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CAPE TOWN, 24TH APRIL, 1970.

[No. 2691.]

KAAPSTAD, 24 APRIL 1970.

GOVERNMENT NOTICE.

DEPARTMENT OF LABOUR.

No. R.620.]

[24th April, 1970.

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND
METALLURGICAL INDUSTRY,
REPUBLIC OF SOUTH AFRICA

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 which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industry shall be binding from 29 April 1970 and for the period ending on 28 April 1975, upon the employers' organisations and the trade unions which entered into the Agreement and upon the employers and employees who are members of the said organisations or unions.

M. VILJOEN,
Minister of Labour.

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;

GOEWERMENTSKENNISGEWING.

DEPARTEMENT VAN ARBEID.

No. R.620.]

[24 April 1970.

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN
METALLURGIESE NYWERHEID,
REPUBLIEK VAN SUID-AFRIKA

MEDIESE HULPFONDSOOREENKOMS

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 wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, vanaf 29 April 1970 en vir die tydperk wat op 28 April 1975 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

M. VILJOEN,
Minister van Arbeid.

BYLAE

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

OOREENKOMS

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

Automotive Parts Production Engineers' Association;
Cape Engineers' and Founders' Association;
Constructional Engineering Association;

East London Engineers' and Founders' Employers' Association;
 Edge Hand and Small Tool Manufacturers' Association;
 Electrical Engineering and Allied Industries Association;
 Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape);
 Gate and Fence Manufacturers' Association of the Transvaal;
 Heavy Engineering Manufacturers' Association;
 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;
 Electronics and Telecommunications Industries Association;
 South African Burglar Alarm Systems Association;
 South African Radio Manufacturers' 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;
 Electrical and Allied Trades Union of S.A.;
 Radio, Television, Electronics and Allied Workers' Union;
 of the other part (hereinafter referred to as "the employees" or "the trade unions"),
 being parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (hereinafter referred to as "the Council") to replace the Agreement published under Government Notice No. R.1057 of the 8th July, 1966, as amended, and extended and further amended by Government Notices Nos. R.1185, R.1398 and R.2093 of the 5th July, 1968, 16th August, 1968, and 15th November, 1968, respectively.

1. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 48 of the Industrial Conciliation Act, 1956, and shall remain in force for a period of five years from that date or such period as may be determined by the Minister.

2. SCOPE OF APPLICATION OF AGREEMENT

(1) Except as otherwise provided in this section, the terms of this Agreement shall apply to and be observed throughout the Republic of South Africa by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and trade unions, respectively.

(2) The terms of this Agreement shall not apply to employers and their employees who are participants with the employer in any scheme providing medical benefits in existence as at the 18th July, 1966, to which the employer concerned contributes not less than 45 cents per week for each employee who is a member of the scheme and otherwise covered by this Agreement, while such scheme continues to operate and the said employer and employees continue as participants in the scheme and the employer continues to pay a contribution of not less than 45 cents for each such employee per week.

(3) Notwithstanding the provisions of sub-section (2), the terms of this Agreement shall apply to employers and employees in respect of any employee who is not covered by, or ceases to be covered by a fund referred to in that sub-section.

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;
 Electronics and Telecommunications Industries Association;
 South African Burglar Alarm Systems Association;
 South African Radio Manufacturers' 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 Operators' Association;
 Suid-Afrikaanse Yster-, Staal- en Verwante Nywerhede-Unie;
 Electrical and Allied Trades Union of S.A.;
 Radio, Television, Electronic and Allied Workers' Union;
 aan die ander kant (hieronder die „werknemers” of die „vak-verenigings” genoem),
 wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (hieronder die „Raad” genoem), om die Ooreenkoms gepubliseer by Goewermenskennisgewing No. R.1057 van 8 Julie 1966, soos gewysig en verleng en verder gewysig by Goewermenskennisgewings Nos. R.1185, R.1398 en R.2093 van onder skedelik 5 Julie 1968, 16 Augustus 1968 en 15 November 1968, te vervang.

1. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op dié datum soos deur die Minister van Arbeid ingevolge die bepalings van artikel 48 van die Wet op Nywerheidsversoenig. 1956, vasgestel en bly van krag vir 'n tydperk van vyf jaar vanaf daardie datum of vir dié tydperk wat die Minister bepaal.

2. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Behoudens andersluidende bepalings in hierdie klousule, is die bepalings van hierdie Ooreenkoms van toepassing op en moet dit dwarsdeur die Republiek van Suid-Afrika nagekom word deur alle werkgewers en werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid wat onderskeidelik lede van die werkgewersorganisasies en vakverenigings is.

(2) Die bepalings van hierdie Ooreenkoms is nie van toepassing nie op werkgewers en hul werknemers wat saam met die werk-gewer deelnemers is in 'n skema wat mediese voordele verskaf en wat bestaan het op 18 Julie 1966 en waartoe die betrokke werk-gewer weekliks minstens 45 sent bydra ten opsigte van elke werknemer wat lid is van die skema en andersins deur hierdie Ooreenkoms gedek word, terwyl sodanige skema in werking bly en genoemde werkgewers en werknemers voortgaan om deel-nemers in die skema te wees en die werk-gewer voortgaan om 'n bydrae van minstens 45 sent per week ten opsigte van elke sodanige werknemer te betaal.

(3) Ondanks die bepalings van subklousule (2), is die bepalings van hierdie Ooreenkoms van toepassing op werk-gewers en werk-nemers ten opsigte van werknemers wat nie gedek word deur die bepalings wat in daardie subklousule bedoel word nie, of wat ophou om daardeur gedek te word.

3. DEFINITIONS

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

“apprentice” means an employee serving under a written contract of apprenticeship recognised by the Council or a contract of apprenticeship registered under the Apprenticeship Act, 1944, or employed under any pre-apprenticeship arrangement;

“Board of Management” or “Board” means the Board established in terms of clause 5 of the Constitution of the “Metal Industries Medical Aid Fund”;

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

“dependant” means any person registered as such with the Metal Industries Medical Aid Fund in accordance with section 8 of this Agreement;

“employee” means an employee employed on any of the classes of work scheduled 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 21st June, 1968, and/or the Agreement published under Government Notice No. R.1110 of 21st June, 1968, and includes apprentices during their final year of apprenticeship and employees employed in 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.

“employer” means an employer as defined in the Industrial Conciliation Act who is required to observe this Agreement;

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

“Executive Committee” means the Executive Committee of the Council appointed in terms of its Constitution;

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

“Electrical Engineering Industry” means—

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

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

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

3. WOORDOMSKRYWING

Alle uitdrukkings wat in hierdie Ooreenkoms gebesig en in die Wet op Nywerheidsversoening, 1956, omskryf word, het dieselfde betekenis as in dié Wet en alle verwysings na 'n Wet omvat ook alle wysigings aan sodanige Wet; voorts, tensy onbestaanbaar met die samehang, beteken—

„vakleerling” ’n werknemer in diens kragtens ’n skriftelike leerlingskontrak wat deur die Raad erken word of ’n leerlingskontrak geregistreer ingevolge die Wet op Vakleerlinge, 1944, of in diens kragtens reëlings wat getref is voordat die persoon ’n vakleerling geword het;

„Bestuursraad” die Bestuursraad wat ingestel is ooreenkomstig klousule 5 van die konstitusie van die „Mediese Hulpfonds vir die Metaalnywerheid”;

„Raad” die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid;

„afhanklike” enige persoon wat as sodanig by die Mediese Hulpfonds vir die Metaalnywerheid ooreenkomstig klousule 8 van hierdie Ooreenkoms geregistreer is;

„werknemer” ’n werknemer in diens vir enigen 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 vakleerlinge in hul finale leerlingsjaar en werknemers wat in diens 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 lewenskostoelae maar uitgesonderd oortydbesoldiging, betaal word;

„werkgever” ’n werkgever soos omskryf in die Wet op Nywerheidsversoening van wie daar vereis word om hierdie Ooreenkoms na te kom;

„bedryfsinrigting” enige perseel waarin of waarop die nywerhede, of enige gedeelte daarvan, soos hierin omskryf, beoefen word;

„Uitvoerende Komitee” die Uitvoerende Komitee van die Raad wat ingevolge die bepalings van sy konstitusie aangestel is;

„Yster-, Staal-, Ingenieurs- of Metallurgiese Nywerheid” of „nywerhede” (behoudens die bepalings van die Afbakeningsvaststelling gepubliseer by Goewermentskennisgewing No. R.1971 van 30 November 1962) die nywerhede betrokke by die produksie van yster en/of staal en/of legerings en/of die verwerking en/of herwinning en/of raffinerings van metale (uitgesonderd edelmetale) en/of legerings uit metaalskuim en/of -afval en/of -residu's; die onderhoud, vervaardiging, oprigting of montering, bou, verandering, vervanging of herstel van enige masjien, voertuig (uitgesonderd ’n motorvoertuig) of artikel wat hoofsaaklik uit metaal bestaan (uitgesonderd edelmetaal) of dele of komponente daarvan en struktuurmetaalwerk, met inbegrip van staalwapeningswerk; die vervaardiging van metaalgoedere hoofsaaklik uit sodanige yster en/of staal en/of ander metale (uitgesonderd edelmetale) en/of legerings en/of die afwerking van metaalgoedere; die bou en/of verandering en/of herstel van bote en/of skepe met inbegrip van die afskraap, afbik en/of afklop en/of verf van die rompe van bote en/of skepe en algemene houtwerk wat in verband met skeepsherstelwerk onderneem word, en omvat die Elektrotegniese Ingenieursnywerheid, Hyser- en Roltrapnywerheid en Plastieknywerheid, maar nie die Motornywerheid nie;

„Elektrotegniese Ingenieursnywerheid”—

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

(b) die installering, onderhoud en herstel van die uitrusting in paragraaf (a) hierbo genoem, in die Provinsie Transvaal, maar omvat dit nie die Elektrotegniese Kontraknywerheid nie;

„Elektrotegniese Aannemingsbedryf” die ontwerp, voorbereiding (uitgesonderd vervaardiging vir verkoop) en oprigting van elektriese installasies wat ’n integrerende en permanente deel van geboue uitmaak, en die herstel en/of onderhoud van sodanige installasies, met inbegrip van kabellatwerk en elektriese bedrading wat daarmee in verband staan;

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

"Plastics Industry" means the manufacture of articles or parts of articles wholly or mainly from plastics, but does not include the manufacture of the following articles made from plastic sheeting material, viz. wearing apparel, bags and handbags, boots, shoes, overshoes, upholstery coverings and plastic venetian blinds;

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

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

"Motor Industry" means the Motor Industry as defined in the Agreement published under Government Notice No. 600 of the 26th April, 1963;

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

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

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

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

"Region E" means the Province of the Transvaal excluding the Magisterial Districts of Bloemhof, Christiana, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp and Wolmaransstad and includes the Magisterial Districts of Parys and Sasolburg; and for the purposes of these particular areas the address of the Council shall be the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Transvaal Regional Council), P.O. Box 3998, Johannesburg;

"Region F" means the Province of the Orange Free State excluding the Magisterial Districts of Parys and Sasolburg and includes the Magisterial Districts of Bloemhof, Christiana, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp and Wolmaransstad,

"Hyser- en Roltrapnywerheid" die vervaardiging en/of montering en/of installering en/of herstel van elektriese hysers en roltrappe;

"Plastieknywerheid" die vervaardiging van artikels of gedeeltes van artikel geheel en al of hoofsaaklik van plastiek gemaak, maar uitgesonderd die vervaardiging van die volgende artikels wat van plastiekdoekstof gemaak word, nl. klerasie, sakke en handsakke, stewels, skoene, oorskoene, stoffeerdermateriaal en plastiek hortjiesblindings;

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

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

"Motornywerheid" die Motornywerheid soos omskryf in die Ooreenkoms gepubliseer by Goewermentskennissgewing No. 600 van 26 April 1963;

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

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

"Gebied C" die provinsie Natal met inbegrip van die landdrosdistrikte Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie, Tabankulu en Umzimkulu, en ten opsigte van hierdie bepaalde gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Natalse Streekraad), Posbus 2778, Durban;

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

"Gebied E" die provinsie Transvaal, uitgesonderd die landdrosdistrikte Bloemhof, Christiana, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp en Wolmaransstad, en omvat dit die landdrosdistrikte Parys en Sasolburg, en ten opsigte van hierdie bepaalde gebiede is die adres van die Raad die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Transvaalse Streekraad), Posbus 3998, Johannesburg;

"Gebied F" die provinsie Oranje-Vrystaat, met uitsondering van die landdrosdistrikte Parys en Sasolburg, en omvat dit die landdrosdistrikte Bloemhof, Christiana, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp en Wolmaransstad, in die Provinsie

in the Province of the Transvaal and the Magisterial Districts of Barkly West, Bristown, De Aar, Gordonia, Hartswater, Herbert, Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Postmasburg, Philipstown, Prieska, Taung, Vryburg and Warrenton and for the purposes of these particular areas the address of the Council shall be the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Orange Free State and Northern Cape Regional Council), P.O. Box 95, Welkom.

4. ESTABLISHMENT OF THE FUND

(1) A Medical Aid Fund, which shall be known as "the Metal Industries Medical Aid Fund" (hereinafter referred to as "the Fund") is hereby established in terms of this Agreement. This Fund shall be the successor to the Medical Aid Fund established by the Council on 21st October, 1965, and shall take over all the assets and be subject to all the obligations and liabilities of the aforesaid Fund.

(2) The Fund shall consist of—

- (a) moneys collected in terms of the Agreement published under Government Notice No. R.1057 of the 8th July, 1966;
- (b) moneys accruing from contributions as prescribed in section 9 of this Agreement;
- (c) interest received from investments.

5. OBJECTS OF THE FUND

The Fund shall have as its objects:—

- (a) To establish, organise and provide medical aid benefits for the employees and/or the dependants of employees in the group of industries known as the Iron, Steel, Engineering and Metallurgical Industries in the Republic of South Africa, for which purpose the Fund may receive moneys payable by premiums, contributions, donations or otherwise;
- (b) to enter into arrangements if deemed necessary by way of contract or contracts with medical practitioners, specialists, hospitals, nursing homes or any organisation providing medical, medicines or pharmaceutical services, registered insurance company or companies or any organisation engaged in providing similar benefits;
- (c) to enter into reciprocal arrangements with similar funds;
- (d) to do or perform all such lawful acts, deeds or things or functions as may be incidental or conducive to the attainment of the above objects or any of them.

6. MEMBERSHIP

(1) Scheduled employees and unscheduled employees for whom the employers make contributions and who are contributors to the Fund shall be members of the Fund.

For the purposes of this sub-section and of section 9 of this Agreement—

"scheduled employees" means an employee as defined in section 3 of this Agreement (Definitions);

"unscheduled employees" means, subject to the proviso in sub-section (2) of section 9, any other employee in the employ of an employer for whom the employer pays contributions and who is a contributor to the Fund.

(2) Persons other than those referred to in sub-section (1) who are directly engaged or employed in the Industries, and employees of the trade unions and employers' organisation which are parties to this Agreement, may be admitted to membership of the Fund at the discretion of the Board of Management.

(3) Notwithstanding the provisions of sub-sections (1) and (2) a member, on retirement, who elects to continue participating in the Fund, may do so provided he contributes monthly in advance, an amount equal to the employee and employer contributions prescribed in section 9 (1) and (4).

(4) The provisions of the Agreement shall be deemed *mutatis mutandis* to apply to those persons admitted in terms of sub-sections (2) and (3).

7. TERMINATION OF MEMBERSHIP

(1) The Board of Management or any committee exercising such powers delegated to it by the Board shall have the right to terminate the membership of a member who is of unsound, intemperate or immoral habits, provided that such decision shall be based on substantiating evidence from a registered medical practitioner.

(2) Termination of membership in pursuance of sub-section (1) shall take effect as from the date on which notification in writing to this effect is given by the Secretary of the Fund to the member concerned. Claims for benefits which have accrued up to that date shall be paid by the Fund, but no claim subsequent to the date of such notification shall be entertained.

Transvaal, en die landdrosdistrikte Barkly-Wes, Britstown, De Aar, Gordonia, Hartswater, Herbert, Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Postmasburg, Philipstown, Prieska, Taung, Vryburg en Warrenton, en ten opsigte van hierdie bepaalde gebiede is die adres van die Raad die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Oranje-Vrystaatse en Noord-Kaaplandse Streekraad), Posbus 95, Welkom.

4. DIE INSTELLINGS VAN DIE FONDS

(1) 'n Mediese hulpfonds wat as die „Mediese Hulpfonds vir die Metaalnywerheid" bekend staan (hieronder die „Fonds" genoem) word hierby, kragtens hierdie Ooreenkoms ingestel. Hierdie Fonds kom in die plek van die Mediese Hulpfonds wat op 21 Oktober 1965 deur die Raad ingestel is, neem al die bates daarvan oor en is onderhewig aan al die verpligings en laste van genoemde Fonds.

(2) Die Fonds bestaan uit—

- (a) gelde ingevorder ingevolge die Ooreenkoms wat by Goewermentekenningsgewing No. R.1057 van 8 Julie 1966 gepubliseer is;
- (b) gelde wat oploopt uit bydraes soos voorgeskryf in klousule 9 van hierdie Ooreenkoms;
- (c) rente wat op beleggings ontvang word.

5. DOELSTELLINGS VAN DIE FONDS

Die Fonds het as doelstellings:

- (a) Die instelling, organisering en voorsiening van mediese bystandvoordele vir die werknemers en/of afhanklikes van werknemers in die groep nywerhede, wat bekend staan as die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid van die Republiek van Suid-Afrika, vir welke doel die Fonds geld, betaalbaar deur premies, bydraes, donasies of andersins kan ontvang;
- (b) om, indien nodig, deur middel van 'n kontrak of kontrakte, reëlings met mediese praktisyns, spesialiste, hospitale, verpleeginrigtings of enige organisasie wat geneeskundige of artsnykundige dienste lewer of medisyne verskaf, 'n geregistreerde versekeringsmaatskappy of -maatskappye of enige organisasie wat te doen het met die lewering van soortgelyke voordele, aan te gaan;
- (c) om wederkerige reëlings met soortgelyke fondse aan te gaan;
- (d) om allerlei wettige handelinge, dade of dinge, of funksies te doen of uit te voer wat in verband staan met, of bevorderlik is vir die bereiking van bogenoemde doelstellings of enigen daarvan.

6. LIDMAATSKAP

(1) Ingelyste werknemers en oningelyste werknemers vir wie die werkgewers bydraes betaal en wat bydraers tot die Fonds is, is lede van die Fonds.

Vir die toepassing van hierdie subklousule en van klousule 9 van hierdie Ooreenkoms beteken—

„ingelyste werknemers" 'n werknemer soos in klousule 3 van hierdie Ooreenkoms omskryf (woordomskrywing);

„oningelyste werknemers" behoudens die voorbehoudsbepaling in subklousule (2) van klousule 9, alle ander werknemers in diens van 'n werkgewer vir wie die werkgewer bydraes tot die Fonds betaal en wat 'n bydraer tot die Fonds is;

(2) Ander persone as dié genoem in subklousule (1) wat direk verbonde is aan, of by die Nywerheid in diens is, en werknemers van die vakverenigings en werkgewersorganisasies wat die partye by hierdie Ooreenkoms is, kan lidmaatskap van die Fonds toegeken word na die goedvinde van die Bestuursraad.

(3) Ondanks die bepalings van subklousules (1) en (2) kan 'n lid, wat by aftrede verkies om 'n lid van die Fonds te bly, dit doen: Met dien verstande dat hy maandeliks vooruit 'n bedrag gelykstaande aan die bydraes van die werknemer en werkgewer soos in klousule 9 (1) en (4) voorgeskryf, bydra.

(4) Die bepalings van die Ooreenkoms is *mutatis mutandis* van toepassing op persone wat as lede van die Fonds toegelaat is ooreenkomstig subklousules (2) en (3).

7. BEÏNDIGING VAN LIDMAATSKAP

(1) Die Bestuursraad of 'n komitee wat sodanige bevoegdhede wat deur die Bestuursraad aan hom opgedra is, uitoefen, het die reg om die lidmaatskap van 'n lid wat dranklustige, onmatige of onsedelike gewoontes het, te beëindig. Met dien verstande dat die besluite gebaseer word op stawende getuienis van 'n geregistreerde mediese praktisyn.

(2) Die beëindiging van lidmaatskap ingevolge klousule (1), tree in werking met ingang van die datum waarop die Sekretaris van die Fonds die betrokke lid skriftelik te dien effekte in kennis stel. Die Fonds betaal eise om voordele wat tot op daardie datum opgeloopt het, uit, maar oorweeg geen eis wat na die datum van kennisgewing ontstaan nie.

(3) There shall be a right of appeal to the Board of Management from any decision of a committee of the Fund in pursuance of sub-section (1). The Board of Management shall hear the appeal and may make such investigations and call for such evidence as it may deem fit and shall make a decision which shall be final.

(4) Membership of the Fund shall terminate—

- (a) directly a member ceases to be employed and/or engaged in the industries; provided that a member who has made contributions for thirteen consecutive weeks immediately prior to unemployment shall, without the payment of contributions, be deemed to be a member of the Fund for a period of two calendar months from the date of termination of employment in the Industries;
 - (b) in the case of all members, who, after having received benefits for one year, are declared by a medical practitioner and/or specialist to be chronically sick, permanently disabled, totally incapacitated and unable to work in the Industries, provided that eligible dependants of such members may, at the discretion of the Board of Management, continue to be eligible for benefits under such conditions as it may determine;
 - (c) in the event of the liquidation of the Fund in terms of section 15 of this Agreement;
- (5) Any member whose membership of the Fund has been terminated shall forfeit all claims on the Fund, and, if re-admitted to membership, shall be regarded as an entirely new member unless otherwise decided by the Board of Management.

8. DEPENDANTS

(1) The dependants of members shall be eligible for benefits in terms of section 10 hereof, and, for the purpose of this section, dependants shall mean any persons declared by any members on the official application form for benefits under the Fund to be a dependant, and, upon the production of certified proof, shall be limited to the following:—

- (i) (a) The legal wife of a member in respect of whom a marriage certificate shall be produced;
 - (b) any legitimate child, stepchild or legally adopted child of a member under the age of 18 years in respect of whom a birth certificate or adoption papers respectively shall be produced; provided, however, that a child under the age of 18 years but over the age of 16 years who has left school and who is earning R40 per month or more shall not be eligible for acceptance or continuance as a dependant;
 - (c) any legitimate child, stepchild or legally adopted child of a member over the age of 18 years of age but under the age of 21 years of age, in respect of whom a birth certificate or adoption papers respectively shall be produced, who is totally incapacitated by reason of accident, disease or ill-health and who is dependent upon the member for support and maintenance; provided that such total incapacity shall have occurred after the date of coming into operation of the Agreement;
 - (ii) any other persons as may be approved by the Board of Management.
- (2) The provisions of the Rules of the Fund shall *mutatis mutandis* apply in respect of all dependants.

9. CONTRIBUTIONS

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

(2) Contributions in accordance with sub-section (1) may be deducted from the wages of unscheduled employees (other than apprentices) at their written request, provided such employees are receiving an hourly wage of not less than 39 cents per hour or paid at a rate not less than R76.05 per month inclusive of cost-of-living allowance but excluding payment for overtime.

(3) Contributions in accordance with sub-section (1) may be deducted from the wages of apprentices before entering their final year of apprenticeship at their written request and shall be deducted from the wages of apprentices in the final year of apprenticeship.

(4) To the amounts deducted in terms of sub-sections (1), (2) and (3), the employer shall add an equal amount and forward the total sum for each month to the Council, together with a statement in such form as may from time to time be prescribed. The amount payable each month in terms of this section shall be forwarded to the Council by not later than the 15th day of the month immediately following, as follows:—

(3) Daar is 'n reg van appél na die Bestuursraad oor enige beslissing van 'n komitee van die Fonds ingevolge subklousule (1). Die Bestuursraad moet die appél aanhoor, en kan na goedvinde ondersoek instel en getuïenis aanhoor en tot 'n finale besluit geraak.

(4) Lidmaatskap van die Fonds word beëindig—

- (a) sodra 'n lid nie meer in diens staan van, en/of verbande is aan die nywerhede nie: Met dien verstande dat 'n lid wat bydraes vir dertien agtereenvolgende weke net vóór sy werkloosheid betaal het, sonder betaling van bydraes, geag word 'n lid van die Fonds te wees vir 'n tydperk van twee kalendermaande met ingang van die datum van beëindiging van diens in die nywerhede;
 - (b) in die geval van alle lede wat, nadat hulle voordele vir een jaar ontvang het, deur 'n mediese praktisyn en/of spesialis as kronies siek, permanent ongeskik, heeltemal onbevoeg en nie in staat om in die nywerhede te werk nie, verklaar word: Met dien verstande dat bevoegde afhanklikes van sodanige lede na goedvinde van die Bestuursraad, kan voortgaan om op voordele geregtig te wees onder dié voorwaardes wat hy bepaal;
 - (c) in die geval van die likwidasie van die Fonds ooreenkomstig klousule 15 van hierdie Ooreenkoms.
- (5) 'n Lid van wie die lidmaatskap van die Fonds beëindig is, verbeur alle aanspraak op die Fonds, en, indien lidmaatskap weer toegestaan word, word hy geag 'n algehele nuwe lid te wees, tensy die Bestuursraad anders besluit.

8. AFHANKLIKES

(1) Die afhanklikes van lede kom in aanmerking vir voordele ingevolge klousule 10 hiervan, en vir die toepassing van hierdie klousule, beteken afhanklike 'n persoon wat deur 'n lid op die amptelike aansoekvorm om voordele van die Fonds, as afhanklike verklaar word en, word by die lewering van 'n gesertifiseerde bewys, tot die volgende beperk:

- (i) (a) Die wettige vrou van 'n lid, vir wie 'n huweliksertifikaat voorgelê moet word;
 - (b) 'n wettige kind, stiefkind of wettige aangenome kind van 'n lid, onder die ouderdom van 18 jaar, vir wie 'n geboortesertifikaat of dokumente van aanneming onderskeidelik voorgelê moet word: Met dien verstande egter dat 'n kind onder die ouderdom van 18 jaar, maar bo die ouderdom van 16 jaar, wat die skool verlaat het en R40 of meer per maand verdien, nie in aanmerking kom vir aanvaarding as 'n afhanklike of kan voortgaan om as 'n afhanklike beskou te word nie;
 - (c) 'n wettige kind, stiefkind of wettig aangenome kind van 'n lid, bo die ouderdom van 18 jaar maar onder die ouderdom van 21 jaar, vir wie 'n geboortesertifikaat of dokumente van aanneming onderskeidelik voorgelê moet word, wat as gevolg van 'n ongeluk, siekte of swak gesondheid algeheel onbevoeg is, en van die lid vir sorg en onderhoud afhanklik is: Met dien verstande dat so 'n algehele onbevoegdheid na die datum waarop die Ooreenkoms in werking getree het, voorkom;
 - (ii) enige ander persoon wat die Bestuursraad goedkeur.
- (2) Die bepalinge van die Reëls van die Fonds is *mutatis mutandis* van toepassing ten opsigte van alle afhanklikes.

9. BYDRAES

(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.

(2) Bydraes ooreenkomstig subklousule (1) mag van die lone van oningelyste werknemers, uitgesonderd vakleerlinge, afgetrek word indien hulle skriftelik daarom aansoek doen: Met dien verstande dat sodanige werknemers 'n uurloon van minstens 39 sent per uur ontvang of minstens R76.05 per maand, met inbegrip van lewenskostetoelae, maar uitgesonderd oortydbesoldiging, betaal word.

(3) Bydraes ooreenkomstig subklousule (1) mag, wanneer hulle skriftelik daarom aansoek doen, van die loon van vakleerlinge afgetrek word voordat hulle hul finale leerlingsjaar begin en moet van die lone van vakleerlinge in hul finale leerlingsjaar afgetrek word.

(4) By die bedrae wat ooreenkomstig die bepalinge van subklousules (1), (2) en (3) afgetrek word, moet die werkgewer 'n gelyke bedrag voeg en die volle som vir elke maand aan die Raad stuur saam met 'n staat in dié vorm wat van tyd tot tyd voorgeskryf word. Die bedrag wat elke maand ingevolge die bepalinge van hierdie artikel betaalbaar is, moet maandeliks voor of op die 15de dag van die maand wat onmiddellik daarop volg, as volg aan die Raad gestuur word:

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

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

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

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

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

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

10. BENEFITS

(1) Subject to the provisions of the Rules of the Fund, a member shall be entitled to claim the following benefits from the Fund in respect of medical services:—

Payment of expenses not exceeding the amount of R800 in the aggregate in each cycle of fifty-two (52) weeks of contributory service for the member and/or his dependants.

(2) A member and his dependants who claim no benefits within any period of three successive periods of 52 weeks referred to above shall be entitled to payment of expenses during the 52 weeks succeeding the claim-free periods to the extent of a further 25 per cent added to the amounts specified in sub-section (1) of this section.

(3) Notwithstanding the provisions of this section, no member shall be entitled to benefits unless he is in possession of a Membership Book and has made contributions to the Fund for at least thirteen consecutive weeks; provided that where a member ceases to be employed in the Industries other than in the case of unemployment in terms of section 7 (4) (a), his membership of the Fund for purposes of benefits shall be deemed to recommence after he has made contributions for at least thirteen consecutive weeks from his date of re-employment in the Industry.

(4) The Board of Management in its entire discretion, notwithstanding the provisions of the Rules may make *ex gratia* payments to members and/or their dependants, depending on the special circumstances of each case.

11. ADMINISTRATION OF THE FUND

(1) Subject to the general direction of the Executive Committee the Fund shall be administered by a Board of Management (comprising of six persons nominated by the Employers' Organisations and six persons nominated by the Trade Unions), in accordance with the Rules of the Fund which shall *inter alia* prescribe—

- (a) the Fund's benefits and the qualification attaching thereto;
- (b) the procedure for lodging and payment of claims;
- (c) any other matter which the Board may decide.

(2) The Board of Management shall have the power to make and alter rules governing the administration of the Fund. Copies of the Rules and any amendments thereto, which shall not be inconsistent with this Agreement or any Act, shall be lodged with the Secretary for Labour.

(3) The Board of Management shall appoint a secretary who shall be known as the Secretary of the Fund, and such other staff as may be necessary for the proper administration of the Fund.

(4) The Board of Management may refuse and/or withhold any or all benefits from any member and/or his dependants who, in its opinion has acted in a manner calculated or reasonably likely to injure the interests of the Fund or its members; provided that such member shall be given the opportunity of submitting an appeal against the decision of the Board of Management to the Council whose decision shall be final.

(5) Any disputes concerning the interpretation, meaning or intention of any of the provisions of this Agreement or concerning the administration of the Fund, which the Board of Management is unable to settle, shall be referred to the Council for decision.

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

elke werkgewer in Gebied B aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grensstreekraad), Posbus 27, Oos-Londen;

elke werkgewer in Gebied C aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Natalse Streekraad), Posbus 2778, Durban;

elke werkgewer in Gebied D aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Middellandse Streekraad), Posbus 2221, Port Elizabeth;

elke werkgewer in Gebied E aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Transvaalse Streekraad), Posbus 3998, Johannesburg;

elke werkgewer in Gebied F aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Oranje-Vrystaatse en Noord-Kaaplandse Streekraad), Posbus 95, Welkom.

10. VOORDELE

(1) Behoudens die bepalings van die Reëls van die Fonds, is 'n lid daarop geregtig om die volgende voordele van die Fonds te eis ten opsigte van mediese dienste:

Betaling van koste wat nie die totale bedrag van R800 gedurende elke tydkring van twee-en-vyftig (52) weke bydraende diens vir die lid en/of sy afhanklikes te bowe gaan nie.

(2) 'n Lid en sy afhanklikes wat geen voordele binne 'n tydperk van drie agtereenvolgende tydkringe van 52 weke soos hierbo genoem, eis nie, is geregtig op betaling van onkoste tydens die 52 weke wat volg op die geen-eis tydkringe, ten bedrae van 'n verdere 25 persent wat by die bedrae genoem in subklousule (1) van hierdie klousule gevoeg is.

(3) Ondanks die bepalings van hierdie klousule, is geen lid op voordele soos bepaal deur hierdie Reëls geregtig nie, tensy hy 'n Lidmaatskapboek het en bydraes tot die Fonds vir minstens dertien agtereenvolgende weke gemaak het: Met dien verstande dat wanneer 'n lid nie langer in diens van die Nywerheid is nie, anders as in die geval van werkloosheid ooreenkomstig klousule 7 (4) (a), word hy weer as lid van die Fonds met die oog op voordele beskou, as hy bydraes vir minstens dertien agtereenvolgende weke van die datum van sy herindiensneming deur die Nywerheid betaal het.

(4) Die Bestuursraad kan na volkome goedvinde, ondanks die bepalings van die Reëls, *ex gratia*-uitbetalings aan lede en/of hulle afhanklikes maak, na gelang van die spesiale omstandighede van elke geval.

11. ADMINISTRASIE VAN DIE FONDS

(1) Onderhewig aan die algemene voorskrifte van die Uitvoerende Komitee, moet die Fonds deur 'n Bestuursraad (bestaande uit ses persone wat deur die Werkgewersorganisasies en ses persone wat deur die vakverenigings benoem is), ooreenkomstig die Reëls van die Fonds geadminestreer word, wat onder andere die volgende bepaal:

- (a) Die Fonds se voordele en die vereistes daarvoor;
- (b) Die prosedure in verband met die indien en uitbetaling van eise;
- (c) enige ander aangeleentheid waaroor die Bestuursraad besluit.

(2) Die Bestuursraad beskik oor die bevoegdheid om reëls vir die administrasie van die Fonds te maak en te wysig. Kopieë van die reëls en alle wysigings daaraan wat nie onbestaanbaar met hierdie Ooreenkoms of 'n wet is nie, moet by die Sekretaris van Arbeid ingedien word.

(3) Die Bestuursraad moet 'n sekretaris aanstel, wat as die Sekretaris van die Fonds bekend staan, asook ander personeel wat nodig is vir die behoorlike administrasie van die Fonds.

(4) Die Bestuursraad kan enige of alle voordele aan enige lid en/of sy afhanklikes weier en/of onthou, wat volgens sy mening gehandel het op 'n manier wat daarop bereken is om die belange van die Fonds of sy lede te skaaf of na alle redelike waarskynlikheid so 'n uitwerking sal hê: Met dien verstande dat so 'n lid die geleentheid gebied word om 'n beroep teen die besluit van die Bestuursraad aan die Nywerheidsraad voor te lê, wie se uitspraak finaal is.

(5) Enige geskille aangaande die vertolking, betekenis of bedoeling van enige bepaling van hierdie Ooreenkoms, of aangaande die administrasie van die Fonds, wat die Bestuursraad nie kan skik nie, moet na die Nywerheidsraad vir beslissing verwys word.

(6) If at any time the amount to the credit of the Fund drops below R10,000 payments shall cease and shall not be resumed until the amount to the credit of the Fund exceeds R20,000; provided that upon payments being resumed claims made during such period of suspension shall be met in the order in which they were received.

(7) All expenses incurred in connection with the administration of the Fund shall be charged on the Fund.

(8) The Board of Management in its entire discretion, notwithstanding the provisions of the rules, may make *ex gratia* payments to members and/or their dependants depending on the special circumstances of each case.

12. INDEMNITY

The members of the Board of Management and the officers and employees of the Fund shall not be liable for the debts and liabilities of the Fund and they are hereby indemnified by the Fund against all losses and expenses incurred by them in or about the *bona fide* discharge of their duties.

13. FINANCIAL CONTROL

(1) All moneys received on account of the Fund shall be paid into a bank or banks and all cheques drawn against the Fund shall be signed by two persons as may be appointed by the Board.

(2) In respect of all moneys not immediately required to meet the current charges upon the Fund, the Board may invest such moneys as it may from time to time determine as follows:—

- (a) in fixed deposits or savings accounts of any bank or building society governed by the laws of the Republic of South Africa;
- (b) in bills, bonds, certificates, debentures or stock issued or guaranteed by the Government of the Republic of South Africa;
- (c) in deposits in the Republic of South Africa Post Office Savings Bank;
- (d) in stock of, or in loans to any local authority in the Republic incorporated or constituted by or under any general or special statute, ordinance or statutory enactment;
- (e) in debentures or stock of any waterworks, electricity supply corporation or a similar corporation created by special legislative enactments within the Republic of South Africa;
- (f) in building society shares or preference shares of any company quoted on the Johannesburg Stock Exchange;
- (g) in the purchase of immovable property, including the purchase of land and the erection of buildings thereon;
- (h) in first mortgage upon immovable property in the Republic of South Africa or participation in such mortgage bonds on conditions laid down by the Board from time to time. No moneys shall be advanced on the security of immovable property which is subject to a prior mortgage bond unless such prior mortgage bond is in favour of the Fund; provided always that the total of the loan shall not exceed 75 per cent of the market value of the property concerned, as determined by a sworn appraiser.

(3) The Board may obtain an overdraft from a bank or borrow from other parties on such terms as may be agreed upon such sum as may be approved from time to time by the Board of Management for the purpose of acquiring the money necessary for any purpose of the Fund.

(4) All securities, mortgage bonds, title deeds and other documents shall be registered in the name of the Fund and shall not be transferred, alienated or otherwise disposed of except with the approval of the Board. The Board of Management shall nominate four members of the Board as signatories for the above purpose, the signatures of any two of whom shall be sufficient for the purpose of giving effect to the resolutions of the Board or Management. Such signatories shall hold office indefinitely or for such period as the Board when appointing them shall designate.

(5) The Board shall cause full and true accounts of the Fund to be kept, such accounts to be balanced and audited by a public accountant as at the 31st December of each year.

(6) The Board shall present an annual report on the working of the Fund, together with a copy of the auditor's report and balance sheet of the Fund and a statement of the revenue and expenditure for the financial year ending each 31st December which shall be posted annually as soon as available to the Secretary for Labour and the parties to this Agreement and published for the information of the employers and members by such means as the Board may from time to time determine.

(6) As die bedrag in die krediet van die Fonds te eniger tyd tot minder as R10,000 daal, moet uitbetaling gestaak en nie hervat word totdat die bedrag in die krediet van die Fonds R20,000 te bowe gaan nie: Met dien verstande dat, nadat uitbetalings hervat is, eise wat tydens sodanige tydperk ingestel is, in volgorde van ontvangs daarvan betaal word.

(7) Alle uitgawes wat aangegaan word in verband met die administrasie van die Fonds, word deur die Fonds gedra.

(8) Die Bestuursraad kan na volkome goedvinde, ondanks die bepalinge van die reëls, *ex gratia*-uitbetalings aan lede en/of hulle afhanklikes maak, na gelang van die spesiale omstandighede van elke geval.

12. VRYWARING

Die Bestuursraadslede, beamptes en werknemers van die Fonds is nie verantwoordelik vir die skulde en laste van die Fonds nie, en hierby word hulle deur die Fonds gevrywaar teen alle verliese deur hulle gely en uitgawes deur hulle aangegaan tydens of in verband met die *bona fide*-uitvoering van hul pligte.

13. FINANSIËLE BEHEER

(1) Alle gelde wat ten behoeve van die Fonds ontvang word, moet by 'n bank of banke inbetaal word en alle tjeks wat op die Fonds getrek word, moet deur twee persone wat deur die Bestuursraad aangestel is, onderteken word.

(2) Die Bestuursraad kan alle gelde wat nie onmiddellik benodig word om die lopende koste van die Fonds te dek nie, soos hy van tyd tot tyd besluit, soos volg belê:—

- (a) in vaste deposito's of in spaarrekenings in enige bank of bouvereniging wat deur die wette van die Republiek van Suid-Afrika beheer word;
- (b) in wissels, obligasies, sertifikate, skuldbriewe of effekte deur die Regering van die Republiek van Suid-Afrika uitgereik of gewaarborg;
- (c) in deposito's in die Posspaarbank van die Republiek van Suid-Afrika;
- (d) in effekte van, of in lenings aan 'n plaaslike bestuur in die Republiek wat met regpersoonlikheid beklee is of in die lewe geroep is deur 'n algemene of spesiale wet, ordonansie of statutêre bepaling;
- (e) in skuldbriewe of effekte van 'n waterwerke, 'n elektrisiteitsvoorsieningskorporasie of 'n dergelike korporasie wat deur spesiale wetsbepalings in die lewe geroep is binne die Republiek van Suid-Afrika;
- (f) in bouverenigingaandeel of voorkeuraandeel van 'n maatskappy wat op die Johannesburgse Aandelebeurs genoteer word;
- (g) in die aankoop van vaste eiendom, insluitende die aankoop van grond en die oprigting van geboue daarop;
- (h) in eerste verbande op vaste eiendom in die Republiek van Suid-Afrika of deelname aan sodanige verbande op voorwaardes wat die Bestuursraad van tyd tot tyd voorskryf. Geen gelde word voorgesket, met vaste eiendom wat alreeds onder verband staan as sekuriteit nie, tensy die vorige verband ten gunste van die Fonds is nie: Altyd met dien verstande dat die bedrag van die lening nie 75 persent van die markwaarde van die betrokke eiendom, soos deur 'n beëdigde waardeerder vasgestel, te bowe gaan nie.

(3) Die Bestuursraad kan 'n bankoortrekking aangaan of van ander partye, op voorwaardes waarop daar ooreengekom word, dié bedrag leen, wat die Bestuursraad van tyd tot tyd goedkeur, ten einde geld te verkry wat nodig is vir doeleindes van die Fonds.

(4) Alle sekuriteite, verbande, transportaktes en ander dokumente moet in die naam van die Fonds geregistreer word, en mag nie oorgedra, vervreem of andersins van die hand gesit word behalwe met die goedkeuring van die Bestuursraad nie. Die Bestuursraad moet vier van sy lede as ondertekenaars vir bogenoemde doel benoem, en die handtekenings van enige twee van hulle is voldoende vir die doel om uitvoering aan die besluit van die Bestuursraad te gee. Sodanige ondertekenaars beklee die amp vir 'n onbepaalde tydperk of vir dié tydperk wat die Bestuursraad tydens hulle aanstellings aanwys.

(5) Die Bestuursraad moet toesien dat volledige en ware rekeninge van die Fonds gehou word en sodanige rekeninge moet gebalanseer en deur 'n openbare rekenmeester geouditeer word soos diit staan op 31 Desember van elke jaar.

(6) Die Bestuursraad moet 'n jaarverslag oor die werking van die Fonds, tesame met 'n kopie van die ouditeur se verslag en 'n balansstaat van die Fonds en 'n inkomste-en-uitgawerekening vir die boekjaar wat op elke 31ste Desember eindig, voorlê, wat jaarliks, sodra dit beskikbaar is, aan die Sekretaris van Arbeid en die partye van hierdie Ooreenkoms gegee en vir die inligting van die werkgewers en lede, op sodanige wyse wat die Raad van tyd tot tyd bepaal, gepubliseer moet word.

(7) The Board shall keep such records of the Fund as shall enable an actuarial valuation to be made at any time; such records shall also give such other particulars and information as the Board may consider desirable. The result of any actuarial valuation shall be embodied in a report which shall be submitted to the Board. The parties to the Agreement shall be provided with a copy of such report(s).

(8) The Board shall also publish for the information of employers and members particulars of the report referred to in sub-section (7) or a summary thereof in such form and by such means as the Board may determine.

(9) The expenses in connection with or incidental to the inauguration of the Fund or the management or administration of the Fund and to the investment thereof, including the cost of audit and actuarial investigation, shall be borne by the Fund.

(10) All contracts entered into by the Fund and binding the Fund shall be entered into by the Board and all documents in respect thereof shall be signed by not less than two members of the Board duly authorised by the Board.

(11) Any profits or losses entailed in the realisation of investments of the Fund shall be to the credit or debit of the Fund, as the case may be.

14. EXPIRY OF THE AGREEMENT

(1) Any Agreement declared by the Minister to be binding in terms of section 48 of the Industrial Conciliation Act, 1956, replacing or succeeding this Agreement, may make provision for the continuity and administration of the Fund.

(2) Should this Agreement expire by effluxion of time or any other reason, the Fund shall continue to be administered by the Board of Management last in office until it be either dealt with in terms of section 15 or is transferred by the Council to any other Fund constituted for the same purpose as that for which this Fund was created.

(3) In the event of the dissolution of the Council or in the event of it ceasing to function in terms of section 34 (2) of the Act during any period within which this Agreement is binding, the Board of Management shall continue to administer the Fund and the members of such Board at the date on which the Council ceases to function or is dissolved shall be deemed to be members thereof for such purpose, provided, however, that any vacancies occurring on such Board may be filled by the Registrar from employers or employees in the Iron, Steel, Engineering and Metallurgical Industries to ensure an equality of employer and employee representatives and alternates in the membership of the Committee.

(4) In the event of the Board of Management being unable or unwilling to discharge its duties or a deadlock arising thereon which renders the administration of the Fund impracticable or undesirable in the opinion of the Registrar, he may appoint a trustee or trustees to carry out the duties of such Board of Management and who shall possess all the powers of such Board for the purpose.

15. LIQUIDATION

Upon expiry of the Agreement by effluxion of time or any other reason and unless within two years it is renewed or replaced by another Agreement perpetuating the Fund or if the Fund is not transferred by the Council to any other Fund constituted for the same purpose in accordance with the provision of section 14, within the said period of two years the Fund shall be liquidated. Upon liquidation of the Fund the moneys remaining to the credit of the Fund after the payment of all claims against the Fund, including administration and liquidation expenses, shall be equally apportioned between the employers' organisations and the trade unions. The Fund shall be liquidated by the Board of Management functioning in terms of section 14 or the trustees appointed in terms of the said section as the case may be.

16. BENEFITS INALIENABLE

(1) The benefits provided by the Fund are not transferable and any member who attempts to assign, transfer, cede, pledge or hypothecate his rights shall forthwith cease to be entitled to any benefits whatsoever and membership of the Fund in respect of himself and his dependants shall be terminated.

(2) No person, whether a member or otherwise, shall have any claim or right to interest upon, to, or in respect of the Fund or any contributions thereto or any interest therein or any claim upon or against the Board or the Fund, except under and in accordance with the provisions of the Rules of the Fund.

(7) Die Bestuursraad moet sodanige rekords van die Fonds hou sodat 'n aktuariële waardering te enige tyd gemaak kan word; dié state moet ook alle ander besonderhede en inligting bevat wat die Bestuursraad wenslik ag. Die uitslag van 'n aktuariële waardering moet in 'n verslag saamgevat en aan die Raad voorgelê word. Die partye betrokke by die Ooreenkoms moet van 'n kopie van sodanige verslag (verslae) voorsien word.

(8) Die Bestuursraad moet ook vir die inligting van werkgewers en lede, besonderhede oor die verslag in subklousule (7) genoem, of 'n opsomming daarvan, in so 'n vorm en op so 'n wyse publiseer soos deur die Bestuursraad besluit.

(9) Die uitgawes in verband met, of meegebring deur die instelling van die Fonds, of deur die bestuur of administrasie van die Fonds, en deur die belegging daarvan, insluitende die koste van audit en aktuariële ondersoek, moet deur die Fonds gedra word.

(10) Alle kontrakte wat die Fonds aangaan en wat die Fonds bind, moet deur die Bestuursraad aangegaan word, en alle dokumente in verband daarmee, moet deur nie minder nie as twee lede van die Bestuursraad, wat behoorlik deur die Bestuursraad gemagtig is, onderteken word.

(11) Alle winste of verliese wat voortspruit uit die tegeldmaking van beleggings van die Fonds, moet aan die Fonds gekrediteer of gedebiteer word, na gelang van die geval.

14. VERSTRYKING VAN DIE OOREENKOMS

(1) Enige Ooreenkoms wat deur die Minister as bindend verklaar word kragtens artikel 48 van die Wet op Nywerheidsversoeniging, 1956, en wat hierdie Ooreenkoms vervang of in die plek daarvan kom, kan voorsiening maak vir die kontinuïteit en administrasie van die Fonds.

(2) Indien hierdie Ooreenkoms deur die verloop van tyd of om enige ander rede verval, moet die Bestuursraad wat laaste die amp beklee, die Fonds administreer tot tyd en wyl dit of ooreenkomstig klousule 15 afgehandel is, of die Raad dit oorgedra het aan 'n ander Fonds wat vir dieselfde doel ingestel is waarvoor hierdie Fonds in die lewe geroep is.

(3) In die geval van die ontbinding van die Nywerheidsraad of ingeval dit ophou om te funksioneer ooreenkomstig artikel 34 (2) van die Wet, tydens 'n tydperk waarin hierdie Ooreenkoms bindend is, moet die Bestuursraad voortgaan om die Fonds te administreer en die lede van die Bestuursraad op die datum waarop die Nywerheidsraad ophou om te funksioneer of ontbind word, word geag lede daarvan vir die doel te wees: Met dien verstande egter dat vakatures wat op die Bestuursraad ontstaan, deur die Registrateur gevul kan word uit die geledere van werkgewers of werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, om 'n gelyke aantal verteenwoordigers en sekondusse van werkgewers en werknemers in die ledetal van die Komitee te verseker.

(4) Ingeval die Bestuursraad nie in staat is of ongewillig is om sy pligte na te kom, of as 'n dooie punt daaroor bereik word, wat die administrasie van die Fonds onuitvoerbaar of onwenslik maak na die mening van die Registrateur, kan hy 'n trustee of trustees aanstel om die pligte van so 'n Raad uit te voer en sodanige trustee of trustees beskik oor al die bevoegdhede van so 'n Raad vir dié doel.

15. LIKWIDASIE

By die verval van die Ooreenkoms na verloop van tyd of om enige ander rede, en tensy dit binne twee jaar hernieu of vervang word deur 'n ander Ooreenkoms wat die Fonds laat voortbestaan, of as die Fonds nie deur die Raad binne die genoemde tydperk van twee jaar aan enige ander Fonds oorgedra word wat vir dieselfde doel ooreenkomstig die bepalings van artikel 14 saamgestel is nie, word die Fonds gelikwdeer. By likwidasië van die Fonds moet die gelde in die krediet van die Fonds, na die uitbetaling van alle eise teen die Fonds, insluitende administrasie- en likwidasiëkoste, gelykop tussen die werkgewersorganisasies en die vakverenigings verdeel word. Die Fonds moet deur die Bestuursraad, wat ooreenkomstig klousule 14 optree, of deur die trustees wat ooreenkomstig die genoemde klousule benoem is, na gelang van die geval, gelikwdeer word.

16. ONVERVREEMBARE VOORDELE

(1) Die voordele wat die Fonds voorsien, is nie oordraagbaar nie en 'n lid wat probeer om sy voorregte oor te maak, oor te dra, te sedeer, te verpand of te verhipotekeer, verbeur onmiddellik enige voordele hoegenaamd, en lidmaatskap van die Fonds ten opsigte van homself en sy afhanklikes word beëindig.

(2) Geen persoon, of hy 'n lid is of nie, het enige aanspraak of reg op of belang in, op of ten opsigte van die Fonds of enige bydraes daarvan, of enige belang daarin of enige eis op of teen die Bestuursraad of die Fonds, behalwe ooreenkomstig en in ooreenstemming met die bepalings van die Reëls van die Fonds.

(3) In deciding any question of fact the Board may, unless otherwise provided for in the Rules, act upon such evidence as it may deem adequate whether amounting to legal proof or not.

(4) Any decision of the Board upon any question of fact and any exercise by the Board of any decision entrusted to it by the Rules shall be final and shall not be subject to appeal or review.

17. AGENTS

An agent of the Council shall be entitled to enter any establishment and may question the employer or any employees, inspect the records and make any inquiries for the purpose of ascertaining whether or not the terms of this Agreement are being observed.

18. EXEMPTIONS

(1) The Council or Executive Committee may grant exemption from any of the provisions of this Agreement.

(2) Application for exemption shall be made to the Secretary of the Council, P.O. Box 9381, Johannesburg.

(3) The Council or Executive Committee, as the case may be, shall fix the conditions subject to which exemption shall be valid, and may, if it deems fit, after one week's notice, in writing, has been given to the person concerned, withdraw any licence of exemption whether or not the period for which exemption was granted has expired.

19. EXHIBITION OF AGREEMENT

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

Signed at Johannesburg for and on behalf of the Parties on this the 14th day of October, 1969.

J. M. RUSSELL,
Chairman.

R. COWLEY,
Vice-Chairman.

W. R. GLASTONBURY,
General Secretary.

(3) By die beslissing van 'n feitekweesie kan die Bestuursraad, tensy daar andersins in die Reëls voorsiening gemaak word, volgens sodanige getuienis optree wat hy as voldoende beskou, of dit op wettige bewyse neerkom al dan nie.

(4) Enige beslissing van die Bestuursraad oor 'n feitekweesie en die uitvoering deur die Bestuursraad van 'n beslissing wat die Reëls aan hom opdra, is finaal en is nie onderhewig aan appèl of hersiening nie.

17. AGENTE

'n Agent van die Raad is geregtig daarop om 'n bedryfsinrigting binne te gaan en mag die werkgewer of werknemers ondervra, die registers ondersoek en navrae doen ten einde vas te stel of die bepalings van hierdie Ooreenkoms nagekom word of nie.

18. VRYSTELLINGS

(1) Die Raad of Uitvoerende Komitee kan vrystelling van enigeen van die bepalings van hierdie Ooreenkoms verleen.

(2) Aansoeke om vrystelling moet by die Sekretaris van die Raad, Posbus 9381, Johannesburg, gedoen word.

(3) Die Raad of Uitvoerende Komitee, na gelang van die geval, moet die voorwaardes waarop vrystelling geldig sal wees, vasstel, en kan, as hy dit dienstig ag, nadat die betrokke persoon een week skriftelik kennis gegee is, 'n vrystellingsertifikaat intrek, of die tydperk waarvoor vrystelling verleen is, verstryk het of nie.

19. VERTONING VAN OOREENKOMS

Elke werkgewer moet op of in die plek waar sy werknemers werk, 'n leesbare kopie van hierdie Ooreenkoms in beide amptelike tale, opplak en opgeplak hou.

Namens die partye op hede die 14de dag van Oktober 1969 te Johannesburg onderteken.

J. M. RUSSELL,
Voorsitter.

R. COWLEY,
Ondervoorsitter.

W. R. GLASTONBURY,
Hoofsekretaris.

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