

Skaal per uur vir
 werk onder Tarief
 1A in loontabelle.

Rate 10.

Affixing of slings under supervision of a Rate 1 to 5 employee.....
 Application of anti-corrosive and/or anti-fouling and/or protective coatings (n.e.s.).....
 Boiler stoking.....
 Descaling by chipping and/or scraping of ships and/or boilers.....
 Heat treatment furnace loading and/or unloading under supervision of a Rate 2 employee.....
 Holding up for riveting.....
 Hydraulic testing and/or testing by air, other than preparatory work.....
 Metal cleaning by pickling and/or degreasing.....
 Metal buffing and/or polishing.....
 Reclaiming and/or rethreading of nuts and bolts with die nuts and/or taps.....
 Rivet heating.....
 Straightening and/or flattening of gussets and/or cleats.....
 Stripping forgings using dies.....

Rate per hour for
 work classified at
 Rate 10 in Table
 of Wage Rates.

Rate 11.

Dipping in enamel and/or paint.....
 Removal of rust and/or coatings.....
 Routine bolting up under supervision of an employee in receipt of not less than Rate 1 remuneration (structural metal work)..
 General labouring including assisting employees employed on work classified at Rates 1 to 7.....

Rate per hour for
 work classified at
 Rate 11 in Table
 of Wage Rates.

(b) Boatbuilding and/or Shipwrighting (n.e.s.).

1. Definitions.

For purposes of this Division—

“Boatbuilding and/or Shipwrighting” means the work performed in connection with the construction, alteration and repair of boats and/or ships, either in part or whole, using hand, mechanical or power tools, i.e.—

- (i) cutting, shaping, bending in steam press or with clamps the keel and main timbers, constructing framework and affixing internal and external planking, decking, battens and covering by means of rivets, screws, bolts or tree-nails; constructing rudder, thwarts, seats, stretchers, coamings, cabins, spars, masts and all components and accessories, movable and immovable, which go into or are required for a boat or ship; and
- (ii) fitting prepared pieces of timber according to drawings or plans provided to form framework or structural parts of ships or boats; putting side planks and deck timbers on framework, and/or caulking same; supervising, shoring up ship in dry dock or slipway; supervising laying of launchways or launching and generally fitting out boat or ship; supervising erection and maintenance of staging;

including general woodwork undertaken in connection with ship repairs.

“Sailmaking” means the designing, cutting by hand or with band knife, sewing by palm and needle or by machine, boat or ship sails, covers and deck awnings.

“rigging” means splicing hemp or wire running and standing rigging falls, mooring and gangway ropes by hand, pliers or marlinspike, seizing sheets and tackle for use or by boats and/or ships.

“woodworking machinist” means an employee engaged in the act of cutting and/or forming and/or shaping wood on power-driven machines.

2. Wages and/or earnings.

Rate 1.

Boatbuilding and/or shipwrighting.....
 Rigging and/or splicing.....
 Woodworking machinist.....

Rate per hour for
 work classified at
 Rate 1 in Table
 of Wage Rates.

Rate 1A.

Sailmaking.....

Rate per hour for
 work classified at
 Rate 1A in Table
 of Wage Rates.

Rate 3.

Painting and/or polishing and/or staining and/or varnishing and/or veneering for interior finishing and/or decorating.....

Rate per hour for
 work classified at
 Rate 3 in Table
 of Wage Rates.

(c) Saw doctoring and/or sharpening and/or reconditioning and/or repairing all types of cutting tools (excluding machine tools).

The following operations when done in a separate department segregated from General Engineering activities and confined to carrying out the said operations, viz.—

Rate 1A (n.e.s.).

Machine tool setting up and/or tool setting
 Smithing and/or blocking and/or tensioning
 of saws (saw doctoring).....

Rate per hour for
 work classified at
 Rate 1A in Table
 of Wage Rates.

Tarief 3.

Reserwedele uit voorraad vervang en/of grassnymasjiene en/of grassnyers verstel, uitgesonderd die krageenhede (n.e.v.)

Skaal per uur vir werk onder Tarief 3 in loontabelle.

Tarief 5.

Boor en/of versinkboor en/of ruim en/of sirkelsaagsenters (n.e.v.), vergroot

Skaal per uur vir werk onder Tarief 5 in loontabelle.

Tarief 6.

Snylsilinder van grassnymasjiene en/of masjiene wat onderste lem skerpmaak, bedien

Skaal per uur vir werk onder Tarief 6 in loontabelle.

Tarief 9.

Onderdele wat geen pas of verstelling nodig het nie, onder toesig van 'n Tarief 3-werknemer monteer.....
 Spesiale doelmasjiene bedien met inbegrip van die gebruik van vaste meters waar die handbediening beperk is tot die masjiene aan die gang sit, stop, laai of daarvan afneem.....
 Versinkboor volgens stuiters.....
 Grassnymasjiene en/of grassnyers uitmekaarhaal maar nie die krageenhede uitmekaarhaal nie.....
 Volgens setmate en/of senterponsmerke boor Sae met die hand en/of outomaties stel en/of uithol en/of skerpmaak.....
 Sirkelsaagsentergate met die hand ruim volgens ja-nee-mate en/of gestelde stuiters deur van tapse vaste ruimers gebruik te maak.....
 Stuike- en/of puntsweismasjiene bedien.....
 Herhalingsperswerk met hefboom en/of trap en/of hand waar die werk verrig word met gestelde stempels, maar nie stempels en/of gereedskap stel nie.....

Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10.

Met 'n handskeer volgens stuiters en/of setmate afsny.....
 Sny en/of polys en/of poleer.....
 Sweisbaard verwyder en/of handsae uitgloei

Skaal per uur vir werk onder Tarief 10 in loontabelle.

Tarief 11.

Roeswerende of beskermende lae aansit.....
 Saaglemme ets.....
 Insit en verwyder in olieversrywingswerk.....
 Penne in saaglemme vassit.....

Skaal per uur vir werk onder Tarief 11 in loontabelle.

BYLAE C.

LOONBEPALINGS VAN TOEPASSING TEN OPSIGTE VAN VERVAARDIGINGSWERK WAT NIE IN BYLAE D GESPEKIFISEER IS NIE.

Tarief 1A (n.e.v.).

Afwaartse sweiswerk aan sagte staal met die hand onder toesig aan materiaal $\frac{1}{8}$ duim dik of dikker in 'n enkele voltooiende ent wat geen verandering van werkwyse ten opsigte van ampèretal vereis nie (wat 300 ampère nie moet oorskry nie) of tempo van afsetting of grootte en tipe stafie; met dien verstande dat stafies van eiendomsmerk moet wees en No. 6 S.W.G. nie te bowe gaan nie.....

*Masjinistewerk (n.e.v.), nl. vorming, gleufwerk, skaafwerk, freeswerk (uitgesonderd universele freeswerk), slypwerk (uitgesonderd universele slypwerk) en die bediening van ratfrees- en draaimasjiengereedskap, met inbegrip van vertikale rewolwermasjiene maar uitgesonderd senterdraaibanke (met of sonder kopieer- en/of profileerhegstukke), boorfreesmasjiene (vertikale en horisontale tipe—met of sonder kopieer en/of profileerhegstukke), vormgietsmasjiene en universele masjinerie.....

*Werknemers op masjinistewerk moet toegelaat word om hulle eie werk op te stel, hulle eie gereedskap te slyp en te set en om volgens en met presisiemeetinstrumente, met inbegrip van duimstokke, passers en sulks te werk.

Skaal per uur vir werk onder Tarief 1A in loontabelle.

Tarief 2.

Klinkwerk aan druktoestelle.....

Skaal per uur vir werk onder Tarief 2 in loontabelle.

Rate 3.

Replacing parts from stock and/or adjusting of lawnmowers and/or grass cutters, excluding the power units (n.e.s.)

Rate per hour for work classified at Rate 3 in Table of Wage Rates.

Rate 5.

Drilling and/or countersinking and/or reaming and/or enlarging circular saw centres (n.e.s.)

Rate per hour for work classified at Rate 5 in Table of Wage Rates.

Rate 6.

Operating lawnmower cutting cylinder and/or bottom blade sharpening machine

Rate per hour for work classified at Rate 6 in Table of Wage Rates.

Rate 9.

Assembling components requiring no fitting or adjusting under supervision of a Rate 3 employee.....
 Attending special purpose machine including the use of fixed gauges where the manual operations are limited to setting the machine in motion, stopping, loading and unloading the machine.....
 Countersinking to stop.....
 Dismantling lawnmowers and/or grass cutters excluding dismantling of the power units.....
 Drilling to jigs and/or centre pop marks.....
 Manual and/or automatic setting and/or gulleting and/or sharpening of saws.....
 Manual reaming of circular saw centre holes to go and no go gauges and/or pre-set stops using tapered fixed reamers.....
 Operating butt and/or spot welding machine Repetition fly and/or treadle and/or manual pressing where the work is operated upon with pre-set dies, other than the setting of dies and/or tools.....

Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10.

Cutting off to stops and/or jigs by hand shears.....
 Grinding and/or buffing and/or polishing.. Removing welding burrs and/or annealing of bandsaws.....

Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Rate 11.

Application of anti-corrosive and/or protective coatings.....
 Etching saw blades.....
 Loading and unloading in oil stiffening operations.....
 Pin fixing in saw blades.....

Rate per hour for work classified at Rate 11 in Table of Wage Rates.

SCHEDULE C.

WAGE PROVISIONS APPLICABLE IN RESPECT OF MANUFACTURING ACTIVITIES NOT SPECIFICALLY LISTED IN SCHEDULE D.

Rate 1A (n.e.s.).

Down hand mild steel welding under supervision on material $\frac{1}{8}$ inch thick or over in a single finished run, involving no change in procedure in respect of amperage (which shall not exceed 300) or rate of deposition or size and type of rod; provided that rods shall be of a proprietary brand and not exceed No. 6. S.W.G.....

*Machinist's work (n.e.s.) viz.—shaping, slotting, planing, milling (excluding universal milling), grinding (excluding universal grinding) and the operation of gear cutting and rotary machine tools, including vertical turret machine but excluding Centre Lathes (with or without copying and/or profiling attachments), Boring Mills (vertical and horizontal type—with or without copying and/or profiling attachments), die-sinking machines and universal machining.....

*Employees employed on machinist's work shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments including rules, calipers and the like.

Rate per hour for work classified at Rate 1A in Table of Wage Rates.

Rate 2.

Riveting pressure vessels.....

Rate per hour for work classified at Rate 2 in Table of Wage Rates.

Tarief 3.

Toesigwerk (minstens een werknemer met toesighoudende kennis moet in elke afdeling in diens wees).....
Meerkoppige oksiasetileen-snymasjiene en/of vlamskaaft- en/of skuinssnymasjiene bedien, met inbegrip van die opstel daarvan.....

Skaal per uur vir werk onder Tarief 3 in loontabelle.

Tarief 4.

Boog- en/of gassny met die hand (n.e.v.)...
Handsweis met meganiese gevoerde elektrodes Warm en/of koud buig en/of vorm volgens setmate en/of stuiters in persrem en/of voumasjiene.....
Klink en/of kalfater (n.e.v.).....
Walsbuigwerk, uitgesonderd herhalingsbuigwerk.....

Skaal per uur vir werk onder Tarief 4 in loontabelle.

Tarief 5.

Boog- en/of gassny volgens merke en/of patrone.....
Boor en/of versinkboor (n.e.v.), met inbegrip van bore skerpmaak.....
Masjinerig by herhalingswerk deur middel van setmate en/of stuiters en/of setklemme en/of uitskopknippe en/of uitskakelaars aan rewolwer- en/of kaapstanderdraaibanke en/of frees- en/of skaaf- en/of gleufmasjiene en/of half-outomatiese kopieermasjiene (uitgesonderd die opstel daarvan)
Enkelkoppige oksiasetileen-profielermasjiene en/of reguitlynsnymasjiene bedien.....
Kragstaag bedien, met inbegrip van afmerk volgens meetband en/of duimstok alleen en met inbegrip van die stel van stuiters
Voorlopige hegsweising vir plasing van werkstukke voordat gesweis word of klinkwerk gedoen of vasgebout word (ente van hoogstens 1 duim lank).....

Skaal per uur vir werk onder Tarief 5 in loontabelle.

Tarief 6.

Montering (wamakery).....
Pype en/of profile in handmasjiene volgens sketse buig.....
Pons en/of afskuif en/of afknip volgens setmate en/of stuiters.....
Outomatiese boog- en/of gassweismasjiene bedien (n.e.v.).....
Herhalingsrolvorming van plaat met gestelde rolle.....
Herhalingsweising in setmate en/of gassweis waar die sweislas gemaak word deur smelting van die dele wat saamgevoeg moet word en/of bronssweising en/of sweissoldering.....

Skaal per uur vir werk onder Tarief 6 in loontabelle.

Tarief 7.

Volgens setmate en/of setklemme boor....
Bore met masjiene skerpmaak.....
Klinkwerk met hidrouliese masjiene.....
Herhalingsbediening en/of -oppas van masjiene aangepas vir half-outomatiese bediening (met inbegrip van kopieerdraaibanke wat volgens program beheer word) waar die werksiklus deur krag aangedryf en die eindpunt deur outomatiese stuiters beheer word, sodat handbediening beperk is tot die masjiene laai, daarvan afneem, dit aan die gang sit, dit stop en die gereedskap vorentoe of agteruit stel voordat en nadat die krag-siklus oorneem (uitgesonderd die opstel daarvan).....
Met brugruimers ruim.....

Skaal per uur vir werk onder Tarief 7 in loontabelle.

Tarief 7A.

Herhalingsbediening of -oppas van half-outomatiese masjiene waar die werksiklus deur krag aangedryf en die eindpunt deur outomatiese stuiters beheer word (uitgesonderd die opstel daarvan).....
Vir die toepassing van bogenoemde is 'n „half-outomatiese masjien” 'n masjien waarop dit nie nodig is om die werk met die hand te sentraliseer of in lyn te bring nie en handbediening beperk is tot die werkstuk in die kloukop of kloutoestel van die masjiene, die masjiene aan die gang sit, die gereedskap vorentoe of agtertoe verstel voor en nadat die krag-siklus oorneem en die masjiene stop en daarvan afneem.
Herhalingsbediening of -oppas van masjiene ontwerp of permanent aangepas vir werk met enkelgereedskapstuk waar dit nie nodig is om die werk met die hand te sentraliseer of in lyn te bring nie en waar handbediening beperk is tot die werkstuk in die kloukop of kloutoestel van die masjiene vassit, die masjiene bedien, dit stop en daarvan afneem (uitgesonderd die opstel daarvan).....

Skaal per uur vir werk onder Tarief 7A in loontabelle.

Rate 3.

Supervisory work (not less than one employee with supervisory knowledge to be employed in each department).....
Operating multi-head oxy-acetylene cutting machines and/or flame planing and/or bevel cutting machine including setting up

Rate per hour for work classified at Rate 3 in Table of Wage Rates.

Rate 4.

Arc and/or gas cutting by hand (n.e.s.)....
Hand welding by mechanically fed electrodes Hot and/or cold bending and/or forming to jigs and/or stops in press brake and/or folding machine.....
Riveting and/or caulking (n.e.s.).....
Roller bending other than repetition bending

Rate per hour for work classified at Rate 4 in Table of Wage Rates.

Rate 5.

Arc and/or gas cutting to marks and/or templates.....
Drilling and/or countersinking (n.e.s.) including drill sharpening.....
Machining on repetition work by means of jigs and/or stops and/or fixtures and/or trips and/or cut-outs on turret and/or capstan lathes and/or milling and/or planing and/or slotting machines and/or semi-automatic copying machines (excluding setting up).....
Operating single-head oxy-acetylene profiling machine and/or straight line cutting machine.....
Operating power saw including marking off with tape and/or rule only and including setting of stops.....
Preliminary tack welding for positioning of jobs prior to welding, riveting or bolting up (runs not more than one inch in length)

Rate per hour for work classified at Rate 5 in Table of Wage Rates.

Rate 6.

Assembly (wagon manufacture).....
Bending of tubes and/or sections in manually operated machine to sketch.....
Punching and/or shearing and/or cropping to jigs and/or stops.....
Operating automatic arc and/or gas welding machine (n.e.s.).....
Repetition roller forming of plate with preset rolls.....
Repetition welding in jigs and/or gas welding where the weld is effected by fusion of the parts to be joined and/or bronze welding and/or brazing.....

Rate per hour for work classified at Rate 6 in Table of Wage Rates.

Rate 7.

Drilling with jigs and/or fixtures.....
Drill sharpening by machine.....
Hydraulic machine riveting.....
Repetition operation of or attending machines adapted for semi-automatic operations (including programme controlled copying lathes) where the work cycle is power-driven and the end point is controlled by automatically operating stops, so that manual operations are limited to loading, unloading, setting the machine in motion, stopping and advancing or retracting the tools before and after the power-driven cycle takes over (excluding setting up).....
Reaming using bridge reamers.....

Rate per hour for work classified at Rate 7 in Table of Wage Rates.

Rate 7A.

Repetition operation of or attending semi-automatic machines where the work cycle is power-driven and the end point is controlled by automatically operating stops (excluding setting up).....

For purposes of the above, "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools before and after the power cycle takes over and stopping and unloading the machine.

Repetition operation of or attending machines designed for a single tool operation where it is not necessary to centralise or true the work by hand and where manual operations are limited to loading the work piece into the chuck or holding device of the machine, operating, stopping and unloading the machine (excluding setting up)

Rate per hour for work classified at Rate 7A in Table of Wage Rates.

Tarief 9.

Automaties reguit- en/of rondmaak en/of verklein en/of uitrol en/of uithaal.
Koud buig met die hand en/of vorm volgens setmate en/of stempels en/of stuiters.
Met hefboom en/of trap en/of met die hand pers en/of inkeep en/of met krag pers waar die werk met gestelde stempels gedoen word, uitgesonderd die stel van die stempels.
Met die hand en/of masjien klink (klink-naels $\frac{3}{8}$ duim diameter en kleiner).
Volkome outomatiese masjiene bedien, met inbegrip van willekeurige kontrolering met vaste meters.

Vir die toepassing van bogenoemde is 'n „volkome outomatiese masjien” 'n staafvoermasjien of 'n masjien voorsien van 'n outomatiese kloutoestel (d.w.s. uit 'n magasyn gevoer) en die handbediening is beperk tot die aansit en stopsit van die masjien en 'n nuwe staaf in die masjien voer of die magasyn laat, na gelang van die geval.

Stuik- en/of flits en/of puntsweismasjien bedien.

Handmasjiene bedien wat ontwerp is of permanent aangepas is vir slegs een werk waar dit nie nodig is om die werk met die hand te sentraliseer of in lyn te stel nie.

Kragdraag bedien vir herhalingsafsaag volgens stuiters en/of lengtemeters, uitgesonderd die stuiters stel (uitgesonderd in gereedskapkamer).

Herhalings afmerk volgens setmate en/of matrone.

Met handhamer onder aanwysing van 'n Tarief 1- werknemer slaan.

Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10.

Roeswerende lae aansit.
Vir klinkwerk vasbou.
Metaal polys en/of poleer.
Metaal skoonmaak met skoonbyt en/of ontvetting.

Draagbare hand- en/of voetstukslypmasjien bedien waar bediener nie volgens merke, patrone, meters of groottes moet slyp nie.

Klinknaels verhit.

Herhalingsbuigwerk met roller van materiaal van hoogstens 10-dikte.

Skroefmasjien bedien (uitgesonderd die opstel daarvan).

Emalje en/of verf aanspuit.

Skaal per uur vir werk onder Tarief 10 in loontabelle.

BYLAE D.

AFDELING D/0.

AFDELING VIR DIE VERVAARDIGING VAN LIGTE WERK (N.E.V.).

Loonbylae van toepassing op vervaardigingswerk waarin plate wat in die vervaardiging van produkte gebruik word, nie dikker as $\frac{1}{8}$ duim is nie en metaalprofiel nie dikker as $\frac{1}{4}$ duim nie.

Tarief 1A (n.e.v.).

Afwaartse sweiswerk aan sagte staal onder toesig aan materiaal $\frac{1}{8}$ duim dik of dikker in 'n enkele voltooiende ent wat geen verandering in werkwyse vereis ten opsigte van ampèretal (wat hoogstens 300 moet wees), of tempo van afsetting of grootte en tipe stafie; met dien verstande dat stafies van eiendomsmerk moet wees en nie No. 6 S.W.G. moet oorskry nie.

*Masjinstewerk (n.e.v.) nl. vorming, gleufwerk, skaafwerk, freeswerk, (uitgesonderd universele freeswerk), slypwerk (uitgesonderd universele slypwerk, en die bediening van ratfrees- en draaimasjiengereedskap, met inbegrip van vertikale rewolwermasjiene maar uitgesonderd senterdraaibanke (met of sonder kopieer-en/of profileerhegstukke), boorfreesmasjiene (vertikale en horisontale tipe met of sonder kopieer en/of profileerhegstukke), vormgietmasjiene en universele masjienering.

*Werknemers op masjinstewerk moet toegelaat word om hul eie werk op te stel, hul eie gereedskap te slyp en te set en om volgens en met presisiemeetinstrumente, met inbegrip van duimstokke, passers en sulks te werk.

Skaal per uur vir werk onder Tarief 1A in loontabelle.

Rate 9.

Automatic straightening and/or rounding and/or reducing and/or expanding and/or extracting.
Cold hand bending and/or forming to jigs and/or dies and/or stops.
Fly and/or treadle and/or manual pressing and/or notching and/or power pressing where the work is operated upon with present dies other than setting of dies.
Hand and/or machine riveting (rivets $\frac{1}{4}$ inch diameter and less).
Attending fully-automatic machines including random checking with fixed gauges.

For the purpose of the above "fully automatic machine" is a bar-fed machine or a machine fitted with an automatic chucking device (i.e. magazine fed) and the manual operations are limited to setting the machine in motion and stopping and feeding a new bar into the machine or loading the magazine as the case may be.

Operating a butt and/or flash and/or spot welding machine.
Operating manual machines designed for or permanently adapted for one only operation where it is not necessary to centralise or true work by hand.

Operating power saw for repetitive cutting off to stops and/or length gauges other than setting of the stops (other than in tool-room).

Repetition marking off to jigs and/or templates.

Striking by hand hammer under the direction of a Rate 1 employee.

Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10.

Application of anti-corrosive coatings.

Holding up for riveting.

Metal buffing and/or polishing.

Metal cleaning by pickling and/or degreasing.

Operating hand portable and/or pedestal grinding machine where the operator is not required to grind to marks, templates, gauges or sizes.

Rivet heating.

Repetition roller bending of material not exceeding 10 gauge.

Screwing machine operating (excluding setting up).

Spraying of enamel and/or paint.

Rate per hour for work classified at Rate 10 in Table of Wage Rates.

SCHEDULE D.

DIVISION D/0.

LIGHT FABRICATED AND/OR MANUFACTURING DIVISION (N.E.S.).

Wage Schedule applicable to manufacturing activities wherein any plate utilised in the manufacture of products does not exceed $\frac{1}{8}$ inch thickness and metal sections do not exceed $\frac{1}{4}$ inch thick.

Rate 1A (n.e.s.)

Down hand mild steel welding under supervision on material $\frac{1}{8}$ inch thick or over in a single finished run involving no change in procedure in respect of amperage (which shall not exceed 300), or rate of deposition or size and type of rod; provided that rods shall be of a proprietary brand and not exceed No. 6 S.W.G.

*Machinist's work (n.e.s.), viz. shaping, slotting, planing, milling (excluding universal milling), grinding (excluding universal grinding) and the operation of gear cutting and rotary machine tools including vertical turret machines but excluding centre lathes (with or without copying and/or profiling attachments), boring mills (vertical and horizontal type with or without copying and/or profiling attachments), die-sinking machines and universal machining.

*Employees employed on machinist's work shall be permitted to set up their own work, grind and set up their own tools and work to and with precision measuring instruments including rules, calipers and the like.

Rate per hour for work classified at Rate 1A in Table of Wage Rates.

Tarief 2.

Klinkwerk (drukhouders)..... Skaal per uur vir
werk onder Tarief
2 in loontabelle.

Tarief 3.

Meerkoppige oksiaseteleen-snymasjiene en/
of vlamskaa- en/of skuinssnymasjiene
bedien, met inbegrip van die opstel
daarvan..... Skaal per uur vir
werk onder Tarief
3 in loontabelle.
Toesigwerk (n.e.v.) (minstens een werk-
nemer met toesighoudende kennis moet in
elke spesifieke afdeling in diens wees).....

Tarief 4.

Boog- en/of gassny met die hand.....
Met die hand sweis met meganies-gevoerde
elektrodes..... Skaal per uur vir
werk onder Tarief
4 in loontabelle.
Warm en/of koud buig en/of vorm volgens
setmate en/of stuiters in persrem en/of
kragvoumasjiene.....
Klink en/of kalfater (n.e.v.).....
Rollers buig, uitgesonderd herhalingsbuig-
werk.....

Tarief 5.

Boog- en/of gassny volgens merke en/of
patrone.....
Boor en/of versinkboor (n.e.v.).....
Bore met die hand skerpmaak.....
Masjinerie op herhalingswerk deur middel
van setmate en/of stuiters en/of setklemme
en/of uitskopknippe en/of uitskakelaars
aan rewolwer- en/of kaapstanderaai-
banke en/of frees- en/of skaaf- en/of
gleufmasjiene en/of half-outomatiese
kopieermasjiene (uitgesonderd die opstel
daarvan)..... Skaal per uur vir
werk onder Tarief
5 in loontabelle.
Uitstootpers volgens gestelde stempels bedien
Kragdraag bedien, met inbegrip van afmerk
met meetband en/of duimstok alleen en
met inbegrip van die stel van stuiters....
Enkelkoppige oksiaseteleen-profielermasjiene
en/of reguitlynsnymasjiene bedien.....
Voorlopige hegsweising vir op die regte plek
bring van werk voor sweising, klink- of
vasboutwerk (sweis-ente van hoogstens
een duim in lengte).....
Gereedskap in setmate slyp.....

Tarief 6.

Volgens setmate monteer.....
Ononderbroke rolvorming met gestelde rolle
Ringe van stawe van hoogstens 2 duim by 'n
1/4 duim met warm en/of koue proses vorm.
Outomatiese boog- en/of gassweismasjiene
bedien (n.e.v.)..... Skaal per uur vir
werk onder Tarief
6 in loontabelle.
Herhalingsweising en/of sweissoldeer en/of
bronsweising in setmate of van onderdele
so gevorm en/of in posisie geplaas dat 'n
setmaat onnodig is.....

Tarief 7.

Bore met masjiene skerpmaak.....
Met brugruimers ruim.....
Herhalingsbediening of -oppas van masjiene
aangepas vir half-outomatiese bediening
(met inbegrip van kopieerdraaibanke wat
volgens program beheer word) waar die
werksiklus deur krag aangedryf en die
eindpunt deur outomatiese stuiters beheer
word, sodat handbediening beperk is tot
die masjiene laai, ontlai, dit aan die gang
sit, stop en die gereedskap vorentoe of
agtertoe stel voordat en nadat die krag-
siklus oorneem (uitgesonderd die opstel
daarvan)..... Skaal per uur vir
werk onder Tarief
7 in loontabelle.
Herhalingsboorwerk volgens merke en/of
setklemme en/of ponsmerke en/of patrone
Met die hand soldeer en/of aansweet.....

Tarief 8A.

Herhalingsproduksiemasjinerie aan kaap-
standeraaibanke met stafies van hoog-
stens 2 duim nominale diameter, waar die
opstelwerk deur 'n Tarief 1-werknemer
gedoen is en waar die werk deur toestelle
vasgehou word sodat sentralisering of in
lyn stel onnodig is Skaal per uur vir
werk onder Tarief
8A in loontabelle.

Rate 2.

Riveting (pressure vessels)..... Rate per hour for
work classified at
Rate 2 in Table of
Wage Rates.

Rate 3.

Operating multi-head oxy-acetylene cutting
machines and/or flame planing and/or
bevel cutting machines including setting up
Supervisory work (n.e.s.) (not less than one
employee with supervisory knowledge to be
employed in each specific department).... Rate per hour for
work classified at
Rate 3 in Table of
Wage Rates.

Rate 4.

Arc and/or gas cutting by hand.....
Hand welding by mechanically-fed electrodes
Hot and/or cold bending and/or forming to
jigs and/or stops in press brake and/or
power folding machine.....
Riveting and/or caulking (n.e.s.).....
Roller bending other than repetition bending
Rate per hour for
work classified at
Rate 4 in Table of
Wage Rates.

Rate 5.

Arc and/or gas cutting to marks and/or
templets.....
Drilling and/or countersinking (n.e.s.)....
Drill sharpening by hand.....
Machining on repetition work by means of
jigs and/or stops and/or fixtures and/or
trips and/or cut-outs on turret and/or
capstan lathes and/or milling and/or
planing and/or slotting machines and/or
semi-automatic copying machines (ex-
cluding setting up).....
Operating extrusion press to preset dies....
Operating power saw including marking off
with tape and/or rule only and including
setting of stops.....
Operating single-head oxy-acetylene profiling
machine and/or straight line cutting
machine.....
Preliminary tack welding for positioning of
jobs prior to welding, riveting or bolting
up (runs of not more than one inch in
length).....
Tool grinding in jigs..... Rate per hour for
work classified at
Rate 5 in Table of
Wage Rates.

Rate 6.

Assembling to jigs.....
Continuous roller forming with preset rolls..
Hot and/or cold forming of bars not exceed-
ing 2 inches by 1/4 inch into rings.....
Operating automatic arc and/or gas welding
machine (n.e.s.).....
Repetition welding and/or brazing and/or
bronze welding in jigs or of parts so formed
and/or located as to obviate the need for a
jig..... Rate per hour for
work classified at
Rate 6 in Table of
Wage Rates.

Rate 7.

Drill sharpening by machine.....
Reamering, using bridge reamers.....
Repetition operation of or attending
machines adapted for semi-automatic
operations (including programme con-
trolled copying lathes) where the work
cycle is power-driven and the end point is
controlled by automatically operating
stops, so that manual operations are
limited to loading, unloading, setting the
machine in motion, stopping and advanc-
ing or retracting the tools before and after
the power-driven cycle takes over (exclud-
ing setting up).....
Repetition drilling to marks and/or fixtures
and/or pops and/or templates.....
Soldering and/or sweating by hand..... Rate per hour for
work classified at
Rate 7 in Table of
Wage Rates.

Rate 8A.

Repetition production machining on Capstan
lathes of bar not exceeding 2 inch nominal
diameter, where the setting-up has been
performed by a Rate 1 employee and where
the work is held by devices not necessitating
any centralising or truing Rate per hour for
work classified at
Rate 8A in Table
of Wage Rates.

Tarief 8.

Aansit van roeswerende of beskermende lae aangesit vir beskerming en/of afwerking. Herhalingsbediening of -oppas van half-automatiese masjiene waar die werksiklus deur krag aangedryf word en die eindpunt deur outomatiese stuiters beheer word (uitgesonderd die opstel daarvan).....

Vir die toepassing van bogenoemde is 'n half-automatiese masjien 'n masjien waarby dit nie nodig is om die werk met die hand te sentraliseer of in lyn te stel nie en handbediening beperk is tot die insit van die werkstuk in die kloukop of kloutoestel van die masjien, die masjien aan die gang sit, die gereedskap vorentoe of agtertoe stel voor en nadat die kragstiklus oorneem en die masjien stop en ontlai.

Skaal per uur vir werk onder Tarief 8 in loontabelle.

Tarief 9.

Voorafgevormde onderdeel uit voorraad monteer wat geen pas of verstelling nodig maak nie, maar met inbegrip van afbaarding.....

Volkome outomatiese masjiene bedien, met inbegrip van willekeurige kontrolering met vaste meters.....

Vir die toepassing van bogenoemde is 'n volkome outomatiese masjien 'n staafvoermasjien of 'n masjien voorsien van 'n outomatiese kloutoestel (d.w.s. uit 'n magasyn gevoer) en die handbediening is beperk tot die aansit en stopsit van die masjien en 'n nuwe staaf in die masjien voer, of die magasyn laai, na gelang van die geval.

Kraallyswerk en/of afwerking en/of naatvorming en/of groefwerk en/of dubbele kante bo en onder sluit.....

Met die hand koud buig en/of vorm volgens setmate en/of stempels en/of stuiters....

Kraghamer dryf.....

Valsmee en/of stamp met gebruik van stempels.....

Hefboom- en/of trap- en/of handperswerk en/of keep- en/of kragperswerk waar die werk gedoen word met gestelde stempels, uitgesonderd die stel van die stempels,

Hand- en/of masjienklinkwerk (klinknaels $\frac{3}{8}$ duim diameter en kleiner).....

Warm dipbedekking en/of galvanisering, uitgesonderd toetsigwerk.....

Buis- en/of staaf- en/of draadreguitmaakmasjiene bedien.....

Kragsaag bedien vir herhalingsafsaag volgens stuiters en/of lengtemeters, uitgesonderd die stel van stuiters (uitgesonderd in gereedskapkamer).....

Herhalingsweissoldeer en/of bronsweising met gestelde outomatiese masjien wat nie gebruik van sweisstaafies nodig maak nie

Herhalings versink met spiraalboor en/of roosboor en/of volgens stuiters ruim....

Herhalingsboor volgens setmate, uitgesonderd radiale boorwerk.....

Warm en/of koud herhalingsuitsny van blinde stukke en/of met pers deursteek, met gebruik van leiers en/of setmate en/of stuiters en/of stempels.....

Herhalingsponswerk met masjien volgens setmate en/of stuiters en/of meters en/of merke.....

Herhalingsmerk volgens patrone.....

Herhalingsaalsmee met masjien en/of smee met gebruik van stempels, uitgesonderd kraghamer.....

Herhalingsbediening of -oppas van masjiene ontwerp vir of permanent aangepas vir enkelgereedskapwerk waarby dit nie nodig is om die werk met die hand te sentreer of in lyn te stel nie en waar handbediening beperk is tot die inset van die werkstuk in die kloukop of kloutoestel van die masjien, die masjien bedien, stop en daarvan afneem.....

Herhalingsbediening van afknipmasjiene volgens setmate en/of patrone, 16 dikte....

Herhalingsrolwerk in smeerolle met gebruik van halfrolle.....

Herhalingspinwerk met gebruik van vormers

Herhalingsweising met punt- en/of naat- en/of projeksiesweismasjiene, 8 dikte en dunner.....

Herhalingskroef- en/of -moerdraadsny....

Met masjien soldeer en/of aansweet en/of indompel.....

Handmasjiene bedien wat ontwerp is of permanent aangepas is vir slegs een werk- saamheid waar dit nie nodig is om die werk met die hand te sentreer of in lyn te stel nie (n.e.v.).....

Skaal per uur vir werk onder Tarief 9 in loontabelle.

Rate 8.

Application of anti-corrosive or protective coatings, applied for protective and/or finishing purposes.....

Repetition operation of or attending semi-automatic machines where the work cycle is power-driven and the end point is controlled by automatically operating stops (excluding setting-up).....

For the purpose of the above "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools before and after the power cycle takes over and stopping and unloading the machine.

Rate per hour for work classified at Rate 8 in Table of Wage Rates.

Rate 9.

Assembling of pre-manufactured components from stock requiring no fitting or adjustment but including deburring.....

Attending fully-automatic machines including random checking with fixed gauges..

For the purpose of the above "fully-automatic machine" is a bar-fed machine or a machine fitted with an automatic chucking device (i.e. magazine-fed) and the manual operations are limited to setting the machine in motion and stopping and feeding a new bar into the machine or loading the magazine as the case may be.

Beading and/or trimming and/or seaming and/or grooving and/or locking double side top and bottom.....

Cold hand bending and/or forming to jigs and/or dies and/or stops.....

Driving power hammer.....

Drop forging and/or stamping using dies..

Fly and/or treadle and/or manual pressing and/or notching and/or power pressing where the work is operated upon with pre-set dies other than setting of the dies....

Hand and/or machine riveting (rivets $\frac{3}{8}$ inch diameter and less).....

Hot dip coating and/or galvanising, excluding supervisory work.....

Operating of tube and/or rod and/or wire straightening machine.....

Operating power saw for repetitive cutting off to stops and/or length gauges other than setting of stops (other than tool room)

Repetition brazing and/or bronze welding by pre-set automatic machine not involving use of filler rods.....

Repetition countersinking with twist drill and/or rosebit and/or reamer to stops

Repetition drilling to jigs other than radial drilling.....

Repetition hot and/or cold blanking and/or piercing by press, using guides and/or jigs and/or stops and/or dies.....

Repetition machine punching to jigs and/or stops and/or gauges and/or marks.....

Repetition marking off to templates.....

Repetition machine swaging and/or forging using dies, other than power hammer....

Repetition operation of or attending machines designed or permanently adapted for a single tool operation where it is not necessary to centralise or true the work by hand and where manual operations are limited to loading the work piece into the chuck or holding device of the machine, operating, stopping and unloading the machine.....

Repetitive operating nibbling machine to jigs and/or templates, 16 gauge.....

Repetition rolling in forging rolls using half rolls.....

Repetition spinning using formers.....

Repetition spot and/or seam and/or projection welding by machine, 8 gauge and thinner.....

Repetition threading and/or tapping.....

Soldering and/or sweating and/or dipping by machine.....

Operating manual machines designed for or permanently adapted for one only operation where it is not necessary to centralise or true the work by hand (n.e.s.).....

Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Tarief 10.

Slingers aansit (werknemers uitsluitlik aldus in diens) onder toesig van Tarief 1- tot 7-werknemer.....
 Afval baal.....
 Pype en/of buise en/of profiele in hand- en/of kragbuigmasjiën buig volgens stuiters....
 Met die hand afwerk en/of met draagbare kraggereedskap slyp.....
 Ketels stook.....
 Vir klinkwerk vashou.....
 Metaal polys en/of poleer.....
 Metaal skoonmaak deur skoonbyt en/of ontvetting.....
 Metaal bedek deur onder toesig in te dompel
 Olie en/of smeer.....
 Tuimelmasjiën bedien.....
 Nasnyding van skroef- en/of moerdraad.....
 Herhalingsafsny en/of afknip en/of afskuif volgens patrone en/of merke en/of stuiters en/of lengtemeters.....
 Hidrouliese herhalingsstoetswerk en/of toets met lug, uitgesonderd die opstel van toets-uitrusting.....
 Herhalingsrolbuig van hoogstens 10 dikte..
 Klinknaels verhit.....
 Sand- en/of hael- en/of waterstraling.....
 Skroefmasjiënbediening, uitgesonderd die opstel daarvan.....
 Hoekplate en/of klampe reguit- en/of platmaak.....
 Stawe met die hand en/of masjiën rek en/of ru reguitmaak.....
 Smeestukke en/of stampsels afstroop met snyblokke.....
 Emalje en/of verf aanspuit, uitgesonderd vermenging en/of meng.....

Skaal per uur vir
werk onder Tarief
10 in loontabelle.

Rate 10.

Affixing slings (employees exclusively so employed) under supervision of Rate 1 to 7 employee.....
 Baling of scrap.....
 Bending to stops of pipes and/or tubes and/or sections in manually and/or power-operated bending machine.....
 Dressing by hand or by grinding and/or by portable power tool.....
 Boiler stoking.....
 Holding up for riveting.....
 Metal buffing and/or polishing.....
 Metal cleaning by pickling and/or degreasing
 Metal coating by dipping under supervision
 Oiling and/or greasing.....
 Operating tumbling machine.....
 Retreading and/or retapping.....
 Repetition cutting and/or cropping and/or shearing to templates and/or marks and/or stops and/or length gauges.....
 Repetition hydraulic testing and/or testing by air excluding setting up of testing equipment.....
 Repetition roller bending not exceeding 10 gauge.....
 Rivet heating.....
 Sand and/or shot and/or hydro blasting....
 Screwing machine operating, excluding setting up.....
 Straightening and/or flattening of gussets and/or cleats.....
 Stretching and/or rough straightening of bars by hand and/or machine.....
 Stripping forgings and/or stampings using dies.....
 Spraying of enamel and/or paint other than blending and/or mixing.....

Rate per hour for
work classified at
Rate 10 in Table
of Wage Rates.

Tarief 11.

In emalje of verf ingedompel.....
 Metaaletikette stempel.....

Skaal per uur vir
werk onder Tarief
11 in loontabelle.

Rate 11.

Dipping in enamel or paint.....
 Stamping metal labels.....

Rate per hour for
work classified at
Rate 11 in Table
of Wage Rates.

AFDELING D/1.

VERVAARDIGING, OPRIGTING EN MONTERING VAN LANDBOUWERKTUIG EN/OF BESPROEIINGSMASJINERIE, MET INBEGRIIP VAN WINDMEULENS.

Ondergenoemde werksaamhede in die vervaardiging en/of montering en/of oprigting in die fabriek van landbouwerktuig en/of besproeiingsmasjinerie en/of windmeulens, maar uitgesonderd algemene ingenieurswerk soos omskryf:—

Tarief 1A (n.e.v.).

Montering van voorafvervaardigde onderdele uit voorraad waar paswerk nodig is
 *Masjinstewerk (n.e.v.), nl. vorming, gleufwerk, skaafwerk, freeswerk (uitgesonderd universele freeswerk), slypwerk (uitgesonderd universele slypwerk) en die bediening van ratfrees- en draaimasjiëngereedskap, met inbegrip van vertikale rewolwermasjiëne en lynboormasjiëne vir pompliggame en vlakbankmasjiëne maar uitgesonderd senterdraaibanke (met of sonder kopieer- en profileerhegstukke), boorfreesmasjiëne (vertikale en horisontale tipe—met of sonder kopieer- en/of profileerhegstukke) en vormgietsmasjiëne.
 *Werknemers op masjinstewerk moet toegelaat word om hul eie werk op te stel, hul eie gereedskap te slyp en te set en om volgens en met presisiemeetinstrumente, met inbegrip van duimstokke, passers en sulkes te werk.
 † Merk en ‡ uitlê.....
 † „Merk” beteken die merk met instrumente van die senters en werklýne van artikels en/of materiaal vóór masjinerie en/of verwerking en/of vervaardiging.
 ‡ „Uitlê” beteken die uitlê van die werk op die vloer of op die bank volgens sketse en/of tekenings en/of afmetings.
 Metaalspinwerk.....
 Herhalingsvylwerk aan sleutels.....
 Herhalingsmeetwerk met presisie-instrumente
 Gereedskap vir masjinerie op herhalingswerk stel deur middel van setmate of stuiters en/of setklemme en/of uitskopknippe en/of uitskakelaars aan rewolweren/of kaapstanderdraaibanke en/of frees- en/of gleufmasjiëne en/of half-outomatiese kopieermasjiëne.....
 Werkende toesighouer, met toesig oor twee of meer seksie-toesighouers.....

Skaal per uur vir
werk onder Tarief
1A in loontabelle.

DIVISION D/1.

AGRICULTURAL IMPLEMENT AND/OR IRRIGATION MACHINERY (INCLUDING WINDMILLS) MANUFACTURING, ERECTING AND ASSEMBLING DIVISION.

The following operations in the manufacturing and/or assembling and/or erecting in the factory of agricultural implements and/or irrigation machinery and/or windmills but does not include general engineering as defined:—

Rate 1A (n.e.s.).

Assembling of premanufactured components from stock where fitting is required.....
 *Machinist's work (n.e.s.) viz. shaping, slotting, planing, milling (excluding universal milling), grinding (excluding universal grinding) and the operation of gear cutting and rotary machine tools, including vertical turret machines and pump body line boring and facing machines but excluding centre lathes (with or without copying and/or profiling attachments), boring mills (vertical and horizontal type—with or without copying and/or profiling attachments) and diesinking machines.....
 *Employees employed on machinist's work shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments, including rules, calipers and the like.
 † Marking out and ‡ setting out.....
 † “Marking out” means the marking out with instruments of the centres and working lines of articles and/or material preparatory to machining and/or processing and/or fabricating.
 ‡ “Setting out” means the setting out of work on the floor or on the bench to sketch and/or drawings and/or dimensions.
 Metal spinning.....
 Repetition filing of keys.....
 Repetition measuring with precision instruments.....
 Tool-setting for machining on repetition work by means of jigs and/or stops and/or fixtures and/or trips and/or cut-outs on turret and/or capstan lathes and/or milling and/or planing and/or slotting machines and/or semi-automatic copying machines
 Working Supervisor, supervising two or more sectional supervisors.....

Rate per hour for
work classified at
Rate 1A in Table
of Wage Rates.

Tarief 2.

Boormasjienwerk (n.e.v.)

Skaal per uur vir
werk onder Tarief
2 in loontabelle.

Tarief 3.

Elektriese produksiesweising van skottel-
ploegrame op pype gemonteer na voor-
lopige sweising in setmate, waar ampèretal,
grootte en tipe stafie en tempo van afsetting
vooraf bepaal is.....
Herhalingsafmeet van ploegskottels met
presisie-instrumente.....
Toesigwerk (seksies) (n.e.v.)

Skaal per uur vir
werk onder Tarief
3 in loontabelle.

Tarief 4.

Stempels, setmate en setklemme aan produk-
siemasjiene stel (uitgesonderd gereedskap
stel).....
Herhalingskerpmaak van bore met die hand
Herhalingsmeet van lotte gemasjineerde
landbouwerktuie se onderdele deur middel
van noniusspassers en/of duimstokke en/of
meetbande volgens tekenings en/of mon-
sters.....
Herhalingsbediening van meerkoppige oksi-
asetileen-profieler- en/of -snymasjiens....
Herhalingsafskui- en/of -afwerking van
hoekskare volgens merke na smeewerk...
Herhalingsaalsmee onder hamer sonder
stempels.....
Skeefgetrekte onderdele volgens meters en/of
setmate en/of setklemme regstel (uitge-
sonderd deur die oorspronklike proses)...

Skaal per uur vir
werk onder Tarief
4 in loontabelle.

Tarief 5.

Galvanisering (toesigwerk).....
Hittebehandeling (toesigwerk).....
Masjinerie by herhalingswerk deur middel
van setmate en/of stuiters en/of setklemme
en/of uitskopknippe en/of uitskakelaars
aan rewolwer- en/of kaapstanddraai-
banke en of frees- en/of gleuf- en/of half-
outomatiese kopiermasjiene (uitgeson-
derd die opstel daarvan) maar met inbe-
grip van die gebruik van vaste meters....
*Materiaal merk.....
* "Merk" beteken materiaal merk volgens
lengtes slegs om afgesny te word, deur middel
van lengte meters en/of duimstok en/of
meetband en merkmateriaal.
Kragasag bedien (n.e.v.).....
Radiale boormasjiens volgens setmate en/of
setklemme en/of merke bedien.....
Elektriese produksiesweising in setmate en/of
samesstelle wat reeds gedeeltelik in setmate
gesweis is ten einde die uitwerking van
verwringing tot 'n minimum te beperk en
waar die ampèretal, grootte en tipe staaf of
tempo van afsetting vooraf bepaal is
(n.e.v.).....
Produksiegassweising en/of sweissoldeer in
setmate en/of samesstelle wat reeds met gas
gesweis en/of met soldeersel gesweis is in
setmate ten einde die uitwerking van
verwringing tot 'n minimum te beperk en
waar 'n Tarief 1-werknemer die reëlaars
en straalpype stel.....
Herhalingsmeesweis met hamer, met gebruik
van stempels.....
Herhalingsstoets van hardheid met masjiens
Herhalingsmasjiensponswerk (n.e.v.).....
Herhalingsmeet van lotte nie-gemasjineerde
onderdele van landbouwerktuie deur mid-
del van noniusspassers en/of duimstokke
en/of meetbande volgens tekenings en/of
monsters.....
Herhalingsbediening van enkelkoppige oksi-
asetileen-profieler- en/of -snymasjiens vol-
gens patrone.....
Herhalingsaalsmee en -kerpmaak, met
gebruik van knikhamer en/of veer- en/of
lugdrukhamers met stempels.....
Herhalingslyp van spy op spyslypmasjiene
by die montering van onderdele uit voor-
raad.....
Herhalingsstapsmaak van ploegbalke met
masjiens.....

Skaal per uur vir
werk onder Tarief
5 in loontabelle.

Tarief 6.

Bore met masjienskerpmaak

Skaal per uur vir
werk onder Tarief
6 in loontabelle.

Rate 2.

Drilling machine work (n.e.s.)

Rate per hour for
work classified at
Rate 2 in Table of
Wage Rates.

Rate 3.

Production electric welding of tubular
mounted disc plough frames after pre-
liminary welding in jigs, where amperage,
size and type of rod and rate of deposition
is predetermined.....
Repetition measuring of agricultural discs
with precision instruments.....
Supervising (sectional) (n.e.s.)

Rate per hour for
work classified at
Rate 3 in Table of
Wage Rates.

Rate 4.

Die, jig and fixture setting on production
machines (excluding toolsetting).....
Repetition drill sharpening by hand.....
Repetition measuring of batch machined
agricultural implement components by
means of verniers and/or rules and/or tape
measures against drawings and/or samples
Repetition operation of multi-head oxy-
acetylene profiling and/or cutting machine
Repetition shearing and/or trimming of angle
shares to marks after forging.....
Repetition swaging under hammer without
dies.....
Resetting of distorted components to gauges
and/or jigs and/or fixtures (other than by
the original process).....

Rate per hour for
work classified at
Rate 4 in Table of
Wage Rates.

Rate 5.

Galvanising (supervisory work).....
Heat treatment (supervisory work).....
Machining on repetition work by means of
jigs and/or stops and/or fixtures and/or
trips and/or cut-outs on turret and/or cap-
stan lathes, and/or milling and/or planing
and/or slotting and/or semi-automatic
copying machines (excluding setting up)
but including the use of fixed gauges....
*Marking off material.....
* "Marking off" means marking off
material to given lengths for cutting-off
purposes only, by means of length gauges
and/or rule and/or tape measure and
marking material.
Operating power saw (n.e.s.).....
Operating radial drilling machine to jigs and/
or fixtures and/or marks.....
Production electric welding in jigs and/or
assemblies already partly welded in jigs so
as to minimise the effect of distortion and
where the amperage, size or type of rod or
rate of deposition is predetermined (n.e.s.)
Production gas welding and/or brazing in jigs
and/or assemblies already partly gas
welded and/or brazed in jigs so as to
minimise the effect of distortion and where
a Rate 1 employee sets the regulators and
jets.....
Repetition forge welding by hammer using
dies.....
Repetition hardness testing by machine....
Repetition machine punching (n.e.s.).....
Repetition measuring of batch unmachined
agricultural implement components by
means of verniers and/or rules and/or tape
measures against drawings and/or samples
Repetition operation of single headed oxy-
acetylene profiling and/or cutting machine
to templates.....
Repetition swaging and pointing, using toggle
and/or spring and/or pneumatic hammers
with dies.....
Repetition sizing of keys on key-grinding
machines in assembling of components
from stock.....
Repetition tapering of plough beams by
machine.....

Rate per hour for
work classified at
Rate 5 in Table of
Wage Rates.

Rate 6.

Drill sharpening by machine

Rate per hour for
work classified at
Rate 6 in Table of
Wage Rates.

Tarief 7.

Bediening of oppas van masjiene aangepas vir half-outomatiese bediening, waar die werksiklus deur krag aangedryf word en die eindpunt deur outomatiese stuiters beheer word, sodat handbediening beperk is tot die masjiene laai, ontlai, dit aan die gang sit, stop en die gereedskap vorentoe of agtertoe stel voor en nadat die kragstelsel oorneem (uitgesonderd die opstel daarvan).
Outomatiese ondergedompelde en/of afgeskernde boogswemasjiene bedien, waar die bediener slegs die masjiene aan die gang sit, dit laai en ontlai en stop en 'n Tarief 1A-werknemer die masjiene stel.

Skaal per uur vir
werk onder Tarief
7 in loontabelle.

Tarief 8+.

Herhalingsbediening of -oppas van half-outomatiese masjiene waar die werksiklus deur krag aangedryf en die eindpunt deur outomatiese stuiters beheer word.
Vir die toepassing van bogenoemde is 'n „half-outomatiese masjiene” 'n masjiene waaraan dit nie nodig is om die werk met die hand te sentreer of in lyn te stel nie en waar die handbediening beperk is tot die insit van die werkstuk in die kloukop of kloutoestel van die masjiene, die masjiene aan die gang sit, gereedskap vorentoe of agteruitstel, voor en nadat die kragstelsel oorgeneem het en die masjiene stop en ontlai.

Skaal per uur vir
werk onder Tarief
8+ in loontabelle.

Tarief 8.

Draagbare hand- en/of voetstukslypmasjiene bedien volgens patrone en/of vaste meters.
Herhalingsbediening of -oppas van masjiene ontwerp of permanent aangepas vir enkel-gereedskapwerk waarby dit nie nodig is om die werk met die hand te sentreer of in lyn te stel en waar handbediening beperk is tot die insit van die werkstuk in die kloukop of kloutoestel van die masjiene, die masjiene bedien, stop en ontlai.
Herhalingsstoetswerk van lottende onderdele van landbouwerktuie deur middel van vaste meters en/of monsters en/of setmate en/of kontrole-setklamme.
Toesig hou oor werknemers in diens op klasse werk ingedeel onder Tarief 8 waar aldus aangestel.

Skaal per uur vir
werk onder Tarief
8 in loontabelle.

Tarief 9.

Montering van voorafvervaardigde onderdele uit voorraad wat geen pas werk of verstelling vereis nie, maar met inbegrip van afbaarding.
Volkome outomatiese masjiene bedien, met inbegrip van willekeurige kontrole met vaste meters.
Vir die toepassing van bostaande is 'n „volkome outomatiese masjiene” 'n staalvoermasjiene of 'n masjiene voorsien van 'n outomatiese kloutoestel (d.w.s. uit 'n magasyn gevoer) en die handbediening is beperk tot die masjiene aan die gang sit en stop en 'n nuwe staaf in die masjiene voer of die magasyn laai na gelang van die geval.
Elektroplateerbad bedien wanneer aangestel as elektroplateerbadbediener.
Outomatiese soldeeremasjiene bedien.
Outomatiese reguitmaak en/of rondmaak en/of kleiner maak en/of groter maak en/of uittrek (n.e.v.).
Kraallyswerk en/of naatvorming en/of uithol en/of sluit, dubbele kant bo of onder, met masjiene.
Sirkelvormig sny en/of flense maak en/of splits met masjiene.
Kraghamer dryf.
Valsmee met stempels (uitgesonderd die stempel stel).
Hefboom- en/of trap- en/of handperswerk waar die werk gedoen word met gestelde stempels, uitgesonderd die stel van die stempels.
Warmdipbedekking en/of galvanisering.
Flense buig (met masjiene).
Handmasjiene bedien wat ontwerp is of permanent aangepas vir slegs een werk waar dit nie nodig is om die werk met die hand te sentreer of in lyn te stel nie (n.e.v.).
Kragsaag bedien vir herhalingsafsaag volgens stuiters en/of lengtemate, uitgesonderd die stuiters stel (uitgesonderd in gereedskap-kamer).
Naatsweismasjiene bedien.

Skaal per uur vir
werk onder Tarief
9 in loontabelle.

Rate 7.

Operation of or attendance on machines adapted for semi-automatic operations, where the work cycle is power-driven and the end point is controlled by automatically operating stops, so that the manual operations are limited to loading, unloading, setting the machine in motion, stopping and advancing or retracting the tools before and after the power-driven cycle takes over (excluding setting up).
Operating automatic submerged and/or gas shielded arc welding machine, where the operator is confined to starting, loading, unloading and stopping the machine and where the setting of the machine is done by a Rate 1A employee.

Rate per hour for
work classified at
Rate 7 in Table of
Wage Rates.

Rate 8+.

Repetition operation of or attending semi-automatic machines where the work cycle is power driven and the end point is controlled by automatically operating stops.
For the purpose of the above „semi-automatic machine” is a machine on which it is not necessary to centralise or true the work by hand and where the manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting tools before and after the power cycle machine takes over and stopping and unloading the machine.

Rate per hour for
work classified at
Rate 8+ in Table
of Wage Rates.

Rate 8.

Operating hand portable and/or pedestal grinding machine to templates and/or fixed gauges.
Repetition operation of or attending machines designed or permanently adapted for a single tool operation where it is not necessary to centralise or true the work by hand and where manual operations are limited to loading the work piece into the chuck or holding device of the machine, operating, stopping and unloading the machine.
Repetition batch checking of agricultural implement components by means of fixed gauges and/or samples and/or jigs and/or checking fixtures.
Supervising employees employed on classes of work scheduled below Rate-8 when so appointed.

Rate per hour for
work classified at
Rate 8 in Table of
Wage Rates.

Rate 9.

Assembling of premanufactured components from stock requiring no fitting or adjustment but including deburring.
Attending fully-automatic machines including random checking with fixed gauges.
For the purpose of the above „fully-automatic machine” is a bar-fed machine or a machine fitted with an automatic chucking device (i.e. magazine fed) and the manual operations are limited to setting the machine in motion and stopping and feeding a new bar into the machine or loading the magazine as the case may be.
Attending electroplating bath when appointed as electroplating bath attendant.
Attending automatic soldering machine.
Automatic straightening and/or rounding and/or reducing and/or expanding and/or extracting (n.e.s.).
Beading and/or seaming and/or grooving and/or locking double side top or bottom by machine.
Circular cutting and/or flanging and/or slitting by machine.
Driving power hammer.
Drop forging using dies (excluding setting of dies).
Fly and/or treadle and/or manual pressing where the work is operated upon with preset dies other than setting of dies.
Hot dip coating and/or galvanising.
Jennyng (by machine).
Operating manual machines designed for or permanently adapted for one only operation where it is not necessary to centralise or true the work by hand (n.e.s.).
Operating power saw for repetitive cutting off to stops and/or length gauges other than setting of stops (other than toolroom).
Operating seamwelding machine.

Rate per hour for
work classified at
Rate 9 in Table of
Wage Rates.

Stuiksmeemasjien bedien.....
 Kraggerswerk waar die werk gedoen word met gestelde stempels, uitgesonderd die stempels stel
 Herhalingsbuig van ploegbalke onder voltydse toesig van 'n Tarief 5-werknemer
 Herhalingsboor en/of versinkboor en/of ruim met setmate en/of volgens merke en/of meters en/of stuiters.....
 Herhalingsvorming van snykant van skottels met masjien.....
 Herhalingsbediening van flits- en/of stuit- en/of puntsweismasjiene.....
 Herhalingswarmfrees- en/of skerpmaakwerk
 Herhalingswarm- en/of -koudbuig en/of -vorm volgens setmate en/of stempels en/of stuiters.....
 Herhalingsuitsny van warm en/of koue blinde stukke op perse.....
 Herhalingswarm- en/of -koudklinkwerk met masjien.....
 Herhalingsmasjienponswerk volgens setmate en/of stempels en/of stuiters en/of meters en/of merke.....
 *Herhalingsmerkwark volgens setmate en/of patrone.....
 *Patroonmerkwark beteken die merk van materiaal met behulp van 'n patroon en kraspen of merkmateriaal.
 Herhalingsafskuiw en/of afwerk volgens gestelde stempels van ploegskare na smeerwerk.....
 Herhalingspinwerk met gebruik van vormers
 Visuele herhalingskontrole van lotte nie-gemasjineerde onderdele van landbouwerk-tuie.....
 Rollers met masjien buig.....
 Met die hand soldeer en/of aansweet.....
 Met handhamer onder aanwysing van gróf-smid slaan.....
 Met masjien afwerk en/of rol en/of golf en/of romp vorm.....

Skaal per uur vir
 werk onder Tarief
 9 in loontabelle.

Tarief 10.

Roeswerende lae met kwas aansit.....
 Volgens setmate en/of stuiters en/of lengte-meters en/of merke afsny en/of afval met masjien stukkend sny.....
 Met die hand en/of draagbare kraggereed-skap afwerk en/of afbaard.....
 Metaal fynskuur en/of poleer.....
 Masjinerie olie en/of smeer.....
 Draagbare hand- en/of voetstukslypmasjien bedien, waar die bediener nie volgens merke, patrone, meters en/of groottes moet slyp nie.....
 Herhalingsklinkwerk met die hand.....
 Herhalingskroefsnij met snymoere en/of -tappe met masjien en/of met die hand..
 Sand- en/of haelstraling.....
 Met emalje en/of verf spuit.....
 Reguitmaak.....
 Smeestukke met gebruik van stempels af-stroop en/of pons.....

Skaal per uur vir
 werk onder Tarief
 10 in loontabelle.

Tarief 11.

In emalje en/of verf indompel.....
 Metaal skoonmaak deur skoonbyt en/of ontvetting in bak en/of tenk.....
 Met verf en/of met grondlaag opknep.....

Skaal per uur vir
 werk onder Tarief
 11 in loontabelle.

AFDELING D/2.

VERVAARDIGING VAN KETTINGS.

Ondergenoemde werksaamhede in die vervaardiging van kettings en/of aanhegtings, naamlik:—

(a) Vuursweisafdeling.

Tarief 1A (n.e.v.).

- (i) Kettings, ringe en/of aanhegtings smee-sweis.....
- (ii) Skakels en/of ringe en/of aanhegtings onder hamer sonder gebruik van gestelde stempels vervaardig.....
- (iii) Stempels in kragpers en/of val- en/of meganiese en/of lug- en/of stoom- en/of lugdrukhamers stel.....

Skaal per uur vir
 werk onder Tarief
 1A in loontabelle.

(b) Outomatiese vorming en sweiswerk.

Tarief 2.

Outomatiese vorm- en/of sweismasjiene en/of half-outomatiese warmskakelbuig- en/of flitsweismasjiene bedien, met inbegrip van die opstel van masjiene en/of werksaam-hede wat daarmee gepaard gaan

Skaal per uur vir
 werk onder Tarief
 2 in loontabelle.

Operating upset forging machine.....
 Power pressing where the work is operated upon with pre-set dies other than setting of dies.....
 Repetition bending of plough beams under full-time supervision of a Rate 5 employee
 Repetition drilling and/or countersinking and/or reaming using jigs and/or to marks and/or gauges and/or stops.....
 Repetition edge-forming of discs by machine
 Repetition operation of flash and/or butt and/or spot welding machines.....
 Repetition frazing and/or pointing machine work.....
 Repetition hot and/or cold bending and/or forming to jigs and/or dies and/or stops
 Repetition hot and/or cold blanking on presses.....
 Repetition hot and/or cold riveting by machine.....
 Repetition machine punching to jigs and/or dies and/or stops and/or gauges and/or marks.....
 *Repetition marking to jigs and/or templets
 *Templet marking means the marking of material with the aid of a templet and scribe or marking material.
 Repetition shearing and/or trimming to preset dies of plough shares after forging
 Repetition spinning using formers.....
 Repetition visual batch checking of un-machined agricultural implement compo-nents.....
 Roller bending by machine.....
 Soldering and/or sweating by hand.....
 Striking by hand hammer under direction of blacksmith.....
 Trimming and/or rolling and/or corrugating and/or body forming by machine.....

Rate per hour for
 work classified at
 Rate 9 in Table
 of Wage Rates.

Rate 10.

Application of anti-corrosive coatings by means of brush.....
 Cutting off to jigs and/or stops and/or length gauges and/or marks and/or cutting of scrap by machine.....
 Dressing and/or deburring by hand and/or by portable power tools.....
 Metal buffing and/or polishing.....
 Oiling and/or greasing machinery.....
 Operating hand portable and/or pedestal grinding machine, where the operator is not required to grind to marks, templets, gauges and/or sizes.....
 Repetition hand riveting.....
 Repetition screwing with die heads and/or taps by machine and/or by hand.....
 Sand and/or shot blasting.....
 Spraying of enamel and/or paint.....
 Straightening.....
 Stripping of and/or punching forgings using dies.....

Rate per hour for
 work classified at
 Rate 10 in Table
 of Wage Rates.

Rate 11.

Dipping in enamel and/or paint.....
 Metal cleaning by pickling and/or de-greasing by vat and/or tank.....
 Touching up with paint and/or prime coating

Rate per hour for
 work classified at
 Rate 11 in Table
 of Wage Rates.

DIVISION D/2.

CHAIN MANUFACTURING DIVISION.

The following operations in the manufacture and/or fabrication of chains and/or attachments, viz:—

(a) Fire Welding Department.

Rate 1A (n.e.s.).

- (i) Forge welding of chains, rings and/or attachments.....
- (ii) Manufacture of links and/or rings and/or attachments under hammer without using any preset dies.....
- (iii) Setting of dies in power press and/or drop and/or mechanical and/or air and/or steam and/or pneumatic ham-mers.....

Rate per hour for
 work classified at
 Rate 1A in Table
 of Wage Rates.

(b) Automatic Forming and/or Welding Department.

Rate 2.

Operating of automatic forming and/or welding machines and/or semi-automatic hot link bending and/or flash welding machines including setting up of machines and/or operations incidental thereto

Rate per hour for
 work classified at
 Rate 2 in Table
 of Wage Rates.

(c) Vervaardiging van kettings.

Tarief 4.

- (i) Sweis van kettingskakels en/of aanhegtings op handswaismasjiene met inbegrip van boogswaising van skakels en/of aanhegtings.....
- (ii) Draai van ketting bo $\frac{3}{8}$ duim diameter op spesiale draaibanktype draaimasjiene.....
- (iii) Opstel van outomatiese draai- en/of vierskyf- en/of knoopkettingmasjiene en/of half-outomatiese vorm- en/of sweis- en/of toets- en/of meetmasjiene..
- (iv) Toesig oor gestelde oonde hou vir dop-verharding en/of hittebehandeling van kettings en/of aanhegtings.....
- (v) Finale visuele inspeksie van kettings na proeftoetse.....

Skaal per uur vir
werk onder Tarief
4 in loontabelle.

Tarief 8.

Toesig oor werknemers op klasse werk laer as
Tarief 8 ingelys wanneer aldus aangestel

Skaal per uur vir
werk onder Tarief
8 in loontabelle.

Tarief 9.

- Skoonbyntinstallasie bedien.....
- Slegs bediening van outomatiese vierskyf- en/of knoopketting- en/of draai- en/of meetmasjiene.....
- Kraghamer onder aanwysing van 'n tarief 1A-werknemer dryf.....
- Valsmee met gebruik van stempels.....
- Herhalingsproduksieboor in setmate.....
- Roetine-toetse en/of visuele inspeksie van kettings en/of aanhegtings.....

Skaal per uur vir
werk onder Tarief
9 in loontabelle.

Tarief 10.

- Werkmanne in outomatiese vorm- en/of sweisafdelings help.....
- Weerstandstangverhitter bedien.....
- Afwerking met die hand en/of skuur- en/of met draagbare kraggereedskap.....
- Skakels en/of ringe en/of aanhegtings met die hand aan half-outomatiese vorm- en/of sweismasjiene voer.....
- Kragperswerk waar die werk gedoen word met gestelde stempels (maar nie die stempels stel nie).....
- Herhalingsafsaag volgens stuiters met wrywing- en/of kragsaag en/of staafafknipmasjiene en/of kragpers.....
- Herhalingsafsaag van ringe en/of aanhegtings met die hand en/of kragsaag.....
- Kettinge en/of aanhegtings in half-outomatiese masjiene volgens gestelde stuiters rek
- Valsmeestukke en/of dergelike dele afstroop met gebruik van snyblokke.....

Skaal per uur vir
werk onder Tarief
10 in loontabelle.

Tarief 11.

- Tuimelaars en/of soldeerinstallasie bedien..
- Oonde, uitgesonderd algemene arbeid, bedien
- Kettingkakels en/of ringe en/of hake en/of aanhegtings met die hand volgens setmate buig.....
- Kettinge en/of aanhegtings merk onder toesig van gekwalifiseerde werknemers in diens kragtens (a), (b) en (c) van hierdie bylae..
- Kooksvergruisingsmasjiene bedien.....

Skaal per uur vir
werk onder Tarief
11 in loontabelle.

AFDELING D/3.

KOMMERSIELE HARDEWARE EN/OF YSTERWARE (N.E.V.).

Ondergenoemde werksaamhede (n.e.v.) in die vervaardiging van kommersiële hardware en/of ysterware waar die voltooide vervaardigde artikel hoogstens 5 lb. weeg:—

Tarief 3.

Toesigwerk (minstens een werknemer met toesighoudende kennis moet in elke afdeling in diens wees)

Skaal per uur vir
werk onder Tarief
3 in loontabelle.

(c) Chain Processing Department.

Rate 4.

- (i) Welding of chain links and/or attachments on manual operated welding machines including arc welding of links and/or attachments.....
- (ii) Twisting of chain above $\frac{3}{8}$ inch diameter on special purpose lathe-type twisting machine.....
- (iii) Setting up of automatic twisting and/or fourslide and/or knotted chain machines and/or semi-automatic forming and/or welding and/or testing and/or gauging machines.....
- (iv) Supervising preset furnaces for case-hardening and/or heat-treatment of chains and/or attachments.....
- (v) Final visual inspection of chain after proof testing.....

Rate per hour for
work classified at
Rate 4 in Table of
Wage Rates.

Rate 8.

Bossing employees employed on classes of work scheduled below Rate 8 when so appointed

Rate per hour for
work classified at
Rate 8 in Table of
Wage Rates.

Rate 9.

- Attending pickling plant.....
- Attending only on automatic fourslide and/or knotted chain and/or twisting and/or testing and/or gauging machines.....
- Driving of power hammer under the direction of a Rate 1A employee.....
- Drop forging using dies.....
- Repetition production drilling in jigs.....
- Routine testing and/or visual inspection of chain and/or attachments.....

Rate per hour for
work classified at
Rate 9 in Table of
Wage Rates.

Rate 10.

- Assisting operatives in automatic forming and/or welding departments.....
- Attending resistance bar heater.....
- Dressing by hand and/or by grinding and/or by portable power tools.....
- Hand feeding of links and/or rings and/or attachments to semi-automatic forming and/or welding machine.....
- Power pressing where the work is operated upon with preset dies (other than setting of the dies).....
- Repetition cutting off to stops with friction and/or power saw and/or bar cropping machine and/or power press.....
- Repetition sawing of rings and/or attachments by hand and/or power saw.....
- Stretching of chain and/or attachments in semi-automatic machines to predetermined stops.....
- Stripping drop forgings and/or similar parts using dies.....

Rate per hour for
work classified at
Rate 10 in Table
of Wage Rates.

Rate 11.

- Attending on tumblers and/or coppering plant.....
- Attending furnaces, other than general labouring.....
- Hand bending of chain links and/or rings and/or hooks and/or attachments to jigs
- Marking of chains and/or attachments under supervision of qualified operators employed under (a), (b) and (c) of this schedule.....
- Operating coke crushing machine.....

Rate per hour for
work classified at
Rate 11 in Table
of Wage Rates.

DIVISION D/3.

COMMERCIAL HARDWARE AND/OR IRONMONGERY MANUFACTURING DIVISION (N.E.S.).

The following operations (n.e.s.) in the manufacture of commercial hardware and/or ironmongery where the complete article manufactured does not exceed 5 lb. in weight:—

Rate 3.

Supervisory work (not less than one employee with supervisory knowledge to be employed in each department)

Rate per hour for
work classified at
Rate 3 in Table of
Wage Rates.

Tarief 8A.

Masjinerie by herhalingsproduksie volgens stuiters aan kaapstanderaibanke wat in staat is om 'n staaf van hoogstens twee duim in diameter deur sy hol spil te neem, waar die opstelwerk verrig word deur 'n werknemer onder Tarief 1 ingelys, en waar die werk deur toestelle vasgehou word en nie deur die bediener met die hand gesentreer of in lyn gestel word nie.....

Herhalingsbediening of -oppas van half-outomatiese masjiene waar die werksiklus deur krag aangedryf en die eindpunt deur outomatiese stuiters beheer word.....

Vir die toepassing van bogenoemde is 'n „half-outomatiese masjien” 'n masjien waarop dit nie nodig is om die werk met die hand te sentreer of in lyn te stel nie en handbediening beperk is tot die insit van die werkstuk in die kloukop of kloutoestel van die masjien, die masjien aan die gang sit, die gereedskap vorentoe of agtertoe stel voor en nadat die kragstelsel oorneem en die masjien stop en ontlai.

Skaal per uur vir
werk onder Tarief
8A in loontabelle.

Rate 8A.

Machining on repetition production to stops on Capstan Lathes capable of taking a bar not exceeding 2 inch diameter through its hollow spindle where the setting up has been performed by a Rate 1 employee and where the work is held by devices and where the operative is not called upon to centralise or true the work by hand.....

Repetition operation of or attending semi-automatic machines where the work cycle is power-driven and the end point is controlled by automatically operating stops

For the purpose of the above "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools before and after the power cycle takes over and stopping and unloading the machine.

Rate per hour for
work classified at
Rate 8A in Table
of Wage Rates.

Tarief 9.

Volkome outomatiese masjiene bedien, met inbegrip van willekeurige kontrole met vaste meters.....

Vir die toepassing van bogenoemde is 'n „volkome outomatiese masjien” 'n staafvoermasjien of 'n masjien uitgerus met 'n outomatiese kloutoestel (d.w.s. uit 'n magasyn gevoer) en die handbediening is beperk tot die masjien aan die gang sit en stop en 'n nuwe staaf in die masjien voer of die magasyn laai, na gelang van die geval.

Valstampwerk met gebruik van stempels...
Hefboom- en/of trap- en/of handpers- en/of keep- en/of kragperswerk waar die werk met gestelde stempels gedoen word, maar nie die stempels stel nie.....

Handmasjiene bedien wat ontwerp is vir of permanent aangepas vir slegs een handeling waar dit nie nodig is om die werk met die hand te sentreer of in lyn te stel nie.....

Herhalingsbediening van boormasjiene.....
Herhalingspinwerk waar die werknemer uitsluitlik aldus in diens is op hoeveelheidsproduksie van standaardvervaardigingslyne.....

Gleufwerk aan skroewe en/of penne.....
Soldeer.....
Punt- en/of flits- en/of weerstandswysing...
Afwerking en/of kraallys- en/of rolwerk..

Skaal per uur vir
werk onder Tarief
9 in loontabelle.

Rate 9.

Attending fully-automatic machines including random checking with fixed gauges

For purposes of the above "fully-automatic machine" is a bar-fed machine or a machine fitted with an automatic chucking device (i.e. magazine fed) and the manual operations are limited to setting the machine in motion and stopping and feeding a new bar into the machine or loading the magazine as the case may be.

Drop stamping using dies.....

Fly and/or treadle and/or manual pressing and/or notching and/or power pressing where the work is operated upon with pre-set dies other than setting of dies.....

Operating manual machines designed for or permanently adapted for one only operation where it is not necessary to centralise or true the work by hand.....

Repetition operating of drilling machine...
Repetition spinning where the employee is exclusively so engaged on quantity production of standard manufacturing lines

Screw and/or pin slotting.....
Soldering.....
Spot and/or flash and/or resistance welding
Trimming and/or beading and/or rolling

Rate per hour for
work classified at
Rate 9 in Table of
Wage Rates.

Tarief 10.

Roeswerende lae aansit.....
Komponente monteer en/of met klinknaels of skroewe vassit.....
Buig en/of vorm volgens setmate en/of stuiters en/of setklemme.....
Met metaal bedek deur warm in te dompel
Bedekking en/of galvanisering.....
Metaal polys en/of poleer.....
Metaal skoonmaak deur skoonbyt en/of ontvetting.....
Herhalingsafsnij volgens setmate en/of stuiters en/of lengtemeters en/of merke en/of patrone.....
Nasnyding met snymoere en/of tappe.....
Skroefsnymasjiene bedien, uitgesonderd die opstel daarvan.....
Emalje en/of verf aanspuit.....

Skaal per uur vir
werk onder Tarief
10 in loontabelle.

Rate 10.

Application of anti-corrosive coatings....
Assembling components and/or affixing with rivets or screws.....
Bending and/or forming to jigs and/or stops and/or fixtures.....
Coatings with metal by hot dipping.....
Coating and/or galvanising.....
Metal buffing and/or polishing.....
Metal cleaning by pickling and/or degreasing
Repetition cutting off to jigs and/or stops and/or length gauges and/or marks and/or templates.....
Rethreading with die-nuts and/or taps...
Screwing machine operating, excluding setting up.....
Spraying of enamel and/or paint.....

Rate per hour for
work classified at
Rate 10 in Table
of Wage Rates.

Tarief 11.

In emalje en/of verf inkoop.....

Skaal per uur vir
werk onder Tarief
11 in loontabelle.

Rate 11.

Dipping in enamel and/or paint.....

Rate per hour for
work classified at
Rate 11 in Table
of Wage Rates.

DIVISION D/4.

CYCLE MANUFACTURING DIVISION.

The following operations in cycle manufacture, viz:—

Rate 1 (n.e.s.).

Supervisory work inclusive of toolsetting..

Rate per hour for
work classified at
Rate 1 in Table of
Wage Rates.

AFDELING D/4.

VERVAARDIGING VAN TRAPFIETSE.

Ondergenoemde werksaamhede in die vervaardiging van trapfiets, nl.:—

Tarief 1 (n.e.v.).

Toesigwerk, met inbegrip van gereedskap stel

Skaal per uur vir
werk onder Tarief
1 in loontabelle.

Tarief 8.

Brûe en/of lis-ore en/of stutte in setmate
sweissoldeer en/of hegsweis.....
Gevulde vurke en/of stuurstange op herd-
sweissoldeer.....
Dipsweissoldeer.....
Finale afwerking van voltooide fietse.....
'n Masjien bedien en/of oppas wat ontwerp
is of aangepas is vir 'n enkele werksaam-
heid waar die bediener slegs moet laai,
bedien en ontlai.....
Herhalingsnywerk van profile met oksiaseti-
leen of agterplaatwerk volgens patrone..
Herhalingsvoeringwerk met voeringkas.....
Hegswaaiing van raampype en/of onderste
klampdop en/of agterplaat met gebruik
van setmate.....
Wiele met setmate suiwer.....

Skaal per uur vir
werk onder Tarief
8 in loontabelle.

Rate 8.

Brazing and/or tack welding bridges and/or
loop lugs and/or struts in jigs.....
Brazing pre-loading forks and/or handle-
bars on hearth.....
Dip brazing.....
Final adjustment to finished cycles.....
Operating and/or minding a machine
designed for or adapted for a single
operation where the operator only has
to load, operate and unload.....
Repetition oxy-acetylene profile cutting or
rear plate working to templates.....
Repetition lining with lining box.....
Tack welding of frame tubing and/or
bottom bracket shell and/or back plate
using jigs.....
Truing wheels to jigs.....

Rate per hour for
work classified at
Rate 8 in Table of
Wage Rates.

Tarief 9.

Naamplate aansit.....
Montering (n.e.v.).....
Rame en/of vurke en/of stuurstange in set-
mate met penne vassit.....
Outomatiese slypmasjien bedien.....
Koudkopmasjien bedien.....
Met masjien en/of hand polys en/of dwiel
en/of poleer deur te skuur.....
Stuik- en/of flits- en/of puntswaaiing.....
Poets en/of afvyl en/of oortollige geelkoper
met masjien en/of hand verwyder.....
Klinkwerk met masjien.....
Smeemasjien bedien.....
Krag- en/of handperswerk en/of inkoop met
gestelde stempels, uitgesonderd stempels
stel.....
Herhalingsbediening en/of -oppas van auto-
matiese of half-outomatiese masjiene of
masjiene aangepas vir outomatiese of half-
outomatiese bediening waarin die gereed-
skap volgens stuiters werk of meganiese of
elektries beheer word, of vasstaan, en waar
geen meetwerk gedoen word en waar die
werkmans se pligte beperk is tot laai en
ontlaid en aansit/stop.....
Herhalingskeelwerk aan pypbuigings en
boormasjiene volgens setmate.....
Herhalingsboor en/of tap en/of versinkboor
met gebruik van setmate en/of merke en/of
meters en/of ponsmerke in die massa-
vervaardiging van fietsonderdele en/of
toebehore.....
Herhalingsweis van gehegte raam en/of
onderste klampdop en/of agterplaat, met
setmate.....
Herhalingsweis van saalpilare in setmate..
Nippels indraai en speke met setmate styftrek
Emalje en/of verf aanspuit.....
Pype in vormers en/of stuiters buig.....

Skaal per uur vir
werk onder Tarief
9 in loontabelle.

Rate 9.

Affixing name plates.....
Assembling (n.e.s.).....
Assembling and pegging frames and/or
forks and/or handle-bars in jigs.....
Attending automatic grinding machine.....
Attending cold heading machine.....
Buffing and/or mopping and/or abrasive
polishing by machine and/or hand.....
Butt and/or flash and/or spot welding....
Fettling and/or filing and/or removing
surplus brass by machine and/or hand..
Machine riveting.....
Operating forging machine.....
Power and/or manual pressing and/or
notching with pre-set dies, other than
setting of dies.....
Repetition operation and/or attending on
automatic or semi-automatic machines or
machines adapted for automatic or semi-
automatic operations where the tools
operate according to stops or are mechani-
cally or electrically controlled or are
stationary, and where no measuring or
gauging is performed and where the opera-
tive's duties are confined to loading and
unloading and stop/start.....
Repetition coning of tube bends in drilling
machine to jigs.....
Repetition drilling and/or tapping and/or
countersinking using jigs and/or marks
and/or gauges and/or pops in the mass
production of cycle components and/or
accessories.....
Repetition welding of tacked frame and/or
bottom bracket shell and/or back plate,
using jigs.....
Repetition welding of seat pillars in jigs....
Running of nipples and tensioning of spokes
in jigs.....
Spraying of enamel and/or paint.....
Tube bending to formers and/or stops....

Rate per hour for
work classified at
Rate 9 in Table of
Wage Rates.

Tarief 10.

Sjablone gebruik.....
Modderskermonderdele monter.....
Montering en in kratte toespyker (in setmate)
Skoonmaak- en/of ontvettings- en/of etsbad-
bediener.....
Bediener van ont koperingsvat.....
Dip-emaljerij en stoofbediener.....
Buitebande aansit en/of oppomp.....
Dowwe laag aan raam verf (1ste en 2de lae
emalje).....
Speekente met setmate afslyp.....
Uitgloei-oond laai en leegmaak.....
Temperoond laai en leegmaak.....
Vertinningsvatbediener.....
Herhalingsinstampwerk van fabrikante se
nommers in volgorde.....
Vat vir roeswering bedien.....
Haelstraling.....

Skaal per uur vir
werk onder Tarief
10 in loontabelle.

Rate 10.

Application of transfers.....
Assembly of mudguard components.....
Assembling and nailing in crates (in jigs)..
Cleaning and/or degreasing and/or etching
bath attendant.....
Debrassing vat attendant.....
Dip enamelling and stove attendant.....
Fitting tyres and/or inflating.....
Frame flattening (1st and 2nd coats enamel)..
Grinding ends of spokes in jigs.....
Loading and unloading annealing furnace..
Loading and unloading hardening furnace..
Planting bath attendant.....
Repetition stamping of manufacturer's num-
bers in sequence.....
Rust-proofing vat attendant.....
Shot blasting.....

Rate per hour for
work classified at
Rate 10 in Table
of Wage Rates.

Tarief 11.

Rame vir emaljewerk skoonmaak.....
kratte vir versending toespyker en/of toe-
draai.....
Voerings in pype insit.....
Tuumelvatbediener.....
Bedrading en/of ontdrading (vertinnings-
proses).....

Skaal per uur vir
werk onder Tarief
11 in loontabelle.

Rate 11.

Cleaning frames for enamelling.....
Crating and/or wrapping for despatch....
Inserting liners in tubes.....
Tumbling barrel attendant.....
Wiring and/or unwiring (plating operations)

Rate per hour for
work classified at
Rate 11 in Table
of Wage Rates.

AFDELING D/5.

VERVAARDIGING VAN HANDSNY- EN/OF KLEINGEREED-
SKAP (UITGESONDERD PRESISIE- EN/OF MASJIE-
GEREEDSKAP) EN/OF SAE.

DEEL A.

Ondergenoemde werksaamhede in die vervaardiging van handsny-
en/of kleingereedskap, maar nie presisie- en/of masjiengereedskap
nie:—

Tarief 1A (n.e.v.).

Werkende toesighouer—minstens een per
skof—wat toesig oor twee of meer afdelings
hou

Skaal per uur vir
werk onder Tarief
1A in loontabelle.

DIVISION D/5.

EDGE HAND AND/OR SMALL TOOLS (OTHER THAN PRE-
CISION AND/OR MACHINE TOOLS) AND/OR SAW
MANUFACTURING DIVISION.

PART A.

The following operations in the manufacture of edge hand and/or
small tools, other than precision and/or machine tools:—

Rate 1A (n.e.s.).

Working supervisor—at least one on each
shift—supervising two or more sections

Rate per hour for
work classified at
Rate 1A in Table
of Wage Rates.

Tarief 4. Herhalingskermaak van bore met die hand.. Skaal per uur vir werk onder Tarief 4 in loontabelle.	Rate 4. Repetition sharpening of drills by hand... Rate per hour for work classified at Rate 4 in Table of Wage Rates.
Tarief 5. Assistent-toesighouer—minstens een op elke skof in elke afdeling..... Stempels en/of messe en/of beitels op produksiemasjiene stel..... Handsny- en/of kleingereedskap onder meganiese hamer trek..... Hittebehandeling van handsny- en/of kleingereedskap (toesigwerk).....	Rate 5. Assistant supervisory work—at least one on each shift in each section..... Die and/or knife and/or cutter setting on production machines..... Drawing of edge hand and/or small tools under mechanised hammer..... Heat treatment of edge hand and/or small tools (supervisory work).....
Tarief 6. Bore met masjien skerpmaak..... Skaal per uur vir werk onder Tarief 6 in loontabelle.	Rate 6. Drill sharpening by machine..... Rate per hour for work classified at Rate 6 in Table of Wage Rates.
Tarief 7. Voorbereiding van sae, uitgesonderd die span daarvan en/of messe gebruik in die vervaardiging van die produkte en verpakkingsmiddels van die afdeling..... Herhalingsproduksie in handegswys van handsny- en/of kleingereedskap.....	Rate 7. Preparation of saws, other than tensioning and/or cutters used in manufacturing the products and packings of this Division Repetition production hand tack welding of edge hand and/or small tools.....
Tarief 9. Produksiekontrolering met of sonder vaste meters..... Warm en/of koue herhalingsbuig en/of vorm volgens setmate en/of stempels en/of stuiters..... Herhalingswarmfrees- en/of skerpmaakmasjienerk..... Herhalingswarm- en/of -koudpons met gebruik van leiens en/of setmate en/of stuiters en/of stempels..... Herhalingsboor- en/of versinkboor met gebruik van setmate en/of merke en/of meters en/of ponsmerke (voetstukboor) Herhalingswarmklinkwerk..... Herhalingsafmerk volgens setmate en/of patrone..... Herhalingsbediening van elektriese stui- en/of puntsweismasjiene..... Herhalend warm reguitmaak met die hand..	Rate 9. Production checking with or without fixed gauges..... Repetition hot and/or cold bending and/or forming to jigs and/or dies and/or stops.. Repetition fraizing and/or pointing machine work..... Repetition hot and/or cold blanking and/or slitting, using guides and/or jigs and/or stops and/or dies..... Repetition hot and/or cold punching, using guides and/or jigs and/or stops and/or dies Repetition drilling and/or countersinking, using jigs and/or marks and/or gauges and/or pops (pedestal drill)..... Repetition hot riveting..... Repetition marking to jigs and/or templates.. Repetition operating electric butt and/or spot welding machines..... Repetition hot straightening by hand.....
Tarief 10. Alle werk in verband met handvatsels maak Slyn en/of poleer van handsny- en/of kleingereedskap, maar nie presisie- en/of masjiengereedskap nie..... Afwal stukkend sny, maar nie met oksiasetleien nie	Rate 10. All handle-making operations..... Grinding and/or polishing of edge hand and/or small tools, other than precision and/or machine tools..... Scrap cutting other than oxy-acetylene.....
Tarief 11. Alle werk in verband met montering van gereedskap..... Aansit van verf en/of lakverf deur indompelling en/of spuit en/of met kwas..... Alle verpakkingswerk met inbegrip van en behorende by adresseer, etiketteer en merk vir vervoer.....	Rate 11. All tool assembling operations..... Applications of paints and/or lacquers by means of dipping and/or spraying and/or brushing..... All packaging operations including and incidental to addressing, labelling and marking for transport.....

DEEL B.

Ondergenoemde werksaamhede in die vervaardiging van sae, nl.—

Tarief 2.	Skaal per uur. (Sent.)
Smids- en blokwerk aan sae—	
Eerste jaar ondervinding—	41.5
Eerste ses maande.....	58.5
Tweede ses maande.....	68.5
Tweede jaar ondervinding.....	74.0
Derde jaar ondervinding.....	81.5
Daarna Tarief 2.....	
Tarief 3.	
Volgens vaste meters slyn.....	
Toesigwerk oor seksies n.e.v. (Toesig oor alle werksaamhede onder Tarief 3).....	Skaal per uur vir werk onder Tarief 3 in loontabelle.
Tarief 5.	
Hardmaak en temper (toesigwerk).....	Skaal per uur vir werk onder Tarief 5 in loontabelle.

PART B.

The following operations in saw manufacture, viz.—

Rate 2.	Rate per Hour. (Cents.)
Smithing and blocking of saws—	
First year of experience—	41.5
First six months.....	58.5
Second six months.....	68.5
Second year of experience.....	74.0
Third year of experience.....	81.5
Thereafter Rate 2.....	
Rate 3.	
Grinding to fixed gauges.....	
Supervisory work sectional (n.e.s.) (supervising all operations below Rate 3).....	Rate per hour for work classified at Rate 3 in Table of Wage Rates.
Rate 5.	
Hardening and tempering (supervisory work)	Rate per hour for work classified at Rate 5 in Table of Wage Rates.

Tarief 9.

Stuiksweismasjiën bedien.....
 Verdiepers volgens setmate bedien, maar nie opstel nie.....
 Puntswaismasjiën bedien.....
 Produksiekontrolering met of sonder vaste meters.....
 Herhalings uitsny van blinde stukke op perse, maar nie stempels en/of gereedskap stel nie.....
 Herhalingshefboom- en/of trap- en/of handperswerk, waar die werk met gestelde stempels gedoen word, maar nie die stel van die stempels en/of gereedskap n.e.v. Herhalingsmasjiënpons volgens stuiters en/of setmate en/of stempels en/of meters....
 Herhalingshand- en/of outomatiese stel- en/of skerpmaakwerk van alle soorte houtwerksaie.....
 Herhalingsafmerk volgens setmate en/of patrone.....

Skaal per uur vir
 werk onder Tarief
 9 in loontabelle.

Rate 9.

Operating butt welding machine.....
 Operating routers to templets excluding setting up.....
 Operating spot welding machine.....
 Production checking with or without fixed gauges.....
 Repetition blanking on presses excluding setting of dies and/or tools.....
 Repetition fly and/or treadle and/or manual power pressing where the work is operated upon with preset dies, other than the setting of dies and/or tools (n.e.s.).....
 Repetition machine punching to stops and/or jigs and/or dies and/or gauges.....
 Repetition manual and/or automatic setting and/or sharpening of all types of wood-working saws.....
 Repetition marking to jigs and/or templets..

Rate per hour for
 work classified at
 Rate 9 in Table of
 Wage Rates.

Tarief 10.

Alle werk in verband met die maak van handvatsels (n.e.v.).....
 Polys en/of poleer.....
 Slyn (n.e.v.) maar nie presisie-slynwerk nie
 Herhalend afsny met die hand volgens stuiters en/of setmate.....

Skaal per uur vir
 werk onder Tarief
 10 in loontabelle.

Rate 10.

All handle-making operations (n.e.s.).....
 Buffing and/or polishing.....
 Grinding (n.e.s.) excluding precision grinding
 Repetition manual cutting off to stops and/or jigs.....

Rate per hour for
 work classified at
 Rate 10 in Table
 of Wage Rates.

Tarief 11.

Alle verpakkingswerk met inbegrip van en voortvloeiende uit adresseer en etiketteer en merk vir vervoer.....
 Aanbring van roeswerende en/of besker-
 mende lae.....
 Saagonderdele monteer.....
 Saagblaaiets.....
 In olieverslywingswerk laai en ontlai.....
 Penne in saagblaaiets vasst.....

Skaal per uur vir
 werk onder Tarief
 11 in loontabelle.

Rate 11.

All packaging operations including and incidental to addressing, labelling and marking for transport.....
 Application of anti-corrosive and/or protective coatings.....
 Assembling saw components.....
 Etching saw blades.....
 Loading and unloading in oil stiffening operations.....
 Pin fixing in saw blades.....

Rate per hour for
 work classified at
 Rate 11 in Table
 of Wage Rates.

AFDELING D/6.

DRUKMESSE EN -SNYERS EN PLATKOPSPYKERTJES EN SKOENSPYKERS VIR DIE SKOEISELNYWERHEID.

(A) Ondergenoemde werksaamhede in die vervaardiging van skoeseiseldrukmesse en -snyers:—

Tarief 1 (n.e.v.).

Messe smee en/of met vuur sweis.....

Skaal per uur vir
 werk onder Tarief
 1 in loontabelle.

Tarief 3.

Messe en gereedskap hardmaak en met hitte behandel, messe vyl volgens setmate, messe van spesiale ontwerp—

Skaal per
 uur.
 (Sent.)

Eerste drie maande ondervinding..... 69.5
 Tweede drie maande ondervinding..... 74.5
 Daarna Tarief 3.

Tarief 6.

Messe slyn volgens patroon, standaardmesse
 Messe slyn, met inbegrip van gereedskap slyn, volgens setmate.....
 Messe profileer en/of masjiënprofilering....
 Slegs volgens patrone buig, maar nie met vuur sweis nie.....
 Modelle van plaatstyer van 22 dikte volgens papierpatrone maak.....

Skaal per uur vir
 werk onder Tarief
 6 in loontabelle.

Tarief 10.

Gladvryf en/of poets en/of poleer.....

Skaal per uur vir
 werk onder Tarief
 10 in loontabelle.

(B) Ondergenoemde werksaamhede in die vervaardiging van platkopsnyers en skoensnyers vir die skoeseiselnierwerheid:—

Tarief 3.

Toesigwerk (toesighou oor masjiënwerk)—
 Eerste ses maande van leerlingenskap.....
 Tweede ses maande van leerlingenskap.....
 Tweede jaar van leerlingenskap.....
 Derde jaar van leerlingenskap.....
 Daarna Tarief 3.

Skaal per
 uur.
 (Sent.)

38.8
 40.5
 59.5
 72.0 *

Tarief 9.

Bediening van platkopsnyer- en spyker-
 masjiëne

Skaal per uur vir
 werk onder Tarief
 9 in loontabelle.

DIVISION D/6.

FOOTWEAR PRESS KNIFE AND CUTTER AND FOOTWEAR TACK AND NAIL MANUFACTURING DIVISION.

(A) The following operations in the manufacture of footwear press knives and cutters:—

Rate 1 (n.e.s.).

Knife forging and/or fire welding.....

Rate per hour for
 work classified at
 Rate 1 in Table of
 Wage Rates.

Rate 3.

Knife and tool hardening and heat treatment, knife filing to templet, special design knives—

Rate per
 Hour.
 (Cents.)

First three months of experience..... 69.5
 Second three months of experience..... 74.5
 Thereafter Rate 3.

Rate 6.

Knife filing to templet, standard knives....
 Knife grinding, including tool grinding to jigs
 Knife profiling and/or machine broaching..
 Bending to templet only but not fire welding
 Making from 22 gauge flat sheet iron patterns
 to paper templets.....

Rate per hour for
 work classified at
 Rate 6 in Table of
 Wage Rates.

Rate 10.

Buzzing and/or buffing and/or polishing..

Rate per hour for
 work classified at
 Rate 10 in Table
 of Wage Rates.

(B) The following operations in the manufacture of footwear tacks and nails:—

Rate 3.

Supervisory work (supervisor machine operations)—

Rate per
 Hour.
 (Cents.)

First six months of learnership..... 38.8
 Second six months of learnership..... 40.5
 Second year of learnership..... 59.5
 Third year of learnership..... 72.0
 Thereafter Rate 3.

Rate 9.

Operating tack and nail machines.....

Rate per hour for
 work classified at
 Rate 9 in Table of
 Wage Rates.

AFDELING D/7.

SMELT- EN GIETWERK, ALGEMEEN EN VERVAARDIGING.

(a) Woordomsrywings.

Vir die toepassing van hierdie afdeling van die Ooreenkoms beteken en omvat—

„vorms en of kerns maak (n.e.v.)” enigeen of almal van ondergenoemde werksaamhede:—

Patrone in posisie plaas met inbegrip van strykelspil en dwars-setting en die sny en vee in strykel- en/of kleiwerk; montering van meerdelige kaste; aanbring van skeimiddels (n.e.v.); in posisie plaas en invou van enige losstukke wat deel van die patroon vorm en dit verwyder nadat die hoofpatroon getrek is; sand instamp, of met die hand of masjien, met inbegrip van sand blaas of uitstoot en instamp met swaartekrag; gietregters, lopers en/of styglopers plaas en/of uithaal; gietvorms vashaak en versterk; gietvorms afskraap en/of platstamp (n.e.v.); luggaatjies in gietvorms insit; trek of uithaal van die patroon uit die gietvorm, met inbegrip van losstukkes, of met die hand of meganies; gietvorms en/of kerns afborsel en/of skoonmaak en/of skoonblaas; gietvorms en/of kerns blink maak, lap, bespyker, met stange vasheg, vashaak, versterk, oopmaak en/of skei; maak van kernysters (in sand gegiet); kernysters buig en fatsoeneer (n.e.v.); direkte toesig van laai, opstapel en aflaai van kerns wat van kraan hang (n.e.v.); verwydering van sandvinne van kerns; die kernkas van die kern verwyder of trek, ook die plasing van die draerplate; aanbring van vuurvaste materiaal aan die gietvorm of kern, insluitende finale afwerking; inspuut van verhardingsmiddels; aanbring van bindstowwe en/of verbinding van kerns; plasing van die kranslysijs, kerns (n.e.v.) of gietvorms, skroewe, moere, splitsplate en penne; sluit en vasklamp van gietvorms; gietvorms skoonmaak voordat dit gesluit word; blakering van kerns na gietvorm gesluit is, opmaak en lap van ligters in die kerns of gietvorms; maak en/of plaas van loperkoppies en/of koppe; uitgiet, insluitende met bodemgietlepel; giet en/of vormgiet van lepels wat van kraan en/of monospore hang (n.e.v.); toesig oor handlepelgiet en vormgiet van handsteelepel; metaal voer na gietwerk; met dien verstande dat ingeval enigeen of almal van die voorgaande werksaamhede in 'n ander inrigting as 'n produksie-installasie verrig word, die werksaamhede slegs deur 'n gieter of vakleerling-gieter verrig moet word;

„produksiegietwerk en/of produksiekernmakery (n.e.v.)” beteken die produksie van gietstukke spesiaal bestem vir die werk met gebruik van groensand en/of CO₂ op die grondslag van hoeveelheidsproduksie in 'n produksie-installasie wat 'n afsonderlike inrigting is, of afdeling of seksie van 'n afdeling, of op so 'n wyse op 'n afsonderlike deel van die gieteryvloer sodat die werkgewer of sy verteenwoordiger in staat is om te eniger tyd daardie deel van die vloer te wys waarop los gietwerk en/of kernmakery gedoen word en die aparte deel waar produksiegietwerk aangaan, insluitende plaatgietwerk en/of kernmakery en/of kernlegging en/of sluitwerk, en omvat die volgende:—

Monteer van meerdelige gietkaste (n.e.v.); aanbring van skeimiddels (n.e.v.); in posisie plaas en invou van enige los stukke wat deel uitmaak van die patroon en dit verwyder nadat die hoofpatroon getrek is; sand instamp, of met die hand of masjien, insluitende sand blaas of uitstoot en instamp met swaartekrag; gietregters, lopers en/of styglopers plaas en/of uithaal; die gietvorm vashaak en versterk; die gietvorm afskraap en/of plat stamp (n.e.v.); luggaatjies in gietvorms aanbring; vogmiddels in gietvorms aanbring; trek of uithaal van die patroon uit die gietvorm, insluitende los stukkes, of met die hand of meganies; gietvorms en/of kerns afborsel en/of skoonmaak en/of skoonblaas; gietvorms en/of kerns blink maak, lap, bespyker, met stange vasheg, vashaak, versterk, opmaak en/of skei; maak van kernysters (in sand gegiet); kernysters buig en fatsoeneer (n.e.v.); direkte toesig oor laai, opstapel en aflaai van kerns wat van kraan hang (n.e.v.); verwydering van sandvinne van kerns; die kernkas van die kern verwyder of trek, ook die plasing van die draerplate; aanbring van vuurvaste materiaal aan die gietvorm of kern, insluitende finale afwerking;

DIVISION D/7.

FOUNDRY AND CASTING, GENERAL AND MANUFACTURING DIVISION.

(a) Definitions.

For the purposes of this Division of the Agreement—

“moulding and/or coremaking (n.e.s.)” means and includes any or all of the following operations:—

Placing of patterns in position, including strickle board spindle and cross setting and the cutting and sweeping in strickle and/or loam work; assembling of multi-part boxes; application of parting agents (n.e.s.); placing into position and tucking of any loose pieces forming part of the pattern and their extraction after the main pattern has been drawn; ramming of sands either manually or by machine, including the blowing or extruding of sands and gravity ramming; placing of and extraction of down-gates, runners and/or risers; hooking and reinforcing of the mould; scraping off and flat ramming of the moulds (n.e.s.) venting of moulds; application of damping agents to the mould; drawing or extraction of the pattern from the mould including loose pieces, either manually or by mechanical means; brushing and/or cleaning and/or blowing off of moulds and/or cores; sleecking, patching, nailing, rodding, hooking, reinforcing, making up and/or parting of the moulds and/or cores; making of sand cast core irons; bending and shaping of core irons (n.e.s.); direct supervision of loading stacking and unloading of cores strung from crane (n.e.s.); removal of sand fins from cores; parting or drawing of the core box from the core and including the placing of the carrier plates; application of refractory material to the mould or core including final finishing; injecting of hardening agents; application of joining materials and/or joining of cores; placing of chaplets, cores (n.e.s.) or chills, screws, nuts, splitting plates and pins; closing and clamping of moulds; cleaning of moulds prior to closing; sconcing of cores after the closing of the moulds, making up and patching of lifters in the cores or moulds; making and/or placing of runner cups and/or heads; teeming including bottom pouring steel ladles; pouring and/or casting from ladles strung from cranes and/or monorails (n.e.s.); supervision of hand ladle pouring and casting from hand shank ladles; feeding of metal after casting;

Provided that where any or all of the foregoing operations are performed other than in a production plant such operations shall be performed only by a moulder or apprentice moulder;

“production moulding and/or production coremaking (n.e.s.)”, means the production of castings by special application to the job using greensand and/or CO₂ on a quantity production basis in a production plant which is a separate establishment or department or section of a department, or in such manner on a separate part of the foundry floor so that the employer or his representative is able to show at any time the part of the floor on which jobbing moulding and/or coremaking is carried on and the separate part devoted to production moulding, including plate moulding and/or coremaking and/or corelaying and/or closing, and includes the following:—

Assembling of multi-part moulding boxes (n.e.s.); application of parting agents (n.e.s.); placing into position and tucking of any loose pieces forming part of the pattern and their extraction after the main pattern has been drawn; ramming of sands either manually or by machine, including the blowing or extruding of sands and gravity ramming; placing of and extraction of down-gates, runners and/or risers; hooking and reinforcing of the mould; scraping off and flat ramming of the moulds (n.e.s.); venting of moulds; application of damping agents to the mould; drawing or extraction of the pattern from the mould including loose pieces, either manually or by mechanical means; brushing and/or cleaning and/or blowing off of moulds and/or cores; sleecking, patching, nailing, rodding, hooking, reinforcing, making up and/or parting of the moulds and/or cores; making of sand cast core irons; bending and shaping of core irons (n.e.s.); direct supervision of loading, stacking and unloading of cores strung from crane (n.e.s.); removal of sand fins from cores; parting or drawing of the core box from the core and including the placing of carrier plates; application of refractory material to the mould or core including final finishing;

inspuit van verhardingsmiddels;
aanbring van bindmiddels en verbinding van kerns;
plasing van kranslyties, kerns (n.e.v.) of gietvorms;
skroewe, moere, splitsplate en penne;
plaas en/of sentreer van selfbepalende kerns;
sluit en vasklamp van gietvorms;
gietvorms skoonmaak voordat gesluit word;
blakering van kerns na gietvorms gesluit is, opmaak en lap van ligters in die kerns of gietvorms;
maak en/of plaas van loperkoppies en/of koppe;
uitgiet, insluitende bodemgietlepel;
giet en/of vormgiet van lepel wat van krane en/of monospore hang (n.e.v.);
toesig oor lepelgiet en vormgiet van handsteellepel;
metaal voer na gietwerk;

„spesiaal bestem vir die werk” beteken die gebruikmaking van spesiaal ontwerpte plaatpatrone en spesiaal ontwerpte gietkaste, met masjienvervaardigde penne en geboorde oorgate, en aangepas by die gietmasjien, maar sluit nie plaatgietwerk in nie;

„produksie-installasie” beteken ’n installasie waarin gietwerk gedoen word met meganiese hulpmiddels en/of handewerk waarin slegs plaatpatrone gebruik word;

„plaatpatrone” is patrone so gemaak dat die patroon, gietgate en lopers, maar nie gietregters nie, op die plate gemonteer of daaraan geheg is of ’n integrale deel van die plate vorm;

„produksiegietwerk” is ’n werknemer in diens op produksiegietwerk wat nie jonger as 19 jaar is nie.

Geen werkgewer mag ’n persoon op produksiegietwerk en/of produksiekernmakery in diens neem nie teen ’n loonskaal laer as die loonskaal vir produksiegietwerk en/of kernmakery in die betrokke inrigting, behalwe dat met die voorafgaande toestemming van die Raad en kragtens ’n leerlingskapkontrak in so ’n vorm as wat van tyd tot tyd deur die Raad bepaal kan word;

„leerling-produksiegietwerk” is ’n werknemer oor 18 jaar wat in diens is in ’n produksie-installasie en produksiegietwerk en/of kernmakery en/of kernlegging vir ’n tydperk van 12 maande; met dien verstande dat sodanige leerling vir die eerste nege maande van die leerlingskap uitsluitlik in diens moet wees op handproduksiegietwerk;

„dopgietwerk en/of kernmakery” (of die proses „dopgietwerk”) beteken die vervaardiging van metaal goedere deur middel van harsgebinde sandgietvorms, kerns, beskuit, invoegsels of doppe gemaak deur die aanwending van hitte en/of drukking en sluit in die vervaardiging of produksie van sodanige harsgebinde gietvorms, kerns, beskuit, invoegsels of doppe gemaak deur aanwending van hitte en/of drukking, hetsy die vervaardiger of produsent die genoemde artikel of artikels vir die vervaardiging van metaal goedere gebruik of nie;

„toesig” of „onder toesig” beteken dat die werk waarvoor toesig gehou moet word, in die nabyligheid van die gietwerk uitgevoer moet word, of van die produksiegietwerk, kernlegger of onderbaas wat sodanige toesig moet uitvoer sodat die persoon wat toesig moet hou, die betrokke werksaamheid kan sien.

(b) Algemeen.

Tarief 1 (n.e.v.).

(*)Gietwerk en/of kernmakery.....	} Skaal per uur vir werk onder Tarief 1 in loontabelle.
Patrone maak.....	
Patrone vul en/of monteer.....	
Sweis van defekte gietstukke.....	

Tarief 1A (n.e.v.).

(*)Produksiegietwerk en/of produksiekernmakery.....	} Skaal per uur vir werk onder Tarief 1A in loontabelle.
(*)Spingietmasjiene—waar sand ingesluit is (toesigwerk).....	
Uitgietwerk in gieterye.....	

Tarief 2.

Uitsmelt- en/of smeltwerk (maar nie staalwerkeproduksie)—toesigwerk.....	Skaal per uur vir werk onder Tarief 2 in loontabelle.
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Tarief 3.

Stempelgietmasjiene waar sand uitgesluit is—toesig hou.....	} Skaal per uur vir werk onder Tarief 3 in loontabelle.
(*)Spingietmasjiene waar sand uitgesluit is—toesigwerk.....	

Tarief 4.

Boog- en/of gassnywerk met die hand (n.e.v.).....	Skaal per uur vir werk onder Tarief 4 in loontabelle.
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Tarief 5.

Uitgloe van hittebehandelingsoond—toesig hou.....	} Skaal per uur vir werk onder Tarief 5 in loontabelle.
Koepelbediener—toesigwerk.....	

Tarief 8.

Kernysters volgens setmate buig en/of fatsoeneer (maar nie sweis of bind).....	Skaal per uur vir werk onder Tarief 8 in loontabelle.
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injection of hardening agents;
application of joining material and/or joining of cores;
placing of chaplets or chills, screws, nuts, splitting plates and pins;
placing and/or centering of self-locating cores;
closing and clamping of moulds;
cleaning of moulds prior to closing;
sconcing of cores after the closing of the mould, making up and patching of lifters in the cores or moulds;
making and/or placing of runner cups and/or heads;
teeming including bottom pouring steel ladles;
pouring and/or casting from ladles strung from cranes and/or monorails (n.e.s.);
supervision of hand ladle pouring and casting from hand shank ladles;
feeding of metal after casting;

“special application to the job” means the utilisation of purpose-made plate patterns and purpose-made moulding boxes, having machined pins and drilled lug holes, and adapted to the moulding machine, but includes plate moulding;

“production plant” means a plant wherein moulding is performed by mechanical aids and/or manual means wherein plate patterns only are used;

“plate patterns” are patterns so constructed that the pattern, ingates and runners, other than downgates, are mounted and fixed to the plates or are an integral part of the plates;

“production moulder” is an employee employed on production moulding who is not less than 19 years of age.

No employer shall employ any person on production moulding and/or production coremaking at a lesser rate of pay than the rate for production moulding and/or coremaking in the establishment concerned, except with the prior consent of the Council and under a learnership contract in such form as may be determined by the Council from time to time;

“learner production moulder” is an employee over 18 years of age employed in a production plant learning production moulding and/or coremaking and/or corelaying for a period of 12 months, provided that such learner shall be employed for the first nine months of the learnership exclusively on hand production moulding work;

“shell moulding and/or coremaking” (or the process of “shell moulding”) means the manufacture of metal goods utilising resin-bonded sand moulds, cores, biscuits, inserts or shells processed by the application of heat and/or pressure and includes the manufacture or production of such resin-bonded moulds, cores, biscuits, inserts or shell processed by the application of heat and/or pressure, whether or not the manufacturer or producer utilises the said article or articles for the manufacture of metal goods.

“supervision” or “under supervision” means that the operation to be supervised must be performed in the vicinity of the moulder, production moulder, corelayer or chargehand who has to exercise such supervision so that the person who has to exercise the supervision is able to sight the operation in question.

(b) General.

Rate 1 (n.e.s.).

(*)Moulding and/or coremaking.....	} Rate per hour for work classified at Rate 1 in Table of Wage Rates.
Pattern making.....	
Pattern filing and/or mounting.....	
Welding of defective castings.....	

Rate 1A: (n.e.s.).

(*)Production moulding and/or production coremaking.....	} Rate per hour for work classified at Rate 1A in Table of Wage Rates.
(*)Spin-casting machines—where sand is included (supervisory work).....	
Teeming in Steel Foundries.....	

Rate 2.

Smelting and/or melting (other than in steel-works production)—supervisory work.....	Rate per hour for work classified at Rate 2 in Table of Wage Rates.
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Rate 3.

Die-casting machines where sand is excluded—supervisory work.....	} Rate per hour for work classified at Rate 3 in Table of Wage Rates.
(*)Spin-casting machines where sand is excluded—supervisory work.....	

Rate 4.

Arc and/or gas cutting by hand (n.e.s.).....	Rate per hour for work classified at Rate 4 in Table of Wage Rates.
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Rate 5.

Annealing heat treating furnace—supervisory work.....	} Rate per hour for work classified at Rate 5 in Table of Wage Rates.
Cupola attendant—supervisory work.....	

Rate 8.

Bending and/or shaping core irons to jigs (excluding welding and/or tying).....	Rate per hour for work classified at Rate 8 in Table of Wage Rates.
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Tarief 9.

Handsteeluitgiet en/of giet onder toesig waar die metaalinhoud van die lepel nie 200 lb. oorskry nie.....
 Bediening van drukstempelgieter- en/of spingietmasjiens (maar nie opstel nie).....
 Uitgiet en/of giet van lepels wat van monospoor hang onder toesig waar inhoud van lepel nie 600 lb. oorskry nie.....
 Uitgiet en/of giet van ysterhoudende metale in permanente gietvorms met inbegrip van bedekking.....
 Herhalende boog- en/of gasafsnijwerk aan giet- en/of stygkanale vir gietstukke wat op 'n hoeveelheidsgrondslag geproduseer word.....
 Herhalende insit van metaalkerns in metaalgietvorms deur gebruik van plekbepalings-toestelle (n.e.v.).....

Skaal per uur vir
werk onder Tarief
9 in loontabelle.

Tarief 10.

Sluit van gietkaste uitgerus met plek-bepalende penne in produksiegieterie onder toesig van die produksiegieter of gieter wat vir die doel in diens is, of van 'n kernlegger of onderbaas.....
 Koepellapwerk, d.w.s. herstel van binneste voering van koepels in die gebied tussen die voetstuk en die top van die smeltsone.....
 *Poets en/of afwerk met die hand en/of masjiens
 * „Afwerking of poetswerk” beteken die afstroop en verwydering van aanklewende gietregters en stygkanale en aanklewende sand en kerns, vinne en ander oortollige metaal van 'n gietstuk en die produksie van 'n redelike skoon, gladde oppervlakte, maar sluit nie in (a) die verwydering van metaal van 'n gietstuk wanneer dit deel uitmaak van die werk in verband met die masjienbewerking of in-mekaarsit van gietstukke nadat dit afgewerk of gepoets is, of (b) enige werk wat 'n uitslaanwerkzaamheid binne die betekenis van hierdie woordomskrif is.
 „Uitslaanwerk” beteken alle metodes om gietstukke uit vorms uit te haal en die volgende werksaamhede wanneer dit in verband daarmee gedoen word, nl. afstroop, verwydering van kerns en die verwydering van gietregters en stygkanale (n.e.v.).
 Spesiaal gemaakte klampe aan spesiaal aangepaste gietkaste met die hand vasdraai, maar nie boue met sleutel of met hamer vasdraai nie.....
 Bediening van outomatiese en/of half-outomatiese hystoestel aan koepel.....
 Poleer en/of polys.....
 Sand- en/of hael- en/of waterstraling.....
 Afval stukkend sny om weer gesmelt te word maar nie in werkswinkels nie.....

Skaal per uur vir
werk onder Tarief
10 in loontabelle.

Tarief 11.

Algemene arbeid, insluitende die volgende:—
 Aanbring van vloeibare skeimiddels aan patrone.....
 Inmekaarsit van spesiaal ontwerpte gietkaste in produksiegieterie.....
 Kerns laai, opstapel (maar nie skoonmaak, afwerk, die verwydering van vinne en lap nie), en/of ontlai, maar nie met kraan onder toesig.....
 Skraap van gietvorms met stange uitgerus waar stange die skopgrawe stuur en waar nie hake gebruik word nie.....

Skaal per uur vir
werk onder Tarief
11 in loontabelle.

(c) Leervoordes vir Produksiegieterie.

Skaal per uur.
(Sent.)

Eerste ses maande ondervinding.....	74.5
Tweede ses maande ondervinding.....	79.5
Daarna.....	86.5

Met dien verstande dat—

- (1) niemand, uitgesonderd 'n gieter of produksiegieter, in diens geneem kan word op produksiegieterie nie, behalwe kragtens 'n leerkontrak en met die vooraangaande toestemming van die Raad. Sodanige kontrakte, wat in die vorm moet wees soos van tyd tot tyd deur die Raad voorgeskryf word, moet die aspekte van produksiegieterie voorskryf waarop enige sodanige leerlingproduksiegieterie opgelei moet word;
- (2) die minimum ouderdom vir 'n leerling-produksiegieter moet 18 jaar wees en geen werkgewer mag enigiemand onder die ouderdom van 19 jaar in diens neem as produksiegieter nie.

(d) Dopgieterwerk en/of Kernmakery (Produksiegieter se werk).

Tarief 1A.

(*)Produksiegieter se werk, nl.—

Invoeging van kerns.....
 Aansit van skeimiddels.....
 Patrone met die hand afstroop en/of van kernkaste.....

Skaal per uur vir
werk onder Tarief
1A in loontabelle.

Rate 9.

Hand shank pouring and/or casting under supervision where the metal content of the ladle does not exceed 200 lb.....
 Operating pressure die-casting and/or spin-casting machine (excluding setting up).....
 Pouring and/or casting from ladles strung from monorails under supervision where the ladle content does not exceed 600 lb...
 Pouring and/or casting of ferrous metals into permanent moulds including coating.....
 Repetition arc and/or gas cutting off runners and/or risers for castings which are produced on a quantity production basis....
 Repetition inserting of metal cores into metal moulds using fixed locating devices (n.e.s.)

Rate per hour for
work classified at
Rate 9 in Table of
Wage Rates.

Rate 10.

Closing of moulding boxes fitted with self-locating pins in production foundries under the supervision of the production moulder or moulder who made the mould, a moulder or production moulder employed for the purpose, corelayer or chargehand....
 Cupola patching, i.e. repairing of the inner lining of cupolas in the area between the base and the top of the melting zone.....
 *Fettling and/or dressing operations by hand and/or machine.....

*“Dressing or fettling operations” means the stripping and removal of adherent runners and risers and adherent sand and cores, flash and other surplus metal from a casting and the production of a reasonably clean smooth surface but does not include (a) the removal of metal from a casting when performed incidentally in connection with the machining or assembling of castings after they have been dressed or fettled, or (b) any operation which is a knock-out operation within the meaning of this definition.

“Knock-out operations” means all methods of removing castings from moulds and the following operations when done in connection therewith, namely stripping, removal of cores and the removal of runners and risers (n.e.s.).

Hand tightening of purpose-made clamps on specially adapted moulding boxes, excluding bolts and spanner tightening or hammer tightening.....
 Operating cupola automatic and/or semi-automatic hoist.....
 Polishing and/or buffing.....
 Sand and/or shot and/or hydro blasting....
 Scrap cutting for remelting purposes other than in workshop.....

Rate per hour for
work classified at
Rate 10 in Table
of Wage Rates.

Rate 11.

General labourer's work including the following:—
 Application of liquid parting agents to patterns.....
 Assembling of special purpose moulding boxes in production foundries.....
 Loading, stacking (but excluding cleaning, dressing and fin-removal and patching), and/or unloading of cores other than by crane under supervision.....
 Scraping off moulds fitted with bars where bars guide the shovel and where hooks are excluded.....

Rate per hour for
work classified at
Rate 11 in Table
of Wage Rates.

(c) Learnership Conditions for Production moulding.

	Rate per Hour. (Cents.)
First six months of experience.....	74.5
Second six months of experience.....	79.5
Thereafter.....	86.5

Provided that—

- (1) no person other than a moulder or production moulder may be employed on production moulding except under a Learnership Contract and with the prior permission of the Council. Such contracts, which shall be in the form prescribed by the Council from time to time, shall prescribe the aspects of production moulding on which any such learner production moulder shall be trained;
- (2) the minimum age for a learner production moulder shall be 18 years of age and no employer shall employ any person under the age of 19 years as a production moulder.

(d) Shell Moulding and/or Coremaking (Production Moulder's work).

Rate 1A.

(*)Production moulder's work, viz.—

Inserting of cores.....
 Applying parting agents.....
 Manual stripping of patterns and/or core boxes.....

Rate per hour for
work classified at
Rate 1A in Table
of Wage Rates.

Tarief 11.

Algemene arbeid, met inbegrip van—

Beskuite sluit onder toesig.....
 Rugwerk.....
 Bekleding.....
 Plate in oond plaas.....
 Plate uit oond uithaal.....
 Stortkaste draai.....

Skaal per uur vir
 werk onder Tarief
 11 in loontabelle.

AFDELING D/8.

VERVAARDIGING VAN HEKKE EN/OF OMHEININGS
EN OPRIGTING DAARVAN.

Die volgende werksaamhede in die vervaardiging van gesmede yster-
 en/of pyphekke en/of omheiningsonderdele en/of diefwering en/of
 draadskerms en/of tuinmeubels:—

(a) Vervaardiging.

Tarief 1 (n.e.v.).

Grofsmidswerk.....
 Sweis.....

Skaal per uur vir
 werk onder Tarief
 1 in loontabelle.

Tarief 2.

Merk en/of opstel van bankwerk vanaf teken-
 ings en/of dimensionale sketse.....
 Toesigwerk (vervaardiging).....

Skaal per uur vir
 werk onder Tarief
 2 in loontabelle.

Tarief 5.

Boor (n.e.v.), met inbegrip van bore skerp-
 maak.....
 Materiaal na gegewe lengtes afmerk om gesny
 te word deur gebruik van slegs liniale en/of
 maatbande en/of materiaal afmerk.....
 Afmerk en/of opstel van bankwerk volgens
 patrone.....
 Bediening van kragssaag (n.e.v.).....
 Toesig, behalwe oor vervaardigingswerk....
 Pyphekke en/of toebehore met die hand
 sweis.....

Skaal per uur vir
 werk onder Tarief
 5 in loontabelle.

Tarief 6.

Boog- en/of gassweiswerk in setmate en/of
 boog en/of gassweis van onderdele aldus
 gevorm en/of geplaas om die nodigheid
 van 'n setmaat uit te skakel.....
 Bediening van outomatiese boog- en/of gas-
 sweismasjien.....

Skaal per uur vir
 werk onder Tarief
 6 in loontabelle.

Tarief 7.

Warmvervaardiging in setmate, van oë, krae
 en hangers

Skaal per uur vir
 werk onder Tarief
 7 in loontabelle.

Tarief 7A.

Elektriese sweiswerk met die hand aan rame
 en/of krulle aan raamwerk in setmate waar
 sweisafstande nie meer as ½ duim is nie...
 Elektriese sweiswerk met die hand waar
 sweisafstande hoogstens ½ duim is.....

Skaal per uur vir
 werk onder Tarief
 7A in loontabelle.

Tarief 8.

Outomatiese en/of half-outomatiese ketting-
 skakel- en/of diamantmaasmasjien bedien
 (met inbegrip van lopende verstel werk aan
 masjien indien nodig gemaak deur vervaar-
 digingsproses).....
 Beheer oor werknemers in diens op klasse
 werk onder Tarief 8 ingelys wanneer aldus
 aangestel.....
 Elektriese sweis van grondplaat en kap aan
 heiningpale en pype daarvoor verbind....

Skaal per uur vir
 werk onder Tarief
 8 in loontabelle.

Tarief 9.

Bediening van volkome outomatiese masjien,
 met inbegrip van willekeurige kontrolering
 met vaste meters.....
 Vir die toepassing van bogenoemde is 'n
 „volkome outomatiese masjien” 'n staaf-
 voermasjien of 'n masjien uitgerus met 'n
 outomatiese kloutoestel (d.w.s. uit 'n maga-
 syn gevoer) en die handbediening is beperk
 tot die masjien aan die gang sit en stop en
 'n nuwe staaf in die masjien voer, of die
 magasyn laai, na gelang van die geval.

Koue klinkwerk.....
 Hefboom- en/of trap- en/of handpers- en/of
 keerpwerk waar die werk deur gestelde stemp-
 pels gedoen word, maar nie die stel van die
 stempels nie.....

Bediening van punt- en/of stuiksweismasjien
 (n.e.v.).....

Bediening van kragssaag vir herhalingsafsny-
 werk volgens stoppe en/of lengtemeters,
 maar nie die stoppe stel nie (behalwe in
 gereedskapkamer).....

Kragperswerk waar die werk gedoen word
 met gestelde stempels, maar nie die stel
 van die stempels nie.....

Herhalingsboorwerk volgens pongate en/of
 merke en/of versinkboorwerk.....

Herhalingsboorwerk met setmate en/of
 skoorstukke.....

Herhalingsboorwerk volgens stelmasjiene...
 Herhalende warmfrees- en/of puntmasjien-
 werk.....

Met handhamer vir Tarief 1-werknemer slaan

Skaal per uur vir
 werk onder Tarief
 9 in loontabelle.

Rate 11.

General labouring including the following:—

Closing of biscuits under supervision....
 Backing up.....
 Investing.....
 Placing of plates in oven.....
 Removing plates from oven.....
 Turning of dump boxes.....

Rate per hour for
 work classified at
 Rate 11 in Table
 of Wage Rates.

DIVISION D/8.

GATE AND/OR FENCE MANUFACTURING AND ERECTING
DIVISION.

The following operations in the manufacture and/or fabrication of
 wrought iron and/or tubular gates and/or fencing components and/or
 burglar proofing, and/or wire-screening and/or garden furniture:—

(a) Manufacturing and/or Fabricating Operations.

Rate 1 (n.e.s.).

Blacksmithing.....
 Welding.....

Rate per hour for
 work classified at
 Rate 1 in Table of
 Wages Rates.

Rate 2.

Marking out and/or setting up of bench work
 from drawings and/or dimensional sketches
 Supervisory work (manufacturing and/or
 fabricating operations).....

Rate per hour for
 work classified at
 Rate 2 in Table of
 Wage Rates.

Rate 5.

Drilling (n.e.s.) including sharpening of drills
 Marking off material to given lengths for cut-
 ting purposes using only rule and/or tape
 measure and/or marking off material....
 Marking out and/or setting up of bench work
 to templets.....
 Operating power saw (n.e.s.).....
 Supervisory work other than manufacturing
 and/or fabricating.....
 Welding by hand of tubular gates and/or fit-
 tings.....

Rate per hour for
 work classified at
 Rate 5 in Table of
 Wage Rates.

Rate 6.

Arc and/or gas welding in jigs and/or arc and/
 or gas welding of parts so formed and/or
 located to obviate the need for a jig.....
 Operating automatic arc or gas welding
 machine.....

Rate per hour for
 work classified at
 Rate 6 in Table of
 Wage Rates.

Rate 7.

Hot making in jigs of eyes, collars and han-
 gers

Rate per hour for
 work classified at
 Rate 7 in Table of
 Wage Rates.

Rate 7A.

Hand electric welding of framework and/or
 scrolls to framework in jigs where welds do
 not exceed ½ inch in length.....
 Hand electric welding where welds do not
 exceed ½ inch in length.....

Rate per hour for
 work classified at
 Rate 7A in Table
 of Wage Rates.

Rate 8.

Automatic and/or semi-automatic chain link
 and/or diamond mesh machine operating
 (including machine running adjustments
 when necessitated by the manufacturing
 process).....
 Bossing employees employed on classes of
 work scheduled below Rate 8 when so
 appointed.....
 Electric welding of base plate and cap to fen-
 cing posts and joining of pipes therefor..

Rate per hour for
 work classified at
 Rate 8 in Table of
 Wage Rates.

Rate 9.

Attending fully-automatic machine including
 random checking with fixed gauges.....
 For the purpose of the above “fully-
 automatic machine” is a bar-fed machine
 or a machine fitted with an automatic
 chucking device (i.e. magazine fed) and the
 manual operations are limited to setting the
 machine in motion and stopping and feed-
 ing a new bar into the machine or loading
 the magazine as the case may be.

Cold riveting.....

Fly and/or treadle and/or manual pressing
 and/or notching where the work is opera-
 ted upon with pre-set dies, other than the
 setting of dies.....

Operating spot and/or butt welding machine
 (n.e.s.).....

Operating power saw for repetitive cutting off
 to stops and/or length gauges other than
 setting of stops (other than toolroom)....

Power pressing where the work is operated
 upon with pre-set dies other than the setting
 of dies.....

Repetition drilling to pops and/or marks and/
 or countersinking.....

Repetition drilling with jigs and/or fixtures

Repetition drilling with templets.....

Repetition fraizing and/or pointing machine
 work.....

Striking by hand hammer for Rate 1 em-
 ployee.....

Rate per hour for
 work classified at
 Rate 9 in Table of
 Wage Rates.

Tarief 10.

Aansit van roeswerende en/of beskermende lae (n.e.v.).....
 Pype en/of buise volgens stuiters buig deur middel van kragbuigmasjiën.....
 Buig en/of vorm volgens setmate en/of stem-pels en/of stuiters en/of merke.....
 Koue buigwerk volgens stuiters en/of merke met handbuigmasjiën, van buise en/of pype volgens grootte afgemerk.....
 Afknip en/of afsny en/of sny volgens patrone en/of merke en/of setmate en/of lengtemate.....
 Skerms volgens grootte maak wat reeds deur 'n Tarief 2-werknemer geteken is.....
 Bediening van skroefsnymasjiën, maar nie masjiën opstel nie.....
 Bediening van outomatiese reguitmaak-masjiën.....
 Herhalende masjiënponswerk volgens stuiters en/of setmate en/of meters en/of stempels en/of merke.....
 Herhalende afmerkwark volgens setmate en/of patrone.....
 Nuwe skroefdraad sny met snymoere en/of tappe.....
 Herhalende draadwerk en/of vervaardiging (n.e.v.) volgens setmate.....
 Met emalje en/of verf spuit.....
 Vierkantige en/of ander tipes maasskerms weef.....
 Bedrading van hekke.....

Skaal per uur vir
 werk onder Tarief
 10 in loontabelle.

Tarief 11.

Aanbring van roeswerende en/of besker-mende lae en/of verf deur indoping.....
 Bediening van outomatiese krimp-masjiën.....
 Bediening van draadstuiksweismasjiën.....
 Bediening van draagbare hand- of voetstuk-skuurmasjiën waar bediener nie volgens merke, patrone, meters of groottes moet skuur nie.....
 Vierkantige en/of ander tipes maasskerms met die hand weef.....
 Algemene arbeid, met inbegrip van—
 Help met handbuighefboom.....
 Help om hekke te bedraad.....
 Bediening van slinger van handafskeer-masjiën en/of slinger van pypsnier.....
 Afvaldraad afsny en/of sluit en/of omklink (skerms en/of diamantmaas).....
 Masjiënwerkmanne help.....

Skaal per uur vir
 werk onder Tarief
 11 in loontabelle.

(b) Oprigtingswerk.

Tarief 4.

Oprigter van diefwering en/of omheinings in die veld of op terrein—

Leerlingskap—

	Skaal per uur. (Sent.)
Eerste drie maande onder toesig.....	61.00
Proeftydperk van ses maande—	
Eerste drie maande.....	68.50
Tweede drie maande.....	73.50
Daarna Tarief 4.	

AFDELING D/9.

VERVAARDIGING VAN KOMMERSIËLE BEVESTIGINGS-MIDDELS.

Die volgende werksaamhede in die vervaardiging van boute en/of moere en/of skroewe en/of klinknaels en/of spykers en/of hegspykers en/of penne en/of spy en/of tapboute:—

Tarief 1 (n.e.v.).

Herstel en/of opknapping van masjiene (maar nie lopende verstellers nie).....
 Inspeksiewerk—gereedskapkamer.....

Skaal per uur vir
 werk onder Tarief
 1 in loontabelle.

Tarief 1A (n.e.v.).

*Masjiënistewerk (n.e.v.), nl. vorming, gleuf-werk, skaafwerk, freeswerk (uitgesonderd universele freeswerk), slypwerk (uitgesonderd universele slypwerk) en die bediening van rattees- en draaimasjiengereedskap, uitgesonderd senterdraaibanke (met of sonder kopieer- en/of profileerhegstukke), boorfreesmasjiene, vertikale, horisontale en rewolwertipe—met of sonder kopieer- of profileerhegstukke, vormgietsmasjiene en universele masjinerie.....

Skaal per uur vir
 werk onder Tarief
 1A in loontabelle.

*Werknemers op masjiënistewerk moet toegelaat word om hul eie werk op te stel, hul eie gereedskap te slyp en te stel en volgens en met fynmeetinstrumente werk, met inbegrip van liniale, passers en dergelyke instrumente.
 Herhalende finale inspeksie, deur gebruik van fynmeetinstrumente.....
 Aftakeling en oprigting van eendoelhout-skroefmasjiën en -aanhengings.....

Rate 10.

Application of anti-corrosive and/or protective coatings (n.e.s.).....
 Bending to stops of piping and/or tubing by power-operated bending machine.....
 Bending and/or forming to jigs and/or dies and/or stops and/or marks.....
 Cold bending to stops and/or marks by manual bending machine of tubes and/or piping marked to size.....
 Cropping and/or shearing and/or cutting to templets and/or marks and/or stops and/or jigs and/or length gauges.....
 Making screens to size already drawn by a Rate 2 employee.....
 Operating screwing machine excluding setting up.....
 Operating automatic straightening machine.....
 Repetition machine punching to stops and/or jigs and/or gauges and/or dies and/or marks.....
 Repetition marking off to jigs and/or templets.....
 Rethreading with die-nuts and/or taps.....
 Repetition wire working and/or fabricating (n.e.s.) to jigs.....
 Spraying of enamel and/or paint.....
 Square and/or other mesh screen weaving on manual and/or treadle operated machines.....
 Wiring of gates.....

Rate per hour for
 work classified at
 Rate 10 in Table
 of Wage Rates.

Rate 11.

Application of anti-corrosive and/or protective coatings and/or paint by dipping....
 Attending automatic crimping machine....
 Operating wire butt welding machine....
 Operating hand portable or pedestal grinding machine where the operator is not required to grind to marks, templets, gauges or sizes.....
 Weaving square and/or other mesh screening by hand.....
 General labouring including—
 Assisting with manual bending lever.....
 Assisting in wiring gates.....
 Operating handle of hand-shearing machine and/or handle or pipe-cutter.....
 Cutting off waste wire and/or locking and/or clinching (screening and/or diamond mesh).....
 Assisting machine operatives.....

Rate per hour for
 work classified at
 Rate 11 in Table
 of Wage Rates.

(b) Erecting Work.

Rate 4.

Erector of burglar proofing and/or fencing in the field or on site—

Rate per
Hour.
(Cents.)

Learnership—

First three months under supervision.....	61.00
Probationary period of six months—	
First three months.....	68.50
Second three months.....	73.50
Thereafter, Rate 4.	

DIVISION D/9.

INDUSTRIAL FASTENERS MANUFACTURING DIVISION.

The following operations in the manufacture of bolts and/or nuts and/or screws and/or rivets and/or nails and/or tacks and/or pins and/or cotters and/or studs:—

Rate 1 (n.e.s.).

Repairing and/or overhauling machines (other than operating adjustments).....
 Inspecting—toolroom work.....

Rate per hour for
 work classified at
 Rate 1 in Table of
 Wage Rates.

Rate 1A (n.e.s.).

*Machinist's work (n.e.s.) viz.—shaping, slotting, planing, milling (excluding universal milling), grinding (excluding universal grinding) and the operation of gear cutting and rotary machine tools, including vertical turret machine but excluding centre lathes (with or without copying and/or profiling attachments), boring mills (vertical and horizontal type—with or without copying and/or profiling attachments), die-sinking machines and universal machining.....

Rate per hour for
 work classified at
 Rate 1A in Table
 of Wage Rates.

* Employees employed on machinist's work shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments including rules, calipers and the like.

Repetition final inspecting using precision instruments.....
 Dismantling and erecting of single-purpose wood screw making machine and attachments.....

Tarief 3.

Hittebehandeling—toesigwerk.
Oorrigting en bediening van Chaser-skerpermasjiën.
Opstel en/of regstel van werk op ondergenoemde masjië met inbegrip van periodieke produksiekontrolering met fynmeetinstrumente—

Bout- en/of moer- en/of klinknaelsmeemasjiën.
Bout- en/of klinknaelafwerkmasjiën.
Skroefdraadsmasjiën.
Skagvormmasjiën.
Bout- en/of klinknaelknipmasjiën.
Boutpuntmasjiën.
Boutafwerkmasjiën.
Moerwarmfreemasjiën.
Produksieboormasjiën (n.e.v.).
Produksiefreemasjiën.
Automatiese boutmasjiën.
Automatiese gleufmasjiën.
Spykermasjiën.
Vloerspykermasjiën.
Draadkrammasjiën.
Hegspykermasjiën—

Skaal per uur vir
werk onder Tarief
3 in loontabelle.

	Skaal per uur. (Sent.)
Eerste drie maande onder- vinding.....	67.0
Tweede drie maande onder- vinding.....	69.5
Derde drie maande onder- vinding.....	72.0
Vierde drie maande onder- vinding.....	74.5
Daarna Tarief 3.	

Tarief 5.

Gereedskap om houtskroewe te vorm in setmaat slyp.
Bediening van kragstaag, met inbegrip van gebruik van liniaal en maatband.
Herhalende volledige masjiënbewerking van bevestigingsmiddels slegs op kaapstander- en rewolwerdraaibanke volgens setmate en/of stuiters en/of setklamme en/of uit-skakelaars en/of afsluiters waar die opstel van die masjiën en/of gereedskap deur 'n Tarief 1-werknemer gedoen word.....

Skaal per uur vir
werk onder Tarief
5 in loontabelle.

Tarief 8A.

Bediening met die hand van spesiale kragmasjiën (n.e.v.) (opgestel deur Tarief 1-werknemer) ontwerp vir en permanent aangepas vir slegs twee werksaamhede en drie stappe in die gedeeltelike produksie van bevestigingsmiddels waar dit nie nodig is nie om werk te sentraliseer of in lyn te stel nie.

Skaal per uur vir
werk onder Tarief
8A in loontabelle.

Tarief 9.

Bediening van automatiese masjië, insluitende willekeurige kontrolering met vaste meters (n.e.v.).
Bediening van handmasjië ontwerp of permanent aangepas vir slegs een werksaamheid waar die bediener nie die werk moet sentraliseer of in lyn opstel nie.
Bediening van masjië wat spykers en/of hegspykers en/of draad en/of kramme maak, insluitende met draadsnyer afsny en willekeurige kontrolering met vaste meters.
Bediening van draadvorm- en/of kartelingsmasjiën.
Bediening van draadtrekbank onder toesig, met inbegrip van stompstelsel van stang en draad met masjiën.
Herhalende afsny volgens stoppe op swaai- en/of wrywingsae en/of bandsae.....

Skaal per uur vir
werk onder Tarief
9 in loontabelle.

Tarief 10.

Boor op voetstukboormasjiën met gebruik van setmate.
Skroefdraadvormmasjiën voer.
Snee en/of afwerk en/of pons met masjiën.
Bediening van galvaniseerbad onder toesig van Tarief 3-werknemer.
Verwyder en terugsit van stempels en/of gereedskap, maar nie selfstandige gebruik van gereedskap nie (uitgesonderd opstel).
Steeelvorming met stempels en/of setkoppe voor skroefdraadrolwerk.....

Skaal per uur vir
werk onder Tarief
10 in loontabelle.

Rate 3.

Heat treatment—supervisory work.
Setting-up and operating Chaser sharpening machine.
Setting up and/or adjusting on the following machines, including periodic production checking with precision measuring instruments:—
Bolt and/or nut and/or screw and/or rivet forging machine.
Bolt and/or rivet trimming machine.
Thread forming machine.
Shank sizing machine.
Bolt and/or rivet cropping machine.
Bolt pointing machine.
Bolt facing machine.
Nut fraising machine.
Production drilling machine (n.e.s.).
Production milling machine.
Automatic nutting machine.
Automatic slotting machine.
Nail making machine.
Floor nail making machine.
Wire staple making machine.
Tack making machine—

Rate per hour for
work classified at
Rate 3 in Table at
Wage Rates.

	Rate per Hour. (Cents.)
First three months of ex- perience.....	67.0
Second three months of ex- perience.....	69.5
Third three months of ex- perience.....	72.0
Fourth three months of ex- perience.....	74.5
Thereafter, Rate 3.	

Rate 5.

Jig grinding of woodscrew form-cutting tools
Operating of power saw including use of rule and tape.
Repetition complete machining of fasteners on capstan and turret lathes only to jigs and/or stops and/or fixtures and/or trips and/or cutouts where the setting up of the machine and/or tools is done by a Rate 1 employee.....

Rate per hour for
work classified at
Rate 5 in Table of
Wage Rates.

Rate 8A.

Operating manual special purpose power-driven machine, n.e.s. (set up by a Rate 1 employee) designed for or permanently adapted for two only operations and three stages in the part production of fasteners where no centralising or trueing of work is required

Rate per hour for
work classified at
Rate 8A in Table
of Wage Rates.

Rate 9.

Attending automatic machines, including random checking with fixed gauges (n.e.s.)
Operating manual machines designed for or permanently adapted for one only operation where the operator is not called upon to centralise or true the work by hand (n.e.s.).
Operating nail and/or tack and/or wire and/or staple making machines including cutting off by wire cutters and random checking with fixed gauges.
Operating wire forming and/or serrating machine.
Operating a wire drawing bench under supervision, including butt welding of rod and wire by machine.
Repetition cutting to stops on reciprocating and/or friction saws and/or band saws..

Rate per hour for
work classified at
Rate 9 in Table of
Wage Rates.

Rate 10.

Drilling on a pedestal drilling machine using jigs.
Feeding thread forming machine.
Forging and/or trimming and/or punching by machine.
Galvanising bath attendant under supervision of a Rate 3 employee.
Removing and replacing dies and/or tools other than the independent use of tools (excluding setting up).
Shank sizing by dies and/or die-heads prior to thread rolling.....

Rate per hour for
work classified at
Rate 10 in Table
of Wage Rates.

Tarief 11.

Automatiese gleufwerk, inkeping en profi-
lering met spesiaal ontwerpde masjien....
Moere met automatiese en/of halfouto-
matiese masjien maak.....
Stange verhit.....
Lotsortering en/of -kontroliering, ook deur
middel van vaste toestelle.....
Bediening van outomatiese skroefdraad-
masjien.....
Bediening van bout en/of moerafwerkmasjien
Bediening van warmfrees- en/of puntmasjien
Bediening van tuimelaarvat.....
Herhalend afknip met masjien volgens
stuiters.....
Weeg, verpak en berei van houers bedoel vir
versending.....

Skaal per uur vir
werk onder Tarief
11 in loontabelle.

AFDELING D/10.

VERVAARDIGING VAN LOODPRODUKTE.

Ondergemelde werksaamhede in die vervaardiging van lood-
produkte:—

Tarief 3.

Toesigwerk met inbegrip van opstel (min-
stens een werknemer met kennis van toesig-
werk in ondergenoemde werksaamhede
wat in elke inrigting plaasvind).....
Bediening van kragwals wat loodvelle van
platstukke uitrol.....

Skaal per uur vir
werk onder Tarief
3 in loontabelle.

Tarief 7.

Bediening van uitstootpers.....

Skaal per uur vir
werk onder Tarief
7 in loontabelle.

Tarief 8.

Aanmeakaarsmeltwerk by herhaling, uitgeson-
derd met soldeerbout, van onderdele in
stelmasjiene in die vervaardiging van lood-
pype en/of valle en/of traplooppvlakke...
Lood aan loodlas met masjien aansit in
vervaardiging van standaardartikels.....

Skaal per uur vir
werk onder Tarief
8 in loontabelle.

Tarief 9.

Die giet van vaste vorms as sand geheel en al
uitgesluit is.....
Hand- en/of kragperswerk.....
Valle met stelmasjiene vervaardig.....
Volgens stuiters en/of merke afwerk en/of
afsnij.....
Herhalingsloodsoldeerwerk met soldeerbout
en/of inmeakaarsit van onderdele in ver-
vaardiging van loodpype en/of stankaf-
sluiter en/of traplooppvlakke.....
Bediening van uitdrukpers met gestelde stem-
pels.....

Skaal per uur vir
werk onder Tarief
9 in loontabelle.

AFDELING D/11.

VERVAARDIGING VAN KOOLBORSELS.

Ondergenoemde werksaamhede in die vervaardiging van kool-
borsels:—

Tarief 6.

Kool skuur met behulp van „ja”-en „nee”-
mate.....

Skaal per uur vir
werk onder Tarief
6 in loontabelle.

Tarief 8.

Blok- en borsel uitslyp met masjien volgens
stoppe, uitgesonderd opstel.....

Skaal per uur vir
werk onder Tarief
8 in loontabelle.

Tarief 9.

Boormasjien volgens stelmasjiene, skoor-
stukke en stoppe bedien.....
Borsels en spesiale gereedskap vorm.....
Klinknaels uitspin.....
Met masjien vasstamp.....

Skaal per uur vir
werk onder Tarief
9 in loontabelle.

Tarief 10.

Blokke met masjien sny.....
Met die hand vasstamp.....

Skaal per uur vir
werk onder Tarief
10 in loontabelle.

Tarief 11.

Bedryfsimbool- en graadmerkwerk.....
Borsels met metaal bedek.....
Eindpunte deur indompeling aansweet.....
Elastiese isolering, vere en eindpunte vasst
Elastiese verbindings met handvalmes sny
en/of afknip.....

Skaal per uur vir
werk onder Tarief
11 in loontabelle.

Rate 11.

Automatic slotting, nicking and profiling by
special purpose machine.....
Automatic and/or semi-automatic machine
nutting.....
Bar heating.....
Batch sorting and/or checking, including the
use of fixed devices.....
Operating automatic thread forming machine
Operating bolt and/or nut facing machine..
Operating frazing and/or pointing machine..
Operating tumbling barrel.....
Repetition cropping off by machine to stops
Weighing, packing and preparing despatch
containers.....

Rate per hour for
work classified at
Rate 11 in Table
of Wage Rates.

DIVISION D/10.

LEAD PRODUCTS MANUFACTURING DIVISION.

The following operations in lead products manufacture, viz.:—

Rate 3.

Supervisory work including setting up (at
least one employee with supervisory
knowledge of the following operations to
be employed in each establishment).....
Operating power-driven mill rolling sheet
lead from slabs.....

Rate per hour for
work classified at
Rate 3 in Table of
Wage Rates.

Rate 7.

Operating extrusion press.....

Rate per hour for
work classified at
Rate 7 in Table of
Wage Rates.

Rate 8.

Repetition fusing other than by soldering bolt
of components in jigs in the manufacture of
lead pipes and/or traps and/or stair treads
Machine wiping of lead joints in the manu-
facture of standard lines.....

Rate per hour for
work classified at
Rate 8 in Table of
Wage Rates.

Rate 9.

Permanent mould casting, wherein sand is
entirely excluded.....
Hand and/or power pressing.....
Manufacturing jig drilling of traps.....
Trimming and/or cutting off to stops and/or
marks.....
Repetition lead soldering by soldering bolt
and/or assembling components in the
manufacture of lead pipes and/or traps
and/or stair treads.....
Operating extrusion press to pre-set dies....

Rate per hour for
work classified at
Rate 9 in Table of
Wage Rates.

DIVISION D/11.

MANUFACTURE OF CARBON BRUSHES.

The following operations in carbon brush manufacture, viz.:—

Rate 6.

Carbon grinding using “go” and “no go”
gauges.....

Rate per hour for
work classified at
Rate 6 in Table of
Wage Rates.

Rate 8.

Block and brush grinding by machine to
stops, excluding setting up.....

Rate per hour for
work classified at
Rate 8 in Table of
Wage Rates.

Rate 9.

Operating drilling machine to jigs, fixtures
and stops.....
Shaping of brushes on special purpose tool
Spinning rivets.....
Tamping by machine.....

Rate per hour for
work classified at
Rate 9 in Table of
Wage Rates.

Rate 10.

Block cutting by machine.....
Tamping by hand.....

Rate per hour for
work classified at
Rate 10 in Table
of Wage Rates.

Rate 11.

Trade symbol and grade marking.....
Metal coating of brushes.....
Sweating of terminals by dipping.....
Fixing flexible insulation, springs and termi-
nal ends.....
Cutting and/or cropping flexible connec-
tions by manual guillotine.....

Rate per hour for
work classified at
Rate 11 in Table
of Wage Rates.

AFDELING D/12.

VERVAARDIGING VAN ELEKTRIESE ELEMENTE.

Die klasse werk wat in Afdeling D/O van hierdie Ooreenkoms voorgeskryf word, is *mutatis mutandis* van toepassing op enige sodanige werk wat in die vervaardiging van elektriese elemente onderneem word wat nie in dié Afdeling ingelys is nie.

Tarief 3.

Pypsaalsmee- en/of -walsmasjiene stel..... } Skaal per uur vir
Perse vir elemente opstel..... } werk onder Tarief
3 in loontabelle.

Tarief 8.

Herhalingstoets, volgens voorafbepaalde }
waardes, van hoë spanning, isolasie en/of } Skaal per uur vir
OHM- en/of watt-getal..... } werk onder Tarief
Met gestelde of nie-verstelbare handgasvlam- }
snywer soldeer..... } 8 in loontabelle.

Tarief 9.

Weerstande op of in geïsoleerde voetstukke }
monteer en/of bedraad..... }
Met die hand buig en/of fatsoeneer volgens }
setmate en/of stempels en/of stuiters..... } Skaal per uur vir
Herhalingsgassweis en/of -sweis-soldeer en/of }
soldeer met 'n masjien volgens gestelde }
apparaat (laai, aansit en afhaal van die }
masjien en gesigsondersoek van sweis- }
plekke)..... }
Veiligheidstoestelle volgens voorafbepaalde }
perke stel..... }
Sagte soldeerwerk..... }
Weerstande regstreeks op vooraf-ontwerpte }
ruimte-keramiek en/of porselein en/of }
drewel wikkel..... }
Skaal per uur vir
werk onder Tarief
9 in loontabelle.

Tarief 10.

Vooraf-gevormde omhulsels volgens maat }
met isolasiemateriaal opvul of volmaak }
Pype met die hand reguit buig en/of skoon- }
maak..... }
Hittebehandelingsoond laai..... }
Herhalend masjiensaalsmee en/of wals van }
pype, deur middel van stempels (uitgeson- }
derd met kraghamer)..... } Skaal per uur vir
Herhalingsbediening en/of -oppas van mas- }
jien ontwerp of permanent aangepas vir }
slegs een werksaamheid waar dit nie nodig }
is om die werk met die hand te sentreer of }
in die juiste posisie te plaas nie en waar }
bediening met die hand beperk is tot die }
laai van die werkstuk in die kloukop of }
kloutoestel van die masjien, die masjien }
bedien, stopsit of daarvan afneem..... }
Skaal per uur vir
werk onder Tarief
10 in loontabelle.

Tarief 11.

Uitkenplate of -etikette stempel en/of vasheg }
Verpakking..... } Skaal per uur vir
werk onder Tarief
11 in loontabelle.

AFDELING D/13.

VERVAARDIGING VAN METAALVENSTERS EN/OF DEURE
EN/OF VLEGSKERMS EN/OF GAASSKERMS.

Bestek.—In bostaande opskrif is die woord „deur” beperk tot deure gemaak van standaardrolstaal in profiele gesny en/of uitgedrukte profiele.

Dié afdeling is ook bedoel om venstermuurwerk en/of gordynmuurwerk te dek wat hoofsaaklik gemaak is van rolstaal of uitgedrukte profiele.

(1) Dié volgende werksaamhede, nl.:—

Tarief 1A (n.e.v.).

Uitsit en/of merk (n.e.v.)..... } Skaal per uur vir
werk onder Tarief
1A in loontabelle.

Tarief 2.

Universele vensters monteer en deure mon- }
teer..... }
Inspekteer en/of toesig hou..... }
Finale reguitmaak en/of verstel deur gebruik }
van hamer en/of sethamer en/of wigyster }
Buitewerkers..... } Skaal per uur vir
Herstel en/of verandering en/of verstel en/of }
oprig van vensters op terrein of ingebou }
Skaal per uur vir
werk onder Tarief
2 in loontabelle.

Tarief 3.

Boogswaiswerk (n.e.v.)..... }
Meters en/of stuiters stel..... } Skaal per uur vir
Gereedskap en/of stempels stel (n.e.v.), in- }
sluitende lopende verstellings..... }
Skaal per uur vir
werk onder Tarief
3 in loontabelle.

DIVISION D/12.

ELECTRICAL ELEMENT MANUFACTURE.

The classes of work scheduled in Division D/O of this Agreement shall *mutatis mutandis* apply for any such work undertaken in Electrical Element Manufacture not scheduled in this Division.

Rate 3.

Setting tube swaging and/or rolling machines }
Setting up of presses for elements..... } Rate per hour for
work classified at
Rate 3 in Table
of Wage Rates.

Rate 8.

Repetition high voltage, insulation and/or }
OHM and/or wattage testing to preset }
values..... } Rate per hour for
Soldering by preset or non-adjustable hand }
torch..... } work classified at
Rate 8 in Table
of Wage Rates.

Rate 9.

Assembling and/or wiring resistance on to }
or into insulated bases..... }
Hand bending and/or forming to jigs and/or }
dies and/or stops..... }
Repetition gas welding and/or brazing and/ }
or soldering by machine to preset settings, }
(loading, starting and unloading the }
machine and visual weld examination)..... } Rate per hour for
Setting of safety devices to predetermined }
limits..... } work classified at
Soft soldering..... }
Winding resistance direct on to pre-designed }
space ceramic and/or porcelain and/or }
mandrel..... } Rate 9 in Table
of Wage Rates.

Rate 10.

Filling and/or topping of insulating material }
into and/or on to pre-formed housing by }
gauge..... }
Hand straightening and/or cleaning of tubes }
Loading heat treatment furnace..... }
Repetition machine swaging and/or rolling }
of tubes using dies (other than power }
hammer)..... } Rate per hour for
Repetition operation and/or attending }
machine designed or permanently adapted }
for one only operation where it is not }
necessary to centralise or true the work }
by hand and where manual operations }
are limited to loading the work piece }
into the chuck or holding device of the }
machine, operating, stopping and unload- }
ing the machine..... } work classified at
Rate 10 in Table
of Wage Rates.

Rate 11.

Stamping and/or affixing identification plates }
and labels..... } Rate per hour for
Packing..... } work classified at
Rate 11 in Table
of Wage Rates.

DIVISION D/13.

METAL WINDOWS AND/OR DOOR AND/OR FLYSCREEN
AND/OR LOUVRE MANUFACTURING DIVISION.

Scope.—The word “doors” in the above heading is restricted to doors made from standard rolled steel window sections and/or extruded sections.

The division is also intended to cover window walling and/or curtain walling made mainly of rolled steel or extruded sections.

(1) The following operations, viz.:—

Rate 1A (n.e.s.).

Setting out and/or marking off (n.e.s.)..... } Rate per hour for
work classified at
Rate 1A in Table
of Wage Rates.

Rate 2.

Assembling universal windows and assem- }
bling doors..... }
Inspecting and/or supervising..... }
Final straightening and/or adjusting by use }
of hammer and/or dolly and/or wrench bar }
Outside serviceman..... } Rate per hour for
Repairing and/or altering and/or adjusting }
and/or erecting windows on site or built in }
Skaal per uur vir
werk onder Tarief
2 in loontabelle.

Rate 3.

Arc welding (n.e.s.)..... }
Setting gauges and/or stops..... } Rate per hour for
Setting tools and/or dies (n.e.s.) including }
running adjustments..... } work classified at
Rate 3 in Table
of Wage Rates.

Tarief 4.

Volledige vliegskerm uit voltooiende onderdele met die hand inmeekaarsit, met inbegrip van insteek van gaas.....
 Voltooiende vensters en/of nisse koppel (n.e.v.) met inbegrip van uitsit en/of merk wanneer nodig.....
 Aansit van ruitkrale en alle werksaamhede wat daarby hoort, met inbegrip van afmerk vir verstekwerk en gate afmerk voor geboor word.....
 Rollers buig.....
 Stel van grense van luggate en/of rame van woonhuisvensters en/of cliscoe-omhulsels voor boogsewing.....
 Rame en/of skuiframe haaks maak voordat dit ingesit word.....

Skaal per uur vir
 werk onder Tarief
 4 in loontabelle.

Tarief 5.

Montering (n.e.v.).....
 Bediening van pers (n.e.v.).....
 Verwydering en/of insit van ruitbalkies in voltooiende vensters insluitende klinkwerk met die hand.....

Skaal per uur vir
 werk onder Tarief
 5 in loontabelle.

Tarief 6.

Koudsaagwerk (n.e.v.).....
 Versinkwerk (n.e.v.).....
 Gaas met die hand sny.....
 Boor (n.e.v.).....
 Bediening van outomatiese en/of half-outomatiese sweismasjiene (n.e.v.).....
 Uitholwerk vir koppiespille.....

Skaal per uur vir
 werk onder Tarief
 6 in loontabelle.

Tarief 7.

Aansit van diefralies en/of waterkeerders insluitende pongate merk deur gebruik van onderdeel as 'n stelmasjiene en/of insit en/of boor.....
 Aansit en/of op plek insit van ventilators in nywerheidsvensters en/of vensters in omhulsels en/of vasskroef en/of klink met inbegrip van vasklemp en/of op plek insit Handklinkwerk (n.e.v.).....
 Ruitbalkies en/of sluitrelings slegs laat inspring onder toesig, maar nie pas en/of aanpas en ook nie universele vensters nie

Skaal per uur vir
 werk onder Tarief
 7 in loontabelle.

Tarief 8.

Gaas met pers insit.....
 Metaal met roeswerende middels bespuit, onder doeltreffende toesig.....

Skaal per uur vir
 werk onder Tarief
 8 in loontabelle.

Tarief 9.

Verstek- en/of stomvoë in setmate op sweis-tafels vasklamp.....
 Standaard-vensters, voorheen berei, koppel Boor volgens setmate en/of skoorstukke (voetstukboor).....
 Met masjiene klink (1/4-duim diameter).....
 Handbediening van masjiene, maar nie krag-masjiene nie, ontwerp vir of permanent aangepas vir slegs een werk waar die bediener nie die werk met die hand moet sentraliseer of in lyn opstel nie.....
 Bediening van punt- en/of projeksiesweismasjiene.....
 Bediening van tapklinkmasjiene.....
 Bediening van pers waar hele stempel sy werk met een slag voltooi.....
 Herhalende versinkwerk volgens stoppe.....
 Herhalende hand- of masjiene tapwerk.....

Skaal per uur vir
 werk onder Tarief
 9 in loontabelle.

Tarief 10.

Toebehore aan bereide vensters aansit en/of toebehore verwyder en/of terugsit op terrein of ingebou, onder toesig maar nie afstandbeheerde ratwerk.....
 Draad met setmate en/of stuiters en/of skoorstukke buig en/of vorm in vervaardiging van vliegskerm.....
 Krimp en/of insit van skarnierpenne aan woonhuis- en/of nywerheidsvensters onder doeltreffende toesig, maar nie skarnierblaie in lyn sit nie.....
 Metaal polys en/of poleer.....
 Metaal skoonbyt deur indoping en/of ontvetting en/of galvaniseer onder toesig.....
 Nuwe moerdraad in gate sny.....
 Roes en/of skaal verwyder met draadwiele en/of skuurmiddels en/of sand- en/of skrootblaaswerk.....
 Verwydering van sweisbaard en/of -lippe en/of -sproei met die hand en/of skuur- en/of draagbare kraggereedskap en/of masjiene.....
 Herhaalde koudsaag volgens stuiters maar nie die stuiters stel nie.....

Skaal per uur vir
 werk onder Tarief
 10 in loontabelle.

Rate 4.

Assembling finished component parts into complete flyscreens including inserting gauze by hand.....
 Coupling completed windows and/or bays (n.e.s.) including setting out and/or marking off when necessary.....
 Fitting of glazing beads and all operations incidental thereto including marking for mitring and pop marking prior to drilling Roller bending.....
 Setting of margins of vents and/or sashes of cottage windows and/or cliscoe surrounds prior to arc welding.....
 Squaring frames and/or vents and/or sashes before positioning.....

Rate per hour for
 work classified at
 Rate 4 in Table
 of Wage Rates.

Rate 5.

Assembling (n.e.s.).....
 Press operating (n.e.s.).....
 Removing and/or inserting of glazing bars in completed windows including reveting by hand.....

Rate per hour for
 work classified at
 Rate 5 in Table
 of Wage Rates.

Rate 6.

Cold sawing (n.e.s.).....
 Countersinking (n.e.s.).....
 Cutting gauze by hand.....
 Drilling (n.e.s.).....
 Operating automatic and/or semi-automatic welding machines (n.e.s.).....
 Recessing for cup pivots.....

Rate per hour for
 work classified at
 Rate 6 in Table
 of Wage Rates.

Rate 7.

Affixing by hand burglar bars and/or weather bars including pop marking using component as a templet and/or positioning and/or drilling.....
 Affixing and/or positioning of ventilators into industrial windows and/or windows into surrounds and/or screwing and/or riveting including clamping and/or positioning.....
 Hand riveting (n.e.s.).....
 Springing in only of glazing bars and/or meeting rails under supervision excluding fitting and/or adjusting and excluding universal windows.....

Rate per hour for
 work classified at
 Rate 7 in Table
 of Wage Rates.

Rate 8.

Inserting gauze by press.....
 Metal spraying for anti-corrosive purposes under effective supervision.....

Rate per hour for
 work classified at
 Rate 8 in Table
 of Wage Rates.

Rate 9.

Clamping mitre and/or butt joints into jigs on welding tables.....
 Coupling of standard windows previously prepared.....
 Drilling to jigs and/or fixtures (pedestal drill).....
 Machine riveting (1/4 inch diameter and under) Manually operating machines, other than power-driven, designed for or permanently adapted for one only operation where the operator is not called upon to centralise or true the work by hand.....
 Operating spot and/or projection welding machine.....
 Operating tenon riveting machine.....
 Press operating where the whole die completes its function in one stroke.....
 Repetition countersinking to stops.....
 Repetition hand and/or machine tapping

Rate per hour for
 work classified at
 Rate 9 in Table
 of Wage Rates.

Rate 10.

Attaching fittings to windows already prepared and/or removing and/or replacing fittings on site or built in, under supervision but excluding remote control gearing Bending of wire and/or forming same to jigs and/or stops and/or fixtures in flyscreen manufacture.....
 Crimping and/or pinning up of hinge pins to cottage and industrial windows under effective supervision, excluding lining up of hinge leaves.....
 Metal polishing and/or buffing.....
 Metal pickling by dipping and/or degreasing and/or galvanising under supervision.....
 Retapping of holes.....
 Removing rust and/or scale by wire wheels and/or abrasives and/or sand and/or shot blasting.....
 Removing welding burrs and/or scarf and/or sprue by hand and/or grinding and/or portable power tools and/or by machine Repetition cold sawing to stops other than setting of stops.....
 Repetition cutting through of faulty mitre joints after welding.....

Rate per hour for
 work classified at
 Rate 10 in Table
 of Wage Rates.

Herhalende deursny van defekte verstekvoë na sweiswerk.....
 Rolvorming van metaalprofile.....
 Diefstange en/of waterkeeders aanskroef...
 Stange rek en/of ruweg reguitmaak, met die hand en/of masjien.....
 Fenestrawoë, uitgesonderd universele vensters, slegs van skroefdraad voorsien en/of sluit.....

Skaal per uur vir
 werk onder Tarief
 10 in loontabelle.

Tarief 11.

Gaas volgens setmate en/of stuiters met masjien sny.....
 Etiketteer.....
 Stuiters optel en weer in posisie plaas waar positiewe plekbeplanning verskaf word, maar nie stel nie.....
 Roeswerende lae aanverf en/of aanspuit en/of doop en/of aansmeer.....
 Voltooië rame en/of omhulsels met stopverf en/of hout en/of ander vulsel bewerk.....
 Afvalmateriaal sorteer.....

Skaal per uur vir
 werk onder Tarief
 11 in loontabelle.

(2) Proeftydperk en loonskaal daarvoor:—

Klas werk.	Ondervinding.			Daarna.
	Eerste ses maande.	Tweede ses maande.	Derde ses maande.	
	Loon per uur. (sent)	Loon per uur. (sent)	Loon per uur. (sent)	Loon per uur. (sent)
Tarief 2.				
Nuwelinge.....	67.0	69.5	74.5	81.5
Werknemers bevorder van Tarief 3.....	78.5	—	—	81.5
Werknemers bevorder van Tariewe 4, 5 of 6.....	76.0	77.0	—	81.5
Werknemers bevorder van Tarief 7.....	68.5	69.5	74.5	81.5
Tarief 3.				
Nuwelinge.....	67.0	69.5	74.5	78.5
Werknemers bevorder van Tarief 4.....	76.0	—	—	78.5
Werknemers bevorder van Tarief 5 of 6.....	73.5	74.5	—	78.5
Werknemers bevorder van Tarief 7.....	68.5	69.5	74.5	78.5
Tarief 4.				
Nuwelinge.....	67.0	69.5	—	76.0
Werknemers bevorder van Tarief 5 of 6.....	—	—	—	76.0
Werknemers bevorder van Tarief 7.....	69.5	—	—	76.0
Tarief 5.				
Nuwelinge.....	67.0	—	—	73.5
Tarief 6.				
Nuwelinge.....	67.0	—	—	71.0
Tarief 7.				
Nuwelinge.....	61.0	—	—	68.5

AFDELING D/14.

VERVAARDIGING, MONTERING, INSTALLERING, HERSTEL EN BEDIENING VAN NEONREKLAMEBORDE EN WARM EN KOUE FLUORESSERENDE KATODEVERLICHTING.

Die volgende werksaamhede in die vervaardiging, inmeekaarsit, installering, herstel en bediening van neonreklameborde en warm en koue fluoresserende katodeverligting:—

Tarief 1 (n.e.v.).

Glasbuis buig.....
 Reklameborde op persele oprig.....
 Reklameborde finaal bedraad en/of inmeekaarsit.....
 Rangskikking.....
 Reklameborde bedien en/of onderhou.....
 Plaatmetaalwerk.....
 Letterskilderwerk.....

Skaal per uur vir
 werk onder Tarief
 1 in loontabelle.

Leerlingskap t.o.v. bogenoemde (behalwe aangewese bedrywe), nl.—

	Skaal per week.
	R c
Eerste jaar ondervinding.....	14 00
Tweede jaar ondervinding.....	15 00
Derde jaar ondervinding.....	17 00
Vierde jaar ondervinding.....	19 00
Daarna Tarief 1.	

Roll forming of metal sections.....
 Screwing on burglar bars and/or weather bars.....
 Stretching and/or rough straightening of bars by hand and/or machine.....
 Threading and/or closing of fenestra joints excluding universal windows.....

Rate per hour for
 work classified at
 Rate 10 in Table of
 Wage Rates.

Rate 11.

Cutting gauze to jigs and/or stops by machine.....
 Labelling.....
 Lifting and replacing of stops into position where positive location is provided, excluding setting.....
 Painting and/or spraying and/or dipping and/or brushing of anti-rust coatings.....
 Putting and/or wood and/or other filling of frames and/or surrounds previously prepared.....
 Sorting of scrap material.....

Rate per hour for
 work classified at
 Rate 11 in Table
 of Wage Rates.

(2) Probationary period and Rate of Pay therefor:—

Class of Work.	Experience.			Thereafter.
	First Six Months.	Second Six Months.	Third Six Months.	
	Rate per Hour. (cents)	Rate per Hour. (cents)	Rate per Hour. (cents)	Rate per Hour. (cents)
Rate 2.				
Newcomers.....	67.0	69.5	74.5	81.5
Employees promoted from Rate 3.....	78.5	—	—	81.5
Employees promoted from Rates 4, 5 or 6.....	76.0	77.0	—	81.5
Employees promoted from Rate 7.....	68.5	69.5	74.5	81.5
Rate 3.				
Newcomers.....	67.0	69.5	74.5	78.5
Employees promoted from Rate 4.....	76.0	—	—	78.5
Employees promoted from Rates 5 or 6.....	73.5	74.5	—	78.5
Employees promoted from Rate 7.....	68.5	69.5	74.5	78.5
Rate 4.				
Newcomers.....	67.0	69.5	—	76.0
Employees promoted from Rates 5 or 6.....	—	—	—	76.0
Employees promoted from Rate 7.....	69.5	—	—	76.0
Rate 5.				
Newcomers.....	67.0	—	—	73.5
Rate 6.				
Newcomers.....	67.0	—	—	71.0
Rate 7.				
Newcomers.....	61.0	—	—	68.5

DIVISION D/14.

NEON SIGNS AND HOT AND COLD CATHODE FLUORESCENT LIGHTING, MANUFACTURING, ASSEMBLING, INSTALLATION, REPAIR, AND SERVICING DIVISION.

The following operations in the manufacture, assembling, installation, repair and servicing of neon signs and hot and cold cathode fluorescent lighting:—

Rate 1 (n.e.s.).

Bending glass tubes.....
 Erection of signs on site.....
 Final wiring and/or assembling of signs.....
 Layout work.....
 Servicing and/or maintaining of signs.....
 Sheet metal working.....
 Signwriting.....

Rate per hour for
 work classified at
 Rate 1 in Table of
 Wage Rates.

Learnship in respect of the above (other than designated trades), viz.—

	Rate per Week.
	R c
First year of experience.....	14 00
Second year of experience.....	15 00
Third year of experience.....	17 00
Fourth year of experience.....	19 00
Thereafter Rate 1.	

Tarief 6.

Bedekte glasbuis bak.....
 Glasbuis leeg en/of volmaak.....
 Warm en koue fluoresserende katodeligeen-
 hede finaal bedraad en/of monter en/of
 toets.....
 In setmate en/of sweisdele sweis wat aldus
 gevorm is en/of waarvan die plek bepaal is
 om die noodsaaklikheid van 'n setmate uit
 te skakel.....

Skaal per uur vir
 werk onder Tarief
 6 in loontabelle.

Tarief 7.

Fluoresserende lae aan glasbuis aansit....
 Elektrodes monter.....
 Glasbuis in stelmasjiene en/of gietvorms
 buig.....
 Voorbereide glasbuis met outomatiese of
 halfoutomatiese masjien leeg- en/of vol-
 maak.....
 Verseëlmasjien bedien.....
 Vooraansig van reklametekens maskeer.....
 Natrek in die tekenafdeling.....
 Elektrodes aan glasbuis sweis.....

Skaal per uur vir
 werk onder Tarief
 7 in loontabelle.

Tarief 9.

Dubbele kante en bo- en onderkante omkraal
 en/of omsoom en/of groef en/of sluit.....
 Rondsny en/of flense sny en/of oopsny met
 masjien.....
 Volgens patrone en/of merke en/of stuiters
 en/of setmate en/of lengtemeters sny en/of
 kortsny en/of skuinssny.....
 Glasbuis in lengtes sny.....
 Warm- en/of koudbuig en/of vormwerk met
 setmate en/of stempels en/of stuiters.....
 Blinde stukke warm en/of koud met perse
 uitslaan.....
 Perse bedien.....
 Punt- en/of stuiksweismasjiene bedien.....
 Neonkiste voorberei en/of spuit om die
 reklametekens daarop te monter.....
 Met die hand en/of masjien volgens merke
 en/of stuiters en/of setmasjiene en/of
 meters pons.....
 Herhalingsbediening van boormasjiene.....
 Klinkwerk met die hand en/of masjien doen
 Rolbuigwerk.....
 Naatsweiswerk.....
 Soldeerwerk.....
 Brandemalje aanspuit (reklametekens).....

Skaal per uur vir
 werk onder Tarief
 9 in loontabelle.

Tarief 10.

Verbindingsblokke inmeekaarsit.....
 Bedradingsverbindings volgens vasgestelde
 lengtes sny en ogies monter.....
 Ballas aan bedradingskanale vasmaak.....
 Ou reklameborde (in werkwinkel) uitmekaar-
 haal.....
 Metaalskoonbyt en/of ontvet in vat en/of tenk

Skaal per uur vir
 werk onder Tarief
 10 in loontabelle.

Tarief 11.

In emalje en/of verf indoop.....
 Glasbuis was en/of uitspoel en/of droog-
 maak.....

Skaal per uur vir
 werk onder Tarief
 11 in loontabelle.

AFDELING D/15.

VERVAARDIGING VAN PLASTIEKWARE.

Die volgende werksaamhede, nl.:—

Tarief 3.

Korrelmasjiene opstel en verstel (met inbe-
 grip van persers en/of stempels en/of die
 verstellers verander vir korrels van ver-
 skillende groottes).....
 Gestelde gietvorms vir plastiek in vorm-
 masjiene vassit en/of verwyder.....

Skaal per uur vir
 werk onder Tarief
 3 in loontabelle.

Tarief 8.

Toesig hou oor werknemers in diens op klasse
 werk laer as Tarief 8 aangegee, wanneer
 aldus aangestel

Skaal per uur vir
 werk onder Tarief
 8 in loontabelle.

Tarief 9.

Help met chemiese samestelling van plastiek-
 stowwe en aanwending van die samestel-
 lings.....
 Outomatiese masjien bedien.....
 Kalandeermasjien bedien.....
 Masjien om sluiters uit te voer, bedien.....
 Uitstootmasjien bedien.....
 Met hitte by nate las en/of hittelaswerk met
 die hand en/of masjien doen.....
 Injeksiegietmasjien bedien.....
 Vormpers bedien—kompressie en/of sjablone
 Meng- en/of rolmasjien bedien.....
 Herhalingsafsnijwerk en/of masjienbewerking
 van plastiekstowwe.....
 Afvalmeule bedien.....

Skaal per uur vir
 werk onder Tarief
 9 in loontabelle.

Rate 6.

Baking coated glass tubes.....
 Evacuating and/or filling glass tubes (n.e.s.).
 Final wiring and/or assembling and/or testing
 of hot and cold cathode fluorescent light-
 ing units.....
 Welding to jigs and/or welding parts so
 formed and/or located as to obviate the
 need for a jig.....

Rate per hour for
 work classified at
 Rate 6 in Table of
 Wage Rates.

Rate 7.

Applying fluorescent coating to glass tubes..
 Assembling electrodes.....
 Bending of glass tubes to jigs and/or moulds
 Evacuating and/or filling of prepared glass
 tubes by automatic or semi-automatic
 machine.....
 Sealing machine operating.....
 Sign face masking.....
 Tracing in the lay-out department.....
 Welding of electrodes to glass tubes.....

Rate per hour for
 work classified at
 Rate 7 in Table of
 Wage Rates.

Rate 9.

Beading and/or seaming and/or grooving
 and/or locking double side top or bottom
 Circular cutting and/or flanging and/or slit-
 ting by machine.....
 Cutting and/or cropping and/or shearing to
 templates and/or marks and/or stops and/or
 jigs and/or length gauges.....
 Cutting glass tubes to length.....
 Hot and/or cold bending and/or forming to
 jigs and/or dies and/or stops.....
 Hot and/or cold blanking by press.....
 Operating press.....
 Operating spot and/or butt welding machine
 Preparing and/or spraying of sign boxes for
 reception of sign faces.....
 Punching to marks and/or stops and/or jigs
 and/or gauges by hand and/or machine..
 Repetition operation of a drilling machine..
 Riveting by hand and/or machine.....
 Roller bending.....
 Seam welding.....
 Soldering.....
 Spraying of vitreous enamel (sign faces)....

Rate per hour for
 work classified at
 Rate 9 in Table of
 Wage Rates.

Rate 10.

Assembling connector blocks.....
 Cutting wiring connections to set lengths and
 fitting eyelets.....
 Fixing ballasts to wiring channels.....
 Dismantling of old signs (in shop).....
 Metal cleaning by picking and/or degreasing
 by vat and/or tank.....

Rate per hour for
 work classified at
 Rate 10 in Table
 of Wage Rates.

Rate 11.

Dipping in enamel and/or paint.....
 Washing and/or rinsing and/or drying of
 glass tubes.....

Rate per hour for
 work classified at
 Rate 11 in Table
 of Wage Rates.

DIVISION D/15.

PLASTICS MANUFACTURING DIVISION.

The following operations, viz.:—

Rate 3.

Setting up and adjusting pelleting machines
 (including changing of punches and/or
 dies and/or adjustments for different sized
 pellets).....
 Attaching and/or removing pre-set plastic
 moulds in moulding machine.....

Rate per hour for
 work classified at
 Rate 3 in Table of
 Wage Rates.

Rate 8.

Bossing employees employed on classes of
 work scheduled below Rate 8 when so ap-
 pointed

Rate per hour for
 work classified at
 Rate 8 in Table of
 Wage Rates.

Rate 9.

Assisting chemical compounding of plastic
 materials and the application of such com-
 pounds.....
 Automatic machine operating.....
 Calendering machine operating.....
 Closure lining machine operating.....
 Extrusion machine operating.....
 Heat seaming and/or heat jointing by hand
 and/or machine.....
 Injection moulding machine operating.....
 Moulding press operating-compression and/
 or transfer.....
 Mixing and/or rolling machine operating.....
 Repetitive cutting and/or machining of plastic
 materials.....
 Scrap grinding machine operating.....

Rate per hour for
 work classified at
 Rate 9 in Table of
 Wage Rates.

Tarief 10.

Onderdele monteer en/of vassit met klinknaels en/of skroewe.....
Poets en/of poleer met die hand en/of krag Aanmekaarlymwerk.....
Geëmbosseerde of reliëfgietvorms met kleure opvul.....
Afwerking met die hand en/of kraggereedskap.....
Valmes bedien.....
Hand- en/of kraggers bedien.....
R.F.-verwarmer bedien.....
Herhalingsboor en/of tap en/of skroefdraad nasny.....

Skaal per uur vir
werk onder Tarief
10 in loontabelle.

Rate 10.

Assembling components and/or affixing with rivets and/or screws.....
Buffing and/or polishing by hand and/or power.....
Cementing.....
Colour filling embossed or de-bossed moulding.....
Trimming by hand and/or power tools.....
Guillotine operating.....
Hand and/or power press operating.....
R.F. heater operating.....
Repetition drilling and/or tapping and/or thread clearing.....

Rate per hour for
work classified at
Rate 10 in Table
of Wage Rates.

Tarief 11.

Tabletmasjien bedien met inbegrip van lopende verstelwerk.....
Voerings in sluiters insit.....
Tuimelaarvat bedien.....

Skaal per uur vir
werk onder Tarief
11 in loontabelle.

Rate 11.

Tablet machine operating, including running adjustments.....
Inserting linings in closures.....
Operating shaking barrel.....

Rate per hour for
work classified at
Rate 11 in Table
of Wage Rates.

AFDELING D/16.

VERVAARDIGING VAN VERE.

Die volgende werksaamhede by die vervaardiging van vere:—

(1) Koudvervaardiging van vere.

Tarief 1 (n.e.v.).

Toesigwerk..... Skaal per uur vir
werk onder Tarief
1 in loontabelle.

Tarief 4.

Vermakers— Skaal per
uur.
(Sent.)
Eerste drie maande ondervinding..... 57·5
Tweede drie maande ondervinding..... 67·0
Derde drie maande ondervinding..... 72·0
Daarna Tarief 4.

Tarief 8.

Vervaardiging van bom- en/of granaatbuise Skaal per uur vir
werk onder Tarief
8 in loontabelle.

Tarief 9.

Volgens setmate en/of setklemme en/of patrone en/of ponsmerke en/of merke boor Met die hand opdraai en/of 'n masjien bedien en/of buig en/of reguitmaak en/of krimp en/of afwerk..... Skaal per uur vir
werk onder Tarief
9 in loontabelle.
Slyp.....

Tarief 11.

In emalje en/of verf inkoop..... Skaal per uur vir
werk onder Tarief
11 in loontabelle.

(2) Hittevervaardiging van vere (bladvere).

Tarief 1 (n.e.v.).

Hoofblaai en/of beuels smee..... Skaal per uur vir
werk onder Tarief
1 in loontabelle.
Hammerwerk—penne en/of ribbes en/of speerpunte vorm en/of swaelsterste maak met inbegrip van stel en/of inmeekaarsit.....

Tarief 4.

Masjienwerk—penne en/of ribbe en/of speerpunte en/of swaelsterste en/of hoofblaaiorm—

Skaal per
uur.
(Sent.)

Eerste drie maande ondervinding..... 57·5
Tweede drie maande ondervinding..... 67·0
Derde drie maande ondervinding..... 72·0
Daarna Tarief 4.

Tarief 9.

Volgens setmate en/of setklemme en/of patrone en/of ponsmerke en/of merke boor Kraghammerwerk..... Skaal per uur vir
werk onder Tarief
9 in loontabelle.
Slypwerk.....
Vure maak en/of aan die gang hou.....
Met handhamer slaan onder bevel van vervaardiger.....

DIVISION D/16.

SPRING MANUFACTURING DIVISION.

The following operations in the manufacture of springs:—

(1) Cold Spring Making.

Rate 1 (n.e.s.).

Supervisory work..... Rate per hour for
work classified at
Rate 1 in Table of
Wage Rates.

Rate 4.

Springmakers—

Rate per
Hour.
(Cents.)

First three months of experience..... 57·5
Second three months of experience..... 67·0
Third three months of experience..... 72·0
Thereafter, Rate 4.

Rate 8.

Bomb and/or shell fuse making..... Rate per hour for
work classified at
Rate 8 in Table of
Wage Rates.

Rate 9.

Drilling with jigs and/or fixtures and/or templets and/or to pops and/or marks.. Rate per hour for
work classified at
Rate 9 in Table of
Wage Rates.
Hand coiling and/or machine minding and/or bending and/or straightening and/or crimping and/or trimming.....
Grinding.....

Rate 11.

Dipping in enamel and/or paint..... Rate per hour for
work classified at
Rate 11 in Table
of Wage Rates.

(2) Hot Spring Making (Laminated Springs).

Rate 1 (n.e.s.).

Forging main blades and/or buckles..... Rate per hour for
work classified at
Rate 1 in Table of
Wage Rates.
Hammer work—nibbing and/or ribbing and/or spear pointing and/or scarfing including setting and/or assembling.....

Rate 4.

Machine work—ribbing and/or nibbing and/or spear pointing and/or scarfing and/or forging main blades—

Rate per
Hour.
(Cents.)

First three months of experience..... 57·5
Second three months of experience..... 67·0
Third three months of experience..... 72·0
Thereafter, Rate 4.

Rate 9.

Drilling with jigs and/or fixtures and/or templets and/or to pops and/or marks.. Rate per hour for
work classified at
Rate 9 in Table of
Wage Rates.
Driving power hammer.....
Grinding.....
Making and/or attending fires.....
Striking by hand hammer under direction of spring maker.....

(3) *Hittevervaardiging van vere (spiraalvere).*

Tarief 1 (n.e.v.).

Puntwerk onder hamer..... Skaal per uur vir
werk onder Tarief
1 in loontabelle.

Tarief 4.

Masjienwerk—

	<i>Skaal per uur. (Sent.)</i>
Eerste drie maande ondervinding	57·5
Tweede drie maande ondervinding	67·0
Derde drie maande ondervinding	72·0
Daarna Tarief 4.	

Tarief 9.

Volgens setmate en/of setklemme en/of patrone en/of ponsmerke en/of merke boor Kraghamer dryf..... Skaal per uur vir
werk onder Tarief
9 in loontabelle.
Slypwerk.....
Met handhamer slaan onder bevel van veermaker.....
Vure maak en/of aan die gang hou.....

AFDELING D/17.

STAALVERSTERKING.

Tarief 2.

Buig (n.e.v.), vasmaak opsigterswerk en/of opstel van masjiene om die volgende lys werksaamhede uit te voer— Skaal per uur vir
werk onder Tarief
2 in loontabelle.

	<i>Skaal per uur. (Sent.)</i>
Werknemers onder 21 jaar—	
Eerste jaar ondervinding..	40·5
Tweede jaar ondervinding	59·5
Derde jaar ondervinding	69·5
Daarna Tarief 2.	
Werknemers oor 21 jaar—	
Eerste jaar.....	59·5
Tweede jaar.....	69·5
Daarna Tarief 2.	

Met dien verstande dat geen werkgewer enige persoon teen 'n tarief van minder as 73·77c per uur in diens neem in die bedrywe wat hierbo genoem word sonder om vooraf die toestemming van die Raad te kry nie, wat die voorwaardes waaronder toestemming vir sodanige indiensneming gegee word, moet voorskryf.

Tarief 7.

Sweis vir plasing van versterkingstawe vir doeleindes van vervoer..... Skaal per uur vir
werk onder Tarief
7 in loontabelle.

Tarief 9.

Plaatstange volgens setmate en/of stuiters buig..... Skaal per uur vir
werk onder Tarief
9 in loontabelle.
Kolomstange slegs draai (buig) volgens setmate en/of stuiters.....
Balkstange slegs haak volgens setmate en/of stoppe.....
Beuels by herhaling buig en/of herhalende outomatiese spiraalvorming volgens setmate en/of stuiters.....
Herhalingsafsnywerk, volgens stelmasjiene en/of stuiters.....

AFDELING D/18.

VERVAARDIGING VAN STAAL VIR BORE MET PUNTE VAN WOLFRAMKARBIED.

Tarief 1A (n.e.v.).

Algemene toesighoudende werk met inbegrip van die opstel van produksiemasjiene (minstens een opsigter moet in elke inrigting in diens wees en moet toesig hou oor werksaamhede in elke skof)..... Skaal per uur vir
werk onder Tarief
1A in loontabelle.
Slyp van masjiengereedskap vir produksiemasjiene.....

Tarief 3.

Hittebehandeling (toesigwerk)..... Skaal per uur vir
werk onder Tarief
3 in loontabelle.

(3) *Hot Spring Making (Coil Springs).*

Rate 1 (n.e.s.).

Pointing under hammer..... Rate per hour for
work classified at
Rate 1 in Table of
Wage Rates.

Rate 4.

Machine work— *Rate per
Hour.
(Cents.)*
First three months of experience..... 57·5
Second three months of experience..... 67·0
Third three months of experience..... 72·0
Thereafter, Rate 4.

Rate 9.

Drilling with jigs and/or fixtures and/or templates and/or to pops and/or marks.. }
Driving power hammer..... } Rate per hour for
Grinding..... } work classified at
Striking by hand hammer under direction } Rate 9 in Table of
of spring maker..... } Wage Rates.
Making and/or attending fires..... }

DIVISION D/17.

STEEL REINFORCEMENT DIVISION.

Rate 2.

Bending (n.e.s.), fixing supervisory work and/or setting up of machines to carry out operations scheduled below— Rate per hour for
work classified at
Rate 2 in Table of
Wage Rates.

*Rate per
Hour.
(Cents.)*
Employees under 21 years of age—

First year of experience..... 40·5
Second year of experience... 59·5
Third year of experience.... 69·5
Thereafter, Rate 2.

Employees over 21 years of age—

First year of experience..... 59·5
Second year of experience... 69·5
Thereafter, Rate 2.

Provided that no employer shall employ any person at a rate of pay less than 73·77c per hour in the occupations set out above without obtaining the prior consent of the Council, which shall prescribe the conditions under which permission for such employment is granted.

Rate 7.

Welding for the positioning of reinforcing rods for purposes of transportation Rate per hour for
work classified at
Rate 7 in Table of
Wage Rates.

Rate 9.

Bending slab rods to jigs and/or stops.... }
Cranking (offsetting) only of column rods }
to jigs and/or stops..... } Rate per hour for
Hooking only of beam rods to jigs and/or } work classified at
stops..... } Rate 9 in Table of
Repetition bending of stirrups and/or } Wage Rates.
repetitive automatic spiralling to jigs and/ }
or stops..... }
Repetition cutting off to jigs and/or stops... }

DIVISION D/18.

TUNGSTEN CARBIDE TIPPED DRILLING EQUIPMENT MANUFACTURING DIVISION.

Rate 1A (n.e.s.).

General supervisory work including setting up of production machines (at least one supervisor must be employed in each establishment and be in charge of operations on each shift)..... Rate per hour for
work classified at
Rate 1A in Table
of Wage Rates.
Machine tool grinding for production machines.....

Rate 3.

Heat treatment (supervisory work)..... Rate per hour for
work classified at
Rate 3 in Table of
Wage Rates.

Tarief 4.

- *Herhalende insteek van punte in setmate en hulle slyp en/of afwerk voor bindwerk, insluitende die gebruik van vaste meters....
- *Toesig oor smeerwerk, met inbegrip van opstel (minstens een toesighouer moet in diens wees in elke inrigting op elke skof).....

Skaal per uur vir
werk onder Tarief
4 in loontabelle.

Skaal
per uur.
(Sent.)

*Eerste ses maande..... 71·0
Daarna Tarief 4.

Tarief 5.

Masjienbewerking op herhalende werk deur middel van setmate en/of stuiters en/of setklemme en/of uitskakelaars en/of afsluiters op rewolwer- en/of kaapstaander-draaibanke en/of freeswerk en/of skaaf- en/of gleuf- en/of skroefdraad-masjiene waar die opstel van die masjiene en/of gereedskap deur 'n Tarief 1-werknemer gedoen word, met inbegrip van die gebruik van vaste meters.....

Skaal per uur vir
werk onder Tarief
5 in loontabelle.

Tarief 9.

Punt met skag verbind deur gestelde statiese hitte-eenheid.....

Boor van die koelkanaal of watergat, op hoek- en/of voetstukmasjiene.....

Bediening van stomp- en/of puntsweismasjiene.....

Bediening van masjiene (n.e.v.) opgestel vir en wat een werksaamheid uitvoer (maar nie opstel nie).....

Skaal per uur vir
werk onder Tarief
9 in loontabelle.

Tarief 10.

Boorstaal volgens stuiters afsny met wrywing-saag.....

Wolframkarbiedpunte insit in kop vir sweis-soldeer.....

Handelsmerke merk.....

Metaal polys en/of poleer.....

Bediening van draagbare en/of voetstukslyp-masjiene waar bediener nie volgens merke, patrone, setmate of groottes moet slyp nie

Bediening van sand- en/of haelstralings-masjiene.....

Verf deur te spuit en/of in te doop.....

Skaal per uur vir
werk onder Tarief
10 in loontabelle.

Tarief 11.

Oonde laai en leegmaak.....

Skaal per uur vir
werk onder Tarief
11 in loontabelle.

AFDELING D/19.

DRAADTREK EN/OF -WEEF EN/OF -VORM.

Ondergenoemde vervaardigingswerksaamhede by draadtrek en/of -weef en/of -vorm—

(1) Draadtrekinstallasie.

Tarief 2.

Toesigwerk, met inbegrip van verstellings maak en aanhegtings verander

Skaal per uur vir
werk onder Tarief
2 in loontabelle.

Tarief 4.

Werk in enigeen van die volgende werksaamhede (n.e.v.) en/of help met die toesig daar-oor, met inbegrip van die opstel en/of ver-stel en verander van aanhegself:—

Skaal per uur vir
werk onder Tarief
4 in loontabelle.

Inmekaarsit, sny en/of poleer; draad-trek, met inbegrip van installasies vir skoonmaak en hittebehandeling; draadtoets—

Skaal
per uur.
(Sent.)

Eerste jaar ondervinding, 67·0
Tweede jaar ondervinding 69·5
Derde jaar ondervinding.. 72·0
Daarna Tarief 4.

Tarief 9.

Stangskoonbyinstallasie bedien indien aan-gestel as bediener van stangskoonby- installasie.....

'n Stang- en draadreguitmaakmasjiene bedien

'n Draadtrekbank onder toesig bedien, met inbegrip van stang en draad met masjien stuklas.....

Skaal per uur vir
werk onder Tarief
9 in loontabelle.

Rate 4.

- *Repetition inserting of tips to jigs and grinding and/or finishing of same prior to bonding, including the use of fixed gauges.....
- *Supervising forging operations including setting up (at least one supervisor to be employed in each establishment on each shift).....

Rate per hour for
work classified at
Rate 4 in Table of
Wage Rates.

Rate per
Hour.
(Cents.)

*First six months of experience 71·0
Thereafter, Rate 4.

Rate 5.

Machining on repetition work by means of jigs and/or stops and/or fixtures and/or trips and/or cut-outs on turret and capstan lathes and/or milling and/or planing and/or slotting machines and/or threading machines where the setting up of the machine and/or tools is done by a Rate 1 employee, including the use of fixed gauges

Rate per hour for
work classified at
Rate 5 in Table of
Wage Rates.

Rate 9.

Bonding of tip to shank by pre-set static heading unit.....

Drilling of the flush or water hole, on angle or pedestal machine.....

Operating butt and/or spot welding machine

Operating forging machine.....

Operating machine (n.e.s.) set up for and performing one operation (excluding setting up).....

Rate per hour for
work classified at
Rate 9 in Table of
Wage Rates.

Rate 10.

Cutting of drill steel to stops with friction saw.....

Inserting tungsten carbide tips into head for brazing.....

Marking trade symbols.....

Metal buffing and/or polishing.....

Operating hand portable and/or pedestal grinding machine where the operator is not required to grind to marks, templets, gauges or sizes.....

Operating sand and/or shot blasting machine

Spray and/or dip painting.....

Rate per hour for
work classified at
Rate 10 in Table
of Wage Rates.

Rate 11.

Loading and/or unloading of furnaces....

Rate per hour for
work classified at
Rate 11 in Table
of Wage Rates.

DIVISION D/19.

WIRE DRAWING AND/OR WEAVING AND/OR FORMING MANUFACTURING DIVISION.

The following operations in wire drawing and/or weaving and/or forming manufacture:—

(1) Wire Drawing Plant.

Rate 2.

Supervisory work, including setting adjust-ments and changing of attachments

Rate per hour for
work classified at
Rate 2 in Table of
Wage Rates.

Rate 4.

Work in any of the following operations (n.e.s.) and/or assisting in the supervision thereof, including setting up and/or adjust-ments and changing of attachments:—

Rate per hour for
work classified at
Rate 4 in Table of
Wage Rates.

Assembly, cutting and/or polishing;
wire drawing, including cleaning and
heat treatment plants; wire testing:—

Rate per
Hour.
(Cents.)

First year of experience.. 67·0
Second year of experience 69·5
Third year of experience 72·0
Thereafter, Rate 4.

Rate 9.

Attending rod pickling plant when appointed as rod pickling plant attendant.....

Operating a rod and wire straightening machine.....

Operating a wire drawing bench under supervision, including butt welding of rod and wire by machine.....

Rate per hour for
work classified at
Rate 9 in Table of
Wage Rates.

Tarief 10.

Hittebehandelingsinstallasie bedien indien aangestel as bediener van hittebehandelingsinstallasie..... } Skaal per uur vir
 Poleernaalde ru-slyp en stempels polys..... } werk onder Tarief
 Stempelbreekhamer bedien..... } 10 in loontabelle.

Tarief 11.

Stang- en draadtorsietoetsmasjiën bedien.... Skaal per uur vir
 werk onder Tarief
 11 in loontabelle.

(2) Ogiesdraadinstallasie.

Tarief 3.

Opsigterswerk met inbegrip van opstelling en/of verstelling Skaal per uur vir
 werk onder Tarief
 3 in loontabelle.

Tarief 9.

Ogiesdraadinstallasie bedien..... Skaal per uur vir
 werk onder Tarief
 9 in loontabelle.

(3) Doringdraadinstallasie.

Tarief 3.

Oprigterswerk met inbegrip van opstelling en/of verstelling Skaal per uur vir
 werk onder Tarief
 3 in loontabelle.

Tarief 9.

Doringdraadinstallasie bedien..... Skaal per uur vir
 werk onder Tarief
 9 in loontabelle.

(4) Draadspykerinstallasie.

Tarief 3.

Opsigterswerk met inbegrip van opstelling en verstelling Skaal per uur vir
 werk onder Tarief
 3 in loontabelle.

Tarief 9.

Draadspykermasjiën bedien..... Skaal per uur vir
 werk onder Tarief
 9 in loontabelle.

(5) Outomatiese draadvormmasjiëninstallasie.

Tarief 3.

Opsigterswerk met inbegrip van opstelling en verstelling Skaal per uur vir
 werk onder Tarief
 3 in loontabelle.

Tarief 9.

Draadvormmasjiën bedien..... Skaal per uur vir
 werk onder Tarief
 9 in loontabelle.

(6) Draadrol-, vleg- en bereidingsinstallasie.

Tarief 3.

Opsigterswerk met inbegrip van opstelling en verstelling Skaal per uur vir
 werk onder Tarief
 3 in loontabelle.

Tarief 10.

Oprol- en opdraaiwerk..... } Skaal per uur vir
 Draad- en stringopwen- en meetmasjiën be- } werk onder Tarief
 dien, met inbegrip van draad met 'n ma- } 10 in loontabelle.
 sjiën sweis en hardsoldeer..... }
 Drade vleg, met inbegrip van draad met ma- }
 sjiën sweis en hardsoldeer..... }
 Skaal per uur vir
 werk onder Tarief
 10 in loontabelle.

Tarief 11.

Vlegmasjiën bedien..... Skaal per uur vir
 werk onder Tarief
 11 in loontabelle.

(7) Draad met 'n masjiën bewerk en/of weef en/of vervaardig.

Tarief 3.

Opsigterswerk..... Skaal per uur vir
 werk onder Tarief
 3 in loontabelle.

Tarief 8.

Kettingskakel- en/of diamantmaasmasjiën bedien (met inbegrip van lopende verstelwerk wanneer vervaardigingsproses dit nodig maak) Skaal per uur vir
 werk onder Tarief
 8 in loontabelle.

Tarief 9.

Outomatiese kettingskakel- en/of diamantmaasmasjiën bedien (met inbegrip van lopende verstelwerk wanneer vervaardigingsproses dit nodig maak) Skaal per uur vir
 werk onder Tarief
 9 in loontabelle.

Rate 10.

Attending heat treatment plant when appointed as heat treatment plant attendant } Rate per hour for
 Rough grinding of die polishing needles and } work classified at
 buffing of dies..... } Rate 10 in Table
 Operating of die battering hammer..... } of Wage Rates.

Rate 11.

Operating rod and wire torsion testing machine } Rate per hour for
 } work classified at
 } Rate 11 in Table
 } of Wage Rates.

(2) Wire Netting Plant.

Rate 3.

Supervisory work, including setting up and/or adjustments } Rate per hour for
 } work classified at
 } Rate 3 in Table
 } of Wage Rates.

Rate 9.

Operating wire netting plant..... } Rate per hour for
 } work classified at
 } Rate 9 in Table
 } of Wage Rates.

(3) Barbed Wire Plant.

Rate 3.

Supervisory work, including setting up and/or adjustments } Rate per hour for
 } work classified at
 } Rate 3 in Table
 } of Wage Rates.

Rate 9.

Operating barbed wire plant..... } Rate per hour for
 } work classified at
 } Rate 9 in Table
 } of Wage Rates.

(4) Wire Nail Plant.

Rate 3.

Supervisory work, including setting up and/or adjustments } Rate per hour for
 } work classified at
 } Rate 3 in Table
 } of Wage Rates.

Rate 9.

Operating nail making machine..... } Rate per hour for
 } work classified at
 } Rate 9 in Table
 } of Wage Rates.

(5) Automatic Wire Forming Machine Plant.

Rate 3.

Supervisory work, including setting up and/or adjustments } Rate per hour for
 } work classified at
 } Rate 3 in Table
 } of Wage Rates.

Rate 9.

Operating wire forming machine..... } Rate per hour for
 } work classified at
 } Rate 9 in Table
 } of Wage Rates.

(6) Wire Coiling, Braiding and Preparing Plant.

Rate 3.

Supervisory work, including setting up and/or adjustments } Rate per hour for
 } work classified at
 } Rate 3 in Table
 } of Wage Rates.

Rate 10.

Coiling and reeling..... } Rate per hour for
 Operating wire and strand winding and } work classified at
 measuring machine, including welding and } Rate 10 in Table
 brazing of wire by machine..... } of Wage Rates.
 Stranding wire, including welding and }
 brazing of wire by machine..... }

Rate 11.

Operating braiding machine..... } Rate per hour for
 } work classified at
 } Rate 11 in Table
 } of Wage Rates.

(7) Wire Working and/or Weaving and/or Fabricating by Machine.

Rate 3.

Supervisory work..... } Rate per hour for
 } work classified at
 } Rate 3 in Table
 } of Wage Rates.

Rate 8.

Chain link and/or diamond mesh machine operating (including machine running adjustments when necessitated by the manufacturing process) } Rate per hour for
 } work classified at
 } Rate 8 in Table
 } of Wage Rates.

Rate 9.

Automatic chain link and/or diamond mesh machine operating (including machine running adjustments when necessitated by the manufacturing process) } Rate per hour for
 } work classified at
 } Rate 9 in Table
 } of Wage Rates.

(8) *Draadweef—Automatiese weefstoestelle.*

Tarief 3.

Opsigterswerk met inbegrip van opstel en/of verstel Skaal per uur vir werk onder Tarief 3 in loontabelle.

Tarief 9.

Weefstoel bedien..... Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10.

Kettingboom van draad voorsien... Skaal per uur vir werk onder Tarief 10 in loontabelle.

Tarief 11.

Spoel met draad vul... Skaal per uur vir werk onder Tarief 11 in loontabelle.

(9) *Draadweef—Half-automatiese weefstoestelle.*

Tarief 3.

Opsigterswerk met inbegrip van opstelling en/of verstelling Skaal per uur vir werk onder Tarief 3 in loontabelle.

Tarief 9.

Weefstoel bedien..... Skaal per uur vir werk onder Tarief 9 in loontabelle.

(10) *Draadweef—Handweefstoestelle.*

Tarief 3.

Opsigterswerk met inbegrip van opstel en/of verstel Skaal per uur vir werk onder Tarief 3 in loontabelle.

Tarief 10.

Vierkantige en/of ander maasvorms in rolle en/of plate weef met handmasjien, d.i. masjien voor Skaal per uur vir werk onder Tarief 10 in loontabelle.

(11) *Draad krimp vir half-automatiese en handweefstoestelle.*

Tarief 3.

Opsigterswerk met inbegrip van krimprollers opstel en/of verstel... Skaal per uur vir werk onder Tarief 3 in loontabelle.

Tarief 11.

Drom bedien, met inbegrip van masjien stop en/of aansit Skaal per uur vir werk onder Tarief 10 in loontabelle.

(12) *Sweis wanneer dit verrig word by draadwerk en/of -weef en/of vervaardig.*

Tarief 9.

Punt- en/of stuiklas- en/of hegswaiswerk... Skaal per uur vir werk onder Tarief 9 in loontabelle.

(13) *Metaallae aansit.*

Tarief 3.

Toesigwerk..... Skaal per uur vir werk onder Tarief 3 in loontabelle.

Tarief 9.

Metaallaaginstallasie bedien, behalwe algemene arbeid Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 11.

Algemene arbeid, insluitende—

(a) Bedieners help.....

(b) Beveiliging, klink en/of selfkante maak

(c) Afvaldraad afsny.....

(d) Slinger van afsnymasjien draai.....

Skaal per uur vir werk onder Tarief 11 in loontabelle.

AFDELING D/20.

VERVAARDIGING VAN DRAAD EN DRAADTOU.

(1) *Kabelvleginstallasie.*

Tarief 1 (n.e.v.).

*Toesigwerk, met inbegrip van opstel en/of verstel en verandering van aanhegels Skaal per uur vir werk onder Tarief 1 in loontabelle.

* „Toesigwerk”: Minstens een werknemer met kennis van toesigwerk moet in elke afdeling in diens wees.

(8) *Wire Weaving—Automatic Looms.*

Rate 3.

Supervisory work, including setting up and/or adjustments Rate per hour for work classified at Rate 3 in Table of Wage Rates.

Rate 9.

Loom operating..... Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10.

Warp beam filling.....

Pirn filling.....

Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Rate 11.

Bobbin filling.....

Warp beam minding.....

Rate per hour for work classified at Rate 11 in Table of Wage Rates.

(9) *Wire Weaving—Semi-Automatic Looms.*

Rate 3.

Supervisory work, including setting up and/or adjustments Rate per hour for work classified at Rate 3 in Table of Wage Rates.

Rate 9.

Loom operating..... Rate per hour for work classified at Rate 9 in Table of Wage Rates.

(10) *Wire Weaving—Hand-operated Machines.*

Rate 3.

Supervisory work, including setting up and/or adjustments Rate per hour for work classified at Rate 3 in Table of Wage Rates.

Rate 10.

Square and/or other mesh screen weaving into rolls and/or sheets on hand operated machine, i.e. feeding machine Rate per hour for work classified at Rate 10 in Table of Wage Rates.

(11) *Crimping Wire for Semi-Automatic and Hand-operated Loom.*

Rate 3.

Supervisory work, including setting up and/or adjusting crimping rollers Rate per hour for work classified at Rate 3 in Table of Wage Rates.

Rate 11.

Swift minding, including stopping and/or starting machine Rate per hour for work classified at Rate 11 in Table of Wage Rates.

(12) *Welding when performed in Wire Working and/or Weaving and/or Fabricating Operations.*

Rate 9.

Spot and/or butt and/or tack welding..... Rate per hour for work classified at Rate 9 in Table of Wage Rates.

(13) *Metal Coating.*

Rate 3.

Supervisory work..... Rate per hour for work classified at Rate 3 in Table of Wage Rates.

Rate 9.

Attending metal coating plant other than general labouring Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 11.

General Labouring including—

(a) Assisting operators.....

(b) Locking, clinching and/or seldedging

(c) Cutting of waste wire.....

(d) Operating handle of shearing machine

Rate per hour for work classified at Rate 11 in Table of Wage Rates.

DIVISION D/20.

WIRE AND WIRE ROPE MANUFACTURING DIVISION.

(1) *Cable Stranding Plant.*

Rate 1: (n.e.s.).

*Supervisory work, including setting up and/or adjustments and changing of attachments Rate per hour for work classified at Rate 1 in Table of Wage Rates.

* „Supervisory work”—Not less than one employee with supervisory knowledge to be employed in each department.

Tarief 4.

In kabelvleginstallasie (n.e.v.) werk en/of met toesig daarvoor help, met inbegrip van opstel en/of verstel en verander van aanhegels—

	Skaal per uur. (Sent.)
Eerste jaar ondervinding.....	67.0
Tweede jaar ondervinding.....	69.5
Derde jaar ondervinding.....	72.0
Daarna Tarief 4	

Tarief 10.

'n Draadvlegmasjien bedien insluitende stompsewis- of hardsoldeerwerk aan draad met masjien.....

Skaal per uur vir
werk onder Tarief
10 in loontabelle.

Tarief 11.

'n Outomatiese draadopwenmasjien bedien, met inbegrip van stompsewiswerk aan draad met masjien.....

Skaal per uur vir
werk onder Tarief
11 in loontabelle.

(2) Installasie vir vervaardiging van veselkerns.

Tarief 3.

*Toesigwerk, insluitende die opstelling en/of verstelling en verandering van aanhegels
*, Toesigwerk: Minstens een werknemer met kennis van toesigwerk moet in elke afdeling in diens wees.

Skaal per uur vir
werk onder Tarief
3 in loontabelle.

Tarief 10.

Veseldraadhuismasjien bedien.....
Veseldraadbereidingmasjien bedien (artikel-
masjien en trekraam).....
Veseldraadspinningsmasjien bedien.....

Skaal per uur vir
werk onder Tarief
10 in loontabelle.

Tarief 11.

Veseldraadopwenmasjien bedien.....

Skaal per uur vir
werk onder Tarief
11 in loontabelle.

(3) Draadtrekinstallasie.

Tarief 1 (n.e.v.).

*Toesigwerk, insluitende aanhegels opstel en/of verstel en verander..
*, Toesigwerk: Minstens een werknemer met kennis van toesigwerk moet in elke afdeling in diens wees.

Skaal per uur vir
werk onder Tarief
1 in loontabelle.

Tarief 1A (n.e.v.).

Stempelkasuitrigting, skuur en/of poleer (n.e.v.)—

	Skaal per uur. (Sent.)
Eerste jaar ondervinding.....	78.5
Tweede jaar ondervinding.....	81.0
Derde jaar ondervinding.....	84.0
Daarna Tarief 1A.	

Tarief 4.

Werk in enigeen van die volgende werksaamhede (n.e.v.) en/of met toesig daarvoor help, met inbegrip van opstelling en/of verstelling en verandering van aanhangsels—

Skaal per uur vir
werk onder Tarief
4 in loontabelle.

Draadtrek, met inbegrip van installasies vir skoonmaak en hittebehandeling; draad toets—

	Skaal per uur. (Sent.)
Eerste jaar ondervinding.....	67.0
Tweede jaar ondervinding.....	69.5
Derde jaar ondervinding.....	72.0
Daarna.....	76.0

Tarief 9.

Stangskoonbytinstallasie bedien wanneer as bediener van stangskoonbytinstallasie aangestel.....
Masjien vir stange en draad reguitmaak, bedien.....
Draadtrekbank onder toesig bedien, met inbegrip van stuiksewis van stang- en draadmasjien.....

Skaal per uur vir
werk onder Tarief
9 in loontabelle.

Tarief 10.

Hittebehandelingsinstallasie bedien wanneer as bediener van hittebehandelingsinstallasie aangestel.....
Stempelpolleeernaalde ru slyp en stempels opvryf.....
Stempelbreekmasjien bedien.....

Skaal per uur vir
werk onder Tarief
10 in loontabelle.

Tarief 11.

Staalstang- en draadtorsietoetsmasjien en/of koperdraadtoetsmasjien bedien

Skaal per uur vir
werk onder Tarief
11 in loontabelle.

Rate 4.

Work in cable stranding plant (n.e.s.) and/or assisting in the supervision thereof, including setting up and/or adjustments and changing of attachments—

	Rate per Hour. (Cents.)
First year of experience.....	67.0
Second year of experience.....	69.5
Third year of experience.....	72.0
Thereafter, Rate 4.	

Rate per hour for
work classified at
Rate 4 in Table
of Wage Rates.

Rate 10.

Operating a wire stranding machine, including butt welding or brazing or wire by machine

Rate per hour for
work classified at
Rate 10 in Table
of Wage Rates.

Rate 11.

Operating an automatic wire winding machine, including butt welding of wire by machine.....
Operating hand-fed wire winding plant.....

Rate per hour for
work classified at
Rate 11 in Table
of Wage Rates.

(2) Fibre Core Making Plant.

Rate 3.

*Supervisory work, including setting up and/or adjustments and changing of attachments
**Supervisory work: Not less than one employee with supervisory knowledge to be employed in each department.

Rate per hour for
work classified at
Rate 3 in Table
of Wage Rates.

Rate 10.

Operating a fibre rope house machine.....
Operating a fibre yarn preparing machine (goods machine and drawing frame)....
Operating a fibre yarn spinning machine....

Rate per hour for
work classified at
Rate 10 in Table
of Wage Rates.

Rate 11.

Operating a fibre yarn winding machine.....

Rate per hour for
work classified at
Rate 11 in Table
of Wage Rates.

(3) Wire Drawing Plant.

Rate 1 (n.e.s.).

*Supervisory work, including setting up and/or adjustments and changing of attachments
**Supervisory work: Not less than one employee with supervisory knowledge to be employed in each department.

Rate per hour for
work classified at
Rate 1 in Table
of Wage Rates.

Rate 1A (n.e.s.).

Die box assembly, grinding and/or polishing (n.e.s.)—

	Rate per Hour. (Cents.)
First year of experience.....	78.5
Second year of experience.....	81.0
Third year of experience.....	84.0
Thereafter Rate 1A.	

Rate 4.

Work in any of the following operations (n.e.s.) and/or assisting in the supervision thereof, including setting up and/or adjustments and changing attachments—

Rate per hour for
work classified at
Rate 4 in Table
of Wage Rates.

Wire drawing, including cleaning and heat treatment plants; wire testing—

	Rate per Hour. (Cents.)
First year of experience.....	67.0
Second year of experience.....	69.5
Third year of experience.....	72.0
Thereafter.....	76.0

Rate 9.

Attending rod pickling plant when appointed as rod pickling plant attendant.....
Operating rod and wire straightening machine.....
Operating a wire drawing bench under supervision, including butt welding of rod and wire by machine.....

Rate per hour for
work classified at
Rate 9 in Table
of Wage Rates.

Rate 10.

Attending heat treatment plant when appointed as heat treatment plant attendant....
Rough grinding of die polishing needles and buffing dies.....
Operating of die battering hammer.....

Rate per hour for
work classified at
Rate 10 in Table
of Wage Rates.

Rate 11.

Operating steel rod and wire torsion testing machine and/or copper wire testing machine

Rate per hour for
work classified at
Rate 11 in Table
of Wage Rates.

(4) Draadgalvaniseerinstallasie.

Tarief 3.

*Toesigwerk, met inbegrip van aanhegels opstel en/of verstel en verander—

Skaal per uur vir werk onder Tarief 3 in loontabelle.

	Skaal per uur. (Sent.)
Eerste jaar ondervinding.....	71.0
Tweede jaar ondervinding.....	76.0
Daarna Tarief 3.	

* „Toesigwerk”: Minstens een werknemer met kennis van toesigwerk moet in elke afdeling in diens wees.

Tarief 9.

Galvaniseerinstallasie bedien wanneer aangestel as bediener van galvaniseerinstallasie

Skaal per uur vir werk onder Tarief 9 in loontabelle.

(5) Installasie vir vervaardiging van draadrou.

Tarief 1 (n.e.v.).

*Toesigwerk met inbegrip van opstel en/of verstelwerk

Skaal per uur vir werk onder Tarief 1 in loontabelle.

* „Toesigwerk”: Minstens een werknemer met kennis van toesigwerk moet in elke afdeling in diens wees.

Tarief 3.

Help met toesig oor almal of enigeen van die werksaamhede ingedeel in die volgende Tariewe hieronder vermeld: 4, 9, 10 en 11, met inbegrip van aanhegels opstel en/of verstel en verander

Skaal per uur vir werk onder Tarief 3 in loontabelle.

Tarief 4.

Vesel- en afsluitmasjiene bedien, met inbegrip van aanhegels opstel en/of verstel en verander (n.e.v.)—

Skaal per uur vir werk onder Tarief 4 in loontabelle.

	Skaal per uur. (Sent.)
Eerste jaar ondervinding.....	67.0
Tweede jaar ondervinding.....	69.5
Derde jaar ondervinding.....	72.0
Daarna Tarief 4.	

Tarief 9.

'n „Rondestring”-afsluitmasjiene bedien vir toue tot en met $\frac{3}{4}$ duim deursnee.....
'n „Rondestring”-vlegmasjiene bedien vir toue van hoogstens $1\frac{1}{4}$ duim in deursnee, met inbegrip van stompseis van draad met masjiene en/of sweissoldeer.....
Saalsmee met behulp van stempels.....

Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10.

'n Outomatiese draadopwenmasjiene bedien met inbegrip van stuikseis van draad met masjiene en/of hardsoldeer.....
'n Stringopwenmasjiene bedien.....

Skaal per uur vir werk onder Tarief 10 in loontabelle.

Tarief 11.

Tousmeersel aansit.....
Bediener van „driehoekige of plat”-stringmasjiene help.....
Smeerinstallasie bedien wanneer aangestel as bediener van smeerinstallasie.....
Handgevoerde draadopwenmasjiene bedien..

Skaal per uur vir werk onder Tarief 11 in loontabelle.

(6) Installasie vir die splits van draadrou.

Tarief 3.

*Toesigwerk met inbegrip van bediening van taluriese of „superloop”-pers

Skaal per uur vir werk onder Tarief 3 in loontabelle.

*Toesigwerk”: Minstens een werknemer met kennis van toesigwerk moet in elke afdeling in diens wees.

Tarief 9.

Met tousplitswerk help.....

Skaal per uur vir werk onder Tarief 9 in loontabelle.

(7) Installasie vir die vervaardiging van dromme.

Tarief 1A (n.e.v.).

Hout vir dromme, dwarsplankies, stukke en flense op houtwerkmasjiene sny—

Skaal per uur vir werk onder Tarief 1A in loontabelle.

	Skaal per uur. (Sent.)
Eerste jaar ondervinding.....	78.5
Tweede jaar ondervinding.....	81.0
Derde jaar ondervinding.....	84.0
Daarna Tarief 1A.	

(4) Wire Galvanising Plant.

Rate 3.

*Supervisory work including setting up and/or adjustments and changing of attachments—

Rate per hour for work classified at Rate 3 in Table of Wage Rates.

	Rate per Hour. (Cents.)
First three months of experience	71.00
Second three months of experience	76.00
Thereafter Rate 3.	

*“Supervisory work”—Not less than one employee with supervisory knowledge to be employed in each department.

Rate 9.

Attending galvanising plant when appointed as galvanising plant attendant

Rate per hour for work classified at Rate 9 in Table of Wage Rates.

(5) Wire Rope Making Plant.

Rate 1 (n.e.s.).

*Supervisory work, including setting up and/or adjustments

Rate per hour for work classified at Rate 1 in Table of Wage Rates.

*“Supervisory work”—Not less than one employee with supervisory knowledge to be employed in each department.

Rate 3.

Assisting in the supervision of all or any of the operations classified at Rates 4, 9, 10 at 11 hereinafter set out, including setting up and/or adjustments and changing of attachments.....
Crane operating—loading and/or unloading

Rate per hour for work classified at Rate 3 in Table of Wage Rates.

Rate 4.

Operating stranding and closing machine including setting up and/or adjustments and changing of attachments (n.e.s.)—

Rate per hour for work classified at Rate 4 in Table of Wage Rates.

	Rate per Hour. (Cents.)
First year of experience.....	67.0
Second year of experience.....	69.5
Third year of experience.....	72.0
Thereafter, Rate 4.	

Rate 9.

Operating a “round strand” closing machine for ropes up to and including $\frac{3}{4}$ inch in diameter.....
Operating a “round strand” stranding machine for ropes not exceeding $1\frac{1}{4}$ inch in diameter, including butt welding or brazing of wire by machine.....
Swaging, using dies.....

Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10.

Operating an automatic wire winding machine including butt welding of wire by machine and/or brazing.....
Operating a strand winding machine.....

Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Rate 11.

Application of rope dressing.....
Assisting operator of a “triangular of flattened strand stranding machine”.....
Attending grease plant when appointed as grease plant attendant.....
Operating a hand-fed wire winding machine

Rate per hour for work classified at Rate 11 in Table of Wage Rates.

(6) Wire Rope Splicing Plant.

Rate 3.

*Supervisory work including operation of taluric or superloop press

Rate per hour for work classified at Rate 3 in Table of Wage Rates.

*“Supervisory work”—Not less than one employee with supervisory knowledge to be employed in each department.

Rate 9.

Assisting in rope splicing.....

Rate per hour for work classified at Rate 9 in Table of Wage Rates.

(7) Drum Making Plant.

Rate 1A (n.e.s.).

Cutting of timber for drums, battens, segments and flanges on woodworking machines—

Rate per hour for work classified at Rate 1A in Table of Wage Rates.

	Rate per Hour. (Cents.)
First year of experience.....	78.5
Second year of experience.....	81.0
Third year of experience.....	84.0
Thereafter Rate 1A.	

Tarief 10.

Draadsny aan bout en/of stange met masjien en/of die hand.....	Skaal per uur vir werk onder Tarief 10 in loontabelle.
Houtdromme onder toesig inmeekaarsit, vernuwe, verf en spuit.....	
Dromwasters pons en skuins sny.....	
(8) Diverse.	

Tarief 11.

Baalpers vir afvalmateriaal en/of 'n bondel-masjien bedien.....	Skaal per uur vir werk onder Tarief 11 in loontabelle.
Metaaletiket stempel.....	
Algemene arbeid, met inbegrip van op- en/of aflaai en vervoer van materiaal met die hand en/of werktuigkundige toestelle....	

AFDELING D/21.

VERVAARDIGING VAN BUISE EN/OF PYPE.

Die volgende werksaamhede in die vervaardiging van buise en/of pype, nl.:-

Tarief 1A (n.e.v.).

Buise met die hand buig—

	Skaal per uur. (Sent.)
Eerste ses maande ondervinding	76·0
Tweede ses maande ondervinding	78·5
Derde ses maande ondervinding	81·0
Vierde ses maande ondervinding	84·0
Daarna Tarief 1A.	

Hernuwing van draaibankspille en/of pers-
ponse.....

Hernuwing van straalmate van reduseer- meule en/of stootbankrolle op masjien spesiaal daarvoor ontwerp.....	Skaal per uur vir werk onder Tarief 1A in loontabelle.
Stootbankstempels ru slyp in masjiene spesiaal daarvoor ontwerp deur gebruik noniusskale.....	

Tarief 2.

*Bediening van ringbed deur gebruik van noniusskale en met inbegrip van rolver- andering.....	Skaal per uur vir werk onder Tarief 2 in loontabelle.
*Stootbanke dryf.....	

	Skaal per uur. (Sent.)
*Eerste ses maande ondervinding	76·0
Tweede ses maande ondervinding	78·5
Daarna Tarief 2.	

Tarief 3.

Stoomketelpype uitgloei (toesigwerk).....	Skaal per uur vir werk onder Tarief 4 in loontabelle.
Pomphuis oppas (werknemers in diens as pomphuisoppassers).....	
Toesighouer by oond vir blokverhitting....	
Dop- en/of gereedskapverharding en/of hittebehandeling (toesig).....	
Valsmeewerk.....	
Inspeksie met die oog van voltooide buise en/of met vaste meters en/of spleetmeters vooraf deur gereedskapkamer gestel....	
Uitsmelt en/of smelt van nie-ysterhoudende metale (onderbaas en/of toesigwerk)....	
Bediening van veelkoppige oksiasetileen- snymasjiene en/of vlam- en/of skuinsny- masjiene met inbegrip van opstel.....	
Herhalende metaalspinwerk soos van toe- passing op produkte van buise gemaak..	
Toesigwerk (trekbank) met gebruik van mikrometer.....	
Toesigwerk (reduseermeulens) met inbegrip van rolverandering.....	
Toesigwerk—toesig oor werk geklassifiseer teen Tariewe 4 tot en met 7.....	
Leerlingskap—	

	Skaal per uur. (Sent.)
Eerste jaar ondervinding—	
Eerste ses maande.....	71·0
Tweede ses maande.....	73·0
Tweede jaar ondervinding—	
Eerste ses maande.....	74·5
Tweede ses maande.....	76·0
Daarna Tarief 3.	

Tarief 4.

Herhalingsinspeksie van sweiswerk aan stan- daard vervaardigde pype en toebehore	Skaal per uur vir werk onder Tarief 4 in loontabelle.
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Rate 10.

Bolt and/or rod screwing by machine and/or hand.....	Rate per hour for work classified at Rate 10 in Table of Wage Rates.
Assembling, reconditioning, painting and spraying of wooden drums under super- vision.....	
Punching and shearing of drum washers....	
(8) Miscellaneous.	

Rate 11.

Operating a scrap material baling press and/ or bundling machine.....	Rate per hour for work classified at Rate 11 in Table of Wage Rates.
Stamping metal labels.....	
General labouring including loading and/or unloading and transporting of materials by hand and/or mechanical appliances.....	

DIVISION D/21.

TUBE AND/OR PIPE MANUFACTURING DIVISION.

The following operations in the manufacture of tubes and/or pipes,
viz.:-

Rate 1A (n.e.s.).

Handbending of tubes—	Rate per Hour. (Cents.)
First six months of experience	76·0
Second six months of experience	78·5
Third six months of experience	81·0
Fourth six months of experience	84·0
Thereafter, Rate 1A.	

Reconditioning of mandrel bars and/or press
punches.....

Reconditioning and radiusing of reducing mill and/or push bench rolls on machine specially designed therefor.....	Rate per hour for work classified at Rate 1A in Table of Wage Rates.
Rough grinding of push bench dies in machines specially designed therefor and using vernier scales.....	

Rate 2.

*Attending ring bed using vernier scales and including roll changing.....	Rate per hour for work classified at Rate 2 in Table of Wage Rates.
*Push bench driving.....	

	Rate per Hour. (Cents.)
*First six months of experience	76·0
Second six months of ex- perience	78·5
Thereafter, Rate 2.	

Rate 3.

Annealing boiler tubes (supervisory work)..	Rate per hour for work classified at Rate 3 in Table of Wage Rates.
Attending pumphouse (employees employed as pumphouse attendants).....	
Billet-heating furnace supervisor.....	
Case and/or tool hardening and/or heat treat- ment (supervisory work).....	
Drop forging.....	
Finished tube inspection by visual means and/or fixed gauges and/or gap gauges pre-set by toolroom.....	
Non-ferrous smelting and/or melting (charge- hand and/or supervisory work).....	
Operating multi-head oxy-acetylene cutting machine and/or flame planing and/or bevel cutting machine including setting up	
Repetition metal spinning as applied to tubu- lar products.....	
Supervisory work (draw bench) using micro- meter.....	
Supervisory work (reducing mills) including roll changing.....	
Supervisory work—supervising operations classified at Rates 4 to 7 inclusive.....	

Learnership—

	Rate per Hour. (Cents.)
First year of experience—	
First six months.....	71·0
Second six months.....	73·0
Second year of experience—	
First six months.....	74·5
Second six months.....	76·0
Thereafter Rate 3.	

Rate 4.

Repetitive weld inspection of standard fabri- cated pipes and fittings	Rate per hour for work classified at Rate 4 in Table of Wage Rates.
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Tarief 5.

Monteer deur middel van setmate en/of patrone.....
 Monteer en/of heg deur middel van oksiasetileen- en/of elektriese sweiswerk....
 Monteer van uitsitvoë en pyp-toebehore vir hidrouliese toetse.....
 Help met toesigwerk ten opsigte van die volgende installasies en/of werksaamhede—
 Blokoondverhitting.....
 Trek- en/of stootbank.....
 Galvaniseer.....
 Reduseermeulens.....
 Skroefdraad sny en/of buise sny en/of buistoehore tap en/of snyers stel..
 Uitsitvoerperse.....
 Masjiene vir ononderbroke sweis van buise.....
 Masjiene vir reguitmaak van buise....
 Buigplakke met die hand afwerk.....
 Buise buig in hand- en/of kragmasjiene volgens skets maar nie afmerk en uitsit nie
 Koud saag maar nie herhalend afsny nie..
 Boor met patrone en/of sonder patrone waar afmerkwerk deur Tarief 1-werknemer gedoen word (met inbegrip van skerpmaak van bore tot en met 1½ duim diameter).....
 Warm en/of koud vorm van plat stawe in ringlense, met inbegrip van met die hand in lyn stel van punte (maar nie masjiene opstel nie).....
 Metaal bespuit vir roeswerende lae.....
 Bediening van pypflensmasjiene (maar nie opstel).....
 Bediening van plaatrandskaaftmasjiene (maar nie opstel).....
 Herhalings- en/of ononderbroke outomatiese sweismasjiene, gas en/of elektries, bedien
 Bediening van eenkoppige oksiasetileen-profielmasjiene en/of masjiene vir reguit lyne sny.....
 Lap van naatsweisplakke in pyp- en/of buis-vervaardiging op ononderbroke outomatiese gas- en/of elektriese sweismasjiene, waar die lapwerk horisontaal gedoen word deur gassweiswerk op materiaal van minder as ⅜ duim dik en waar geen verandering van werkwyse nodig is by puntgrootte en grootte en tipe stafie nie.....
 Volgens setmate en/of stuiters pons en/of afsny en/of afknip.....
 Herhalende vorm van plate en/of stroke in rolle of persrem.....
 Ruwe slypwerk, met inbegrip van gereedskap in setmate slyp.....
 Toesig oor haelstralingsmasjiene.....
 In setmate sweis waar geen verandering nodig is in werkwyse ten opsigte van stroomsterkte of tipe stafie of tempo van afsetting

Skaal per uur vir
werk onder Tarief
5 in loontabelle.

Tarief 6.

Assistent-toesighouer ten opsigte van die volgende werksaamhede:—
 Staalpype in warm bitumastiekoplossing indoop.....
 Staalpype aan die buitekant met warm bitumastieke lae omhul.....
 Hidrouliese toetsmasjiene bedien.....
 Hidrouliese en/of meganiese perswerk en/of pypente en/of kraagringlase in rolle vorm.....
 Draaibekleding met bitumen.....
 Draaibekleding met beton.....
 Pype vir sweiswerk deur middel van lug-druk gereedskap voorberei.....
 Toesig oor slingerwerk hou.....
 Stompsweis van flenskrae en/of metaal-profiel met masjiene.....

Skaal per uur vir
werk onder Tarief
6 in loontabelle.

Tarief 7.

Sae skerpmaak op voloutomatiese masjiene maar nie masjiene opstel

Skaal per uur vir
werk onder Tarief
7 in loontabelle.

Tarief 8.

Monteer van vooraf vervaardigde onderdele uit voorraad waar geen pas- en/of verstelwerk.....
 Spesiale voorwerpe met bitumastiekoplossing met die hand beklee.....
 Sweislasse onder druk normaliseer.....
 Pype en/of seksies in die lengte en/of in deursnit reguitmaak met die hand en/of deur middel van hidrouliese perse.....
 Spesiale werk met mastiek met die hand toedraai.....

Skaal per uur vir
werk onder Tarief
8 in loontabelle.

Rate 5.

Assembling by means of jigs and/or templets
 Assembling and/or tacking by means of oxy-acetylene and/or electric welding.....
 Assembling of expansion joints and pipe fittings for hydraulic testing.....
 Assistant supervisory work in respect of the following plant and/or operations—
 Billet furnace heating.....
 Draw and/or push bench.....
 Galvanising.....
 Reducing Mills.....
 Screwing and/or cutting tubes and/or tapping of tube fittings (including die and/or cutter setting).....
 Extrusion presses.....
 Continuous Tube welding machines.....
 Tube straightening machines.....
 Bend dressing by hand.....
 Bending of tubes in manually and/or power-operated machines to sketch other than marking out and setting out.....
 Cold sawing other than repetition cutting off
 Drilling with templets and/or without templets where marking off is done by a Rate 1 employee (including the sharpening of drills up to 1½ inch diameter).....
 Hot and/or cold forming of flat bars into ring flanges, including hand peak trueing (excluding setting up of machines).....
 Metal spraying for anti-corrosive purposes
 Operating flanged pipe facing machine (excluding setting up).....
 Operating plate edge planing machine (excluding setting up).....
 Operating repetition and/or continuous automatic welding machines, gas and/or electric.....
 Operating single-head oxy-acetylene profiling machine and/or straight line cutting machine.....
 Patching of seam welds in pipe or tube manufacture on continuous automatic gas and/or electric welding machine, where the patching is done horizontally by gas welding on material less than ⅜ inch thick and involving no change in procedure in respect of tip size, pressures and size and type of rod.....
 Punching and/or shearing and/or cropping to jigs and/or stops.....
 Repetition forming of plate and/or strip in rolls or press brake.....
 Rough grinding, including tool grinding in jigs.....
 Supervising shot blasting machine.....
 Welding in jigs involving no change in procedure in respect of amperage size or type of rod or rate of deposition.....

Rate per hour for
work classified at
Rate 5 in Table of
Wage Rates.

Rate 6.

Assistant supervisory work in respect of the following operations:—
 Dipping of steel pipes in hot bitumastic solution.....
 External sheathing of steel pipes with hot bitumastic coating, including changing of sheathing ends.....
 Hydraulic testing machine work, including changing of test ends.....
 Hydraulic and/or mechanical press work and/or roll forming of pipe ends and/or collar type joints.....
 Spun lining with bitumen, including changing of lining ends.....
 Spun lining with concrete.....
 Preparation of pipes for welding by means of pneumatic tools.....
 Supervising slinging.....
 Butt welding of flange collars and/or metal sections by machine.....

Rate per hour for
work classified at
Rate 6 in Table of
Wage Rates.

Rate 7.

Saw sharpening on fully automatic machine excluding machine setting

Rate per hour for
work classified at
Rate 7 in Table of
Wage Rates.

Rate 8.

Assembling of premanufactured components from stock requiring no fitting and/or adjustment.....
 Lining of specials by hand with mastic....
 Stress normalising welded joints.....
 Trueing of pipes and/or sections longitudinally by means of hydraulic presses.....
 Wrapping specials with mastic by hand....

Rate per hour for
work classified at
Rate 8 in Table of
Wage Rates.

Tarief 9.

Slingers onder toesig aanbring (werknemers uitsluitlik so in diens).....
 Help met valsmeeuwerk deur gebruik van stempels.....
 Kraghamer dryf.....
 Buise uitsit.....
 Koue trekbank voer met inbegrip van stempels skoonmaak en terugsit.....
 Hidrouliese en/of lugdruk- en/of meganiese buigwerk.....
 Hidrouliese toetswerk en/of met lug toets, onder toesig.....
 Herhalende bediening van koue buigmasjien waar masjien opgestel word deur Tarief 1-werknemer.....
 Bediening van naatvormmasjien.....
 Bediening van puntsweismasjien.....
 Bediening van saalsmehamer.....
 Met paraffien toets.....
 Ponsperswerk deur gebruik van gestelde stempels.....
 Kragdrukwerk waar die werk gedoen word deur gestelde stempels maar nie stempels stel nie.....
 Herhalende boor- en/of skuinssny van mowwe en/of flense voor tapwerk.....
 Herhalende boorwerk volgens setmate en/of versink.....
 Herhalende skroefsnij met stempelkoppe en/of tappe.....
 Weerstandstompsweis (stawe tot $\frac{3}{4}$ duim saamvoeg).....
 Versnippering by aanbring van bituminastiekbekleding.....
 Seksies op versonke outomatiese boogswaismasjien plaas.....
 Nie-ysterhoudende blokke afskuim, maar nie opstel nie.....

Skaal per uur vir
 werk onder Tarief
 9 in loontabelle.

Tarief 10.

Aansit van roeswerende lae.....
 Bediening van outomatiese masjien vir reguitmaak en/of rondmaak en/of reduseer en/of uittrek en/of ruim.....
 Stoomketels stook en/of stokers oppas.....
 Uitmekaarhaal van monteerlinge.....
 Trekbankwerk (n.e.v.).....
 Afwerk met die hand en/of skuur en/of met draagbare kraggereedskap vir inspeksie.....
 Smeltmiddels droogmaak.....
 Pakkings met stelmasjiene sny.....
 Warm afstroop en pons van valsmeeuwerk.....
 Metaal polys en/of poleer.....
 Metaal bedek deur indoping en/of galvaniseer.....
 Installasie en masjinerie olie en smeer.....
 Masjien vir bedekking met smeltmiddels bedien.....
 Staafmeul vir vervaardiging van elektrodes bedien.....
 Bediening van buisnysmasjien behalwe masjien opstel.....
 Herhalende saag- en/of snywerk.....
 Sand- en/of haelstraling.....
 Met handhamer in grofsmidswerk slaan.....

Skaal per uur vir
 werk onder Tarief
 10 in loontabelle.

Tarief 11.

Algemene arbeid, met inbegrip van—
 Bediener van hegmasjien help.....
 Bediening van skoonbyttentk.....
 Potte volmaak vir die smelt van bitumen in emalje en/of verf inoep.....
 Oonde weer verhit.....
 Stempels oop- en/of toemaak in maak van mowwe.....

Skaal per uur vir
 werk onder Tarief
 11 in loontabelle.

AFDELING D/22.

VERVAARDIGING EN INMEKAARSIT VAN KOOK- EN VERHITTINGSTOESTELLE (UITGESONDERD DRUK-VERWARMERS).

Vir die toepassing van hierdie afdeling beteken—

„inmeekaarsitwerk (n.e.v.)”, die inmeekaarsit van onderdele gedeeltelik inmeekaarsit, om 'n volledige toestel te vorm;
 „onderdele gedeeltelik inmeekaarsit”, die verrigting van enigeen of al die soorte werksaamhede in die volgende lys.

Vir elektrotegniese draadwerk van plaatmetaalprodukte kyk Seksie E van Afdeling D/23.

Die volgende werksaamhede in die vervaardiging en inmeekaarsit van kook- en verhitingsuitrusting (behalwe drukverwarmers), nl.:

Tarief 6.

Inmeekaarsit (n.e.v.).....
 Uitrusting en/of onderdele aan elektriese standaardtoetse onderwerp terwyl of nadat dit inmeekaarsit is.....

Skaal per uur vir
 werk onder Tarief
 6 in loontabelle.

Rate 9.

Affixing slings under supervision (employees exclusively so employed).....
 Assisting in drop forging using dies.....
 Driving power hammer.....
 Expanding of tubes.....
 Feeding cold draw bench, including removing, cleaning and replacing dies.....
 Hydraulic and/or pneumatic and/or mechanical staving.....
 Hydraulic testing and/or testing by air—under supervision.....
 Operating repetition cold bending machine where machine is set up by a Rate 1 employee.....
 Operating seam-forming machine.....
 Operating spot welding machine.....
 Operating tagger hammer.....
 Paraffin testing.....
 Piercing press work using preset dies.....
 Power pressing where the work is operated upon with preset dies other than the setting of dies.....
 Repetition boring and/or bevelling of sockets and/or flanges prior to tapping.....
 Repetition drilling to jigs and/or counter-sinking.....
 Repetition screwing with die heads and/or taps.....
 Resistance butt welding (joining rods up to $\frac{3}{4}$ inch diameter).....
 Screeding in the application of bitumastic sheathing.....
 Setting sections on submerged arc automatic welding machine.....
 Skimming of non-ferrous billets excluding setting up.....

Rate per hour for
 work classified at
 Rate 9 in Table
 of Wage Rates.

Rate 10.

Application of anti-corrosive coatings.....
 Attending automatic straightening and/or rounding and/or reducing and/or extracting and/or reaming machine.....
 Boiler stoking and/or attending stokers.....
 Dismantling of assembly rings.....
 Draw bench operating (n.e.s.).....
 Dressing by hand and/or by grinding and/or by portable power tools for inspection Flux drying.....
 Gasket cutting using templets.....
 Hot stripping and punching of drop forging Metal buffing and/or polishing.....
 Metal coating by dipping and/or galvanising.....
 Oiling and greasing of plant and machinery Operating flux coating machine.....
 Operating rod mill in electrode manufacture Operating tube cutting machine excluding setting up.....
 Repetition sawing and/or cutting.....
 Sand and/or shot blasting.....
 Striking by hand hammer for blacksmith's work.....

Rate per hour for
 work classified at
 Rate 10 in Table
 of Wage Rates.

Rate 11.

General labouring, including—
 Assisting the operator of a tacking machine.....
 Attending the tube pickling tank.....
 Charging pots for the melting of bitumen Dipping in enamel and/or paint.....
 Furnace reheating.....
 Opening and/or closing dies in socket forming.....

Rate per hour for
 work classified at
 Rate 11 in Table
 of Wage Rates.

DIVISION D/22.

MANUFACTURE AND ASSEMBLY OF COOKING AND HEATING APPLIANCES (EXCLUDING PRESSURE HEATERS).

For the purposes of this Division—

“assembling (n.e.s.)” means the uniting of sub-assemblies to form a complete appliance;
 “sub-assembly” means the performance of any or all operations listed hereunder.

For electrical wiring operations associated with sheetmetal products manufacturing see Section E of Division D/23.

The following operations in the manufacture and assembly of cooking and heating appliances (excluding pressure heaters), viz.:

Rate 6.

Assembling (n.e.s.).....
 Standard electrical testing of equipment and/or components, during and after assembly.....

Rate per hour for
 work classified at
 Rate 6 in Table
 of Wage Rates.

Tarief 8.

Onderdele gedeeltelik inmeakaarsit, nl.:—
Mika-tipe elemente—mikavorms volgens buitengewone tipes en vorms wikkell en/of inmeakaarsit en/of sny.....
Aardingstoetse by herhaling van hoë voltspanning sonder belasting (neontipe toetstoestel) tot huidige punt.....

Skaal per uur vir werk onder Tarief 8 in loontabelle.

Tarief 9.

Onderdele gedeeltelik inmeakaarsit, nl.:—
Mika-tipe elemente inmeakaarsit en/of bedraad (n.e.v.).....
Onderdele inmeakaarsit en/of met klinknaels en/of skroewe vassit.....
Weerstandstoestelle op of in geïsoleerde voetstukke inmeakaarsit en/of bedraad...
Weerstandspirale inmeakaarsit en/of wikkell
Draad met setmate buig en/of vorm.....
Volgens setmate, stuiters of voorafbepaalde merke of mate boor en/of versink, skroef- en moerdraad sny.....
Ogies insit.....
'n Puntswemasjien bedien.....
Onderdele voorberei en inmeakaarsit voor finale inmeakaarsit daarvan.....
Holtes of afdelings of dubbele mure met warmte-isoleringsmateriaal toepak of opvul.....
Ohm-toets van elemente by herhaling volgens gestelde stel van Ohmmeter.....
Met die hand of masjien soldeer...
Voorafgevormde draad of elementgeleiers bedraad en/of verbind met eindpuntblokke en/of sekerings en/of skakelaars.....
Enkele weerstandstoestelle regstreeks op voorafontwerpte gespacerde keramiek en/of porselein wikkell.....

Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10.

Roeswerende lae aansit.....
Keramieksoldeer pasta in en/of op gevormde hulsels volgens mate volmaak en/of aanvul
Gleuwe in keramiekpasta vorm en/of toemaak deur stempels in stelmasjiene of stoppe deur middel van 'n pers.....

Skaal per uur vir werk onder Tarief 10 in loontabelle.

Tarief 11.

Draad sny of afstroop.....
Gate reeds geboor en moerdraad gesny, skoonmaak en nasny.....
Gevormde weerstandhulsels skoonmaak, skraap en/of spuit.....
Met die hand poets en/of met 'n masjien en/of die hand skuur en/of poleer.....
Keramiekbestanddele volgens mate voorberei en/of meng.....
Identifikasieplaatjies en -etikette stempel en/of vassit.....
Onderdele gedeeltelik inmeakaarsit, nl.:—
(1) Skroewe en moere in keramiek insit en moerhouers in ander metaaldele (uitgesonderd die verbinding van loodsoorte)
(2) Grondplate en eindblokke in en/of op verhitte eenhede in posisie plaas (uitgesonderd die verbinding van geleiers)....
(3) Geleiers van elemente versterk.....
(4) Isolators volgens geleiers sny.....

Skaal per uur vir werk onder Tarief 11 in loontabelle.

AFDELING D/23.

VERVAARDIGING VAN PLAATMETAAL.

Alle werksaamhede in die vervaardiging (soos omskryf) van plaatmetaalprodukte en/of meubels van metaalbuisse gemaak wat die gebruik meebring van metaal van 10-dikte en dunner en wat ligte metaalprofiel kan insluit van materiaal hoogstens $\frac{1}{4}$ duim dik en tot en met $\frac{1}{2}$ duim ronde aanhegtings aan holware maar met uitsluiting van lyne wat hoofsaaklik gemaak word van tinplaat en—

- (i) die massavervaardiging van plaatmetaal van 'n gewig van hoogstens 14-Birminghamdraaddikte van—
 - (a) handels-, blanko- of gelitografeerde houers vir die verpakking van algemene handelsware, en die vervaardiging van hierdie houers deur enigiemand vir die verpakking van sy eie ware;
 - (b) bottel-, kruik- en ander houers se sluitmiddels;
 - (c) blanko- of gelitografeerde metaalspeelgoed;
 - (d) blanko- of gelitografeerde vertoonplate;
- (ii) die massavervaardiging van ander kommoditeite, blanko of gelitografeer, van tin nie swaarder as 27-standaarddikte nie, en met inbegrip van die vervaardiging van reiskoffers en ander houers wat ontwerp is om persoonlike besittings, sportgerei, gereedskap en dokumente te bevat;
- (iii) die vervaardiging van blanko- of gelitografeerde opvoubare buise uit nie-ysterhoudende metaalstukke.

Rate 8.

Sub-assembly, namely mica type elements winding and/or assembling and/or cutting mica shapes to odd types and forms
Repetition high voltage "no load" (neon type tester) earth testing to present point..

Rate per hour for work classified at Rate 8 in Table of Wage Rates.

Rate 9.

Sub-assembly, namely:—
Assembling and/or wiring mica type elements (n.e.s.).....
Assembling components and/or affixing with rivets and/or screws.....
Assembling and/or wiring resistance onto or into insulated bases.....
Assembling and/or winding resistance spirals
Bending and/or forming wire to jigs.....
Drilling and/or countersinking, threading and tapping to jigs, stops or predetermined marks or gauges.....
Eyeletting.....
Operating a spot welding machine.....
Preparation and assembly of components—before final assembly.....
Packing or filling cavities of double-walled sections with heat insulating material....
Repetition Ohm testing of elements to preset setting of Ohmmeter.....
Soldering by hand or machine.....
Wiring and/or connecting of preformed wire or element leads to terminal blocks and/or fuses and/or switches
Winding single resistance direct onto pre-designed spaced ceramic and/or porcelain.....

Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10.

Application of anti-corrosive coatings.....
Filling and/or topping of ceramic insulating paste into and/or onto preformed housing by gauge.....
Forming grooves into ceramic paste and/or covering by dies to jigs or stops by means of a press.....

Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Rate 11.

Cutting and/or stripping wire.....
Cleaning and/or tapping holes already drilled and tapped.....
Cleaning, scraping and/or spraying of preformed resistance housings.....
Dressing by hand and/or by grinding and/or polishing by machine and/or hand....
Preparation and/or mixing of ceramic constituents to gauge.....
Stamping and/or affixing identification plates and labels.....
Sub-assembly, namely:—
(1) Inserting screws and nuts to ceramics and nut retainers to other metal parts (excluding connecting of leads).....
(2) Placing into position of base plates and terminal blocks into and/or onto heating units (excluding connecting of leads).....
(3) Reinforcing element lead wires.....
(4) Threading insulators to lead wires.....

Rate per hour for work classified at Rate 11 in Table of Wage Rates.

DIVISION D/23.

SHEETMETAL MANUFACTURING DIVISION.

All operations in the manufacture (as defined) of sheetmetal products and/or tubular furniture involving the use of metal of 10 gauge and thinner and which may include intergal light metal sections of material not exceeding $\frac{1}{4}$ inch thickness and up to and including $\frac{1}{2}$ inch round attachments to hollowware but excluding lines manufactured principally from tinplate and—

- (i) the manufacture by mass production methods from sheetmetal of a gauge not heavier than 14 Birmingham wire gauge of—
 - (a) commercial, plain or lithographed containers for the packaging of general merchandise and the manufacture of such containers by any person for the packaging of his own products;
 - (b) bottle, jar and other container closures;
 - (c) plain or lithographed metal toys; and
 - (d) plain or lithographed display tablets;
- (ii) the manufacture by mass production methods of other commodities, plain or lithographed, and including the manufacture of trunks and other containers designed to hold personal effects, sporting kit, tools and documents, from tinplate not heavier than 27 standard gauge;
- (iii) the manufacture of plain or lithographed collapsible tubes from non-ferrous metal slugs.

(A) (i) *Algemeen.*

Loonbepalings van algemene toepassing op alle seksies dwarsdeur die Afdelings tensy anders hierin bepaal.

Tarief 1 (n.e.v.).

Plaatmetaalwerk.....
Metaalspinwerk.....
Stelmassiene maak.....
Sweis en/of hardsoldeer.....
Kopersmidwerk.....

Skaal per uur vir
werk onder Tarief
1 in loontabelle.

Tarief 1A (n.e.v.).

Afwaartse sweis met sagte staal onder toesig
aan materiaal $\frac{3}{8}$ duim dik of dikker in 'n
enkele voltioide afstand wat geen ver-
andering van handelwyse meebring ten op-
sigte van stroomsterkte (wat hoogstens 300
moet wees), of tempo van afsetting of
grootte en tipe stafie, met dien verstande
dat stafies van eiendomsmerk moet wees en
nie No. 6 S.W.G. moet oorskry nie.....

Uitsit.....

*Merk.....
* Vir die toepassing van bogenoemde
beteken „afmerk” die afmerk met meet-
instrumente van die middelpunte en werk-
lyne van artikels en/of materiaal voor
masjienbewerking en/of proseswerk en/of
vervaardiging.....

Skaal per uur vir
werk onder Tarief
1A in loontabelle.

Tarief 3.

Toesigwerk (minstens een werknemer met
toesighoudende kennis moet in diens wees
in elke spesifieke afdeling op elke skof).....
Stel van stempels en/of leistukke en/of stuiters
op produksiemasjinerie.....
Boog- en/of gassweis met die hand van ge-
perste metaaldeurkosyne, geperste metaal-
deurhulsels, transformatordeure en ge-
perste metaaldeure vir Bantoe huise en
gordynmuurwerk wat hoofsaaklik uit ge-
perste metaal vervaardig is.....
Bereiding van voltioide deurkosyne en/of
vensteromhulsels vir spesiale passings.....
Bediening van valmes- en/of persrem- en/of
voumasjien vir geperste metaaldeurkosyne,
geperste metaalvensteromhulsels, transfor-
matordeure en gordynmuurwerk wat hoof-
saaklik van geperste metaal vervaardig
word.....

Skaal per uur vir
werk onder Tarief
3 in loontabelle.

Tarief 4.

Inpas van ruitkrale en alle werksaamhede wat
daarby hoort met inbegrip van afmerk van
verstekwerk en gate merk voor daar geboor
word.....
Boog- en/of oksiasetleensnywerk.....

Skaal per uur vir
werk onder Tarief
4 in loontabelle.

Tarief 5.

Boor en/of versinkboor (n.e.v.).....
Finale uitklop van duike of reguitmaak met
hamer, lepel, wigyster of sleutelstaaf (n.e.v.)
Persbediening (n.e.v.).....
Bediening van kragssaag met inbegrip van
slegs afmerk met maatband en/of duim-
stok en insluitende stel van stoppe.....

Skaal per uur vir
werk onder Tarief
5 in loontabelle.

Tarief 6.

Spuitsverf (n.e.v.).....
Monteer van voltioide vaste luggatstyle in
metaalrame.....
Sweis en/of hardsoldeer en/of silwersoldeer-
werk aan dele in setmate en of dele so ge-
plaas dat die gebruik van setmaat uitge-
skakel is.....
Monteer (n.e.v.).....
Bediening van outomatiese sweismasjien aan
hoeke van deurkosyne en vestersomhulsels
maar nie opstel nie.....

Skaal per uur vir
werk onder Tarief
6 in loontabelle.

Tarief 7.

Aansit of plasing van luggate in metaalom-
hulsels van cliscoevensters.....
Bediening van plaatafknipmasjien (n.e.v.)...
Herhalende boorwerk volgens merke en/of
ponsgate.....
Handklinkwerk aan deurkosyne, -omhulsels
en luggate.....
†Merk (n.e.v.).....
† „Merk” beteken materiaal volgens
gegewe lengtes afmerk met die doel om af
te sny met slegs gebruik van lengtemate
en/of liniaal en/of maatband en merk-
materiaal.....

Skaal per uur vir
werk onder Tarief
7 in loontabelle.

Tarief 8.

Metaal bespuit om roes te voorkom onder
doeltreffende toesig.....
Herhalende bediening van draagbare afknip-
masjien met gebruik van patrone.....

Skaal per uur vir
werk onder Tarief
8 in loontabelle.

(A) (i) *General.*

Wage provisions of general application to all sections throughout this Division unless otherwise provided for therein.

Rate 1 (n.e.s.)

Sheetmetal working.....
Metal spinning.....
Templet making.....
Welding and/or brazing.....
Coppersmithing.....

Rate per hour for
work classified at
Rate 1 in Table
of Wage Rates.

Rate 1A (n.e.s.).

Down hand mild steel welding under super-
vision on material $\frac{3}{8}$ inch thick or over in
a single finished run involving no change
in procedure in respect of amperage
(which shall not exceed 300), or rate of
deposition or size and type of rod, pro-
vided that rods shall be of a proprietary
brand and not exceed No. 6 S.W.G.....

Setting out.....

*Marking out.....

* For the purpose of the above “mark-
ing out” means the marking out with
measuring instruments of the centres and
working lines of articles and/or material
preparatory to machining and/or proces-
sing and/or fabricating.

Rate per hour for
work classified at
Rate 1A in Table
of Wage Rates.

Rate 3.

Supervisory work (not less than one employee
with supervisory knowledge to be
employed in each specific department on
each shift).....
Setting of dies and/or guides and/or steps
on production machinery.....
Arc and/or gas welding by hand of pressed
metal door frames, pressed metal window
surrounds, transformer doors and pressed
metal native housing doors and curtain
walling manufactured mainly of pressed
metal.....
Preparing completed door frames and/or
window surrounds for special fittings.....
Operating guillotine and/or press brake and/
or folding machine for pressed metal door
frames, pressed metal window surrounds,
transformer doors and pressed metal native
housing doors and curtain walling manu-
factured mainly of pressed metal.....

Rate per hour for
work classified at
Rate 3 in Table
of Wage Rates.

Rate 4.

Fitting of glazing heads and all operations
incidental thereto including marking for
mitring and pop marking prior to drilling
Arc and/or oxy-acetylene cutting.....

Rate per hour for
work classified at
Rate 4 in Table
of Wage Rates.

Rate 5.

Drilling and/or countersinking (n.e.s.).....
Final knocking out of dents or straightening
by use of hammer, spoon, dolly or wrench
bar (n.e.s.).....
Press operating (n.e.s.).....
Operating power saw including marking off
with tape and/or rule only and including
setting of stops.....

Rate per hour for
work classified at
Rate 5 in Table
of Wage Rates.

Rate 6.

Spray painting (n.e.s.).....
Assembling of completed fixed louvre stiles
into metal frames.....
Welding and/or brazing including hard and/
or silver soldering of parts located in jigs
and/or parts so located as to obviate the
need for a jig.....
Assembling (n.e.s.).....
Operating automatic welding machine on
corners of door frames and window sur-
rounds excluding setting up.....

Rate per hour for
work classified at
Rate 6 in Table
of Wage Rates.

Rate 7.

Affixing or positioning vents into metal sur-
rounds of cliscoe windows.....
Operating nibbling machine (n.e.s.).....
Repetition drilling to marks and/or pops
Hand riveting of door frames, surrounds
and louvres.....
†Marking off (n.e.s.).....
† “Marking off” means marking off
material to given lengths for cutting off
purposes using only length gauges and/or
rule and/or tape measure and marking
material.....

Rate per hour for
work classified at
Rate 7 in Table
of Wage Rates.

Rate 8.

Metal spraying for anti-corrosive purposes
under effective supervision.....
Repetitive operation of hand portable
nibbling machine using templets.....

Rate per hour for
work classified at
Rate 8 in Table
of Wage Rates.

Tarief 9.

Spuitsverf vir onderlaag en/of enkele laag....
 Monteer van klaar vervaardigde onderdele uit voorraad wat geen pas en/of stel nodig maak nie, maar insluitende afbaarding....
 Omskraling en of naatwerk en/of groewe maak en/of sluit, bo- en onderkante....
 Herhalende spinwerk deur gebruik van vormers.....
 Bediening van pyp- en/of stang en/of draad-reguitmaakmasjien.....
 Warm indompel vir bedekking in vertin- en/of galvaniseerbad, maar nie toesigwerk....
 Tarief 6-werknemer help met die inmeekaarsit van koelkaste en/of stowe (hoogstens twee Tarief 9-werknemers vir een Tarief 6-werknemer).....
 Herhalende sagte soldeerwerk en/of aansweet
 Hefboom- en/of trap- en/of handpers- en/of keepmasjien waar werk met gestelde skale gedoen word (maar nie stempels stel nie)
 Herhalende masjienpons- en/of gleuf- en/of keepwerk volgens setmate en/of leistikke en/of stoppe (maar nie kepe vir verstekwerk) in deurkosyne en/of vensteromhulsels.....
 Herhalend merk volgens patrone en/of setmate.....
 Herhalend warm en/of koud uitsny van blinde stukke en/of deursteek met pers deur gebruik van leistikke en/of setmate en/of stuiters.....
 Bediening van kragstaag vir helhalend sny volgens stuiters en/of lengtemate (maar nie stuiters stel nie) (behalwe in gereedskapkamer).....
 Herhalende punt- en/of naat- en/of projek-siesweiswerk met masjien.....
 Herhalende klinkwerk met naels $\frac{3}{4}$ duim en kleiner.....
 Herhalende skroef- en/of moerdraad sny....
 Herhalende versinkboor met draaiboer en of roosboor en/of rium volgens stuiters
 Herhalende boorwerk volgens setmate en/of vooraf bepaalde dele.....
 Bediening van punt- en of flitsweismasjien..
 Afsny en/of afknip en/of afskeer volgens stuiters en/of setmate en/of lengtemate (maar nie met valmes).....
 Warm en/of koud buig en/of vorm volgens setmate en/of stempels en/of stuiters (maar nie persrem en/of voumasjien).....
 Bediening van kragpers (maar nie persrem) volgens gestelde stempels en/of stuiters en/of leistikke (maar nie stel nie).....
 Herhalende rolbuig.....
 Bediening van skroefsnymasjien, maar nie opstel nie.....
 Herhalende rol- en/of riefel- en/of vormwerk aan tenkrompe.....
 Bediening van handmasjien ontwerp vir/of permanent aangepas vir slegs een werksaamheid waar dit nie nodig is om die werk met die hand te sentraliseer of in lyn op te stel nie.....
 Herhalende bediening van voetstukafknip-masjien deur gebruik van setmate en/of patrone.....
 Bediening van draadgevoerde stikmasjien..

Skaal per uur vir
 werk onder Tarief
 9 in loontabelle.

Tarief 10.

Sand- en/of haelstraling.....
 Aanbring van roeswerende en/of besker-mende lae met kwas.....
 In emalje en/of verf indoop.....
 Afwerking met die hand.....
 Oond laai en/of ontlai.....
 Herhalende hidrouliese en/of lugtoetswerk (maar nie voorbereidende werk).....
 Metaal polys en/of poleer.....
 Metaal skoonbyt en/of ontvet in vat en/of tenk.....
 Olie en smeer.....
 Bediening van draagbare hand- of voetstuk-skuurmasjien waar bediener nie volgens merke, meters of groottes moet skuur nie..
 Bereiding van werk vir verf en/of soldeer en/of sweissoldeer.....
 Nasnyding met snymoere en/of snytappe en/of tappe.....
 Afval stukkend sny en/of baal.....
 Voltooiende produkte toets maar nie deur drukking.....
 Vir klinkwerk vashou.....
 Stuiters op lig en/of in posisie plaas waar positiewe plekbepaling verskaf word, maar nie stuiters stel.....
 Toebehore aansit aan bereide deurkosyne en/of vensteromhulsels.....

Skaal per uur vir
 werk onder Tarief
 10 in loontabelle.

Rate 9.

Spray painting for prime and/or single coating.....
 Assembly of pre-manufactured components from stock requiring no fitting or adjusting, but including deburring.....
 Beading and/or seaming and/or grooving and/or locking double side top or bottom
 Repetition spinning using formers.....
 Operating tube and/or rod and/or wire-straightening machine.....
 Hot dip coating in tinning and/or galvanising bath excluding supervisory work.....
 Assisting Rate 6 employee in the assembly of refrigerators and/or stoves (not more than two Rate 9 employees to one Rate 6 employee).....
 Repetition soft soldering and/or sweating
 Fly and/or treadle and/or manual pressing and/or notching where the work is operated on with preset dies (other than the setting of dies).....
 Repetition machine punching and/or slotting and/or notching to jigs and/or guides and/or stops (other than notching for mitres) in door frames and/or window surrounds.....
 Repetition marking off to templates and/or jigs.....
 Repetition hot and/or cold blanking and/or piercing by press using guides and/or jigs and/or stops.....
 Operating power saw for repetitive cutting off to stops and/or length gauges (other than setting of stops) (other than in tool-room).....
 Repetition spot and/or seam and/or projection welding by machine.....
 Repetitive riveting of rivets $\frac{3}{4}$ inch and under
 Repetitive threading and/or tapping.....
 Repetitive countersinking with twist drill and/or rose bit and/or reamering to stops
 Repetitive drilling to jigs and/or prelocated parts.....
 Operating butt and/or flash welding machine
 Cutting and/or cropping and/or shearing to stops and/or templates and/or jigs and/or length gauges (other than with guillotine)
 Hot and/or cold bending and/or forming to jigs and/or dies and/or stops (excluding press brake and/or folding machine)....
 Operating power press (excluding press brake) to pre-set dies and/or stops and/or guides (excluding setting).....
 Repetition roller bending.....
 Operating screwing machine excluding setting up.....
 Repetitive rolling and/or corrugating and/or forming of tank bodies.....
 Operating manual machine designed for or permanently adapted for one only operation where it is not necessary to centralise or true the work by hand.....
 Repetitive operating pedestal nibbling machine using jigs and/or templates.....
 Operating wire fed stitching machine.....

Rate per hour for
 work classified at
 Rate 9 in Table
 of Wage Rates.

Rate 10.

Sand and/or shot blasting.....
 Application by brush of anti-corrosive and/or protective coatings.....
 Dipping in enamel and/or paint.....
 Dressing by hand.....
 Furnace loading and/or unloading.....
 Repetition hydraulic and/or air testing (excluding preparatory work).....
 Metal buffing and/or polishing.....
 Metal cleaning by pickling and/or degreasing by vat and/or tank.....
 Oiling and greasing.....
 Operating hand portable or pedestal grinding machines where the operator is not required to grind to marks, templates, gauges or sizes.....
 Preparing work for painting and/or soldering and/or brazing.....
 Re-threading with die-nuts and/or taps....
 Scrap cutting and/or baling.....
 Testing finished products other than by pressure.....
 Holding up for riveting.....
 Lifting and/or placing of stops into position where positive location is provided excluding setting of stops.....
 Attaching fittings on prepared door frames and/or window surrounds.....

Rate per hour for
 work classified at
 Rate 10 in Table
 of Wage Rates.

(A) (ii) *Valmesse en/of Persremme en/of Voumasjiene.*

Tarief 6.
Bediening van kragvalmes en/of persrem en/of voumasjen (n.e.v.) Skaal per uur vir werk onder Tarief 6 in loontabelle.

Tarief 7.
Bediening van handvalmes en/of persrem en/of vingerbuigrem (n.e.v.) Skaal per uur vir werk onder Tarief 7 in loontabelle.

(A) (iii) *Buitewerk.*

Tarief 1A (n.e.v.).
Herstel en/of oprig van motorhuisdeure op terrein Skaal per uur vir werk onder Tarief 1A in loontabelle.

Tarief 3.
Herstel en/of verander en/of verstel en/of oprig op terrein of ingeboude deurkosyne, vensteromhulsels en gordynmuurwerk (n.e.v.) Skaal per uur vir werk onder Tarief 3 in loontabelle.

(B) (i) *Vervaardiging van Pypmeubels.*

Tarief 8.
Bediening van stoomketels..... } Skaal per uur vir
Buis volgens setmate en/of stuiters met die hand buig (n.e.v.)..... } werk onder Tarief 8 in loontabelle.

Tarief 9.
Warmfrees en/of punt en/of saalsmee met masjien Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10.
Buisrame met die hand haaks maak volgens setmate en/of patrone en/of setklemme Skaal per uur vir werk onder Tarief 10 in loontabelle.

(B) (ii) *Buisbuigmasjiene.*

Tarief 7A.
Bediening van halfoutomatiese buisbuigmasjiene Skaal per uur vir werk onder Tarief 7A in loontabelle.

(B) (iii) *Buitewerk.*

Tarief 9.
Tarief 1-werknemer help monteer en/of installeer van sitplekke op terrein, hoogstens vier Tarief 9-werknemers tot een Tarief 1-werknemer Skaal per uur vir werk onder Tarief 9 in loontabelle.

(C) *Vervaardiging van holware.*

Tarief 7.
Sweis van vleklose staalprodukte..... Skaal per uur vir werk onder Tarief 7 in loontabelle.

Tarief 7B.
Inspeksie van voltooiende emalje- en aluminiumholware..... } Skaal per uur vir
Met vry hand melkkanne se nate met gas sweis..... } werk onder Tarief 7B in loontabelle.

Tarief 8.
Sweiswerk in vervaardiging van tuite en handvatsels..... }
Hoepelnate sweis..... }
Melkkanne se nekke aan romp soldeer (10 gelling)..... } Skaal per uur vir
Handvatsels en/of tuite en/of hoepels en/of ore en/of toebehore met gassweiswerk vassit..... } werk onder Tarief 8 in loontabelle.
Produkt wat in proses van vervaardiging beskadig of skeefgetrek is, weer vorm gee en/of reguitmaak..... }

Tarief 9.
Bediening van handvouer..... } Skaal per uur vir
Bediening van valmes volgens setmate en/of stuiters en/of setklemme..... } werk onder Tarief 9 in loontabelle.
Inspeksie met die oog..... }

(D) *Vervaardiging van reënwatergoed.*

Tarief 9.
Bediening van valmes en persrem..... Skaal per uur vir werk onder Tarief 9 in loontabelle.

(A) (ii) *Guillotines and/or Press Brakes and/or Folding Machines.*

Rate 6.
Operating power-driven guillotine and/or press brake and/or folding machine (n.e.s.) Rate per hour for work classified at Rate 6 in Table of Wage Rates.

Rate 7.
Operating hand-operated guillotine and/or press brake and/or finger bending brake (n.e.s.) Rate per hour for work classified at Rate 7 in Table of Wage Rates.

(A) (iii) *Outwork.*

Rate 1A (n.e.s.).
Repairing and/or erection of garage doors on site Rate per hour for work classified at Rate 1A in Table of Wage Rates.

Rate 3.
Repairing and/or altering and/or adjusting and/or erecting on site or built in of door frames, window surrounds and curtain walling (n.e.s.) Rate per hour for work classified at Rate 3 in Table of Wage Rates.

(B) (i) *Tubular Furniture Manufacturing Operations.*

Rate 8.
Boiler attending..... } Rate per hour for
Manual bending of tubes to jigs and/or stops (n.e.s.)..... } work classified at Rate 8 in Table of Wage Rates.

Rate 9.
Frazing and/or pointing and/or swaging by machine Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10.
Hand trueing of tubular frames to jigs and/or templates and/or fixtures Rate per hour for work classified at Rate 10 in Table of Wage Rates.

(B) (ii) *Tube-bending Machines.*

Rate 7A.
Operating semi-automatic tube bending machine Rate per hour for work classified at Rate 7A in Table of Wage Rates.

(B) (iii) *Out Work.*

Rate 9.
Assisting a Rate 1 employee in assembling and/or installing seating on site not more than four Rate 9 employees to one Rate 1 employee Rate per hour for work classified at Rate 9 in Table of Wage Rates.

(C) *Hollowware Manufacturing Operations.*

Rate 7.
Welding of stainless steel products..... Rate per hour for work classified at Rate 7 in Table of Wage Rates.

Rate 7B.
Inspection of finished enamelled and aluminium hollowware..... } Rate per hour for
Free hand gas welding of seams of milk-cans..... } work classified at Rate 7B in Table of Wage Rates.

Rate 8.
Welding in manufacture of spouts and handles..... }
Welding of hoop seams..... } Rate per hour for
Welding of milk-can neck to body (10-gallon) } work classified at
Attaching handles and/or spouts and/or } Rate 8 in Table of
hoops and/or lugs and/or fittings by gas } Wage Rates.
welding process..... }
Re-shaping and/or straightening products damaged or distorted in production..... }

Rate 9.
Operating hand folder..... } Rate per hour for
Operating guillotine to jigs and/or stops } work classified at
and/or fixtures..... } Rate 9 in Table of
Visual inspection..... } Wage Rates.

(D) *Rainwater Goods Manufacturing Operations.*

Rate 9.
Operating guillotine and press brake..... Rate per hour for work classified at Rate 9 in Table of Wage Rates.

(E) *Elektriese bedrading.*

Tarief 5.	Standaardtoetse op elektriese werk en/of inspeksie van uitrusting en/of onderdele gedurende en na montering	Skaal per uur vir werk onder Tarief 5 in loontabelle.
Tarief 6.	Monteer (n.e.v.)	Skaal per uur vir werk onder Tarief 6 in loontabelle.
Tarief 8.	Herhalende aardingstoetse by hoogspanning „geen belasting” (neon-tipe toetser)	Skaal per uur vir werk onder Tarief 8 in loontabelle.
Tarief 9.	Monteer en/of bedraad van weerstand of op in geïsoleerde voetstukke. Monteer en/of wikkeling van weerstand-spirale. Ogies insit. Gate of dubbelmuurseksies met hitteïsoleerende materiaal verpak en/of vul. Enkelweerstand direk aan vooraf gespaasieerde keramiek en/of porselein wikkel.	Skaal per uur vir werk onder Tarief 9 in loontabelle.
Tarief 10.	Voorafgevormde hulles met keramiekisoleerpasta met behulp van meters vul en/of aan-vul. Groewe in keramiekpasta maak en/of bedek met stempels volgens setmate of stoppe met 'n pers.	Skaal per uur vir werk onder Tarief 10 in loontabelle.
Tarief 11.	Draad volgens meters afsny en/of isolasie afstroop. Keramiekbestanddele voorberei en/of meng, volgens meters. Uitkenningsplaatjies stempel en/of aansit.	Skaal per uur vir werk onder Tarief 11 in loontabelle.

AFDELING D/24.

VERVAARDIGING EN/OF INMEKAARSIT VAN TELEKOMMUNIKASIE-UITRUSTING.

„Vervaardiging van telekommunikasie-uitrusting” beteken die vervaardiging en/of verandering van outomatiese sentrale-uitrusting vir hoofsentrales en/of private outomatiese sentrales en/of private outomatiese taksentrales en/of hand- en/of magnetosentrales en/of hooflyn- en/of tandem- en/of teleksentrales, en/of telefooninstrumete en/of telegraafuitrusting en/of U.H.F.- en/of B.H.F.-radio-skakels, met inbegrip van die kanaaluitrusting wat daaraan verbind is en lyntransmissie-uitrusting vir bogrondse en/of ondergrondse lyne en/of kables, maar uitgesonderd almal van die volgende: Mobiele, skeeps- en huishoudelike radio-uitrusting, onderdele vir elektroniese uitrusting (kommersieel).

Die klasse werk gemeld in Afdeling D/0 van hierdie Ooreenkoms is *mutatis mutandis* van toepassing op enige sodanige werk wat onderneem word in die vervaardiging en/of inmeekaarsit van telekommunikasie-uitrusting wat nie in hierdie Afdeling genoem word nie.

1. Die volgende werksaamhede, nl.—

Tarief 1A.	Elektriese werktoetsing en/of foutopsporing volgens skematiese tekenings en/of spesifikasies (n.e.v.)	Skaal per uur vir werk onder Tarief 1A in loontabelle.
Tarief 2.	Inspeksie van volledige uitrusting volgens tekenings en/of spesifikasies (uitgesonderd elektriese werktoetsing)	Skaal per uur vir werk onder Tarief 2 in loontabelle.
Tarief 3.	Alle werk in die vervaardiging van kabel-vorms volgens tekenings. Alle bedradingswerk wat raadpleging van tekenings insluit.	Skaal per uur vir werk onder Tarief 3 in loontabelle.
Tarief 5.	Onderdele met vaste meetinstrumente volgens tekenings nagaan. Uitrusting nagaan wat elektriese afmetings omvat, voor elektriese werktoetsing. Meganiese verstellings nagaan deur van verstelbare spanningmeters en vaste meet-instrumente gebruik te maak. Volledige opeenvolgende verstellings van kiesers en/of meganismes volgens vooraf-bepaalde perke.	Skaal per uur vir werk onder Tarief 5 in loontabelle.

(E) *Electrical Wiring Operations.*

Rate 5.	Standard electrical testing and/or inspecting of equipment and/or components during and after assembly	Rate per hour for work classified at Rate 5 in Table of Wage Rates.
Rate 6.	Assembling (n.e.s.)	Rate per hour for work classified at Rate 6 in Table of Wage Rates.
Rate 8.	Repetition high voltage “no load” (neon type tester) earth testing under supervision	Rate per hour for work classified at Rate 8 in Table of Wage Rates.
Rate 9.	Assembling and/or wiring resistance onto or into insulated bases. Assembling and/or winding resistance spirals Eyeletting. Packing or filling cavities or double-walled sections with heat insulating material. Winding single resistance direct onto pre-designed spaced ceramic and/or porcelain	Rate per hour for work classified at Rate 9 in Table of Wage Rates.
Rate 10.	Filling and/or topping of ceramic insulating paste into and/or onto performed housing by gauge. Forming grooves into ceramic paste and/or covering by dies to jigs or stops by means of a press.	Rate per hour for work classified at Rate 10 in Table of Wage Rates.
Rate 11.	Cutting wire to gauges and/or stripping insulation. Preparation and/or mixing of ceramic constituents to gauge. Stamping and/or affixing identification plates and/or labels.	Rate per hour for work classified at Rate 11 in Table of Wage Rates.

DIVISION D/24.

MANUFACTURE AND/OR ASSEMBLY OF TELECOMMUNICATION EQUIPMENT.

“Telecommunication equipment manufacture” means the production and/or modification of automatic exchange equipment for main exchanges and/or private automatic exchanges and/or private automatic branch exchanges and/or manual and/or magneto exchanges and/or trunk and/or tandem and/or telex exchanges and/or telephone instruments and/or telegraph equipment and/or U.H.F. and/or V.H.F. radio links, including the channelling equipment connected thereto and line transmission equipment both for overhead and/or underground lines and/or cables, but excluding all of the following—mobile, marine and domestic radio equipment, components for electronic equipment (commercial).

The classes of work scheduled in Division D/0 of this Agreement shall *mutatis mutandis* apply for any such work undertaken in the manufacture and/or assembly of telecommunication equipment, not scheduled in this Division.

1. The following operations, viz.—

Rate 1A.	Electrical functional testing and/or fault localising to schematic drawings and/or specifications (n.e.s.)	Rate per hour for work classified at Rate 1A in Table of Wage Rates.
Rate 2.	Inspection of complete equipment to drawings and/or specifications (excluding electrical functional testing)	Rate per hour for work classified at Rate 2 in Table of Wage Rates.
Rate 3.	All operations in the making of cable forms to drawings. All wiring operations involving reference to drawings.	Rate per hour for work classified at Rate 3 in Table of Wage Rates.
Rate 5.	Checking of components by fixed gauges to drawings. Checking of equipment involving electrical measurements prior to electrical functional testing. Checking mechanical adjustments using variable tension gauges and fixed measurement gauges. Complete sequential adjustments of selectors and/or mechanisms to predetermined limits.	Rate per hour for work classified at Rate 5 in Table of Wage Rates.

Tarief 7B.

Alle werk in die vervaardiging van kabel-vorms sonder om tekenings te gebruik....
 Graveermasjien bedien (met inbegrip van die verandering van die letters, maar nie die stel van gereedskap nie).....
 Penskrifwerk en/of kodering en/of syskermwerk volgens monster en/of voorskrifte en/of prentsketse.....
 Herhalingsbedrading van outomatiese telefoonuitrustingrame volgens voorskrifte wat nie die gebruik van tekenings omvat nie
 Onderdele en/of samestelle by herhaling elektries nagaan deur dit met standarde en voorafbepaalde perke te vergelyk met inbegrip van die nagaan van weerstand deur dit te meet.....
 Stip- en/of signaalgang van samestelle volgens uitlooplyste en/of plankarte en/of prentsketse en/of monstere.....
 Relés en/of telefoonsamestelle en/of kiesersamestelle en/of spoel en/of kapasitors en/of verseelde eenhede en/of panele en/of uitrustingrame volgens monster en/of voorskrifte en/of prentsketse inmeekaarsit
 Spoel en/of kapasitors en/of resistors en/of magnete op hand- en/of half-outomatiese masjiene wikkels volgens plankarte en/of sketse en/of diagramme, sonder om van tekenings gebruik te maak.....
 Relés, telefoonsamestelle, kiesers, spoel, uitrustingrame, panele, rakke, verseelde eenhede, volgens uitlooplyste en/of plankarte en/of prentsketse en/of monstere bedraad, met inbegrip van die soldeer van draade wat daarmee in verband staan (n.e.v.).....
 Verstellings aan eenhede van samestelle wat elektries of met die hand bedien word, volgens voorafbepaalde perke.....

Skaal per uur vir
werk onder Tarief
7B in loontabelle.

Tarief 10.

Aanbring van isoleermiddel (n.e.v.).....
 Versendingsverpakking.....
 Oondbediener.....
 Wikkelsolusie in vorms druk.....
 By herhaling sny en voorvorming van stelle draad volgens setmate en/of vaste setapparaat.....
 Roetinettoets vir lekke.....

Skaal per uur vir
werk onder Tarief
10 in loontabelle.

Tarief 11.

Geleiers skoonmaak en/of vertin.....
 Lamelle skoonmaak.....
 Masjiene skoonmaak.....
 Met mengsel vul.....
 Isolasië van draadente afstroop.....
 Bestaande wikkels afstroop.....
 In soldeerpot vertin.....

Skaal per uur vir
werk onder Tarief
11 in loontabelle.

2. (a) Proeftydperke en loonskaal daarvoor (van toepassing op werksaamhede wat slegs in hierdie Afdeling gemeld word).

Klas werk.	Ondervinding.			
	Eerste 4 maande (loon per uur).	Tweede 4 maande (loon per uur).	Derde 4 maande (loon per uur).	Daarna (loon per uur).
	Sent.	Sent.	Sent.	Sent.
Tarief 1A.				
Nuwelinge.....	78.50	81.00	84.00	86.50
Van Loon 2.....	84.50	—	—	86.50
Tarief 2.				
Nuwelinge.....	76.00	78.50	—	81.50
Van Loon 3.....	79.50	—	—	81.50
Van Loon 5.....	76.00	78.50	—	81.50
Tarief 3.				
Nuwelinge.....	73.50	76.00	—	78.50
Van Loon 5.....	74.50	76.00	—	78.50
Tarief 5.				
Nuwelinge of van Loon 7B	67.00	71.00	—	73.50
Tarief 7B.				
Nuwelinge.....	32.00	33.00	35.50	39.00

2. (b) Ander voorwaardes (n.e.v.) van toepassing op Tarief 7B-werknemers.

- Geen nuweling van 19 jaar of ouer wat werk verrig wat onder Tarief 7B gemeld word, moet minder as 35.5 sent per uur betaal word nie.
- Werknemers jonger as 19 jaar moet toegelaat word om aan prestasiebonusstelsels deel te neem.
- Werknemers mag slegs werksaamhede verrig wat onder Tarief 7B van hierdie Afdeling gemeld word, op voorwaarde dat die getalsverhouding van werknemers in die bedryfsinrigting minstens 1 volwasse Tarief 7B-werknemer tot 3 Tarief 7B-werknemers onder 19 jaar is.
- Die Raad moet in kennis gestel word van die indiensneming van persone onder 19 jaar onmiddellik nadat hulle in diens geneem is, sodat dié indiensneming bekragtig kan word.

Rate 7B.

All operations in the making of cable forms without reference to drawings.....
 Operating engraving machine (including the changing of the type, but excluding tool setting).....
 Pen writing and/or coding and/or silk screening to sample and/or instructions and/or pictorial sketches.....
 Repetition wiring of automatic telephone equipment racks to instructions not involving the use of drawings.....
 Repetitive electrical checking of components and/or assemblies by comparison with standards and to predetermined limits, including checking of resistance by measurement.....
 Spot and/or visual checking of assemblies to running out lists and/or planning cards and/or pictorial sketches and/or samples
 The assembly to sample and/or instructions and/or pictorial sketches or relays and/or telephone assemblies and/or selector assemblies and/or coils and/or capacitors and/or sealed units and/or panels and/or equipment racks.....
 Winding on hand and/or semi-automatic machines, of coils and/or capacitors and/or resistors and/or magnets, to planning cards and/or sketches and/or diagrams, without reference to drawings.....
 Wiring to running out list and/or planning cards and/or pictorial sketches and/or samples of relays, telephone assemblies, selectors, coils, equipment racks, panels, shelves, sealed units, including the soldering of wires connected therewith (n.e.s.).....
 Unit adjustments to predetermined limits of electrically or manually operated assemblies.....

Rate per hour for
work classified at
Rate 7B in Table
of Wage Rates.

Rate 10.

Application of insulating medium (n.e.s.)....
 Despatch packing.....
 Oven attendant.....
 Pressing winding insulation in moulds.....
 Repetition cutting and preforming sets of wire to jigs and/or fixtures.....
 Routine leak testing.....

Rate per hour for
work classified at
Rate 10 in Table
of Wage Rates.

Rate 11.

Cleaning and/or tinning conductors.....
 Cleaning of laminations.....
 Cleaning of machines.....
 Compound filling.....
 Stripping insulation from wire ends.....
 Stripping of old windings.....
 Tinning in solder pot.....

Rate per hour for
work classified at
Rate 11 in Table
of Wage Rates.

2. (a) Probationary Periods and Rate of Pay Therefor (applicable to operations scheduled in this Division only).

Class of Work.	Experience.			
	First Four Months. (Rate per Hour.)	Second Four Months. (Rate per Hour.)	Third Four Months. (Rate per Hour.)	Thereafter. (Rate per Hour.)
	Cents.	Cents.	Cents.	Cents.
Rate 1A.				
Newcomers.....	78.50	81.00	84.00	86.50
From Rate 2.....	84.50	—	—	86.50
Rate 2.				
Newcomers.....	76.00	78.50	—	81.50
From Rate 3.....	79.50	—	—	81.50
From Rate 5.....	76.00	78.50	—	81.50
Rate 3.				
Newcomers.....	73.50	76.00	—	78.50
From Rate 5.....	74.50	76.00	—	78.50
Rate 5.				
Newcomers, or From Rate 7B	67.00	71.00	—	73.50
Rate 7B.				
Newcomers.....	32.00	33.00	35.50	39.00

2. (b) Other Conditions (n.e.s.) applicable to Rate 7B Employees.

- No newcomer, 19 years of age or over, employed on work scheduled at Rate 7B shall be paid less than 35.5 cents per hour.
- Employees under 19 years of age shall be permitted to participate in incentive schemes.
- Employees may only be employed on operations set out in Rate 7B of this Division, provided the ratio of employees in the establishment is not less than one adult Rate 7B employee to three Rate 7B employees under 19 years of age.
- The Council shall be informed of the employment of persons under 19 years of age immediately upon their engagement for ratification of that engagement.

AFDELING D/25.

VERVAARDIGING VAN WOLFRAMKARBIED-GEREEDSKAP.

Tarief 1A (n.e.v.).

Algemene toesigwerk, met inbegrip van die opstel van produksiemasjiene (minstens een opsigter moet in elke bedryfsinrigting in diens geneem word en in beheer wees van werksaamhede in elke skof).....

*Masjiengereedskap slyp (maar nie universele slypwerk nie).....

*Eerste drie maande ondervinding 81.0c per uur.

Daarna Tarief 1A.

Freeswerk aan wolframkARBIEDgereedskap (uitgesonderd algemene freeswerk).....

*n Spildraaibank vir wolframkARBIEDgereedskap bedien.....

Skaal per uur vir werk onder Tarief 1A in loontabelle.

Tarief 4.

Met 'n handgasvlam sweissoldeer—

Eerste drie maande ondervinding 73.5c per uur.....

Daarna Tarief 4.....

Skaal per uur vir werk onder Tarief 4 in loontabelle.

Tarief 7A.

Masjienbewerking van stee om dit vas te sit, nl.:—

Masjiene wat ontwerp is of permanent aangepas is vir slegs een gereedskap-werksaamheid by herhaling bedien of versorg, waar dit nie nodig is om werk met die hand te sentraliseer of in lyn te stel nie en waar handbediening beperk is tot die insit van die werkstuk in die klembus of klemtoestel van die masjien, die bediening, stopsit en afneem van die masjien (maar nie opstel nie)

Skaal per uur vir werk onder Tarief 7A in loontabelle.

Tarief 9.

Vooraf-verhitte stee volgens setmate met 'n masjien buig.....

Vryloophoeke aan gereedskap volgens vooraf-gestelde hoeke deur middel van 'n spesiale masjien bewerk (maar nie opstel nie).....

Masjienbewerking van stee vir vassit, op 'n spesiale masjien, waar die werksaamhede met die hand beperk is tot die insit van die werkstuk in die klembus of klemtoestel van die masjien en afneem van die masjien....

Met vry hand polys en/of poleer.....

Handmasjiene bedien wat vir slegs een werksaamheid ontwerp of permanent aangepas is, waar dit nie nodig is om die werk met die hand te sentraliseer of in lyn te bring nie.....

Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10.

Volgens stuiters in 'n krag- en/of wrywing-saag afsny (maar nie stuiters stel nie)....

Draagbare hand en/of trapslypmasjiene bedien waar die saer nie volgens merke, lei-patrone, mate of groottes hoef te slyp nie

Sand- en/of haelstraling.....

Sjabloneer en/of in kleure merk en/of etiket-teer.....

Skaal per uur vir werk onder Tarief 10 in loontabelle.

Tarief 11.

Algemene arbeid.....

Skaal per uur vir werk onder Tarief 11 in loontabelle.

AFDELING D/26.

VERVAARDIGING VAN MOTORVOERTUIGDELE EN ONDERDELE.

1. Loonbepalings van toepassing op die vervaardiging van motorvoertuigdele en/of -reserwedele en/of -toebehoere en/of -komponente van motorvoertuie, naamlik:—

Tarief 1A.

Afwaartse sweiswerk aan sagte staal met die hand onder toesig aan materiaal 3/16 duim dik of dikker in 'n enkele voltotoide ent wat geen verandering van werkwyse ten opsigte van ampèretal vereis nie (wat 300 ampère nie moet oorskry nie), of tempo van afsetting of grootte en tipe stafie; met dien verstande dat stafies van eien-domsmerk moet wees en No. 6 S.W.G. nie te bowe gaan nie.....

Skaal per uur vir werk onder Tarief 1A in loontabelle.

DIVISION D/25.

TUNGSTEN CARBIDE TOOL MANUFACTURE.

Rate 1A (n.e.s.).

General supervisory work including setting up of production machines (at least one Supervisor must be employed in each establishment and be in charge of operations on each shift).....

*Machine tool grinding (excluding universal grinding).....

*First three months of experience 81.0c per hour.

Thereafter Rate 1A.

Milling of tungsten carbide tools (excluding universal milling).....

Operating centre lathe for tungsten carbide tools.....

Rate per hour for work classified at Rate 1A in Table of Wage Rates.

Rate 4.

Hand torch brazing—

First three months of experience, 73.5c per hour.....

Thereafter Rate 4.....

Rate per hour for work classified at Rate 4 in Table of Wage Rates.

Rate 7A.

Machining of shanks for seating, viz.:—

Repetition operation of or attending machines designed for or permanently adapted for a single tool operation where it is not necessary to centralise or true the work by hand and where manual operations are limited to loading the work piece into the chuck or holding device of the machine, operating, stopping and unloading the machine (excluding setting up)

Rate per hour for work classified at Rate 7A in Table of Wage Rates.

Rate 9.

Bending of pre-heated shanks by machine to jigs.....

Machining clearance angles on tools by special purpose machines to pre-set angles (excluding setting up).....

Machining of shanks for seating on a special purpose machine, where the manual operations are limited to loading the work piece into the chuck or holding device of the machine and unloading.....

Off-hand buffing and/or polishing.....

Operating manual machines designed for or permanently adapted for one only operation where it is not necessary to centralise or true the work by hand.....

Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10.

Cutting to stops in power and/or friction saw (excluding setting of stops).....

Operating hand portable and/or pedestal grinding machine where the operator is not required to grind to marks, templets, gauges or sizes.....

Sand and/or shot blasting.....

Stencilling and/or colour marking and/or labelling.....

Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Rate 11.

General labouring.....

Rate per hour for work classified at Rate 11 in Table of Wage Rates.

DIVISION D/26.

MOTOR VEHICLE PARTS AND COMPONENTS MANUFACTURING DIVISION.

1. Wage provisions applicable to the manufacture of motor vehicle parts and/or spares and/or accessories and/or components of motor vehicles, viz.:—

Rate 1A.

Down hand mild steel welding under supervision on material 3/16 inch thick or over in a single finished run involving no change in procedure in respect of amperage (which shall not exceed 300), or rate of deposition or size and type of rod; provided that rods shall be of a proprietary brand and not exceed No. 6 S.W.G.....

Rate per hour for work classified at Rate 1A in Table of Wage Rates.

*Masjinstewerk (n.e.v.), naamlik vorming, gleufwerk, skaafwerk, freeswerk (uitgesonderd universele freeswerk), slypwerk (uitgesonderd universele slypwerk) en die bediening van ratfrees- en draaimasjien-gereedskap met inbegrip van vertikale rewolwermasjiene maar uitgesonderd senterdraaibanke (met of sonder kopieer- en/of profileerhegstukke), universele boorwerk (vertikale en horisontale tipe met of sonder kopieer- en/of profileerhegstukke), matrys-freesmasjiene en universele masjineerwerk.....

*Werknemers op masjinstewerk word toegelaat om hul eie werk op te stel, hul eie gereedskap te slyp en te set en om volgens en met presisiemeteinstrumente, met inbegrip van duimstokke, passers en soortgelyke instrumente te werk.

Skaal per uur vir werk onder Tarief 1A in loontabelle.

Tarief 3.

Toesigwerk (n.e.v.) (minstens een werknemer met kennis van toesig hou moet in elke spesifieke afdeling in diens wees).....

Skaal per uur vir werk onder Tarief 3 in loontabelle.

Meervoudige oksiasetileen-snymasjiene en/of vlamskaaf- en/of skuinsaaamasjiene bedien, met inbegrip van die opstel daarvan. Elektriese produksieweising in setmate en/of samestelling wat reeds gedeeltelik in setmate gesweis is ten einde die uitwerking van verwringing tot 'n minimum te beperk en waar die ampèretal, grootte en tipe stafie of tempo van afsetting vooraf bepaal is.....

Tot 21 September 1965, 73.5c per uur. Volgende 6 maande van geldigheid van Ooreenkoms 76.00c per uur. Daarna 78.50c per uur.

Tarief 4.

Boog- en/of gassnywerk met die hand.....
Handklink- en/of -klaafatwerk (n.e.v.).....
Walsbuigwerk, uitgesonderd herhalingsbuigwerk.....

Skaal per uur vir werk onder Tarief 4 in loontabelle.

Tarief 5.

Boog- en/of gassnywerk volgens merke en/of patrone.....
Boor- en/of versinkboorwerk (n.e.v.).....
Bore met die hand skerpmaak.....
Masjinerie op herhalingswerk deur middel van setmate en/of stuiters en/of setklamme en/of uitkopknippe en/of uitkakelaars aan rewolwer- en/of kaapstanderdraaibanke en/of frees- en/of skaaf- en/of gleufmasjiene en/of halfoutomatiese kopieermasjiene (uitgesonderd die opstel daarvan) (n.e.v.).....
Kragaaig bedien, met inbegrip van afmerk met meetband en/of duimstok alleen en met inbegrip van die stel van stuiters....
Enkelkoppige oksiasetileen-profileermasjiene en/of reguitlynsnymasjiene bedien.....
Voorlopige hegsweising vir die plasing van werkstukke vóór sweising, vasklink of vasskroef (lengtes van hoogstens een duim)
Gereedskap in setmate slyp.....

Skaal per uur vir werk onder Tarief 5 in loontabelle.

Tarief 7.

Bore met masjien skerpmaak (uitgesonderd outomatiese masjiene).....
Gate met brugruimers ruim.....
Herhalingsboorwerk volgens merke en/of setklamme en/of ponsmerke en/of patrone met die hand soldeer en/of aansweet.....

Skaal per uur vir werk onder Tarief 7 in loontabelle.

Tarief 8A.

Tot 21 September 1965:—
Masjinerie by herhalingsproduksie volgens stuiters aan kaapstanderdraaibanke wat in staat is om 'n staaf van hoogstens 2 duim in diameter deur sy hol spil te neem, waar die opstelwerk verrig word deur 'n Tarief 1-werknemer, en waar die werk deur toestelle vasgehou word en nie deur die bediener met die hand gesentreer of in lyn gestel moet word nie....
Daarna lui dit—
Herhalingsproduksiemasjinerie aan kaapstanderdraaibanke met stafies van hoogstens 2 duim nominale diameter, waar die opstelwerk deur 'n Tarief 1-werknemer gedoen is en waar die werk deur toestelle vasgehou word sodat sentrerings in lyn stel onnodig is.....

Skaal per uur vir werk onder Tarief 8A in loontabelle.

*Machinist's work (n.e.s.), viz. shaping, slotting, planing, milling (excluding universal grinding), grinding (excluding universal grinding) and the operation of gear cutting and rotary machine tools including vertical turret machines but excluding centre lathes (with or without copying and/or profiling attachments), universal boring (vertical and horizontal type with or without copying and/or profiling attachments), die-sinking machines and universal machining

*Employees employed on machinist's work are permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments including rules, calipers and the like.

Rate per hour for work classified at Rate 1A in Table of Wage Rates.

Rate 3.

Supervisory work (n.e.s.) (not less than one employee with supervisory knowledge to be employed in each specific department)

Rate per hour for work classified at Rate 3 in Table of Wage Rates.

Operating multi-head oxy-acetylene cutting machines and/or flame planing and/or bevel cutting machines, including setting up.....
Production electric welding in jigs and/or assemblies already partly welded in jigs so as to minimise the effect of distortion and where the amperage, size or type of rod or rate of deposition is predetermined

Up to the 21st September, 1965, 73.5c per hour. Next 6 months of operation of the Agreement 76.00c per hour. Thereafter, 78.50c per hour.

Rate 4.

Arc and/or gas cutting by hand.....
Hand riveting and/or caulking (n.e.s.).....
Roller bending other than repetition bending

Rate per hour for work classified at Rate 4 in Table of Wage Rates.

Rate 5.

Arc and/or gas cutting to marks and/or templates.....
Drilling and/or countersinking (n.e.s.).....
Drill sharpening by hand.....
Machining on repetition work by means of jigs and/or stops and/or fixtures and/or trips and/or cut-outs on turret and/or capstan lathes and/or milling and/or planing and/or slotting machines and/or semi-automatic copying machines (excluding setting up) (n.e.s.).....
Operating power saw including marking off with tape and/or rule only and including setting of stops.....
Operating single head oxy-acetylene profiling machines and/or straight line cutting machine.....
Preliminary tack welding for positioning of jobs prior to welding, riveting or bolting up (runs of not more than one inch in length).....
Tool grinding in jigs.....

Rate per hour for work classified at Rate 5 in Table of Wage Rates.

Rate 7.

Drill sharpening by machine (excluding automatic machines).....
Reamering using bridge reamers.....
Repetition drilling to marks and/or fixtures and/or pops and/or templates.....
Soldering and/or sweating by hand.....

Rate per hour for work classified at Rate 7 in Table of Wage Rates.

Rate 8A.

Up to the 21st September, 1965:—
Machining on repetition production to stops on capstan lathe capable of taking a bar not exceeding 2 inch diameter through its hollow spindle where the setting up has been performed by a Rate 1 employee and where the work is held by devices and where the operative is not called upon to centralise or true the work by hand.....
Thereafter reading as—
Repetition production machining on capstan lathe of bar not exceeding 2 inch nominal diameter, where the setting up has been performed by a Rate 1 employee and where the work is held by devices not necessitating any centralising or truing.....

Rate per hour for work classified at Rate 8A in Table of Wage Rates.

Tarief 8.

Aansit van roeswerende of beskermende lae aangesit vir afwerking.....
 Herhalingsbediening of -oppas van halfoutomatiese masjiene waar die werksiklus deur krag aangedryf word en die eindpunt deur outomatiese stuiters beheer word (uitgesonderd die opstel daarvan).....

Skaal per uur vir
 werk onder Tarief
 8 in loontabelle.

Vir die toepassing van bogenoemde is 'n „halfoutomatiese masjien” 'n masjien waarby dit nie nodig is om die werk met die hand te sentreer of in lyn te stel nie en handbediening is beperk tot die insit van die werkstuk in die kloukop of kloutoestel van die masjien, die masjien aan die gang sit, die gereedskap vorentoe of agtertoe stel vóór en nadat die krag-siklus oorneem, en die masjien stop en ontlai.

Tarief 9.

Boogpuntsweiswerk met 'n masjien.....

Voorafgevormde onderdele uit voorraad monter wat geen pas of verstelling nodig maak nie, maar met inbegrip van afbaarding.....

Volkome outomatiese masjiene bedien, met inbegrip van willekeurige kontrolering met vaste meters.....

Vir die toepassing van bogenoemde is 'n „volkome outomatiese masjien” 'n staafvoermasjien wat voorsien is van 'n outomatiese kloutoestel (d.w.s. uit 'n magasyn gevoer) en waarby die handbediening beperk is tot die aansit en stopsit van die masjien en 'n nuwe staaf in die masjien voer, of die magasyn laai, na gelang van die geval.

Kraallyswerk en/of afwerking en/of naatvorming en/of groefwerk en/of dubbele kante bo en onder sluit.....

Kraghamer dryf.....

Valsmee en/of stamp met gebruik van stempels (n.e.v.).....

Hefboom- en/of trap- en/of handperswerk en/of keep- en/of kragperswerk waar die werk gedoen word met gestelde stempels, uitgesonderd die stel van die stempels....

Hand- en/of masjienklinkwerk (klinknaels $\frac{3}{8}$ duim diameter en kleiner).....

Krag-saag bedien vir herhalingsafsaag volgens stuiters en/of lengtemeters, uitgesonderd die stel van stuiters (uitgesonderd in gereedskapkamer).....

Handmasjiene bedien wat ontwerp is of permanent aangepas is vir slegs één werksaamheid waar dit nie nodig is om die werk met die hand te sentreer of in lyn te stel nie (n.e.v.).....

Herhalingsversinkwerk met spiraalboor en/of roosboor en/of volgens stuiters ruim

Herhalingsboorwerk volgens setmate, uitgesonderd radiale boorwerk.....

Herhalingsweissoldeer en/of bronsweising met gestelde outomatiese masjiene wat nie gebruik van sweisstafies nodig maak nie

Herhalingsmerk volgens patrone.....

Herhalingsbediening van installasies wat velings van voertuie uitwals waar die krag-siklus outomaties is en waar werksaamhede beperk is tot laai, aansit, stop, ontlai en waar geen meetwerk nodig is.....

Herhalingsbediening of -oppas van masjiene ontwerp of permanent aangepas vir enkelwerksaamhede waar dit nie nodig is om die werk met die hand te sentreer of in lyn te bring nie en waar handbediening beperk is tot die werkstuk in die kloukop of kloutoestel van die masjien, vassit, die masjien bedien, dit stop en ontlai.....

Herhalingsbediening van afknipmasjiene volgens setmate en/of patrone, 16-dikte.....

Herhalingswerk in smeewalse met gebruik van halfwalse.....

Herhalingspinwerk met gebruik van vormers

Herhalingsflits- en/of -punt- en/of -naat- en/of -projeksiesweiswerk met masjiene

Herhalingskroef- en/of moerdraadsnywerk.

Met masjiene soldeer en/of aansweet en/of indompel.....

Skaal per uur vir
 werk onder Tarief
 9 in loontabelle.

Rate 8.

Application of anti-corrosive or protective coatings applied for finishing purposes..
 Repetition operation of or attending semi-automatic machines where the work cycle is power-driven and the end point is controlled by automatically operating stops (excluding setting up).....

Rate per hour for
 work classified at
 Rate 8 in Table of
 Wage Rates.

For the purposes of the above "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools before and after the power cycle takes over and stopping and unloading the machine.

Rate 9.

Arc spot welding by machine.....

Assembling of pre-manufactured components from stock requiring no fitting or adjustment but including deburring.....

Attending fully-automatic machines including random checking with fixed gauges

For the purpose of the above "fully-automatic machine" is a bar-fed machine fitted with an automatic chucking device (i.e. magazine-fed) and the manual operations are limited to setting the machine in motion and stopping and feeding a new bar into the machine or loading the magazine as the case may be.

Beading and/or trimming and/or seaming and/or grooving and/or locking double side top and bottom.....

Driving power hammer.....

Drop forging and/or stamping using dies (n.e.s.).....

Fly and/or treadle and/or manual pressing and/or notching and/or power pressing where the work is operated upon with pre-set dies other than setting of the dies....

Hand and/or machine riveting (rivets $\frac{3}{8}$ inch diameter and less).....

Operating power saw for repetitive cutting off to stops and/or length gauges other than setting of stops (other than tool room)

Operating manual machines designed for or permanently adapted for one only operation where it is not necessary to centralise or true the work by hand (n.e.s.).....

Repetition countersinking with twist drill and/or rosebit and/or reamering to stops

Repetition drilling to jigs other than radial drilling.....

Repetition brazing and/or bronze welding by pre-set automatic machine not involving the use of filler rods.....

Repetition marking off to templates.....

Repetition operating of vehicle rim rolling plant where the power cycle is automatic and where operators are limited to load, start, stop, off-load and where no gauging is required.....

Repetition operation of or attending machines designed or permanently adapted for a single operation where it is not necessary to centralise or true the work by hand and where manual operations are limited to loading the work piece into the chuck or holding device of the machine, operating, stopping and unloading the machine

Repetitive operating nibbling machine to jigs and/or templates 16 gauge.....

Repetition rolling in forging rolls using half rolls.....

Repetition spinning using formers.....

Repetition flash and/or spot and/or seam and/or projection welding by machine...

Repetition threading and/or tapping.....

Soldering and/or sweating and/or dipping by machine.....

Rate per hour for
 work classified at
 Rate 9 in Table of
 Wage Rates.

Tarief 10.

Slingers aansit (werknemers uitsluitlik aldus in diens) onder toesig van Tarief 1- tot 5-werknemer.....
 Roeswerende lae aansit (n.e.v.).....
 Pype en/of buise en/of profile in hand- en/of kragbuigmasjien buig volgens stuiters.....
 Ketels stook.....
 Koud vorm en/of afwerk en/of pons met 'n masjien.....
 Met die hand of met skuur- en/of draagbare kraggereedskap afwerk.....
 Voer- en vormmasjiene.....
 Vir klinkwerk vashou.....
 Warmdipbedekking en/of galvanisering, maar nie toesigwerk.....
 Buig en/of vorm met die hand volgens setmate en/of stempels en/of stuiters.....
 Metaal polys en/of poleer.....
 Metaalskoonmaak deur skoonbyt en/of ontvetting.....
 Metaal bedek deur onder toesig in te dompel
 Olie en/of smeer
 Buis- en/of staaf- en/of draadreguitmaak- masjien bedien
 Nasnyding van skroef- en/of moerdraad met snymoere en/of snytappe.....
 Herhalingsafsnij en/of -afknip en/of -afskuif volgens patrone en/of merke en/of stuiters en/of lengtemeters.....
 Hidrouliese herhalingsstoets en/of met lug toets uitgesonderd die opstel van toetsuitrusting.....
 Herhalingsrolbuig van hoogstens 10-dikte..
 Herhalingswarm- en/of -koud uitsny van blinde stukke en/of deursteek met pers deur gebruik van leistikke en/of setmate en/of stuiters en/of stempels.....
 Herhalingsmasjienponswerk volgens setmate en/of stuiters en/of meters en/of merke
 Herhalingsmasjiensaalsmee en/of -smee deur middel van stempels, uitgesonderd met kraghamer.....
 Sand- en/of hael- en/of waterstraling.....
 Skroefmasjienbediening, uitgesonderd die opstel daarvan.....
 Hoekplate en/of klampe reguit- en/of platmaak.....
 Stawe met die hand en/of masjien rek en/of ru reguitmaak.....
 Smeestukke en/of stampels afstroop met snyblokke.....
 Emalje en/of verf aansluit, uitgesonderd vermenging en/of meng.....

Skaal per uur vir
werk onder Tarief
10 in loontabelle.

Tarief 11.

Outomatiese gleufwerk, inkeping en profiler met spesiaal ontwerpte masjien....
 Moere met outomatiese en/of halfoutomatiese masjien maak.....
 Afval baal.....
 In emalje of verf indoop.....
 Bediening van outomatiese skroefdraadsny- masjien.....
 Bediening van tuimelmasjien.....
 Bediening van bout- en/of moerafwerk- masjien.....
 Bediening van warmfrees- en/of puntmasjien
 Verhitting van klinknaels.....
 Stempeling van metaaletiketette.....

Skaal per uur vir
werk onder Tarief
11 in loontabelle.

2. Ondanks enige werksaamheid of loon wat in hierdie Afdeling of in Bylae A van hierdie Ooreenkoms getabuleer is, is geen werksaamheid of loon wat in hierdie Afdeling of in Bylae A van hierdie Ooreenkoms getabuleer is, op die volgende werksaamhede in die vervaardiging van motorvoertuigdele en/of -reserwedele en/of -toebehore en/of komponente van motorvoertuie van toepassing nie, naamlik:—

Herhalingsbediening van of -oppas van masjiene aangepas vir halfoutomatiese bediening (met inbegrip van beheerde kopieer- draaibanke), waar die werksiklus deur krag aangedryf word, en die eindpunt deur outomatiese stuiters beheer word, sodat handbediening beperk is tot die masjien laai, daarvan afneem, dit aan die gang sit, die gereedskap tot stilstand of vorentoe bring of terugbring vóór en nadat die kragiklus oorneem (uitgesonderd die werk opstel).

Herhalingsweising en/of sweissoldeer en/of bronsweising in setmate of van onderdele so gevorm en/of in posisie geplaas dat 'n setmaat onnodig is en/of hegsweising van voorafge- monteerte eenhede.

Halfoutomatiese sweising met 'n masjien uitgesonderd die opstel.

Rate 10.

Affixing slings (employees exclusively so employed) under supervision of Rate 1 to 5 employee.....
 Application of anti-corrosive coatings (n.e.s.).....
 Bending to stops of pipes and/or tubes and/or sections in manually and/or power-operated bending machine.....
 Boiler stoking.....
 Cold forming and/or trimming and/or punching by machine.....
 Dressing by hand or by grinding and/or by portable power tool.....
 Feeding and forming machine.....
 Holding up for riveting.....
 Hot dip coating and/or galvanising, excluding supervisory work.....
 Manual bending and/or forming to jigs and/or dies and/or stops.....
 Metal buffing and/or polishing.....
 Metal cleaning by pickling and/or degreasing
 Metal coating by dipping under supervision
 Oiling and/or greasing.....
 Operating of tube and/or rod and/or wire straightening machine.....
 Rethreading and/or retapping using die-nuts and/or taps.....
 Repetition cutting and/or cropping and/or shearing to templets and/or marks and/or stops and/or length gauges.....
 Repetition hydraulic testing and/or testing by air excluding setting-up of testing equipment.....
 Repetition roller bending not exceeding 10-gauge.....
 Repetition hot and/or cold blanking and/or piercing by press, using guides and/or jigs and/or stops and/or dies.....
 Repetition machine punching to jigs and/or stops and/or gauges and/or marks.....
 Repetition machine swaging and/or forging using dies, other than power hammer....
 Sand and/or shot and/or hydro blasting..
 Screwing machine operating, excluding setting up.....
 Straightening and/or flattening of gussets and/or cleats.....
 Stretching and/or rough straightening of bars by hand and/or machine.....
 Stripping forgings and/or stampings using dies.....
 Spraying of enamel and/or paint other than blending and/or mixing.....

Rate per hour for
work classified at
Rate 10 in Table
of Wage Rates.

Rate 11.

Automatic slotting, nickling and profiling by special purpose machine.....
 Automatic and/or semi-automatic machine nutting.....
 Baling of scrap.....
 Dipping in enamel or paint.....
 Operating automatic thread forming machine
 Operating tumbling machine.....
 Operating bolt and/or nut facing machine
 Operating frazing and/or pointing machine
 Rivet heating.....
 Stamping of metal labels.....

Rate per hour for
work classified at
Rate 11 in Table
of Wage Rates.

2. Notwithstanding any operation or wage rate scheduled in this Division or in Schedule A of this Agreement no operation or wage rate scheduled in this Division or in Schedule A of this Agreement shall apply to the following operations in the manufacture of motor vehicle parts and/or spares and/or accessories and/or components of motor vehicles, viz.:—

Repetition operation of or attending machines adapted for semi-automatic operations (including programme controlled copying lathes) where the work cycle is power-driven and the end point is controlled by automatically operating stops, so that manual operations are limited to loading, unloading, setting the machine in motion, stopping and advancing or retracting the tools before and after the power-driven cycle takes over (excluding setting up).

Repetition welding and/or brazing and/or bronze welding in jigs or of parts so formed and/or located as to obviate the need for a jig and/or tack welding of pre-assembled units.

Semi-automatic welding by machine excluding setting up.

BYLAE E.
AFDELING E/1.
AFDELING RYTUIE.

Die volgende werksaamhede in die vervaardiging en/of montering en/of opknapping en/of herstel van rytuie:—

(i) *Elektrotegniese werk en aanverwante werksaamhede.*

Tarief 4.

* Elektrotegniese monteringswerk onder die toesig van 'n Tarief 1-werknemer—

	Per uur. (Sent.)
Eerste drie maande ondervinding.....	73.5
Daarna	76.0

* Werknemers mag slegs werk verrig wat onder Tarief 4 van hierdie Bylae gemeld word op die voorwaarde dat die getelsverhouding van werknemers in die bedryfsinrigting minstens twee elektrisiëns teen Tarief 1 is tot drie werknemers wat elektrotegniese werk teen Tarief 4 verrig.

Tarief 6.

Drade by herhaling afsny en/of uitken.... Skaal per uur vir werk onder Tarief 6 in loontabelle.

Tarief 9.

Leipyp by herhaling van skroefdraad voorsien en/of afsny volgens stoppe en/of lengtemate Skaal per uur vir werk onder Tarief 9 in loontabelle.

(ii) *Meganiese werk en aanverwante werksaamhede.*

Tarief 1 (n.e.v.).

*Loodgieterswerk aan rytuie..... } Skaal per uur vir
*Loodgieterswerk aan rytuie beteken werk aan rytuie vir alle sanitêre doeleindes en/of watervoorsiening en/of huishoudelike verwarmings-, was-, of drinkdoelindes. }
Duikklopwerk..... }
Tou- en/of splitslaswerk..... }
Skaal per uur vir werk onder Tarief 1 in loontabelle.

Tarief 1A (n.e.v.).

Masjiengereedskap opstel..... } Skaal per uur vir
Motorbakke regbuig (vryhandwerk)..... }
Skaal per uur vir werk onder Tarief 1A in loontabelle.

Tarief 2.

Koudsaag waar die saer regstreeks van die saaglys afmerk (boumetaalwerk)..... } Skaal per uur vir
Boormasjienwerk (n.e.v.)..... }
Drukplate vasklink..... }
Toesighoudende werk in dop- en/of gereedskapverharding en/of hittebehandeling.... }
Skaal per uur vir werk onder Tarief 2 in loontabelle.

Tarief 3.

Veelkoppige oksiasetileensnymasjiene en/of vlamskaaft- en/of skuinsnymasjiene bedien, met inbegrip van opstel. Skaal per uur vir werk onder Tarief 3 in loontabelle.

Tarief 4.

Boog- en/of gassweisnywerk met die hand (n.e.v.)..... } Skaal per uur vir
Innekaarsit (onderstelle en/of romp en/of raamwerk en/of metaalonderdele)..... }
Met die hand sweis deur middel van elektrodes met meganiese toewer..... }
Warm en/of koue buigwerk en/of fatsoenering volgens setmate en/of stoppe in persrem en kragvoumasjiene..... }
Oorlangse, vertikale en bogronde sweiswerk in stelmasjiene of onderdele wat sodanig geplaas is dat dit die nodigheid van 'n setmaat uitskakel..... }
Klinkwerk (n.e.v.)..... }
Skaal per uur vir werk onder Tarief 4 in loontabelle.

Tarief 5.

Boog- en/of gassnywerk volgens patrone.. } Skaal per uur vir
Boor en/of versinkboor met inbegrip van die skerpmak van bore (n.e.v.)..... }
Koudsirkelsaag volgens merke en/of stuiters bedien (boumetaalwerk) (n.e.v.)..... }
Kragsaag bedien, met inbegrip van merk met slegs meetband en/of liniaal en ook stuiters stel..... }
Eenkoppige oksiasetileenprofielermasjiene en/of masjiene wat in 'n reguit lyn sny, bedien }
Voorlopige hegswaaiing vir die plasing van werkstukke voor sweising, vasklink of vasskroef (lengtes van hoogstens een duim) }
By herhaling rolbuig waar metaal van 8-dikte en dunner gebruik word..... }
Skaal per uur vir werk onder Tarief 5 in loontabelle.

Tarief 6.

Vasklink met die hand en/of masjiene (klinknaels $\frac{3}{8}$ dm. diameter en minder)..... } Skaal per uur vir
Outomatiese boog- en/of gas- en/of bladmetaalsweismasjiene bedien..... }
Voorlopige krimp en/of regbuig van panele met handgereedskap voor dopopstelling }
By herhaling afsny en/of afknip en/of afskeer volgens leipatrone en/of stoppe en/of lengtemate..... }
Skaal per uur vir werk onder Tarief 6 in loontabelle.

SCHEDULE E.

DIVISION E/1.

COACHING STOCK DIVISION.

The following operations in the Manufacture and/or Assembly and/or Renovation and/or Repair of Coaching Stock:—

(i) *Electrical Work and Related Activities.*

Rate 4.

* Electrical assembly work under the supervision of a Rate 1 employee—

	Per Hour. (Cents.)
First three months of experience.....	73.5
Thereafter.....	76.0

* Employees may only be employed on the operations set out at Rate 4 of this Schedule provided that the ratio of employees in the establishment is not less than two electricians at Rate 1 to three employees employed on electrical work under Rate 4.

Rate 6.

Repetition cutting and/or identification of wires Rate per hour for work classified at Rate 6 in Table of Wage Rates.

Rate 9.

Repetition screwing and/or cutting of conduit to stops and/or length gauges Rate per hour for work classified at Rate 9 in Table of Wage Rates.

(ii) *Mechanical Work and Related Activities.*

Rate 1 (n.e.s.).

*Coach plumbing..... } Rate per hour for
* "Coach Plumbing" means work on coaches for all sanitary purposes and/or water services and/or domestic heating, washing or drinking purposes. }
Panel Beating..... }
Rigging and/or splicing..... }
Rate per hour for work classified at Rate 1 in Table of Wage Rates.

Rate 1A (n.e.s.).

Machine tool setting up..... } Rate per hour for
Straightening of car bodies (free hand work) }
Rate per hour for work classified at Rate 1A in Table of Wage Rates.

Rate 2.

Cold sawing where sawyer marks direct from cutting list (structural metal work)... } Rate per hour for
Drilling machine work (n.e.s.)..... }
Riveting pressure vessels..... }
Supervisory work in case and/or tool hardening and/or heat treatment..... }
Rate per hour for work classified at Rate 2 in Table of Wage Rates.

Rate 3.

Operating multi-head oxy-acetylene cutting machines and/or flame planing and/or bevel cutting machines including setting up Rate per hour for work classified at Rate 3 in Table of Wage Rates.

Rate 4.

Arc and/or gas cutting by hand (n.e.s.).... } Rate per hour for
Assembling (underframes and/or shell and/or structure and/or metal components)..... }
Hand welding by mechanically-fed electrodes }
Hot and/or cold bending and/or forming to }
jigs and/or stops in press brake and/or }
power folding machine..... }
Longitudinal, vertical up and overhead welding in jigs or parts so located as to obviate the need for a jig..... }
Riveting (n.e.s.)..... }
Rate per hour for work classified at Rate 4 in Table of Wage Rates.

Rate 5.

Arc and/or gas cutting to templates..... } Rate per hour for
Drilling and/or countersinking including }
drill sharpening (n.e.s.)..... }
Operating cold circular saw to marks and/or }
stops (structural-metal work) (n.e.s.).... }
Operating power saw including marking off }
with tape and/or rule only and including }
setting of stops..... }
Operating single-head oxy-acetylene profiling machine and/or straight line cutting machine..... }
Preliminary tack welding for positioning of }
jobs prior to welding, riveting or bolting up }
(runs not more than 1 inch in length).... }
Repetition roller bending involving the use }
of metal of 8-gauge and thinner..... }
Rate per hour for work classified at Rate 5 in Table of Wage Rates.

Rate 6.

Hand and/or machine riveting (rivets $\frac{3}{8}$ inch diameter and less)..... } Rate per hour for
Operating automatic arc and/or gas and/or }
foil welding machine..... }
Preliminary shrinking and/or straightening }
of panels by hand tools prior to shell }
erection..... }
Repetition cutting and/or cropping and/or }
shearing to templates and/or stops and/or }
length gauges..... }
Rate per hour for work classified at Rate 6 in Table of Wage Rates.

By herhaling sweis en/of sweissoldeer en/of bron sweis en setmate of van onderdele wat so gevorm is dat dit die nodigheid vir 'n stelmasjien uitkakel (uitgesonderd oorlangse, vertikale en bogrondse sweiswerk)

Skaal per uur vir werk onder Tarief 6 in loontabelle.

Tarief 7.

Bore met 'n masjien skerpmaak.....
Sye van die bakwerk deur middel van 'n oksiasietileenvlam in 'n verwarmingsplaat verhit.....

Skaal per uur vir werk onder Tarief 7 in loontabelle.

Tarief 9.

Hefboom- en/of trap- en/of handperswerk en/of keepwerk waar vooraf gestelde stempels gebruik word, maar nie stempels stel nie.....
'n Stuk en/of fiits- en/of puntsweismasjien bedien.....
'n Handvoumasjien volgens stoppe bedien (maar nie stoppe stel nie).....
Handmasjiene bedien wat ontwerp is of permanent aangepas is vir slegs een werksaamheid waar dit nie nodig is om die werk met die hand te sentraliseer of in lyn te bring nie.....
Kragdraag bedien vir herhalingsafsaag volgens stuiters en/of lengtemate, maar nie stoppe stel nie (masjienwerkwinkelwerk) uitgesonderd in 'n gereedskapkamer.....
Skroefdraadsmasjien bedien (maar dit nie opstel nie).....
By herhalingsboor en/of versinkboor volgens setmate en/of setklemme en/of patrone op 'n voetstukmasjien.....
Klinknaelgate van $\frac{3}{8}$ dm. diameter of minder by herhaling boor volgens setmate en/of patrone, met 'n draagbare druklugboormasjien om die sye en/of ente van die bak aan die kap en/of onderstel te verbind..
Moerdraad by herhaling met 'n masjien op 'n voetstukmasjien sny.....

Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10.

Slingers onder toesig van 'n Tarief 1 tot 7-werknemer vassit.....
Vashou en/of steun vir klinkwerk.....
Draagbare hand- en/of voetstukslypmasjien bedien waar die bediener nie volgens merke, leipatrone, mate en groottes hoef te slyp nie.....
Klinknaels verhit.....
Sand- en/of hael- en/of grint- en/of waterstraling.....

Skaal per uur vir werk onder Tarief 10 in loontabelle.

Tarief 11.

Ontskaling deur afbeitelning.....
Algemene arbeid.....

Skaal per uur vir werk onder Tarief 11 in loontabelle.

(iii) Skilderwerk en aanverwante werksaamhede.

Tarief 1 (n.e.v.).

Skilder- en/of letterskilderwerk en/of poleer en/of beits en/of fineer vir afwerking en versiering

Skaal per uur vir werk onder Tarief 1 in loontabelle.

Tarief 1A (n.e.v.).

Sjablone gebruik.....

Skaal per uur vir werk onder Tarief 1A in loontabelle.

Tarief 6.

Aanbring van die laaste twee lae verf voor die bolaag (n.e.v.).....
Emalje en/of verf aanbring aan draaistelraamwerke en los toebehore wat aan die bobou vasgesit moet word.....
Vulsel aanbring.....
Maskeer vir skilderwerk.....

Skaal per uur vir werk onder Tarief 6 in loontabelle.

Tarief 9.

Sjabloonskilder.....

Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10.

Roeserende laag aanbring.....
Geluidempmateriaal aanbring.....
Emalje en/of verf aan voorafvervaardigde onderdele spuit.....
Onderlaag aan romp spuit.....
Natopvrywerk.....

Skaal per uur vir werk onder Tarief 10 in loontabelle.

Tarief 11.

Seëlmengsels en/of kleefstowwe aanbring..

Skaal per uur vir werk onder Tarief 11 in loontabelle.

(iv) Houtbewerking en aanverwante werksaamhede.

Tarief 1 (n.e.v.).

Timmerwerk.....
Beleglatte in posisie plaas, uitken en vassit...

Skaal per uur vir werk onder Tarief 1 in loontabelle.

Repetition welding and/or brazing and/or bronze welding in jigs or of parts so formed to obviate the need for a jig (excluding longitudinal, vertical up and overhead welding).....

Rate per hour for work classified at Rate 6 in Table of Wage Rates.

Rate 7.

Drill sharpening by machine.....
Heating bodysides in heating plate by oxy-acetylene torch.....

Rate per hour for work classified at Rate 7 in Table of Wage Rates.

Rate 9.

Fly and/or treadle and/or manual pressing and/or notching where the work is operated upon with pre-set dies other than the setting of dies.....
Operating a butt and/or flash and/or spot welding machine.....
Operating hand-folding machine to stops (excluding setting of stops).....
Operating manual machines designed for or permanently adapted for one only operation where it is not necessary to centralise or true the work by hand.....
Operating power saw for repetitive cutting off to stops and/or length gauges other than setting of stops (machine shop work) other than in toolroom.....
Operating screwing machine (excluding setting up).....
Repetition drilling and/or countersinking to jigs and/or fixtures and/or templets on pedestal machine.....
Repetition drilling of $\frac{3}{8}$ inch diameter rivet holes or less, to jigs and/or templets, with a portable air drilling machine for the purpose of connecting the body sides and/or ends to the roof and/or under frame..
Repetition machine tapping on pedestal machine.....

Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10.

Affixing slings under supervision of a Rate 1 to 7 employee.....
Holding and/or backing up for riveting...
Operating hand portable and/or pedestal grinding machine where the operator is not required to grind to marks, templets, gauges and sizes...
Rivet heating.....
Sand and/or shot and/or grit and/or hydro blasting.....

Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Rate 11.

Descaling by chipping.....
General labouring.....

Rate per hour for work classified at Rate 11 in Table of Wage Rates.

(iii) Painting and Related Activities.

Rate 1 (n.e.s.).

Painting and/or signwriting and/or polishing and/or staining and/or veneering for finishing and decorating

Rate per hour for work classified at Rate 1 in Table of Wage Rates.

Rate 1A (n.e.s.).

Applying transfers.....

Rate per hour for work classified at Rate 1A in Table of Wage Rates.

Rate 6.

Application of the last two coats of paint prior to the finishing coat (n.e.s.).....
Applying enamel and/or paint to bogie underframes and to loose fittings to be attached to superstructure.....
Applying stopping.....
Masking for painting.....

Rate per hour for work classified at Rate 6 in Table of Wage Rates.

Rate 9.

Stencil painting.....

Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10.

Application of anti-corrosive coating.....
Application of sound-deadening materials...
Spraying of enamel and/or paint on premanufactured components.....
Spraying prime coating to shell.....
Wet rubbing.....

Rate per hour of work classified at Rate 10 in Table of Wage Rates.

Rate 11.

Application of sealing compounds and/or adhesives

Rate per hour for work classified at Rate 11 in Table of Wage Rates.

(iv) Woodworking and Related Activities.

Rate 1 (n.e.s.).

Carpentry.....
Positioning, identification and fixing of timber furrings.....

Rate per hour for work classified at Rate 1 in Table of Wage Rates.

Tarief 4.

*Timmerwerk en/of houtmasjienwerk in verband met montering en/of afwerking onder toesig van 'n Tarief 1-werknemer—

	Skaal per uur. (Sent.)
Eerste drie maande ondervinding	73.50
Daarna.....	76.00

* Werknemers mag slegs dié werksaamhede verrig wat onder Tarief 4 van hierdie Bylae gemeld word op die voorwaarde dat die getelsverhouding van werknemers in die bedryfsinrigting minstens een timmerman en/of houtmasjienwerker teen Tarief 1 is tot een werknemer wat timmer- en/of houtmasjienwerk teen Tarief 4 verrig.

Tarief 6.

Wasbak en/of metaaldeur op bank inmeekaarsig (uitgesonderd verbouing en/of insit)

Skaal per uur vir werk onder Tarief 6 in loontabelle.

Tarief 8.

Vloere skuur.....

Skaal per uur vir werk onder Tarief 8 in loontabelle.

Tarief 9.

Linoleum volgens patroon sny.....
Lyste by herhaling op voetstukmasjien boor volgens setmate en/of patrone en/of stuiters
Lyste by herhaling volgens stuiters saag (maar nie die stuiiter stel nie).....

Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10.

Houtgedeeltes met die hand met skuurpapier skuur

Skaal per uur vir werk onder Tarief 10 in loontabelle.

AFDELING E/2.

Van toepassing op „Elektrotegniese Ingenieursnwyerheid”, uitgesonderd werksaamhede wat elders in die Ooreenkoms genoem word. Vir die toepassing van dié afdeling bestaan „Elektrotegniese Ingenieursnwyerheid” uit—

- (i) die vervaardiging en/of inmeekaarsit van elektriese uitrusting uit onderdele, in die Republiek van Suid-Afrika, n.l. generators, motore, konvertors, skakel- en beheergerei (met inbegrip van relés, kontakters, elektriese instrumente en uitrusting wat daarmee gebruik word), elektriese verligtings-, verhitings-, kook-, koel- en verkoelingsuitrusting, transformators, oonduitrusting, seinuitrusting, radio- of elektroniese uitrusting en ander uitrusting, deur die aanwending van die beginsels wat toegepas word by die bediening van radio- en elektroniese uitrusting, gloeilampe en elektriese kables en huishoudelike elektriese toestelle, en omvat ook die onderdele van bogenoemde uitrusting;
- (ii) die installering, onderhoud en herstel van die uitrusting wat in paragraaf (i) hierbo genoem word, in die Provinsie Transvaal; maar omvat nie die elektrotegniese aannemingsnwyerheid nie;

en beteken „boumetaalwerk” —

die vervaardiging, oprigting of montering, konstruksie, verandering, vervanging of herstel van metaalbouwerk (met inbegrip van metaalbouwerk van bote en/of skepe) en/of drukhouers en/of ander onderdele wat in die geheel en/of gedeeltelik van metaalplate en/of metaalprofiel (n.e.v.) gemaak word.

Tarief 1 (n.e.v.).

Ankerwikkeling.....
Monterwerk wat die verstelling van toebehore vereis.....
Balanceerwerk.....
Elektromonterwerk.....
Gereedskap stel, met inbegrip van die stel van stuiters aan kragvalmes en afknipmasjien

Skaal per uur vir werk onder Tarief 1 in loontabelle.

Tarief 1A (n.e.v.).

Installering en/of bedrading en/of opknaping en/of herstel van dief- en ander soortgelyke alarmstelsels.....
Installering van intertefone (uitgesonderd elektroniese uitrusting) —

Skaal per uur.
(Sent.)

Skaal per uur vir werk onder Tarief 1A in loontabelle.

Eerste ses maande ondervinding	77.00
Tweede ses maande ondervinding	79.50
Derde ses maande ondervinding	82.00
Daarna Tarief 1A.	

Rate 4.

*Carpentry and/or woodmachining in connection with assembly and/or finishing under supervision of a Rate 1 employee—

	Per Hour. (Cents.)
First three months of experience	73.50
Thereafter.....	76.00

* Employees may only be employed on the operations set out at Rate 4 of this schedule provided that the ratio of employees in the establishment is not less than one carpenter and/or wood-machinist at Rate 1 to one employee employed on carpentry and/or wood-machining operations under Rate 4.

Rate 6.

Assembly of wash basin and/or metal door on bench (excluding alteration and/or fitting)

Rate per hour for work classified at Rate 6 in Table of Wage Rates.

Rate 8.

Floor sanding.....

Rate per hour for work classified at Rate 8 in Table of Wage Rates.

Rate 9.

Cutting lino to templet.....
Repetition drilling of mouldings on pedestal machine to jigs and/or templets and/or stops.....
Repetition sawing of mouldings to stops (excluding the setting of the stop).....

Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10.

Sand papering of wooden parts by hand....

Rate per hour for work classified at Rate 10 in Table of Wage Rates.

DIVISION E/2.

Applicable to “Electrical Engineering Industry” other than activities elsewhere specified in this Agreement.

For purposes of this Division “Electrical Engineering Industry” shall consist of—

- (i) the manufacture and/or assembly from component parts of electrical equipment in the Republic of South Africa, namely, generators, motors, convertors, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment, signalling equipment, radio or electronic equipment and other equipment utilising the principles used in the operation of radio and electronic equipment, incandescent lamps and electric cables and domestic electrical appliances, and shall further include the manufacture of component parts of the aforementioned equipment;
- (ii) the installation, maintenance and repair of the equipment referred to in paragraph (i) above in the Province of the Transvaal; but does not include the electrical contracting industry;

and “structural metal work” means—

the fabrication, erection or assembly, construction alteration, replacement or repair of metal structures (including metal structures of boats and/or ships and/or pressure vessels and/or other components made in whole or in part of metal plate and/or metal sections (n.e.s.).

Rate 1 (n.e.s.).

Armature winding.....
Assembling requiring fitting adjustments....
Balancing work.....
Electrical fitting.....
Toolsetting including setting of stops on power guillotine and cropping machine....

Rate per hour for work classified at Rate 1 in Table of Wage Rates.

Rate 1A (n.e.s.).

Installing and/or wiring and/or servicing and/or repairing of burglar and other similar alarm systems.....
Intercommunication telephone installing (excluding electronic equipment) —

	Per Hour. (Cents.)
First six months of experience	77.00
Second six months of experience	79.50
Third six months of experience	82.00
Thereafter Rate 1A.	

Rate per hour for work classified at Rate 1A in Table of Wage Rates.

*Masjinstewerk (n.e.v.) nl. vorming, gleufwerk, skaafwerk, freeswerk (uitgesonderd universele freeswerk), slypwerk (uitgesonderd universele slypwerk) en die bediening van ratfrees- en draaimasjiengereedskap, met inbegrip van vertikale rewolwermaasjiene, maar uitgesonderd senterdraaibanke (met of sonder kopieer- en/of profileerhegstukke), boorfreesmaasjiene (vertikale en horisontale tipe met of sonder kopieer- en/of profileerhegstukke), vormgietsmaasjiene en universele masjineerwerk (uitgesonderd herstelwerk).....

*Werknemers op masjinstewerk moet toegelaat word om hul eie werk op te stel, hul eie gereedskap te slyp en te set en om volgens en met presisiemeetinstrumente, met inbegrip van duimstokke, passers en sulkes, te werk.

Telefoon- en interkom-elektrisiëerwerk.....
Gereedskapsetwerk op volkome outomatiese en/of half-outomatiese masjiene.....

Vir die toepassing van bogenoemde is 'n „volkome outomatiese masjien” 'n staafvoermasjien of 'n masjien voorsien van 'n outomatiese kloutoestel (d.w.s. uit 'n magasyn gevoer) en die handbediening is beperk tot die aansit en stopsit van die masjien en 'n nuwe staaf in die masjien voer, of die magasyn laai, na gelang van die geval;

„half-outomatiese masjien” 'n masjien waarop dit nie nodig is om te sentreer of die werk in die regte posisie te plaas nie en waar die handbediening beperk is tot die vassit van die werkstuk in die kloukop of kloutoestel van die masjien, die masjien aan die gang sit, gereedskap vorentoe of agtertoe stel voor en nadat die kragstelsel oorneem, en die masjien stop of werkstukke daarvan afneem.

Tarief 2.

Lugkragdrade in die veld of op die terrein monter en/of oprig (lynmanne).....
Koudsaag waar saer direk van saaglys af merk (boumetaalwerk).....
Draadtrek met inbegrip van toesigwerk en/of draadtrekmaasjiene opstel.....

Skaal per uur vir
werk onder Tarief
1A in loontabelle.

Tarief 3.

Alle werksaamhede in die monteer van transformators, uitgesonderd die juk, bo 1,000 kVA. (uitgesonderd die verstelling van toebehore).....
Bediening van meerkoppige oksiasetileensnymasjiene en/of vlamskaaf- en/of skuinssnymasjiene, asook die opstel daarvan.....
Voltydse herhalingsproduksiebalanseerwerk waar die gewig van die artikel wat gebalanseer word, oor 1,000 lb. is.....
Uitskopknippe aan spoelvormmasjiene stel

Skaal per uur vir
werk onder Tarief
3 in loontabelle.

Tarief 4.

Boog- en/of gassny met die hand.....
Alle werksaamhede, uitgesonderd lint- en bandwerk, in die wikkling van ankers deur voorafgevormde spoele te gebruik van masjiene met ontwerpvermoë van meer as 30 pk. (uitgesonderd herstelwerk).....
Alle werksaamhede in die montering (uitgesonderd subassemblage en passings) van motore en generators met 'n draaikern-diameter van meer as 19.75 duim.....
Handswaaiing met meganiese gevoerde elektrodes.....
Warm en/of koud buig en/of vorm volgens setmate en/of stuiters in persrem en/of voumasjiene.....
Herhalingsrolbuigwerk.....
Klink- en/of kalfaterwerk (n.e.v.).....

Skaal per uur vir
werk onder Tarief
4 in loontabelle.

Tarief 5.

Alle werksaamhede, uitgesonderd lint- en bandwerk, in die wikkling van stators en/of rotors van masjiene met ontwerpvermoë van oor 500 pk. (uitgesonderd herstelwerk).....
Alle werksaamhede in die montering van transformators, uitgesonderd die juk, bo 25 kVA. en hoogstens 1,000 kVA. (uitgesonderd die verstelling van toebehore).....
Boog- en/of gassny volgens merke en/of patrone.....
Sweisoldeer van geleidings en/of onderdele op hul plekke.....
Selfwerkende stempels aan vormgietsmaasjiene verander.....
Selfwerkende stempels op handperse verander.....
Boorwerk (n.e.v.).....

Skaal per uur vir
werk onder Tarief
5 in loontabelle.

*Machinist's work (n.e.s.) viz. shaping, slotting, planning, milling (excluding universal milling), grinding (excluding universal grinding) and the operation of gear cutting and rotary machine tools including vertical turret machine, but excluding centre lathes (with or without copying and/or profiling attachments), boring mills (vertical and horizontal type with or without copying and/or profiling attachments), diesinking machines and universal machining (excluding repair work).....

* Employees, employed on machinist's work shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments, including rules, calipers and the like.

Telephone and/or intercommunication electrician's work.....

Toolsetting on fully-automatic and/or semi-automatic machines.....

For purposes of the above "fully automatic machine" is a bar-fed machine or a machine fitted with an automatic chucking device (i.e. magazine fed) and the manual operations are limited to setting the machine in motion and stopping and feeding a new bar into the machine or loading the magazine as the case may be.

"Semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and where the manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting tools before and after the power cycle takes over and stopping and unloading the machine.

Rate per hour for
work classified at
Rate 1A in Table
in Wage Rates.

Rate 2.

Assembling and/or erecting overhead power lines in field or on site (Linesmen).....
Cold sawing where sawyer marks direct from cutting list (structural metal work).....
Wire drawing including supervisory work and setting up on wire drawing machines.....

Rate per hour for
work classified at
Rate 2 in Table of
Wage Rates.

Rate 3.

All operations in the assembly of transformers, other than yoke, above 1,000 kVA. (excluding fitting adjustments).....
Operating multi-head oxy-acetylene cutting machines and/or flame planing and/or bevel cutting machines including setting up.....
Repetitive full-time production balancing where the weight of the article being balanced exceeds 1,000 lb.....
Setting of trips on coil forming machines.....

Rate per hour for
work classified at
Rate 3 in Table of
Wage Rates.

Rate 4.

Arc and/or gas cutting by hand.....
All operations, except taping and banding, in the winding of armatures using preformed coils of machines rated in excess of 30 h.p. (excluding repair work).....
All operations in the assembly (excluding sub-assembly and fitting) of motors and generators having a rotating core diameter exceeding 19.75 inches.....
Hand welding by mechanically fed electrodes.....
Hot and/or cold bending and/or forming to jigs and/or stops in press brake and/or folding machine.....
Repetition roller bending.....
Riveting and/or caulking (n.e.s.).....

Rate per hour for
work classified at
Rate 4 in Table of
Wage Rates.

Rate 5.

All operations, except taping and banding, in the winding of stators and/or rotors of machines rated in excess of 500 h.p. (excluding repair work).....
All operations in the assembly of transformers other than yoke, above 25 kVA. and not exceeding 1,000 kVA. (excluding fitting adjustments).....
Arc and/or gas cutting to marks and/or templates.....
Brazing of leads and/or located parts.....
Changing of self-locating dies on die-casting machines.....
Changing of self-locating dies on manually-operated presses.....
Drilling (n.e.s.).....

Rate per hour for
work classified at
Rate 5 in Table of
Wage Rates.

Bore met die hand skerpmak.....
 Herhalingsmasjinerie volgens setmate en/of
 stuiters en/of setklemme en/of uitskop-
 knippe en/of uitskakelaars aan rewolwer-
 en/of kaapstander- en/of frees- en/of
 skaaf- en/of gleufmasjiene en/of half-ou-
 tomitiese kopieermasjiene (uitgesonderd die
 opstel daarvan).....
 Enkelkoppige oksiasietileen-profielermasjiene
 en/of reguitlynsnysmasjiene bedien.....
 Kragasag en/of afknipmasjiene (n.e.v.) bedien,
 met inbegrip van merk slegs met meetband
 en/of duimstok en stel van stuiters.....
 Voorlopige hegswaas vir die in posisie
 bring van werkstukke vóór swaas, klink
 of vasbout (ente van hoogstens een duim in
 lengte).....
 Voltydse herhalingsproduksiebalanseerwerk
 waar gewig van artikel wat gebalanseer
 word, hoogstens 1,000 lb. is.....
 Herhalingsbedrading waar die loop van die
 draad aangedui word deur klempe en/of
 strepe en/of saals en/of hegstukke en waar
 geen bedradingsdiagram gebruik word nie
 Ru-slypwerk volgens merke, patrone, mate en
 groottes.....
 *Herhaling swaaswerk in setmate.....
 * „Herhalingswaas in setmate” be-
 teken dat die setmaat so gemaak moet wees
 dat dit die werknemer toelaat om die mak-
 simum hoeveelheid swaaswerk aan die
 artikel in die setmaat te onderneem; daer-
 na moet dieselfde werknemer die swaaswerk
 aan die artikel voltooi nadat dit uit die set-
 maat geneem is.
 Stuiters aan handvalmes stel.....
 Stuiters aan buis- en/of pypbuigmasjiene stel
 Stuiters aan valmes stel slegs om isoleer-
 middels te sny.....

Tarief 6.

Ondersnyding van kommutators.....
 Veldspoelwikkeling deur kaal stroke te
 gebruik.....
 Bediening van outomatiese boog- en/of gas-
 swaasmasjiene (n.e.v.).....
 Meganiese roetineoekoppeling met standaard-
 uitrusting van masjiene (tot en met 350 pk.)
 op proefstande.....
 Wikkeling van skyfspoele (transformators)

Skaal per uur vir
 werk onder Tarief
 5 in loontabelle.

Skaal per uur vir
 werk onder Tarief
 6 in loontabelle.

Tarief 7.

Monteerwerk (n.e.v.) waar geen verstellers
 van toebehore nodig is nie.....
 Alle werksaamhede (met inbegrip van ver-
 binding) in die wikkeling van ankers met
 voorafgevoormde spoele, tot en met mas-
 jiene met ontwerpvermoë van 30 pk. (uitge-
 sonderd herstelwerk).....
 †Alle wikkeling in herstelwerk met ge-
 bruikmaking van voorafgevoormde spoele
 (uitgesonderd verbinding en/of toets) in
 die herwikkeling van generators en motore
 waarvan die perdekrag hoogstens die moet
 wees wat vasgestel word deur die formule

$$\text{pk.} = \frac{\text{o.p.m.}}{30}$$
 „pk. = $\frac{\text{o.p.m.}}{30}$ ”, met die perdekrag van
 toepassing by ondergenoemde snelhede,
 terwyl laer snelhede na verhouding is:—
 Snelheid—

o.p.m.—	3,000	1,500	1,000	750
Maks. pk.—				
Toegelaat..	100	50	33	25

 Bandwerk aan rotors en/of ankers.....
 Afsny en/of afknip en/of afskuif volgens set-
 mate en/of stuiters en/of lengtemate (n.e.v.)
 uitgesonderd met oksiasietileensnywerk.....
 Isolermateriaal sny (n.e.v.).....
 Bore met masjiene skerpmak.....
 Plaatknipmasjiene bedien (n.e.v.).....
 Herhalingsbediening van of -oppas van mas-
 jiene aangepas vir half-outomatiese bedien-
 ing (met inbegrip van kopieerdraaibanke
 wat volgens program beheer word) waar
 die werksiklus deur krag aangedryf word,
 en die eindpunt deur outomatiese stuiters
 beheer word, sodat handwerksaamhede
 beperk is tot die masjiene laai, daarvan
 afneem, dit aan die gang sit, die gereedskap
 tot stilstand of vorentoe bring of terug-
 bring voor en nadat die kragiklus oorneem
 (uitgesonderd die werk opstel).....

Skaal per uur vir
 werk onder Tarief
 7 in loontabelle.

Drill sharpening by hand.....
 Machining on repetition work by means of
 jigs and/or stops and/or fixtures and/or
 trips and/or cut-outs on turret and/or cap-
 stan lathes and/or milling and/or planing
 and/or slotting machines and/or semi-
 automatic copying machines (excluding setting
 up).....
 Operating single-head oxy-acetylene profiling
 machine and/or straight line cutting ma-
 chine.....
 Operating power saw and/or cropping
 machine (n.e.s.) including marking off with
 tape and/or rule only and setting of stops..
 Preliminary tack welding for positioning of
 jobs prior to welding, riveting or bolting up
 (runs of not more than one inch in length)
 Repetitive full-time production balancing
 where the weight of the article being balan-
 ced does not exceed 1,000 lb.....
 Repetition wiring where the course of the
 wires is marked by cleats and/or lines and/
 or saddles and/or fixtures and where no
 wiring diagram is used.....
 Rough grinding to marks, templates, gauges
 and sizes.....
 *Repetition welding in jigs.....
 * “Repetition welding in jigs” means
 that the jig must be made in such a manner
 as to allow the employee to undertake the
 maximum amount of welding on the article
 in the jig, and thereafter the same employee
 must complete the weld on the article when
 it is removed from the jig

Rate per hour for
 work classified at
 Rate 5 in Table of
 Wage Rates.

Setting of stops on manually operated guillo-
 tine.....
 Setting of stops on tube and/or pipe bending
 machine.....
 Setting of stops on guillotine for cutting insu-
 lation only.....

Rate 6.

Commutator undercutting.....
 Field coil winding using bare strip.....
 Operating automatic arc and/or gas welding
 machine (n.e.s.).....
 Routine mechanical coupling up with stan-
 dard equipment of machines (up to and in-
 cluding 350 h.p.) on test beds.....
 Winding disc coils (transformers).....

Rate per hour for
 work classified at
 Rate 6 in Table of
 Wage Rates.

Rate 7.

Assembling (n.e.s.) where no fitting adjust-
 ments are required.....
 All operations (including connecting) in the
 winding of armatures using preformed
 coils, up to and including machines rated
 at 30 h.p. (excluding repair work).....
 †All winding operations in repair work using
 preformed coils (excluding connecting up
 and/or testing) in the rewinding of genera-
 tors and motors whose horse-power shall
 not be greater than determined by the ex-
 pression “h.p. = $\frac{\text{r.p.m.}}{30}$ ”, the horse-

power applying at the undermentioned
 speeds, lower speeds being pro rata:—

Speed—	r.p.m.	3,000	1,500	1,000	750
Maximum h.p.—					
Allowed	100	50	33	25	

Rate per hour for
 work classified at
 Rate 7 in Table of
 Wage Rates.

Banding of rotors and/or armatures.....
 Cutting and/or cropping and/or shearing to
 templates and/or stops and/or length gauges
 (n.e.s.) excluding oxy-acetylene cutting....
 Cutting up insulating material (n.e.s.).....
 Drill sharpening by machine.....
 Operating nibbling machine (n.e.s.).....
 Repetition operation of or attending ma-
 chines adapted for semi-automatic opera-
 tions (including programme controlled
 copying lathes) where the work cycle is
 power-driven and the end point is control-
 led by automatically operating stops, so
 that manual operations are limited to load-
 ing, unloading, setting the machine in
 motion, stopping and advancing or retract-
 ing the tools before and after the power-
 driven cycle takes over (excluding setting
 up).....

Tarief 7A.

Alle werksaamhede (met inbegrip van verbinding en omkleding) in die wikkeling van statore en/of rotors tot en met masjiene met ontwerpvermoë van 500 pk. (uitgesonderd herstelwerk)—

Per
uur.
(Sent.)

Eerste drie maande ondervinding..... 39.0

Daarna Tarief 7A.

†Alle wikkeling by herstelwerk in die herwikkeling van generators en motore waarvan die perdekrag hoogstens dié moet wees wat bepaal word deur die uitdrukking

„pk. = $\frac{100}{\text{o.p.m.}}$ ”, terwyl die perdekrag wat

by ondergenoemde snelhede van toepassing is, na verhouding is:—

Snelheid—
o.p.m.... 3,000 1,500 1,000 750

Maks. pk.—
Toegelaat... 30 15 10 7.5

†Verhouding.—Werknemers mag slegs in diens wees op werksaamhede wat in Tariewe 7 en 7A van dié Bylae ingelys is indien die verhouding van werknemers in die inrigting minstens vier ankerwikkelaars by Tarief 1 tot een werknemer in diens op ankerwikkeling onder Tariewe 7 en/of 7A is; met dien verstande dat indien 'n inrigting ankerwikkeling doen uitsluitlik ten opsigte van masjiene nie groter as 1 pk. nie, die verhouding nie inaggeneem hoef te word nie.

Geleidings en/of entverbindinge aan transformators verbind en/of aansweet.....
Roetinettoetsing van wikkelsings.....

Skaal per uur vir
werk onder Tarief
7A in loontabelle.

Tarief 7B.

Kaapstander-en/of draadvoermasjiene bedien waar die opstelwerk deur 'n Tarief 1-werknemer gedoen word—alle werksaamhede wat die gebruik meebring van nie-ysterhoudende stawe en/of sagtestaaltange tot en met $\frac{3}{8}$ duim in diameter of die gelykstaande dwarsdeursneeoppervlakte vir die maak van skroewe en/of penne en/of moere en/of kleinratte en/of blokke.....

Komparators nagaan.....
Veldspoelwikkeling deur bedekte stroke te gebruik.....

Stator-en/of anker-en/of rotorspoele met die hand vorm en buig (uitgesonderd herstelwerk).....

Graveermasjiene bedien.....

Herhalingsbedrading met voorafgevormde draad.....

Herhalingsbedrading volgens monsters deur 'n Tarief 1-werknemer voorberei, en/of prent-tekenings.....

*Herhalingskontrole van produksielotte van onderdele en komponente deur middel van vaste mate en/of monsters en/of vaste toetsstukke—

*Eerste drie maande ondervinding 35.0c per uur

Daarna Tarief 7B.

Elektriese roetinettoetse (n.e.v.).....

Met die hand soldeer en/of aansweet.....

Stator-en/of rotor-en/of ankerspoele en/of veldspoele en/of transformatorgeleidings en/of spoele en/of geleiers en/of buise met die hand beklee of toewikkel.....

Laagspoele met strookgeleiers bewikkel (transformators).....

Skaal per uur vir
werk onder Tarief
7B in loontabelle.

Tarief 8+.

Rotorspygleuwe sny en gate in lyn bring in rotors op 'n profielruimmasjiene, indien die masjiene deur 'n Tarief 1-werknemer opgestel word en die werksaamhede beperk is tot laai, bedien en die werkstuk van die masjiene afhaal.....

Herhalingsbediening en/of -oppas van half-automatiese masjiene wanneer die werksiklus deur krag aangedryf en die eindpunt deur automatiese stuiters beheer word (uitgesonderd die werk opstel).....

Herhalingsbediening of -oppas van masjiene ontwerp vir of permanent aangepas vir enkelgereedskapwerk waarby dit nie nodig is om die werk met die hand te sentreer of in die juiste posisie te hou nie en waarby die bediening beperk is tot die insit van die werkstuk in die kloukop of kloutoestel van die masjiene, bediening, stop of die werkstuk van die masjiene afhaal (uitgesonderd die werk opstel).....

Skaal per uur vir
werk onder Tarief
8+ in loontabelle.

Rate 7A.

All operations (including connecting and taping) in the winding of stators and/or rotors up to and including machines rated at 500 h.p. (excluding repair work)—

Per
Hour.
(Cents.)

First three months of experience 39.0
Thereafter Rate 7A.

†All winding operations in repair work in the rewinding of generators and motors whose horse-power shall not be greater than deter-

mined by the expression “h.p. = $\frac{100}{\text{r.p.m.}}$ ”,

the horse-power applying at the undermentioned speeds being pro rata:—

Speed—
r.p.m.... 3,000 1,500 1,000 750

Maximum h.p.—
Allowed... 30 15 10 7.5

†Ratio.—Employees may only be employed on the operations set out in Rates 7 and 7A of this Schedule where the ratio of employees in the establishment is not less than four Armature Winders at Rate 1 to one employee employed on armature winding operations under Rates 7 and/or 7A; provided that where an establishment is engaged on armature winding solely in respect of machining not greater than 1 h.p., the ratio need not be observed.

Connecting and/or sweating of leads and/or ends on transformers.....

Routine testing of windings.....

Rate per hour for
work classified at
Rate 7A in Table
of Wage Rates.

Rate 7B.

Capstan and/or wire feed machine operating where the setting up is done by a Rate 1 employee—all operations involving the use of non-ferrous bar and/or mild steel rod up to $\frac{3}{8}$ inch diameter or the equivalent cross sectional area for the making of screws and/or pins and/or nuts and/or pinions and/or blocks.....

Comparator checking.....

Field coil winding using covered strip.....

Forming and bending of stator and/or armature and/or rotor coils by hand (excluding repair work).....

Operating engraving machine.....

Repetition wiring with preformed wire.....

Repetition wiring to specimens prepared by a Rate 1 employee and/or pictorial drawings

*Repetition batch checking of parts and components by means of fixed gauges and/or samples and/or checking fixtures—

*First three months of experience 35.0c per hour

Thereafter Rate 7B.

Routine electrical testing (n.e.s.).....

Soldering and/or sweating by hand.....

Taping and/or wrapping of stator and/or rotor and/or armature coils and/or field coils and/or transformer leads and/or coils and/or conductors and/or tubes by hand

Winding layer coils with strip conductors (transformers).....

Rate per hour for
work classified at
Rate 7B in Table
of Wage Rates.

Rate 8+.

Cutting of rotor keyways and trueing of holes in rotors on a broaching machine, where the machine is set up by a Rate 1 employee and where the operations are limited to loading, operating and unloading.....

Repetition operation of or attending semi-automatic machines where the work cycle is power-driven and the end point is controlled by automatically operating stops (excluding setting up).....

Repetition operation of or attending machines designed for or permanently adapted for a single tool operation where it is not necessary to centralise or true the work by hand and where manual operations are limited to loading the work piece into the chuck or holding device of the machine, operating, stopping and unloading the machine (excluding setting up).....

Rate per hour for
work classified at
Rate 8+ in Table
of Wage Rates.

Tarief 9.

*Volkome outomatiese masjiene bedien met inbegrip van willekeurige kontrolering met vaste mate.....

Alle werksaamhede in die montering (uitgesonderd die stel van toebehore) van motore en generators met 'n draaikerndiameter van hoogstens 19.75 duim.....

Alle werksaamhede in die montering van transformators, uitgesonderd die juk, tot en met 25kVA. (uitgesonderd die stel van toebehore).....

Montering in setmate en/of setklemme en/of selfwerkende dele, vooraf vervaardig en uit voorrade geneem, waar geen pas- of stelwerk of bestudering van sketse en/of tekenings nodig is nie, maar met inbegrip van afbaarding.....

Vormgietsmasjiene bedien.....

Pyne en/of buise in hand- en/of kragbuigmasjiene volgens stuiters buig.....

Spoele bind.....

Rotorkerns en borselhouerkaste met 'n pers profielruim (uitgesonderd set).....

Koud buig en/of vorm volgens setmate en/of stempels en/of stuiters.....

Koudklink (klinknaels $\frac{3}{8}$ duim in diameter en kleiner).....

Voorafgevormde en/of -bereide draade aan voorafbepaalde punte en/of verbindings heg (n.e.v.).....

Afsny en/of afkrop en/of afskuif volgens patrone en/of stuiters en/of lengtemate (8-dikte en dunner) uitgesonderd met oksiasetleenvlam sny.....

Isolasiemateriaal volgens stuiters en/of patrone met valmes sny.....

Hefboom- en/of trap- en/of handperswerk en/of inkoop- en/of kragperswerk waar die werk gedoen word met gestelde stempels, uitgesonderd die stel van die stempels.....

Moerdraad van hoogstens $\frac{3}{8}$ duim in diameter met die hand sny (uitgesonderd masjienswinkelwerk).....

Warmdipbedekking en/of galvanisering, uitgesonderd toetsigwerk.....

Stuik- en/of flitsweismasjiene bedien, 8-dikte en dunner.....

Plaatknipmasjiene bedien volgens setmate en/of stuiters maar hoogstens 10-dikte.....

Kragasag vir herhalingsafsaag bedien volgens stuiters en/of lengtemate maar nie stuiters stel nie (uitgesonderd in gereedskapkamer)

Enkeldoelmasjiene bedien, uitgesonderd masjiengereedskap.....

Oondbediener.....

Wikkeling-isolasie in gietvorms indruk.....

Herhalingsweissoldeer en/of bronsweis met gestelde outomatiese masjiene wat nie gebruik van sweisstafies vereis nie.....

Herhalingsboorwerk volgens „kultjies” en/of setmate en/of setklemme en/of stuiters (uitgesonderd met radiaalboormasjiene) met inbegrip van versink- en/of ruimwerk.....

Herhalingsboorwerk volgens ponsmerke (uitgesonderd boumetaalwerk en radiaalboormasjiene).....

Warm en koue herhalingsuitsny van blinde stukke en/of met pers deursteeke, met gebruik van leiers en/of setmate en/of stuiters en/of stempels.....

Herhalingsmasjienspons volgens setmate en/of stuiters en/of meters.....

Herhalingsafmerk volgens patrone.....

Herhalingspinwerk met gebruikmaking van vormers.....

Herhalingspunt- en/of naat- en/of projektiesweising met masjiene, 8-dikte en dunner...

Herhalingsaansweet van hulse aan aanhegtings.....

Herhalingsdraad- en/of moerdraadsny met masjiene (uitgesonderd radiaalboormasjiene)

Soldeer en/of aansweet deur indompeling en/of met masjiene.....

Naamplate stamp.....

Stator- en/of rotor- en/of ankerspoele met die hand vorm deur gebruikmaking van 'n toestel of 'n kragmasjiene (uitgesonderd uit-skakelaars stel).....

Smeestukke en/of stampsels stroop deur stempels te gebruik.....

*Vir die toepassing van bogenoemde is 'n „volkome outomatiese masjiene” 'n staafvoermasjiene voorsien van 'n outomatiese kloutoestel (d.w.s. uit 'n magasyn gevoer) en die handbediening is beperk tot die aansit en stopsit van die masjiene en 'n nuwe staaf in die masjiene voer, of die magasyn laat, na gelang van die geval.

Stator- en/of rotor- en/of ankerspoele en/of veldspoele en/of geleiers en/of buise met masjiene beklee of toedraai indien die masjiene deur 'n Tarief 3-werknemer gestel is (uitgesonderd herstelwerk).....

Skaal per uur vir
werk onder Tarief
9 in loontabelle.

Rate 9.

*Attending fully-automatic machines including random checking with fixed gauges....

All operations in the assembly (excluding fitting adjustments) of motors and generators having a rotating core diameter not exceeding 19.75 inches.....

All operations in the assembly of transformers, other than yoke, up to and including 25 KVA. (excluding fitting adjustments)...

Assembling in jigs and/or fixtures and/or of self-locating parts, premanufactured and taken from stock, where no fitting or adjustment is required or reference to sketches and/or drawings, but including deburring.....

Attending die-casting machine.....

Bending to stops of pipes and/or tubes in manually and/or power-operated bending machine.....

Binding of coils.....

Broaching by press of rotor cores and brush holder boxes (excluding setting).....

Cold bending and/or forming to jigs and/or dies and/or stops.....

Cold riveting (rivets $\frac{3}{8}$ inch diameter and less)

Connecting pre-formed and/or prepared wires to predetermined points and/or connections (n.e.s.).....

Cutting and/or cropping and/or shearing to templets and/or stops and/or length gauges (8 gauge and thinner) excluding oxy-acetylene cutting.....

Cutting up insulating material to stops and/or templets by guillotine

Fly and/or treadle and/or manual pressing and/or notching and/or power pressing where the work is operated upon with pre-set dies other than setting of dies.....

Hand tapping not exceeding $\frac{3}{8}$ inch diameter (excluding machine shop work).....

Hot dip coating and/or galvanising, excluding supervisory work.....

Operating butt and/or flash welding machine, 8 gauge and thinner.....

Operating nibbling machine to jigs and/or stops not exceeding 10 gauge.....

Operating power saw for repetitive cutting off to stops and/or length gauges other than setting of stops (other than in toolroom)...

Operating single-purpose machines other than machine tools.....

Oven attendant.....

Pressing winding insulation in moulds.....

Repetition brazing and/or bronze welding by pre-set automatic machine not involving use of filler rods.....

Repetition drilling to dimples and/or jigs and/or fixtures and/or stops (excluding radial drilling machine) including countersinking and/or reamering.....

Repetition drilling to pops (excluding structural metal work and radial drilling machine).....

Repetition hot and/or cold blanking and/or piercing by press, using guides and/or jigs and/or stops and/or dies.....

Repetition machine punching to jigs and/or stops and/or gauges.....

Repetition marking to templets.....

Repetition spinning using formers.....

Repetition spot and/or seam and/or projection welding by machine, 8 gauge and thinner.....

Repetition sweating on of thimbles to attachments.....

Repetition threading and/or tapping by machine (excluding radial drilling machine)...

Soldering and/or sweating by dipping and/or machine.....

Stamping nameplates.....

Stator and/or rotor and/or armature coil forming by hand using an appliance or by power-driven machine (excluding setting of trips).....

Stripping forgings and/or stampings using dies.....

*For the purpose of the above, “fully-automatic machine” is a bar-fed machine or a machine fitted with an automatic chucking device (i.e. magazine-fed) and the manual operations are limited to setting the machine in motion and stopping and feeding a new bar into the machine or loading the magazine as the case may be.

Taping and/or wrapping of stator and/or rotor and/or armature coils and/or field coils and/or conductors and/or tubes by machine where the machine is pre-set by a Rate 3 employee (excluding repair work)...

Rate per hour for
work classified at
Rate 9 in Table of
Wage Rates.

Stator- en/of rotorlusse met die hand en/of kragmasjien wikkel en/of trek waar masjien deur Tarief 1-werknemer gestel is.....
Spoele met ronde draad op vormers en/of tolle met masjien wikkel.....

Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10.

Slingers aansit (werknemers uitsluitlik aldus werksaam onder toesig van Tarief 1- tot 7-werknemers).....
Roeswerende en/of beskermende lae aansit (n.e.v.).....
Afval baal.....
Stoomketels stook.....
Geleiers skoonmaak en/of vertin.....
Nie-metaalhoudende pakstukke met die hand uitsny.....
Lamellerings met die hand of masjien ontbaard of afwerk.....
Verpakking vir versending.....
Isolasies met masjien vorm.....
Verbindingsknippe met die hand in setmate maak.....
Geleiers met die hand reguit buig.....
Isolasiemateriaal met die hand volgens stuiters en/of patrone sny (uitgesonderd met valmes).....
Metaal fynskuur en/of poleer.....
Metaal skoonmaak deur ontvetting of skoonbyt.....
Metaal bedek deur indompeling onder toesig Koperdraadtrekmasjien oppas.....
Draagbare hand- en/of voetstukslypmasjien bedien as bediener nie volgens merke, patrone, pasmalles of groottes hoef te slyp nie.....
Draadsnymasjien bedien (uitgesonderd die werk opstel).....
Herhalingafsnij- en/of voorvormwerk van stelle drade volgens setmate en/of setklemme.....
Hidrouliese herhalingstoets en/of met lug toets (uitgesonderd die opstel van toetsuitrusting).....
Nasnyding van skroefdraad met snymoere en/of snytappe.....
Sand- en/of hael- en/of waterstraling.....
Emalje en/of verf en/of -soleermiddel en/of roeswerende lae onder toesig aanspuit, uitgesonderd vermeng en/of meng.....
Vernismasjienbediener.....
Jukke monteer.....

Skaal per uur vir werk onder Tarief 10 in loontabelle.

Tarief 11.

Sjablone gebruik.....
Ryvlakke aan borsels volgens setmate aanbring.....
Met komposisie vul.....
In isoleermiddel en/of emalje en/of verf in-doop en/of impregneer.....
Stawe in kourors insit.....
Lamellerings opmekaarstapel.....

Skaal per uur vir werk onder Tarief 11 in loontabelle.

LOONSKAALTABEL.

Loonskaal wat dwarsdeur die Ooreenkoms van toepassing is (n.e.v.):—

Loonindeling.	Loon per uur. (Sent.)
Tarief 1.....	86.50
Tarief 1A.....	86.50
Tarief 2.....	81.50
Tarief 3.....	78.50
Tarief 4.....	76.00
Tarief 5.....	73.50
Tarief 6.....	71.00
Tarief 7.....	68.50
Tarief 7A.....	52.50
Tarief 7B.....	39.00
Tarief 8+.....	37.50
Tarief 8A.....	26.50
Tarief 8.	
Eerste ses maande ondervinding in enige Tarief 8-werk..	25.50
Daarna.....	26.50
Tarief 9.	
Eerste ses maande ondervinding in enige Tarief 9-werk..	20.50
Daarna.....	21.50
Tarief 10.	
Eerste ses maande ondervinding in enige Tarief 10-werk	17.00
Daarna.....	18.50
Tarief 11.....	17.00

Namens die partye op hede die 28ste dag van Julie 1965, in Johannesburg onderteken.

J. M. RUSSELL,
Voorsitter.

L. J. VAN DEN BERG,
Ondervoorsitter.

W. R. GLASTONBURY,
Hoofsekretaris.

Winding and/or pulling of stator and/or rotor loops by hand and/or by power-driven machines where the machine is pre-set by a Rate 1 employee.....
Winding coils with round wire on formers and/or spools by machine.....

Rate per hour for work classified at Rate 9 in Table of wages Rates.

Rate 10.

Affixing slings (employees exclusively so employed under supervision of Rate 1 to 7 employees).....
Application of anti-corrosive and/or protective coatings (n.e.s.).....
Baling of scrap.....
Boiler stoking.....
Cleaning and/or tinning conductors.....
Cutting of non-metallic gaskets by hand.....
Deburring and/or dressing laminations by hand and/or by machine.....
Despatch packing.....
Forming insulations by machine.....
Making connector clips by hand in jigs.....
Manual straightening of conductors.....
Manual cutting up insulating material to stops and/or templates (excluding guillotine).....
Metal buffing and/or polishing.....
Metal cleaning by pickling and/or degreasing.....
Metal coating by dipping under supervision.....
Minding copper wire drawing machine.....
Oiling and/or greasing.....
Operating copper wire covering machine.....
Operating hand portable and/or pedestal grinding machine where the operator is not required to grind to marks, templates, gauges or sizes.....
Operating screwing machine (excluding setting up).....
Repetition cutting and/or pre-forming sets of wires to jigs and/or fixtures.....
Repetition hydraulic testing and/or testing by air (excluding setting up of testing equipment).....
Rethreading with die nuts and/or taps.....
Sand and/or shot and/or hydro blasting.....
Spraying of enamel and/or paints and/or insulating medium and/or anti-corrosive coatings under supervision, other than blending and/or mixing.....
Varnishing machine attendant.....
Yoke Assembly.....

Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Rate 11.

Applying transfers.....
Bedding brushes to jigs.....
Compound filling.....
Dipping and/or impregnating in insulating medium and/or enamel and/or paint.....
Inserting bars in squirrel-cage rotors.....
Stacking laminations.....

Rate per hour for work classified at Rate 11 in Table of Wage Rates.

TABLE OF WAGE RATES.

Wage Rates applicable throughout this Agreement (n.e.s.):—

Rate Classification.	Rate per Hour. (Cents.)
Rate 1.....	86.50
Rate 1A.....	86.50
Rate 2.....	81.50
Rate 3.....	78.50
Rate 4.....	76.00
Rate 5.....	73.50
Rate 6.....	71.00
Rate 7.....	68.50
Rate 7A.....	52.50
Rate 7B.....	39.00
Rate 8+.....	37.50
Rate 8A.....	26.50
Rate 8.	
First six months of experience in any Rate 8 occupation	25.50
Thereafter.....	26.50
Rate 9.	
First six months of experience in any Rate 9 occupation	20.50
Thereafter.....	21.50
Rate 10.	
First six months of experience in any Rate 10 occupation.....	17.00
Thereafter.....	18.50
Rate 11.....	17.00

Signed at Johannesburg, on behalf of the parties, on this the 28th day of July, 1965.

J. M. RUSSELL,
Chairman.

L. J. VAN DEN BERG,
Vice-Chairman.

W. R. GLASTONBURY,
General Secretary.

No. R. 1284.] [27 Augustus 1965.
WET OP FABRIEKE, MASJINERIE EN BOUWERK,
1941.

YSTER-, STAAL-, INGENIEURS- EN METAL-
LURGIESE NYWERHEID.

Ek, ALFRED ERNEST TROLLIP, Minister van Arbeid, verklaar hierby kragtens subartikel (1) van artikel *twee-entwintig* van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, soos gewysig, dat die bepalings van die Ooreenkomste en kennisgewings in verband met die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, gepubliseer by Goewermentskennisgewings Nos. R. 1281 en R. 1282 van 27 Augustus 1965, oor die algemeen vir die werknemers wie se werkure en beloning ten opsigte van oortyd, openbare feesdae en werk op Sondae en openbare feesdae daarby gereël word, nie minder gunstig is nie as die desbetreffende bepalings van genoemde Wet.

A. E. TROLLIP,
Minister van Arbeid.

No. R. 1287.] [27 Augustus 1965.
WET OP OORLOGSMAATREËLS, 1940.

OPSKORTING VAN REGULASIES OP LEWENS-
KOSTETOELAES GEPUBLISEER BY OOR-
LOGSMAATREËL No. 43 VAN 1942, SOOS
GEWYSIG.—YSTER-, STAAL-, INGENIEURS-
EN METALLURGIESE NYWERHEID, REPUB-
BLIEK VAN SUID-AFRIKA.

Ek, ALFRED ERNEST TROLLIP, Minister van Arbeid, skort hierby kragtens subregulasie (1) van regulasie 4 van die regulasies wat by Oorlogsmaatreël No. 43 van 1942, soos gewysig, gepubliseer is, die bepalings van genoemde regulasies op ten opsigte van alle werknemers vir wie lone voorgeskryf word in die Ooreenkomste vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid wat by Goewermentskennisgewings Nos. R. 1281 en R. 1282 van 27 Augustus 1965 gepubliseer is.

A. E. TROLLIP,
Minister van Arbeid.

No. R. 1286.] [27 Augustus 1965.
WET OP NYWERHEIDSVERSOENING, 1956.

YSTER-, STAAL-, INGENIEURS- EN METALLUR-
GIESE NYWERHEID, REPUBLIEK VAN SUID-
AFRIKA.

OOREENKOMS VIR ERKENNING AS VAKMAN.

Ek, ALFRED ERNEST TROLLIP, Minister van Arbeid, verklaar hierby kragtens paragraaf (a) van subartikel (1) van artikel *agt-en-veertig* van die Wet op Nywerheids-
versoening, 1956, soos gewysig, dat al die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, vanaf die eerste Maandag na die datum van publikasie van hierdie Kennisgewing en vir die tydperk wat twee jaar vanaf genoemde eerste Maandag eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vakverenigings is.

A. E. TROLLIP,
Minister van Arbeid.

No. R. 1284.] [27 August 1965
FACTORIES, MACHINERY AND BUILDING WORK
ACT, 1941.

IRON, STEEL, ENGINEERING AND METALLUR-
GICAL INDUSTRY.

I, ALFRED ERNEST TROLLIP, Minister of Labour, hereby 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 Agreements and notices relating to the Iron, Steel, Engineering and Metallurgical Industry, published under Government Notices Nos. R. 1281 and R. 1282 of the 27th August, 1965, to be, on the whole, 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.

A. E. TROLLIP,
Minister of Labour.

No. R. 1287.] [27 August 1965.
WAR MEASURES ACT, 1940.

SUSPENSION OF COST OF LIVING ALLOWANCE
REGULATIONS PUBLISHED UNDER WAR
MEASURE No. 43 OF 1942, AS AMENDED.—
IRON, STEEL, ENGINEERING AND METAL-
LURGICAL INDUSTRY, REPUBLIC OF SOUTH
AFRICA.

I, ALFRED ERNEST TROLLIP, Minister of Labour, hereby in terms of sub-regulation (1) of regulation 4 of the regulations published under War Measure No. 43 of 1942, as amended, suspend the operation of the said regulations in respect of all employees for whom wages are prescribed in the Agreements for the Iron, Steel, Engineering and Metallurgical Industry, published under Government Notices Nos. R. 1281 and R. 1282 of the 27th August, 1965.

A. E. TROLLIP,
Minister of Labour.

No. R. 1286.] [27 August 1965.
INDUSTRIAL CONCILIATION ACT, 1956.

IRON, STEEL, ENGINEERING AND METALLUR-
GICAL INDUSTRY, REPUBLIC OF SOUTH
AFRICA.

JOURNEYMAN-RECOGNITION AGREEMENT.

I, ALFRED ERNEST TROLLIP, Minister of Labour, hereby in terms of paragraph (a) of sub-section (1) of section *forty-eight* of the Industrial Conciliation Act, 1956, as amended, declare that all the provisions of the Agreement which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industry shall be binding from the first Monday after the date of publication of this notice and for the period ending two years from the said first Monday upon the employers' organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions.

A. E. TROLLIP,
Minister of Labour.

BYLAE.

NASIONALE NYWERHEIDSRAAD VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.

OOREENKOMS

ingevolge die bepalings van die Wet op Nywerheidsversoenings, 1956, gesluit en aangegaan deur en tussen die—

Association of Electric Cable Manufacturers of South Africa;
Automotive Parts Production Engineers' Association;
Cape Engineers' and Founders' Association;
Constructional Engineering Association;
East London Engineers' and Founders' Employers' Association;
Edge Hand and Small Tool Manufacturers' Association;
Electrical Engineering and Allied Industries Association;
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape);
Gate and Fence Manufacturers' Association of the Transvaal;
Heavy Engineering Manufacturers' Association;
Iron and Steel Producers' Association of South Africa;
Lift Engineering Association of South Africa;
Light Engineering Industries Association of South Africa;
Materials Handling and Construction Plant Association of South Africa;
Natal Engineering Industries Association;
Non-Ferrous Metal Industries Association of South Africa;
Plastics Manufacturers' Association of South Africa;
Port Elizabeth Engineers' Association;
Precision Manufacturing Engineers' Association;
Sheetmetal Industries Association of South Africa;
S.A. Agricultural and Irrigation Machinery Manufacturers' Association;
S.A. Electro Plating Industries Association;
S.A. Fasteners Manufacturers' Association;
S.A. Production Founders' Association;
S.A. Reinforced Concrete Engineers' Association;
S.A. Association of Shipbuilders and Repairers;
S.A. Tube Makers' Association;
S.A. Wire and Wire Rope Manufacturers' Association;
S.A. Wrought Non-Ferrous Metal Manufacturers' Association;
South African Industrial Refrigeration and Air Conditioning Contractors' Association;
Transvaal and Orange Free State Foundry Association;

(hieronder die „werkgewers” of die „werkgewersorganisasies” genoem), aan die een kant, en die

Amalgamated Engineering Union of South Africa;
Amalgamated Society of Woodworkers of South Africa;
Engineering Industrial Workers' Union;
Iron Moulders' Society of South Africa;
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society;
S.A. Electrical Workers' Association;
S.A. Engine Drivers' and Firemen's Association;
Suid-Afrikaanse Yster-, Staal- en Verwante Nywerhede-Unie;

(hieronder die „werknemers” of die „vakverenigings” genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede.

1. TOEPASSINGSBESTEK VAN OOREENKOMS.

Die bepalings van hierdie Ooreenkoms moet dwarsdeur die Republiek van Suid-Afrika nagekom word deur alle werkgewers en werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede wat onderskeidelik lede van die werkgewersorganisasies en vakverenigings is, maar is nie van toepassing nie op die ondernemings van die S.A. Yster en Staal Industriële Korporasie, Beperk en African Metals Corporation Beperk.

2. GELDIGHEIDSDUUR VAN OOREENKOMS.

Die bepalings van hierdie Ooreenkoms tree in werking op dieselfde datum as die Hoof-ooreenkoms of op 'n datum wat deur die Minister van Arbeid kragtens artikel agt-en-veertig van die Wet vasgestel word en bly van krag terselfdertyd as die Hoof-ooreenkoms ten einde gelyktydig daarmee te verval.

3. DOELSTELLINGS VAN DIE OOREENKOMS.

Aangesien daar erken word dat daar 'n ernstige tekort aan vakmanne en vakleerlinge in die nywerheid is ten opsigte van werk geklassifiseer as tarief I-werk en aangesien dit in belang van die nywerheid wenslik is dat die getal persone wat as vakmanne erken word, aansienlik vermeerder word, word daar tussen die partye ooreengekom dat bykomende kategorie persone ooreenkomstig die bepalings van hierdie Ooreenkoms geag moet word vakmanne vir alle doeleindes in die nywerheid te wees en as sodanig deur die partye erken moet word.

SCHEDULE.

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.

AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, 1956, made and entered into between the—

Association of Electric Cable Manufacturers of South Africa;
Automotive Parts Production Engineers' Association;
Cape Engineers' and Founders' Association;
Constructional Engineering Association;
East London Engineers' and Founders' Employers' Association;
Edge Hand and Small Tool Manufacturers' Association;
Electrical Engineering and Allied Industries Association;
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape);
Gate and Fence Manufacturers' Association of the Transvaal;
Heavy Engineering Manufacturers' Association;
Iron and Steel Producers' Association of South Africa;
Lift Engineering Association of South Africa;
Light Engineering Industries Association of South Africa;
Materials Handling and Construction Plant Association of South Africa;
Natal Engineering Industries Association;
Non-Ferrous Metal Industries Association of South Africa;
Plastic Manufacturers' Association of South Africa;
Port Elizabeth Engineers' Association;
Precision Manufacturing Engineers' Association;
Sheetmetal Industries Association of South Africa;
S.A. Agricultural and Irrigation Machinery Manufacturers' Association;
S.A. Electro Plating Industries Association;
S.A. Fasteners Manufacturers' Association;
S.A. Production Founders' Association;
S.A. Reinforced Concrete Engineers' Association;
S.A. Association of Shipbuilders and Repairers;
S.A. Tube Makers' Association;
S.A. Wire and Wire Rope Manufacturers' Association;
S.A. Wrought Non-Ferrous Metal Manufacturers' Association;
South African Industrial Refrigeration and Air Conditioning Contractors' Association;
Transvaal and Orange Free State Foundry Association;

of the one part (hereinafter referred to as “the employers” or “the employers’ organisations”), and the

Amalgamated Engineering Union of South Africa;
Amalgamated Society of Woodworkers of South Africa;
Engineering Industrial Workers' Union;
Iron Moulders' Society of South Africa;
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society;
S.A. Electrical Workers' Association;
S.A. Engine Drivers' and Firemen's Association;
Suid-Afrikaanse Yster-, Staal- en Verwante Nywerhede-Unie;

of the other part (hereinafter referred to as “the employees” or “the trade unions”), being parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries.

1. SCOPE OF APPLICATION OF THE AGREEMENT.

The terms of the Agreement shall be observed throughout the Republic of South Africa by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and trade unions respectively but shall not apply to the undertakings of the S.A. Iron and Steel Industrial Corporation, Limited and African Metals Corporation, Limited.

2. PERIOD OF OPERATION OF AGREEMENT.

The terms of this Agreement shall come into operation on the same date as the Main Agreement or on such date as may be fixed by the Minister of Labour in terms of section forty-eight of the Act and shall run concurrently with the Main Agreement so as to expire simultaneously therewith.

3. OBJECTS OF THE AGREEMENT.

Whereas it is agreed that there is a serious shortage of journeymen and apprentices in the industry in relation to work classified as Rate I work and whereas it is desirable in the interest of the industry that the number of persons recognised as journeymen shall be substantially increased, it is agreed between the parties that additional categories of persons shall in accordance with the terms of this Agreement be deemed to be journeymen in the industry for all purposes and shall be recognised by the parties as such.

4. WOORDOMSKRYWINGS.

Alle uitdrukkings wat in hierdie Ooreenkoms gebesig en in die Wet op Nywerheidsversoening, 1956, omskryf word, het dieselfde betekenis as in daardie Wet, en waar daar van 'n Wet melding gemaak word, word ook alle wysigings daarvan bedoel; voorts, tensy onbestaanbaar met die samhang, beteken—

„Wet”, die Wet op Nywerheidsversoeningwet, 1956, soos gewysig;

„vakleerling” ’n werknemer in diens kragtens ’n skriftelike vakleerlingskapkontrak wat deur die Raad erken word of ’n vakleerlingskapkontrak geregistreer ingevolge die Wet op Vakleerlinge, 1944;

„Raad” die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede;

„Nywerheid” die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid of Nywerhede soos in die Hoof-ooreenkoms omskryf;

„vakman” ’n werknemer wat ’n leerlingskontrak ingevolge die Wet op Vakleerlinge uitgedien het, of ’n leerlingskontrak wat deur die Raad erken word in een van die klasse werk onder Tarief 1 in Bylae A van Deel III van die Hoof-ooreenkoms, of ’n werknemer oor die leeftyd van 21 jaar wat die houer is van ’n sertifikaat wat deur die Raad erken word en hom in staat stel om as vakman in diens geneem te word;

„Hoof-ooreenkoms” die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1281 van 27 Augustus 1965;

„Tarief 1-werk” werk geklassifiseer teen Tarief 1 in die Hoof-ooreenkoms;

5. SKEMA VIR ERKENNING VAN VAKMANNE.

(1) Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms word ondergenoemde persone wat nie vakmanne of vakleerlinge is nie, vir alle doeleindes maar ten opsigte van hoogstens een bedryf, geag vakmanne in die Nywerheid te wees—

(a) Meerderjarige persone wat op die datum van inwerkingtreding van hierdie Ooreenkoms, met die toestemming van die Raad wat by wyse van vrystelling verleen is, in diens was op een van die klasse tarief 1-werk wat binne die bestek van enige bepaalde bedryf val wat kragtens die Wet op Vakleerlinge van 1944 aangewys is, vir tydperke van altesaam meer as sewe jaar.

(b) Meerderjarige persone wat op die datum van inwerkingtreding van hierdie Ooreenkoms, met die toestemming van die Raad wat by wyse van vrystelling verleen is, in diens was op enige klasse tarief 1-werk wat binne die bestek van enige bepaalde aangewese bedryf val, vir tydperke van altesaam minder as sewe jaar, indien binne ses maande vanaf die datum van inwerkingtreding van hierdie Ooreenkoms, genoemde werknemer en sy werkgever die Raad in kennis stel dat die werknemer graag ’n kontrak vir erkenning as vakman met die Raad wil aangaan kragtens die Ooreenkoms ten opsigte van daardie bedryf nadat genoemde werknemer kragtens enige sodanige kontrak met sy werkgever op tarief 1-werk gewerk het en met enige ander werkgever in die nywerheid in sodanige werk vir sodanige bykomende tydperke altesaam as wat deur die Raad vasgestel kan word.

(c) Ander meerderjarige persone as dié beskryf in paragraaf (b) wat nie die Raad in kennis gestel het van hul begeerte om binne ses maande, soos voornoem, ’n kontrak aan te gaan vir erkenning as vakman nie, maar wat by die Raad aansoek om sodanige kontrak gedoen het, indien die Raad na goeëdunke sodanige kontrak goedkeur, nadat genoemde werknemer op tarief 1-werk gewerk het kragtens enige sodanige kontrak met sy werkgever en/of enige ander werkgever in die nywerheid vir sodanige bykomende tydperke altesaam as wat deur die Raad vasgestel kan word.

(d) Meerderjarige persone wat nie voorheen op tarief 1-werk in diens was nie maar vorige ondervinding van ander klasse werk in die nywerheid het, wat by die Raad aansoek om ’n kontrak vir erkenning as vakman gedoen het ten opsigte van enige bepaalde aangewese bedryf, as die Raad sodanige kontrak goedkeur, nadat genoemde persoon op toepaslike tarief 1-werk daarkragtens gewerk het by sy werkgever en/of enige ander werkgever in die nywerheid vir sodanige tydperke altesaam as wat deur die Raad vasgestel kan word.

(e) Meerderjarige persone wat nie voorheen in die nywerheid in diens was nie wat by die Raad aansoek gedoen het om ’n kontrak vir erkenning as vakman ten opsigte van enige bepaalde aangewese bedryf, as die Raad na goeëdunke sodanige kontrak goedkeur, nadat genoemde persoon op toepaslike tarief 1-werk gewerk het kragtens sodanige kontrak by sy voornemende werkgever en/of enige ander werkgever in die nywerheid vir sodanige tydperke altesaam as wat deur die Raad vasgestel kan word.

4. DEFINITIONS.

Any expressions used in this Agreement which are defined in the Industrial Conciliation Act, 1956, shall have the same meaning as in that Act, and any reference to an Act shall include any amendments to such Act; further, unless inconsistent with the context—

“Act” means the Industrial Conciliation Act, 1956, as amended;

“apprentice” means an employee serving under a written contract of apprenticeship recognised by the Council or a contract of apprenticeship registered under the Apprenticeship Act, 1944;

“Council” means the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries;

“Industry” means the Iron, Steel, Engineering and Metallurgical Industry or Industries as defined in the Main Agreement;

“journeyman” means an employee who has completed a contract of apprenticeship under the Apprenticeship Act or a contract of apprenticeship recognised by the Council in any one of the classes of work specified under Rate 1 in Schedule “A” of Part III of the Main Agreement, or an employee who is over twenty-one years of age and in possession of a certificate recognised or issued by the Council enabling him to be employed as a journeyman;

“Main Agreement” means the Agreement published under Government Notice No. R. 1281 of the 27th August, 1965;

“Rate 1 work” means work classified at Rate 1 in the Main Agreement.

5. JOURNEYMAN-RECOGNITION SCHEME.

(1) From the date of commencement of this Agreement, the following persons not being journeymen or apprentices shall be deemed to be journeymen within the Industry for all purposes but in respect of not more than one trade:—

(a) Major persons who at the date of commencement of this Agreement, have with the permission of the Council given by way of exemption, been employed on any of the classes of Rate 1 work which fall within the scope of one trade designated under the Apprenticeship Act of 1944 for periods amounting in the aggregate to more than seven years.

(b) Major persons who at the date of commencement of this Agreement, have with the permission of the Council, given by way of exemption, been employed on any classes of Rate 1 work which fall within the scope of any one designated trade for periods amounting in the aggregate to less than seven years, if within six months from the date of commencement of this Agreement, the said employee and his employer notify the Council that the employee is desirous of entering into a Journeyman-Recognition Contract with the Council in terms of the Agreement in respect of that trade after the said employee has worked on Rate 1 work under any such contract with his employer and any other employer in the industry in such work for such additional periods in the aggregate as may be determined by the Council.

(c) Major persons otherwise as described in paragraph (b) who have not notified the Council of a desire to enter into a Journeyman Recognition Contract within six months as aforesaid, but who have applied to the Council for such a contract, if the Council in its discretion, approves of such contract, after the said employee has worked on Rate 1 work under any such contract with his employer and/or any other employer in the industry for such additional periods in the aggregate as may be determined by the Council.

(d) Major persons not previously employed on Rate 1 work but with previous experience on other classes of work in the industry, who have applied to the Council for a Journeyman-Recognition Contract in respect of any one designated trade if the Council approves of such contract, after the said person has worked on appropriate Rate 1 work thereunder with his employer and/or any other employer in the industry for such periods in the aggregate as may be determined by the Council.

(e) Major persons not previously employed in the industry who have applied to the Council for a Journeyman-Recognition Contract in respect of any one designated trade, if the Council in its discretion approves of such a contract, after the said person has worked on appropriate Rate 1 work under such contract with his prospective employer and/or any other employer and/or any other employer in the industry for such periods in the aggregate as may be determined by the Council.

(2) Wanneer goedgekeurde kragtens subartikel (1) by die Raad berus om die tydperk vas te stel wat deur 'n werknemer kragtens 'n kontrak vir erkenning as vakman uitgedien moet word, moet die Raad enige dienstydperk op tarief 1-werk kragtens vrystelling in aanmerking neem asook enige diens op ander werk hetsy binne die nywerheid of andersins, wat die Raad as voldoende verwant ag aan die aard van tarief 1-werk wat van waarde sal wees om by te dra tot bevoegdheid in die verrigting van tarief 1-werk en enige ander faktor wat die Raad na goedgekeurde van toepassing ag en moet die tydperk wat uitgedien moet word op sewe jaar vasstel, verminder deur die tydperk wat die Raad gelyk ag aan die waarde van die vorige diens, ondervinding en ander toepaslike faktore vir die doel van tarief 1-bevoegdheid in die betrokke bedryf.

(3) Die Raad mag nie weier om die aansoek om 'n kontrak vir erkenning as vakman goed te keur nie tensy sodanige weiering volg op 'n beslissing gedoen kragtens subartikel (9), of tensy die partye wat goedkeuring weier, redes daarvoor aan die Raad verstrek en tensy sodanige redes na die Raad se mening vorige onbevredigende implementering van die skema vir erkenning as vakman in die betrokke bedryfsinrigting weerspieël of tensy daar geskikte vakmanne of ander persone is ten opsigte van wie kontrakte goedgekeur is of persone voorheen in diens op tarief 1-werk kragtens vrystelling deur die Raad verleen, wat werkloos is en bereid is om werk by die betrokke werkgever te aanvaar.

(4) Aansoeke om werk kragtens 'n kontrak vir erkenning as vakman moet in die vorm wees wat in Aanhangsel A hiervan voorgeskryf word en die toepaslike gedeelte daarvan moet ingevul word deur die applikant en deur die eerste werkgever wat gewillig is om hom daarkragtens in diens te neem, en daarna deur die applikant en deur die volgende werkgever wat gewillig is om hom daarkragtens in diens te neem.

(5) Die kontrakte vir erkenning as vakman moet in die vorm wees wat in Aanhangsel B hiervan voorgeskryf word en moet onderteken word deur die werknemer, deur of namens die Raad deur die eerste werkgever, en daarna deur elke werkgever wat die werknemer in diens neem.

(6) Vir die toepassing van hierdie Ooreenkoms omvat "Raad" die Nywerheidsraad of die Uitvoerende Komitee van die Raad of enige Streekraad ten opsigte van sy regsgebied of enige ander komitee ingestel of aangestel deur die Raad om die skema vir erkenning as vakman toe te pas of enige aspekte daarvan of om enige spesifieke plig in verband daarmee uit te voer wanneer die ootpre kragtens die bevoegdheid aan hom deur die Raad verleen, met dien verstande—

(a) dat enige besluit geneem deur sodanige komitee of ander liggaam hierbo bedoel, wat nie die Raad self of sy Uitvoerende Komitee is nie, onderhewig sal wees aan begragtiging deur die Uitvoerende Komitee, en

(b) dat wanneer enige sodanige komitee of liggaam belas word met die plig om enige besluit te neem soos wat in hierdie Ooreenkoms bedoel word en enige sodanige komitee of liggaam oor die saak verdeel is, of om 'n ander rede nie in staat is om tot 'n beslissing te geraak nie, moet die saak verwys word na die Uitvoerende Komitee of enige ander komitee belas met die algemene toepassing van die skema op 'n nasionale grondslag.

(7) Die lone wat betaal moet word en die diensvoorwaardes wat dwarsdeur die geldigheidsduur van enige kontrak vir erkenning as vakman nagekom moet word, is dié wat van toepassing is op vakmanne in diens op tarief 1-werk.

(8) (a) Diens kragtens 'n kontrak vir erkenning as vakman kan te eniger tyd by onderlinge ooreenkoms beëindig word en 'n werkgever kan die diens beëindig deur die toepaslike diensopsegging te gee; met dien verstande—

(i) dat, waar 'n werkgever die kontrak wil beëindig en die werknemer te kenne gee dat hy nie ander werk kragtens die skema vir erkenning as vakman aangebied is nie, die werkgever die werknemer kragtens die kontrak moet behou vir 'n tydperk van hoogstens drie maande of totdat ander werk daarkragtens aan hom deur 'n ander werkgever aangebied is of totdat die Raad so 'n aanbod verkry het vir die plasing van die werknemer en die huidige werkgever daarvan in kennis stel, na gelang watter gebeurtenis eerste plaasvind, en

(ii) dat niks hierin vervat die reg van enigeen van die partye kan aantas om die diens sonder kennisgewing om enige regsgeldige rede te beëindig nie.

(b) Wanneer 'n kontrak beëindig word, moet die werkgever in die toepaslike plek in die kontrak die tydperk van die werknemer se diens op toepaslike tarief 1-werk aandui asook die aard van die werk verrig terwyl hy aldus in diens was.

(c) Enige werkgever wat 'n werknemer in diens neem voorheen by 'n ander werkgever kragtens 'n kontrak vir erkenning as vakman in diens was; moet daarin die datum van die werknemer se indiensneming op tarief 1-werk invul en is bepalings van paragraaf (b) *mutatis mutandis* van toepassing op sy dienstydperke by hom.

(d) Die werkgever in wie se diens die werknemer is by verstryking van die totale tydperk wat die werknemer op tarief 1-werk vir erkenning as vakman moet uitdien, moet die inskrywings wat sy diens op tarief 1-werk tot op daardie datum beskrywe, voltooi, en in die toepaslike deel van die kontrak sertifiseer dat

(2) Whenever in terms of sub-section (1) a discretion is vested in the Council to determine the period to be served by an employee under a Journeyman-Recognition Contract, the Council shall take into account any period of employment on Rate 1 work under exemption and any employment on other work whether within the industry or otherwise which the Council considers sufficiently related to the nature of Rate 1 work to have value in contributing to competence in the performance of Rate 1 work and any other factor which the Council in its discretion considers relevant and shall determine the period to be served as seven years reduced by the period which the Council considers to be equivalent to the value of the previous employment, experience and other relevant factors for the purpose of Rate 1 competence in the trade concerned.

(3) The Council shall not refuse to approve any application for a Journeyman-Recognition Contract unless such refusal is consequent upon a decision made under sub-section (9), or unless the parties objecting to approval furnish the Council with reasons therefor and unless such reasons in the Council's opinion reflect previous unsatisfactory implementation of the Journeyman-Recognition scheme in the establishment concerned or unless there are suitable journeymen or other persons in respect of whom contracts have been approved or persons previously employed on Rate 1 work under exemption issued by the Council who are unemployed and prepared to accept employment with the employer concerned.

(4) Applications for employment under a Journeyman-Recognition Contract shall be in the form prescribed in Annexure A hereto and shall be completed as to the relevant portion thereof by the applicant and by the first employer who is willing to employ him thereunder, and thereafter by the applicant and by the next employer who is willing to employ him thereunder.

(5) The Journeyman-Recognition Contracts shall be in the form prescribed in Annexure B hereto and shall be signed by the employee, by or on behalf of the Council by the first employer, and thereafter by each employer who employs the employee.

(6) For the purpose of this Agreement "Council" shall include the Executive Committee of the Council or any Regional Council in respect of its area of jurisdiction or any other committee set up or appointed by the Council to administer the Journeyman-Recognition scheme or any aspects thereof or to carry out any specific duty in relation thereto when acting in terms of the powers delegated to it by the Council, provided that—

(a) any decision taken by any such committee or other body referred to above, not being the Council itself or its Executive Committee, shall be subject to confirmation by the Executive Committee, and

(b) whenever any such Committee or body is charged with the duty of taking any decision such as is referred to in this Agreement and any such Committee or body is divided on the issue or is otherwise unable to come to a decision, the matter shall be referred to the Executive Committee or any other committee charged with the overall administration of the scheme on a national basis.

(7) The wages to be paid and working conditions to be observed throughout the period of operation of any Journeyman-Recognition Contract shall be those applicable to journeymen employed on Rate 1 work.

(8) (a) Employment under a Journeyman-Recognition Contract may be terminated at any time by mutual consent and an employer may terminate the employment by the giving of the appropriate notice; provided—

(i) that where an employer wishes to terminate the contract and the employee indicates that he has not been offered other employment under the Journeyman-Recognition scheme, the employer shall retain the employee under the contract for a period not exceeding three months or until other employment thereunder has been offered to him by another employer or until the Council has secured such an offer for the placement of the employee and advises the current employer thereof, whichever event occurs first, and

(ii) that nothing herein contained shall affect the right of either party to terminate the employment without notice for any cause recognised by law as good and sufficient.

(b) Upon any contract being terminated the employer shall in the appropriate place on the contract indicate the period of the employee's employment on appropriate Rate 1 work and the nature of the operations performed while so employed.

(c) Any employer who employs an employee previously employed by another employer under a Journeyman-Recognition Contract shall enter thereon the date of the employee's engagement on Rate 1 work and the provisions of paragraph (b) shall *mutatis mutandis* apply to the periods of his employment with him.

(d) The employer in whose employ the employee is at the expiry of the aggregate period to be served by the employee on Rate 1 work for recognition as a Journeyman, shall complete the entries descriptive of his employment on Rate 1 work up to that date and certify in the appropriate part of the contract

die volle kwalifiserende tydperk op toepaslike tarief 1-werk uitgedien is hetsy die werknemer se dienste as vakman daarna behou word of nie, en hierdie kontrak aan die werknemer oorhandig.

(e) 'n Werknemer wie se kontrak vir erkenning as vakman soos voornoem ingevul is, moet dit aan die Nywerheidsraad stuur wat die besonderhede moet noteer en die kontrak aan hom terugstuur, waarna hy die kontrak moet bewaar as bewys van sy vakmanstatus in die bedryf in die betrokke nywerheid.

(9) Ondanks andersluidende bepalinge hierin vervat, kan die Raad, indien dit blyk dat die tekort aan vakmanne en vakleerlinge soos voornoem, nie langer dié voortsetting regverdig nie van die skema vir erkenning as vakman soos hierin uiteengesit, of indien ander omstandighede hulle voordoene wat dit onwenslik maak om daarmee voort te gaan, of *in toto*, of met betrekking tot enige besondere bedryf, gebied of bedryfsinrigting, weier om verdere kontrakte in verband daarmee goed te keur.

(10) (a) 'n Werknemer wat kragtens subartikel (1) (a) as 'n vakman erken word ten opsigte van enige bedryf, moet deur die Raad voorsien word van 'n sertifikaat van erkenning in die vorm van Aanhangsel C.

(b) 'n Werknemer, uitgesonderd 'n werknemer beskryf in paragraaf (a) van hierdie subartikel, wat die vereiste tydperk kragtens 'n kontrak vir erkenning as vakman uitgedien het, moet deur die Raad voorsien word van 'n sertifikaat vir erkenning as vakman in die betrokke bedryf in die vorm van Aanhangsel D.

6. TOEPASSING VAN OOREENKOMS.

Die Raad is die liggaam wat verantwoordelik vir die toepassing van hierdie Ooreenkoms is.

7. AGENTE.

'n Agent van die Raad het die reg om enige bedryfsinrigting binne te gaan en kan die werkgewer of enige werknemer ondervra, die registers nagaan en enige navrae doen met die doel om vas te stel of die bepalinge van die Ooreenkoms nagekom word of nie.

Vir en namens die partye by die Raad in Johannesburg onderteken op hede die 28ste dag van Julie 1965.

J. M. RUSSELL, *Voorsitter.*

L. J. VAN DEN BERG, *Ondervoorsitter.*

W. R. GLASTONBURY, *Hoofsekretaris.*

AANHANGSEL A.

JRC No.

AANSOEK OM KONTRAK VIR ERKENNING AS VAKMAN.

Aan die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid:

1. Ek, die ondergetekende _____ (volle naam in blokletters)

doen hierby aansoek om 'n kontrak vir erkenning as vakman met u Raad aan te gaan.

2. Datum van geboorte _____

3. Ras _____

4. My persoonskaartnommer is _____

5. Tans is ek in diens by _____

en doen tans tarief 1-werk in ondergenoemde bedryf: _____

sedert _____

OF

Ek is werk aangebied in die nywerheid op— _____

(besonderhede van werk wat teen tarief 1 gedoen moet word) deur _____

(naam van voornemende werkgewer)

6. My vorige ondervinding in die Nywerheid, of op soortgelyke tipes werk wat nie in die Nywerheid gedoen is nie, wat ek wil hê dat die Raad moet oorweeg wanneer hy die geldigheidsduur van die kontrak vir erkenning as vakman moet vasstel, is soos volg:

Naam van werkgewer.	Aard van werk.	Tydperk.	
		Van.	Tot.

7. Ek verklaar dat die besonderhede hierbo verstrek, na die beste van my wete en geloof korrek is en dat ek kennis dra van die voorwaardes van die skema vir erkenning as vakman.

Handtekening van applikant.

that the full qualifying period on appropriate Rate 1 work has been served whether or not the employee's services as journeyman are retained thereafter, and shall deliver this contract to the employee.

(e) An employee whose Journeyman-Recognition Contract has been completed as aforesaid shall transmit the same to the Industrial Council for noting of the particulars and return to him, after which he shall retain the contract as proof of his journeyman status in the trade in the industry concerned.

(9) Notwithstanding anything to the contrary herein contained the Council may, should it appear that the shortage of journeymen and apprentices as aforesaid ceases to justify a continuance of the Journeyman-Recognition scheme set out herein or should other circumstances prevail which render it undesirable to continue therewith, either *in toto*, or in relation to any particular trade, or area, or establishment refuse to approve further contracts in relation thereto.

(10) (a) An employee who in terms of sub-section (1) (a) of this section is recognised as a journeyman in respect of any trade shall be issued by the Council with a certificate of Recognition in the form of Annexure C.

(b) An employee other than an employee described under paragraph (a) of this sub-section, who has served under a Journeyman-Recognition Contract for the period required shall be issued by the Council with a certificate of Recognition as a Journeyman in the trade concerned in the form of Annexure D.

6. ADMINISTRATION OF AGREEMENT.

The Council shall be the body responsible for the administration of this Agreement.

7. AGENTS.

An Agent of the Council shall be entitled to enter any establishment and may question the employer or any employees, inspect the records and make any enquiries for the purpose of ascertaining whether or not the terms of this Agreement are being observed.

Signed at Johannesburg for and on behalf of the Parties to the Council on this the 28th day of July, 1965.

J. M. RUSSELL, *Chairman.*

L. J. VAN DEN BERG, *Vice-Chairman.*

W. R. GLASTONBURY, *General Secretary.*

ANNEXURE A.

JRC No.

APPLICATION FOR JOURNEYMAN-RECOGNITION CONTRACT.

To the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry:

1. I, the undersigned _____

(full name in block capitals)

hereby apply to enter into a Journeyman-Recognition Contract with your Council.

2. Date of birth _____

3. Race _____

4. My identity card number is _____

5. I am presently in the employ of _____

and am presently engaged on Rate 1 work in the following trade: _____

since _____

OR

I have been offered employment in the industry on— _____

(Details of work to be performed at Rate 1)

by _____

(Name of prospective employer)

6. My previous experience in the Industry, or on similar types of work not performed in the industry, which I wish the Council to consider when determining the period of operation of the Journeyman-Recognition Contract, is as follows:

Name of Employer.	Nature of work.	Period.	
		From.	To.

7. I declare that the particulars here furnished are to the best of my knowledge and belief correct and that I am acquainted with the conditions governing the Journeyman-Recognition contract scheme.

Signature of Applicant.

JRC No.

AANHANGSEL B.

KONTRAK VIR ERKENNING AS VAKMAN.

NASIONALE NYWERHEIDSRaad VIR DIE YSTER-, STAAL-,
INGENIEURS- EN METALLURGIESE NYWERHEID.

Vir die toepassing van hierdie dokument beteken „Raad” die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid.

Hierdie kontrak vir die erkenning van vakmanstatus in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, uit hoofde van diens in toepaslike tarief 1-wersaamhede in die bedryf.

d.w.s. dié uitgevoer deur vakmanne in genoemde bedryf in genoemde Nywerheid, word gemaak en aangegaan deur die Raad vir genoemde Nywerheid en

gebore op die _____ dag van _____ 19____
(hieronder die Werknemer genoem) en die werkgewers wat van tyd tot tyd instem om die werknemer kragtens hierdie kontrak in diens te neem en dit bekragtig deur dit te onderteken.

HIERBY WORD GETUIG.

1. Dat die Werknemer, nadat hy deur die werkgewer(s) hieronder genoem in diens geneem was in die werksaamhede en vir die tydperke aangedui, naamlik:

as	vir	maande
as	vir	maande
as	vir	maande
as	vir	maande
as	vir	maande

welke tydperke deur die Raad bepaal word as gelykstaande aan maande ondervinding op toepaslike tarief 1-werk,

VERSTAAN

dat, by die verrigting van tarief 1-werk vir verdere tydperke wat altesaam _____ maande tel, hy deur die Raad erken moet word as 'n vakman in die betrokke bedryf in die Nywerheid en

ONDERNEEM

- (a) om vir werkgewer(s) in hierdie kontrak genoem, te werk op die toepaslike tarief 1-werk, behoudens die voorwaardes van toepassing op die skema vir erkenning as vakman met die oog daarop om vakmanstatus in die Nywerheid in genoemde bedryf te verkry;
- (b) om aan elke sodanige werkgewer by die aanvang van sy diens by sodanige werkgewer hierdie kontrak vir sy handtekening en bewaring te oorhandig sodat besonderhede van diens op die betrokke tarief 1-werk van tyd tot tyd daarin deur sodanige werkgewer ooreenkomstig genoemde skema ingevul kan word;
- (c) om by verstryking van die totale tydperk wat op die betrokke tarief 1-werk uitgedien moet word, soos deur die Raad bepaal en hierbo gespesifiseer, sy werkgewer op daardie tydperk te versoek om hierdie kontrak te teken in die ruimte wat daarvoor verskaf is, om te sertifiseer dat genoemde totale tydperk uitgedien is en die kontrak aan te stuur aan die Raad vir notering en terugsending vir bewaring deur hom as bewys van sy vakmanstatus in genoemde bedryf in genoemde Nywerheid.
2. Dat enige werkgewer wat van tyd tot tyd hierdie dienskontrak onderteken het, gedurende die tydperk van die werknemer se diens by hom

ONDERNEEM

- (a) om genoemde werknemer op die toepaslike tarief 1-werk in diens te neem ooreenkomstig die bepalings van die skema vir erkenning as vakman;
- (b) om aan genoemde werknemer 'n loon teen ondergenoemde skale te betaal, naamlik:
- (c) om in alle ander opsigte die bepalings van enige nywerheids-ooreenkoms na te kom wat in genoemde nywerheid van krag is en wat van toepassing op die werkgewer mag wees;
- (d) om hierdie kontrak van die werknemer by indiensneming te verkry en dit te bewaar tot beëindiging van sy diens en daarin die betrokke klas(se) tarief 1-werk in te vul wat deur die werknemer verrig is en die tydperk(e) daarvan;
- (e) om, ingeval die totale tydperke op tarief 1-werk by alle vorige werknemers uitgedien tesame met die tydperk by hom uitgedien, in enige stadium van sy diens gelyk word aan die tydperk wat uitgedien moet word soos deur die Raad bepaal en hierbo gespesifiseer, die beëindiging van sy kontrak te teken in die ruimte wat daarvoor verskaf word, en om die betrokke klasse tarief 1-werk te spesifiseer waarop hy tot op daardie tydperk in diens was, hetsy die werknemer se diens by hom dan beëindig word of nie, en om die kontrak aan die werknemer te oorhandig.

3. Die Raad ONDERNEEM:

- (a) om 'n register van sy goedkeuring van hierdie kontrak te bewaar en van die tydperk wat deur die werknemer uitgedien moet word en die betrokke klasse tarief 1-werk waarin die diens verrig moet word ten einde die erkenning as 'n vakman in die nywerheid te verkry;

JRC No.

ANNEXURE B.

JOURNEYMAN-RECOGNITION CONTRACT.

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL,
ENGINEERING AND METALLURGICAL INDUSTRY.

For the purpose of this document "Council" means the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

This contract for the recognition of Journeyman status in the Iron, Steel, Engineering and Metallurgical Industry, by reason of employment in appropriate Rate 1 occupations in the trade of

i.e. those carried out by journeymen in the said trade in the said Industry, is made and entered into by the Council for the said Industry and

born on the _____ day of _____ 19____
(hereinafter called the Employee) and the employers who from time to time agree to employ the employee in terms of this contract and subscribe thereto by signing the same.

WITNESSETH.

1. That the Employee, having been employed by the Employer(s) enumerated hereunder in the occupations and for the periods indicated, to wit:

as	for	months
as	for	months
as	for	months
as	for	months
as	for	months

which periods are determined by the Council to be taken as equivalent to _____ months of experience on appropriate Rate 1 work,

UNDERSTANDS

that, upon the performance of Rate 1 work for further periods which in the aggregate total _____ months he shall be recognised by the Council as a Journeyman in the trade concerned in the industry, and

UNDERTAKES

- (a) to work for employer(s) named in this contract, on the appropriate Rate 1 work subject to the conditions applicable to the Journeyman-Recognition scheme with a view to the attainment of Journeyman status in the Industry in the said trade;
- (b) to hand to each such employer on commencement of his service with such employer this contract for his signature and retention so that particulars of employment on the relevant Rate 1 work may from time to time be entered thereon by such employer in accordance with the said scheme;
- (c) upon the expiry of the aggregate period to be served on the relevant Rate 1 work as determined by the Council and specified above, to request his employer at that time to sign this contract in the space provided therefor, certifying that the said aggregate period has been served and to forward the contract to the Council to note and return for his retention as proof of his journeyman status in the said trade in the said Industry.
2. That any employer who from time to time has signed this contract of employment

UNDERTAKES

during the period of the employee's service with him:

- (a) to employ the said employee on the appropriate Rate 1 work in accordance with the provisions of the Journeyman-Recognition scheme;
- (b) to pay to the said employee wages at the following rates, to wit:
- (c) to observe in all other respects the terms of any Industrial Agreement operative in the said industry which may be applicable to the employer;
- (d) to obtain this contract from the employee on engagement, and retain it until termination of service and enter thereon the relevant class(es) of Rate 1 work performed by the employee and the period(s) thereof;
- (e) in the event of the aggregate periods served on Rate 1 work with all previous employers together with the period served with him, at any stage of his service becoming equal to the period to be served as determined by the Council and specified above, to sign the termination of his contract in the space provided, and to specify the relevant classes of Rate 1 work on which he was until then employed, whether or not the employee's service with him is then terminated and to deliver the contract to the employee.

3. The Council UNDERTAKES:

- (a) to keep a record of its approval of this contract and the period to be served by the employee and the relevant classes of Rate 1 work in which the service is to be rendered in order to secure recognition as a journeyman in the industry;

(b) om na die beste van sy vermoë werk vir enige werknemer onder kontrak te verkry wie se diens by enige besondere werkgever deur laasgenoemde beëindig word om ander redes as dié wat afdanking sonder kennisgewing toelaat, voordat die totale tydperk om erkenning te verkry, uitgedien is;

(c) om die beëindiging van die totale tydperk op te teken wat uitgedien moet word om sodanige erkenning te verkry, om te noteer dat die kontrak behoorlik beëindig is met die nodige bewyse daarop aangeteken wanneer dit by die Raad ingedien word, om sodanige erkenning aan die werknemer te verleen in die vorm van 'n Sertifikaat van Erkenning deur hom uitgereik en om genoemde kontrak en sertifikaat aan die werknemer te oorhandig.

4. (a) Die Eerste Werkgever

Ek _____ sertifiseer hierby
(naam van werkgever)

dat ek _____
op _____ in diens geneem het om tarief 1-werk
(datum)

te verrig kragtens die skema vir erkenning as vakman.

Handtekening van Werkgever.

Ek _____ aanvaar hierby
werk by voornoemde werkgever kragtens die Kontrak vir
Erkenning as Vakman No. _____

Handtekening van Werkgever.

Ek _____ sertifiseer hierby
dat _____
my diens op _____ verlaat het. Gedurende sy
(datum)

diens het hy ondergenoemde klasse werk verrig wat betrekking
het op die bedryf, vir die tydperke teenoor elk aangetoon.

Klas werk.	Tydperk.	Tot.
	Van.	

Handtekening van Werkgever.

(b) Die Tweede Werkgever

Ek _____ sertifiseer hierby
dat ek _____

op _____ in diens geneem het om tarief 1-werk
(datum)

te verrig kragtens die skema vir erkenning as vakman.

Handtekening van Werkgever.

Ek _____ aanvaar hierby
werk by voornoemde werkgever kragtens die Kontrak vir
Erkenning as Vakman No. _____

Handtekening van Werknemer.

Ek _____ sertifiseer hierby
dat _____
my diens op _____ verlaat het.
(datum)

Gedurende sy diens het hy ondergenoemde klasse werk verrig
wat betrekking het op die bedryf, vir die tydperke teenoor
elk aangetoon.

Klas werk.	Tydperk.	Tot.
	Van.	

Handtekening van Werkgever.

(c) Die Derde Werkgever

Ek _____ sertifiseer hierby
dat ek _____

op _____ in diens geneem het om tarief 1-werk
(datum)

te verrig kragtens die skema vir erkenning as vakman.

Handtekening van Werkgever.

Ek _____ aanvaar hierby
werk by voornoemde werkgever kragtens die Kontrak vir
Erkenning as Vakman No. _____

Handtekening van werknemer.

Ek _____ sertifiseer hierby
dat _____
my diens op _____ verlaat het.
(datum)

Gedurende sy diens het hy ondergenoemde klasse werk verrig
wat betrekking het op die bedryf, vir die tydperke teenoor
elk aangetoon.

Klas werk.	Tydperk.	Tot.
	Van.	

Handtekening van werkgever.

(b) to apply its best endeavours to securing employment for any employee under contract whose service with any particular employer is terminated by the latter for reasons other than those justifying dismissal without notice, before the aggregate period for securing recognition has been served;

(c) to record the termination of the aggregate period to be served to secure such recognition, to note the contract duly terminated with the necessary evidence endorsed thereon when it is lodged with it, to accord such recognition to the employee in the form of a Certificate of Recognition issued by it and to transmit the said contract and Certificate to the Employee.

4. (a) The First Employer

I _____ hereby certify
(name of employer)

that I engaged _____
on _____ to carry out Rate 1 work in terms
(date)

of the Journeyman-Recognition scheme.

Signature of Employer.

I _____ hereby accept
employment with the aforesaid employer in terms of the
Journeyman-Recognition Contract No. _____

Signature of Employee.

I _____ hereby certify

that _____
left my employ on _____

During his service he carried out the following classes of
work relevant to the trade for the periods shown opposite each.

Class of work.	Period.	To.
	From.	

Signature of Employer.

(b) The Second Employer

I _____ hereby certify
that I engaged _____

on _____ to carry out Rate 1 work in terms
(date)

of the Journeyman-Recognition scheme.

Signature of Employer.

I _____ hereby accept
employment with the aforesaid employer in terms of the
Journeyman-Recognition Contract No. _____

Signature of Employee.

I _____ hereby certify

that _____
left my employ on _____

(date)

During his service he carried out the following classes of
work relevant to the trade for the periods shown opposite each.

Class of work.	Period.	To.
	From.	

Signature of Employer.

(c) The Third Employer

I _____ hereby certify
that I engaged _____

on _____ to carry out Rate 1 work in terms
(date)

of the Journeyman-Recognition Scheme.

Signature of Employer.

I _____ hereby accept
employment with the aforesaid employer in terms of the
Journeyman-Recognition Contract No. _____

Signature of Employee.

I _____ hereby certify

that _____
left my employ on _____

(date)

During his service he carried out the following classes of
work relevant to the trade for the periods shown opposite each.

Class of work.	Period.	To.
	From.	

Signature of Employer.

5. KONTRAKBEEINDIGING

Ek, die werkgever van genoemde werknemer op die datum van ondertekening hiervan, sertifiseer dat, volgens die inskrywings in hierdie kontrak,

(naam van werknemer)

die tydperk van diens voltooi het op tarief 1-werk wat betrekking het op die bedryf
soos bepaal deur die Raad vir erkenning as vakman in daardie bedryf in die Nywerheid.

Handtekening van laaste werk-
gewer kragtens hierdie kontrak.

Besonderhede aangeteken in Nywerheidsraad se registers.

Sekretaris van die Raad.

AANHANGSEL C.

JRC No.

SERTIFIKAAT

UITGEREIK DEUR

DIE NASIONALE NYWERHEIDSRaad VIR DIE YSTER-,
STAAL-, INGENIEURS- EN METALLURGIESE NYWER-
HEID VIR ERKENNING AS 'N VAKMAN.

Hierby word gesertifiseer dat (volle naam)

Persoonskaartnommer
hierby deur die Raad erken word as 'n vakman in die bedryf

vir alle doeleindes in die Nywerheid.

Sekretaris.

Datum van uitreiking

AANHANGSEL D.

SERTIFIKAAT

UITGEREIK DEUR

DIE NASIONALE NYWERHEIDSRaad VIR DIE YSTER-,
STAAL-, INGENIEURS- EN METALLURGIESE NYWER-
HEID VIR ERKENNING AS 'N VAKMAN.

Hierby word gesertifiseer dat (volle naam)

Persoonskaartnommer
wat gedien het kragtens Kontrak vir Erkenning as Vakman No.
by die Nasionale Nywerheidsraad vir bogenoemde Nywerheid,
hierby deur die Raad erken word as 'n vakman in die bedryf

vir alle doeleindes in die Nywerheid.

Sekretaris.

Datum van uitreiking

No. R. 1283.]

[27 Augustus 1965.

WET OP NYWERHEIDSVersoening, 1956.

YSTER-, STAAL-, INGENIEURS- EN METALLUR-
GIESE NYWERHEID, REPUBLIEK VAN SUID-
AFRIKA.

MEDIESE HULPFONDSOOREENKOMS.

Ek, ALFRED ERNEST TROLLIP, Minister van Arbeid, verklaar hierby kragtens paragraaf (a) van subartikel (1) van artikel agt-en-veertig van die Wet op Nywerheidsversoening, 1956, soos gewysig, dat al die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, vanaf die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat twee jaar vanaf genoemde eerste Maandag eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vakverenigings is.

A. E. TROLLIP,
Minister van Arbeid.

5. TERMINATION OF CONTRACT

I the employer of the said employee at the date of signature hereof hereby certify that according to the entries on this contract

(name of employee)

completed the period of service on Rate 1 work appropriate to the trade of
as determined by the Council for recognition as a Journeyman in that trade in the Industry.

Signature of last Employer under
this contract.

Particulars noted in Industrial Council records.

Secretary of the Council.

ANNEXURE C.

JRC No.

CERTIFICATE

ISSUED BY

THE NATIONAL INDUSTRIAL COUNCIL FOR THE IRON,
STEEL, ENGINEERING AND METALLURGICAL
INDUSTRY FOR RECOGNITION AS A JOURNEYMAN.

This is to certify that (full name)

Identity card No.
is hereby recognised by the Council as a Journeyman in the trade of
for all purposes in the Industry.

Secretary.

Date of issue

ANNEXURE D.

CERTIFICATE

ISSUED BY

THE NATIONAL INDUSTRIAL COUNCIL FOR THE IRON,
STEEL, ENGINEERING AND METALLURGICAL
INDUSTRY FOR RECOGNITION AS A JOURNEYMAN.

This is to certify that (full name)

Identity card No.
having served under Journeyman-Recognition Contract No.
with the National Industrial Council for the above Industry, is hereby
recognised by the Council as a journeyman in the trade of:

for all purposes in the Industry.

Secretary.

Date of issue

No. R. 1283.]

[27 August 1965

INDUSTRIAL CONCILIATION ACT, 1956.

IRON, STEEL, ENGINEERING AND METALLUR-
GICAL INDUSTRY, REPUBLIC OF SOUTH AFRICA

MEDICAL AID FUND AGREEMENT.

I, ALFRED ERNEST TROLLIP, Minister of Labour, hereby in terms of paragraph (a) of sub-section (1) of section forty-eight of the Industrial Conciliation Act, 1956, as amended, declare that all the provisions of the Agreement which appears in the Schedule hereto and which relate to the Iron, Steel, Engineering and Metallurgical Industry shall be binding from the first Monday after the date of publication of this notice and for the period ending two years from the said first Monday upon the employer organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions.

A. E. TROLLIP,
Minister of Labor

BYLAE.

NASIONALE NYWERHEIDSRAAD VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.

OOREENKOMS

ingevolge die bepalings van die Wet op Nywerheidsversoening, 1956, om voorsiening te maak vir die betaling van bydraes in 'n fonds wat in die lewe geroep word, en wat as die "Mediese Hulpfonds vir die Metaalnywerheid" (hieronder die "Fonds" genoem) bekend staan, gesluit en aangegaan deur en tussen die—

Automotive Parts Production Engineers' Association;
Cape Engineers' and Founders' Association;
Constructional Engineering Association;
East London Engineers' and Founders' Employers' Association;
Edge Hand and Small Tool Manufacturers' Association;
Electrical Engineering and Allied Industries Association;
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape);
Gate and Fence Manufacturers' Association of the Transvaal;
Heavy Engineering Manufacturers' Association;
Iron and Steel Producers' Association of South Africa;
Lift Engineering Association of South Africa;
Light Engineering Industries Association of South Africa;
Materials Handling and Construction Plant Association of South Africa;
Natal Engineering Industries Association;
Non-Ferrous Metal Industries Association of South Africa;
Plastics Manufacturers' Association of South Africa;
Port Elizabeth Engineers' Association;
Precision Manufacturing Engineers' Association;
Sheetmetal Industries Association of South Africa;
S.A. Agricultural and Irrigation Machinery Manufacturers' Association;
S.A. Electro Plating Industries Association;
S.A. Fasteners Manufacturers' Association;
S.A. Production Founders' Association;
S.A. Reinforced Concrete Engineers' Association;
S.A. Association of Shipbuilders and Repairers;
S.A. Tube Makers' Association;
S.A. Wire and Wire Rope Manufacturers' Association;
S.A. Wrought Non-Ferrous Metal Manufacturers' Association;
South African Industrial Refrigeration and Air Conditioning Contractors' Association;
Transvaal and Orange Free State Foundry Association;
aan die een kant (hieronder die "werkgewers" of the "werk-gewersorganisasie" genoem), en die
Amalgamated Engineering Union of South Africa;
Amalgamated Society of Woodworkers of South Africa;
Engineering Industrial Workers' Union;
Iron Moulders' Society of South Africa;
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society;
S.A. Electrical Workers' Association;
S.A. Engine Drivers' and Firemen's Association;
Suid-Afrikaanse Yster-, Staal- en Verwante Nywerhede-unie;
aan die ander kant (hieronder die "werknemers" of die "vak-verenigings" genoem),
wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede.

1. GELDIGHEIDSDUUR VAN OOREENKOMS.

Hierdie Ooreenkoms tree in werking op dié datum na die datum waarop die Ooreenkoms vir en namens die partye onderteken is soos deur die Minister van Arbeid ingevolge die bepalings van artikel *agt-en-veertig* van die Wet op Nywerheidsversoening, 1956, vasgestel, en bly, behoudens die bepalings van subartikel (5) van artikel 5 van die Ooreenkoms, van krag vir twee jaar van daardie datum af of vir die tydperk wat die Minister bepaal.

2. TOEPASSINGSBESTEK VAN OOREENKOMS.

(1) Behoudens andersluidende bepalings in hierdie artikel, is die bepalings van hierdie Ooreenkoms van toepassing op en moet dwarsdeur die Republiek van Suid-Afrika nagekom word deur alle werkgewers en werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede wat onderskeidelik lede van die werkgewersorganisasies en vakverenigings is.

(2) Die bepalings van hierdie Ooreenkoms is nie van toepassing nie op werkgewers en hul werknemers wat saam met die werk-gewer deelhebbers is aan 'n skema wat mediese voordele verskaf en wat bestaan op die datum wanneer hierdie Ooreenkoms in werking tree en waartoe die betrokke werk-gewer weekliks minstens 45 sent bydra ten opsigte van elke werknemer wat lid is van die skema en andersins deur hierdie Ooreenkoms gedek word, terwyl sodanige skema in werking bly en genoemde werkgewers en werknemers voortgaan om deelhebbers aan die skema te wees en die werk-gewer voortgaan om 'n bydrae van minstens 45 sent per week ten opsigte van elke sodanige werknemer te betaal.

(3) Ondanks die bepalings van subartikel (2), is die bepalings van hierdie Ooreenkoms van toepassing op werkgewers en werknemers ten opsigte van werknemers wat nie gedek word deur die bepalings wat in daardie subartikel bedoel word nie, of wat ophou om daardeur gedek te word.

SCHEDULE.

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.

AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, 1956, to provide for the payment of contributions to a Fund to be established and known as "the Metal Industries Medical Aid Fund" (hereinafter referred to as "the Fund"), made and entered into between the—

Automotive Parts Production Engineers' Association;
Cape Engineers' and Founders' Association;
Constructional Engineering Association;
East London Engineers' and Founders' Employers' Association;
Edge Hand and Small Tool Manufacturers' Association;
Electrical Engineering and Allied Industries Association;
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape);
Gate and Fence Manufacturers' Association of the Transvaal;
Heavy Engineering Manufacturers' Association;
Iron and Steel Producers' Association of South Africa;
Lift Engineering Association of South Africa;
Light Engineering Industries Association of South Africa;
Materials Handling and Construction Plant Association of South Africa;
Natal Engineering Industries Association;
Non-Ferrous Metal Industries Association of South Africa;
Plastics Manufacturers' Association of South Africa;
Port Elizabeth Engineers' Association;
Precision Manufacturing Engineers' Association;
Sheetmetal Industries Association of South Africa;
S.A. Agricultural and Irrigation Machinery Manufacturers' Association;
S.A. Electro Plating Industries Association;
S.A. Fasteners Manufacturers' Association;
S.A. Production Founders' Association;
S.A. Reinforced Concrete Engineers' Association;
S.A. Association of Shipbuilders and Repairers;
S.A. Tube Makers' Association;
S.A. Wire and Wire Rope Manufacturers' Association;
S.A. Wrought Non-Ferrous Metal Manufacturers' Association;
South African Industrial Refrigeration and Air Conditioning Contractors' Association;
Transvaal and Orange Free State Foundry Association;
Radio, Refrigeration and Electrical Appliance Association of South Africa,
of the one part (hereinafter referred to as "the employers" or "the employers' organisations"), and the
Amalgamated Engineering Union of South Africa;
Amalgamated Society of Woodworkers of South Africa;
Engineering Industrial Workers' Union;
Iron Moulders' Society of South Africa;
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society;
S.A. Electrical Workers' Association;
S.A. Engine Drivers' and Firemen's Association;
Suid-Afrikaanse Yster-, Staal- en Verwante Nywerhede-Unie,
of the other part (hereinafter referred to as "the employees" or "the trade unions"), being parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (hereinafter referred to as "the Council").

1. PERIOD OF OPERATION OF AGREEMENT.

This Agreement shall come into operation on such date subsequent to the date of the signing of the Agreement for and on behalf of the parties as may be fixed by the Minister of Labour in terms of section *forty-eight* of the Industrial Conciliation Act, 1956, and shall, subject to sub-section (5) of section *five* of the Agreement, remain in force for two years from that date or for such period as the Minister may determine.

2. SCOPE OF APPLICATION OF AGREEMENT.

(1) Except as otherwise provided in this section the terms of this Agreement shall apply to and be observed throughout the Republic of South Africa by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and trade unions respectively.

(2) The terms of this Agreement shall not apply to employers and their employees who are participants with the employer in any scheme providing medical benefits in existence at the date of coming into operation of this Agreement to which the employer concerned contributes not less than 45 cents per week for each employee who is a member of the scheme and otherwise covered by this Agreement, while such scheme continues to operate and the said employer and employees continue as participants in the scheme and the employer continues to pay a contribution of not less than 45 cents for each such employee per week.

(3) Notwithstanding the provisions of sub-section (2), the terms of this Agreement shall apply to employers and employees in respect of any employee who is not covered by, or ceases to be covered by a fund referred to in that sub-section.

3. WOORDOMSKRYWINGS.

Alle uitdrukkings wat in hierdie Ooreenkoms gebesig en in die Wet op Nywerheidsversoenig, 1956, omskryf word, het dieselfde betekenis as in dié Wet en alle verwysings na 'n wet omvat ook alle wysigings aan sodanige Wet; voorts, tensy onbestaanbaar met die sinsverband, beteken—

“vakleerling” ’n werknemer in diens kragtens ’n skriftelike leerlingskontrak wat deur die Raad erken word of ’n leerlingskontrak geregistreer ingevolge die Wet op Vakleerlinge, 1944, of in diens kragtens reëlings wat getref is voordat die persoon ’n vakleerling geword het;

“Raad” die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede;

“werknemer” ’n werknemer wat werk doen in verband met alle klasse werk wat ingelys is teen ’n skaal van minstens 39 sent per uur in die Ooreenkomste gepubliseer by Goewermentskennissgewings Nos. R. 1281 en R. 1282 van 27 Augustus 1965 en omvat dit vakleerlinge in hul finale leerlingsjaar of werknemers wat in diens is in verband met meganiese prosesse en ’n loon ontvang wat gelyk is aan dié wat vir ’n werknemer, Tarief 7, in genoemde Ooreenkomste voorgeskryf is of wat teen ’n skaal van minstens R133.57 per maand, met inbegrip van lewenskostetoelae maar uitgesonderd oortydbesoldiging, betaal word;

“bedryfsinrigting” enige perseel waarin of waarop die Nywerhede, of enige gedeelte daarvan, soos hierin omskryf, beoefen word;

“Uitvoerende Komitee” die Uitvoerende Komitee van die Raad wat ingevolge die bepalings van sy konstitusie aangestel is;

“Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede” of “Nywerhede” (behoudens die bepalings van die Afbakingsvasstelling gepubliseer by Goewermentskennissgewing No. R. 1971 van 30 November 1962) die nywerhede wat te doen het met die produksie van yster en/of staal en/of allooi en/of die verwerking en/of herwinning en/of raffinerig van metale (uitgesonderd edelmetale) en/of allooi uit metaalskuiem en/of afval en/of oorblyfsels; die onderhoud, vervaardiging, oprigting of montering, bou, verandering, vervanging of herstel van enige masjiens, voertuig (uitgesonderd ’n motorvoertuig) of artikel hoofsaaklik van metaal gemaak (uitgesonderd edelmetale) of dele of bestanddele daarvan en metaalbouwerk, met inbegrip van staalversterkingswerk; die vervaardiging van metaalgeodere hoofsaaklik uit sodanige yster en/of staal en/of ander metale (uitgesonderd edelmetale) en/of allooi en/of die afwerking van metaalgeodere; die bou en/of verandering en/of herstel van bote en/of skepe met inbegrip van die afskraap, afkap en/of afskaal en/of verf van die rompe van bote en/of skepe en algemene houtwerk wat in verband met skeepsherstelwerk onderneem word, en omvat die Elektrotegniese Ingenieursnywerheid, Hyser- en roltrapnywerheid en die Plastieknywerheid, maar nie die Motornywerheid nie;

“Elektrotegniese Ingenieursnywerheid”—

(a) die vervaardiging en/of montering uit onderdele, van elektriese uitrusting naamlik generators, motore, konvertors, skakel- en kontrole-uitrusting (met inbegrip van relés, kontakters, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese verlingings-, verhitings-, kook-, bevroings- en verkoelingsuitrusting, transformators, oonduitrusting, seinuitrusting, radio- of elektroniese uitrusting en ander uitrusting wat die beginsels toepas wat gebruik word in die bediening van radio- en elektroniese uitrusting, gloeilampe en elektriese kables en huishoudelike elektriese toestelle en omvat dit die vervaardiging van onderdele van bogenoemde uitrusting;

(b) die installering, onderhoud en herstel van die uitrusting in paragraaf (a) hierbo genoem, in die Provinsie Transvaal, maar omvat dit nie die Elektrotegniese Kontraknywerheid nie;

“Elektrotegniese Kontraknywerheid” die ontwerp, voorbereiding (uitgesonderd die vervaardiging vir verkoop) en oprigting van elektriese installasies wat ’n integrerende en permanente deel van geboue uitmaak, en die herstel en/of onderhoud van sulke installasies, met inbegrip van kabellasterk en elektriese bedrading wat daarmee in verband staan;

“Hyser- en roltrapnywerheid” die vervaardiging en/of montering en/of installering en/of herstel van elektriese hysers en roltrappe;

“Plastieknywerheid” die vervaardiging van artikels of gedeeltes van artikels heeltemal of hoofsaaklik van plastiek gemaak, maar omvat dit nie die volgende artikels wat van plastiekdoekstof gemaak word nie, nl.—

klerasie, sakke en handsakke, stewels, skoene, oorskoeie, stoffeermateriaal en plastiek-hortjiesblindings;

“plastiek” enigeen van die groep stowwe wat, as ’n essensiële bestanddeel, organiese stof met ’n groot molekulêre gewig bevat of daaruit bestaan, en wat, terwyl dit in die afgewerkte vorm solied is, in een of ander stadium tydens die vervaardiging daarvan geforseer is of geforseer kan word, d.w.s. gegiet, gekalandeer, uitgestoot of gevorm kan word in verskillende vorms deurdat dit vloei, gewoonlik deur die aanwending van slegs hitte en slegs druk of albei saam;

3. DEFINITIONS.

Any expressions used in this Agreement which are defined in the Industrial Conciliation Act, 1956, shall have the same meaning as in that Act, and any reference to an Act shall include any amendments to such Act; further, unless inconsistent with the context—

“apprentice” means an employee serving under a written contract of apprenticeship recognised by the Council or a contract of apprenticeship registered under the Apprenticeship Act, 1944, or employed under any pre-apprenticeship arrangement;

“Council” means the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries;

“employee” means an employee employed on any class of work scheduled at a rate of not less than 39 cents per hour in the Agreements published under Government Notices Nos. R. 1281 and R. 1282 of the 27th August, 1965, and includes apprentices during their final year of apprenticeship, or employees employed in operative processes and receiving a rate of pay equivalent to that prescribed for a Rate 7 employee in the said Agreements or paid at a rate not less than R133.57 per month inclusive of cost of living allowance but excluding payment for overtime;

“establishment” means any premises wherein or whereon the Industries, or part thereof, as herein defined, is carried on;

“Executive Committee” means the Executive Committee of the Council appointed in terms of its constitution;

“Iron, Steel, Engineering and Metallurgical Industries” or “Industries” means (subject to the provisions of the Demarcation Determination published under Government Notice No. R. 1971 of the 30th November, 1962), the industries concerned with the production of iron and/or steel and/or alloys and/or the processing and/or recovery and/or refining of metals (other than precious metals) and/or alloys from dross and/or scrap and/or residues; the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than precious metal) or parts or components thereof and structural metal work, including steel reinforcement work; the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals) and/or alloys and/or the finishing of metal goods; the building and/or alteration and/or repair of boats and/or ships including the scraping, chipping and/or scaling and/or painting of hulls of boats and/or ships and general woodwork undertaken in connection with ship repairs, and includes the Electrical Engineering Industry, Lift and Escalator Industry and Plastics Industry but does not include the Motor Industry;

“Electrical Engineering Industry” means—

(a) the manufacture and/or assembly from component parts of electrical equipment namely, generators, motors, converters, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment, signalling equipment, radio or electronic equipment and other equipment utilising the principles used in the operation of radio and electronic equipment, incandescent lamps and electric cables and domestic electrical appliances, and includes the manufacture of component parts of the aforementioned equipment;

(b) the installation, maintenance and repair of the equipment referred to in paragraph (a) above in the Province of the Transvaal, but does not include the Electrical Contracting Industry;

“Electrical Contracting Industry” means the design, preparation (other than manufacture for sale) and erection of electrical installations forming an integral and permanent portion of buildings and the repair and/or maintenance of such installations, including any cable jointing and electrical wiring associated therewith;

“Lift and Escalator Industry” means the manufacture and/or assembly and/or installation and/or repair of electrical lifts and escalators;

“Plastics Industry” means the manufacture of articles or parts of articles wholly or mainly from plastics, but does not include the manufacture of the following articles made from plastic sheeting material, viz., wearing apparel, bags and handbags, boots, shoes, overshoes, upholstery coverings and plastic venetian blinds;

“plastics” means any one of the group of materials which consists of or contains as an essential ingredient an organic substance of a large molecular weight and which while solid in the finished state, at some stage in its manufacture has been or can be forced, i.e. cast, calendered, extruded or moulded into various shapes by flow, usually through the application singly or together of heat and pressure;

"edelmetale" die edelmetale goud, silwer, platinum en/of palladium en/of enige allooi wat genoemde edelmetale of enigeen daarvan in sodanige verhouding tot enige ander metale bevat om die grootste deel in die waarde van daardie allooi uit te maak;

"Motornywerheid" die Motornywerheid soos omskryf in die Ooreenkoms gepubliseer by Goewermenskennigswing No. 600 van 26 April 1963;

"gebied A" die landdrosdistrikte Beaufort-Wes, Bellville, Bredasdorp, Caledon, Calvinia, die Kaap, Carnarvon, Clanwilliam, Ceres, Fraserburg, George, Heidelberg (Kaap), Hermanus, Hopefield, Knysna, Ladismith (Kaap), Laingsburg, Malmesbury, Montagu, Mosselbaai, Namakwaland, Paarl, Piketberg, Prins Albert, Riversdal, Robertson, Simonstad, Somerset-Wes, Stellenbosch, Strand, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria-Wes, Vredenburg, Vredendal, Wellington, Williston, Worcester en Wynberg, en vir die doeleindes van hierdie besondere gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede (Kaapse Streekraad), Posbus 4012, Kaapstad;

"gebied B" die landdrosdistrikte Albert, Aliwal-Noord, Barkly-Oos, Butterworth, Cathcart, St. Marks (Cofimvaba), Oos-Londen, Elliot, Elliotdale, Engcobo, Fort Beaufort, Glen Grey (Lady Frere), Herschel, Idutywa, Indwe, Kentani, Keiskamahoeck, King William's Town, Komgha, Lady Grey, Libode, Maclear, Middelbush, Molteno, Mqanduli, Mount Fletcher, Mount Frere, Ngqeleni, Nqamakwe, Port St. Johns, Peddie, Queenstown, Qumbu, Sterkstroom, Stockenström, Stutterheim, Tarka, Tsomo, Tsolo, Umtata, Victoria-Oos, Willowvale, Wodehouse en Xalanga (Cala), en vir die doeleindes van hierdie besondere gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede (Grens-streekraad), Posbus 27, Oos-Londen;

"gebied C" die Provinsie Natal met inbegrip van die landdrosdistrikte Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie, Tabankulu en Umzimkulu, en vir die doeleindes van hierdie besondere gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede (Natale Streekraad), Posbus 2778, Durban;

"gebied D" die landdrosdistrikte Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Calitzdorp, Colesberg, Cradock, Graaff-Reinet, Hankey, Hanover, Humansdorp, Jansenville, Joubertina, Kirkwood, Maraisburg, Middelburg (Kaap), Murraysburg, Noupoot, Oudtshoorn, Pearston, Port Elizabeth, Richmond (Kaap), Somerset-Oos, Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad en Willowmore, en vir die doeleindes van hierdie besondere gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede (Middellandse Streekraad), Posbus 2221, Port Elizabeth;

"gebied E" die Provinsie Transvaal (uitgesonderd die landdrosdistrik Klerksdorp) en omvat dit ook die landdrosdistrikte Parys en Sasolburg en vir die doeleindes van hierdie bepaalde gebiede is die adres van die Raad: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Transvaalse Streekraad), Posbus 3998, Johannesburg;

"gebied F" die Provinsie Oranje-Vrystaat (uitgesonderd die landdrosdistrikte Parys en Sasolburg) en omvat dit ook die landdrosdistrik Klerksdorp en die landdrosdistrikte Barkly-Wes, Britstown, De Aar, Gordonia, Hartswater, Herbert, Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Postmasburg, Philipstown, Prieska, Taung, Vryburg en Warrenton, en vir die doeleindes van hierdie bepaalde gebiede is die adres van die Raad: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede (Oranje-Vrystaatse en Noord-Kaaplandse Streekraad), Posbus 95, Welkom;

4. LIDMAATSKAP.

Ingelyste werknemers en oningelyste werknemers vir wie die werkgevers bydraes betaal en wat bydraers tot die Fonds is, is lede van die Fonds wanneer dit tot stand kom.

Vir die toepassing van hierdie artikel en van artikel 5 van hierdie Ooreenkoms beteken—

"ingelyste werknemers" 'n werknemer soos in artikel 3 van hierdie Ooreenkoms omskryf (Woordomskrywings);

"oningelyste werknemers", behoudens die voorbehoudsbepaling in subartikel (2) van artikel 5, alle ander werknemers in diens van 'n werkgever vir wie die werkgever bydraes tot die Fonds betaal en wat 'n bydraer tot die Fonds is;

5. BYDRAES.

(1) Bydraes moet deur werkgevers en werknemers betaal word van die datum af waarop hierdie Ooreenkoms in werking tree, soos hieronder bepaal word. Die werkgever moet weekliks, insluitende die week wanneer die werknemer met verlof met besoldiging is, 45 sent van die loon van elke werknemer aftrek.

"precious metals" means the precious metals gold, silver, platinum and/or palladium and/or any alloy containing the said precious metals or any of these in such proportion with any other metals to be the greater part in value of such alloy;

"Motor Industry" means the Motor Industry as defined in the Agreement published under Government Notice No. 600 of the 26th April, 1963;

"Region A" means the Magisterial Districts of Beaufort West, Bellville, Bredasdorp, Caledon, Calvinia, the Cape, Carnarvon, Clanwilliam, Ceres, Fraserburg, George, Heidelberg (Cape), Hermanus, Hopefield, Knysna, Ladismith (Cape), Laingsburg, Malmesbury, Montagu, Mossel Bay, Namaqualand, Paarl, Piketberg, Prince Albert, Riversdale, Robertson, Simonstown, Somerset West, Stellenbosch, Strand, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria West, Vredenburg, Vredendal, Wellington, Williston, Worcester and Wynberg, and for the purpose of these particular areas the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Cape Regional Council)", P.O. Box 4012, Cape Town;

"Region B" means the Magisterial Districts of Albert, Aliwal North, Barkly East, Butterworth, Cathcart, St. Marks (Cofimvaba), East London, Elliot, Elliotdale, Engcobo, Fort Beaufort, Glen Grey (Lady Frere), Herschel, Idutywa, Indwe, Kentani, Keiskamahoeck, King William's Town, Komgha, Lady Grey, Libode, Maclear, Middelbush, Molteno, Mqanduli, Mount Fletcher, Mount Frere, Ngqeleni, Nqamakwe, Port St. Johns, Peddie, Queenstown, Qumbu, Sterkstroom, Stockenström, Stutterheim, Tarka, Tsomo, Tsolo, Umtata, Victoria East, Willowvale, Wodehouse and Xalanga (Cala) and for the purposes of these particular areas, the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Börder Regional Council)", P.O. Box 27, East London;

"Region C" means the Province of Natal including the Magisterial Districts of Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie, Tabankulu and Umzimkulu, and for the purposes of these particular areas the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Natal Regional Council)", P.O. Box 2778, Durban;

"Region D" means the Magisterial Districts of Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Calitzdorp, Colesberg, Cradock, Graaff-Reinet, Hankey, Hanover, Humansdorp, Jansenville, Joubertina, Kirkwood, Maraisburg, Middelburg (Cape), Murraysburg, Noupoot, Oudtshoorn, Pearston, Port Elizabeth, Richmond (Cape), Somerset East, Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad and Willowmore and for the purposes of these particular areas the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Midland Regional Council)", P.O. Box 2221, Port Elizabeth;

"Region E" means the Province of the Transvaal (excluding the Magisterial District of Klerksdorp) and includes the Magisterial Districts of Parys and Sasolburg and for the purposes of these particular areas the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Transvaal Regional Council)", P.O. Box 3998, Johannesburg;

"Region F" means the Province of the Orange Free State (excluding the Magisterial Districts of Parys and Sasolburg) and includes the Magisterial District of Klerksdorp and the Magisterial Districts of Barkly West, Britstown, De Aar, Gordonia, Hartswater, Hay, Herbert, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Postmasburg, Philipstown, Prieska, Taung, Vryburg and Warrenton, and for the purposes of these particular areas the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Orange Free State and Northern Cape Regional Council)", P.O. Box 95, Welkom.

4. MEMBERSHIP.

Scheduled employees and unscheduled employees for whom the employers make contributions and who are contributors to the Fund shall be members of the Fund upon its establishment.

For purposes of this Section and of Section 5 of this Agreement—

"Scheduled employees" means an employee as defined in Section 3 of this Agreement (Definitions);

"Unscheduled employees" means, subject to the proviso in sub-section (2) of Section 5, any other employee in the employ of an employer for whom the employer pays contributions and who is a contributor to the Fund.

5. CONTRIBUTIONS.

(1) Contributions shall be made by the employers and employees as from the date of coming into operation of this Agreement as hereinafter provided. From the wages of each employee the employer shall deduct 45 cents per week including weeks in which the employee is on paid holiday.

(2) Bydraes ooreenkomstig subartikel (1) mag van die lone van oningelyste werknemers, uitgesonderd vakleerlinge, afgetrek word indien hulle skriftelik daarom aansoek doen, met dien verstande dat sodanige werknemers 'n uurloon van minstens 39 sent per uur ontvang of teen 'n skaal van minstens R76.05 per maand, met inbegrip van lewenskostoelae, maar uitgesonderd oortyd-besoldiging, betaal word.

(3) Bydraes ooreenkomstig subartikel (1) mag wanneer hulle skriftelik daarom aansoek doen van die loon van vakleerlinge afgetrek word voordat hulle hul finale leerlingsjaar begin en moet van die lone van vakleerlinge in hul finale leerlingsjaar afgetrek word.

(4) By die bedrae wat ooreenkomstig die bepalings van subartikel (1), (2) en (3) afgetrek word, moet die werkgever 'n gelyke bedrag voeg en die volle som vir elke maand aan die Raad stuur saam met 'n staat in dié vorm wat van tyd tot tyd voorgeskryf word. Die bedrag wat elke maand ingevolge die bepalings van hierdie artikel betaalbaar is, moet maandeliks voor of op die 15de dag van die maand wat onmiddellik daarop volg, as volg aan die Raad gestuur word:—

Elke werkgever in gebied A aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metal-lurgiese Nywerhede (Kaapse Streekraad), Posbus 4012, Kaapstad;

elke werkgever in gebied B aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metal-lurgiese Nywerhede (Grens-streekraad), Posbus 27, Oos-Londen;

elke werkgever in gebied C aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metal-lurgiese Nywerhede (Natale Streekraad), Posbus 2778, Durban;

elke werkgever in gebied D aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metal-lurgiese Nywerhede (Middellandse Streekraad), Posbus 2221, Port Elizabeth;

elke werkgever in gebied E aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metal-lurgiese Nywerhede (Transvaalse Streekraad), Posbus 3998, Johannesburg;

elke werkgever in gebied F aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metal-lurgiese Nywerhede (Oranje-Vrystaatse en Noord-Kaaplandse Streekraad), Posbus 95, Welkom.

(5) Alle bydraes wat deur die Raad ontvang word, moet by 'n bank of banke en/of bougenootskappe inbetaal word en vir die krediet van die Fonds gehou word en moet van tyd tot tyd by die stigting van die Fonds daaraan oorbetal word; met dien verstande dat as die Fonds nog nie in die lewe geroep is een jaar na die datum waarop hierdie Ooreenkoms in werking getree het nie, die bydraes wat ingevolge hierdie artikel betaalbaar is, ophou om betaalbaar te wees van die einde van die 12de maand af, gereken van die datum waarop die Ooreenkoms in werking getree het en die bydraes wat ingevolge die bepalings van hierdie artikel betaal is, word daarna terugbetaalbaar aan die bydraers en moet binne 'n verdere tydperk van vier maande terugbetaal word.

By die toepassing van hierdie en ander bepalings van hierdie artikel, hou die Raad 'n verslag van alle bydraes wat ontvang is, en die bedrag wat aan elke bydraer terugbetaalbaar is, indien daar sodanige bedrag is, moet die bedrag wees wat in die boeke van die Raad in sy krediet staan.

6. ADMINISTRASIE.

(1) Wanneer die Fonds gestig word, moet dit ooreenkomstig die reëls van die Fonds geadminestreer word. Kopieë van die reëls en alle wysigings daaraan, wat nie onbestaanbaar met hierdie Ooreenkoms of 'n wet is nie, moet by die Sekretaris van Arbeid en by dié ander persone wat by wet vereis word, ingedien word.

(2) Ingeval die Raad ontbind of ingeval dit ophou om te funksioneer gedurende die geldigheidsduur van hierdie Ooreenkoms, moet die Bestuursraad wat ingevolge die bepalings van die Konstitusie van die Fonds aangestel is, die pligte van die Raad ten opsigte van hierdie Ooreenkoms oorneem. Indien die Bestuursraad nie aangestel is nie of as hy nie in staat is nie of onwillig is om sodanige pligte te verrig, kan die Nywerheidsregistrator trustees aanstel om die pligte van die Raad te verrig. Die Bestuursraad of trustees wat aldus aangestel word, het vir die toepassing van hierdie Ooreenkoms al die bevoegdheid van die Raad. Besoldiging (indien daar is) vir die dienste van die trustees moet deur die Fonds gedra word.

7. AGENTE.

'n Agent van die Raad is geregtig daarop om 'n bedryfsinrigting binne te gaan en mag die werkgever of werknemers ondervra, die registers ondersoek en navrae doen ten einde vas te stel of die bepalings van hierdie Ooreenkoms nagekom word of nie.

8. VRYSTELLINGS.

(1) Die Raad of Uitvoerende Komitee kan vrystelling van enigeen van die bepalings van hierdie Ooreenkoms verleen.

(2) Aansoek om vrystelling moet by die Sekretaris van die Raad, Posbus 9381, Johannesburg, gedoen word.

(2) Contributions in accordance with sub-section (1) may be deducted from the wages of unscheduled employees (other than apprentices) at their written request, provided such employees are receiving an hourly wage of not less than 39 cents per hour or paid at a rate not less than R76.05 per month inclusive of cost of living allowance but excluding payment for overtime.

(3) Contributions in accordance with sub-section (1) may be deducted from the wages of apprentices before entering their final year of apprenticeship at their written request and shall be deducted from the wages of apprentices in the final year of apprenticeship.

(4) To the amounts deducted in terms of sub-sections (1), (2) and (3), the employer shall add an equal amount and forward the total sum for each month to the Council, together with a statement in such form as may from time to time be prescribed. The amount payable each month in terms of this section shall be forwarded to the Council by not later than the 15th day of the month immediately following, as follows:—

Every employer in Region A to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Cape Regional Council), P.O. Box 4012, Cape Town;

every employer in Region B to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Border Regional Council), P.O. Box 27, East London;

every employer in Region C to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Natal Regional Council), P.O. Box 2778, Durban;

every employer in Region D to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Midland Regional Council), P.O. Box 2221, Port Elizabeth;

every employer in Region E to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Transvaal Regional Council), P.O. Box 3998, Johannesburg;

every employer in Region F to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Orange Free State and Northern Cape Regional Council), P.O. Box 95, Welkom.

(5) All contributions received by the Council shall be paid into a bank or banks and/or building societies and be held in credit for the Fund and shall from time to time be paid over to the Fund upon its establishment; provided that if the Fund is not established by the time that one year has elapsed from the date of coming into force of this Agreement, the contributions due under this section shall cease to be due as from the end of the twelfth month reckoned from the date of the Agreement coming into force and the contributions made in terms of this section shall thereupon become returnable to the contributors and be returned within a further period of four months.

For the purpose of these and other provisions of this section the Council shall keep a record of contributions received, and the amount to be returned to any contributor, if any, shall be the amount standing to his credit in the books of the Council.

6. ADMINISTRATION.

(1) Upon its establishment the Fund shall be administered in accordance with the rules of the Fund. Copies of the rules and any amendments thereto, which shall not be inconsistent with this Agreement or any Act, shall be lodged with the Secretary for Labour and with any such other person as may be required by any Act.

(2) In the event of the dissolution of the Council or in the event of it ceasing to function during the currency of this Agreement, the Board of Management to be appointed in terms of the Constitution of the Fund shall take over the functions of the Council in respect of this Agreement. If the Board of Management has not been appointed or if it should be unable or unwilling to perform such duties the Industrial Registrar may appoint trustees to perform the Council's functions. The Board of Management or trustees so appointed shall have all the power vested in the Council for the purpose of this Agreement. Payment (if any) for the services of the trustees shall be borne by the Fund.

7. AGENTS.

An Agent of the Council shall be entitled to enter any establishment and may question the employer or any employees, inspect the records and make any enquiries for the purpose of ascertaining whether or not the terms of this Agreement are being observed.

8. EXEMPTIONS.

(1) The Council or Executive Committee may grant exemption from any of the provisions of this Agreement.

(2) Application for exemption shall be made to the Secretary of the Council, P.O. Box 9381, Johannesburg.

(3) Die Raad of Uitvoerende Komitee, na gelang van die geval, moet die voorwaardes waarop vrystelling geldig sal wees, vasstel, en kan, as hy dit dienstig ag, nadat die betrokke persoon een week skriftelik kennis gegee is, 'n vrystellingslisensie intrek, of die tydperk waarvoor vrystelling verleen is, verstryk het of nie.

9. VERTONING VAN OOREENKOMS.

Elke werkgewer moet op 'n opvallende plek op sy perseel 'n kopie van hierdie Ooreenkoms in die vorm wat deur die regulasies ingevolge die Wet voorgeskryf word, in leesbare letters, in beide amptelike tale van die Republiek, opplak en opgeplak hou.

Namens die partye op hede die 28ste dag van Julie 1965 in Johannesburg onderteken.

J. M. RUSSELL, *Voorsitter.*
L. J. VAN DEN BERG, *Ondervoorsitter.*
W. R. GLASTONBURY, *Algemene Sekretaris.*

No. R. 1282.] [27 Augustus 1965.
WET OP NYWERHEIDSVERSOENING, 1956.

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.

ISPA-SUBGROEPOOREENKOMS.

Ek, ALFRED ERNEST TROLLIP, Minister van Arbeid, verklaar hierby—

(a) kragtens paragraaf (a) van subartikel (1) van artikel *agt-en-veertig* van die Wet op Nywerheidsversoening, 1956, soos gewysig, dat al die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, vanaf die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat twee jaar vanaf genoemde eerste Maandag eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat genoemde Ooreenkoms aangegaan het en vir Dunswart Iron and Steel Works, Limited, McWillaw Iron and Steel Foundry (Pty.), Ltd., Scaw Metals, Limited, George Stott and Co. (Pty.), Ltd., en Union Steel Corporation (of South Africa), Ltd., wat lede van genoemde organisasie is, en hul werknemers wat lede van genoemde vakvereniging is;

(b) kragtens paragraaf (b) van subartikel (1) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1, 2, 4 (1) (b) en (2) (b), vanaf die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat twee jaar vanaf genoemde eerste Maandag eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die gebiede geokkupeer deur Dunswart Iron and Steel Works, Limited, McWillaw Iron and Steel Foundry (Pty.), Ltd., Scaw Metals, Limited, George Stott and Co. (Pty.), Ltd., en Union Steel Corporation (of South Africa), Ltd., in die landdrosdistrikte Benoni, Durban, Germiston, Johannesburg en Vereeniging; en

(c) kragtens paragraaf (a) van subartikel (3) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1, 2, 4 (1) (b), (c) (2) (b) en (c), vanaf die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat twee jaar vanaf genoemde eerste Maandag eindig, in die gebiede geokkupeer deur Dunswart Iron and Steel Works, Limited, McWillaw Iron and Steel Foundry (Pty.), Ltd., Scaw Metals, Limited, George Stott and Co. (Pty.), Ltd., en Union Steel Corporation (of South Africa), Ltd., in die landdrosdistrikte Benoni, Durban, Germiston, Johannesburg en Vereeniging *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Nywerheid by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

A. E. TROLLIP,
Minister van Arbeid.

(3) The Council or Executive Committee, as the case may be, shall fix the conditions subject to which exemption shall be valid, and may, if it deems fit, after one week's notice in writing has been given to the person concerned, withdraw any licence of exemption whether or not the period for which exemption was granted has expired.

9. EXHIBITION OF AGREEMENT.

Every employer shall affix and keep affixed in some conspicuous place upon his premises, a copy of this Agreement in the form prescribed by the regulations under the Act, in legible characters, in both official languages of the Republic.

Signed at Johannesburg on behalf of the parties on this 28th day of July, 1965.

J. M. RUSSELL, *Chairman.*
L. J. VAN DEN BERG, *Vice-Chairman.*
W. R. GLASTONBURY, *General Secretary.*

No. R. 1282.] [27 August 1965.
INDUSTRIAL CONCILIATION ACT, 1956.

IRON, STEEL, ENGINEERING AND METAL- LURGICAL INDUSTRY.

ISPA SUB-GROUP AGREEMENT.

I, ALFRED ERNEST TROLLIP, Minister of Labour, hereby—

(a) in terms of paragraph (a) of sub-section (1) of section *forty-eight* of the Industrial Conciliation Act, 1956, as amended, declare that all the Provisions of the Agreement which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industry shall be binding from the first Monday after the date of publication of this notice and for the period ending two years from the said first Monday upon the employers' organisation and the trade unions which entered into the said Agreement and upon Dunswart Iron and Steel Works, Limited, McWillaw Iron and Steel Foundry (Pty.), Ltd., Scaw Metals, Limited, George Stott and Co. (Pty.), Ltd., and Union Steel Corporation (of South Africa), Ltd., who are members of the said organisation, and their employees who are members of the said unions;

(b) in terms of paragraph (b) of sub-section (1) of section *forty-eight* of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1, 2, 4 (1) (b) and (2) (b), shall be binding from the first Monday after the date of publication of this notice and for the period ending two years from the said first Monday upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the areas occupied by Dunswart Iron and Steel Works, Limited, McWillaw Iron and Steel Foundry (Pty.), Ltd., Scaw Metals, Limited, George Stott and Co. (Pty.), Ltd., and Union Steel Corporation of South Africa), Ltd., in the Magisterial Districts of Benoni, Durban, Germiston, Johannesburg and Vereeniging; and

(c) in terms of paragraph (a) of sub-section (3) of section *forty-eight* of the said Act, declare that in the areas occupied by Dunswart Iron and Steel Works, Limited, McWillaw Iron and Steel Foundry (Pty.), Ltd., Scaw Metals, Limited, George Stott and Co. (Pty.), Ltd., and Union Steel Corporation (of South Africa), Ltd., in the Magisterial Districts of Benoni, Durban, Germiston, Johannesburg and Vereeniging and from the first Monday after the date of publication of this notice and for the period ending two years from the said first Monday, the provisions of the said Agreement, excluding those contained in clauses 1, 2, 4 (1) (b), (c), (2) (b) and (c), shall *mutatis mutandis* be binding upon all Bantu employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Bantu in their employ.

A. E. TROLLIP,
Minister of Labour.

BYLAE.

NASIONALE NYWERHEIDSRAAD VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.

OOREENKOMS

ingevoelge die bepalings van die Wet op Nywerheidsversoening, 1956, gesluit en aangegaan deur en tussen die—

Iron and Steel Producers' Association of South Africa (hieronder die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant en die—

Amalgamated Engineering Union of South Africa;
Amalgamated Society of Woodworkers of South Africa;
Iron Moulders' Society of South Africa;
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society;
S.A. Electrical Workers' Association;
S.A. Engine Drivers' and Firemen's Association;
Suid-Afrikaanse Yster, Staal en Verwante Nywerhede Unie,

(hieronder die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid.

1. TOEPASSINGSBESTEK VAN OOREENKOMS.

Die bepalings van hierdie Ooreenkoms moet in die landdrosdistrikte Benoni, Durban, Germiston, Johannesburg en Vereeniging nagekom word deur Dunswart Iron and Steel Works, Limited, McWilliam Iron & Steel Foundry (Pty.), Ltd., Scaw Metals, Limited, George Stott and Co. (Pty.), Ltd., en Union Steel Corporation (of South Africa), Ltd., en deur hul werknemers wat lede van die vakverenigings is.

2. GELDIGHEIDSDUUR VAN OOREENKOMS.

Die bepalings van hierdie Ooreenkoms tree in werking op dié datum wat die Minister van Arbeid kragtens artikel *agt-en-veertig* van die Wet mag vasstel en bly van krag vir 'n tydperk van twee jaar of vir dié tydperk wat die Minister mag bepaal.

3. WOORDOMSKEYWING.

Alle uitdrukkings wat in hierdie Ooreenkoms gebesig en in die Wet op Nywerheidsversoening, 1956, omskryf is, het dieselfde betekenis as in daardie Wet, en waar daar van 'n wet melding gemaak word, word ook alle wysigings van sodanige wet bedoel; voorts beteken—

"Yster- en Staalproduksiewerksaamhede" die werksaamhede waarin werknemers betrokke is by prosesse in verband met en/of bykomstig tot die produksie van gesmede en/of gewalste en/of getrokke metaalprodukte en/of semis en/of vloeimetaal en/of die vervaardiging van gegote metaalbalke.

4. ALGEMENE BEPALINGS.

(1) Ondergenoemde bepalings van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1281 van 27 Augustus 1965 (hieronder die "Hofooreenkoms" genoem), is behoudens die bepalings van subklousule (2) *mutatis mutandis* van toepassing op die werkgewers en die werknemers op wie hierdie Ooreenkoms van toepassing is:—

(a) Klousules 1 (2) tot en met (6), 3 tot en met 8 (3) (d), 8 (3) (f) en (g), 8 (4) tot en met 23, 25, 27, 30 tot en met 33 van Deel I en al die bepalings van Deel II en Deel III;

(b) Klousules 8 (3) (e), 24 en 29 van Deel I; en

(c) Klousules 8 (3) (h), 26 en 28 van Deel I.

(2) Ondergenoemde bepalings van die Hofooreenkoms, gewysig op die manier hieronder gemeld, is *mutatis mutandis* van toepassing op werkgewers en ander werknemers as ambagsmanne en vakleerlinge, wat betrokke is by of werksaam is in yster- en staalproduksiewerksaamhede:—

(a) Die bepalings bedoel in subklousule (1) (a) hiervan, uitgesonderd die bepalings van klousule 3 van Deel II van die Hofooreenkoms;

(b) die bepalings bedoel in subklousule (1) (b) hiervan; en

(c) die bepalings bedoel in subklousule (1) (c) hiervan.

WYSIGINGS.

DEEL I.

KLOUSULE 4.—WERKURE.

Skrap paragraaf (a) van subklousule (1) en vervang dit deur die volgende:—

"(a) Die gewone werkure moet hoogstens 46 in 'n week wees vir—"

SCHEDULE.

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.

AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, 1956, made and entered into between the—

Iron and Steel Producers' Association of South Africa; of the one part (hereinafter referred to as "the employers" or "the employers' organisation"), and the—

Amalgamated Engineering Union of South Africa;
Amalgamated Society of Woodworkers of South Africa;
Iron Moulders' Society of South Africa;
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society;
S.A. Electrical Workers' Association;
S.A. Engine Drivers' and Firemen's Association;
Suid-Afrikaanse Yster, Staal en Verwante Nywerhede Unie,

of the other part (hereinafter referred to as "the employees" or "the trade unions"),

being parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

1. SCOPE OF APPLICATION OF AGREEMENT.

The terms of this Agreement shall be observed in the Magisterial Districts of Benoni, Durban, Germiston, Johannesburg and Vereeniging by Dunswart Iron and Steel Works, Limited, McWilliam Iron & Steel Foundry (Pty.), Ltd., Scaw Metals, Limited, George Stott & Co. (Pty.), Ltd., and Union Steel Corporation (of South Africa), Ltd., and by their employees who are members of the trade unions.

2. PERIOD OF OPERATION OF AGREEMENT.

The terms of this Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section *forty-eight* of the Act and shall remain in force for a period of two years or for such period as may be determined by the Minister.

3. DEFINITIONS.

Any expressions used in this Agreement which are defined in the Industrial Conciliation Act, 1956, shall have the same meaning as in that Act, and any reference to an Act shall include any amendments to such Act, further—

"Iron and steel producing activities" means activities in which employees are engaged on processes involving and/or ancillary to the production of forged and/or rolled and/or drawn metal products and/or semis and/or liquid metal and/or the manufacture of cast metal balls.

4. GENERAL PROVISIONS.

(1) The following provisions of the Agreement published under Government Notice No. R. 1281 of the 27th August, 1965 (hereinafter referred to as "the Main Agreement") shall, subject to the provisions of sub-section (2), *mutatis mutandis* apply to the employers and the employees to whom this Agreement applies:—

(a) Sections 1 (2) to (6) (inclusive), 3 to 8 (3) (d) (inclusive), 8 (3) (f) and (g), 8 (4) to 23 (inclusive), 25, 27, 30 to 33 (inclusive) of Part I and all the provisions of Parts II and III;

(b) sections 8 (3) (e), 24 and 29 of Part I; and

(c) sections 8 (3) (h), 26 and 28 of Part I.

(2) The following provisions of the Main Agreement as amended in the manner hereinafter set out shall *mutatis mutandis* apply to employers and employees, other than journeymen and apprentices, engaged or employed in iron and steel producing activities:—

(a) The provisions referred to in sub-section (1) (a) hereof, other than the provisions of section 3 of Part II of the Main Agreement;

(b) the provisions referred to in sub-section (1) (b) hereof; and

(c) the provisions referred to in sub-section (1) (c) hereof.

AMENDMENTS.

PART I.

SECTION 4.—HOURS OF WORK.

Delete paragraph (a) of sub-section (1) and substitute therefor the following:—

"(a) The ordinary hours of work shall not exceed 46 in any one week."

DEEL II.

KLOUSULE 1.—WERKURE.

Vervang paragraaf (a) van subklausule (1) deur die volgende paragraaf:—

“(a) langer as 46 uur, etensye uitgesonderd, in 'n week te werk; of”

KLOUSULE 2.—OORTYDWERK EN BESOLDIGING VIR WERK OP SONDAE.
Vervang subklausule (1) en (2) deur die volgende subklausules:—

“(1) Tyd deur werknemers gewerk na die voltooiing van die gewone skof, word geag oortydwerk te wees, en daarvoor moet betaal word teen minstens een en een-tiende maal die gewone uurloon van die betrokke werknemer.

(2) Wanneer 'n werknemer op 'n Sondag werk, moet sy werk-gewer sodanige werknemer soos volg betaal:—

(i) Indien hy aldus werk vir 'n tydperk van hoogstens vier uur, minstens die gewone besoldiging wat betaalbaar is ten opsigte van die tydperk wat hy gewoonlik op 'n weekdag werk; of

(ii) as hy aldus werk vir 'n tydperk van meer as vier uur, besoldiging teen minstens een en een-derde maal die gewone besoldiging ten opsigte van die totale tydperk op sodanige Sondag gewerk, of besoldiging teen minstens een en een-derde maal die gewone besoldiging wat betaalbaar is ten opsigte van die tydperk wat hy gewoonlik op 'n weekdag werk, naamlik die grootste bedrag; met dien verstande dat waar die werkgewer werk verskaf wat die werknemer vir die ure van 'n gewone skof besig sal hou en die werknemer versuim of weier om die volle tydperk wat van hom vereis word, te werk of op sy eie versoek vir 'n korter tydperk werk, sodanige werknemer betaling teen een en een-derde maal die gewone uurloon van die betrokke werknemer moet ontvang vir slegs die tydperk wat hy werklik gewerk het.”

DEEL III.

LOONSKAALTABEL.

Vervang tarief 8, 9, 10 en 11 deur die volgende lone:—

Loonindeling.	Loon per uur. (Sent.)
Tarief 8.	
Eerste ses maande ondervinding van enige tarief 8-werk.....	24.5
Daarna.....	26.0
Tarief 9.	
Eerste ses maande ondervinding van enige tarief 9-werk.....	20.0
Daarna.....	21.0
Tarief 10.	
Eerste ses maande ondervinding van enige tarief 10-werk.....	16.5
Daarna.....	17.5
Tarief 11.	16.5

Geteken te Johannesburg namens die partye op hede die 28ste dag van Julie 1965.

J. M. RUSSELL, *Voorsitter.*

L. J. VAN DEN BERG, *Ondervoorsitter.*

W. R. GLASTONBURY, *Hoofsekretaris.*

PART II.

SECTION 1.—HOURS OF WORK.

Substitute the following paragraph for paragraph (a) of sub-section (1):—

“(a) to work more than 46 hours, excluding meal times, in any one week; or”

SECTION 2.—OVERTIME AND PAYMENT FOR WORK ON SUNDAYS.

Substitute the following sub-sections for sub-sections (1) and (2):—

“(1) Time worked by employees after the completion of the usual shift shall be regarded as overtime and be paid for at not less than one and one-tenth times the ordinary rate per hour of the employee concerned.

(2) Whenever an employee works on a Sunday, his employer shall pay to the employee—

(i) if he so works for a period not exceeding four hours, not less than the ordinary remuneration payable in respect of the period ordinarily worked by him on a weekday; or

(ii) if he so works for a period exceeding four hours, remuneration, at a rate of not less than one and one-third times the ordinary rate of remuneration, in respect of the total period worked on such Sunday, or remuneration which is not less than one and one-third times the ordinary remuneration payable in respect of the period ordinarily worked by him on a weekday, whichever is the greater, provided that where the employer provides work to occupy the employee for the hours of a normal shift and the employee fails or refuses to work the full period required of him or works a lesser period at his own request, such employee shall receive payment at one and one-third times the ordinary rate per hour of the employee concerned only for the period actually worked.”

PART III.

TABLE OF WAGE RATES.

Substitute the following rates for Rates 8, 9, 10 and 11:—

Rate Classification.	Rate per Hour. (Cents.)
Rate 8.	
First six months of experience in any Rate 8 occupation	24.5
Thereafter.....	26.0
Rate 9.	
First six months of experience in any Rate 9 occupation	20.0
Thereafter.....	21.0
Rate 10.	
First six months of experience in any Rate 10 occupation.....	16.5
Thereafter.....	17.5
Rate 11.....	16.5

Signed at Johannesburg as authorised for and on behalf of the parties, on this the 28th day of July, 1965.

J. M. RUSSELL, *Chairman.*

L. J. VAN DEN BERG, *Vice-Chairman.*

W. R. GLASTONBURY, *General Secretary.*

INHOUD.

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