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GOEWERMENTSKENNISGEWINGS.**DEPARTEMENT VAN ARBEID.**

No. R. 136.]

[28 Januarie 1966.]

LOONWET, No. 5 VAN 1957.

LOONVASTSTELLING No. 270.

ONGESKOOLDE ARBEID, BLOEMFONTEIN, KIMBERLEY EN WELKOM.

In opdrag van die Minister van Arbeid word hierby ingevolge subartikel (2) van artikel veertien van die Loonwet, 1957, bekendgemaak dat die Minister kragtens die bevoegdheid hom verleen by subartikel (1) van artikel veertien van genoemde Wet, die Vaststelling wat in die Bylae hiervan verskyn ten opsigte van Ongeskoolde Arbeid gemaak het en die 21ste dag van Februarie 1966 bepaal het as die datum waarop die bepalings van genoemde Vaststelling bindend word.

BYLAE.**1. GEBIED EN OMVANG VAN DIE VASTSTELLING.**

Hierdie Vaststelling is van toepassing op alle werknemers, uitgesonderd werknemers van plaaslike owerhede, in die gebied bestaande uit die landdrostrikte Bloemfontein, Kimberley en Welkom wat ongeskoolde arbeid in enige van die ondergenoemde bedrywe verrig:—

- (1) Afleweringdienste, met inbegrip van bodedienste (uitgesonderd aflewering met motoraangedrewe voertuie); (4)
- (2) bierbrou of die bottel van bier; (2)
- (3) behandeling van timmerhout met hitte of chemikalieë; (29)
- (4) distilleren van spiritueelie; (6)
- (5) drankwinkels, alleenlik in die landdrostrik Kimberley; (1)
- (6) ghiesvervaardiging; (10)
- (7) goederevervoer, met inbegrip van die stoor van goedere (uitgesonderd in die landdrostrik Welkom); (27)
- (8) handel in ou metaal; (24)
- (9) handel in tweedehandse bottels; (25)
- (10) herwinning van afvalglas; (30)
- (11) herwinning van afvalpapier; (31)
- (12) klipbreek, waar dit nie gesamentlik met klipvergruising onderneem word nie; (22)
- (13) kunsmisvervaardiging; (8)
- (14) maal of verpakking van sout uitgesonderd in die landdrostrik Kimberley, behalwe die munisipale gebied van Kimberley; (11)
- (15) mark- of kommissieagente; (18)
- (16) opwekking of verspreiding van elektrisiteit; (9)
- (17) passasiersvervoer (uitgesonderd in die landdrostrik Kimberley); (28)
- (18) raffineer of skoonmaak van olie; (23)
- (19) skoonmaak van geboue (met inbegrip van vensters); (3)
- (20) sloping van geboue; (5)
- (21) skeepagentskappe; (26)
- (22) uitgrawe, gelykmaak, uitpomp, verkoop of aflewering van sand, grond of gruis; (7)

GOVERNMENT NOTICES.**DEPARTMENT OF LABOUR.**

No. R. 136.]

[28 January 1966.]

WAGE ACT, No. 5 OF 1957.

WAGE DETERMINATION No. 270.

UNSKILLED LABOUR, BLOEMFONTEIN, KIMBERLEY AND WELKOM.

By direction of the Minister of Labour, it is hereby notified in terms of sub-section (2) of section fourteen of the Wage Act, 1957, that the Minister under the powers vested in him by sub-section (1) of section fourteen of the said Act, has made the Determination in the Schedule hereto in respect of Unskilled Labour and has fixed the 21st day of February, 1966, as the date from which the provisions of the said Determination shall be binding.

SCHEDULE.**1. AREA AND SCOPE OF DETERMINATION.**

This Determination shall apply to all employees, other than the employees of local authorities, who perform unskilled labour in the area comprising the Magisterial Districts of Bloemfontein, Kimberley and Welkom in any of the undermentioned trades:—

- (1) Bottlestores, only in the Magisterial District of Kimberley; (5)
- (2) brewing or bottling beer; (2)
- (3) cleaning of buildings (including windows); (19)
- (4) delivery services, including messenger services (except delivery by means of motor-propelled vehicles); (1)
- (5) demolition of buildings; (20)
- (6) distilling of spirituous liquors; (4)
- (7) excavating, levelling, pumping, selling or delivering of sand, soil or gravel; (22)
- (8) fertilizer manufacture; (13)
- (9) generation or distribution of electricity; (16)
- (10) grease manufacture; (6)
- (11) grinding or packing of salt, other than in the Magisterial District of Kimberley, exclusive of the municipal area of Kimberley; (14)
- (12) letting of offices; (23)
- (13) manufacture of lead acid batteries; (24)
- (14) manufacture of food for domestic animals, livestock feeds or malt where not undertaken in conjunction with the activities specified in items (i) or (ii) of the definition of Milling Industry contained in Government Notice No. 407 of the 21st March, 1958; (25)
- (15) manufacture of glucose, dextrose or cornflour; (26)
- (16) manufacture or distribution of gas; (29)
- (17) manufacture or mending hessian or jute bags; (27)
- (18) market or commission agencies; (15)
- (19) night soil removal; (30)
- (20) preparing sites for building or other purposes; (31)
- (21) processing of tanning extract; (28)
- (22) quarrying, where not undertaken in conjunction with stonecrushing; (12)

- (23) verhuur van kantore; (12)
 (24) vervaardiging van lood-en-suur batterye; (13)
 (25) vervaardiging van voedsel vir huisdiere, voedingsmiddels vir lewende hawe of mout, waar dit nie tesame met die aktiwiteite vermeld in items (i) of (ii) van die omskrywing van maalywerheid, soos vervat in Goewermientskennisgewing No. 407 van 21 Maart 1958, onderneem word nie; (14)
 (26) vervaardiging van glukose, dekstrose of mielieblom; (15)
 (27) vervaardiging of herstel van gooing- of jutesakke; (17)
 (28) vervaardiging van looi-ekstrak; (21)
 (29) vervaardiging of verspreiding van gas; (16)
 (30) verwydering van nagvuil; (19)
 (31) voorbereiding van terreine vir bou of ander doeleindes; (20)
- en op die werkgewers van sodanige werknemers.

2. WOORDOMSKRYWINGS.

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

- (i) „bedryfsinrigting” enige perseel waarop of in verband waarmee een of meer werknemers in een of meer van die bedrywe in klousule 1 genoem in diens is; (v)
 (ii) „daaglikse werknemer” ’n werknemer wat by die dag in diens is; (ii)
 (iii) „dag” met betrekking tot ’n werker in ’n kontinue proses, ’n skofwerker of ’n werknemer wat in diens is vir die skoonmaak van persele ’n tydperk van vier-en-twintig opeenvolgende ure bereken vanaf die tyd waarop sodanige werknemer met sy werk begin en met betrekking tot enige ander werknemer ’n tydperk van vier-en-twintig ure wat om middernag begin; (iii)
 (iv) „korttyd” ’n tydelike vermindering van die getal gewone werkure te wyle aan ’n tekort aan grondstowwe, ongunstige weersomstandighede of aan die feit dat die masjinerie of installasie uit orde is of dat die geboue onbruikbaar is of dreig om dit te word; (x)
 (v) „loon” die geldbedrag wat ingevolge klousule 3 (1) aan ’n werknemer betaalbaar is ten opsigte van sy gewone werkure soos by klousule 5 voorgeskryf. Met dien verstande—
 (i) dat, as ’n werkgewer sy werknemer ten opsigte van sy gewone werkure gereeld ’n hoër bedrag betaal as dié in klousule 3 (1) voorgeskryf, dit dié hoër bedrag beteken;
 (ii) dat die eerste voorbehoudsbepaling nie so uitgelê word dat dit enige beduiding raak of onvat wat ’n werknemer, in diens op enige basis kragtens klousule 9, ontvang het bo en behalwe die bedrag wat hy sou ontvang het as hy nie op sodanige basis in diens was nie; (xii)
 (vi) „noodwerk”—
 (a) alle werk wat weens onvoorsiene omstandighede soos brand, storm, ongeluk, gewelddaad, epidemie of diefstal sonder versuim gedoen moet word;
 (b) alle werk wat gedoen moet word vir die instandhouding of voorsiening van lig, krag of water of van telefoon-, openbare gesondheids-, sanitêre, skoonmaak-, openbare vervoer- of lughawediens, of vir die lewering van goedere aan hospitale of die polisie- of militêre magte.
 (c) alle werk wat genoodsaak word ten gevolge van die feit dat die installasie of masjinerie geheel uit orde is of die gebou onbruikbaar is of dreig om dit te word;
 (d) alle werk in verband met die opknapping of herstel van installasies of masjinerie wat nie gedurende die gewone werkure verrig kan word nie;
 (e) die laai of aflaai van spoorwaens of voertuie van die Suid-Afrikaanse Spoorweë en Hawens of werk wat daarmee in verband staan; (iv)
 (vii) „ongeskoolde arbeid”, sonder beperking van die gewone betekenis van die woord hoegenaamd—
 (1) artikels van gelyke grootte en getal verpak in houe wat spesiaal gemaak is om sodanige artikels te bevat; (38)
 (2) afval van gesmelte lood verwyder; (44)
 (3) artikels, leë bottels, sakke, pakkette of ander houe sorte, vasbind of toedraai of ou metaal, afvalglas of afvalpapier sorteer of bymekaarmaak; (54)
 (4) bakstene, klippe of beton met hamers, troffels of ander nie-kragaangedrewe gereedskap skoonmaak of afvlak; (7)
 (5) boksele oorgooi of afhaal; (12)
 (6) boodskappe, pakkette, briewe of goedere te voet, per trapfiets, driewieler of handvoertuig aflewer of vervoer; (14)
 (7) brandstofkens volmaak of oliebakke leegtap of volmaak; (18)
 (8) briewe, pakkette, bottels, vate, kaste, blikke, platkissies, kartonne, konkas, sakke, bale of enige ander houer oopmaak of toemaak, volmaak of leegmaak; spoorwegwaens oop- of toemaak; (35)
 (9) baalperse of ander perse met die hand bedien of draad, hoepels, toue of metaalbande om kiste, sakke, vesel of bale sit of yasmaak; (36)

- (23) refining or cleaning of oil; (18)
 (24) scrap metal dealing; (8)
 (25) second hand bottle dealing; (9)
 (26) shipping agencies; (21)
 (27) transportation of goods, including the storage of goods, other than in the Magisterial District of Welkom; (7)
 (28) transportation of passengers, other than in the Magisterial District of Kimberley; (17)
 (29) treatment of timber by heat or chemicals; (3)
 (30) waste glass recovery; (10)
 (31) waste paper recovery; (11)
- and to the employers of such employees.

2. DEFINITIONS.

- (1) Unless the context otherwise indicates, any expression which is used in this Determination and which is defined in the Wage Act, 1957, has the same meaning as in that Act and unless inconsistent with the context—
- (i) “continuous process worker” means an employee who is engaged in any activity which in terms of paragraph (a) of sub-section (1) of section nineteen of the Factories, Machinery and Building Work Act, 1941, has been declared to be an activity in which continuous working by means of three shifts per day is necessary; (xiii)
 (ii) “daily employee” means an employee who is employed by the day; (ii)
 (iii) “day”, in relation to a continuous process worker, a shift worker or an employee engaged in cleaning premises, means a period of twenty-four consecutive hours calculated from the time such an employee commences work, and, in relation to any other employee, a period of twenty-four consecutive hours commencing at midnight; (iii)
 (iv) “emergency work” means—
 (a) any work which, owing to unforeseen circumstances such as fire, storm, accident, act of violence, epidemic or theft, must be done without delay;
 (b) any work necessary for the maintenance or provision of light, power, water, telephone, public health, sanitary, cleansing, public transport or airport services or for the supply of goods to hospitals or the police or military forces;
 (c) any work necessitated by a general breakdown of plant or machinery or an actual breakdown or threatened breakdown of buildings;
 (d) any work in connection with the overhauling or re-pairing of plant or machinery which cannot be performed during ordinary working hours; or
 (e) the work of or connected with the loading or unloading of trucks or vehicles belonging to the South African Railways and Harbours; (vi)
 (v) “establishment” means any premises in or in connection with which one or more employees are employed in any one or more of the trades mentioned in clause 1; (i)
 (vi) “local authorities” means divisional councils, city councils, municipal councils, borough councils, town councils, village councils, town boards, local boards, village management boards or health committees, the Peri-Urban Areas Health Board established under the Peri-Urban Areas Health Board Ordinance, 1943 (Ordinance No. 20 of 1943), of Transvaal, the Local Health Commission constituted under the Local Health Commission (Public Health Areas Control) Ordinance, 1941 (Ordinance No. 20 of 1941), of Natal, and any other similar institution or body contemplated in paragraph (f) of sub-section (1) of section eighty-four of the Republic of South Africa Constitution Act, 1961; (ix)
 (vii) “overtime” means that portion of any period during which an employee works for his employer during any week or on any day, as the case may be, which is in excess of the respective ordinary hours of work prescribed for such employee in sub-clauses (1), (2) or (3) of clause 5, but does not include any period during which an employee—
 (i) whose said hours are prescribed in sub-clause (1) of clause 5, works for his employer on a Sunday;
 (ii) whose said hours are prescribed in sub-clause (2) of clause 5, works for his employer on his day of rest; (viii)
 (viii) “piece-work” means any system under which an employee’s remuneration is based on the quantity of work done; (x)
 (ix) “shift worker” means an employee who is engaged on shift work in an establishment in which three consecutive shifts per day on five or six days per week are worked; (xi)
 (x) “short time” means any temporary reduction in the number of ordinary hours of work owing to the vagaries of the weather, a shortage of raw materials or a general breakdown of plant or machinery or a breakdown or threatened breakdown of buildings; (iv)

- (10) bottels of soortgelyke houers in kragaangedrewe masjiene plaas of daaruit neem, etikette van bottels, kaste of ander artikels met die hand verwyder of opplak; etikette aan automatiese etiketteermasjiene voer; (39)
- (11) briewe, omsendbriewe, dokumente, biljette, advertensies of ander geskrewe, gedrukte, getikte of afgerolde geskrifte in koeverte plaas of in pakkies opmaak; (41)
- (12) batterye afhaal, volmaak of terugsit; (47)
- (13) dra, oplig, sleep, stoot, trek, verpak, opstapel, rol, verskuif of begrawe van enige artikels, voertuie of houers, hetsy in of op die werkplek, pakkamer, loods, perseel, voertuig of spoorwa behalwe deur die gebruik van kragtoerusting; (5)
- (14) draad, tou of goingsak met die hand sny; (13)
- (15) deure of vensters oop- of toemaak; (33)
- (16) drade op- of afrol, in posisie lê, sleep of trek; (60)
- (17) etikette op artikels of houers plak of dit merk, brandmerk, stempel of sjabloneer of etikette perforeer; (1)
- (18) enige ou metaal, masjien, wrak, voertuig of brug met hamers, sae, beitels, koevoete of skroefslutels buig of opbreek, of onder toesig met 'n blaaslamp buig of sny; (4)
- (19) enige onsuiverheid uit goiing of jute met die hand verwyder; (45)
- (20) filterperse oop- of toemaak of filterdoeke verwyder of vervang; (34)
- (21) goedere volgens voorafbepaalde gewig by herhaling weeg, of goedere volgens voorafbepaalde maat by herhaling meet; (50)
- (22) groente, vrugte, pluimvee, blomme of ander plaasprodukte sorteer of verpak; (53)
- (23) gars of ander graansoorte met grawe of skoppe oopsprei of omkeer; (55)
- (24) goiing of jute met die hand pluis; (57)
- (25) handdoeke, seep of toiletpapier vervang; (51)
- (26) 'n hystoestel, goederehysbak, handpomp, afrolmasjien, domkrag, windas, gangspil of naaimasjien bedien; (37)
- (27) koekepanne koppel, ontkoppel of rem; spore lê of vas- of losboud; (11)
- (28) kampongs, latrines, stalle of buitegeboue witkalk, skoonmaak of ontsmet of reinigings- of ontsmettingsmiddels aan houers van nagvuil aanwend; (22)
- (29) klip, gruis, grond, klei, sand of ander grondstowwe losmaak, uithaal, breek of strooi, met 'n skopgraaf skep, slote, gate of fundamente grawe of uitgrawingswerk met die hand verrig; boomstompe uitgrawe; (24)
- (30) konkas verf; (40)
- (31) kiste, bokke of kratte met die hand herstel; (49)
- (32) kruivaens, trillies, waentjies of ander handvoertuie stoot of trek; (42)
- (33) klaargemaakte karton- of veselborddose of soortgelyke houers met die hand opstel of uitmekaar haal of papier met die hand vou; (52)
- (34) laai of aflaai; (23)
- (35) lewende hawe oppas, aanjaag, skoonmaak, voer of op enige ander wyse versorg; (29)
- (36) met die hand boor; (15)
- (37) metaalyate, tenks, pype, konkas of ander houers met stoom verhit; (21)
- (38) mure losmaak, afbreek of opbreek; (25)
- (39) met die hand omroer of meng; uitskep; (56)
- (40) nasien, met 'n telbord telling hou of opstapel van sakke; (6)
- (41) nagemmers verwyder, leegmaak, skoonmaak of vervang; (46)
- (42) onder toesig krane of kleppe oopmaak of toemaak of masjieneffekte verstel; (32)
- (43) oorpakke, uniforms of beskermende kleres was; (59)
- (44) posseëls op briewe, pakkette of ander artikels plak; (2)
- (45) persele, deure, vensters, toerusting, gereedskap, masjinerie, meubels, voertuie, tenks, houers of ander artikels skoonmaak of was en dit sluit in vloere, meubels of voertuie poleer of tappte uitborsel; (8)
- (46) pype koppel of ontkoppel, vas- of losskroef; (9)
- (47) persele of eiendom bewaak; (20)
- (48) planke, balke of ander soorte timmerhout, dakteëls, sinkplate, asbesplate of ander dakmateriaal losmaak of afbreek, of spykers daaruit verwyder; (26)
- (49) pype of pale verlê, regsit, sleep of oplig; pale indryf of inplant; (30)
- (50) rantsone kook of tee of soortgelyke drankie vir werknemers maak of aan hulle bedien of tee of ander verversings vir die werkgewer of sy gaste maak of bedien; (10)
- (51) rubber- of ander stempels gebruik waar seleksie of diskresie nie nodig is nie; (58)
- (52) steiers onder toesig oprig; (16)

(xi) "unskilled labour" means—

- (1) affixing labels to or marking, branding, stamping, or stencilling articles or containers or perforating labels; (17)
- (2) affixing stamps to letters, parcels or other articles; (44)
- (3) assisting an artisan, other than by using the tools of his trade; (58)
- (4) bending or cutting, under supervision, by means of a blowlamp, or bending or breaking up by means of hammers, saws, chisels, crowbars or spanners any scrap metal, machine, wreck, vehicle or bridge; (18)
- (5) carrying, lifting, pulling, pushing, hauling, packing, stacking, rolling, moving or burying any articles, vehicles or containers, whether in or on the workshop, storeroom, shed, premises, vehicle or railway truck, other than by the use of power equipment; (13)
- (6) checking, keeping tally or stacking of bags; (40)
- (7) cleaning or levelling bricks, stones or concrete by means of hammers, trowels or other non-power driven tools; (4)
- (8) cleaning or washing premises, doors, windows, equipment, tools, machinery, furniture, vehicles, tanks, containers or other articles including polishing floors, furniture or vehicles or brushing carpets; (45)
- (9) connecting or disconnecting, screwing or unscrewing pipes; (46)
- (10) cooking rations or making or serving tea or similar beverages for or to employees, or making or serving tea or other refreshments for or to the employer or his guests; (50)
- (11) coupling, uncoupling or braking cocopans, laying or bolting or unbolting tracks; (27)
- (12) covering with or removing tarpaulins; (5)
- (13) cutting wire, rope or hessian by hand; (14)
- (14) delivering or conveying messages, parcels, letters or goods on foot or by means of a bicycle, tricycle or manually propelled vehicle; (6)
- (15) drilling by hand; (36)
- (16) erecting scaffolding under supervision; (52)
- (17) feeding or taking off from conveyor belts, machines, hoppers, platforms or tanks; (56)
- (18) filling fuel tanks or draining or filling oil sumps; (7)
- (19) gardening, i.e. digging, raking, mowing, spreading, mixing, watering, trimming hedges, weeding, felling or removing trees or other vegetation or planting under supervision; (55)
- (20) guarding premises or property; (47)
- (21) heating metal vats, tanks, pipes, drums or other containers by steam; (37)
- (22) lime-washing, cleaning, or disinfecting compounds, latrines, stables or outbuildings or applying cleansing or disinfecting substances to night soil containers; (28)
- (23) loading or unloading; (34)
- (24) loosening, excavating, breaking or spreading stone, gravel, soil, clay, sand or other raw materials; shovelling, digging trenches, holes or foundations or performing other excavation work by hand; digging out tree stumps; (29)
- (25) loosening, demolishing or breaking up walls; (38)
- (26) loosening or taking down planks, beams or other kinds of timbering, roof tiling, corrugated iron sheets, asbestos sheeting or other roofing material, or removing nails therefrom; (48)
- (27) making or maintaining fires, whether in hearths, ovens or any other fireplace; removing refuse or ashes; sorting out cinders; (57)
- (28) mending, cleaning or shaking out bags; cutting bags by hand or machine; (53)
- (29) minding, cleaning, driving, feeding or in any other way tending livestock; (35)
- (30) moving, placing, dragging or lifting pipes or poles; driving in or planting poles; (49)
- (31) oiling or greasing vehicles, rails or machinery, but not electric generating machinery or motor vehicles; (59)
- (32) opening or closing cocks or valves or adjusting levers, under supervision; (42)
- (33) opening or closing doors or windows; (15)
- (34) opening or closing filter presses or removing or changing filter cloths; (20)
- (35) opening, closing, filling or emptying letters, parcels, bottles, casks, boxes, tins, trays, cartons, drums, bags, bales or any other containers; opening or closing railway trucks; (8)
- (36) operating baling presses or other presses by hand, or placing or securing wire, hoops, ropes or metal bands around boxes, bags, fibre or bales; (9)
- (37) operating a hoist, goods lift, handpump, duplicating machine, jack, winch, capstan or sewing machine; (26)
- (38) packing articles of uniform size and number in containers specially made to contain such articles; (1)

- (53) sakke heelmaak, skoonmaak of uitskud; sakke met die hand of met 'n masjien sny; (28)
- (54) sand of gruis met die hand uitpomp, was of sif; (43)
- (55) tuinmaak, d.w.s. spit, hark, gras sny, strooi, meng, natmaak, heinings snoei, onkruid verwyder, bome of ander plantegroei afkap of verwyder, of onder toesig plant; (19)
- (56) vervoerbande, masjiene, vultregters, platforms of tenks met die hand voer of daarvan afneem; (17)
- (57) vuurmaak of vure aan die brand hou hetsy in kaggels, oonde of enige ander vuurmaakplek, afval of as verwyder; sintels uitsoek; (27)
- (58) 'n vakman behulpsaam wees op 'n ander wyse as deur die gereedskap van sy vak te gebruik; (3)
- (59) voertuie, spore of masjinerie, maar nie elektriese opwekkingsmasjinerie of motorvoertuie nie, olie of smeer; (31)
- (60) wiele of buite- of binnebande van motorvoertuie, fietse of kruiwaens afhaal, terugsit, omruil of oppomp of binnebande herstel; (48) (xi)
- (viii) „oortyd” dié gedeelte van enige tydperk, gedurende enige week of op enige dag al na gelang van die geval waarin 'n werknemer langer as die getal gewone werkure in subklousules (1), (2) of (3) van klousule 5 vir sodanige werknemer voorgeskryf, vir sy werkgever werk, maar dit sluit nie enige tydperk in nie waarin 'n werknemer—
- (i) wie se gemelde werkure in subklousule (1) van klousule 5 voorgeskryf word op 'n Sondag vir sy werkgever werk;
- (ii) wie se gemelde werkure in subklousule (2) van klousule 5 voorgeskryf word op sy rusdag vir sy werkgever werk; (vii)
- (ix) „plaaslike owerhede” beteken afdelingsrade, stadsrade, munisipale rade, dorpsrade, dorpsbestuur, plaaslike gestuursrade, dorpsbestuursrade of gesondheidskomitees, die Gesondheidsraad vir Buite Stedelike Gebiede ingestel kragtens die Ordonnansie tot Instelling van 'n Gesondheidsraad vir Buite Stedelike Gebiede, 1943 (Ordonnansie No. 20 van 1943), van Transvaal, die Kommissie vir Plaaslike Gesondheid ingestel kragtens die Ordonnansie op die Kommissie vir Plaaslike Gesondheid (Beheer oor Openbare Gesondheidsgebiede), 1941 (Ordonnansie No. 20 van 1941), van Natal, en enige ander soortgelyke instelling of liggaam wat in paragraaf (f) van subartikel (1) van artikel vier-en-tagtig van die Grondwet van die Republiek van Suid-Afrika, 1961, bedoel word; (vi)
- (x) „stukwerk” enige stelsel waarby 'n werknemer se beloning op die hoeveelheid gedane werk gebaseer word; (viii)
- (xi) „skofwerker” 'n werknemer wat skofwerk doen in 'n bedryfsinrigting waar drie agtereenvolgende skofte op vyf of ses dae in 'n week gewerk word; (ix)
- (xii) „wag” 'n werknemer wat persele of eiendom bewaak; (xiii)
- (xiii) „werker in 'n kontinue proses” 'n werknemer wat werksaam is in 'n bedrywigheid wat ingevolge paragraaf (a) van subartikel (1) van artikel negentien van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, aangekondig is as 'n bedrywigheid waarin onafgebroke werk deur drie skofte per dag noodsaaklik is. (i)
- (2) By die toepassing van hierdie Vasstelling word 'n werknemer geag in dié klas te wees waarin hy uitsluitend of hoofsaaklik in diens is.
3. BELONING.
- (1) Die minimum loon wat 'n werkgever aan elkeen van sy werknemers in ondergenoemde klasse moet betaal, word hieronder uiteengesit:—

- (39) placing bottles or similar containers in power-driven machines or taking therefrom; removing labels from bottles, boxes or other articles by hand or affixing labels thereto; feeding labels to power-driven labelling machines; (10)
- (40) painting drums; (30)
- (41) placing letters, circulars, documents, handbills, advertisements or other written, printed, typed or roneoed documents in envelopes or making them up into bundles; (11)
- (42) pulling or pushing wheelbarrows, trolleys, barrows or other manually propelled vehicles; (32)
- (43) pumping, washing or screening sand or gravel by hand; (54)
- (44) removing dross from molten lead; (2)
- (45) removing any impurities from hessian or jute by hand; (19)
- (46) removing, emptying, cleansing or replacing sanitary pails; (41)
- (47) removing, topping up or replacing batteries; (12)
- (48) removing, replacing, changing or inflating wheels or tyres or tubes of motor vehicles, bicycles or wheelbarrows or repairing tubes; (60)
- (49) repairing trestles, crates or boxes by hand; (31)
- (50) repetitive weighing of goods to a predetermined weight, or repetitive measuring of goods to a set gauge; (21)
- (51) replacing towels, soap or toilet paper; (25)
- (52) setting up or taking apart ready-made cardboard or fibreboard boxes or similar containers or folding paper by hand; (33)
- (53) sorting or packing vegetables, fruit, poultry, flowers or other farm produce; (22)
- (54) sorting, tying or wrapping articles, empty bottles, bags, parcels or other containers or sorting or collecting scrap metal, waste glass or waste paper; (3)
- (55) spreading, or turning over barley or other kinds of grain by means of spades or shovels; (23)
- (56) stirring or mixing by hand; ladling; (39)
- (57) teasing hessian or jute by hand; (24)
- (58) using rubber or other stamps where selection or discretion is unnecessary; (51)
- (59) washing overalls, uniforms or protective clothing; (43)
- (60) winding or unwinding, putting into position, dragging or pulling wire; (16) (vii)
- (xii) „wage” means the amount of money payable to an employee in terms of clause 3 (1) in respect of his ordinary hours of work as prescribed in clause 5: Provided—
- (i) that, if an employer regularly pays an employee in respect of such ordinary hours of work an amount higher than that prescribed in clause 3 (1), it means such higher amount;
- (ii) that the first proviso shall not be construed so as to refer to or include any remuneration which an employee, who is employed on any basis provided for in clause 9, received over and above the amount which he would have received if he had not been employed on such a basis; (v)
- (xiii) „watchman” means an employee who is engaged in guarding premises or property. (xii)
- (2) For the purpose of this Determination an employee shall be deemed to be in that class in which he is wholly or mainly engaged.
3. REMUNERATION.
- (1) The minimum wage which an employer shall pay to each member of the undermentioned classes of his employees shall be as set out hereunder:—

	In die landdrosdistrik Bloemfontein.	In die munisipale gebied van Kimberley.	In die res van die landdrosdistrik Kimberley.	In die landdrosdistrik Welkom.
	Per dag. R 1.35	Per dag. R 1.35	Per dag. R 1.15	Per dag. R 1.25
(a) Daaglikse werknemer	Per week. R 7.45	Per week. R 7.45	Per week. R 7.45	Per week. R 7.45
(b) Wag.				
(c) Werknemer (uitgesonderd 'n daaglikse werknemer of 'n Wag)—				
(i) man, 18 jaar oud of ouer	6.50	6.50	5.50	6.00
(ii) man, onder 18 jaar	4.90	4.90	4.15	4.50
(iii) vrou	5.20	5.20	4.40	4.80

	In the Magisterial District of Bloemfontein.	In the Municipal Area of Kimberley.	In the rest of the Magisterial District of Kimberley.	In the Magisterial District of Welkom.
(a) Daily employee.....	Per day. R 1.35 Per week. R 7.45	Per day. R 1.35 Per week. R 7.45	Per day. R 1.15 Per week. R 7.45	Per day. R 1.25 Per week. R 7.45
(b) Watchman.....				
(c) Employee (other than a daily employee or a watchman)—				
(i) female.....	5.20	5.20	4.40	4.80
(ii) male of the age of 18 years or over.....	6.50	6.50	5.50	6.00
(iii) male under the age of 18 years.....	4.90	4.90	4.15	4.50

(d) Ondanks andersluidende bepalings in hierdie subklousule, moet 'n werknemer wat uitsluitend of hoofsaaklik in diens is vir die verwydering, leegmaak, skoonmaak of terugplaas van sanitêre emmers minstens die loon vir sy gebied in paragraaf (c) vir 'n werknemer, man, 18 jaar oud of ouer voorgeskryf plus vyf-en-dertig sent per week, of, as hy 'n daaglikse werknemer is, minstens die loon in paragraaf (a) voorgeskryf plus ses sent per dag betaal word.

(e) Ondanks andersluidende bepalings in hierdie subklousule, moet die loon van 'n daaglikse werknemer, indien hy as wag in diens is, minstens dié wees wat in paragraaf (a) vir hom voorgeskryf word plus tien sent per dag: Met dien verstande dat die uitdrukking „dag” by die toepassing van hierdie paragraaf 'n tydperk van vier-en-twintig opeenvolgende ure beteken, bereken vanaf die tyd waarop die werknemer met sy werk begin.

(f) Ondanks andersluidende bepalings in hierdie klousule, wanneer 'n daaglikse werknemer op enige dag gewerk het of beskikbaar was vir werk waarvoor hy in diens geneem was maar wat hy weens omstandighede buite sy beheer nie kon verrig nie, moet sy werkgever hom minstens sy dagloon betaal, afgesien daarvan of hy die dag agt-en-'n-half uur of minder gewerk het of aldus vir die werk beskikbaar was: Met dien verstande dat as van hom vereis was om te werk of om aldus beskikbaar te wees vir minder as vier uur op enige dag, sy loon vir die dag met hoogstens vyftig persent verminder mag word.

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

(3) *Loonberekening.*—(a) Die dagloon van 'n werknemer, uitgesonderd 'n daaglikse werknemer of 'n wag, is sy weekloon gedeel deur die getal dae wat hy gewoonlik in 'n week werk.

(b) Die dagloon van 'n wag is sy weekloon gedeel deur ses.

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

(d) Die uurloon van 'n werknemer, uitgesonderd 'n daaglikse werknemer, is sy weekloon gedeel deur die getal gewone werke wat hy gewoonlik in 'n week werk.

(4) *Fietstoelae.*—'n Werkgever wat van 'n werknemer vereis om ter uitvoering van sy pligte sy eie fiets te gebruik, moet hom benewens enige ander beloning aan hom verskuldig, 'n toelaag van minstens veertig sent per week of as die werknemer 'n daaglikse werknemer is minstens agt sent per dag betaal.

(5) *Onderhoudstoelae.*—(a) 'n Werkgever moet, benewens enige ander verskuldigde beloning, sy werknemer wat huisraad verpak, uitpak, laai, aflaai of vervoer en wat op 'n reis by die uitvoering van sy pligte van sy woonplek en sy werkgever se bedryfsinrigting vir 'n tydperk wat oor een of meer nagte strek, afwesig is, 'n onderhoudstoelae betaal van minstens—

(i) vyf-en-sewentig sent vir elke nag van sodanige afwesigheid; en

(ii) vyftien sent vir elke ete wat noodwendig gedurende sodanige afwesigheid verkry moet word.

(b) By die toepassing van hierdie subklousule beteken die uitdrukking „nag” die tyd tussen 11-uur nm. en 4-uur ym.

4. BETALING VAN BELONING.

(1) *Werknemers uitgesonderd daaglikse werknemers.*—Behoudens die bepalings van klousule 6 (4), moet iedere bedrag verskuldig aan 'n werknemer, uitgesonderd 'n daaglikse werknemer, weekliks of, as die werknemer daartoe instem, maandeliks in kontant betaal word gedurende die werke of binne vyftien minute na afloop van die werkdag op die dag waarop die bedryfsinrigting so 'n werknemer gewoonlik betaal, of by diensbeëindiging, as dit voor die gewone betaaldag geskied, en sodanige bedrag moet in 'n koevert of houer wees waarop aangegee word of wat vergesel gaan van 'n staat wat aantoon—

(a) die werkgever se naam;

(b) die werknemer se naam of sy nommer in die betaalstaat;

(d) Notwithstanding anything to the contrary in this sub-clause, an employee who is wholly or mainly engaged in removing, emptying, cleaning or replacing sanitary pails shall be paid a wage of not less than that prescribed for his area in paragraph (c) for a male employee of the age of 18 years or over, plus thirty-five cents per week, or, if he is a daily employee, not less than that prescribed in paragraph (a) plus six cents per day.

(e) Notwithstanding anything to the contrary in this sub-clause, if a daily employee is employed as a watchman his wage shall be not less than that prescribed for him in paragraph (a) hereof plus ten cents per day: Provided that for the purpose of this paragraph the expression “day” shall mean a period of twenty-four consecutive hours reckoned from the time the employee commences work.

(f) Notwithstanding anything to the contrary in this clause, where on any day a daily employee has worked or stood-by for the work for which he was engaged and which work he was precluded from doing through unforeseen circumstances beyond his control, his employer shall pay him not less than his daily wage, irrespective of whether he has on that day worked or so stood-by for eight and a half hours or less: Provided that if he was required to work or so stand-by for less than four hours on any day, his wage in respect of such day may be reduced by not more than fifty per cent.

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

(3) *Calculation of Wages.*—(a) The daily wage of an employee, other than a daily employee, or a watchman, shall be his weekly wage divided by the number of days he ordinarily works in a week.

(b) The daily wage of a watchman shall be his weekly wage divided by six.

(c) The monthly wage of an employee shall be his weekly wage multiplied by four and a third.

(d) The hourly wage of an employee, other than a daily employee, shall be his weekly wage divided by the number of ordinary hours of work which he ordinarily works in a week.

(4) *Bicycle Allowance.*—An employer who requires an employee to use his own bicycle in the performance of his duties shall pay such employee, in addition to any other remuneration due to him, an allowance of not less than forty cents per week, or, if the employee is a daily employee, not less than eight cents per day.

(5) *Subsistence Allowance.*—(a) An employer shall, in addition to any other remuneration due, pay his employee, who is engaged in packing, unpacking, loading, unloading or the transportation of household furniture and who on any journey undertaken in the performance of his duties is absent from his place of residence and his employer's establishment for any period extending over one or more nights, a subsistence allowance of not less than—

(i) seventy-five cents for each night of such absence, and

(ii) fifteen cents for each meal necessarily obtained during such absence.

(b) For the purpose of this sub-clause the expression “night” means the period between 11 o'clock p.m. and 4 o'clock a.m.

4. PAYMENT OF REMUNERATION.

(1) *Employees other than Daily Employees.*—Save as provided in clause 6 (4), any amount due to an employee, other than a daily employee, shall be paid in cash weekly or, with the consent of the employee, monthly during the hours of work or within fifteen minutes of ceasing work, on the usual pay-day of the establishment for such employee or on termination of employment if this takes place before the usual pay-day, and such amount shall be contained in an envelope or container, on which shall be recorded, or which shall be accompanied by a statement showing—

(a) the employer's name;

(b) the employee's name or his number on the pay-roll;

- (c) die getal gewone werkure wat die werknemer gewerk het;
- (d) die getal ure wat die werknemer oortyd gewerk het;
- (e) die werknemer se loon;
- (f) die besonderhede omtrent enige ander beloning ter sake van die werknemer se diens;
- (g) die besonderhede omtrent enige bedrae wat afgetrek is;
- (h) die werklike bedrag wat aan die werknemer betaal word; en
- (i) die tydperk waarvoor die betaling geskied;

en sodanige koevert of houer waarop hierdie inligting aangegee word of sodanige staat word die eiendom van die werknemer. Met dien verstande dat wat betref 'n werker in 'n kontinue proses of 'n skofwerker betaling kan geskied op 'n tyd waarvoor deur sodanige werknemer en sy werkgever ooreengekom is en wat gedurende die gewone kantoorure van die bedryfsinrigting is maar nie later as vier-en-twintig uur na die dag waarop die bedryfsinrigting gewoonlik betaal nie.

(2) *Daaglikse werknemers.*—'n Werkgever moet die beloning wat aan 'n daaglikse werknemer verskuldig is, by die beëindiging van elke dag se werk aan hom in kontant betaal.

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

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

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

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

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

	Per week. R	Per maand. R
(i) Kos.....	0.80	3.47
(ii) Inwoning.....	0.40	1.73
(iii) Kos en inwoning.....	1.20	5.20;

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

- (i) dat sodanige bedrag, ongeag die getal ure waarmee die gewone werkure aldus verminder word, hoogstens een-derde van die werknemer se weekloon mag wees;
- (ii) dat geen aftrekking ten opsigte van korttyd wat deur 'n gebrek aan grondstowwe ontstaan, geskied nie, tensy die werkgever sy werknemer op die vorige werkdag kennis gegee het van sy voorneme om die gewone werkure te verminder;
- (iii) dat ten opsigte van korttyd weens ongunstige weersomstandighede of 'n algemene onklaarraking van masjinerie of installasie of 'n werklike of dreigende onklaarraking van geboue geen aftrekking geskied vir die eerste uur waarin daar nie gewerk word nie, tensy die werkgever sy werknemer op die vorige dag kennis gegee het dat daar geen werk sal wees nie;

(f) met die skriftelike toestemming van 'n werknemer, iedere bedrag wat 'n werkgever aan 'n plaaslike owerheid betaal het aan huur van 'n huis, of aan huisvesting in 'n tehuis, wat die werknemer in 'n lokasie of Bantodorp onder die beheer van so 'n plaaslike owerheid bewoon.

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

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

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

- (c) the number of ordinary hours of work worked by the employee;
- (d) the number of overtime hours worked by the employee;
- (e) the employee's wage;
- (f) the details of any other remuneration arising out of the employee's employment;
- (g) the details of any deductions made;
- (h) the actual amount paid to the employee; and
- (i) the period in respect of which payment is made;

and such envelope or container on which these particulars are recorded or such statement shall become the property of the employee: Provided that in the case of a continuous process worker or a shift worker payment may be made at a time agreed upon between such employee and his employer, which time shall be during the usual office hours of the establishment, but not later than twenty-four hours after the usual pay-day.

(2) *Daily Employees.*—An employer shall pay the remuneration due to his daily employee in cash on completion of each day's work.

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

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

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

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

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

	Per Week. R	Per Month. R
(i) Board.....	0.80	3.47
(ii) Lodging.....	0.40	1.73
(iii) Board and lodging.....	1.20	5.20;

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

- (i) that such deduction shall not exceed one-third of the employee's weekly wage, irrespective of the number of hours by which the ordinary hours of work are thus reduced;
- (ii) that no deduction shall be made in the case of short-time arising out of shortage of raw materials, unless the employer has given his employee notice on the previous work day of his intention to reduce the ordinary hours of work;
- (iii) that no deduction shall be made in the case of short-time owing to the vagaries of the weather or a general breakdown of plant or machinery or a breakdown or threatened breakdown of buildings in respect of the first hour not worked unless the employer has given his employee notice on the previous day that no work will be available;

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

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

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

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

- (b) in die geval van 'n werknemer wat vyf dae in 'n week werk—
- (i) ses-en-veertig in enige week van Maandag tot en met Vrydag; en
 - (ii) behoudens die bepalinge van subparagraaf (i) hiervan, nege-en-'n-kwart op enige dag.
- (2) 'n Werkgewer mag nie vereis of toelaat dat 'n werker in 'n kontinue proses meer gewone werkure werk nie as—
- (i) agt-en-veertig in enige week van Sondag tot en met Saterdag; en
 - (ii) behoudens subparagraaf (i) hiervan, agt op enige dag: Met dien verstande dat 'n werkgewer van sodanige werknemer mag vereis of hom toelaat om twee skofte van agt uur elk op een dag te werk maar dan hoogstens een keer in enige tydperk van drie opeenvolgende weke en wel so dat die werknemer minstens agt uur tussen die twee skofte vry het.
- (3) 'n Werkgewer mag nie vereis of toelaat dat 'n daaglikse werknemer meer gewone werkure werk nie as—
- (a) agt-en-'n-half op enige dag; en
 - (b) behoudens die bepalinge van paragraaf (a) hiervan, ses-en-veertig in enige week in sy diens.
- (4) *Etenspouse*.—'n Werkgewer mag nie vereis of toelaat dat 'n werknemer langer aaneen werk nie as—
- (a) wat betref 'n werker in 'n kontinue proses, agt uur; en
 - (b) wat betref enige ander werknemer, vyf uur, sonder 'n etenspouse van minstens een uur waarin so 'n werknemer nie verplig of toegelaat mag word om enige werk te verrig nie, en dié pouse word geag geen deel van die gewone werkure of oortydwerk te vorm nie: Met dien verstande—
- (i) dat 'n werkgewer met sy werknemer kan ooreenkom om die duur van so 'n etenspouse tot uiters 'n halfuur te verkort, en in dié geval en nadat die werkgewer 'n weergawe van dié ooreenkomst by die Afdelingsinspekteur, Departement van Arbeid, van sy gebied ingedien het, kan die etenspouse aldus verkort word;
 - (ii) dat werktye wat onderbreek word deur pouses van minder as 'n uur behalwe waar voorbehoud (i) of (vi) van toepassing is, geag word aaneen te loop;
 - (iii) dat, as so 'n pouse langer as 'n uur is uitgesonderd waar voorbehoudsbepaling (iv) van toepassing is, elke tydperk van meer as een-en-'n-kwart uur geag word tyd te wees waarin daar gewerk is;
 - (iv) dat wat betref 'n werknemer wat uitsluitlik of hoofsaaklik in diens is om persele of voertuie wat vir die vervoer van passasiers gebruik word skoon te maak of diere te versorg, as sodanige pouse langer as drie uur is, enige tydperk wat drie uur oorskry geag word gewone werkure te wees;
 - (v) dat hoogstens een sodanige pouse gedurende die gewone werkure van 'n werknemer op enige dag geag word nie deel van die gewone werkure uit te maak nie;
 - (vi) dat wanneer 'n werkgewer op enige dag weens oortydwerk verplig is om aan 'n werknemer 'n tweede etenspouse toe te staan, sodanige pouse op die versoek van die werknemer tot vyftien minute verkort mag word solank as die totale tydperk wat die werknemer na die eerste etenspouse van die dag gewerk het, nie sewe uur te bowe gaan nie.
- (5) *Werkure moet opeenvolgend wees*.—Behoudens die bepalinge van subklousules (2) (ii) en (4), moet alle werkure van 'n werknemer op iedere dag op mekaar volg.
- (6) *Bepierking van oortyd*.—(a) 'n Werkgewer mag nie vereis of toelaat dat sy werknemer, uitgesonderd 'n daaglikse werknemer, wat huisraad verpak, uitpak, laai, aflaai of vervoer, langer oortyd werk nie as hoogstens vyftien uur in enige week gedurende hoogstens twee weke in enige maand en ses-en-'n-half uur in die orige weke van sodanige maand, maar dan so dat hoogstens drie-en-veertig uur in enige maand oortyd gewerk word.
- (b) Behoudens die bepalinge van paragraaf (a) hiervan, mag 'n werkgewer nie vereis of toelaat dat 'n werknemer, uitgesonderd 'n daaglikse werknemer, langer oortyd werk nie as tien uur in enige week.
- (c) 'n Werkgewer mag nie vereis of toelaat dat 'n daaglikse werknemer langer oortyd werk nie as twee uur op 'n dag.
- (7) *Vroulike werknemers*.—Ondanks andersluidende bepalinge in hierdie klousule, mag 'n werkgewer nie vereis of toelaat dat 'n vroulike werknemer—
- (a) tussen 6-uur nm. en 6-uur vm. werk nie;
 - (b) op meer as vyf dae in 'n week na 1-uur nm. werk nie;
 - (c) meer as twee uur oortyd op 'n dag werk nie, behalwe dat 'n werknemer met 'n werkweek van vyf dae op 'n Saterdag tot vier uur oortyd mag werk;
 - (d) op meer as drie opeenvolgende dae in 'n week oortyd werk nie;
 - (e) op meer as sestig dae in 'n jaar oortyd werk nie;
 - (f) na voltooiing van haar gewone werkure meer as een uur op 'n dag oortyd werk nie, tensy hy—
- (i) so 'n werknemer voor die middag kennis daarvan gegee het; of

- (b) in the case of an employee who works a five-day week—
- (i) forty-six in any week from Monday to Friday, inclusive; and
 - (ii) subject to sub-paragraph (i) hereof, nine and one-quarter on any day.
- (2) An employer shall not require or permit a continuous process worker to work more ordinary hours of work than—
- (i) forty-eight in any week from Sunday to Saturday, inclusive; and
 - (ii) subject to sub-paragraph (i) hereof, eight on any day: Provided that an employer may require or permit such an employee to work two shifts of eight hours on one day but not more often than once in any period of three consecutive weeks and so that the employee has a free period of at least eight hours between such shifts.
- (3) An employer shall not require or permit a daily employee to work more ordinary hours of work than—
- (a) eight and a half on any day; or
 - (b) subject to paragraph (a) hereof, forty-six in any week with him.
- (4) *Meal Intervals*.—An employer shall not require or permit an employee to work continuously for more than—
- (a) eight hours, in the case of a continuous process worker, and
 - (b) five hours, in the case of any other employee, without a meal interval of not less than one hour during which interval such employee shall not be required or permitted to perform any work, and such interval shall be deemed not to be part of the ordinary hours of work or overtime: Provided—
- (i) that an employer may agree with his employee to reduce the period of such meal interval to not less than half-an-hour, and in that event and after the employer has lodged a statement of such agreement with the Divisional Inspector, Department of Labour, for his area, the meal interval may be so reduced;
 - (ii) that periods of work interrupted by intervals of less than one hour, except when proviso (i) or (vi) applies, shall be deemed to be continuous;
 - (iii) that, if such interval be longer than one hour, except when proviso (iv) applies, any period in excess of one and one-quarter hours shall be deemed to be time worked;
 - (iv) that, in the case of an employee who is wholly or mainly engaged in cleaning premises or vehicles used for the transportation of passengers or tending to animals, if such interval be longer than three hours any period in excess of three hours shall be deemed to form part of the ordinary hours of work;
 - (v) that no more than one such interval during the ordinary hours of work of an employee on any day shall be deemed not to form part of the ordinary hours of work;
 - (vi) that when on any day by reason of overtime work an employer is required to give an employee a second meal interval, such interval may, at the request of the employee, be reduced to fifteen minutes so long as the total period worked by the employee after the first meal interval of the day does not exceed seven hours.
- (5) *Hours of Work to be Consecutive*.—Save as provided in sub-clauses (2) (ii) and (4), all hours of work of an employee on any day, shall be consecutive.
- (6) *Limitation of Overtime*.—(a) An employer of an employee, other than a daily employee, who is engaged in the packing, unpacking, loading, unloading or the transportation of household furniture shall not require or permit such employee to work overtime for more than fifteen hours in any week for more than two weeks in any month and six and a half hours in the remaining weeks of the month but so that the total overtime in any month shall not exceed forty-three hours.
- (b) Save as provided in paragraph (a) hereof, an employer shall not require or permit an employee, other than a daily employee, to work overtime for more than ten hours in any week.
- (c) An employer shall not require or permit his daily employee to work overtime for more than two hours on any day.
- (7) *Female Employees*.—Notwithstanding anything to the contrary in this clause, an employer shall not require or permit a female employee to work—
- (a) between 6 o'clock p.m. and 6 o'clock a.m.;
 - (b) after 1 o'clock p.m. on more than five days a week;
 - (c) overtime for more than two hours on any day, except that an employee who works a five-day week may work up to four hours overtime on a Saturday but so that ten hours are not exceeded in such week;
 - (d) overtime on more than three consecutive days in any week;
 - (e) overtime on more than sixty days in any year;
 - (f) overtime after completion of her ordinary hours of work for more than one hour on any day unless he has—
- (i) before midday given notice thereof to such employee; or

- (ii) so 'n werknemer van 'n behoorlike ete voorsien en haar genoeg tyd gelaat het om dit te nuttig voordat sy met die oortydwerk moet begin; of
- (iii) so 'n werknemer minstens vyf-en-twintig sent betyds betaal het om haar in staat te stel om 'n ete te verkry en te nuttig voordat die oortydwerk begin.

(8) *Oortyd.*—Ondanks die omskrywing van „oortyd” in klousule 2 word alle tyd wat 'n werker in 'n kontinue proses in enige week, uitgesonderd op sy rusdag, langer werk as ses-en-veertig uur, vir doeleindes van beloning geag oortyd te wees.

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

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

(10) *Rusdag.*—(a) 'n Werkgewer moet aan elk van sy werkers in 'n kontinue proses gedurende elke sewe opeenvolgende dae een volle dag rus toestaan, maar indien die werkgewer vereis of toelaat dat sodanige werknemer op sy rusdag werk, moet die ure wat aldus gewerk is geag word geen deel te vorm nie van die gewone werkure in subklousule (2) voorgeskryf.

(b) 'n Werkgewer moet sy wag, uitgesonderd 'n daaglikse werknemer, in elke ses opeenvolgende weke diens minstens ses rusdae gee: met dien verstande dat—

- (i) hy dienaangaande geen aftrekking van die wag se loon doen nie;
- (ii) 'n werkgewer sy wag, in plaas van hom sodanige rusdae toe te staan, vir elke sodanige dag wat nie toegestaan is nie, die loon betaal wat hy sou ontvang het as hy op sodanige rusdag nie gewerk het nie, plus 'n bedrag minstens gelyk aan sy dagloon;
- (iii) indien 'n wag se dienskontrak eindig voordat al die rusdae waartoe hy ingevolge hierdie subklousule geregtig geword het aan hom toegestaan is, sy werkgewer hom vir elke sodanige dag wat nie toegestaan is nie, minstens sy dagloon betaal;
- (iv) by die toepassing van hierdie subklousule die uitdrukking „dag” 'n tydperk van vier-en-twintig opeenvolgende ure beteken bereken vanaf die tyd waarop die wag gewoonlik met sy werk begin.

(11) *Uitsonderings.*—(a) Behoudens die bepalings van subklousule (10), is die bepalings van hierdie klousule nie op 'n wag van toepassing nie.

(b) Die bepalings van subklousules (4), (5) en (6) is nie van toepassing nie op 'n werknemer onderwyl hy noodwerk verrig.

(c) Die bepalings van subklousule (4) is nie van toepassing nie op 'n werknemer wat uitsluitlik in diens is vir die verwydering van nagvuil.

6. JAARLIKSE VERLOF.

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

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

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

- (i) wat 'n werknemer in paragraaf (a) vermeld betref, 'n bedrag van minstens drie maal die weekloon waartoe hy vanaf die eerste dag van die verlof geregtig is;
- (ii) wat 'n werknemer in paragraaf (b) vermeld betref, 'n bedrag van minstens twee maal die weekloon waartoe hy vanaf die eerste dag van die verlof geregtig is;

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

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

- (i) dat, as sodanige verlof nie eerder toegestaan is nie, dit só toegestaan word dat dit behoudens die bepalings van subklousule (3) begin binne vier maande na voltooiing van die twaalf maande diens waarop dit betrekking het of dat, as die werkgewer en werknemer daartoe skriftelik ooreengekom het voor die afloop van die gemelde tydperk van vier maande, die werkgewer aan die werknemer sodanige verlof moet toestaan vanaf 'n datum nie later as twee maande na die afloop van die gemelde tydperk van vier maande nie;
- (ii) dat die tydperk van verlof nie saamval met siekteverlof wat ingevolge klousule 7 toegestaan is;

- (ii) provided such employee with an adequate meal and allowed her sufficient time to have it before she has to commence overtime; or

- (iii) paid such employee not less than twenty-five cents in sufficient time to enable her to obtain and have a meal before overtime is due to commence.

(8) *Overtime.*—Notwithstanding the definition of “overtime” in clause 2, any time worked by a continuous process worker in any week, other than on his day of rest, in excess of forty-six hours shall for the purposes of payment be deemed to be overtime.

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

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

(10) *Day of Rest.*—(a) An employer shall grant to each of his continuous process workers one full day of rest during every seven consecutive days, but, if an employer requires or permits such an employee to work on his day of rest, the hours worked shall be deemed not to be part of the ordinary hours of work prescribed in sub-clause (2).

(b) An employer shall grant his watchman, other than a daily employee, not less than six days of rest in every six consecutive weeks of employment: Provided that—

- (i) he shall make no deduction from the watchman's wage in respect thereof;
- (ii) an employer may, in lieu of granting his watchman any such day of rest, pay him the wage which he would have received if he had not worked on such a day of rest, plus an amount of not less than his daily wage in respect of each such day of rest not granted;
- (iii) where a watchman's contract of employment terminates before he has been granted all the days of rest to which he has become entitled by virtue of this sub-clause, his employer shall pay him in respect of each such day of rest not granted an amount of not less than his daily wage;
- (iv) for the purpose of this sub-clause the expression “day” means a period of twenty-four consecutive hours calculated from the time the watchman normally commences duty.

(11) *Savings.*—(a) Save as provided in sub-clause (10), the provisions of this clause shall not apply to a watchman.

(b) The provisions of sub-clauses (4), (5) and (6) shall not apply to an employee while he is engaged on emergency work.

(c) The provisions of sub-clause (4) shall not apply to an employee who is engaged exclusively on the removal of night soil.

6. ANNUAL LEAVE.

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

- (a) in the case of a watchman, twenty-one consecutive calendar days' leave,
- (b) in the case of every other employee, fourteen consecutive calendar days' leave,

and shall pay such employee in respect of such leave—

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

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

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

- (i) that, if such leave has not been granted earlier, it shall, save as provided in sub-clause (3), be granted so as to commence within four months after the completion of the twelve months of employment to which it relates or, if the employer and employee have agreed thereto, in writing, before the expiration of the said period of four months, the employer shall grant such leave to the employee as from a date not later than two months after the expiration of the said period of four months;
- (ii) that the period of leave shall not be concurrent with sick leave granted in terms of clause 7;

- (iii) dat, as Nuwejaarsdag, Goeie Vrydag, Hemelvaartdag, Geloftedag of Kersdag binne die tydperk van sodanige verlof val, daar vir elke sodanige vakansiedag nog 'n werkdag by gemeide tydperk as verdere verloftyd gevoeg en vir elke sodanige bygevoegde dag aan die werknemer 'n bedrag van minstens sy dagloon betaal word;
- (iv) dat 'n werkgever al die dae geleentheidsverlof wat op die skriftelike versoek van sy werknemer met volle betaling aan hom toegestaan is gedurende die tydperk van twaalf maande waarop die verloftyd betrekking het, van sodanige tydperk van verlof kan aftrek.
- (3) (a) Op die skriftelike versoek van sy werknemer mag 'n werkgever die verlof oor 'n tydperk van hoogstens vier-en-twintig maande diens laat ooploop: Met dien verstande—
- (i) dat so 'n werknemer sodanige versoek doen binne vier maande na afloop van die eerste tydperk van twaalf maande diens waarop die verlof betrekking het; en
- (ii) dat die werkgever die datum van ontvangs van sodanige versoek daarop aanbring en dit onderteken en die versoek minstens drie jaar bewaar vanaf sodanige datum of vanaf die datum van afloop van die eerste tydperk van twaalf maande diens waarop die verlof betrekking het, en wel vanaf die jongste van die twee datums.
- (b) Die bepalings van subklousule (2) geld *mutatis mutandis* vir die verlof in hierdie subklousule bedoel.
- (4) Die beloning ten opsigte van die verlof voorgeskryf in subklousule (1), gelees met subklousule (3), moet uiterlik op die laaste werkdag voor die aanvangsdatum van die verlof betaal word.
- (5) Aan 'n werknemer wie se diens gedurende enige dienstermyn van twaalf maande eindig voordat die verloftydperk voorgeskryf in subklousule (1) ten opsigte van so 'n termyn opgeloopt het, moet daar by sodanige diensbeëindiging, benewens enige ander beloning wat aan hom verskuldig mag wees, vir elke voltooiende maand van sodanige dienstermyn 'n bedrag betaal word van minstens—
- (a) wat 'n werknemer in paragraaf (a) van subklousule (1) vermeld betref, een-vierde van die weekloon, en
- (b) wat 'n werknemer in paragraaf (b) van subklousule (1) vermeld betref, een-sesde van die weekloon,
- wat hy onmiddellik voor die datum van sodanige diensbeëindiging ontvang het: Met dien verstande dat 'n werkgever ten opsigte van enige verloftyd wat hy ingevolge die vierde voorbehoudsbepaling in subklousule (2) aan 'n werknemer toegestaan het, 'n eweredige bedrag kan aftrek, en met dien verstande voorts dat 'n werknemer—
- (i) wat sy diens verlaat sonder om die kennis te gee en die opseggingstermyn uit te dien wat by klousule 12 voorgeskryf word, tensy die werkgever van sodanige opsegging afgesien het of die werknemer sy werkgever betaal in plaas van sodanige kennis te gee; of
- (ii) wat sy diens sonder regsgeldige rede verlaat; of
- (iii) wat deur sy werkgever sonder opsegging ontslaan word om 'n rede wat vir sodanige ontslag sonder opsegging regtens genoegsaam is,
- tot geen betaling uit hoofde van hierdie subklousule geregtig is nie.
- (6) 'n Werknemer wat geregtig geword het tot 'n tydperk van verlof voorgeskryf in subklousule (1), gelees met subklousule (3), en wie se diens eindig voordat sodanige verlof toegestaan is, moet by sodanige diensbeëindiging die bedrag betaal word wat hy ten opsigte van die verlof sou ontvang het as die verlof op die datum van diensbeëindiging aan hom toegestaan was.
- (7) By die toepassing van hierdie klousule word die uitdrukking „diens” geag ook te omvat—
- (a) elke tydperk ten opsigte waarvan 'n werkgever ingevolge klousule 12 'n werknemer betaal in plaas van kennis van diensbeëindiging te gee;
- (b) elke tydperk waarin 'n werknemer afwesig is—
- (i) met verlof ingevolge hierdie klousule;
- (ii) met siekteverlof ingevolge klousule 7;
- (iii) op las of versoek van sy werkgever;
- en wel tot 'n totaal in enige jaar van hoogstens tien weke; en die diens word geag te begin—
- (i) in die geval van 'n werknemer wat voor die inwerking-treding van hierdie Vastelling tot 'n tydperk van jaarlikse verlof ingevolge enige wet geregtig geword het, op die datum waarop so 'n werknemer die vorige maal geregtig geword het tot verlof ingevolge so 'n wet;
- (ii) in die geval van 'n werknemer wat voor die datum van inwerking-treding van hierdie Vastelling in diens was en vir wie enige wet gegeld het wat vir jaarlikse verlof voorsiening maak maar wat nog nie tot 'n tydperk van verlof ingevolge daarvan geregtig geword het nie, op die aanvangsdatum van sodanige diens;
- (iii) in die geval van enige ander werknemer, op die datum waarop so 'n werknemer by sy werkgever in diens getree het of op die datum van die inwerking-treding van hierdie Vastelling, en wel op die jongste van die twee datums.

- (iii) that if New Year's Day, Good Friday, Ascension Day, the Day of the Covenant or Christmas Day falls within the period of such leave, another work day shall, for each such holiday, be added to the said period as a further period of leave and the employee shall be paid an amount of not less than his daily wage in respect of each such day added;
- (iv) that an employer may set off against such period of leave any days of occasional leave granted on full pay to his employee at his employee's written request during the period of twelve months of employment to which the period of leave relates.
- (3) (a) At the written request of his employee, an employer may permit the leave to accumulate over a period of not more than twenty-four months of employment: Provided—
- (i) that the request is made by such employee not later than four months after the expiry of the first period of twelve months of employment to which the leave relates, and
- (ii) that the date of the receipt of the request is endorsed on the request over his signature by the employer, who shall retain the request for a period of not less than three years from such date or the date of the expiry of the first period of twelve months of employment to which the leave relates, whichever is the later.
- (b) The provisions of sub-clause (2) shall *mutatis mutandis* apply to the leave referred to in this sub-clause.
- (4) The remuneration in respect of the leave prescribed in sub-clause (1), read with sub-clause (3), shall be paid not later than the last work day before the date of commencement of the leave.
- (5) An employee whose employment terminates during any period of twelve months of employment before the period of leave prescribed in sub-clause (1) in respect of that period has accrued, shall, upon such termination and in addition to any other remuneration which may be due to him, be paid in respect of each completed month of such period of employment an amount of not less than—
- (a) in the case of an employee referred to in paragraph (a) of sub-clause (1), one-fourth, and
- (b) in the case of an employee referred to in paragraph (b) of sub-clause (1), one-sixth,
- of the weekly wage he was receiving immediately before the date of such termination: Provided that an employer may make a proportionate deduction in respect of any period of leave granted to an employee in terms of the fourth proviso to sub-clause (2) and provided further that an employee—
- (i) who leaves his employment without having given and served the period of notice prescribed in clause 12, unless the employer has waived such notice or the employee has paid the employer in lieu of notice; or
- (ii) who leaves his employment without cause recognised by law as sufficient; or
- (iii) who is dismissed by his employer without notice for any cause recognised by law as sufficient for such dismissal without notice,
- shall not be entitled to any payment by virtue of this sub-clause.
- (6) An employee who has become entitled to a period of leave prescribed in sub-clause (1), read with sub-clause (3), and whose employment terminates before such leave has been granted, shall upon such termination be paid the amount he would have received in respect of the leave, had the leave been granted to him as at the date of the termination.
- (7) For the purpose of this clause the expression “employment” shall be deemed to include—
- (a) any period in respect of which an employer, in terms of clause 12, pays an employee in lieu of notice;
- (b) any period during which an employee is absent—
- (i) on leave in terms of this clause;
- (ii) on sick leave in terms of clause 7;
- (iii) on the instructions or at the request of his employer, amounting in the aggregate, in any year, to not more than ten weeks,
- and employment shall be deemed to commence—
- (i) in the case of an employee who had before the coming into force of this Determination become entitled to a period of annual leave in terms of any law, on the date on which such employee last became entitled to such leave under such law;
- (ii) in the case of an employee who was in employment before the coming into force of the Determination and to whom any law providing for annual leave applied but who had not become entitled to a period of leave in terms thereof, on the date on which such employment commenced;
- (iii) in the case of any other employee, from the date on which such employee entered his employer's service or on the date of the coming into force of this Determination, whichever is the later.

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

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

7. SIEKTEVERLOF.

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

(a) In die geval van 'n werknemer wat 'n werkweek van vyf dae het, altesaam minstens twintig werkdag, en

(b) in die geval van enige ander werknemer, altesaam minstens vier-en-twintig werkdag,

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

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

(ii) dat hierdie klousule nie geld vir 'n werknemer op wie se skriftelike versoek 'n werkgewer bydraes, minstens gelyk aan dié wat die werknemer self daarin stort, betaal aan enige fonds of organisasie wat die werknemer aanwys en wat aan die werknemer waarborg dat aan hom by ongeskiktheid in die omstandighede in hierdie klousule vermeld, altesaam minstens die ekwivalent van sy loon vir twintig of vier-en-twintig werkdag, al na gelang van die geval, in elke tydkring van vier-en-twintig maande diens betaal sal word, behalwe dat gedurende die eerste vier-en-twintig maande waarin die werknemer bydraes stort, die gewaarborgde tarief nie die koers van aanwas soos uiteengesit in die eerste voorbehoudsbepaling van hierdie subklousule te bowe hoef te gaan nie;

(iii) dat, indien 'n werkgewer ingevolge enige wet gelde vir hospitaal- of mediese behandeling ten opsigte van 'n werknemer moet betaal, en sodanige gelde wel betaal, die aldus betaalde bedrag afgetrek kan word van die bedrag wat ingevolge hierdie klousule ten opsigte van afwesigheid weens ongeskiktheid verskuldig is;

(iv) dat, indien 'n werkgewer by enige ander wet verplig word om 'n werknemer sy volle loon te betaal ten opsigte van enige tydperk van ongeskiktheid waarvoor hierdie klousule voorsiening maak, die bepalings van hierdie klousule nie geld nie;

(v) dat die loon wat aan 'n werknemer wat stukwerk verrig betaalbaar is ten opsigte van enige tydperk van afwesigheid met siekteverlof ingevolge hierdie klousule, bereken word op grondslag van die besoldiging wat aan so 'n werknemer op sy laaste betaaldag onmiddellik voor sodanige afwesigheid betaal is.

(2) Voordat 'n werkgewer 'n bedrag betaal wat 'n werknemer kragtens hierdie klousule eis ten opsigte van enige afwesigheid uit sy werk—

(a) gedurende 'n tydperk wat strek oor meer as drie kalenderdae; of

(b) op die werkdag onmiddellik voor of op die werkdag onmiddellik na 'n Sondag of Nuwejaarsdag, Goeie Vrydag, Hemelvaartdag, Geloftedag of Kersdag,

kan hy vereis dat die werknemer 'n sertifikaat voorlê wat deur 'n geregistreerde mediese praktisyn geteken is en wat die aard en duur van die werknemer se ongeskiktheid aangee: Met dien verstande dat wanneer 'n werknemer gedurende enige tydperk van hoogstens agt opeenvolgende weke betaling kragtens hierdie klousule by twee of meer geleenthede ontvang het sonder om so 'n sertifikaat voor te lê, sy werkgewer gedurende die tydperk van onmiddellik ná die laaste sodanige geleentheid kan vereis dat hy ten opsigte van enige afwesigheid so 'n sertifikaat voorlê.

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

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

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

7. SICK LEAVE.

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

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

(b) in the case of every other employee, not less than twenty-four work days,

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

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

(ii) that this clause shall not apply to an employee at whose written request an employer makes contributions, at least equal to those made by the employee, to any fund or organisation nominated by the employee, which fund or organisation guarantees to the employee in the event of his incapacity in the circumstances set out in this clause the payment to him of not less than in the aggregate the equivalent of his wage for twenty or twenty-four work days, as the case may be, in each cycle of twenty-four months of employment, except that during the first twenty-four months of the payment of contributions by the employee the guaranteed rate need not exceed the rate of accrual set out in the first proviso to this sub-clause;

(iii) that where an employer is by any law required to pay fees for hospital or medical treatment in respect of an employee, and pays such fees, the amount so paid may be set off against the payment due in respect of absence owing to incapacity in terms of this clause;

(iv) that, if in respect of any period of incapacity covered by this clause an employer is required by any other law to pay to an employee his full wages, the provisions of this clause shall not apply;

(v) that the wage payable to an employee who is employed on piece-work for any period of absence on sick leave in terms of this clause shall be calculated on the basis of the remuneration paid to such employee on the last pay-day immediately preceding such absence.

(2) An employer may, as a condition precedent to the payment by him of any amount claimed in terms of this clause by an employee in respect of any absence from work—

(a) for a period covering more than three consecutive calendar days, or

(b) on the work day immediately preceding or the work day immediately succeeding a Sunday or New Year's Day, Good Friday, Ascension Day, the Day of the Covenant or Christmas Day,

require the employee to produce a certificate signed by a registered medical practitioner stating the nature and duration of the employee's incapacity: Provided that when an employee has during any period of up to eight consecutive weeks received payment in terms of this clause on two or more occasions without producing such a certificate his employer may during the period of eight consecutive weeks immediately succeeding the last such occasion require him to produce such a certificate in respect of any absence.

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

(4) By die toepassing van hierdie klousule—

(a) word die uitdrukking „diens” geag te omvat enige tydperk waarin die werknemer afwesig is—

- (i) met verlof ingevolge klousule 6;
- (ii) op las of versoek van sy werkgever;
- (iii) met siekteverlof ingevolge subklousule (1);

en wel tot 'n totaal in enige jaar van hoogstens tien weke, en enige tydperk van diens by dieselfde werkgever onmiddellik voor die datum van die inwerkingtreding van hierdie Vastelling word by die toepassing van hierdie klousule geag diens ingevolge hierdie Vastelling te wees, en alle siekteverlof wat met volle betaling aan so 'n werknemer gedurende so 'n tydperk toegestaan is, word geag ingevolge hierdie Vastelling toegestaan te wees;

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

8. OPENBARE VAKANSIEDAE EN SONDAG.

(1) Behoudens die bepalings van klousules 4 (6) en 6 (2) moet 'n werkgever aan 'n werknemer wat op Nuwejaarsdag, Goeie Vrydag, Hemelvaartdag, Geloftedag of Kersdag nie werk nie, minstens sy weekloon betaal vir die week waarin so 'n dag val.

(2) Wanneer 'n werknemer op Nuwejaarsdag, Goeie Vrydag, Hemelvaartdag, Geloftedag of Kersdag werk, moet sy werkgever hom, behoudens die bepalings van klousule 4 (6), vir die week waarin so 'n dag val, minstens sy weekloon betaal, plus sy uurloon vir elke uur of deel van 'n uur wat die werknemer altesaam op so 'n dag werk: Met dien verstande dat, as daar vereis of toegelaat word dat die werknemer minder as vier uur op so 'n dag werk, hy geag word vier uur te gewerk het.

(3) Vergoeding vir werk op 'n Sondag.—Wanneer 'n werknemer, uitgesonderd 'n werker in 'n kontinue proses, op 'n Sondag werk, moet sy werkgever hom betaal, hetsy—

- (a) (i) indien hy aldus 'n tydperk van hoogstens vier uur werk, minstens sy dagloon, of
- (ii) indien hy aldus 'n tydperk van meer as vier uur werk, teen 'n tarief van minstens dubbel sy gewone loon ten opsigte van totale tydperk wat hy op sodanige Sondag werk, of minstens dubbel sy dagloon, watter ook al die meeste is, of
- (b) teen 'n tarief van minstens een-en-n-derde maal sy gewone loon vir die totale tydperk wat hy altesaam op so 'n Sondag werk, en hom binne veertien dae vanaf so 'n Sondag een dag verlof toestaan en hom vir dié dag minstens sy dagloon betaal: Met dien verstande dat wanneer vereis of toegelaat word dat so 'n werknemer minder as vier uur op so 'n Sondag werk, hy geag word vier uur te gewerk het.

(4) Wanneer 'n werker in 'n kontinue proses op 'n Sondag werk moet sy werkgever hom teen 'n tarief van minstens een-en-n-derde maal sy gewone loon betaal ten opsigte van die totale tydperk wat hy op sodanige Sondag gewerk het: Met dien verstande—

- (i) dat as daar vereis of toegelaat word dat die werknemer minder as vier uur op sodanige Sondag werk, hy geag word vier uur te gewerk het;
- (ii) dat daar nie vir oortydwerk op 'n Sondag meer betaal hoef te word as die besoldiging wat in hierdie subklousule voorgeskryf word nie.

(5) Wanneer 'n werker in 'n kontinue proses op sy rusdag werk moet sy werkgever hom teen 'n tarief van minstens dubbel sy gewone loon betaal te opsigte van die totale tydperk wat hy op sodanige rusdag gewerk het: Met dien verstande dat as daar vereis of toegelaat word dat sodanige werknemer minder as vier uur op sodanige rusdag werk, hy geag word vier uur te gewerk het.

(6) Wanneer 'n werker in 'n kontinue proses 'n skof werk wat gedeeltelik op 'n openbare vakansiedag in subklousule (1) genoem, op 'n Sondag of op sy rusdag en gedeeltelik op 'n ander kalenderdag val word geag dat die hele skof gewerk is op dié kalenderdag waarop die grootste deel van die skof geval het.

(7) Wanneer 'n skofwerker 'n skof werk wat gedeeltelik op 'n openbare vakansiedag in subklousule (1) genoem of op 'n Sondag en gedeeltelik op 'n ander kalenderdag val word geag dat die hele skof gewerk is op dié kalenderdag waarop die grootste deel van die skof geval het.

(8) Hierdie klousule is nie van toepassing op 'n daaglikse werknemer of op 'n wag nie.

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

(a) “employment” shall be deemed to include any period during which an employee is absent—

- (i) on leave in terms of clause 6;
- (ii) on the instructions or at the request of his employer;
- (iii) on sick leave in terms of sub-clause (1);

amounting in the aggregate, in any year, to not more than ten weeks, and any period of employment which an employee has had with the same employer immediately before the date of the coming into force of this Determination shall for the purpose of this clause be deemed to be employment under this Determination, and any sick leave on full pay granted to such an employee during such period shall be deemed to have been granted under this Determination;

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

8. PUBLIC HOLIDAYS AND SUNDAYS.

(1) Subject to the provisions of clauses 4 (6) and 6 (2), if an employee does not work on New Year's Day, Good Friday, Ascension Day, the Day of the Covenant or Christmas Day, his employer shall pay him for the week in which such day falls not less than his weekly wage.

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

(3) Compensation for Work on a Sunday.—Whenever an employee, other than a continuous process worker, works on a Sunday his employer shall either—

(a) pay the employee—

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

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

(4) Whenever a continuous process worker works on a Sunday his employer shall pay him at the rate of not less than one and one-third times his ordinary wage in respect of the total period worked by him on such Sunday: Provided—

- (i) that where such an employee is required or permitted to work for less than four hours on such Sunday he shall be deemed to have worked for four hours;
- (ii) that work on a Sunday shall not attract payment for overtime over and above the rate of remuneration prescribed in this sub-clause.

(5) Whenever a continuous process worker works on his day of rest his employer shall pay him at the rate of not less than double his ordinary wage in respect of the total period worked by him on such day of rest: Provided that where such an employee is required or permitted to work for less than four hours on such day of rest he shall be deemed to have worked for four hours.

(6) Whenever a continuous process worker works a shift which falls partly on any public holiday mentioned in sub-clause (1), on a Sunday or on his day of rest and partly on any other calendar day, the whole shift shall be deemed to have been worked on the calendar day on which the major portion of such shift fell.

(7) Whenever a shift worker works a shift which falls partly on any public holiday mentioned in sub-clause (1) or on a Sunday and partly on any other calendar day, the whole shift shall be deemed to have been worked on the calendar day on which the major portion of such shift fell.

(8) This clause shall not apply to a daily employee or a watchman.

9. STUKWERK.

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

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

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

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

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

10. UNIFORMS, OORPAKKE EN BESKERMENDE KLERE.

'n Werkgever moet alle uniforms, oorpak, wasjas, voorskoot, pet, stewels of ander beskermende klere wat hy vereis dat sy werknemer dra of wat enige wet hom verplig om aan sy werknemer te verskaf, gratis verskaf en in 'n diensbare toestand hou en enige sodanige artikel bly die eiendom van die werkgever.

11. VERBOD OP INDIENSNEMING.

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

12. BEÏNDIGING VAN DIENSKONTRAK.

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

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

vooruit opse; of 'n werkgever of 'n werknemer kan die kontrak sonder opsegging beëindig deur in plaas van die opsegging aan die werknemer of die werkgever, al na gelang van die geval, minstens die volgende te betaal:—

- (i) In die geval van een werkdag opsegging, die dagloon wat die werknemer ten tyde van sodanige beëindiging ontvang;
- (ii) in die geval van 'n week opsegging, die weekloon wat die werknemer ten tyde van sodanige beëindiging ontvang;

Met dien verstande dat hierdeur onaangetas gelaat word—

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

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

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

(3) Die opsegging in subklousule (1) voorgeskryf mag op enige werkdag gegee word: Met dien verstande—

- (i) dat die opseggingstermyn nie mag saamval met, en die opsegging nie mag geskied gedurende, 'n werknemer se afwesigheid met verlof ingevolge klousule 6;
- (ii) dat gedurende 'n werknemer se afwesigheid met siekteverlof ooreenkomstig klousule 7 opsegging nie mag geskied nie.

(4) Ondanks andersluidende bepalings in hierdie Vasstelling kan 'n werkgever, in die geval waarin 'n werknemer sy dienskontrak beëindig deur sy diens te verlaat sonder opsegging en die opseggingstermyn uit te dien, of sonder om sy werkgever in plaas van opsegging te betaal, uit enige geld wat hy sodanige werknemer uit hoofde van enige bepalings van hierdie Vasstelling skuld, aan homself 'n bedrag toeëien van hoogstens dié wat sodanige werknemer hom in plaas van opsegging sou moes betaal het.

9. PIECE-WORK.

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

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

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

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

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

10. PROTECTIVE CLOTHING, UNIFORMS OR OVERALLS.

An employer shall supply and maintain in serviceable condition, free of charge, any uniform, overall, washing coat, apron, cap, boots or protective clothing, which he requires his employee to wear or which by any law he is compelled to provide to his employee and any such articles shall remain the property of the employer.

11. PROHIBITION OF EMPLOYMENT.

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

12. TERMINATION OF CONTRACT OF EMPLOYMENT.

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

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

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

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

Provided that this shall not affect—

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

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

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

(3) The notice prescribed in sub-clause (1) may be given on any work day: Provided—

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

(4) Notwithstanding anything to the contrary in this Determination, where an employee terminates his contract of employment by leaving his employment without having given and served the required period of notice or without paying his employer in lieu of notice, his employer may appropriate to himself, from any moneys which he owes to such employee by virtue of any provisions of this Determination, an amount of not more than that which such employee would have had to pay him in lieu of notice.

No. R. 137.] [28 Januarie 1966.
WET OP OORLOGSMAATREËLS, 1940.

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

ONGESKOOLDE ARBEID, BLOEMFONTEIN, KIM-BERLEY EN WELKOM.

Ek, ALFRED ERNEST TROLLIP, Minister van Arbeid, handelende kragtens die bepalings van subregulasie (1) van regulasie 4 van die regulasies gepubliseer by Oorlogsmaat-reël No. 43 van 1942, soos gewysig, skort hierby die toepassing van genoemde regulasies op ten opsigte van alle werknemers vir wie lone voorgeskryf word in klousule 3 van die Loonvasstelling vir Ongeskoolde Arbeid, Bloemfontein, Kimberley en Welkom, gepubliseer by Goewermentskennisgewing No. R. 136 van 28 Januarie 1966.

A. E. TROLLIP,
Minister van Arbeid.

No. R. 138.] [28 Januarie 1966.
WET OP FABRIEKE, MASJINERIE EN BOUWERK, 1941, SOOS GEWYSIG.

ONGESKOOLDE ARBEID, BLOEMFONTEIN, KIM-BERLEY EN WELKOM.

Ek, ALFRED ERNEST TROLLIP, Minister van Arbeid, verklaar hierby kragtens subartikel (1) van artikel twee-en-twintig van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, soos gewysig, dat die bepalings van die Loonvasstel-ling vir Ongeskoolde Arbeid, Bloemfontein, Kimberley en Welkom, gepubliseer by Goewermentskennisgewing No. R. 136 van 28 Januarie 1966, oor die algemeen nie vir werknemers wie se werkure en beloning ten opsigte van oortyd, openbare feesdae en werk op Sondag en open-bare feesdae daarby gereël word, minder gunstig as die desbetreffende bepalings van genoemde Wet is nie.

A. E. TROLLIP,
Minister van Arbeid.

No. R. 137.] [28 January, 1966.
WAR MEASURES ACT, 1940.

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

UNSKILLED LABOUR, BLOEMFONTEIN KIM-BERLEY AND WELKOM.

I, ALFRED ERNEST TROLLIP, Minister of Labour, acting in terms of sub-regulation (1) of regulation 4 of the regulations published under War Measure No. 43 of 1942, as amended, hereby suspend the operation of the said regulations in respect of all employees for whom wages are prescribed in clause 3 of the Wage Determination for Unskilled Labour, Bloemfontein, Kimberley and Welkom, published under Government Notice No. 136 of the 28th January, 1966.

A. E. TROLLIP,
Minister of Labour.

No. R. 138.] [28 January 1966.
FACTORIES, MACHINERY AND BUILDING WORK ACT, 1941, AS AMENDED.

UNSKILLED LABOUR, BLOEMFONTEIN, KIM-BERLEY AND WELKOM.

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 Wage Determi-nation for Unskilled Labour, Bloemfontein, Kimberley and Welkom, published under Government Notice No. R. 136 of the 28th January, 1966, on the whole to be not less favourable to the employees whose hours of work and remuneration in respect of overtime, public holidays and work on Sundays and public holidays are regulated there-by than the relative provisions of the said Act.

A. E. TROLLIP,
Minister of Labour.

INHOUD

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Briewe (lugpos).....	3c vir eerste ons; 1½c vir elke bykomende ons.
Poskaarte (landpos).....	1½c elk.
Poskaarte (lugpos).....	2c elk.
Lugbriewe.....	2½c elk.
Drukwerk.....	1c vir eerste 2 onse; ½c vir elke bykomende 2 onse.
Handelstukke.....	1c per 2 onse.
Nuusblaaië.....	½c per 4 onse per eksplaar. Maksimum gewig per pakkie, 1 lb.
Monsters.....	1c per 2 onse.

PAKKETTE (LANDPOS)

Gewone pakkette:

(a) Pakkette (behalwe landbou- en lugpakkette) gepos in Suid-Afrika vir aflewering in Suid-Afrika (behalwe Suidwes-Afrika)	Tot 8 onse..... 5c Bo 8 onse tot 2 lb. 10c Bo 2 lb. tot 7 lb. 30c Bo 7 lb. tot 11 lb. 60c Bo 11 lb. tot 22 lb. 110c
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(b) Pakkette (behalwe lugpakkette) gepos in Suid-Afrika vir aflewering in Suidwes-Afrika	Tot 8 onse..... 5c Bo 8 onse tot 1 lb. 7c Vir elke bykomende lb. of gedeelte daarvan tot 11 lb. 7c
--	--

Vir Basoetoland, Swaziland, Mosambiek.....	7c per lb.
Betsjoenaland-protectoraat	7c per lb. (Kazungula 16c per lb.).
Pakkette (landbou).....	2½c per lb.
Pakkette (lugpos).....	10c per ½ lb.
*K.B.A.-geld.....	Vir handelsbedrae tot en met R2..... 15c Vir elke bykomende R2 of gedeelte daarvan..... 2½c

†Pakketversekeringsgeld....	Versekerings- gelde, 5c 6c	Maksimum vergoeding. R10 R20
	Plus 1c vir elke R20 of gedeelte daarvan tot 'n maksimum van R400.	

Registrasiegeld.....	5c per posstuk.
Spoebestelgeld.....	Hanteerkoste..... 5c Afleringskoste 5c per myl of gedeelte daarvan.

L.W.—Die postariewe op briewe, poskaarte, lugbriewe, drukwerk, handelstukke en monsters na bestemmings in die Posunie van Afrika [Angola; Basoetoland; Betsjoenaland-protectoraat; Burundi; Kongo, Republiek (Leopoldstad); Malawi (voorheen Njassaland); Malgassiese Republiek; Mosambiek; Rhodesië; Suidwes-Afrika; Swaziland; Zambië (voorheen Noord-Rhodesië)] is dieselfde as dié binne Suid-Afrika vir land- en lugpos, onderskeidelik.

*'n K.B.A.-diens is ook beskikbaar na en van die volgende lande van die Posunie van Afrika: Malawi (voorheen Njassaland), Mosambiek, Rhodesië en Zambië (voorheen Noord-Rhodesië).

†'n Versekerde pakketdiens is ook beskikbaar na Malawi (voorheen Njassaland), Mosambiek, Rhodesië en Zambië (voorheen Noord-Rhodesië). Pakkette vir Malawi, Rhodesië en Zambië kan egter nie vir meer as R120 verseker word nie en vir Mosambiek vir R233.

POSTAGE RATES

TO DESTINATIONS IN SOUTH AFRICA

Letters (surface mail).....	2½c for first oz.; 1c for each additional oz.
Letters (air mail).....	3c for first oz.; 1½c for each additional oz.
Postcards (surface mail).....	1½c each.
Postcards (air mail).....	2c each.
Aerogrammes.....	2½c each.
Printed papers.....	1c for first 2 oz.; ½c for each additional 2 oz.
Commercial papers.....	1c per 2 oz.
Newspapers.....	½c per 4 oz. per copy. Limit of weight per packet, 1 lb.
Samples.....	1c per 2 oz.

PARCELS (SURFACE MAIL)

Ordinary Parcels:

(a) Parcels (excepting agricultural and air parcels) posted in South Africa for delivery within South Africa (excepting South West Africa)	Up to 8 oz. 5c Above 8 oz. up to 2 lb. 10c Above 2 lb. up to 7 lb. 30c Above 7 lb. up to 11 lb. 60c Above 11 lb. up to 22 lb. 110c
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(b) Parcels (excepting air parcels) posted in South Africa for delivery in South West Africa	Up to 8 oz. 5c Above 8 oz. up to 1 lb. 7c For every additional lb. or fraction thereof up to 11 lb. 7c
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For Basutoland, Swaziland, Mozambique.....	7c per lb.
For Bechuanaland Protectorate.....	7c per lb. (Kazungula 16c per lb.).
Parcels (agricultural).....	2½c per lb.
Parcels (air mail).....	10c per ½ lb.
*Cash on delivery fees.....	For trade charges up to and including R2..... 15c For each additional R2 or part thereof..... 2½c

† Parcel insurance fees.....	Fee	Limits of compensation.
	5c	R10
	6c	R20
	Plus 1c for each additional R20 or part thereof up to a maximum of R400.	
Registration fee.....	5c per article.	
Express delivery fees.....	Handling charge..... 5c Delivery charge 5c per mile or part of a mile.	

N.B.—The postage rates on letters, postcards, aerogrammes, printed papers, commercial papers and samples to destinations in the African Postal Union [Angola; Basutoland; the Bechuanaland Protectorate; Burundi; Congo, Republic of (Leopoldville); Malagasy Republic; Malawi (formerly Nyasaland); Mozambique; South West Africa; Rhodesia; Swaziland; Zambia (formerly Northern Rhodesia)] are the same as those within South Africa for surface and air mail, respectively.

*A C.O.D. service is also available to and from the following countries of the African Postal Union: Malawi (formerly Nyasaland), Mozambique, Rhodesia and Zambia (formerly Northern Rhodesia).

† An insured parcel service is also available to Malawi (formerly Nyasaland), Mozambique, Rhodesia and Zambia (formerly Northern Rhodesia). Parcels for Malawi, Rhodesia and Zambia cannot, however, be insured for more than R120 and Mozambique for R233.

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