



STAATSKOERANT

VAN DIE REPUBLIEK VAN SUID-AFRIKA

REPUBLIC OF SOUTH AFRICA

GOVERNMENT GAZETTE

REGULASIEKOERANT No. 2501

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GOEWERMENTSKENNISGEWINGS

DEPARTEMENT VAN ARBEID

No. R. 1411

22 Julie 1977

WET OP NYWERHEIDSVERSOENING, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—SEKSIE ALGEMENE GOEDERE—WYSIGING VAN OOREENKOMS

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 (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Seksie Algemene Goedere van die Leernywerheid betrekking het, met ingang van die tweede Maandag na die datum van Publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1978 eindig, bindend is vir die werkgewersorganisasies en vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1978 eindig, bindend is vir alle ander werkgewers en werknemers as dié vermeld in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die Republiek van Suid-Afrika; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1978, eindig, in die Republiek van Suid-Afrika *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Nywerheid by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

S. P. BOTHA, Minister van Arbeid.

62517—A

GOVERNMENT NOTICES

DEPARTMENT OF LABOUR

No. R. 1411

22 July 1977

INDUSTRIAL CONCILIATION ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA.—GENERAL GOODS SECTION—AMENDMENT OF AGREEMENT

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

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that all the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the General Goods Section of the Leather Industry shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1978, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1978, 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 Republic of South Africa; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the Republic of South Africa and with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1978, the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall *mutatis mutandis* be binding upon all Bantu employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Bantu in their employ.

S. P. BOTHA, Minister of Labour.

5685—1

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE LEERNYWERHEID VAN SUID-AFRIKA

OOREENKOMS

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

- (a) Midland and Border Leather Industry Manufacturers' Association;
 - (b) Cape Western and North-Western Leather Industries Employers' Association;
 - (c) Transvaal Footwear, Tanning and Leather Trades Association;
 - (d) Natal Footwear, Tanning and General Leather Manufacturers' Association;
 - (e) Southern Cape Leather Industries Association
- (hierna die "werkgewers" of "werkgewersorganisasies" genoem), aan die een kant, en die

- (f) National Union of Leather Workers;
 - (g) Transvaal Leather and Allied Trades Industrial Union;
- en
- (h) Trunk and Box Workers' Industrial Union (Transvaal)
- (hierna die "werknemers" of "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Leernywerheid van Suid-Afrika,

om die Ooreenkoms, gepubliseer by Goewermmentskennisgewing R. 1361 van 13 Augustus 1976, te wysig.

ALGEMENE BEPALINGS VAN TOEPASSING OP DIE SEKSIE ALGEMENE GOEDERE VAN DIE LEERNYWERHEID

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Seksie Algemene Goedere van die Leernywerheid nagekom word—

- (a) deur alle werkgewers wat lede van die werkgewersorganisasies is en deur alle werknemers wat lede van die vakverenigings is en wat onderskeidelik by bogenoemde Seksie van die leernywerheid betrokke of daarin werksaam is;
- (b) in die Republiek van Suid-Afrika, in verband met die werksaamhede uiteengesit in paragrawe (1) tot (3) van die omskrywing van "Seksie Algemene Goedere" in klousule 3 van die Ooreenkoms gepubliseer by Goewermmentskennisgewing R. 1361 van 13 Augustus 1976; en
- (c) in die landdrosdistrikte Bellville, Goodwood en Durban in verband met die werksaamhede uiteengesit in paragraaf (4) van die omskrywing van "Seksie Algemene Goedere" in klousule 3 van die Ooreenkoms gepubliseer by Goewermmentskennisgewing R. 1361 van 13 Augustus 1976.

2. LONE

Vervang Aanhangel C deur die volgende:

"AANHANGSEL C

(1) LOONSKALE

	Kolom A	Kolom B
	Per week	Per week
	R	R
A. Onderstaande lone moet betaal word aan werknemers werksaam in die Seksie Algemene Goedere van die Nywerheid:		
(i) Ketelbediener.....	26,73	29,40
(ii) Drywer van 'n motorvoertuig gelisensieer om 'n loonvrag te dra of te trek van—		
(a) minder as 2 722 kg.....	26,73	29,40
(b) 2 722 kg.....	32,37	35,60
(c) meer as 2 722 kg maar hoogstens 4 536 kg.....	38,83	42,71
(d) meer as 4 536 kg.....	45,31	49,84
(iii) Algemene arbeider.....	22,28	24,50
(iv) Werknemer graad F.....	22,28	24,50
(v) Nagwag.....	26,73	29,40
(vi) Magasynmeester en/of pakhuisman, versendingsklerk.....	32,37	35,60
B. Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat reisbenodigde hede vervaardig:		
(i) Voorman.....	51,77	56,94
(ii) Kragguillotinebediener.....	45,31	49,84
(iii) Draaisnymasjienbediener.....	45,31	49,84

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA

AGREEMENT

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

- (a) Midland and Border Leather Industry Manufacturers' Association;
- (b) Cape Western and North-Western Leather Industries Employers' Association;
- (c) Transvaal Footwear, Tanning and Leather Trades Association;
- (d) Natal Footwear, Tanning and General Leather Manufacturers' Association;
- (e) Southern Cape Leather Industries Association;

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

- (f) National Union of Leather Workers;
 - (g) Transvaal Leather and Allied Trades Industrial Union; and
 - (h) Trunk and Box Workers' Industrial Union (Transvaal)
- (hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being parties to the National Industrial Council of the Leather Industry of South Africa,

to amend the Agreement published under Government Notice R. 1361 dated 13 August 1976

GENERAL PROVISIONS APPLICABLE TO THE GENERAL GOODS SECTION OF THE LEATHER INDUSTRY

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the General Goods Section of the Leather Industry—

- (a) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions who are engaged or employed therein;
- (b) in the Republic of South Africa, on the operations set forth in paragraphs (1) to (3) of the definition of "General Goods Section" in clause 3 of the Agreement published under Government Notice R. 1361 dated 13 August 1976; and
- (c) in the Magisterial Districts of Bellville, Goodwood and Durban on the operations set forth in paragraph (4) of the definition of "General Goods Section" in clause 3 of the Agreement published under Government Notice R. 1361 dated 13 August 1976.

2. WAGES

Substitute the following for Annexure C:

"ANNEXURE C

(1) WAGE RATES

	Column A	Column B
	Per week	Per week
	R	R
A. The following wage rates shall be paid to employees engaged in the General Goods Section of the Industry:		
(i) Boiler attendant.....	26,73	29,40
(ii) Driver of a motor vehicle authorised to carry or haul a pay-load of—		
(a) under 2 722 kg.....	26,73	29,40
(b) 2 722 kg.....	32,37	35,60
(c) over 2 722 kg but not exceeding 4 536 kg.....	38,83	42,71
(d) over 4 536 kg.....	45,31	49,84
(iii) General labourer.....	22,28	24,50
(iv) Grade F employee.....	22,28	24,50
(v) Night watchman.....	26,73	29,40
(vi) Storeman and/or warehouseman, despatch clerk.....	32,37	35,60
B. The following wage rates shall be paid to qualified employees engaged in the manufacture of travelling requisites:		
(i) Foreman.....	51,77	56,94
(ii) Power guillotine operator.....	45,31	49,84
(iii) Rotary cutting machine operator.....	45,31	49,84

	Kolom A	Kolom B		Column A	Column B
	Per week	Per week		Per week	Per week
	R	R		R	R
(iv) Houtwerkmasjienbediener, klas I.....	45,31	49,84	(iv) Woodworking machine operator, Class I	45,31	49,84
(v) Snyer, klas I.....	42,71	46,98	(v) Cutter, Class I.....	42,71	46,98
(vi) Hoekstikmasjienbediener.....	38,83	42,71	(vi) Corner stitching machine operator....	38,83	42,71
(vii) Werknemer graad A.....	32,37	35,60	(vii) Grade A employee.....	32,37	35,60
(viii) Werknemer graad B.....	30,07	33,07	(viii) Grade B employee.....	30,07	33,07
(ix) Werknemer graad C.....	26,73	29,40	(ix) Grade C employee.....	26,73	29,40
(x) Werknemer graad D.....	24,70	27,16	(x) Grade D employee.....	24,70	27,16
(xi) Werknemer graad E.....	22,28	24,50	(xi) Grade E employee.....	22,28	24,50
(xii) Werknemer graad G.....	22,28	24,50	(xii) Grade G employee.....	22,28	24,50
C. Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat saaltuig vervaardig:			C. The following wage rates shall be paid to qualified employees engaged in the manufacture of saddlery:		
(i) Voorman.....	51,77	56,94	(i) Foreman.....	51,77	56,94
(ii) Snyer, klas I.....	38,83	42,71	(ii) Cutter, Class I.....	38,83	42,71
(iii) Saalmaker, klas I.....	38,83	42,71	(iii) Saddler, Class I.....	38,83	42,71
(iv) Snyer, klas II.....	34,30	37,73	(iv) Cutter, Class II.....	34,30	37,73
(v) Saalmaker, klas II.....	34,30	37,73	(v) Saddler, Class II.....	34,30	37,73
(vi) Perssnyer.....	32,37	35,60	(vi) Press cutter.....	32,37	35,60
(vii) Paneelvuller.....	26,73	29,40	(vii) Panel filler.....	26,73	29,40
(viii) Handstikker.....	26,73	29,40	(viii) Hand stitcher.....	26,73	29,40
(ix) Leerbandsnymasjienbediener.....	24,72	27,19	(ix) Strap cutting machine operator.....	24,72	27,19
(x) Masjienwerker.....	24,72	27,19	(x) Machinist.....	24,72	27,19
(xi) Skawer.....	24,72	27,19	(xi) Skiver.....	24,72	27,19
(xii) Plooiemaker.....	22,28	24,50	(xii) Creaser.....	22,28	24,50
(xiii) Beitswerker.....	22,28	24,50	(xiii) Stainer.....	22,28	24,50
D. Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat tuie, ens., vervaardig:			D. The following wages rates shall be paid to qualified employees engaged in the manufacture of harness, etc.:		
(i) Voorman.....	51,77	56,94	(i) Foreman.....	51,77	56,94
(ii) Handsnyer.....	35,60	39,15	(ii) Hand cutter.....	35,60	39,15
(iii) Perssnyer.....	33,65	37,01	(iii) Press cutter.....	33,65	37,01
(iv) Voorbereider en afwerker.....	31,07	34,17	(iv) Preparer and finisher.....	31,07	34,17
(v) Masjienwerker.....	29,40	32,34	(v) Machinist.....	29,40	32,34
(vi) Handstikker.....	26,73	29,40	(vi) Hand stitcher.....	26,73	29,40
(vii) Leerbandsnymasjienbediener.....	24,72	27,19	(vii) Strap cutting machine operator.....	24,72	27,19
(viii) Werknemers wat beits- en/of plooi- en/of pons- en/of fatsioneerwerk verrig en/of punte aansit en/of bosseleer- en/of opvryfwerk verrig.....	22,28	24,50	(viii) Employees engaged on staining and/or creasing and/or punching and/or shaping and/or tipping and/or embossing and/or rubbing up.....	22,28	24,50
E. Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat kruisbande, ens., vervaardig:			E. The following wage rates shall be paid to qualified employees engaged in the manufacture of braces, etc.:		
(i) Voorman.....	51,77	56,94	(i) Foreman.....	51,77	56,94
(ii) Perssnyer.....	36,24	39,86	(ii) Press cutter.....	36,24	39,86
(iii) Handsnyer.....	26,73	29,40	(iii) Hand cutter.....	26,73	29,40
(iv) Masjienwerker.....	24,70	27,16	(iv) Machinist.....	24,70	27,16
(v) Klinknaelwerker.....	24,70	27,16	(v) Riveter.....	24,70	27,16
(vi) Skawer.....	24,70	27,16	(vi) Skiver.....	24,70	27,16
(vii) Werknemers wat plooi- en/of afwerkingswerk verrig en/of vetergate maak	22,28	24,50	(vii) Employees engaged on creasing and/or eyeletting and/or finishing.....	22,28	24,50
F. Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat persoonlike goedere vervaardig:			F. The following wage rates shall be paid to qualified employees engaged in the manufacture of personal goods:		
(i) Voorman.....	51,77	56,94	(i) Foreman.....	51,77	56,94
(ii) Handsnyer.....	36,24	39,86	(ii) Hand cutter.....	36,24	39,86
(iii) Perssnyer.....	36,24	39,86	(iii) Press cutter.....	36,24	39,86
(iv) Handstikker.....	26,73	29,40	(iv) Hand stitcher.....	26,73	29,40
(v) Masjienwerker.....	24,70	27,16	(v) Machinist.....	24,70	27,16
(vi) Leerbandsnymasjienbediener.....	24,70	27,16	(vi) Strap cutting machine operator.....	24,70	27,16
(vii) Klinknaelwerker.....	24,70	27,16	(vii) Riveter.....	24,70	27,16
(viii) Skawer.....	24,70	27,16	(viii) Skiver.....	24,70	27,16
(ix) Leerfatsoeneerder.....	24,70	27,16	(ix) Leather moulder.....	24,70	27,16
(x) Werknemers wat vetergate maak en/of plooiwerk verrig en/of toebehore en/of slotte en/of versierings aanbring en/of pons- en/of afwerkings- en/of beits- en/of bosseleer- en/of raamwerk aan beursies verrig en/of voerings insit en/of metaal- verstywers insit en/of rande bewerk en/of veters of rieme insit en/of punte maak of aansit en/of perforeer- en/of kramwerk verrig, en/of omdopwerk verrig en/of bokshandskoene opstap en/of veters volgens lengte sny.....	22,28	24,50	(x) Employees engaged on eyeletting and/or creasing and/or attaching of fittings and/or locks and/or ornaments, and/or punching and/or finishing and/or staining and/or embossing and/or framing of purses and/or inserting linings and/or inserting metal stiffeners and/or edge tooling and/or lacing or thonging and/or pointing or tipping and/or perforating and/or stapling and/or turning inside out and/or stuffing boxing gloves and/or cutting laces to length.....	22,28	24,50
(xi) Hoëfrekwensiesmeewerk.....	22,28	24,50	(xi) High frequency welding.....	22,28	24,50

	Kolom A	Kolom B
	Per week	Per week
	R	R
G. Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat Bantoeoffers in die provinsie Transvaal vervaardig: Met dien verstande dat sodanige lone betaalbaar is slegs in gevalle waar die betrokke werkgewer die Raad oortuig dat die artikel wat vervaardig word, 'n Bantoeoffer is en 'n sertifikaat met hierdie strekking van die Raad hou. In alle ander gevalle is die lone wat in paragraaf B van hierdie klousule gespesifiseer word, van toepassing.		
Die sertifikaat hierbo bedoel, kan te eniger tyd deur die Raad ingetrek word deur een week vooraf kennis aan die betrokke werkgewer te gee.		
(a) Gekwalifiseerde werknemers wat werksaam is as—		
(i) saers.....	28,07	30,87
(ii) monteurs.....	25,40	27,93
(iii) snyers.....	22,28	24,50
(iv) inmeakaarsitters (in die bedryf bekend as "carpenters") en plakkers.....	22,28	24,50
(b) (i) Voorman.....	51,77	56,94
(ii) Klinknael- en/of spykermasjienwerkers.....	33,65	37,01
(iii) Fatsoeneermasjienwerkers, houtlasmasjienwerkers, skuurmasjienwerkers, spuit- of vlamskilderwerkers.....	27,40	30,13
H. Onderstaande lone moet betaal word aan leerlinge, uitgesonderd voormanne, en uitgesonderd dié werknemers wat in paragrawe A en I van hierdie klousule genoem word:		
Gedurende die eerste ses maande onder-vinding.....	13,37	14,70
Gedurende die tweede ses maande onder-vinding.....	16,04	17,64
Gedurende die derde ses maande onder-vinding.....	18,71	20,58
Gedurende die vierde ses maande onder-vinding.....	22,72	24,99
Gedurende die vyfde ses maande onder-vinding.....	26,73	29,40
Met dien verstande dat 'n volwasse manlike werknemer wat minder as 12 maande onder-vinding het, nogtans geag moet word 12 maande ondervinding te hê.		
I. Onderstaande lone moet betaal word aan gekwalifiseerde werknemers wat in die land-drosdistrikte Bellville, Goodwood en Durban balle vervaardig:		
(i) Voorman.....	51,77	56,94
(ii) Snyer.....	36,24	39,86
(iii) Paneelmasjienwerker.....	32,37	35,60
(iv) Afwerker, graad I.....	26,07	28,67
(v) Afwerker, graad II.....	24,21	26,63
(vi) Mondstukmasjienwerker.....	24,70	27,16
(vii) Naatwerker, graad I.....	24,21	26,63
(viii) Naatwerker, graad II.....	22,76	25,03
(ix) Werknemers wat regsnywerk verrig en/of vetergate pons en/of werknommers en name stempel en/of rekwerk verrig en/of rugstukke aanwerk en/of balle skoonmaak en/of toedraai en/of verpak en/of riempies maak en/of kleeflak aanwend en/of blase opblaas en/of blase insit en/of vaslym en/of blok en/of mond-stukke in posisie aanbring en/of veters volgens lengte sny.....	22,28	24,50
J. Onderstaande lone moet betaal word aan leerlinge, uitgesonderd voormanne, wat die werksaamhede verrig wat in paragraaf I vermeld word:		
Gedurende die eerste ses maande onder-vinding.....	13,37	14,70
Gedurende die tweede ses maande onder-vinding.....	15,39	16,92
Gedurende die derde ses maande onder-vinding.....	16,71	18,38
Gedurende die vierde ses maande onder-vinding.....	18,05	19,85
Gedurende die vyfde ses maande onder-vinding.....	20,73	22,80

	Column A	Column B
	Per week	Per week
	R	R
G. The following wage rates shall be paid to qualified employees engaged in the manufacture of Bantu trunks in the Province of the Transvaal: Provided that such wages shall be payable only in cases where the employer concerned has proved to the satisfaction of the Council that the article produced is a Bantu trunk and holds a certificate from the Council to that effect. In all other cases, the wages specified in paragraph B of this clause shall apply.		
The certificate referred to above may be withdrawn at any time by the Council giving one week's notice to the employer concerned.		
(a) Qualified employees employed as—		
(i) sawyers.....	28,07	30,87
(ii) fitters.....	25,40	27,93
(iii) cutters.....	22,28	24,50
(iv) assemblers (known in the trade as "carpenters") and pasters.....	22,28	24,50
(b) (i) Foreman.....	51,77	56,94
(ii) Riveting and/or nailing by machine	33,65	37,01
(iii) Machine moulding, wood joining by machine, sandpapering, spraying or graining.....	27,40	30,13
H. The following wage rates shall be paid to learners, other than foremen, and other than those referred to in paragraphs A and I of this clause:		
During the first six months of experience..	13,37	14,70
During the second six months of experience	16,04	17,64
During the third six months of experience..	18,71	20,58
During the fourth six months of experience	22,72	24,99
During the fifth six months of experience..	26,73	29,40
Provided that an adult male employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
I. The following wage rates shall be paid to qualified employees engaged in the manufacture of balls in the Magisterial Districts of Bellville, Goodwood and Durban:		
(i) Foreman.....	51,77	56,94
(ii) Cutter.....	36,24	39,86
(iii) Panel machinist.....	32,37	35,60
(iv) Finisher, Grade I.....	26,07	28,67
(v) Finisher, Grade II.....	24,21	26,63
(vi) Mouthpiece machinist.....	24,70	27,16
(vii) Boxer, Grade I.....	24,21	26,63
(viii) Boxer, Grade II.....	22,76	25,03
(ix) Employees engaged on recutting and/or punching lace holes and/or stamping job numbers and names and/or stretching and/or backing and/or ball cleaning and/or wrapping and/or packing and/or thread making and/or applying fixative lacquers and/or inflating bladders and/or inserting bladders and/or solutioning and/or blocking and/or positioning mouthpieces and/or cutting laces to length.....	22,28	24,50
J. The following wage rates shall be paid to learners, other than foreman, engaged on the operations referred to in paragraph I:		
During the first six months of experience..	13,37	14,70
During the second six months of experience	15,39	16,92
During the third six months of experience	16,71	18,38
During the fourth six months of experience	18,05	19,85
During the fifth six months of experience..	20,73	22,80

(2) GETALSVIRHOUDING VAN WERKNEMERS

1. *Reisbenodigdhede*.—(i) Minstens een voorman moet in elke bedryfsinrigting werksaam wees.

(ii) Minstens een houtwerkmasjienbediener (klas I) moet in 'n bedryfsinrigting werksaam wees voordat 'n houtwerkmasjienbediener (klas II) in diens geneem word.

(iii) In elkeen van die loongroepe genoem in subparagrafe (ii), (iii), (iv), (v), (vi), (vii), (viii), (ix) en (x) van paragraaf B, mag hoogstens een leerling vir elke gekwalifiseerde werknemer in daardie groep in diens geneem word: Met dien verstande dat vir elke gekwalifiseerde vroulike werknemer wat diens doen in die loongroep genoem in subparagraaf (x) van paragraaf B, hoogstens twee ongekwalifiseerde vroulike werknemers in daardie groep in diens geneem mag word.

2. *Saaltuig*.—(i) Minstens een voorman moet in elke bedryfsinrigting werksaam wees.

(ii) In elkeen van die loongroepe genoem in subparagrafe (ii), (iii), (iv), (v), (vi) en (vii) van paragraaf C mag hoogstens een leerling vir elke gekwalifiseerde werknemer in daardie groep in diens geneem word.

(iii) In elkeen van die loongroepe genoem in subparagrafe (viii), (ix), (x), (xi), (xii) en (xiii) van paragraaf C, mag hoogstens twee leerlinge vir elke gekwalifiseerde werknemer in daardie groep in diens geneem word.

3. *Tuie*.—(i) Minstens een voorman moet in elke bedryfsinrigting werksaam wees.

(ii) Vir elke werknemer wat 'n loon van minstens R21,98 per week ontvang, mag hoogstens een werknemer teen 'n loon van minder as R21,98 per week in diens geneem word: Met dien verstande dat hierdie arbeiders nie in aanmerking geneem moet word wanneer die getal werknemers wat in diens geneem mag word vasgestel word nie.

4. *Kruisbande*.—(i) Vir elke werknemer wat 'n loon van minstens R24,50 per week ontvang, mag hoogstens een werknemer teen 'n loon van minder as R24,50 per week in diens geneem word: Met dien verstande dat algemene arbeiders nie in aanmerking geneem moet word wanneer die getal werknemers wat in diens geneem mag word, vasgestel word nie.

5. *Persoonlike goedere*.—(i) Vir elke werknemer wat 'n loon van minstens R24,50 per week ontvang, mag hoogstens een werknemer teen 'n loon van minder as R24,50 per week in diens geneem word: Met dien verstande dat algemene arbeiders nie in aanmerking geneem moet word wanneer die getal werknemers wat in diens geneem mag word, vasgestel word nie.

6. *Bantoekoffers*.—(i) Vir elke drie werknemers wat 'n loon van minstens R24,50 per week ontvang, mag hoogstens een werknemer teen 'n loon van minder as R24,50 per week in diens geneem word: Met dien verstande dat algemene arbeiders nie in aanmerking geneem moet word wanneer die getal werknemers wat in diens geneem mag word, vasgestel word nie.

Hierdie Wysigingsooreenkoms is namens die partye op hede die 17de dag van Junie 1977 onderteken.

M. PORTER, Lid van die Raad.

F. J. J. JORDAAN, Lid van die Raad.

A. S. YOUNG, Sekretaris van die Raad.

No. R. 1412

22 Julie 1977

WET OP NYWERHEIDSVIRHOUDING, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—SEKSIE ALGEMENE GOEDERE—HERNUWING VAN OOREENKOMS

Ek, Stephanus Petrus Botha, Minister van Arbeid, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van Goewermentskennissgewing R. 1361 van 13 Augustus 1976 van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir 'n tydperk wat op 30 Junie 1978 eindig.

S. P. BOTHA, Minister van Arbeid.

(2) PROPORTION AND RATIO OF EMPLOYEES

1. *Travelling requisites*.—(i) Not less than one foreman shall be employed in each establishment.

(ii) Not less than one woodworking machine operator (Class I) shall be employed in any establishment before a woodworking machine operator (Class II) is employed.

(iii) In each of the wage categories listed in subparagraphs (ii), (iii), (iv), (v), (vi), (vii), (viii), (ix) and (x) of paragraph B, not more than one learner may be employed for every qualified employee employed in that category: Provided that for every qualified female employee employed in the wage category listed in subparagraph (x) of paragraph B not more than two female learners may be employed in that category.

2. *Saddlery*.—(i) Not less than one foreman shall be employed in each establishment.

(ii) In each of the wage categories listed in subparagraphs (ii), (iii), (iv), (v), (vi) and (vii) of paragraph C, not more than one learner may be employed for every qualified employee employed in that category.

(iii) In each of the wage categories listed in subparagraphs (viii), (ix), (x), (xi), (xii) and (xiii) of paragraph C, not more than two learners may be employed for every qualified employee employed in that category.

3. *Harness*.—(i) Not less than one foreman shall be employed in each establishment.

(ii) For each employee receiving a wage of not less than R21,98 per week not more than one employee may be employed at a wage of less than R21,98 per week: Provided that such labourers shall not be taken into consideration when determining the number of such employees that may be employed.

4. *Braces*.—(i) For each employee receiving a wage of not less than R24,50 per week, not more than one employee may be employed at a wage of less than R24,50 per week: Provided that general labourers shall not be taken into consideration when determining the number of such employees that may be employed.

5. *Personal goods*.—(i) For each employee receiving a wage of not less than R24,50 per week, not more than one employee may be employed at a wage of less than R24,50 per week: Provided that general labourers shall not be taken into consideration when determining the number of such employees that may be employed.

6. *Bantu trunks*.—(i) For every three employees receiving a wage of not less than R24,50 per week, there may be employed not more than one employee receiving less than R24,50 per week: Provided that general labourers shall not be taken into consideration when determining the number of such employees that may be employed.

This Amending Agreement signed on behalf of the parties on this 17th day of June 1977.

M. PORTER, Member of the Council.

F. J. J. JORDAAN, Member of the Council.

A. S. YOUNG, Secretary of the Council.

No. R. 1412

22 July 1977

INDUSTRIAL CONCILIATION ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA.—GENERAL GOODS SECTION—RENEWAL OF AGREEMENT

I, Stephanus Petrus Botha, Minister of Labour, hereby, in terms of section 48 (4) (a) (ii) of the Industrial Conciliation Act, 1956, declare the provisions of Government Notice R. 1361 of 13 August 1976 to be effective from the date of publication of this notice and for a period ending 30 June 1978.

S. P. BOTHA, Minister of Labour.

No. R. 1413

22 Julie 1977

WET OP NYWERHEIDSVERSOENING, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA. — HANDSAKSEKSIE — WYSIGING VAN OOREENKOMS

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 (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Handsakseksie van die Leernywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1978 eindig, bindend is vir die werkgewersorganisasies en vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1978 eindig, bindend is vir alle ander werkgewers en werknemers as dié vermeld in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die Republiek van Suid-Afrika; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1978 eindig, in die Republiek van Suid-Afrika *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Nywerheid by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

S. P. BOTHA, Minister van Arbeid.

BYLAE

NASIONALE NYWERHEIDSRaad VIR DIE LEERNYWERHEID VAN SUID-AFRIKA

HANDSAKSEKSIE

OOREENKOMS

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

(a) Midland and Border Leather Industry Manufacturers' Association;

(b) Cape Western and North-Western Leather Industries Employers' Association;

(c) Transvaal Footwear, Tanning and Leather Trades Association;

(d) Natal Footwear, Tanning and General Leather Manufacturers' Association;

(e) Southern Cape Leather Industries Association;

(f) South African Handbag Manufacturers' Association

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

(g) National Union of Leather Workers; en

(h) Transvaal Leather and Allied Trades Industrial Union

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Leernywerheid van Suid-Afrika,

om die Ooreenkoms, gepubliseer by Goewermentskennisgewing R. 1361 van 13 Augustus 1976, te wysig.

No. R. 1413

22 July 1977

INDUSTRIAL CONCILIATION ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA. — HANDBAG SECTION — AMENDMENT OF AGREEMENT

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

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that all the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Handbag Section of the Leather Industry, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1978, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1978, 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 Republic of South Africa; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the Republic of South Africa and with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1978, the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall *mutatis mutandis* be binding upon all Bantu employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Bantu in their employ.

S. P. BOTHA, Minister of Labour.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA

HANDBAG SECTION

AGREEMENT

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

(a) Midland and Border Leather Industry Manufacturers' Association;

(b) Cape Western and North-Western Leather Industries Employers' Association;

(c) Transvaal Footwear, Tanning and Leather Trades Association;

(d) Natal Footwear, Tanning and General Leather Manufacturers' Association;

(e) Southern Cape Leather Industries Association;

(f) South African Handbag Manufacturers' Association

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

(g) National Union of Leather Workers; and

(h) Transvaal Leather and Allied Trades Industrial Union (hereinafter referred to as the "employees" or "trade unions"), of the other part,

being parties to the National Industrial Council of the Leather Industry of South Africa,

to amend the Agreement published under Government Notice R. 1361 dated 13 August 1976.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet nagekom word in die Handsakseksie van die Leernywerheid—

(a) deur alle werkgewers wat lede van die werkgewers-organisasies is en deur alle werknemers wat lede van die vakverenigings is en wat onderskeidelik by bogenoemde Seksie van die Leernywerheid betrokke of daarin werksaam is;

(b) in die Republiek van Suid-Afrika, in verband met die werksaamhede uiteengesit in paragraaf (1) (b) en (c), vir sover hulle betrekking het op genoemde Seksie in die omskrywing van "Nywerheid" of "Leernywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1361 van 13 Augustus 1976; en

(c) in die landdrostdistrikte Bellville, Die Kaap, Goodwood, Durban en Johannesburg, in verband met die werksaamhede uiteengesit in paragraaf (6) van die omskrywing van "Nywerheid" of "Leernywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1361 van 13 Augustus 1976.

2. LONE

Vervang klousule (1) van Aanhangsel C deur die volgende:

"(1) LONE

	Kolom A	Kolom B
	Per week	Per week
(a) Voorman.....	R 51,77	R 56,94
(b) Magasynmeester.....	32,37	35,60
(c) Versendingsklerk.....	32,37	35,60
(d) Drywer van 'n afleweringsvoertuig waarvan die onbelaste massa—		
(i) hoogstens 2 722 kg is.....	26,73	29,40
(ii) meer as 2 722 kg maar hoogstens 4 536 kg is.....	38,83	42,71
(iii) meer as 4 536 kg is.....	45,31	49,84
(e) Nagwag.....	26,73	29,40
(f) Algemene arbeider.....	22,28	24,50
(g) Gekwalifiseerde werknemers:		
(1) Snyer, klas I, wat uit leer sny.....	41,41	45,55
(2) Snyer, klas I, wat uit ander materiaal as leer sny.....	38,83	42,71
(3) Snyer, klas II, wat uit leer sny.....	31,07	34,17
(4) Snyer, klas II, wat uit ander materiaal as leer sny.....	25,40	27,93
(5) Masjienwerker wat die masjienwerk aan buitekante van leerhandsakke, uitgesonderd die werk aan klein deeltjies, tooisels en handvatsels, verrig.....	25,40	27,93
(6) Masjienwerker wat masjienwerk verrig aan die buitekante van handsakke wat gemaak is van ander materiaal as leer, uitgesonderd die werk van klein deeltjies, tooisels en handvatsels.....	24,06	26,46
(7) Masjienwerker wat ander masjienwerk aan leer verrig as dié genoem in (5).....	22,28	24,50
(8) Masjienwerker wat ander masjienwerk as dié genoem in paragraaf (6) aan ander materiaal as leer verrig.....	22,28	24,50
(9) Skawers wat leer skaaf.....	24,72	27,19
(10) Skawers wat ander materiaal as leer skaaf.....	24,06	26,46
(11) Handsakraamwerkers wat rame vir leerhandsakke maak.....	31,07	34,17
(12) Handsakraamwerkers wat rame maak vir handsakke wat van ander materiaal as leer gemaak is.....	26,73	29,40
(13) Werknemers graad I, wat leerhandsakke vervaardig.....	22,28	24,50
(14) Werknemers graad I, wat handsakke vervaardig uit ander materiaal as leer.....	22,28	24,50
(15) Werknemers graad II, wat leerhandsakke vervaardig.....	22,28	24,50
(16) Werknemers graad II, wat handsakke vervaardig uit ander materiaal as leer.....	19,37	21,30
(h) Leerlinge wat werksaam is in die klasse waarvoor lone in paragraaf (g) hierbo voorgeskryf word:		
Gedurende die eerste ses maande ondervinding.....	12,03	13,23
Gedurende die daaropvolgende ses maande ondervinding.....	13,90	15,29
Gedurende die daaropvolgende ses maande ondervinding.....	16,04	17,64

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Handbag Section of the Leather Industry—

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

(b) in the Republic of South Africa, on the operations set forth in paragraph (1) (b) and (c), in so far as they relate to the said Section, in the definition of "Industry" or "Leather Industry" in clause 3 of the Agreement published under Government Notice R. 1361 dated 13 August 1976; and

(c) in the Magisterial Districts of Bellville, The Cape, Goodwood, Durban and Johannesburg, on the operations set forth in paragraph (6) of the definition of "Industry" or "Leather Industry" in clause 3 of the Agreement published under Government Notice R. 1361 dated 13 August 1976.

2. WAGES

Substitute the following for clause (1) of Annexure C:

"(1) WAGES

	Column A	Column B
	Per week	Per week
	R	R
(a) Foreman.....	51,77	56,94
(b) Storeman.....	32,37	35,60
(c) Despatch clerk.....	32,37	35,60
(d) Driver of a delivery vehicle the unladen mass of which—		
(i) does not exceed 2 722 kg.....	26,73	29,40
(ii) exceeds 2 722 kg but does not exceed 4 536 kg.....	38,83	42,71
(iii) exceeds 4 536 kg.....	45,31	49,84
(e) Night watchman.....	26,73	29,40
(f) General labourer.....	22,28	24,50
(g) Qualified employees:		
(1) Cutter, Class I, engaged in cutting from leather.....	41,41	45,55
(2) Cutter, Class I, engaged in cutting from materials other than leather.....	38,83	42,71
(3) Cutter, Class II, engaged in cutting from leather.....	31,07	34,17
(4) Cutter, Class II, engaged in cutting from materials other than leather.....	25,40	27,93
(5) Machinist engaged in the machining of leather handbags outers other than small parts, trimming and handles.....	25,40	27,93
(6) Machinist engaged in the machining of handbags outers made from materials other than leather, other than small parts, trimmings and handles.....	24,06	26,46
(7) Machinist engaged in machining operations from leather other than those referred to in paragraph (5).....	22,28	24,50
(8) Machinist engaged in machining operations from materials other than leather, other than those referred to in paragraph (6).....	22,28	24,50
(9) Skivers engaged in the skiving of leather.....	24,72	27,19
(10) Skivers engaged in the skiving of materials other than leather.....	24,06	26,46
(11) Handbags framers engaged in the framing of leather handbags.....	31,07	34,17
(12) Handbags framers engaged in the framing of handbags made from materials other than leather.....	26,73	29,40
(13) Grade I employees engaged in the manufacture of leather handbags.....	22,28	24,50
(14) Grade I employees engaged in the manufacture of handbags made from materials other than leather.....	22,28	24,50
(15) Grade II employees engaged in the manufacture of leather handbags.....	22,28	24,50
(16) Grade II employees engaged in the manufacture of handbags made from materials other than leather.....	19,37	21,30
(h) Learners employed in the categories for which wages are prescribed in paragraph (g) above:		
During the first six months of experience....	12,03	13,23
During the next six months of experience..	13,90	15,29
During the next six months of experience..	16,04	17,64

	Kolom A	Kolom B
	Per week	Per week
Gedurende die daaropvolgende ses maande ondervinding.....	R 18,05	R 19,85
Gedurende die daaropvolgende ses maande ondervinding.....	20,31	22,34
Gedurende die daaropvolgende ses maande ondervinding.....	24,06	26,46"

Hierdie Wysigingsooreenkoms is namens die partye op hede die 17de dag van Junie 1977 onderteken.

M. PORTER, Lid van die Raad.

F. J. J. JORDAAN, Lid van die Raad.

A. S. YOUNG, Sekretaris van die Raad.

No. R. 1414

22 Julie 1977

WET OP NYWERHEIDSVersoening, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—HANDSAKSEKSIE — HERNUWING VAN OOREENKOMS

Ek, Stephanus Petrus Botha, Minister van Arbeid, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van Goewermentskennisgewing R. 1362 van 13 Augustus 1976 van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir 'n tydperk wat op 30 Junie 1978 eindig.

S. P. BOTHA, Minister van Arbeid.

	Column A	Column B
	Per week	Per week
During the next six months of experience..	R 18,05	R 19,85
During the next six months of experience..	20,31	22,34
During the next six months of experience..	24,06	26,46"

This Amending Agreement signed on behalf of the parties on this 17th day of June 1977.

M. PORTER, Member of the Council.

F. J. J. JORDAAN, Member of the Council.

A. S. YOUNG, Secretary of the Council.

No. R. 1414

22 July 1977

INDUSTRIAL CONCILIATION ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA. — HANBAG SECTION — RENEWAL OF AGREEMENT

I, Stephanus Petrus Botha, Minister of Labour, hereby, in terms of section 48 (4) (a) (ii) of the Industrial Conciliation Act, 1956, declare the provisions of Government Notice R. 1362 of 13 August 1976 to be effective from the date of publication of this notice and for a period ending 30 June 1978.

S. P. BOTHA, Minister of Labour.

INHOUD

No.	Bladsy No.	Staats- koerant No.
Arbeid, Departement van		
<i>Goewermentskennisgewings</i>		
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R.1412. Wet op Nywerheidsversoening, 1956: Leernywerheid, Republiek van Suid-Afrika: Seksie Algemene Goedere: Hernuwing van Ooreenkoms	5	5685
R.1413. Wet op Nywerheidsversoening, 1956: Leernywerheid, Republiek van Suid-Afrika: Handsakseksie: Wysiging van Ooreenkoms	6	5685
R.1414. Wet op Nywerheidsversoening, 1956: Leernywerheid, Republiek van Suid-Afrika: Handsakseksie: Hernuwing van Ooreenkoms	8	5685

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