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GOVERNMENT NOTICES

DEPARTMENT OF LABOUR

No. R. 851

28 May 1971

INDUSTRIAL CONCILIATION ACT, 1956

**AUTOMOBILE MANUFACTURING INDUSTRY,
EASTERN PROVINCE**

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 which appears in the Schedule hereto and which relates to the Automobile Manufacturing Industry, shall be binding from the second Monday after the date of publication of this notice and for the period ending 31 December 1972, upon the employers' organisation and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisation or unions;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Agreement, excluding those contained in clauses 1 (1), 2 and 19, shall be binding from the second Monday after the date of publication of this notice and for the period ending 31 December 1972, 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 Districts of Port Elizabeth and Uitenhage; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the areas specified in paragraph (b) of this notice and from the second Monday after the date of publication of this notice and for the period ending on 31 December 1972, the provisions of the said Agreement, excluding those contained in clauses 1 (1), 2, 5 (3) (b) and 19, shall *mutatis mutandis* be binding upon all Bantu employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Bantu in their employ.

M. VILJOEN, Minister of Labour.

A—64276

GOEWERMENTSKENNISGEWINGS

DEPARTEMENT VAN ARBEID

No. R. 851

28 Mei 1971

WET OP NYWERHEIDSVERSOENING, 1956

**OUTOMOBIELNYWERHEID, OOSTELIKE
PROVINSIE**

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 wat in die Bylae hiervan verskyn en op die Outomobielynwerheid betrekking het, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1972 eindig, bindend is vir die werkgewers-organisasie en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1), 2 en 19, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1972 eindig, bindend is vir alle ander werkgewers en werknemers as dié vermeld in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die landdrostdistrikte Port Elizabeth en Uitenhage; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1), 2, 5 (3) (b) en 19, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1972 eindig, in die gebiede gespesifiseer in paragraaf (b) van hierdie kennisgewing *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Nywerheid by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

M. VILJOEN, Minister van Arbeid.

1—3122

SCHEDULE

INDUSTRIAL COUNCIL FOR THE AUTOMOBILE MANUFACTURING INDUSTRY, EASTERN PROVINCE

AGREEMENT

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

The National Association of Automobile Manufacturers of South Africa

(hereinafter referred to as "the employers" or "the employers' organisation") of the one part and the

S.A. Yster-, Staal- en Verwante Nywerhede-Unie

National Union of Motor Assembly Workers of South Africa (hereinafter referred to as "the employees" or "the trade unions") of the other part,

being parties to the Industrial Council for the Automobile Manufacturing Industry, Eastern Province.

1. AREA AND SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Magisterial Districts of Port Elizabeth and Uitenhage by all employers and employees who are members of the employers' organisation and the trade unions, respectively, who are engaged or employed in the automobile manufacturing industry.

(2) Notwithstanding the provisions of subclause (1), the provisions of this Agreement shall—

(a) apply to apprentices only in so far as they are not inconsistent with the provisions of, or any conditions fixed under the Apprenticeship Act (Act 37 of 1944); and

(b) apply to trainees undergoing training under the Training of Artisans Act (Act 38 of 1951), only in so far as they are not inconsistent with the provisions of, or any conditions fixed under that Act.

(c) only apply to employees for whom wages are prescribed in this Agreement and to the employers of such employees.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be determined by the Minister of Labour in terms of section forty-eight of the Act, and shall remain in force for the period ending 31 December 1972, or for such period or periods as may be determined by him.

3. DEFINITIONS

(1) Unless the context otherwise indicates, any expression used in this Agreement and which is defined in the Industrial Conciliation Act, 1956, has the same meaning as in that Act, and any reference to an Act shall include any amendments to such Act; further, unless inconsistent with the context—

"Act" means the Industrial Conciliation Act, 1956 (Act 28 of 1956);

"adhesive attendant" means an employee who offloads containers of adhesive compound and fills adhesive reservoirs in production areas;

"ambulance driver" means an employee who drives an ambulance and assists with general clerical and first aid duties;

"amendment operator" means an employee who ensures, on instructions, that certain deviations to the items fitted to vehicles are changed in accordance with dealers' requirements;

"apprentice" means an employee serving under a written contract of apprenticeship registered or deemed to have been registered under the Apprenticeship Act (Act 37 of 1944), and includes a minor employed on probation in terms of that Act;

"artisan" means an employee who is engaged on work normally performed by a skilled artisan and for the purpose of this definition "skilled artisan" means a person who has served his apprenticeship in a trade designated or deemed to have been designated under the Apprenticeship Act, 1944 or who holds a certificate of proficiency issued to him by the Registrar of Apprenticeship in terms of the Training of Artisans Act, 1951, or a certificate issued to him by the said Registrar in terms of section 2 (7) or 7 (3) of the said Act;

"asbestos packer" means an employee who packs asbestos to surrounding area where welding is to be performed;

"Assembler A" means an employee who performs assembly operations which may include fitting and/or adjusting;

BYLAE

NYWERHEIDSRAAD VIR DIE OUTOMOBIELNYWERHEID, OOSTELIKE PROVINSIE

OOREENKOMS

ingevolge die Wet op Nywerheidsversoening, 1956, soos gewysig, aangegaan deur

The National Association of Automobile Manufacturers of South Africa

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

S.A. Yster-, Staal- en Verwante Nywerhede-Unie

National Union of Motor Assembly Workers of South Africa (hieronder die "werknemers" of "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Outomobielywerheid, Oostelike Provinsie.

1. GEBIED EN TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet nagekom word in die landdrosdistrikte Port Elizabeth en Uitenhage deur alle werkgewers en werknemers wat die Outomobielywerheid uitoefen of daarin in diens is en wat onderskeidelik lede van die werkgewersorganisasie en die vakverenigings is.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms—

(a) van toepassing op vakleerlinge slegs vir sover dit nie onbestaanbaar is nie met die bepalings van of voorwaardes gestel kragtens die Wet op Vakleerlinge (Wet 37 van 1944); en

(b) van toepassing op kwekelinge wat kragtens die Wet op Opleiding van Ambagsmanne (Wet 38 van 1951) opgelei word, slegs vir sover dit nie met die bepalings van, of voorwaardes kragtens daardie Wet onbestaanbaar is nie.

(c) slegs van toepassing op werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word en op die werkgewers van sodanige werknemers.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op 'n datum wat die Minister van Arbeid kragtens artikel 48 van die Wet bepaal en bly van krag vir die tydperk eindigende 31 Desember 1972 of vir sodanige tydperk of tydperke wat hy kan vasstel.

3. WOORDOMSKRYWINGS

(1) Tensy hulle met die sinsverband strydig is, het alle uitdrukings wat in hierdie Ooreenkoms gebruik en in die Wet op Nywerheidsversoening, 1956, omskryf word, dieselfde betekenis as in daardie Wet, en waar daar na 'n Wet verwys word, omvat dit alle wysigings van sodanige Wet; voorts, tensy dit met die samehang onbestaanbaar is, beteken—

"Wet" die Wet op Nywerheidsversoening, 1956 (Wet 28 van 1956);

"kleefstofwerker" 'n werknemer wat houters vol kleefstofmengsels aflaai en kleefstofopgaarbakke in produksieterreine vul;

"ambulansbestuurder" 'n werknemer wat 'n ambulans bestuur en met algemene klerklike en eerstehulppligte help;

"wysigingsoperateur" 'n werknemer wat volgens opdrag seker maak dat sekere wysigings aangebring word aan items wat in ooreenstemming met handelaars se vereistes in voertuie aangebring word;

"vakleerling" 'n werknemer wat 'n skriftelike leerlingskontrak uitdien wat ingevolge die Wet op Vakleerlinge (Wet 37 van 1944) geregistreer is of geag word geregistreer te wees, en omvat 'n minderjarige wat kragtens daardie Wet op proef aangestel is;

"ambagsman" 'n werknemer wat werk verrig wat gewoonlik deur 'n geskoolde ambagsman verrig word, en vir die toepassing van hierdie woordskrywing beteken "geskoolde ambagsman" 'n persoon wat sy leerlingskap uitgedien het in 'n ambag wat aangewys is of geag word aangewys te wees ingevolge die Wet op Vakleerlinge, 1944, of wat 'n vaardigheidsertifikaat besit wat die Registrateur van Vakleerlinge kragtens die Wet op Opleiding van Ambagsmanne, 1951, aan hom uitgereik het, of 'n sertifikaat wat genoemde Registrateur kragtens artikel 2 (7) of 7 (3) van genoemde Wet aan hom uitgereik het;

"asbespakker" 'n werknemer wat asbes pak rondom die plek waar daar gesweis gaan word;

"monteur A" 'n werknemer wat monterwerksaamhede verrig wat paswerk en/of verstelwerk kan insluit;

"Assembler B" means an employee who assembles or affixes components to vehicles but does no adjusting;

"assembly quality assurance clerk" means an employee who performs general clerical duties in the assembly quality assurance department;

"assistant artisan foreman" means an employee who co-ordinates the activities of a group of artisans;

"Automobile Manufacturing Industry" or "Industry" means the industry in which employers and employees are associated for the assembly of motor vehicles from new components on an assembly line and includes the manufacture or fabrication or assembly of any motor vehicle parts or components or combinations thereof when carried on by such employers, whether performed on an assembly line or elsewhere and of operations incidental thereto or consequent thereon, irrespective of the premises where the work is performed;

"basic pay" or "basic wage" means the ordinary rate of pay (exclusive of overtime and allowances for shift work) actually received by an employee;

"binding assistant" means an employee who assists with the binding of printed matter;

"black dip operator" means an employee who places components into black enamel dip tanks and removes them after submersion;

"body build clerk" means an employee who controls the movement of commercial vehicles required to go to outside vendors for body conversions;

"body dropper" means an employee who operates a hoist to transfer a vehicle body to the assembly line and lowers it onto the chassis or under structure of the vehicle;

"body moulder" means an employee who secures body to chassis by placing bolts into located holes and tightening them by either hand or power tools;

"body repairman" means an employee who carries out body repairs to vehicles in process;

"bonderite attendant" means an employee who maintains the strength of Bonderite mixtures using standard tables according to the line speed to ensure correct Bonderite application;

"boss boy" means an employee who, besides performing normal job functions, assists with the co-ordination of the activities of a limited number of employees;

"boxmaker" means an employee who assembles boxes or crates required for the packing of material;

"buffer and polisher" means an employee who operates a buffing machine;

"change control clerk" means an employee who collects information on engineering changes and compiles charts to determine whether the parts required for conversion will be available;

"checker" means an employee who checks material against appropriate documentation for correctness of part detail and quantity;

"checker/packer" means an employee who checks components in terms of order requirements and packs items into containers prior to despatch;

"chemical attendant" means an employee who, under supervision, assists chemical process attendants;

"chemical process attendant" means an employee who checks chemical processes to ensure that they comply with the specification requirements;

"c.k.d. clerk" means an employee who prepares c.k.d. material data and history cards from Bills of Lading and records case location and unboxing dates;

"clicker" means an employee who cuts upholstery material with a knife from a predetermined pattern;

"console machine operator" means an employee who, under supervision, carries out duties in the operation of data processing equipment;

"convoy driver/vehicle loader" means an employee who loads and offloads vehicles from railway trucks or other vehicle transporters, and who may drive vehicles between factory and storage areas;

"convoy leader" means an employee who directs the activities of vehicle drivers in the transfer of vehicles between factory and storage areas and/or the loading of vehicles onto railway trucks or other vehicle transporters;

"monteur B" 'n werknemer wat onderdeel monteur of in voertuie aanbring maar nie verstelwerk verrig nie;

"monteergehalteversekeringsklerk" 'n werknemer wat algemene klerklike pligte in die afdeling monteergehalteversekering verrig;

"assistent-ambagsvoorman" 'n werknemer wat die werksaamhede van 'n groep ambagsmanne koördineer;

"Outomobielynwerheid" of "Nywerheid" die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die montering van motorvoertuie uit nuwe onderdele op 'n monteerbaan en omvat die vervaardiging of fabrikasie of montering van enige motorvoertuigdele of -onderdele of kombinasies daarvan wanneer dit deur sodanige werkgewers uitgevoer word, afgesien daarvan of dit op 'n monteerbaan of elders gedoen word, en werksaamhede wat daarmee gepaard gaan of daaruit voortvloei, afgesien van die terrein waar die werk verrig word;

"basiese besoldiging" of "basiese loon" die gewone besoldiging (uitgesonderd oortyd en toelaes vir skofwerk) wat 'n werknemer werklik ontvang;

"binder" 'n werknemer wat help om drukwerk te bind;

"indoper" 'n werknemer wat onderdele in indooptenks vol blouhoutekstrak plaas en dit ná onderdompeling verwyder;

"bakbouklerk" 'n werknemer wat die beweging van handelsvoertuie kontroleer wat na buiteverkopers moet gaan vir bakveranderings;

"bakneerlater" 'n werknemer wat 'n voertuigbak met 'n hyser na die monteerbaan oorplaas en dit op die onderstel of onderstruktuur van die voertuig laat sak;

"bakmonteur" 'n werknemer wat die bak aan die onderstel vasmaak deur boue in vasgestelde gate te plaas en dit met die hand of kraggereedskap vas te draai;

"bakhersteller" 'n werknemer wat bakherstelwerk doen aan voertuie in die proses van vervaardiging;

"bonderite-werker" 'n werknemer wat die sterkte van bonderitemengsels dieselfde hou deur standaardtabelle volgens die baanspoed te gebruik ten einde die korrekte aanwending van bonderite te verseker;

"baasjong" 'n werknemer wat, benewens die verrigting van gewone werkfunksies, help met die koördinasie van die werksaamhede van 'n beperkte getal werknemers;

"kismaker" 'n werknemer wat kiste of kratte monteer wat vir die verpakking van materiaal nodig is;

"fynskuurder en poleerder" 'n werknemer wat 'n fynskuurmasjien bedien;

"veranderingsbeheerklerk" 'n werknemer wat inligting oor ingenieursveranderings versamel en kaarte saamstel om vas te stel of die dele wat vir die veranderings nodig is, beskikbaar sal wees;

"kontroleur" 'n werknemer wat materiaal met toepaslike dokumentasie vergelyk om vas te stel of die besonderhede en hoeveelhede van dele korrek is;

"kontroleur/verpakker" 'n werknemer wat onderdele volgens bestellingvereistes nagaan en items in houers vóór versending verpak;

"chemiese kontroleur" 'n werknemer wat, onder toesig, chemiese-proses-kontroleurs bystaan;

"chemiese-proseskontroleur" 'n werknemer wat chemiese prosesse kontroleer om te verseker dat hulle aan die spesifikasievereistes voldoen;

"t.n.g.-klerk" 'n werknemer wat gegewens oor totaal ongemonteerde materiaal en geskiedeniskaarte volgens vragbriewe voorberei en die kisligging en uitpakdatums aanteken;

"uitsnyer" 'n werknemer wat stoffeermateriaal met 'n mes volgens 'n vooraf vasgestelde patroon sny;

"konsolemasjienbediener" 'n werknemer wat, onder toesig, pligte in verband met die werking van dataverwerkingsuitrusting uitvoer;

"konvoibestuurder/voertuiglaaier" 'n werknemer wat voertuie op spoorwegtrokke of ander voertuigvervoerders laai of daarvan aflaai en wat voertuie tussen die fabriek en bewaar-terreine kan bestuur;

"konvoileier" 'n werknemer wat beheer uitoefen oor die werksaamhede van voertuigbestuurders wat voertuie tussen die fabriek en bewaar-terreine vervoer en/of voertuie op spoorweg- trokke of ander voertuigvervoerders laai;

"convoy master" means an employee who selects vehicles for despatch to destinations and is in charge of the loading, lashing, covering and despatch of vehicles;

"coolant handler" means an employee who is required to maintain the coolant liquid levels in coolant tanks of production machines;

"cost analyst" means an employee who analyses the expenditure of departmental accounts against the fixed budget and issues cost reports;

"Council" means the Industrial Council for the Automobile Manufacturing Industry, Eastern Province;

"crib attendant" means an employee who loads materials into bins and/or baskets and who transfers such materials to assembly areas;

"cushion cover assembler" means an employee who attaches cushion covers, and other upholstery material to seat springs;

"cycle checker" means an employee who determines current inventory balances by physically counting local purchase production material at established frequencies and maintains various records allied to this operation;

"data control operator" means an employee who reviews input, checks transmitted form to ensure correct compilation, checks completeness of data input and output and condition of schedules;

"degreaser" means an employee who removes wax or grease protective coatings from components;

"de-rust tank operator" means an employee who places metal components into de-rusting solution tank, and after submersion, removes parts and places them on racks;

"die setter" means an employee who sets up dies in presses, runs off first piece parts and checks these parts for accuracy against drawings or checking fixtures and who is also responsible for setting up safety equipment on presses.

"despatch clerk" means an employee who prepares consignment and/or customs and/or postal documentation for despatch of goods;

"detailer" means an employee who prepares drawings from sample components and/or drawings from outside suppliers, prepares drawings of layouts, mechanical and trim items, has a knowledge of engineering parts lists and is responsible for the updating of minor installation drawings;

"die-casting operator (battery)" means an employee who pours molten lead from ladle into moulds and, after lead has set, operates ejection lever to release moulded lead components;

"die-electric operator" means an employee who places upholstery material onto frames, feeds frames into automatic die-electric machine, and removes material after machine cycle has been completed;

"die-handler" means an employee who is responsible for the selection and movement of dies to and from the press-bed, assists in the placing of the die on the press-bed but who does no setting;

"disc cutter" means an employee who restores used sanding discs by means of trimming off frayed edges;

"door, decklid and bonnet adjuster" means an employee who adjusts doors, decklids and bonnets to ensure a proper fit using special hand tools;

"door, decklid and bonnet clincher" means an employee who places doors, decklids and bonnets in a jig and clinches flanges with power-operated clincher;

"door, decklid, bonnet and fender hanger" means an employee who hangs doors, secures decklids, bonnets and fenders to body using power tools;

"door, decklid and bonnet positioner" means an employee who fits and positions doors, decklids and bonnets to body shells;

"drawing office tracer" means an employee who reproduces drawings by means of tracing them from the original;

"drip rail roller" means an employee who, by using a hammer and mechanical roller, corrects any imperfection in the shape of the drip rail;

"electrical repairman (production)" means an employee who carries out minor electrical repairs on production units in process;

"employee" means an hourly rated employee for whom wages are prescribed in terms of clause 4 of this Agreement;

"konvooi baas" 'n werknemer wat voertuie vir versending na bestemmings uitsoek en beheer uitoefen oor die laai, vasbind, bedekking en versending van voertuie;

"koelmiddel hanteerder" 'n werknemer wat die koelvloeistofpeile in koeltenks van produksiemasjiene in stand moet hou;

"kosteontleider" 'n werknemer wat die uitgawes van afdelings se rekenings ontleed en met die vaste begroting vergelyk en kosteverslae uitreik;

"Raad" die Nywerheidsraad vir die Motornywerheid, Oostelike Provinsie;

"bakbediener" 'n werknemer wat materiaal in bakke en/of mandjies laai en sodanige materiaal na monteerterreine neem;

"kussing oortrekmonteur" 'n werknemer wat kussing oortreкке en ander stoffeëermateriaal aan sitplekvere vasmaak;

"siklus kontroleur" 'n werknemer wat lopende voorraadbalanse bepaal deur plaaslike-aankoop-produksiemateriaal met vasgestelde tussenpose fisies te tel en verseke registers in verband met hierdie werksaamheid byhou;

"databeheerder" 'n werknemer wat die invoer hersien, die oorgesende vorms nasien om korrekte kompilering te verseker en die volledigheid van data-invoer en -uitvoer en die toestand van lyste kontroleer;

"ghriesverwyderaar" 'n werknemer wat beskermende was- of ghrieslae van onderdele verwyder;

"ontroestenkoperateur" 'n werknemer wat metaalonderdele in 'n tenk met 'n ontroesoplossing plaas en na onderdompeling die onderdele verwyder en dit op rakke plaas;

"stempelopsteller" 'n werknemer wat stempels in perse opstel, die proefdele laat afloop en hierdie dele met tekenings vergelyk of d.m.v. vaste kontroles nagaan om te sien of dit akkuraat is en ook daarvoor verantwoordelik is om veiligheidsuitrusting op perse op te stel;

"versendingsklerk" 'n werknemer wat versendings- en/of doeane- en/of posdokumentasie vir die versending van goedere opstel;

"detailtekenaar" 'n werknemer wat tekenings volgens monsteronderdele en/of tekenings van buiteleweransiers maak; tekenings van ontwerpplanne, meganiese en binnetoebehore items maak; lyste van ingenieursdele ken en vir die bywerking van minder belangrike installasietekeninge verantwoordelik is;

"vormgieter (battery)" 'n werknemer wat gesmelte lood van die gietlepel in vorms gooi en die uitgooi-efboom hanteer om die gevormde loodonderdele uit te laat nadat die lood gestol het;

"operateur van diëlektrise masjiene" 'n werknemer wat stoffeermateriaal op rame plaas, die rame in outomaties diëlektriese masjiene voer en die materiaal verwyder nadat die masjiensiklus voltooi is;

"stempel hanteerder" 'n werknemer wat verantwoordelik is vir die uitkies van stempels en die neem daarvan na en van die matrys, wat help om die stempel op die matrys in posisie te plaas, maar wat nie stelwerk verrig nie;

"skyfsnyer" 'n werknemer wat gebruikte skuurskywe restoureer deur gerafelde kante te verwyder;

"deur-, dak- en enjinkapversteller" 'n werknemer wat deure, dakke en enjinkappe met spesiale handgereedskap verstel om te verseker dat dit behoorlik pas;

"deur-, dak- en enjinkapomklinker" 'n werknemer wat deure, dakke en enjinkappe in 'n setmaat plaas en flense met 'n kragomklinkmasjiene omklink;

"deur-, dak-, enjinkap- en modderskermhanger" 'n werknemer wat deure hang en dakke, enjinkappe en modderskerms met kraggereedskap aan die bak vasmaak;

"deur- en enjinkapasser" 'n werknemer wat deur, dakke en enjinkappe op bakrompe in posisie plaas en pas;

"natrektekenaar" 'n werknemer wat tekenings reproduseer deur dit volgens die oorspronklike na te trek;

"druprelingroller" 'n werknemer wat foute in die vorm van die drupreling met 'n hamer en meganiese roller regmaak;

"elektriese hersteller (produksie)" 'n werknemer wat geringe elektriese herstelwerk verrig aan produksie-eenhede in die proses van vervaardiging;

"werknemer" 'n uurliks besoldigde werknemer vir wie lone in kousule 4 van hierdie Ooreenkoms voorgeskryf word;

"employment assistant" means an employee who prepares documentation related to the employment procedure of new personnel and who may act as interpreter;

"engine assembler" means an employee who affixes specific components to engines on the engine assembly line;

"engine assembly inspector" means an employee who checks and inspects engine units being assembled by means of visual checks and the use of pre-set gauges and/or instruments;

"engineering records clerk" means an employee who prepares minor reports, compiles parts lists and determines the correct releases and design levels of components and assemblies;

"engine repairman" means an employee who carries out repairs to engines fitted to vehicles in process and/or engines rejected subsequent to hot test;

"engine/gear-box sprayer" means an employee who sprays protective coatings onto engines or gear-boxes;

"engine tester" means an employee who runs newly assembled engines and makes minor adjustments, where necessary, to pre-determined specifications.

"evaluation technician" means an employee who dismantles engines after test runs, examines component parts visually or with the use of instruments, and reports his findings thereon;

"factory guide" means an employee who conducts visitors on scheduled tours through a factory;

"final inspector" means an employee who is responsible for the final quality acceptance of products after assembly process;

"fireman's assistant" means an employee who assists plant firemen with fire fighting, fire prevention duties and the maintenance of fire fighting equipment;

"firemaster" means an employee who controls shift firemen and who may perform any or all of their duties;

"first aid assistant" means an employee who assists first aid personnel in the treatment of ill or injured employees;

"floor inspector" means an employee who checks and inspects machined parts for conformity with specifications using precision gauges;

"follow-up attendant" means an employee who prepares control cards from daily schedules and records progress of units through the system;

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

"garage technician" means an employee who diagnoses faults by means of electronic testing equipment and who may execute repairs on motor vehicles;

"glazer" means an employee who fills in and smooths slight imperfections on a body shell with compound;

"Grade 1 employee" means an employee engaged in one or more of the following occupations:

Adhesive attendant; black dip operator; boxmaker; cleaner, body, glass and tyres; conveyor loader; coolant handler; crib attendant; degreaser; de-rust tank operator; door, decklid, bonnet and fender hanger; engine/gear-box sprayer; gardener; hole drill; kennel attendant; labourer; lasher; machine operator (repetition); masker; material handler—unboxing; mechanical sweeper operator; messenger; packer; painter—unskilled; paster; picker; polisher; scale attendant; sealer/dipper; trolley handler;

"Grade 2 employee" means an employee engaged in one or more of the following occupations:

Asbestos packer; Assembler B; battery charger; die-casting operator (battery); die-handler; disc cutter; door, decklid and bonnet clincher; drip rail roller; fireman's assistant; glazer; hoist operator; hooker/stacker; hot test operator; laboratory attendant; mop and spot polisher; oiler; packer and crater; paint—pump house attendant; paster and adhesive sprayer; press operator; runner; saw operator; shot blaster; spark plug assembler; spirit wiper; spot and seam welder; tank solderer; toe-in operator;

"Grade 3 employee" means an employee engaged in one or more of the following occupations:

Ambulance driver; amendment operator; binding assistant; body moulder; buffer and polisher; chemical attendant; convoy driver/vehicle loader; cushion cover assembler; door, decklid and bonnet positioner; engine assembler; follow-up attendant; grid caster; guillotine and band saw operator; harness assembler

"indiensnemingsassistent" 'n werknemer wat dokumentasie in verband met die indiensenemingsprosedure vir nuwe personeel opstel en wat as tolk kan optree;

"enjinmonteur" 'n werknemer wat bepaalde onderdele aan enjins monteert op die enjinmonteerbaan;

"enjinmonteerinspekteur" 'n werknemer wat enjineenhede wat gemonteerd word, noukeurig deurkyk en ondersoek en inspekteer met gebruik van voorafgestelde meters en/of instrumente;

"ingenieursrekordsklerk" 'n werknemer wat minder belangrike verslae opstel, lyste van dele opstel en die korrekte uitreikings en ontwerpvlakke van onderdele en monterings bepaal;

"enjinhersteller" 'n werknemer wat herstelwerk verrig aan enjins wat aan voertuie in die proses van vervaardiging gemonteerd is en/of enjins wat na die hittetoets afgekeur is;

"enjin/ratkasbespuiters" 'n werknemer wat beskermende lae op enjins of ratkasse spuit;

"enjintoetsers" 'n werknemer wat pas gemonteerde enjins laat loop en geringe verstellings volgens vooraf vasgestelde spesifikasies doen indien nodig;

"evaluasieteknikus" 'n werknemer wat enjins na toeslope uitmekaar haal, die onderdele noukeurig deurkyk of met behulp van instrumente ondersoek en oor sy bevindings verslag doen;

"fabrieksgids" 'n werknemer wat persone wat 'n fabriek volgens 'n beplande program besoek, deur 'n fabriek lei;

"finale inspekteur" 'n werknemer wat vir die finale gehalte-aanvaarding van produkte ná die monteringsproses verantwoordelik is;

"brandweerman se assistent" 'n werknemer wat die fabriek se brandweermanne help om brande te bestry, brandvoorkomingspligte te verrig en brandweerruistuing te onderhou;

"hoofbrandweerman" 'n werknemer wat aan die hoof staan van brandweermanne op 'n skof en wat enigeen van of al hul pligte kan verrig;

"eerstehulpassistent" 'n werknemer wat eerstehulppersoneel help met die behandeling van siek of beseerde werknemers;

"vloerinspekteur" 'n werknemer wat gemasjineerde dele volgens spesifikasies met behulp van presisiemeters vir eenvormigheid ondersoek en inspekteer;

"navolger" 'n werknemer wat beheerkaarte volgens daaglikse opgawes opstel en die vordering van eenhede deur die stelsel aanteken;

"voorman" 'n werknemer aan die hoof van werknemers in 'n fabriek, wat beheer oor sodanige werknemers uitoefen en daarvoor verantwoordelik is dat hulle hul aangewese pligte doeltreffend uitvoer;

"garageteknikus" 'n werknemer wat foute deur middel van elektroniese toetsuistuing diagnoseer en wat herstelwerk aan motorvoertuie kan verrig;

"verglaser" 'n werknemer wat geringe foutjies aan 'n bakromp met 'n mengsel opvul en gelyk maak;

"werknemer, graad 1" 'n werknemer wat in een of meer van die volgende beroepe werksaam is:

Kleefstofwerker; indoper; kismaker; skoonmaker, bak, glas en buitebende; voerbandlaaier; koelmiddelhanteerder; bakbediener; ghriesverwyderaar; ontroestenskoper; deur-, dak-, enjin kap- en modderskermhanger; enjin/ratkasbespuiters; tuinier; gateboorder; rommelraaper; arbeider; vasmaker; masjienoperateur (herhaling); toepakker; materiaalhanteerder (uitpak); bediener van meganiese veër; bode; verpakker; skilder (ongeskool); lymaanwender; uithaler; poleerder; skaalbediener; verseëler/indompelaar; troliestoter;

"werknemer, graad 2," 'n werknemer wat in een of meer van die volgende beroepe werksaam is:

Asbesverpakker; monteur B; batterylaaier; vormgieter (battery); stempelhanteerder; skyfsnyer; deur-, dak- en enjinkapomklinker; druprelingroller; brandweerman se assistent; ruitwerker; hyseroperateur; aanhakker/opstapelaar; hittetoetsoperateur; laboratoriumbediener; poetsbesem- en kolpoleerder; olieman; verpakker en kratverpakker; verfpomphuisbediener; lymaanwender en kleefstofspuiters; persoperateur; boodskapper; saagoperateur; haelspuiters; vonkpropmonteur; spiritusaanwender; punt- en naatsewer; tenksoldeerder; toespingsoperateur;

"werknemer, graad 3," 'n werknemer wat in een of meer van die volgende beroepe werksaam is:

Ambulansbestuurder; wysigingsoperateur; binder; bakmonteur; fynskuurder en poleerder; chemiese bediener; konvoibestuurder/voertuiglaaier; kussingooortrekmonteur; deur-, dak- en enjinkap-passers; enjinmonteur; navolger; roostergieters; guillotine- en bandsaagoperateur; harnasmonteur (elektries); dakvoeringwerker;

(electrical); headliner; light vehicle driver; machine operator (manufacturing); messenger clerk; nibbling operator; paint mixing attendant; paste machine operator; petrol pump attendant; picker/packer; prime sprayer; print crib attendant; printing assistant; riveter; roof vinyl assembler; sander/flat; selectivity controller; spray booth attendant; spring shop operator; tractor driver; vehicle assembly recorder (trim); vending machine attendant;

"Grade 4 employee" means an employee engaged in one or more of the following occupations:

Assembler A; Bonderite attendant; data control operator; forklift truck driver; Kardex clerk; mailing clerk; maintenance painter (uncertificated); material handler (general); payroll and timekeeping clerk; press operator—all round; production gas and/or arc welder; punch operator; sewing machinist (production); sorting machine operator; tool crib assistant; trim mender; trim press operator; unboxing checker; vehicle assembly recorder (paint);

"Grade 5 employee" means an employee engaged in one or more of the following occupations:

Boss boy; checker/packer; console machine operator; factory guide; heavy vehicle driver; lead wiper; metal finisher; photographic assistant; production sprayer (enamel or duco); riveter (utility); senior print crib attendant; sewing machinist (senior); solder finisher; spot and seam welder (senior); stock chaser; timekeeper;

"Grade 6 employee" means an employee engaged in one or more of the following occupations:

Assembly quality assurance clerk; body dropper; c.k.d. clerk; convoy leader; despatch clerk; die electric operator; door, decklid and bonnet adjuster; employment assistant; first aid assistant; laboratory assistant; line spoilage recorder; manufacturing engineering clerk; operator—paste mixing; print room operator; training assistant;

"Grade 7 employee" means an employee engaged in one or more of the following occupations:

Change control clerk; locker room attendant; production controller (local); protective equipment repairman; salvage recording clerk; stockman; telephonist; test driver; welfare liaison officer; yard forklift truck driver;

"Grade 8 employee" means an employee engaged in one or more of the following occupations:

Body build clerk; body repairman; checker; chemical process attendant; clicker; convoy master; electrical repairman (production); engine assembly inspector; engineering records clerk; engine tester; gridley machine setter; line inspector; machine operator 1; metal finisher (all round); mobile crane driver; overhead crane driver; paint mixer; paint repairman; production gas and arc welder (all round, mild steel); salvage repairman; service garage controller; sewing machine mechanic; sched-u-graph clerk; shift fireman; shipping clerk; small parts controller; stores clerk; tool-room helper; trim cutter; trim repairman; tube mill machine operator/setter; varitype operator; vehicle expeditor;

"Grade 9 employee" means an employee engaged in one or more of the following occupations:

Boiler/compressor attendant; cost analyst; cycle checker; drawing office tracer; engine repairman; floor inspector; group leader; hot test inspector; machining inspector; material spoilage technician; mechanical repairman; metal finish inspector; M.P.O. clerk; paint inspector; progress chaser; quality control technician; receiving inspector; repairs and acceptance inspector; senior chemical process attendant; senior vehicle driver; storeman; surveillance inspector; trim inspector; unboxing clerk; uncertificated artisan; upholsterer; weld gun repairman;

"Grade 10 employee" means an employee engaged—

(a) as an artisan;

(b) in one or more of the following occupations:

- (i) Die setter;
- (ii) final inspector;
- (iii) firemaster;
- (iv) machine setter/job setter;
- (v) process inspector;
- (vi) section leader;
- (vii) senior inspector;
- (viii) senior storeman;
- (ix) tool and cutter grinder;
- (x) tool hardener;
- (xi) toolsetter;
- (xii) trainee foreman;

bestuurder van ligte voertuig; masjienbediener (vervaardiging); bodeklerk; knibbelmasjienoperateur; verfmengbediener; pasta-masjienoperateur; petropompbediener; uithaler/verpakker; grond-laagspuit; afdrukkokerbediener; afdrukkassistent; klinkwerker; dakvinielwerker; skuurder/pletter; selektiwiteitsbeheerder; spuit-hokbediener; veerwinkeloperateur; trekkerbestuurder; voertuig-monteeraantekenaar (afwerking); muntoutomaatbediener;

"werknemer, graad 4," 'n werknemer wat in een of meer van die volgende beroepe werksaam is:

Monteur A; Bonderite-werker; databeheerder; vurkhywa-drywer; Kardexklerk; posklerk; onderhoudskilder (ongediplo-meer); materiaalhandeelder (algemeen); loonlys- en tydhouklerk; persoperateur (allerlei); produksiegas- en/of boogsewer; pons-bediener; naaimasjienwerker (produksie); sorteermasjienoperateur; gereedskaphokassistent; binnetoebehorehersteller; binnetoebehore-persoperateur; uitpakkontrolleur; voertuigmonteeraantekenaar (verf);

"werknemer, graad 5," 'n werknemer wat in een of meer van die volgende beroepe werksaam is:

Baasjong; kontrolleur/verpakker; konsolomasjienoperateur; fabrieksgids; bestuurder van swaar voertuig; loodaanwender; metaalafwerker; fotografiese assistent; produksiespuitverwer (emalje of Duco); klinkwerker (utiliteit); seniorafdrukkokerbediener; naaimasjienwerker (senior); soldeerselafwerker; punt- en naatsweiser (senior); voorraadkontrolleur; tydhouer;

"werknemer, graad 6," 'n werknemer wat in een of meer van die volgende beroepe werksaam is:

Monteergehalteversekeringsklerk; bakneerlater; T.N.G.-klerk; konvooileier; versendingsklerk; diëlektriese operateur; deur-, dak-en enjinkapversteller; indiensnemingsassistent; eerste hulpassistent; laboratoriumassistent; baanafvalaantekenaar; vervaardigingsinge-nieursklerk; pastamenger; afdrukkameroperateur; opleidingsassis-tent;

"werknemer, graad 7," 'n werknemer wat in een of meer van die volgende beroepe werksaam is:

Veranderingsbeheerklerk; sluitkaskamerbediener; produksie-beheerder (plaaslik); hersteller van beskermende uitrusting; herstel-werkaantekenerklerk; voorraadman; telefonis; toetsbestuurder; wel-synskakelbeampte; werfvurkhywabediener;

"werknemer, graad 8," 'n werknemer wat in een of meer van die volgende beroepe werksaam is:

Bakbouklerk; bakhersteller; kontrolleur; chemiese proseskontro-leur; uitsnyer; konfooiabaas; elektriese hersteller (produksie); enjin-monteursinspekteur; ingenieursrekordsklerk; enjintoets; Gridley-masjienopsteller; baaninspekteur; masjienoperateur 1; metaalaf-werker (allerlei); loopkraandrywer; bobaankraandrywer; verfmenger; verfhersteller; produksiegas- en boogsewer (allerlei, weekstaal); herwiner; versieningsgaragebeheerder; naaimasjien-werktuigkundige; sked-u-graafklerk; skofbrandweerman; ver-skapingklerk; kleindelebeheerder; voorradeklerk; gereedskap-kamerhelp; binnetoebehoresnyer; algemene binnetoebehoreher-steller; silindermeulmasjienoperateur/opsteller; varitype operateur; voertuigbespoediger;

"werknemer, graad 9," 'n werknemer wat in een of meer van die volgende beroepe werksaam is:

Ketel/kompressorbediener; kosteontleder; sikluskontrolleur; na-tekenaar; enjinhersteller; vloerinspekteur; groepleier; hittetoets-inspekteur; masjienwerkinspekteur; materiaalafvaltegnikus; mega-nieshersteller; metaalafwerkinspekteur; vlottendevoorradeklerk; verfinspekteur; vorderingskontrolleur; gehaltebeheertegnikus; ont-vanginspekteur; herstelwerk- en aanvaardingsinspekteur; senior chemiese prosesbediener; senior voertuigbestuurder; pakhuisman; toesighoudende inspekteur; binnetoebehore-inspekteur; uitpak-klerk; ambagsman (ongediplomeer); stoffeerder; sweismasjien-hersteller;

"werknemer, graad 10," 'n werknemer wat werksaam is—

(a) as ambagsman;

(b) in een of meer van die volgende beroepe:

- (i) Stempelopsteller;
- (ii) finale inspekteur;
- (iii) hoofbrandweerman;
- (iv) masjienopsteller/werkopsteller;
- (v) prosesinspekteur;
- (vi) seksieleier;
- (vii) senior inspekteur;
- (viii) senior pakhuisman;
- (ix) gereedskap- en snyerslyper;
- (x) gereedskapverharder;
- (xi) gereedskapopsteller;
- (xii) leerlingvoorman;

"Grade 11 employee" means an employee engaged in one or more of the following occupations:

Assistant artisan foreman; detailer; evaluation technician; garage technician; instrument and electronics technician; layout and gauge technician; material handling technician; process technician; receiving technician; tool inspector; vehicle appraiser; work study technician;

"grid caster" means an employee who operates an automatic gridcasting machine;

"Gridley machine setter" means an employee who, under supervision, changes tools and sets up the Gridley machine;

"gross vehicle mass" means the maximum permissible mass of such vehicle including its load as specified by the manufacturer.

"group leader" means an employee who, and who in addition performs the work of such employees directs the activities of employees working in his zone;

"guillotine and band saw operator" means an employee who operates a pre-set guillotine and/or cuts pre-marked material by means of a band saw;

"harness assembler (electrical)" means an employee who assembles and binds together a series of electrical wires of different colour patterns in accordance with predetermined colour charts;

"headliner" means an employee who affixes pre-shaped self-adhesive headlining to inside top of body shell and places supporting stays in pre-set positions and who may adjust fit by steaming and/or hand stretching;

"heavy vehicle driver" means an employee who is engaged in driving a motor vehicle with a gross vehicle mass exceeding 3 500 kg, but does not include a tractor driver, and for the purpose of this definition "driving" includes all periods of driving and any time spent by the driver on work connected with the vehicle or the load and all periods during which he is obliged to remain at his post in readiness to drive;

"hoist operator" means an employee who lifts, lowers or transfers material by means of either a power or mechanical hoist;

"hole driller" means an employee who operates a power drill to drill holes to predetermined positions or by means of a jig;

"hooker/stacker" means an employee who attaches slings or hooks to cases of material for lifting by crane and directs their correct positioning for stacking;

"hot test inspector" means an employee who inspects engines running in hot test stands for evidence of leaks and/or other defects;

"hot test operator" means an employee who performs simple and repetitive routine hook-up operations to engines on hot test stands;

"hourly rated employee" means an employee employed in one or more occupations or capacities listed in the definition "Grade 1 employee" to "Grade 11 employee";

"instrument and electronics technician" means an employee who is responsible for the maintenance and repair of electrical and electronic instruments and equipment and who may design and modify existing instruments and equipment;

"Kardex clerk" means an employee who records the movement of float stock, miscellaneous production and order information, inventory figures, prices and other information;

"laboratory assistant" means an employee who cleans and sterilizes laboratory apparatus, draws samples, assists with tests and takes simple measurements;

"laboratory attendant" means an employee who is responsible for the general cleanliness of the laboratory and equipment;

"labourer" means an employee who does work of an unskilled nature not elsewhere specifically provided for;

"lasher" means an employee who secures vehicles to railway trucks or other vehicle transporters;

"layout and gauge technician" means an employee who carries out dimensional layout checks of components to blue print specifications and analyses production problems;

"lead wiper" means an employee who repairs imperfections in metal by applying molten solder to the area and smooths it off with a float;

"light vehicle driver" means an employee who is engaged in driving a passenger vehicle or a commercial vehicle with a gross vehicle mass which does not exceed 3 500 kg, and for the purpose of this definition "driving" includes all periods of driving and any time spent by the driver on work connected with the vehicle or the load and all periods during which he is obliged to remain at his post in readiness to drive;

"werknemer, graad 11," 'n werknemer wat in een of meer van die volgende beroepe werksaam is:

Assistent-ambagsvoorman; detailtekenaar; evaluasietegnikus; garagetegnikus; instrument- en elektroniese tegnikus; ontwerp- en metertegnikus; materiaalhandteertegnikus; proestetegnikus; ontvangstegnikus; gereedskapinspekteur; voertuigtakseerder; werkstudietegnikus;

"roostergieter" 'n werknemer wat 'n outomatiese roostergietmasjien bedien;

"Gridley-masjienopsteller" 'n werknemer wat onder toesig gereedskap omruil en die Gridley-masjien opstel;

"bruto voertuigmassa" die maksimum toelaatbare gewig van sodanige voertuig, met inbegrip van sy vrag soos deur die vervaardiger gespesifiseer;

"groepleier" 'n werknemer wat die werksaamhede reël van werknemers wat in sy sone werk en, daarbenewens die werk van sodanige werknemers verrig;

"guillotine- en bandsaagoperateur" 'n werknemer wat 'n vooraf opgestelde guillotine bedien en/of vooraf gemerkte materiaal met 'n bandsaag saag;

"harnasmonteur (elektries)" 'n werknemer wat 'n reeks elektriese drade van verskillende kleurpatrone aanmeekaarsit en vasbind volgens vooraf vasgestelde kleurkaarte;

"dakvoeringwerker" 'n werknemer wat vooraf gevormde selfkleefdakvoering aan die binneste bokant van die bak plak en stutte in vooraf bepaalde posisies plaas en wat dit kan verstel om dit te laat pas deur dit te stoom en/of met die hand te rek;

"bestuurder van swaar voertuig" 'n werknemer wat 'n motorvoertuig met 'n bruto voertuiggewig van meer as 3 500 kg bestuur, maar dit omvat nie 'n trekkerbestuurder nie, en vir die toepassing van hierdie omskrywing omvat "bestuur" alle bestuurtye en alle tyd wat die bestuurder bestee aan werk in verband met die voertuig of die vrag en alle tye wat hy op sy pos moet bly, gereed om te bestuur;

"hyseroperateur" 'n werknemer wat materiaal met 'n krag- of meganiese hyser ophig, laat sak of verplaas;

"gateboorder" 'n werknemer wat 'n kragboor bedien om gate op vooraf bepaalde plekke of met behulp van 'n setmaat te boor;

"aanhaker/opstapelaar" 'n werknemer wat stroppe of hake aan kiste materiaal vasmaak sodat 'n kraan dit kan lig en toesien dat dit vir opstapeling in 'n korrekte posisie geplaas word;

"hittetoetsinspekteur" 'n werknemer wat enjins wat op hittetoetsstanders loop, inspekteer vir lekplekke en/of ander defekte;

"hittetoetsoperateur" 'n werknemer wat eenvoudige en herhalende aanhakwerksaamhede van roetiene-aard aan enjins op hittetoetsstanders verrig;

"uurliks besoldigde werknemer" 'n werknemer wat in een of meer van die beroepe of hoedanighede werksaam is wat in die omskrywings "werknemer, graad 1," tot "werknemer, graad 11" verskyn;

"instrumente- en elektronika-tegnikus" 'n werknemer wat verantwoordelik is vir die onderhoud en herstel van elektriese en elektroniese instrumente en uitrusting en wat bestaande instrumente en uitrusting kan ontwerp en wysig;

"Kardex-klerk" 'n werknemer wat die beweging van vlottende voorraad, allerlei produksie- en bestellingsinligting, inventarisysers, pryse en ander inligting aanteken;

"laboratoriumassistent" 'n werknemer wat laboratoriumapparaat skoonmaak en steriliseer, monsters opstel, met toetse help en eenvoudige meetwerk doen;

"laboratoriumbediener" 'n werknemer wat vir die algemene sindelikhed van die laboratorium en uitrusting verantwoordelik is;

"arbeider" 'n werknemer wat ongeskoolde werk verrig wat nie elders spesifiek genoem word nie;

"vasmaker" 'n werknemer wat voertuie aan spoorwegtrokke of ander voertuigvervoerders vasmaak;

"ontwerp- en metertegnikus" 'n werknemer wat dimensionale ontwerp- en metertechniese volgens bloudrukspesifikasies doen en produksieprobleme analiseer;

"loodaanwender" 'n werknemer wat foute in metaal herstel deur gesmelte soldeersel op die plek aan te bring en dit met 'n strykplank gelyk maak;

"bestuurder van ligte voertuig" 'n werknemer wat 'n passasiers- of handelsvoertuig met 'n bruto voertuigmassa van hoogstens 3 500 kg bestuur, en vir die toepassing van hierdie omskrywing omvat "bestuur" alle bestuurtye en alle tyd wat die bestuurder bestee aan werk in verband met die voertuig of vrag en alle tye waarin hy op sy pos moet bly, gereed om te bestuur;

"line inspector" means an employee who carries out visual and functional examinations of vehicles in process to specified standards;

"line spoilage recorder" means an employee who removes spoilt and defective production components, processes details of these components and forwards the components to the supply stores;

"locker room attendant" means an employee who carries out security duties within the locker rooms and ablution areas, is responsible for the cleanliness thereof and issues lockers to new employees;

"machine operator (repetition)" means an employee who loads selfpositioning components, starts cycle of pre-set automatic machine and removes components from machine;

"Machine Operator 1" means an employee who loads, unloads and operates production machines and equipment and who may carry out minor tool adjustments when required;

"machine operator (manufacturing)" means an employee who loads semi and/or automatic pre-set machines, operates such machines by means of button control, unloads components after completion of machine cycle and who may be required to use pre-set gauges;

"machine setter/job setter" means an employee who strips down, builds up and re-sets machine jigs and fixtures to meet scheduled production changes;

"machining inspector" means an employee who examines, physically and visually, machined components using a variety of hand and fixture gauges and gives close attention to machining finish for indication of tooling conditions;

"mailing clerk" means an employee who receives, stamps, sorts and distributes incoming and outgoing mail, is responsible for the direction and distribution of in-company mail and carries out minor clerical duties incidental thereto;

"maintenance painter (uncertificated)" means an employee who prepares surfaces of machines and buildings by cleaning, scraping and priming these surfaces and applies to them ready-mixed paints and who may also replace broken window panes;

"manufacturing engineering clerk" means an employee who prepares and maintains various manufacturing graphs and performs general clerical duties;

"masker" means an employee who masks areas to protect them from off spray during spraying operations;

"material handler (general)" means an employee who sorts, counts, issues and distributes materials;

"material handler, unboxing," means an employee who opens cases, removes the contents and distributes them to storage and/or usage points;

"material handling technician" means an employee who compiles reports on material flow, stock shortage facilities, equipment utilisation and dunnage requirements;

"material spoilage technician" means an employee who examines damaged components to determine whether they can be repaired or should be rejected;

"mechanical repairman" means an employee who carries out various mechanical repairs to vehicles in process;

"mechanical sweeper operator" means an employee who operates a mechanical sweeper for the purpose of either sweeping and/or washing floors;

"messenger" means an employee who acts as an in-company messenger and is responsible for the delivery of in-company mail;

"messenger clerk" means an employee who delivers or carries letters, messages or goods and who may prepare and serve tea or similar beverages, perform general cleaning duties, operate an office duplicator and who may undertake simple clerical duties;

"metal finisher" means an employee who repairs or removes imperfections from sheet metal components by using appropriate hand tools;

"metal finisher (all round)" means an employee who is engaged in various metal finishing operations, including minor repair work;

"metal finish inspector" means an employee who inspects body units in accordance with laid down inspection instruction sheets to ensure that units are built to specification;

"mobile crane driver" means an employee who operates a power-driven mobile crane used for loading, unloading, moving and stacking cases or materials;

"baaninspekteur" 'n werknemer wat voertuie in die proses van vervaardiging volgens vasgestelde standaarde deurkyk vir foute en die werkverrigting daarvan ondersoek;

"baanafvalaantekenaar" 'n werknemer wat gebreke en defektiewe produksie-onderdele verwyder, besonderhede van daardie onderdele verwerk en die onderdele na die pakhuis aanstuur;

"sluitkaskamerbediener" 'n werknemer wat veiligheidspligte in die sluitkaskamers en waskamers verrig, vir die sindelikeit daarvan verantwoordelik is en sluitkaste aan nuwe werknemers toewys;

"masjienoperateur (herhaling)" 'n werknemer wat selfstel-onderdele laai, die siklus van 'n vooraf opgestelde outomatiese masjien aan die gang sit en onderdele uit die masjien haal;

"masjienoperateur 1" 'n werknemer wat produksiemasjiene en -uitrusting laai, ontlai en bedien en wat geringe gereedskaps-verstellings kan doen indien nodig;

"masjienoperateur (vervaardiging)" 'n werknemer wat half-outomatiese en/of outomatiese vooraf opgestelde masjiene laai, sodanige masjiene deur middel van 'n knoppie beheer, onderdele uithaal ná voltooiing van die masjiensiklus en van wie vereis kan word om vooraf gestelde meters te gebruik;

"masjienopsteller/werkopsteller" 'n werknemer wat masjienset-mate en -setklemme uitmekaar haal, monteer en heropstel om aan beplande produksieveranderinge te voldoen;

"masjienwerkinspekteur" 'n werknemer wat gemasjineerde onderdele vir foute deurkyk en fisies ondersoek met behulp van 'n verskeidenheid hand- en vaste meters en noukeurig aandag gee aan die masjineerafwerking vir 'n aanduiding van die afwerkingstoestand;

"posklerk" 'n werknemer wat inkomende en uitgaande pos ontvang, stempel, sorteer en uitdeel, vir die rig en verspreiding van pos binne die maatskappy verantwoordelik is en minder belangrike klerklike pligte in verband daarmee uitvoer;

"onderhoudskilder (ongesertifiseer)" 'n werknemer wat oppervlakke van masjiene en geboue voorberei deur dit skoon te maak, te skraap en 'n grondlaag aan te bring, en wat aangemaakte werke daarop aanbring en ook gebreke vensterruite kan vervang;

"vervaardigingsingenieursklerk" 'n werknemer wat verskeie vervaardigingsgrafieke opstel en byhou en algemene klerklike pligte verrig;

"toeplakker" 'n werknemer wat plekke toeplak om dit gedurende spuitverfwerksaamhede teen spatsels te beskerm;

"materiaalhanteerder (algemeen)" 'n werknemer wat materiaal sorteer, tel, uitreik en uitdeel;

"materiaalhanteerder (uitpak)" 'n werknemer wat kist oopmaak, die inhoud daarvan verwyder en dit na berg- en/of gebruikspeske versprei;

"materiaalhanteertegnisk" 'n werknemer wat verslae oor die vloei van materiaal, voorradetekortfasiliteite, gebruik van uitrusting en pakgoedbenodigdhede opstel;

"materiaalafvaltegnisk" 'n werknemer wat beskadigde onderdele ondersoek om vas te stel of dit herstel kan word of afgekeur moet word;

"meganiese hersteller" 'n werknemer wat allerlei meganiese herstelwerk aan voertuie in die proses van vervaardiging uitvoer;

"bediener van meganiese veër" 'n werknemer wat 'n meganiese veër bedien ten einde vloere te vee en/of te was;

"bode" 'n werknemer wat binne die maatskappy as bode optree en vir die aflewering van pos binne die maatskappy verantwoordelik is;

"bodeklerk" 'n werknemer wat briewe, boodskappe of goedere aflewer of dra en wat tee of dergelike drank kan berei en bedien, algemene skoonmaakpligte verrig, 'n kantoorafrolmasjien bedien en eenvoudige klerklike pligte kan verrig;

"metaalafwerker" 'n werknemer wat foute in plaatmetaalonderdele herstel of verwyder deur geskikte handgereedskap te gebruik;

"metaalafwerker (allerlei)" 'n werknemer wat allerlei metaalafwerkwerksaamhede, met inbegrip van geringe herstelwerk, verrig;

"metaalafwerkingspekteur" 'n werknemer wat bakeenhede inspekteer in ooreenstemming met voorgeskrewe instruksieblaie om te verseker dat eenhede volgens spesifikasie gebou word;

"loopkraandrywer" 'n werknemer wat 'n kraglooppkraan bedien wat vir die laai, aflaai, verskuif en opstapel van kiste of materiaal gebruik word;

"mop and spot polisher" means an employee who, by means of a power-operated mop or by rubbing by hand, removes blemishes from paint work of vehicles or components;

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

"M.P.O. clerk" means an employee who analyses float store records and forecasts float store requirements and advises source companies of urgent stock requirements;

"nibbling operator" means an employee who uses a power tool to trim off excess metal to predetermined markings of apertures of body shells and/or cuts sheet metal to predetermined patterns;

"oiler" means an employee who attends to the lubrication of machinery and equipment in terms of predetermined preventive maintenance schedules;

"operator, paste mixing," means an employee who, according to predetermined standards, mixes oxide and acid by means of a mechanical mixer into paste for battery manufacture;

"overhead crane driver" means an employee engaged in operating a power-driven overhead crane propelled on rails, used for loading, unloading, moving and stacking cases or materials;

"packer" means an employee who packs pre-selected articles into suitable containers;

"packer and crater" means an employee who packs and crates pre-selected articles;

"painter, (qualified)" means an employee who supervises painting operations, allocates work, ensures that it is done to specification and who may, in addition, prepare surfaces, paint them, replace broken window panes and order and mix paints;

"painter (nuskilled)" means an employee who performs minor rough painting duties under supervision;

"paint inspector" means an employee who carries out visual inspection of painted surfaces and marks any imperfections;

"paint mixer" means an employee who ensures that a constant supply of paint is supplied to spray booths and that the viscosity of the paint conforms to predetermined specifications;

"paint mixing attendant" means an employee who loads, operates and unloads a paint mixing agitator;

"paint, pump-house attendant" means an employee who, by means of a hoist, empties containers of mixed paint and thinners into paint reservoirs;

"paint repairman" means an employee who carries out a variety of paint repairs to vehicles in process;

"paste machine operator" means an employee who feeds battery grids into automatic milling cutter for subsequent automatic processing by paste machine;

"paster" means an employee who applies adhesive compound by brush to trim components for fixing to units in process;

"paster and adhesive sprayer" means an employee who either applies by brush or sprays adhesive compound onto trim material and places material onto the surface to which it is to be affixed;

"payroll and timekeeping clerk" means an employee who performs work of a clerical nature pertaining to payroll and timekeeping functions;

"petrol pump attendant" means an employee who fills vehicle tanks with fuel, records fuel usage and completes mileage and fuel usage returns;

"photographic assistant" means an employee who reproduces prints from photographic negatives;

"picker" means an employee who manually picks components and accessories from bins as required by selection documents;

"picker/packer" means an employee who manually picks components and accessories from bins as required by selection documents and packs material into containers for despatch;

"polisher" means an employee who polishes out minor paint defects requiring re-painting;

"precision plater" means an employee who carries out electro-plating, chemical and heat treatment processes;

"press operator" means an employee who loads sheet metal into a press, activates the press, removes and stacks pressed parts, and removes off-cuts;

"poetsbesem- en kolpoleerder" 'n werknemer wat deur middel van 'n kragpoetsbesem of deur met die hand te vryf, vlekke op verfwerk van voertuie of onderdele verwydert;

"motorvoertuig" 'n vervoermiddel met wiele wat deur elektriese of meganiese krag (uitgesonderd stoom) aangedryf word en ontwerp is vir die sleep en/of vervoer van persone en/of goedere en/of vragte, maar dit omvat nie uitrusting nie wat ontwerp is om op vaste spore te loop, sleepwaens ontwerp om vragte van 20 ton of meer te vervoer of vliegtuie;

"vlottendevoorradeklerk" 'n werknemer wat vlottendevoorraadrekords ontleed en vlottendevoorraadvereistes vooraf bereken en leweransiermaatskappye van dringende voorradevereistes in kennis stel;

"knibbelmasjienoperator" 'n werknemer wat 'n kragwerktuig gebruik om oortollige metaal af te sny volgens voorafbepaalde merke van openings in bakke en/of plaatmetaal volgens voorafbepaalde patrone sny;

"olieman" 'n werknemer wat masjienerie en uitrusting smeer ooreenkomstig voorafbepaalde voorkomende onderhoudsprogramme;

"pastamenger" 'n werknemer wat volgens voorafbepaalde standaarde oksied en suur deur middel van 'n meganiese menger meng om 'n pasta vir batterievervaardiging te maak;

"bobaankraandrywer" 'n werknemer wat 'n kragbobaankraan bedien wat op spore loop en vir die laai, aflaa, verskuiwing en opstapel van kiste of materiaal gebruik word;

"verpakker" 'n werknemer wat vooraf uitgesoekte artikels in geskikte houters verpak;

"verpakker en kratverpakker" 'n werknemer wat vooraf uitgesoekte artikels verpak en in kratte verpak;

"skilder (gekwalifiseer)" 'n werknemer wat oor verfwerksaamhede toesig hou, werk uitdeel, verseker dat dit volgens spesifikasie gedoen word en daarbenewens oppervlakke kan voorberei, dit kan verf, gebreke vensterruite kan vervang en verf kan bestel en meng;

"skilder (ongeskool)" 'n werknemer wat minder belangrike ruwe verfpilte onder toesig verrig;

"verfinspekteur" 'n werknemer wat geverfde oppervlakke deursyk en foute merk;

"verfmenger" 'n werknemer wat verseker dat die toevoer van verf na spuitthokke bestendig is en dat die viskositeit van die verf aan voorafbepaalde spesifikasies voldoen;

"verfmengbediener" 'n werknemer wat 'n verfmengroerder laai, bedien en ontlai;

"verf-pomphuisbediener" 'n werknemer wat deur middel van 'n hysier houters volg gemende verf en verdunner in verfoegaartenks leegmaak;

"verfhersteller" 'n werknemer wat allerlei verfherstelwerk aan voertuie in die proses van vervaardiging verrig;

"pastamasjienbediener" 'n werknemer wat batteryroosters in 'n outomatiese frees voer ter voorbereiding vir outomatiese verwerking deur 'n pastamasjien daarna;

"lymaanwender" 'n werknemer wat 'n kleefstof met 'n borsel aan binnetoebehoreonderdele aanbring vir vasplak aan eenhede in die proses van vervaardiging;

"lymaanwender en kleefstofspuiter" 'n werknemer wat kleefstowwe met 'n borsel op bekleedsele materiaal aanbring of dit daarop spuit en die materiaal op die oppervlak plaas waarop dis vasgesit moet word;

"loonlys- en tydhouklerk" 'n werknemer wat klerklike werk in verband met loonlys- en tydhoufunksies verrig;

"petrolpombediener" 'n werknemer wat voertuigtenks met brandstof vul, brandstofverbruik aanteken en opgawes van myl-aftand en brandstofverbruik invul;

"fotografiese assistent" 'n werknemer wat afdrukke van fotografiese negatiewe reproduseer;

"uithaler" 'n werknemer wat onderdele en bybehore met die hand uit bakke haal soos deur keuringdokumente vereis;

"uithaler/verpakker" 'n werknemer wat onderdele en bybehore met die hand uit bakke haal soos vereis deur keuringdokumente en materiaal in houters vir versending pak;

"poleerder" 'n werknemer wat geringe verfgreke wat oorverf vereis, wegpoleer;

"presiesieplateerder" 'n werknemer wat elektroplateer-, chemiese en hittebehandelingsprosesse uitvoer;

"press operator (all round)" means an employee who operates a variety of presses but who does no setting;

"prime sprayer" means an employee who, by means of a spray gun, sprays primer onto metal components;

"print crib attendant" means an employee who receives and records drawings, and who is required, on request, to reproduce blue prints and micro-film;

"printing assistant" means an employee who operates general printing, duplicating and copying equipment under supervision;

"print room operator" means an employee who operates a variety of precision duplicating machines;

"process inspector" means an employee who checks process functions for conformity to drawings, specifications, technical bulletins, during manufacturing and assembly operations;

"process technician" means an employee who determines the cause of defects in production items and recommends corrective action;

"production controller (local)" means an employee who counts, records and controls the distribution of finished machined components and checks stocks on a daily basis;

"production gas and arc welder (all round—mild steel)" means an employee who performs various repetitive mild steel production welding operations;

"production gas and/or arc welder" means an employee who performs various production welding operations in jigs;

"production sprayer (enamel or duco)" means an employee who selects the paint hose carrying the scheduled colour, connects hose to spray gun, and sprays enamel or duco onto the body shell or other components;

"progress chaser" means an employee who checks the availability of, or progress being made in the manufacture of components in terms of scheduled production requirements;

"protective equipment repairman" means an employee who maintains, repairs and issues safety equipment to employees as required;

"punch operator" means an employee who punches data cards where a minor deviation is involved requiring the re-punching of existing data cards;

"quality control technician" means an employee who analyses quality control reports, conducts surveys, issues reports on his findings and updates graphs;

"receiving inspector" means an employee who checks to ensure that materials received from local suppliers meet with required specification standards;

"receiving technician" means an employee who supervises the activities of receiving inspectors, issues daily reports, controls special specific materials and has contact with vendors;

"repairs and acceptance inspector" means an employee who receives rejected material from production, approves repairs to acceptance standards and controls the scrapping of materials;

"rivetter" means an employee who operates a power-operated rivetting machine;

"rivetter (utility)" means an employee who performs a variety of rivetting operations and who checks the performance of other riveters working in his zone.

"roof vinyl assembler" means an employee who applies adhesive compound onto the roof of the body shell, who affixes pre-cut vinyl material onto the roof and trims off excess material;

"runner" means an employee who runs errands in production areas and who may perform minor clerical duties;

"salvage recording clerk" means an employee who records all materials returned to the salvage workshop for re-work or repair and checks material leaving the workshop;

"salvage repairman" means an employee who examines, repairs and re-works damaged or defective assembled parts, fits new parts to assemblies and checks for efficient working;

"sander/flatter" means an employee who removes roughness from prime paint surfaces by hand or machine;

"saw operator" means an employee who operates a power-driven saw and cuts wood to predetermined dimensions;

"scale attendant" means an employee who weighs and records weights of components and materials;

"sched-u-graph clerk" means an employee who adjusts sched-u-graph boards according to information received on current inventory and extracts required information for various reports;

"persoperateur" 'n werknemer wat plaatmetaal in 'n pers laai, die pers aanskakel, geperste dele verwyder en opstapel en afsny-stukke verwyder;

"persoperateur (allerlei)" 'n werknemer wat 'n verskeidenheid perse bedien maar dit nie opstel nie;

"grondlaagspuiter" 'n werknemer wat die grondlaag deur middel van 'n sproespuut op metaalonderdele spuit;

"afdrukhokbediener" 'n werknemer wat tekenings ontvang en aanteken en wat op versoek bloudrukke en mikrofilm moet reproduseer;

"afdrukassistent" 'n werknemer wat algemene afdruk-, afrol- en kopieëruitrusting onder toesig bedien;

"afdrukkameroperateur" 'n werknemer wat 'n verskeidenheid presisie-afrolmasjiene bedien;

"prosesinspekteur" 'n werknemer wat nagaan dat prosesfunksies ooreenstem met tekenings, spesifikasies en tegniese bulletins gedurende vervaardigings- en monterwerk;

"prosestegnikus" 'n werknemer wat die oorsaak van defekte in produksie-items bepaal en aanbeveel hoe dit verbeter kan word;

"produksiebeheerder (plaaslik)" 'n werknemer wat afgewerkte, gemasjineerde onderdele tel, die verspreiding daarvan aanteken en beheer en voorraad op 'n daaglikse grondslag nagaan;

"produksiegas- en -boogseiser (allerlei—weekstaal)" 'n werknemer wat verskeie herhalende produksie-sweiswerke in verband met weekstaal verrig;

"produksiegas- en/of -boogseiser" 'n werknemer wat verskeie soorte produksie-sweiswerk in setmate verrig;

"produksiespuutverwer (emalje of duco)" 'n werknemer wat die verslang met die beplande kleur kies, die slang aan die sproei-spuut konnekteer en emalje of duco op die bak of ander onderdele spuit;

"vorderingskontroleur" 'n werknemer wat die beskikbaarheid van onderdele of die vordering wat gemaak is met die vervaardiging van onderdele, volgens die beplande produksievereistes herkontroleer;

"hersteller van beskermende uitrusting" 'n werknemer wat veiligheidsuitrusting onderhou, herstel en aan werknemers uitreik soos vereis;

"ponsbediener" 'n werknemer wat datakaarte pons waar 'n geringe afwyking betrokke is wat die herpons van bestaande datakaarte vereis;

"gehaltebeheertegnikus" 'n werknemer wat gehaltebeheerslae ontleed, opnames doen, verslae oor sy bevindings uitreik en grafieke bywerk;

"ontvangsinspekteur" 'n werknemer wat materiaal wat van plaaslike leweransiers ontvang word, nagaan om te verseker dat dit aan die vereiste spesifikasiestandaarde voldoen;

"ontvangstegnikus" 'n werknemer wat oor die werksaamhede van ontvangsinspekteurs toesig hou, daaglikse verslae uitreik, spesiale spesifieke materiaal beheer en met verkopers in verbinding bly;

"herstelwerk- en aanvaardingsinspekteur" 'n werknemer wat afgekeurde materiaal van produksie ontvang, herstelwerk volgens aanvaardingstandaarde goedkeur en die skraping van materiaal beheer;

"klinkwerker" 'n werknemer wat 'n kragklinkmasjiene bedien;

"klinkwerker (utiliteit)" 'n werknemer wat 'n verskeidenheid tipes klinkwerk verrig en die werk van ander klinkwerkers in sy sone kontroleer;

"dakvinielmonteerder" 'n werknemer wat 'n kleefstof aan die dak van die bak aanbring, vooraf gesnyde vinielmateriaal op die dak vassit en oorskietmateriaal afsny;

"boodskapper" 'n werknemer wat boodskappe in produksie-terreine doen en minder belangrike klerklike pligte kan verrig;

"herstelwerkaantekenklrek" 'n werknemer wat alle materiaal aanteken wat na die herstelwerkwinkel teruggestuur word om oorgedoen of herstel te word en wat materiaal ondersoek wat die werkwinkel verlaat;

"herwiner" 'n werknemer wat beskadigde of defekte gemon-teerde dele ondersoek, herstel en oordoen, nuwe dele op mon-te-rings aanbring en nagaan of dit doeltreffend werk;

"skuurder/pletter" 'n werknemer wat die rofheid van die opper-vlakke van grondlae verf met die hand of 'n masjiene verwyder;

"saagoperateur" 'n werknemer wat 'n krag-saag bedien en hout volgens voorafbepaalde afmetings sny;

"skaalbediener" 'n werknemer wat onderdele en materiaal weeg en die gewig daarvan aanteken;

"sked-u-graaf-klrek" 'n werknemer wat sked-u-graaf-borde ver-stel volgens die inligting oor die lopende inventaris ontvang en die nodige inligting vir verskeie verslae daaruit neem;

"sealer/dipper" means an employee who places weather and dust-proofing in position, applies sealing compound to body seams and/or dips components into sealer tanks and removes components after immersion;

"section leader" means an employee who, under supervision, co-ordinates the functions of employees in a section of an establishment;

"selectivity controller" means an employee who co-ordinates the trim selectivity bank to ensure the correct model mixing of units scheduled for assembly;

"senior chemical process attendant" means an employee who ensures that chemical process attendants carry out their duties efficiently and also checks and tests various chemical processes and reports on any deviations from standards;

"senior inspector" means an employee who, under supervision, is responsible for the activities of inspectors in the section and the final acceptance of the units in process;

"senior print crib attendant" means an employee who, on request, arranges for the reproduction and distribution of drawings and/or micro film;

"senior storeman" means an employee who, under supervision, co-ordinates the functions of other storemen in the section and who may perform the duties of a storeman;

"senior vehicle driver" means a heavy vehicle driver, who in addition is responsible for delivering or collecting components from outside suppliers either locally or from other centres;

"service garage controller" means an employee who allocates work to mechanics, follows-up on work being performed, routes vehicles to various areas and operates a control board;

"sewing machine mechanic" means an employee who carries out the maintenance and repair of sewing machines;

"sewing machinist (production)" means an employee who operates a flat-bed sewing machine to sew a variety of materials for the production lines;

"sewing machinist (senior)" means an employee who, under supervision, co-ordinates the functions of sewing machinists, and who may perform the duties of a sewing machinist;

"shift fireman" means an employee who is responsible for fire fighting operations and maintaining and checking of fire extinguishers and carrying out any other fire prevention duties;

"shipping clerk" means an employee who performs clerical duties pertaining to the storage and despatch of production units;

"shot blaster" means an employee who removes rust and dirt from metal components by using a shot blasting or sand blasting gun;

"signwriter" means an employee who carries out in-plant signwriting functions;

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

"small parts controller" means an employee who ensures that small parts are painted and conveyed to assembly lines in accordance with production schedules;

"solder finisher" means an employee who grinds and buffs lead-wipes on metal components;

"sorting machine operator" means an employee who operates a data processing sorting machine;

"spark plug assembler" means an employee who loads spark plug base components onto a conveyor assembly line and places sub-assemblies into the base of the plugs;

"spirit wiper" means an employee who spreads spirit solution onto body units;

"spot and seam welder" means an employee who operates a spot and/or seam welding machine;

"spot and seam welder (senior)" means an employee who operates a variety of spot and seam welding machines and who, under supervision, directs the activities of spot and seam welders in his zone;

"spray booth attendant" means an employee who, under supervision, manipulates valves to control spray booth temperature, humidity, air balance and water flow;

"spring shop operator" means an employee who performs one or more manufacturing or assembly operations in the springs shop;

"verseëlaar/indompelaar" 'n werknemer wat weerbestande en stofdigte materiaal in posisie plaas, seëlmengsel op baknate aanbring en/of onderdele in seëltens dompel en onderdele na onderdompeling verwyder;

"seksieleier" 'n werknemer wat onder toesig die funksies van werknemers in 'n seksie van die bedryfsinrigting koördineer;

"selektiwiteitsbeheerder" 'n werknemer wat die binnetoebehooreselektiwiteitskuur koördineer om die korrekte modelmengte te verseker van eenhede wat gemonteer moet word;

"senior chemiese proseskontroleur" 'n werknemer wat verseker dat chemiese proseskontroleurs hul pligte doeltreffend uitvoer en ook die verskillende chemiese prosesse nagaan en toets en oor enige afwykings van standarde verslag doen;

"senior inspekteur" 'n werknemer wat onder toesig vir die werksaamhede van inspekteurs in die seksie en die finale aanvaarding van die eenhede in die proses van vervaardiging verantwoordelik is;

"senior afdrukhokbediener" 'n werknemer wat op versoek reëlings tref vir die reproduksie en verspreiding van tekenings en/of mikrofilm;

"senior pakhuisman" 'n werknemer wat onder toesig die funksies van ander pakhuismanne in die seksie koördineer en wat die pligte van 'n pakhuisman kan verrig;

"senior voertuigbestuurder" 'n werknemer wat 'n swaar voertuig bestuur en daarbenewens verantwoordelik is vir die aflewering of afhaal van onderdele by buiteleweransiers, hetsy plaaslik of in ander sentrums;

"versienegaragekontroleur" 'n werknemer wat werk aan werktuigkundiges uitbestee, werk kontroleer wat terugkom, roetes bepaal vir voertuie na verskillende gebiede en 'n kontrolebord bedien;

"naaimasjienwerktuigkundige" 'n werknemer wat onderhoud en herstelwerk aan naaimasjiene doen;

"naaimasjienwerker (produksie)" 'n werknemer wat 'n platbed-naaimasjien bedien om 'n verskeidenheid materiale vir die produksie van vas te naai;

"naaimasjienwerker (senior)" 'n werknemer wat onder toesig die funksies van naaimasjienswerkers koördineer en wat die pligte van 'n naaimasjienwerker kan verrig;

"skoffbrandweerman" 'n werknemer wat verantwoordelik is vir brandweerwerk en die onderhoud en nagaan van brandblussers en die uitvoer van enige ander brandvoorkomingspligte;

"verskeppingsklerk" 'n werknemer wat klerklike pligte verrig in verband met die opberging en versending van produksie-eenhede;

"haelspuitwerker" 'n werknemer wat roes en vuilgoed van metaalonderdele verwyder deur 'n haelspuit of sandblaser te gebruik;

"korttyd" 'n tydelike vermindering van die getal gewone werkeure weens 'n handelslapte, tekort aan grondstowwe, wegblyery van werk, tekort aan arbeid, onklaarmaking van uitrusting of masjinerie of die ineenstorting of dreigende ineenstorting van geboue;

"letterskilder" 'n werknemer wat letterskilderfunksies in die fabriek uitvoer;

"kleindelekontroleur" 'n werknemer wat verseker dat klein dele geveer en na monteerbane geneem word in ooreenstemming met produksieprogramme;

"soldeerselafwerker" 'n werknemer wat loodveë op metaalonderdele slyp en fynskuur;

"sorteermasjienoperateur" 'n werknemer wat 'n dataverwerk-sorteermasjien bedien;

"vonkpropmonteur" 'n werknemer wat vonkpropvoetonderdele op 'n monterbaan laai en submonterings in die voet van die vonkproppe plaas;

"spiritusaanwender" 'n werknemer wat 'n spiritusoplossing op bakeenhede spreit;

"punt- en naatsweiser" 'n werknemer wat 'n punt- en/of naatsweismasjien bedien;

"punt- en naatsweiser (senior)" 'n werknemer wat 'n verskeidenheid punt- en naatsweismasjiene bedien en wat onder toesig die werk van punt- en naatsweisers in sy afdeling beheer;

"spuithokbediener" 'n werknemer wat onder toesig kleppe beheer om die temperatuur, voggehalte, lugbalans en watervloei van spuithokke te beheer;

"veerwinkeloperateur" 'n werknemer wat een of meer tipes vervaardigings- of monterwerk in die veerwinkel verrig;

"stock chaser" means an employee who, when informed of component shortages by line foremen, ascertains quantity of material required for completion of scheduled units in process, and reports requirements to supply office;

"stockman" means an employee who robs case stock in order to supply urgently needed parts to production line;

"storeman" means an employee who keeps stock records and maintains an adequate stock supply to meet schedules and/or other stock requirements;

"stores clerk" means an employee who performs clerical duties related to the stores function;

"surveillance inspector" means an employee who checks the torque of bolts and inspects other equipment on units as laid down by quality control;

"tank solderer" means an employee who cleans petrol tank openings, fits tank to jig, positions and solders filler neck and drainage plug to the tank;

"telephonist" means an employee who operates an automatic telephone switchboard;

"test driver" means an employee who drives test vehicles over prescribed routes and records irregularities in the vehicle's performance;

"timekeeper" means an employee who distributes, collects and extends time cards;

"toe-in operator" means an employee who checks the toe-in of vehicles in process to ensure that the setting corresponds with the predetermined standards;

"tool and cutter grinder" means an employee who operates precision machines to re-sharpen and generally re-work cutting tools and who checks accuracy of work by means of measuring devices;

"tool crib assistant" means an employee who issues hand tools against requisitions, maintains tool stocks, issues and records locality of power tools and ensures tools are sent to appropriate sections for preventive maintenance, and who may issue protective clothing and equipment;

"tool hardener" means an employee who tempers metal by heating and quenching the metal in special solutions pertaining to the type of hardening required.

"tool inspector" means an employee who carries out dimensional checks on dies and fixtures against specifications and who may check components during tool, die or fixture try outs;

"toolroom helper" means an employee in the toolroom who uses hand and power tools to smooth rough metal surfaces;

"toolsetter" means an employee who sets up and/or replaces tools on automatic or semi-automatic machines in accordance with production requirements and who is responsible for setting up safety equipment on machines;

"trainee foreman" means an employee who is undergoing training as a foreman;

"training assistant" means an employee who inducts new employees and assists with training requirements;

"trim cutter" means an employee who uses an electrically powered cutter to cut trim material to predetermined patterns;

"trim inspector" means an employee who inspects vehicles in process to ensure that trim items comply with specifications;

"trim mender" means an employee who, under supervision, carries out minor trim repairs to production units in process;

"trim press operator" means an employee who places die boards in the frame of the press, and who operates the press to produce patterns to predetermined quantities;

"trim repairman" means an employee who carries out a variety of trim repairs to incomplete and/or complete vehicles;

"trolley handler" means an employee who pushes trolleys to convey units in process to different points in the assembly area;

"tube mill machine operator/setter" means an employee who sets and operates an automatic tube mill machine to produce radiator tubes and who may re-work defective radiators;

"unboxing checker" means an employee who checks items received or to be despatched against documents and records shortages and surpluses;

"unboxing clerk" means an employee who is responsible for the issue of unboxing authorisations for c.k.d. lot material to the material handling division and who adjusts unboxing schedules to ensure continuity of production operations;

"uncertificated artisan" means an employee, other than an artisan who, under supervision, is employed on one or more aspects of work normally performed by an artisan;

"voorradekontroleur" 'n werknemer wat, wanneer die baanvoorman hom van onderdeeltekorte in kennis stel, bepaal hoeveel materiaal vir die voltooiing van beplande eenhede in die proses van vervaardiging nodig is en die benodigdhede aan die voorradekantoor rapporteer;

"voorraadman" 'n werknemer wat die hoofvoorraad plunder ten einde dele wat dringend nodig is, aan die produksiebaan te verskaf;

"pakhuisman" 'n werknemer wat voorraderekords hou en genoeg voorrade vir programme en/of ander voorradevereistes aanhou;

"voorraadklerk" 'n werknemer wat klerklike pligte in verband met voorrade verrig;

"toesighoudende inspekteur" 'n werknemer wat die wringkrag van boute kontroleer en ander uitrusting op eenhede inspekteer soos deur gehaltebeheer voorgeskryf;

"tenksoldeerder" 'n werknemer wat petroltenkopenings skoonmaak, tenks in setmate pas, die vulnek en dreineerprop op die tenk in posisie plaas en soldeer;

"telefonis" 'n werknemer wat 'n outomaties skakelbord bedien;

"toetsbestuurder" 'n werknemer wat toetsvoertuie oor voorgeskrewe roetes bestuur en onreëlmatighede in die voertuig se werkverrigting aanteken;

"tydhouer" 'n werknemer wat tydkaarte uitdeel, versamel en uitreik;

"toesporingsoperateur" 'n werknemer wat die toesporing van voertuie in die proses van vervaardiging nagaan om te verseker dat die stelling aan die voorafbepaalde standaardte voldoen;

"gereedskap- en snyerslyper" 'n werknemer wat presisiemasjiene bedien om snygereedskap opnuut skerp te maak en oor die algemeen opnuut te bewerk en wat akkuraatheid van werk toets d.m.v. meetinstrumente;

"gereedskapphokassistent" 'n werknemer wat handgereedskap op rekwisie uitreik, gereedskapvoorraad in stand hou, kraggereedskap uitreik en aanteken waar dit is en verseker dat gereedskap na die regte seksies gestuur word vir voorkomende onderhoud, en wat beskermende klere en uitrusting kan uitreik;

"gereedskapverharder" 'n werknemer wat metaal temper deur dit te verhit en in spesiale oplossings te blus, na gelang van die soort verharding wat vereis word;

"gereedskapinspekteur" 'n werknemer wat stempels en setklemme dimensionaal ondersoek volgens spesifikasies en wat onderdele gedurende gereedskap-, stempel- of setklemtoetse kan nagaan;

"gereedskapkamerhelper" 'n werknemer in die gereedskapkamer wat hand- en kraggereedskap gebruik om rowwe metaaloppervlakke glad te maak;

"gereedskapopsteller" 'n werknemer wat gereedskap op outomatiese of halfoutomatiese masjiene opstel en/of vervang in ooreenstemming met produksievereistes, en vir die opstelling van veiligheidsuitrusting op masjiene verantwoordelik is;

"leerling-voorman" 'n werknemer wat opleiding as voorman ondergaan;

"opleidingsassistent" 'n werknemer wat nuwe werknemers oplei en met opleidingsvereistes help;

"binnetoebehoresnyer" 'n werknemer wat 'n elektriese snyer gebruik om binnetoebehoremateriaal volgens voorafbepaalde patrone te sny;

"binnetoebehore-inspekteur" 'n werknemer wat voertuie in die proses van vervaardiging inspekteer om te verseker dat binnevolgens voorafbepaalde hoeveelhede te produseer;

"binnetoebehorehersteller" 'n werknemer wat onder toesig geringe herstelwerk aan binnetoebehore van produksie-eenhede in die proses van vervaardiging verrig;

"binnetoebehoreoperateur" 'n werknemer wat stempelborde in die raam van die pers plaas en die pers bedien om patrone volgens vooraf bepaalde hoeveelhede te produseer;

"algemene binnetoebehorehersteller" 'n werknemer wat allerlei binnetoebehoreherstelwerk aan onvoltooide en/of voltooide voertuie verrig;

"trolliestoter" 'n werknemer wat trollies stoot om eenhede in die proses van vervaardiging na verskillende punte in die monteergebied te vervoer;

"silindermeulmasjieneoperateur/opsteller" 'n werknemer wat 'n outomatiese silindermeulmasjiene opstel en bedien om verkoelertyppe te produseer en wat defekte verkoelers opnuut kan produseer;

"uitpakkontroleur" 'n werknemer wat items wat ontvang is of versend gaan word, met dokumente vergelyk en tekorte en oorskotte aanteken;

"uitpakklerk" 'n werknemer wat verantwoordelik is vir die uitreiking van uitpakkmagtigings vir T.N.G.-materiaal aan die materiaalhanteringsafdeling en wat uitpakkprogramme aanpas om kontinuïteit van produksiewerk te verseker;

"ongediplomeerde ambagsman" 'n werknemer, uitgesonderd 'n ambagsman, wat onder toesig een of meer aspekte van die werk verrig wat gewoonlik deur 'n ambagsman verrig word;

"utility operator" means an employee who, in a production area, performs a variety of operations applicable to the section in which he is employed;

"vehicle appraiser" means an employee who appraises the quality level of current fleet vehicles to identify problems of material quality and assembly operations;

"vehicle assembly recorder (paint)" means an employee who records details of production units leaving the paint area and ascertains whether colour matches order requirements;

"vehicle assembly recorder (trim)" means an employee who records details of production units leaving the trim area to ensure that trim matches order requirements;

"vehicle expediter" means an employee who expedites units which have fallen behind schedule, records and reports reasons for delays, liaises with production to ensure the rapid assembly of urgent units and the movement of vehicles behind schedule;

"vending machine attendant" means an employee who loads and cleans vending machines and removes coins;

"weld gun repairman" means an employee who repairs, modifies and installs electrical resistance spot and seam welding equipment, including compressed air and cooling water ancillaries;

"welfare liaison officer" means an employee who performs clerical duties related to the employment of labour, inducts new employees and attends to the welfare functions pertaining to employees;

"work study technician" means an employee who assists the Industrial Engineer with the balance-out of all labour in the issue of production labour reports, undertakes time and method studies and preliminary application thereof;

"yard forklift truck driver" means an employee who operates a mobile heavy duty fork truck in the case storage area;

"zone" means an area in an establishment which is organised to carry out specific work functions related to factory processes.

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

4. MINIMUM RATES OF PAY

(1) Except as otherwise provided in the Agreement, an employee shall be paid according to the number of hours actually worked by him, at not less than the following minimum rates of pay:

	Cents per hour
Grade 1 employee:	
First month of employment.....	28
Thereafter.....	30
Grade 2 employee:	
First three months of employment.....	30
Thereafter.....	32
Grade 3 employee:	
First three months of employment.....	32
Thereafter.....	34
Grade 4 employee:	
First three months of employment.....	34
Second three months of employment.....	36
Thereafter.....	38
Grade 5 employee:	
First three months of employment.....	36
Second three months of employment.....	38
Thereafter.....	40
Grade 6 employee:	
First six months of employment.....	45
Second six months of employment.....	50
Thereafter.....	55
Grade 7 employee:	
First six months of employment.....	50
Second six months of employment.....	55
Thereafter.....	60
Grade 8 employee:	
First six months of employment.....	55
Second six months of employment.....	60
Third six months of employment.....	65
Thereafter.....	70

"utiliteitsoperateur" 'n werknemer wat in die produksiegebied 'n verskeidenheid werksaamhede verrig wat van toepassing is op die seksie waarin hy in diens is;

"voertuigtakseerder" 'n werknemer wat die gehaltepeil van huidige vlootvoertuie bepaal om probleme van materiaalgehalte en monteerwerk te identifiseer;

"voertuigmonteerantekenaar (verf)" 'n werknemer wat besonderhede aantekene van produksie-eenhede wat die verfafdeling verlaat en nagaan of kleure aan bestellingsvereistes voldoen;

"voertuigmonteerantekenaar (binnetoebehore)" 'n werknemer wat besonderhede aantekene van produksie-eenhede wat die binnetoebehoreafdeling verlaat om te verseker dat binnetoebehore aan bestellingsvereistes voldoen;

"voertuigbespoediger" 'n werknemer wat eenhede wat agter raak, bespoedig, redes vir vertraginge aantekene en aanmeld, met produksie in verbinding tree om die snelle montering van dringende eenhede en die beweging van voertuie wat agter geraak het, te verseker;

"muntoutomaatbediener" 'n werknemer wat muntoutomate laai en skoonmaak en muntstukke verwyder;

"sweismasjienhersteller" 'n werknemer wat punt- en naatsweis-uitrusting (elektriese weerstand) herstel, wysig en installeer, met inbegrip van lugdruk- en koelwaterbybehore;

"welsynskakelbeampte" 'n werknemer wat klerklike pligte verrig in verband met die indiensneming van arbeid, nuwe werknemers tuismaak en welsynsfunksies in verband met werknemers behartig;

"werkstudietegnikus" 'n werknemer wat die bedryfsingenieur help met die balanseer van alle arbeid by die uitreiking van produksiearbeidverslae, tyd- en metodestudies en die voorlopige toepassing daarvan onderneem;

"werfvrkhyshyswadyrwer" 'n werknemer wat 'n mobiele swaardiensvrkhyshyswa in die voorradewerf bedien;

"sone" 'n deel van die bedryfsinrigting wat georganiseer is om spesifieke werkfunksies in verband met fabrieksprosesse uit te voer.

(2) Vir die toepassing van hierdie Ooreenkoms moet 'n werknemer geag word in diens te wees in die klas waarin hy uitsluitlik of hoofsaaklik werk.

4. MINIMUM BESOLDIGING

(1) Behoudens andersluidende bepalings in hierdie Ooreenkoms, moet 'n werknemer betaal word volgens die getal ure wat hy werklik werk en wel minstens die volgende minimum lone:

	Sent per uur
Werknemer, graad 1:	
Eerste maand diens.....	28
Daarna.....	30
Werknemer, graad 2:	
Eerste drie maande diens.....	30
Daarna.....	32
Werknemer, graad 3:	
Eerste drie maande diens.....	32
Daarna.....	34
Werknemer, graad 4:	
Eerste drie maande diens.....	34
Tweede drie maande diens.....	36
Daarna.....	38
Werknemer, graad 5:	
Eerste drie maande diens.....	36
Tweede drie maande diens.....	38
Daarna.....	40
Werknemer, graad 6:	
Eerste ses maande diens.....	45
Tweede ses maande diens.....	50
Daarna.....	55
Werknemer, graad 7:	
Eerste ses maande diens.....	50
Tweede ses maande diens.....	55
Daarna.....	60
Werknemer, graad 8:	
Eerste ses maande diens.....	55
Tweede ses maande diens.....	60
Derde ses maande diens.....	65
Daarna.....	70

	Cents per hour
Grade 9 employee:	
First six months of employment.....	60
Second six months of employment.....	65
Third six months of employment.....	70
Thereafter.....	75
Grade 10 employee:	
First six months of employment.....	105
Thereafter.....	115
Grade 11 employee:	
First six months of employment.....	110
Thereafter.....	120

For the purpose of this subclause "Employment" shall have the same meaning as in clause 11 (4).

(2) A utility operator in any grade shall be paid not less than the minimum rate prescribed for that grade plus five cents per hour.

(3) Nothing in this Agreement shall operate to reduce the wage which was being paid to an employee immediately prior to or at the date of coming into operation of this Agreement while such employee remains in the employ of the same employer. For the purpose of this subclause the expression "this Agreement" includes any amendments thereto.

5. PAYMENT OF EARNINGS

(1) (a) Any amount due to an employee in terms of this Agreement shall be paid weekly, fortnightly or monthly in cash and shall—

(i) in the case of weekly and fortnightly paid employees, be paid not later than 15 minutes after the ordinary stopping time on the last work day of the week or fortnight as the case may be, and shall include all amounts due to the employee up to and including the last day worked of the previous week;

(ii) in the case of a monthly paid employee, be paid not later than 15 minutes after the ordinary stopping time on the last work day of the month to which payment relates;

provided that, where an employee's service terminates, any amount due to him shall be paid not later than the work day following that on which his employment so terminates.

(2) Each employee shall be given a statement on payment, showing his total earnings, ordinary time and overtime payments, allowances and deductions.

(3) No deductions of any description, other than the following shall be made from the amount due to an employee:

(a) At the written request or with the written consent of the employee, a deduction for sick benefit, medical aid, provident or pension funds, insurance, or to a welfare or other charitable organisation or cause or to a savings account in the name of the employee;

(b) at the written request of the employee a deduction in respect of subscriptions to the trade unions;

(c) a deduction of any amount which the employer is legally or by order of any competent court required or permitted to make;

(d) where the employee so agrees a deduction for tea or meals provided by the employer;

(e) a deduction for any purchases from the employer; for cash advanced to him, or to adjust any inadvertent overpayment;

(f) a weekly deduction for loss of equipment except, where such loss is not due to any fault on the part of the employee; provided that each such deduction shall not exceed 15 per cent of the employee's wage except in the event of termination of service, in which case any outstanding balance shall immediately become due and deductible;

(g) contributions to the Council in terms of clause 17, and contributions to any Fund which may be established in terms of a published Agreement of the Council.

6. ORDINARY HOURS OF WORK, MEAL BREAKS AND REST INTERVALS

(1) The ordinary hours of work of any employee shall not exceed—

(i) forty-five hours in any week;

(ii) nine hours on each of five days per week.

(2) All working hours in any day shall, except for meal times and rest intervals, as provided for in this clause, be consecutive.

	Sent per uur
Werknemer, graad 9:	
Eerste ses maande diens.....	60
Tweede ses maande diens.....	65
Derde ses maande diens.....	70
Daarna.....	75
Werknemer, graad 10:	
Eerste ses maande diens.....	105
Daarna.....	115
Werknemer, graad 11:	
Eerste ses maande diens.....	110
Daarna.....	120

Vir die toepassing van hierdie klousule het "diens" dieselfde betekenis as in klousule 11 (4).

(2) 'n Utiliteitsoperateur in enige klas moet minstens die minimum voorgeskrewe besoldiging vir daardie klas plus vyf sent per uur betaal word.

(3) Niks in hierdie Ooreenkoms mag die uitwerking hê nie dat dit die loon verminder wat aan 'n werknemer betaal is onmiddellik voor, of op die datum van inwerkingtreding van hierdie Ooreenkoms terwyl sodanige werknemer by dieselfde werkgewer in diens bly. Vir die toepassing van hierdie subklousule omvat die uitdrukking "hierdie Ooreenkoms" alle wysigings daarvan.

5. BETALING VAN VERDIENSTE

(1) (a) Alle bedrae wat ingevolge hierdie Ooreenkoms aan 'n werknemer verskuldig is, moet weekliks, tweeweekliks of maandeliks in kontant betaal word en moet—

(i) in die geval van 'n werknemer wat weekliks of tweeweekliks betaal word, binne 15 minute ná die gewone ophoutyd op die laaste werkdag van die week of die twee weke, na gelang van die geval, betaal word, en moet alle bedrae insluit wat aan die werknemer verskuldig is tot en met die laaste dag wat in die vorige week gewerk is;

(ii) in die geval van 'n werknemer wat maandeliks betaal word, binne 15 minute ná die gewone ophoutyd op die laaste werkdag van die maand waarop die betaling betrekking het, betaal word;

met dien verstande dat waar 'n werknemer se diens beëindig word, alle bedrae wat aan hom verskuldig is, betaal moet word voor of op die werkdag wat volg op dié waarop sy diens aldus beëindig word.

(2) Elke werknemer moet, by betaling, 'n staat ontvang wat sy totale verdienste, betaling vir gewone en oortyd, toelaes en aftrekkings toon.

(3) Geen bedrag van enige aard, uitgesonderd die volgende, mag afgetrek word van die bedrae wat aan 'n werknemer verskuldig is nie:

(a) Op skriftelike versoek of met skriftelike toestemming van die werknemer, 'n aftrekking vir siektebystand-, mediese bystand-, voorsorg- of pensioenfondse, versekering, welsynorganisasies of spaarrekenings op naam van die werknemer;

(b) op skriftelike versoek van die werknemer, 'n aftrekking vir bydraes tot die vakverenigings;

(c) 'n bedrag wat 'n werkgewer regtens of ingevolge 'n bevel van 'n hof met regsbevoegdheid moet of mag aftrek;

(d) waar die werknemer daartoe instem, 'n aftrekking vir tee of maaltye wat deur die werkgewer verskaf word;

(e) 'n aftrekking vir alle goedere wat van die werkgewer gekoop word, vir kontant wat aan hom voorgeskiet is of vir die aanpassing van onopsetlike oorbetalings;

(f) 'n weeklikse aftrekking vir verlies van uitrusting, behalwe waar sodanige verlies nie aan 'n fout van die werknemer te wyte is nie: Met dien verstande dat sodanige aftrekking hoogstens 15 persent van die werknemer se loon mag beloop, behalwe in die geval van diensbeëindiging, en in dié geval is 'n verskuldigde bedrag onmiddellik verskuldig en aftrekbaar;

(g) bydraes tot die Raad ingevolge klousule 17 en bydraes tot enige fonds wat ingevolge 'n gepubliseerde Ooreenkoms van die Raad gestig is.

6. GEWONE WERKURE, ETENSPOUSES EN RUSPOUSES

(1) Die gewone werkure van 'n werknemer is hoogstens—

(i) vyf-en-veertig uur per week;

(ii) nege uur op elk van vyf dae per week.

(2) Alle werkure op enige dag moet agtereenvolgend wees, uitgesonderd maaltye en ruspouses soos in hierdie klousule bepaal.

(3) The employer shall not require or permit an employee to work continuously for more than five hours without a meal interval of not less than one half-hour, during which interval such employee shall not be required or permitted to perform any work, and such interval shall be deemed not to be part of the ordinary hours of work or overtime: Provided that when on any day by reason of overtime work an employer is required to give an employee a second meal interval, such interval may be reduced to 15 minutes.

(4) An employer shall grant to each of his employees, other than an employee on shift work, a rest interval of not less than 10 minutes as nearly as practicable in the middle of each morning and afternoon period, during which interval such employees shall not be required or permitted to perform any work and such intervals shall be deemed to be part of the ordinary hours of work.

(5) The following provisions shall apply to shift work:

(a) No normal shift shall exceed nine hours;

(b) not less than eight hours shall elapse between successive shifts of any employee;

(c) an employee on shift work shall be paid not less than his basic wage, plus ten per cent thereof, for that shift, if the shift commences before and ends after midnight, or commences after midnight and before 6 a.m.

(6) The restrictions imposed by subclauses (3) and (4) of this clause and of subclause (2) (a) of clause 7, shall not apply to any male employee while employed on work necessitated by a breakdown of plant or machinery or other unforeseen emergency or in connection with the overhauling or repairing of plant or machinery which cannot be performed during ordinary working hours.

7. OVERTIME

(1) All time worked in excess of 45 hours per week, or nine hours per day, shall be deemed to be overtime.

(2) (a) *Male employees.*—An employer shall not require or permit a male employee to work more than 10 hours' overtime in any week;

(b) *Female employees.*—An employer shall not require or permit a female employee to work—

(i) overtime for more than 10 hours per week;

(ii) between 6 o'clock p.m. and 6 o'clock a.m.;

(iii) after 1 o'clock p.m. on more than five days per week.

(3) Notwithstanding the provisions of subclause (2), an employer may require or permit an employee to work overtime for such period in excess of 10 hours per week as may be fixed in an exemption granted by the Council in terms of clause 16 of this Agreement.

8. PAYMENT FOR OVERTIME AND WORK ON SUNDAYS AND PUBLIC HOLIDAYS

(1) Any overtime worked shall be paid for as follows:

(a) On a normal working day—

(i) in respect of an employee whose basic wage is in excess of 66 cents per hour, one and one-half times his basic wage for the first six hours, thereafter, subject to clause 7 (3), at twice his basic wage;

(ii) in respect of an employee whose basic wage is 66 cents per hour or less, one and one-third times his basic wage for the first six hours per day or ten hours per week, thereafter, subject to clause 7 (3), at one and one-half times his basic wage.

(b) On the sixth day—

(i) in respect of an employee whose basic wage is in excess of 66 cents per hour, one and one-half times his basic wage for the first nine hours, thereafter, subject to clause 7 (3), at twice his basic wage;

(ii) in respect of an employee whose basic wage is 66 cents per hour or less, one and one-third times his basic wage for the first nine hours, thereafter, subject to clause 7 (3), at one and one-half times his basic wage;

provided that where an employee absents himself from work during his ordinary working hours, the employer shall not be required to pay such employee overtime until after the completion of the number of hours of work ordinarily performed by the employee on that day.

(3) Die werkgewer mag nie van 'n werknemer vereis of hom toelaat om vir langer as vyf uur aaneen te werk nie, sonder 'n etenspouse van minstens 'n halfuur, waarin daar nie van sodanige werknemer vereis of hy nie toegelaat mag word nie om enige werk te verrig, en sodanige pouse word nie geag deel van die gewone werkure of oortyd uit te maak nie: Met dien verstande dat waar 'n werkgewer op enige dag 'n werknemer 'n tweede etenspouse weens oortydwerk moet toestaan, sodanige pouse tot 15 minute verkort kan word.

(4) 'n Werkgewer moet aan elk van sy werknemers, uitgesonderd 'n skofwerker, 'n ruspouse van minstens 10 minute toestaan so na as moontlik aan die middel van elke oggend- en namiddagwerktydperk, en sodanige werknemers mag nie gedurende sodanige pouse verplig of toegelaat word om enige werk te verrig nie en sodanige pouses word geag deel van die gewone werkure uit te maak.

(5) Die volgende bepalings is op skofwerk van toepassing:

(a) Geen gewone skof mag langer as nege uur duur nie;

(b) minstens agt uur moet tussen agtereenvolgende skofte van 'n werknemer verloop;

(c) 'n skofwerker moet minstens sy basiese loon betaal word, plus 10 persent daarvan vir elke skof as die skof voor middernag begin of na middernag eindig of na middernag begin en voor 6 vm. eindig.

(6) Beperkings wat deur subklousules (3) en (4) van hierdie klousule en klousule 7 (2) (a) opgelê word, is nie van toepassing nie op 'n manlike werknemer terwyl hy werk verrig wat deur die onklaarraking van uitrusting of masjinerie of 'n ander onvoorsiene noodtoestand noodsaaklik gemaak is of terwyl hy werk verrig in verband met die opknapping of herstel van uitrusting of masjinerie wat nie gedurende gewone werkure verrig kan word nie.

7. OORTYD

(1) Alle tyd wat meer as 45 uur per week of nege uur per dag gewerk word, word geag oortyd te wees.

(2) (a) *Manlike werknemers.*—'n Werkgewer mag nie van 'n manlike werknemer vereis of hom toelaat om meer as 10 uur oortyd per week te werk nie.

(b) *Vroulike werknemers.*—'n Werkgewer mag nie van 'n vroulike werknemer vereis of haar toelaat om oortyd soos volg te werk nie:

(i) Meer as 10 uur per week;

(ii) tussen 6 nm. en 6 vm.;

(iii) na 1 nm. op meer as vyf dae per week.

(3) Ondanks subklousule (2), kan 'n werkgewer van 'n werknemer vereis of hom toelaat om oortyd te werk vir 'n tydperk van langer as 10 uur per week wat vasgestel is in 'n vrystellingsertifikaat wat kragtens klousule 16 van hierdie Ooreenkoms deur die Raad uitgereik is.

8. BETALING VIR OORTYD EN WERK OP SONDAE EN OPENBARE VAKANSIEDAE

(1) Daar moet vir alle oortyd soos volg betaal word:

(a) Op 'n gewone werkdag—

(i) ten opsigte van 'n werknemer wie se basiese loon meer as 66 sent per uur is en behoudens klousule 7 (3), een en 'n half keer sy basiese loon vir die eerste ses uur en dubbel sy basiese loon daarna;

(ii) ten opsigte van 'n werknemer wie se basiese loon 66 sent per uur of minder is en behoudens klousule 7 (3), een en 'n derde keer sy basiese loon vir die eerste ses uur per dag of tien uur per week, en een en 'n half keer sy basiese loon daarna.

(b) Op die sesde dag—

(i) ten opsigte van 'n werknemer wie se basiese loon meer as 66 sent per uur is en behoudens klousule 7 (3), een en 'n half keer sy basiese loon vir die eerste nege uur en dubbel sy basiese loon daarna;

(ii) ten opsigte van 'n werknemer wie se basiese loon 66 sent per uur of minder is en behoudens klousule 7 (3), een en 'n derde keer sy basiese loon vir die eerste nege uur en een en 'n half keer sy basiese loon daarna;

met dien verstande dat daar 'n werknemer gedurende sy gewone werkure van sy werk afwesig is, die werkgewer nie oortydbesoldiging aan sodanige werknemer hoef te betaal nie tot na voltooiing van die getal werkure wat die werknemer gewoonlik op daardie dag werk.

(2) Whenever an employee works on a Sunday, the employer shall either—

(a) pay the employee—

(i) if he so works for a period not exceeding four hours, not less than his basic wage in respect of the period ordinarily worked by him on a week day; or

(ii) if he so works for a period exceeding four hours, not less than double his basic wage in respect of the total number of hours worked by him on such Sunday, or not less than double his basic wage in respect of the period ordinarily worked by him on a week day, whichever is the greater; or

(b) pay him at a rate not less than one and one-third times his basic wage in respect of the total number of hours worked by him on such Sunday and grant him within seven days of such Sunday one day's holiday and pay him in respect thereof not less than his basic wage which he would have earned in respect of the period ordinarily worked by him on that day.

(3) (a) If an employee does not work on New Year's Day, Good Friday, Ascension Day, Republic Day, the Day of the Covenant or Christmas Day, the employer shall pay him, in respect of such day, an amount not less than the basic wage he would have earned if he had on such day worked his average ordinary working hours for that day of the week.

(b) Whenever an employee works on New Year's Day, Good Friday, Ascension Day, Republic Day, the Day of the Covenant or Christmas Day, the employer shall pay him an amount not less than his basic wage in respect of the first nine hours worked by him on such day, in addition to the amount to which he would have been entitled in terms of paragraph (a) of this subclause had he not so worked. Time worked in excess of nine hours shall be regarded as overtime.

9. SHORT-TIME

An employer shall, prior to the day on and from which he intends to work short-time, notify the employees concerned by posting up a notice or notices to this effect in a prominent place or places easily accessible to them: Provided that this clause shall not apply where no work is available to an employee on account of a breakdown of machinery or other cause beyond the control of the employer, in which event the employees concerned shall be given not less than one hour's pay from the time of the breakdown or other such cause.

10. PROHIBITION OF EMPLOYMENT

An employer shall not employ any person under the age of 15 years.

11. ANNUAL LEAVE

(1) An employer shall grant to an employee paid leave of not less than three weeks, of which not less than two weeks shall be granted in December, unless the shut-down was observed earlier, in which event not less than one week shall be granted during December. Each such employee shall be given not later than the last working day before the commencement of such leave, leave pay amounting to one-twelfth of his basic pay for three weeks for each completed month of employment with the same employer provided that—

(a) the period of such leave shall not be concurrent with any period during which the employee is undergoing military training in pursuance of the Defence Act, 1957, nor with any period of sick leave granted in terms of clause 14 of this Agreement;

(b) if any public holiday referred to in subclause (3) of clause 8 falls within the period of such holiday, such public holiday shall be added to the said period as a further period of holiday and the employee shall, at the same time, be paid in respect of such public holiday an amount equal to the basic wage he would have earned had he on such public holiday worked his daily average ordinary hours of work.

(2) Should the contract of employment of an employee be terminated before the commencement of annual leave, the employer shall pay to such employee, in respect of leave pay due to him as at the date of such termination, an amount calculated at the rate of one-twelfth of two weeks' basic pay for each completed month of employment; provided that an employer shall not be obliged to pay leave pay to an employee who leaves his employment without having given, and

(2) Waar 'n werknemer op 'n Sondag werk, moet die werk-gewer—

(a) aan die werknemer—

(i) as hy aldus vir 'n tydperk van hoogstens vier uur werk, minstens sy basiese loon betaal vir die tydperk wat hy gewoonlik op 'n weekdag werk; of

(ii) as hy aldus vir 'n tydperk van meer as vier uur werk, minstens dubbel sy basiese loon betaal vir die totale getal ure wat hy op sodanige Sondag werk, of minstens dubbel sy basiese loon vir die tydperk wat hy gewoonlik op 'n weekdag werk, naamlik die grootste bedrag; of

(b) minstens een en 'n derde keer sy basiese loon betaal vir die totale getal ure wat hy op sodanige Sondag werk en hom binne sewe dae na sodanige Sondag een dag vakansie toestaan en hom daarvoor minstens sy basiese loon betaal wat hy sou verdien het vir die tydperk wat hy gewoonlik op daardie dag werk.

(3) (a) As 'n werknemer nie op Nuwejaarsdag, Goeie Vrydag, Hemelvaartdag, Republiekdag, Geloftedag of Kersdag werk nie, moet die werkgever hom vir sodanige dag minstens die basiese loon betaal wat hy sou verdien het as hy op sodanige dag sy gemiddelde getal gewone werkure vir daardie dag van die week gewerk het.

(b) Waar 'n werknemer op Nuwejaarsdag, Goeie Vrydag, Hemelvaartdag, Republiekdag, Geloftedag of Kersdag werk, moet die werkgever hom minstens sy basiese loon betaal vir die eerste nege uur wat hy op sodanige dag werk, benewens die bedrag waarop hy kragtens paragraaf (a) van hierdie subklousule geregtig sou gewees het as hy nie aldus gewerk het nie. Die tyd wat hy langer as nege uur werk, word geag oortyd te wees.

9. KORTTYD

'n Werkgever moet, voor die dag waarop en met ingang waarvan hy korttyd wil laat werk, die betrokke werknemers daarvan in kennis stel deur 'n kennisgewing of kennisgewings te dien effekte op 'n opvallende plek of plekke op te plak wat maklik vir hulle bekombaar is: Met dien verstande dat hierdie klousule nie van toepassing is waar geen werk weens 'n onklaarraking van masjinerie of 'n ander rede buite die werkgever se beheer aan die werknemer beskikbaar is nie, en in daardie geval moet die betrokke werknemers minstens een uur se besoldiging betaal word vanaf die tyd van die onklaarraking of ander sodanige rede.

10. VERBOD OP INDIENSNEMING

'n Werkgever mag niemand onder die ouderdom van 15 jaar in diens neem nie.

11. JAARLIKSE VERLOF

(1) 'n Werkgever moet aan 'n werknemer verlof met besoldiging van minstens drie weke toestaan, waarvan minstens twee weke in Desember toegestaan moet word, tensy die fabriek vroeër sluit, in welke geval minstens een week gedurende Desember toegestaan moet word. Elke sodanige werknemer moet voor of op die laaste werkdag voor die begin van sodanige verlof verlofbesoldiging wat een twaalfde van sy basiese besoldiging vir drie weke beloop, betaal word vir elke voltooide maand diens by dieselfde werkgever: Met dien verstande dat—

(a) die tydperk van sodanige verlof nie mag saamval nie met 'n tydperk waarin 'n werknemer militêre opleiding ingevolge die Verdedigingswet, 1957, ondergaan of siekteverlof kragtens klousule 14 van hierdie Ooreenkoms;

(b) as 'n openbare vakansiedag in klousule 8 (3) vermeld, binne die tydperk van sodanige vakansie val, sodanige vakansiedag by genoemde tydperk gevoeg moet word as 'n verdere verloftydperk en die werknemer moet terselfdertyd vir sodanige openbare vakansiedag 'n bedrag betaal word wat gelyk is aan die basiese loon wat hy sou verdien het indien hy op sodanige openbare vakansiedag sy daaglikse gemiddelde getal gewone werkure werk het.

(2) As die dienskontrak van 'n werknemer voor die begin van die jaarlikse verlof beëindig word, moet die werkgever aan sodanige werknemer 'n bedrag, bereken teen een-twaalfde van twee weke se basiese besoldiging vir elke voltooide maand diens, betaal as verlofbesoldiging wat aan hom verskuldig is op die datum van sodanige beëindiging: Met dien verstande dat 'n werkgever nie verplig is om verlofbesoldiging te betaal

worked during the period of, the appropriate notice of termination of employment, unless in failing to give such notice or to work during such period he was acting within his legal rights.

(3) The amount of the leave pay payable in terms of subclause (1) and (2) shall be calculated at the rate of basic pay which the employee was receiving immediately prior to the date from which his leave commences or on which his employment terminates, as the case may be.

(4) Any period during which an employee—

- (a) is on leave in terms of subclause (1); or
- (b) undergoes military training in pursuance of the Defence Act, 1957, up to a maximum of four months; or
- (c) is absent from work on the instructions or at the request of his employer; or
- (d) is absent from work owing to illness or confinement amounting in the aggregate in any one year to not more than 10 weeks;

shall be deemed to be employment for the purposes of subclause (1) and (2).

(5) For the purpose of this clause employment shall be deemed to commence from—

- (a) the date on which the employee entered the employer's service; or
- (b) the date on which the employee last became entitled to annual leave of absence;

whichever was the later.

12. YEAR-END GRATUITY

(1) In order to recognise continuity of employment, an employer shall, subject to the provisions of subclause (2), in December 1971 and in each December thereafter, pay to each employee a year-end gratuity calculated as follows:

<i>Years of continuous service with same employer</i>	<i>Year-end gratuity</i>
Up to one year's service.....	3% of basic pay.
More than one year's service but less than five years' service.....	4% of basic pay.
Five years' service and over.....	5% of basic pay.

(2) The payment of such gratuity shall be subject to the following conditions:

- (a) The employee shall be in the employ of his employer at the date of payment of such gratuity;
- (b) the gratuity shall accrue weekly at the rate then applicable in accordance with the table contained in subclause (1);
- (c) where an employee is absent without leave on one or more days in any one week, no gratuity shall accrue in respect of that week;
- (d) for the purposes of subclause (1), the term "basic pay" means the total amount in basic wages earned by the employee during the 12 months period commencing on 1 July of each year: Provided that the qualification for the gratuity payable to each employee in December 1971 shall be at twice the percentages shown in the table in subclause (1), of the total amount in basic wages earned by the employee during the six-month period commencing on 1 January 1971.

(3) The amount of gratuity accrued by an employee shall also be paid—

- (a) to an employee who has retired in accordance with the provisions of a retirement plan operated by the employer; and
- (b) to the estate of an employee who has died since the payment of the previous gratuity.

(4) For the purpose of this clause the term "service" shall have the same meaning assigned to the term "employment" in clause 11 (4).

13. TERMINATION OF CONTRACT OF EMPLOYMENT

(1) An employee or an employer shall give not less than one clear working day's notice of his intention to terminate the contract of employment or the employee or the employer shall be entitled to terminate the contract of service without notice by forfeiting or paying, as the case may be, one day's basic pay in lieu of such notice: Provided that this clause shall not affect the right of the employee or the employer to terminate the contract of employment without notice for any cause recognised by law as sufficient.

aan 'n werknemer wat sy diens verlaat sonder om die toepaslike kennis te gee en daartydens te werk nie, tensy hy volgens sy wetlike regte gehandel het toe hy versuim het om sodanige kennis te gee of daartydens te werk.

(3) Die verlofbesoldiging wat ingevolge subklousules (1) en (2) betaalbaar is, moet bereken word volgens die basiese loon wat die werknemer ontvang het onmiddellik voor die datum waarop sy verlof begin of waarop sy diens eindig, na gelang van die geval.

(4) 'n Tydperk waarin 'n werknemer—

- (a) kragtens subklousule (1) met verlof is; of
- (b) ingevolge die Verdedigingswet, 1957, militêre opleiding tot 'n maksimum van vier maande ondergaan; of
- (c) op las of versoek van sy werkgever van die werk afwesig is; of
- (d) weens siekte of 'n bevalling vir altesaam hoogstens 10 weke per jaar van die werk afwesig is;

word vir die toepassing van subklousules (1) en (2), geag diens te wees.

(5) Vir die toepassing van hierdie klousule word diens geag te begin met ingang van—

- (a) die datum waarop die werknemer by die werkgever in diens tree; of
- (b) die datum waarop die werknemer laas op jaarlikse verlof geregtig geword het;

naamlik die jongste datum.

12. JAAREIND-GRATIFIKASIE

(1) Ter erkenning van aaneenlopende diens moet 'n werkgever, behoudens subklousule (2), in Desember 1971 en elke Desember daarna aan elke werknemer 'n jaareind gratifikasie betaal wat soos volg bereken moet word:

Jare van aaneenlopende diens by dieselfde werk *Jaareind-gratifikasie*
gewerk

Tot een jaar diens.....	3% van basiese loon.
Meer as een jaar maar minder as vyf jaar diens.....	4% van basiese loon.
Vyf jaar diens en langer.....	5% van basiese loon.

(2) Die betaling van sodanige gratifikasie is aan die volgende voorwaardes onderworpe:

- (a) Die werknemer moet op die datum van betaling van sodanige gratifikasie by sy werkgever in diens wees;
- (b) die gratifikasie loop weekliks op teen die skaal wat dan van toepassing is in ooreenstemming met die tabel in subklousule (1);
- (c) waar 'n werknemer sonder verlof op een of meer dae per week afwesig is, loop geen gratifikasie ten opsigte van daardie week op nie;

(b) vir die toepassing van subklousule (1), beteken "basiese loon" die totale bedrag aan basiese loon wat die werknemer verdien het gedurende die tydperk van 12 maande wat op 1 Julie elke jaar begin: Met dien verstande dat die kwalifikasie vir die gratifikasie wat aan elke werknemer in Desember 1971 betaalbaar is, twee keer soveel moet wees as die persentasies in die tabel in subklousule (1), van die totale bedrag aan basiese loon wat die werknemer verdien het gedurende die tydperk van ses maande wat op 1 Januarie 1971 begin.

(3) Gratifikasie wat 'n werknemer toeval, moet ook betaal word aan—

- (a) 'n werknemer wat afgetree het in ooreenstemming met die bepaling van 'n aftreeplan van die werkgever; en
- (b) die boedel van 'n werknemer wat gesterf het sedert die betaling van die vorige gratifikasie.

(4) Vir die toepassing van hierdie klousule het die uitdrukking "diens" dieselfde betekenis as "diens" in klousule 11 (4).

13. BEÏNDIGING VAN DIENSKONTRAK

(1) 'n Werknemer of werkgever moet minstens een volle werkdag kennis gee van sy voorneme om die dienskontrak te beëindig of die werknemer of die werkgever is geregtig om die dienskontrak sonder kennisgewing te beëindig deur een dag se basiese loon in plaas van sodanige kennisgewing te verbeur of te betaal, na gelang van die geval: Met dien verstande dat hierdie klousule nie die reg van die werknemer of die werkgever om die dienskontrak sonder kennisgewing om 'n regsgeldige rede te beëindig, raak nie.

(2) Whenever an employee fails to give the notice or work such notice period, the employer may deduct pay for the hours of an ordinary shift in the establishment concerned.

(3) The notice prescribed in subclause (1) shall not—

(i) run concurrently with, nor shall notice be given during an employee's absence on leave granted in terms of clause 11 or any period of military training which an employee is undergoing in pursuance of the Defence Act, 1957;

(ii) be given during an employee's absence on paid sick leave granted in terms of clause 14;

14. SICK LEAVE

(1) Subject to the provisions of subclause (2) of this clause, an employer shall grant to an employee who is absent from work through incapacity, sick leave on full pay amounting to ten working days in the aggregate during any one year of employment: Provided that the employer may require the employee to provide him with a certificate signed by a registered medical practitioner showing the nature and duration of each period of absence covering more than two consecutive days for which payment is claimed.

(2) The provisions of subclause (1) shall not apply where the employer operates a sick or other fund which entitles the employees to receive sick pay amounting in the aggregate to not less than that provided in subclause (1).

(3) For the purposes of this clause the term "employment" shall have the same meaning as in clause 11 (4).

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

15. CERTIFICATE OF SERVICE

When requested by the employee, the employer shall, upon termination of the contract of employment, other than through desertion, furnish the employee with a certificate of service, showing the full names of the employer and the employee, the nature of employment, the dates of commencement and termination of the contract and the rate of remuneration at the date of such termination.

16. EXEMPTIONS

(1) Exemption from any of the provisions of this Agreement may be granted by the Council, subject to such conditions as it may impose.

(2) Application for exemption shall be made to the Secretary of the Council.

17. CONTRIBUTIONS

(1) For the purpose of meeting the expenses of the Council, each employer shall on each pay day deduct from the earnings of each of his employees, other than apprentices, contributions as specified in subclause (2) of this clause. To the contributions so deducted, the employer shall add a like contribution and shall forward month by month, but not later than the 10th day of the month following the month to which the contributions relate, the total amount of such contributions to the Secretary of the Council (P.O. Box 2221, Port Elizabeth).

(2) The contributions in terms of subclause (1) shall be one cent per week.

18. ADMINISTRATION OF AGREEMENT

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

19. AGENTS

The Council may appoint one or more specified persons as agents to assist in giving effect to the terms of this Agreement and it shall be the duty of every employer and every employee to permit such persons to enter such establishment, institute and complete such enquiries and to examine such documents, books, wage sheets, time sheets and pay statements, interrogate such individuals and to do all such acts as may be necessary for the purpose of ascertaining whether the provisions of this Agreement are being observed.

(2) Wanneer 'n werknemer versuim om kennis te gee of hom gedurende sodanige kennisgewingtydperk te werk, kan die werkgever besoldiging vir die ure van 'n gewone skof in die betrokke bedryfsinrigting aftrek.

(3) Die kennisgewing in subklousule (1) voorgeskryf, mag nie—

(i) saamval nie met, en kennis mag nie gegee word nie gedurende 'n werknemer se afwesigheid met verlof toegestaan kragtens klousule 11 of militêre opleiding wat 'n werknemer ingevolge die Verdedigingswet, 1957, moet ondergaan;

(ii) gegee word nie gedurende 'n werknemer se afwesigheid met siekteverlof met besoldiging kragtens klousule 14;

14. SIEKTEVERLOF

(1) Behoudens subklousule (2) van hierdie klousule, moet 'n werkgever aan 'n werknemer wat weens ongeskiktheid van die werk afwesig is, siekteverlof met volle besoldiging toestaan wat altesaam 10 werkdag gedurende 'n enkele jaar diens beloop: Met dien verstande dat die werkgever wat die werknemer kan vereis om 'n sertifikaat aan hom voor te lê wat deur 'n geregistreerde mediese praktisyn onderteken is en wat die aard en duur van elke tydperk van afwesigheid van langer as twee dae toon waarvoor betaling geëis word.

(2) Subklousule (1) is nie van toepassing nie waar die werkgever 'n siekte- of ander fonds in werking het waarvolgens die werknemers geregtig is op siekteverlof van altesaam minstens dié in subklousule (1) voorgeskryf.

(3) Vir die toepassing van hierdie klousule het die uitdrukking "diens" dieselfde betekenis as in klousule 11 (4).

(4) "Ongeskiktheid" beteken arbeidsongeskiktheid weens siekte of 'n besering, uitgesonderd siekte of besering wat deur 'n werknemer se eie wangedrag veroorsaak is: Met dien verstande dat sodanige arbeidsongeskiktheid waarvoor skadeloosstelling ingevolge die Ongevalwet, 1941, betaalbaar is, beskou moet word as arbeidsongeskiktheid slegs gedurende 'n tydperk waarvoor geen skadeloosstelling kragtens daardie Wet betaalbaar is nie.

15. DIENSSERTIFIKAAT

Wanneer die werknemer hom daarom versoek, moet die werkgever by beëindiging van die dienskontrak, uitgesonderd beëindiging deur drostery, 'n dienssertifikaat aan die werknemer gee wat die volgende toon:

Die volle name van die werkgever en die werknemer, die aard van die diens, die datums waarop die kontrak begin en beëindig is en die skaal van besoldiging op die datum van sodanige beëindiging.

16. VRYSTELLINGS

(1) Die Raad kan vrystelling van enigeen van die bepalings van hierdie Ooreenkoms verleen op voorwaardes wat hy kan stel.

(2) Daar moet by die Sekretaris van die Raad aansoek om vrystelling gedoen word.

17. BYDRAES

(1) Ten einde die uitgawes van die Raad te bestry, moet elke werkgever op elke betaaldag bydraes, soos in subklousule (2) van hierdie klousule gespesifiseer, van die verdienste van elk van sy werknemers, uitgesonderd vakleerlinge, aftrek. Die werkgever moet 'n gelyke bedrag voeg by die bydraes wat aldus afgetrek is en die totale bedrag maand vir maand maar voor of op die 10de dag van die maand wat volg op die maand waarop die bydraes betrekking het, aan die Sekretaris van die Raad (Posbus 2221, Port Elizabeth) stuur.

(2) Die bydraes ingevolge subklousule (1) is een sent per week.

18. ADMINISTRASIE VAN OOREENKOMS

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

19. AGENTE

Die Raad moet een of meer aangewese persone as agente aanstel om te help met die uitvoering van die bepalings van hierdie Ooreenkoms en dit is die plig van elke werkgever en elke werknemer om sodanige persone toe te laat om die bedryfsinrigting binne te gaan, die navrae te doen en te voltooi en die dokumente, boeke, loonstate, tydstate en betaalstate te ondersoek, die individue te ondervra en alles te doen wat nodig is om te bepaal of die bepalings van hierdie Ooreenkoms nagekom word.

20. EXHIBITION OF AGREEMENT

Every employer shall affix and keep affixed in or at a place easily accessible to his employees, a legible copy of this Agreement in both official languages.

21. REGISTRATION OF EMPLOYERS

In addition to complying with the provisions of section fifty-nine of the Act, every employer shall, within one month from the date on which this Agreement comes into operation, forward to the Secretary of the Council (P.O. Box 2221, Port Elizabeth), the following particulars:

- (i) The full name of his company.
- (ii) The address of the company.
- (iii) The name of the managing director.

22. TECHNOLOGICAL CHANGES

If during the currency of the Agreement representations are at any time made to the Council that any job description in respect of the performance of any work is unsuitable as the result of technological changes introduced subsequent to the date of coming into force of this Agreement, such representations shall be considered at the first ensuing meeting of the Council which will decide whether the conditions shall be amended or whether circumstances warrant an exemption being granted so as to authorise the application of more appropriate conditions or whether the conditions applicable under the Agreement shall apply to such work without modification.

This Agreement signed on behalf of the parties this 15th day of October 1970.

A. DE KOCK, Chairman of the Council.

L. J. VAN DEN BERG, Vice-Chairman of the Council.

A. S. YOUNG, Secretary of the Council.

No. R. 852 28 May 1971

**Factories, Machinery and Building
Work Act, 1941**

**Automobile Manufacturing Industry,
Eastern Province**

I, Marais Viljoen, Minister of Labour, hereby, in terms of section 22 (1) of the Factories, Machinery and Building Work Act, 1941, declare the provisions of the Agreement and notice relating to the Automobile Manufacturing Industry published under Government Notice R. 851 of 28 May 1971 to be, on the whole, not less favourable to the employees whose hours of work and remuneration in respect of overtime, public holidays and work on Sundays and public holidays are regulated thereby, than the relative provisions of the said Act.

M. VILJOEN, Minister of Labour.

20. VERTONING VAN OOREENKOMS

Elke werkgewer moet 'n leesbare eksemplaar van hierdie Ooreenkoms in albei amptelike tale in of op 'n plek wat maklik vir sy werknemers toeganklik is, opplak en opgeplak hou.

21. REGISTRASIE VAN WERKGEWERS

Benewens nakoming van die bepalings van artikel 59 van die Wet, moet elke werkgewer binne een maand vanaf die datum waarop hierdie Ooreenkoms in werking tree, die volgende besonderhede aan die Sekretaris van die Raad (Posbus 2221, Port Elizabeth) stuur:

- (i) Die volle naam van sy maatskappy;
- (ii) die adres van die maatskappy; en
- (iii) die naam van die besturende direkteur.

22. TEGNOLOGIESE VERANDERING

As daar gedurende die geldigheidsstermyn van die Ooreenkoms vertoë tot die Raad gerig word dat die omskrywing van 'n werkverrigting ongeskik is as gevolg van tegnologiese veranderinge wat ná die datum van inwerkingtreding van hierdie Ooreenkoms ingevoer is, moet sodanige vertoë by die eerste daaropvolgende vergadering van die Raad oorweeg word en die Raad sal dan besluit of die voorwaardes gewysig moet word en of omstandighede 'n vrystelling regverdig wat magtiging verleen vir die toepassing van geskikter voorwaardes en of die voorwaardes wat ingevolge hierdie Ooreenkoms van toepassing is, sonder wysiging op sodanige werk van toepassing is.

Hierdie Ooreenkoms namens die partye op hede die 15de dag van Oktober 1970 onderteken.

A. DE KOCK, Voorsitter van die Raad.

L. J. VAN DEN BERG, Ondervoorsitter van die Raad.

A. S. YOUNG, Sekretaris van die Raad.

No. R. 852 28 Mei 1971

**Wet op Fabriek, Masjinerie en
Bouwerk, 1941**

**Outomobielenywerheid, Oostelike
Provinsie**

Ek, Marais Viljoen, Minister van Arbeid, verklaar hierby kragtens artikel 22 (1) van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, dat die bepalings van die Ooreenkoms en kennisgewing in verband met die Outomobielenywerheid gepubliseer by Goewermenskennisgewing R. 851 van 28 Mei 1971, oor die algemeen vir werknemers wie se werkure en besoldiging ten opsigte van oortyd, openbare feesdae en werk op Sondae en openbare feesdae daarby gereël word, nie minder gunstig is nie as die desbetreffende bepalings van genoemde Wet.

M. VILJOEN, Minister van Arbeid.

Buy National Savings Certificates

Koop Nasionale Spaarsertifikate

Useful Hints—

1. Address all mail fully, clearly and without misleading abbreviations.
2. Place your own address on the back of the envelope or wrapper.
3. Do not enclose coins or other hard objects in letters.
4. Sent remittances by Postal Order or Money Order.
5. Pack parcels properly, using strong containers and heavy paper.
Tie securely.
6. Prepay postage fully.
7. Place postage stamps in the upper right hand corner of the envelope or wrapper.
8. Insure your parcels and register valuable letters. Documents which can only be replaced at considerable cost should preferably be insured.
9. Post early and often during the day. Mail held until the last moment may cause delay.
10. Give your correspondents your correct post office address including your box number where applicable.

Use it.
Don't abuse it.



water is for everybody

Nuttige wenke—

1. Adresseer alle posstukke volledig, duidelik en sonder misleidende afkortings.
2. Plaas u eie adres agterop die koevert of omslag.
3. Moenie muntstukke of ander harde artikels in briewe insluit nie.
4. Gebruik posorders of poswissels wanneer geld deur die pos gestuur word.
5. Verpak pakkette behoorlik. Gebruik sterk houers en dik papier en bind dit stewig vas.
6. Maak seker dat die posgeld ten volle vooruitbetaal is.
7. Plak die posseëls in die boonste regterhoek van die koevert of omslag.
8. Verseker u pakkette en registreer waardevolle briewe. Dokumente wat slegs teen hoë koste vervang kan word, moet verkieslik verseker word.
9. Pos vroegtydig en dikwels gedurende die dag. Posstukke wat tot op die laaste oomblik teruggehou word kan vertraging veroorsaak.
10. Verstrek u volledige posadres aan u korrespondente asook u posbusnommer waar van toepassing.

Werk mooi daarmee.
Ons leef  daarvan

Registered mail carries no insurance.

Send valuables by

INSURED PARCEL POST

and

Money by means of a POSTAL ORDER or

MONEY ORDER.



Use air mail parcel post

— *It's quicker!*



CONSULT YOUR LOCAL POSTMASTER.

Geregistreeerde pos is nie verseker nie.

Stuur waardevolle artikels per

VERSEKERDE PAKKETPOS

en

Geld deur middel van 'n POSORDER of

POSWISSEL.



Stuur u pakkette per lugpos

— *dis vinniger!*



RAADPLEEG U PLAASLIKE POSMEESTER.

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