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8 JULY

[No. 5643

GOEWERMENSKENNISGEWINGS

DEPARTEMENT VAN ARBEID

No. R. 1236

8 Julie 1977

WET OP NYWERHEIDSVERSOENING, 1956

**MEUBELNYWERHEID, NATAL. — VOOR-
SORGFONDS-, SIEKTEBYSTANDSGENOOTSKAP,
SIEKTEBESOLDIGINGSBYSTANDSFONDS- EN
STERFTEBYSTANDSVERENIGINGOOREENKOMS**

Ek, Stephanus Petrus Botha, 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 wat op die Meubelnywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Julie 1979 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Ooreenkoms aangaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2, en 5 van Hoofstuk I, klousule 4 (5) (a) van Hoofstuk II, en Hoofstuk III, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Julie 1979 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die gebiede gespesifiseer in klousule 1 (1) (b) van genoemde Ooreenkoms.

S. P. BOTHA, Minister van Arbeid.

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GOVERNMENT NOTICES

DEPARTMENT OF LABOUR

No. R. 1236

8 July 1977

INDUSTRIAL CONCILIATION ACT, 1956

**FURNITURE MANUFACTURING INDUSTRY,
NATAL.—PROVIDENT FUND, SICK BENEFIT
SOCIETY, SICK PAY FUND AND MORTALITY
BENEFIT ASSOCIATION—AGREEMENT**

I, Stephanus Petrus Botha, Minister of Labour, hereby—

(a) in terms of section 48 (1) 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 Furniture Manufacturing Industry, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 July 1979, upon the employers' organisation and the trade unions which entered into the Agreement and upon the employers and employees who are members of the said organisation or unions; and

(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) (a), 2 and 5 of Chapter I, clause 4 (5) (a) of Chapter II, and Chapter III, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 July 1979, 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 areas specified in clause 1 (1) (b) of the said Agreement.

S. P. BOTHA, Minister of Labour.

5643—1

BYLAE

NYWERHEIDSRAAD VIR DIE MEUBELNYWERHEID,
NATAL

VOORSORGFONDS, SIEKTEBYSTANDSGENOOTSKAP,
SIEKTEBESOLDIGINGSBYSTANDSFONDS EN STERFTE-
BYSTANDSVERENIGING

OOREENKOMS

ingevolge die Wet op Nywerheidsversoening, 1956, gesluit deur en aangegaan tussen die

Natal Furniture Manufacturers' Association

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

National Association of Furniture and Allied Workers of South Africa

en die

National Union of Furniture and Allied Workers of South Africa (hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Meubelnywerheid, Natal.

HOOFSTUK I

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Meubelnywerheid, Natal, nagekom word—

(a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakverenigings is en wat onderskeidelik by die Nywerheid betrokke of daarin werksaam is;

(b) in die landdrostdistrikte Durban, Inanda, Pietermaritzburg, Pinetown en Mount Currie.

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

(a) slegs van toepassing op werknemers vir wie minimum lone in die Hoofdooreenkoms voorgeskryf word;

(b) van toepassing op vakleerlinge in sover dit nie onbestaanbaar is met die Wet op Vakleerlinge, 1944, of kontrakte aangegaan of voorwaardes vasgestel ingevolge genoemde Wet nie;

(c) nie van toepassing nie op 'n werknemer wat op die datum van inwerkingtreding van hierdie Ooreenkoms of daarná 'n deelnemer in of lid is of word van enige ander fonds wat pensioen- en/of bystandvoordele verskaf wat op genoemde datum bestaan het en waarin die werkgewer van daardie werknemer op genoemde datum 'n deelnemer was, of op die werkgewer van sodanige werknemer, slegs gedurende dié tydperk waarin sodanige ander fonds voortbestaan en beide werkgewer en werknemer deelnemers daarin is, indien die voordele wat sodanige ander fonds verskaf na die mening van die Raad oor die algemeen nie minder gunstig is as die voordele wat deur die Raad se fonds verskaf word nie.

2. GELDIGHEIDSDUUR

Hierdie Ooreenkoms tree in werking op 'n datum wat kragtens artikel 48 van die Wet deur die Minister van Arbeid gespesifiseer word, en bly van krag vir die tydperk wat op 31 Julie 1979 eindig, of vir sodanige tydperk as wat hy vasstel.

3. WOORDOMSKRYWING

Alle uitdrukkings wat in hierdie Ooreenkoms gebesig en in die Wet op Nywerheidsversoening, 1956, omskryf word, het dieselfde betekenis as in daardie Wet en tensy die teenoorgestelde bedoeeling blyk, omvat alle woorde en uitdrukkings wat die manlike geslag aandui ook die vroulike, en dié wat die enkelvoud aandui ook die meervoud, en omgekeerd; voorts, tensy dit onbestaanbaar met die samehang is, beteken—

"Wet" die Wet op Nywerheidsversoening, 1956;

"vakleerling" 'n werknemer wat gebind is by 'n skriftelike leerlingskontrak, geregistreer kragtens die Wet op Vakleerlinge, 1944;

"Vereniging" die Sterftebystandvereniging vir Natalse Meubelwerkers, ingestel kragtens klousule 1 (1) van Hoofstuk V van hierdie Ooreenkoms;

"ouditeur" 'n openbare rekenmeester soos in die Wet omskryf;

"los werknemer" 'n werknemer wat by dieselfde werkgewer vir hoogstens drie dae in enige bepaalde week in diens is om grondstowwe van watter aard ook al op te laai en/of af te laai en/of op te berg;

"Komitee" of "Bestuurskomitee", vir doeleindes van die administrasie van die Fonds, die Komitee deur die Raad aangestel ingevolge klousule 2 (1) (a) van Hoofstuk II van hierdie Ooreenkoms en vir doeleindes van die administrasie van die Vereniging, die Komitee deur die Raad aangestel ingevolge klousule 7 van Hoofstuk V van hierdie Ooreenkoms;

SCHEDULE

INDUSTRIAL COUNCIL FOR THE FURNITURE
MANUFACTURING INDUSTRY, NATAL

PROVIDENT FUND, SICK BENEFIT SOCIETY, SICK PAY
BENEFIT FUND AND MORTALITY BENEFIT ASSOCIATION

AGREEMENT

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

Natal Furniture Manufacturers' Association

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

National Association of Furniture and Allied Workers of South Africa

and the

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

being the parties to the Industrial Council for the Furniture Manufacturing Industry, Natal.

CHAPTER I

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Furniture Manufacturing Industry, Natal—

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions, who are engaged or employed therein;

(b) in the Magisterial Districts of Durban, Inanda, Pietermaritzburg, Pinetown and Mount Currie.

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

(a) only apply in respect of employees from whom minimum wages are prescribed in the Main Agreement;

(b) apply to apprentices in so far as they are not inconsistent with the provisions of the Apprenticeship Act, 1944, or any contracts entered into or any condition fixed thereunder;

(c) not apply to any employee who at the date of coming into operation of this Agreement is, or thereafter becomes a participant in and member of any other fund providing pension and/or provident benefits, which was in existence on the said date and in which the employer of that employee was on the said date a participant, or to the employer of such employee, during such period only as such other fund continues to operate and both employer and employee are participants therein, if in the opinion of the Council the benefits which such other fund provides are on the whole not less favourable than the benefits provided by the Council's fund.

2. PERIOD OF OPERATION

This Agreement shall come into operation on such date as may be specified by the Minister of Labour in terms of section 48 of the Act, and shall remain in operation for the period ending 31 July 1979, or for such period as may be determined by him.

3. DEFINITIONS

All expressions used in this Agreement which are defined in the Industrial Conciliation Act, 1956, shall have the same meaning as in that Act and unless the contrary intention appears, all words and expressions importing the masculine shall include the feminine gender, and those signifying the singular shall include the plural and vice versa; further unless inconsistent with the context—

"Act" means the Industrial Conciliation Act, 1956;

"apprentice" means an employee who is bound by a written contract of apprenticeship, registered under the provisions of the Apprenticeship Act, 1944;

"Association" means The Natal Furniture Workers' Mortality Benefit Association established in terms of clause 1 (1) of Chapter V of this Agreement;

"auditor" means a public accountant as defined in the Act;

"casual employee" means an employee who is employed by the same employer on not more than three days in any one week for the purpose of loading and/or off-loading and/or storing raw materials of any kind;

"Committee" or "Management Committee" shall, for the purposes of the administration of the Fund, means the Committee appointed by the Council in accordance with the provisions of clause (2) (1) (a) of Chapter II of this Agreement and for the purposes of the administration of the Association shall mean the Committee appointed by the Council in accordance with the provisions of clause 7 of Chapter V of this Agreement;

"bydraes" die geld wat ingevolge klousule 4 van Hoofstuk II aan die Fonds betaalbaar is en/of geld oorgedra aan die Genootskap ingevolge klousule 4 (5) van Hoofstuk II van hierdie Ooreenkoms ooreenkomstig klousule 7 (1) van Hoofstuk III en/of aan die Siektebesoldigingsbystandsfonds ingevolge klousule 5 (1) van Hoofstuk IV en/of aan die Vereniging ingevolge klousule 4 (1) van Hoofstuk V;

"Raad" die Nywerheidsraad vir die Meubelnywerheid, Natal; "dag", met betrekking tot die siektebesoldigingsbystand, enige dag tussen en met inbegrip van Maandag en Vrydag in 'n werkweek van vyf dae en Maandag en Saterdag in 'n werkweek van ses dae;

"afhanklike", met betrekking tot 'n lid vir die toepassing van Hoofstuk II—

- (a) sy vrou;
- (b) sy weduwee;
- (c) sy minderjarige kind, wettig aangenome kind, pleegkind of minderjarige stiefkind; of
- (d) enige ander persoon wat geheel en al van sodanige lid afhanklik is en wat aan die Komitee bewys lewer dat hy aldus afhanklik is: Met dien verstande dat die Komitee se beslissing oor wie die afhanklikes van die oorlede lid is, ingevolge hierdie paragraaf, finaal is;

"boekjaar", vir die toepassing van Hoofstuk IV van hierdie Ooreenkoms, die tydperk wat op die eerste dag van Maart van een jaar begin en op die laaste dag van die maand Februarie in die daaropvolgende jaar eindig;

"Fonds" die "Voorsorgfonds vir die Meubelnywerheid, Natal", voortgesit ingevolge klousule 1 (1) van Hoofstuk II van hierdie Ooreenkoms;

"Fondsweek" die tydperk vanaf middernag tussen Donderdag en Vrydag tot middernag van die volgende Donderdag en Vrydag of sodanige ander tydperk waaroor die Raad ooreenkoms;

"Meubelnywerheid" of "Nywerheid", sonder om die gewone betekenis van die uitdrukking enigins te beperk, die vervaardiging, hetsy in die geheel of gedeeltelik, van meubels van alle tipes, afgesien van die materiaal wat gebruik word, en dit sluit onder andere ook die volgende werksaamhede in:

Herstelwerk, stoffeerwerk, herstoffeerwerk, beitswerk, spuitwerk of poleerwerk en/of herpoleerwerk, die maak van los oortreksels en/of stoelkussings en/of gordyne en/of die maak en/of herstel van kisveermatrasse en/of rame vir stoffeerwerk, houtmasjiënwerk, fineerwerk, houtdraaiwerk, houtsnijwerk in verband met die vervaardiging en/of herstel van meubels, poleerwerk en/of herpoleerwerk aan klaviere of die vervaardiging van en/of beitswerk, spuitwerk en poleerwerk en/of herpoleerwerk aan meubels vir teekamers, kantore, kerke, skole, kroë of teaters, kabinette vir musiekinstrumente en radio- of draadlooskabinette en ook die vervaardiging van die prosesse vir die vervaardiging van beddegoed wat so omskryf en vertolk moet word dat dit alle soorte matrasse, veermatrasse, beleglae, kussings, peule en stoelkussings insluit, en ook die werksaamhede wat uitgevoer word op alle persele waar houtmasjiënwerk, houtdraaiwerk en/of houtsnijwerk uitgevoer word in verband met die vervaardiging van meubels; voorts ook herstelwerk, herstoffeerwerk of herpoleerwerk aan meubels in of in verband met bedryfsinrigtings waarin die vervaardiging van meubels of 'n werksaamheid wat in verband staan met die finale bereiding van 'n meubelstuk vir verkoop, of in sy geheel of gedeeltelik, uitgevoer word, en die fineerwerk aan gelamelleerde blokbord- of laaghoutdeure wat vir meubels gebruik word, en alle gedeeltes van materiaal wat by die vervaardiging van meubels gebruik word, maar uitgesonderd die vervaardiging van artikels wat hoofsaaklik vir mandjiesgoed, gras en/of rottang gemaak word en die vervaardiging van metaalmeubels, met inbegrip van metaalkatels;

"Jeerling" 'n werknemer wat gemagtig is of geag word gemagtig te wees as 'n leerling ingevolge enige ooreenkoms gepubliseer kragtens die Wet, wat van tyd tot tyd op die Nywerheid van toepassing is of was;

"Hofooreenkoms" enige geldende ooreenkoms vir die Meubelnywerheid, Natal, gepubliseer kragtens artikel 48 van die Wet, waarin lene voorgeskryf word of, by afwesigheid van so 'n ooreenkoms, die laaste loonooreenkoms wat kragtens die Wet vir die Nywerheid gepubliseer is;

"Mediese Komitee" die Mediese Komitee wat deur die Raad aangestel is ooreenkomstig klousule 12 van Hoofstuk III en klousule 7 van Hoofstuk IV van hierdie Ooreenkoms;

"lid" 'n werknemer wat as 'n lid toegelaat is tot die Fonds en/of Genootskap en/of Siektebesoldigingsbystandsfonds en/of Vereniging ingevolge klousule 3 van Hoofstuk II, klousule 3 van Hoofstuk III, klousule 3 van Hoofstuk IV en klousule 3 van Hoofstuk V, en die woorde "lid" en "lidmaatskap" het 'n ooreenstemmende betekenis;

"lid se krediet" die bedrag wat tot die Siektebesoldigingsbystandsfonds bygedra is namens 'n lid van die Siektebesoldigingsbystandsfonds;

"contributions" means the moneys payable to the Fund in terms of clause 4 of Chapter II and/or moneys diverted to the Society in terms of clause 4 (5) of Chapter II of this Agreement in accordance with clause 7 (1) of Chapter III and/or to the Sick Pay Benefit Fund in terms of clause 5 (1) of Chapter IV and/or to the Association in terms of clause 4 (1) of Chapter V;

"Council" means the Industrial Council for the Furniture Manufacturing Industry, Natal;

"day" means, in relation to the sick pay benefits, any day between and including a Monday and Friday in any five-day week, and Monday and Saturday in any six-day week;

"dependant" means in relation to a member for the purposes of Chapter II—

- (a) his wife;
- (b) his widow;
- (c) his minor child, legally adopted child, foster-child, or minor step-child; or
- (d) any other person wholly dependent upon such member and who satisfies the Committee that he is so dependent: Provided that the Committee's decision, as to who the dependants of the deceased member are, in terms of this paragraph, shall be final;

"financial year", for the purposes of Chapter IV of this Agreement, means the period commencing on the first day of March of one year, and ending on the last day of the month of February, in the ensuing year;

"Fund" means the Provident Fund for the Furniture Manufacturing Industry, Natal, continued in terms of clause 1 (1) of Chapter II of this Agreement;

"Fund week" means the period from midnight between Thursday and Friday to midnight of the following Thursday and Friday, or such other time agreed upon by the Council;

"Furniture Manufacturing Industry" or "Industry", means without in any way limiting the ordinary meaning of the expression, the manufacture either in whole or part of all types of furniture, irrespective of the materials used, and shall include, inter alia, the following operations:

Repairing, upholstering, re-upholstering, staining, spraying or polishing, and/or repolishing, making of loose covers, and/or cushions, and/or curtains, and/or the making and/or repairing of boxspring mattresses, and/or frames for upholstering, wood-machining, veneering, woodturning, carving in connection with the manufacture and/or repair of furniture, polishing and/or repolishing of pianos, or the manufacture and/or staining, spraying and polishing, and/or repolishing of tearoom, office, church, school, bar or theatre furniture, cabinets for musical instruments, and radio or wireless cabinets and shall include the manufacture or processes in the manufacture of bedding, the definition and interpretation of which shall include all manner of or types of mattresses, spring-mattresses, overlays, pillows, bolsters and cushions, and includes the activities carried on in any premises where wood-machining, wood-turning and/or carving in connection with the production of furniture is carried on; and includes, further, the repairing, re-upholstering or repolishing of furniture in or in connection with establishments in which the production of furniture or any operation associated with the final preparation of any article of furniture for sale, either in whole or in part is carried on, and the veneering of laminated block-board or plywood doors used for furniture, and all parts of materials used in the construction of furniture, but excludes the manufacture of articles made principally of wicker, grass and/or cane, and the manufacture of metal furniture including the manufacture of metal bedsteads;

"learner" means an employee who is authorised or deemed to have been authorised a learner in terms of any Agreement published in terms of the Act which is or was binding on the Industry from time to time;

"Main Agreement" means any current agreement for the Furniture Manufacturing Industry, Natal, published in terms of section 48 of the Act, in which wages are prescribed, or in the absence of such an agreement, the last wage agreement published for the Industry, in terms of the Act;

"Medical Committee" means the Medical Committee appointed by the Council in Accordance with the provisions of clause 12 of Chapter III and clause 7 of Chapter IV of this Agreement;

"member" means an employee who has been admitted as a member of the Fund and/or Society and/or Sick Pay Benefit Fund and Association in terms of clause 3 of Chapter II, clause 3 of Chapter III, clause 3 of Chapter IV and clause 3 of Chapter V, and the words "member" and "membership" shall have a corresponding meaning;

"member's credit" means the amount which has been contributed to the Sick Pay Benefit Fund on behalf of a Sick Pay Benefit Fund member;

"gewone loon" die loon gebaseer op 'n werknemer se verdienste, uitgesonderd betaling vir oortydwerk, vakansiebesoldiging en enige bonus, wat betaalbaar is as hy gedurende enige bepaalde week 44 uur gewerk het;

"hoë ouderdom" die leeftyd van 60 jaar of ouer;

"betaaldag" Vrydag in elke week, behalwe as Vrydag nie 'n werkdag is nie, wanneer die betaaldag dan die laaste werkdag voor Vrydag is of enige dag ten opsigte waarvan die Raad vrystelling verleen het sodat dit 'n betaaldag kan wees;

"kwalifiserende lid van die Siektebesoldigingsbystandsfonds" 'n lid van die Siektebesoldigingsbystandsfonds namens wie daar 13 weeklikse bydraes aan die Siektebesoldigingsbystandsfonds betaal is;

"regulasies" die regulasies van die Genootskap wat van tyd tot tyd deur die Mediese Komitee ooreenkomstig klousule 9 van hierdie Hoofstuk en Hoofstukke III en IV van hierdie Ooreenkoms gemaak is;

"afrede" permanente afrede uit die Nywerheid weens ongeskiktheid, swak gesondheid of hoë ouderdom en het "afree" 'n ooreenstemmende betekenis;

"reëls" die reëls van die Fonds en die Vereniging deur die Raad gemaak ingevolge onderskeidelik klousule 2 (1) (b) van Hoofstuk II en klousule 8 (3) van Hoofstuk IV van hierdie Ooreenkoms;

"Sekretaris" die Sekretaris aangestel ingevolge klousule 4 van hierdie Hoofstuk;

"siekte" liggaamlike ongesteldheid, ongeskiktheid of ongesteldheid weens 'n kwaal, siekte, aandoening of besering waarvoor lede en afhanklikes geregtig is op bystand uit hoofde van klousule 2 en ingevolge klousule 8, soos by klousule 10 van Hoofstuk III van hierdie Ooreenkoms beperk, of waarvoor lede geregtig is op siektebesoldiging ingevolge klousule 9 van Hoofstuk III of klousule 6 van Hoofstuk IV van hierdie Ooreenkoms;

"siektebesoldiging" die siektebesoldiging betaalbaar ingevolge klousule 9 van Hoofstuk III of klousule 6 van Hoofstuk IV van hierdie Ooreenkoms;

"Siektebesoldigingsbystandsfonds" die Fonds wat ingevolge klousule 1 (1) van Hoofstuk IV van hierdie Ooreenkoms voortgesit word;

"lid van die Siektebesoldigingsbystandsfonds", vir die toepassing van Hoofstuk IV van hierdie Ooreenkoms, 'n werknemer namens wie daar 'n bydrae aan die Siektebesoldigingsbystandsfonds betaal is;

"Genootskap" die Siektebystandsgenootskap vir Natalse Meubelwerkers ingestel kragtens klousule 1 (1) van Hoofstuk III van hierdie Ooreenkoms;

"trustee(s)" die trustee(s) aangestel ingevolge klousule 7 van Hoofstuk II, klousule 15 van Hoofstuk III, klousule 10 van Hoofstuk IV of klousule 10 van Hoofstuk V;

"loon", vir die toepassing van Hoofstuk IV van hierdie Ooreenkoms, die loon wat vir werknemers vir elke klas werk in die Hoofdooreenkoms voorgeskryf is.

4. ADMINISTRASIE

Die Raad moet 'n ouditeur, 'n Sekretaris en personeel aanstel op sodanige grondslag en voorwaardes as wat hy geskik ag en hy kan sodanige aanstellings verander, reëlins tref en voorsiening maak vir persele, kantoormeubels en -uitrusting vir die administrasie van die Ooreenkoms.

5. AGENTE

Enige agent wat deur die Raad aangestel word, moet help om hierdie Ooreenkoms uit te voer. Dit is die plig van elke werkgewer om sodanige agente toe te laat om sy bedryfsinrigting binne te gaan en om sodanige navraag te doen en om sodanige dokumente, boeke, loonstate, loonkoeverte en loonkaartjies te ondersoek en om sodanige individue te ondervra as wat nodig is met die doel om vas te stel of hierdie Ooreenkoms nagekom word, en ingeval geen agente deur die Raad aangestel word nie, kan hy die Bestuurskomitee magtig om een of meer agente aan te stel, beklee met soortgelyke bevoegdhede en belas met soortgelyke pligte as die agente wat hierbo gemeld word, vir solank bydraes deur lede en werkgewers aan die Fonds, Genootskap, Siektebesoldigingsbystandsfonds of Vereeniging verskuldig is.

6. VRYSTELLINGS

(1) Die Bestuurskomitee of die Mediese Komitee kan vrystelling verleen van enige van of al die bepalinge van hierdie Ooreenkoms ten opsigte van 'n werkgewer en/of een of meer van sy werknemers.

(2) Die Bestuurskomitee of die Mediese Komitee moet, ten opsigte van enige werkgewer of persoon aan wie vrystelling ingevolge subklousule (1) hierbo verleen is, die voorwaardes, as daar is, vasstel waaronder sodanige vrystelling verleen word en die tydperk wat sodanige vrystelling van krag is: Met dien verstande dat die Bestuurskomitee of die Mediese Komitee, indien hy dit gerade ag, nadat hy drie maande skriftelik kennis aan die betrokke werkgewer of werknemer gegee het, enige vrystellingsertifikaat kan intrek of wysig, ongeag of die tydperk waarvoor vrystelling verleen was, verstryk het of nie.

"normal wage" means the wage based on an employee's earnings and payable had he worked 44 hours, excluding overtime, holiday pay and any bonus during any one week;

"old age" means the age of 60 years or over;

"pay-day" means Friday in each week except where Friday is a non-working day, when the pay-day shall be the last working day preceding Friday or any day in respect of which exemption has been granted by the Council to permit of its being a pay-day;

"qualifying Sick Pay Benefit Fund member" means a Sick Pay Benefit Fund member on behalf of whom 13 weekly contributions have been paid to the Sick Pay Benefit Fund;

"regulations" means the regulations of the Society made by the Medical Committee from time to time in accordance with clause 9 of this Chapter, and the provisions of Chapters III and IV of this Agreement;

"retirement" means permanent retirement from the Industry through incapacity, ill-health or old age and "retire" has a corresponding meaning;

"rules" means the rules of the Fund or the Association made by the Council in terms of clause 2 (1) (b) of Chapter II and clause 8 (3) of Chapter V respectively of this Agreement;

"Secretary" means the Secretary appointed in terms of clause 4 of this Chapter;

"sickness" means any physical disorder, incapacity or indisposition through ailment, disease, illness or injury for which members and dependants are entitled to benefits by virtue of clause 2 and in terms of clause 8 as limited by clause 10 of Chapter III of this Agreement, or, for which members are entitled to sick-pay in terms of clause 9 of Chapter III or clause 6 of Chapter IV of this Agreement;

"sick pay" means the sick pay payable in terms of clause 9 of Chapter III or clause 6 of Chapter IV of this Agreement;

"Sick Pay Benefit Fund" means the fund continued in terms of clause 1 (1) of Chapter IV of this Agreement;

"Sick Pay Benefit Fund member" for the purpose of Chapter IV of this Agreement, means an employee on behalf of whom a contribution has been paid to the Sick Pay Benefit Fund;

"Society" means the Natal Furniture Workers' Sick Benefit Society established in terms of clause 1 (1) of Chapter III of this Agreement;

"trustee(s)" means the trustee(s) appointed in terms of clause 7 of Chapter II, clause 15 of Chapter III, clause 10 of Chapter IV or clause 10 of Chapter V;

"wage", for the purposes of Chapter IV of this Agreement, means the wage prescribed for employees for each class of work in the Main Agreement.

4. ADMINISTRATION

The Council shall appoint an auditor, a Secretary and staff on such terms and conditions as it may deem fit and may vary such appointments, arrange and provide for premises, office furniture and equipment for the administration of the Agreement.

5. AGENTS

Any agent appointed by the Council shall assist in giving effect to the terms of this Agreement. It shall be the duty of every employer to permit such agents to enter his establishment and to institute such enquiries and to examine such documents, books, wage-sheets, pay envelopes and pay tickets and to interrogate such individuals as may be necessary for the purpose of ascertaining whether the provisions of this Agreement are being observed, and in the event of there being no agents appointed by the Council it may authorise the Management Committee to appoint one or more agents, with similar powers and duties of the agents referred to above for so long as contributions are due to the Fund, Society, Sick Pay Benefit Fund or Association by members and employers.

6. EXEMPTIONS

(1) The Management Committee or the Medical Committee may grant exemption from any or all of the provisions of this Agreement in respect of an employer and/or one or more of his employees.

(2) The Management Committee or the Medical Committee shall fix in respect of any employer or person granted exemption under the provisions of subclause (1) above, the conditions, if any, subject to which such exemption is granted and the period during which such exemption shall operate: Provided that the Management Committee or the Medical Committee may, if it deems fit, after giving three months notice, in writing, to the employer or employee concerned, withdraw or vary any certificate of exemption whether or not the period for which exemption was granted has expired.

(3) Die Sekretaris moet aan elke werkgewer/werknemer aan wie vrystelling ingevolge hierdie klousule verleen word, 'n sertifikaat onder sy handtekening uitreik waarin hy die volgende besonderhede vermeld:

- (a) Die naam van die betrokke werkgewer/werknemer voluit;
- (b) die bepalings van die Ooreenkoms waarvan vrystelling verleen word;
- (c) die voorwaardes, as daar is, vasgestel ingevolge subklousule (2) hiervan waaronder sodanige vrystelling verleen word; en
- (d) die tydperk wat die vrystelling van krag is.

(4) Die Sekretaris moet—

- (a) alle uitgereikte sertifikate in volgorde nommer;
- (b) 'n kopie van elke sodanige uitgereikte sertifikaat bewaar; en
- (c) wanneer 'n vrystelling aan 'n werknemer verleen word, 'n kopie van die vrystellingsertifikaat aan die betrokke werkgewer stuur.

(5) Elk werkgewer/werknemer moet die bepalings van enige vrystellingsertifikaat wat ingevolge hierdie klousule uitgereik is, nakom.

7. VRYWARING

(1) Die lede van die Raad, die lede van die Bestuurskomitee of van die Mediese Komitee en die beamptes van die Fonds, Genootskap, Siektebesoldigingsbystandsfonds of Vereniging word nie verantwoordelik gehou vir enige handeling wat kan lei tot 'n verlies vir die Fonds, Genootskap, Siektebesoldigingsbystandsfonds of Vereniging, waar sodanige handeling te goeder trou verrig is, en hulle is ook nie aanspreeklik vir die skulde en laste van die Fonds, Genootskap, Siektebesoldigingsbystandsfonds of Vereniging nie en hulle word hierby gevrywaar deur die Fonds, Genootskap, Siektebesoldigingsbystandsfonds of Vereniging teen alle verliese en koste deur hulle aangegaan in of in verband met die bona fide-uitvoering van hul pligte.

(2) Die Raad en/of Bestuurskomitee en/of die Mediese Komitee mag nie verantwoordelik gehou word vir enige bydraes afgetrek en enige bydraes verskuldig en betaalbaar deur die werkgewer wat nie in die Fonds, Genootskap, Siektebesoldigingsbystandsfonds of Vereniging by sekwestrasie of likwidasië van die werkgewer se boedel inbetaal is nie.

8. ALGEMENE BEPALINGS

(1) Enige bystand, reg of belang waarop 'n lid van die Fonds, Genootskap, Siektebesoldigingsbystandsfonds of Vereniging na hy beweer ingevolge hierdie Ooreenkoms geregtig is, mag nie gebruik word as grond vir skadevergoeding in enige geding wat deur sodanige lid teen die werkgewer ten opsigte van sy ontslag ingestel word nie.

Niks in hierdie Ooreenkoms beperk enigerwyse die reg van 'n werkgewer om die diens van sodanige lid te beëindig nie.

(2) Niemand, hetsy hy 'n lid is of nie, het enige eis, reg of belang nie teen, op of ten opsigte van die Fonds, Genootskap, Siektebesoldigingsbystandsfonds of Vereniging of enige bydraes daartoe of enige belang daarby of enige eis teen die Raad, die Bestuurskomitee of die Mediese Komitee ingestel ingevolge hierdie Ooreenkoms en die werkgewers, behalwe kragtens en ooreenkomstig hierdie Ooreenkoms.

(3) Behoudens die Insolvensiewet, 1936, of enige wet, maak die bystand waarop 'n lid of afhanklike geregtig is, by sekwestrasie of afstanddoening van sy boedel nie deel van die bates van sy insolvente of afgestane boedel uit nie, maar val dit toe aan die Fonds, die Genootskap, die Siektebesoldigingsbystandsfonds of die Vereniging, na gelang van die geval, en die betrokke Komitee kan daaroor beskik op 'n wyse wat, na die mening van die Komitee, daarop bereken is om sodanige lid of afhanklike te bevoordeel.

9. REGULASIES

(1) Die Mediese Komitee het die bevoegdheid om regulasies wat nie met Hoofstukke III en IV van hierdie Ooreenkoms of enige ander wet onbestaanbaar is nie, te maak, te wysig en te herroep, ten einde behoorlik uitvoering te gee aan die Genootskap en die Siektebesoldigingsbystandsfonds se oogmerke en om die omvang te bepaal van die bystand wat deur die Genootskap en die Siektebesoldigingsbystandsfonds toegestaan moet word, asook die bedinge en voorwaardes wat daarop van toepassing is.

(2) 'n Eksemplaar van die regulasies moet op aanvraag aan elke lid van die Genootskap en die Siektebesoldigingsbystandsfonds uitgereik word en moet ook aan die Sekretaris van Arbeid gestuur word, sowel as eksemplare van enige wysigings daarvan.

HOOFSTUK II

1. VOORSORGFONDS VIR DIE MEUBELNYWERHEID, NATAL

(1) Die Fonds voorheen bekend as die "Bystandsfonds vir die Meubelnywerheid" wat kragtens die Ooreenkoms gepubliseer by Goewermmentskennisgewing 475 van 28 Maart 1958 ingestel is en wat daarna as die "Siektebystands- en Voorsorgfonds vir

(3) The Secretary shall issue to every employer/employee granted exemption in accordance with the provisions of this clause a certificate signed by him setting out—

- (a) the full name of the employer/employee concerned;
- (b) the provisions of the Agreement from which exemption is granted;
- (c) the conditions, if any, fixed in accordance with the provisions of subclause (2) hereof subject to which such exemption is granted; and
- (d) the period during which the exemption shall operate.

(4) The Secretary shall—

- (a) number consecutively all certificates issued;
- (b) retain a copy of each such certificate issued; and
- (c) where an exemption is granted to an employee, forward a copy of the certificate of exemption to the employer concerned.

(5) Every employer/employee shall observe the provisions of any certificate of exemption issued in terms of this clause.

7. INDEMNITY

(1) The members of the Council, the members of the Management Committee or of the Medical Committee and the officers of the Fund, Society, Sick Pay Benefit Fund or Association shall not be held responsible for any act which may result in loss to the Fund, Society, Sick Pay Benefit Fund or Association, where such act was done in good faith, and shall not be liable for the debts and liabilities of the Fund, Society, Sick Pay Benefit Fund or Association, and they are hereby indemnified by the Fund, Society, Sick Pay Benefit Fund or Association against all losses and expenses incurred by them in or about the bona fide discharge of their duties.

(2) The Council and/or the Management Committee and/or the Medical Committee shall not be held responsible for any contributions deducted and any contributions due and payable by the employer not paid into the Fund, Society, Sick Pay Benefit Fund or Association, upon the sequestration or liquidation of the employer's estate or at all.

8. GENERAL PROVISIONS

(1) Any benefits, right or interest to which a member of the Fund, Society, Sick Pay Benefit Fund or Association, may claim to be entitled in terms of this Agreement shall not be used as a ground for damages in any action brought by such member against the employer in respect of dismissal.

Nothing in this Agreement shall in any way restrict the right of an employer to terminate the employment of such a member.

(2) No person, whether a member or otherwise, shall have any claim, right or interest upon, to or in respect of the Fund, Society, Sick Pay Benefit Fund or Association or any contributions thereto or any interest therein or any claim against the Council or the Management Committee or the Medical Committee established in terms of this Agreement and the employers, except under and in accordance with the provisions of this Agreement.

(3) Subject to the provisions of the Insolvency Act, 1936, or, any law, if the estate of any member and/or his dependant is sequestrated, or assigned, the benefit to which such member or dependant is entitled, shall not form part of the assets of his insolvent or assigned estate but shall revert to the Fund, Society, Sick Pay Benefit Fund or Association, as the case may be, and may be dealt with by the Committee concerned in a manner calculated, in the opinion of the Committee, to benefit such member or dependant.

9. REGULATIONS

(1) The Medical Committee shall have power to make, vary and repeal regulations not inconsistent with the provisions of Chapters III and IV of this Agreement or any other law for the efficient carrying out of the Society's objects, and the Sick Pay Benefit Fund's and for determining the extent of the benefits to be granted by the Society and the Sick Pay Benefit Fund and the terms and conditions applicable thereto.

(2) A copy of the regulations shall be issued to every member of the Society and the Sick Pay Benefit Fund upon request and shall also be transmitted to the Secretary for Labour, as well as copies of any amendments thereto.

CHAPTER II

1. THE PROVIDENT FUND FOR THE FURNITURE MANUFACTURING INDUSTRY, NATAL

(1) The Fund formerly known as the "Benefit Fund for the Furniture Industry" which was established in terms of the Agreement published under Government Notice 475, dated 28 March 1958, and which was subsequently known as the "Sick Benefit and

die Meubelnywerheid, Natal" bekend was, word hierby vir sover dit sake in verband met die Voorsorgfonds betref onder die benaming "Voorsorgfonds vir die Meubelnywerheid, Natal" voortgesit.

(2) Die Fonds bestaan uit—

- (a) geld in die krediet van die Fonds op die datum van inwerkingtreding van hierdie Ooreenkoms;
- (b) die totale weeklikse bydraes van sowel werkgewer as werknemer wat in die Fonds inbetaal word, min enige bedrae wat ingevolge klousule 4 (5) van hierdie Hoofstuk oorgedra moet word;
- (c) rente wat verkry word uit die belegging van enige geld van die Fonds;
- (d) alle geld waarmee individuele lede ingevolge klousule 6 van hierdie Hoofstuk gekrediteer word;
- (e) enige ander geld waarop die Fonds uit hoofde van hierdie Ooreenkoms of om enige ander rede geregtig word, of wat aan die Fonds geskenk word.

2. ADMINISTRASIE VAN DIE FONDS

(1) (a) Die administrasie van die Fonds berus by 'n Bestuurskomitee bestaande uit die Voorsitter en Ondervoorsitter van die Raad tesame met drie werkgewervertreterwoordigers en drie werknemervertreterwoordigers wat lede van die Raad moet wees en deur die Raad aangestel moet word. Vir elke vertreterwoordiger moet die Raad uit sy geledere 'n plaasvervanger aanstel. Die Voorsitter en Ondervoorsitter van die Raad is Voorsitter en Ondervoorsitter van die Komitee.

(b) Die Raad het die bevoegdheid om sy eie reglement vir die Komitee voor te skryf, te verander en te wysig en om reëls wat die administrasie van die Fonds beheer, te maak, te wysig en te verander. Met dien verstande dat sodanige reëls of enige wysiging daarvan nie onbestaanbaar met hierdie Ooreenkoms of met enige ander wet mag wees nie. 'n Afskrif van die reëls of enige wysiging daarvan moet aan die Sekretaris van Arbeid gestuur word.

(c) Ingeval die Komitee om watter rede ook al nie in staat is om sy pligte na te kom nie moet die Raad hierdie pligte waarneem en sy bevoegdheid uitoefen, en ingeval daar geen Nywerheidsraad vir die Meubelnywerheid, Natal, bestaan nie, kan trustees aangestel word soos bepaal in klousule 7 van hierdie Hoofstuk.

(2) Alle koste wat vir die administrasie van die Fonds aangegaan word, kom ten laste van die Fonds.

(3) So spoedig doenlik ná 28 Februarie elke jaar moet die Komitee 'n rekening opstel van die inkomste en uitgawes van die Fonds vir die 12 maande geëindig 28 Februarie, asook 'n staat wat die Fonds se bates en laste toon, wat deur die ouditeur gesertifiseer en deur die Voorsitter van die Komitee medeonderteken moet word. Die gesertifiseerde rekenings en staat en enige verslag daarvoor wat deur die ouditeur opgestel word, moet daarna op die kantoor van die Raad ter insae lê, en afskrifte daarvan moet binne drie maande ná die sluiting van die tydperk wat daardeur gedek word, aan die Sekretaris van Arbeid, die werkgewersorganisasie en die vakverenigings gestuur word.

(4) Die Komitee moet alle inkomste van die Fonds invorder en in ontvangs neem en alle geld aldus ontvang in 'n bankrekening stort wat op naam van die Fonds geopen moet word. 'n Amptelike kwitansie moet uitgereik word vir alle geld wat deur die Fonds ontvang word en onttrekkings uit die Fonds moet geskied by wyse van tjeks onderteken deur sodanige persone as wat van tyd tot tyd deur die Raad daartoe gemagtig word, en medeonderteken deur die Sekretaris van die Fonds.

(5) Indien 'n geskil te eniger tyd ontstaan aangaande die administrasie van die Fonds waarop lede van die Bestuurskomitee gelykop verdeel is, moet die saak na die Raad vir beslissing verwys word.

(6) Enige geld wat nie nodig is om lopende betalings te doen en koste te vereffen nie, moet belê word in—

- (a) spaarrekenings, permanente aandele of vaste deposito's by geregistreerde bougenootskappe of banke; en/of
- (b) Poskantoorpaarrekenings of -sertifikate; en/of
- (c) Staatseffekte van die Republiek van Suid-Afrika of effekte van plaaslike owerhede, en/of die Elektrisiteitsvoorsieningskommissie; en/of
- (d) Nasionale Spaarsertifikate; of
- (e) op enige ander manier wat deur die Registrateur goedgekeur word.

3. LIDMAATSKAP

(1) Behoudens klousule 1 (2) (b) van Hoofstuk I, bestaan die Fonds—

- (a) uit alle werknemers, uitgesonderd los werknemers, vir wie lone in die Hoofdooreenkoms voorgeskryf word, en vakleerlinge;
- (b) behoudens die goedkeuring van die Bestuurskomitee uit sodanige ander persone in diens in die Nywerheid wat verkies om lede te word en ten opsigte van wie hul werkgewers toegestem het om die bydraes te doen wat in klousule 4 van hierdie Hoofstuk voorgeskryf word.

Provident Fund for the Furniture Industry, Natal" is hereby continued in so far as matters relating to the Provident Fund are concerned under the style "Provident Fund for the Furniture Manufacturing Industry, Natal".

(2) The Fund shall consist of—

- (a) moneys standing to the credit of the Fund at the date of coming into operation of this Agreement;
- (b) the total weekly contributions of both employer and member paid into the Fund less any amounts to be diverted in terms of clause 4 (5) of this Chapter;
- (c) interest derived from the investment of any moneys of the Fund;
- (d) any moneys credited to individual members in terms of clause 6 of this Chapter;
- (e) any other moneys to which the Fund may become entitled by virtue of this Agreement or for any other reason, or which may be donated to the Fund.

2. ADMINISTRATION OF THE FUND

(1) (a) The administration of the Fund shall be vested in a Management Committee consisting of the Chairman and Vice-Chairman of the Council together with three employer representatives and three employee representatives who shall be members of the Council and shall be appointed by the Council. For each representative an alternate shall be appointed by the Council from its members. The Chairman and Vice-Chairman of the Council shall be the Chairman and Vice-Chairman of the Committee.

(b) The Council shall have the power to prescribe, alter and amend its own rules of procedure for the Committee and to make, amend and alter rules governing the administration of the Fund: Provided such rules or any amendment thereof shall not be inconsistent with the provisions of this Agreement or with the provisions of any other law. A copy of the rules or any amendment thereof shall be transmitted to the Secretary for Labour.

(c) In the event of the Committee being unable to perform its duties for any reason, the Council shall perform those duties and exercise its powers and in the event of there being no Industrial Council for the Furniture Manufacturing Industry, Natal, in existence trustees may be appointed as provided for in clause (7) of this Chapter.

(2) All expenses incurred for the purpose of administration of the Fund shall be a charge on the Fund.

(3) As soon as possible after 28 February in each year the Committee shall prepare an account of the revenue and expenditure of the Fund for the 12 months ended 28 February and a statement showing the Fund's assets and liabilities which shall be certified by the auditor and countersigned by the Chairman of the Committee. The certified accounts and statement and any report made by the auditor thereon shall thereafter lie for inspection at the office of the Council and copies thereof shall within three months of the close of the period covered thereby, be transmitted to the Secretary for Labour, the employers' organisation and the trade unions.

(4) The Committee shall collect and receive all revenue of the Fund and shall deposit all moneys so received in a banking account opened in the name of the Fund. An official receipt shall be issued for all moneys received into the Fund and withdrawals from the Fund shall be by cheque signed by such persons as may, from time to time, be authorised by the Council and be countersigned by the Secretary of the Fund.

(5) Should a dispute arise at any time as to the administration of the Fund in regard to which members of the Management Committee are equally divided, the matter shall be referred to the Council for a decision.

(6) Any moneys not required to meet current payments and expenses shall be invested in—

- (a) savings accounts, permanent shares or fixed deposits with registered building societies or banks; and/or
- (b) Post Office savings accounts or certificates; and/or
- (c) Stock of the Government of the Republic of South Africa or Local Government Stock, and/or the Electricity supply Commission; and/or
- (d) National Savings Certificates; or
- (e) any other manner approved by the Registrar.

3. MEMBERSHIP

(1) Subject to the provisions of clause 1 (2) (b) of Chapter I, membership of the Fund shall—

- (a) consist of all employees (other than casual employees) for whom a wage is prescribed in the Main Agreement, and apprentices;
- (b) subject to the approval of the Management Committee, consist of such other persons employed in the Industry who elect to become members and in respect of whom their employers have consented to make the contributions prescribed in clause 4 of this Chapter.

(2) Lidmaatskap eindig wanneer 'n lid die Nywerheid permanent verlaat en al sy bystand ingevolge klousule 5 van hierdie Hoofstuk ontvang het.

4. BYDRAES

(1) (a) Behoudens paragraaf (b) hiervan, moet elke werkgewer op die eerste betaaldag ná die datum waarop hierdie Ooreenkoms in werking tree en daarna op elke betaaldag van elke Fondswaek, van die loon van elke en iedere lid in sy diens, die bedrag aftrek wat in die toepaslike kolom A van Aanhangsel A van hierdie Ooreenkoms gemeld word. By die bedrag aldus afgetrek, moet die werkgewer 'n bydrae voeg soos in die toepaslike kolom B van Aanhangsel A van hierdie Ooreenkoms gemeld word.

(b) Ondanks andersluidende bepalinge in hierdie Ooreenkoms moet geen bydraes betaal word as 'n lid slegs twee dae of minder gedurende 'n bepaalde Fondswaek werk nie.

(c) Aftrekkings moet gedoen word van die loon wat 'n lid ontvang vir tydperke van afwesigheidsverlof met besoldiging asook vir vakansie met besoldiging asof die betrokke lid by sy werk aanwesig was op die normale manier gedurende enige tydperk van diens, behalwe gedurende die tydperk van die jaarlikse sluiting.

(2) (a) Behoudens paragraaf (b) hiervan, moet die werkgewer maandeliks die totale bydraes wat in subklousule (1) van hierdie klousule gemeld word, tesame met 'n opgawe in die vorm wat deur die Raad van tyd tot tyd voorgeskryf word, aanstuur sodat dit die Sekretaris bereik voor of op die 10de dag van die maand wat volg op die maand waarin aftrekkings van die lid se loon gedoen moes word.

(b) 'n Werkgewer wat ingevolge paragraaf (a) hiervan agterstallig is met betalings en wat, nadat hy skriftelik deur die Raad gewaarsku is, versuim om die uitstaande bedrae binne sewe dae vanaf die datum van sodanige waarskuwing aan te stuur, moet, wanneer hy skriftelik deur die Raad kennis gegee word om dit te doen, die bydraes in subklousule (1) van hierdie klousule bedoel, week vir week aanstuur sodat dit die Sekretaris bereik voor of op die Vrydag wat volg op die betaaldag van die week ten opsigte waarvan die bydraes verskuldig is. Die betaling wat vir die laaste betaaldag van elke kalendermaand aangestuur word, moet vergesel gaan van die opgawe in paragraaf (a) hiervan bedoel. 'n Werkgewer op wie hierdie paragraaf van toepassing gemaak is, mag slegs wanneer hy skriftelik deur die Raad daarvan in kennis gestel is, terugkeer na die betaling van bydraes op die maandelikse grondslag waarvoor daar ingevolge paragraaf (a) hiervan voorsiening gemaak word.

(c) As dit nog nie ten opsigte van huidige werknemers gedoen is nie, maar in alle geval wanneer 'n nuwe werknemer tot die Nywerheid toetree, moet die eerste opgawe, in paragraaf (a) of (b) hiervan bedoel, wat volg op die datum waarop sodanige werknemer vir lidmaatskap van die Fonds gekwalifiseer het, vergesel gaan van 'n bylae wat die name van die werknemer voluit aangee, asook sodanige werknemer se adres, identiteits-/verwysingsnommer en die adres en identiteits-/verwysingsnommer, as dit beskikbaar is, van die lid se afhanklike(s) en/of enige ander inligting wat die Komitee van tyd tot tyd nodig het.

(d) As hy dit nog nie reeds gedoen het nie maar in iedere geval wanneer hy by die Fonds aansluit, moet elke lid sy werkgewer in kennis stel van sy adres en identiteits-/verwysingsnommer en die adres en identiteits-/verwysingsnommer, as dit beskikbaar is, van sy afhanklike(s). Elke lid moet sy werkgewer verwittig van enige adresverandering van 'n afhanklike(s) en elke werkgewer moet die Sekretaris skriftelik daarvan kennis gee.

(e) Indien 'n bedrag wat ingevolge hierdie klousule verskuldig is nie deur die Raad ontvang word op die 10de dag van die maand wat volg op die maand ten opsigte waarvan dit betaalbaar is nie, moet die werkgewer rente betaal op sodanige bedrag of op sodanige kleiner bedrag, as wat onbetaald is, bereken teen een persent per maand of gedeelte daarvan vanaf sodanige 10de dag tot die dag waarop die betaling werklik deur die Raad ontvang word: Met dien verstande dat die Raad geregtig is na sy absolute goedvinde om betaling van sodanige rente of gedeelte daarvan kwyt te skeld.

(3) As daar per abuis 'n bydrae tot die Fonds gedoen word, is die Fonds nie daarvoor aanspreeklik om dié bydraes na verloop van ses maande vanaf die datum van sodanige betaling terug te betaal nie.

(4) Wanneer enige bystand per abuis aan 'n lid betaal is omdat sodanige lid betalings aan die Fonds gedoen het wat nie verskuldig was nie, kan die Bestuurskomitee die bedrag van die bystand wat aldus betaal is, verreken—

(a) teen enige bedrag wat van die Fonds geëis word as 'n terugbetaling van sodanige bydraes wat nie verskuldig was nie; en

(b) teen enige toekomstige bystand wat deur die Fonds aan genoemde lid verskuldig mag word.

(2) Membership shall cease when a member leaves the Industry permanently and has received all his benefits in terms of clause 5 of this Chapter.

4. CONTRIBUTIONS

(1) (a) Subject to the provisions of paragraph (b) hereof, every employer shall on the first pay-day after the date upon which this Agreement comes into operation and thereafter on every pay-day of each Fund week, deduct from the wage of each and every member in his employ, the amount specified in the applicable column A of Annexure A to this Agreement. To the amount so deducted the employer shall add a contribution as specified in the applicable column B of Annexure A of this Agreement.

(b) Notwithstanding anything to the contrary contained in this Agreement, should a member work for only two days or less during any one Fund week, no contribution shall be made.

(c) Deductions shall be made from wages received by a member for periods of paid leave of absence from work and paid holidays as though the member concerned was present at work in the normal way during any period of employment other than during the period of annual closure.

(2) (a) Subject to the provisions of paragraph (b) hereof, the employer shall forward monthly the total contributions referred to in subclause (1) of this clause together with a return in the form prescribed by the Council from time to time to reach the Secretary not later than the 10th day of the month following the month during which the member's deductions were required to be made.

(b) An employer who is in arrears with payments in terms of paragraph (a) hereof and who fails, after having been warned in writing by the Council to forward the outstanding amounts within seven days of the date of such warning, shall upon being notified by the Council in writing to do so, submit the contributions referred to in subclause (1) of this clause, week by week so as to reach the Secretary not later than the Friday following the pay-day of the week in respect of which the contributions are due. The payment submitted in respect of the last pay-day of each calendar month shall be accompanied by the return referred to in paragraph (a) hereof. An employer to whom the provisions of this paragraph have been applied may, only upon being notified by the Council in writing, revert to the payment of contributions on the monthly basis provided for in terms of paragraph (a) hereof.

(c) If not already furnished in respect of present employees, but in any event whenever a new employee enters the Industry, the first statement referred to in paragraph (a) or (b) hereof, following the date upon which such employee became eligible for membership of the Fund shall be accompanied by a schedule reflecting the full names of the employee, as well as such employee's address, identity/reference number and the address and identity/reference number where available of the member's dependant(s) and/or any other information as may be required by the Committee from time to time.

(d) Every member if he has not already done so but in any event upon joining the Fund shall advise his employer of his address and identity/reference number and the address and identity/reference number, where available, of his dependant(s). Every member shall furnish his employer with any change of address of dependant(s) and every employer shall advise the Secretary thereof in writing.

(e) Should an amount due in terms of this clause not be received by the Council by the 10th day of the month following the month in respect of which it is payable, the employer shall pay interest on such amount or on such lesser amount as remains unpaid, calculated at the rate of one per cent per month or part thereof from such 10th day until the day upon which payment is actually received by the Council: Provided that the Council shall be entitled in its absolute discretion to waive payment of such interest or part thereof.

(3) If any contribution is made in error to the Fund, the Fund shall not be liable to repay that contribution after the lapse of six months from the date of such payment.

(4) Whenever any benefit has been mistakenly paid to a member as a result of such member having made to the Fund payments which were not due, the Management Committee may set off the amount of benefit so paid—

(a) against any sum claimed from the Fund as a repayment of such contributions which were not due; and

(b) against any future benefits that may become due by the Fund to the said member.

(5) Van die weeklikse bydraes ontvang van die werknemer en sy werkgever, moet die Fonds—

(a) aan die Siektebystandsgenootskap vir Natalse Meubelwerkers soos beliggam in Hoofstuk III van hierdie Ooreenkoms, sodanige bydraes oordra as wat in klousule 7 van Hoofstuk III van hierdie Ooreenkoms voorgeskryf word;

(b) namens 'n lid van die Siektebesoldigingsbystandsfonds, aan die Siektebesoldigingsbystandsfonds soos beliggam in Hoofstuk IV van hierdie Ooreenkoms, sodanige bydraes oordra as wat in klousule 5 van Hoofstuk IV van hierdie Ooreenkoms voorgeskryf word;

(c) aan die Sterftebystandsvereniging soos beliggam in Hoofstuk V van hierdie Ooreenkoms, sodanige bydraes dra as wat in klousule 4 van Hoofstuk V van hierdie Ooreenkoms voorgeskryf word.

5. BYSTAND

(1) 'n Lid is soos volg geregtig op die betaling van die bystand wat vir hom ingevolge hierdie Hoofstuk opgeloopt het:

(a) Na 24 agtereenvolgende maande sedert hy die Nywerheid verlaat het en by voorlegging van 'n skriftelike bewys wat die Bestuurskomitee daarvan oortuig dat die lid buite die Nywerheid vir minstens 24 agtereenvolgende maande gewerk het: Met dien verstande dat die Bestuurskomitee, onder buitengewone omstandighede en uitsluitlik na eie goedvinde, die betaling van sodanige bystand vóór daardie tydperk kan magtig maar nie vroeër nie as drie agtereenvolgende maande nadat die lid die Nywerheid permanent verlaat het;

(b) by aftrede uit die Nywerheid weens—

(i) hoë ouderdom; of

(ii) ongeskiktheid, swak gesondheid of swakheid en as 'n lid as gevolg daarvan permanent ongeskik geword het: Met dien verstande dat die lid van sodanige ongeskiktheid bewys gelewer het wat die Komitee tevrede stel.

(2) (a) Behoudens klousule 4 van hierdie Hoofstuk, is 'n lid wat in subklousule (1) (a) hiervan gemeld word, geregtig op ondervermelde bystand:

(i) As hy een jaar lank lid was, die totale bedrag wat hy bygedra het, plus enige rente, asook bonusse waarmee hy op grond van sy eie bydraes gekrediteer is;

(ii) as hy twee jaar lank lid was, die totale bedrag wat hy bygedra het, plus enige rente, asook bonusse waarmee hy op grond van sy eie bydraes gekrediteer is, plus 25 persent van die werkgever se bydraes en rente waarmee die lid gekrediteer is;

(iii) as hy drie tot vyf jaar lank lid was, die totale bedrag wat hy bygedra het, plus enige rente, asook bonusse waarmee hy op grond van sy eie bydraes ingevolge klousule 6 van hierdie Hoofstuk gekrediteer is, plus 50 persent van die totale som van die werkgever se bydraes en rente waarmee dié lid gekrediteer is;

(iv) as hy langer as vyf jaar maar hoogstens 10 jaar lank lid was, die totale bedrag wat hy bygedra het, plus enige rente, asook bonusse waarmee hy op grond van sy eie bydraes ingevolge klousule 6 van hierdie Hoofstuk gekrediteer is, plus 60 persent van die totale som van die werkgever se bydraes en rente waarmee dié lid gekrediteer is;

(v) as hy langer as 10 jaar maar hoogstens 20 jaar lank lid was, die totale bedrag wat hy bygedra het, plus enige rente, asook bonusse waarmee hy op grond van sy eie bydraes ingevolge klousule 6 van hierdie Hoofstuk gekrediteer is, plus 75 persent van die totale som van die werkgever se bydraes en rente waarmee dié lid gekrediteer is;

(vi) as hy langer as 20 jaar lank lid was, die totale bedrag wat hy bygedra het, plus enige rente, asook bonusse waarmee hy op grond van sy eie bydraes gekrediteer is, plus die totale som van die werkgever se bydraes en rente waarmee dié lid gekrediteer is.

(b) 'n Lid in subklousule (1) (b) hiervan bedoel, moet, behoudens klousule 4 (5) van hierdie Hoofstuk, die bystand betaal word wat in subklousule (2) (a) (iv) hiervan voorgeskryf word: Met dien verstande dat die Komitee die reg het om te vereis dat 'n mediese verslag oor sodanige lid op koste van die Fonds voorgelê word.

(3) (a) Aansoek om bystand moet skriftelik gedoen word in die vorm wat deur die Komitee voorgeskryf word.

(b) Wanneer 'n lid na die Nywerheid terugkeer voordat betaling gedoen is op 'n aansoek om onttrekking van bystand, vervalt die aansoek outomaties en word bydraes onmiddellik hervat.

(c) By betaling aan 'n lid van alle bystand wat vir hom ingevolge hierdie Hoofstuk opgeloopt het, word die saldo van die werkgever se bydraes en rente, as daar is, aan die Fonds verbeur as 'n item waarop die Fonds ingevolge klousule 1 (2) (e) van hierdie Hoofstuk geregtig geword het.

(4) (a) By bewyslewering, wat vir die Bestuurskomitee aanvaarbaar is, van die dood van 'n lid, moet die Fonds aan die afhanklike(s) 'n bedrag betaal gelyk aan die totale bedrag van sy eie en die werkgever se bydraes wat ten opsigte van sodanige

(5) From the weekly contributions received from the employee and his employer, the Fund shall—

(a) divert to the Natal Furniture Workers' Sick Benefit Society embodied in Chapter III of this Agreement, such contributions as are prescribed in clause 7 of Chapter III of this Agreement;

(b) on behalf of a Sick Pay Benefit Fund member, divert to the Sick Pay Benefit Fund embodied in Chapter IV of this Agreement, such contributions as are prescribed in clause 5 of Chapter IV of this Agreement;

(c) divert to the Mortality Benefit Association embodied in Chapter V of this Agreement, such contributions as are prescribed in clause 4 of Chapter V of this Agreement.

5. BENEFITS

(1) A member shall be entitled to payment of the benefits accrued to him in terms of this Chapter—

(a) 24 consecutive months after having left the Industry and upon production of written proof satisfactory to the Management Committee that the member was engaged outside the Industry for a period of not less than 24 consecutive months: Provided that the Management Committee may, in exceptional circumstances and at its sole discretion authorise the payment of such benefits prior thereto but not sooner than three consecutive months after the member has left the Industry permanently;

(b) upon retirement from the industry owing to—

(i) old age; or

(ii) incapacity ill health or infirmity and if a member is permanently disabled as a result thereof: Provided that the member has produced proof of such disablement to the satisfaction of the Committee.

(2) (a) Subject to the provisions of clause 4 of this Chapter, a member referred to in subclause (1) (a) hereof shall be entitled to the following benefits:

(i) If he has been a member for a period of one year, the total amount contributed by him, plus any interest and bonuses credited to his own contributions;

(ii) if he has been a member for a period of two years, the total amount contributed by him, plus any interest, and bonuses credited to his own contributions, plus 25 per cent of the employer's contributions and interest credited in respect of that member;

(iii) if he has been a member for a period of three to five years, the total amount contributed by him, plus any interest, and bonuses credited to his own contributions in terms of clause 6 of this Chapter, plus 50 per cent of the total sum of the employer's contributions and interest credited in respect of that member;

(iv) if he has been a member for a period in excess of five years, but not exceeding 10 years, the total amount contributed by him, plus any interest and bonuses credited to his own contributions in terms of clause 6 of this Chapter, plus 60 per cent of the total sum of the employer's contributions and interest credited in respect of that member;

(v) if he has been a member for a period in excess of 10 years but not exceeding 20 years, the total amount contributed by him, plus any interest and bonuses credited to his own contributions in terms of clause 6 of this Chapter, plus 75 per cent of the total sum of the employer's contributions and interest credited in respect of that member;

(vi) if he has been a member for a period in excess of 20 years, the total amount contributed by him, plus any interest and bonuses credited to his own contributions, plus the total sum of the employer's contributions and interest credited in respect of that member.

(b) A member referred to in subclause (1) (b) hereof shall, subject to the provision of clause 4 (5) of this Chapter, be paid the benefits prescribed in subclause (2) (a) (iv) hereof: Provided that the Committee shall have the right to demand a medical report in respect of such a member at the expense of the Fund.

(3) (a) Applications for benefits shall be made, in writing, in the form prescribed by the Committee.

(b) When a member returns to the Industry before payment has been made on an application for withdrawal of benefits, the application will automatically lapse and contributions shall forthwith be resumed.

(c) Upon payment to a member of all benefits accrued to him in terms of this Chapter, the balance of the employer's contributions and interest, if any, shall be forfeited to the Fund as an item to which the Fund has become entitled in terms of clause 1 (2) (e) of this Chapter.

(4) (a) On proof, satisfactory to the Management Committee, of the death of a member, the Fund shall pay an amount equal to the aggregate amount of his own and the employer's contributions contributed in respect of such member plus interest and

lid bygedra is, plus rente en bonusse waarmee hy ingevolge klousule 6 van hierdie Hoofstuk gekrediteer is, en het die boedel van die gestorwe lid geen eis teen die Fonds nie.

(b) As die afhanklike 'n minderjarige is, moet die Bestuurskomitee aan sodanige minderjarige se wettige voog die bystand betaal wat ten bate van die minderjarige gebruik moet word.

(c) Elke werkgewer moet die Sekretaris verwittig van die dood van enige lid in sy diens. Die Sekretaris moet, so gou moontlik, nadat hy inligting uit enige bron ontvang het van die dood van 'n lid, die afhanklike daarvan in kennis stel per brief of omsendbrief waarin die jongs bekende werkplek van die oorlede bydraer gemeld word, asook die feit dat bystand opgeëis kan word by 'n adres wat die Bestuurskomitee vermeld.

(d) Ingeval die Sekretaris nie in kennis gestel is van die jongste adres van 'n afhanklike nie en die Bestuurskomitee nie daartoe in staat is om die afhanklike by sy/haar jongs bekende adres op te spoor en geen eis om bystand wat ingevolge hierdie klousule verskuldig is, ingestel word binne 'n maand nadat bewys van die dood van 'n lid ontvang is nie, moet die Komitee 'n advertensie, in albei amptelike tale, plaas in drie agtereenvolgende uitgawes van hoogstens drie dagblaie in omloop in die Republiek van Suid-Afrika, waarvan een 'n nuusblad moet wees in die distrik waarin die oorlede lid normaalweg woonagtig was, en in sodanige advertensie moet die jongs bekende werkplek van die oorlede lid en die bekende naam/name van afhanklike(s) en hul jongs bekende adresse genoem word, asook die feit dat bystand beskikbaar is vir opvoeding deur die afhanklike(s) by 'n adres wat die Bestuurskomitee vermeld.

(e) As die afhanklike(s) binne 'n jaar en 'n dag vanaf die datum van die laaste plasing van sodanige advertensie soos in paragraaf (d) hiervan vermeld, versuim om die bystand wat aan hom/hulle verskuldig is, op te eis, moet veronderstel word dat daar geen afhanklike(s) is nie en moet sodanige bystand aan die Fonds verbeurde word as geld waarop die Fonds geregtig geword het ingevolge klousule 1 (2) (e) van hierdie Hoofstuk, ten bate van die oorblywende lede en daarna is daar geen verdere eis teen die Fonds nie: Met dien verstande dat die Bestuurskomitee, ingeval 'n eis ontvang word binne 'n tydperk van drie jaar na die dood van 'n lid, die bevoegdheid het om na sy eie uitsluitlike en absolute goedvinde bedrae aan die betrokke afhanklike(s) te betaal uit die geld wat aan die Fonds teruggeval het.

(5) As 'n lid bystand ontvang het waarop hy nie ingevolge hierdie Hoofstuk geregtig is nie en die saak nie behandel word op die wyse soos uiteengesit in klousule 4 (4) van hierdie Hoofstuk nie, is hy daarvoor aanspreeklik om die bedrag van die bystand aldus ontvang, aan die Fonds terug te betaal: Met dien verstande dat as die Komitee dit in enige besondere geval onbillik ag om terugbetaling van die hele bedrag van die bystand te eis, hy na goedvinde die terugbetaling van enige kleiner bedrag kan eis of die lid die hele bedrag kan kwytsteld.

(6) Behoudens soos bepaal in hierdie klousule, mag geen bystand of reg op bystand gesedeer, oorgedra, afgestaan of andersins oorgemaak word, of verpand of verhipotekeer word nie, en geen bydrae deur 'n lid of namens 'n lid gedoen, is vatbaar vir beslaglegging of onderworpe aan enige vorm van eksekusie ingevolge 'n uitspraak of bevel van 'n geregtshof nie.

(7) Niks in hierdie Hoofstuk raak op enige wyse die reg van enige lid of sy afhanklike(s) om skadeloosstelling of skadevergoeding te eis ten opsigte van werkmans wat beseer is, of wat sterf as gevolg van 'n ongeluk wat ontstaan het uit en in die loop van sy diens nie, en die bedrag betaalbaar ingevolge hierdie subklousule mag nie verminder word as gevolg van sodanige eis nie.

(8) (a) As enige bystand wat verskuldig en betaalbaar geword het, uitgesonderd bystand verskuldig en betaalbaar aan afhanklikes ingevolge subklousule (4) van hierdie klousule nie opgeëis word nie binne twee jaar vanaf die datum waarop dit verskuldig geword het, moet die Bestuurskomitee, na verstryking van die tweejaartydperk, 'n advertensie, in albei amptelike tale, plaas in hoogstens drie agtereenvolgende uitgawes van drie dagblaie wat in die Republiek van Suid-Afrika in omloop is waarin bekendgemaak word dat 'n opgawe beskikbaar is in die kantoor van die Raad ter insae van lede of die afhanklikes van sodanige lede wat die Nywerheid verlaat het voor en tot op die vervaldatum van die onopgeëiste Voorsorgfondsydraes wat in die opgawe verskyn en waarin sodanige lid of sy afhanklike(s) versoek word om eise om sodanige bystand in te dien binne 'n tydperk van drie maande vanaf die datum van die laaste plasing van die advertensie en om volledige besonderhede te verstrek van die grond waarop sodanige eise ingedien word. Die Komitee moet, na die laaste datum waarop eise ingedien kan word, sodanige eise oorweeg en aan 'n lid of, as geen eis van 'n lid ontvang word nie, aan sy afhanklike(s) wat eise ingedien het op die wyse hierin voorgeskryf, sodanige bedrae betaal wat nie meer is as die volle bystand wat aan die lid verskuldig is nie, soos hy goedvind: Met dien verstande dat sodanige betaling gedoen moet word aan die afhanklike(s) volgens die rangorde gemeld in die omskrywing van "afhanklike" in klousule 3 van Hoofstuk I van hierdie Ooreenkoms.

bonuses credited thereto in terms of clause 6 of this Chapter to the dependant(s) and the estate of a deceased member shall have no claim against the Fund.

(b) If the dependant is a minor, the Management Committee shall pay the benefit to such minor's legal guardian, to be used for the benefit of the minor.

(c) Every employer shall notify the Secretary of the death of any member in his employ. The Secretary shall as soon as possible, upon receiving information from any source of the death of a member, notify the dependant by letter or circular stating the last known place of work of the deceased contributor and the fact that benefits may be claimed at an address specified by the Management Committee.

(d) In the event of the Secretary not having been notified of the latest address of a dependant and the Management Committee not being able to trace the dependant at his/her last known address and no claim for benefits due in terms of this clause having been made within a month of the proof of the death of a member, the Management Committee shall insert an advertisement in both official languages in three successive issues of not more than three daily newspapers circulating in the Republic of South Africa, one of which shall be a newspaper circulating in the district in which the deceased member was normally resident, stating the last known place of work of the deceased member, the known names(s) of the dependant(s) and his/their last known addresses and the fact that benefits are available for collection by the dependant(s) at an address specified by the Management Committee.

(e) If within a year and a day from the date of the last insertion of such advertisement as specified in paragraph (d) hereof, the dependant(s) fail to claim the benefits due to him/ them it shall be assumed that there are no dependant(s) and such benefits shall be forfeited to the Fund as moneys to which the Fund has become entitled in terms of clause 1 (2) (e) of this Chapter, for the benefit of the remaining members and there shall thereafter be no further claim against the Fund: Provided that the Management Committee shall, in the event of a claim being received within a period of three years after the death of a member, be entitled in its entire and absolute discretion, to make payments to the dependant(s) concerned out of the moneys which have reverted to the Fund.

(5) If a member has received benefits to which he is not entitled under the provisions of this Chapter and the matter is not dealt with in the manner set out in clause 4 (4) of this Chapter, he shall be liable to repay to the Fund the amount of the benefits so received: Provided that if the Committee deems it inequitable in any particular case to demand repayment of the whole amount of the benefit, it may in its discretion demand repayment of any lesser amount or relieve such member of the repayment of the whole amount.

(6) Save as is provided for in this clause, no benefits or right to benefit shall be capable of being ceded, transferred, assigned or otherwise made over, or of being pledged or hypothecated nor shall any contribution made by a member or on his behalf be liable to be attached or be subject to any form of execution under a judgement or order of a court of law.

(7) Nothing contained in this Chapter shall in any way affect the right of any member, or his dependant(s) to claim compensation or damages to workmen injured or dying from any accident arising out of and in the course of his employment, and the amount payable under this subclause shall not be reduced by reasons of any payment that may be made as a result of such claim.

(8) (a) If any benefit due and payable, other than benefits due and payable to dependants in terms of subclause (4) of this clause, is not claimed within two years from the due date thereof, the Management Committee shall, after the expiry of the two years' period, insert an advertisement, in both official languages, in not more than three successive issues of three daily newspapers circulating in the Republic of South Africa, advising that a schedule is available for scrutiny at the offices of the Council, by members or the dependants of such members who left the Industry prior to an up to the due date of the unclaimed Provident Fund contributions reflected in the Schedule and calling upon such member or his dependant(s) to submit claims for such benefits within a period of three months from the date of the last insertion of the advertisement and to furnish full details of the grounds upon which such claims are made. The Committee shall, after the last date upon which claims may be submitted, consider such claims and may pay to a member or, if no claims are received from a member, to his dependant(s) who have submitted claims in the manner prescribed herein, such moneys not exceeding the full benefit due to the member, as it may deem fit: Provided that such payment shall be made to dependants in the order of preference contained in the definition of "dependant" as defined in clause 3 of Chapter 1 of this Agreement.

(b) As geen eis binne 'n tydperk van drie maande van 'n lid of sy afhanklikes ontvang is nie, moet die Fonds afskrifte van die opgawe van sodanige onopgeëiste geld verstrek aan die vakverenigings wat moet poog om binne 'n verdere drie maande die lede op te spoor of hul afhanklikes te vind wanneer daar kennis gedra word van afhanklikes. As geen eis binne 'n tydperk van ses maande vanaf die datum van die laaste plasing van die advertensies ingevolge paragraaf (a) hiervan van 'n lid of sy afhanklikes ontvang is nie word die bystand aan die Fonds verbeur as geld waarop die Fonds geregtig geword het ingevolge klousule 1 (2) (e) van hierdie Hoofstuk ten bate van die oorblywende lede en daarna is daar geen verdere eis teen die Fonds nie. Met dien verstande dat die Bestuurskomitee egter, ingeval 'n eis ontvang word binne 'n tydperk van vyf jaar vanaf die datum van beëindiging van die dienste van 'n lid in die Nywerheid, na sy uitsluitlike en absolute goedvinde die bevoegdheid het om bedrae te betaal aan die betrokke lid of begunstigdes uit die geld wat aan die Fonds teruggeval het.

6. RENTE EN BONUSSE

(1) Op 28 Februarie elke jaar, moet die surplus (as daar is) verkry word deur die totale bedrag van—

(a) die uitgawes vir die administrasie van die Fonds tot en met 28 Februarie van daardie jaar;

(b) enige rente gekrediteer aan lede wat bystand gedurende daardie jaar ontvang het; en

(c) sodanige bedrae as wat in subklousule (4) hiervan gemeld word,

af te trek van die som van die bedrae wat gedurende die vorige jaar soos volg opgeloop het, naamlik:

(i) Rente uit beleggings;

(ii) bystand verbeur deur lede van die Fonds toe hulle die Nywerheid verlaat het voordat hulle vir volle bystand gekwalifiseer het;

(iii) alle geld in klousule 1 (2) (e) van hierdie Hoofstuk bedoel; en

(iv) enige saldo oorgebring na die toewysing van rente en bonusse.

(2) Ingeval 'n surplus verkry word op die wyse voorgeskryf in subklousule (1) hiervan, is elke lid geregtig op rente op die bedrag wat in sy krediet staan, en die bedrag in die Fonds wat in die krediet van sy werkgewer staan, word met 'n gelyke bedrag aan rente verhoog. Die rentekoers moet deur die Bestuurskomitee vasgestel word.

(3) (a) As daar, na die mening van die Bestuurskomitee, 'n groot genoeg saldo oorbly nadat die totale bedrag aan rente, gekrediteer ingevolge subklousule (2) hiervan, afgetrek is van die surplus gemeld in genoemde subklousule, moet die bedrag wat in die krediet van die lid staan, verhoog word by wyse van 'n bonus wat op die volgende wyse bereken word:

Gemelde saldo moet vasgestel word as 'n persentasie van die totale bedrae wat op 28 Februarie in die krediet van lede se eie bydraerekenings in die Fonds staan. Die persentasie aldus vasgestel, moet daarna vermenigvuldig word met die totale bedrag wat in die krediet van die lid se eie bydraerekening staan en die resultaat aldus verkry is dan sy bonus.

(b) Die Bestuurskomitee het die reg om die persentasie in paragraaf (a) hiervan bedoel vir berekeningsdoeleindes te verminder tot die naaste gerieflike persentasie en/of breuk daarvan en om enige saldo wat oorbly na die toewysing van bonusse na die volgende jaar oor te dra.

(c) Vir die toepassing van hierdie klousule ontvang elke lid van die Fonds rente en bonusse ooreenkomstig subklousules (2) en (3) van hierdie klousule, ongeag of die bedrag wat in sy rekening staan, verskuldig geword het en betaalbaar is of onderworpe is aan 'n aansoek om onttrekking, of onderworpe is aan enigeen van die prosedures voorgeskryf vir aansoeke om eise of verbeuring.

(d) Na die toewysing van rente en bonusse ingevolge onderskeidelik subklousules (2) en (3) van hierdie klousule, en ingeval hierdie bystand verskuldig en betaalbaar word, en by betaling van sodanige bystand vóór die eersvolgende 28 Februarie, is 'n lid geregtig op rente vanaf 28 Februarie, onmiddellik vóór die datum van betaling, tot sodanige datum van betaling. Die rentekoers is dié wat die Komitee vasstel ooreenkomstig subklousule (2) van hierdie klousule.

(4) Die Bestuurskomitee moet bystand van lede herstel wat verbeurd verklaar is weens geen fout van hulle kant nie, as gevolg van foute in opgawes van werkgewers of persoonsverwarring by die administrasie van die Fonds.

7. VERSTRYKING VAN OOREENKOMS, ONTBINDING VAN DIE RAAD EN LIKWIDASIE

(1) Indien hierdie Ooreenkoms verstryk weens verloop van tyd of beëindiging om enige ander rede en geen daaropvolgende Ooreenkoms binne 12 maande na die datum van verstryking van hierdie Ooreenkoms aangegaan word om die werksaamhede

(b) Should no claim have been received from a member or his dependants within a period of three months, the Fund shall supply the trade unions with copies of the schedule of such unclaimed moneys. The trade unions shall within a further period of three months try to trace the members or dependants where known. Should no claim have been received from a member or his dependants within a period of six months from the date of the last insertion of the advertisement in terms of paragraph (a) hereof, the benefit shall be forfeited to the Fund as moneys which the Fund has become entitled to in terms of clause (1) (2) (e) of this Chapter for the benefit of the remaining members and there shall thereafter be no further claim against the Fund: Provided that the Management Committee shall, however, in the event of a claim being received within a period of five years from the date of termination of services of a member in the Industry, be entitled in its entire and absolute discretion to make payment to the member or beneficiaries concerned out of the moneys that have reverted to the Fund.

6. INTEREST AND BONUSSES

(1) As at 28 February of each year, the surplus (if any) shall be obtained by deducting the total of—

(a) the expenses for the administration of the Fund up to and including 28 February of that year;

(b) any interest credited to members who received benefits during that year; and

(c) such moneys as are referred to in subclause (4) hereof; from the sum of the following accruals during the previous year, viz.:

(i) Interest from investments;

(ii) benefits forfeited by members of the Fund upon leaving the Industry before qualifying for full benefits;

(iii) any moneys referred to in clause 1 (2) (e) of this Chapter; and

(iv) any balance carried forward after the allocation of interest and bonuses.

(2) In the event of a surplus being obtained in the manner prescribed in subclause (1) hereof, each member shall be entitled to interest on the amount standing to his credit and the amount in the Fund standing to the credit of his employer shall be increased by a like amount of interest. The rate of such interest shall be determined by the Management Committee.

(3) (a) If, in the opinion of the Management Committee, a balance of sufficient proportions remains after deducting the total sum of interest credited in terms of subclause (2) hereof from the surplus referred to in the said subclause the amount standing to the credit of the member shall be increased by way of a bonus arrived at in the following manner:

The said balance shall be determined as a percentage of the total amounts standing to the credit in the Fund of members' own contribution accounts as at 28 February. The percentage thus ascertained shall thereupon be multiplied by the total amount standing to the credit of the member's own contribution account and the figures so obtained shall be his bonus.

(b) The Management Committee shall have the right to reduce the percentage referred to in paragraph (a) hereof to the nearest convenient percentage and/or fraction thereof for purposes of calculation and to carry forward to the following year any balance left over after allocation of bonuses.

(c) For the purposes of this clause, every member of the Fund shall receive interest and bonuses in terms of subclauses (2) and (3) of this clause, irrespective of whether the amount standing to his account has become due and payable, or is subject to an application for withdrawal, or is subject to any of the procedures prescribed for the invitation of claims, or forfeiture.

(d) After the allocation of interest and bonuses, in terms of subclauses (2) and (3) respectively, of this clause, and in the event of these benefits becoming due and payable, and upon payment of such benefits before the next succeeding 28 February a member shall be entitled to interest from 28 February, immediately prior to the date of payment to such date of payment. The rate of interest shall be the rate determined by the Committee in terms of subclause (2) of this clause.

(4) The Management Committee shall reinstate benefits of members which have been declared forfeited through no fault of their own by virtue of errors in returns of employers, or mistaken identity by the administration of the Fund.

7. EXPIRY OF AGREEMENT, DISSOLUTION OF COUNCIL AND LIQUIDATION

(1) In the event of the expiry of this Agreement by effluxion of time or cessation for any other clause, and no subsequent Agreement being negotiated for the purpose of continuing the operation of the Fund or the Fund not being transferred by

van die Fonds voort te sit nie of indien die Fonds nie binne 12 maande na genoemde datum van verstryking deur die Raad oorgedra word na enige ander fonds wat vir dieselfde doel ingestel is nie, moet die Fonds gelikwiede word, deur die Komitee wat intussen vir die administrasie van die Fonds verantwoordelik is. Ingeval die Fonds ooreenkomstig hierdie subklousule oorgedra word—

(a) mag die bystand wat op die datum van sodanige oordrag aan lede van die Fonds verskuldig is, op generlei wyse as gevolg van die oordrag verminder word nie; en

(b) moet enige lid van die Fonds wat nie lid van die nuwe Fonds kan word nie, sy volle bystand betaal word asof hy die Nywerheid verlaat het.

(2) Ingeval die Raad ontbind word of ingeval hy ophou om te funksioneer gedurende enige tydperk waarin hierdie Ooreenkoms ingevolge artikel 34 (2) van die Wet bindend is, moet die Fonds steeds geadminestreer word deur die Komitee of sodanige ander persone as wat die Registrateur ingevolge daardie subartikel aanwys. Enige vakature wat in die Komitee ontstaan, kan deur die Registrateur gevul word uit werkgewers en werknemers in die Nywerheid, na gelang van die geval, ten einde gelyke getalle werkgewer- en werknemerverteenwoordigers in die Komitee te verseker. Ingeval die Komitee nie in staat is nie of onwillig is om sy pligte na te kom of 'n dooie punt daarin ontstaan wat die administrasie van die Fonds, na die mening van die Registrateur, onuitvoerbaar of onwenslik maak, kan hy 'n persoon aanstel wat onverwyld nog twee persone moet koöpteer van wie een 'n lid van die Fonds of 'n besoldigde beamppte van een van die vakverenigings is, en die ander een 'n lid van die werkgewersorganisasie of 'n besoldigde beamppte daarvan is, en tesame is hierdie persone die trustees by wie al die bevoegdhede, regte en pligte van die Komitee berus. Ingeval daar geen Raad bestaan nie, moet die Fonds by verstryking van die Ooreenkoms deur die Komitee of die trustees, na gelang van die geval, gelikwiede word.

(3) Enige vakature wat ontstaan in die raad van trustees saamgestel kragtens subklousule (2) van hierdie klousule, moet gevul word op dieselfde wyse as dié wat in daardie subklousule bepaal word.

(4) Die trustees moet uit die Fonds dié redelike gelde betaal word waaroor hulle en die Registrateur ooreenkom.

(5) By likwidering van die Fonds ingevolge subklousule (1) of (2) van hierdie klousule moet die Bestuurskomitee, likwidateur of die trustees, na gelang van die geval—

(a) onverwyld daartoe oorgaan om alle beleggings en bates van die Fonds in kontantfondse om te sit wat dan binne 30 dae as onmiddellik opeisbare kontant belê moet word;;

(b) alle krediteure, administrasie- en likwidasielaste uit die Fonds betaal;

(c) na aftrekking van alle verskuldigde bedrae en uitgawes, die netto aanwas of tekort van die Fonds bepaal en dit toewys aan die lede se rekenings op die wyse voorgeskryf in klousule 6 van hierdie Hoofstuk;

(d) na hierdie finale toewysing ooreenkomstig paragraaf (c) hiervan, die bedrae wat in die krediet van lede se rekenings staan, aan sodanige lede betaal asof hulle die Nywerheid met aftrede verlaat het.

(6) Ondanks andersluidende bepalinge in hierdie Hoofstuk, word enige bystand verbeur waarop lede ingevolge subklousule (5) (d) hiervan geregtig geword het maar wat hulle nie binne ses maande opgeëis het na die datum waarop sodanige bystand verskuldig en betaalbaar geword het nie, en moet dit, eerstens, in die Siektebystandsgenootskap vir Natalse Meubelwerkers inbetaal word, en as die Genootskap nie meer bestaan nie, dan in die Sterftebystandsvereniging vir Natalse Meubelwerkers. Met dien verstande dat die Raad egter die bevoegdheid het om, ingeval 'n eis ontvang word binne 'n tydperk van drie jaar vanaf die datum waarop sodanige bystand verskuldig geword het, na sy uitsluitlike en absolute goedvinde aan die betrokke begunstigdes betalings te doen uit die geld wat aan die fondse van die Raad verbeur is.

(7) Ingeval sowel die Vereniging as die Genootskap reeds gelikwiede is, moet geld wat kragtens subklousule (6) hiervan verbeur is in die algemene fondse van die Raad inbetaal word. Met dien verstande dat die Raad egter die bevoegdheid het om, ingeval 'n eis ontvang word binne 'n tydperk van drie jaar vanaf die datum waarop sodanige bystand verskuldig geword het, soos in subklousule (6) hiervan gespesifiseer na sy uitsluitlike en absolute goedvinde aan die betrokke begunstigdes betalings te doen uit die geld wat aan die fondse van die Raad verbeur is.

(8) As die sake van die Raad reeds afgesluit en die saldo van die Raad se fondse verdeel is, moet die geld wat kragtens subklousule (6) hiervan verbeur is, ingeval die Vereniging en die Genootskap reeds gelikwiede is, verdeel word soos bepaal in artikel 34 (4) van die Wet asof dit deel van die algemene fondse van die Raad uitmaak.

the Council to any other fund constituted for the same purpose within 12 months from the date of expiry of this Agreement, the Fund shall be liquidated by the Committee which in the meantime shall be responsible for the administration of the Fund. In the event of the Fund being transferred in terms of this subclause—

(a) the benefits due to members of the Fund as at the date of such transfer shall in no way be diminished by virtue of such transfer; and

(b) any member of the Fund who may be precluded from becoming a member of the new Fund, shall be paid out his full benefit as if he had retired from the Industry.

(2) In the event of the dissolution of the Council or in the event of its ceasing to function during any period in which the Agreement is binding in terms of section 34 (2) of the Act the Fund shall continue to be administered by the Committee or such other persons as the Registrar may designate in terms of that subsection. Any vacancy occurring on the Committee may be filled by the Registrar from employers and employees in the Industry, as the case may be, so as to ensure an equality of employer and employee representatives on the Committee. In the event of the Committee being unable or unwilling to discharge its duties or a deadlock arising thereon which renders the administration of the Fund impracticable or undesirable in the opinion of the Registrar, he may appoint a person who shall forthwith co-opt two more persons, one being a member of the Fund or a paid official of one of the trade unions and the other being a member of the employers' organisation or a paid official thereof, and these persons together shall be the trustees in whom all the powers rights and duties of the Committee shall vest. In the event of there being no Council in existence the Fund shall be liquidated upon the expiry of the Agreement by the Committee or the Trustees, as the case may be.

(3) Any vacancy occurring on the board of trustees as constituted in subclause (2) of this clause shall be filled in the same manner provided for in that subclause.

(4) The trustees shall be paid from the Fund such reasonable fees as shall be agreed upon between themselves and the Registrar.

(5) Upon liquidation of the Fund in terms of subclause (1) or (2) of this clause. The Management Committee, liquidator or the trustees, as the case may be, shall—

(a) forthwith proceed to convert all investments and assets of the Fund into cash funds and invest such cash on call within 30 days;

(b) pay all creditors, administration and liquidation expenses from the Fund;

(c) after deduction of all amounts owing and expenses, determine and allocate the net improvement or shortfall of the Fund to the members' accounts in the manner prescribed in clause 6 of this Chapter;

(d) after this final allocation in terms of paragraph (c) hereof, pay the amounts standing to the credit of the member's accounts to such members as though they had left the Industry upon retirement.

(6) Notwithstanding anything to the contrary contained in this Chapter, should any benefits to which members have become entitled in terms of subclause (5) (d) not be claimed within six months from the date upon which such benefits become due and payable, then the benefits shall be forfeited, and shall be paid, firstly, into the Natal Furniture Workers' Sick Benefit Society and, if the Society is no longer in existence, then into the Natal Furniture Workers' Mortality Benefit Association: Provided that the Council shall, however, in the event of a claim being received within a period of three years from the date upon which such benefits became due, be entitled in its entire and absolute discretion, to make payments to the beneficiaries concerned out of the moneys which have been forfeited to the funds of the Council.

(7) In the event of the Association and the Society both already having been liquidated, moneys forfeited in terms of subclause (6) hereof shall be paid into the general funds of the Council: Provided that the Council, shall however, in the event of a claim being received within a period of three years from the date upon which such benefits become due, as specified in subclause (6) hereof, be entitled in its entire and absolute discretion to make payments to the beneficiaries concerned out of the moneys which have been forfeited to the funds of the Council.

(8) If the affairs of the Council have already been wound up and the balance of the Council's funds distributed, moneys forfeited in terms of subclause (6) hereof shall, in the event of the Association and the Society already having been liquidated, be distributed as provided for in terms of section 34 (4) of the Act as if it formed part of the general funds of the Council.

HOOFSTUK III

1. SIEKTEBYSTANDSGENOOTSKAP VIR NATALSE MEUBELWERKERS

- (1) Die Siektebystandsgenootskap vir Natalse Meubelwerkers word hierby ingestel.
- (2) Die geld van die Genootskap bestaan uit—
- (a) enige geld wat in die krediet van die Genootskap oorgeplaas mag word op die datum waarop hierdie Ooreenkoms van krag word;
- (b) die bydraes wat ooreenkomstig klousule 4 (5) van Hoofstuk II van hierdie Ooreenkoms aan die Genootskap oorgedra word;
- (c) rente verkry uit die belegging van enige geld van die Genootskap; en
- (d) enige ander geld waarop die Genootskap geregtig mag word of wat aan die Genootskap geskenk word.

2. DOELSTELLINGS

(1) Die doel van die Genootskap is om fondse in te samel en in stand te hou deur middel van bydraes en skenkings om, ingevolge hierdie Hoofstuk van hierdie Ooreenkoms en die regulasies, lede en, behoudens klousule 5 van hierdie Hoofstuk, hul afhanklikes, te voorsien van mediese, chirurgiese, tandheelkundige en oftalmiese ondersoeke en behandeling, medisyne, verbande, geriewe, behandeling in hospitale of verpleeginrigtings wanneer vry beddens in 'n hospitaal ooreenkomstig die betrokke Provinsiale ordonnansie onverkrygbaar is en laasgenoemde geval dringend is; om lede te voorsien van siektebesoldiging en sodanige ander bystand en hulp as wat van tyd tot tyd deur die Mediese Komitee bepaal word en om stappe te doen vir die voorkoming van siekte en die verbetering en bevordering van die gesondheid van lede en hul afhanklikes.

(2) In verband met die verwesenliking van bogemelde doelstellings kan die Genootskap—

- (a) kontrakte aangaan met sodanige dokters, verpleegsters, aptekers en ander persone as wat hy wenslik ag, asook hulle retineer of in diens neem;
- (b) enige hospitaal, verpleeginrigting, hersteloord of 'n dergelike inrigting of enige spreekkamer of apteek instel en/of dryf;
- (c) kontrakte aangaan met enige hospitaal, verpleeginrigting, hersteloord of 'n dergelike inrigting vir die versorging van lede en hul afhanklikes;
- (d) kontrakte aangaan met enige oogkundige, tandarts, farmaseut of enige ander persoon vir die verskaffing van dienste, oogkundige benodigdhede, medisyne, kunsgebitte, verbande en drogerie;
- (e) roerende en, behoudens die goedkeuring van die Registrateur, vaste eiendom verkry en/of geboue oprig en/of in stand hou;
- (f) amalgameer of verenig met of wederkerig saamwerk met enige ander organisasie of liggaam wie se doelstellings geheel en al of gedeeltelik soortgelyk is aan dié van die Genootskap.
- (3) Verder kan die Genootskap alle sodanige ander dinge doen as wat gepaard gaan met of bevorderlik is vir die verwesenliking van enige doelstelling, of wat gepaard gaan met enigeen van die bevoegdhede of funksies in hierdie Hoofstuk van die Ooreenkoms gemeld.

3. LIDMAATSKAP

(1) (a) Behoudens klousule 1 (2) van Hoofstuk I, bestaan die lede van die Genootskap uit—

- (i) werknemers wat lede van die vakverenigings is en in diens is by lede van die werkgewersorganisasie;
- (ii) vakleerlinge en/of kantoorwerkers wat lede van die vakverenigings is en in diens is by lede van die werkgewersorganisasie.
- (b) Ondanks paragraaf (a) hiervan staan lidmaatskap verder, na goedvinde van die Mediese Komitee, oop vir enige ander persone wat in die Nywerheid werksaam is, met uitsondering van los werknemers, wat verkies om lede te word en ten opsigte van wie hul werkgewers toegestem het om die bydraes te doen wat in Hoofstuk II van hierdie Ooreenkoms bepaal word.
- (2) Lidmaatskap van die Genootskap eindig sodra 'n lid die Nywerheid verlaat, ongeag enige bydraes wat reeds gedoen is.
- (3) Lede wat uit die Nywerheid aftree weens hoë ouderdom of liggaamlike ongesiktheid, soos gestaaf deur 'n mediese sertifikaat, na 20 jaar diens, of weduwees van oorlede lede, kan toegelaat word om steeds deel te hê aan die bystand wat die Genootskap bied, op sodanige grondslag en voorwaardes rakende bydraes aan die Genootskap en andersins as wat die Mediese Komitee, van tyd tot tyd mag voorskryf.
- (4) Hierdie klousule is nie van toepassing op persone wat in die Nywerheid werksaam is en wat afhanklikes van lede van hierdie of enige ander mediese skema is nie.

CHAPTER III

1. NATAL FURNITURE WORKERS' SICK BENEFIT SOCIETY

(1) The Natal Furniture Workers' Sick Benefit Society is hereby established.

(2) The moneys of the Society shall consist of—

- (a) any moneys which may be transferred to the credit of the Society as at the date of coming into operation of this Agreement;
- (b) the contributions diverted to the Society in terms of clause 4 (5) of Chapter II of this Agreement;
- (c) interest derived from the investment of any moneys of the Society; and
- (d) any other moneys to which the Society may become entitled or which may be donated to the Society.

2. OBJECTS

(1) The objects of the Society shall be to raise and maintain funds by contributions and donations for the purpose of providing, in accordance with the provisions of this Chapter of this Agreement and the regulations, members and, subject to clause 5 of this Chapter, their dependants with medical, surgical, dental, and ophthalmic attendance and treatment, medicines, dressings, comforts, hospital or nursing home treatment when free beds in a hospital, in terms of the relevant Provincial Ordinance, are unobtainable and the latter case is one of urgency; to provide sick pay for members and such other benefits and assistance as may from time to time be determined by the Medical Committee and to take measures for the prevention of sickness and for the improvement and promotion of health amongst members and their dependants.

(2) In connection with the attainment of the aforementioned objects the Society may—

- (a) contract with, retain or employ such doctors, nurses, dispensers and other persons as it may consider desirable;
- (b) establish and/or conduct any hospital, nursing home, convalescent home or the like, or any surgery or dispensary;
- (c) contract with any hospital, nursing home, convalescent home or the like for the care of members and their dependants;
- (d) contract with any optician, dentist, pharmacist or any other person for the supply of services, optical requirements, medicines, dentures, dressings and drugs;
- (e) acquire movable and, subject to the approval of the Registrar, acquire immovable property and/or erect and/or maintain buildings;
- (f) amalgamate or incorporate with or work in reciprocity with any other organisation or body having objects similar in whole or in part to those of the Society.

(3) The Society may further do all such other things as are incidental or conducive to the attainment of any object incidental to any of the powers or functions in this Chapter of, or the Agreement.

3. MEMBERSHIP

(1) (a) Membership of the Society shall, subject to the provisions of clause 1 (2) of Chapter I, consist of—

- (i) employees who are members of the trade unions and who are employed by members of the employers' organisation;
- (ii) apprentices and/or office employees who are members of the trade unions and who are employed by members of the employers' organisation.
- (b) Notwithstanding the provisions of paragraph (a) hereof membership shall further, at the discretion of the Medical Committee, be open to any other persons engaged in the Industry, other than casual employees, who elect to become members and in respect of whom their employers have consented to make the contributions provided for in Chapter II of this Agreement.
- (2) Membership of the Society shall terminate immediately a member leaves the Industry, notwithstanding any contributions which may have been paid.
- (3) Members who retire from the Industry owing to old age or physical inability as substantiated by a medical certificate after 20 years of service, or widows of deceased members may be permitted to continue to participate in the benefits of the Society, on such terms and conditions as to contributions to the Society and otherwise as the Medical Committee may from time to time prescribe.
- (4) The provisions of this clause shall not apply to persons who are engaged in the Industry and who are dependants of members of this or any other medical scheme.

4. LEDE SE KLAGTES

(1) Enige klag teen die Mediese Komitee of enige beampte of dienaar daarvan, moet skriftelik gerig word aan die Raad wat die bevoegdheid het om 'n oordeel te vel en wie se beslissing finaal is.

(2) Klagtes teen mediese personeel moet by die Mediese Komitee ingedien word, wat op sy beurt genoemde klagtes moet verwys na 'n komitee aangestel om sodanige klagtes te ondersoek, 'n komitee bestaande uit persone aangestel uit eersgenoemde Komitee se geledere, tesame met die Hoof- Mediese Beampte. Die komitee van ondersoek moet daarna sy bevindings aan die Mediese Komitee voorleë.

5. TOELATING VAN AFHANKLIKES

Ondergemelde persone word op die voorwaardes hieronder uiteengesit as afhanklikes van 'n lid toegelaat:

(a) 'n Lid se vrou, en 'n lid se kinders onder die ouderdom van 16 jaar (met inbegrip van wettig aangenome en pleegkinders), behoudens sodanige bewys as wat die Mediese Komitee mag vereis aangaande die vraag of hulle geheel en al van sodanige lid afhanklik is;

(b) enige ander persoon wat na goedvinde van die Mediese Komitee geheel en al van 'n lid afhanklik is: Met dien verstande dat 'n persoon in (a) en (b) hierbo bedoel—

(i) nie toegelaat word as 'n afhanklike van enige lid nie, tensy sodanige persoon medies gekeur is tot tevredenheid van die Mediese Komitee;

(ii) wat ouderdoms- of enige ander pensioen ontvang van hoogstens R15 per maand, en kinders onder die ouderdom van 16 jaar wat 'n inkomste van R15 per maand of minder het, na goedvinde van die Mediese Komitee as geheel en al afhanklik geag kan word;

(iii) gewoonlik by die betrokke lid inwoon: Met dien verstande dat die Mediese Komitee in spesiale gevalle, op sodanige voorwaardes as wat hy van tyd tot tyd kan bepaal persone wat nie aldus inwoon nie, as afhanklikes kan toelaat: Met dien verstande dat hulle in die Republiek van Suid-Afrika woonagtig is.

6. LIDMAATSKAPKAARTE

(1) Aan elke lid word 'n kaart uitgereik as bewys van lidmaatskap. Op versoek moet hierdie kaart getoon word aan enige persoon wat aan 'n lid of afhanklike ooreenkomstig hierdie Hoofstuk dienste lewer waarvoor die Genootskap geheel en al of gedeeltelik aanspreeklik is.

(2) Lede moet die Sekretaris van die Genootskap binne 30 dae in kennis stel van—

(a) enige verandering in die huwelikstaat van 'n lid;

(b) die geboorte van 'n kind aan 'n lid se vrou of die wettige aanneming van 'n kind deur 'n lid;

(c) die dood, die bereiking van die ouderdom van 16 jaar, of die huwelik van 'n afhanklike;

(d) die feit dat 'n afhanklike 'n loon of pensioen van meer as R15 per maand begin ontvang;

(e) verandering van adres; en

(f) verandering van paneeldokter.

(3) In die geval van (a) of (b) van subklousule (2) hiervan moet die huwelik- of geboortsertifikaat en/of bewys van wettige aanneming ingedien word.

(4) Lidmaatskapkaarte moet in eerste instansie gratis uitgereik word maar as 'n kaart verlore raak, moet R1 deur die betrokke lid aan die Genootskap vir die vervanging van die kaart betaal word.

(5) 'n Nuwe uitreiking van lidmaatskapkaarte kan van tyd tot tyd na goedvinde van die Komitee gedoen word.

(6) Lidmaatskapkaarte bly te alle tye die eiendom van die Genootskap en moet by beëindiging van lidmaatskap aan die Genootskap terugbesorg word.

(7) Die Genootskap moet die lid se paneeldokter in kennis stel van enige verandering in die lid se besonderhede wat kragtens subklousule (2) hiervan aan die Genootskap verstrek is.

7. BYDRAES

(1) Bydraes deur verpligte lede betaal, moet kragtens klousule 4 (5) van Hoofstuk II aan die Genootskap oorgedra word uit die bydraes bepaal in klousule 4 (1) (a) van Hoofstuk II van hierdie Ooreenkoms en voorgeskryf in die betrokke kolomme van Aanhangsel A daarvan, en wel soos volg:

(a) Lede, vakleerlinge en leerlinge wie se gewone weekloon R26 per week of minder is, R1,60 per week bestaande uit 80c uit die bydraes van die lid en 80c uit die bydraes van die werkgever tot by verstryking van die Ooreenkoms;

(b) lede, vakleerlinge en leerlinge wie se normale weekloon R26,01 per week of meer is maar minder as R39,99 per week, R1,80 per week bestaande uit 90c uit die bydraes van die lid en 90c uit die bydraes van die werkgever, tot by verstryking van die Ooreenkoms;

4. MEMBERS' COMPLAINTS

(1) Any complaint against the Medical Committee or any official or servant thereof, shall be made, in writing, to the Council who shall have the power to adjudicate, and whose ruling shall be final.

(2) Complaints against medical personnel shall be lodged with the Medical Committee, which in turn shall refer the said complaints to a committee appointed to investigate such complaint consisting of persons appointed from the members of the first-named Committee together with the Chief Medical Officer. The investigating committee shall thereupon report its findings to the Medical Committee.

5. ADMISSION OF DEPENDANTS

The following person shall, on the conditions set out hereunder, be admitted as dependants of a member:

(a) A member's wife, and member's children under the age of 16 years (including legally adopted and foster children) subject to such proof as the Medical Committee may require of their being wholly dependent on such member;

(b) any other person who at the discretion of the Medical Committee is wholly dependent on a member: Provided that a person referred to in (a) and (b) above—

(i) shall not be admitted as a dependant of any member unless such person has passed a medical examination to the satisfaction of the Medical Committee;

(ii) who is in receipt of old age or any pension not exceeding R15 per month and children under the age of 16 years who are in receipt of an income of R15 per month or less may, at the discretion of the Medical Committee, be considered as wholly dependent;

(iii) shall normally reside with the member concerned; provided that in special cases the Medical Committee may, on such conditions as it may lay down from time to time, admit as dependants persons not so resident: Provided that they are resident in the Republic of South Africa.

6. MEMBERSHIP CARDS

(1) A card shall be issued to every member as evidence of membership. This card must be produced, upon request, to any person rendering services to a member or dependant in terms of the provisions of this Chapter and for which the Society may be liable in whole or in part.

(2) Members shall advise the Secretary of the Society within 30 days of—

(a) any change in the marital status of a member;

(b) the birth of a child to a member's wife or the legal adoption of a child by a member;

(c) the death, the attainment of 16 years of age, or the marriage of a dependant;

(d) a dependant becoming the recipient of a wage or pension exceeding R15 per month;

(e) a change of address; and

(f) a change of panel doctor.

(3) In the case of (a) or (b) of subclause (2) hereof, the marriage or birth certificate and/or evidence of legal adoption must be produced.

(4) Membership cards shall be issued free in the first instance but if a card is lost, a fee of R1 shall be paid to the Society by the member concerned for its replacement.

(5) A new issue of membership cards may be made from time to time at the discretion of the Committee.

(6) Membership cards remain the property of the Society at all times and must be surrendered to the Society on termination of membership.

(7) The Society shall advise the member's panel doctor of any change in the member's particulars supplied to the Society in terms of subclause (2) hereof.

7. CONTRIBUTIONS

(1) Contributions by compulsory members shall be diverted in terms of clause 4 (5) of Chapter II to the Society from the contributions provided for in clause 4 (1) (a) of Chapter II of this Agreement and prescribed in the relevant columns of Annexure A thereto as follows:

(a) Members, apprentices and learners whose normal weekly wage is R26 per week or less, R1,60 per week made up of 80c from the contributions of the member and 80c from the contributions of the employer until the expiry of the Agreement;

(b) members, apprentices and learners whose normal weekly wage is R26,01 per week or more but less than R39,99 per week, R1,80 per week made up of 90c from the contributions of the member and 90c from the contributions of the employer, until the expiry of the Agreement;

(c) lede, vakleerlinge en leerlinge wie se normale weekloon R40 per week en meer is, R2 per week bestaande uit R1 uit die bydraes van die lid en R1 uit die bydraes van die werkgewer tot by verstryking van die Ooreenkoms.

(2) Bydraes deur ander lede as verpligte lede betaal, is R2 per week wat maandeliks aan die Sekretaris van die Genootskap vooruitbetaalbaar is.

8. BYSTAND

(1) Ondanks andersluidende bepalings hierin, word lede en hul afhanklikes nie geregtig op enige bystand waarvoor in hierdie klousule voorsiening gemaak word nie, tensy sodanige lede minstens 13 weke lank bydraes aan die Genootskap betaal het.

(2) Van alle lede en afhanklikes wat woonagtig is binne enige gebied waarin 'n dokter deur die Mediese Komitee aangestel is, word vereis om gebruik te maak van die dienste van sodanige dokter, en van alle lede en afhanklikes word ook vereis om gebruik te maak van die dienste van aptekers met wie die Mediese Komitee 'n kontrak aangegaan het vir die opmaak van voorskrifte.

(3) Die Mediese Komitee het die bevoegdheid om te verklaar dat die behandeling van enige chroniese siekte waaraan 'n lid of afhanklike ly, ná behandeling van 26 weke nie langer die aanspreeklikheid van die Genootskap is nie en om bystand ten opsigte van werklose lede op te kort wat vir 'n tydperk van vier weke nie bydraes aan die Genootskap betaal het nie.

(4) 'n Lid en sy afhanklikes is geregtig op die volgende bystand:

(a) Mediese behandeling (uitgesonderd bevallings of komplikasies wat daaruit voortspruit);

(b) spesialisdienste (uitgesonderd verloskundige dienste), met die toestemming van die Hoof- Mediese Beampde van die Genootskap of sy plaasvervanger;

(c) operasies (as dit uitgevoer word deur die Genootskap se chirurgie of met hul toestemming), maar uitgesonderd operasies in klousule 10 van hierdie deel van die Ooreenkoms bedoel;

(d) mediese verbande en sodanige medisyne en/of drogerye waarvoor die Mediese Komitee mag besluit: Met dien verstande dat die lid 25 persent van die totale koste van sodanige medisyne en drogerye betaal;

(e) oogkundige dienste, uitgesonderd dié in paragraaf (j) hier- van bepaal, soos die Mediese Komitee besluit;

(f) na die uitsluitlike goeddunke van die Mediese Komitee, 'n ex gratia-bydrae tot mediese koste—

(i) terwyl hulle in enige provinsie van die Republiek van Suid-Afrika reis; of

(ii) terwyl hulle tydelik woon in 'n ander gebied as die gebied waarin hulle gewoonlik woonagtig is;

(g) akkommodasie in 'n hospitaal of verpleeginrigting (wanneer dit 'n dringende geval is en vry beddens in 'n hospitaal onverkrygbaar is);

(h) sodanige ander dienste as wat van tyd tot tyd deur die Mediese Komitee ingestel word;

(i) siektebesoldiging in die geval van 'n lid slegs kragtens klousule 9 van hierdie Hoofstuk;

(j) koste van brille ten opsigte van 'n lid en/of sy afhanklikes, behoudens—

(i) 'n maksimum van R25 een maal elke twee jaar wanneer die lid tot R26 per week verdien; of

(ii) 'n maksimum van R50 een maal elke twee jaar wanneer 'n lid van R26,01 tot R39,99 per week verdien; of

(iii) 'n maksimum van R75 een maal elke twee jaar wanneer 'n lid R40 en meer per week verdien;

(k) die koste van kunsgebite ten opsigte van 'n lid en/of sy afhanklikes, behoudens—

(i) 'n maksimum van R50 een maal elke vyf jaar wanneer die lid tot R26 per week verdien; of

(ii) 'n maksimum van R75 een maal elke vyf jaar wanneer die lid van R26,01 tot R39,99 per week verdien; of

(iii) 'n maksimum van R100 een maal elke vyf jaar wanneer die lid R40 en meer per week verdien;

(l) 80 persent van die tarief bepaal kragtens die Wet op Mediese Skemas, 1967, ten opsigte van tandheelkundige ondersoeke, behandeling en chirurgie tot 'n maksimum van R50 per jaar: Met dien verstande dat vir goud- en ander vulsels betaal sal word teen die prys van gewone vulsels (d.w.s. sement, silikaat of dergelyke allooï): Voorts met dien verstande dat die koste van kroning en brugwerk nie die Genootskap ten laste kom nie.

9. SIEKTEBESOLDIGING

(1) 'n Lid ten opsigte van wie bydraes deur die Genootskap ontvang word en wat weens siekte verplig is om van die werk weg te bly, is, behoudens klousules 3 en 5 van die regulasies,

(c) members, apprentices and learners whose normal weekly wage is R40 per week and more, R2 per week made up of R1 from the contributions of the member and R1 from the contributions of the employer until the expiry of the Agreement.

(2) Contributions by other than compulsory members shall be R2 per week payable monthly in advance to the Secretary of the Society.

8. BENEFITS

(1) Notwithstanding anything herein contained, members and their dependants shall not become entitled to any of the benefits provided for in this clause unless such members have contributed not less than 13 weeks' contributions to the Society.

(2) All members and dependants who are resident within any area in which a doctor has been appointed by the Medical Committee shall be required to utilise the services of such doctor, and all members and dependants shall also be required to utilise the services of chemists with whom the Medical Committee has contracted for the dispensing of prescriptions.

(3) The Medical Committee shall have the power to declare the treatment of any chronic ailment, from which a member or dependant is suffering to be no longer a liability of the Society after a period of 26 weeks of treatment and to suspend benefits in respect of unemployed members who have not contributed to the Society for a period of four weeks.

(4) A member and his dependants shall be entitled to the following benefits:

(a) Medical attendance (excluding confinements or complications arising therefrom);

(b) specialists' services (excluding obstetrics), with the consent of the Chief Medical Officer of the Society, or his deputy;

(c) operations (if performed by the Society's surgeons or with their approval), but excluding operations referred to in clause 10 of this part of the Agreement;

(d) medical dressings and such medicines and/or drugs as may be decided upon by the Medical Committee: Provided that the member shall pay 25 per cent of the total cost of such medicines and drugs;

(e) optical services other than those provided for in paragraph (i) hereof, as may be decided by the Medical Committee;

(f) at the entire discretion of the Medical Committee, an ex gratia contribution towards medical expenses—

(i) whilst journeying in any Province of the Republic of South Africa; or

(ii) whilst temporarily resident in an area other than the area where he is usually resident;

(g) hospital and nursing home accommodation (when the case is one of urgency and free beds in a hospital are unobtainable);

(h) such other services as may from time to time be introduced by the Medical Committee;

(i) sick pay in the case of a member only in terms of clause 9 of this Chapter;

(j) cost of spectacles in respect of a member and/or his dependants subject to—

(i) a maximum of R25 once every two years where the member earns up to R26 per week; or

(ii) a maximum of R50 once every two years where the member earns from R26,01 to R39,99 per week; or

(iii) a maximum of R75 once every two years where the member earns R40 per week and more;

(k) cost of dentures in respect of a member and/or his dependants subject to—

(i) a maximum of R50 once every five years where the member earns up to R26 per week; or

(ii) a maximum of R75 once every five years where the member earns from R26,01 to R39,99 per week; or

(iii) a maximum of R100 once every five years where the member earns R40 per week and more;

(l) 80 per cent of the tariff laid down in terms of the Medical Schemes Act, 1967, in respect of dental examination, treatment and surgery up to a maximum of R50 per annum: Provided that gold and other fillings will be paid for at the rate of ordinary fillings (i.e. cement, silicate or similar alloy): Provided further that the cost of crowning and bridging shall not be a charge upon the Society.

9. SICK PAY

(1) A member in respect of whom contributions are received by the Society and who through illness is compelled to absent himself from work shall, subject to clauses 3 and 5 of the

gedurende die eerste vyf gewone werkdade van sodanige afwesigheid geregtig op siektebesoldiging gedurende enige 12 kalendermaande soos in onderstaande tabel uiteengesit:

regulations, be entitled to sick pay during any 12 calendar months as laid down in the following table during the first five ordinary working days of such absence:

SIEKTEBESOLDIGING WAT BETAAL MOET WORD

Getal gewone werkdade afwesig weens siekte	Getal dae waarop siektebesoldiging betaal word	Siektebesoldiging gebaseer op weekloon tot R26,00	Siektebesoldiging gebaseer op weekloon van R26,01 tot R39,99	Siektebesoldiging gebaseer op weekloon van R40,00 en meer
1	—	R	R	R
2	1	3	4	5
3	2	6	8	10
4	3	9	12	15
5	4	12	16	20

AMOUNT OF SICK PAY TO BE PAID

Number of normal working days absent through illness	Number of days on which sick pay is paid	Sick pay based on weekly wage up to R26,00	Sick pay based on weekly wage from R26,01 to R39,99	Sick pay based on weekly wage of R40,00 and more
1	—	R	R	R
2	1	3	4	5
3	2	6	8	10
4	3	9	12	15
5	4	12	16	20

(2) As 'n lid se tydperk van afwesigheid weens siekte langer as vyf werkdade duur, moet hy siektebesoldiging betaal word vir elke werkdag van afwesigheid weens siekte, van hoogstens 'n verdere 35 werkdade teen die dagtarief in die Bylae hieronder gemeld:

(2) Should a member's period of absence through illness exceed five working days he shall be paid sick pay for each working day of absence through illness not exceeding a further 35 working days at the daily rate reflected in the schedule below:

Gewone verdienste per week volgens Raad se registers	Dagtarief van siektebesoldiging
Werknemers wat tot R26 verdien	R 3,00
Werknemers wat van R26,01 tot R39,99 verdien	4,00
Werknemers wat R40 en meer verdien	5,00

Normal earning per week according to Council records	Daily rate of Sick Pay R
Employees earning up to R26	3,00
Employees earning from R26,01 to R39,99	4,00
Employees earning R40 and more	5,00

(3) Vir die berekening van siektebesoldiging word Saterdag en Sondag en openbare vakansiedae met besoldiging nie as werkdade geag nie.

(3) Saturday and Sunday and paid public holidays shall, for purposes of sick pay calculations, not be considered to be working days.

(4) Siektebesoldiging is aan 'n lid betaalbaar slegs by voorlegging aan die Genootskap van 'n ingevulde amptelike doktersertifikaat insake siektebesoldiging wat in Aanhangsel A van die regulasies voorgeskryf word.

(4) Sick pay shall only be payable to a member upon presentation to the Society of a completed official sick pay medical certificate prescribed in Annexure A of the regulations.

10. BEPERKING VAN BYSTAND

10. LIMITATION OF BENEFITS

(1) Sonder benadeling van klousules 8 en 9 van hierdie Hoofstuk is dienste wat deur lede en hul afhanklikes vereis word in verband met enigeen van die volgende, nie 'n aanspreeklikheid van die Genootskap nie:

(1) Without prejudice to the provisions of clauses 8 and 9 of this Chapter, services required by members and their dependants in connection with any of the following shall not be a liability of the Society:

(a) Enige siekte wat voortspruit uit wanordelike gedrag, wan-gedrag, oormatige gebruik van alkohol of sterk drank, of misbruik van drogerie of iets dergeliks;

(a) Any sickness arising out of disorderly behaviour, misconduct, indulgence in alcohol or intoxicating liquor, or the misuse of drugs or the like;

(b) voortdurende van siekte in gevalle waar 'n lid of afhanklike weier om enige redelike opdrag of aanbeveling van sy mediese dokter na te kom;

(b) continuation of sickness in cases where a member or dependant refuses to observe any reasonable instruction or recommendation of his medical attendant;

(c) enige toevallige of opsetlike besering wat na die mening van die Mediese Komitee nie die Genootskap ten laste behoort te kom nie, of enige toevallige of opsetlike besering waarvoor 'n derde party aanspreeklik is vir die betaling van vergoeding en dit wel betaal, of wat deur versekering gedek is, tot die bedrag van sodanige vergoeding of dekking, na gelang van die geval;

(c) any accidental or wilful injury which, in the opinion of the Medical Committee, should not be a charge upon the Society or any accidental or wilful injury for which a third party is liable to pay, and does pay, compensation or which is covered by insurance to the extent of such compensation or cover, as the case may be;

(d) beserings as gevolg van aanraking of motorongelukke waar 'n gesertifiseerde polisierslag nie aan die Genootskap voorgelê word nie;

(d) injuries arising from assaults or motor accidents where a certified police report is not submitted to the Society;

(e) beserings of beroepsiektes wat 'n lid opdoen terwyl hy op diens is, vir sover 'n werkgewer voorsiening vir behandeling maak;

(e) injuries received or occupational diseases contracted by a member whilst on duty, to the extent to which an employer provides for treatment;

(f) siekte tydens militêre diens of waarvoor die militêre owerhede verantwoordelikheid aanvaar het;

(f) sickness whilst on military service or for which the military authorities have accepted responsibility;

(g) operasies uit eie keuse;

(g) operations of choice;

(h) die verskaffing van patentmedisyne en sodanige antibiotika as wat die Mediese Komitee mag bepaal;

(h) the supply of patent medicines and such antibiotics as may be determined by the Medical Committee;

(i) spesiale behandelings wat deur ander persone as 'n geregi-streerde mediese praktisyn aanbeveel word;

(i) special treatments recommended by persons other than a registered medical practitioner;

(j) kraam- en/of verloskundige gevalle en/of sequelae;

(j) maternity and/or obstetrical cases and/or sequelae;

(k) geestesiektes;

(k) mental ailments;

(l) geslagsiektes;

(l) venereal disease;

(m) hartoperasies wat na die mening van die Mediese Komitee die Genootskap onredelik baie sal kos;

(m) heart operations which in the opinion of the Medical Committee will involve the Society in unreasonable expense;

(n) rekenings wat meer as vier maande na die datum waarop die aanspreeklikheid aangegaan is, vir betaling voorgelê word.

(n) accounts submitted for payment more than four months after the date on which such liabilities were incurred.

(2) As die bedrag in die kredit van die Genootskap te eniger tyd benede een derde van die vorige jaar se jaarlikse uitgawes aan bystand aan lede, of R10 000, daal, naamlik die grootste bedrag, word betalings kragtens klousule 8 van hierdie Hoofstuk gestaak, en word dit nie hervat nie voordat die bedrag in die kredit van die Genootskap die waarde van die eise ter hand oorskry, plus R10 000 of een derde van die vorige jaar se jaarlikse uitgawes aan bystand, naamlik die grootste bedrag.

11. MEDIESE BEHANDELING

Die Mediese Komitee kan te eniger tyd vereis dat 'n lid of enigeen van sy afhanklikes op koste van die Genootskap 'n mediese ondersoek ondergaan deur enige dokter wat die Komitee benoem.

12. BESTUUR

(1) Die administrasie en beheer van die Genootskap berus by 'n Mediese Komitee waarvan die lede deur die Raad aangestel word. Die Sekretaris van die Genootskap word deur die Raad of in 'n ere- of in 'n besoldigde hoedanigheid kragtens klousule 4 van Hoofstuk I van hierdie Ooreenkoms aangestel.

(2) Die Mediese Komitee bestaan uit ses lede en/of plaasvervangers van die Raad (van wie drie werknemer- en drie gewervertreterwoordigers moes wees), en die Voorsitter en Ondervoorsitter van die Raad wat *ipso facto* Voorsitter en Ondervoorsitter van die Mediese Komitee is.

(3) Die Raad kies uit sy lede en/of plaasvervangers, plaasvervangers vir die vernaamste lede van die Mediese Komitee wat hy aangestel het.

(4) Lede en plaasvervangers in die Mediese Komitee, beklee hul amp vir 'n tydperk van 12 maande waarna hulle heraan- gestel kan word.

(5) As 'n geskil te eniger tyd ontstaan oor die administrasie van die Genootskap waaroor lede van die Mediese Komitee gelyk op verdeel is, moet die saak na die Raad vir beslissing verwys word.

13. BEVOEGDHEDE EN PLIGTE VAN DIE MEDIESE KOMITEE

Die Mediese Komitee bepaal die beleid van die Genootskap en administreer die algemene sake en werksaamhede van die Genootskap ooreenkomstig hierdie Hoofstuk en by die uitoefening van hierdie funksies, doen die Mediese Komitee alle sodanige stappe as wat hy nodig ag, of wat hy beskou as bevorderlik vir, of wat hom sal help in die bereiking van sodanige doelstelling. In die besonder kan die Mediese Komitee—

(a) van tyd tot tyd soveel van die geld van die Genootskap belê as wat nie onmiddellik nodig is om die verpligtings van die Genootskap na te kom nie, op die wyse voorgeskryf in klousule 2 (6) van Hoofstuk II van hierdie Ooreenkoms; en

(b) enige bates van die Genootskap te gelde maak, verkoop of andersins daarvoor beskik of daarmee handel;

(c) behoudens goedkeuring van die Raad, enige lid van lidmaatskap van die Genootskap onthef—

(i) as hy skriftelik aansoek om sodanige ontheffing doen; of

(ii) as dit in belang van die Genootskap is.

14. FINANSIËLE BEHEER

(1) 'n Bankrekening moet by die Raad se bankiers op naam van die Genootskap geopen word. Die Mediese Komitee het die bevoegdheid om sodanige ander bankrekenings as wat hy van tyd tot tyd nodig ag, op naam van die Genootskap te open en daarop te werk en moet die persone aanwys wat gemagtig is om op enigeen van die Genootskap se bankrekenings te werk.

(2) Alle geld wat aan die Genootskap betaal word, moet sonder versuim in een van die Genootskap se bankrekenings inbetaal word.

(3) Alle koste wat aangegaan word in verband met die administrasie van die Genootskap kom ten laste van die Genootskap.

(4) Alle geld wat nie nodig is om lopende betalings en uitgawes te dek nie, moet belê word soos voorgeskryf in klousule 2 (6) van Hoofstuk II van hierdie Ooreenkoms.

(5) Die boekjaar van die Genootskap sluit op 28 Februarie elke jaar.

(6) So spoedig doenlik na 28 Februarie elke jaar moet die Mediese Komitee 'n staat laat opstel van alle inkomste en uitgawes van die Genootskap en 'n balansstaat wat die bates en laste toon vir die tydperk van 12 maande geëindig 28 Februarie, wat deur die ouditeur gesertifiseer en deur die Voorsitter van die Genootskap medeonderteken en tesame met enige verslag deur die ouditeur daarvoor, aan die Raad voorgelê moet word.

(7) Die geouditeerde staat en balansstaat moet daarna ter insae lê op die kantoor van die Raad en afskrifte daarvan moet binne drie maande na die sluiting van die tydperk wat daardeur gedek word, aan die Sekretaris van Arbeid, Pretoria, voorgelê word.

(2) If at any time the amount to the credit of the Society drops below a third of the previous year's annual expenditure on benefits to members, or R10 000, whichever amount is the greater, payment in terms of clause 8 of this Chapter shall cease and shall not be resumed until the amount to the credit of the Society exceeds the value of the claims on hand, plus R10 000 or a third of the previous year's annual expenditure on benefits, whichever is the greater amount.

11. MEDICAL TREATMENT

The Medical Committee may at any time require a member or any of his dependants to undergo a medical examination at the Society's expense by any doctor which it may nominate.

12. MANAGEMENT

(1) The administration and control of the Society shall be vested in a Medical Committee the members of which shall be appointed by the Council. The Secretary of the Society shall be appointed by the Council in terms of clause 4 of Chapter I of this Agreement, either in an honorary or a paid capacity.

(2) The Medical Committee shall consist of six members and/or alternates of the Council (three of whom shall be employee representatives and three employer representatives), and the Chairman and Vice-Chairman of the Council who shall *ipso facto* be the Chairman and Vice-Chairman of the Medical Committee.

(3) The Council shall choose, from amongst its members and/or alternates, alternates to the principal members of the Medical Committee which it has appointed.

(4) Members and alternates of the Medical Committee shall hold office for a period of 12 months, whereafter they shall be eligible for reappointment.

(5) Should a dispute arise at any time as to the administration of the Society in regard to which members of the Medical Committee are equally divided, the matter shall be referred to the Council for a decision.

13. POWERS AND DUTIES OF THE MEDICAL COMMITTEE

The Medical Committee shall direct the policy of the Society and administer the general business and activities of the Society, in accordance with the provisions of this Chapter and, in so doing, the Medical Committee shall take all such steps as it may deem necessary, or which it considers will be conducive towards or will assist in the attainment of such object. In particular the Medical Committee may—

(a) from time to time invest so much of the moneys of the Society as are not immediately required to meet the obligations of the Society, in the manner prescribed in clause 2 (6) of Chapter II of this Agreement; and

(b) realise, sell or otherwise dispose of or deal with any of the assets of the Society;

(c) subject to the approval of the Council, remove any member from membership of the Society—

(i) if he applies in writing for such removal; or

(ii) if it is in the interest of the Society.

14. FINANCIAL CONTROL

(1) A banking account shall be opened with the Council's bankers in the name of the Society. The Medical Committee shall have the power to open and operate such other banking accounts in the name of the Society as it may deem necessary from time to time and shall designate the persons authorised to operate upon any of the Society's banking accounts.

(2) All moneys paid to the Society shall be paid into one of the Society's banking accounts without delay.

(3) All expenses incurred in connection with the administration of the Society shall be a charge upon the Society.

(4) Any moneys not required to meet current payments and expenses shall be invested in the manner prescribed in clause 2 (6) of Chapter II of this Agreement.

(5) The financial year of the Society shall end on 28 February of each year.

(6) As soon as possible after 28 February of each year, the Medical Committee shall cause to be prepared a statement of all revenue and expenditure of the Society and a balance sheet showing the assets and liabilities in respect of the period of 12 months ended 28 February, which shall be certified by the auditor and countersigned by the Chairman of the Society and submitted together with any report by the auditor thereon to the Council.

(7) The audited statement and balance sheet shall thereafter lie for inspection at the office of the Council and copies thereof shall within three months of the close of the period covered thereby be admitted to the Secretary for Labour, Pretoria.

15. LIKWIDERING VAN DIE GENOOTSKAP

(1) Indien hierdie Ooreenkoms verstryk weens verloop van tyd of beëindiging om enige ander rede en geen daaropvolgende Ooreenkoms binne 12 maande na die datum van verstryking van hierdie Ooreenkoms aangegaan word om die werksaamhede van die Genootskap voort te sit nie of indien die Genootskap nie binne 12 maande na genoemde datum van verstryking deur die Raad na enige ander fonds oorgedra word wat vir dieselfde doel ingestel is nie, moet met die Genootskap gehandel word op die wyse in subklousule (3) bepaal. Die Genootskap moet gedurende gemelde tydperk van 12 maande deur die Mediese Komitee geadminestreer word.

(2) Ingeval die Raad ontbind word of ingeval hy ophou om te funksioneer gedurende enige tydperk waarin hierdie Ooreenkoms ingevolge artikel 34 (2) van die Wet bindend is, moet die Genootskap steeds deur die Mediese Komitee geadminestreer word. Enige vakature wat in die Komitee ontstaan, kan deur die Registrateur gevul word uit werkgewers en werknemers in die Nywerheid. Ingeval die Mediese Komitee nie in staat is nie of onwilling is om sy pligte na te kom of 'n dooie punt daarin ontstaan wat die administrasie van die Genootskap, na die mening van die Registrateur, onuitvoerbaar of onwenslik maak, kan hy 'n persoon aanstel wat onverwyld nog twee persone moet koöpteer van wie een 'n lid van die Genootskap of 'n besoldigde beampte van een van die vakverenigings is en die ander een 'n lid van die werkgewersorganisasie of 'n besoldigde beampte daarvan, en tesame is hierdie persone die trustees by wie die bevoegdhede, regte en pligte van die Mediese Komitee berus. Ingeval daar geen Raad bestaan wanneer hierdie Ooreenkoms verstryk nie, moet daar met die Genootskap gehandel word soos in subklousule (3) bepaal.

(3) (a) Die Mediese Komitee of trustees, na gelang van die geval, moet, na verstryking van die tydperk van 12 maande in subklousule (1) bedoel of na verstryking van die Ooreenkoms ingevolge subklousule (2), steeds die Genootskap administreer en bystand verskaf aan lede, uitgesonderd siektebesoldiging bepaal in klousule 9, asof die Ooreenkoms nog van krag was, tot tyd en wyl die geld in die krediet van die Genootskap tot die bedrag daal wat in klousule 10 (2) van hierdie Hoofstuk gespesifiseer word, en as dit gebeur, moet die Genootskap ingevolge paragraaf (b) hiervan deur die Mediese Komitee of die trustees, na gelang van die geval, gelikwider word.

(b) Ingeval die Genootskap kragtens hierdie subklousule gelikwider word, moet enige bedrag wat oorbly na die betaling van alle krediteure, laste en skulde van die Genootskap, aan die vakverenigings betaal word, in verhouding met die bedrag van bydraes oorgedra ten opsigte van lede van elke vakvereniging, om hulle te help om weer 'n siektebystandskema in te stel. As die vakverenigings nie meer bestaan nie, moet daar oor die geld wat aan hulle kragtens hierdie subklousule betaal moet word, beskik word ooreenkomstig artikel 13 van die Wet asof dit deel van die bates van die vakverenigings uitmaak.

(4) As die Mediese Komitee, trustees of die vakverenigings enige redelike grond daarvoor het dat die Genootskap te eniger tyd gedurende die administrasie van die Genootskap kragtens subklousule (3) (a) ontbind word, moet die Genootskap, ondanks subklousule (3) (a), gelikwider word op die wyse in subklousule (3) (b) uiteengesit.

HOOFSTUK IV

1. SIEKTEBESOLDIGINGSBYSTANDSFONDS

(1) Die Fonds voorheen bekend as die "Bystandsfonds vir die Meubelnywerheid" wat ingestel is kragtens die Ooreenkoms gepubliseer by Goewermentskennisgewing 475 van 28 Maart 1958 en wat daarna bekend was as die "Siektebystands- en Voorsorgfonds vir die Meubelnywerheid, Natal", word hierby voortgesit vir sover dit sake oor siektebesoldigingsbystand betref onder die benaming "Siektebesoldigingsbystandsfonds".

(2) Die geld van die Fonds bestaan uit—

(a) geld wat in die krediet van lede staan op die datum waarop hierdie Ooreenkoms in werking tree;

(b) die bydraes wat kragtens klousule 4 (5) (b) van Hoofstuk II van hierdie Ooreenkoms aan die Fonds oorgedra word;

(c) rente verkry uit die belegging van enige geld van die Fonds; en

(d) enige ander geld waarop die Fonds geregtig mag word of wat aan die Fonds geskenk mag word.

2. DOELSTELLINGS VAN DIE FONDS

Die doel van die Fonds is om siektebesoldigingsbystand ooreenkomstig hierdie Hoofstuk van die Ooreenkoms aan lede te verskaf.

3. LIDMAATSKAP

(1) (a) Lede van die Fonds bestaan uit—

(i) alle werknemers (uitgesonderd los werknemers) vir wie lone in die Hoofooreenkoms voorgeskryf is;

(ii) vakleerlinge vir sover dit nie onbestaanbaar is nie met die bepalinge van die Wet op Vakleerlinge, 1944, of enige regulasie wat daarkragtens gemaak of kontrak wat daarkragtens aangegaan is.

15. LIQUIDATION OF THE SOCIETY

(1) In the event of the expiry of this Agreement by the effluxion of time or cessation for any other cause and no subsequent agreement being negotiated for the purposes of continuing the operation of the Society or the Society not being transferred by the Council to any other fund constituted for the same purpose within 12 months from the date of expiry of this Agreement, the Society shall be dealt with in the manner provided for in sub-clause (3). The Society shall during the said 12 months period be administered by the Medical Committee.

(2) In the event of the dissolution of the Council or in the event of it ceasing to function during any period during which this Agreement is binding in terms of section 34 (2) of the Act, the Society shall continue to be administered by the Medical Committee. Any vacancy occurring on the Committee may be filled by the Registrar from employers and employees in the Industry. In the event of the Medical Committee being unable or unwilling to discharge its duties or a deadlock arising thereon which renders the administration of the Society impracticable or undesirable in the opinion of the Registrar he may appoint a person who shall forthwith co-opt two more persons, one being a member of the Society or a paid official of one of the trade unions and the other being a member of the employers' organisation or a paid official thereof and these persons together shall be the trustees in whom the powers, rights and duties of the Medical Committee shall vest. If there is no Council in existence upon expiry of this Agreement, the Society shall be dealt with in the manner provided for in subclause (3).

(3) (a) The Medical Committee or trustees, as the case may be, shall after the expiry of the 12-month period referred to in subclause (1) or after the expiry of the Agreement in terms of subclause (2), continue to administer the Society and provide benefits to members, excluding sick pay provided for in clause 9, as if the Agreement remained in operation, until such time as the moneys standing to the credit of the Society fall to the amount specified in clause 10 (2) of this Chapter, in which event the Society shall be liquidated by the Medical Committee or the trustees, as the case may be, in terms of paragraph (b) hereof.

(b) In the event of the liquidation of the Society in terms of this subclause any amount left over after payment of all creditors, liabilities and debts of the Society shall be paid to the trade unions, in proportion to the amount of contributions diverted in respect of members of each union, to assist them in the re-establishment of a sick benefit scheme. Should the trade unions no longer be in existence then the moneys to be paid over to them in terms of this subclause shall be dealt with in accordance with the provisions of section 13 of the Act as though it formed part of the assets of the trade unions.

(4) Should the Medical Committee, trustees or the trade unions have any reasonable cause for the Society to be dissolved at any time during the administration of the Society in terms of subclause (3) (a), the Society shall, notwithstanding the provisions of subclause (3) (a), be liquidated in the manner set out in subclause (3) (b).

CHAPTER IV

1. SICK PAY BENEFIT FUND

(1) The Fund formerly known as the "Benefit Fund for the Furniture Industry" which was established in terms of the Agreement published under Government Notice 475 dated 28 March 1958 and which was subsequently known as the "Sick Benefit and Provident Fund for the Furniture Industry, Natal" is hereby continued in so far as matters relating to Sick Pay Benefits are concerned under the style "Sick Pay Benefit Fund".

(2) The moneys of the Fund shall consist of—

(a) moneys standing to the credit of members as at the date of coming into operation of this Agreement;

(b) the contributions diverted to the Fund in terms of clause 4 (5) (b) of Chapter II of this Agreement;

(c) interest derived from the investment of any moneys of the Fund; and

(d) any other moneys to which the Fund may become entitled, or which may be donated to the Fund.

2. OBJECTS OF THE FUND

The object of the Fund shall be to provide sick pay benefits for members in accordance with the provisions of this Chapter of the Agreement.

3. MEMBERSHIP

(1) (a) Membership of the Fund shall consist of—

(i) all employees (other than casual employees) for whom a wage is prescribed in the Main Agreement;

(ii) apprentices in so far as they are not inconsistent with the provisions of the Apprenticeship Act, 1944, or any regulation made thereunder or contract entered into in terms thereof.

(b) hierdie Hoofstuk is nie van toepassing op werknemers en vakleerlinge vir wie Hoofstuk III van die Ooreenkoms bindend is nie.

(2) (a) Elke lid moet by die Raad geregistreer word en moet 'n vorm invul wat deur die Raad vir hierdie doel voorgeskryf is en moet ook sodanige ander inligting verstrek as wat die Mediese-komitee vereis.

(b) As 'n lid versuim om die bepaling van paragraaf (a) hiervan na te kom, het die Mediese komitee die reg om na goedvinde die betaling van enige bystand wat uit die Fonds aan of ten opsigte van sodanige lid betaalbaar word, op te skort totdat sodanige bepaling nagekom is.

(c) Lidmaatskap eindig wanneer 'n lid die Nywerheid permanent verlaat en al sy bystand waarvoor daar ingevolge klousule 5 van Hoofstuk II van die Ooreenkoms voorsiening gemaak is, ontvang het.

4. LIDMAATSKAPKAARTE

(1) Aan elke lid word 'n kaart uitgereik as bewys van lidmaatskap. Op versoek moet hierdie kaart getoon word aan enige persoon wat aan 'n lid of afhanklike ooreenkomstig hierdie Hoofstuk dienste lewer waarvoor die Fonds geheel en al of gedeeltelik aanspreeklik is.

(2) Lidmaatskapkaart moet in eerste instansie gratis uitgereik word maar as 'n kaart verlore raak, moet R1 deur die betrokke lid aan die Fonds betaal word vir die vervanging daarvan.

(3) 'n Nuwe uitreiking van lidmaatskapkaart kan van tyd tot tyd na goedvinde van die Mediese Komitee gedoen word.

(4) Lidmaatskapkaart bly te alle tye die eiendom van die Fonds en moet by beëindiging van lidmaatskap aan die Fonds terugbesorg word.

5. BYDRAES

(1) Weeklikse bydraes namens lede moet ingevolge klousule 4 (5) van Hoofstuk II uit die werkgegewe se bydrae aan die Fonds oorgedra word teen 'n koers van 4,1 persent van die lid se voorgeskrewe loon.

(2) Aan die einde van elke boekjaar moet enige bedrag wat meer is as 10 dae se lone in die geval van 'n lid met 'n werkweek van vyf dae en 12 dae se lone in die geval van 'n lid met 'n werkweek van ses dae, na die Voorsorgfonds vir die Meubelnywerheid, Natal, oorgeplaas word en as 'n werkgegewe bydrae aan die lid gekrediteer word.

6. SIEKTEBESOLDIGINGSBYSTAND

(1) Siektebesoldigingsbystand is ten opsigte van siekte betaalbaar aan 'n lid wat vir die Siektebesoldigingsbystandsfonds in aanmerking kom.

(2) Aansoeke om bystand moet by die sekretaris van die Fonds op 'n vorm wat deur die Raad voorgeskryf is, ingedien word en moet vergesel gaan van 'n doktersertifikaat.

(3) (a) As 'n lid van sy werk afwesig is weens siekte is hy geregtig op siektebesoldigingsbystand teen 'n koers van 20 persent (een vyfde) van die lid se voorgeskrewe loon vir 'n tydperk van drie dae nadat 13 weeklikse bydraes aan die Fonds gedoen is en een dag se loon vir elke bykomende vyf weke se bydraes, behalwe as 'n lid kragtens paragraaf (b) in aanmerking kom, onderworpe aan 'n maksimum bystand van 10 dae in die geval van 'n lid wat 'n vyfdaagse week werk of 12 dae in die geval van 'n lid wat 'n sesdaagse week werk in enige 12 maande wat begin vanaf die laaste dag waarop die eerste bydraes die kantoor van die Raad bereik.

(b) As 'n lid alreeds vir siektebesoldigingsbystand in aanmerking kom op grond van die oordrag van bystand of kragtens klousule 5 (2) van hierdie Hoofstuk en die bedrag van sy krediet nie minder is as sy loon vir 10 dae nie of 12 dae, afhangende daarvan of hy 'n vyfdaagse of sesdaagse week werk, word hy onmiddellik geregtig op siektebesoldiging teen 'n koers van 'n dag se loon vir elke dag van afwesigheid. Met dien verstande dat betaling gedurende 'n tydperk van een jaar nie vir meer as 10 dae in die geval van 'n lid wat 'n vyfdaagse week werk, of 12 dae in die geval van 'n lid wat 'n sesdaagse week werk, gedoen mag word nie. Voorts met dien verstande dat die mediese sertifikaat vir die Mediese komitee aanvaarbaar is.

(4) Geen bystand is betaalbaar vir siekte gedurende die tydperk wat die Meubelnywerheid vir die jaarlikse vakansie of op Goeie Vrydag, Paasmaandag, Hemelvaartsdag, Geloftedag of of Republiekdag gesluit is nie.

7. BESTUUR

(1) Die administrasie en beheer van die Fonds berus by 'n Mediese Komitee waarvan die lede deur die Raad aangestel word. Die sekretaris van die Fonds word deur die Raad of in 'n ere-of in 'n besoldigde hoedanigheid kragtens klousule 4 van Hoofstuk I van hierdie Ooreenkoms aangestel.

2. Die Mediese Komitee bestaan uit ses lede en/of plaasvervangers van die Raad (van wie drie werknemer- en drie werkgegewevertrewoordigers moet wees), en die Voorsitter en Ondervoorsitter van die Raad wat *ipso facto* Voorsitter en Ondervoorsitter van die Mediese Komitee is.

(b) This Chapter shall not apply to employees and apprentices upon whom the provisions of Chapter III of the Agreement are binding.

(2) (a) Every member shall be registered with the Council and shall complete a form prescribed by the Council for this purpose, and shall also give such other information as the Medical Committee may require.

(b) If a member should fail to comply with the provisions of paragraph (a) hereof, the Medical Committee shall have the right in its discretion to suspend the payment of any benefit that may become payable from the Fund to or in respect of such member until such provisions have been complied with.

(c) Membership shall cease when a member leaves the Industry permanently and has received all his benefits provided for in terms of clause 5 of Chapter II of the Agreement.

4. MEMBERSHIP CARDS

(1) A card shall be issued to every member as evidence of membership. This card must be produced, upon request, to any person rendering services to a member or dependant in terms of the provisions of this Chapter and for which the Fund may be liable in whole or in part.

(2) Membership cards shall be issued free in the first instance but if a card is lost, a fee of R1, shall be paid to the Fund by the member concerned for its replacement.

(3) A new issue of membership cards may be made from time to time at the discretion of the Medical Committee.

(4) Membership cards remain the property of the Fund at all times and must be surrendered to the Fund on termination of membership.

5. CONTRIBUTIONS

(1) Weekly contributions on behalf of members shall be diverted to the Fund in terms of clause 4 (5) (b) of Chapter II from the employer's contribution at the rate of 4,1 per cent of the member's prescribed wage.

(2) At the end of each financial year, any amount in excess of 10 day's wages in the case of a member who works a five-day week and 12 days' wages in the case of a member who works a six-day week shall be transferred to the Provident Fund for the Furniture Manufacturing Industry, Natal, and shall be credited to the member as an employer's contribution.

6. SICK PAY BENEFITS

(1) Sick pay benefits shall be payable to a qualifying sick Pay Benefit Fund member in respect of illness.

(2) Applications for benefits shall be lodged with the Secretary of the Fund on a form prescribed by the Council, and shall be accompanied by a doctor's certificate.

(3) (a) If absent from work owing to illness a member shall be entitled to sick pay benefits at the rate of 20 per cent (one fifth) of the member's prescribed wage for a period of three days after 13 weekly contributions have been made to the Fund and one day's wage for each additional five weeks' contributions, except if a member qualifies under paragraph (b), subject to a maximum benefit of 10 days, in the case of a member who works a five-day week or 12 days in the case of a member who works a six-day week in any 12 months commencing from the last day upon which the first contributions reach the office of the Council.

(b) If a member has already qualified for sick pay benefit by virtue of the transfer of benefits or in terms of clause (5) (2) of this Chapter, and the amount of his credit is not less than his wage for 10 days or 12 days, depending on whether he works a five-day or a six-day week, he shall immediately become entitled to sick pay at the rate of a day's wage for each day of absence. Provided that payment shall not be made in respect of more than 10 days in the case of a member who works a five-day week or 12 days in the case of a member who works a six-day week during any period of one year. Provided further that the medical certificate is acceptable to the Medical Committee.

(4) No benefit shall be payable for illness during the period that the Furniture Industry is closed down for the annual holiday or on Good Friday, Easter Monday, Ascension Day, Day of the Covenant or Republic Day.

7. MANAGEMENT

(1) The administration and control of the Fund shall be vested in a Medical Committee the members of which shall be appointed by the Council. The secretary of the Fund shall be appointed by the Council in terms of clause 4 of Chapter I of this Agreement, either in an honorary or a paid capacity.

(2) The Medical Committee shall consist of six members and/or alternates of the Council (three of whom shall be employee representatives and three employer representatives), and the Chairman and Vice-Chairman of the Council who shall *ipso facto* be the Chairman and Vice-Chairman of the Medical Committee.

(3) Die Raad kies uit sy lede en/of plaasvervangers, plaasvervangers vir die vernaamste lede van die Mediese Komitee wat hy aangestel het.

(4) Lede en plaasvervangers in die Mediese Komitee, beklee hul amp vir 'n tydperk van 12 maande waarna hulle heraan gestel kan word.

(5) As 'n geskil te eniger tyd ontstaan oor die administrasie van die Fonds waaroor lede van die Mediese Komitee gelykop verdeel is, moet die saak na die Raad vir beslissing verwys word.

8. BEVOEGDHEDE EN PLIGTE VAN DIE MEDIESE KOMITEE

Die Mediese Komitee bepaal die beleid van die Fonds en administreer die algemene sake en werksaamhede van die Fonds ooreenkomstig hierdie Hoofstuk en by die uitoefening van hierdie funksies, doen die Mediese Komitee alle sodanige stappe as wat hy nodig ag, of wat hy beskou as bevorderlik vir, of wat hom sal help in die bereiking van sodanige doelstelling. In die besonder kan die Mediese Komitee—

(a) van tyd tot tyd soveel van die geld van die Fonds belê as wat nie onmiddellik nodig is om die verpligtings van die Fonds na te kom nie, op die wyse voorgeskryf in klousule 2 (6) van Hoofstuk II van hierdie Ooreenkoms; en

(b) enige bates van die Fonds te gelde maak, verkoop of andersins daarvoor beskik of daarmee handel;

(c) behoudens goedkeuring van die Raad, enige lid van lidmaatskap van die Fonds onthef—

(i) as hy skriftelik aansoek om sodanige ontheffing doen; of
(ii) as dit in belang van die Fonds is.

9. FINANSIËLE BEHEER

(1) 'n Bankrekening moet by die Raad se bankiers op naam van die Fonds geopen word. Die Mediese Komitee het die bevoegdheid om sodanige ander bankrekenings as wat hy van tyd tot tyd nodig ag, op naam van die Fonds te open en daarop te werk en moet die persone aanwys wat gemagtig is om op enigeen van die Fonds se bankrekenings te werk.

(2) Alle geld wat aan die Fonds betaal word, moet sonder versuim in een van die Fonds bankrekenings inbetaal word.

(3) Alle koste wat aangegaan word in verband met die administrasie van die Fonds kom ten laste van die Fonds.

(4) Alle gelde wat nie nodig is om lopende betalings en uitgawes te dek nie, moet belê word soos voorgeskryf in klousule 2 (6) van Hoofstuk II van hierdie Ooreenkoms.

(5) Die boekjaar van die Fonds sluit op 28 Februarie elke jaar.

(6) So spoedig doenlik na 28 Februarie elke jaar moet die Mediese Komitee 'n staat laat opstel van alle inkomste en uitgawes van die Fonds en 'n balansstaat wat die bates en laste toon vir die tydperk van 12 maande geëindig 28 Februarie, wat deur die ouditeur gesertifiseer en deur die Voorsitter van die Fonds medeonderteken en tesame met enige verslag deur die ouditeur daaroor, aan die Raad voorgelê moet word.

(7) Die geauditeerde staat en balansstaat moet daarna ter insae lê op die kantoor van die Raad en afskifte daarvan moet binne drie maande na die sluiting van die tydperk wat daardeur gedek word, aan die Sekretaris van Arbeid, Pretoria, voorgelê word.

10. VERSTRYKING VAN OOREENKOMS, ONTBINDING VAN DIE RAAD EN LIKWIDASIE

(1) Indien hierdie Ooreenkoms verstryk weens verloop van tyd of beëindiging om enige ander rede en daar binne 12 maande na die datum van verstryking van hierdie Ooreenkoms geen daaropvolgende Ooreenkoms aangegaan word om die werksaamhede van die Fonds voort te sit nie of die Fonds nie deur die Raad oorgedra word na enige ander fonds wat vir dieselfde doel ingestel is nie, moet die Fonds gelikwedeer word deur die Mediese Komitee wat intussen vir die administrasie van die Fonds verantwoordelik is. Ingeval die Fonds ooreenkomstig hierdie subklousule oorgedra word—

(a) moet die bystand wat op die datum van sodanige oordrag aan lede van die Fonds verskuldig is, op generlei wyse as gevolg van die oordrag verminder word nie; en

(b) moet enige lid van die Fonds wat nie lid van die nuwe fonds kan word nie, enige geld in sy krediet oorplaas na die Voorsorgfonds vir die Meubelnywerheid, Natal, en in geval die Voorsorgfonds nie meer bestaan nie, moet sodanige geld aan sodanige lid uitbetaal word.

(2) Ingeval die Raad ontbind word of ingeval hy ophou om te funksioneer gedurende enige tydperk waarin hierdie Ooreenkoms ingevolge artikel 34 (2) van die Wet bindend is, moet die Fonds steeds deur die Komitee of sodanige ander persone as wat die Registrateur kragtens daardie subartikel aanwys, geadmistreer word. Enige vakature wat in die Komitee ontstaan, kan deur die Registrateur geval word uit werkgewers of werknemers in die Nywerheid, na gelang van die geval, ten einde 'n gelyke

(3) The Council shall choose from amongst its members and/or alternates, alternates to the principal members of the Medical Committee which it has appointed.

(4) Members and alternates of the Medical Committee shall hold office for a period of 12 months, whereafter they shall be eligible for re-appointment.

(5) Should a dispute arise at any time as to the administration of the Fund in regard to which members of the Medical Committee are equally divided, the matter shall be referred to the Council for a decision.

8. POWERS AND DUTIES OF THE MEDICAL COMMITTEE

The Medical Committee shall direct the policy of the Fund and administer the general business and activities of the Fund in accordance with the provisions of this Chapter and, in so doing, the Medical Committee shall take all such steps as it may deem necessary, or which it considers will be conducive towards or will assist in the attainment of such object. In particular the Medical Committee may—

(a) from time to time invest so much of the moneys of the Fund as are not immediately required to meet the obligations of the Fund, in the manner prescribed in clause 2 (6) of Chapter II of this Agreement;

(b) realise, sell or otherwise dispose of or deal with any of the assets of the Fund;

(c) subject to the approval of the Council, remove any member from membership of the Fund—

(i) if he applies in writing for such removal; or
(ii) if it is in the interest of the Fund.

9. FINANCIAL CONTROL

(1) A banking account shall be opened with the Council's bankers in the name of the Fund. The Medical Committee shall have the power to open and operate such other banking accounts in the name of the Fund as it may deem necessary from time to time and shall designate the persons authorised to operate upon any of the Fund's banking accounts.

(2) All moneys paid to the Fund shall be paid into one of the Fund's banking accounts without delay.

(3) All expenses incurred in connection with the administration of the Fund shall be charge upon the Fund.

(4) Any moneys not required to meet current payments and expenses shall be invested in the manner prescribed in clause 2 (6) of Chapter II of this Agreement.

(5) The financial year of the Fund shall end on 28 February of each year.

(6) As soon as possible after 28 February of each year, the Medical Committee shall cause to be prepared a statement of all revenue and expenditure of the Fund and a balance sheet showing the assets and liabilities in respect of the period of 12 months ended 28 February, which shall be certified by the auditor and countersigned by the Chairman of the Fund and submitted together with any report by the auditor thereon to the Council.

(7) The audited statement and balance sheet shall thereafter lie for inspection at the office of the Council and copies thereof shall within three months of the close of the period covered thereby be submitted to the Secretary for Labour, Pretoria.

10. EXPIRY OF AGREEMENT, DISSOLUTION OF COUNCIL AND LIQUIDATION

(1) In the event of the expiry of this Agreement by effluxion of time or cessation for any other cause, and no subsequent agreement being negotiated for the purpose of continuing the operation of the Fund or the Fund not being transferred by the Council to any other fund constituted for the same purpose within 12 months from the date of expiry of this Agreement, the Fund shall be liquidated by the Medical Committee which in the meantime shall be responsible for the administration of the Fund. In the event of the Fund being transferred in terms of this subclause—

(a) the benefits due to members of the Fund as at the date of such transfer shall in no way be diminished by virtue of such transfer; and

(b) any member of the Fund who may be precluded from becoming a members of the new fund, shall have any moneys standing to his credit transferred to the Provident Fund for the Furniture Manufacturing Industry, Natal, and in the event of the Provident Fund no longer being in existence, such moneys shall be paid out to such member.

(2) In the event of the dissolution of the Council or in the event of it ceasing to function during any period in which this Agreement is binding in terms of section 34 (2) of the Act, the Fund shall continue to be administered by the Committee or such other persons as the Registrar may designate in terms of that subsection. Any vacancy occurring on the Committee may be filled by the Registrar from employers or

aantal werkgewer- en werknemerverteenwoordigers in die Komitee te verseker. Ingeval die Komitee nie in staat is nie of onwillig is om sy pligte na te kom of 'n doeleinde daarin ontstaan wat die administrasie van die Fonds, na die mening van die Registrateur, onuitvoerbaar of onwenslik maak, kan hy 'n persoon aanstel wat onverwyld nog twee persone moet koöpteer van wie een 'n lid van die Fonds of 'n besoldigde beampte van een van die vakverenigings is en die ander een 'n lid van die werkgewers-organisatie of 'n besoldigde beampte daarvan, en tesame is hierdie persone die trustees by wie die bevoegdhede, regte en pligte van die Komitee berus. Ingeval daar geen Raad bestaan nie, moet die Komitee of die trustees, na gelang van die geval, by verstryking van die Ooreenkoms die Fonds likwideer.

(3) Enige vakature wat ontstaan in die raad van trustees soos saamgestel in subklousule (2) van hierdie klousule, moet gevul word op dieselfde wyse as dié wat in daardie subklousule bepaal word.

(4) Die trustees moet uit die Fonds die redelike gelde betaal word waaroor hulle en die Registrateur ooreenkom.

(5) By likwidering van die Fonds ingevolge subklousule (1) of (2) moet die Komitee, likwidateur of die trustees, na gelang van die geval—

(a) onverwyld daartoe oorgaan om alle beleggings en bates van die Fonds in kontantfondse om te sit wat dan binne 30 dae as onmiddellik opeisbare kontant belê moet word;

(b) alle krediteure, administrasie- en likwidasielaste uit die Fonds betaal;

(c) na aftrekking van alle verskuldigde bedrae en uitgawes, die netto aanwas of tekort van die Fonds bepaal en dit toewys aan die lede se rekenings op die wyse voorgeskryf in klousule 6 van Hoofstuk II van die Ooreenkoms;

(d) na hierdie finale toewysing ooreenkomstig paragraaf (c), die bedrae wat in die krediet van lede se rekenings staan, aan die Voorsorgfonds vir die Meubelnywerheid, Natal, oorplaas en ingeval die Voorsorgfonds nie meer bestaan nie moet sodanige bedrae aan lede uitbetaal word.

(6) Ondanks andersluidende bepalings in hierdie Hoofstuk, word enige bystand verbeur waarop lede ingevolge subklousule (5) (d) geregtig geword het maar wat hulle nie binne ses maande opgeëis het na die datum waarop sodanige bystand verskuldig en betaalbaar geword het nie en moet dit in die algemene fondse van die Raad betaal word: Met dien verstande dat die Raad egter die bevoegdheid het om, ingeval 'n eis ontvang word binne 'n tydperk van drie jaar vanaf die datum waarop sodanige bystand verskuldig geword het, na sy uitsluitlike en absolute goedvinde aan die betrokke begunstigdes betalings te doen uit die geld wat aan die Raad se fondse verbeur is.

(7) As die sake van die Raad reeds afgesluit en die saldo van die Raad se fondse verdeel is, moet die geld wat kragtens subklousule (6) hiervan verbeur is, verdeel word soos bepaal in artikel 34 (4) van die Wet asof dit deel van die algemene fondse van die Raad uitmaak.

HOOFSTUK V

1. STERFTEBYSTANDSVERENIGING VIR NATALSE MEUBELWERKERS

(1) Die Vereniging bekend as die "Sterftebystandsvereniging vir Natalse Meubelwerkers" word hierby ingestel.

(2) Die geld van die Vereniging bestaan uit—

(a) alle geld wat op die datum van die inwerkingtreding van hierdie Ooreenkoms in die krediet van die Vereniging oorgeplaas word;

(b) die bydraes wat kragtens klousule 4 (5) van Hoofstuk II van hierdie Ooreenkoms aan die Vereniging oorgedra word;

(c) rente verkry uit die belegging van enige geld van die Vereniging; en

(d) enige ander geld waarop die Vereniging geregtig mag word of wat aan die Vereniging geskenk mag word.

2. DOELSTELLINGS

(1) Die doel van die Vereniging is om voorsiening te maak vir bystand aan 'n afhanklike van 'n lid van die Vereniging ingeval sodanige lid te sterwe kom. Vir die toepassing van hierdie Hoofstuk beteken "afhanklike", met betrekking tot 'n lid, na die goeddunke van die Komitee, een of meer van die volgende:

(a) Sy weduwee; en/of

(b) sy minderjarige kind en/of minderjarige stiefkind; en/of

(c) enige ander persoon wat geheel en al van sodanige lid afhanklik is en wat die Komitee daarvan oortuig dat hy aldus afhanklik is.

(2) Behoudens goedkeuring van die Raad, is die Komitee se beslissing oor wie die afhanklikes van die afgestorwe lid ingevolge hierdie klousule is, final.

employees in the Industry, as the case may be, so as to ensure an equality of employer and employee representatives on the Committee. In the event of the Committee being unwilling or unable to discharge its duties or a deadlock arising thereon which renders the administration of the Fund impracticable or undesirable in the opinion of the Registrar, he may appoint a person who shall forthwith co-opt two more persons, one being a member of the Fund or a paid official of the trade unions and the other being a member of the employers' organisation or a paid official thereof, and these persons together shall be trustees in whom all the powers, rights and duties of the Committee shall vest. In the event of there being no Council in existence, the Fund shall be liquidated upon the expiry of the Agreement by the Committee or the trustees, as the case may be.

(3) Any vacancy occurring on the board of trustees as constituted in subclause (2) shall be filled in the same manner as provided for in that subclause.

(4) The trustees shall be paid from the Fund such reasonable fees as shall be agreed upon between themselves and the Registrar.

(5) Upon liquidation of the Fund in terms of subclause (1) or (2), the Committee, liquidator or the trustees, as the case may be, shall—

(a) forthwith proceed to convert all investments and assets of the Fund into cash funds and invest such cash on call within 30 days;

(b) pay all creditors, administration and liquidation expenses from the Fund;

(c) after deduction of all amounts owing and expenses, determine and allocate the net improvement or shortfall of the Fund to the members' accounts in the manner prescribed in clause 6 of Chapter II of the Agreement;

(d) after this final allocation in terms of paragraph (c), transfer the amounts standing to the credit of members' accounts to the Provident Fund for the Furniture Manufacturing Industry, Natal, and in the event of the Provident Fund no longer being in existence, such amounts shall be paid out to members.

(6) Notwithstanding anything to the contrary contained in this Chapter, should any benefits to which members have become entitled in terms of subclause (5) (d) not be claimed within six months from the date upon which such benefits became due and payable, then the benefits shall be forfeited and shall be paid into the general funds of the Council: Provided that the Council shall, however, in the event of a claim being received within a period of three years from the date upon which such benefits became due, be entitled in its entire and absolute discretion, to make payments to the beneficiaries concerned out of the moneys which have been forfeited to the funds of the Council.

(7) If the affairs of the Council have already been wound up and the balance of the Council's funds distributed, the moneys forfeited in terms of subclause (6) shall be distributed as provided for in terms of section 34 (4) of the Act as if it formed part of the general funds of the Council.

CHAPTER V

1. NATAL FURNITURE WORKERS' MORTALITY BENEFIT ASSOCIATION

(1) The Association known as "The Natal Furniture Workers' Mortality Benefit Association" is hereby established.

(2) The moneys of the Association shall consist of—

(a) any moneys which may be transferred to the credit of the Association as at the date of coming into operation of this Agreement;

(b) the contributions diverted to the Association in terms of clause 4 (5) of Chapter II of this Agreement;

(c) interest derived from the investment of any moneys of the Association; and

(d) any other moneys to which the Association may become entitled or which may be donated to the Association.

2. OBJECTS

(1) The objects of the Association shall be to provide benefits for a dependant of a member of the Association in the event of the death of such member. For the purposes of this Chapter, "dependant" in relation to a member shall mean at the discretion of the Committee any one or more of the following:

(a) His widow; and/or

(b) his minor child and/or minor step-child; and/or

(c) any other person wholly dependent upon such member, and who satisfies the Committee that he is so dependent.

(2) The Committee's decision as to whom the dependants of the deceased member are in terms of this clause shall, subject to the approval of the Council, be final.

3. LIDMAATSKAP

(1) (a) Behoudens klousule 1 (2) van Hoofstuk I, bestaan die lede van die Vereniging uit alle werknemers (uitgesonderd los werknemers) vir wie lone in die Hoofdooreenkoms voorgeskryf word en uit vakleerlinge.

(b) Ondanks paragraaf (a) hiervan, staan lidmaatskap voorts, na goeddunke van die Komitee, ook oop vir alle ander persone wat in die Nywerheid werksaam is, uitgesonderd los werknemers, wat verkies om lede te word en ten opsigte van wie hul werkgevers ingestem het om die bydraes te betaal waarvoor daar in klousule 4 van Hoofstuk II van hierdie Ooreenkoms voorsiening gemaak word.

(2) Behoudens subklousule (3) hiervan, eindig lidmaatskap van die Vereniging—

(a) sodra die bydraes ten opsigte van sodanige lid nie betaal word nie; en

(b) wanneer 'n lid sy bande met die Nywerheid verbreek, en die afhanklike van sodanige voormalige lid is dan nie geregtig op die bystand wat in klousule 5 van hierdie Hoofstuk voorgeskryf word nie.

(3) Ondanks andersluidende bepalings in subklousule (2) hiervan, eindig lidmaatskap nie wanneer die bydraes gestaak word nie weens—

(a) die bereiking, deur 'n lid, van die leeftyd van 65 jaar;

(b) werkloosheid wat, na die mening van die Komitee, wie se beslissing finaal is, nie veroorsaak is deur onwilligheid om te werk nie;

(c) die onvermoë van 'n lid om te werk weens swak gesondheid;

(d) korttyd.

4. BYDRAES

Die bydraes wat ten opsigte van elke lid betaalbaar is, is 16c per week en moet—

(1) ten opsigte van 'n lid in klousule 3 (1) (a) van hierdie Hoofstuk bedoel, kragtens klousule 4 (5) van Hoofstuk II in gelyke dele oorgedra word uit die bydraes wat in klousule 4 (1) (a) van Hoofstuk II van hierdie Ooreenkoms voorgeskryf word; en

(2) ten opsigte van 'n lid in klousule 3 (1) (b) van hierdie Hoofstuk bedoel, weekliks deur sy werkgever afgetrek word van die lid se loon en maand vir maand aan die sekretaris van die Vereniging gestuur word.

5. STERFTEBYSTAND

(1) By die dood van 'n lid wat 'n weekloon van meer as R26 ontvang en wat ten tyde van sy dood nie die leeftyd van 65 jaar bereik het nie en namens wie die Vereniging bydraes tot op die dag van sy dood ontvang het, of wat nie die leeftyd van 65 jaar bereik het nie en bydraes tot die Vereniging om die redes uiteengesit in klousule 3 (3) (b) en (d) gestaak het, is die sterftebystand wat, behoudens klousule 6, aan die afhanklike betaalbaar is—

(a) R350, in die geval van 'n gestorwe lid wat vyf jaar lank maar nie langer nie 'n lid was;

(b) R500, in die geval van 'n gestorwe lid wat langer as vyf jaar maar hoogstens 10 jaar lank lid was;

(c) R750, in die geval van 'n gestorwe lid wat langer as 10 jaar maar hoogstens 20 jaar lank lid was; en

(d) R1 000, in die geval van 'n gestorwe lid wat langer as 20 jaar lid was.

(2) Ondanks subklousule (1), by die dood van 'n lid wat 'n weekloon van R26 of minder ontvang of 'n afhanklike wat nie die ouderdom van 65 jaar ten tyde van sy dood bereik het nie en namens wie die Vereniging bydraes tot op die dag van sy dood ontvang het of wat nie die ouderdom van 65 jaar bereik het nie en bydraes tot die Vereniging om die redes uiteengesit in klousule 3 (3) (b) en (d) gestaak het, is die sterftebystand wat, behoudens klousule 6, aan die lid of afhanklike, na gelang van die geval, betaalbaar is, ondanks subklousule (1)—

(a) R250, in die geval van 'n gestorwe lid, wat aan sy weduwee betaal moet word;

(b) by die dood van 'n lid se wettige vrou: R85;

(c) by die dood van 'n afhanklike [uitgesonderd in (b) hierbo] bo die ouderdom van 10 jaar: R50;

(d) by die dood van 'n afhanklike [uitgesonderd in (b) hierbo] tussen die ouderdom van ses en 10 jaar: R30;

(e) by die dood van 'n afhanklike [uitgesonderd in (b) hierbo] onder die ouderdom van ses jaar: R20.

(3) As 'n gestorwe lid geen afhanklike(s) het nie, kan die Komitee na goeddunke 'n aansoek om 'n ex gratia-betaling ten opsigte van begrafniskoste van sodanige gestorwe lid oorweeg. Met dien verstande dat as die Komitee sou besluit om sodanige betaling te doen, dit hoogstens R150 mag bedra in die geval van

3. MEMBERSHIP

(1) (a) Membership of the Association shall, subject to the provisions of clause 1 (2) of Chapter I, consist of all employees (other than casual employees) for whom a wage is prescribed in the Main Agreement and of apprentices.

(b) Notwithstanding the provisions of paragraph (a) hereof, membership shall further, at the discretion of the Committee, be open to any other persons engaged in the Industry, other than casual employees, who elect to become members and in respect of whom their employers have consented to make the contributions provided for in clause 4 of Chapter II of this Agreement.

(2) Subject to the provisions of subclause (3) hereof, membership of the Association shall cease—

(a) immediately there is a cessation of contributions in respect of such member; or

(b) when a member severs his connection with the Industry, and the dependant of such former member shall thereupon not be entitled to the benefits prescribed by clause 5 of this Chapter.

(3) Notwithstanding anything to the contrary contained in subclause (2) hereof, membership shall not cease where the cessation of contributions is occasioned by—

(a) a member attaining the age of 65 years;

(b) unemployment, which in the opinion of the Committee, whose decision shall be final, was not occasioned by an unwillingness to work;

(c) the inability of the member to work because of ill-health;

(d) short-time.

4. CONTRIBUTIONS

The contributions payable in respect of each member shall be 16c per week and shall—

(1) in respect of a member referred to in clause 3 (1) (a) of this Chapter, be diverted in equal proportions in terms of clause 4 (5) of Chapter II from the contributions prescribed in clause 4 (1) (a) of Chapter II of this Agreement; and

(2) in respect of a member referred to in clause 3 (1) (b) of this Chapter, be deducted weekly by his employer from the wages of the member and forwarded month by month to the secretary of the Association.

5. MORTALITY BENEFITS

(1) Upon the death of a member who is in receipt of a weekly wage in excess of R26 and who had not attained the age of 65 years at the time of his death and on behalf of whom the Association received the contributions up to the day of his death, or who has not attained the age of 65 years and who ceased to contribute to the Association prior to his death for the reasons specified in clause 3 (3) (b) and (d), the mortality benefits payable to the dependant shall, subject to clause 6, be—

(a) R350 in the case of a deceased member who had been a member for up to but not more than five years;

(b) R500 in the case of a deceased member who had been a member for more than five years but not more than 10 years;

(c) R750 in the case of a deceased member who had been a member for more than 10 years but not more than 20 years; and

(d) R1 000 in the case of a deceased member who had been a member for longer than 20 years.

(2) Notwithstanding the provisions of subclause (1), upon the death of a member who is in receipt of a weekly wage of R26 or less or a dependant who had not attained the age of 65 years at the time of death and on behalf of whom the Association received contributions up to the day of death, or who has not attained the age of 65 years and who ceased to contribute to the Association prior to death for the reasons specified in clause 3 (3) (b) and (d), the mortality benefits payable to the member or dependant, as the case may be, shall, subject to clause 6, be—

(a) in the case of a deceased member R250 shall be paid to his widow;

(b) upon the death of the member's legal wife: R85;

(c) upon the death of a dependant [other than in (b) above] over the age of 10 years: R50;

(d) upon the death of a dependant [other than in (b) above] between the age of six and 10 years: R30;

(e) upon the death of a dependant [other than in (b) above] under the age of six years: R20.

(3) Should a deceased member have no dependant(s), the Committee may, in its discretion, consider an application for an ex gratia payment in respect of burial costs of such deceased member: Provided that should the Committee decide to make such payment, it shall not exceed the amount of R150 in the

lede in subklousule (1) bedoel en R100 in die geval van lede in subklousule (2) bedoel. Die Komitee se beslissing ten opsigte van sodanige aansoek is finaal.

(4) As 'n gestorwe lid geen afhanklikes het nie, moet die Bestuurskomitee die bedrag wat die gestorwe lid sou ontvang het indien hy afhanklikes gehad het, min enige ex gratia-betalings wat ingevolge subklousule (3) gemaak is, oordra na 'n reserwe wat ingestel word vir die betaling van bystand aan die afhanklikes van nie-bydraende lede wat ten tyde van hul dood nie tot die Vereniging bygedra het nie om redes in klousule 3 (3) (a) en (c) uiteengesit.

(5) Afhange van sodanige surplus as wat toegeval het aan die reserwe vir nie-bydraende lede wat ingevolge subklousule (4) ingestel is, moet die Komitee by die dood van 'n nie-bydraende lid in daardie subklousule bedoel, besluit, met betrekking tot sodanige gestorwe lid se tydperk van lidmaatskap waartydens hy bygedra het, oor die bedrag van die sterftebystand wat volgens die absolute en finale goëddunke van die Komitee aan die afhanklike(s) van sodanige lid betaal moet word, welke bedrag hoogstens R1 000 mag wees.

(6) Indien die bedrag in die kredit van die reserwe vir nie-bydraende lede te eniger tyd tot onder R1 000 daal, moet betaling ingevolge subklousule (5) gestaak word. Betaling van enige bystand ingevolge subklousule (5) mag nie hervat word nie voordat die bedrag in die kredit van die reserwe vir nie-bydraende lede meer as R2 000 beloop.

(7) Ondanks subklousule (6), indien die bedrag in die reserwe vir nie-bydraende lede meer as R1 000 is maar die totale bedrag in die kredit van die Vereniging tot onder R2 500 daal, mag geen betalings gedoen word voordat daar aan die vereistes van klousule 6 (3) voldoen is nie.

(8) Die Bestuurskomitee kan volgens absolute goëddunke geld, benewens die geld in subklousule (4) bedoel, uit die Vereniging se opgelope fondse oordra na die reserwe vir nie-bydraende lede indien hierdie reserwe nie sy verpligtings kan nakom nie: Met dien verstande dat die Vereniging se opgelope geld as gevolg van sodanige oordrag nie tot 'n bedrag van minder as R7 500 verminder word nie.

6. BEPERKING VAN BYSTAND

(1) Geen betaling word ingevolge klousule 5 van hierdie Hoofstuk gedoen nie, tensy aansoek daarom gedoen word binne 'n tydperk van een jaar vanaf die datum van die dood van die betrokke lid of binne sodanige langer tydperk (van hoogstens drie jaar vanaf die datum van die dood van die betrokke lid) as wat die Komitee kan toelaat as hy daarvan oortuig is dat die verdrag van die aansoek veroorsaak is deur omstandighede buite die beheer van die aansoeker. Daarna val die bystand terug aan die Vereniging ten bate van die oorblywende lede en daarna is daar geen verdere eis teen die Vereniging nie.

(2) Die Vereniging is nie aanspreeklik vir die betaling van enige bystand nie, uitgesonderd na goëddunke van die Komitee, in gevalle waar die eis voortvloei uit die dood van 'n lid—

(a) terwyl hy kranksinnig of in 'n besope toestand was, as gevolg van selfmoord of poging tot selfmoord, opsetlike selfbesering, of vanweë selfverwonding met 'n vuurwapen;

(b) terwyl hy betrokke was by of deelgeneem het aan lugvaart of die vliegkuns van enige aard of as gevolg van die feit dat die lid in enige vliegtuig was, uitgesonderd as 'n betalende passasier in 'n ten volle gelisensieerde standaardtype lugvaartuig in bedryf by 'n erkende lugredery op 'n gereelde lugroete of in 'n ten volle gelisensieerde standaardtype veelmotorige lugvaartuig in bedryf by 'n erkende huurvlugmaatskappy;

(c) terwyl hy gery het of bestuur het in enige soort wedren of as gevolg van bergklim, Alpynse wintersport, yshokkie, hinderniswedrenne, polo, motorfietsry of die gebruik van bromponies en/of meganiese aangedrewe fietse van enige aard;

(d) terwyl hy besig was met of deelgeneem het aan militêre, vloot- of lugmagdiensoperasies;

(e) weens regstreekse of onregstreekse gevolg wat voortvloei uit oorlog, inval, vyandige optrede van buitelandse moondhede, vyandelikhede of oorlogshandeling (hetsy oorlog verklaar is of nie), burgeroorlog, muitery, opstand, rebellie, revolusie, militêre of wederregtelik toegeëinde mag, krygswet of staat van beleg, of terwyl hy besig was met of deelgeneem het aan enige verstoring van die openbare vrede of onluste of burgerlike oproerighede van enige aard.

(3) As die bedrag in die kredit van die Vereniging te eniger tyd benede R2 500 daal, moet betalings ingevolge klousule 5 gestaak word en moet dit nie hervat word voordat die bedrag in die kredit van die Vereniging R5 000 te bowe gaan nie.

7. ADMINISTRASIE VAN DIE VERENIGING

(1) Die administrasie van die Vereniging berus by 'n Bestuurskomitee bestaande uit die Voorsitter en Ondervoorsitter van die Raad en, daarbenewens, drie werkgewervertreterwoordigers en drie werknemervertreterwoordigers wat lede van die Raad moet wees en deur die Raad aangestel moet word. Vir elke verteenwoordiger moet 'n plaasvervanger deur die Raad aangestel word. Die Voorsitter en Ondervoorsitter van die Raad is die Voorsitter en Ondervoorsitter van die Komitee.

case of members referred to in subclause (1) and R100 in the case of members referred to in subclause (2). The Committee's decision in regard to such application shall be final.

(4) Where a deceased member has no dependants, the Management Committee shall transfer such amount the deceased member would have received had he had dependants, less any ex gratia payments made in terms of subclause (3) to a reserve created for the payment of benefits to the dependants of non-contributing members who at the time of their death were not contributing to the Association for reasons specified in clause 3 (3) (a) and (c).

(5) Depending upon such surplus accrued to the non-contributory members' reserve created in terms of subclause (4), the Committee shall, upon the death of a non-contributory member referred to in that subclause, decide in relation to such deceased member's period of contributory membership, upon the mortality benefits to be paid at the entire and final discretion of the Committee to the dependant(s) of such member, which amount shall not exceed R1 000.

(6) If at any time the amount to the credit of the non-contributory members' reserve falls below R1 000, payment in terms of subclause (5) shall cease. Payment of any benefits in terms of subclause (5) shall not be resumed until the amount to the credit of the non-contributory members' reserve exceeds R2 000.

(7) Notwithstanding subclause (6), should the amount in the non-contributory members' reserve exceed R1 000 but the total amount to the credit of the Association fall below R2 500 no payments shall be made until the requirements of clause 6 (3) have been complied with.

(8) The Management Committee may at its entire discretion transfer moneys, in addition to the moneys mentioned in subclause (4), from the Association's accumulated funds to the non-contributory members' reserve should this reserve not be able to meet its commitments: Provided that the Association's accumulated moneys shall by such transfer not be reduced to an amount of less than R7 500.

6. LIMITATION OF BENEFITS

(1) No payments shall be made in terms of clause 5 of this Chapter, unless application therefor is made within a period of one year from the date of death of the member concerned or within such longer period (not exceeding three years from the date of death of the member concerned) as the Committee may allow if it is satisfied that the delay in making the application was caused by events beyond the control of the applicant, whereafter the benefits shall revert to the Association for the benefit of the remaining members and there shall thereafter be no further claim against the Association.

(2) The Association shall not be liable to pay any benefits, other than at the discretion of the Committee, where the claim arises from the death of a member caused—

(a) while insane or in a state of intoxication, by reason of suicide or attempted suicide, intentional self-inflicted injuries or because of self-inflicted gunshot wounds;

(b) while engaged or taking part in aeronautics or aviation of any kind or resulting from the member being in any aircraft except as a fare-paying passenger in a fully licensed standard type of aircraft operated by a recognised airline on a regular air route or in a fully licensed standard type multi-engine aircraft operated by a recognised air charter company;

(c) while riding or driving in any kind of race or resulting from mountaineering, Alpine winter sports, ice-hockey, steeplechasing, polo, motor cycling or the use of motor scooters and/or mechanically driven cycles of any description;

(d) while engaged or taking part in military, naval or air force service operation;

(e) from any consequences arising directly or indirectly from war, invasion, hostile acts of foreign power, hostilities or warlike operations (whether war be declared or not), civil war, mutiny, insurrection, rebellion, revolution, military or usurped power, martial law or state of siege, or whilst engaged or taking part in any disturbances of the public peace or riots or civil commotions of any kind.

(3) If at any time the amount to the credit of the Association drops below R2 500, payments in terms of clause 5 shall cease and shall not be resumed until the amount to the credit of the Association exceeds R5 000.

7. ADMINISTRATION OF THE ASSOCIATION

(1) The administration of the Association shall be vested in a Management Committee consisting of the Chairman and Vice-Chairman of the Council together with three employer representatives and three employee representatives who shall be members of the Council and shall be appointed by the Council. For each representative an alternate shall be appointed by the Council. The Chairman and Vice-Chairman of the Council shall be the Chairman and Vice-Chairman of the Committee.

(2) Elke werkgewer moet die Sekretaris in kennis stel van die dood van enige lid in sy diens. Nadat hy inligting uit enige bron oor die dood van 'n lid ontvang het, moet die Sekretaris so gou doenlik die afhanklike per brief of omsendbrief daarvan verwittig, met vermelding van die jongs bekende werkplek van die oorlede bydraer asook die feit dat bystand op aansoek opge-eis kan word by 'n adres wat deur die Bestuurskomitee uitdruklik gemeld word.

(3) Ingeval die Sekretaris nie in kennis gestel is van die jongste adres van 'n afhanklike nie en die Bestuurskomitee nie daartoe in staat is om die afhanklike by sy/haar jongs bekende adres op te spoor en geen eis om bystand wat ingevolge hierdie klousule verskuldig is, ingestel word binne 'n maand nadat bewys van die dood van 'n lid ontvang is nie, moet die Komitee 'n advertensie in albei amptelike tale plaas in drie agtereenvolgende uitgawes van hoogstens drie dagblaaie wat in die Republiek van Suid-Afrika in omloop is, waarvan een 'n blad moet wees in omloop in die distrik waarin die oorlede lid normaalweg woonagtig was, en in sodanige advertensie moet die jongs bekende werkplek van die gestorwe lid en die bekende naam/name van afhanklikes en hulle jongs bekende adresse genoem word, asook die feit dat bystand beskikbaar is vir opvordering op aansoek deur die afhanklikes by 'n adres wat uitdruklik deur die Komitee gemeld word.

8. BEVOEGDHEDE EN PLIGTE VAN DIE KOMITEE

(1) Behoudens goedkeuring deur die Raad, bepaal die Komitee die beleid van die Vereniging en administreer hy die algemene sake en werksaamhede van die Vereniging ooreenkomstig die bepalings van hierdie Hoofstuk, en by die uitoefening van hierdie funksies doen die Komitee al sodanige stappe as wat hy nodig ag, of wat hy ag bevorderlik te wees vir of wat sal help met die verwesenliking van sodanige oogmerk.

(2) Die Komitee vorder alle inkomste van die Vereniging in, neem dit in ontvangs en deponeer alle geld aldus ontvang sonder versuim in 'n bankrekening wat op naam van die Vereniging geopen word. 'n Amptelike kwitansie moet uitgereik word vir alle kontantgeld deur die Vereniging ontvang, en onttrekkings uit die Vereniging geskied per tjek wat deur sodanige persone as wat van tyd tot tyd deur die Raad gemagtig word, onderteken en deur die sekretaris van die Vereniging medeonderteken moet word.

In die besonder kan die Komitee—

(a) enige bates van die Vereniging te gelde maak, verkoop of andersins daarvoor beskik of daarmee handel;

(b) 'n kontrak aangaan met 'n versekeringsmaatskappy, geregistreer ooreenkomstig Wet 27 van 1943, om alle of enige bystand te verseker wat in klousule 5 van hierdie Hoofstuk voorgeskryf word.

(3) Die Raad het die bevoegdheid om sy eie reglement vir die Komitee voor te skryf, te wysig ten te verander en om reëls vir die administrasie van die Vereniging te maak, te wysig en te verander. Met dien verstande dat sodanige reëls of enige wysig daarvan nie onbestaanbaar met hierdie Ooreenkoms of enige ander wet mag wees nie. 'n Afskrif van die reëls en enige wysiging daarvan moet aan die Sekretaris van Arbeid gestuur word.

(4) Ingeval die Bestuurskomitee, om watter rede ook al, nie in staat is om sy pligte na te kom nie moet die Raad sodanige pligte waarneem en sy bevoegdhede uitoefen.

(5) Ingeval 'n geskil te eniger tyd ontstaan oor die administrasie van die Vereniging waarvoor lede van die Bestuurskomitee gelykop verdeel is, moet die saak vir beslissing na die Raad verwys word.

9. FINANSIËLE BEHEER

(1) Alle uitgawes wat in verband met die administrasie van die Vereniging aangegaan word, kom ten laste van die Vereniging.

(2) Alle geld wat nie vir die bestryding van lopende betalings en uitgawes nodig is nie, moet belê word soos voorgeskryf in klousule 2 (6) van Hoofstuk II van hierdie Ooreenkoms.

(3) Die boekjaar van die Vereniging sluit elke jaar op 28 Februarie.

(4) So gou doenlik na 28 Februarie elke jaar moet die Vereniging 'n staat opstel van alle inkomste en uitgawes van die Vereniging asook 'n Balansstaat wat die bates en laste toon ten opsigte van die voorafgaande tydperk van 12 maande geëindig 28 Februarie, wat deur die ouditeur gesertifiseer en deur die voorsitter van die Vereniging medeonderteken moet word en saam met enige verslag daaroor deur die ouditeur, aan die Raad voorgelê moet word.

(5) Die geouditeerde staat en balansstaat moet daarna op die kantoor van die Raad ter insae lê en afskrifte daarvan moet binne drie maande vanaf die sluiting van die tydperk waarop hulle betrekking het, aan die Sekretaris van Arbeid voorgelê word.

(2) Every employer shall notify the Secretary of the death of any member in his employ. The Secretary shall, as soon as possible, upon receiving information from any source of the death of a member, notify the dependant by letter or circular stating the last known place of work of the deceased contributor and the fact that benefits may be claimed upon application at an address specified by the Management Committee.

(3) In the event of the Secretary not having been notified of the latest address of a dependant and the Management Committee not being able to trace the dependant at his/her last known address and no claim for benefits due in terms of this clause being made within a month of the proof of the death of a member the Committee shall insert an advertisement in both official languages, in three successive issues of not more than three daily newspapers circulating in the Republic of South Africa, one of which shall be a newspaper circulating in the district in which the deceased member was normally resident, stating the last known place of work of the deceased member, the known name(s) of dependants and their last known addresses and the fact that benefits are available for collection upon application by the dependants at an address specified by the Committee.

8. POWERS AND DUTIES OF THE COMMITTEE

(1) Subject to the approval of the Council the Committee shall direct the policy of the Association and administer the general business and activities of the Association, in accordance with the provisions of this Chapter, and in so doing the Committee shall take all such steps as it may deem necessary, or which it considers will be conducive towards or will assist in the attainment of such object.

(2) The Committee shall collect and receive all revenue of the Association and shall deposit all moneys so received without delay in a banking account opened in the name of the Association. An official receipt shall be issued for all cash moneys received into the Association and withdrawals from the Association shall be by cheque signed by such persons as may, from time to time, be authorised by the Council, and countersigned by the secretary of the Association.

In particular the Committee may—

(a) realise, sell or otherwise dispose of or deal with any of the assets of the Association;

(b) contract with an insurance company registered in terms of Act 27 of 1943, to underwrite all or any of the benefits prescribed in clause 5 of this Chapter.

(3) The Council shall have the power to prescribe, alter and amend its own rules of procedure for the Committee and to make, amend and alter rules governing the administration of the Association: Provided such rules or any amendment thereof shall not be inconsistent with the provisions of this Agreement or with the provisions of any other law. A copy of the rules and any amendment thereof shall be transmitted to the Secretary for Labour.

(4) In the event of the Management Committee being unable to perform its duties for any reason, the Council shall perform such duties and exercise its powers.

(5) Should a dispute arise at any time as to the administration of the Association in regard to which members of the Management Committee are equally divided, the matter shall be referred to the Council for a decision.

9. FINANCIAL CONTROL

(1) All expenses incurred in connection with the administration of the Association shall be a charge upon the Association.

(2) Any moneys not required to meet current payments and expenses shall be invested as prescribed in clause 2 (6) of Chapter II of this Agreement.

(3) The financial year of the Association shall end on 28 February of each year.

(4) As soon as possible after 28 February of each year the Association shall prepare a statement of all revenue and expenditure of the Association and a balance sheet showing the assets and liabilities in respect of the preceding period of 12 months ended 28 February, which shall be certified by the auditor and countersigned by the chairman of the Association and submitted to the Council with any report by the auditor thereon.

(5) The audited statement and balance sheet shall thereafter lie for inspection at the office to the Council and copies thereof shall within three months of the close of the period to which they relate be submitted to the Secretary for Labour.

10. ONTBINDING VAN DIE VERENIGING

(1) Klousule 7 (1) tot (4) van Hoofstuk II van hierdie Ooreenkoms is *mutatis mutandis* van toepassing op die Vereniging.

(2) By likwidering van die Vereniging ingevolge klousule 7 (1) of (2) van Hoofstuk II van hierdie Ooreenkoms moet die Komitee, likwidateur of die trustee, na gelang van die geval—

(a) onverwyld daartoe oorgaan om alle beleggings en bates van die Vereniging in kontantfondse om te skep en om sodanige kontant binne 30 dae as onmiddellik opeisbare kontant te belê;

(b) alle krediteure, administrasie- en likwidasiestekoste uit die fondse van die Vereniging betaal.

(3) Ondanks andersluidende bepalings in hierdie Hoofstuk, moet alle geld, as daar geld daarna in die krediet van die Vereniging oorbly, nadat dit ooreenkomstig subklousule (2) gelikwedeer is, inbetaal word in die Siektebystandsgenootskap vir Natalse Meubelwerkers of die Siektebesoldigingsbystandsfonds, na gelang van die geval.

(4) Ingeval die Genootskap en/of die Siektebesoldigingsbystandsfonds gelikwedeer is, moet die geld bedoel in subklousule (3) hiervan, wat in die Genootskap of genoemde Fonds betaal sou gewees het as hulle nie gelikwedeer was nie, in die algemene fondse van die Raad inbetaal word.

(5) As die sake van die Raad reeds afgesluit en die saldo van die Raad se fondse verdeel is, moet die geld wat in subklousule (3) hiervan bedoel word, ingeval die Genootskap en/of die Siektebesoldigingsbystandsfonds ook reeds gelikwedeer is, verdeel word soos bepaal in artikel 34 (4) van die Wet asof dit deel van die algemene fondse van die Raad uitmaak.

Hierdie Ooreenkoms is namens die partye op hede die 7de dag van Desember 1976 te Durban onderteken.

B. T. RESSELL, Voorsitter van die Raad.

M. LALARAM, Ondervoorsitter van die Raad.

V. M. LEWIS, Sekretaris van die Raad.

AANHANGSEL A

Lys van totale aftrekkings en bydraes aan die Voorsorgfonds vir die Meubelnywerheid, Natal, die Siektebystandsgenootskap vir Natalse Meubelwerkers, die Siektebesoldigingsbystandsfonds en die Sterftebystandsvereniging vir Natalse Meubelwerkers wat kragtens klousule 4 (1) (a) van Hoofstuk II van die Ooreenkoms gedoen moet word:

	Vir die tydperk eindigende 31/7/77		Vir die tydperk eindigende 31/7/78		Vanaf 1/8/78	
	A Weeklikse aftrekkings van werknemer se loon	B Weeklikse bydrae deur werkgever	A Weeklikse aftrekkings van werknemer se loon	B Weeklikse bydrae deur werkgever	A Weeklikse aftrekkings van werknemer se loon	B Weeklikse bydrae deur werkgever
Gewone weekloon van R26,00 en minder.....	R1,28	3% van gewone loon, plus 88 sent	3% van gewone loon, plus 88 sent	3% van gewone loon, plus 88 sent	4% van gewone loon, plus 88 sent	4% van gewone loon, plus 88 sent
Gewone weekloon van R26,01 en meer maar minder as R39,99.....	R1,38	3% van gewone loon, plus 98 sent	3% van gewone loon, plus 98 sent	3% van gewone loon, plus 98 sent	4% van gewone loon, plus 98 sent	4% van gewone loon, plus 98 sent
Gewone weekloon van R40,00 en meer.....	R1,48	3% van gewone loon, plus R1,08	3% van gewone loon, plus R1,08	3% van gewone loon, plus R1,08	4% van gewone loon, plus R1,08	4% van gewone loon, plus R1,08

	For the period ending 31/7/77		For the period ending 31/7/78		From 1/8/78	
	A Employee's weekly deductions from wage	B Employer's weekly contribution	A Employee's weekly deductions from wage	B Employer's weekly contribution	A Employee's weekly deductions from wage	B Employer's weekly contribution
Normal weekly wage of R26,00 and less.....	R1,28	3% of normal wage, plus 88 cent	3% of normal wage, plus 88 cent	3% of normal wage, plus 88 cent	4% of normal wage, plus 88 cent	4% of normal wage, plus 88 cent
Normal weekly wage of R26,01 and more but less than R39,99.....	R1,38	3% of normal wage, plus 98 cent	3% of normal wage, plus 98 cent	3% of normal wage, plus 98 cent	4% of normal wage, plus 98 cent	4% of normal wage, plus 98 cent
Normal weekly wage of R40,00 and more.....	R1,48	3% of normal wage, plus R1,08	3% of normal wage, plus R1,08	3% of normal wage, plus R1,08	4% of normal wage, plus R1,08	4% of normal wage, plus R1,08

10. DISSOLUTION OF THE ASSOCIATION

(1) The provisions of clause 7 (1) to (4) of Chapter II of this Agreement shall *mutatis mutandis* apply in respect of the Association.

(2) Upon the liquidation of the Association in accordance with the provisions of clause 7 (1) or (2) of Chapter II of this Agreement, the Committee, liquidator or the trustees, as the case may be, shall—

(a) forthwith proceed to convert all investments and assets of the Association into cash funds and invest such cash on call within 30 days;

(b) pay all creditors, administration and liquidation expenses from the funds of the Association.

(3) Notwithstanding anything to the contrary contained in this Chapter, should any moneys thereafter remain to the credit of the Association upon liquidation in accordance with subclause (2), such moneys shall be paid into the Natal Furniture Workers' Sick Benefit Society or the Sick Pay Benefit Fund, as the case may be.

(4) In the event of the Society and/or the Sick Pay Benefit Fund having been liquidated, the moneys referred to in subclause (3) hereof, which would have been paid into the Society or the aforesaid Fund, had they not been liquidated, shall be paid into the general funds of the Council.

(5) If the affairs of the Council have already been wound up and the balance of the Council's funds distributed, the moneys referred to in subclause (3) hereof shall, in the event of the Society and/or the Sick Pay Benefit Fund also already having been liquidated, be distributed as provided for in section 34 (4) of the Act as if it formed part of the general funds of the Council.

This Agreement signed on behalf of the parties at Durban on this 7th day of December 1976.

B. T. RESSELL, Chairman of the Council.

M. LALARAM, Vice-Chairman of the Council.

V. M. LEWIS, Secretary of the Council.

ANNEXURE A

Schedule of total deductions and contributions to the Provident Fund for the Furniture Manufacturing Industry, Natal, the Natal Furniture Workers' Sick Benefit Society, Sick Pay Benefit Fund and the Natal Furniture Workers' Mortality Benefit Association to be made in terms of clause 4 (1) (a) of Chapter II of the Agreement.

No. R. 1237

8 Julie 1977

WET OP FABRIEKE, MASJINERIE EN BOUWERK, 1941**VRYSTELLING VAN SIEKTEVERLOFBEPALINGS.—MEUBELNYWERHEID, NATAL**

Ek, Stephanus Petrus Botha, Minister van Arbeid, stel hierby kragtens artikel 54 (1) van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Julie 1979 eindig, alle werkgewers wat onderworpe is aan die bepaling van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1236 van 8 Julie 1977, vry van die vereistes van artikel 21A van genoemde Wet ten opsigte van werknemers wat op siektebesoldiging ingevolge Hoofstukke III en IV van genoemde Ooreenkoms geregtig is.

S. P. BOTHA, Minister van Arbeid.

No. R. 1248

8 Julie 1977

WET OP NYWERHEIDSVERSOENING, 1956**MEUBELNYWERHEID, NATAL. — INTREKKING VAN GOEWERMENSKENNISGEWINGS**

Ek, Stephanus Petrus Botha, Minister van Arbeid, trek hierby, kragtens artikel 48 (5) van die Wet op Nywerheidsversoening, 1956, Goewermentskennisgewings R. 1696 van 20 September 1968 en R. 2108 van 9 November 1973 in met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing.

S. P. BOTHA, Minister van Arbeid.

No. R. 1237

8 July 1977

FACTORIES, MACHINERY AND BUILDING WORK ACT, 1941**EXEMPTION FROM SICK LEAVE PROVISIONS.—FURNITURE MANUFACTURING INDUSTRY, NATAL**

I, Stephanus Petrus Botha, Minister of Labour, in terms of section 54 (1) of the Factories, Machinery and Building Work Act, 1941, and with effect from the second Monday after the date of publication of this notice and for the period ending 31 July 1979, hereby exempt all employers who are subject to the provisions of the Agreement published under Government Notice R. 1236 of 8 July 1977, from the requirements of section 21A of the said Act in respect of employees who are entitled to sick pay in terms of Chapters III and IV of the said Agreement.

S. P. BOTHA, Minister of Labour.

No. R. 1248

8 July 1977

INDUSTRIAL CONCILIATION ACT, 1956**FURNITURE MANUFACTURING INDUSTRY, NATAL. — CANCELLATION OF GOVERNMENT NOTICES**

I, Stephanus Petrus Botha, Minister of Labour, hereby, in terms of section 48 (5) of the Industrial Conciliation Act, 1956, cancel Government Notices R. 1696 of 20 September 1968 and R. 2108 of 9 November 1973 with effect from the second Monday after the date of publication of this notice.

S. P. BOTHA, Minister of Labour.

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.

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).

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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).

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Hierdie publikasie is 'n voortsetting van die Suid-Afrikaanse Tydskrif vir Landbouwetenskap Jaargang 1 tot 11, 1958-1968 en bevat artikels oor Entomologie, Dierkundige Plantplae, Nematologie, Plantpatologie, Mikrobiologie, Mikologie, Taksonomiese Studies, Biologie en Beheer. 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.

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PHYTOPHYLACTICA

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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.

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THE ONDERSTEPSPOORT JOURNAL OF VETERINARY RESEARCH

Die "Onderstepoort Journal of Veterinary Research" word deur die Staatsdrukker, Pretoria, gedruk en is verkrygbaar van die Direkteur, Afdeling Landbou-inligting, Departement van Landbou-tegniese Dienste, Privaatsak X144, Pretoria, 0001, aan wie ook alle navrae in verband met die tydskrif gerig moet word.

Hierdie publikasie is 'n voortsetting van die "Reports of the Government Veterinary Bacteriologist of the Transvaal" wat terugdateer tot 1903 en waarvan 18 verskyn het tot 1932. Dit is gevolg deur 40 volumes van die "Onderstepoort Journal". Tans bestaan elke volume uit vier nommers wat teen R1,35 (oorsee posgeld 10 sent ekstra) per nommer van bogenoemde adres verkrygbaar is.

Direkteure van laboratoriums ens. wat begerig is om publikasies om te ruil moet in verbinding tree met die Direkteur, Navorsings-instituut vir Veeartsenykunde, Pk. Onderstepoort, 0110, Republiek van Suid-Afrika.

THE ONDERSTEPSPOORT JOURNAL OF VETERINARY RESEARCH

The Onderstepoort Journal of Veterinary Research is printed by the Government Printer, Pretoria, and is obtainable from the Director, Division of Agricultural Information, Department of Agricultural Technical Services, Private Bag X144, Pretoria, 0001, to whom all communications should be addressed.

This publication is a continuation of the Reports of the Government Veterinary Bacteriologist of the Transvaal which date back to 1903 and of which 18 have appeared up to 1932. These were followed by 40 volumes of the Onderstepoort Journal. At present each volume comprises four numbers which are obtainable at R1,35 (overseas postage 10c extra) per number from the above address.

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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.

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	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.

DIE BLOMPLANTE VAN AFRIKA

Hierdie publikasie word uitgegee as 'n geïllustreerde reeks, baie na die aard van Curtis se "Botanical Magazine". Die doel van die werk is om die skoonheid en variasie van vorm van die flora van Afrika aan die leser bekend te stel, om belangstelling in die studie en kweek van die inheemse plante op te wek, en om plantkunde in die algemeen te bevorder.

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