



STAATSKOERANT

VAN DIE REPUBLIEK VAN SUID-AFRIKA

REPUBLIC OF SOUTH AFRICA

GOVERNMENT GAZETTE

REGULASIEKOERANT No. 2190

As 'n Nuusblad by die Poskantoor Geregistreer

PRYS 20c PRICE

ORSE 30c OVERSEAS

POSTVRY — POST FREE

REGULATION GAZETTE No. 2190

Registered at the Post Office as a Newspaper

VOL. 122]

PRETORIA, 15 AUGUSTUS 1975
15 AUGUST

[No. 4820

GOEWERMENTSKENNISGEWING

DEPARTEMENT VAN ARBEID

No. R. 1586

15 Augustus 1975

WET OP DIE REËLING VAN BANTOE-ARBEIDS-
VERHOUDINGE, 1953

LIGTE KATOENTEKSTIELNYWERHEID.—ORDER

Ek, Marais Viljoen, Minister van Arbeid—

(a) bepaal hierby, kragtens artikel 11A (3) van die Wet op die Reëling van Bantoe-arbeidsverhoudinge, 1953, dat die bepalings van die Order wat ek kragtens artikel 11A (2) van daardie Wet ten opsigte van die Ligte Katoentekstielnywerheid gemaak het en wat in die Bylae hiervan verskyn, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing bindend is vir alle werkgewers en werknemers in genoemde Nywerheid wat daardeur geraak word; en

(b) verklaar hierby, kragtens artikel 14 (1), soos toegepas by artikel 11A (5), van genoemde Wet, dat die bepalings van genoemde Order, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat twee jaar vanaf genoemde Maandag eindig, *mutatis mutandis* van toepassing is ten opsigte van persone wat werknemers is soos in die Wet op Nywerheidsversoening, 1956, omskryf.

M. VILJOEN, Minister van Arbeid.

BYLAE

ORDER

1. GEBIED EN OMVANG VAN DIE ORDER

(1) Hierdie Order is van toepassing op alle werkgewers en werknemers wat betrokke is by of in diens is in die Ligte Katoentekstielnywerheid in die volgende landdrostdistrikte:

Transvaal.—Benoni, Randfontein, Johannesburg, Standerton, Pretoria.

Kaaprovinsie.—Die Kaap, Oos-Londen, Goodwood, King William's Town, Port Elizabeth, Uitenhage.

Oranje-Vrystaat.—Harrismith.

Natal.—Durban, Pietermaritzburg, Pinetown, Inanda, Kliprivier, Mooirivier, Camperdown.

(2) Ondanks subklousule (1), is hierdie Order slegs van toepassing ten opsigte van werknemers vir wie minimum lone in klousule 4 vasgestel word.

39404—A

GOVERNMENT NOTICE

DEPARTMENT OF LABOUR

No. R. 1586

15 August 1975

BANTU LABOUR RELATIONS REGULATION ACT,
1953

LIGHT COTTON TEXTILE MANUFACTURING
INDUSTRY.—ORDER

I, Marais Viljoen, Minister of Labour—

(a) hereby, in terms of section 11A (3) of the Bantu Labour Relations Regulation Act, 1953, determine that the provisions of the Order made by me in terms of section 11A (2) of that Act in respect of the Light Cotton Textile Manufacturing Industry and which appears in the Schedule hereto, shall be binding, with effect from the second Monday after the date of publication of this notice, upon all employers and employees in the said Industry who are affected thereby;

(b) hereby, in terms of section 14 (1), as applied by section 11A (5), of the said Act, declare that the provisions of the said Order shall, with effect from the second Monday after the date of publication of this notice and for the period ending two years from the said Monday, *mutatis mutandis* apply in respect of persons who are employees as defined in the Industrial Conciliation Act, 1956.

M. VILJOEN, Minister of Labour.

SCHEDULE

ORDER

1. AREA AND SCOPE OF ORDER

(1) This Order shall apply to all employers and employees who are engaged or employed in the Light Cotton Textile Manufacturing Industry in the following Magisterial Districts:

Transvaal.—Benoni, Randfontein, Johannesburg, Standerton, Pretoria.

Cape Province.—The Cape, East London, Goodwood, King William's Town, Port Elizabeth, Uitenhage.

Orange Free State.—Harrismith.

Natal.—Durban, Pietermaritzburg, Pinetown, Inanda, Klip River, Mooi River, Camperdown.

(2) Notwithstanding the provisions of subclause (1), the terms of this Order shall apply only in respect of employees for whom minimum wages are determined in clause 4.

4820—1

2. BESOLDIGING

(1) Geen werkgewer in die Ligte Katoentekstielywerheid in die gebiede wat in klousule 1 (1) gespesifiseer word, mag lone betaal en geen werknemer mag lone aanvaar nie teen 'n skaal wat laer is as dié wat in klousule 4 bepaal word.

(2) Vir die toepassing van hierdie Order word 'n werknemer geag in daardie kategorie te wees waarin hy uitsluitlik of hoofsaaklik in diens is.

(3) *Kontrakbasis*.—Die kontrakbasis van 'n werknemer, uitgesonderd 'n los werknemer, is weekliks. 'n Werknemer moet ten opsigte van 'n week van 46 uur minstens die volle weeklikse besoldiging betaal word wat vir 'n werknemer van sy graad en gebied as tydwerker voorgeskryf is, of indien hy 'n stukwerker is, as sou hy 'n tydwerker wees.

(4) *Stukwerk*.—Stukwerk kan die basis van 'n werknemer se besoldiging wees. Stukwerk beteken 'n stelsel waarvolgens 'n werknemer se besoldiging gedeeltelik of uitsluitlik berus op die omvang van produksie en/of gehalte van werk gedaan en word geag ook 'n stelsel van die betaling van aansporings- of produksiebonus of aanvullende loon te omvat. 'n Stukwerker is 'n werknemer wat aldus in diens is.

3. WOORDOMSKRYWING

Tensy die teenoorgestelde blykbaar bedoel word, het 'n uitdrukking wat in hierdie Order gebesig en in die Wet op die Reëling van Bantoe-arbeidsverhoudinge, 1953, omskryf is dieselfde betekenis as in dié Wet en tensy die teenoorgestelde bedoeling blyk, omvat woorde wat die manlike geslag aandui ook vroue; voorts, tensy onbestaanbaar met die samehang, beteken—

“assistent-hyskraanbediener” 'n werknemer wat die hyskraanbediener by die uitvoering van sy pligte help;

“assistent-masjienbediener” 'n werknemer wat die masjienbediener by die uitvoering van sy pligte help;

“assistent-voorraadversorger” 'n werknemer wat onder toesig van 'n magasynman ware vir opberging in 'n opbergsgebied sorteer en rangskik, die magasynman behulpzaam is by die hou van rekords in verband met en beheer van hierdie ware en wat sodanige ware ontvang en uitreik;

“magasynvuller” 'n werknemer wat outomatiese weefmasjiën-inslagtolmagasynne met inslagtolle vul;

“boomwerker” 'n werknemer wat die algemene voorbereiding van die weefmasjiene vir die knoop van die skering doen;

“tolverwer” 'n werknemer wat tolle, inslagtolle, keëltolle, buise, spoel of ander garing- of materiaaldraers verf;

“tolstopper/inslagtolstopper” 'n werknemer wat tolle, inslagtolle, keëltolle of buise stroop en afval, vuil of beskadigde garing of garingsreste daarvan verwyder;

“stoomketelversorger” 'n werknemer wat onder algemene toesig daarvoor verantwoordelik is om die waterpeil en stoomdruk in 'n stoomketel in stand te hou en wat vure in sodanige stoomketel kan stook of uithaal;

“nopper/dresseerder/materiaalstopper” 'n werknemer wat materiaal skoonmaak en/of knope, oormaatstukke of noppe uit materiaal verwyder sonder om gate daarin te maak en wat tangetjies, skêre of ander handapparaat kan gebruik en wat in die algemeen vervaardigingsfoute herstel;

“kamerbediener” 'n werknemer wat 'n nywerheidskamera vir die patroondrukafdeling bedien;

“verversingslokaalbediener” 'n werknemer wat in die verversingslokaal werksaam is by die bedien, hanteer of vervoer van voedsel en drankte of as assistent vir die personeel wat maaltye of drankte voorberei en gaarmaak;

“kaardslyper” 'n werknemer wat die kaardbeslag op kaardmasjiene slyp;

“kaardmasjiënstopper” 'n werknemer wat die afval van die kaardmasjiën met die hand en/of met behulp van uitrusting verwyder;

“draer/karweier” 'n werknemer wat sowel alle tipes grondstowwe, afval, halfverwerkte of verwerkte garing as halfverwerkte of afgewerkte materiaal gereeld van een plek na die ander verskuif;

“onderbaas/hoofwerksman” 'n lid van 'n span of ploeg of groep werkers wat aangestel is om toesig te hou oor die werksaamhede van die span of ploeg of groep werkers of beheer daaroor uit te oefen en/of dit te reël;

“chemikaliemenger- en resepteurassistent” 'n werknemer wat die resepteur help met die uitvoering van sy pligte;

“chemikaliemenger- en resepteur” 'n werknemer wat chemikalieë, kleurstowwe of verf- en afwerkhulpmiddels volgens bepaalde formules vir daaropvolgende gebruik in verskillende prosesse berei;

“skoonmaker/veër/wasser” 'n werknemer wat algemene skoonmaakpligte in verband met persele, implemente, gereedskap, masjiene of ander uitrusting of spesifieke oppervlakke uitvoer met behulp van borsels of ander eenvoudige gerei;

“kleedkamerbediende” 'n werknemer wat toesig uitoefen oor verkleekamers en/of waskamers en/of latrines en wat sodanige persele skoonmaak en/of was;

2. REMUNERATION

(1) No employer in the Light Cotton Textile Manufacturing Industry in the areas specified in clause 1 (1) shall pay, and no employee shall accept, wages at rates lower than those specified in clause 4.

(2) For the purposes of this Order an employee shall be deemed to be in that class in which he is wholly or mainly engaged.

(3) *Basis of contract*.—The basis of a contract of an employee, other than a casual employee, shall be weekly. An employee shall be paid in respect of a week of 46 hours not less than the full weekly remuneration prescribed for an employee of his grade and area as a time-worker, or if a piece-worker, as though he were a time-worker.

(4) *Piece-work*.—Piece-work may be the basis of an employee's remuneration. Piece-work means any system under which an employee's remuneration is based partially or wholly upon the quantity of output and/or quality of work done, and shall be deemed to include any system of incentive or production bonus payment or supplementary wage payment. A pieceworker is an employee so employed.

3. DEFINITIONS

Unless the contrary intention appears, any expression used in this Order and defined in the Bantu Labour Relations Regulation Act, 1953, shall have the same meaning as in that Act and unless the contrary intention appears, words indicating masculine gender shall include females; further, unless inconsistent with the context—

“assistant crane operator” means an employee engaged in assisting the crane operator in the performance of his duties;

“assistant machine operator” means an employee who is engaged in assisting the machine operator in the performance of his duties;

“assistant stores attendant” means an employee engaged, under the supervision of a storeman, in sorting and arranging items for storage in a stores area, assisting the storeman in recording and controlling these items, and receiving and issuing such items;

“battery filler” means an employee who is engaged in refilling automatic loom pirn batteries with pirns;

“beam gaiter” means an employee who generally prepares the looms for the warp-knotting operation;

“bobbin painter” means an employee who is engaged in painting bobbins, pirns, cones, tubes, spools or other yarn or cloth carriers;

“bobbin stripper/pirn stripper” means an employee who is engaged in stripping and cleaning waste, soiled, damaged yarn or yarn remnants from bobbins, pirns, cones or tubes;

“boiler attendant” means an employee who, under general supervision, is responsible for maintaining the water level and steam pressure in a boiler and who may maintain or draw fires in such boiler;

“burler/dresser/cloth mender” means an employee engaged in cleaning and/or taking out knots, lumps or burls from cloth without making holes in it and who may use tweezers or scissors or other hand appliances and who is engaged in generally rectifying manufacturing faults;

“camera operator” means an employee who operates an industrial camera for the cloth printing department;

“canteen attendant” means an employee engaged in the canteen to serve, handle or transport foods and beverages or engaged as an assistant to personnel preparing and cooking meals or beverages;

“card grinder” means an employee who is engaged in grinding the clothing on carding machines;

“carding machine stripper” means an employee who by hand and/or with assistance of equipment removes the waste from the carding machine;

“carrier/transporter” means an employee who is engaged regularly to move any type of raw materials, waste, semi-processed or processed yarns, as well as semi-processed or finished cloth from location to location;

“chargehand/head operator” means any one member of a team or gang or group of workers who has been appointed to supervise, take charge of and/or direct the operations of the team or gang or group of workers;

“chemical mixer and dispenser assistant” means an employee who assists the dispenser in the performance of his duties;

“chemical mixer and dispenser” means an employee who prepares chemicals, colouring materials, or dyeing and finishing auxiliaries according to given formulae for subsequent use in various processes;

“cleaner/sweeper/scourer” means an employee who is engaged in general cleaning duties of premises, implements, tools, machines or other equipment or specific areas using brushes or other simple utensils;

“cloakroom attendant” means an employee who is in charge of change-rooms and/or washrooms and/or lavatories and who cleans and/or washes such premises;

"materiaalsnyer" 'n werknemer wat materiaal van grootmaat-voorrade in kleiner groottes sny vir verdere regsny en afwerking;

"materiaaldoffer" 'n werknemer wat snitte opspoor wat van die weefmasjiens verwyder moet word, die stuk uitsny, dit op die snippertrolle laai en die nuwe punt van die restant herop-boom;

"materiaalondersoeker" 'n werknemer wat geweepte materiaa vir foute ondersoek, die foute aanteken en/of etiketteer;

"materiaalmonsternemer en -kontroleerder" 'n werknemer wat materiaalmonsters van vooraf bepaalde prosesse en volgens vooraf bepaalde frekwensies versamel om daarna fisiese en skeikundige beheertoetse te ondergaan;

"keël-/kaastolwikkelaar" 'n werknemer wat garing op keël-tolle en/of kaastolle op opdraaimasjiene opdraai;

"kok" 'n werknemer wat voedsel en drank voorberei;

"voorraambediener" 'n werknemer wat leë tolle en/of keël-tolle van voerrame verwyder en hulle deur vol tolle en/of keël-tolle vervang;

"doffer" 'n werknemer wat klaargemaakte pakkette dof, leë tolle in posisie plaas op spille en breekplekke op spin- en twyn-masjiene las nadat die masjiene aangeskakel is;

"inryger" 'n werknemer wat drade in sekere volgorde deur hewels, rietkamme, valstoppers of Jacquard-hewelrame trek;

"ondervinding" die totale dienstydperk of -tydperke van 'n werknemer in sy klas in die Ligtekatoentekstielnywerheid en omvat dit 'n dienstydperk in sy klas in die Nywerheid voor die datum waarop hierdie Order in werking tree;

"fabrieksklerk" 'n werknemer wat onder algemene toesig in 'n verwerkings- of versendingsafdeling of in 'n magasyn een of meer van die volgende pligte uitvoer:

(a) Getalle, hoeveelhede en massas van grondstowwe of ge-deeltelik verwerkte materiaal of vervaardigde goedere kontroleer en opteken;

(b) voorraad- of produksierekords byhou;

(c) produksiekaarte of -state opstel, uitreik en insamel;

(d) kaartjies of etikette vir produksiedoeleindes uitskryf;

(e) dokumente betreffende sy pligte liasseer of in veilige bewa-ring hou;

maar omvat geen ander klas werknemers wat elders in hierdie klousule omskryf word nie, al maak klerklike werk of massa-meet ook deel uit van so 'n werknemer se werk;

"duigkaardvervanger" 'n werknemer wat opgelei is om beska-digde duigkaarde op draaiduigkaardmasjiene te identifiseer en in staat is om met die oog op herstelwerk duigkaarde om te ruil;

"vurkhywadrywer/hyskraanbediener" 'n werknemer wat vurk-hyswaens dryf en/of hyskrane bedien;

"werknemer graad I" 'n werknemer wat in een of meer van die volgende beroepe of hoedanighede in diens is:

Algemeen: Alle afdelings

Arbeider;
skoonmaker/veër/wasser;
draer/karweier;
kleedkamerbediende;
opstapelaar;
toedraaier/verpakker;
tolverwer;
teebediener;
werknemers nie elders vermeld nie.

Spinafdeling

Afvalgrondstof/grondstofvoerder;
grondstofsorteerder;
tolstroper;
vleëlbediener;
voorraambediener.

Weefafdeling

Hewelraambereier;
magasynvuller;
inslagtolstroper;
inslagtolbereier/-sorteerder;
inhaker.

Afwerk-/kleur-/bleik-/patroondruk-/opmaakafdeling

materiaalsnyer;
etiketdrukker;
gehaltensorteerder;
linne- en handdoekvouer (nie 'n masjiensbediener nie);

"werknemer graad II" 'n werknemer wat in een of meer van die volgende beroepe of hoedanighede in diens is:

"cloth cutter" means an employee engaged in cutting cloth into smaller sizes from bulk supplies for further trimming and finishing;

"cloth doffer" means an employee who locates loom cuts for doffing, cuts out the piece, loads it onto the piece truck and re-beams the new tab-end;

"cloth examiner" means an employee who is engaged in examining, recording and/or tagging woven cloth for flaws;

"cloth sampler and checker" means an employee who collects cloth samples from predetermined processes and at predeter-mined frequencies for subsequent physical and chemical con-trol tests;

"cone/cheese winder" means an employee engaged in wind-ing yarn on to cones and/or cheeses on winding machines;

"cook" means an employee engaged in the preparation of food and beverages;

"creeler" means an employee engaged in removing empty bobbins and/or cones from creels and replacing them with full bobbins and/or cones;

"doffer" means an employee engaged in the doffing of finished packages, positioning empty bobbins on spindles and piecing breaks after the start-up on spinning and twisting machinery;

"drawer-in" means an employee who is engaged in pulling threads through healds, reeds, drop wires or Jacquard har-nesses in a certain order;

"experience" means the total period or periods of employ-ment which an employee has had in his class in the Light Cotton Textile Manufacturing Industry and shall include any period of employment in his class in the Industry prior to the date of coming into operation of this Order;

"factory clerk" means an employee who, in a processing or despatch department or in a store, under general supervision, is engaged in performing one or more of the following duties:

(a) Checking and recording numbers, quantities and masses of raw materials or partly processed materials or manufactured goods;

(b) maintaining stock or production records;

(c) preparing, issuing and collecting production cards or sheets;

(d) making out tickets or labels for production purposes;

(e) filing or keeping in safe custody documents relating to his duties;

but does not include any other class of employees elsewhere defined in this clause notwithstanding the fact that clerical work or mass-measuring may form part of that employee's work;

"flat changer" means an employee who is trained to identify damaged flats on revolving flat carding machines and capable of making remedial flat changes;

"forklift truck driver/crane operator" means an employee engaged in driving and/or operating forklift trucks and/or cranes;

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

General: All Departments

Labourer;
cleaner/sweeper/scourer;
carrier/transporter;
cloakroom attendant;
stacker;
wrapper/packer;
bobbin painter;
tea attendant;
employees not elsewhere specified.

Spinning Department

Waste raw material/raw material feeder;
raw material sorter;
bobbin stripper;
roller picker;
creeler.

Weaving Department

Heald frame preparer;
battery filler;
pirn stripper;
pirn preparer/sorter;
reacher-in.

Finishing/Dyeing/Bleaching/Printing/Make-up Department

Cloth cutter;
label printer;
quality sorter;
sheet and towel folder (not machine operator).

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

Algemeen: Alle afdelings

Assistent-hyskraanbediener;
 assistent-voorraadversorger;
 verversingslokaalbediener;
 hystoestel- en hysbakbediener;
 masjiensmeerder;
 pakketombinder;
 stofsuierbediener.

Spinafdeling

Masjiënbedieners/-versorgers van—
 meng- en pluismasjiene;
 vleëlmassjiene;
 kaardmassjiene;
 afdunmassjiene;
 grofvoorspin-, tussenvoorspin-, fynvoorspinmassjiene (voorspinners);
 laagafdu- en lontlaagmassjiene;
 kammassjiene;
 kondisioneermassjiene;
 bewasmassjiene;
 twynwikkel- en saamwikkelmassjiene;
 stygdraaimassjiene;
 twynmassjiene;
 garingwikkeloutomate;
 rolleroortrekker en -slyper;
 spilbandhersteller;
 spinner;
 doffer;
 keël- of kaastolwikkelaar;
 spoelaanvoorder;
 kaardmassjiestroper;
 duigkaardervanger;
 garingmonsternemer/-kontroleerder.

Weefafdeling

Materiaalondersoeker;
 skeringhersteller;
 rietkamhersteller;
 inslagtolwikkelaar;
 materiaal-doffer;
 nopper/dresseerder/materiaalstopper;
 leerlingwewer;

assistent-masjiënbedieners van—
 papmassjiene;
 opskeermassjiene;
 skeermassjiene;
 stapelvou-, op- en kalandermassjiene;
 knoopmassjiene;
 inrygmassjiene.

Afwerk-/kleur-/bleik-/patroondruk-/opmaakafdeling

Sierverpakker/-vouer/-afronder;
 materiaalondersoeker;
 materiaalmonsternemer- en-kontroleerder;
 chemikaliemenger-/ en resepteurassistent;
 patroondrukroller-vernisser;
 patroondruk-koperrollerdraaier;
 patroondruk-koperroller-elektroplateerde;
 natrekker;

assistent-masjiënbedieners van—
 heetkleurmassjiene;
 droog- en verrypmassjiene, met inbegrip van spandroërs;
 wasmassjiene;
 nie-deurlopendekleurmassjiene;
 sengmassjiene;
 vou- en stapelvoumassjiene;
 op- en kalandermassjiene;
 stomers;
 deurlopendekleurmassjiene;
 deurlopendewas- en -bleikmassjiene;
 merceriseermassjiene;

masjiënbedieners van—
 naaimassjiene;
 skuurmassjiene;
 doekoopmaakmassjiene;
 pluismassjiene;
 breedhoumassjiene;
 fusetex-massjiene;
 rugvulmassjiene;

“werknemer Graad III” ’n werknemer wat in een of meer van die volgende beroepe of hoedanighede in diens is:

Algemeen: Alle afdelings

Hoofbediener of onderbase wat aan die hoof staan van werknemers graad II;

General: All Departments

Assistant crane operator;
 assistant stores attendant;
 canteen attendant;
 hoist and lift operator;
 machine lubricator;
 package bander/strapper;
 vacuum cleaning machine operator.

Spinning Department

Machine operators/attendants of—
 blending and opening machines;
 scutchers;
 carding machines;
 draw frames;
 slubbers, intermediate, rovers (speed frames);
 ribbon and sliver lap machines;
 combing machines;
 conditioning machines;
 wax ring machines;
 ply winding and assembly winding machines;
 uptwisting machines;
 doubling or twisting machines;
 automatic yarn winding machines;

roller coverer and grinder;
 tape repairer;
 spinner;
 doffer;
 cone or cheese winder;
 starter maker;
 carding machine stripper;
 flat changer;
 yarn sampler/checker.

Weaving Department

Cloth examiner;
 warp mender;
 reed mender;
 pirn winder;
 cloth doffer;
 burler/dresser/cloth mender;
 learner weaver;
 assistant machine operators of—

sizing machines;
 warping machines;
 cropping machines;
 plating, rolling, calender machines;
 knotting machines;
 drawing-in machines.

Finishing/Dyeing/Bleaching/Printing/Make-up Department

Presentation packer/folder/trimmer;
 cloth examiner;
 cloth sampler and checker;
 chemical mixer and dispenser assistant;
 print roller varnisher;
 print copper roller turner;
 print copper roller electroplater;
 tracer;
 assistant machine operators of—

pressure dyeing machines;
 drying and curing machines, including stenters;
 washing machines;
 non-continuous dyeing machines;
 singeing machines;
 folding and plaiting machines;
 rolling and calender machines;
 steaming machines;
 continuous dyeing machines;
 continuous scouring and bleaching machines;
 mercerising machines;

machine operators of—

sewing machines;
 sanding machines;
 cloth opening machines;
 raising machines;
 stretcher/beamer machines;
 fusetex machines;
 back filling machines;

“Grade III employee” means an employee engaged in one or more of the following occupations or capacities:

General: All Departments

Head operators or chargehands in charge of Grade II employees;

tegnikus se assistent;
fabrieksklerk;
stoomketelversorger;
kok;
werkstudie-assistent.

Spinafdeling

Kaardslyper;
naaldsetter;
handknoperhersteller.

Weefafdeling

Inryger;
wewer (gekwalfiseer);
skeringbereier/-afwerker;
pampenger;
boomwerker;
Jacquardkaartponser en -ryger;
masjienbedieners van—
knoopmasjiene;
opskeringmasjiene;
skeermasjiene;
stapelvoumasjiene;
kalandermasjiene;
papasjiene;
inrygmasjiene.

Afwerk-/kleur-/bleik-/patroondruk-/opmaakafdeling

Chemikaliemenger en resepteur;
kamerabediener;
patroondrukroller-etsier;
pentograafbediener;
assistent-masjienbedieners van—
patroondrukmasjiene;
masjienbedieners van—
heetkleurmasjiene;
droog- en verrypmasjiene, met inbegrip van spandroërs;
drenkmasjiene;
sengmasjiene;
wasmasjiene;
nie-deurlopendekleurmasjiene;
vou-, stapelvou, oprol-, skeer- en kalandermasjiene;
stomers;
deurlopendewasmasjiene;
bleikmasjiene;
struikkrimpmasjiene;
deurlopendekleurmasjiene;

“werknemer graad IV” ’n werknemer wat in een of meer van die volgende beroepe of hoedanighede in diens is:

Algemeen: Alle afdelings

Hoofbedieners of onderbase wat aan die hoof staan van werknemers graad III;
magasynman;
senior fabrieksklerk;
vurkhywadrywer/hyskraanbediener;
motorvoertuigdrywer;
verpleegster en verpleegassistent;
werktuigkundige se assistent;
laboratoriumassistent;
opleier/instrukteur.

Afwerk-/kleur-/bleik-/patroondruk-/opmaakafdeling

Negatiefontwerper (gaasdruk);
gaasskermmaker;
masjienbedieners van—
patroondrukmasjiene;
“handknoperhersteller” ’n werknemer wat handknopers herstel;
“hewelraambereier” ’n werknemer wat hewelraame vir weefmasjinerie skoonmaak, herstel en voorberei;
“hystoestel- en hysbakbediener” ’n werknemer wat elektriese of meganiese hystoestelle of hysbakke bedien;
“Jacquardkaartponser en -ryger” ’n werknemer wat ontwerpe vertolk en Jacquardkaarte pons en ryg;
“etiketdrukker” ’n werknemer wat etikette of merkers vir afgewerkte materiaal druk;
“laboratoriumassistent” ’n werknemer wat onder leiding roetine-toetse doen en die resultate daarvan opteken en oor die algemeen met laboratoriumwerk behulpsaam is;
“arbeider” ’n werknemer wat eenvoudige skoonmaak- en smeerwerk doen of ongeskoolde werk verrig soos grondstowwe, afgewerkte of halfafgewerkte goedere dra, ophang, verskuif of opstapel, voertuie laai of aflaai, tuinmaak, vuurmaak of as, vullis of afval verwyder, kruwaens, trollies of ander handvoertuie trek of stoot, sakke of ander houers vul of herstel, kartonne toemaak of bale toewerk, boodskappe aflewer of doen;

technician's assistant;
factory clerk;
boiler attendant;
cook;
work study assistant.

Spinning Department

Card grinder;
needle setter;
hand knotter repairer.

Weaving Department

Drawer-in;
weaver (qualified);
warp preparer/finisher;
size mixer;
beam gaiter;
Jacquard card puncher and lacer;
machine operators of—
knotting machines;
warping machines;
cropping machines;
plaiting machines;
calender machines;
sizing machines;
drawing-in machines.

Finishing/Dyeing/Bleaching/Printing/Make-up Department

Chemical mixer and dispenser;
camera operator;
print roller etcher;
pentographer;
assistant machine operators of—
printing machines;
machine operators of—
pressure dyeing machines;
drying and curing machines, including stenters;
padding machines;
singeing machines;
washing machines;
non-continuous dyeing machines;
folding, plaiting, rolling, cropping and calender machines;
steaming machines;
continuous scouring machines;
bleaching machines;
compressive shrinking machines;
continuous dyeing machines;

“Grade IV employee” means an employee engaged in one or more of the following occupations or capacities:

General: All Departments

Head operators or chargehands in charge of Grade III employees;
storeman;
senior factory clerk;
forklift truck driver/crane operator;
motor vehicle driver;
nurse and surgery assistant;
mechanic hand;
laboratory assistant;
teacher/instructor.

Finishing/Dyeing/Bleaching/Printing/Make-up Department

Negative designer (screen printing);
printing screenmaker;
machine operators of—
printing machines;
“hand knotter repairer” means an employee engaged in repairing hand knotters;
“heald frame preparer” means an employee engaged in cleaning, repairing and preparing heald frames for weaving machinery;
“hoist and lift operator” means an employee engaged in operating electrical or mechanical hoists or lifts;
“Jacquard card puncher and lacer” means an employee engaged in interpreting designs, punching and lacing Jacquard cards;
“label printer” means an employee engaged in printing labels or markers for finished cloth;
“laboratory assistant” means an employee who, under direction, makes routine tests and records the results thereof, and assists generally in laboratory work;
“labourer” means an employee who performs simple cleaning and oiling operations or unskilled labour such as carrying, lifting, moving or stacking raw materials, finished or semi-finished goods, loading or unloading of vehicles, gardening, making fires or removing ashes, refuse or waste, pulling or pushing wheelbarrows, trolleys or other manual vehicles, filling or repairing bags or other containers, closing cartons or sewing up bales, delivering or conveying messages;

"leerlingwewer" 'n werknemer wat vir 'n tydperk van hoogstens een jaar as wewer opgelei word;

"Ligtekatoentekstielywerheid" die Nywerheid waarin 'n werkgewer en sy werknemers met mekaar geassosieer is met die doel om garing, materiaal, kledstowwe of neweprodukte van sodanige garings of stowwe in een of ander vorm deur middel van spin, weef, kleur, patroondruk, afwerk of deur enige ander proses hoe ook al te produseer wat uitsluitlik of hoofsaaklik uit katoen en/of gefabriseerde of sintetiese vesels vervaardig is, en dit omvat alle bedrywigheide wat daarmee in verband staan of daaruit voortspruit wat deur sodanige werkgewer of werknemer beoefen word, uitgesonderd—

(a) enige bedrywigheid wat binne die omvang val van die Tekstielywerheid soos omskryf in die Nywerheidsraaiooreenkoms gepubliseer by Goewermetskennissgewing R. 1676 van 22 September 1972 in die gebiede wat in genoemde Goewermetskennissgewing gespesifiseer word;

(b) enige bedrywigheid wat binne die omvang val van die Katoentekstielywerheid (Kaap) soos omskryf in die Nywerheidsraaiooreenkoms gepubliseer by Goewermetskennissgewing R. 1703 van 27 September 1974 in die gebiede wat in genoemde Goewermetskennissgewing gespesifiseer word;

(c) enige bedrywigheid wat binne die omvang val van die Katoentekstielywerheid (Kaap) soos omskryf in die Nywerheidsraaiooreenkoms gepubliseer by Goewermetskennissgewing R. 1607 van 13 September 1974 in die gebiede wat in genoemde Goewermetskennissgewing gespesifiseer word;

(d) enige bedrywigheid wat binne die omvang val van die Kamstoftekstielywerheid soos omskryf in die Versoeningsraaiooreenkoms gepubliseer by Goewermetskennissgewing R. 1787 van 28 Januarie 1973 in die gebied wat in genoemde Goewermetskennissgewing gespesifiseer word;

"masjiensmeerder" 'n werknemer uitgerus met en opgelei in die gebruik van spesiale uitrusting vir die smeer en olie van masjiene op voorgeskrewe frekwensies en met die korrekte smeermiddel;

"masjienbediener-versorger" 'n werknemer wat 'n kragmasjien bedien, die produksie daarvan versorg, en dit aan- en afskakel;

"werktuigkundige se assistent" 'n werknemer wat onder toesig van 'n gekwalifiseerde tegnikus herstelwerk of verstellings aan masjiene in die fabriek of die werkwinkel doen of van wie vereis kan word om 'n gekwalifiseerde tegnikus met sy werk in die fabriek of die werkwinkel te help;

"motorvoertuigdrywer" 'n werknemer wat motorvoertuie dryf en in besit is van die nodige rybewyse daarvoor;

"negatiefontwerper" 'n werknemer wat fotografiese negatiewe voorberei as 'n integrerende deel van die voorbereiding van skerms vir skermdruk;

"naaldsetter" 'n werknemer wat naalde in silinders en kamme set vir kammasjiene;

"verpleegster en verpleegassistent" 'n werknemer wat in 'n eerstehulpkamer diens doen as verpleegster, eerstehulpassistent of as verpleegassistent;

"pakketombinder" 'n werknemer wat 'n meganiese toestel of geskikte handgereedschap gebruik vir die verseëling van houers met staal- of sintetiese bande;

"inslagtolbereier/-sorteerder" 'n werknemer wat vol of leë inslagtolle vir verdere gebruik sorteer en voorberei;

"inslagtolwikkelaar" 'n werknemer wat 'n inslagtolwikkelmasjien bedien;

"sierverspaker/-vouer/-afronder" 'n werknemer wat tekstiele sny, vou, verpak of versier vir spesiale sier- of kleinhandelverpakings;

"patroondruk-koperrollerdraaier" 'n werknemer wat die koper of 'n koperpatroondrukroller volgens 'n voorafbepaalde omvang in 'n draaibank afdraai;

"patroondruk-koperroller-elektroplateerder" 'n werknemer wat patroondrukrollers van koper in 'n elektrolitiese bad plaas om 'n voorafbepaalde laag koper of chroom op die koperroller te laat neerslaan;

"patroondrukroller-etser" 'n werknemer wat 'n patroondrukroller van koper in 'n etsoplossing plaas vir 'n voorafbepaalde tyd terwyl die roller geëts word;

"patroondrukroller-vernisser" 'n werknemer wat 'n patroondrukroller van koper in 'n draaibank plaas en suurvaste vernis oor die hele oppervlak van die roller aanbring;

"pentograafmasjienbediener" 'n werknemer wat 'n pentograafmasjien bedien en patrone van 'n sinkplaatjie op verniste koperrollers oorbring;

"patroondruk-skermmaker" 'n werknemer wat skerms maak vir plat of rotasieskermdrukmasjiene;

"gehaltesorteerder" 'n werknemer wat afgeweepte of afgewerkte materiaal volgens gehalte sorteer;

"grondstofsarteerder" 'n werknemer wat gemengde lotte grondstof of afval sorteer;

"inhaker" 'n werknemer wat die garings in volgorde vir die inryger aangee;

"rietkamhersteller" 'n werknemer wat weefrietkamme skoonmaak, reguit maak en herstel;

"learner weaver" means an employee who for a period not exceeding one year is being trained as a weaver;

"Light Cotton Textile Manufacturing Industry" means the Industry in which an employer and his employees are associated for the purpose, in one form or another, of producing by means of spinning, weaving, dyeing, printing, finishing, or by any other process whatsoever yarns, materials, cloths or by-products of such yarns, or cloths, which are wholly or mainly manufactured from cotton and/or man-made or synthetic fibres, and includes all operations incidental thereto or consequent thereon, carried on by such an employer or employee, but shall not include—

(a) any operation coming within the scope of the Textile Manufacturing Industry as defined in the Industrial Council Agreement published under Government Notice R. 1676 of 22 September 1972, in the areas specified in the said Government Notice;

(b) any operation coming within the scope of the Worst Textile Manufacturing Industry (Cape) as defined in the Industrial Council Agreement published under Government Notice R. 1703 of 27 September 1974, in the areas specified in the said Government Notice;

(c) any operation coming within the scope of the Cotton Textile Manufacturing Industry (Cape) as defined in the Industrial Council Agreement published under Government Notice R. 1607 of 13 September 1974, in the areas specified in the said Government Notice;

(d) any operation coming within the scope of the Worst Textile Manufacturing Industry as defined in the Conciliation Board Agreement published under Government Notice R. 1787 of 28 January 1973, in the area specified in the said Government Notice;

"machine lubricator" means an employee equipped with and trained to use special equipment for lubricating and oiling machines at prescribed frequencies and with the correct lubricant;

"machine operator/attendant" means an employee who operates, attends to the production of, and starts and stops a power-driven machine;

"mechanic hand" means an employee who, under supervision of a qualified technician, is engaged in making repairs or adjustments to machines in the factory or in the workshop or who may be required to assist a qualified technician with his work in the factory or in the workshop;

"motor vehicle driver" means an employee engaged in driving motor vehicles and who has the proper licence to do so;

"negative designer" means an employee who prepares photographic negatives as an integral part of the preparation of screens for screen printing;

"needle setter" means an employee engaged in the setting of needles in cylinders and combs for combing machines;

"nurse and surgery assistant" means an employee engaged as a nurse, a first-aid or as an assistant in a surgery;

"package bander/strapper" means an employee employed to use a mechanical device or appropriate hand tools for sealing containers with steel or synthetic bands;

"pirn preparer/sorter" means an employee engaged in sorting and preparing full or empty pirns for further use;

"pirn winder" means an employee engaged in operating a pirn winding machine;

"presentation packer/folder/trimmer" means an employee who either cuts, folds, packs or trims textiles for special presentation or retail packs;

"print copper roller turner" means an employee engaged in turning off the copper on a copper print roller to a predetermined girth in a lathe;

"print copper roller electroplater" means an employee engaged in placing copper print rollers in an electrolytic bath to deposit a predetermined layer of copper or chromium on to the copper roller;

"print roller etcher" means an employee who places a copper print roller in an etching solution for a predetermined time whilst the roller is etched;

"print roller varnisher" means an employee who places a copper print roller in a lathe and applies acid resisting varnish over the whole surface of the roller;

"pentographer" means an employee who operates a pentograph machine and transfers patterns from a zinc plate on to varnished copper rollers;

"printing screenmaker" means an employee engaged in making screens for flat or rotary screen printing machines;

"quality sorter" means an employee engaged in sorting loom-state or finished cloth into qualities;

"raw material sorter" means an employee engaged in sorting mixed batches of raw material or waste;

"reacher-in" means an employee who is engaged in presenting the threads in sequence for the drawer-in;

"reed mender" means an employee engaged in cleaning, straightening and repairing weaving reeds;

"rolleroortrekker en -slyper" 'n werknemer wat diagrammeringrollers monteer, slyp, herstel en poets;

"veëlbediener" 'n werknemer wat 'n veeëltoestel bedien;

"senior fabrieksklerk" 'n fabrieksklerk wat vanweë die verantwoordelikheid van sy werk deur sy werkgever as senior fabrieksklerk aangestel word;

"linne- en handdoekvouer" 'n werknemer wat gesnyde, gestikte en versierde lakens, handdoeke en ander afgewerkte tekstielstukgoedere vou;

"pappmenger" 'n werknemer wat chemikalieë en/of styselprodukte vir gebruik in die pappasjië berei en meng;

"spinner" 'n werknemer wat die behoorlike en doeltreffende produksie van spinmasjië versorg;

"opstapelaar" 'n werknemer wat grondstowwe, onafgewerkte of afgewerkte produkte opstapel;

"spoelaanvoorder" 'n werknemer wat 'n spoelaanvoordermasjië vir outomatiese spoel bedien;

"magasynman" 'n werknemer wat verantwoordelik is vir die administrasie en beheer van voorrade grondstowwe, onderdele of ander hulpuitrusting;

"spilbandhersteller" 'n werknemer wat aandryfspilbande op bandaangedrewe spinmasjië vervang en las;

"teebediener" 'n werknemer wat tee en ander drank maak, bedien en vervoer;

"opleier/instrukteur" 'n werknemer wat ander werknemers oplei en onderrig om hul pligte uit te voer;

"tegnikus se assistent" 'n werknemer wat 'n gekwalifiseerde tegnikus help;

"natrekker" 'n werknemer wat ontwerpe op negatiewe natrek in die Patroondrukafdeling;

"stofsuijbediener" 'n werknemer wat draagbare stofsuijuitrusting bedien;

"skeringhersteller" 'n werknemer wat die skeringdraad herstel as dit breek of skeringrade in die weefmasjië herrangskik;

"skeringbereier/-afwerker" 'n werknemer wat diens doen as die boomwerker of knoopmasjiëbediener se assistent;

"afvalgrondstof/grondstofvoerder" 'n werknemer wat grondstof of afvalgrondstof vir verdere verwerking in masjië voer;

"wag" 'n werknemer wat persele of ander eiendom bewaak;

"wewer, gekwalifiseer," 'n werknemer wat 'n stel weefmasjië bedien en opleiding as leerlingwewer voltooi het;

"toedraaier/verpakker" 'n werknemer wat stukgoed of garing toedraai en/of verpak;

"werkstudie-assistent" 'n werknemer wat as assistent vir die werkstudiebeampte optree;

"garingmonsternemer/-kontroleerder" 'n werknemer wat van voorafbepaalde masjië en op voorafbepaalde frekwensies monsters van gedeeltelik of ten volle verwerkte garing neem om later getoets en gekontroleer te word.

4. LONE

Die minimum loon vir 'n werkweek van 46 uur wat 'n werkgever aan elke lid van ondergenoemde grade werknemers moet betaal, is soos hieronder uiteengesit:

(a) In die landdrosdistrikte Harrismith, Mooirivier, Oos-Londen, King William's Town en Kliprivier:

"roller coverer and grinder" means an employee engaged in mounting, grinding, repairing and buffing drafting rollers;

"roller picker" means an employee engaged in operating a roller picking device;

"senior factory clerk" means a factory clerk who by reason of the responsibility attaching to his work, is appointed by his employer as a senior factory clerk;

"sheet and towel folder" means an employee engaged in folding cut, sewn and trimmed sheets, towels and other finished textile piece goods;

"size mixer" means an employee engaged in the preparation and mixing of chemicals and/or starch products for use in sizing machines;

"spinner" means an employee engaged in attending to the proper and efficient production of spinning machines;

"stacker" means an employee engaged in stacking raw materials, unfinished or finished products;

"starter maker" means an employee engaged in operating a starter-maker machine for automatic spools;

"storeman" means an employee engaged to be responsible for the administration and control of stores of raw materials, spare parts or other auxiliary equipment;

"tape repairer" means an employee who is engaged in replacing and piecing driving tapes on tape-driven spinning machines;

"tea attendant" means an employee engaged in making, serving and transporting tea and other beverages;

"teacher/instructor" means an employee engaged in the training and teaching of other employees in the performance of their duties;

"technician's assistant" means an employee who assists a qualified technician;

"tracer" means an employee engaged in tracing designs on to negatives in the Printing Department;

"vacuum cleaning machine operator" means an employee engaged in the operation of portable vacuum cleaning equipment;

"warp mender" means an employee engaged in repairing warp yarn smashes or in making readjustments of warp yarns in the looms;

"warp preparer/finisher" means an employee engaged as a support worker for the beam gaiter or for the knotting machine operator;

"waste raw material/raw material feeder" means an employee engaged in feeding raw material or waste raw material on to machines for further processing;

"watchman" means an employee engaged in guarding premises or other property;

"weaver, qualified," means an employee engaged in operating a set of looms and who has completed training as a learner weaver;

"wrapper/packer" means an employee engaged in wrapping and/or packing of piece goods or yarn;

"work study assistant" means an employee engaged as an assistant to the work study officer;

"yarn sampler/checker" means an employee engaged in taking samples of partially processed or fully processed yarn from predetermined machines and at predetermined frequencies for subsequent testing and checking.

4. WAGES

The minimum wage for a 46-hour week which an employer shall pay to each member of the undermentioned grades of employees are set out hereunder:

	Tot 2/7/76		Vanaf 3/7/76	
	Man, 18 jaar of ouer	Man, onder 18 jaar, en vrou	Man, 18 jaar of ouer	Man, onder 18 jaar, en vrou
Werknemers graad I:				
Minimum.....	R 13,00	R 10,40	R 14,00	R 11,20
Werknemers graad II—				
gedurende eerste ses maande ondervinding.....	13,00	10,40	14,00	11,20
gedurende tweede ses maande ondervinding.....	13,40	10,70	14,40	11,50
gedurende tweede jaar ondervinding.....	13,80	11,05	14,80	11,85
daarna.....	14,20	11,40	15,20	12,20
Werknemers graad III—				
gedurende eerste ses maande ondervinding.....	14,25	11,45	15,30	12,30
gedurende tweede ses maande ondervinding.....	14,65	11,75	15,70	12,60
gedurende tweede jaar ondervinding.....	15,05	12,05	16,10	12,90
daarna.....	15,45	12,35	16,50	13,20
Werknemers graad IV—				
gedurende eerste ses maande ondervinding.....	15,60	12,45	16,80	13,40
gedurende tweede ses maande ondervinding.....	16,30	12,95	17,50	13,90
gedurende tweede jaar ondervinding.....	17,00	13,55	18,20	14,50
daarna.....	17,70	14,15	18,90	15,20
Wag.....	14,85		15,90	

(b) In die landdrosdistrikte Standerton, Camperdown en Inanda:

	Tot 2/7/76		Vanaf 3/7/76	
	Man, 18 jaar of ouer	Man, onder 18 jaar, en vrou	Man, 18 jaar of ouer	Man, onder 18 jaar, en vrou
Werknemers graad I—	R	R	R	R
Minimum.....	14,50	11,60	15,50	12,40
Werknemers graad II—				
gedurende eerste ses maande ondervinding.....	14,55	11,65	15,60	12,50
gedurende tweede ses maande ondervinding.....	15,05	12,05	16,10	12,90
gedurende tweede jaar ondervinding.....	15,45	12,45	16,50	13,30
daarna.....	15,85	12,75	16,90	13,60
Werknemers graad III—				
gedurende eerste ses maande ondervinding.....	16,00	12,85	17,20	13,80
gedurende tweede ses maande ondervinding.....	16,50	13,20	17,70	14,15
gedurende tweede jaar ondervinding.....	16,90	13,55	18,10	14,50
daarna.....	17,30	13,90	18,50	14,85
Werknemers graad IV—				
gedurende eerste ses maande ondervinding.....	17,45	14,05	18,80	15,15
gedurende tweede ses maande ondervinding.....	18,35	14,75	19,70	15,85
gedurende tweede jaar ondervinding.....	19,25	15,45	20,60	16,55
daarna.....	20,15	16,15	21,50	17,25
Wag.....	16,70		17,80	

(c) In die landdrosdistrikte Pietermaritzburg en Uitenhage:

Werknemers graad I:				
Minimum.....	15,05	12,05	16,10	12,90
Werknemers graad II—				
gedurende eerste ses maande ondervinding.....	15,10	12,10	16,20	13,00
gedurende tweede ses maande ondervinding.....	15,60	12,50	16,70	13,40
gedurende tweede jaar ondervinding.....	16,00	12,90	17,10	13,80
daarna.....	16,50	13,30	17,60	14,20
Werknemers graad III—				
gedurende eerste ses maande ondervinding.....	16,60	13,35	17,80	14,30
gedurende tweede ses maande ondervinding.....	17,10	13,70	18,30	13,65
gedurende tweede jaar ondervinding.....	17,50	14,05	18,70	15,00
daarna.....	18,00	14,40	19,20	15,35
Werknemers graad IV—				
gedurende eerste ses maande ondervinding.....	18,20	14,60	19,60	15,75
gedurende tweede ses maande ondervinding.....	19,10	15,35	20,50	16,50
gedurende tweede jaar ondervinding.....	20,00	16,05	21,04	17,20
daarna.....	20,90	16,75	22,30	17,90
Wag.....	17,10		18,30	

(d) In die landdrosdistrikte Durban, Pinetown, Port Elizabeth, Benoni, Johannesburg, Randfontein en Pretoria:

Werknemers graad I:				
Minimum.....	16,10	12,90	17,20	13,80
Werknemers graad II—				
gedurende eerste ses maande ondervinding.....	16,20	12,95	17,40	13,90
gedurende tweede ses maande ondervinding.....	16,70	13,35	17,90	14,30
gedurende tweede jaar ondervinding.....	17,20	13,75	18,40	14,70
daarna.....	17,70	14,15	18,90	15,10
Werknemers graad III—				
gedurende eerste ses maande ondervinding.....	17,80	14,25	19,10	15,30
gedurende tweede ses maande ondervinding.....	18,30	14,65	19,60	15,70
gedurende tweede jaar ondervinding.....	18,80	15,05	20,10	16,10
daarna.....	19,30	15,45	20,60	16,50
Werknemers graad IV—				
gedurende eerste ses maande ondervinding.....	19,50	15,60	21,00	16,80
gedurende tweede ses maande ondervinding.....	20,50	16,40	22,00	17,60
gedurende tweede jaar ondervinding.....	21,50	17,20	23,00	18,40
daarna.....	22,50	18,00	24,00	19,20
Wag.....	18,30		19,60	

(e) In die landdrosdistrikte Die Kaap en Goodwood:

Werknemers graad I:				
Minimum.....	17,70	14,15	18,90	15,10
Werknemers graad II—				
gedurende eerste ses maande ondervinding.....	17,80	14,25	19,10	15,30
gedurende tweede ses maande ondervinding.....	18,35	14,70	19,65	15,75
gedurende tweede jaar ondervinding.....	18,90	15,15	20,20	16,20
daarna.....	19,45	15,60	20,75	16,65
Werknemers graad III—				
gedurende eerste ses maande ondervinding.....	19,60	15,70	21,05	16,85
gedurende tweede ses maande ondervinding.....	20,20	16,15	21,65	17,30
gedurende tweede jaar ondervinding.....	20,75	16,60	22,20	17,75
daarna.....	21,30	17,05	22,75	18,20
Werknemers graad IV—				
gedurende eerste ses maande ondervinding.....	21,50	17,20	23,15	18,50
gedurende tweede ses maande ondervinding.....	22,60	18,05	24,25	19,35
gedurende tweede jaar ondervinding.....	23,75	19,00	25,40	20,30
daarna.....	24,85	19,85	26,50	21,15
Wag.....	20,20		21,65	

(a) In the Magisterial Districts of Harrismith, Mooi River, East London, King William's Town and Klip River:

	Until 2/7/76		From 3/7/76	
	Male, 18 years or over	Male, under 18, and female	Male, 18 years or over	Male, under 18, and female
Grade I employees:	R	R	R	R
Minimum.....	13,00	10,40	14,00	11,20
Grade II employees—				
during first six months of experience.....	13,00	10,40	14,00	11,20
during second six months of experience.....	13,40	10,70	14,40	11,50
during second year of experience.....	13,80	11,05	14,80	11,85
thereafter.....	14,20	11,40	15,20	12,20
Grade III employees—				
during first six months of experience.....	14,25	11,45	15,30	12,30
during second six months of experience.....	14,65	11,75	15,70	12,60
during second year of experience.....	15,05	12,05	16,10	12,90
thereafter.....	15,45	12,35	16,50	13,20
Grade IV employees—				
during first six months of experience.....	15,60	12,45	16,80	13,40
during second six months of experience.....	16,30	12,95	17,50	13,90
during second year of experience.....	17,00	13,55	18,20	14,50
thereafter.....	17,70	14,15	18,90	15,10
Watchman.....	14,85		15,90	

(b) In the Magisterial Districts of Standerton, Camperdown and Inanda:

Grade I employees:				
Minimum.....	14,50	11,60	15,50	12,40
Grade II employees—				
during first six months of experience.....	14,55	11,65	15,60	12,50
during second six months of experience.....	15,05	12,05	16,10	12,90
during second year of experience.....	15,45	12,45	16,50	13,30
thereafter.....	15,85	12,75	16,90	13,60
Grade III employees—				
during first six months of experience.....	16,00	12,85	17,20	13,80
during second six months of experience.....	16,50	13,20	17,70	14,15
during second year of experience.....	16,90	13,55	18,10	14,50
thereafter.....	17,30	13,90	18,50	14,85
Grade IV employees—				
during first six months of experience.....	17,45	14,05	18,80	15,15
during second six months of experience.....	18,35	14,75	19,70	15,85
during second year of experience.....	19,25	15,45	20,60	16,55
thereafter.....	20,15	16,15	21,50	17,25
Watchman.....	16,70		17,80	

(c) In the Magisterial Districts of Pietermaritzburg and Uitenhage:

Grade I employees:				
Minimum.....	15,05	12,05	16,10	12,90
Grade II employees—				
during first six months of experience.....	15,10	12,10	16,20	13,00
during second six months of experience.....	15,60	12,50	16,70	13,40
during second year of experience.....	16,00	12,90	17,10	13,80
thereafter.....	16,50	13,30	17,60	14,20
Grade III employees—				
during first six months of experience.....	16,60	13,35	17,80	14,30
during second six months of experience.....	17,10	13,70	18,30	13,65
during second year of experience.....	17,50	14,05	18,70	15,00
thereafter.....	18,00	14,40	19,20	15,35
Grade IV employees—				
during first six months of experience.....	18,20	14,60	19,60	15,75
during second six months of experience.....	19,10	15,35	20,50	16,50
during second year of experience.....	20,00	16,05	21,40	17,20
thereafter.....	20,90	16,75	22,30	17,90
Watchman.....	17,10		18,30	

(d) In the Magisterial Districts of Durban, Pinetown, Port Elizabeth, Benoni, Johannesburg, Randfontein and Pretoria:

Grade I employees:				
Minimum.....	16,10	12,90	17,20	13,80
Grade II employees—				
during first six months of experience.....	16,20	12,95	17,40	13,90
during second six months of experience.....	16,70	13,35	17,90	14,30
during second year of experience.....	17,20	13,75	18,40	14,70
thereafter.....	17,70	14,15	18,90	15,10
Grade III employees—				
during first six months of experience.....	17,80	14,25	19,10	15,30
during second six months of experience.....	18,30	14,65	19,60	15,70
during second year of experience.....	18,80	15,05	20,10	16,10
thereafter.....	19,30	15,45	20,60	16,50
Grade IV employees—				
during first six months of experience.....	19,50	15,60	21,00	16,80
during second six months of experience.....	20,50	16,40	22,00	17,60
during second year of experience.....	21,50	17,20	23,00	18,40
thereafter.....	22,50	18,00	24,00	19,20
Watchman.....	18,30		19,60	

(e) In the Magisterial Districts of The Cape and Goodwood:

	Until 2/7/76		From 3/7/76	
	Male, 18 years or over	Male, under 18, and female	Male, 18 years or over	Male, under 18, and female
Grade I employees:	R	R	R	R
Minimum.....	17,70	14,15	18,90	15,10
Grade II employees—				
during first six months of experience.....	17,80	14,25	19,10	15,30
during second six months of experience.....	18,35	14,70	19,65	15,75
during second year of experience.....	18,90	15,15	20,20	16,20
thereafter.....	19,45	15,60	20,75	16,65
Grade III employees—				
during first six months of experience.....	19,60	15,70	21,05	16,85
during second six months of experience.....	20,20	16,15	21,65	17,30
during second year of experience.....	20,75	16,60	22,20	17,75
thereafter.....	21,30	17,05	22,75	18,20
Grade IV employees—				
during first six months of experience.....	21,50	17,20	23,15	18,50
during second six months of experience.....	22,60	18,05	24,25	19,35
during second year of experience.....	23,75	19,00	25,40	20,30
Thereafter.....	24,85	19,85	26,50	21,15
Watchman.....	20,20		21,65	

5. BEËINDIGING VAN DIENSKONTRAK

(1) 'n Werkgewer of werknemer, uitgesonderd 'n los werknemer, wat die dienskontrak wil beëindig, moet—

(a) gedurende die eerste vier weke diens, minstens 24 uur kennis gee;

(b) na die eerste vier weke diens, minstens een week skriftelik kennis gee;

van die beëindiging van die kontrak, of 'n werkgewer of werknemer kan die kontrak sonder kennisgewing beëindig deur in die geval van die werkgewer aan die werknemer of in die geval van die werknemer aan die werkgewer, na gelang van die geval, in plaas van kennisgewing minstens die volgende te betaal:

(i) In die geval van 24 uur kennisgewing, die weekloon wat die werknemer ontvang het onmiddellik voor die datum van sodanige beëindiging, gedeel deur ses in die geval van 'n werknemer wat 'n sesdaagse week werk en vyf in die geval van 'n werknemer wat 'n vyfdaagse week werk;

(ii) in die geval van 'n week kennisgewing, die weekloon wat die werknemer ten tye van sodanige beëindiging ontvang het; en vir die toepassing van hierdie bepalings word 'n stukwerker geag 'n tydwerker te wees: Met dien verstande dat niks wat in hierdie subklousule vervat is die reg van 'n werkgewer of werknemer om 'n dienskontrak sonder kennisgewing om 'n regsgeldige rede te beëindig, raak nie.

(2) Ingeval 'n werknemer sy dienskontrak beëindig deur sy diens te verlaat sonder om die vereiste kennisgewing te gee en die kennisgewingstermyn uit te dien of sonder dat hy sy werkgewer in plaas van sodanige kennisgewing betaal kan die werkgewer uit geld wat hy aan sodanige werknemer verskuldig is, aan homself 'n bedrag toeëien van hoogstens dié wat sodanige werknemer die werkgewer in plaas van kennisgewing sou moes betaal het.

(3) Vir die toepassing van hierdie klousule is die tydperk van "een week skriftelike kennis" in die geval van 'n werknemer wat 'n vyfdaagse week werk, gelyk aan vyf werkdag, en in die geval van 'n werknemer wat 'n sesdaagse week werk, gelyk aan ses werkdag.

5. TERMINATION OF CONTRACT OF EMPLOYMENT

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

(a) during the first four weeks of employment, not less than 24 hours' notice;

(b) after the first four weeks of employment, not less than one week's written notice;

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

(i) in the case of 24 hours' notice the weekly wage which the employee was receiving immediately before the date of such termination, divided by six in the case of an employee who works a six-day week, and five in the case of an employee who works a five-day week;

(ii) in the case of one week's notice, the weekly wage which the employee was receiving at the time of such termination;

and a piece-worker shall be deemed to be a time worker for the purposes of these provisions: Provided that nothing contained in this subclause shall affect the right of an employer or an employee to terminate a contract of employment without notice for any cause recognised by law as sufficient.

(2) Where an employee terminates his contract of employment by leaving his employment without having given and served the required period of notice or without paying his employer in lieu of such notice, the employer may appropriate to himself from any moneys which he owes to such employee an amount of not more than that which such employee would have had to pay the employer in lieu of notice.

(3) For the purposes of this clause, the period of "one week's written notice" shall, in the case of an employee who works a five-day week, be equivalent to five working days, and in the case of an employee who works a six-day week, be equivalent to six working days.

Koop Nasionale Spaarsertifikate
Buy National Savings Certificates

SUID-KAAPSE BOSSE EN BOME

deur

F. VON BREITENBACH

'n Gids tot die inheemse bosse van George, Knysna en Tsitsikama; hul verskillende tipes; hul bestuur en geskiedenis; hul bome en struie, varings en kruidagtige plante, grasse en klimplante; hul slange, voëls en soogdiere.

Met 'n blaarsleutel tot en beskrywings van 100 bosboomsoorte.

328 bladsye, 470 illustrasies (foto's en lyntekeninge), omvattende register, volband.

Prys R10,00. Buiteland R12,50

SOUTHERN CAPE FORESTS AND TREES

by

F. VON BREITENBACH

A guide to the indigenous forests of George, Knysna and Tsitsikama; their different types; their management and history; their trees and shrubs, ferns and herbs, grasses and lianes; their snakes, birds and mammals.

With a leaf-key to and descriptions of 100 forest tree species.

328 pages, 470 illustrations (photographs and line drawings), comprehensive index, hard cover.

Price R10,00. Abroad R12,50.

AGROANIMALIA

Hierdie publikasie is 'n voortsetting van die Suid-Afrikaanse Tydskrif vir Landbouwetenskap Jaargang 1 tot 11, 1958-1968 en bevat artikels oor Diereproduksie en -tegnologie, Dierevoorsorging en -ekologie, Fisiologie, Genetika en Teelt, Suiwelkunde en Voeding. Vier dele van die tydskrif word per jaar gepubliseer.

Verdienselike landboukundige bydraes van oorspronklike wetenskaplike navorsing word vir plasing in hierdie tydskrif verwelkom. Voorskrifte vir die opstel van sulke bydraes is verkrygbaar van die Direkteur, Landbou-inligting, Privaatsak X144, Pretoria, aan wie ook alle navrae in verband met die tydskrif gerig moet word.

Die tydskrif is verkrygbaar van bogenoemde adres teen 50 sent per eksemplaar of R2 per jaar, posvry (buitelands 60 sent per eksemplaar of R2,40 per jaar).

AGROANIMALIA

This publication is a continuation of the South African Journal of Agricultural Science Vol. 1 to 11, 1958-1968 and deals with Animal Production and Technology, Livestock Management and Ecology, Physiology, Genetics and Breeding, Dairy Science and Nutrition. Four parts of the journal are published annually.

Contributions of scientific merit on agricultural research are invited for publication in this journal. Directions for the preparation of such contributions are obtainable from the Director, Agricultural Information, Private Bag X144, Pretoria, to whom all communications in connection with the journal should be addressed.

The journal is obtainable from the above-mentioned address at 50 cents per copy or R2 per annum, post free (foreign 60 cents per copy or R2,40 per annum).

AGROPLANTAE

Hierdie publikasie is 'n voortsetting van die Suid-Afrikaanse Tydskrif vir Landbouwetenskap Jaargang 1 tot 11, 1958-1968 en bevat artikels oor Akkerbou, Ekologie, Graskunde, Genetika, Landbouplantkunde, Landskapbestuur, Onkruidmiddels, Plantfisiologie, Plantproduksie en -tegnologie, Pomologie, Tuinbou, Weiding en Wynbou. Vier dele van die tydskrif word per jaar gepubliseer.

Verdienselike landboukundige bydraes van oorspronklike wetenskaplike navorsing word vir plasing in hierdie tydskrif verwelkom. Voorskrifte vir die opstel van sulke bydraes is verkrygbaar van die Direkteur, Landbou-inligting, Privaatsak X144, Pretoria, aan wie ook alle navrae in verband met die tydskrif gerig moet word.

Die tydskrif is verkrygbaar van bogenoemde adres teen 50 sent per eksemplaar of R2 per jaar, posvry (buitelands 60 sent per eksemplaar of R2,40 per jaar).

AGROPLANTAE

This publication is a continuation of the South African Journal of Agricultural Science Vol. 1 to 11, 1958-1968 and deals with Agronomy, Ecology, Agrostology, Genetics, Agricultural Botany, Landscape Management, Herbicides, Plant Physiology, Plant Production and Technology, Pomology, Horticulture, Pasture Science and Viticulture. Four parts of the journal are published annually.

Contributions of scientific merit on agricultural research are invited for publication in this journal. Directions for the preparation of such contributions are obtainable from the Director, Agricultural Information, Private Bag X144, Pretoria, to whom all communications in connection with the journal should be addressed.

The journal is obtainable from the above-mentioned address at 50 cents per copy or R2 per annum, post free (foreign 60 cents per copy or R2,40 per annum).

Koop Nasionale Spaarsertifikate
Buy National Savings Certificates

Om 'n

Bevredigende Telefoondiens

te verseker:

- Lees die nuttige wenke en aanwysings wat op die bladsye in verband met spesiale dienste en oor ander inligting in u telefoongids voorkom.
- Maak u gesprekke so kort moontlik.
- Wees seker dat u die regte nommer het voordat u 'n oproep maak.
- Beantwoord u telefoon onmiddellik en praat duidelik.

To ensure a

Satisfactory Telephone Service

- Read the special services and other information pages of your directory for useful hints and directions.
- Avoid long conversations.
- Be sure of the number you want before making a call.
- Answer your telephone promptly and speak distinctly.

BOTHALIA

Bothalia is 'n medium vir die publikasie van plantkundige artikels oor die flora en plantegroei van Suidelike Afrika. Een of twee dele van die tydskrif word jaarliks gepubliseer.

Die volgende dele is beskikbaar:

Vol. 3 Deel 1 uit druk	Vol. 7 Deel 1 1958 R2
2 1937 75c	2 1960 R3
3 1938 75c	3 1961 R3
4 1939 75c	4 1962 R3

Vol. 4 Deel 1 1941 75c	Vol. 8 Deel 1 1962 R3
2 1942 75c	2 1964 R3
3 1948 75c	3 1965 R3
4 1948 75c	4 1965 R3

Vol. 5 1950 R3	Supplement
----------------	------------

Vol. 6 Deel 1 1951 R1,50	Vol. 9 Deel 1 1966 R3
2 1954 R2,50	2 1967 R3
3 1956 R2	3 en 4
4 1957 R2	1969 R6

Vol. 10 Deel 1 1969 R3
2 1971 R3
3 1971 R3
4 1972 R3

Verkrygbaar van die Direkteur, Afdeling Landbouinligting, Privaatsak X144, Pretoria.

BOTHALIA

Bothalia is a medium for the publication of botanical papers dealing with the flora and vegetation of Southern Africa. One or two parts of the journal are published annually.

The following parts are available:

Vol. 3 Part 1 out of print	Vol. 7 Part 1 1958 R2
2 1937 75c	2 1960 R3
3 1938 75c	3 1961 R3
4 1939 75c	4 1962 R3

Vol. 4 Part 1 1941 75c	Vol. 8 Part 1 1962 R3
2 1942 75c	2 1964 R3
3 1948 75c	3 1965 R3
4 1948 75c	4 1965 R3

Vol. 5 1950 R3	Supplement
----------------	------------

Vol. 6 Part 1 1951 R1,50	Vol. 9 Part 1 1966 R3
2 1954 R2,50	2 1967 R3
3 1956 R2	3 and 4
4 1957 R2	1969 R6

Vol. 10 Part 1 1969 R3
2 1971 R3
3 1971 R3
4 1972 R3

Obtainable from the Director, Division of Agricultural Information, Private Bag X144, Pretoria.

AGROCHEMOPHYSICA

Hierdie publikasie is 'n voortsetting van die Suid-Afrikaanse Tydskrif vir Landbouwetenskap Jaargang 1 tot 11, 1958-1968 en bevat artikels oor Biochemie, Biometrika, Grondkunde, Landbou-ingenieurswese, Landbouweerkunde en Ontledingstegnieke. Vier dele van die tydskrif word per jaar gepubliseer.

Verdienstelike landboukundige bydraes van oorspronklike wetenskaplike navorsing word vir plasing in hierdie tydskrif verwelkom. Voorskrifte vir die opstel van sulke bydraes is verkrygbaar van die Direkteur, Landbou-inligting, Privaatsak X144, Pretoria, aan wie ook alle navrae in verband met die tydskrif gerig moet word.

Die tydskrif is verkrygbaar van bogenoemde adres teen 50 sent per eksemplaar of R2 per jaar, posvry (buitelands 60 sent per eksemplaar of R2,40 per jaar).

AGROCHEMOPHYSICA

This publication is a continuation of the South African Journal of Agricultural Science Vol. 1 to 11, 1958-1968 and deals with Biochemistry, Biometry, Soil Science, Agricultural Engineering, Agricultural Meteorology and Analysis Techniques. Four parts of the journal are published annually.

Contributions of scientific merit on agricultural research are invited for publication in this journal. Directions for the preparation of such contributions are obtainable from the Director, Agricultural Information, Private Bag X144, Pretoria, to whom all communications in connection with the journal should be addressed.

The journal is obtainable from the above-mentioned address at 50 cents per copy or R2 per annum, post free (foreign 60 cents per copy or R2,40 per annum).

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.

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.

INHOUD

<i>No.</i>	<i>Bladsy</i>
Arbeid, Departement van	
Goewermenskennisgewing	
R.1586. Katoennywerheid	1

CONTENTS

<i>No.</i>	<i>Page</i>
Labour, Department of	
Government Notice	
R.1586. Cotton Textile Manufacturing Industry ...	1