

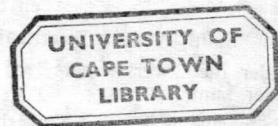
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EXTRAORDINARY

STAATSKOERANT
VAN DIE REPUBLIEK VAN SUID-AFRIKA



REPUBLIC OF SOUTH AFRICA
GOVERNMENT GAZETTE

REGULASIEKOERANT No. 987

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5 JULY

[No. 2118.]

GOEWERMENTSKENNISGEWINGS.

DEPARTEMENT VAN ARBEID.

No. R. 1174. 5 Julie 1968.

WET OP NYWERHEIDSVERSOENING, 1956.

BOUNYWERHEID, PORT ELIZABETH.

WYSIGING VAN HOOFOOREENKOMS.

Ek, Marais Viljoen, Minister van Arbeid, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat al die bepalings van die Ooreenkoms (hieronder die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Bounywerheid betrekking het, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 29 Oktober 1968 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet dat die bepalings van klousule 2 van die Wysigingsooreenkoms vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 29 Oktober 1968 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die landdrosdistrik Port Elizabeth en in daardie gedeelte van die landdrosdistrik Hankey wat voor 1 November 1963 binne die landdrosdistrik Port Elizabeth geval het.

M. VILJOEN,
Minister van Arbeid.

BYLAE.

NYWERHEIDSRaad VIR DIE BOUNYWERHEID,
PORT ELIZABETH.
OOREENKOMS

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

Port Elizabeth Master Builders' and Allied Trades Association
en die

The Electrical Contractors' Association (South Africa)

A—29918

GOVERNMENT NOTICES.

DEPARTMENT OF LABOUR.

No. R. 1174. 5 July 1968.

INDUSTRIAL CONCILIATION ACT, 1956.

BUILDING INDUSTRY, PORT ELIZABETH.

AMENDMENT OF MAIN AGREEMENT.

I, Marais Viljoen, Minister of Labour, hereby—

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that all the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Building Industry shall be binding from the second Monday after the date of publication of this notice and for the period ending 29 October 1968, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of clause 2 of the Amending Agreement shall be binding from the second Monday after the date of publication of this notice and for the period ending 29 October 1968, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the Magisterial District of Port Elizabeth and in that portion of the Magisterial District of Hankey which prior to 1 November 1963 fell within the Magisterial District of Port Elizabeth.

M. VILJOEN,
Minister of Labour.

SCHEDULE.

INDUSTRIAL COUNCIL FOR THE BUILDING INDUSTRY,
PORT ELIZABETH.
AGREEMENT

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

Port Elizabeth Master Builders' and Allied Trades Association
and

The Electrical Contractors' Association (South Africa)

1—2118

(hieronder die „werkgewers” of die „werkgewersorganisasies” bedoel), aan die een kant, en die

Amalgamated Society of Woodworkers of South Africa
Amalgamated Union of Building Trade Workers of South Africa
Operative Plumbers' Association of Port Elizabeth
en die

South African Electrical Workers' Association

(hieronder die „werknemers” of „vakverenigings” bedoel), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Bounywerheid, Port Elizabeth.

Die Ooreenkoms gepubliseer by Goewermmentskennisgewing No. 1667 van 25 Oktober 1963, soos gewysig by Goewermmentskennisgewing No. R. 1581 van 16 Oktober 1964, en verder gewysig by Goewermmentskennisgewing No. R. 856 van 3 Junie 1966, hieronder die „Hoof-ooreenkoms” bedoel, word hierby verder soos volg gewysig:—

1. Deur die byvoeging van die volgende klousule by Deel I:—

34. VAKVERENIGINGLEDEGELD.

(1) Nadat die Raad ingestem het om vakverenigingledegeld in te vorder van werknemers wat lede is van die vakverenigings wat partye by hierdie Ooreenkoms is, moet sodanige ledegeld ingevorder word ooreenkomstig die prosedure wat in hierdie klousule verduidelik word.

(2) Elke werkgever wat lid van enigeen van die werkgewers-organisasies is wat partye by hierdie Ooreenkoms is, moet die bedrag aan ledegeld betaalbaar aan die vakverenigings wat partye by hierdie Ooreenkoms is, ten opsigte van elke week of gedeelte van 'n week diens, van die weekloon aftrek van sodanige werknemer wat lid van enigeen van die vakverenigings is wat partye by hierdie Ooreenkoms is en vir wie lone voorgeskryf word in klousule 4 (1) (a) (iii), (iv), (viii) en (ix) van Deel I en in klousule 4 (1) (i) en (ii) van Deel II van die Hoof-ooreenkoms.

(3) Elke werkgever moet die bedrae afgetrek ingevolge subklousule (2) hiervan, iedere week op of voor die Vrydag wat volg op die dag waarop die afrekkings gedoen is, aan die Sekretaris van die Raad betaal.

(4) Elke werkgever wat lid van enigeen van die werkgewers-organisasies is wat partye by hierdie Ooreenkoms is en elke werknemer wat lid van enigeen van die vakverenigings is wat partye by hierdie Ooreenkoms is, moet die Raad vrywaar teen enige eis wat mag ontstaan ten opsigte van hierdie klousule.

(5) Die Sekretaris van die Raad moet, behoudens die bepalinge van subklousules (2) en (3) hiervan, die bedrae aan hom betaal ingevolge subklousule (3) hiervan, aan die betrokke vakvereniging stuur op of voor die laaste dag van die maand wat volg op dié waarin die bedrae betaal is, tesame met 'n verklaring bevattende die name van die betrokke werknemers en die bedrae wat van hul lone afgetrek is.

(6) Die Sekretaris van die Raad moet invorderingskoste van 5 persent aftrek van die geld betaalbaar aan die vakverenigings ingevolge subklousule (5) hiervan, en dié bedrag kom die algemene fondse van die Raad toe.

2. Deur die byvoeging van die volgende klousule by Deel I:—

35. DIENSOPGAWEVORMS.

(1) Elke werkgever op wie die Hoof-ooreenkoms van toepassing is moet maandeliks aan die Sekretaris van die Raad 'n vorm voorlê met daarop die volle name, persoonsnommer, bydraeboeknommer en die seëlnommer wat elke week uitgereik word aan elke werknemer wat gedurende die maand by hom in diens was en vir wie lone voorgeskryf word in klousule 4 (1) (a) (iii), (iv), (viii) en (ix) van Deel I en klousule 4 (1) (i) en (ii) van Deel II van die Hoof-ooreenkoms. Sodanige vorms moet deur die werkgever van die Sekretaris van die Raad verkry en moet, behoorlik ingevul, aan die Sekretaris van die Raad gestuur word op of voor die 7de dag van die maand wat volg op dié waarin die werknemers in diens was, met dien verstande dat ten opsigte van werkgewers wat onderworpe is aan die bepalinge van Deel II van die Hoof-ooreenkoms, geen bydraeboek- of seëlnommer aangedui hoef te word nie.

(2) Elke werkgever op wie die Hoof-ooreenkoms van toepassing is moet die Sekretaris van die Raad binne drie dae in kennis stel van die indiensneming of diensbeëindiging van enige werknemer in subklousule (1) hiervan bedoel, en sodanige kennisgewing van indiensneming of -beëindiging moet gedoen word op 'n vorm wat deur die Raad voorgeskryf word en van die Sekretaris van die Raad verkrygbaar is.

(hereinafter referred to as the “employers” or the “employers’ organisations”), of the one part, and the

Amalgamated Society of Woodworkers of South Africa
Amalgamated Union of Building Trade Workers of South Africa
Operative Plumbers' Association of Port Elizabeth
and the

South African Electrical Workers' Association

(hereinafter referred to as “employees” of “trade unions”) of the other part,

being the parties to the Industrial Council for the Building Industry, Port Elizabeth.

The Agreement published under Government Notice No. 1667, dated 25 October 1963, as amended by Government Notice No. R. 1581, dated 16 October 1964, and further amended by Government Notice No. R. 856, dated 3 June 1966, hereinafter referred to as the “Main Agreement”, is hereby further amended as follows:—

1. By the addition of the following clause to Part I:—

34. TRADE UNION SUBSCRIPTIONS.

(1) The Council having agreed to the collection of trade union subscriptions from employees who are members of the trade unions which are parties to this Agreement, such subscriptions shall be collected in accordance with the procedure detailed in this clause.

(2) Every employer who is a member of any of the employers' organisations, which are parties to this Agreement, shall deduct the amount of subscriptions payable to the trade unions which are parties to this Agreement, in respect of each week or part of a week of employment, from the weekly wages of each employee who is a member of any of the trade unions, which are parties to this Agreement and for whom wages are prescribed in clause 4 (1) (a) (iii), (iv), (viii) and (ix) of Part I and in clause 4 (1) (i) and (ii) of Part II of the Main Agreement.

(3) Every employer shall pay the amounts deducted in terms of subclause (2) hereof to the Secretary of the Council each week not later than the Friday following the day on which the deductions were made.

(4) Every employer who is a member of any of the employers' organisation, which are parties to this Agreement and every employee who is a member of any of the trade unions which are parties to this Agreement, shall indemnify the Council against any claim that may arise in respect of this clause.

(5) The Secretary of the Council shall, subject to the provisions of subclause (2) and (3) hereof, remit the amounts paid to him in terms of subclause (3) hereof to the trade union concerned, not later than the last day of the month following that in which the amounts were paid, together with a statement reflecting the names of the employees concerned and the amounts deducted from their wages.

(6) The Secretary of the Council shall deduct a collection fee of 5 per cent from the money payable to the trade unions in terms of subclause (5) hereof, which amount shall accrue to the general funds of the Council.

2. By the addition of the following clause to Part I:—

35. EMPLOYMENT RETURN FORMS.

(1) Every employer to whom the Main Agreement applies shall submit monthly a form to the Secretary of the Council showing the full names, population registration number, contribution book number and the stamp number issued each week to each employee employed by him during the month and for whom wages are prescribed in clause 4 (1) (a) (iii), (iv), (viii) and (ix) of Part I and clause 4 (1) (i) and (ii) of Part II of the Main Agreement. Such form shall be obtained by the employer from the Secretary of the Council and must be returned properly completed to the Secretary of the Council not later than the 7th day of the month following that in which the employees were employed, provided that in respect of employers who are subject to the provisions of Part II of the Main Agreement no contribution book or stamp number need be reflected.

(2) Every employer to whom the Main Agreement applies shall notify the Secretary of the Council within three days of the engagement or termination of service of any employee referred to in subclause (1) hereof, such notice of engagement or termination, shall be made on a form prescribed by the Council and obtainable from the Secretary of the Council.

(3) Waar 'n werkgever geen werknemers, soos gespesifiseer in subklousule (1) hiervan, gedurende enige maand in diens geneem het nie, moet sodanige werkgever nogtans 'n vorm voor die 7de van die volgende maand indien met die woorde „Geen werknemers” dwarsoor die vorm geskryf.

F. G. BLACK, *Voorsitter.*
T. D. DU PLESSIS, *Ondervoorsitter.*
J. KRUGER, *Sekretaris.*

26 April 1968.

No. R. 1175. 5 Julie 1968.
**WET OP FABRIEKE, MASJINERIE EN BOUWERK,
1941, SOOS GEWYSIG.
ONAFGEBROKE WERK.**

Ek, Marais Viljoen, Minister van Arbeid, verklaar hierby kragtens die eerste voorbehoudsbepaling van artikel 19 (1) (a), van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, soos gewysig, dat die—

- (a) instandhouding van die temperatuur in oonde;
- (b) die prosesse verbonde aan die vervaardiging van buise en gloeilampe;
- (c) sortering, ondersoek en kwaliteitsbeheer;
- (d) verpakking en inspeksie; en
- (e) herstel en onderhoud van blaaskoppe;

soos uitgevoer deur Associated Glass Works (Pty) Ltd, Port Elizabeth in die landdrostdistrik Port Elizabeth, bedrywighede is waarin onafgebroke werk deur middel van drie skofte per dag nodig is.

Die maatskappy moet die voorwaardes genoem in die Bylae tot hierdie kennisgewing nakom ten opsigte van werknemers wat sodanige skofte werk.

M. VILJOEN,
Minister van Arbeid.

BYLAE.

(a) 'n Skof moet, met die uitsluiting van oortyd, hoogstens agt uur duur.

(b) Daar mag nie van 'n werknemer vereis word of hy mag nie toegelaat word om meer as ses skofte per week te werk nie; met dien verstande dat 'n werkgever kan vereis of toelaat dat sy werknemer in 'n bepaalde week gedurende enige tydperk van drie agtereenvolgende weke hoogstens sewe skofte werk op voorwaarde dat skofte wat deur enige werknemer gewerk word, gewoonlik deur minstens agt uur onderbreek word; en voorts met dien verstande dat 'n werknemer se gewone werkure gedurende enige sodanige tydperk van drie agtereenvolgende weke nie 144 uur te bowe gaan nie.

(c) Behoudens die bepalinge van paragraaf (b), moet 'n werkgever aan elkeen van sy werknemers weekliks 'n vry tydperk van minstens 24 agtereenvolgende ure toestaan, en waar sodanige vry tydperk aan die einde van 'n week val en onmiddellik gevolg word deur 'n verdere weeklikse vry tydperk ten opsigte van die daaropvolgende week, moet sodanige twee tydperke altesaam minstens 48 agtereenvolgende ure beloop; met dien verstande dat die hele tweede vry tydperk van 24 uur geag word ten opsigte van die daaropvolgende week toegestaan te gewees het.

(d) As daar in enige week 48 uur gewerk word, moet 'n werknemer vir twee uur teen minstens een en een-derde maal sy gewone loon besoldig word; met dien verstande dat as die gewone werkure gedurende 'n skofsiklus van hoogstens vier weke nie meer as 40 uur per week gedurende drie weke in daardie siklus en nie meer as 48 uur gedurende een week is nie, geen addisionele besoldiging vir die twee uur betaal hoef te word nie.

(3) Where an employer did not employ any employees as specified in subclause (1) hereof during any month, such employer shall nevertheless submit a form before the 7th of the following month with the words "No employees" written across the form.

F. G. BLACK, *Chairman.*
T. D. DU PLESSIS, *Vice-Chairman.*
J. KRUGER, *Secretary.*

26 April 1968.

No. R. 1175. 5 July 1968
**FACTORIES, MACHINERY AND BUILDING
WORK ACT, 1941, AS AMENDED.
CONTINUOUS WORKING.**

I, Marais Viljoen, Minister of Labour, in terms of the first proviso to section 19 (1) (a) of the Factories, Machinery and Building Work Act, 1941, as amended, hereby declare the—

- (a) maintenance of the temperature in furnaces;
- (b) tube and bulb manufacturing processes;
- (c) sorting, examining and quality controlling;
- (d) packing and inspection; and
- (e) repairing and maintenance of blowing heads;

as carried out by Associated Glass Works (Pty) Ltd, at Port Elizabeth in the Magisterial District of Port Elizabeth, activities in which continuous working by means of three shifts per day is necessary.

The company shall in respect of the employees engaged on such shifts observe the conditions mentioned in the Schedule hereto.

M. VILJOEN,
Minister of Labour.

SCHEDULE.

(a) A shift shall consist of not more than eight hours, excluding overtime.

(b) An employee shall not be required or permitted to work more than six shifts per week; provided that an employer may require or permit his employee to work not more than seven shifts in any one week during any period of three consecutive weeks on condition that shifts worked by any employee shall normally be interrupted by not less than eight hours; and provided further that the ordinary hours of work of an employee shall not exceed 144 hours during any such period of three consecutive weeks.

(c) Save as is provided in paragraph (b), an employer shall grant to each of his employees a weekly free period of not less than 24 consecutive hours and where such free period falls at the end of a week and is followed immediately by a further weekly free period in respect of the following week, such two periods shall together be not less than 48 consecutive hours; provided that the whole of the second free period of 24 hours shall be deemed to have been granted in respect of the ensuing week.

(d) Should 48 hours be worked in any week, two hours shall be paid for at the rate of not less than one and one-third times the employee's ordinary rate of remuneration; provided that if the ordinary hours of work during a shift cycle of not more than four weeks do not exceed 40 hours per week during three weeks in that cycle and 48 hours during one week, no additional payment for the two hours need be made.

(e) As 'n skof wat gewerk word, of 'n deel daarvan, op 'n Sondag val, moet 'n werknemer, behoudens die bepalings van paragraaf (f), minstens een en 'n half maal sy gewone besoldiging ten opsigte van die hele tydperk wat hy op sodanige Sondag gewerk het, betaal word.

(f) As daar van 'n werknemer vereis word of hy toegelaat word om gedurende sy weeklikse vry tydperk te werk, moet hy minstens twee maal sy gewone besoldiging ten opsigte van die tyd wat hy gedurende sodanige tydperk gewerk het, betaal word; met dien verstande dat hy minstens twee maal sy gewone besoldiging wat betaalbaar is ten opsigte van 'n skof wat hy gewoonlik op 'n weekdag werk, betaal moet word; en voorts met dien verstande dat, ten opsigte van enige tyd wat hy werk gedurende dié weeklikse vry tydperk van hom wat op 'n Sondag of 'n openbare feesdag genoem in artikel *twintig* (3) van die Wet, val, besoldiging slegs ooreenkomstig hierdie voorwaarde betaal hoef te word.

(g) Vir die doel van hierdie kennisgewing hoef geen oortyd bo en behalwe die spesiale besoldiging wat in paragrafe (e) en (f) voorgeskryf word, aan 'n werknemer betaal te word nie vir werk wat hy op 'n Sondag of gedurende sy weeklikse vry tydperk verrig.

(h) Voor die aanvang van elke skofsiklus moet 'n werkgewer op 'n opvallende plek in sy perseel 'n kennisgewing of 'n rooster opplak waarin die skofte wat elke werknemer gedurende die daaropvolgende skofsiklus sal moet werk en die vry tydperk van elke werknemer gemeld word. As geen sodanige rooster of kennisgewing vertoon word nie, word die vry tydperk van 'n werknemer geag te begin om middernag op Saterdag. Bogenoemde rooster of kennisgewing moet vir 'n tydperk van drie jaar na die datum wat op sodanige stuk voorkom, deur die werkgewer bewaar word en moet op versoek van 'n inspekteur te eniger tyd vir insae beskikbaar gestel word.

(i) Werknemers moet toegelaat word om maaltye of verversings gedurende hul werkure te nuttig, tensy hulle uit hoofde van 'n kennisgewing wat ingevolge artikel *sewe-en-twintig* van die Wet afgekondig is, belet word om dit te doen.

No. R. 1185.

5 Julie 1968.

WET OP NYWERHEIDSVERSOENING, 1956.

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.

WYSIGING VAN MEDIESE HULPFONDS-OOREENKOMS.

Ek, Marais Viljoen, Minister van Arbeid, verklaar hierby kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat al die bepalings van die Ooreenkoms (hieronder die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 29 Augustus 1968 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

M. VILJOEN,
Minister van Arbeid.

(e) Should any of the shifts worked, or part thereof, fall on a Sunday, an employee shall subject to the provisions of paragraph (f), be paid not less than one and one-half times his ordinary remuneration in respect of the total period worked by him on such Sunday.

(f) Should an employee be required or permitted to work during his weekly free period, he shall be paid not less than double his ordinary remuneration in respect of the time worked during such period; provided that he shall be paid not less than double his ordinary remuneration payable in respect of a shift ordinarily worked by him on a week-day; provided further that in respect of any time worked during the weekly free period which falls on a Sunday or public holiday referred to in section *twenty* (3) of the Act, payment need only be made in terms of this condition.

(g) For the purposes of this notice work performed on a Sunday or during an employee's weekly free period shall not attract payment for overtime over and above the special remuneration prescribed in paragraphs (e) and (f).

(h) An employer shall prior to the commencement of each shift cycle display prominently on his premises a notice or time-table indicating the shifts which each employee will be required to work during the ensuing shift cycle and the free period of each employee. If no such notice or time-table is displayed the free period of an employee shall be deemed to commence at midnight on Saturday. The time-table or notice referred to above shall be retained by the employer for a period of three years subsequent to the date appearing on such record and shall on demand by an inspector be made available for inspection at any time.

(i) Employees shall be permitted to partake of meals or refreshments during working hours unless prohibited from doing so by virtue of any notice published in terms of section *twenty-seven* of the Act.

No. R. 1185.

5 July 1968.

INDUSTRIAL CONCILIATION ACT, 1956.

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.

AMENDMENT OF MEDICAL AID FUND AGREEMENT.

I, Marais Viljoen, Minister of Labour, hereby in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that all the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industry, shall be binding from the second Monday after the date of publication of this notice and for the period ending 29 August 1968, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions.

M. VILJOEN,
Minister of Labour.

BYLAE.

NASIONALE NYWERHEIDSRaad VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.

OOREENKOMS

ingevolge die bepalings van die Wet op Nywerheidsversoenig, 1956, gesluit en aangegaan deur en tussen die—

Automotive Parts Production Engineers' Association;
Cape Engineers' and Founders' Association;
Constructional Engineering Association;
East London Engineers' and Founders' Employers' Association;
Edge Hand and Small Tool Manufacturers' Association;
Electrical Engineering and Allied Industries Association;
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape);
Gate and Fence Manufacturers' Association of the Transvaal;
Heavy Engineering Manufacturers' Association;
Iron and Steel Producers' Association of South Africa;
Lift Engineering Association of South Africa;
Light Engineering Industries Association of South Africa;
Materials Handling and Construction Plant Association of South Africa;
Natal Engineering Industries Association;
Non-Ferrous Metal Industries Association of South Africa;
Plastics Manufacturers' Association of South Africa;
Port Elizabeth Engineers' Association;
Precision Manufacturing Engineers' Association;
Radio, Refrigeration and Electrical Appliance Association of South Africa;
Sheetmetal Industries Association of South Africa;
S.A. Agricultural and Irrigation Machinery Manufacturers' Association;
S.A. Electro Plating Industries Association;
S.A. Fasteners Manufacturers' Association;
S.A. Production Founders' Association;
S.A. Reinforced Concrete Engineers' Association;
S.A. Association of Shipbuilders and Repairers;
S.A. Tube Makers' Association;
S.A. Wire and Wire Rope Manufacturers' Association;
S.A. Wrought Non-Ferrous Metal Manufacturers' Association;
South African Industrial Refrigeration and Air Conditioning Contractors' Association;
Transvaal and Orange Free State Foundry Association;
aan die een kant (hieronder die „werkgewers” of die „werk-gewersorganisasies” genoem), en die—
Amalgamated Engineering Union of South Africa;
Amalgamated Society of Woodworkers of South Africa;
Engineering Industrial Workers' Union;
Iron Moulders' Society of South Africa;
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society;
S.A. Electrical Workers' Association;
S.A. Engine Drivers', Firemen's and Operator's Association;
Suid-Afrikaanse Yster-, Staal- en Verwante Nywerhede-Unie;
aan die ander kant (hieronder die „werknemers” of die „vak-verenigings” genoem),

wat die partye by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid is, om die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1057 van 8 Julie 1966, soos gewysig by Goewermentskennisgewing No. R. 17 van 6 Januarie 1967 en verleng by Goewermentskennisgewing No. R. 1275 van 25 Augustus 1967 (hieronder die „Mediese Hulp-fondsooreenkoms” genoem), soos volg te wysig:—

1. Klousule 3 van die Mediese Hulpfondsooreenkoms word hierby gewysig deur die woordskrywing van „werknemer” deur die volgende te vervang:—

„werknemer” ’n werknemer in diens vir enigeen van die klasse werk waarvoor ’n loon van minstens 43c per uur voorgeskryf is in die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 632 van 19 April 1968 en/of die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1109 van 21 Junie 1968 en/of die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1110 van 21 Junie 1968, en omvat dit vak-leerlinge in hul finale leerlingsjaar en werknemers wat in diens

SCHEDULE.

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

AGREEMENT

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

Automotive Parts Production Engineers' Association;
Cape Engineers' and Founders' Association;
Constructional Engineering Association;
East London Engineers' and Founders' Employers' Association;
Edge Hand and Small Tool Manufacturers' Association;
Electrical Engineering and Allied Industries Association;
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape);
Gate and Fence Manufacturers' Association of the Transvaal;
Heavy Engineering Manufacturers' Association;
Iron and Steel Producers' Association of South Africa;
Lift Engineering Association of South Africa;
Light Engineering Industries Association of South Africa;
Materials Handling and Construction Plant Association of South Africa;
Natal Engineering Industries Association;
Non-Ferrous Metal Industries Association of South Africa;
Plastics Manufacturers' Association of South Africa;
Port Elizabeth Engineers' Association;
Precision Manufacturing Engineers' Association;
Radio, Refrigeration and Electrical Appliance Association of South Africa;
Sheetmetal Industries Association of South Africa;
S.A. Agricultural and Irrigation Machinery Manufacturers' Association;
S.A. Electro Plating Industries Association;
S.A. Fasteners Manufacturers' Association;
S.A. Production Founders' Association;
S.A. Reinforced Concrete Engineers' Association;
S.A. Association of Shipbuilders and Repairers;
S.A. Tube Makers' Association;
S.A. Wire and Wire Rope Manufacturers' Association;
S.A. Wrought Non-Ferrous Metal Manufacturers' Association;
South African Industrial Refrigeration and Air Conditioning Contractors' Association;
Transvaal and Orange Free State Foundry Association;
of the one part (hereinafter referred to as “the employers” or “the employers' organisations”), and the—
Amalgamated Engineering Union of South Africa;
Amalgamated Society of Woodworkers of South Africa;
Engineering Industrial Workers' Union;
Iron Moulders' Society of South Africa;
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society;
S.A. Electrical Workers' Association;
S.A. Engine Drivers', Firemen's and Operator's Association;
Suid-Afrikaanse Yster-, Staal- en Verwante Nywerhede-Unie;
of the other part (hereinafter referred to as “the employees” or “the trade unions”),

being parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries, to amend the Agreement published under Government Notice No. R. 1057 of the 8th July 1966 as amended by Government Notice No. R. 17 of the 6th January 1967 and extended by Government Notice No. R. 1275 of the 25th August 1967 (hereinafter referred to as the “Medical Aid Fund Agreement”) as follows:—

1. Section 3 of the Medical Aid Fund Agreement is hereby amended by the deletion of the definition of “employee” and the substitution of the following definition:—

“‘employee’ means an employee employed on any of the classes of work sheduled at a rate not less than 43c per hour in the Agreement published under Government Notice No. R. 632 of the 19th April 1968 and/or the Agreement published under Government Notice No. R. 1109 of 21 June 1968, and/or the Agreement published under Government Notice No. R. 1110 of 21 June 1968, and includes apprentices during their final year of apprenticeship and employees employed in

is vir operateursprosesse en 'n loon ontvang wat gelyk is aan minstens 81c per uur of wat teen minstens R157.95 per maand, met inbegrip van lewenskostetoelae maar uitgesonderd oortyd-besoldiging, betaal word."

2. Klousule 9 van die Mediese Hulpfondsooreenkoms word hierby gewysig deur subklousule (1) deur die volgende te vervang:—

„(1) Bydraes moet, soos hieronder bepaal, deur die werkgewers en die werknemers betaal word van die datum af waarop hierdie Ooreenkoms in werking tree. Die werkgewer moet 90c per week met inbegrip van weke wat die werknemer op vakansie met betaling is, van die loon van elke werknemer aftrek."

Namens die partye op hede die 20ste dag van Junie 1968 te Johannesburg onderteken.

J. M. RUSSELL, *Voorzitter.*
C. H. CROMPTON, *Ondervoorzitter.*
W. R. GLASTONBURY, *Hoofsekretaris.*

operative processes and receiving a rate of pay equivalent to not less than 81c per hour or paid at a rate of not less than R157.95 per month, including cost of living allowances but excluding payment for overtime."

2. Section 9 of the Medical Aid Fund Agreement is hereby amended by the substitution for subsection (1) of the following subsection:—

“(1) Contributions shall be made by the employers and employees as from the date of coming into operation of this Agreement as hereinafter provided. From the wages of each employee the employer shall deduct 90c per week including weeks in which the employee is on paid holiday.”

Signed at Johannesburg for and on behalf of the parties on this the 20th day of June 1968.

J. M. RUSSELL, *Chairman.*
C. H. CROMPTON, *Vice-chairman.*
W. R. GLASTONBURY, *General Secretary.*

DEPARTEMENT VAN VOLKSWELSYN EN PENSIOENE.

No. R. 1176. 5 Julie 1968.
REGERINGSDIENSPENSIOENWET, 1965.
(STAATSDIENS-PENSIOENFONDS.)

Die Minister van Volkswelsyn en Pensioene het kragtens artikel 5 van die Regeringsdienspensioenwet, 1965 (Wet No. 62 van 1965), die regulasies wat by Goewermetskennisgewing No. R. 1969 van 15 Desember 1965 afgekondig en by Goewermetskennisgewings No. R. 472 van 25 Maart 1966, R. 641 van 29 April 1966, R. 1966 van 9 Desember 1966, R. 621 van 17 April 1968, R. 631 van 19 April 1968 en R. 1075 van 21 Junie 1968 gewysig is, met ingang van die eerste dag van Julie 1968 gewysig deur regulasie 18 (2) te skrap.

No. R. 1177. 5 Julie 1968
REGERINGSDIENSPENSIOENWET, 1965.
(STAANDE MAG-PENSIOENFONDS.)

Die Minister van Volkswelsyn en Pensioene het kragtens artikel 5 van die Regeringsdienspensioenwet, 1965 (Wet No. 62 van 1965), die regulasies wat by Goewermetskennisgewing No. R. 1968 van 10 Desember 1965 afgekondig en by Goewermetskennisgewings Nos. R. 470 van 25 Maart 1966, R. 640 van 29 April 1966, R. 1967 van 9 Desember 1966, R. 620 van 17 April 1968, R. 630 van 19 April 1968 en R. 1076 van 21 Junie 1968 gewysig is, met ingang van die eerste dag van Julie 1968 gewysig deur regulasie 16 (2) te skrap.

No. R. 1178. 5 Julie 1968.
REGERINGSDIENSPENSIOENWET, 1965.
(SUID-AFRIKAANSE POLISIE- EN GEVANGENIS- DIENS-PENSIOENFONDS.)

Die Minister van Volkswelsyn en Pensioene het kragtens artikel 5 van die Regeringsdienspensioenwet, 1965 (Wet No. 62 van 1965), die regulasies wat by Goewermetskennisgewing No. R. 2031 van 22 Desember 1965 afgekondig en by Goewermetskennisgewings Nos. R. 469 van 25 Maart 1966, R. 642 van 29 April 1966, R. 1968 van 9 Desember 1966, R. 619 van 17 April 1968, R. 629 van 19 April 1968 en R. 1077 van 21 Junie 1968 gewysig is, met ingang van die eerste dag van Julie 1968 gewysig deur regulasie 17 (2) te skrap.

DEPARTMENT OF SOCIAL WELFARE AND PENSIONS.

No. R. 1176. 5 July 1968.
GOVERNMENT SERVICE PENSIONS ACT, 1965.
(PUBLIC SERVICE PENSION FUND.)

The Minister of Social Welfare and Pensions has, under section 5 of the Government Service Pensions Act, 1965 (Act No. 62 of 1965), amended with effect from the first day of July 1968, the regulations promulgated by Government Notice No. R. 1969 of the 15th December 1965, and amended by Government Notices Nos. R. 472 of the 25th March 1966, R. 641 of the 29th April 1966, R. 1966 of the 9th December 1966, R. 621 of the 17th April 1968, R. 631 of the 19th April 1968, and R. 1075 of the 21st June 1968, by the deletion of regulation 18 (2).

No. R. 1177. 5 July 1968.
GOVERNMENT SERVICE PENSIONS ACT, 1965.
(PERMANENT FORCE PENSION FUND.)

The Minister of Social Welfare and Pensions has, under section 5 of the Government Service Pensions Act, 1965 (Act No. 62 of 1965), amended with effect from the first day of July 1968, the regulations promulgated by Government Notice No. R. 1968 of the 10th December 1965, and amended by Government Notices Nos. R. 470 of the 25th March 1966, R. 640 of the 29th April 1966, R. 1967 of the 9th December 1966, R. 620 of the 17th April 1968, R. 630 of the 19th April 1968, and R. 1076 of the 21st June 1968, by the deletion of regulation 16 (2).

No. R. 1178. 5 July 1968.
GOVERNMENT SERVICE PENSIONS ACT, 1965.
(SOUTH AFRICAN POLICE AND PRISONS SERVICE PENSION FUND.)

The Minister of Social Welfare and Pensions has, under section 5 of the Government Service Pensions Act, 1965 (Act No. 62 of 1965), amended with effect from the first day of July 1968, the regulations promulgated by Government Notice No. R. 2031 of the 22nd December 1965, and amended by Government Notices Nos. R. 469 of the 25th March 1966, R. 642 of the 29th April 1966, R. 1968 of the 9th December 1966, R. 619 of the 17th April 1968, R. 629 of the 19th April 1968, and R. 1077 of the 21st June 1968, by the deletion of regulation 17 (2).

No. R. 1179. 5 Julie 1968.

REGERINGSDIENSPENSIOENWET, 1965.
(REGERINGSDIENS-WEDUWEESPENSIOEN-
FONDS.)

Die Minister van Volkswelsyn en Pensioene het kragtens artikel 5 van die Regeringsdienspensioenwet, 1965 (Wet No. 62 van 1965), die regulasies wat by Goewermentskennisgewing No. R. 1996 van 17 Desember 1965 afgekondig en by Goewermentskennisgewing No. R. 628 van 19 April 1968 gewysig is, met ingang van die eerste dag van Julie 1968 gewysig deur regulasie 9 (2) te skrap.

No. R. 1179. 5 July 1968.

GOVERNMENT SERVICE PENSIONS ACT,
1965.
(GOVERNMENT SERVICE WIDOWS'
PENSION FUND.)

The Minister of Social Welfare and Pensions has, under section 5 of the Government Service Pensions Act, 1965 (Act No. 62 of 1965), amended with effect from the first day of July 1968, the regulations promulgated by Government Notice No. R. 1996 of the 17th December 1965, and amended by Government Notice No. R. 628 of the 19th April 1968, by the deletion of regulation 9 (2).

INHOUD

No.	BLADSY
Arbeid, Departement van GOEWERMENSKENNISGEWINGS	
R. 1174. Wet op Nywerheidsversoening, 1956: Bounywerheid, Port Elizabeth: Wysiging van Hoofdooreenkoms	1
R.1175. Wet op Fabrieke, Masjinerie en Bouwerk, 1941, soos gewysig: Onafgebroke werk	3
R.1185. Wet op Nywerheidsversoening, 1956: Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid: Wysiging van Mediese Hulpfondsooreenkoms	4
Volkswelsyn en Pensioene, Departement van GOEWERMENSKENNISGEWINGS	
R.1176. Regeringsdienspensioenwet, 1965: Staatsdiens-pensioenfonds	6
R.1177. Regeringsdienspensioenwet, 1965: Staandemag-pensioenfonds	6
R.1178. Regeringsdienspensioenwet, 1965: Suid-Afrikaanse Polisie- en Gevangensdienspensioenfonds	6
R.1179. Regeringsdienspensioenwet, 1965: Regeringsdiens-weduweespensioenfonds	7

CONTENTS

No.	PAGE
Labour, Department of GOVERNMENT NOTICES	
R.1174. Industrial Conciliation Act, 1956: Building Industry, Port Elizabeth: Amendment of Main Agreement	1
R.1175. Factories, Machinery and Building Work Act, 1941, as amended: Continuous working	3
R.1185. Industrial Conciliation Act, 1956: Iron, Steel, Engineering and Metallurgical Industry: Amendment of Medical Aid Fund Agreement	4
Social Welfare and Pensions, Department of GOVERNMENT NOTICES	
R.1176. Government Service Pensions Act, 1965: Public Service Pension Fund	6
R.1177. Government Service Pensions Act, 1965: Permanent Force Pension Fund	6
R.1178. Government Service Pensions Act, 1965: South African Police and Prisons Service Pension Fund	6
R.1179. Government Service Pensions Act, 1965: Government Service Widows' Pension Fund	7



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