REPUBLIC OF SOUTH AFRICA

GOVERNMENT GAZETTE

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GOVERNMENT NOTICES

DEPARTMENT OF MANPOWER UTILISATION

R.1329] [27 June 1980

INDUSTRIAL CONCILIATION ACT, 1956

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

MAIN AGREEMENT

I, STEPHANUS PETRUS BOTHA, Minister of Manpower Utilisation, hereby—

(a) in terms of section 48 (1) *(a)* of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industry, shall be binding, with effect from 1 July 1980 and for the period ending 30 June 1981, upon the employers' organisations and the trade unions which entered into the said 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 said Agreement, excluding those contained in clauses 1 (1), 2, 8 (3) *(a)*, 8*bis*, 23 and 28 of Part I, shall be binding, with effect from 1 July 1980 and for the period ending 30 June 1981, upon all employers and employees other than those referred to in paragraph *(a)* of this notice, who are engaged or employed in the said Industries in the

GOEWERMENTSKENNISGEWINGS

DEPARTEMENT VAN MANNEKRAGBENUTTING

R.1329] [27 Junie 1980

WET OP NYWERHEIDSVERSOENING, 1956

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

HOOFOOREENKOMS

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekragbenutting, verklaar hierby—

(a) kragtens artikel 48 (1) *(a)* van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, met ingang van 1 Julie 1980 en vir die tydperk wat op 30 Junie 1981 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat genoemde Ooreenkoms 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 genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1), 2, 8 (3) *(e)*, 8*bis*, 23 en 28 van Deel I, met ingang van 1 Julie 1980 en vir die tydperk wat op 30 Junie 1981 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

Republic of South Africa, excluding the port and settlement of Walvis Bay; and

(c) in terms of section 48 (3) *(a)* of the said Act, declare that in the Republic of South Africa, excluding the port and settlement of Walvis Bay, and with effect from 1 July 1980 and for the period ending 30 June 1981, the provisions of the said Agreement, excluding those contained in clauses 1 (1), 2, 8 (3) *(e)*, 8*bis*, 23 and 28 of Part I, shall *mutatis mutandis* be binding upon all persons who are not employees and who are employed in the said Industries by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of such persons in their employ.

S. P. BOTHA
Minister of Manpower Utilisation

Nywerhede in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai; en

(c) kragtens artikel 48 (3) *(a)* van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1), 2, 8 (3) *(e)*, 8*bis*, 23 en 28 van Deel I, met ingang van 1 Julie 1980 en vir die tydperk wat op 30 Junie 1981 eindig, in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, *mutatis mutandis* bindend is vir alle persone wat nie werknemers is nie en wat in diens is in genoemde Nywerhede by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van sodanige persone in hul diens.

S. P. BOTHA
Minister van Mannekragbenutting

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

AGREEMENT

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

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Gate and Fence Manufacturers' Association of the Transvaal
Heavy Engineering Manufacturers' Association
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural and Irrigation Machinery Manufacturers' Association
S.A. Association of Shipbuilders and Repairers
S.A. Burglar Alarm Systems Association
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Machine Tool Manufacturers' Association
S.A. Production Founders' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association
S.A. Wrought Non-Ferrous Metal Manufacturers' Association
Transvaal and Orange Free State Foundry Association

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

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Electrical and Allied Trades Union of South Africa
Engineering Industrial Workers' Union of South Africa
Iron Moulders' Society of South Africa
Radio, Television, Electronics and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and

BYLAE

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

OOREENKOMS

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

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Productions Engineers' Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Gate and Fence Manufacturers' Association of the Transvaal
Heavy Engineering Manufacturers' Association
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural and Irrigation Machinery Manufacturers' Association
S.A. Association of Shipbuilders and Repairers
S.A. Burglar Alarm System Association
S.A. Electro Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Machine Tool Manufacturers' Association
S.A. Production Founders' Association
S.A. Reinforced Concrete Engineers' Association
S. A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association
S.A. Wrought Non-Ferrous Metal Manufacturers' Association
Transvaal and Orange Free State Foundry Association

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

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Electrical and Allied Trades Union of South Africa
Engineering Industrial Workers' Union of South Africa
Iron Moulders' Society of South Africa
Radio, Television, Electronic and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and

Welders' Society
S.A. Electrical Workers' Association
S.A. Engine Drivers', Firemen's and Operators' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie
(hereinafter referred to as the "employees" or the "trade unions"), of the other part,
being parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

PART I

1. Scope of Application of Agreement

(1) The terms of this Agreement shall be observed throughout the Republic of South Africa excluding the port and settlement of Walvis Bay by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and trade unions respectively.

(2) Notwithstanding the provisions of subsection (1), the terms of this Agreement shall not apply to—

(a) installation, repair and servicing of radios and domestic electrical appliances and the manufacture of radios;
(b) the manufacture for sale of standard high-speed cutting tools made from high-speed steel by means of plant and/or equipment and/or methods, specifically adapted and/or designed for production by repetitive processes in the Magisterial Districts of Johannesburg, Boksburg, Vereeniging and Pietermaritzburg;
(c) the manufacture of aluminium sheet and/or foil and interrelated operations;
(d) the installation and/or repair and/or maintenance of electrical lifts and escalators;
(e) the production of iron and/or steel and/or ferro-alloys;
(f) the installation, maintenance and repair of electrical equipment referred to in paragraph *(b)* of the definition "Electrical Engineering Industry" in section 3 of Part 1 of the Agreement, in the Provinces of the Cape of Good Hope, the Orange Free State and Natal;
(g) tungsten carbide (hard metal) manufacture;
(h) assembling, servicing, installation, maintenance and/or repair of appliances, equipment, machines, devices and apparatus, whether utilising manual, photographic, mechanical, electrical, electrostatic or electronic principles, or any combination of such principles, that are primarily intended for use in accounting and/or business and/or calculating and/or office and/or educational procedures;
(i) the Venetian Blind and Allied Products Manufacturing Industry in the Province of the Transvaal;
(j) the installation and/or repair of burglar and/or other similar alarm systems in the Provinces of the Cape of Good Hope, the Orange Free State and Natal;
(k) manufacture of plumbers' and/or engineers' brassware by means of gravity die-casting and/or pressure die-casting and/or hot pressing and/or machining;
(l) the undertakings of Union Steel Corporation (of South Africa (Pty) Limited, S.A. Bolts and Nuts (Pty) Limited and Veld-Master (Pty) Limited, in the Magisterial District of Vereeniging, Transvaal, and Usco Aluminium Corporation Limited in the Magisterial District of Lower Umfolozi, Natal;
(m) the Locksmithing Trade in the Magisterial Districts of Benoni, Boksburg, The Cape, Durban, Germiston, Johannesburg, Krugersdorp, Lower Umfolozi, Pinetown, Port Elizabeth, Pretoria, Randburg, Roodepoort and Springs;
(n) the production for sale of welding electrodes by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in the Magisterial Districts of Brits, Germiston, Kempton Park and Pretoria.

(3) Notwithstanding the provisions of subsection (1), the terms of this Agreement shall apply to—

(a) apprentices only to the extent to which they are not inconsistent with the provisions of the Apprenticeship Act, 1944, or any contract entered into or any conditions fixed thereunder; and
(b) trainees under the Training of Artisans Act, 1951, only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed thereunder.

(4) Notwithstanding the limitation of the Agreement to the operations therein scheduled, the provisions of sections 12, 13 and 14 of Part I of the Agreement shall apply to all employees employed in operative processes receiving a rate of pay equivalent to that prescribed in this Agreement for Rate D employees or paid at a rate of not less than R403,65 per month, excluding payment for overtime.

Welders' Society
S.A. Electrical Workers' Association
S.A. Engine Drivers', Firemen's and Operators' Association
S.A. Yester-, Staal- en Verwante Nywerhede-Unie
(hierna die ,,werknemers" of die ,,vakverenigings" genoem), aan die ander kant,
wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid.

DEEL I

1. Toepassingsbestek van Ooreenkoms

(1) Hierdie Ooreenkoms moet oral in die Republiek van Suid-Afrika uitgesonderd die hawe en nedersetting van Walvisbaai nagekom word deur alle werkgewers en werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid wat onderskeidelik lede van die werkgewersorganisasies en die vakverenigings is.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms nie van toepassing nie op—

(a) die installering, herstel en versiening van radio's en huishoudelike elektriese toestelle en die vervaardiging van radio's;
(b) die vervaardiging vir verkoop van standaardsnelsnygereedskap gemaak van sneldraaistaal deur middel van installasies en/of uitrusting en/of metodes wat spesiaal aangepas en/of ontwerp is vir produksie deur herhalingsprosesse in die landdrosdistrikte Johannesburg, Boksburg, Vereeniging en Pietermaritzburg;
(c) die vervaardiging van aluminiumplaat en/of -foelie en werksaamhede wat in verband daarmee staan;
(d) die installering en/of herstel en/of onderhoud van elektriese hysers en roltrappe;
(e) die produksie van yster en/of staal en/of ysterlegerings;
(f) die installering, onderhoud en herstel van elektriese uitrusting—soos bedoel in paragraaf *(b)* van die woordomskrywing van ,,Elektrotegniese Ingenieursnywerheid" in klousule 3 van Deel I van die Ooreenkoms—in die provinsies die Kaap die Goeie Hoop, die Oranje-Vrystaat en Natal;
(g) die vervaardiging van wolframkarbied (harde metaal);
(h) die monteer, versiening, installering, onderhoud en/of herstel van toestelle, uitrusting, masjiene, toestelle en apparaat, of dit van hand-, fotografiese, meganiese, elektriese, elektrostatiese of elektroniese beginsels of enige kombinasie van sodanige beginsels gebruik maak, wat in die eerste plek bedoel is vir gebruik in rekeningkunde- en/of sake- en/of berekenings- en/of kantoor- en/of opvoedkundige prosedures;
(i) die Vervaardigingsnywerheid vir Hortjiesblinders en Verwante Produkte in die provinsie Transvaal;
(j) die installering en/of herstel van dief- en/of ander soortgelyke alarmstelsels in die provinsies die Kaap die Goeie Hoop, die Oranje-Vrystaat en Natal;
(k) die vervaardiging van loodgieters- en/of ingenieursgeelkoperware deur middel van swaartekragvormgieting en/of drukvormgieting en/of warmpers en/of masjinering; en
(l) die ondernemings van die firmas Union Steel Corporation (of South Africa) Limited, S.A. Bolts and Nuts (Pty) Limited en Veldmaster (Pty) Limited in die landdrosdistrik Vereeniging, Transvaal, en Usco Aluminum Corporation Limited in die landdrosdistrik Lower Umfolozi, Natal;
(m) die Slotmakerybedryf in die landdrosdistrikte Benoni, Boksburg, Die Kaap, Durban, Germiston, Johannesburg, Krugersdorp, Lower Umfolozi, Pinetown, Port Elizabeth, Pretoria, Randburg, Roodepoort en Springs;
(n) die produksie, vir verkoop, van sweiselektrodes deur middel van masjinerie en/of uitrusting en/of metodes wat spesifiek aangepas en/of ontwerp is vir produksie deur middel van herhalingsprosesse, in die landdrosdistrikte Brits, Germiston, Kempton Park en Pretoria.

(3) Ondanks subklousule (1), is hierdie Ooreenkoms van toepassing op—

(a) vakleerlinge slegs in die mate waarin dit nie onbestaanbaar is nie met die Wet op Vakleerlinge, 1944, of met 'n kontrak daarkragtens aangegaan of voorwaardes daarkragtens vasgestel; en
(b) kwekelinge kragtens die Wet op Opleiding van Ambagsmanne, 1951, slegs vir sover dit nie onbestaanbaar is nie met daardie Wet of met voorwaardes daarkragtens vasgestel.

(4) Ondanks die beperking van die Ooreenkoms tot die werksaamhede daarin gelys, is klousules 12, 13 en 14 van Deel I van die Ooreenkoms van toepassing op alle werknemers wat operatiewe prosesse verrig en 'n loon ontvang wat gelyk is aan dié wat in hierdie Ooreenkoms voorgeskryf word vir Loon D-werknemers of wat besoldig word teen minstens R403,65 per maand, uitgesonderd betaling vir oortydwerk.

2. Period of Operation of Agreement

The terms of this Agreement shall come into operation on such date as may be fixed by the Minister of Manpower Utilisation, in terms of section 48 of the Act, and shall remain in force until 30 June 1981 or such period as may be determined by the Minister.

3. Definitions

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

"abnormally dirty work" means work in connection with diesel engines from the cross-head down, used marine boilers, furnaces, combustion chambers, smoke boxes, in bilges and in fuel tanks, performed on board ship;

"Act" means the Industrial Conciliation Act, 1956;

"apprentice" means an employee serving under a written contract of apprenticeship recognised by the Council, or a contract of apprenticeship registered under the Apprenticeship Act, 1944;

"continuous employment" means any period during which an employee has been continuously employed by the same employer and for this purpose periods of employment with the same employer broken by not more than 30 days from date of termination of employment to re-engagement of the employee due to the discharge or retrenchment of the employee by the employer shall be deemed to be continuous employment;

"Council" means the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry;

"day shift" means, subject to the definition herein covering "two-shift system" and "three-shift system", any period of not more than eight and a half hours ordinarily worked by an employee between the hours of 06h00 and 18h00 on Mondays to Fridays inclusive, or any period not exceeding five hours worked between the hours of 06h00 and 12h00 on Saturdays: Provided that when an employer does not require his employees to work on more than five days in any week, it means any such period of not more than nine and a quarter hours between 06h00 and 18h00 on Mondays to Fridays inclusive;

"employee" means an employee whose minimum rate of pay is scheduled in this Agreement or an employee employed under exemption from this Agreement or under conditions determined by the Council, or an apprentice;

"employ of the same employer" and "employment with the same employer" shall, for the purposes of section 12 (3) *(a)* and section 13 (1) of Part I of this Agreement, include unbroken employment in the same business carrying out activities which fall within the Industries whether or not the ownership of that business has altered as a result of sale, change of control, amalgamation, reconstruction, liquidation, compromise with creditors or otherwise;

"establishment" means any premises wherein or whereon the Industries, or part thereof, as herein defined, is carried on;

"hourly rate" means the rate per hour for the class of work scheduled in this Agreement or, whichever is the greater, the actual rate per hour the employee is receiving: Provided that where a "rate per week" is specified, the hourly rate of the employee shall be his rate per week for his class of work scheduled in this Agreement or the actual weekly rate of the employee, whichever is the greater, divided by the number of ordinary hours worked in the establishment concerned;

"ordinary hourly rate" means the hourly rate for ordinary time;

"Iron, Steel, Engineering and Metallurgical Industries" or "Industries" means (subject to the provisions of any Demarcation Determinations made in terms of section 76 of the Industrial Conciliation Act 1956) the Industries concerned with the production of iron and/or steel and/or alloys and/or the processing and/or recovery and/or refining of metals (other than precious metals) and/or alloys from dross and/or scrap and/or residues; the maintenance, fabrication, erection or assembly, construction alteration, replacement or repair of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than a precious metal) or parts or components thereof and structural metal work, including steel reinforcement work; the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals) and/or alloys and/or the finishing of metal goods; the building and/or alteration and/or repair or boats and/or ships, including the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships and general woodwork undertaken in connection with ship repairs, and includes the Electrical

2. Geldigheidsduur van Ooreenkoms

Hierdie Ooreenkoms tree in werking op 'n datum wat die Minister van Mannekragbenutting kragtens artikel 48 van die Wet vasstel en bly van krag tot 30 Junie 1981 of vir dié tydperk wat die Minister bepaal.

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 waar daar melding van 'n wet gemaak word, word ook alle wysigings van sodanige wet bedoel; voorts, tensy onbestaanbaar met die samehang, beteken—

,,buitengewoon vuil werk" werk wat in verband met dieselenjins van die kruiskop af ondertoe, gebruikte skeepsketels, oonde, verbrandingskamers, rookkaste, in skeepsbuike en in brandstoftenks aan boord skip verrig word;

,,Wet" die Wet op Nywerheidsversoening, 1956;

,,vakleerling" 'n werknemer in diens ooreenkomstig 'n skriftelike leerkontrak wat deur die Raad erken word of 'n leerkontrak geregistreer ingevolge die Wet op Vakleerlinge, 1944;

,,ononderbroke diens" enige tydperk waartydens 'n werknemer ononderbroke by dieselfde werkgewer in diens was, en vir hierdie doel moet tydperke van diens by dieselfde werkgewer wat onderbreek is deur hoogstens 30 dae vanaf die datum van diensbeëindiging tot die herindiensneming van die werknemer vanweë die afdanking of tydelike ontslag van die werknemer deur die werkgewer, geag word ononderbroke diens te wees;

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

,,dagskof", behoudens die woordomskrywing hierin wat die ,,tweeskofstelsel" en ,,drieskofstelsel" dek, enige tydperk van hoogstens agt en 'n half uur gewoonlik deur 'n werknemer gewerk tussen die ure 06h00 en 18h00 op Maandae tot en met Vrydae, of enige tydperk van hoogstens vyf uur gewerk tussen die ure 06h00 en 12h00 op Saterdae: Met dien verstande dat as 'n werkgewer nie van sy werknemers vereis om op meer as vyf dae gedurende 'n week te werk nie, dit enige sodanige tydperk van hoogstens nege en 'n kwart uur tussen 06h00 en 18h00 op Maandae tot en met Vrydae beteken;

,,werknemer" 'n werknemer wie se minimum besoldiging in die loontabelle van hierdie Ooreenkoms gelys is of 'n werknemer wat kragtens 'n vrystelling van hierdie Ooreenkoms of op voorwaardes deur die Raad vasgestel, in diens is, of 'n vakleerling;

,,diens van dieselfde werkgewer" en ,,in diens by dieselfde werkgewer", vir die toepassing van klousule 12 (3) *(a)* en klousule 13 (1) van Deel I van hierdie Ooreenkoms, ook ononderbroke diens in dieselfde besigheid waar werksaamhede uitgevoer word wat ressorteer onder die Nywerhede, ongeag of daardie besigheid van eienaar(s) verwissel het as gevolg van verkoping, verwisseling van beheer, amalgamasie, hersamestelling, likwidasie, kompromis met skuldeisers of andersins;

,,bedryfsinrigting" 'n perseel waarin of waarop die Nywerhede, of 'n gedeelte daarvan, soos hierin omskryf, uitgeoefen word;

,,uurloon" die loon per uur vir die klas werk in hierdie Ooreenkoms gelys of die werklike loon per uur wat die werknemer ontvang, naamlik die hoogste van dié lone: Met dien verstande dat waar 'n ,,weekloon" gespesifiseer word, die uurloon van die werknemer sy loon per week moet wees vir sy klas werk wat in hierdie Ooreenkoms gelys is, of die werklike weekloon van die werknemer, naamlik die hoogste van dié lone, gedeel deur die getal gewone ure wat daar in die betrokke bedryfsinrigting gewerk word;

,,gewone uurloon" die uurloon vir gewone tyd;

,,Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid" of ,,Nywerheid" (behoudens die bepalings van enige Afbakeningsvasstellings gemaak kragtens artikel 76 van die Wet op Nywerheidsversoening, 1956) die nywerhede wat te doen het met die produksie van yster en/of staal en/of legerings en/of die verwerking en/of herwinning en/of raffinering van metale (uitgesonderd edelmetale) en/of legerings uit metaalskuim en/of afval en/of residu's; die onderhoud, vervaardiging, oprigting of montering, bou, verandering, vervanging of herstel van enige masjien, voertuig (uitgesonderd 'n motorvoertuig) of artikel wat hoofsaaklik uit metaal bestaan (uitgesonderd edelmetaal) of dele of samestellende dele daarvan en boumetaalwerk, met inbegrip van staalwapeningswerk; die vervaardiging van metaalgoedere hoofsaaklik uit sodanige yster en/of staal en/of ander metale (uitgesonderd edelmetale) en/of legerings en/of die afwerking van metaalgoedere; die bou en/of verandering en/of herstel van bote en/of skepe, met inbegrip van die afskraap, bik en/of afklop en/of verf van die rompe van bote en/of skepe en algemene houtwerk wat in verband met skeepsherstelwerk onderneem word, en omvat dit ook die Elektrotegniese Ingenieursnywer-

Engineering Industry, Lift and Escalator fndustry and Plastics Industry but does not include the Motor Industry;

"Electrical Engineering Industry" means—

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

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

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

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

"Locksmithing Trade" means the Trade in which employers and employees are associated for the opening and closing of locks for others by means other than with keys normally used, the repair, replacement, re-building or adjustment of locks and their mechanical parts, the manufacture, by non-repetitive methods, of parts designed for use in locks and the cutting of keys, but excluding the manufacture of locks and keys;

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

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

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

"Motor Industry" means (subject to the provisions of any Demarcation Determinations made in terms of section 76 of the Industrial Conciliation Act, 1956)—

(a) assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wiring, upholstering, spraying, painting, and/or reconditioning carried on in connection with—
  (i) chassis and/or the bodies of motor vehicles;
  (ii) internal combustion engines and transmission components of motor vehicles;
  (iii) the electrical equipment connected with motor vehicles, including radios;

(b) automotive engineering;

(c) repairing, vulcanising and/or retreading tyres;

(d) repairing, servicing and reconditioning batteries for motor vehicles;

(e) the business of parking and/or storing motor vehicles;

(f) the business conducted by filling and/or service stations;

(g) the business carried on mainly or exclusively for the sale of motor vehicles or motor vehicle parts and/or spares and/or accessories (whether new or used) pertaining thereto whether or not such sale is conducted from premises which are attached to a portion of an establishment wherein is conducted the assembly of or repairs to motor vehicles;

(h) the business of motor graveyards;

(i) the business of assembly establishments;

(j) the business of manufacturing establishments where are fabricated motor vehicle parts and/or spares and/or accessories and/or components thereof;

(k) vehicle body building.

heid, die Hyser- en Roltrapnywerheid en die Plastieknywerheid, maar nie die Motornywerheid nie;

„Elektrotegniese Ingenieursnywerheid"—

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

(b) die installering, onderhoud en herstel van die uitrusting in paragraaf *(a)* hierbo bedoel, maar omvat dit nie ook die Elektrotegniese Kontraknywerheid nie;

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

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

„Slotmakerybedryf" die Bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir die oop- en toemaak van slotte vir ander persone op ander maniere as met die sleutels wat gewoonlik gebruik word, vir die herstel, vervanging, herbou of regstel van slotte en hul meganiese onderdele, die vervaardiging, deur midel van nie-herhalingsmetodes, van onderdele wat ontwerp is vir gebruik in slotte en die sny van sleutels, maar uitgesonderd die vervaardiging van slotte en sleutels;

„Plastieknywerheid" die vervaardiging van artikels of gedeeltes van artikels in hul geheel of hoofsaaklik uit plastiek, maar omvat dit nie ook die volgende artikels wat van plastiekdoekstof gemaak word nie, nl.:
Klerasie, sakke en handsakke, stewels, skoene, oorskoene, stoffeeroortreksels en plastiek-hortjiesblindings;

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

„edelmetale" die edelmetale goud, silwer, platinum en/of palladium en/of 'n legering wat genoemde edelmetale of enigeen daarvan in so 'n verhouding tot ander metale bevat dat dit die grootste deel van die waarde van daardie legering uitmaak;

„Motornywerheid" (behoudens die bepalings van enige afbakeningsvasstellings gemaak kragtens artikel 76 van die Wet op Nywerheidsversoening, 1956)—

(a) montering, oprigting, toets, hervervaardiging, herstel, verstel, nasien, bedrading, stoffering, bespuiting, verf en/of vernuwing uitgevoer in verband met—
  (i) die onderstelle en/of die bakke van motorvoertuie;
  (ii) binnebrandenjins en transmissie-onderdele van motorvoertuie;
  (iii) die elektriese uitrusting in verband met motorvoertuie, met inbegrip van radio's;

(b) motoringenieurswerk;

(c) die herstel, vulkanisering en/of versoling van buitebande;

(d) die herstel, versiening en vernuwing van batterye vir motorvoertuie;

(e) die besigheid gedryf deur motorvoertuigparkeer- en -opbergingsondernemings;

(f) die besigheid gedryf deur vul- en/of diensstasies;

(g) die besigheid wat hoofsaaklik of uitsluitlik gedryf word vir die verkoop van motorvoertuie of motorvoertuigonderdele en/of -reserwedele en/of bybehore (hetsy nuut of gebruik) wat daarby hoort, afgesien daarvan of sodanige verkoop geskied vanuit persele wat verbonde is aan 'n gedeelte van 'n bedryfsinrigting waarin die montering van of herstelwerk aan motorvoertuie uitgevoer word of nie;

(h) die besigheid gedryf deur motorslopingsondernemings;

(i) die besigheid gedryf deur monteerinrigtings;

(j) die besigheid gedryf deur vervaardigingsinrigtings waarin motorvoertuigonderdele en/of -reserwedele en/of bybehore en/of samestellende dele daarvan vervaardig word;

(k) die bou van voertuigbakke.

For the purposes of this definition, "automotive engineering" means the reconditioning of internal combustion engines, or parts thereof for use in motor vehicles in establishments mainly or exclusively so engaged, whether such establishment is engaged in the dismantling and repair of motor vehicles or not;

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

"vehicle body building" means any or all of the following activities carried on in a vehicle body building establishment:

(a) The construction, repair or renovation of cabs and/or bodies and/or any superstructure, for any type of vehicle;

(b) the manufacture or repair of component parts for cabs and/or bodies and/or any superstructure and the assembling, adjusting and installation of parts in cabs, bodies or on the superstructure of vehicles;

(c) fixing cabs and/or bodies and/or any superstructure to the chassis of any type of vehicle;

(d) coating and/or decorating cabs and/or bodies and/or any superstructure with any preservative or decorative substance;

(e) equipping, furnishing and finishing off the interior of cabs and/or bodies and/or superstructures;

(f) building of trailers, but not including the manufacture of wheels or axles therefor;

(g) all operations incidental to or consequent upon the activities referred to in paragraphs *(a)*, *(b)*, *(c)*, *(d)*, *(e)* and *(f)*.

For the purposes of this definition, "vehicle" does not include an aircraft, and "Motor Industry" as defined above shall not include the following:

(i) The manufacture of motor vehicle parts and/or accessories and/or spares and/or components in establishments laid out for and normally producing metal and/or plastic goods of a different character on a substantial scale;

(ii) the assembling, erecting, testing, repairing, adjusting, overhauling, wiring, spraying, painting and/or reconditioning of agricultural tractors except where carried on in establishments rendering similar service in respect of motor-cars, motor lorries, or motor trucks;

(iii) the manufacture and/or maintenance and/or repair of—

(aa) civil and mechanical engineering equipment and/or parts thereof whether or not mounted on wheels;

(ab) agricultural equipment or parts thereof; or

(ac) equipment designed for use in factories and/or workshops:

Provided that for the purposes of *(aa)*, *(ab)* and *(ac)* above, "equipment" shall not be taken to mean motor-cars, motor lorries and/or motor trucks;

(ad) motor vehicle or other vehicle bodies and/or superstructures and/or parts or components thereof made of steel plate of 3,175 mm thickness or thicker when carried on in establishments laid out for and normally engaged in the manufacture and/or maintenance and/or repair of civil and/or mechanical engineering equipment on a substantial scale;

"machine" means any appliance, irrespective of the material of which it is made, but does not include an agricultural tractor;

"metal goods" does not include agricultural tractors;

"jig" or "fixture" or "stop" means a device which definitely locates the work with respect to a tool and/or a tool to the work and/or the relative position of parts while being joined together, so as to produce articles that are interchangeable within certain tolerances;

"journeyman" means an employee who has completed a contract of apprenticeship under the Apprenticeship Act or a contract of apprenticeship recognised by the Council in any one of the classes of work specified under Rate A in Schedule G of Part II of this Agreement, or an employee who is over 21 years of age in possession of a certificate recognised or issued by the Council enabling him to be employed as a journeyman;

"juvenile" means an employee between the age of 16 and 19 years employed on any of the classes of work specified in Section *(a)* (ii) of Schedule G of Part II of this Agreement;

"n.e.s." means not elsewhere specified;

"night shift" means, subject to the definition herein covering "two-shift system" and "three-shift system", any period of not

Vir die toepassing van die woordomskrywing beteken ,,motoringenieurswerk" die vernuwing van binnebrandenjins of onderdele daarvan vir gebruik in motorvoertuie, en wel in bedryfsinrigtings wat hoofsaaklik of uitsluitlik aldus werksaam is, afgesien daarvan of sodanige bedryfsinrigting hom besig hou met die uitmekaarhaal van en herstelwerk aan motorvoertuie of nie;

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

,,voertuigbakbou" enigeen van of al ondergenoemde werksaamhede wat in 'n bedryfsinrigting vir die bou van voertuigbakke uitgevoer word:

(a) Die bou, herstel of vernuwing van kajuite en/of bakke en/of enige tipe bobou vir enige tipe voertuig;

(b) die vervaardiging of herstel van komponente vir kajuite en/of bakke en/of enige bobou en die montering, regstelling en installering van onderdele in kajuite, bakke of op die bobou van voertuie;

(c) die vassit van kajuite en/of bakke en/of enige soort bobou aan die onderstel van enige tipe voertuig;

(d) die bedekking en/of versiering van kajuite en/of bakke en/of enige soort bobou met 'n preserveermiddel of 'n versierstof;

(e) die uitrus, stoffeer en afwerk van die binnewerk van kajuite en/of bakke en/of boboue;

(f) die bou van sleepwaens, maar uitgesonderd die vervaardiging van wiele of asse daarvoor;

(g) al die werksaamhede wat hoort by of wat voortvloei uit die werksaamhede genoem in paragrawe *(a)*, *(b)*, *(c)*, *(d)*, *(e)* en *(f)*.

Vir die toepassing van hierdie woordomskrywing omvat ,,voertuig" nie 'n vliegtuig nie, en omvat ,,Motornywerheid", soos hierbo omskryf, nie ook onderstaande nie:

(i) Die vervaardiging van motorvoertuigonderdele en/of -bybehore en/of -reserwedele en/of -komponente in bedryfsinrigtings wat beplan is vir die vervaardiging van metaal- en/of plastiekgoedere van 'n ander aard en wat sodanige goedere gewoonlik op 'n aansienlike skaal produseer;

(ii) die montering, oprigting, toets, herstel, regstel, opknap, bedrading, bespuiting, verf en/of vernuwing van landboutrekkers, behalwe waar dit gedoen word in bedryfsinrigtings wat dergelike dienste lewer ten opsigte van motorkarre, vragmotors of motortrokke;

(iii) die vervaardiging en/of onderhoud en/of herstel van—

(aa) die uitrusting van siviele en werktuigkundige ingenieurs en/of onderdele daarvan, afgesien daarvan of dit op wiele gemonteer is of nie;

(ab) landbou-uitrusting of onderdele daarvan; of

(ac) uitrusting bedoel vir gebruik in fabrieke en/of werkwinkels:

Met dien verstande dat, vir die toepassing van *(aa)*, *(ab)* en *(ac)* hierbo, ,,uitrusting" nie geag word motorkarre, vragmotors en/of motortrokke te beteken nie;

(ad) motorvoertuig- of ander voertuigbakke en/of -boboue en/of onderdele of komponente daarvan gemaak van staalplaat 3,175 mm dik of dikker wanneer dit uitgevoer word in bedryfsinrigtings wat beplan is vir die vervaardiging en/of onderhoud en/of herstel van die uitrusting van siviele en/of werktuigkundige ingenieurs op 'n aansienlike skaal en wat gewoonlik sodanige werksaamhede verrig;

,,masjien" enige toestel, ongeag die materiaal waarvan dit gemaak is, maar omvat dit nie ook landboutrekkers nie;

,,metaalgoedere" nie ook landboutrekkers nie;

,,setmaat" of ,,setklem" or ,,stuiter" 'n toestel wat die stand van die werk met betrekking tot 'n gereedskapstuk en/of 'n gereedskapstuk met betrekking tot die werkstuk en/of die betrokke stande van onderdele terwyl hulle saamgevoeg word, suiwer bepaal ten einde artikels te vervaardig wat binne sekere toleransies omruilbaar is;

,,vakman" 'n werknemer wat 'n leerkontrak ooreenkomstig die Wet op Vakleerlinge of 'n leerkontrak wat deur die Raad erken word in enigeen van die klasse werk soos onder Loon A in Bylae G van Deel II van hierdie Ooreenkoms genoem, voltooi het, of 'n werknemer oor die leeftyd van 21 jaar wat die houer is van 'n sertifikaat wat deur die Raad erken of uitgereik word en hom in staat stel om as vakman in diens geneem te word;

,,jeugdige" 'n werknemer tussen 16 en 19 jaar oud wat enigeen van die klasse werk verrig wat in Seksie *(a)* (ii) van Bylae G van Deel II van hierdie Ooreenkoms genoem word;

,,n.e.v." nie elders vermeld nie;

,,nagskof" behoudens die woordomskrywing hierin wat ,,tweeskofstelsel" en ,,drieskofstelsel" dek, enige tydperk van hoog-

more than nine and a quarter hours ordinarily worked by an employee between the hours of 18h00 and 06h00, from starting time on Monday until starting time on Saturday, except in marine work where any three or more nights worked consecutively may constitute night shift work;

"probationer" means a person who has had no previous experience in any of the classes of work specified in Section *(a)* (i) of Schedule G of Part II of this Agreement or a person who has been previously employed as a probationer but who has not completed the period of service stipulated for probationers in terms of this Agreement;

"pupil engineer and/or approved student" means a person who is in possession of educational qualifications recognised by the Council and obtained through an educational institution likewise recognised by the Council, but shall not include a person undergoing prescribed vacational training in the course of his studies;

"Region A" means the Magisterial Districts of Beaufort West, Bellville, Bredasdorp, Caledon, Calvinia, Carnarvon, Clanwilliam, Ceres, Fraserburg, George, Goodwood, Heidelberg (C.P.), Hermanus, Hopefield, Knysna, Kuil's River, Ladismith (C.P.), Laingsburg, Malmesbury, Montagu, Mossel Bay, Namaqualand, Paarl, Piketberg, Prince Albert, Riversdale, Robertson, Simonstown, Somerset West, Stellenbosch, Strand, Sutherland, Swellendam, The Cape, Tulbagh, Vanrhynsdorp, Victoria West, Vredenburg, Vredendal, Wellington, Williston, Worcester and Wynberg, and for the purposes of these particular areas the address of the Regional Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Cape Regional Council), P.O. Box 6096, Roggebaai, 8012, or Room 507, Pearl Assurance, Heerengracht, Foreshore, Cape Town, 8001;

"Region B" means the Magisterial Districts of Albert, Aliwal North, Barkly East, Cathcart, East London, Elliot, Fort Beaufort, Indwe, Keiskammahoek, King William's Town, Komga, Lady Grey, Maclear, Middledrift, Molteno, Peddie, Queenstown, Sterkstroom, Stockenström, Stutterheim, Tarka, Victoria East and Wodehouse, and for the purposes of these particular areas, the address of the Regional Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Border Regional Council), P.O. Box 7227, East London, 5200, or Carmel House, 7–9 Gladstone Street, East London, 5201;

"Region C" means the Province of Natal, and for the purposes of this particular area the address of the Regional Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Natal Regional Council), P.O. Box 10799, Marine Parade, 4056, or Metal Industries House, 15 Ordnance Road, Durban, 4001;

"Region D" means the Magisterial Districts of Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Calitzdorp, Colesberg, Cradock, Graaff-Reinet, Hankey, Hanover, Hofmeyr, Humansdorp, Jansenville, Joubertina, Kirkwood, Middelburg (C.P.), Murraysburg, Noupoort, Oudtshoorn, Pearston, Port Elizabeth, Richmond (C.P.), Somerset East, Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad and Willowmore, and for the purposes of these particular areas the address of the Regional Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Midlands Regional Council), P.O. Box 3127, Port Elizabeth, 6000, or Third Floor, Todd Chambers, Todd Street, North End, Port Elizabeth, 6001;

"Region E" means the Province of the Transvaal, excluding the Magisterial Districts of Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp and Wolmaransstad and includes the Magisterial Districts of Parys and Sasolburg, and for the purposes of these particular areas the address of the Regional Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Transvaal Regional Council), P.O. Box 3998, Johannesburg, 2000, or "Amaleng", 8 De Villiers Street, Johannesburg, 2001;

"Region F" means the Province of the Orange Free State, excluding the Magisterial Districts of Parys and Sasolburg, and includes the Magisterial Districts of Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp and Wolmaransstad, in the Province of the Transvaal, and the Magisterial Districts of Barkly West, Britstown, De Aar, Gordonia, Hartswater, Herbert, Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Postmasburg, Philipstown, Prieska, Vryburg and Warrenton, in the Cape Province, and for the purposes of these particular areas the address of the Regional Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Orange Free State and Northern

stens nege en 'n kwart uur wat gewoonlik tussen die ure 18h00 en 06h00 van die aanvangstyd op Maandag tot die aanvangstyd op Saterdag deur die werknemer gewerk word behalwe in skeepswerk waar enige drie of meer nagte wat daar ononderbroke gewerk word nagskofwerk kan uitmaak;

,,proefwerker" iemand wat geen vorige ondervinding het nie in enigneen van die klasse werk genoem in Seksie *(a)* (i) van Bylae G van Deel II van hierdie Ooreenkoms, of iemand wat voorheen as proefwerker in diens was maar wat nie die dienstyd voltooi het wat in hierdie Ooreenkoms vir proefwerkers vasgestel word nie;

,,leerling-ingenieur en/of goedgekeurde student" iemand wat in besit is van opvoedkundige kwalifikasies wat deur die Raad erken word en wat behaal is aan 'n opvoedkundige inrigting wat ewe-eens deur die Raad erken word, maar nie iemand wat in die loop van sy studies voorgeskrewe vakansie-opleiding ondergaan nie;

,,Streek A" die landdrosdistrikte Beaufort-Wes, Bellville, Bredasdorp, Caledon, Calvinia, Carnarvon, Clanwillian, Ceres, Die Kaap, Fraserburg, George, Goodwood, Heidelberg (K.P.), Hermanus, Hopefield, Knysna, Kuilsriver, Ladismith (K.P.), Laingsburg, Malmesbury, Montagu, Mosselbaai, Namakwaland, Paarl, Piketberg, Prins Albert, Riversdal, Robertson, Simonstad, Somerset-Wes, Stellenbosch, Strand, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria-Wes, Vredenburg, Vredendal, Wellington, Williston, Worcester en Wynberg, en ten opsigte van hierdie bepaalde gebiede is die Streekraad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Kaapse Streekraad), Posbus 6096, Roggebaai, 8012, of Kamer 507, Pearl Assurance, Heerengracht, Strandgebied, Kaapstad, 8001;

,,Streek B" die landdrosdistrikte Albert, Aliwal-Noord, Barkly-Oos, Cathcart, Oos-Londen, Elliot, Fort Beaufort, Indwe, Keiskammahoek, King William's Town, Komga, Lady Grey, Maclear, Middledrift, Molteno, Peddie, Queenstown, Sterkstroom, Stockenström, Stutterheim, Tarka, Victoria-Oos en Wodehouse en ten opsigte van hierdie bepaalde gebiede is die Streekraad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grensstreekraad), Posbus 7227, Oos-Londen, 5200, of Carmelhuis, Gladstonestraat 7–9, Oos-Londen, 5201;

,,Streek C" die provinsie Natal, en ten opsigte van hierdie bepaalde gebied is die Streekraad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Natalse Streekraad). Posbus 10799, Marine Parade, 4056, of Metal Industries House, Ordnanceweg 15, Durban, 4001;

,,Streek D" die landdrosdistrikte Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Calitzdorp, Colesberg, Cradock, Graaff-Reinet, Hankey, Hanover, Hofmeyr, Humansdorp, Jansenville, Joubertina, Kirkwood, Middelburg (K.P.), Murraysburg, Noupoort, Oudtshoorn, Pearston, Port Elizabeth, Richmond (K.P.), Somerset-Oos, Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad en Willowmore, en ten opsigte van hierdie bepaalde gebiede is die Streekraad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Middellandse Streekraad), Posbus 3127, Port Elizabeth, 6000, of Derde Verdieping, Todd Chambers, Toddstraat, Noordeinde, Port Elizabeth, 6001;

,,Streek E" die provinsie Transvaal, uitgesonderd die landdrosdistrikte Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp en Wolmaransstad, dog met inbegrip van die landdrosdistrikte Parys en Sasolburg, en ten opsigte van hierdie bepaalde gebiede is die Streekraad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Transvaalse Streekraad), Posbus 3998, Johannesburg, 2000, of ,,Amaleng", Devilliersstraat 8, Johannesburg, 2001;

,,Streek F" die provinsie die Oranje-Vrystaat, met uitsondering van die landdrosdistrikte Parys en Sasolburg, en omvat dit die landdrosdistrikte Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp en Wolmaransstad, in die provinsie Transvaal, en die landdrosdistrikte Barkly-Wes, Britstown, De Aar, Gordonia, Hartswater, Herbert, Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Postmasburg, Philipstown, Prieska, Vryburg en Warrenton, in die Kaapprovinsie, en ten opsigte van hierdie bepaalde gebiede is die Streekraad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Oranje-Vrystaatse en Noord-Kaaplandse Streekraad), Posbus 95, Welkom, 9460, of

Cape Regional Council), P.O. Box 95, Welkom, 9460, or Suite 1, First Floor, Constantia House, 22 Bok Street, Welkom, 9460.

"repetition work" means work performed by an employee constantly engaged on one or more repetitive processes;

"templet" means a device for indicating the position of holes and/or attachments on the work and/or the form and/or contour of work;

"trainee" means a person for whom training is provided in section 2 of the Training of Artisans Act, 1951;

"two-shift and/or three-shift system" means the methods of operation in establishments working two or three shifts in any period of 24 hours for not less than three months in a single period;

"Venetian Blind and Allied Products Manufacturing Industry" means the Industry in which employers and employees are associated for the carrying on of any one or more of the following activities in the Province of the Transvaal:
The design and/or assembly and/or manufacture of—
(a) venetian blinds, whether manufactured of wood, metal, bamboo, cloth or synthetic materials; and/or
(b) any other type of blind manufactured of such materials; and/or
(c) any other article or articles providing or used for sun control, other than articles manufactured wholly or mainly from plastics: Provided that the first-mentioned articles are intended for use in the interior of buildings; and/or
(d) folding doors containing wood, cloth, leather, leather-cloth or any synthetic material with a wooden, synthetic wood or metal framework, but excluding canvas awnings, canvas sunblinds and Holland blinds.

For the purposes of this definition—

"canvas" means a woven material made from cotton flax, jute, hemp or similar decorticated vegetable or acrylic fibres or mixtures thereof;

"watchman's work" means guarding and/or patrolling property and/or premises;

"welding electrodes" means any flux-coated or cored filler metal made from ferrous or non-ferrous material in stick or continuous form used in electric arc welding.

4. Hours of Work

(1) *(a)* the ordinary hours of work shall not exceed 45 in any one week for—
(i) employees on day shift and/or night shift;
(ii) employees working on the two and/or three-shift systems.
(b) The ordinary hours per shift shall not exceed those specified in the relevant definitions of "day shift" and/or "night shift" in section 3.

(2) An employer may, to facilitate the keeping of a record of the starting and stopping times and hours of work of his employees, require them to clock in and out of work and may, before paying to any employee any wages and/or remuneration for any period not recorded by the clock, require that employee to show satisfactory proof of having been at work: Provided that an employee shall be paid in terms of this Agreement for all time recorded by the clock which falls within the starting and stopping times of the shift for that day of the week, excluding meal breaks, as notified by the employer to his employees in terms of subsection (7) and for all time which he is required by the employer to work which does not fall within such starting and stopping times.

(3) Unless, otherwise authorised by the Council, the maximum overtime that may be worked, including work on Sundays, shall not exceed 10 hours per week.

(4) In any establishment working a two-shift or three-shift system, no employee may work at night time for more than 12 consecutive working shifts and no employee may work more than one shift in any period of 24 hours except when a change in the rotation of shifts makes this necessary.

(5) An employee shall not be required or permitted to work for more than five hours continuously without an unterrupted interval of not less than one hour, during which interval the employee shall not be required or permitted to perform any work: Provided that—
(i) an employer may agree with a majority of his employees to reduce the period of the interval to not less than half an hour, in which case the employer shall grant to each of his employees a rest interval of not less than 10 minutes as nearly as practicable in the middle of each work period before and after such interval during which periods the employee shall not be required or permitted to perform any work. Such rest intervals shall be

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,,herhalingswerk" werk wat verrig word deur 'n werknemer wat voortdurend een of meer herhalingsprosesse uitvoer;

,,patroon" 'n toestel om die plekke van gate in en/of aanhegsels aan die werkstuk en/of die vorm en/of die buitelyn van die werkstuk aan te dui;

,,kwekeling" iemand vir wie se opleiding voorsiening gemaak word in artikel 2 van die Wet op Opleiding van Ambagsmanne, 1951:

,,tweeskof- en/of drieskofstelsel" die werkmetode in bedryfsinrigtings wat minstens drie maande lank in 'n enkele tydperk twee of drie skofte in enige tydperk van 24 uur werk;

,,Vervaardigingsnywerheid vir Hortjiesblinders en Verwante Produkte" die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die verrigting van een of meer van die volgende werksaamhede in die provinsie Transvaal:
Die ontwerp en/of montering en/of vervaardiging van—
(a) hortjiesblinders, ongeag daarvan of dit van hout, metaal, bamboesdoek, of sintetiese materiale gemaak word; en/of
(b) enige ander tipe blinder wat van sodanige materiale vervaardig is; en/of
(c) enige ander artikel of artikels wat sonlig beheer of daarvoor gebruik word, uitgesonderd artikels wat geheel en al of hoofsaaklik van plastiek vervaardig is: Met dien verstande dat eersgenoemde artikels bedoel moet wees vir gebruik binne-in geboue; en/of
(d) voudeure wat hout, doek, leer, leerdoek of enige sintetiese materiaal met 'n hout-, sintetiese hout- of metaalraamwerk bevat, maar met uitsondering van seilsonskerms, seilsonblinders en Hollandse blinders.

Vir die toepassing van hierdie omskrywing beteken—

,,seil" 'n geweefde materiaal wat gemaak is van katoenvlas, jute, hennep of soortgelyke ontbaste plant- of akrielvesels of mengsels daarvan;

,,wag se werk" die bewaking en/of patrollering van eiendom en/of persele;

,,sweiselektrodes" enige vloeimiddelbedekte of kernvulmetaal gemaak van ysterhoudende of nie-ysterhoudende materiaal in staaf- of deurlopende vorm wat gebruik word by elektriese boogsweiswerk.

4. Werkure

(1) *(a)* Die gewone werkure moet hoogstens 45 in 'n week wees vir—
(i) werknemers op dagskof en/of nagskof;
(ii) werknemers wat volgens die tweeskof- en/of drieskofstelsel werk.
(b) Die gewone ure per skof moet hoogstens dié wees soos bepaal in die betrokke omskrywings van ,,dagskof" en/of ,,nagskof" in klousule 3.

(2) 'n Werkgewer kan ten einde die hou van 'n aanvangs- en uitskeitydregister en van 'n register van sy werknemers se werkure te vergemaklik, van hulle vereis om in en uit te klok en hy kan, voor betaling aan 'n werknemer van loon en/of besoldiging vir enige tydperk wat nie deur die klok geregistreer is nie, van so 'n werknemer vereis om bevredigende bewys te lewer dat hy wel gewerk het: Met dien verstande dat 'n werknemer ooreenkomstig hierdie Ooreenkoms besoldig moet word vir alle tyd wat deur die klok geregistreer is en wat val binne die aanvangs- en uitskeityd van die skof vir daardie dag van die week, uitgesonderd etenspouses, soos deur die werkgewer aan sy werknemers ooreenkomstig subklousule (7) bekendgemaak, en vir alle tyd wat sy werkgewer van hom vereis om te werk en wat nie binne sodanige aanvangs- en uitskeityd val nie.

(3) Tensy anders deur die Raad gemagtig, moet die maksimum oortyd wat gewerk mag word, met inbegrip van werk op Sondae, hoogstens 10 uur per week wees.

(4) In elke bedryfsinrigting waar daar volgens 'n tweeskof- of drieskofstelsel gewerk word, mag geen werknemer meer as 12 agtereenvolgende werkskofte snags werk nie, en geen werknemer mag meer as een skof in enige tydperk van 24 uur werk nie tensy 'n wisseling van skofte dit nodig maak.

(5) Daar mag nie van 'n werknemer vereis of hy mag nie toegelaat word om langer as vyf uur aaneen sonder 'n ononderbroke pouse van minstens een uur te werk nie, en gedurende sodanige pouse mag daar nie van die werknemer vereis of mag hy nie toegelaat word om enige werk te verrig nie: Met dien verstande dat—
(i) 'n werkgewer met die meerderheid van sy werknemers ooreen kan kom om die tydperk van die pouse te verkort tot minstens 'n halfuur, en in so 'n geval moet die werkgewer aan elkeen van sy werknemers 'n ruspouse van minstens 10 minute toestaan so na as doenlik aan die middel van elke werkperiode voor en na sodanige pouse, en gedurende sodanige ruspouse mag daar nie van die werknemer vereis word of mag hy nie toegelaat word om

deemed to be part of the ordinary hours of work of the employee concerned;

(ii) except as provided for in paragraph (i) or (iii) hereof, periods of work interrupted by intervals of less one hour shall be deemed to be continuous;

(iii) when, by reason of any overtime worked, an employer is required to give an employee a second interval, such interval may be reduced to an interval of not less than 15 minutes.

(6) *(a)* No employee who is a female shall be required or permitted to work—

(i) between 18h00 and 06h00; or

(ii) after 13h00 on more than five days in any week.

(b) No employee who is a female shall be required or permitted to work overtime—

(i) for more than two hours on any day;

(ii) on more than three consecutive days;

(iii) on more than 60 days in any year;

(iv) after completion of her ordinary working hours for more than one hour on any day unless she has—

(aa) been given notice thereof before midday; or

(ab) been provided with an adequate meal before she has to commence overtime; or

(ac) has been paid an allowance in sufficient time to enable her to obtain a meal before the overtime is due to commence.

(7) Every employer shall display in his establishment in a place readily accessible to his employees a notice specifying the starting and finishing times of work for each shift or shifts of the week and the meal hours.

(8) The provisions of this section shall not apply to employees employed on watchman's work.

5. Overtime and Payment for Work on Sundays

(1) Except as provided for in section 6 (5) of this Part of the Agreement, time worked by employees after the completion of the usual shifts in the establishment concerned shall be regarded as overtime and be paid for as follows:

(a) At one and one-third times the hourly rate for the first six hours;

(b) thereafter—at one and one-half times the hourly rate until the usual starting time of the employee's next normal shift: Provided that in the case of establishments working a five-day week, time worked on Saturdays shall be paid for at one and one-third times the hourly rate for the first six hours reckoned from the usual starting time on an ordinary working day and at one and one-half times the hourly rate thereafter.

(2) Whenever an employee is called out on urgent work any time after six hours of having completed his normal shift, he shall be paid at one and one-half times his hourly rate for time worked from the time he commenced work until the usual starting time of his next normal shift: Provided that an employee who is called out on urgent work shall in any case be paid at one and one-half times his hourly rate for time worked from midnight until the usual starting time of his next normal shift.

(3) Whenever an employee is required to report for work before the usual starting time for that day of the week, he shall be paid at one and one-half times his hourly rate for time worked until the usual starting time of the shift.

(4) In any case in which an employee starts work on Saturday earlier than the usual starting time at his own request, an employee working a five-day week shall be paid at one and one-third times his hourly rate for the first six hours reckoned from when he starts work and at one and one-half times his hourly rate thereafter, and an employee working a six-day week shall be paid at his ordinary hourly rate for the period of the ordinary hours of work on a Saturday and be paid thereafter as provided for in subsection (1): Provided that if the employee starts more than two hours earlier than the usual starting time, any time worked up to two hours before the usual starting time shall be paid for at one and one-half times the hourly rate of the employee. For purposes of this subsection "usual starting time" means the usual starting time on an ordinary working day.

(5) Whenever an employee (other than an employee engaged on urgent maintenance and/or urgent repairs) works on a Sunday, he shall be paid at one and two-thirds times the hourly rate for time worked, with a minimum payment of one and two-thirds times the hourly rate for the hours of a normal shift: Provided that where the employer provided for work to occupy the employee for the hours of a normal shift and the employee fails or refuses to work the full period required of him, such employee shall be entitled to payment only for the period actually worked.

enige werk te verrig nie. Sodanige ruspouses word geag deel van die gewone werkure van die betrokke werknemer te wees;

(ii) behoudens paragraaf (i) of (iii) hiervan, werktydperke wat deur pouses van minder as een uur onderbreek word, geag word aaneenlopend te wees;

(iii) wanneer daar, as gevolg van oortyd wat gewerk word, van 'n werkgewer vereis word om 'n tweede pouse aan 'n werknemer toe te staan, dié pouse verminder kan word tot 'n pouse van minstens 15 minute.

(6) *(a)* Daar mag van geen vroulike werknemer vereis word of sy mag nie toegelaat word om soos volg te werk nie—

(i) tussen 18h00 en 06h00; of

(ii) na 13h00 op meer as vyf dae in 'n week.

(b) Daar mag nie van 'n vroulike werknemer vereis word of sy mag nie toegelaat word om soos volg oortyd te werk nie:

(i) Langer as twee uur op 'n dag;

(ii) op meer as drie agtereenvolgende dae;

(iii) op meer as 60 dae in 'n jaar;

(iv) na voltooiing van haar gewone werkure, vir meer as een uur op 'n dag, tensy sy—

(aa) voor 12h00 daarvan in kennis gestel is; of

(ab) van 'n toereikende ete voorsien is voordat sy met die oortydwerk moet begin; of

(ac) betyds 'n toelae betaal is om haar in staat te stel om 'n ete te verkry voordat sy met die oortydwerk moet begin.

(7) Elke werkgewer moet in sy bedryfsinrigting en wel op 'n plek wat vir sy werknemers maklik toeganklik is, 'n kennisgewing vertoon waarin die aanvangs- en uitskeityd van die werk vir elke skof of skofte van die week en die etensure gemeld word.

(8) Hierdie klousule is nie van toepassing op werknemers wat 'n wag se werk verrig nie.

5. Oortydwerk en Besoldiging vir Werk op Sondae

(1) Behoudens klousule 6 (5) van hierdie Deel van die Ooreenkoms, word tyd wat werknemers na voltooiing van die gewone skofte in die betrokke bedryfsinrigting werk, geag oortyd te wees waarvoor daar soos volg betaal moet word:

(a) Een en een derde maal die uurloon vir die eerste ses uur;

(b) daarna, een en 'n half maal die uurloon tot die gewone aanvangstyd van die werknemer se eersvolgende gewone skof: Met dien verstande dat in die geval van bedryfsinrigtings wat 'n werkweek van vyf dae het, daar vir tyd wat op 'n Saterdag gewerk word, een en een derde maal die uurloon betaal moet word vir die eerste ses uur, gereken vanaf die gewone aanvangstyd op 'n gewone werkdag, en daarna een en 'n half maal die uurloon.

(2) Wanneer 'n werknemer te eniger tyd na verloop van ses uur nadat hy sy gewone skof voltooi het, vir dringende werk teruggeroep word, moet hy een en 'n half maal sy uurloon betaal word vir tyd gewerk vanaf die tydstip waarop hy begin werk het tot die gewone aanvangstyd van sy eersvolgende gewone skof: Met dien verstande dat 'n werknemer wat vir dringende werk teruggeroep word, in ieder geval een en 'n half maal sy uurloon betaal moet word vir tyd gewerk vanaf middernag tot die gewone aanvangstyd van sy eersvolgende gewone skof.

(3) Wanneer daar van 'n werknemer vereis word om hom voor die gewone aanvangstyd vir daardie dag van die week vir werk aan te meld, moet hy een en 'n half maal sy uurloon betaal word vir tyd gewerk tot die gewone aanvangstyd van die skof.

(4) In iedere geval waar 'n werknemer op eie versoek op Saterdag vroeër as die gewone aanvangstyd begin werk, moet 'n werknemer wat 'n werkweek van vyf dae het een en een derde maal sy uurloon betaal word vir die eerste ses uur, gereken vanaf die tydstip waarop hy begin werk, en een en 'n half maal sy uurloon daarna, en 'n werknemer wat 'n werkweek van ses dae het, moet sy gewone uurloon betaal word vir die tydperk van die gewone werkure op 'n Saterdag, en daarna moet hy betaal word soos in subklousule (1) bepaal: Met dien verstande dat as die werknemer meer as twee uur vroeër as die gewone aanvangstyd begin werk, hy vir enige tyd tot en met twee uur voor die gewone aanvangstyd gewerk, een en 'n half maal sy uurloon betaal moet word. Vir die toepassing van hierdie subklousule beteken ,,gewone aanvangstyd" op 'n gewone werkdag.

(5) Wanneer 'n werknemer (uitgesonderd 'n werknemer wat dringende onderhouds- en/of dringende herstelwerk uitvoer) op 'n Sondag werk, moet hy een en twee derde maal die uurloon betaal word vir tyd gewerk en moet hy 'n minimum betaling van een en twee derde maal die uurloon vir die ure van 'n gewone skof ontvang: Met dien verstande dat waar die werkgewer werk verskaf om die werknemer besig te hou vir die ure van 'n gewone skof, en die werknemer versuim of weier om die volle tydperk wat van hom vereis word, te werk, sodanige werknemer geregtig is op betaling slegs vir die tydperk wat werklik gewerk is.

(6) Employees engaged on urgent maintenance and/or urgent repairs (referred to hereafter as "urgent work") shall be paid for work on Sundays at not less than one and two-thirds times the hourly rate for the hours worked with a minimum payment of not less than four hours' pay at one and two-thirds times the hourly rate in respect of the hours worked. Where such work extends into the afternoon period, a minimum payment of eight hours at one and two-thirds times the hourly rate shall apply.

"Urgent work" means and shall be limited to urgent maintenance or repair work in connection with an employer's own plant and/or machinery and/or Sunday work in connection with ships, where such repairs are necessary to avoid delay to the ship or are essential to the proper functioning thereof.

(7) The provisions of this section relating to payment for work on Sundays shall not apply in respect of shifts commencing on Sunday night in establishments working a two-shift or three-shift system, which shall be paid for as follows:

(a) For the hours worked before midnight—at one and one-half times the ordinary hourly rate, plus 10 per cent;

(b) after midnight until completion of the shift—at the ordinary hourly rate, plus 10 per cent.

(8) For the purposes of this section—

"a normal shift" is one-fifth of the ordinary weekly hours of work of an establishment working a five-day week or one-sixth of the ordinary weekly hours of work of an establishment working a six-day week;

"usual starting time" means the starting time on an ordinary working day.

(9) The provisions of this section shall not apply to employees employed on watchman's work: Provided that whenever a watchman works longer than a shift of 12 hours at a time or works for seven consecutive days, time so worked after completion of a 12 hour shift and/or time worked on a seventh consecutive day shall be regarded as overtime for which the watchman shall be paid at the rate of not less than one and one-third times his normal rate calculated on an hourly basis.

(10) Notwithstanding the provisions of subsection (1), where in any one week an employee absents himself from work during any or all of the ordinary hours of a shift or shifts observed in the establishment concerned, such ordinary hours not worked by the employee shall be deducted from the hours of overtime worked and the hours so deducted shall be paid for at the employee's ordinary rate: Provided that—

(i) if the number of ordinary hours of work on which the employee is absent in any one week is in excess of the number of overtime hours worked, all such overtime hours shall be paid for at the employee's ordinary hourly rate; and

(ii) where an employee is absent from work with the permission of his employer or absent on account of sickness or circumstances beyond his control, the provisions of this subsection shall not apply and the overtime hours worked in such case shall be paid for at the overtime rate applicable to the overtime hours worked: Provided that an employer may call on an employee for a medical certificate in proof of cause of absence.

Payment under this subsection shall be made as provided for in section 8 (1) of this Part of the Agreement.

(11) Any employee who is aggrieved by the application to him of any of the provisions of subsection (10) may appeal to the Council against the decision applied to him, and the Council may, after considering any reasons which may be submitted for such decision, confirm that decision or give such other decision as in its opinion ought to have been given in such case. Appeals in terms of this subsection shall be made to the Regional Council of the area concerned.

6. Shift Work

(1) Night shift work shall be paid for at the ordinary hourly rate applicable, plus 10 per cent.

(2) In order to be on night shift work an employee must work three or more consecutive nights between 18h00 on Monday and 06h00 on Saturday of the same week, except in marine work where any three or more nights worked consecutively may constitute night shift work.

(3) Not less than six hours shall elapse between the employment of an employee on night shift and on day shift: Provided that an employee may work during such interim period of six hours if overtime is paid at one and one-third times the ordinary hourly rate.

(4) In establishments working a two-shift system or three-shift system, payment shall be as follows:

(6) Werknemers wat dringende onderhouds- en/of dringende herstelwerk (hierna ,,dringende werk" genoem) verrig, moet vir werk op Sondae minstens een en twee derde maal die uurloon betaal word vir die ure gewerk, en moet 'n minimum betaling van minstens vier uur se loon teen een en twee derde maal die uurloon ontvang vir die ure gewerk. Waar sodanige werk tot in die namiddagtydperk strek, is 'n minimum betaling gelyk aan agt uur se werk teen een en twee-derde maal die uurloon van toepassing.

,,Dringende werk" beteken, en moet beperk word tot, dringende onderhouds- of herstelwerk in verband met 'n werkgewer se eie installasie en/of masjinerie en/of Sondagwerk in verband met skepe, waar sodanige herstelwerk nodig is om oponthoud vir die skip te voorkom of noodsaaklik is vir die behoorlike werking daarvan.

(7) Hierdie klousule betreffende betaling vir werk op Sondae is nie van toepassing nie ten opsigte van skofte wat Sondagnag begin in bedryfsinrigtings wat volgens 'n tweeskof- of drieskofstelsel werk, en daar moet vir sodanige skofte soos volg betaal word:

(a) Vir die ure voor middernag gewerk—een en 'n half maal die gewone uurloon, plus 10 persent;

(b) na middernag tot die voltooiing van die skof—die gewone uurloon, plus 10 persent.

(8) Vir die toepassing van hierdie klousule is—

,,'n gewone skof" een vyfde van die gewone weeklikse werkure van 'n bedryfsinrigting wat 'n werkweek van vyf dae het of een sesde van die gewone weeklikse werkure van 'n bedryfsinrigting wat 'n werkweek van ses dae het;

,,gewone aanvangstyd" die aanvangstyd op 'n gewone werkdag.

(9) Hierdie klousule is nie van toepassing op werknemers wat 'n wag se werk verrig nie: Met dien verstande dat wanneer 'n wag 'n skof van langer as 12 uur aaneen werk of sewe agtereenvolgende dae werk, die tyd gewerk na voltooiing van 'n skof van 12 uur en/of tyd gewerk na voltooiing van 'n skof van 12 uur en/of tyd gewerk op die sewende agtereenvolgende dag geag moet word oortydwerk te wees waarvoor die wag besoldig moet word teen minstens een en een-derde maal sy gewone loon, bereken op 'n uurgrondslag.

(10) Waar 'n werknemer in 'n bepaalde week 'n deel van of al die gewone ure van 'n skof of skofte wat in die betrokke bedryfsinrigting gewerk word, van sy werk af wegbly, moet sodanige gewone ure wat die werknemer nie gewerk het nie, ondanks subklousule (i), afgetrek word van die ure wat sodanige werknemer oortyd gewerk het en vir die ure aldus afgetrek, betaal word teen die werknemer se gewone loon: Met dien verstande dat—

(i) as die getal gewone werkure wat die werknemer in 'n bepaalde week afwesig is meer is as die getal oortydure wat hy gewerk het, daar vir al sodanige oortydure betaal moet word teen die werknemer se gewone uurloon; en

(ii) waar 'n werknemer van sy werk afwesig is met die toestemming van sy werkgewer of waar hy afwesig is weens siekte of omstandighede buite sy beheer, hierdie subklousule nie van toepassing is nie en dat daar vir die oortyd ure wat in so 'n geval gewerk is, betaal moet word teen die oortydloon wat van toepassing is op die oortydure wat hy gewerk het: Met dien verstande dat 'n werkgewer kan vereis dat 'n werknemer 'n mediese sertifikaat moet voorlê as bewys van die oorsaak van sy afwesigheid.

Betaling ingevolge hierdie subklousule moet geskied volgens klousule 8 (1) van hierdie Deel van die Ooreenkoms.

(11) 'n Werknemer wat veronreg voel omdat enigeen van die bepalings van subklousule (10) op hom toegepas is, kan by die Raad appèl aanteken teen die beslissing wat op hom toegepas is, en die Raad kan na oorweging van die redes wat vir sodanige beslissing aangevoer mag word, sodanige beslissing bekragtig of sodanige ander beslissing gee as wat na sy mening in sodanige geval gegee behoort te gewees het. Appèlle ooreenkomstig hierdie subklousule moet aan die Streekraad van die betrokke gebied gerig word.

6. Skofwerk

(1) Vir nagskofwerk moet die gewone uurloon wat van toepassing is, plus 10 persent, betaal word.

(2) Ten einde geag te word nagskofwerk te verrig, moet 'n werknemer drie of meer agtereenvolgende nagte tussen 18h00 op Maandag en 06h00 op Saterdag van dieselfde week werk, behalwe in die geval van skeepswerk waar enige drie of meer nagte wat daar agtereenvolgens gewerk word nagskofwerk kan uitmaak.

(3) Daar moet minstens ses uur verloop tussen 'n werknemer se diens op nagskof en dié op dagskof: Met dien verstande dat 'n werknemer gedurende sodanige tussentydperk van ses uur mag werk indien hy oortydbesoldiging teen een en een-derde maal die gewone uurloon betaal word.

(4) In bedryfsinrigtings wat volgens 'n tweeskof- of drieskofstelsel werk, moet betalings soos volg geskied:

(a) Two-shift system:

(i) Work ordinarily performed on the shift commencing in the morning shall be paid for at ordinary hourly rates: Provided that if the shift commences before 06h00, time worked prior to 06h00 shall be paid for at the ordinary hourly rate, plus 10 per cent;

(ii) work ordinarily performed on the second shift shall be paid for as follows:

(aa) When the hours for the complete shift fall wholly within any period from 18h00 to 06h00, at the ordinary hourly rate plus 10 per cent;

(ab) when the hours for the complete shift do not fall wholly within any period from 18h00 to 06h00, at the ordinary hourly rate, plus 5 per cent, until midnight, and after midnight, at the ordinary hourly rate, plus 10 per cent.

(b) Three-shift system:

Work ordinarily performed on the—

(i) second shift, shall be paid for at the ordinary hourly rate, plus 5 per cent;

(ii) third shift, shall be paid for at the ordinary hourly rate, plus 10 per cent.

(5) Time worked by employees on shift systems after the completion of the usual shift in the establishment concerned, shall be regarded as overtime and be paid for as follows:

(a) At one and one-third times the increased hourly rate for the first six hours;

(b) thereafter, at one and one-half times the increased hourly rate until the usual starting time of the employee's next normal shift.

For the purposes of the above, "increased hourly rate" means the ordinary hourly rate plus the amount per cent payable thereon at the concluding time of the shift.

(6) The provisions of this section shall not apply to employees employed on watchman's work.

(7) Notwithstanding the provisions of subsection (5), where in any one week an employee absents himself from work during any or all of the ordinary hours of a shift or shifts observed in the establishment concerned, such ordinary hours not worked by the employee shall be deducted from the hours of overtime worked and the hours so deducted shall be paid for at the employee's ordinary rate: Provided that—

(i) if the number of ordinary hours of work on which the employee is absent in any one week is in excess of the number of overtime hours worked, all such overtime hours shall be paid for at the employee's ordinary hourly rate; and

(ii) where an employee is absent from work with the permission of his employer or absent on account of sickness or circumstances beyond his control, the provisions of this subsection shall not apply and the overtime hours worked in such case shall be paid for at the overtime rate applicable to the overtime hours worked: Provided that an employer may call on an employee for a medical certificate in proof of cause of absence.

Payment under this subsection shall be made as provided for in section 8 (1) of this Part of the Agreement.

(8) Any employee who is aggrieved by the application to him of any of the provisions of subsection (7) may appeal to the Council against the decision applied to him, and the Council may, after considering any reasons which may be submitted for such decision, confirm that decision or give such other decision as in its opinion ought to have been given in such case. Appeals in terms of this subsection shall be made to the Regional Council of the area concerned.

7. Short-Time

(1) An employer may work his employees for a lesser number of hours than the ordinary hours of work of his establishment, due to—

(a) a shortage of work and/or materials in which case an employer shall give his employees two clear working days' notice of his intention to work short-time, and shall, as far as practicable, spread the work available among the employees affected. Where the employee is expressly required by the employer to report at the establishment on any one day for the purpose of ascertaining if work will be made available, he shall receive not less than four hours' work or pay in lieu thereof, in respect of such day. If the employee is not required to attend the establishment, the employer shall advise the employee on the working day immediately preceding the day on which he is not required to attend; or

(b) unforeseen contingencies and/or circumstances beyond the control of the employer. In the event of the foregoing circumstances

(a) Tweeskofstelsel:

(i) Vir werk wat gewoonlik verrig word op die skof wat in die oggend begin, moet die gewone uurloon betaal word: Met dien verstande dat indien die skof voor 06h00 begin, daar vir tyd wat voor 06h00 gewerk is teen die gewone uurloon, plus 10 persent, betaal moet word;

(ii) vir werk wat gewoonlik op die tweede skof verrig word, daar soos volg betaal moet word:

(aa) Wanneer die ure vir die hele skof geheel en al binne enige tydperk van 18h00 tot 06h00 val, die gewone uurloon, plus 10 persent;

(ab) wanneer die ure vir die hele skof nie geheel en al binne 'n tydperk van 18h00 tot 06h00 val nie, die gewone uurloon, plus 5 persent, tot middernag, en na middernag die gewone uurloon, plus 10 persent.

(b) Drieskofstelsel:

Vir werk wat gewoonlik—

(i) op die tweede skof verrig word, moet die gewone uurloon, plus 5 persent, betaal word;

(ii) op die derde skof verrig word, moet die gewone uurloon, plus 10 persent, betaal word.

(5) Tyd wat deur werknemers volgens skofstelsels gewerk word na die voltooiing van die gewone skof in die betrokke bedryfsinrigting, word geag oortydwerk te wees waarvoor daar soos volg betaal moet word:

(a) Een en een-derde maal die verhoogde uurloon vir die eerste ses uur;

(b) daarna een en 'n half maal die verhoogde uurloon tot die gewone aanvangstyd van die werknemer se eersvolgende gewone skof.

Vir die toepassing van bostaande beteken ,,verhoogde uurloon" die gewone uurloon plus die bedrag van die persentasie wat aan die einde van die skof op sodanige gewone uurloon betaal moet word.

(6) Hierdie klousule is nie van toepassing op werknemers wat 'n wag se werk verrig nie.

(7) Waar 'n werknemer in 'n bepaalde week 'n deel van of al die gewone ure van 'n skof of skofte wat in die betrokke bedryfsinrigting gewerk word, van sy werk af wegbly, moet sodanige gewone ure wat die werknemer nie gewerk het nie, ondanks subklousule (5), afgetrek word van die ure wat sodanige werknemer oortyd gewerk het en moet daar vir die ure aldus afgetrek, betaal word teen die werknemer se gewone loon: Met dien verstande dat—

(i) as die getal gewone werkure wat die werknemer in 'n bepaalde week afwesig is, meer is as die getal oortydure wat hy gewerk het, daar vir al sodanige oortydure betaal word teen die werknemer se gewone uurloon; en

(ii) waar 'n werknemer van sy werk afwesig is met die toestemming van sy werkgewer of waar hy afwesig is weens siekte of omstandighede buite sy beheer, hierdie subklousule nie van toepassing is nie en dat daar vir die oortydure wat in so 'n geval gewerk is, betaal moet word teen die oortydloon wat van toepassing is op die oortydure wat hy gewerk het: Met dien verstande dat 'n werkgewer kan vereis dat 'n werknemer 'n mediese sertifikaat moet voorlê as bewys van die oorsaak van sy afwesigheid.

Betaling ingevolge hierdie subklousule moet geskied volgens die bepalings van klousule 8 (1) van hierdie Deel van die Ooreenkoms.

(8) 'n Werknemer wat veronreg voel omdat enigeen van die bepalings van subklousule (7) op hom toegepas is, kan by die Raad appèl aanteken teen die beslissing wat op hom toegepas is, en die Raad kan na oorweging van die redes wat vir sodanige beslissing aangevoer mag word, sodanige beslissing bekragtig of sodanige ander beslissing gee as wat na sy mening in sodanige geval gegee behoort te gewees het. Appèlle ooreenkomstig hierdie subklousule moet aan die Streekraad van die betrokke gebied gerig word.

7. Korttydwerk

(1) 'n Werkgewer kan sy werknemers 'n kleiner getal ure as die gewone werkure van sy bedryfsinrigting laat werk as gevolg van—

(a) 'n tekort aan werk en/of materiaal, en in dié geval moet 'n werkgewer sy werknemers twee volle werkdae vooruit kennis gee van sy voorneme om korttyd te werk en moet hy sover doenlik die beskikbare werk onder die betrokke werknemers verdeel. As die werkgewer uitdruklik van die werknemer vereis om hom op 'n bepaalde dag by die bedryfsinrigting aan te meld ten einde vas te stel of daar werk beskikbaar gemaak sal word, moet so 'n werknemer ten opsigte van so 'n dag minstens vier uur werk gegee word of besoldiging in plaas daarvan ontvang. As daar nie van die werknemer vereis word om hom by die bedryfsinrigting aan te meld nie, moet die werkgewer die werknemer op die werkdag onmiddellik voor die dag waarop hy hom nie hoef aan te meld nie, daarvan in kennis stel; of

(b) onvoorsiene toevallige gebeurtenisse en/of omstandighede buite die werkgewer se beheer. Ingeval voornoemde omstandighede

arising, an employer shall not be required to pay wages to his employees, except for the periods actually worked: Provided, that where the employer believes that resumption of work can be effected and expressly instructs his employees to present themselves for employment on a particular day, they shall receive not less than four hours' work or pay in lieu thereof, in respect of such day. Unforeseen contingencies and/or circumstances beyond the control of the employer referred to in this paragraph shall not include inclement weather.

(2) Short shifts worked while working short-time shall count as shifts actually worked for purposes of the paid leave referred to in section 12 of this Part of the Agreement.

(3) An employer shall notify the Regional Council in the area concerned of the working of short-time—

(a) in terms of subsection (1) *(a)* above, at the same time as the employees are notified; and

(b) in terms of subsection (1) *(b)* above, within seven days of the occurrence which led to the working of short-time.

8. Payment of Earnings

(1) *(a)* Except as otherwise provided, any amount due to an employee in terms of this Agreement shall be paid weekly, in cash, on Friday. Payment shall be made not later than the ordinary stopping time, and shall include all payments due to the employee, calculated up to and including the shift completed on the preceding Tuesday of the same week: Provided that where employment terminates before the ordinary pay-day, all payments due to the employee in terms of this Agreement shall be paid to him upon his employment so terminating.

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

(2) No premium for the training of an employee shall be charged or accepted by an employer: Provided that this subsection shall not apply in respect of training schemes to which the employer is legally required to contribute.

(3) Except as otherwise provided in this Agreement, no deduction of any description, other than the following, may be made from the amount payable in terms of this Agreement to any employee:

(a) For board or lodging or both in accordance with section 1 (3) of Part II of this Agreement;

(b) for canteen services where the deduction is authorised by stop-order terminable by the employee at not more than 28 days' notice of termination of his agreement to this deduction;

(c) where an employee is absent from work, including absence during any unpaid leave granted in extension of the paid leave provided for in this Agreement, a pro rata amount for the period of such absence;

(d) with the written consent of the employee, deductions for sick benefit, insurance, pension and provident funds or contributions to recreation funds;

(e) with the written consent of the employee, deductions in respect of subscriptions to a trade union which is a party to this Agreement;

(f) contributions to the funds of the Council;

(g) any amount paid by an employer, compelled by law, ordinance or legal process, to make payment on behalf of an employee;

(h) where an employer, due to clerical or accounting or administrative error, or miscalculation, pays an employee any remuneration in excess of the amount legally payable, the employer shall be entitled to recover the amount of the overpayment by deduction from subsequent wages or earnings subject to the following provisions:

(i) The deductions may be made from one or more payments of wages or earnings, but no one deduction may exceed 15 per cent of the wages or earnings from which it is deducted;

(ii) no such deduction shall be made from any leave pay or leave bonus payable under this Agreement either to the employee or to the Council;

(iii) no such deduction or deductions shall be made unless the employer, in writing, notifies the employee prior to the time of the first deduction, and the Council within seven days of the first deduction of the circumstances under which the

ontstaan, word daar nie van die werkgewer vereis om lone aan sy werknemers te betaal nie, uitgesonderd lone vir die tydperke wat daar werklik gewerk is: Met dien verstande dat as 'n werkgewer glo dat die werk hervat kan word en hy sy werknemers uitdruklik gelas om hulle op 'n bepaalde dag vir werk aan te meld, hulle ten opsigte van sodanige dag minstens vier uur se werk gegee moet word of besoldiging in plaas daarvan moet ontvang. Onvoorsiene gebeurtenisse en/of omstandighede buite die beheer van die werkgewer soos in hierdie paragraaf bedoel, sluit nie gure weer in nie.

(2) Ten einde te kwalifiseer vir die verlof met besoldiging wat in klousule 12 van hierdie Deel van die Ooreenkoms bedoel word, moet kort skofte gewerk terwyl daar korttyd gewerk word gereken word as skofte wat werklik gewerk is.

(3) 'n Werkgewer moet die Streekraad in die betrokke gebied soos volg in kennis stel dat korttyd gewerk word:

(a) Ooreenkomstig subklousule (1) *(a)* hierbo, terselfdertyd wanneer die werknemers daarvan verwittig word; en

(b) ooreenkomstig subklousule (1) *(b)* hierbo, binne sewe dae na die gebeurlikheid wat daartoe gelei het dat korttyd gewerk moet word.

8. Betaling van Verdienste

(1) *(a)* Behoudens andersluidende bepalings, moet enige bedrag wat ingevolge hierdie Ooreenkoms aan 'n werknemer verskuldig is, weekliks, en wel op Vrydag, in kontant aan hom betaal word. Betaling moet voor of op die gewone uitskeityd geskied en moet alle geld insluit wat aan die werknemer verskuldig is en bereken is tot en met die skof wat op die vorige Dinsdag van dieselfde week voltooi is: Met dien verstande dat waar diens voor die gewone betaaldag eindig, alle geld wat ingevolge hierdie Ooreenkoms aan die werknemer verskuldig is aan hom betaal moet word wanneer sy diens aldus eindig.

(b) Elke werknemer moet by betaling 'n staat gegee word wat sy totale verdienste, besoldiging vir gewone tyd en vir oortyd, toelaes en aftrekkings toon.

(2) 'n Werkgewer mag geen premie vir die opleiding van 'n werknemer vra of aanneem nie: Met dien verstande dat hierdie subklousule nie geld ten opsigte van opleidingskemas waartoe 'n werkgewer regtens moet bydra nie.

(3) Behoudens andersluidende bepalings in hierdie Ooreenkoms, mag geen bedrag, van watter aard ook al, uitgesonderd die volgende, van die bedrag wat ingevolge hierdie Ooreenkoms aan 'n werknemer verskuldig is, afgetrek word nie:

(a) Vir kos of inwoning, of albei, ooreenkomstig klousule 1 (3) van Deel II van hierdie Ooreenkoms;

(b) vir eethuisdienste, wanneer die aftrekking by aftrekorder gemagtig is en deur die werknemer beëindig kan word deur hoogstens 28 dae vooraf kennis te gee dat hy sy toestemming tot hierdie aftrekking intrek;

(c) waar 'n werknemer van die werk afwesig is, en ook waar hy afwesig is met verlof sonder betaling wat verleen is ter verlenging van verlof met betaling waarvoor hierdie Ooreenkoms voorsiening maak, 'n bedrag in verhouding tot die duur van sodanige afwesigheid;

(d) met die skriftelike toestemming van die werknemer, bedrae vir siektebystands-, versekerings-, pensioen- en voorsorgfondse of bydraes tot ontspanningsfondse;

(e) met die skriftelike toestemming van die werknemer, bedrae ten opsigte van ledegeld vir 'n vakvereniging wat 'n party by hierdie Ooreenkoms is;

(f) bydraes tot die fondse van die Raad;

(g) enige bedrag wat 'n werkgewer ingevolge 'n wet, ordonnansie of regsproses namens 'n werknemer moet betaal en wel betaal het;

(h) waar 'n werkgewer, as gevolg van 'n klerklike of boekhou- of administratiewe fout of foutiewe berekening, aan 'n werknemer besoldiging betaal wat meer is as die bedrag wat regtens betaalbaar is, is die werkgewer daarop geregtig om die bedrag van die oorbetaling te verhaal deur bedrae van latere lone en/of verdienste af te trek behoudens onderstaande bepalings:

(i) Sondanige bedrag kan van een of meer betalings van lone of verdienste afgetrek word, maar geen enkele aftrekking mag meer as 15 persent van die loon of verdienste waarvan dit afgetrek word, bedra nie;

(ii) sodanige bedrae mag nie van enige verlofbesoldiging of verlofbonus wat ingevolge hierdie Ooreenkoms òf aan die werknemer òf aan die Raad betaalbaar is, afgetrek word nie;

(iii) geen sodanige bedrag of bedrae mag afgetrek word nie tensy die werkgewer die werknemer voor die eerste aftrekking en die Raad binne sewe dae na die eerste aftrekking skriftelik in kennis stel van die omstandighede waaronder die oorbetaling geskied het, die bedrag van sodanige

overpayment was made, the amount thereof, and the amount of the proposed deduction or deductions.

(i) upon the written request of the employee, deductions required by him for the purpose of reducing his liability on a loan which has been made for the purchase or improvement of immovable property of the employee or the redemption of any loan to the employee against the security of such property, whether such property is held or to be held by the employee freehold or on leasehold, sectional title or otherwise: Provided that—

(i) such property is occupied or will be occupied by the employee or a dependant of the employee;

(ii) no deduction shall be made from any leave bonus or termination leave pay payable under the Agreement either to the employee or to the Council;

(iii) no single deduction shall exceed 25 per cent of the earnings, before all other deductions, but excluding any payment for overtime;

(iv) the loan creditor is the employer, a pension or provident fund acting in terms of its rules, a building society, an Administration Board, any other organisation approved by the Council or any one or more of such persons or bodies acting jointly.

(4) Where in any establishment or place, work is performed by employees organised in sets or teams, each employee shall be paid his earnings by the employer.

8*bis*. Special Provisions for the Payment of Earnings

(1) Notwithstanding the provisions of section 8 (1) *(a)* relating to payment of earnings in cash on Friday, an employer may by mutual arrangement with his employees pay any amount due to an employee in terms of this Agreement by cheque or to the credit of such employee with a bank, building society or registered deposit-receiving institution nominated by the employee. Payment by cheque or to the credit of an employee in a bank, building society or deposit-receiving institution nominated by the employee shall be made on Fridays and shall include all payments due to the employee, calculated up to and including the shift completed on the Tuesday of the same week.

(2) In lieu of the provisions of subsection (1) and of section 8 (1) *(a)* an employer and his employees may, by mutual consent of not less than 75 per cent of his employees, agree that payment of any amount due to an employee in terms of this Agreement shall be made on the fourth Friday of each calendar month, subject to the following conditions:

(a) Payment shall include all amounts due to the employee, calculated up to and including the shift completed on the previous Friday of the same month; and

(b) payment shall be made in cash not later than the ordinary stopping time:

Provided that an employer may, by mutual arrangement with his employees, pay the amount due to the employee as aforesaid by cheque or to the credit or such employee with a bank, building society or registered deposit-receiving institution nominated by the employee, in which event payment by cheque or to the credit of an employee with a bank, building society or deposit-receiving institution nominated by the employee shall be made not later than by the Friday on which payment is due.

(3) In the event of the employment of an employee terminating before the ordinary pay-day applicable in his case, all payments due to the employee in terms of this Agreement shall be paid in accordance with the established method of payment of the employee concerned upon his employment terminating.

(4) Before applying the provisions of subsection (2) the employer shall give to the employees concerned and to the Regional Council at least three months' notice in advance of the introduction of the method of payment specifying the manner in which payment of earnings will be made in his establishment.

(5) Any arrangement between an employer and his employees in terms of subsection (1) or subsection (2) shall not be departed from except by a mutual arrangement between the employer and employees concerned in the case of payment as provided for in subsection (1), or if the employer and not less than 75 per cent of his employees have mutually agreed to a change in the method of payment to be observed in the establishment in the case of payment as provided for in subsection (2) and at least three months' advance notice of the change has been given to the employees and to the Regional Council.

(6) Notwithstanding the provisions of section 12 (4) *(a)* of Part I relating to payment of leave pay, payment of leave pay may be made in accordance with the provisions of this section in the same manner as that by which the employee is paid his earnings.

oorbetaling en die bedrag van die voorgestelde aftrekking of aftrekkings.

(i) op die skriftelike versoek van die werknemer, bedrae wat hy nodig het om sy aanspreeklikheid te verminder op 'n lening wat aangegaan is vir die aankoop of verbetering van vaste eiendom van die werknemer of vir die delging van 'n lening aan die werknemer teen waarborg van sodanige eiendom, of sodanige eiendom nou as volle of gehuurde eiendom, deeltitel of andersins deur die werknemer gehou word of nie: Met dien verstande dat—

(i) die werknemer of 'n afhanklike van die werknemer sodanige eiendom okkupeer of sal okkupeer;

(ii) geen bedrag van enige verlofbonus of verlofbesoldiging by diensbeëindiging wat kragtens die Ooreenkoms aan òf die werknemer òf die Raad betaalbaar is, afgetrek mag word nie;

(iii) geen enkel bedrag meer mag wees as 25 persent van die verdienste vóór aftrekking van alle ander bedrae, uitgesonderd besoldiging vir oortydwerk;

(iv) die leningkrediteur die werkgewer is of 'n pensioen of voorsorgfonds wat kragtens die reëls daarvan handel, 'n bougenootskap, 'n Administrasieraad, enige ander organisasie deur die Raad goedgekeur of enige een of meer van sodanige persone of liggame wat gesamentlik handel.

(4) Waar werk in 'n bedryfsinrigting of op 'n plek verrig word deur werknemers wat in spanne of ploeë georganiseer is, moet die werkgewer die loon van elke werknemer afsonderlik aan hom betaal.

8*bis*. Spesiale Bepalings vir die Betaling van Verdienste

(1) Ondanks klousule 8 (1) *(a)* rakende die betaling van verdienste in kontant op Vrydag, kan 'n werkgewer by onderlinge reëling met sy werknemers enige bedrag ingevolge hierdie Ooreenkoms aan 'n werknemer verskuldig, per tjek of in die kredit van sodanige werknemer inbetaal by 'n bank, bougenootskap of geregistreerde depositonemende instelling wat deur die werknemer benoem is. Betaling per tjek of in die kredit van 'n werknemer by 'n bank, bougenootskap of depositonemende instelling wat deur die werknemer benoem is, moet op Vrydae gedoen word en moet alle betalings insluit wat aan die werknemer verskuldig is, bereken tot en met die skof wat op die Dinsdag van dieselfde week voltooi is.

(2) In plaas van subklousule (1) en van klousule 8 (1) *(a)*, kan 'n werkgewer en sy werknemers met die onderlinge goedkeuring van minstens 75 persent van sy werknemers ooreenkom dat die betaling van enige bedrag ingevolge hierdie Ooreenkoms aan 'n werknemer verskuldig, op die vierde Vrydag van elke kalendermaand gedoen word, behoudens die volgende voorwaardes:

(a) Die betaling moet alle bedrae insluit wat aan die werknemer verskuldig is, bereken tot en insluitende die skof wat op die vorige Vrydag van dieselfde maand voltooi is; en

(b) die betaling moet in kontant gedoen word voor of op die gewone uitskeityd:

Met dien verstande dat 'n werkgewer by onderlinge reëling met sy werknemers die bedrag aan die werknemer verskuldig soos gemeld, per tjek of in die kredit van sodanige werknemer kan inbetaal by 'n bank, bougenootskap of geregistreerde depositonemende instelling wat deur die werknemer benoem is, en in dié geval moet die betaling per tjek of in die kredit van 'n werknemer by 'n bank, bougenootskap of depositonemende instelling, deur die werknemer benoem, gedoen word voor of op die Vrydag waarop die betaling verskuldig is.

(3) Indien die diens van 'n werknemer eindig voor die gewone betaaldag wat in sy geval van toepassing is, moet alle betalings wat ingevolge hierdie Ooreenkoms aan die werknemer verskuldig is, in ooreenstemming met die gevestigde betaalmetode van die betrokke werknemer by beëindiging van sy diens betaal word.

(4) Voordat subklousule (2) toegepas word, moet die werkgewer vooraf minstens drie maande kennis aan die betrokke werknemers en aan die Streekraad gee van die instelling van die betaalmetode, en verduidelik op watter wyse die betaling van verdienste in sy bedryfsinrigting gedoen sal word.

(5) Daar mag van geen reëling tussen 'n werkgewer en sy werknemers ingevolge subklousule (1) of subklousule (2) afgewyk word nie, behalwe by onderlinge reëling tussen die werkgewer en die betrokke werknemers in die geval van betaling soos bepaal in subklousule (1), of indien die werkgewer en minstens 75 persent van sy werknemers onderling ooreengekom het oor 'n verandering in die betaalmetode in die bedryfsinrigting in die geval van betaling soos in subklousule (2) bepaal en daar vooraf aan die werknemers en aan die Streekraad minstens drie maande kennis van die verandering gegee is.

(6) Ondanks klousule 12 (4) *(a)* van Deel I rakende die betaling van verlofbesoldiging, kan verlofbesoldiging betaal word in ooreenstemming met hierdie klousule op dieselfde manier as dié waarop die werknemer se verdienste aan hom betaal word.

9. Closing of Establishment on an Ordinary Working Day

(1) Notwithstanding anything in this Agreement, an establishment may be closed during any period of work specified for that establishment in terms of section 4 (7) of this Part of the Agreement by mutual arrangement between the employer and not less than 75 per cent of his employees, where such an arrangement is come to for each specific closing of the establishment.

(2) Whenever an employee is not required to work as a result of the closing of the establishment by mutual arrangement in terms of subsection (1), a deduction pro rata for the hours not worked may be made from the amounts payable in terms of this Agreement.

(3) Having regard to the provisions of the Apprenticeship Act of 1944, the provisions of this section shall not apply to apprentices.

10. Incentive Bonus Work

Subject to the general conditions hereinafter set out, an employee may work for his employer under the following system of incentive bonus work:

(1) The conditions contained in this Agreement relating to overtime, night shift work and work on Sundays and certain public holidays shall apply and wages shall be calculated at the hourly rate for that class of work scheduled in this Agreement.

(2) An employee engaged on incentive bonus work shall be allowed a rest period of 10 minutes as near as possible to the middle of the morning and afternoon work periods, such rest periods to be reckoned as working time and paid for at the hourly rate for that class of work scheduled in this Agreement.

(3) Incentive bonus work rates shall be fixed by mutual arrangement between the employer and the employee who is to perform the work, the shop steward to be consulted if desired by either of the parties: Provided that incentive bonus work rates in foundries shall be fixed by mutual arrangement by a pricing committee which shall consist of the employer and/or his representative and three employees, one of whom shall be the shop steward and one an employee who is engaged or is to be engaged on the incentive bonus work.

(4) In the event of a dispute concerning the incentive bonus work rate and failing an arrangement being come to in settlement between the parties, the matter shall forthwith be referred to the Industrial Council by one or both of the aggrieved parties.

(5) Pending an arrangement being come to on the incentive bonus work rate, or in the event of the incentive bonus work rate being referred to the Council in terms of subsection (4), the employee shall proceed with the job in accordance with the incentive bonus work rate allowed by the management.

(6) Any adjustment resulting from the Council's decision which is in favour of the employee shall be applicable to him as from the date on which the matter was referred to the Council.

(7) Time during which an employee is abnormally prevented from proceeding with his work, shall, if the employee is required to stand by, be paid for at the hourly rate for that class of work scheduled in this Agreement with Agreement conditions in respect of overtime and night shift when applicable. Time during which an employee is standing by shall not be taken into account in calculating bonus earnings.

(8) No payment shall be made for delays which are normal in the establishment concerned and which have been considered when fixing the time allowance.

(9) No rate agreed upon between an employer and an employee shall be considered satisfactory if such rate does not enable an average employee engaged on the particular bonus rate work to earn not less than 10 per cent above the rate for that class of work scheduled in this Agreement.

(10) In all cases, the employee shall be guaranteed the hourly rate for his class of work, irrespective of earnings, for the hours worked.

(11) An employee working on incentive bonus work shall be paid on the normal pay-day of each week.

(12) Incentive bonus work rates or basis times once established may not be altered except for the following reasons:

(a) A mistake in the calculation of either side; or

(b) a change in the material, means or methods of production or the quantities; or

(c) a mutual arrangement has been come to between the employer and the employee in the same way as a new bonus work rate is arranged.

(13) The Council may, for any reason it deems fit, prohibit any establishment from working incentive bonus work or from working under any system which the Council considers to be a system of incentive bonus work.

9. Die Sluiting van Bedryfsinrigtings op 'n Gewone Werkdag

(1) Ondanks andersluidende bepalings in hierdie Ooreenkoms, kan 'n bedryfsinrigting gedurende enige werktydperk wat ingevolge klousule 4 (7) van hierdie Deel van die Ooreenkoms gespesifiseer word, gesluit word by wyse van 'n onderlinge reëling tussen die werkgewer en minstens 75 persent van sy werknemers, en wel waar sodanige reëling vir elke spesifieke sluiting van die bedryfsinrigting getref word.

(2) Wanneer daar as gevolg van die sluiting van die bedryfsinrigting by wyse van 'n onderlinge reëling ooreenkomstig subklousule (1) nie van 'n werknemer vereis word om te werk nie, kan 'n eweredige bedrag vir die ure wat daar nie gewerk is nie afgetrek word van die bedrae wat ingevolge hierdie Ooreenkoms betaal moet word.

(3) Met inagneming van die Wet op Vakleerlinge, 1944, is hierdie klousule nie op vakleerlinge van toepassing nie.

10. Aansporingsbonuswerk

Behoudens die algemene voorwaardes hierin vervat, kan 'n werknemer ooreenkomstig onderstaande aansporingsbonusstelsel vir sy werkgewer werk:

(1) Die voorwaardes in hierdie Ooreenkoms vervat ten opsigte van oortydwerk, nagskofwerk en werk op Sondae en sekere openbare vakansiedae is van toepassing en lone moet bereken word teen die uurloon wat vir die betrokke klas werk in die Ooreenkoms gelys is.

(2) Aan 'n werknemer wat aansporingsbonuswerk verrig, moet 'n rustydperk van 10 minute so na as doenlik aan die middel van die oggend- en die namiddagwerktydperk toegestaan word, en sodanige rustydperke moet gereken word as werktyd waarvoor die uurloon wat vir die betrokke klas werk in hierdie Ooreenkoms gelys is, betaal moet word.

(3) Die loon vir aansporingsbonuswerk moet vasgestel word by wyse van 'n onderlinge reëling tussen die werkgewer en die werknemer wat die werk moet verrig, en die werkwinkelverteenwoordiger moet geraadpleeg word indien enigeen van die partye dit verlang: Met dien verstande dat die lone vir aansporingsbonuswerk in gieterye by wyse van 'n onderlinge reëling vasgestel moet word deur 'n bonusvasstellingskomitee wat moet bestaan uit die werkgewer en/of sy verteenwoordiger en drie werknemers van wie een die werkwinkelverteenwoordiger moet wees en een 'n werknemer wat met die aansporingsbonuswerk besig is of dit gaan verrig.

(4) Ingeval daar 'n geskil oor die loon vir aansporingsbonuswerk ontstaan wat nie deur die partye bygelê kan word nie, moet een van of albei die gegriefde partye die saak onmiddellik na die Nywerheidsraad verwys.

(5) Tot tyd en wyl daar tot 'n ooreenkoms geraak word oor die loon vir aansporingsbonuswerk, of ingeval sodanige loon ingevolge subklousule (4) na die Raad verwys word, moet die werknemer sy werk voortsit teen die loon wat deur die bestuur toegelaat word.

(6) Enige aanpassing wat as gevolg van 'n Raadsbesluit ten gunste van die werknemer is, moet op hom toegepas word met ingang van die datum waarop die saak na die Raad verwys is.

(7) Vir tyd wat 'n werknemer deur abnormale omstandighede verhinder word om met sy werk voort te gaan, moet hy, as daar van hom vereis word om vir die werk gereed te staan, die uurloon betaal word wat vir daardie klas werk in hierdie Ooreenkoms gelys is, en in so 'n geval geld die Ooreenkomsvoorwaardes ten opsigte van oortyd- en nagskofwerk, waar dit van toepassing is. Tyd wat 'n werknemer gereed staan, moet nie by die berekening van bonusverdienste in aanmerking geneem word nie.

(8) Geen betaling moet gedoen word ten opsigte van vertragings wat normaalweg in die betrokke bedryfsinrigting voorkom en wat by die vasstelling van die tydtoelae in aanmerking geneem is nie.

(9) Geen loon waaroor 'n werkgewer en 'n werknemer ooreengekom het, word bevredigend geag as dit 'n gemiddelde werknemer wat met die besondere aansporingsbonuswerk besig is, nie in staat stel om minstens 10 persent meer te verdien as die loon wat vir daardie klas werk in hierdie Ooreenkoms gelys is nie.

(10) Die werknemer moet, in geval die uurloon vir sy klas werk gewaarborg word, afgesien van verdienste, vir die ure gewerk.

(11) 'n Werknemer wat volgens 'n aansporingsbonusstelsel werk, moet op die gewone betaaldag van elke week betaal word.

(12) Geen aansporingsbonusloon of basiese tye wat eenmaal vasgestel is, mag gewysig word nie behalwe om die volgende redes:

(a) 'n Fout in die berekening van een van die partye; of

(b) 'n verandering in die materiaal, wyse of metode van produksie of die hoeveelhede; of

(c) 'n onderlinge reëling getref tussen die werkgewer en die werknemer op dieselfde wyse as wat in 'n nuwe bonuswerkloon vasgestel word.

(13) Om enige rede wat hy goedvind, kan die Raad enige bedryfsinrigting verbied om aansporingsbonuswerk te laat verrig of om volgens enige stelsel te werk wat die Raad as 'n stelsel van aansporingsbonuswerk beskou.

(14) With the coming into operation of this Agreement, incentive bonus rates shall be re-negotiated: Provided that the arrangement applicable shall not be less favourable than that provided for in subsection (9).

(15) Apprentices may not be employed on incentive bonus work unless the prior permission of the Council has been obtained and the apprentice has completed his first two years of apprenticeship or has obtained the full N.T.C. II certificate.

11. Payment for Certain Public Holidays

(1) If an employee does not work on Good Friday, Easter Monday, Ascension Day, Republic Day, the Day of the Covenant, Christmas Day, Boxing Day or New Year's Day, he shall be paid at his ordinary hourly rate for the ordinary working hours for that day of the week: Provided that whenever Republic Day, the Day of the Covenant, Christmas Day, Boxing Day or New Year's Day falls on a Saturday, an employee who does not work on such day shall be paid at his ordinary hourly rate for the number of hours he would have been paid if the holiday had fallen within the period Monday to Friday inclusive. For the purposes of this subsection, the ordinary hourly rate of employees employed on incentive bonus work shall be the hourly rate for the class of work scheduled in this Agreement.

(2) The provision of subsection (1) shall not apply to an employee who is absent on paid leave as provided for in this Part of the Agreement and shall not apply to employees employed on watchman's work.

(3) Whenever an employee works on Good Friday, Easter Monday, Ascension Day, Republic Day, the Day of the Covenant, Christmas Day, Boxing Day or New Year's Day, he shall be paid for the number of hours payable in terms of subsection (1) to an employee who does not work on such day, and shall be paid in addition at one and one-third times the hourly rate for time worked up to the said number of hours; thereafter, he shall be paid two and one-half times the hourly rate until the usual starting time next day.

(4) The provisions of subsection (3) shall not apply in establishments working a two-shift and three-shift system in respect of the hours worked on a paid public holiday which are part of a normal shift: Provided that the normal shift immediately prior or subsequent to that on which such hours have been worked shall be regarded as the paid public holiday to which the provisions of this section shall apply.

(5) Notwithstanding the provisions of subsection (1), an employee who is required by his employer to work the shift immediately preceding and/or following any of the public holidays referred to in this section and who absents himself from work on such shift or shifts shall not be paid for such holiday unless absent with the permission of his employer or on account of sickeness or circumstances beyond his control or the hours of the shift or shifts concerned have been worked in, in which event payment shall be made for the day as provided for in terms of this section.

(6) Any employee who is aggrieved by the application to him of any of the provisions of subsection (5) may appeal to the Council against the decision applied to him, and the Council may, after considering any reasons which may be submitted for such decision, confirm that decision or give such other decision as in its opinion ought to have been given in such case. Appeal in terms of this subsection shall be made to the Regional Council of the area concerned.

12. Leave Pay

(1) Except in the case of employees employed on incentive bonus work, leave payments provided for in this section shall, subject to *(a)*, *(b)*, *(c)* and *(d)* hereof, be computed at the hourly rate as defined in this Agreement which the employee is receiving or entitled to receive on the date of qualification for his paid leave.

(a) The leave pay of an employee who takes leave on the date on which he becomes entitled thereto, or who takes leave within four months from the date on which he becomes entitled thereto, as provided for in section 12 (3) *(g)* of Part I of this Agreement, shall be calculated at the rate applicable as at the date on which he became entitled to such leave: Provided that if the employee's leave is deferred at the request of the employer and is taken within four months from the date of qualification, the employee shall be paid his leave pay calculated at the rate applicable on the date on which he proceeds on leave: Provided further that if any statutory increase occurs during the period between the qualification date and the date of return from leave, his leave pay shall, not later than seven days after he has

(14) By die inwerkingtreding van hierdie Ooreenkoms moet daar weer eens oor aansporingsbonuslone onderhandel word: Met dien verstande dat die stelsel wat van toepassing is nie minder gunstig mag wees nie as dié waarvoor daar in subklousule (9) voorsiening gemaak word.

(15) Vakleerlinge mag nie volgens aansporingsbonusskemas in diens geneem word nie tensy die toestemming van die Raad vooraf verkry is en die vakleerling sy eerste twee leerjare voltooi of die volle N.T.S. II-sertifikaat verwerf het.

11. Betaling vir Sekere Openbare Vakansiedae

(1) As 'n werknemer nie op Goeie Vrydag, Paasmaandag, Hemelvaartdag, Republiekdag, Geloftedag, Kersdag, Gesinsdag of Nuwejaarsdag werk nie, moet hy teen sy gewone uurloon vir die gewone werkure vir daardie dag van die week besoldig word: Met dien verstande dat, wanneer Republiekdag, Geloftedag, Kersdag, Gesinsdag of Nuwejaarsdag op 'n Saterdag val, 'n werknemer wat nie op sodanige dag werk nie, teen sy gewone uurloon betaal moet word vir die getal ure waarvoor hy betaal sou geword het as die vakansiedag binne die tydperk Maandag tot en met Vrydag geval het. Vir die toepassing van hierdie subklousule is die gewone uurloon van werknemers wat aansporingsbonuswerk verrig die uurloon wat vir die betrokke klas werk in hierdie Ooreenkoms ingelys is.

(2) Subklousule (1) is nie van toepassing op 'n werknemer wat met verlof met besoldiging afwesig is, soos in hierdie Deel van die Ooreenkoms bepaal, en ook nie op werknemers wat die werk van 'n wag verrig nie.

(3) Indien 'n werknemer op Goeie Vrydag, Paasmaandag, Hemelvaartdag, Republiekdag, Geloftedag, Kersdag, Gesinsdag of Nuwejaarsdag werk, moet hy besoldig word vir die getal ure waarvoor besoldiging ingevolge subklousule (1) betaal moet word aan 'n werknemer wat nie op sodanige dag werk nie. Daarbenewens moet hy een en een derde maal die uurloon betaal word vir tyd gewerk tot die genoemde getal ure en daarna moet hy twee en 'n half maal die uurloon betaal word tot die gewone aanvangstyd die volgende dag.

(4) Subklousule (3) is nie in bedryfsinrigtings waarin 'n tweeskof- en drieskofstelsel gewerk word, van toepassing nie ten opsigte van die ure wat op 'n openbare vakansiedag met besoldiging gewerk word en wat deel uitmaak van 'n gewone skof: Met dien verstande dat die gewone skof onmiddellik vóór of ná dié waarop sodanige ure gewerk is, geag moet word die openbare vakansiedag met besoldiging te wees waarop hierdie klousule van toepassing is.

(5) Ondanks subklousule (1) moet 'n werknemer van wie sy werkgewer vereis dat hy die skof onmiddellik voor en/of onmiddellik na enigeen van die openbare vakansiedae in hierdie klousule gemeld, moet werk en wat van die werk op sodanige skof of skofte wegbly, nie vir sodanige vakansiedag betaal word nie tensy hy afwesig is met die toestemming van sy werkgewer of weens siekte of omstandighede buite sy beheer of tensy die ure van die betrokke skof of skofte ingewerk is, en in so 'n geval moet so 'n werknemer vir die dag betaal word soos in hierdie klousule bepaal.

(6) 'n Werknemer wat gegrief voel omdat subklousule (5) op hom toegepas is, kan by die Raad appèl aanteken teen die beslissing wat op hom hom van toepassing gemaak is, en die Raad kan na oorweging van die redes wat vir sodanige beslissing aangevoer word, daardie beslissing bekragtig of sodanige ander beslissing gee as wat na sy mening in sodanige geval gegee moes gewees het. Appèlle ooreenkomstig hierdie subklousule moet aan die Streekraad van die betrokke gebied gerig word.

12. Verlofbesoldiging

(1) Behalwe in die geval van werknemers wat aansporingsbonuswerk verrig, moet die verlofbesoldiging waarvoor daar in hierdie klousule voorsiening gemaak word, behoudens paragrawe *(a)*, *(b)*, *(c)* en *(d)* hiervan, bereken word teen die uurloon wat in hierdie Ooreenkoms omskryf word en wat die werknemer ontvang of geregtig is om te ontvang op die datum waarop hy vir sy verlof met besoldiging kwalifiseer.

(a) Die verlofbesoldiging van 'n werknemer wat verlof neem op die datum waarop hy daarop geregtig word of wat verlof neem binne vier maande vanaf die datum waarop hy daarop geregtig word soos in klousule 12 (3) *(g)* van Deel I van hierdie Ooreenkoms bepaal, moet bereken word teen die loon wat van toepassing was op die datum toe hy op sodanige verlof geregtig geword het: Met dien verstande dat as die werknemer se verlof op versoek van die werkgewer uitgestel word en binne vier maande vanaf die kwalifikasiedatum geneem word, die werknemer sy verlofbesoldiging betaal moet word bereken teen die loon wat van toepassing is op die datum waarop hy met verlof gaan: Voorts met dien verstande dat indien 'n statutêre verhoging plaasvind tussen die kwalifikasiedatum en die datum waarop hy van sy verlof terugkeer, sy verlofbesoldiging binne sewe dae nadat hy van sy verlof teruggekeer het aangepas moet word met terugwer-

returned from leave, be adjusted retrospective from the date of coming into force of such increase.

(b) The leave pay of an employee in respect of whom the Council has granted an exemption at his own request to take his leave after the four-month period provided for in section 12 (3) *(g)* of Part I of this Agreement, shall, subject to the conditions contained in the certificate of exemption, be calculated at the rate applicable on the date on which the employee became entitled to leave: Provided always that for purposes of this calculation, the rate applicable shall, subject to subparagraphs (i) and (ii) hereof, include such statutory increase which came into effect subsequent to the date on which the employee qualified for leave.

(i) In the case of an employee entitled to three consecutive weeks' paid leave in terms of section 12 (3) of Part I of this Agreement, the leave pay shall be adjusted from the date of coming into force of any statutory increase which became effective within a period of three weeks from the date on which the employee qualified for the leave:

(ii) In the case of an employee entitled to four consecutive weeks' paid leave in terms of section 13 of Part I of this Agreement, the leave pay shall be adjusted from the date of coming into force of any statutory increase which became effective within a period of four weeks from the date on which the employee qualified for leave.

(c) The leave pay of an employee whose leave, at the request of the employer, and only after an exemption has been applied for and been granted by the Council, is postponed beyond the four-month period provided for in section 12 (3) *(g)* of Part I of this Agreement, shall, subject to the conditions contained in the certificate of exemption, be calculated at the rate applicable on the date on which the employee actually proceeds on leave. If any statutory increase occurs whilst the employee is on leave, the employer shall, not later than seven days after the employee has returned from leave, adjust the leave pay retrospective from the date on which such increase became effective by the amount of such increase.

(d) Notwithstanding any provisions to the contrary, where an employee is called upon to undergo the initial period of national service in terms of the Defence Act, 1957, the employer shall, prior to the commencement of the said period, pay to such employee all leave pay due in terms of sections 12 and 13 and all leave bonus due in terms of section 14 of Part I of this Agreement.

Payment of the leave pay and leave bonus under these circumstances shall in no way be construed as termination of employment or as absolving the employer from his obligations in terms of the Defence Act, 1957, or any other statutory enactment whilst such employee is undergoing military service.

(2) Leave payments of employees employed on incentive bonus work shall be computed on the average weekly earnings exclusive of overtime over the last three months actually worked on incentive bonus work prior to the leave becoming due or, whichever is the lesser period, over the number of weeks actually worked during the period of employment on incentive bonus work.

(3) Every employee shall be entitled under this Agreement to three consecutive weeks' paid leave subject to the following conditions:

(a) The qualification for the paid leave (whether worked for one or more employer) shall be 288 shifts, exclusive of overtime actually worked on a six-day week basis, or 239 shifts exclusive of overtime, actually worked on a five-day week basis: Provided that—

(i) except as is otherwise provided for in proviso (ii), employment with the same employer for less than 30 shifts on a six-day week basis or 25 shifts on a five-day week basis, as the case may be, shall not count for the paid leave: Provided that an employee whose employment is terminated after working 18 shifts on a six-day week basis or 15 shifts on a five-day week basis, as the case may be, shall be credited for purposes of paid leave, with the number of shifts he has actually worked for that employer: Provided further that where an employee's service is broken in terms of this proviso and he resumes work for the same employer he shall, if he does not work for another employer in the kende krag vanaf die datum van inwerkingtreding van sodanige verhoging.

(b) Die verlofbesoldiging van 'n werknemer ten opsigte van wie die Raad op sy eie versoek vrystelling verleen het om sy verlof te neem ná die tydperk van vier maande waarvoor in klousule 12 (3) *(g)* van Deel I van die Ooreenkoms voorsiening gemaak word, moet, behoudens die voorwaardes in die vrystellingsertifikaat vervat, bereken word teen die loon wat van toepassing was op die datum waarop die werknemer op verlof geregtig geword het: Met dien verstande altyd dat vir die doeleindes van hierdie berekening die toepaslike loon, behoudens subparagrawe (i) en (ii) hiervan, dié statutêre verhoging moet omvat wat van toepassing geword het ná die datum waarop die werknemer vir verlof gekwalifiseer het.

(i) In die geval van 'n werknemer wat ingevolge klousule 12 (3) van Deel I van hierdie Ooreenkoms geregtig is op drie agtereenvolgende weke verlof met besoldiging moet die verlofbesoldiging aangepas word vanaf die datum van inwerkingtreding van enige statutêre verhoging wat van krag geword het binne 'n tydperk van drie weke vanaf die datum waarop die werknemer vir verlof gekwalifiseer het.

(ii) In die geval van 'n werknemer wat ingevolge klousule 13 van Deel I van hierdie Ooreenkoms geregtig is op vier agtereenvolgende weke verlof met besoldiging moet die verlofbesoldiging aangepas word vanaf die datum van inwerkingtreding van enige statutêre verhoging wat van krag geword het binne 'n tydperk van vier weke vanaf die datum waarop die werknemer vir verlof gekwalifiseer het.

(c) Die verlofbesoldiging van 'n werknemer wie se verlof op versoek van die werkgewer, en slegs nadat daar om vrystelling aansoek gedoen is en die Raad dit toegestaan het, uitgestel word tot ná die tydperk van vier maande waarvoor in klousule 12 (3) *(g)* van Deel I van hierdie Ooreenkoms voorsiening gemaak word, moet, behoudens die voorwaardes in die vrystellingsertifikaat vervat, bereken word teen die loon wat van toepassing is op die datum waarop die werknemer werklik met verlof gaan. Indien daar enige statutêre verhoging plaasvind terwyl die werknemer met verlof is, moet die werkgewer die verlofbesoldiging binne sewe dae nadat die werknemer van sy verlof teruggekeer het, aanpas met die bedrag van sodanige verhoging met terugwerkende krag vanaf die datum waarop dié verhoging van krag geword het.

(d) Ondanks andersluidende bepalings, moet die werkgewer aan 'n werknemer wat ingevolge die Verdedigingswet, 1957, die aanvangstydperk van nasionale diens moet ondergaan, voor die aanvang van genoemde tydperk alle verlofbesoldiging betaal wat ingevolge klousule 12 en 13 verskuldig is asook alle verlofbonusse wat ingevolge klousule 14 van Deel I van hierdie Ooreenkoms verskuldig is.

Betaling van die verlofbesoldiging en die verlofbonus in hierdie omstandighede moet geensins vertolk word as diensbeëindiging of as vrystelling vir die werkgewer van sy verpligtinge ingevolge die Verdedigingswet, 1957, of van 'n ander statutêre bepaling solank sodanige werknemer militêre diens ondergaan nie.

(2) Die verlofbesoldiging van werknemers wat aansporingsbonuswerk verrig, moet bereken word op die gemiddelde weeklikse verdienste, uitgesonderd oortydverdienste, oor die laaste drie maande wat hulle werklik aansporingsbonuswerk verrig het voordat die verlof verskuldig geword het of oor die getal weke wat hulle werklik gedurende hul dienstyd aansporingsbonuswerk verrig het, naamlik die kortste tydperk.

(3) Elke werknemer is kragtens hierdie Ooreenkoms en behoudens onderstaande voorwaardes op drie agtereenvolgende weke verlof met besoldiging geregtig:

(a) Die kwalifikasie vir verlof met besoldiging (afgesien daarvan of hy vir een of meer as een werkgewer gewerk het) is 288 skofte, uitgesonderd oortydwerk, wat hy werklik op grondslag van ses dae per week gewerk het of 239 skofte, uitgesonderd oortydwerk, wat hy werklik of grondslag van vyf dae per week gewerk het: Met dien verstande dat—

(i) behoudens andersluidende bepalings vervat in voorbehoudsbepaling (ii), dienstyd by dieselfde werkgewer vir minder as 30 skofte op 'n grondslag van ses dae per week of 25 skofte op 'n grondslag van vyf dae per week, na gelang van die geval, nie vir verlof met besoldiging tel nie: Met dien verstande dat 'n werknemer wie se diens beëindig word nadat hy 18 skofte op 'n grondslag van ses dae per week of 15 skofte op 'n grondslag van vyf dae per week, na gelang van die geval, gewerk het, vir die doel van verlof met besoldiging gekrediteer moet word met die getal skofte wat hy werklik vir daardie werkgewer gewerk het: Voorts met dien verstande dat, waar 'n werknemer se diens ooreenkomstig hierdie voorbehoudsbepaling onderbreek word en hy sy werk by dieselfde werkgewer hervat, hy vir die doel van verlof met besoldiging gekrediteer moet word met die totale

interim, be credited for purposes of paid leave with the total number of shifts worked for such employer;

(ii) when, in the case of employees employed in marine work and/or turnaround work, the employment is terminated by the employee, employment with the same employer for less than 30 shifts, on a six-day week basis or 25 shifts on a five-day week basis, as the case may be, shall not count for paid leave, but where the employment is terminated by the employer, all shifts worked and/or as allowed for in terms of proviso (iii) shall count for paid leave;

(iii) periods of absence on account of sickness aggregating not more than 52 shifts on a six-day week basis or 43 shifts on a five-day week basis, as the case may be, in any one qualifying period for paid leave, shall count for the paid leave: Provided that an employer shall be entitled to call upon the employee for a medical certificate in proof of cause of absence. Periods of absence on account of an accident arising out of and in the course of the employee's employment shall count for leave purposes if such accident has been admitted as falling within the provisions of the Workmen's Compensation Act, 1941, and the periods of absence counting for purposes of paid leave shall be the periods of disablement admitted by the said Act;

(iv) periods of absence on the additional week's paid leave or accumulation thereof provided for in section 13 of this Part of the Agreement shall count for purposes of paid leave to the extent of the number of shifts which would normally have been worked during those periods by the employee concerned.

(b) The leave shall include four week-ends and be for one unbroken period.

(c) Should either Good Friday, Easter Monday, Ascension Day, Republic Day, the Day of the Covenant, Christmas Day, Boxing Day or New Year's Day fall within the period of the leave, the leave period shall be extended by one day with full pay for each such day.

(d) Should an employee who is required by his employer to work away from his usual place of domicile be about to take his paid leave, the leave shall, provided the employee returns to his place of domicile, commence and terminate at the place of domicile of that employee.

(e) Application for the leave shall be made by an employee within one month of the date on which he becomes entitled thereto.

(f) The leave shall be granted by the employer so as to commence within a period of four months of due date.

(g) An employee shall be entitled to and shall take his leave within a period of four months from due date, unless exemption be granted by the Council.

(h) No employee shall engage in any employment for gain during the period of his leave.

(4) *(a)* When an employee is about to take his paid leave, the moneys payable to him for the purpose thereof shall be paid to him in cash by his employer on his ceasing work to go on leave.

(b) The employer shall, at the time of making the payment referred to in *(a)* and in sections 13 and 14 of this Part of the Agreement, forward to the Council a leave pay and bonus receipt drawn up in a form acceptable to the Council and containing the employee's signature as a receipt for the payment.

(5) When the employment of an employee terminates before he becomes entitled to paid leave in terms of subsection (3), he shall, according to whether the establishment works a six-day week or a five-day week, be paid leave pay pro rata to the number of shifts worked or, at his request, be furnished with a voucher drawn up in a form acceptable to the Council setting out the number of shifts which count for leave purposes. In such case, the employee shall receive the voucher at the same time as he leaves the employer's service and the employer shall immediately forward to the Secretary of the Regional Council for the area in which the employee was engaged the money equivalent of the leave to which the employee is so entitled, computed as provided for in subsection (1) or subsection (2), whichever is applicable, less any deduction compelled by law for income tax.

(6) When an employee dies or is, in the course of his work, incapacitated from continuing at his trade, the amount which is due in respect of leave pay shall be payable to his estate or himself, as the case may be.

getal skofte wat hy vir sodanige werkgewer gewerk het, mits hy nie intussen vir 'n ander werkgewer gewerk het nie;

(ii) wanneer 'n werknemer wat skeepswerk en/of omkeerwerk verrig, sy diens by dieselfde werkgewer beëindig voordat hy 30 skofte op 'n grondslag van ses dae per week of 25 skofte op 'n grondslag van vyf dae per week, na gelang van die geval, gewerk het, sodanige diens nie vir verlof met besoldiging tel nie, maar waar die werkgewer sodanige diens beëindig, moet alle skofte wat ooreenkomstig voorbehoudsbepaling (iii) gewerk en/of toegelaat is, vir verlof met besoldiging tel;

(iii) die tydperke van afwesigheid weens siekte, wat hoogstens 52 skofte op 'n grondslag van ses dae per week of 43 skofte op 'n grondslag van vyf dae per week, na gelang van die geval, in een bepaalde kwalifiseertydperk vir verlof met besoldiging beloop, vir die doel van verlof met besoldiging moet tel: Met dien verstande dat 'n werkgewer daarop geregtig is om van die werknemer te vereis om 'n mediese sertifikaat as bewys van die oorsaak van sy afwesigheid in te dien. Tydperke van afwesigheid weens 'n ongeluk wat ontstaan het uit en in die loop van die werknemer se diens, moet vir verlofdoeleindes tel as daar toegegee is dat sodanige ongeluk binne die bepalings van die Ongevallewet, 1941, val, en die tydperke van afwesigheid wat vir doeleindes van verlof met besoldiging tel, is die tydperke van ongeskiktheid wat ingevolge genoemde Wet erken word;

(iv) tydperke van afwesigheid ten opsigte van die addisionele week verlof met besoldiging of 'n ophoping daarvan, waarvoor daar in klousule 13 van hierdie Deel van die Ooreenkoms voorsiening gemaak word, vir die doel van verlof met besoldiging moet tel en wel in dié mate dat die getal skofte wat die werknemer gewoonlik gedurende daardie tydperke wel sou gewerk het, ingereken moet word.

(b) Die verloftydperk moet vier naweke insluit en oor een ononderbroke tydperk strek.

(c) Indien Goeie Vrydag, Paasmaandag, Hemelvaartsdag, Republiekdag, Geloftedag, Kersdag, Gesinsdag of Nuwejaarsdag binne die verloftydperk val, moet die verloftydperk ten opsigte van elke sodanige dag met een dag met volle besoldiging verleng word.

(d) Indien 'n werknemer van wie sy werkgewer vereis om op 'n ander plek as sy gewone woonplek te werk, op die punt staan om sy verlof met besoldiging te neem, begin en eindig sodanige verlof op die woonplek van daardie werknemer, mits hy na sy woonplek terugkeer.

(e) 'n Werknemer moet binne een maand vanaf die datum waarop hy op verlof geregtig geword het, aansoek daarom doen.

(f) Die werkgewer moet die verlof so toestaan dat dit begin binne 'n tydperk van vier maande na die datum waarop dit verskuldig geword het.

(g) 'n Werknemer is geregtig op sy verlof en moet dit neem binne 'n tydperk van vier maande vanaf die datum waarop dit verskuldig geword het, tensy die Raad vrystelling in hierdie verband verleen.

(h) Geen werknemer mag gedurende sy verloftydperk lonende werk verrig nie.

(4) *(a)* Wanneer 'n werknemer op die punt staan om sy verlof met besoldiging te neem, moet die geld wat daarvoor aan hom betaalbaar is, deur sy werkgewer in kontant aan hom betaal word wanneer hy ophou werk om met verlof te gaan.

(b) Die werkgewer moet, wanneer hy die bedrag betaal wat in *(a)* en in klousules 13 en 14 van hierdie Deel van die Ooreenkoms bedoel word, aan die Raad 'n verlofbesoldigings- en bonuskwitansie stuur wat opgestel is in 'n vorm wat vir die Raad aanneemlik is en wat die werknemer se handtekening as ontvangsbewys van die betaling bevat.

(5) Wanneer die diens van 'n werknemer eindig voordat hy kragtens subklousule (3) op verlof met besoldiging geregtig geword het, moet verlofbesoldiging eweredig aan die getal skofte gewerk, na gelang daarvan of die bedryfsinrigting 'n week van ses dae of 'n week van vyf dae werk, aan hom betaal word of moet 'n bewysstuk wat opgestel is in 'n vorm wat vir die Raad aanneemlik is en wat die getal skofte meld wat vir verlofdoeleindes tel, op sy versoek aan sodanige werknemer verskaf word. In sodanige geval moet die werknemer die bewysstuk ontvang sodra hy die werkgewer se diens verlaat en die werkgewer moet die geldekwivalent van die verlof waarop die werknemer aldus geregtig is en wat bereken is ooreenkomstig subklousule (1) of subklousule (2), naamlik die subklousule wat van toepassing is, min enige bedrag wat ingevolge die wet vir doeleindes van inkomstebelasting afgetrek moet word, onmiddellik stuur aan die Sekretaris van die Streekraad vir die gebied waarin die werknemer werksaam was.

(6) Wanneer 'n werknemer te sterwe kom of in die loop van sy werk ongeskik raak om met sy werk voort te gaan, is die bedrag wat ten opsigte van sy verlof met besoldiging verskuldig is, aan sy boedel of aan hom, na gelang van die geval, betaalbaar.

(7) *(a)* After not less than 49 weeks, have elapsed, reckoned from the date upon which the period of employment covered by the voucher commenced, any employee who has been furnished with a voucher in terms of subsection (5) and is no longer employed in the Industries shall be entitled, subject to paragraph *(b)*, on presenting the voucher to the Council in the region of origin, to payment thereon of any unpaid balance standing to his credit in the books of the Council.

(b) Any voucher issued to an employee in terms of subsection (5) shall be valid for a period of two years from the date of the last shift worked by such employee, and amounts standing to the credit of an employee in the books of the Council shall, on the expiration of such period, accrue to the Council. Amounts so accruing to the Council shall be credited to a Fund designated "The Trust Fund Advances Fund" from which the Council in its absolute discretion may—

(aa) advance to employees the money equivalent of the paid leave entitlement forwardable to the Council in terms of subsection (5) and/or the money equivalent of the leave bonus entitlement forwardable to the Council in terms of section 14 of this Part of the Agreement, as the case may be; or

(ab) pay to employees in whole or in part wages and/or earnings and/or the money equivalent of any paid leave and/or leave bonus entitlement in cases where such moneys or part thereof would otherwise be lost to employees by reason of the insolvency or liquidation of any employer: Provided that—

(i) any amounts accruing to the Council in terms of paragraph *(b)* which the Council may regard as being in excess of a sufficient reserve in the Trust Fund Advances Fund may be accrued to the Council funds, but shall not be accrued to the Trust Fund Advances Fund or to the Council funds until a further period of six months has elapsed after the expiration of the two-year period, and any valid claims presented during such six-month period shall be paid by the Council;

(ii) the Council shall consider any claim that may be made by any employee after the expiration of such six-month period, and may in its discretion make *ex gratia* payment from the Trust Fund Advances Fund (or from such amounts accrued to Council funds in the event of the depletion of the Trust Fund Advances Fund) to such employees as are referred to herein.

(8) Except as otherwise provided herein employment for the purposes of this section shall be deemed to commence from the date on which an employee enters the employer's service or, whichever is the later, the date on which he last became entitled to the paid leave, and includes any period during which an employee is absent undergoing military service in pursuance of the Defence Act, 1957: Provided that an employee shall not be entitled to claim as employment more than—

(i) eight months in respect of a first period of 24 months or longer;
(ii) six months in respect of a first period of 18 months, or
(iii) four months in respect of a first period of 12 months, and
(iv) 30 days in respect of any subsequent period of such service.

(9) The Council may make reciprocal arrangements with any other industry for the interchange of leave pay vouchers to the benefit of employees leaving the Industries.

13. Additional Leave Pay

(1) Subject to subsection (3), an employee qualifying after the date of coming into operation of this Agreement for his sixth or subsequent consecutive paid leave deriving from continuous employment with the same employer as provided for in terms of section 12 (3) of this Part of this Agreement shall, at that date and each year thereafter, whilst in the employ of the same employer, be entitled to an extra week's paid leave at the employer's convenience or to the equivalent value thereof: Provided that by mutual arrangement between the employer and the employee—

(i) the paid leave referred to in section 12 (3) of this Part of this Agreement may be extended by an extra week; or
(ii) the extra week's paid leave may be deferred from the year of qualification and accumulated by the employee until he qualifies for three such weeks' paid leave.

(7) *(a)* Na verloop van minstens 49 weke, gereken vanaf die datum waarop die dienstydperk begin het wat deur die bewysstuk gedek word, is 'n werknemer aan wie 'n bewysstuk ooreenkomstig subklousule (5) verstrek is en wat nie meer in die Nywerheid in diens is nie, behoudens paragraaf *(b)* daarop geregtig om by aanbieding van die bewysstuk aan die Raad in die streek van herkoms betaling te ontvang van enige onbetaalde saldo waarmee hy in die boeke van die Raad gekrediteer is.

(b) 'n Bewysstuk wat ingevolge subklousule (5) aan 'n werknemer uitgereik is, is geldig vir 'n tydperk van twee jaar met ingang van die datum waarop sodanige werknemer sy laaste skof gewerk het, en bedrae waarmee 'n werknemer in die boeke van die Raad gekrediteer is, val by die verstryking van sodanige tydperk aan die Raad toe. Bedrae wat aldus aan die Raad toeval, moet gestort word in 'n fonds, bekend as die ,,Trustfondsvoorskotfonds", waaruit die Raad uitsluitlik na sy goedvinde—

(aa) die geldekwivalent van die verlof met besoldiging waarop werknemers geregtig is en wat aan die Raad gestuur moet word ooreenkomstig subklousule (5) en/of die geldekwivalent van die verlofbonus waarop sodanige werknemers geregtig is en wat ingevolge klousule 14 van hierdie Deel van die Ooreenkoms aan die Raad gestuur moet word, na gelang van die geval, aan die betrokke werknemers kan voorskiet; of

(ab) die hele bedrag of 'n gedeelte van die bedrag van die lone en/of verdienste en/of die geldekwivalent van die verlof met besoldiging en/of die verlofbonus waarop werknemers geregtig is, aan sodanige werknemers kan betaal in gevalle waar die werknemers sodanige geld of 'n deel daarvan andersins sou verloor het vanweë die insolvensie of likwidasie van 'n werkgewer: Met dien verstande—

(i) dat bedrae wat ingevolge paragraaf *(b)* aan die Raad toeval en wat die Raad mag beskou as meer as 'n voldoende reserwe in die Trustfondsvoorskotfonds, aan die fondse van die Raad mag toeval, maar sodanige geld kom nie die Trustfondsvoorskotfonds of die fondse van die Raad toe nie totdat 'n verdere tydperk van ses maande verloop het na die verstryking van die tweejaartermyn, en alle geldige eise wat gedurende sodanige tydperk van ses maande ingedien word, moet deur die Raad betaal word;

(ii) dat die Raad 'n eis wat 'n werknemer na verstryking van sodanige tydperk van ses maande mag indien, moet oorweeg en dit na sy goedvinde by wyse van 'n *ex gratia*-betaling uit die Trustfondsvoorskotfonds (of uit ander geld wat aan die fondse van die Raad toegeval het ingeval die Trustfondsvoorskotfonds uitgeput is) kan betaal aan dié werknemers wat hierin bedoel word.

(8) Behoudens andersluidende bepalings hierin, word ,,diens" vir die toepassing van hierdie klousule geag te begin op die datum waarop 'n werknemer by die werkgewer in diens tree of die datum waarop hy laas op verlof met besoldiging geregtig geword het, naamlik die jongste datum, en sodanige diens sluit in enige tydperk waartydens 'n werknemer afwesig was vir militêre diens ingevolge die Verdedigingswet, 1957: Met dien verstande dat 'n werknemer nie daarop geregtig is om te eis as diens 'n tydperk van meer as—

(i) agt maande met betrekking tot 'n eerste tydperk van 24 maande of langer;
(ii) ses maande met betrekking tot 'n eerste tydperk van 18 maande of
(iii) vier maande met betrekking tot 'n eerste tydperk van 12 maande; en
(iv) 30 dae met betrekking tot enige daaropvolgende tydperk.

(9) Die Raad kan wederkerige reëlings met 'n ander nywerheid tree vir die uitruil van verlofbesoldigingsbewyse tot voordeel van werknemers wat die Nywerheid verlaat.

13. Addisionele Verlofbesoldiging

(1) Behoudens subklousule (3), is 'n werknemer wat na die inwerkingtreding van hierdie Ooreenkoms vir sy sesde of daaropvolgende agtereenvolgende verlof met betaling kwalifiseer vanweë sy voortdurende diens by dieselfde werkgewer soos in klousule 12 (3) van hierdie Deel van hierdie Ooreenkoms bepaal, op daardie datum en elke jaar daarna terwyl hy in diens van dieselfde werkgewer bly, geregtig op 'n ekstra week verlof met besoldiging, wat toegestaan moet word soos dit die werkgewer pas, of op die waarde-ekwivalent daarvan: Met dien verstande dat by wyse van onderlinge reëling tussen die werkgewer en die werknemer—

(i) die verlof met besoldiging wat in klousule 12 (3) van hierdie Deel van hierdie Ooreenkoms bedoel word, met 'n ekstra week verleng kan word; of

(ii) die ekstra week verlof met besoldiging met ingang van die jaar waarin hy daarvoor kwalifiseer, uitgestel kan word en deur die werknemer opgehoop kan word totdat hy vir drie sodanige weke verlof met besoldiging kwalifiseer.

(2) Whenever the employer and the employee come to the arrangement provided for in subsection (1) (ii) and the employee has qualified for three such extra weeks' paid leave (hereinafter referred to as "the accumulated paid leave"), the employer shall grant and the employee shall take the accumulated paid leave when he is given and takes the paid leave provided for in section 12 (3) of this Part of this Agreement, unless, as may be, the employer and the employee agree to the accumulated paid leave being taken at a different time: Provided that the employer shall in any case enable the employee to take the accumulated paid leave in the period before he next qualifies for paid leave, and if the employee fails to take the accumulated paid leave within such period, his title thereto shall cease.

(3) Where an employee qualifying for his sixth paid leave in terms of subsection (1) was in the employ of the employer concerned for part only of the qualifying period for the first paid leave, he shall be entitled to a proportion of the extra week's paid leave or the equivalent value thereof pro rata to the leave qualification completed with that employer in respect of the first paid leave. On qualification for any subsequent consecutive paid leave the provisions of subsections (1) and (2) shall *mutatis mutandis* apply.

(4) Upon the termination of the employment of an employee who has become entitled to but has not yet received the equivalent value of the additional paid leave provided for in this section, he shall be paid for such extra paid leave as he has qualified for and not received.

14. Leave Bonus

For the purposes of this section—

(a) leave bonus shall be calculated at the scheduled rate applicable on the date on which the employee actually proceeds on leave: Provided that in the case of an employee who terminates his service or whose employment is terminated by the employer, leave bonus shall be calculated at the scheduled rate applicable on the date of termination of such employment;

(b) "leave qualification" shall be the qualification for the the paid leave prescribed in section 12 of this Part of the Agreement, and the expression "leave cycles" shall have a similar meaning.

(1) Whenever an employee to whom this subsection applies qualifies for and takes his paid leave after the date of coming into operation of this Agreement, he shall at the same time be paid a leave bonus calculated according to the number of consecutive leave cycles completed with the same employer at date of qualification for his paid leave or pro rata from date of engagement in the case of an employee qualifying for his first paid leave in the service of an employer.

	First leave cycle	Second leave cycle	Third leave cycle	Fourth or more leave cycles
	R	R	R	R
Where the employee's scheduled rate does not exceed 92c per hour and employees employed on watchman's work.....	45,00	53,00	60,00	67,00
Where the employee's scheduled rate exceeds 92c per hour but does not exceed 134,5c per hour ...	63,00	74,00	86,00	98,00
Where the employee's scheduled rate exceeds 134,5c per hour but does not exceed 159,5c per hour ...	136,00	154,00	173,00	193,00
Where the employee's scheduled rate exceeds 159,5c per hour but does not exceed 172c per hour.....	154,00	176,00	196,00	217,00
Where the employee's scheduled rate exceeds 172c per hour but does not exceed 206,5c per hour ...	220,00	250,00	279,00	310,00
Where the employee's scheduled rate exceeds 206,5c per hour	243,00	276,00	310,00	345,00

(2) Wanneer die werkgewer en die werknemer die reëling aangegaan het geraak soos in subklousule (1) (ii) bepaal en die werknemer vir drie sodanige ekstra weke verlof met besoldiging (hierna ,,die opgehoopte verlof met besolidiging" genoem) gekwalifiseer het, moet die werkgewer die opgehoopte verlof met besoldiging toegestaan en moet die werknemer dit neem wanneer die verlof met besoldiging wat in klousule 12 (3) van hierdie Deel van hierdie Ooreenkoms bedoel word, toegestaan word en hy dit neem; tensy, soos wel mag gebeur, die werkgewer en die werknemer ooreenkom dat die opgehoopte verlof met besoldiging op 'n ander tyd geneem word: Met dien verstande dat die werkgewer die werknemer in elk geval in staat moet stel om die opgehoopte verlof met besoldiging te neem in die tydperk voor die tydperk waarin hy weer vir verlof met besoldiging kwalifiseer, en as die werknemer versuim om die opgehoopte verlof met besoldiging binne sodanige tydperk te neem, verval sy reg daarop.

(3) Wanneer 'n werknemer wat vir sy sesde verlof met besoldiging kwalifiseer ooreenkomstig subklousule (1), selgs slegs 'n gedeelte van die kwalifiseertydperk vir die eerste verlof met besoldiging in die diens van die betrokke werkgewer was, is hy geregtig op dié gedeelte van die ekstra week verlof met besoldiging of dié waarde-ekwivalent daarvan wat gelykstaande is met die verlofkwalifikasie wat hy ten opsigte van die eerste verlof met besoldiging by daardie werkgewer verwerf het. Wanneer die werknemer vir 'n daaropvolgende agtereenvolgende verloftydperk met besoldiging kwalifiseer, is subklousules (1) en (2) *mutatis mutandis* van toepassing.

(4) By die beëindiging van die diens van 'n werknemer wat op die waarde-ekwivalent van die addisionele verlof met besoldiging waarvoor daar in hierdie klousule voorsiening gemaak word, geregtig geword het maar dit nog nie ontvang het nie, moet hy betaal word vir sodanige ekstra verlof met besoldiging waarvoor hy gekwalifiseer het maar wat hy nie ontvang het nie.

14. Verlofbonus

Vir die toepassing van hierdie klousule—

(a) moet die verlofbonus bereken word teen die vasgestelde loon wat van toepassing is op die datum waarop die werknemer werklik met verlof gaan: Met dien verstande dat in die geval van 'n werknemer wat sy diens beëindig of wie se diens deur sy werkgewer beëindig word die verlofbonus bereken moet word teen die vasgestelde loon wat op die datum van sodanige diensbeëindiging van toepassing is;

(b) beteken ,,verlofkwalifikasie" die kwalifikasie vir die verlof met besoldiging wat in klousule 12 van hierdie Deel van die Ooreenkoms voorgeskryf word en het die uitdrukking ,,verlofsiklus" 'n ooreenstemmende betekenis.

(1) Wanneer 'n werknemer op wie hierdie subklousule van toepassing is na die inwerkingtreding van hierdie Ooreenkoms vir sy verlof met besoldiging kwalifiseer en dit neem, moet hy terselfdertyd 'n verlofbonus betaal word wat bereken is volgens die getal agtereenvolgende verlofsiklusse wat hy by dieselfde werkgewer voltooi het op die datum waarop hy vir sy verlof met besoldiging gekwalifiseer het, of moet hy die pro rata-gedeelte daarvan betaal word wat bereken is vanaf die datum waarop hy, in die geval waar hy vir sy eerste verlof met besoldiging kwalifiseer, in die diens van die werkgewer getree het.

	Eerste verlofsiklus	Tweede verlofsiklus	Derde verlofsiklus	Vierde of latere verlofsiklus
	R	R	R	R
Waar die werknemer se gelyste loon hoogstens 92c per uur is en werknemers in diens as wagte	45,00	53,00	60,00	67,00
Waar die werknemer se gelyste loon meer as 92c per uur maar hoogstens 134,5c per uur is.....	63,00	74,00	86,00	98,00
Waar die werknemer se gelyste loon meer as 134,5c per uur maar hoogstens 159,5c per uur is.....	136,00	154,00	173,00	193,00
Waar die werknemer se gelyste loon meer as 159,5c per uur maar hoogstens 172c per uur is	154,00	176,00	196,00	217,00
Waar die werknemer se gelyste loon meer as 172c per uur maar hoogstens 206,5c per uur is.....	220,00	250,00	279,00	310,00
Waar die werknemer se gelyste loon meer as 206,5c per uur is.....	243,00	276,00	310,00	345,00

(2) The provisions of subsection (1) shall not apply to apprentices and/or employees employed on vehicle driving (external transport—vehicles driven on public roads) who at the same time as they are paid their leave pay shall be paid a leave bonus as follows:

(a) Apprentices.—A leave bonus per annum calculated at date of qualification for the paid leave in first, second, third and fourth leave cycles whilst they are apprentices:

	R
First leave cycle	113,00
Second leave cycle	138,00
Third leave cycle	156,00
Fourth leave cycle	243,00

(b) Vehicle driving (external transport—vehicles driven on public roads).—Leave bonus per annum calculated pro rata to the leave qualifications completed after the date on which the employee last qualified for his paid leave, or the date of his engagement, whichever is the later.

Driver of vehicles authorised to carry a pay-load of up to and including:

	R
907 kg	82,00
Over 907 kg and up to 2 722 kg	100,00
Over 2 722 kg and up to 4 536 kg	113,00
Over 4 536 kg	179,00

Note.—Shifts or periods of absence which count for leave purposes in terms of section 12 (2) *(a)* (iii) of this Part of the Agreement must be included in the calculation of the bonus due.

(3) Whenever the employment of an employee terminates before he becomes entitled to paid leave, the employee shall be paid a leave bonus, specified for his class, proportionate to the number of shifts credited to him for leave purposes or, at his request, be credited with a share of the leave bonus calculated in the same manner. In such case, the employer shall enter the amount of the leave bonus on the voucher to be furnished to the employee, setting out the number of shifts which count for leave purposes, and immediately forward the money equivalent of the bonus to the Secretary of the Regional Council for the area in which the employee was engaged, together with the money equivalent of the paid leave entitlement.

(4) Whenever the bonus is remitted to the Council in terms of subsection (3), the provisions of section 12 (6) and (7) of this Part of the Agreement relating to the money equivalent of the paid leave entitlement shall *mutatis mutandis* apply.

(5) No bonus shall be credited for periods of employment which in terms of section 12 (3) *(a)* (i) and (ii) of this Part of the Agreement do not count towards the paid leave.

15. Annual Shut-Down

(1) Except as provided for in subsections (2) and (3), every employer who wishes to observe an annual shut-down of the establishment or department thereof in terms of the provisions of this section shall apply to the Regional Council concerned at least nine months in advance of the intended shut-down of the establishment or department thereof, as the case may be, and shall have first obtained the consent of the Regional Council before implementing these provisions of the Agreement.

(2) Employers who were observing an annual shut-down arrangement for the purpose of the paid leave prior to the coming into operation of this Agreement shall be deemed to be observing an annual shut-down and are not required to advise the Regional Council concerned of the observance of that arrangement.

(3) Every employer entering the Industry after the commencing date of this Agreement shall, within one month of commencing operation, advise the Regional Council concerned whether the leave provisions of the Agreement or, alternatively, an annual shut-down will be observed.

(4) Where an annual shut-down is to be observed, the establishment (or department, as the case may be) shall be closed for such unbroken period as will enable employees who have qualified for paid leave in terms of section 12 (3) of this Part of the Agreement to take their full paid leave extended by any days that must be added in terms of section 12 (3) *(c)*, and the period of the closure shall, as near as practicable, fall between the same dates in each 12-month period: Provided that in the case of Boxing Day the employer may elect to pay the employee at his

(2) Subklousule (1) is nie van toepassing op vakleerlinge en/of op werknemers wat voertuie dryf (vervoer buite die bedryfsinrigting—voertuie wat op openbare paaie gedryf word) nie, en aan hulle moet daar gelyktydig met die betaling van hul verlofbesoldiging 'n verlofbonus soos volg betaal word:

(a) Vakleerlinge.—'n Jaarlikse verlofbonus bereken op die datum waarop daar vir die verlof met besoldiging in die eerste, tweede, derde en vierde verlof kringloop gekwalifiseer word terwyl hulle vakleerlinge is:

	R
Eerste verlof kringloop	113,00
Tweede verlof kringloop	138,00
Derde verlof kringloop	156,00
Vierde verlof kringloop	243,00

(b) Die dryf van voertuie (vervoer buite die bedryfsinrigting—voertuie wat op openbare paaie gedryf word).—Jaarlikse verlofbonus bereken pro rata volgens die verlofkwalifikasie vir werk ná die datum waarop die werknemer laas vir sy verlof met besoldiging gekwalifiseer het of die datum van sy indiensneming, naamlik die jongste datum.

Drywers van voertuie gemagtig om 'n loonvrag van hogstens die volgende te dra:

	R
907 kg	82,00
Meer as 907 kg en tot en met 2 722 kg	100,00
Meer as 2 722 kg en tot en met 4 536 kg	113,00
Meer as 4 536 kg	179,00

Opmerking.—Skofte of tydperke wat die werknemer afwesig is en wat kragtens klousule 12 (3) *(a)* (iii) van hierdie Deel van die Ooreenkoms vir verlofdoeleindes tel, moet ingesluit word by die berekening van die bonus wat verskuldig is.

(3) Wanneer die diens van 'n werknemer beëindig word voordat hy op verlof met besoldiging geregtig geword het, moet 'n verlofbonus wat vir sy klas gespesifiseer is en wat eweredig is aan die getal skofte waarmee hy vir verlofdoeleindes gekrediteer is, aan die werknemer betaal word, of moet hy, op sy versoek, gekrediteer word met 'n deel van die verlofbonus wat op dieselfde manier bereken is. In sodanige geval moet die werkgewer die bedrag van die verlofbonus invul op die bywysstuk wat aan die werknemer verstrek moet word en wat ook die getal skofte moet meld wat vir verlofdoeleindes tel, en die geldekwivalent van die bonus saam met die geldekwivalent van die verlof met besoldiging waarop die werknemer geregtig is onmiddellik stuur aan die Sekretaris van die Streekraad van die gebied waarin die werknemer werksaam was.

(4) Wanneer die bonus ingevolge subklousule (3) aan die Raad gestuur word, is klousule 12 (6) en (7) van hierdie Deel van die Ooreenkoms, wat betrekking het op die geldekwivalent van die verlof met besoldiging waarop die werknemer geregtig is, *mutatis mutandis* van toepassing.

(5) 'n Werknemer word nie met 'n bonus gekrediteer nie vir dienstydperke wat ingevolge klousule 12 (3) *(a)* (i) en (ii) van hierdie Deel van die Ooreenkoms nie vir verlof met besoldiging tel nie.

15. Jaarlikse Sluiting

(1) Behoudens subklousules (2) en (3), moet 'n werkgewer wat sy bedryfsinrigting of 'n afdeling daarvan jaarliks wil sluit soos in hierdie klousule bepaal, minstens nege maande voor die voorgenome sluiting by die betrokke Streekraad aansoek doen om magtiging om die bedryfsinrigting of 'n afdeling daarvan, na gelang van die geval, te sluit, en moet hy eers die toestemming van die Streekraad verkry voordat hy hierdie bepaling van die Ooreenkoms toepas.

(2) Werknemers wat hul bedryfsinrigtings jaarliks vir die doel van verlof met besoldiging gesluit het voor die inwerkingtreding van hierdie Ooreenkoms, word geag reeds die gebruik te handhaaf om hul bedryfsinrigtings jaarliks te sluit, en daar word nie van hulle vereis om die betrokke Streekraad van die nakoming van sodanige reëling in kennis te stel nie.

(3) Elke werkgewer wat ná die inwerkingtreding van hierdie Ooreenkoms tot die Nywerheid toetree, moet binne een maand nadat hy met sy werksaamhede begin het die betrokke Streekraad verwittig of die verlofbepalings van die Ooreenkoms of, as alternatief, die bepalings in verband met 'n jaarlikse sluiting nagekom sal word.

(4) Waar die bedryfsinrigting (of 'n afdeling daarvan, na gelang van die geval) jaarliks gesluit moet word, moet dit gesluit word vir dié ononderbroke tydperk wat die werknemers wat vir verlof met besoldiging kragtens klousule 12 (3) van hierdie Deel van die Ooreenkoms gekwalifiseer het, in staat sal stel om hul volle verlof met besoldiging, verleng deur die dae wat ingevolge klousule 12 (3) *(c)* bygevoeg moet word, te neem, en moet die tydperk van die sluiting so na as doenlik in elke tydperk van 12 maande tussen dieselfde datums val: Met dien verstande dat, in die geval van Gesinsdag, die werkgewer kan verkies om die werknemer teen sy gewone uurloon vir sodanige dag te betaal as Gesinsdag binne die tydperk Maandag tot en met Vrydag val, in plaas

ordinary hourly rate for such day if Boxing Day fell within the period Monday to Friday inclusive, in lieu of extending the period of the paid leave by an extra day for Boxing Day as provided for in this subsection.

(5) Any employee who, at the date of the closing of an establishment in terms of subsection (4), is not entitled to the full period of the paid leave prescribed in section 12 (3) of this Part of the Agreement shall be paid leave pay and the leave bonus referred to in section 14 of this Part of the Agreement proportionate to the qualification for the paid leave completed at the date of the closing of the establishment. The employment of any employee thus affected shall be deemed to commence from the date of re-opening of the establishment (or department, as the case may be) for the purpose of his qualification for his next paid leave.

(6) Nothing herein contained shall operate to preclude an employer from employing the services of employees required for essential work during the period of the shut-down: Provided that the names of the employees whose services are required for essential work (other than maintenance work as herein defined) and the reasons therefor shall be notified to the Council at least one month in advance of the employees' services being required: Provided further that any such employees whose services are retained during the period of the shut-down shall be given their paid leave in conformity with the remaining provisions of the Agreement.

"Maintenance Work" referred to herein means and shall be limited to urgent maintenance or repair work in connection with an employer's own plant and/or machinery.

(7) Where an employer observes an annual shut-down, he shall display in the establishment nine months before the date of the shut-down a notice setting out the date of the next annual shut-down.

(8) Every employer who elects to observe the annual shut-down shall be bound to carry on with that arrangement and shall not depart therefrom except by giving at least 12 months' notice to his employees of his intention to depart from the arrangement and obtaining the consent of the Council to the proposed change.

(9) Where an employer who observes an annual shut-down in terms of this section terminates the employment of an employee and the proportionate period of paid leave accrued to the employee at the date of termination would extend from that date into the annual shut-down and the employer re-engages the same employee within one month after the re-opening of the establishment, the employee shall be entitled to payment as provided for in section 11 (1) of this Part of the Agreement in respect of the public holidays referred to in that subsection which fell within that period of the paid leave accrued to the employee at date of termination that would have extended into the period of the annual shut-down, and the employer shall, upon his re-engaging the employee after the re-opening of the establishment, make such payment to the employee if it has not already been made.

16. Allowances

(A) *Travelling and subsistence allowance.*—(1) Where work is done away from the employer's establishment or the employee's usual working place, necessitating travelling, the employee sent to do such work shall be provided with air or second-class rail transport except over suburban lines, when the accommodation shall be first-class, or other suitable transport to and from the job. In the case of employees whose work is scheduled in this Agreement at Rates E to I, inclusive, third-class accommodation may be provided.

(2) Where an employee is required to travel in terms of subsection (1), he shall be paid at ordinary rates during ordinary hours of work and at half rates outside of ordinary hours of work: Provided that where by mutual arrangement the employee uses his own transport, he shall be paid not less than the equivalent second-class rail fare, and shall, in addition, be paid the travelling allowances in terms of this subsection in respect of that period only which would ordinarily have been taken had he travelled by rail.

(3) An employee shall be paid for meals and bed on the train.

(4) Where an employee who, by reason of his employment is away from his usual working place, is required by his employer to live away from his usual domicile, board and lodging shall be paid for or provided on the job. Where no hotel or other suitable accommodation is available within a reasonable distance of the working place and accommodation is supplied on site, the employee shall be paid a subsistence allowance for each day he is required by his employer to

daarvan dat die tydperk van die verlof met besoldiging met 'n ekstra dag ten opsigte van Gesinsdag verleng word soos in hierdie subklousule bepaal.

(5) 'n Werknemer wat op die sluitingsdatum van 'n bedryfsinrigting ooreenkomstig subklousule (4) nie op die volle tydperk van verlof met besoldiging soos in klousule 12 (3) van hierdie Deel van van die Ooreenkoms voorgeskryf, geregtig is nie, moet dié verlofbesoldiging en dié verlofbonus wat in klousule 14 van hierdie Deel van die Ooreenkoms bedoel word, betaal word wat eweredig is aan die verlof met besoldiging waarvoor hy op die sluitingsdatum van die bedryfsinrigting gekwalifiseer het. Die diens van 'n werknemer wat aldus geraak word vir die doel van sy kwalifisering vir sy daaropvolgende verlof met besoldiging moet geag word te begin op die datum waarop die bedryfsinrigting (of 'n afdeling daarvan, na gelang van die geval) weer geopen word.

(6) Niks hierin vervat, mag die uitwerking hê dat dit 'n werkgewer verbied om van die dienste van werknemers wat gedurende die sluitingstyd vir noodsaaklike werk nodig is, gebruik te maak nie: Met dien verstande dat die name van die werknemers wie se dienste vir noodsaaklike werk (uitgesonderd onderhoudswerk soos hierin omskryf) nodig is en die redes daarvoor aan die Raad bekend gemaak moet word minstens een maand voordat die werknemer se dienste vereis word: Voorts met dien verstande dat daar aan al sodanige werknemers wie se dienste gedurende die sluitingstyd behou word, hul verlof met besoldiging toegestaan moet word ooreenkomstig die oorblywende bepalings van die Ooreenkoms.

„Onderhoudswerk" soos hierin bedoel, beteken en word beperk tot dringende onderhouds- of herstelwerk in verband met 'n werkgewer se eie installasie en/of masjinerie.

(7) Waar 'n werkgewer sy bedryfsinrigting jaarliks sluit, moet hy nege maande voor die datum van die sluiting 'n kennisgewing in die bedryfsinrigting vertoon waarin die datum van die eersvolgende jaarlikse sluiting gemeld word.

(8) Elke werkgewer wat verkies om sy bedryfsinrigting jaarliks te sluit, is verplig om sodanige reëling voort te sit en mag nie daarvan afwyk nie behalwe deur minstens 12 maande vooraf kennis aan sy werknemers te gee dat hy voornemens is om van hierdie reëling af te wyk, en dan moet hy ook die Raad se toestemming vir die voorgestelde verandering verkry.

(9) Indien 'n werkgewer wat sy bedryfsinrigting ooreenkomstig hierdie klousule jaarliks sluit, 'n werknemer se diens beëindig en die eweredige tydperk van verlof met besoldiging wat aan die werknemer op die datum van diensbeëindiging toeval vanaf daardie datum tot in die jaarlikse sluitingstyd van die bedryfsinrigting strek en die werkgewer dieselfde werknemer binne 'n maand na die heropening van die bedryfsinrigting weer in diens neem, is die werknemer geregtig op besoldiging, soos in klousule 11 (1) van hierdie Deel van die Ooreenkoms voorgeskryf, ten opsigte van die openbare vakansiedae in daardie subklousule vermeld wat geval het binne daardie tydperk van verlof met besoldiging wat aan die werknemer op die datum van diensbeëindiging toeval wat tot in die jaarlikse sluitingstyd gestrek het, en die werkgewer moet, wanneer hy die werknemer na die heropening van die bedryfsinrigting weer in diens neem, sodanige betaling aan die werknemer doen indien dit nie reeds gedoen is nie.

16. Toelaes

(A) *Reis- en verblyftoelae.*—(1) Wanneer werk verrig word op 'n ander plek as die werkgewer se bedryfsinrigting of die werknemer se gewone werkplek en sodanige werk meebring dat die werknemer moet reis, moet die werknemer wat gestuur word om sodanige werk te verrig, voorsien word van 'n lugreiskaartjie of tweedeklastreinkaartjie, behalwe vir reise oor voorstedelike lyne, wanneer hy eersteklas moet reis; so nie, moet ander geskikte vervoer na en van die werk verskaf word. In die geval van werknemers wie se werk onder Loon E tot en met Loon I in hierdie Ooreenkoms ingedeel is, kan derdeklasreiskaartjies verskaf word.

(2) Waar daar ingevolge subklousule (1) van 'n werknemer vereis word om te reis, moet hy gedurende die gewone werkure teen sy gewone loon en buite die gewone werkure teen die helfte van sy gewone loon besoldig word: Met dien verstande dat waar die werknemer ooreenkomstig 'n onderlinge reëling sy eie vervoer gebruik, hy minstens die ekwivalent van 'n tweedeklasreiskaartjie en daarbenewens die reistoelaes ooreenkomstig hierdie subklousule betaal moet word ten opsigte van slegs daardie tydperk wat gewoonlik in beslag geneem sou word as hy per spoor gereis het.

(3) 'n Werknemer moet vir etes en 'n bed op die trein betaal word.

(4) Waar 'n werknemer vanweë sy diens nie op sy gewone werkplek werk nie en sy werkgewer van hom vereis om op 'n ander plek as sy gewone woonplek te woon, moet kos en inwoning by die werk aan hom verskaf word of moet hy daarvoor betaal word. Waar daar geen hotel of ander geskikte huisvesting binne 'n redelike afstand van die werkplek af beskikbaar is nie en huisvesting op die terrein verskaf word, moet 'n verblyftoelae aan die werknemer betaal word vir elke dag wat sy werkgewer van hom vereis om op 'n ander plek as sy

live away from his usual domicile. The subsistence allowance per day shall be:

For employees whose work is scheduled in this Agreement at Rates A, A1, AA, AB or B or the monetary equivalents thereof; R8,00.

For employees whose work is scheduled in this Agreement at Rates C, D, DD or DDD or the monetary equivalents thereof: R7,50.

For employees whose work is scheduled in this Agreement at Rates E to 1 or the monetary equivalents thereof: R3,00.

The accommodation supplied shall include a bed and mattress on site: where board is supplied by the employer on site he shall not be required to pay a subsistence allowance but the standard of the meals provided shall be commensurate with the allowance that would have been paid.

(5) For the purposes of Part A of this section. Saturday and Sunday shall be treated as ordinary working days.

(6) Whenever employment terminates while at the requirement of the employer an employee is working away from his usual place of domicile, he shall be entitled to be provided with the air or rail accommodation specified in subsection (1) to his place of domicile, or suitable transport thereto.

(7) Notwithstanding the aforementioned, the following special provision shall apply in cases where an employee is engaged on the particular site or working place of the job being undertaken:

(a) In the event of the employer no longer requiring the services of the employee on the job in question, but being prepared to employ the same employee on another job at a different place, the employer shall—
  (i) advise the employee in writing, that further employment is available at a different place;
  (ii) at the completion of one month of employment or the completion of the job, whichever is the sooner, refund to an employee presenting himself for employment in terms of subparagraph (i) the cost of rail accommodation for the journey undertaken on the basis set out in (A) (1) of this section.

(b) In the event of an employer failing to give notification in terms of subparagraph (i) but nevertheless re-employing the employee within a period of one month at a different place, the employee shall be entitled to the refund set out in paragraph *(a)* (ii).

(B) *Abnormally dirty work allowance* (for "abnormally dirty work" as defined).—(1) Where an employee (other than an employee expressly engaged as a cleaner) is required to work on abnormally dirty work, he shall be paid an allowance, in addition to any other remuneration to which he is entitled under this Agreement, of 30c per shift or part thereof.

(2) Where an employee has completed the hours of an ordinary shift on abnormally dirty work, he shall when he works overtime on abnormally dirty work for not less than four hours, be paid a further 30c.

(C) *Height allowance.*—Whenever an employee who does not customarily work aloft is required to work on ships and/or floating vessels, whether afloat or dry, at a height of over 6 m above top deck level in circumstances necessitating the use of a safety belt, he shall, in addition to any other remuneration to which he is entitled under this Agreement and for the period for which he is so occupied or for one hour, whichever is the greater, be paid an allowance of 8 per cent of his hourly rate.

17. Termination of Employment

(1) Not less than one clear working day's notice shall be given by the employer or employee to terminate a contract of service: Provided that this shall not affect—

(a) the right of an employer or employee to terminate a contract of service without notice for any good cause recognised by law as sufficient;

(b) any agreement between an employer and employee providing for a longer period of notice than one clear working day:

Provided further that an employer may pay to an employee wages for and in lieu of the prescribed or agreed period of notice.

(2) Whenever the contract of service is terminable by one clear working day's notice and the employee fails to give the notice or to work such notice period, the employer may deduct pay for the hours of an ordinary shift in the establishment concerned.

(3) For the purposes of this section, Saturday shall not be considered as a clear working day. Notice to terminate a contract of service at finishing time on Saturday shall be given prior to 12h00 on Friday.

gewone woonplek te woon. Die daaglikse verblyftoelae moet soos volg wees:

Vir werknemers wie se werk in hierdie Ooreenkoms onder Lone A, A1, AA, AB of B of die ekwivalente geldwaarde daarvan gelys is: R8,00.

Vir werknemers wie se werk in hierdie Ooreenkoms onder Lone C, D, DD or DDD of die ekwivalente geldwaarde daarvan gelys is: R7,50.

Vir werknemers wie se werk in hierdie Ooreenkoms onder Lone E tot I of die ekwivalente geldwaarde daarvan gelys is: R3,00.

Die huisvesting wat op die terrein verskaf word, moet 'n bed en 'n matras insluit. Waar die werkgewer kos op die terrein verskaf, word daar nie van hom vereis om 'n verblyftoelae te betaal nie, maar die standaard van die etes wat verskaf word, moet eweredig wees aan die toelae wat betaal sou gewees het.

(5) Vir die toepassing van Deel A van hierdie klousule, word Saterdag en Sondag as gewone werkdae beskou.

(6) Wanneer die diens van 'n werknemer eindig terwyl hy op las van die werkgewer op 'n ander plek as sy gewone woonplek werksaam is, is hy daarop geregtig om voorsien te word van dié lug- of treinkaartjie in subklousule (1) gespesifiseer na sy woonplek of van geskikte vervoer daarheen.

(7) Ondanks voornoemde bepalings, is onderstaande spesiale bepalings van toepassing in gevalle waar 'n werknemer werksaam is op die bepaalde terrein of werkplek van die werk wat dan onderneem word:

(a) Indien die werkgewer nie meer die dienste van die werknemer by die betrokke werk nodig het nie maar bereid is om dieselfde werknemer by 'n ander werk op 'n ander plek in diens te neem, moet die werkgewer—
  (i) die werknemer skriftelik in kennis stel dat verdere werk vir hom op 'n ander plek beskikbaar is;
  (ii) by voltooiing van een maand diens of by voltooiing van die werk, naamlik die gebeurtenis wat die eerste plaasvind, die koste van 'n spoorwegreis wat onderneem is op die grondslag soos in *(a)* (1) van hierdie klousule gemeld, terugbetaal aan 'n werknemer wat hom ingevolge subparagraaf (i) vir diens aanmeld.

(b) Ingeval 'n werkgewer versuim om 'n werknemer ingevolge subparagraaf (i) in kennis te stel maar sodanige werknemer nogtans binne 'n tydperk van een maand op 'n ander plek in diens neem, is sodanige werknemer geregtig op die terugbetaling in paragraaf *(a)* (ii) gemeld.

(B) *Toelae vir buitengewoon vuil werk* (vir ,,buitengewoon vuil werk" soos omskryf)—(1) Waar daar van 'n werknemer (uitgesonderd 'n werknemer wat uitdruklik as 'n skoonmaker in diens geneem is) vereis word om buitengewoon vuil werk te verrig, moet daar benewens enige ander besoldiging waarop hy kragtens hierdie Ooreenkoms geregtig is, aan hom 'n toelae van 30c per skof of 'n gedeelte daarvan betaal word.

(2) Waar 'n werknemer die ure van 'n gewone skof op buitengewoon vuil werk voltooi het, moet hy 'n verdere 30c betaal word wanneer hy minstens vier uur lank nog buitengewoon vuil werk op 'n oortydgrondslag verrig.

(C) *Hoogtetoelae.*—Wanneer daar van 'n werknemer wat gewoonlik nie hoog bokant die grond werk nie, vereis word om op skepe en/of drywende vaartuie, afgesien daarvan of hulle op die water dryf of op droë grond is, op 'n hoogte van meer as 6 m bokant die bodek te werk onder omstandighede wat die gebruik van 'n veiligheidsgordel noodsaaklik maak, moet daar benewens enige ander besoldiging waarop hy kragtens hierdie Ooreenkoms geregtig is, en vir die tydperk wat hy aldus werksaam is of vir een uur, naamlik die langste tydperk, 'n toelae van 8 persent van sy uurloon betaal word.

17. Diensbeëindiging

(1) 'n Werkgewer of 'n werknemer moet minstens een volle dag vooruit kennis gee van die beëindiging van 'n dienskontrak: Met dien verstande dat hierdie bepaling geen inbreuk maak nie op—

(a) die reg van 'n werkgewer of 'n werknemer om 'n dienskontrak weens 'n regsgeldige rede sonder kennisgewing te beëindig;

(b) 'n ooreenkoms tussen 'n werkgewer en 'n werknemer waarby voorsiening gemaak word vir 'n langer kennisgewingtermyn as een volle werkdag:

Voorts met dien verstande dat 'n werkgewer aan 'n werknemer loon vir en in plaas van die voorgeskrewe of ooreengekome kennisgewingtermyn kan betaal.

(2) Wanneer die dienskontrak beëindig kan word deur een volle werkdag vooraf kennis te gee en die werknemer versuim om aldus kennis te gee of om vir sodanige kennisgewingtermyn te werk, kan die werkgewer die besoldiging vir die ure van 'n gewone skof in die betrokke bedryfsinrigting aftrek.

(3) By die toepassing van hierdie klousule word Saterdag nie geag 'n volle werkdag te wees nie. Waar daar kennis gegee word dat 'n dienskontrak by uitskeityd op 'n Saterdag beëindig sal word, moet daar voor 12h00 op Vrydag aldus kennis gegee word.

18. Outwork and Hire of Labour

(1) Save as provided in subsection (2)—

(a) no employer shall require or allow an employee to undertake any class of work covered by this Agreement elsewhere than in his establishment, except where such work is in execution or completion of any order placed with that employer, and no employer shall require or allow any employee of any other employer to undertake on his behalf any class of work covered by this Agreement, except where such work is in execution or completion of an order placed by that employer with the other employer; and

(b) no employee shall solicit or take orders for or undertake any class of work covered by this Agreement for sale and/or for gain either on his own account or on behalf of any other person or firm whilst he is in the employ of any employer engaged in the Industries.

(2) No employer shall hire the services of any employee to or from any person unless such person is an employer engaged in the Iron, Steel, Engineering and Metallurgical Industries as defined in this Agreement and conducts an establishment registered as a factory or works in terms of the Factories, Machinery and Building Work Act, 1941, or the Mines and Works Act, 1956, as the case may be, engaged in an activity or activities falling within the Iron, Steel, Engineering and Metallurgical Industries as defined.

(3) Every employer undertaking to execute or complete any work in any region other than the region in which his establishment is registered with the Council shall notify the nature and place of work in writing to the Regional Council for the area in which the work is done within seven days of the commencement of such work and shall maintain at such place of work a register of the hours worked by all employees and their remuneration in respect thereof.

19. Employment of Juveniles and Issue of Certificates, Etc.

(1) No employer shall employ a juvenile under section *(a)* (ii) of Schedule G of Part II of this Agreement without obtaining the prior approval of the Council and a certificate from the Council in such form as it may prescribe.

(2) Any permission given in terms of subsection (1) may be withdrawn by the Council for any good and sufficient reason it deems fit, and on receipt of notification from the Council the employer shall forthwith dispense with the services of the juvenile to whom the notification refers or, as the case may be, retain the juvenile's service at the full rate prescribed for the class of work performed.

(3) When permission is withdrawn in terms of subsection (2), the employer shall forthwith return the certificate to the Council for cancellation.

(4) No employer shall, after one month from the date of coming into operation of this Agreement, employ any person on work classified at Rate A other than an employee who has completed his apprenticeship under a contract recognised by the Council in any one of the classes of work specified under Rate A unless such employee is in possession of a certificate recognised or issued by the Council enabling him to be employed as a journeyman: Provided that an employee shall be entitled to apply to the Council for a certificate enabling him to be employed as a journeyman, and he may, if granted such certificate, be employed thereafter on the work classified at Rate A appearing in his certificate.

20. Employment of Persons Under 15 Years of Age

No employer shall employ any person under the age of 15 years.

21 Insurance of Tools

Every employer shall take out an insurance policy with a registered insurance company insuring tools, which are the private property of his journeyman, apprentice and machinist employees, against damage or destruction on the employer's premises by fire. The maximum cover under this section for insurance of tools shall be R300 per employee stated above.

18. Buitewerk en die Huur van Arbeid

(1) Behoudens subklousule (2)—

(a) mag geen werkgewer van 'n werknemer vereis of hom toelaat om enige klas werk wat deur hierdie Ooreenkoms gedek word elders as in sy bedryfsinrigting te onderneem nie, behalwe in gevalle waar sodanige werk verrig word ter uitvoering of voltooiing van 'n bestelling wat by daardie werkgewer geplaas is, en mag geen werkgewer van 'n werknemer van enige ander werkgewer vereis of hom toelaat om namens hom enige klas werk wat deur hierdie Ooreenkoms gedek word, te onderneem nie, behalwe waar sodanige werk ter uitvoering of voltooiing is van 'n bestelling wat deur daardie werkgewer by die ander werkgewer geplaas is; en

(b) mag geen werknemer bestellings vra of neem vir enige klas werk wat deur hierdie Ooreenkoms gedek word of sodanige werk onderneem vir verkoop en/of vir wins òf vir homself òf namens enige ander persoon of firma terwyl hy in die diens is van enige werkgewer wat by die Nywerhede betrokke is nie.

(2) Geen werkgewer mag die dienste van enige werknemer van enige persoon huur of aan enige persoon verhuur nie tensy sodanige persoon 'n werkgewer is wat by die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid soos in hierdie Ooreenkoms omskryf, betrokke is en 'n bedryfsinrigting bestuur wat as 'n fabriek of werkplek geregistreer is ingevolge die Wet op Fabrieke, Masjinerie en Bouwerk, 1941, of die Wet op Myne en Bedrywe, 1956, na gelang van die geval, en wat betrokke is by 'n werksaamheid of werksaamhede wat val binne die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, soos omskryf.

(3) Elke werkgewer wat die uitvoering of voltooiing onderneem van werk in 'n ander streek as die streek waarin sy bedryfsinrigting by die Raad geregistreer is, moet die streekraad van die gebied waarin die werk gedoen word binne sewe dae na die aanvang van sodanige werk skriftelik verwittig van die aard daarvan en die plek waar dit verrig word en moet op sodanige werkplek 'n register hou van die ure deur alle werknemers gewerk en van hul besoldiging ten opsigte daarvan.

19. Indiensneming van Jeugdiges en Uitreiking van Sertifikate, ens.

(1) Geen werknemer mag 'n jeugdige ooreenkomstig seksie *(a)* (ii) van Bylae G van Deel II van hierdie Ooreenkoms in diens neem sonder dat die goedkeuring en 'n sertifikaat van die Raad, in dié vorm wat hy mag voorskryf, vooraf verkry is nie.

(2) Die Raad kan die toestemming wat hy kragtens subklousule (1) verleen het, intrek om 'n rede wat hy afdoende ag, en by ontvangs van 'n kennisgewing van die Raad moet die werkgewer onmiddellik afsien van die dienste van die jeugdige op wie die kennisgewing betrekking het of na gelang van die geval, die jeugdige se dienste behou teen betaling van die volle loon voorgeskryf vir die klas werk wat verrig word.

(3) Wanneer toestemming ooreenkomstig subklousule (2) ingetrek word, moet die werkgewer die sertifikaat onmiddellik aan die Raad terugbesorg vir intrekking.

(4) Geen werkgewer mag na verloop van een maand vanaf die datum van inwerkingtreding van hierdie Ooreenkoms iemand anders as 'n werknemer wat sy leertyd voltooi het ooreenkomstig 'n kontrak ingevolge die Wet op Vakleerlinge of 'n ander kontrak wat deur die Raad erken word, vir enigeen van die klasse werk wat onder Loon A gespesifiseer word, in diens neem nie tensy sodanige werknemer in besit is van 'n sertifikaat wat deur die Raad erken of uitgereik word en wat sodanige persoon in staat stel om as 'n vakman in diens geneem te word: Met dien verstande dat 'n werknemer daarop geregtig is om by die Raad aansoek te doen om sy sertifikaat wat hom in staat stel om as 'n vakman in diens geneem te word en dat hy, indien sodanige sertifikaat aan hom uitgereik word, daarna in diens geneem kan word vir die werk wat onder Loon A ingedeel is en in sy sertifikaat gemeld word.

20. Indiensneming van Persone onder die Leeftyd van 15 jaar

Geen werkgewer mag enigiemand wat jonger as 15 jaar is in diens neem nie.

21. Versekering van Gereedskap

Elke werkgewer moet 'n versekeringspolis by 'n geregistreerde versekeringsmaatskappy uitneem waarby die gereedskap wat die private eiendom van sy vakmanne, leerlinge en masjienwerkers is, verseker word teen die beskadiging of vernietiging daarvan op die werkgewer se perseel deur brand. Die maksimum versekeringsdekking vir gereedskap ingevolge hierdie klousule is R300 vir elke werknemer hierbo genoem.

22. Exemptions

(1) The Council may, subject to the proviso to section 51 (3) of the Act, grant exemptions from any of the provisions of this Agreement to any employer or employee. Applications for exemption shall be made to the Secretary of the Regional Council of the area concerned.

(2) The Council shall fix the conditions subject to which such exemption shall operate: Provided that the Council may, if it deems fit, after one week's notice has been given in writing to the person concerned, withdraw any licence of exemption even if the period for which such exemption was granted has not expired.

(3) The Council shall cause to be issued to every person to whom exemption has been granted, a licence, duly signed, setting out—

(a) the full name of the person concerned;
(b) the provisions of the Agreement from which exemption is granted;
(c) the conditions subject to which such exemption is granted;
(d) the period during which the exemption shall operate.

(4) The Council shall cause—

(a) all licences issued to be numbered consecutively;
(b) a copy of each licence issued to be retained;
(c) a copy of the licence to be forwarded to the employer concerned when the exemption is granted to an employee.

(5) Unless otherwise specified in the Licence of Exemption, any exemption from this Agreement shall be valid only in the region in which such exemption is granted.

23. Employment of Trade Union Labour

(1) Save as is provided for in subsections (2) and (3) no employee who is eligible for membership and who is not a member of one of the trade unions party to the agreement shall be employed by an employer who is a member of one of the employers organisations and no employee who is a member of one of the trade unions shall work for an employer who is not a member of one of the employers' organisations: Provided that this subsection shall be limited in its application to employees performing work scheduled in this Agreement at Rates A, A1, AA, AB, B, C and D and shall not apply to the manufacture and/or remanufacture of electric cable in Schedule F of this Agreement.

(2) No employer in the foundry trade who is a member of an employer's organisation which is a party to the agreement shall employ any person on any of the classes of work marked with an asterisk thus (*) in Wage Division D/6 (Foundry and/or Castings Division) who is eligible for but who is not a member of the Iron Moulders' Society of South Africa and no person who is a member of the Iron Moulders' Society of South Africa shall work for an employer in the foundry trade who is not a member of one of the employers' organisations.

(3) The provisions of this section shall not apply in respect of an immigrant who is eligible for membership of a trade union party to the Agreement during the first year after the date of his entry into the Republic of South Africa: Provided that if any immigrant has at any time after the first three months of his employment in the Industries refused any invitation from the trade union concerned to apply for membership thereof, the provisions of this section shall immediately come into operation.

(4) Apart from any person's rights in terms of section 51 (10) of the Act, the Council may grant exemption from the provisions of subsections (1) and (2) for any good and sufficient reason and further, the said subsection shall not apply to persons who, in the opinion of the Council, have been refused membership of a party to this Agreement without reasonable cause, and who have reported such refusal to the Council.

24. Exhibition of Agreement

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

25. Registration of Employers

In addition to complying with the provisions of section 59 of the Act—

(1) *(a)* every employer who has not already done so in pursuance of any previous agreement shall within one month from the date on which this Agreement comes into operation; and
(b) every employer entering the Industry after that date shall within one month of operation by him, in addition to complying with the provisions of paragraph *(c)* (i), forward to the Secretary of the Regional Council of the area concerned the following particulars:

22. Vrystellings

(1) Behoudens die voorbehoudsbepaling van artikel 51 (3) van die Wet, kan die Raad vrystelling van enige bepaling van hierdie Ooreenkoms aan 'n werkgewer of 'n werknemer verleen. Aansoek om vrystelling moet gedoen word by die Sekretaris van die Streekraad van die betrokke gebied.

(2) Die Raad moet die voorwaardes bepaal waarop sodanige vrystelling van krag is: Met dien verstande dat die Raad, indien hy dit dienstig ag en nadat daar skriftelik kennis aan die betrokke persoon gegee is, 'n vrystellingsertifikaat kan intrek selfs as die tydperk waarvoor sodanige vrystelling verleen is nog nie verstryk het nie.

(3) Die Raad moet aan elke persoon aan wie vrystelling verleen is 'n sertifikaat laat uitreik wat behoorlik onderteken is en wat die volgende meld:

(a) Die volle naam van die betrokke persoon;
(b) die bepalings van die Ooreenkoms waarvan vrystelling verleen word;
(c) die voorwaardes waarop sodanige vrystelling verleen word;
(d) die tydperk wat die vrystelling van krag is.

(4) Die Raad moet—

(a) alle sertifikate wat uitgereik is in volgorde laat nommer;
(b) 'n kopie van elke sertifikaat wat uitgereik is, laat bewaar;
(c) 'n kopie van die sertifikaat aan die betrokke werkgewer laat stuur wanneer die vrystelling ten opsigte van 'n werknemer verleen is.

(5) Tensy anders in die vrystellingsertifikaat gespesifiseer word, is 'n vrystelling van hierdie Ooreenkoms geldig slegs in die streek waarin sodanige vrystelling verleen word.

23. Indiensneming van Vakverenigingarbeid

(1) Behoudens subklousules (2) en (3), mag geen werknemer wat geskik is vir lidmaatskap maar wat nie 'n lid is van een van die vakverenigings wat 'n party by die ooreenkoms is nie deur 'n werkgewer wat lid van een van die werkgewersorganisasies is in diens geneem word nie en mag geen werknemer wat lid van een van die vakverenigings is, vir 'n werkgewer werk wat nie lid van een van die werkgewersorganisasies is nie: Met dien verstande dat die toepassing van hierdie subklousule beperk is tot werknemers wat werk verrig wat in hierdie Ooreenkoms onder Loon A, A1, AA, AB, B, C en D ingedeel is en dat dit nie op die vervaardiging en/of hervervaardiging van elektriese kabels in Bylae F van hierdie Ooreenkoms van toepassing is nie.

(2) Geen werkgewer in die gieterybedryf wat 'n lid is van 'n werkgewersorganisasie wat 'n party by die Ooreenkoms is, mag iemand vir die klasse werk wat aldus met 'n sterretjie (*) in Loonafdeling D/6 (Gietery-afdeling) gemerk is, in diens neem as so 'n persoon geskik is vir lidmaatskap maar nie 'n lid van die Iron Moulders' Society of South Africa is nie, en niemand wat lid van die Iron Moulders' Society of South Africa is, mag werk vir 'n werkgewer in die gieterybedryf wat nie lid van een van die werkgewersorganisasies is nie.

(3) Hierdie klousule is nie ten opsigte van 'n immigrant wat geskik is vir lidmaatskap van 'n vakvereniging wat 'n party by die Ooreenkoms is, gedurende die eerste jaar na sy aankoms in die Republiek van Suid-Afrika van toepassing nie: Met dien verstande dat as 'n immigrant te eniger tyd na sy eerste drie maande diens in die Nywerheid 'n uitnodiging van die betrokke vakvereniging om aansoek om lidmaatskap daarvan te doen, van die hand gewys het, hierdie klousule onmiddellik in werking tree.

(4) Afgesien van enigiemand se regte kragtens artikel 51 (10) van die Wet, kan die Raad vrystelling van die bepalings van subklousules (1) en (2) om 'n regsgeldige rede verleen, en genoemde subklousules is nie op enigeen wat, na die mening van die Raad, sonder 'n grondige rede lidmaatskap van 'n party by hierdie Ooreenkoms geweier is en wat sodanige weiering aan die Raad gerapporteer het van toepassing nie.

24. Vertoning van Ooreenkoms

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

25. Registrasie van Werkgewers

Benewens nakoming van artikel 59 van die Wet, moet—

(1) *(a)* Elke werkgewer wat dit nog nie ingevolge 'n vorige ooreenkoms gedoen het nie, binne een maand vanaf die datum van inwerkingtreding van hierdie Ooreenkoms; en
(b) elke werkgewer wat na daardie datum tot die Nywerheid toetree, binne een maand vanaf die datum waarop hy met sy werksaamhede begin het, benewens voldoening aan paragraaf *(c)* (i), onderstaande besonderhede aan die Sekretaris van die Streekraad van die betrokke gebied stuur:

(i) His full name;
(ii) his address;
(iii) the trades or occupations carried out by him;

(c) (i) every employer engaged in the Industries at the date of coming into operation of this Agreement and every employer entering the Industries after such date shall, prior to applying the special conditions relating to manufacturing activities contained in Schedules M and D of Part II of this Agreement, make application to and obtain from the Council a certificate of registration of his establishment or part thereof, as the case may be, as a "manufacturing engineering establishment" specifying the wage schedule(s) or wage division(s) applicable to that establishment or part thereof. Such certificate shall be displayed in the establishment concerned or that part thereof in respect of which it was obtained from the Council.

For the purposes of this section—

"manufacturing engineering" means the production of articles or parts or components thereof by means of tools and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in separate manufacturing establishments or departments or annexes separated from general engineering activities by effective enclosures;

(ii) any employer who fails to register with the Council in terms of subparagraph (i) shall be deemed to be conducting a "general engineering establishment";

(2) where the employer is a partnership, information in accordance with subsection (1), as well as the title under which the partnership operates, shall be furnished.

26. Administration of Agreement

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

27. Working Partners

All working employers and/or working partners who are employers in the Industries shall observe the hours of work prescribed for employees in this Agreement.

28. Agents

The Council shall appoint one or more specified persons as agents to assist in giving effect to the terms of this Agreement. An agent shall be entitled to enter any establishment and may question the employer or any employees and inspect the records of wages paid, time worked and payments made for overtime and incentive bonus work, for the purpose of ascertaining whether or not the terms of this Agreement are being observed.

29. Injury on Duty Allowance

(1) Whenever an employee is absent from work on account of injury or disablement falling within the provisions of the Workmen's Compensation Act, 1941, and such employee is covered by the provisions of the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry Sick Pay Fund, he shall be paid an hourly allowance of 33 per cent of the basic hourly rate for his class of work scheduled in this Agreement for the hours he is absent from work for any day or days not recognised as compensable in terms of the said Act, up to a maximum of three days:

Provided that this subsection shall not apply in respect of any day or days of an employee's absence from work on account of injury or disablement falling within the provisions of the Workmen's Compensation Act, 1941, for which an employee is entitled to payment in terms of the special sick pay benefit provisions of section 15 (4) *(b)* of the Iron, Steel, Engineering and Metallurgical Industry Sick Pay Fund Agreement.

(2) Whenever an employee is absent from work on account of injury or disablement falling within the provisions of the Workmen's Compensation Act, 1941, and such employee is not covered by the provisions of the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry Sick Pay Fund, he shall be paid an hourly allowance of 33 per cent of the basic hourly rate for his class of work scheduled in this Agreement for the hours he is absent from work on any day or days up to a maximum of the first week of such absence: Provided that payment in terms of this subsection shall not be paid during any period in respect of which disablement payment is payable in terms of the said Act.

(i) Sy volle naam;
(ii) sy adres;
(iii) die bedrywe of beroepe wat hy beoefen;

(c) (i) elke werkgewer wat die Nywerheid beoefen op die datum van inwerkingtreding van hierdie Ooreenkoms en elke werkgewer wat na sodanige datum tot die Nywerheid toetree, voordat die spesiale voorwaardes betreffende vervaardigingswerksaamhede soos in Bylae M en Bylae D van Deel II van hierdie Ooreenkoms vervat, van toepassing gemaak word, by die Raad aansoek doen om en van die Raad 'n registrasiesertifikaat vir sy bedryfsinrigting of 'n gedeelte daarvan, na gelang van die geval, verkry as 'n ,,ingenieursvervaardigingsinrigting" waarin die loonlys(te) of loonafdeling(s) wat op daardie bedryfsinrigting of op 'n gedeelte daarvan van toepassing is, gemeld word. Sodanige sertifikaat moet vertoon word in die betrokke bedryfsinrigting of in daardie gedeelte daarvan ten opsigte waarvan dit van die Raad verkry is.

Vir die toepassing van hierdie klousule beteken—

,,ingenieursvervaardiging" die produksie van artikels of dele of komponente daarvan deur middel van gereedskap en/of uitrusting en/of volgens metodes wat spesifiek aangepas en/of bedoel is vir produksie deur middel van herhalingsprosesse in afsonderlike vervaardigingsinrigtings of afdelings of bygeboue wat deur middel van doeltreffende omheinings van algemene ingenieurswerksaamhede afgesonder is;

(ii) 'n werkgewer wat versuim om sy bedryfsinrigting ingevolge subparagraaf (i) by die Raad te registreer, geag word 'n ,,algemene ingenieursinrigting" te dryf;

(2) waar die werkgewer 'n vennootskap is, inligting ooreenkomstig subklousule (1), asook die titel waaronder die vennootskap sy werksaamhede verrig, verstrek word.

26. Administrasie van Ooreenkoms

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

27. Werkende Vennote

Alle werkende werkgewers en/of werkende vennote wat werkgewers in die Nywerheid is, moet die werkure nakom wat vir werknemers in hierdie Ooreenkoms voorgeskryf word.

28. Agente

Die Raad moet een of meer gespesifiseerde persone as agente aanstel om te help om uitvoering aan hierdie Ooreenkoms te gee. 'n Agent het die reg om enige bedryfsinrigting te betree en om die werkgewer of enigeen van die werknemers te ondervra en om die registers van betaalde lone, tyd gewerk en betalings vir oortydwerk en aansporingsbonuswerk na te gaan met die doel om vas te stel of hierdie Ooreenkoms nagekom word of nie.

29. Toelae vir Besering op Diens

(1) Wanneer 'n werknemer van sy werk afwesig is weens 'n besering of ongeskiktheid wat binne die bestek van die Ongevallewet, 1941, val, en sodanige werknemer gedek word deur die bepalings van die Siektebystandsfonds van die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, moet hy 'n uurtoelae van 33 persent van die basiese uurloon vir sy klas werk soos in hierdie Ooreenkoms gelys, betaal word vir die ure wat hy van sy werk afwesig is op die dag of dae wat ingevolge genoemde Wet nie as vergoedbaar erken word nie, en wel tot 'n maksimum van drie dae:

Met dien verstande dat hierdie subklousule nie van toepassing is nie ten opsigte van enige dag of dae van 'n werknemer se afwesigheid van die werk weens besering of ongeskiktheid wat binne die bestek van die Ongevallewet, 1941, val, waarvoor 'n werknemer geregtig is op betaling ooreenkomstig die spesiale bepalings insake siektebystand van klousule 15 (4) *(b)*, van die Siektebystandsfondsooreenkoms vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid.

(2) Wanneer 'n werknemer van sy werk afwesig is weens 'n besering of ongeskiktheid wat binne die bestek van die Ongevallewet, 1941, val en sodanige werknemer nie deur die bepalings van die Siektebystandsfonds van die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid gedek word nie, moet hy 'n uurtoelae van 33 persent van die basiese uurloon vir sy klas werk soos in hierdie Ooreenkoms gelys, betaal word vir die ure wat hy van sy werk afwesig is op enige dag of dae, en wel vir hoogstens die eerste week van sodanige afwesigheid: Met dien verstande dat betaling ooreenkomstig hierdie subklousule nie gedurende enige tydperk ten opsigte waarvan ongeskiktheidstoelaes ingevolge genoemde Wet betaalbaar is, geskied nie.

30. Unauthorised Employment

Notwithstanding anything to the contrary in this Agreement, no provision which prohibits the engagement or employment of an employee on any class of work or on any conditions shall be deemed to relieve the employer from paying the remuneration and observing the conditions which he would have had to pay or observe had such engagement or employment not been prohibited, and the employer shall continue to pay such remuneration and observe such conditions as if such engagement or employment had not been prohibited.

31. Prohibition of Cession and/or Set-Off

No claim whatever by any employee against the Council shall be capable of being ceded, and no purported cession thereof shall be binding upon the Council.

Set-off shall not operate and is expressly excluded as between any amounts payable to an employee as referred to in section 8 (3) and any amount payable by such employee, the deduction of which is prohibited by that section; and this provision shall be deemed to be a term of every contract of employment between employer and employee.

32. Certificate of Service

Every employer shall provide each employee on the termination of his employment with a certificate of service showing full names of the employer and employee, the nature of the employment, the dates of commencement and termination of the contract and the rate of remuneration at the date of such termination, and shall forward a copy of such certificate of service to the Regional Council concerned: Provided that where in this Agreement the wage of any employee is determined by length of service it shall be incumbent on the employee to produce a certificate of service to his new employer on change of employment in order to become entitled to such remuneration prescribed for length of service.

33. Technological Changes

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

34. Paid Sick Leave

(1) Whenever an employee is absent from work through sickness or injury (other than sickness or injury caused by his own misconduct) his employer shall grant to him sick leave calculated as follows:

(a) During the first 12 consecutive months of employment:

(i) In the case of an employee working a five-day week, not less than one working day in respect of each completed five weeks of employment with the employer; and

(ii) In the case of an employee working a six-day week, not less than one working day in respect of each completed month of employment with the employer.

(b) In respect of continuous employment thereafter:

(i) In the case of an employee working a five-day week, not less than 10 working days in the aggregate during any succeeding periods of 12 consecutive months of employment with the employer; and

(ii) in the case of an employee working a six-day week, not less than 12 working days in the aggregate during any succeeding periods of 12 consecutive months of employment with the employer.

(2) An employer shall pay the employee for each day of absence as provided for in subsection (1) an amount not less than the amount the employee would have received had he worked the ordinary hours of the shift for that day of the week: Provided that—

(i) before making payment of any amount payable to an employee in terms of the subsection in respect of any period of absence from work of more than two consecutive days, the employer may require the employee to produce a medical certificate signed by a

30. Ongeoorloofde Indiensneming

Ondanks andersluidende bepalings in hierdie Ooreenkoms, word geen bepaling waarby die indiensneming of indienshouding van 'n werknemer vir enige klas werk of op enige voorwaarde verbied word, geag die werkgewer te onthef van die betaling van besoldiging en die nakoming van die voorwaardes wat hy sou moes betaal of nagekom het as sodanige indiensneming of indienshouding nie verbied was nie, en die werkgewer moet aanhou om sodanige besoldiging te betaal en sodanige voorwaardes na te kom asof sodanige indiensneming of indienshouding nie verbied was nie.

31. Verbod op Sessie en/of Skuld-vergelyking

Geen eis hoegenaamd wat 'n werknemer teen die Raad mag hê, mag gesedeer word nie, en geen beweerde sessie daarvan is bindend vir die Raad nie.

Skuldvergelyking word nie toegelaat nie en word uitdruklik uitgesluit tussen bedrae soos bedoel in klousule 8 (3) wat aan 'n werknemer betaalbaar is en 'n bedrag wat deur sodanige werknemer betaalbaar is en waarvan die aftrekking by daardie klousule verbied word; en hierdie bepaling word geag 'n bepaling te wees van elke dienskontrak tussen die werknemer en die werkgewer.

32. Dienssertifikaat

Elke werkgewer moet aan elke werknemer by sy diensbeëindiging 'n dienssertifikaat verskaf waarop die volgende vermeld word: Die volle name van die werkgewer en die werknemer, die aard van die diens, die datums van die aanvang en die beëindiging van die kontrak en die besoldiging wat die werknemer op die datum van sodanige beëindiging ontvang het, en 'n kopie van sodanige dienssertifikaat aan die betrokke Streeksraad stuur: Met dien verstande dat waar die loon van 'n werknemer in hierdie Ooreenkoms volgens die duur van sy diens bepaal word, die werknemer by diensverandering 'n dienssertifikaat aan sy nuwe werkgewer moet toon ten einde geregtig te word op die besoldiging wat volgens die duur van sy diens voorgeskryf word.

33. Tegnologiese Veranderings

Indien daar gedurende die geldigheidstermyn van hierdie Ooreenkoms te eniger tyd vertoë tot die Raad gerig word dat 'n posomskrywing ten opsigte van die verrigting van enige werk ongeskik is as gevolg van tegnologiese veranderings wat na die datum van inwerkingtreding van hierdie Ooreenkoms ingevoer is, moet sodanige vertoë op die eersvolgende vergadering van die Raad oorweeg word en moet die Raad besluit of die voorwaardes gewysig moet word en of omstandighede dit regverdig dat vrystelling verleen word ten einde die toepassing van geskikter voorwaardes te magtig en of die voorwaardes wat ingevolge hierdie Ooreenkoms van toepassing is sonder wysiging op sodanige werk toegepas moet word.

34. Siekteverlof met Besoldiging

(1) Wanneer 'n werknemer van sy werk afwesig is weens siekte of besering (uitgesonderd siekte of besering veroorsaak deur sy eie wangedrag) moet sy werkgewer siekteverlof wat soos volg bereken is, aan hom toestaan:

(a) Tydens die eerste 12 agtereenvolgende maande diens:

(i) In die geval van 'n werknemer wat vyf dae per week werk, minstens een werkdag ten opsigte van elke vyf voltooide weke diens by die werkgewer; en

(ii) in die geval van 'n werknemer wat ses dae per week werk, minstens een werkdag ten opsigte van elke voltooide maand diens by die werkgewer.

(b) Ten opsigte van aaneenlopende diens daarna:

(i) In die geval van 'n werknemer wat vyf dae per week werk, altesaam minstens 10 werkdae tydens enige daaropvolgende tydperk van 12 agtereenvolgende maande diens by die werkgewer; en

(ii) in die geval van 'n werknemer wat ses dae per week werk altesaam minstens 12 werkdae tydens enige daaropvolgende tydperk van 12 agtereenvolgende maande diens by die werkgewer.

(2) 'n Werkgewer moet aan die werknemer vir elke dag van afwesigheid soos in subklousule (1) bepaal 'n bedrag betaal wat nie minder is nie as die bedrag wat die werknemer sou ontvang het indien hy die gewone ure van die skof vir daardie dag van die week gewerk het: Met dien verstande dat—

(i) die werkgewer van die werknemer kan vereis om 'n mediese sertifikaat voor te lê wat deur 'n geregistreerde mediese praktisyn onderteken is en wat die aard en die duur van die werknemer se siekte of besering vermeld, voordat enige bedrag kragtens hierdie subklousule aan die werknemer betaal word ten

registered medical practitioner stating the nature and duration of the employee's illness or injury; and

(ii) if during any period of up to eight consecutive weeks the employee has received payment for sick leave as provided for in this subsection on two or more occasions without producing a medical certificate as aforesaid, the employer may require him to produce such medical certificate in respect of any period of absence from work on account of sickness or injury occurring within a period of eight weeks reckoned from the date of his last absence on sick leave;

(iii) the employer may require the employee to produce a medical certificate as aforesaid in respect of any absence from work on the working day immediately preceding and/or succeeding a Sunday or any of the public holidays specified in section 11 (1) of this Part.

(3) Where an employer is by law required to pay fees for hospital or medical treatment in respect of an employee, and pays such fees in respect of any illness or injury referred to in this section, the amount so paid may be set off against the payment for sick leave due in terms of this section.

(4) The provisions of this section shall not apply to employers and employees who are required to contribute to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry Sick Pay Fund in terms of the Sick Pay Fund Agreement or to employers and their employees who are participants in and members of a fund, organisation or scheme providing for paid sick leave on a basis which is not less favourable to the employee than that set out in the Sick Pay Fund Agreement and in respect of which exemption has been granted or is granted by the Council from the provisions of the Sick Pay Fund Agreement, whilst such fund, organisation or scheme continues to operate and both the employer and the employee are participants therein.

(5) Notwithstanding any other provision of this section, no employee shall be entitled to paid sick leave—

(a) in respect of such periods of absence from work for which compensation is payable under the Workmen's Compensation Act, 1941 (Act 30 of 1941);

(b) in respect of paid public holidays as specified in this Agreement, or in respect of any portion of the paid leave referred to in sections 12 and 13 of this Part of the Agreement.

(6) For the purposes of this section, "employment" includes any period during which an employee—

(a) is on paid leave or additional paid leave in terms of Part I of this Agreement;

(b) is on paid sick leave in terms of this section;

(c) is absent from work on the instruction or at the request of his employer; or

(d) is doing military service in pursuance of the Defence Act, 1957, for up to four months of any period of such service.

35. Security of Employment

(1) *Basic objectives.—(a)* The basic objectives of this section shall be—

(i) to further the protection of the rights of the employee from—
(aa) reduction in basic conditions of employment;
(ab) unfair dismissal from employment;
(ac) discrimination in terms of re-engagement and promotion opportunities and procedures; and
(ad) diminution of employment opportunities;

(ii) to further the protection of the employer's and management rights and procedures to—
(aa) maintain discipline within the total labour force;
(ab) retrench employees where economic conditions or other factors occasion such a step; and
(ac) promote and recruit on merit;

(iii) to—
(aa) provide equal employment opportunities for all groups of workers;
(ab) ensure orderly change where change can take place;
(ac) obviate friction between persons on the promotional and employment aspects;
(ad) ensure consultation between employers and worker representatives regarding this section; and
(ae) establish training and retraining procedures; and

(iv) to provide the necessary machinery to achieve the objectives set out in subsection (1) *(a)* (i) to (iii).

(b) The provisions of this section shall provide for the employment security of existing incumbents of jobs and their training and/or retraining and shall apply to such persons who are in the

opsigte van enige tydperk van afwesigheid van sy werk vir meer as twee agtereenvolgende dae; en

(ii) indien die werknemer gedurende enige tydperk van hoogstens agt agtereenvolgende weke betaling vir siekteverlof, soos in hierdie subklousule bepaal, by twee of meer geleenthede ontvang het sonder om voormelde mediese sertifikaat voor te lê, die werkgewer van hom kan vereis om sodanige mediese sertifikaat voor te lê ten opsigte van enige tydperk van afwesigheid van sy werk weens siekte of besering wat binne 'n tydperk van agt weke opgedoen is, bereken vanaf die laaste datum wat hy met siekteverlof was; en

(iii) die werkgewer van die werknemer kan vereis om 'n mediese sertifikaat, soos voormeld, ten opsigte van enige afwesigheid van sy werk op die werkdag onmiddellik voor en/of na 'n Sondag of enige van die openbare vakansiedae wat in klousule 11 (1) van hierdie Deel gespesifiseer is, voor te lê.

(3) Waar 'n werkgewer deur 'n wet verplig word om gelde vir hospitaal- of mediese behandeling ten opsigte van 'n werknemer te betaal, en hy sodanige gelde betaal ten opsigte van siekte of besering in hierdie klousule bedoel, kan die bedrag aldus betaal in mindering gebring word teen die betaling vir siekteverlof wat ingevolge hierdie klousule verskuldig is.

(4) Hierdie klousule is nie van toepassing op werkgewers en werknemers van wie vereis word om by te dra tot die Siektebystandsfonds van die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid ingevolge die Siektebystandsfondsooreenkoms nie, of op werkgewers en hul werknemers wat deelnemers in of lede is van 'n fonds, organisasie of skema wat voorsiening maak vir siekteverlof met besoldiging op 'n grondslag wat nie minder gunstig vir die werknemer is as dié uiteengesit in die Siektebystandsfondsooreenkoms nie en ten opsigte waarvan vrystelling deur die Raad van die bepalings van die Siektebystandfondsooreenkoms toegestaan is of toegestaan word terwyl sodanige fonds, organisasie of skema bly funksioneer en beide die werkgewer en die werknemers deelnemers daarin is.

(5) Ondanks enige ander bepaling van hierdie klousule, is geen werknemer geregtig op siekteverlof met besoldiging—

(a) ten opsigte van sodanige tydperke van afwesigheid van sy werk waarvoor vergoeding ingevolge die Ongevallewet, 1941, betaalbaar is nie; en

(b) ten opsigte van openbare vakansiedae met besoldiging soos in hierdie Ooreenkoms gespesifiseer of ten opsigte van enige gedeelte van die verlof met besoldiging in klousules 12 en 13 van hierdie Deel van die Ooreenkoms bedoel.

(6) Vir die toepassing van hierdie klousule, omvat ,,diens" enige tydperk waartydens 'n werknemer—

(a) ingevolge Deel I van hierdie Ooreenkoms met verlof met besoldiging of bykomende verlof met besoldiging is;

(b) ingevolge hierdie klousule met siekteverlof met besoldiging is;

(c) op las of op versoek van die werkgewer van sy werk afwesig is; of

(d) tot vier maande van enige tydperk militêre diens ingevolge die Verdedigingswet, 1957, doen.

35. Werksekuriteit

(1) *Basiese oogmerke.—(a)* Die basiese oogmerke van hierdie klousule is—

(i) om die beskerming van die werknemer se regte teen—
(aa) vermindering in basiese diensvoorwaardes;
(ab) onregverdige ontslag uit diens;
(ac) diskriminasie by herindiensneming en bevorderingsgeleenthede en -prosedures; en
(ad) vermindering van werkgeleenthede;
te bevorder;

(ii) om die beskerming van die werkgewer en bestuur se regte en prosedures om—
(aa) dissipline binne die hele werknemerskorps te handhaaf;
(ab) werknemers te ontslaan wanneer ekonomiese toestande of ander faktore tot so 'n stap aanleiding gee; en
(ac) volgens verdienste te bevorder en te werf;

(iii) om—
(aa) gelyke werkgeleenthede vir alle groepe werkers te bied;
(ab) ordelike verandering te verseker waar verandering kan plaasvind;
(ac) wrywing tussen persone te voorkom wat bevordering en indiensneming betref;
(ad) oorlegpleging tussen werkgewer- en werknemerverteenwoordigers in verband met hierdie klousule te verseker;
(ae) opleidings- en heropleidingsprosedures vas te stel; en

(iv) om die nodige masjinerie te verskaf ter verwesentliking van die oogmerke uiteengesit in subklousule (1) *(a)* (i) tot (iii).

(b) Die bepalings van hierdie klousule maak voorsiening vir die werksekuriteit van bestaande posbekleërs en hul opleiding en/of heropleiding en is van toepassing op sodanige persone as wat op

employment of the employer in the Industry on the date of coming into force of this Agreement.

(c) In addition to the provisions of subsection (1) *(b)*, the provisions of this section shall be applied to—

(i) persons who, whilst not currently employed in the Industry, have had not less than six months' experience in the Industry during the 12 months prior to the date of coming into force of this section;

(ii) unemployed persons who, in terms of the Unemployment Insurance Act, 1966, have received unemployment benefits during the 12-month period prior to the coming into force of this section and who qualified for such benefits as a result of employment in the Industry and who immediately prior to becoming unemployed were employed in the Industry;

(iii) persons seeking employment or being re-employed in the Industry after completion of a period of military service in terms of the Defence Act, 1957;

(iv) additional employees engaged after the coming into force of this section to whom the provisions of subsections 5, 6 and 7 shall *mutatis mutandis* apply after such engagement; and

(v) such other persons as the Council may determine from time to time.

(2) *Security of employment.—(a)* No employer shall terminate the employment of or promote an employee to a higher rated work category unless he has complied with and observes the provisions of this section.

(b) Employers in the Industry shall provide employees with security of employment at conditions of employment not less favourable than their conditions relating to the particular work category concerned, at the date of coming into force of this section and for the duration of this Agreement subject to the observance of—

(i) the normal requirements of disciplinary procedures; and

(ii) the retrenchment of employees due to shortage of work or other circumstances in the establishment, subject to subsection (3) hereof.

(3) *Retrenchment of employees*.—In the event of there being lay-offs and/or retrenchment of employees on account of shortage of work or other circumstances in the establishment, the employer shall, 14 days prior to the date of retrenchment, notify the Council in writing of—

(a) the number of employees to be retrenched;

(b) the effective date of the retrenchments;

(c) the occupational categories scheduled in the Agreement of the employees to be retrenched;

(d) the basis of identifying employees to be retrenched; and

(e) the specific reason for retrenching the employee/s.

(4) *Re-employment of retrenched employees.*—Where an employer has retrenched employees he shall, if he subsequently engages additional employees, as far as is practicable give preference to the re-engagement of those employees who were retrenched from his establishment and thereafter to other employees who have been retrenched in the Industry who are qualified and available to undertake the categories of work required by the employer.

(5) *Promotion, training and/or retraining.—(a)* Where promotion opportunities occur within the establishment of an employer, the employer shall specify the requirements of candidates for promotion in terms of—

(i) educational or other qualifications;

(ii) training and/or retraining; and

(iii) experience and/or related experience.

The employer shall, on request, furnish this information to the Council. The employer shall be free, subject to the provisions of subsection (6) hereof, to promote any employee/s on the basis of merit from those of his employees who meet the requirements specified for the job.

(b) The employer in offering training and retraining facilities shall ensure that this shall be done on an orderly basis, and the person selected for training and/or retraining shall be placed in a job category immediately above that in which he is currently employed, subject to the provisions of section 19 of the Agreement: Provided that if there are vacancies in a higher category of work he may be promoted and trained or retrained in such higher category provided the persons employed in intermediate categories have been consulted and are unwilling to accept such training and/or retraining.

(c) If an employee is offered training and/or retraining facilities in the field of his employment by his employer and refuses them, the provisions of this subsection shall be deemed not to apply to the employee concerned.

(d) Employers shall at all times ensure an orderly promotional

die datum van inwerkingtreding van hierdie Ooreenkoms in diens van die werkgewer in die Nywerheid is.

(c) Benewens subklousule (1) *(b)*, is hierdie klousule van toepassing op—

(i) persone wat, hoewel hulle nie tans in die Nywerheid in diens is nie, minstens ses maande ondervinding in die Nywerheid gehad het gedurende die 12 maande voor die datum van inwerkingtreding van hierdie klousule;

(ii) werklose persone wat kragtens die Werkloosheidversekeringswet, 1966, werkloosheidvoordele ontvang het gedurende die tydperk van 12 maande voor die inwerkingtreding van hierdie klousule en wat vir sulke voordele gekwalifiseer het op grond van diens in die Nywerheid en wat in die Nywerheid in diens was onmiddellik voordat hulle werkloos geword het;

(iii) persone wat werk soek of wat weer in diens geneem word in die Nywerheid na voltooiing van 'n tydperk van militêre diens kragtens die Verdedigingswet, 1957;

(iv) bykomende werknemers wat in diens geneem is na die inwerkingtreding van hierdie klousule, op wie subklousules 5, 6 en 7 *mutatis mutandis* van toepassing is na sodanige indiensneming; en

(v) sodanige ander persone as wat die Raad van tyd tot tyd mag bepaal.

(2) *Werksekuriteit.—(a)* Geen werkgewer mag 'n werknemer se diens beëindig of hom bevorder tot 'n klas werk waarvoor 'n hoër loon betaal word nie, tensy hy aan die bepalings van hierdie klousule voldoen het en dit nakom.

(b) Werkgewers in die Nywerheid moet werksekuriteit aan werknemers bied teen diensvoorwaardes wat nie minder gunstig is nie as hul voorwaardes met betrekking tot die betrokke werkkategorie, op die datum van inwerkingtreding van hierdie klousule en vir die duur van hierdie Ooreenkoms, behoudens nakoming van—

(i) die normale vereistes van dissiplinêre prosedures; en

(ii) die ontslag van werknemers as gevolg van 'n tekort aan werk of ander omstandighede in die bedryfsinrigting, behoudens subklousule (3) hiervan.

(3) *Vermindering van werknemers*.—In die geval van diensopskortings of die vermindering van werknemers as gevolg van 'n tekort aan werk of ander omstandighede in die bedryfsinrigting moet die werkgewer die Raad 14 dae voor die datum van vermindering van werknemers skriftelik in kennis stel van—

(a) die getal waarmee werknemers verminder gaan word;

(b) die effektiewe datum van hierdie vermindering;

(c) die beroepskategorieë soos in die Ooreenkoms ingelys van die werknemers wat hierdeur geraak gaan word;

(d) die grondslag vir die identifisering van werknemers wat hierdeur geraak gaan word; en

(e) die uitdruklike rede waarom die aantal werknemers verminder gaan word.

(4) *Herindiensneming van werknemers wat deur die vermindering geraak word.*—Wanneer 'n werkgewer van werknemers verminder, moet hy, indien hy later bykomende werknemers in diens neem, sover prakties moontlik voorkeur gee aan die herindiensneming van daardie werknemers wat deur die vermindering van werknemers in sy bedryfsinrigting geraak is en daarna aan ander werknemers wat in die Nywerheid ontslaan is en wat gekwalifiseerd en beskikbaar is om die werkkategorieë te onderneem wat die werkgewer verlang.

(5) *Bevordering, opleiding en/of heropleiding.—(a)* Wanneer bevorderingsgeleenthede binne die bedryfsinrigting van 'n werkgewer ontstaan, moet die werkgewer die vereistes van kandidate vir bevordering stel wat betref—

(i) opvoedkundige of ander kwalifikasies;

(ii) opleiding en/of heropleiding; en

(iii) ondervinding en/of verwante ondervinding.

Die werkgewer moet hierdie inligting op versoek aan die Raad verstrek. Behoudens subklousule (6) hiervan, staan dit die werkgewer vry om enige werknemer(s) uit die geledere van sy werknemers wat voldoen aan die vereistes wat vir die werk gestel is, op die grondslag van verdienste te bevorder.

(b) Wanneer die werkgewer opleidings- en heropleidingsfasiliteite aanbied, moet hy toesien dat dit op 'n ordelike grondslag gedoen word en die persoon wat vir opleiding en/of heropleiding gekies word, moet geplaas word in 'n werkkategorie onmiddellik bo dié waarin hy op daardie tydstip in diens is, behoudens klousule 19 van die Ooreenkoms: Met dien verstande dat indien daar vakatures in 'n hoër werkkategorie is, hy bevorder en opgelei of heropgelei kan word in sodanige hoër kategorie mits die persone wat in intermediêre kategorieë in diens is, geraadpleeg is en onwillig is om sodanige opleiding en/of heropleiding te aanvaar.

(c) Indien 'n werknemer opleidings- en/of heropleidingsfasiliteite op die gebied van sy werk by sy werkgewer aangebied word en hy dit van die hand wys, word hierdie subklousule geag nie op die betrokke werknemer van toepassing te wees nie.

(d) Werkgewers moet te alle tye die ordelike bevorderingsvordering

progression of employees into the higher rated categories of work.

(e) Training and retraining shall include in-plant training in the establishment; institutional training in organisations or arrangements approved by the Council.

(f) Employers shall monthly submit to the Council details of all persons employed in terms of this subsection in such form as the Council may determine.

(6) *Joint consultation.*—In order to facilitate the implementation of the provisions contained in this section, joint consultative machinery shall be established which shall operate at the level of the employer's establishment, department or section thereof, as may be determined by the employer. There shall be representative/s of the employer; representative/s of the affected trade unions party to the Agreement (either through their shop steward/s or accredited representative/s of the trade union/s concerned) and of the employee/s concerned and representatives of those employees embraced in the works and/or co-ordinating works committees and/or liaison and/or co-ordinating liaison committees relating to the establishment, department or section thereof, whether or not established in terms of the Black Labour Relations Regulation Act, 1953. The size, composition and procedures of the joint consultative machinery shall be determined according to the requirements of the parties thereto, but the size shall at all times, unless otherwise agreed, ensure equal participation of the employer and all the other interests referred to above.

The employer shall keep a written record of the discussions and decisions of the joint consultative body.

Such record shall clearly reflect the interested parties consulted, the names of the persons representing the interested parties, each proposal made and the decision arrived at in respect of each proposal.

Each such record shall be retained for a period of at least 12 months from the date of the final decision made and shall be available for inspection at all times.

(7) *Administration.—(a)* In the event of a disagreement arising relating to the application and/or interpretation of the provisions of this section, the aggrieved party/parties shall, within 14 days of the disagreement arising, be entitled to refer the matter to the Regional Council in the area concerned. The Regional Council shall forthwith, but not later than within 30 days, cause an investigation to be made into the facts, and if in its view there has been a breach of the objects of this section, shall call upon the offending party/parties within such period to remedy the breach.

(b) Any decision of the Regional Council served on the party/parties shall be final and binding and the said party/parties shall comply therewith. In the event of the Regional Council and/or a delegated committee failing to determine the matter constituting the disagreement within 30 days of receipt or of such extended period as the Regional Council shall determine, either of the aggrieved parties may invoke arbitration and the award of the arbitrator/s appointed shall be final and binding and shall be observed by the party/parties. Arbitration shall be within the terms and provisions of the Council's Constitution: Provided that nothing therein contained shall preclude the Council from appointing a person or persons who shall act as standing arbitrators for the time being for the purposes of this section.

(c) For the purpose of dealing expeditiously with the matters contained in this section, Regional Councils are hereby empowered to establish committee/s composed of employer and employee representatives and to delegate such specific powers as are deemed necessary to such committee/s. Such committee/s shall dispose of all matters referred to it/them within 30 days unless it/they agree to an extension, when the provisions of subsection 7 *(b)* shall *mutatis mutandis* apply.

(8) *Funding of and methods of training.—(a)* The parties shall establish a joint training and retraining scheme which shall be financed from levies imposed by an industrial agreement for the purpose of training and retraining persons to whom this section applies. The industrial council shall prescribe the registration provisions relating to any joint training and retraining scheme and its administration; the relevant information which may be called for in regard thereto, including the rendition of returns in such form as may be required and the training and retraining standards to be set; the issue of certificates respecting such work categories as it determines and any other matters having relevance thereto, whether or not such training and retraining is conducted on an in-plant or other basis. The industrial council is authorised to delegate the administration of the financial aspects of any such training and retraining scheme to an existing body

van werknemers tot die werkkategorieë met hoër loontariewe verseker.

(e) Opleiding en heropleiding sluit in opleiding binne die bedryf in die bedryfsinrigting, inrigtingsopleiding in organisasies of reëlings wat deur die Raad goedgekeur is.

(f) Werkgewers moet maandeliks besonderhede aan die Raad verstrek van alle persone wat kragtens hierdie subklousule in diens is, in dié vorm wat die Raad bepaal.

(6) *Gesamentlike oorlegpleging.*—Om die toepassing van hierdie klousule te vergemaklik, moet masjinerie vir gesamentlike oorlegpleging ingestel word, en dit moet funksioneer op die vlak van die werkgewer se bedryfsinrigting, afdeling of seksie daarvan, soos die werkgewer bepaal. Daar moet verteenwoordiger(s) van die werkgewer wees, asook verteenwoordiger(s) van die betrokke vakverenigings wat partye by die Ooreenkoms is [deur hul werkwinkelverteenwoordiger(s) of geakkrediteerde verteenwoordiger(s) van die betrokke vakvereniging(s)] en van die betrokke werknemer(s) en verteenwoordigers van dié werknemers wat lede is van die werke- en/of koördinerende werk komitees en/of skakel- en/of koördinerende skakelkomitees met betrekking tot die bedryfsinrigting, afdeling of seksie daarvan, hetsy dit kragtens die Wet op die Reëling van Swart Arbeidsverhoudinge, 1953, ingestel is of nie. Die grootte, samestelling en prosedure van die masjinerie vir gesamentlike oorlegpleging moet bepaal word volgens die vereistes van die partye daarby, maar die grootte moet te alle tye, tensy anders ooreengekom, gelyke deelname verseker van die werkgewer en al die ander belange hierbo genoem.

Die werkgewer moet skriftelik verslag hou van die besprekings en beslissings van die gesamentlike oorlegplegende liggaam.

In sodanige verslag moet die volgende duidelik gemeld word: Die belanghebbende partye wat geraadpleeg is, die name van die persone wat die belanghebbende partye verteenwoordig het, elke voorstel wat gemaak is en die beslissing waartoe daar ten opsigte van elke voorstel geraak is.

Elke sodanige verslag moet minstens 12 maande lank vanaf die datum van die finale beslissing gehou word en moet te alle tye vir inspeksie beskikbaar wees.

(7) *Administrasie.—(a)* In geval onenigheid ontstaan oor die toepassing en/of vertolking van hierdie klousule, het die veronregte party(e) die reg om die saak binne 14 dae nadat die onenigheid ontstaan het, te verwys na die Streekraad in die betrokke gebied. Die Streekraad moet onverwyld, maar binne hoogstens 30 dae, ondersoek laat instel na die feite, en as daar na sy mening 'n skending van die oogmerke van hierdie klousule was, 'n beroep doen op die skuldige party(e) om die skending binne sodanige tydperk reg te stel.

(b) Enige beslissing van die Streekraad wat beteken word aan die party(e) is finaal en bindend en genoemde party(e) moet daaraan voldoen. Ingeval die Streekraad en/of 'n gedelegeerde komitee nie daarin slaag om die saak wat die onenigheid uitmaak, te skik binne 30 dae na ontvangs of sodanige verlengde tydperk as wat die Streekraad bepaal nie, kan enige van die veronregte partye hom beroep op arbitrasie, en die uitspraak van die arbiter(s) wat aangestel is, is finaal en bindend en moet nagekom word deur die party(e). Arbitrasie moet ooreenkomstig die bepalings van die Raad se Konstitusie geskied: Met dien verstande dat geen bepaling daarvan die Raad mag verhinder om vir die toepassing van hierdie klousule, 'n persoon of persone aan te stel om dan as vaste arbiter(s) op te tree nie.

(c) Ten einde die sake in hierdie klousule vervat spoedig af te handel, word die Streekrade hierby gemagtig om komitee(s) in te stel bestaande uit werkgewer- en werknemerverteenwoordigers en om sodanige spesifieke bevoegdhede as wat nodig geag word aan sodanige komitee(s) te delegeer. Sodanige komitee(s) moet alle sake wat na hom/hulle verwys word, binne 30 dae afhandel, tensy hy/hulle oor 'n verlenging ooreenkom, in welke geval subklousule (7) *(b) mutatis mutandis* van toepassing is.

(8) *Finansiering en metodes van opleiding.—(a)* Die partye moet 'n gesamentlike opleiding- en heropleidingskema instel wat gefinansier moet word uit heffings wat deur 'n nywerheidsooreenkoms opgelê word met die doel om persone op wie hierdie klousule van toepassing is, op te lei en her op te lei. Die nywerheidsraad moet die volgende voorskryf: Die registrasiebepalings met betrekking tot enige gesamentlike opleiding- en heropleidingskema en die administrasie daarvan; die toepaslike inligting wat in verband daarmee verlang mag word, met inbegrip van die indiening van opgawes in dié vorm wat verlang mag word, en die standaarde van opleiding en heropleiding wat gestel word; die uitreiking van sertifikate ten opsigte van daardie werkkategorieë wat hy bepaal, en enige ander aangeleenthede wat daarmee in verband staan, hetsy sodanige opleiding en heropleiding binne die nywerheid of op 'n ander grondslag geskied al dan nie. Die nywerheidsraad word gemagtig om die administrasie van die finansiële aspekte van enige sodanige opleiding- en heropleidingskema te delegeer aan 'n bestaande liggaam wat verwante take

performing allied tasks in the training field relative to the group of industries encompassed in this Agreement.

(b) Notwithstanding the provisions of this subsection, the Iron, Steel, Engineering and Metallurgical Industries Education and Training Fund Agreement published under Government Notice R.2000 dated 24 October 1975 as amended, or any subsequent agreement shall apply in respect of those classes of employees to which it relates.

(9) *Employment placement services.*—The Council shall provide at its Regional Councils employment placement services for persons referred to in subsection (1) *(c)* hereof.

Employers shall give preference to the employment of persons who have completed military service and who apply to the Council within three-months of such completion of service and to such other persons who are available in the work category in which a vacancy exists in the employer's establishment.

(10) *Prohibition.*—In the event of an employer failing to comply with this section, or engaging in employment practices detrimental to the conduct of good employer/employee relations, the Executive Committee of the Council shall in its absolute discretion require the employer to effect an immediate restoration to the position obtaining in his establishment immediately prior to the date of coming into force of this section or such other subsequent date as the Executive Committee may determine.

PART II

1. Wages and/or Earnings

(1) *(a)* Every employee who on 1 July 1980 is employed by an employer on work classified in the Agreement shall, whilst in the employ of the same employer and whether or not his actual rate of pay immediately prior to the said date was in excess of the rate specified for his class of work in this Agreement, be paid not less than the actual rate he was receiving immediately prior to the said date plus, as a guaranteed personal minimum increase, an additional amount for his class of work, as follows:

Class of work	*Amount per hour* c
Rate A and A1	39
Rate AA:	
Employees in their first six months of continuous service on the above date	30
Employees in their second six months of continuous service on the above date	31
Employees with more than 12 months' continuous service on the above date	32
Rate AB	28
Rate B	27
Rate C	26
Rate D	25
Rate DD	20
Rate DDD	17
Rate E	16
Rate F	14
Rate G	12
Rates H and I	12

SCHEDULE F

Group Z	39
Group Y	27
Vehicle driving:	
Internal transport (i.e. not driven on public roads):	
(a) Vehicles which would, if driven on public roads, require a light motor vehicle driving licence: Gross mass of vehicle up to 3 500 kg	14
(b) Vehicles which would, if driven on public roads, require a heavy vehicle driving licence: Gross mass of vehicle over 3 500 kg and up to 13 600 kg	15
(c) Vehicles which would, if driven on public roads, require an extra heavy motor vehicle driving licence: Gross mass of vehicle over 13 600 kg	17

verrig op die gebied van opleiding met betrekking tot die groep nywerhede wat by hierdie Ooreenkoms ingesluit word.

(b) Ondanks hierdie subklousule is die Opvoedkundige en Opleidingsfondsooreenkoms vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, gepubliseer by Goewermentskennisgewing R.2000 van 24 Oktober 1975 soos gewysig, of enige daaropvolgende ooreenkoms van toepassing ten opsigte van daardie klasse werknemers op wie dit betrekking het.

(9) *Indiensplasingsdienste.*—Die Raad moet by sy Streekrade indiensplasingsdienste verskaf vir persone in subklousule (1) *(c)* hiervan bedoel.

Werkgewers moet voorkeur gee aan die indiensneming van persone wat militêre diens voltooi het en wat by die Raad aansoek doen binne drie maande na voltooiing van sodanige diens, en aan sodanige andere persone as wat beskikbaar is in die werkkategorie waarin daar in die werkgewer se bedryfsinrigting 'n vakature bestaan.

(10) *Verbod.*—Ingeval 'n werkgewer versuim om aan hierdie klousule te voldoen of indiensnemingspraktyke volg wat nadelig is vir die handhawing van goeie werkgewer/werknemerverhoudings, moet die Uitvoerende Komitee van die Raad na sy volstrekte goeddunke van die werkgewer vereis om 'n onmiddellike herstel te bewerkstellig van die posisie in sy bedryfsinrigting gegeld het onmiddellik voor die datum van inwerkingtreding van hierdie klousule of sodanige ander latere datum as wat die Uitvoerende Komitee mag bepaal.

DEEL II

1. Lone en/of Verdienste

(1) *(a)* 'n Werknemer wat op 1 Julie 1900 by 'n werkgewer in diens is vir die verrigting van werk wat in die Ooreenkoms ingedeel is, moet, terwyl hy in diens van dieselfde werkgewer is en afgesien daarvan of sy werklike loon onmiddellik voor genoemde datum hoër was as die loon wat vir sy klas werk in hierdie Ooreenkoms gespesifiseer is, minstens die werklike loon betaal word wat hy onmiddellik voor genoemde datum ontvang het, plus, as 'n gewaarborgde persoonlike minimum verhoging, die volgende addisionele bedrag vir sy klas werk:

Klas werk	*Bedrag per uur* c
Loon A en A1	39
Loon AA:	
Werknemers in hul eerste ses maande ononderbroke diens op bogenoemde datum	30
Werknemers in hul tweede ses maande ononderbroke diens op bogenoemde datum	31
Werknemers met meer as 12 maande ononderbroke diens op bogenoemde datum	32
Loon AB	28
Loon B	27
Loon C	26
Loon D	25
Loon DD	20
Loon DDD	17
Loon E	16
Loon F	14
Loon G	12
Lone H en I	12

BYLAE F

Groep Z	39
Groep Y	27
Voertuie dryf:	
Binnevervoer (d.w.s. wat nie op openbare paaie gedryf word nie):	
(a) Voertuie wat, indien hulle op openbare paaie gedryf word, 'n rybewys vir 'n ligte motorvoertuig sal vereis: Bruto massa van voertuig tot en met 3 500 kg	14
(b) Voertuie wat, indien hulle op openbare paaie gedryf word, 'n rybewys vir 'n swaar motorvoertuig sal vereis: Bruto massa van voertuig oor 3 500 kg en tot en met 13 600 kg	15
(c) Voertuie wat, indien hulle op openbare paaie gedryf word, 'n rybewys vir 'n ekstra swaar motorvoertuig sal vereis: Bruto massa van voertuig oor 13 600 kg	17

External transport:

Driving of any other vehicle authorised to carry a pay-load:

Up to and including 1 000 kg	14
Over 1 000 kg and up to 3 000 kg	15
Over 3 000 kg and up to 4 500 kg	18
Over 4 500 kg and up to 6 500 kg	20
Over 6 500 kg	21

	Per week
Watchman's work	R5,10

(b) Notwithstanding the provisions of subsection (1) *(a)* the guaranteed personal minimum increase shall not apply to employees in Groups IX, VI, V, IV, III, II and I in Schedule F.

Provided that—

(i) the additional amount payable in terms of this subsection to an employee for his class of work may be reduced by the amount of any increase or increases granted to such employee on or subsequent to 13 May 1980

(ii) any employee who was engaged after 13 May 1980 at a rate of pay not less than the rate of pay prescribed for his class of work as at 1 July 1980 shall not be entitled to be paid the additional amount specified in this subsection for his class of work;

(iii) no employer shall reduce the rate of pay of any employee to whom an increase in excess of the additional amount specified in this subsection for his class of work has been awarded on or subsequent to 13 May 1980 and no employee shall be paid wages at a rate less than the rate for his class of work specified in this Agreement.

(2) No employee shall be required as part of his contract of service to accept board or lodging or both from his employer, nor to purchase any goods or hire any property from his employer. Where an employee agrees to accept board or lodging or both from his employer the employer may deduct from such employee's wages or earnings such amount as agreed upon for the payment of board or lodging or both, provided that the Council is notified in writing prior to the said deductions being made and the amount thereof.

(3) No employee shall be employed on more than one occupation scheduled in this Agreement at different rates of pay in any one week, including any overtime worked at a higher-paid occupation, unless payment is made as if such employee had been employed for the whole of that week on the highest-paid occupation: Provided that where a lower-paid employee is temporarily substituted for a higher-paid employee who is absent from his work and not employed elsewhere in the establishment, such substituted employee shall be paid at the higher rate only for the period he actually worked at the higher-paid occupation. Any period of substitution of less than one-half shift in the aggregate in any one week shall not count for payment at the higher rate.

(4) Subject to the provisions of subsections (1) to (3), inclusive, no employer shall pay to the employees (other than apprentices in their first, second, third and fourth years of apprenticeship) engaged on any of the classes of work hereinafter specified in the following Wage Schedules wages and/or earnings lower than those stated against such classes and no employee shall accept wages and/or earnings lower than those stated against such classes.

SCHEDULE G

Section (a).—General

Applicable to certain classes of work and/or operations throughout the Industries, including the Electrical Engineering Industry, General Engineering, Structural Metal Work and Manufacturing Engineering (n.e.s.).

For the purposes of this section—

"Electrical Engineering Industry" means—

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

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

Buitevervoer:

Enige ander voertuig dryf wat gelisensieer is om 'n loonvrag tot en met die volgende perke te vervoer:

Tot 1 000 kg	14
Meer as 1 000 kg tot en met 3 000 kg	15
Meer as 3 000 kg tot en met 4 500 kg	18
Meer as 4 500 kg tot en met 6 500 kg	20
Meer as 6 500 kg	21

	Per week
Werk van 'n wag	R5,10

(b) Ondanks subklousule (1) *(a)*, is die gewaarborgde persoonlike minimum verhoging nie van toepassing op werknemers in Groepe IX, VI, V, IV, III, II en I in Bylae F nie.

Met dien verstande dat—

(i) die addisionele bedrag ingevolge hierdie subklousule betaalbaar aan 'n werknemer vir sy klas werk, verminder kan word met die bedrag van 'n verhoging wat op of na 13 Mei 1980 aan sodanige werknemer toegestaan is;

(ii) 'n werknemer wat na 13 Mei 1980 in diens geneem is teen 'n tarief van besoldiging van minstens die tarief van besoldiging wat vir sy klas werk voorgeskryf is op 1 Junie 1980 nie geregtig is op die ontvangs van die addisionele bedrag wat in hierdie subklousule vir sy klas werk gespesifiseer is nie;

(iii) geen werkgewer die tarief van besoldiging van 'n werknemer aan wie 'n verhoging op of na 13 Mei 1980 toegestaan is wat hoër is as die addisionele bedrag in hierdie subklousule vir sy klas werk gespesifiseer, mag verminder nie, en aan geen werknemer lone teen 'n tarief laer as die tarief vir sy klas werk in hierdie Ooreenkoms gespesifiseer, betaal mag word nie.

(2) Van geen werknemer kan as deel van sy dienskontrak vereis word om kos of inwoning of albei van sy werkgewer aan te neem of om enige goedere van sy werkgewer te koop of enige eiendom van hom te huur nie. Indien 'n werknemer instem om kos of inwoning of albei van sy werkgewer aan te neem, kan die werkgewer 'n bedrag, soos ooreengekom vir die betaling van kos of inwoning of albei, van die werknemer se lone of verdienste aftrek; met dien verstande dat die Raad skriftelik in kennis gestel word daarvan en van die bedrag daarvan voordat genoemde aftrekkings gemaak word.

(3) Geen werknemer mag in enige enkele week in meer as een beroep wat in die Ooreenkoms gelys is, met inbegrip van enige oortyd in 'n hoër besoldigde beroep gewerk, teen verskillende loonskale werksaam wees nie, tensy betaling gedoen word asof sondanige werknemer vir daardie hele week werksaam was in die hoogs besoldigde beroep: Met dien verstande dat wanneer 'n laer besoldigde werknemer tydelik in die plek gestel word van 'n hoër besoldigde werknemer wat van sy werk afwesig is en nie elders in die bedryfsinrigting werk nie, sodanige plaasvervangende werknemer teen die hoër besoldigde werk werksaam was. Enige tydperk van minder as 'n halwe skof altesaam in 'n bepaalde week waarin 'n werknemer as plaasvervanger werk, tel nie vir besoldiging teen die hoër skaal nie.

(4) Behoudens subklousules (1) tot en met (3) mag geen werkgewer aan werknemers (uitgesonderd vakleerlinge in hul eerste, tweede, derde en vierde leerjare) in diens in enigeen van die klasse werk wat hierna in die volgende loontabelle gespesifiseer word, lone en/of verdienste betaal wat laer is as dié teenoor sodanige klasse genoem nie en geen werknemer mag lone en/of verdienste aanneem wat laer is as dié teenoor sodanige klasse genoem nie.

BYLAE G

Seksie (a).—Algemeen

Van toepassing op sekere klasse werk en/of werksaamhede oral in die Nywerheid, met inbegrip van die Elektrotegniese Ingenieursnywerheid, Algemene Ingenieurswerk, Boumetaalwerk en Vervaardigingsingenieurswerk (n.e.v.).

Vir toepassing van hierdie seksie beteken—

„Elektrotegniese Ingenieursnywerheid"—

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

(b) die installering, onderhoud en herstel van die uitrusting in paragraaf *(a)* hierbo bedoel in die provinsie Transvaal, maar omvat dit nie ook die Elektrotegniese Aannemingsnywerheid nie;

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

"general engineering" means the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than precious metal) or parts or components thereof and structural metal work, including the finishing of metal goods, and the building and/or alteration and/or repair of boats and/or ships, including the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships and general wood work undertaken in connection with ship repairs, but does not include work defined as "manufacturing engineering" in section 25 of Part I of this Agreement;

"structural metal work" means the fabrication, erection or assembly, construction, alteration, replacement or repair of metal structures (including metal structures of boats and/or ships) and/or pressure vessels and/or components made in whole or in part of metal plate and/or metal sections (n.e.s.);

"controlled machines" means machines controlled by numerical, digital, electronic and similar control systems, and where the operation and/or attending of such machines complies with the definition of any of the machining operations contained in this Schedule, such operations shall be held to apply throughout all divisions of this Agreement (n.e.s.).

No person other than a journeyman or an apprentice may be employed on work classified at Rate A without the prior permission of the Council.

RATE A (n.e.s.)

1. Angle and plate smithing	Rate per hour for work classified at Rate A in Table of Wage Rates.
2. Architectural and/or ornamental metal working	
3. Armature winding	
4. Automotive machining and fitting	
5. Blacksmithing	
6. Bricklaying and/or refractory bricklaying and/or masonry work	
7. Carpentry and/or joinery (excluding the preparation of packaging and rough crating)	
8. Constructional steelworking	
9. Coppersmithing	
10. Die and/or jig and/or tool and/or gauge making and/or repairing	
11. Die-sinking and/or engraving	
12. Diesel fitting	
13. Electrical fitting	
14. Electrical maintenance work and/or installation and/or repair work	
15. Electroplating	
16. Erecting and/or assembling (supervisory work on site)	
17. Electronics mechanician's work	
18. Fitting and turning	
19. Fitting (including machining)	
20. Inspecting when performed by inspectors having journeyman qualifications	
21. Instrument making and/or repairing	
22. Instruments mechanician's work (industrial instrumentation and process control)	
23. Lift and/or escalator mechanic's work	
24. Locksmithing	
25. Machine tool setting up and/or toolsetting	
26. Marking out and/or marking off	
27. Millwrighting (electro mechanical)	
28. Motor vehicle repairing	
29. Moulding and/or coremaking	
30. Operating arc and/or gas welding machines on pressure vessels	
31. Patternmaking	
32. Plating and/or boilermaking	
33. Plumbing	

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

,,algemene ingenieurswerk" die onderhoud, vervaardiging, oprigting of montering, konstruksie, verandering, vervanging of herstel van enige masjien, voertuig (uitgesonderd 'n motorvoertuig) of artikel wat hoofsaaklik bestaan uit metaal (uitgesonderd edelmetaal), of onderdele of komponente daarvan en boumetaalwerk, met inbegrip van die afwerking van metaalgoedere en die bou en/of verandering en/of herstel van bote en/of skepe, met inbegrip van die afskraap, afkap en/of afskaal en/of verf van die rompe van bote en/of skepe en algemene houtwerk wat onderneem word in verband met skeepsherstelwerk, maar omvat dit nie werk omskryf as ,,ingenieursvervaardiging" in klousule 25 van Deel I van hierdie Ooreenkoms nie;

,,boumetaalwerk" die vervaardiging, oprigting of montering, konstruksie, verandering, vervanging of herstel van metaalbouwerke (met inbegrip van metaalbouwerke van bote en/of skepe) en/of drukhouers en/of ander onderdele in die geheel of gedeeltelik van plaatmetaal en/of metaalprofiele gemaak (n.e.v.);

,,beheerde masjiene" masjiene wat beheer word deur numerieke, digitale, elektroniese en soortgelyke beheerstelsels en waar die bediening en/of versorging van sodanige masjiene voldoen aan die omskrywing van enige van die masjienwerksaamhede in hierdie Bylae vervat, moet sodanige werksaamhede geag word van toepassing te wees oral in al die afdelings van hierdie Ooreenkoms (n.e.v.).

Niemand behalwe 'n vakman of 'n vakleerling mag in diens wees op werk onder Loon A ingedeel sonder dat die toestemming van die Raad vooraf verkry is nie.

LOON A (n.e.v.):

1. Hoekyster- en plaatsmidswerk	Loon per uur vir werk ingedeel onder Loon A in Loontabel.
2. Bou- en/of siermetaalwerk	
3. Ankerwikkeling	
4. Motorvoertuigmasjienering en paswerk	
5. Grofsmidswerk	
6. Messelwerk en/of messel met vuurvaste stene en/of klipmesselwerk	
7. Timmerwerk en/of skrynwerk (uitgesonderd die bereiding van verpakkingsmiddels en ruwe kratwerk)	
8. Boustaalwerk	
9. Kopersmidswerk	
10. Stempels en/of setmate en/of gereedskap en/of meters maak en/of herstel	
11. Stempelsnywerk en/of graveerwerk	
12. Dieselmonteerwerk	
13. Elektromonteerwerk	
14. Elektriese onderhoudswerk en/of installering en/of herstelwerk	
15. Elektroplatering	
16. Oprigting en/or montering (toesigwerk op perseel)	
17. Elektronika-meganikus se werk	
18. Pas- en draaiwerk	
19. Paswerk (met inbegrip van masjinering)	
20. Inspeksiewerk wanneer dit gedoen word deur inspekteurs met vakmansbevoegdheid	
21. Instrumente maak en/of herstel	
22. Instrumentmeganikus se werk (industriële instrumentasie en prosesbeheer)	
23. Hyser- en/of roltrapwerktuigkundige se werk	
24. Slotte maak	
25. Masjiengereedskap opstel en/of gereedskap stel	
26. Uitmerk en/of afmerk	
27. Masjienmontering (elektro-meganies)	
28. Motorvoertuie herstel	
29. Gietvorm- en/of kernmakery	
30. Bediening van boog- en/of gassweismasjiene aan drukhouers	
31. Modelmakery	
32. Platering en/of ketelmakery	
33. Loodgieterswerk	

34. Refrigeration mechanic (commercial)
35. Rigging and/or splicing
36. Riveting and/or caulking pressure vessels
37. Roll tool and templet making
38. Roll turning
39. Scale making and/or repairing
40. Sheetmetal working
41. Shipwriting and boatbuilding
42. *Ship's plumbing
*Ship's plumbing means work on ships for all sanitary purposes and/or water services and/or domestic heating, washing or drinking purposes.
43. Signwriting
44. Telephone communications electrician's work
45. Templet making
46. Testing (pressure vessels)
47. Turning (including machining)
48. Universal milling and/or universal machining
49. Vehicle body building and/or repairing composite and/or metal
50. Welding and/or brazing
51. Woodmachining and/or woodworking (excluding the preparation of packaging and rough crating)

Rate per hour for work classified at Rate A in Table of Wage Rates.

RATE AA

52. *Assembling and/or erecting overhead power lines in field or on site (linesmen)
*First six months of experience: Rate C
Second six months of experience: Rate B
Thereafter: Rate AA
53. Building up by metal spraying
54. Cropping and/or punching and/or shearing and/or guillotine shearing (n.e.s.)
55. Ferrous welding in a finished run involving no change in procedure in respect of amperage or rate of deposition or size and type of rod
56. *Intercommunication telephone installing (excluding electronic equipment):
*First six months of experience: Rate D
Second six months of experience: Rate C
Third six months of experience: Rate B
Thereafter: Rate AA
57. *Machinist's work (n.e.s.), viz. shaping, slotting, planing, milling (excluding universal milling), grinding (excluding universal grinding) and the operation of gear cutting and rotary machine tools, excluding centre lathes (with or without copying and/or profiling attachments), boring mills (vertical, horizontal and turret type, with or without copying and/or profiling attachments), die-sinking machines and universal machining
*Employees employed on machinist's work shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments including rules, calipers and the like.
58. Metal spinning
59. Pattern filing and/or mounting
60. Pressbrake operating (n.e.s.)
61. Sailmaking
62. Saw doctoring

Rate per hour for work classified at Rate AA in Table of Wage Rates.

34. Verkoelingswerktuigkundige (kommersieel)
35. Touwerk en/of splitslaswerk
36. Drukhouers klink en/of kalfater
37. Walsgereedskap- en patroonmakery
38. Walsdraaiwerk
39. Skale maak en/of herstel
40. Plaatmetaalwerk
41. Skeepsbouwerk en bootbou
42. *Skeepsloodgieterswerk
*Skeepsloodgieterswerk beteken werk op skepe vir alle sanitêre doeleindes en/of watervoorsiening en/of huishoudelike verwarmings-, was- of drinkdoeleindes
43. Letterskilderwerk
44. Telefoonkommunikasie-elektrisiën se werk
45. Patrone maak
46. Drukhouers toets
47. Draaiwerk (met inbegrip van masjinering)
48. Universele freeswerk en/of universele masjinering
49. Voertuigbakbou en/of -herstelwerk, saamgestel en/of metaal
50. Sweis en/of sweissoldeer
51. Houtmasjienwerk en/of houtwerk (uitgesonderd die bereiding van verpakkingsmiddels en ruwe kratwerk)

Loon per uur vir werk ingedeel onder Loon A in Loontabel

LOON AA

52. *Lugdrade in die veld en op die perseel monteer en/of oprig (lynmanne):
*Eerste ses maande ondervinding: Loon C
Tweede ses maande ondervinding: Loon B
Daarna: Loon AA
53. Opbouwerk deur middel van metaalspuitwerk
54. Afknip en/of pons en/of afskuif en/of met guillotine afskuif (n.e.v.)
55. Ystersweising in 'n voltooide lengte wat geen verandering van werkwyse ten opsigte van amptèretal of neersmeltingsaanslag of grootte en tipe staaf vereis nie
56. *Installering van intertelefone (uitgesonderd elektroniese uitrusting):
*Eerste ses maande ondervinding: Loon D
Tweede ses maande ondervinding: Loon C
Derde ses maande ondervinding: Loon B
Daarna: Loon AA
57. *Masjienwerker se werk (n.e.v.), nl. vorming, gleufwerk, skaafwerk, freeswerk (uitgesonderd universele freeswerk), slypwerk (uitgesonderd universele slypwerk) en die bediening van ratfrees- en draaimasjiengereedskap, uitgesonderd senterdraaibanke (met of sonder kopieer- en/of profileerhegstukke), boorfreesmasjiene (vertikale, horisontale en rewolwertipe—met of sonder kopieer- en/of profileerhegstukke), matrysfreesmasjiene en universele masjinering
*Werknemers wat 'n masjienwerker se werk verrig, moet toegelaat word om hul eie werk op te stel, hul eie gereedskap te slyp en te set en om volgens en met presisiemeetinstrumente met inbegrip van liniale, meetpassers en so meer te werk
58. Metaalspinwerk
59. Modelle vyl en/of monteer
60. Persrem bedien (n.e.v.)
61. Seile maak
62. Saagherstelwerk

Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

RATE B

63. Boiler tube fitting and/or expanding, excluding repair
64. Cold sawing where the sawyer marks direct from cutting list
65. Drilling machine work (n.e.s.)
66. Down-hand ferrous welding in a finished run involving no change in procedure in respect of amperage or rate of deposition or size and type of rod
67. Operating scarfing and/or ending machine
68. Operating broaching machine (n.e.s.)
69. Platelaying to S.A.R. gauge
70. Relining where original marking is done by a journeyman or apprentice (structural metal work)
71. Supervisory work (n.e.s.)

Rate per hour for work classified at Rate B in Table of Wage Rates.

RATE C

72. Flattening and/or straightening only (n.e.s.)
73. Marking off to templets (machine shop work)
74. Operating multi-head oxy-acetylene cutting machine and/or profiling and/or flame planing and/or bevel cutting machine (including setting up)
75. Operating power-driven or hydraulic press (n.e.s.), including the affixing and/or removal of dies
76. Repetition cutting and/or cropping and/or shearing and/or punching to jigs and/or stops and/or templets (n.e.s.) (guillotines and cropping machines)
77. Riveting and/or caulking (metal) (excluding pressure vessels) (n.e.s.)
78. Sheeting

Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

79. Arc and/or gas cutting (n.e.s.)
80. Bending of tubes and/or sections in manually operated machines to templets
81. Bending and/or forming to jigs and/or stops in power operated press brake and/or folding machine
82. Chipping for welding and/or caulking.
83. Drilling and/or countersinking and/or reaming (n.e.s.), including the use of adjustable reamers provided they are preset by a Rate A or AA employee, including the sharpening of drills
84. Hand welding by mechanically-fed electrodes (excluding pressure vessels)
85. Hydraulic and/or pneumatic gap machine riveting
86. Machining on repetition work by means of fixtures and/or jigs and/or stops (excluding the requirement of stops for parting off) where the work cycle is manually operated (excluding setting up but including checking with fixed gauges) (including the replacing and/or repositioning of throwaway tips only on throwaway tipped tooling, excluding machine tool setting up and/or tool setting and/or adjusting)
87. Metal spraying for decorative purposes
88. Operating roll forging machine
89. Operating automatic arc and/or gas welding machine (excluding setting up)
90. Operating cold circular saw to marks and/or stops (structural metal work) (n.e.s.) (excluding marking and/or setting of stops)

Rate per hour for work classified at Rate D in Table of Wage Rates.

LOON B

63. Ketelpype insit en/of uitdy, uitgesonderd herstelwerk
64. Koudsaag waar die saer regstreeks van saaglys afmerk
65. Boormasjienwerk (n.e.v.)
66. Onderhandystersweising in 'n voltooide lengte wat geen verandering van werkwyse ten opsigte van ampèretal of tempo van afsetting of grootte en tipe staaf vereis nie
67. Skoonbrandmasjien en/of endmasjien bedien
68. Profielruimmasjien bedien (n.e.v.)
69. Spoorstawe lê volgens S.A.S.-wydte...
70. Hervoering waar oorspronklike afmerkwerk deur 'n vakman of vakleerling gedoen word (boumetaalwerk)
71. Toesigwerk (n.e.v.)

Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON C

72. Slegs platmaak en/of reguitmaak (n.e.v.)
73. Afmerk volgens patrone (masjienwinkelwerk)
74. Meerkoppige oksiasetileensnymasjiene en/of profileer- en/of vlamskaaf- en/of skuinssaagmasjiene bedien (met inbegrip van die opstel daarvan)
75. Bediening van krag- of hidrouliese pers (n.e.v.), met inbegrip van aansit en/of verwydering van stempels
76. Herhalingsafsaag en/of -afknip en/of -afskuif en/of -pons volgens setmate en/of stuiters en/of patrone (n.e.v.) (guillotines en afknipmasjiene)
77. Klink- en/of kalfaterwerk (metaal) (uitgesonderd drukhouers) (n.e.v.)
78. Plaatwerk

Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

79. Boog- en/of gassnywerk (n.e.v.)
80. Buig van pype en/of profiele volgens patrone, in masjiene wat met die hand bedien word
81. Buig en/of vorm volgens setmate en/of stuiters in kragpersrem en/of voumasjien
82. Afkap vir sweis- en/of kalfaterwerk
83. Boor en/of versink en/of ruim (n.e.v.), met inbegrip van die gebruik van verstelbare ruimers, met dien verstande dat hulle vooraf gestel is deur 'n Loon A- of AA-werknemer met inbegrip van skerpmaak van bore
84. Handsweiswerk met meganies gevoerde elektrodes (uitgesonderd drukhouers)
85. Klinkwerk met hidrouliese en/of drukluggapingsmasjien
86. Masjinering van herhalingswerk deur middel van setklemme en/of setmate en/of stuiters (uitgesonderd die vereiste van stuiters vir verdeling) waar die werksiklus met die hand aangedryf word (uitgesonderd die werk opstel maar met inbegrip van die nagaan met vaste meters) (met inbegrip van die vervanging en/of herplasing van slegs weggooipunte aan weggooipuntbeitels, (uitgesonderd masjiengereedskap opstel en/of gereedskap stel en/of regstel)
87. Metaalspuitwerk vir versiering
88. Walssmeemasjien bedien
89. Outomatiese boog- en/of gassweismasjien bedien (uitgesonderd die opstel daarvan)
90. Bediening van koue sirkelsaag volgens merke en/of stuiters (boumetaalwerk) (n.e.v.) (uitgesonderd merk en/of stel van stuiters)

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

91. Operating drop forging machine, including the removal and/or affixing of dies where there is positive location (n.e.s) .....
92. Operating power saw (n.e.s.), including marking off with rule and/or tape only and including setting of stops .....
93. Operating single head gas profile cutting machine and/or single and/or multi-head straight line cutting machine, including setting up .....
94. Preliminary welding for positioning of jobs prior to welding, riveting or bolting up (runs of not more than 25 mm in length).....
95. Press operating (n.e.s.), including the affixing and/or removal of dies where there is positive location (excluding press brake).....
96. Repetition drill sharpening by machine (other than in tool room) .....
97. *Repetition welding and/or brazing in fixtures .....

*Repetition welding and/or brazing in fixtures means that the fixture must be made in such a manner as to allow the maximum amount of welding and/or brazing on the article in the fixture and thereafter the same employee or a Rate B employee or an employee at a higher rate than Rate B may complete the weld on the article when it is removed from the fixture.

98. Rough painting of deck and/or bulkheads.....
99. Silver soldering.....
100. Tool grinding in jigs.....

Rater per hour for work classified at Rate D in Table of Wage Rates.

RATE DD

101. Repetition operation of or attending semi-automatic machines where the work cycle is power-driven and the end point is controlled by automatically operating stops (excluding setting up) (including the replacing and/or repositioning of throwaway tips only on throwaway tipped tooling, excluding machine tool setting up and/or tool setting and/or adjusting) .....

For the purposes of the above, "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools (excluding any machining during the advancement and/or retraction of the tools) before and after the power cycle takes over and stopping and unloading the machine and includes random checking with fixed gauges.....

Rate per hour for work classified at Rate DD in Table of Wage Rates.

RATE DDD

102. Drilling and/or countersinking to jigs and/or metal templets and/or stops and/or reaming, using non-adjustable reamers, excluding radial drilling machines—size of drilled holes not to exceed 30 mm .....
103. Operation of or attending on machines designed for or permanently adapted for a single tool operation where it is not necessary to centralise or true the work by hand and where the manual

Rate per hour for work classified at Rate DDD in Table of Wage Rates.

91. Valsmeemasjien bedien, met inbegrip van die verwydering en/of aansit van stempels waar daar positiewe plasing is (n.e.v.) .....
92. Kragsaag bedien (n.e.v.), met inbegrip van afmerk slegs met liniaal en/of meetband en met inbegrip van stel van stuiters.....
93. Enkelkoppige gasprofielsnymasjien en/of enkelkoppige en/of meerkoppige reguitlynsnymasjien bedien, met inbegrip van die opstel daarvan.....
94. Voorlopige hegsweising vir plasing van werkstukke voor sweising, klink of vasbout (lengtes van hoogstens 25 mm).....
95. Bediening van perse (n.e.v.), met inbegrip van die aanbring en/of verwydering van stempels waar daar positiewe plasing is (uitgesonderd drukrem).....
96. Herhalingskerpmaak van bore met 'n masjien (behalwe in gereedskapkamer).....
97. *Herhalingsweis en/of -sweissoldeer in setklemme.....

*Herhalingsweis en/of -sweissoldeer in setklemme beteken dat die setklem op so 'n wyse gemaak moet wees dat die werknemer in staat sal wees om die maksimum hoeveelheid sweis- en/of sweissoldeerwerk aan die artikel in die setklem te doen, en daarna kan dieselfde werknemer of 'n werknemer Loon B of 'n werknemer met 'n hoër loon as Loon B die sweislas aan die artikel voltooi wanneer dit van die setklem verwyder is.

98. Ruwe verfwerk aan dekskotte.....
99. Silwersoldering.....
100. Gereedskap in setmate slyp.....

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON DD

101. Herhalingsbediening of versorging van halfoutomatiese masjiene, waar die werksiklus deur krag aangedryf word en die eindpunt deur outomatiese stuiters beheer word (uitegesonderd die opstel daarvan) (met inbegrip van die vervanging en/of herplasing van slegs weggooipunte aan weggooipuntbeitels) (uitgesonderd masjiengereedskap opstel en/of gereedskap stel en/of regstel) .....

Vir die toepassing van bostaande is 'n „halfoutomatiese masjien" 'n masjien waarop dit nie nodig is om die werk met die hand te sentreer of in lyn te stel nie en waar handbediening beperk is tot die plasing van die werkstuk in die kloukop of kloutoestel van die masjien, die masjien aan die gang sit, die gereedskap vorentoe of agtertoe verstel (uitgesonderd enige masjinering terwyl die gereedskap vorentoe en/of agtertoe verstel word) voor en nadat die kragsiklus oorneem, en die masjien afskakel en werkstukke daarvan afneem, en met inbegrip van willekeurige nagaan met vaste meters

Loon per uur vir werk ingedeel onder Loon DD in Loontabel.

LOON DDD

102. Boor en/of versink volgens setmate en/of metaalpatrone en/of stuiters en/of of ruiming, met gebruikmaking van nie-verstelbare ruimers, uitgesonderd radiaalboormasjiene—grootte van geboorde gate moet hoogstens 30 mm wees.....
103. Bediening of versorging van masjiene ontwerp of permanent aangepas vir enkelgereedskapwerk, waar dit nie nodig is om die werk met die hand te sentreer of in lyn te stel nie en waar

Loon per uur vir werk ingedeel onder Loon DDD in Loontabel.

operations are limited to loading the work piece into the chuck or holding device of the machine, starting, operating and/or attending, stopping and unloading the machine (excluding setting up) including random checking with fixed gauges and including the replacing and/or repositioning of throw-away tips only on throwaway tipped tooling (excluding machine tool setting up and/or toolsetting and/or adjusting)

Rate per hour for work classified at Rate DDD in Table of Wage Rates.

handbediening beperk is tot die plasing van die werkstuk in die kloukop of kloutoestel van die masjien, die masjien aan die gang sit, bedien en/of oppas, afskakel en werkstukke daarvan afneem (uitgesonderd die opstel daarvan) met inbegrip van willekeurige nagaan met vaste meters en met inbegrip van die vervanging en/of herplasing van slegs weggooipunte aan weggooipuntbeitels (uitgesonderd masjiengereedskap opstel en/of gereedskap set en/of regstel).....

Loon per uur vir werk ingedeel onder Loon DDD in Loontabel.

RATE E

104. Metal spraying for protective purposes
105. Production broaching on automatic machine where the operations prior to and after ramming are limited to loading, setting the machine in motion, stopping and unloading the machine (excluding setting up).....
106. Rough grinding to templets and/or marks and/or gauges (structural metal work) .....

Rate per hour for work classified at Rate E in Table of Wage Rates.

LOON E

104. Metaalspuitwerk vir beskermende doeleindes .....
105. Produksieprofielruimwerk op outomatiese masjien waar die werksaamhede voor en ná stamp beperk is tot plasing, die masjien aan die gang sit, die masjien afskakel en werkstukke daarvan afneem (uitgesonderd die opstel daarvan) .....
106. Ruslypwerk volgens patrone en/of merke en/of meters (boumetaalwerk).

Loon per uur vir werk ingedeel onder Loon E in Loontabel.

RATE F

107. Manual and/or automatic setting and/or gulleting and/or sharpening of saws
108. Sharpening and/or straightening of used agricultural implement parts .....
109. Supervising employees employed on classes of work scheduled below Rate F (when so appointed) .....

Rate per hour for work classified at Rate F in Table of Wage Rates.

LOON F

107. Sae met die hand en/of outomatiese stel en/of uithol en/of skerpmaak .....
108. Gebruikte onderdele van landbouimplemente skerpmaak en/of reguitmaak .....
109. Toesig hou oor werknemers in diens op klasse werk wat laer as Loon F gelys is (waar aldus aangestel).....

Loon per uur vir werk ingedeel onder Loon F in Loontabel.

RATE G

110. Affixing slings under instruction of a Rate A to D employee .....
111. Application of anti-corrosive and/or anti-fouling and/or protective coatings
112. Attending cleaning and/or degreasing and/or acid and/or rinsing and/or fluxing bath.....
113. Attending fully-automatic machine, including random checking with fixed gauges .....
For the purposes of the above, "fully-automatic machine" is a bar-fed machine or a machine fitted with an automatic chucking device (i.e. magazine and/or table and/or mechanical-arm fed) and the manual operations are limited to setting the machine in motion, feeding a new bar into the machine or loading the magazine, as the case may be, and stopping the machine .....
114. Boiler stoking and/or attending .....
115. Dressing and/or deburring by hand and/or by grinding and/or portable power tools.....
116. Fly and/or treadle and/or manual pressing and/or notching and/or power pressing where the work is operated upon with preset dies, excluding press brakes and the setting of dies.....
117. Heat treatment furnace loading and/or unloading and/or stoking and/or quenching under instruction of a Rate A to D employee .....
118. Hot dip coating and/or galvanising under supervision of a Rate A to D employee .....
119. Hydraulic testing and/or testing by air, other than the preparatory work.....
120. Metal buffing and/or polishing .....
121. Metal cleaning by degreasing and/or pickling.....
122. Metal coating by dipping .....
123. Operating tumbling barrel.....

Rate per hour for work classified at Rate G in Table of Wage Rates.

LOON G

110. Slingers aansit onder aanwysing van 'n Loon A- tot D-werknemer.....
111. Aansit van roeswerende en/of aanwaswerende en/of beskermende lae .....
112. Skoonmaak- en/of ontvettings- en/of suur- en/of spoel- en/of smeltbaddens versorg .....
113. Volkome outomatiese masjiene bedien, met inbegrip van willekeurige nagaan met vaste meters.....
Vir die toepassing van bogenoemde is 'n „volkome outomatiese masjien" 'n staafvoermasjien of 'n masjien toegerus met 'n outomatiese kloutoesel (d.w.s. uit 'n magasyn en/of van 'n tafel en/of deur 'n meganiese arm gevoer) en waar die handbediening beperk is tot die masjien aan die gang sit, 'n nuwe staaf in die masjien voer of the magasyn laai, na gelang van die geval, en die masjien afskakel.....
114. Ketels stook en/of bedien.....
115. Met die hand en/of deur te skuur en/of met draagbare kraggereedskap afwerk en/of afbaard.....
116. Skroef- en/of trap- en/of handpersing en/of -inkeping en/of kragpersing waar daar aan die werk gewerk word met vooraf gestelde stempels, uitgesonderd persremme en die stel van stempels....
117. Oonde vir hittebehandeling laai en/of ontlaai en/of stook en/of blus onder aanwysing van 'n Loon A- tot D-werknemer .....
118. Warmdompelbedekking en/of galvanisering onder aanwysing van 'n Loon A- tot D-werknemer.....
119. Hidrouliese toetswerk en/of met lug toets, uitgesonderd die voorbereidende werk.....
120. Metaal poets en/of poleer .....
121. Metaal skoonmaak deur ontvetting en/of skoonbyt.....
122. Metaal bedek deur indompeling .....
123. Poetstrommel bedien .....

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

124. Operation of and/or attending special purpose machine, including the use of fixed gauges, where the manual operations are limited to loading, setting the machine in motion, stopping and unloading the machine, excluding setting up	Rate per hour for work classified at Rate G in Table of Wage Rates.
125. Operating drop hammer (drop hammer driving)	
126. Operating power hammer (hammer driving) under instruction of a Rate A to D employee	
127. Operating manual machine designed for or permanently adapted for one only operation, where it is not necessary to centralise or true the work by hand	
128. Operating power saw for repetitive cutting off to stops and/or length gauges, excluding setting of stops (machine shop work) (other than in tool room)	
129. Operating butt and/or flash and/or projection and/or resistance and/or spot welding machine	
130. Operating hand portable and/or pedestal grinding machine where the operator is not required to grind to marks and/or gauges and/or sizes and/or templets	
131. Repetition cutting and/or cropping and/or shearing to stops, excluding setting up (machine shop work)	
132. Repetition roller bending of material not exceeding 4 mm	
133. Repetition tapping by machine	
134. Repetition cutting to stops on reciprocating and/or friction saws (structural metal word)	
135. Repetition marking off to jigs and/or length gauges	
136. Rethreading and/or re-tapping and/or reclaiming of nuts and/or bolts	
137. Riveting (10 mm diameter or less)	
138. Rough straightening and/or rough flattening of material, excluding the use of rules and straight edges	
139. Sand and/or shot and/or hydro and/or grit blasting	
140. Screwing machine operating, excluding setting up	
141. Spraying of non-decorative paint	
142. Striking by hand hammer under instruction of a Rate A to D employee	
143. Straightening and/or flattening of gussets and/or cleats	
144. Stripping and/or punching of forgings and/or stampings, using preset dies	
RATE H	
145. Baling and/or cutting of scrap, other than in workshop	Rate per hour for work classified at Rate H in Table of Wage Rates.
146. Descaling by chipping and/or scraping of ships and/or boilers	
147. Dipping in enamel and/or lacquer and/or paint	
148. Holding up for riveting	
149. Rivet heating	
150. Stamping and/or affixing metal labels and/or nameplates	
RATE I	
151. General labouring	Rate per hour for work classified at Rate I in Table of Wage Rates.
152. Oiling and/or greasing	
153. Removal of rust and/or coatings.	
(i) *Probationers*	
RATE C	
154. First three months of experience	Rate D.
Thereafter	Rate C.

124. Bediening en/of versorging van eendoelmasjiene, met inbegrip van die gebruik van vaste meters, waar handbediening beperk is tot die plasing van die werkstuk, die masjien aan die gang sit, die masjien afskakel en die werkstuk daarvan afneem (uitgesonderd die opstel daarvan)	Loon per uur vir werk ingedeel onder Loon G in Loontabel.
125. Valhamer bedien (valhamer dryf)	
126. Kraghamer bedien (hamer dryf) onder aanwysing van 'n Loon A- tot D-werknemer	
127. Handmasjien bedien wat ontwerp of permanent aangepas is vir slegs een werk, waar dit nie nodig is om die werk met die hand te sentreer of in lyn te stel nie	
128. Kragsaag bedien vir herhalingsaagwerk volgens stuiters en/of lengtemeters, uitgesonderd die stel van stuiters (masjienwinkelwerk) (uitgesonderd in gereedskapkamer)	
129. Stuik- en/of flits- en/of projeksie- en/of weerstand- en/of puntsweismasjien bedien	
130. Draagbare hand- en/of voetstukslypmasjiene bedien, waar die bediener nie volgens merke en/of meters en/of groottes en/of patrone moet slyp nie	
131. Herhalingsafsny en/of -afknip en/of -afskuif volgens stuiters, uitgesonderd opstel (masjienwinkelwerk)	
132. Herhalingsrolbuig van materiaal van hoogstens 4 mm	
133. Herhalingsmoerdraadsny met masjien	
134. Herhalingsafsny volgens stuiters op wederkerige en/of wrywingsae (boumetaalwerk)	
135. Herhalingsafmerk volgens setmate en/of lengtemeters	
136. Skroefdraad en/of moerdraad nasny en/of moere en/of boute herwin	
137. Klinkwerk (diameter 10 mm of minder)	
138. Ru-reguitmaak en/of -platmaak van materiaal, uitgesonderd die gebruik van liniale en reie	
139. Sand- en/of hael- en/of water- en/of grintstraling	
140. Draadsnymasjien bedien, uitgesonderd die opstel daarvan	
141. Spuit van nie-sierverf	
142. Met handhamer slaan onder aanwysing van 'n Loon A- tot D-werknemer	
143. Knoopplate en/of klampe reguit en/of plat maak	
144. Smeestukke en/of stampsels afstroop en/of pons, met gebruikmaking van vooraf gestelde stempels	
LOON H	
145. Afval baal en/of stukkend sny, uitgesonderd in 'n werkwinkel	Loon per uur vir werk ingedeel onder Loon H in Loontabel.
146. Skaal van skepe en/of ketels verwyder deur afkap en/of afskraap	
147. In emalje en/of lakvernis en/of verf doop	
148. Vir klinkwerk vashou	
149. Klinknaelsverhit	
150. Bestempeling en/of aanbring van metaaletikette en/of -naamplate	
LOON I	
151. Algemene arbeid	Loon per uur vir werk ingedeel onder Loon I in Loontabel.
152. Olie en/of smeer	
153. Verwydering van roes en/of lae	
(i) *Proefwerkers*	
LOON C	
154. Eerste drie maande ondervinding	Loon D.
Daarna	Loon C.

RATE D

	Rate per hour (cents)
155. First three months of experience	182
Second three months of experience	195
Thereafter	Rate D.

Provided that—

(i) no employee may be engaged upon incentive bonus work during the probationary period;

(ii) an employer who wishes to train an employee for any of the classes of work for which no learnership or probationary period is provided may do so only with the prior approval of the Council, which shall prescribe the conditions under which permission for such employment is granted.

(ii) *Juveniles*

Wage Rates payable according to ages of juveniles (n.e.s.).

Class of work	*Rates per hour*
RATE C	
156. Sixteen years and over but not exceeding 17 years.....	Rate DD.
Seventeen years and over but not exceeding 19 years.....	Rate D.
Thereafter	Rate C.

Class of work	*Rates per hour*
RATE D	
157. Sixteen years and over but not exceeding 17 years.....	Rate DDD.
Seventeen years and over but not exceeding 19 years.....	Rate DD.
Thereafter	Rate D.

Provided that—

(i) no juvenile may be employed without the prior consent of the Council (see section 19 of Part I of the Agreement);

(ii) no juvenile may be engaged upon incentive bonus work.

(iii) *Cranes and hoists*

RATE AA

158. Crane driving—cab-operated overhead cranes handling liquid metal.....	Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE B

159. Crane driving—power-operated jib cranes and/or cab-operated overhead cranes (n.e.s.).....	Rate per hour for work classified at Rate B in Table of Wage Rates.

RATE D

160. Crane driving—floor operated power cranes powered in all three directions and controlled by one man so employed	Rate per hour for work classified at Rate D in Table of Wage Rates.
161. Crane driving (n.e.s.)—power-operated jib cranes and/or cab-operated overhead cranes and/or floor operated power cranes, powered in all three directions and controlled by one man so employed in stores and/or stockyards and/or fettling and/or service gantry and/or scrapyard areas ..... For the purposes of the above, "stores and/or stockyards and/or fettling and/or service gantry and/or scrapyard areas" means that such areas shall be exclusively used for such purposes and shall not include the performance of work and/or other activities extraneous to functions conducted in such areas.....	

LOON D

	Loon per uur (sent)
155. Eerste drie maande ondervinding	182
Tweede drie maande ondervinding	195
Daarna	Loon D.

Met dien verstande dat—

(i) geen werknemer gedurende die proeftyd volgens 'n aansporingsbonusstelsel in diens mag wees nie;

(ii) 'n werkgewer wat 'n werknemer wil oplei in enigeen van die klasse werk waarvoor geen leer- of proeftyd bepaal is nie, dit slegs mag doen deur vooraf toestemming te verkry van die Raad, wat die voorwaardes moet voorskryf waarkragtens toestemming vir sodanige indiensneming verleen word.

(ii) *Jeugdiges*

Loonskale betaalbaar volgens ouderdom van jeugdiges (n.e.v.).

Klas werk	*Loon per uur*
LOON C	
156. Sestien jaar en ouer maar nie ouer as 17 jaar nie	Loon DD.
Sewentien jaar en ouer maar nie ouer as 19 jaar nie.....	Loon D.
Daarna	Loon C.

Klas werk	*Loon per uur*
LOON D	
157. Sestien jaar en ouer maar nie ouer as 17 jaar nie	Loon DDD.
Sewentien jaar en ouer maar nie ouer as 19 jaar nie.....	Loon DD.
Daarna	Loon D.

Met dien verstande dat—

(i) geen jeugdige sonder toestemming wat vooraf van die Raad verkry moet word, in diens geneem mag word nie (kyk klousule 19 van Deel I van die Ooreenkoms);

(ii) geen jeugdige volgens aansporingsbonuswerk in diens geneem mag word nie.

(iii) *Hyskrane en hystoestelle*

LOON AA

158. Hyskrane bedien—oorhoofse hyskrane uit kajuit bedien vir die hantering van vloeibare metaal.....	Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON B

159. Hyskrane bedien—kraghyskrane met swaaiarm en/of oorhoofse hyskrane vanuit kajuit bedien (n.e.v.).....	Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON D

160. Hyskrane bedien—kraghyskrane van vloer af bedien, met kragwerking in al drie rigtings en beheer deur een man aldus in diens	Loon per uur vir werk ingedeel onder Loon D in Loontabel.
161. Hyskrane bedien (n.e.v.)—bediening van kraghyskrane met swaaiarm en/of oorhoofse hyskrane vanuit kajuit en/of kraghyskrane van vloer af, met kragwerking in al drie rigtings en beheer deur een man aldus in diens, in magasyn- en/of voorraadwerf- en/of poets- en/of diensbaan- en/of afvalwerfgebiede Vir die toepassing van bostaande, beteken „magasyn- en/of voorraadwerf- en/of poets- en/of diensbaan- en/of afvalwerfgebiede" dat sodanige gebiede uitsluitlik vir sodanige doeleindes gebruik moet word, en dat dit nie die verrigting van werk en/of ander bedrywighede wat vreemd is aan die funksies wat in sodanige gebiede verrig word, mag insluit nie.....	

Further, the duties of crane driving as specified in Rate D shall be confined to work within the areas as above specified. If the crane driving does not fall within the above provisions and/or if it extends beyond the areas above mentioned, the wage provisions relating to Rate AA or Rate B, as the case may be, shall obtain and have preference..... } Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE F

162. Crane driving—non-slewing jib cranes { Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

163. Crane operating (n.e.s.) .....
164. Operating power-driven hoist fixed or moved by hand or power (not under supervision) .....
For the purposes of this subsection, manually, mechanically or hydraulically operated loaders attached or fitted to a vehicle as defined in subsection (iv) hereof shall not be regarded as a crane or hoist ..... } Rate per hour for work classified at Rate G in Table of Wage Rates.

(iv) *Vehicle driving*

165. *Internal transport* (i.e. not driven on public roads):

	Rate per hour (cents)
(a) Vehicles which would, if driven on public roads, require a light motor vehicle driving licence: Gross mass of vehicle up to 3 500 kg.....	108
(b) Vehicles which would, if driven on public roads, require a heavy motor vehicle driving licence: Gross mass of vehicle over 3 500 kg and up to 13 600 kg	118
(c) Vehicles which would, if driven on public roads, require an extra heavy motor vehicle driving licence: Gross mass of vehicle over 13 600 kg.....	141

166. *External transport:*
Driving of any other vehicle authorised to carry a pay load:

Up to and including 1 000 kg.....	111
Over 1 000 kg and up to 3 000 kg	118
Over 3 000 kg and up to 4 500 kg	150
Over 4 500 kg and up to 6 500 kg	165
Over 6 500 kg.....	169

For the purposes of this subsection—

(a) "pay-load" means the net carrying capacity or net load which a vehicle may carry or haul in terms of any Motor Carriers' Certificate or Certificate of Exemption issued in respect of such vehicle by a Local Road Transportation Board in terms of the Motor Carrier Transportation Act, 1930, including any trailer while attached thereto, or in the absence of such stipulation in any such Certificate, the load specified in a Certificate issued by the Council;

(b) "vehicle" means any conveyance propelled by other than human or animal power and includes a tractor, when driven elsewhere than in the precincts of the establishment, but does not include mechanised internal transporters and/or stackers and/or handling equipment whether or not requiring a licence, and/or motor cars.

Voorts moet die werk om hyskrane te bedien soos in Loon D aangegee, beperk wees tot werk binne die gebiede soos hierbo aangegee. Indien die bediening van hyskrane nie onder bogenoemde bepalings ressorteer nie en/of strek buite die gebiede hierbo aangegee, tree die loonbepaling van Loon AA of Loon B, na gelang van die geval, in werking en geniet dit voorkeur ..... } Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON F

162. Hyskrane bedien—nie-swaaiende armkrane..... { Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

163. Hyskrane bedien (n.e.v.).....
164. Kraghystoestel bedien, vas of met die hand of deur krag aangedryf (nie onder toesig nie).....
Vir die toepassing van hierdie subseksie, word laaiers wat met die hand of op meganiese of hidrouliese wyse werk en wat vasgeheg of bevestig is aan 'n voertuig soos in subseksie (iv) hiervan omskryf, nie geag 'n hyskraan of hystoestel te wees nie ..... } Loon per uur vir werk ingedeel onder Loon G in Loontabel.

(iv) *Voertuie dryf*

165. *Binnevervoer* (d.w.s. wat nie op openbare paaie gedryf word nie):

	Loon per uur (sent)
(a) Voertuie wat, indien hulle op openbare paaie gedryf word, 'n rybewys vir 'n ligte motorvoertuig sal vereis: Bruto massa van voertuig tot en met 3 500 kg.....	108
(b) Voertuie wat, indien hulle op openbare paaie gedryf word, 'n rybewys vir 'n swaar motorvoertuig sal vereis: Bruto massa van voertuig oor 3 500 kg en tot en met 13 600 kg.....	118
(c) Voertuie wat, indien hulle op openbare paaie gedryf word, 'n rybewys vir 'n ekstra-swaar motorvoertuig sal vereis: Bruto massa van voertuig oor 13 600 kg	141

166. *Buitevervoer:*
Enige ander voertuig dryf wat gelisensieer is om die volgende loonvrag te vervoer:

Tot en met 1 000 kg.....	111
Oor 1 000 kg en tot en met 3 000 kg.....	118
Oor 3 000 kg en tot en met 4 500 kg.....	150
Oor 4 500 kg en tot en met 6 500 kg.....	165
Oor 6 500 kg.....	169

Vir die toepassing van hierdie subseksie, beteken—

(a) ,,loonvrag" die netto dravermoë of die netto vrag wat 'n voertuig mag dra of trek ooreenkomstig enige motorvervoersertifikaat of vrystellingsertifikaat uitgereik ten opsigte van so 'n voertuig deur 'n plaaslike motortransportraad ingevolge die Motortransportwet, 1930, met inbegrip van enige sleepwa wat daaraan vas is, of by gebrek aan so 'n bepaling in enige sodanige sertifikaat, die vrag gespesifiseer in 'n sertifikaat wat deur die Raad uitgereik is;

(b) ,,voertuig" enige vervoermiddel wat deur ander krag as menslike of dierlike krag voortbeweeg word, met inbegrip van 'n trekker, wanneer dit op enige ander plek uitgesonderd binne die grense van die bedryfsinrigting gedryf word, maar omvat dit nie gemeganiseerde interne vervoerders en/of opstapelaars en/of hanteeruitrusting, afgesien daarvan of 'n lisensie daarvoor nodig is of nie, en/of motorkarre nie.

(v) *Locomotive driving*

167. Where labourers are employed as firemen and shunters (driver to be responsible for duties of traffic control) (n.e.s.):
(a) Government certificated ..... Rate AA.
(b) Not Government certificated:
First three months of experience ..... Rate C.
Thereafter ..... Rate B.

168. Where other than labourers are employed as firemen and shunters (n.e.s.):
(a) Government certificated ..... Rate B.
(b) Not Government certificated ..... Rate C.

(vi) *Stationary engines*

169. Attendant employed in full-time capacity in charge of hydraulic and/or compressor plant or plants over 7,5 kW:
(a) Government certificated ..... Rate B.
(b) Not Government certificated:
First six months of experience Rate C.
Thereafter ..... Rate B.

(vii) *Pupil engineers and/or approved students*

170. First year of pupilage ..... Rate D.
Second year of pupilage..... Rate C.
Third year of pupilage..... Rate B.

(viii) *Watchman's work*

Rate per week
171. Watchman's work R41,55
(a) The ordinary hours of work shall be continuous and shall not exceed 12 hours per shift per day for a six-day week.
(b) In the event of a lesser number of hours being worked than prescribed in *(a)* above the rate per week shall be reduced *pro rata.*

(ix) *Employment of persons under* 21 *years of age on work classified at Rates* E *to* I *inclusive*

172. Notwithstanding the wages prescribed for employees employed on work classified at Rates E to I inclusive, employers shall be permitted to employ persons under 21 years of age on work so classified at wages expressed as a percentage of the rate for the class of work concerned, as follows:

Age	First year of experience	Second year of experience	Third year of experience	Fourth year of experience
	Per cent	*Per cent*	*Per cent*	*Per cent*
Under 16 years.....	50	60	75	Full wage
Under 17 years.....	55	70	85	Full wage
Under 18 years.....	65	80	Full wage	—
Under 19 years.....	75	90	Full wage	—
Under 20 years.....	85	Full wage	—	—
Under 21 years.....	90	Full wage	—	—

Provided that persons employed by an employer in terms of this subsection shall at no time exceed 15 per cent of the total number of other employees employed by that employer in classes of work scheduled at Rates E to I inclusive.

(x) *Electroplating*

The following operations in metal finishing by means of electrolytic and/or vacuum coating processes:

RATE A (n.e.s.)

173. Electroplating and/or anodising and/or vacuum coating (supervisory and technical work) ..... { Rate per hour for work classified at Rate A in Table of Wage Rates.

(v) *Lokomotiewe dryf*

167. Waar arbeiders as stokers en rangeerders in diens is (masjinis moet verantwoordelik wees vir pligte in verband met verkeersbeheer) (n.e.v.):
(a) Met Goewermentsertifikaat..... Loon AA.
(b) Sonder Goewermentsertifikaat:
Eerste drie maande ondervinding ..... Loon C.
Daarna ..... Loon B.

168. Waar werknemers, uitgesonderd arbeiders, in diens is as stokers en rangeerdes (n.e.v.):
(a) Met Goewermentsertifikaat..... Loon B.
(b) Sonder Goewermentsertifikaat.... Loon C.

(vi) *Vaste enjins*

169. Oppasser in voltydse hoedanigheid in diens in beheer van hidrouliese en/of kompressorinstallasie of -installasies van oor 7,5 kW:
(a) Met Goewermentsertifikaat..... Loon B.
(b) Sonder Goewermentsertifikaat:
Eerste ses maande ondervinding ..... Loon C.
Daarna ..... Loon B.

(vii) *Leerlingingenieurs en/of goedgekeurde studente*

170. Eerste jaar leerlingskap..... Loon D.
Tweede jaar leerlingskap ..... Loon C.
Derde jaar leerlingskap ..... Loon B.

(viii) *Werk van 'n wag*

Loon per week
171. Werk van 'n wag..... R41,55
(a) Die gewone werkure moet aaneenlopend wees en mag hoogstens 12 uur per skof per dag in 'n week van ses dae wees.
(b) Indien minder ure gewerk word as wat in *(a)* hierbo voorgeskryf word, word die skaal per week eweredig verminder.

(ix) *Indiensneming van persone onder die leeftyd van* 21 *jaar op werk ingedeel onder Lone* E *tot en met* I

172. Ondanks die lone voorgeskryf vir werknemers in diens op werk ingedeel onder Lone E tot en met I, word werkgewers toegelaat om persone onder die leeftyd van 21 jaar in diens te neem op werk aldus ingedeel teen lone uitgedruk as 'n persentasie van die loon vir die betrokke klas werk, en wel soos volg:

Leeftyd	Eerste jaar onder-vinding	Tweede jaar onder-vinding	Derde jaar onder-vinding	Vierde jaar onder-vinding
	Persent	*Persent*	*Persent*	*Persent*
Onder 16 jaar	50	60	75	Volle loon
Onder 17 jaar	55	70	85	Volle loon
Onder 18 jaar	65	80	Volle loon	—
Onder 19 jaar	75	90	Volle loon	—
Onder 20 jaar	85	Volle loon	—	—
Onder 21 jaar	90	Volle loon	—	—

Met dien verstande dat persone in diens van 'n werkgewer ingevolge hierdie subseksie, te eniger tyd hoogstens 15 persent mag uitmaak van die totale getal ander werknemers wat deur die werkgewer in diens geneem is op klasse werk ingedeel onder Lone E tot en met I.

(x) *Elektroplatering*

Die volgende werksaamhede in metaalafwerking deur middel van elektrolitiese en/of vakuumneerslagprosesse:

LOON A (n.e.v.)

173. Elektroplatering en/of anodisering en/of vakuumneerslagwerk (toesighoudende en tegniese werk) ..... { Loon per uur vir werk ingedeel onder Loon A in Loontabel.

RATE D

174. Repetition reconditioning of plating racks and frames, which includes welding and/or brazing in fixtures .....
175. Removal and/or replacement of damaged clips and/or contacts on plating racks .....

Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE G

The following operations must be performed under the full-time supervision of a Rate A employee above:

176. Attending electroplating and/or anodising bath.....
177. Attending stripping and/or pickling tank .....
178. Boiler attending (other than general labouring) .....
179. Grinding and/or buffing and/or polishing prior to and/or after plating .....
180. Vacuum coating.....

Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE H

The following operations must be performed under the full-time supervision of a Rate A employee above:

181. Application of lacquer to plated articles by spraying and/or dipping .....
182. Application of masking to articles prior to plating and/or the subsequent removal thereof.....
183. Cleaning of articles after plating prior to lacquering and/or despatch .....
184. Coating of plating racks by dipping and/or by taping.....
185. Removal of coating from plating racks and/or rack contacts by solvent and/or by mechanical means .....
186. Scouring and/or scratch brushing .....
187. Vat degreasing .....

Rate per hour for work classified at Rate H in Table of Wage Rates.

RATE I

188. Loading and/or unloading of plating and anodising racks .....
189. Preparation of buffs.....
190. Wiring and/or unwiring of articles for immersion in bath .....

Rate per hour for work classified at Rate I in Table of Wage Rates.

(xi) *Vitreous enamelling*

191. Application of enamel by means of dusting or sieving dry enamel onto heated ware, viz.:

	Cents per hour
(a) First duster:	
First year of experience	219
Thereafter	223
(b) Second duster:	
First year of experience	179
Thereafter	207

RATE B

192. Vitreous enamelling (general supervisory work):
First year of experience: Rate D.....
Second year of experience: Rate C
Thereafter: Rate B.....
193. Mill room supervisor.....

Rate per hour for work classified at Rate B in Table of Wage Rates.

RATE C

194. Furnacemen (supervisory work) .....

Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

195. Overseeing any of the following operations:
Pickling and/or degreasing and/or de-enamelling plant; brushing, dipping, and/or slushing; spraying; sign brushing; silk creening .....

Rate per hour for work classified at Rate D in Table of Wage Rates.

LOON D

174. Herhalingshernuwing van plateerrakke en -rame wat sweis en/of sweissoldeer in setklemme insluit .....
175. Verwydering en/of vervanging van beskadigde klemme en/of kontakte op plateerrakke .....

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON G

Ondergenoemde werksaamhede moet onder voltydse toesig van 'n werknemer Loon A hierbo verrig word:

176. Elektroplateer- en/of anodiseerbad versorg .....
177. Afstroop- en/of skoonbyttenk versorg
178. Stoomketels bedien (algemene arbeid uitgesonderd).....
179. Skuur en/of poets en/of poleer voor en/of na platering.....
180. Vakuumlaagbedekking.....

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON H

Ondergenoemde werksaamhede moet onder voltydse toesig van 'n werknemer Loon A hierbo verrig word:

181. Aanwending van lakvernis deur geplateerde artikels te spuit of in te doop ...
182. Maskering aan artikels aanwend voor platering en/of dit later weer verwyder
183. Artikels na platering skoonmaak voordat lakvernis aangewend en/of die artikels versend word.....
184. Bestryking van plateerrakke deur indoping of omwikkeling.....
185. Bestryking van plateerrakke en/of rakkontakte verwyder met oplos- en/of meganiese middels.....
186. Skuur- en/of krapborselwerk .....
187. Vate ontvet.....

Loon per uur vir werk ingedeel onder Loon H in Loontabel.

LOON I

188. Plateer- en anodiseerrakke laai en/of ontlaai .....
189. Poleerskywe voorberei.....
190. Artikels vir indoping in baddens bedraad en/of ontdraad .....

Loon per uur vir werk ingedeel onder Loon I in Loontabel.

(xi) *Verglasingsemaljering*

191. Emalje aanbring deur middel van bestuiwing of deur droë emaljepoeier deur 'n sif op verhitte artikels te strooi, nl.:

	Sent per uur
(a) Eerste bestuiwer:	
Eerste jaar ondervinding	219
Daarna	223
(b) Tweede bestuiwer:	
Eerste jaar ondervinding	179
Daarna	207

LOON B

192. Verglasingsemaljering (algemene toesigwerk):
Eerste jaar ondervinding: Loon D ..
Tweede jaar ondervinding: Loon C
Daarna: Loon B .....
193. Meulkamertoesighouer.....

Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON C

194. Oondmanne (toesigwerk) .....

Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

195. Toesigwerk by enigeen van die volgende werksaamhede:
Skoonbyt en/of ontvetting en/of deemaljering van die installasie; kwaswerk, indompeling en/of begieting; bespuiting; letterkwaswerk; syskermwerk.....

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

RATE F

196. Individual sign brushing (removal of surplus material on edges) and/or silk screening ..... } Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

197. Charging fork operating .....
198. Repetition edge brushing .....
199. Spraying under supervision .....
200. Stoning and/or filling of enamel ware in process ..... } Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE H

201. Application of ground and/or cover coating by dipping and/or slushing, brushing and/or beading hollowware ..
202. Dipping and/or slushing enamel ware to be finished in ground coat only .....
203. Metal cleaning by pickling and/or degreasing ..... } Rate per hour for work classified at Rate H in Table of Wage Rates.

RATE I

204. Furnace loading and/or unloading..... } Rate per hour for work classified at Rate I in Table of Wage Rates.

(xii) *Machine engraving*

The following operations in engraving by machine under the supervision of a Rate A employee:

RATE E

205. Operating pantograph engraving machine for surface engraving from stock patterns and/or templets, including the lettering and/or layout of plates and/or tablets and including the setting of the pantograph to the ratio required:
First 12 months of experience: Rate F .....
Thereafter: Rate E .....
206. Sharpening of single lip cutters for use on pantograph engraving machines using equipment specially designed for that purpose where the setting is done by a Rate A employee:
First 12 months of experience: Rate F .....
Thereafter: Rate E ..... } Rate per hour for work classified at Rate E in Table of Wage Rates.

RATE H

207. Metal buffing other than die cleaning and/or polishing ..... } Rate per hour for work classified at Rate H in Table of Wage Rates.

(xiii) *Metal and/or ceramic spraying*

The following operations in metal and/or ceramic spraying:

RATE A

208. Turning (including machining) (n.e.s.) } Rate per hour for work classified at Rate A in Table of Wage Rates.

RATE AA

209. Metal or ceramic spraying for subsequent machining purposes (n.e.s.) .....
Employees engaged on this operation shall be permitted to determine type of deposition, technique to be used, and shall be permitted to set up metal or ceramic spraying machines for lower rated employees..... } Rate per hour for work classified at Rate AA in Table of Wage Rates.

LOON F

196. Individuele letterkwaswerk (verwydering van oortollige materiaal aan rande en/of syskermwerk ..... } Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

197. Laaivurkwerk.....
198. Herhalingsrandkwaswerk.....
199. Bespuiting onder toesig .....
200. Emaljeware tydens vervaardiging met steen skuur en/of opvul ..... } Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON H

201. Grond- en/of deklaag aanbring deur indompeling en/of begieting, kwas- en/of kraallyswerk aan holware .....
202. Indompeling en/of begieting van emaljeware wat slegs met grondlaag afgewerk moet word.....
203. Metaal skoonmaak deur skoonbyt en/of ontvetting ..... } Loon per uur vir werk ingedeel onder Loon H in Loontabel.

LOON I

204. Oonde laai en/of ontlaai ..... } Loon per uur vir werk ingedeel onder Loon I in Loontabel.

(xii) *Masjiengraveerwerk*

Die volgende werksaamhede in gravering met 'n masjien onder die toesig van 'n Loon A-werknemer:

LOON E

205. Pantograafgraveermasjien bedien vir oppervlakgravering volgens standaardpatrone en/of -patroonplate, met inbegrip van letterwerk en/of plate en/of tablette uitlê en met inbegrip van die stel van die pantograaf volgens die verlangde verhouding:
Eerste 12 maande ondervinding:
Loon F .....
Daarna: Loon E .....
206. Enkellipsnyers skerpmaak vir gebruik op pantograafgraveermasjiene en gereedskap gebruik wat spesiaal vir daardie doel ontwerp is, waar 'n Loon A-werknemer die stelwerk doen:
Eerste 12 maande ondervinding:
Loon F .....
Daarna: Loon E ..... } Loon per uur vir werk ingedeel onder Loon E in Loontabel.

LOON H

207. Metaal poets, uitgesonderd stempels skoonmaak en/of poleer ..... } Loon per uur vir werk ingedeel onder Loon H in Loontabel.

(xiii) *Metaal- en/of keramiekspuitwerk*

Die volgende werksaamhede in metaal- en/of keramiekspuitwerk:

LOON A

208. Draaiwerk (met inbegrip van masjinering) (n.e.v.)..... } Loon per uur vir werk ingedeel onder Loon A in Loontabel.

LOON AA

209. Metaal- of keramiekspuitwerk met die oog op daaropvolgende masjinering (N.E.V.).....
Werknemers wat hierdie werk verrig, moet toegelaat word om self die soort neerslag en die tegniek waarvan gebruik gemaak moet word, te bepaal, en om metaal- of keramiekspuitmasjiene vir laer ingedeelde werknemers op te stel. } Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

RATE D

210. Hand spraying of metal or ceramic coatings where there is no machining required or no change in rate of flow of metal or ceramic and the flame setting is pre-determined and set by a Rate AA employee (n.e.s.) ..... } Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE DD

211. Attending and/or minding automatic or semi-automatic metal or ceramic spraying machines under the supervision of a Rate AA employee, including the use of pre-set measuring instruments to determine the thickness of the coating, excluding setting up (n.e.s.) ..... } Rate per hour for work classified at Rate DD in Table of Wage Rates.

RATE E

212. Application of anti-corrosive metal coatings by flame spraying..... } Rate per hour for work classified at Rate E in Table of Wage Rates.

RATE F

213. Fusing of powdered metal coatings under the supervision of a Rate AA employee ..... } Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

214. Preheating of work pieces prior to metal or ceramic spraying by oxy-acetylene torch .....
215. Preparation of work pieces prior to metal or ceramic spraying by shot blasting and/or similar metal cleaning techniques ..... } Rate per hour for work classified at Rate G in Table of Wage Rates.

Section (b).—*Electrical engineering (installation/maintenance/repair in the Province of the Transvaal)*

Applicable to the installation and/or maintenance and/or repair of electrical equipment (n.e.s.), namely, generators, motors, convertors, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), refrigeration and cooling equipment, transformers and furnace equipment in the Province of the Transvaal.

RATE A (n.e.s.)

216. Armature winding n.e.s. including the winding of all D.C. motors.....
217. Electrical fitting .....
218. Electrical maintenance work and/or installation and/or repair work .....
219. Electrician's work .....
220. Rotor and/or armature balancing work where the mass of the article being balanced exceeds 250 kg ..... } Rate per hour for work classified at Rate A in Table of Wage Rates.

RATE AA

221. All operations (n.e.s.) in the assembling of transformers, other than a yoke above 1 000 kVA, including wiring to predetermined points on or attached to the transformer (excluding fitting adjustments).....
222. *All winding operations in repair work using preformed coils (excluding connecting up on line and/or testing) in the re-winding of stators and/or rotors of A.C. machines rated at up to and } Rate per hour for work classified at Rate AA in Table of Wage Rates.

LOON D

210. Metaal- of keramieklae met die hand spuit waar daar geen masjinering vereis word of geen verandering in die vloeitempo van die metaal of keramiek is nie en die vlam vooraf deur 'n Loon AA-werknemer bepaal en gestel word (n.e.v.)..... } Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON DD

211. Outomatiese of halfoutomatiese metaal- of keramiekspuitmasjiene bedien en/of oppas onder toesig van 'n Loon AA-werknemer, met inbegrip van die gebruik van vooraf gestelde meetinstrumente om die dikte van die lae te bepaal, uitgesonderd opstel (n.e.v.) ..... } Loon per uur vir werk ingedeel onder Loon DD in Loontabel.

LOON E

212. Aanwending van roeswerende metaallae deur middel van vlamspuiting..... } Loon per uur vir werk ingedeel onder Loon E in Loontabel.

LOON F

213. Poeiermetaallae smelt onder toesig van 'n Loon AA-werknemer..... } Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

214. Voorverhitting van werkstukke voordat hulle met 'n oksiasetileenbrander metaal- of keramiekbespuiting ondergaan.....
215. Bereiding van werkstukke voordat hulle deur middel van haelspuit- en/of dergelike metaalpoetstegnieke metaal- of keramiekbespuiting ondergaan ..... } Loon per uur vir werk ingedeel onder Loon G in Loontabel.

Seksie (b)—*Elektrotegniese ingenieurswese (installering/onderhoud/herstelwerk in die provinsie Transvaal)*

Van toepassing op die installering en/of onderhoud en/of herstel van elektriese uitrusting (n.e.v.) naamlik generators, motore, konvertors, skakel- en kontrole-uitrusting (met inbegrip van relês, kontaktors, elektriese instrumente en uitrusting wat daarmee in verband staan), bevriesings- en verkoelingsuitrusting, transformators en oond-uitrusting in die provinsie Transvaal.

LOON A (n.e.v.)

216. Ankerwikkeling n.e.v., met inbegrip van die wikkeling van alle G.S.-motore.....
217. Elektromonteerwerk.....
218. Elektriese onderhoudswerk en/of installering en/of herstelwerk .....
219. Elektrisiënswerk .....
220. Rotor- en/of ankerbalanseerwerk waar die massa van die artikel wat gebalanseer word, groter as 250 kg is..... } Loon per uur vir werk ingedeel onder Loon A in Loontabel.

LOON AA

221. Alle werksaamhede (n.e.v.) in die montering van transformators, uitgesonderd 'n juk, hoër as 1 000 kVA, met inbegrip van bedrading aan vooraf vasgestelde punte op of aan die transformators (uitgesonderd pasregstellings).....
222. *Alle wikkelingswerksaamhede by herstelwerk, met gebruikmaking van vooraf gevormde spoele (uitgesonderd aansluiting by lyn en/of toetsing) by die herwikkeling van stators en/of rotors van W.S.-masjiene aangeslaan } Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

including 600 volts as scheduled below:

Two-pole	100 kW
Four-pole	75 kW
Six-pole	50 kW
Eight-pole	30 kW

**Ratio*.—Employees may be employed on operation 222 provided that a ratio of one Rate A employee engaged on armature winding is employed for each Rate AA employee employed. Where an employer utilises the services of employees in contravention of the ratio requirement herein contained, such employees shall be remunerated at not less than the minimum rate applicable to Rate A.

223. High potential testing when performed by persons normally engaged in operative processes .....
224. Winding disc and/or spiral and/or helical windings with two or more conductors in parallel, including loading and unloading by the same employee of self-locating mandrels and/or formers

Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE B

225. Cold sawing where the sawer marks direct from cutting list .....
226. Commutator undercutting (n.e.s.) .....
227. Wire drawing, including supervisory work and setting up of wire drawing machines .....
228. Rotor and/or armature balancing work where the mass of the article being balanced does not exceed 250 kg .....

Rate per hour for work classified at Rate B in Table of Wage Rates.

RATE C

229. All operations (n.e.s.) in the assembling of transformers, other than a yoke up to 1 000 kVA, including wiring to predetermined points on or attached to the transformer (excluding fitting adjustments).....
230. Connecting and/or sweating of leads and/or ends of transformers above 500 kVA (n.e.s.) .....
231. Final machining of slip rings on completed rotors (by means of special purpose machine).....
232. Setting of trips and/or stops on coil forming machines.....
233. Winding disc and/or spiral windings with single conductor, including loading and unloading by the same employee of self-locating mandrels and/or formers.....

Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

234. All operations (n.e.s.) in the dismantling and assembling (excluding subassembly, motor fielding and fitting) of motors and generators having a rotating core diameter exceeding 500 mm under the instruction of a Rate A employee .....
235. †All winding operations in repair work using preformed coils (excluding connecting up on line and/or testing) in the re-winding of stators and rotors of A.C. machines rated at up to and including 600 volts as scheduled below:

Two-pole	30 kW
Four-pole	22 kW

Rate per hour for work classified at Rate D in Table of Wage Rates.

teen tot en met 600 volt soos hieronder aangedui:

Tweepolig	100 kW
Vierpolig	75 kW
Sespolig	50 kW
Agtpolig	30 kW

Getalsverhouding.—Werknemers kan vir werksaamheid 221 in diens geneem word indien 'n verhouding van een Loon A-werknemer vir ankerwikkeling in diens geneem word vir elke Loon AA-werknemer. Indien 'n werkgewer strydig met die vereistes van die getalsverhouding hierin vervat van die dienste van werknemers gebruik maak, moet sodanige werknemers besoldig word teen minstens die minimum loon wat op Loon A-werknemers van toepassing is.

223. Hoëpotensiaaltoetsing wanneer dit gedoen word deur persone wat gewoonlik bedryfswerksaamhede verrig .....
224. Skyf- en/of spiraal- en/of heliese wikkelings wikkel met twee of meer geleiers in parallelskakeling, met inbegrip van die laai en ontlaai van selfstandvormpille en/of vormers deur dieselfde werknemer).....

Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON B

225. Koudsaag waar die saer regstreeks van saaglys afmerk.....
226. Ondersnyding van kommutators (n.e.v.) .....
227. Draad trek, met inbegrip van toesigwerk en draadtrekmasjiene opstel.....
228. Rotor- en/of ankerbalanseerwerk waar die massa van die artikel wat gebalanseer word, hoogstens 250 kg is .....

Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON C

229. Alle werksaamhede (n.e.v.) by die montering van transformators, uitgesonderd 'n juk, tot en met 1 000 kVA, met inbegrip van bedrading aan vooraf vasgestelde punte op of aan die transformator (uitgesonderd pasregstellings) .....
230. Leidings en/of entverbindings van transformators van meer as 500 kVA verbind en/of aansweet (n.e.v.).....
231. Finale masjinering van sleepringe aan voltooide rotors (deur middel van eendoelmasjien) .....
232. Stel van meganismes en/of stuiters aan spoelvormmasjiene.....
233. Skyf- en/of stiraalwikkelinge wikkel met enkelgeleier, met inbegrip van die laai en ontlaai van selfstandvormspille en/of tormers deur dieselfde werknemer.....

Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

234. Alle werksaamhede (n.e.v.) by die demontering en montering (uitgesonderd submontering, veld- en paswerk aan motore) van motore en generators met 'n draaikerndiameter van meer as 500 mm, onder aanwysing van 'n Loon A-werknemer.....
235. †Alle wikkelingswerksaamhede by herstelwerk, met gebruikmaking van vooraf gevormde spoele (uitgesonderd aansluiting by lyn en/of toetsing) by die herwikkeling van stators en rotors van W.S.-masjiene aangeslaan teen tot en met 600 volt soos hieronder aangedui:

Tweepolig	30 kW
Vierpolig	22 kW

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

Six-pole ..... 15 kW
Eight-pole ..... 11 kW
236. Brazing of leads and/or located parts
237. *Marking off material (n.e.s.).....
*"'Marking off" means marking off material to given lengths for cutting off purposes only, using only length gauges and/or rule and/or tape measure and marking material.....
238. Marking out insulation material for transformers from drawings and/or schedules under instruction of a Rate A to D employee .....
239. Setting of stops on guillotine for cutting insulation only.....
240. Setting of stops on manually operated guillotine.....
241. Wrapping of high voltage paper bushings (foiled synthetic bonded) by machine .....

Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE DD

242. Cleaning of commutator slots prior to testing .....
243. Commutator undercutting where the armature is located in a jig and the cutting tool is pre-set to stops and is moved by hand.....
244. †Winding and/or connecting of stators and/or armatures for A.C. machines with a rating not exceeding 2 kW. .....
Ratio.—Employees may be employed on operations 235 and 244 only provided that a ratio of not less than four Rate A and Rate AA employees and all apprentice armature winders taken together engaged on the operations to which the ratio applies are employed for each Rate D and/or Rate DD employee employed, and where at least one Rate A employee is engaged on armature winding: Provided that where employees are engaged on armature winding solely in respect of machines rated at not more than 2 kW, and that this is in a clearly demarcated area and such employees are supervised by at least one Rate A armature winder to every five Rate DD employees so engaged, the ratio need not be observed.
Where an employer utilises the services of employees in contravention of the ratio requirements herein contained, all employees engaged in the operations to which the ratio provisions apply shall be remunerated at not less than the minimum rates applicable to Rate A or Rate AA work, as the case may be.

Rate per hour for work classified at Rate DD in Table of Wage Rates.

RATE DDD

245. Field coil winding, using insulated strip .....
246. Taping and/or wrapping of stator and/or rotor and/or armature coils and/or field coils and/or transformer leads and/or coils and/or conductors and/or tubes by hand.....

Rate per hour for work classified at Rate DDD in Table of Wage Rates.

RATE F

247. All operations in the dismantling and/or assembling of motors and generators (excluding fitting adjustments) having a rotating core diameter not exceeding 500 mm under the instruction of a Rate A employee .....

Sespolig ..... 15 kW
Agtpolig..... 11 kW
236. Sweissoldeer van leidings en/of onderdele op hul plekke.....
237. *Materiaal afmerk (n.e.v.).....
*„Afmerk" beteken materiaal afmerk volgens bepaalde lengtes slegs vir doeleindes van afsny, slegs met gebruikmaking van lengtemeters en/of liniaal en/of meetband en afmerkmateriaal .....
238. Afmerk van isoleermateriaal vir transformators van tekeninge en/of lyste onder aanwysing van 'n Loon A- tot D-werknemer.....
239. Stuiters aan guillotine stel slegs om isoleermiddels te sny.....
240. Stuiters aan handguillotine stel.....
241. Hoogspanningspapierbusse (sinteties met dunplaat saamgebind) met 'n masjien toedraai .....

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON DD

242. Kommutatorgleuwe voor toetsing skoonmaak .....
243. Kommutatorondersnyding waar die anker in 'n setmaat is en die snywerktuig vooraf met stuiters gestel is en met die hand beweeg word.....
244. †Wikkeling en/of aansluiting van stators en/of ankers vir W.S.-masjiene met 'n aanslag van hoogstens 2 kW. ...
Getalsverhouding.—Werknemers kan vir werksaamhede 235 en 244 in diens geneem word slegs indien minstens vier Loon A- en Loon AA-werknemers en alle vakleerling-ankerwikkelaars wat saam die werksaamhede verrig waarop die getalsverhouding van toepassing is in diens geneem word vir elke Loon D- en/of Loon DD-werknemer in diens, en indien minstens een Loon A-werknemer ankerwikkeling verrig: Met dien verstande dat waar werknemers ankerwikkeling verrig uitsluitlik ten opsigte van masjiene teen hoogstens 2 kW aangeslaan en dit in 'n duidelik afgebakende gebied geskied en dat hulle onder toesig staan van minstens een Loon A-ankerwikkelaar vir elke vyf Loon DD-werknemers aldus in diens, die getalsverhouding nie nagekom hoef te word nie.
Waar 'n werkgewer strydig met die vereistes van die getalsverhouding hierin vervat van die dienste van werknemers gebruik maak, moet alle werknemers wat die werksaamhede verrig waarop die getalsverhouding betrekking het, besoldig word teen minstens die minimum lone wat op Loon A- of Loon AA-werk, na gelang van die geval, van toepassing is.

Loon per uur vir werk ingedeel onder Loon DD in Loontabel.

LOON DDD

245. Veldspoelwikkeling deur gebruikmaking van geïsoleerde stroke .....
246. Omwikkeling en/of toedraai met die hand van stator- en/of rotor- en/of ankerspoele en/of veldspoele en/of transformatorleidings en/of -spoele en/of -geleirs en/of -buise.....

Loon per uur vir werk ingedeel onder Loon DDD in Loontabel.

LOON F

247. Alle werksaamhede by die demontering en/of montering van motore en generators (uitgesonderd pasregstellings) met 'n draaikerndiameter van hoogstens 500 mm onder aanwysing van 'n Loon A-werknemer, ...

Loon per uur vir werk ingedeel onder Loon F in Loontabel.

248. Filing by hand of coil bars for rotors to go and no-go gauges .....
249. Inserting bars in squirrel-cage rotors ..
250. Mounting of covers and/or fittings and/or terminals and/or pipe work, including straightening of studs where necessary and the use of jointing material .....
251. Removing top yoke prior to assembling of coils, under instruction of a Rate A to D employee .....
252. Stacking and/or banding and/or securing of laminations and the positioning of clamps, including the use of fixed gauges .....
253. Stator and/or rotor and/or armature coil forming by hand, using formers, or by power-driven machine (excluding setting of trips) .....
254. Yoke assembly .....

Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

255. Attending cleaning and/or degreasing and/or acid and/or rinsing and/or fluxing baths and/or drying out and/or oil filling plant .....
256. Checking core stacks, using pre-set gauges .....
257. Cutting of non-metallic gaskets by hand.....
258. Cutting up insulating material to stops and/or templets by guillotine .....
259. Filing by hand of coil slots in rotors and/or stators and/or armatures to go and no-go gauges .....
260. Forming insulations by machine .....
261. Forming of mica insulation plates and/or mica sheets .....
262. Making connector clips by hand in jigs
263. Making up of connection strips .....
264. Manual straightening of conductors....
265. Operating wire covering machine .....
266. Packing and/or ironing of insulating material on to the armature to form a seat for the armature coils.....
267. Pressing winding insulation into moulds, including preparatory wrapping .....
268. Stripping of windings for repair of motors and generators.....
269. Winding and/or pulling of stator and/or rotor loops by hand and/or by power-driven machines (excluding setting up).....
270. Winding coils for motors, using wire on formers and/or spools by machine, including changing of self-locating mandrels and/or formers.....

Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE H

271. Cleaning and/or tinning conductors....
272. Compound filling .....
273. Dismantling for repair of motors and generators of a rating not exceeding 2 kW .....
274. Furnace loading and/or unloading and/or stoking and/or attending .....
275. Minding wire drawing machine .....
276. Packing in prepared crates of repaired articles for despatch and/or sale.....
277. Stamping and/or affixing metal labels and/or nameplates.....
278. Varnishing machine attendant.....
279. Waxing coils to ease insertion into slots .....

Rate per hour for work classified at Rate H in Table of Wage Rates.

Section (c).—*Saw doctoring and/or sharpening and/or reconditioning and/or repairing all types of cutting tools (excluding machine tools)*

RATE AA

280. Machine tool setting up and/or tool-setting .....
281. Smithing and/or blocking and/or tensioning of saws (saws doctoring).....

Rate per hour for work classified at Rate AA in Table of Wage Rates.

248. Met die hand spoelstawe vyl vir rotors volgens kan- en kanniemate .....
249. Stawe in kourotors insit.....
250. Deksels en/of toebehore en/of aansluiters en/of pypwerk monteer, met inbegrip van kontakknoppe reguit maak, waar nodig, en die gebruik van voegmateriaal.....
251. Verwydering van boonste juk voor montering van spoele, onder aanwysing van 'n Loon A- tot D-werknemer
252. Stapeling en/of ombanding en/of bevestiging van lamellerings en die plasing van klampe, met inbegrip van die gebruik van vaste meters .....
253. Stator- en/of rotor- en/of ankerspoele met die hand vorm, met gebruikmaking van vormers, of met kragmasjien (uitgesonderd die stel van meganismes) .....
254. Jukke monteer .....

Loon per uur vir werk ingedeel onder Loor F in Loontabel.

LOON G

255. Skoonmaak- en/of ontvetting- en/of suur- en/of afspoel- en/of smeltbaddens en/of uitdroog- en/of olievulinstallasie versorg .....
256. Nagaan van kernstapels, met gebruikmaking van vooraf gestelde meters ....
257. Met die hand nie-metaalpakstukke uitsny.....
258. Isoleermateriaal met 'n guillotine opsny volgens stuiters en/of patrone .....
259. Met die hand spoelgleuwe in rotors en/of stators en/of ankers vyl volgens kan- en kanniemate .....
260. Isolering met 'n masjien vorm.....
261. Mika-isoleerplate en/of mikablaaie vorm .....
262. Verbindingsknippe met die hand in setmate maak.....
263. Verbindingstroke saamstel .....
264. Geleiers met die hand reguit maak.....
265. Draadbedekkingsmasjien bedien .....
266. Isoleermateriaal aan die anker pak en/of aanstryk om 'n bedding vir die ankerspoele te vorm .....
267. Wikkelingsisoleermateriaal in vorms druk, met inbegrip van voorbereidende toedraai .....
268. Wikkelings afstroop vir herstelwerk aan motore en generators .....
269. Stator- en/of rotorlusse met die hand en/of kragmasjiene wikkel en/of trek (uitgesonderd die opstel daarvan).....
270. Met 'n masjien spoele vir motore wikkel, met gebruikmaking van draad op vormers en/of spoele, met inbegrip van die wisseling van selfstandvormspille en/of vormers .....

Loon per uur vir werk ingedeel onder Loor G in Loontabel.

LOON H

271. Geleiers skoonmaak en/of vertin .....
272. Mengselvulling .....
273. Aftakeling van motore en generators met 'n aanslag van hoogstens 2 kW, vir herstelwerk .....
274. Oonde laai en/of ontlaai en/of stook en/of versorg.....
275. Draadtrekmasjien oppas.....
276. Herstelde artikels vir versending en/of verkoop in voorbereide kratte verpak
277. Metaaletikette en/of -naamplate stempel en of vassit.....
278. Vernismasjienversorger.....
279. Spoele bewas ten einde plasing in gleuwe te vergemaklik.....

Loon per uur vir werk ingedeel onder Loor H in Loontabel.

Seksie (c).—*Saagherstelwerk en/of alle soorte saaggereedskap (uitgesonderd masjiengereedskap) skerpmaak en/of opknap en/of herstel*

LOON AA

280. Masjiengereedskap opstel en/of gereedskap stel.....
281. Smidswerk en/of blokwerk aan en/of span van sae (saagherstelwerk) .....

Loon per uur vir werk ingedeel onder Loor AA in Loontabel.

RATE C

282. Replacing parts from stock and/or adjusting of lawnmowers and/or grass cutters, excluding the power units..... } Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

283. Drilling and/or countersinking and/or reaming and/or enlarging circular saw centres (n.e.s.) .....
284. Operating lawnmower cutting cylinder and/or bottom blade sharpening machine ..... } Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE G

285. Assembling components requiring no fitting or adjustment under supervision of a Rate A to D employee .....
286. Attending special purpose machine, including the use of fixed gauges where the manual operations are limited to loading, setting the machine in motion, stopping and unloading the machine .....
287. Countersinking to stops.....
288. Cutting off to stops and/or jigs by hand shears.....
289. Dismantling lawnmowers and/or grass cutters, excluding dismantling of the power units.....
290. Drilling to jigs and/or centre pop marks.....
291. Grinding and/or buffing and/or polishing .....
292. Manual and/or automatic setting and/or gulleting and/or sharpening of saws
293. Manual reaming of circular saw centre holes to go and no-go gauges and/or pre-set stops, using tapered fixed reamers.....
294. Operating butt and/or spot welding machine .....
295. Removing welding burrs and/or anneal ing of bandsaws .....
296. Repetition fly and/or treadle and/or manual pressing, where the work is operated upon with pre-set dies, other than the setting of dies and/or tools.... } Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE H

297. Application of anti-corrosive and/or protective coatings by brush .....
298. Edging saw blades.....
299. Pin fixing in saw blades..... } Rate per hour for work classified at Rate H in Table of Wage Rates.

RATE I

300. Loading and unloading in oil stiffening operations ..... } Rate per hour for work classified at Rate I in Table of Wage Rates.

Section (d).—*Structural Engineering*

The following operations in the manufacture and/or erection and/or installation of structural metal work (for the purposes of this Schedule, structural metal work shall be held to include pipework and/or mechanical installation):

RATE AA

301. Roller bending of material not exceeding 20 mm in thickness (n.e.s.)....
302. Scarfing and/or ending by machine..... } Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE AB

303. Installation of pre-prepared pipes and/or pipe fittings .....
304. Setting (n.e.s.) (excluding machine tool setting up and/or tool setting) of dies and/or fixtures and/or stops and/or jigs and/or guides and/or trips on production machines..... } Rate per hour for work classified at Rate AB in Table of Wage Rates.

LOON C

282. Onderdele uit voorraad vervang en/of grassnymasjiene en/of grassnyers regstel, uitgesonderd die krageenhede .... } Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

283. Sirkelsaagsenters boor en/of versink en/of ruim en/of vergroot (n.e.v.) .....
284. Bediening van snysilinder van grassnymasjien en/of masjien wat onderste lem skerpmaak ..... } Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON G

285. Komponente wat geen pas of regstelling nodig het nie, onder toesig van 'n Loon A- tot D-werknemer monteer ...
286. Eendoelmasjien bedien, met inbegrip van die gebruik van vaste meters waar die handbediening beperk is tot die plasing van die werkstuk, die masjien aan- en/of afskakel en die werkstuk daarvan afneem .....
287. Versink volgens stuiters.....
288. Met 'n handskêr volgens stuiters en/of setmate afsny .....
289. Grassnymasjiene en/of grassnyers uitmekaarhaal, uitgesonderd die uitmekaarhaal van krageenhede.....
290. Volgens setmate en/of kornaelmerke boor.....
291. Slyp en/of poets en/of poleer .....
292. Sae met die hand en/of outomaties stel en/of uithol en/of skerpmaak .....
293. Sirkelsaagsentergate met die hand ruim volgens kan- en kanniemate en/of vooraf gestelde stuiters met gebruikmaking van tapse vaste ruimers
294. Stuik- en/of puntsweismasjien bedien
295. Sweisbaard verwyder en/of bandsae uitgloei .....
296. Herhalingsperswerk met skroef- en/of trap- en/of handpers waar die werk verrig word met vooraf gestelde stempels, maar nie stempels en/of gereedskap stel nie ..... } Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON H

297. Roeswerende en/of beskermende lae met 'n kwas aansit .....
298. Saaglemme ets.....
299. Penne in saaglemme vassit ..... } Loon per uur vir werk ingedeel onder Loon H in Loontabel.

LOON I

300. Insit en verwyder by olieverstywingswerk..... } Loon per uur vir werk ingedeel onder Loon I in Loontabel.

Seksie (d).—*Struktuuringenieurswese*

Die volgende werksaamhede by die vervaardiging en/of oprigting en/of installering van boumetaalwerk (vir die toepassing van hierdie Bylae moet beskou word dat boumetaalwerk ook pypwerk en/of meganiese installering insluit):

LOON AA

301. Walsbuiging van materiaal met 'n dikte van hoogstens 20 mm (n.e.v.)....
302. Met 'n masjien skoonbrand en/of afent } Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON AB

303. Installering van vooraf bereide pype en/of pyptoebehore .....
304. Stel (n.e.v.) (uitgesonderd masjiengereedskap opstel en/of gereedskap stel) van stempels en/of setklemme en/of stuiters en/of setmate en/of leiers en/of klinkskakelaars aan produksiemasjiene ..... } Loon per uur vir werk ingedeel onder Loon AB in Loontabel.

RATE C

305. Bending of tubes and/or sections in manually operated machine (n.e.s.) ...
306. Sheeting supervision .....

Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

307. Dismantling of structures and/or pipe installations, including the use of gas and/or electric torch (site work) .....
308. *Marking off sections (n.e.s.) .....
*"Marking off" means marking off sections only to given lengths for cutting off purposes, using only length gauges and/or tape measure and/or templets and marking material.....
309. Repetition roller bending and/or forming of plate with pre-set rolls (excluding setting of rolls) .....

Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE DD

310. Driving of slewing jib mobile cranes not exceeding 30 000 kg capacity (site work) .....
311. Operating mechanical bevelling machine, excluding setting of cutters.....

Rate per hour for work classified at Rate DD in Table of Wage Rates.

RATE G

312. Operating pipe cutting machine (excluding setting up).....
313. Operating butt and/or flash and/or projection and/or resistance and/or spot and/or arc spot and/or stud welding machine .....
314. Operating power saw for repetitive cutting off to stops and/or length gauges (excluding setting of stops).....
315. Operating saw where the manual operations are confined to loading the material to a pre-set stop, starting the machine, which automatically brings into operation a clamping device and unloading the machine after it is stopped automatically (excluding setting up).....
316. Repetition threading and/or tapping by machine (n.e.s.).....
317. Sheet fixing under supervision.....

Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE I

318. General labouring .....

Rate per hour for work classified at Rate I in Table of Wage Rates.

Section (e).—*Fibre-glass Boatbuilding*

RATE G

319. Assisting chemical compounding of plastic materials and the application of such compounds .....
320. Laminating by hand in reinforced plastics manufacture and gel coating.....
321. Mass-measuring and issuing of scrap and/or raw materials, including pigments, to predetermined quantities....
322. Operating laminating machine .....
323. Repetition cutting by machine and/or machining of plastic materials (including reinforcing fibres).....
324. Repetition marking and/or tracing to templets.....
325. Trimming by hand and/or by power tools.....

Rate per hour for work classified at Rate G in Table of Wage Rates.

LOON C

305. Buig van pype en/of profiele in 'n handmasjien (n.e.v.).....
306. Toesig oor plaatwerk .....

Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

307. Uitmekaarhaal van strukture en/of pypinstallasies, met inbegrip van die gebruik van 'n gas- en/of elektriese sweispyp (perseelwerk) .....
308. *Profiele afmerk (n.e.v.) .....
*"Profiele afmerk" beteken die afmerk van profiele slegs volgens bepaalde lengtes vir afsaagdoeleindes, met gebruikmaking van slegs lengtemeters en/of meetbande en/of patrone en afmerkmateriaal .....
309. Herhalingsrolbuiging en/of -vorming van plate met vooraf gestelde rolle (uitgesonderd die stel van rolle) .....

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON DD

310. Bediening van mobiele swaaiarmkrane met 'n vermoë van hoogstens 30 000 kg (perseelwerk).....
311. Bediening van 'n meganiese afskuinsmasjien, uitgesonderd die stel van die snyers.....

Loon per uur vir werk ingedeel onder Loon DD in Loontabel.

LOON G

312. Bediening van 'n pypsnymasjien (uitgesonderd die stel daarvan).....
313. Bediening van 'n stuit- en/of flits- en/of projeksie- en/of weerstand- en/of punt- en/of boogpunt- en/of tapbout-sweismasjien .....
314. Bediening van 'n kragsaag vir herhalingsafsaag volgens stuiters en/of lengtemeters (uitgesonderd die stuiters stel) .....
315. Bediening van 'n saag waar die handwerksaamhede beperk is tot plasing van die materiaal in die masjien volgens 'n vooraf gestelde stuiter, die masjien aan die gang sit wat outomaties 'n klamp-toestel in werking stel, en die materiaal van die masjien afhaal nadat dit outomaties afgeskakel is (uitgesonderd die opstel daarvan) ...
316. Met 'n masjien by herhaling skroefdraad en/of moerdraad sny (n.e.v.)....
317. Onder toesig plate vassit.....

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON I

318. Algemene arbeid .....

Loon per uur vir werk ingedeel onder Loon I in Loontabel.

Seksie (e).—*Veselglasbootbou*

LOON G

319. Help met die chemiese samestelling van plastiekstowwe en die aanwending van dié samestellings.....
320. Met die hand lamelleer by die vervaardiging van versterkte plastiek en by jelbestryking.....
321. Massameting en uitreiking van afvalmateriale en/of grondstowwe, met inbegrip van pigmente, volgens vooraf bepaalde hoeveelhede.....
322. Bediening van 'n pletmasjien.....
323. Herhalingsafsny met 'n masjien en/of -masjinering van plastiekmateriaal (met inbegrip van versterkvesels) .....
324. Herhalingsafmerk en/of -aftrek volgens patrone .....
325. Met die hand en/of kraggereedskap afwerk .....

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

RATE H

326. Buffing and/or finishing and/or polishing by hand and/or by power tools .....
327. Operating fibre-glass spray-up machine .....
328. Operating guillotine (excluding setting up).....
329. Repetition drilling and/or tapping and/or thread clearing.....

} Rate per hour for work classified at Rate H in Table of Wage Rates.

RATE I

330. Assembling components and/or affixing with rivets and/or screws.....
331. Cementing.....
332. Cleaning by hand, including removal of flash.....
333. Coating by brush and/or dipping and/or by spraying .....

} Rate per hour for work classified at Rate I in Table of Wage Rates.

Section (f).—*Pattern Making*

RATE A

334. Pattern making.....

} Rate per hour for work classified at Rate A in Table of Wage Rates.

RATE AA

335. Forming of epoxy-resin moulds from master pattern.....
336. Making of flat pattern boards to fixtures .....
337. Pattern filing and/or mounting .....

} Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE DD

338. Assisting a Rate AA operator in laminating and/or filling-in of epoxy-resin moulds (A maximum of two assistants to one Rate AA operator) ..
339. Sandpapering of pattern equipment under supervision and at the discretion of a Rate A patternmaker.....

} Rate per hour for work classified at Rate DD in Table of Wage Rates.

RATE DDD

340. Cleaning of used pattern equipment under supervision of a Rate A patternmaker.....
341. Filleting of pattern equipment under supervision of a Rate A patternmaker, excluding the use of leather fillets .....
342. Mixing and/or pouring of plaster of paris under supervision of a Rate A patternmaker .....
343. Painting of pattern equipment under supervision of a Rate A patternmaker

} Rate per hour for work classified at Rate DDD in Table of Wage Rates.

Section (g).—*Metal service centres*

(a) Applicable to the operations specified herein in the activities conducted by metal service centres established exclusively for the purpose of supplying metal products for sale and/or to customers' order, but shall not include the manufacturing and/or construction and/or assembly and/or erection of any article consisting mainly of metal.

(b) The following provisions of Section *(a)*.—General—of Schedule G shall apply:

No person other than a journeyman or an apprentice may be employed on work classified at Rate A without the prior permission of the Council.

RATE A (n.e.s.):

(i) Probationers.
(ii) Juveniles.
(iv) Vehicle driving.
(viii) Watchman's work.

(c) Notwithstanding anything contained in this Section, the remaining provisions of Schedule G shall not apply.

LOON H

326. Met die hand en/of kraggereedskap poets en/of afwerk en/of poleer .....
327. Bediening van 'n veselglasaanspuitmasjien.....
328. Bediening van 'n guillotine (uitgesonderd die stel daarvan) .....
329. Herhalingsboor en/of -moerdraadsny en/of -skroefdraadskoonsny.....

} Loon per uur vir werk ingedeel onder Loon H in Loontabel.

LOON I

330. Komponente monteer en/of vassit met klinknaels en/of skroewe.....
331. Aanmekaarlym.....
332. Met die hand skoonmaak, met inbegrip van verwydering van oorloopmateriaal.....
333. Bestryking met 'n kwas en/of deur indoping en/of bespuiting.....

} Loon per uur vir werk ingedeel onder Loon I in Loontabel.

Seksie (f).—*Modelmakery*

LOON A

334. Modelmakery.....

} Loon per uur vir werk ingedeel onder Loon A in Loontabel.

LOON AA

335. Epoksiharsvorms van meestermodelle af maak.....
336. Plaat modelborde volgens setklemme maak.....
337. Modelle vyl en/of monteer .....

} Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON DD

338. 'n Werker Loon AA help om epoksiharsvorms te lamelleer en/of te vul. ('n Maksimum van twee assistente vir een Loon AA-werker.).....
339. Modeluitrusting skuur onder toesig en na goeddunke van 'n Loon A-modelmaker.....

} Loon per uur vir werk ingedeel onder Loon DD in Loontabel.

LOON DDD

340. Gebruikte modeluitrusting skoonmaak onder toesig van 'n Loon A-modelmaker.....
341. Modeluitrusting ombind onder toesig van 'n Loon A-modelmaker, uitgesonderd die gebruik van leerbande .....
342. Gips meng en/of stort onder toesig van 'n Loon A-modelmaker.....
343. Modeluitrusting verf onder toesig van 'n Loon A-modelmaker.....

} Loon per uur vir werk ingedeel onder Loon DDD in Loontabel.

Seksie (g).—*Metaaldienssentrums*

(a) Van toepassing op die werksaamhede hierin vermeld in die bedrywighede van metaaldienssentrums wat opgerig is met die uitsluitlike doel om metaalprodukte vir verkoop en/of volgens klante se bestellings te lewer, maar uitgesonderd die vervaardiging en/of konstruksie en/of montering en/of oprigting van artikels wat hoofsaaklik uit metaal bestaan.

(b) Die volgende bepalings van Seksie *(a)*.—Algemeen—van Bylae G is van toepassing:

Niemand behalwe 'n vakman of 'n vakleerling mag in diens wees op werk onder Loon A ingedeel sonder dat die toestemming van die Raad vooraf verkry is nie.

LOON A (n.e.v.):

(i) Proefwerkers.
(ii) Jeugdiges.
(iv) Voertuie dryf.
(viii) Werk van 'n wag.

(c) Ondanks andersluidende bepalings in hierdie Seksie, is die oorblywende bepalings van Bylae G nie van toepassing nie.

For the purposes of this Section—
"metal products" shall mean billets, plates, sheets, strips, bars, rods, angles, flats, sections, extrusions, pipes, tubes, wire and wire rod; and
"manufacturing" means the production of articles or parts or components thereof by means of tools and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes (including the rectification of faults in the course of such processes) in separate manufacturing establishments or departments or annexes separated from general engineering activities by effective enclosures.

RATE C

344. Supervisory work, including setting up and/or changing of attachments on machines ..... } Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

345. Operating multihead oxy-acetylene cut ting machines, including setting up..... } Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE DD

346. Operating single head oxy-acetylene cutting machines, including setting up } Rate per hour for work classified at Rate DD in Table of Wage Rates.

RATE DDD

347. Repetition bending and/or forming of materials to jigs and/or stops and/or marks and/or templets.....
348. Repetition cutting and/or cropping and/or shearing to jigs and/or stops and/or marks and/or templets and/or length gauges .....
349. Repetition marking of material for cutting purposes to templets and/or length gauges and/or rule and/or tape only ..... } Rate per hour for work classified at Rate DDD in Table of Wage Rates.

RATE F

350. Moving and/or stacking and/or wrapping and/or strapping and/or loading and/or unloading and/or raising and/or lowering materials by machine, other than general labouring ..... } Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

351. Mass-measuring and/or despatch of materials ..... } Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE I

352. General labouring .....
353. Loading and/or unloading of coils..... } Rate per hour for work classified at Rate I in Table of Wage Rates.

Section (h).—*Electronics and/or Telecommunication Division*

Erection, Installation, Maintenance and Repair in the Province of the Transvaal

All operations in the erection and/or installation and/or maintenance and/or repair of telecommunication equipment and/or any other equipment utilising the principles of electronics and/or radio, such as—
telephone, telegraph and data transmission equipment;
UHF and VHF radio links;
automatic and manual telephone switching systems;
supervisory and control systems;

Vir die toepassing van hierdie Seksie beteken—
„metaalprodukte" knuppels, plate, stroke, stawe, stange, hoekysters, platstawe, seksies, ekstrusies, pype, buise, draad en draadstange; en
„vervaardiging" die produksie van artikels of onderdele of komponente daarvan deur middel van gereedskap en/of uitrusting en/of metodes wat spesifiek aangepas en/of ontwerp is vir produksie volgens herhalingsprosesse (met inbegrip van die herstel van foute in die loop van sodanige prosesse) in afsonderlike vervaardigingsbedryfsinrigtings of -afdelings of -bygeboue wat deur doeltreffende omheinings van die algemene ingenieursbedrywighede afgeskei is.

LOON C

344. Toesigwerk, met inbegrip van die opstel en/of verandering van hegstukke aan masjiene ..... } Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

345. Bediening van meerkoppige oksiaseti-leensnymasjiene, met inbegrip van die opstel daarvan ..... } Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON DD

346. Bediening van enkelkoppige oksiaseti-leensnymasjiene, met inbegrip van die opstel daarvan ..... } Loon per uur vir werk ingedeel onder Loon DD in Loontabel.

LOON DDD

347. Herhalingsbuig en/of -vorm van materiaal volgens setmate en/of stuiters en/of merke en/of patrone.....
348. Herhalingsny en/of -afknip en/of -afskuif volgens setmate en/of stuiters en/of merke en/of patrone en/of lengtemeters.....
349. Herhalingsmerk van materiaal vir snydoeleindes slegs volgens patrone en/of lengtemeters en/of liniale en/of meetbande ..... } Loon per uur vir werk ingedeel onder Loon DDD in Loontabel.

LOON F

350. Materiaal met 'n masjien verskuif en/of opstapel en/of toedraai en/of vasbind en/of oplaai en/of aflaai en/of oplig en/of neerlaat, uitgesonderd algemene arbeid ..... } Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

351. Materiaal massameet en/of versend.... } Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON I

352. Algemene arbeid .....
353. Spoele op- en/of aflaai..... } Loon per uur vir werk ingedeel onder Loon I in Loontabel.

Seksie (h).—*Afdeling Elektronika en/of Telekommunikasie*

Oprigting, installering, onderhoud en herstel in die provinsie Transvaa

Alle werksaamhede by die oprigting en/of installering en/of onderhoud en/of herstel van telekommunikasie-uitrusting en/of enige ander uitrusting wat gebruik maak van die beginsels van elektronika en/o radio, soos—
telefoon-, telegraaf- en data-oorsendingsuitrusting;
UHF- en BHF-radioskakels;
outomatiese en hand-telefoonskakelstelsels;
toesighoudende en kontrolestelsels;

signalling systems;
fault detection and alarm equipment;
public address and paging systems;
scientific, ultrasonic measuring and electro-medical equipment;
navigation aids;
mobile, marine, aircraft and broadcast radio equipment;
closed circuit television equipment;
interference suppression units;
electrical and/or electronic test apparatus;
industrial electronic equipment;
radar and allied equipment;
electronic distance measuring equipment.

This Division does not include the installation, maintenance or repair of domestic articles, i.e. car, home and portable radios, television, tape recorders, gramaphone equipment and loudspeakers.

For the purposes of this Division—

"electronics" means equipment where the primary circuits are based on the conductance of elctricity through a vacuum, gas or semi-conductor;

"radio" means equipment where the primary function is to transmit and/or receive intelligence without the aid of a physical conductor.

RATE A

354. Electronics mechanician's work (n.e.s.) .....
355. Telecommunication electrician's work (n.e.s.) .....

} Rate per hour for work classified at Rate A in Table of Wage Rates.

RATE AA

356. Sectional supervision of lower-rated operatives, including the preparation of wiring harness boards .....

} Rate per hour for work classified at Rate AA in Table of Wage Rates.

OPERATIVE GRADE 1

357. Adjustment to pre-determined limits of electrically and/or mechanically operated assemblies.....
358. Complete sequential adjustment of two-motion selectors and/or uniselectors to predetermined limits (n.e.s.)...
359. Forming-out of cable ends to colour codes and/or pictorial sketches and/or in fixtures without reference to schematic drawings, and the terminating of cables and/or wires and/or conductors to instructions and/or samples to main equipment and/or junction boxes and/or connecting blocks and/or terminals, including soldering and/or wrapping of wires, under supervision of a Rate A employee (n.e.s.).....

} Rate per hour for work classified at Rate B in Table of Wage Rates.

OPERATIVE GRADE 2

360. Cleaning and/or lubricating and/or changing ribbons on recorders .....
361. Cleaning and/or topping up secondary cells and/or replacing primary and/or secondary cells for time recording and similar equipment, under supervision of a Rate A employee .....
362. Oiling and greasing of motor uniselectors according to verbal instructions of a Rate A or AA employee .....
363. Suspending of cables between poles and/or walls and the surface mounting of subsidiary and auxiliary equipment, namely, telephone switchboards and/or telephones and/or master and/or slave clocks and/or time recorders and/or amplifiers and/or loudspeakers and/or sound signals and/or fire alarm break-points and/or fire detectors and/or production recording dials and/or control units and/or watchman protection points and/or signalling equipment and/or junction boxes and/or connection frames and/or connection blocks, including the fixing to walls, floors and ceilings by means of bolts and/or screws of control panels and/or racks, under supervision of a Rate A employee .....

} Rate per hour for work classified at Rate C in Table of Wage Rates.

seinstelsels;
foutopsporing- en alarmuitrusting;
openbare luidsprekerstelsel en oproepstelsel;
wetenskaplike, ultrasoniese meet- en elektromediese uitrusting;
navigasiehulpmiddels;
mobiele, marine-, lugvaart- en uitsaairadio-uitrusting;
toekringtelevisie-uitrusting;
steuringsonderdrukkers;
elektriese en/of elektroniese toetsapparaat;
nywerheidselektroniese uitrusting;
radar en verwante uitrusting;
elektroniese afstandsmeetuitrusting.

Hierdie Afdeling sluit nie in die installering, onderhoud of herstel van artikels wat vir huishoudelike gebruik bedoel is nie, d.w.s. motor-, huis- en draagbare radio's, televisiestelle, bandopnemers, grammofoonuitrustings en luidsprekers.

Vir die toepassing van hierdie Afdeling beteken—

„elektronika" uitrusting waar die primêre kringe gebaseer is op die konduktansie van elektrisiteit deur 'n vakuum-, gas- of halfgeleier;

„radio" uitrusting waar die primêre funksie is om inligting oor te send en/of te ontvang sonder die hulp van 'n fisiese geleier.

LOON A

354. Werk van 'n elektronikameganikus (n.e.v.) .....
355. Werk van 'n telekommunikasie-elektrisiën (n.e.v.).....

} Loon per uur vir werk ingedeel onder Loon A in Loontabel.

LOON AA

356. Seksionele toesig oor laer besoldigde werksmanne, met inbegrip van die bereiding van harnasbordbedrading ...

} Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

WERKSMAN GRAAD 1

357. Regstellings volgens vooraf bepaalde grense van elektriese en/of meganiese samestelle.....
358. Volledige opeenvolgende regstelling van hef-draaikiesers en/of draaikiesers volgens vooraf bepaalde grense (n.e.v.) .....
359. Kabelente vorm volgens kleurkodes en/of prentsketse en/of in setklemme sonder verwysing na skematiese tekeninge, en die afhegting van kabels en/of drade en/of geleiers volgens opdragte en/of monsters aan hoofuitrusting en/of aansluitkaste en/of verbindingsblokke en/of aansluiters, met inbegrip van die soldeer en/of toedraai van drade, onder toesig van 'n Loon A-werknemer (n.e.v.).....

} Loon per uur vir werk ingedeel onder Loon B in Loontabel.

WERKSMAN GRAAD 2

360. Linte van bandopnemers skoonmaak en/of smeer en/of omruil.....
361. Sekondêre selle skoonmaak en/of byvul en/of primêre en/of sekondêre selle vervang vir tydregistreer- en soortgelyke uitrusting, onder toesig van 'n Loon A-werknemer .....
362. Motordraaikiesers olie en smeer volgens mondelinge opdrag van 'n Loon A- of Loon AA-werknemer.....
363. Kabels tussen pale en/of mure hang en die oppervlakmontering van hulpuitrusting, naamlik telefoonskakelborde en/of telefone en/of hoof- en/of slaafklokke en/of tydregistreerders en/of versterkers en/of luidsprekers en/of klankseine en/of brandalarmbreekpunte en/of brandverklikkers en/of produksieregistreerskakelskywe en/of kontrole-eenhede en/of wagskutpunte en/of seinuitrusting en/of aansluitkaste en/of verbindingsrame en/of verbindingsblokke, met inbegrip van die vassit van kontrolepanele en/of rakke aan mure, vloere en plafonne deur middel van boute en/of skroewe, onder toesig van 'n Loon A-werknemer .....

} Loon per uur vir werk ingedeel onder Loon C in Loontabel.

OPERATIVE GRADE 3

364. Making of wire harnesses on pre-prepared nail boards to running-out lists using colour codes and/or pictorial sketches
365. Removing outer cable sheathing and stripping of individual conductors, in preparation for termination
366. Repetition soft soldering on tags already wired and/or repetition wire wrapping
367. Repetition testing with accept/reject testing equipment

Rate per hour for work classified at Rate DDD in Table of Wage Rates for the first 12 months of experience. Thereafter, Rate DD.

OPERATIVE GRADE 3A

368. Assembly on site of pre-prepared apparatus racks where no fitting adjustments are required, using hand tools under supervision of a Rate A employee

Rate per hour for work classified at Rate DDD in Table of Wage Rates.

OPERATIVE GRADE 4

369. Application of anti-corrosive and/or protective coatings by brush
370. Bolting up of pre-prepared steel work
371. Cutting and/or grinding of metal-strip material already marked off
372. Drilling of pre-marked holes by portable drilling machines, hole diameter not to exceed 30 mm
373. Running in of cables in pre-prepared routes, including binding and/or fastening, but excluding wiring (n.e.s.)

Rate per hour for work clasified at Rate F in Table of Wage Rates.

OPERATIVE GRADE 5

374. Compound filling under supervision of a Rate A employee
375. Laying of cables in pre-prepared trenches
376. Spraying of paint and/or insulating medium and/or anti-corrosive coatings under supervision, other than blending

Rate per hour for work classified at Rate G in Table of Wage Rates.

SCHEDULE M

Wage Schedule applicable to manufacturing where the employer has applied for and been granted a Certificate of Registration for his establishment or part thereof as a manufacturing engineering establishment as specified in Section 25 of Part I of the Agreement. For the purposes of this Schedule—

"manufacturing" means the production of articles or parts or components thereof by means of tools and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes (including the rectification of faults in the course of such processes) in separate manufacturing establishments or departments or annexes separated from general engineering activities by effective enclosures.

This Schedule comprises operations in general manufacturing activities not elsewhere specified in the D Divisions and grouped under the following headings:

I. Machining operations.
II. Forming and/or bending and/or pressbrake operations.
III. Cutting and punching operations.
IV. Drilling operations.
V. Welding and soldering operations.
VI. Miscellaneous operations.
VII. Inspecting and/or checking operations.

I. *Machining operations*

RATE A

1. Machine tool setting up and/or tool-setting

Rate per hour for work classified at Rate A in Table of Wage Rates.

WERKSMAN GRAAD 3

364. Draadharnasse op vooraf bereide spykerborde maak volgens uitlooplyste, met gebruikmaking van kleurkodes en/of prentsketse
365. Buitekabelomhulsel verwyder en afsonderlike geleiers stroop, ter voorbereiding van afsluiting
366. Herhalingsagsoldeer van stiffies wat reeds bedraad is en/of herhalingstoedraai met draad
367. Herhalingstoetsing met aanneem-/verwerp-toetsuitrusting

Loon per uur vir werk ingedeel onder Loon DDD in Loontabel, vir die eerste 12 maande ondervinding. Daarna, Loon DD.

WERKSMAN GRAAD 3A

368. Montering op terrein van vooraf bereide apparaatrakke waar geen regstelling van toebehore vereis word nie, met gebruikmaking van handgereedskap onder toesig van 'n Loon A-werknemer

Loon per uur vir werk ingedeel onder Loon DDD in Loontabel.

WERKSMAN GRAAD 4

369. Aanwending van roeswerende en/of beskermende lae met 'n kwas
370. Vooraf bereide staalwerk vasbout
371. Metaalstrookmateriaal wat reeds afgemerk is, sny en/of skuur
372. Vooraf gemerkte gate met verplaasbare boormasjiene boor—diameters van gate moet hoogstens 30 mm wees
373. Kabels in vooraf bereide roetes lê, met inbegrip van vasbind en/of vasmaak, maar nie met 'n draad vasdraai nie (n.e.v.)

Loon per uur vir werk ingedeel onder Loon F in Loontabel.

WERKSMAN GRAAD 5

374. Met mengsel vul onder toesig van 'n Loon A-werknemer
375. Kabels in vooraf bereide vore lê
376. Bespuiting van verf- en/of isoleermiddel- en/of roeswerende lae, onder toesig, uitgesonderd vermenging

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

BYLAE M

Loonbylae van toepassing op vervaardiging, waar die werkgewer aansoek gedoen het om 'n registrasiesertifikaat vir sy bedryfsinrigting of 'n gedeelte daarvan as 'n ingenieursvervaardigingsinrigting soos uiteengesit in klousule 25 van Deel 1 van die Ooreenkoms, en dit aan hom toegestaan is. Vir die toepassing van hierdie Bylae beteken—

,,vervaardiging" die produksie van artikels of dele of onderdele daarvan deur middel van gereedskap en/of uitrusting en/of metodes wat spesifiek aangepas en/of ontwerp is vir produksie deur herhalingsprosesse (met inbegrip van die herstel van foute in die loop van sodanige prosesse) in aparte vervaardigingsinrigtings of afdelings of bygeboue wat deur doeltreffende omheinings van die algemene ingenieursbedrywighede geskei is.

Hierdie Bylae sluit werksaamhede in algemene vervaardigingsbedrywighede in wat nie elders in die D-afdelings vermeld word nie en wat onder die volgende hoofde saamgevat word:

I. Masjineerwerksaamhede.
II. Vorm- en/of buig- en/of persremwerksaamhede.
III. Sny- en ponswerksaamhede.
IV. Boorwerksaamhede.
V. Sweis- en soldeerwerksaamhede.
VI. Diverse werksaamhede.
VII. Inspeksie- en/of nagaanwerksaamhede.

I. *Masjineerwerksaamhede*

LOON A

1. Masjiengereedskap opstel en/of gereedskap stel

Loon per uur vir werk ingedeel onder Loon A in Loontabel.

RATE AA

2. *Machinist's work (n.e.s.) viz. shaping, slotting, planing, milling (excluding universal milling), grinding (excluding universal grinding) and the operation of gear cutting and rotary machine tools, including vertical turret machine with built-in mono-slide turret and with a table diameter not exceeding 1 250 mm, but excluding centre lathes (with or without copying and/or profiling attachments), boring mills (vertical and horizontal type with or without copying and/or profiling attachments), die-sinking machines and universal machines.....

*Employees employed on machinist's work shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments, including rules, calipers and the like. ....

Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE B

3. Operating broaching machine (n.e.s.)

Rate per hour for work classified at Rate B in Table of Wage Rates.

RATE C

4. Setting (n.e.s.) (excluding machine tool setting up and/or tool setting) of dies and/or fixture and/or stops and/or jigs and/or guides and/or trips on production machines.....

Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

5. Machining on repetition work by means of fixtures and/or jigs and/or stops (excluding the requirements of stops for parting off) where the work cycle is manually operated (excluding setting up but including checking with fixed gauges) (including the replacing and/or repositioning of throwaway tips only on throwaway tipped tooling, excluding machine tool setting up and/or toolsetting and/or adjustment).....
6. Repetition operation of or attending a semi-automatic pull broaching machine where the work cycle is power-driven and the end point is controlled by automatically operating and/or fixed stops, excluding setting up.....

For the purposes of the above, a "semi-automatic pull broaching machine" is one on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the holding device, passing the broaching tool through the work piece, attaching the broach to the ram, setting the machine in motion for the power cycle to take over and unloading the machine. .....
7. Tool grinding in jigs.....

Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE DD

8. Repetition operation of or attending semi-automatic machines (n.e.s.) where the work cycle is power-driven and the end point is controlled by automatically operating stops (excluding setting up) but including checking with fixed gauges and including the replacing and/or repositioning of throw-

Rate per hour for work classified at Rate DD in Table of Wage Rates.

LOON AA

2. *Masjienwerker se werk (n.e.v.), nl. vorming, gleufwerk, skaafwerk, freeswerk (uitgesonderd universele freeswerk), slypwerk (uitgesonderd universele slypwerk) en die bediening van ratfrees- en draaimasjiengereedskap, met inbegrip van vertikale rewolwermasjiene met ingeboude monosleetoring en met 'n bladdiameter van hoogstens 1 250 mm, maar uitgesonderd senterdraaibanke (met of sonder kopieer- en/of profileerhegstukke), boorfreesmasjiene (vertikale en horisontale tipe met of sonder kopieer- en/of profileerhegstukke), matrysfreesmasjiene en universele masjinering.....

*Werknemers wat 'n masjienwerker se werk verrig, moet toegelaat word om hul eie werk op te stel, hul eie gereedskap te slyp en te stel en om volgens en met presisiemeetinstrumente, met inbegrip van liniale, meetpassers en so meer, te werk.....

Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON B

3. Profielruimmasjiene bedien (n.e.v.)...

Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON C

4. Stel (n.e.v.) (uitgesonderd masjiengereedskap opstel en/of gereedskap stel van stempels and/or setklemme en/of stuiters en/of setmate en/of leiers en/of meganismes aan produksiemasjiene ...

Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

5. Masjinering by herhalingswerk deur middel van setklemme en/of setmate en/of stuiters (uitgesonderd die vereistes van stuiters vir afsny) waar die werksiklus met die hand aangedryf word (uitgesonderd opstel maar met inbegrip van nagaan met vaste meters) (met inbegrip van die vervanging en/of herplasing van slegs weggooipunte van weggooipuntbeitels, uitgesonderd masjiengereedskap opstel en/of gereedskap stel en/of regstel).....
6. Herhalingsbediening of -versorging van 'n halfoutomatiese trekprofielruimmasjien waar die werksiklus deur krag aangedryf en die eindpunt beheer word deur outomatiese en/of vaste stuiters, uitgesonderd die opstel daarvan .....

Vir die toepassing van bogenoemde, is 'n „halfoutomatiese trekprofielruimmasjien" 'n masjien waarop dit nie nodig is om die werk met die hand te sentreer of in lyn te bring nie en waar handbediening beperk is tot die plasing van die werkstuk in die kloutoestel, die plasing van die profielruimgereedskapstuk deur die werkstuk, die vassit van die profielruimer aan die ram, die aan die gang sit van die masjien vir die kragsiklus om oor te neem en die werkstuk van die masjien afneem .....
7. Gereedskap in setmate slyp.....

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON DD

8. Herhalingsbediening of -versorging van 'n halfoutomatiese masjien (n.e.v.) waar die werksiklus deur krag aangedryf en die eindpunt deur outomatiese stuiters beheer word (uitgesonderd die opstel daarvan) maar met inbegrip van nagaan met vaste meters en met inbegrip van die vervanging

Loon per uur vir werk ingedeel onder Loon DD in Loontabel.

away tips only on throwaway tipped tooling, excluding machine tool setting up and/or tool-setting and/or adjusting For the purposes of the above, "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools (excluding any machining during the advancement and/or retraction of the tools) before and after the power cycle takes over and stopping and unloading the machine.....	Rate per hour for work classified at Rate DD in Table of Wage Rates.
RATE DDD	
9. Repetitive operating of a fully automatic machine on quantity production where the operations are confined to loading the machine, where it is not necessary to centralise or true the work by hand, setting the machine in motion and unloading the work piece, including random checking with fixed gauges (n.e.s.).....	Rate per hour for work classified at Rate DDD in Table of Wage Rates.
RATE F	
10. Repetition operation of or attending machine designed for or permanently adapted for a single tool operation where it is not necessary to centralise or true the work by hand and where manual operations are limited to loading the work piece into the chuck or holding device of the machine, starting, operating and/or attending, stopping and unloading the machine (excluding setting up).....	
11. Repetition operation of a facing and centring machine where the manual operations are limited to loading the work piece into the chuck or holding device of the machine, starting, stopping and unloading the machine (excluding setting up).....	
12. Repetition operation of or attending semi-automatic machine where the work cycle is power driven and the end point is controlled by automatically operating stops and the mass of the work pieces loaded does not exceed a mass limitation of 12 kg (excluding setting up but including random checking with fixed gauges) ... For the purposes of the above, "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools (excluding any machining during the advancement and/or retraction of the tools) before and after the power cycle takes over and stopping and unloading the machine.....	Rate per hour for work classified at Rate F in Table of Wage Rates.

en/of herplasing van slegs weggooipunte van weggooipuntbeitels, uitgesonderd masjiengereedskap opstel en/of gereedskap stel en/of regstel ..... Vir die toepassing van bogenoemde is 'n ,,halfoutomatiese masjien" 'n masjien waarop dit nie nodig is om die werk met die hand te sentreer of in lyn te bring nie en waar handbediening beperk is tot die plasing van die werkstuk in die kloukop of kloutoestel van die masjien, die masjien aan die gang sit, die gereedskap vorentoe of agtertoe verstel (uitgesonderd enige masjinering terwyl die gereedskap vorentoe en/of agtertoe verstel word) voor en nadat die kragsiklus oorneem, die masjien afskakel en die werkstuk daarvan afneem	Loon per uur vir werk ingedeel onder Loon DD in Loontabel.
LOON DDD	
9. Herhalingsbediening van 'n ten volle outomatiese masjien vir hoeveelheidsproduksie waar die bediening beperk is tot die plasing van die werkstuk, waar dit nie nodig is om die werk met die hand te sentreer of in lyn te bring nie, die masjien aan die gang sit en die werkstuk daarvan afneem, met inbegrip van willekeurige nagaan met vaste meters (n.e.v.)	Loon per uur vir werk ingedeel onder Loon DDD in Loontabel.
LOON F	
10. Herhalingsbediening of versorging van 'n masjien, ontwerp of permanent aangepas vir werk met 'n enkelgereedskapstuk, waar dit nie nodig is om die werk met die hand te sentreer of in lyn te bring nie en waar handbediening beperk is tot die werkstuk in die kloukop of kloutoestel van die masjien plaas, die masjien aan die gang sit, bedien en/of versorg, die masjien afskakel en die werkstuk daarvan afneem (uitgesonderd die opstel daarvan)	
11. Herhalingsbediening van 'n vlakbank- en sentreermasjien, waar die handbediening beperk is tot die plasing van die werkstuk in die kloukop of kloutoestel van die masjien, die masjien aan- en afskakel, en die werkstuk van die masjien afneem (uitgesonderd die opstel daarvan).....	
12. Herhalingsbediening of -versorging van 'n halfoutomatiese masjien waar die werksiklus deur krag aangedryf en die eindpunt deur outomatiese stuiters beheer word en die massa van die werkstukke wat in die masjien geplaas word hoogstens 12 kg is (uitgesonderd die werk opstel maar met inbegrip van willekeurige nagaan met gebruikmaking van vaste meters).....	Loon per uur vir werk ingedeel onder Loon F in Loontabel.
Vir die toepassing van bogenoemde is 'n ,,halfoutomatiese masjien" 'n masjien waarop dit nie nodig is om die werk met die hand te sentreer of in lyn te bring nie en waar handbediening beperk is tot die plasing van die werkstuk in die kloukop of kloutoestel van die masjien, die masjien aan die gang sit, die gereedskap vorentoe of agtertoe verstel (uitgesonderd enige masjinering terwyl die gereedskap vorentoe en/of agtertoe verstel word) voor en nadat die kragsiklus oorneem, die masjien afskakel en die werkstuk daarvan afneem	

RATE G

13. Attending fully-automatic machine, including random checking with fixed gauges .....
For the purposes of the above, "fully-automatic machine" is a bar fed machine or a machine fitted with an automatic chucking device (i.e. magazine and/or table and/or mechanical arm fed) and the manual operations are limited to setting the machine in motion, feeding a new bar into the machine or loading the magazine, as the case may be, and stopping the machine. .....
14. Operating manual machine designed for or permanently adapted for one only operation where it is not necessary to centralise or true the work by hand.....
15. Production broaching on automatic machine, where the operations prior to and after ramming are limited to loading setting the machine in motion, stopping and unloading the machine (excluding setting up).....
16. Repetition operation and/or attending special purpose machine, including the use of fixed gauges, where the manual operations are limited to loading, setting the machine in motion, stopping and unloading the machine (excluding setting up) .....
17. Repetition threading and/or tapping by machine (n.e.s.).....
18. Operating screwing machine, excluding setting up .....

} Rate per hour for work classified at Rate G in Table of Wage Rates.

II. *Forming and/or bending and/or press-brake operations*

RATE AA

19. Operating press-brake (n.e.s.) ..... } Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE C

20. Roller bending other than repetition roller bending..... } Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

21. Bending of tubes and/or sections in manually operated machine to sketch (n.e.s.) .....
22. Bending and/or forming to jigs and/or stops in press-brake and/or folding machine .....
23. Press operating (n.e.s.), including the affixing and/or removal of dies where there is positive location (excluding press brake).....
24. Repetition roller bending and/or forming of plate with pre-set rolls .....

} Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE G

25. Assisting in removing and/or replacing dies and/or press tools (excluding setting up) under instruction of a Rate C setter.....
26. Attending continuous automatic roller forming machine under instruction of a Rate A to D employee.....
27. Beading and/or trimming and/or seaming and/or grooving and/or locking double side top or bottom.....
28. Bending to stops of pipes and/or tubes (not exceeding 60 mm diameter) and/or sections (not exceeding 7 mm thick) in manually and/or power operated bending machine.....

} Rate per hour for work classified at Rate G in Table of Wage Rates.

LOON G

13. 'n Volkome outomatiese masjien bedien, met inbegrip van willekeurige nagaan met vaste meters.....
Vir die toepassing van bogenoemde is 'n ,,volkome outomatiese masjien" 'n staafvoermasjien of 'n masjien uitgerus met 'n outomatiese kloutoestel (d.w.s. uit 'n magasyn en/of van 'n tafel af en/of deur 'n meganiese arm gevoer) en waarvan die handbediening beperk is tot die masjien aan die gang sit, 'n nuwe staaf in die masjien voer of die magasyn laai, na gelang van die geval, en die masjien afskakel.....
14. 'n Handmasjien bedien wat ontwerp is of permanent aangepas is vir slegs een werksaamheid waar dit nie nodig is om die werk met die hand te sentreer of in lyn te bring nie .....
15. Produksieprofielruimwerk op 'n outomatiese masjien waar die werksaamhede voor en na stamp beperk is tot plasing van die werkstuk in die masjien, die masjien aanskakel, die masjien afskakel en die werkstukke daarvan afneem (uitgesonderd die opstel daarvan) .....
16. Herhalingsbediening en/of -versorging van 'n eendoelmasjien, met inbegrip van die gebruik van vaste meters, waar die handbediening beperk is tot die plasing van die werkstuk in die masjien, die masjien aanskakel, die masjien afskakel en die werkstuk daarvan afneem (uitgesonderd die opstel daarvan) .....
17. Met 'n masjien herhalingskroefdraad en/of -moerdraadsny (n.e.v.) .....
18. 'n Draadsnymasjien bedien, uitgesonderd die stel daarvan.....

} Loon per uur vir werk ingedeel onder Loon G in Loontabel.

II. *Vorm- en/of buig- en/of persremwerksaamhede*

LOON AA

19. Bediening van 'n persrem (n.e.v.)..... } Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON C

20. Rolbuigwerk, uitgesonderd herhalingsrolbuigwerk ..... } Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

21. Buig van pype en/of profiele in 'n handmasjien volgens skets (n.e.v.).....
22. Buig en/of vorm volgens setmate en/of stuiters in persrem en/of voumasjien ..
23. Bediening van perse (n.e.v.), met inbegrip van die aanbring en/of verwydering van stempels waar daar positiewe plasing is (uitgesonderd persrem) .....
24. Herhalingsrolbuiging en/of -vorming van plaat met vooraf gestelde rolle.....

} Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON G

25. Help met die verwydering en/of vervanging van stempels en/of persgereedskap (uitgesonderd die opstel daarvan) onder aanwysing van 'n versteller Loon C.....
26. 'n Outomatiese ononderbroke walsfatsoeneermasjien versorg onder aanwysing van 'n Loon A- tot D-werknemer.....
27. Kraallyswerk en/of afwerking en/of naatvorming en/of groefwerk en/of dubbele kante bo of onder sluit.....
28. Pype en/of buise (met 'n diameter van hoogstens 60 mm) en/of profiele (hoogstens 7 mm dik) in 'n hand- en/of kragbuigmasjien buig volgens stuiters

} Loon per uur vir werk ingedeel onder Loon G in Loontabel.

29. Drop forging and/or stamping, using dies, excluding setting of dies.....
30. Fly and/or treadle and/or manual pressing and/or notching and/or power pressing where the work is operated upon with pre-set dies (other than press-brake) (excluding the setting of dies).....
31. Hand bending and/or forming to jigs and/or dies and/or stops.....
32. Operating power press to preset dies and/or guides and/or length gauges and/or stops and/or templets (excluding setting up) (excluding pressbrake)
33. Operating power hammer (hammer driving) under instruction .....
34. Operating drop hammer (drop hammer driving).....
35. Repetition operation of extrusion press (excluding setting up) where the manual operations are limited to loading, starting, stopping and unloading under instruction of a Rate A to D employee (excluding molten copper based alloys) .....
36. Repetition roller bending and/or forming of material not exceeding 4 mm....
37. Repetition forging under power hammer using preset forming dies, excluding hand manipulation.....
38. Repetition machine forging using dies other than by power hammer.....
39. Repetition machine swaging, using dies, excluding power hammer.....
40. Repetition frazing and/or pointing machine work.....
41. Repetition pointing by semi-automatic machine of flat and/or square bars requiring no dimensional accuracy prior to drawing.....
42. Repetition rolling in forging rolls, using segmental rolls.....
43. Repetition spinning, using formers.....
44. Repetition cold flaring on tube ends (bundy tubing not exceeding 20 mm in diameter) .....
45. Stripping and/or punching forgings and/or stampings, using pre-set dies ...

} Rate per hour for work classified at Rate G in table of Wage Rates.

III. *Cutting and punching operations*

RATE B

46. Cold sawing where the sawyer marks direct from cutting list..... } Rate per hour for work classified at Rate B in Table of Wage Rates.

RATE C

47. Operating multi-head oxy-acetylene cutting machine and/or profiling and/or flame planing and/or flame bevel cutting machine (including setting up) (n.e.s.) ..... } Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

48. Arc and/or gas cutting (n.e.s.) .....
49. Operating single-head gas profile cutting machine and/or single and/or multi-head straight line cutting machine, including setting up .....
50. Operating power saw (n.e.s.), including marking off with rule and/or tape only and including the setting of stops

} Rate per hour for work classified at Rate D in Table of Wage Rates.

29. Valsmee en/of stempel, met gebruikmaking van stempels, uitgesonderd die stel van stempels.....
30. Skroef- en/of trap- en/of handpersing en/of inkeping en/of kragpersing waar daar aan die werk gewerk word met voorafgestelde stempels (uitgesonderd persremme) (uitgesonderd die stel van die stempels).....
31. Met die hand buig en/of vorm volgens setmate en/of stempels en/of stuiters ..
32. 'n Kragpers bedien volgens vooraf gestelde stempels en/of leiers en/of lengtemeters en/of stuiters en/of patrone (uitgesonderd die opstel daarvan) (uitgesonderd persrem).....
33. 'n Kraghamer bedien (hamerdryf) onder aanwysing .....
34. 'n Valhamer bedien (valhamerdryf) ...
35. Herhalingsbediening van 'n uitdrukpers (uitgesonderd die opstel daarvan) waar die handbediening beperk is tot die plasing van die werkstuk in die masjien, die aan- en afskakel van die masjien en die afneem van die werkstuk, onder aanwysing van 'n Loon A-tot D-werknemer (uitgesonderd legerings met gesmelte koper as basis) .....
36. Herhalingswalsbuiging en/of -vorming van materiaal met 'n dikte van hoogstens 4 mm .....
37. Herhalingsmeewerk onder kraghamer, met gebruikmaking van vooraf gestelde fatsoeneerstempels, uitgesonderd met die hand manipuleer .....
38. Herhalingsmeewerk met 'n masjien, met gebruikmaking van stempels, uitgesonderd deur kraghamer .....
39. Herhalingsaalsmee met 'n masjien, met gebruikmaking van stempels, uitgesonderd deur kraghamer .....
40. Herhalingswarmfrees- en/of -afspitsmasjienwerk .....
41. Herhalingsafspitsing met halfoutomatiese masjien van plat en/of vierkant stawe waarvan die afmetings voordat hulle getrek word nie akkuraat hoef te wees nie.....
42. Herhalingsrolwerk in smeerolle, met gebruikmaking van segmentrolle .....
43. Herhalingspinwerk, met gebruikmaking van vormers .....
44. Herhalingskoudoopsper aan buisente (Bundy-buise met 'n diameter van hoogstens 20 mm) .....
45. Afstroop en/of pons van smeestukke en/of stampsels, met gebruikmaking van vooraf gestelde stempels .....

} Loon per uur vir werk ingedeel onder Loon G in Loontabel.

III. *Sny- en ponswerksaamhede*

LOON B

46. Koudsaag waar saer regstreeks vanaf saaglys afmerk..... } Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON C

47. 'n Meerkoppige oksiasetileensnymasjien en/of profileer- en/of vlamskaaf en/of vlamskuinssnymasjien bedien (met inbegrip van die opstel daarvan) (n.e.v.) ..... } Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

48. Boog- en/of gassny (n.e.v.) .....
49. 'n Enkelkoppige gasprofielsnymasjien en/of enkelkoppige en/of meerkoppige reguitlynsnymasjien bedien, met inbegrip van die opstel daarvan.....
50. 'n Kragsaag bedien (n.e.v.), met inbegrip van afmerk slegs volgens 'n liniaal en/of meetband en met inbegrip van die stel van stuiters.....

} Loon per uur vir werk ingedeel onder Loon D in Loontabel.

51. Operating nibbling machine (n.e.s.)...
52. Repetition cutting and/or cropping and/or shearing and/or punching to jigs and/or stops and/or templets (n.e.s.) (guillotines and/or cropping machines)..... } Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE G

53. Operating power saw for repetitive cutting off to stops and/or length gauges (excluding setting of stops) (other than in tool room).....
54. Repetition cutting and/or cropping of bars and/or billets to stops and/or length gauges and/or repetition cutting and/or cropping of scrap.....
55. Repetition cutting and/or cropping and/or shearing to templets and/or marks and/or stops and/or length gauges, of plate not exceeding 5 mm thick and/or sections not exceeding 7 mm thick.....
56. Repetition operating nibbling machine and/or nibbling shears to jigs and/or templets and/or marks (excluding marking out) of material not exceeding 4 mm.....
57. Repetition machine punching to gauges and/or jigs and/or stops and/or templets and/or dies and/or marks of plates not exceeding 5 mm thick and/or sections not exceeding 7 mm thick.....
58. Repetition blanking and/or piercing by press, using guides and/or jigs and/or stops and/or dies (excluding press-brake) ..... } Rate per hour for work classified at Rate G in Table of Wage Rates.

IV. *Drilling operations*

RATE B

59. Drilling machine work (n.e.s.)..... } Rate per hour for work classified at Rate B in Table of Wage Rates.

RATE D

60. Drilling and/or countersinking and/or reaming (n.e.s.), including the use of adjustable reamers, provided they are pre-set by a Rate A or AA employee, including the sharpening of drills.....
61. Repetition drill sharpening by machine (other than in tool room)..... } Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE F

62. Drilling and/or countersinking to jigs and/or fixtures and/or templets and/or stops and/or dimples and/or for the completion of the drilling of holes pre-drilled as above and/or reaming, using non-adjustable reamers, excluding radial drilling machine—size of drilled holes not to exceed 40 mm nominal diameter (n.e.s.) .....
63. Repetition drill sharpening by automatic machine where the manual operations are limited to loading, starting, stopping and unloading the machine..... } Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

64. Repetition spot facing by drill to fixtures and/or jigs and/or stops..... } Rate per hour for work classified at Rate G in Table of Wage Rates.

51. 'n Plaatsnymasjien bedien (n.e.v.).....
52. Herhalingsafsaag en/of -afknip en/of -afskuif en/of -pons volgens setmate en/of stuiters en/of patrone (n.e.v.) (guillotines en/of afsnymasjiene) ..... } Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON G

53. 'n Kragsaag bedien vir herhalingsafsaag volgens stuiters en/of lengtemeters (uitgesonderd die stuiters stel) (uitgesonderd in gereedskapkamer) ...
54. Herhalingsafsaag en/of -afknip van stawe en/of knuppels volgens stuiters en/of lengtemeters en/of herhalingsafsaag en/of -afknip van afval.....
55. Herhalingsafsaag en/of -afknip en/of afskuif volgens patrone en/of merke en/of stuiters en/of lengtemeters van plate wat hoogstens 5 mm dik is en/of profiele wat hoogstens 7 mm dik is.....
56. Herhalingsbediening van 'n plaatsnymasjien en/of plaatsnyskêr volgens setmate en/of patrone en/of merke (uitgesonderd afmerk) van materiaal met 'n dikte van hoogstens 4 mm.....
57. Herhalingsponswerk met 'n masjien volgens meters en/of setmate en/of stuiters en/of patrone en/of stempels en/of merke van plate wat hoogstens 5 mm dik is en/of van profiele wat hoogstens 7 mm dik is.....
58. Herhalingsuitsny en/of -deurboor met 'n pers, met gebruikmaking van leiers en/of setmate en/of stuiters en/of stempels (uitgesonderd persrem) ..... } Loon per uur vir werk ingedeel onder Loon G in Loontabel.

IV. *Boorwerksaamhede*

LOON B

59. Boormasjienwerk (n.e.v.)..... } Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON D

60. Boor en/of versink en/of ruim (n.e.v.), met inbegrip van die gebruik van verstelbare ruimers, met dien verstande dat dit vooraf gestel is deur 'n Loon A- of AA-werknemer met inbegrip van bore skerpmaak .....
61. Herhalingskerpmaak van bore met 'n masjien (uitgesonderd in gereedskapkamer)..... } Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON F

62. Boor en/of versink volgens setmate en/of setklemme en/of patrone en/of stuiters en/of boormerke en/of vir die voltooiing van die boor van gate wat vooraf geboor is soos hierbo en/of ruim, met gebruikmaking van nieverstelbare ruimers, uitgesonderd radiaalboormasjiene—grootte van geboorde gate mag hoogstens 'n nominale diameter van 40 mm hê (n.e.v.).....
63. Herhalingsboorskerpmaak met 'n outomatiese masjien waar die handbediening beperk is tot die plasing van die werkstuk in die masjien, die aanskakel, afskakel en afneem van die werkstuk van die masjien..... } Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

64. Herhalingspuntvlakking met boor volgens setklemme en/of setmate en/of stuiters..... } Loon per uur vir werk ingedeel onder Loon G in Loontabel.

V. *Welding and soldering operations*

RATE AA

65. Ferrous welding in a finished run involving no change in procedure in respect of amperage or rate of deposition or size and type of rod..... } Rate per hour for work classified at Rate AA in Table of Wage-Rates.

RATE D

66. Hand welding by mechanically fed electrodes.....
67. Operating automatic arc and/or gas welding machine (excluding setting up).....
68. Preliminary welding for positioning of jobs prior to welding, riveting or bolting up (runs of not more than 25 mm in length) (n.e.s.).....
69. *Repetition welding and/or brazing in fixtures .....
*Repetition welding and/or brazing in fixtures means that the fixture must be made in such a manner as to allow the employee to undertake the maximum amount of welding and/or brazing on the article in the fixture and thereafter the same employee or a Rate B employee or an employee at a higher rate than Rate B may complete the weld on the article when it is removed from the fixture.....
70. Soldering (n.e.s.).....

} Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE E

71. Soft soldering and/or sweating by hand (n.e.s.) ..... } Rate per hour for work classified at Rate E in Table of Wage Rates.

RATE F

72. Operating automatic submerged arc and/or gas shielded wire and/or flux cored wire arc welding machine where the operator is confined to loading, starting, stopping and unloading the machine and the setting up of which is done by a Rate A or AA employee.... } Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

73. Operating butt and/or flash and/or projection and/or resistance and/or spot and/or arc spot and/or seam and/or stud welding machine .....
74. Repetition brazing and/or bronze welding by pre-set automatic machine not involving the use of filler rods.....
75. Repetition soft soldering of material not exceeding 4 mm and/or badges and/or medals.....
76. Soldering and/or sweating by dipping and/or by machine.....

} Rate per hour for work classified at Rate G in Table of Wage Rates.

VI. *Miscellaneous operations*

RATE A

77. *Marking out.....
*"Marking out" means the marking out with measuring instruments of the centres and working lines of articles and/or material.....
78. *Setting out.....
*"Setting out" means the setting out of work on the floor or on the bench to sketches and/or drawings and/or dimensions .....

} Rate per hour for work classified at Rate A in Table of Wage Rates.

V. *Sweis- en soldeerwerksaamhede*

LOON AA

65. Ystersweising in 'n voltooide lengte wat geen verandering van werkwyse ten opsigte van ampèretal of tempo van afsetting of grootte en tipe staaf vereis nie..... } Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON D

66. Met die hand sweis met meganies gevoerde elektrodes.....
67. 'n Outomatiese boog- en/of gassweismasjien bedien (uitgesonderd die opstel daarvan).....
68. Voorlopige sweising vir plasing van werkstukke voor sweising, klink of vasbout (lengtes van hoogstens 25 mm) (n.e.v.).....
69. *Herhalingsweiswerk en/of -sweissoldeerwerk in setklemme .....
*Herhalingsweiswerk en/of -sweissoldeerwerk in setklemme beteken dat die setklem op so 'n wyse gemaak moet wees dat die werknemer die maksimum hoeveelheid sweiswerk en/of sweissoldeerwerk aan die artikel in die setklem kan doen en daarna kan dieselfde werknemer of 'n Loon B-werknemer of 'n werknemer met 'n hoër loon as Loon B die sweislas aan die artikel voltooi wanneer dit van die setklem verwyder is.....
70. Soldeerwerk (n.e.v.).....

} Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON E

71. Sagsoldeer en/of aansweet met die hand (n.e.v.)..... } Loon per uur vir werk ingedeel onder Loon E in Loontabel.

LOON F

72. Bediening van outomatiese onderwaterboog- en/of gasbeskermde draadboog-en/of vloeikerndraadboogsweismasjien, waar die bediener se werk beperk is tot die plasing van die werkstuk in die masjien, die masjien aanskakel, die masjien afskakel en die werkstuk afneem, en waar die masjien opgestel word deur 'n Loon A- of Loon AA-werknemer. ..... } Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

73. Bediening van 'n stuik- en/of flits- en/of projeksie- en/of weerstand- en/of punt- en/of boogpunt- en/of naat- en/of tapboutsweismasjien .....
74. Herhalingsweissoldering en/of -bronssweising met 'n vooraf gestelde outomatiese masjien wat nie die gebruik van sweisstawe behels nie .....
75 Herhalingsagsoldering van materiaal met 'n dikte van hoogstens 4 mm en/of wapens en/of medaljes .....
76. Soldering en/of aansweet deur indompeling en/of met 'n masjien .....

} Loon per uur vir werk ingedeel onder Loon G in Loontabel.

VI. *Diverse werksaamhede*

LOON A

77. *Afmerk .....
*„Afmerk" beteken die afmerk met meetinstrumente van die middelpunte en werklyne van artikels en/of materiaal .....
78. *Uitlê.....
*„Uitlê" beteken die uitlê van werk op die vloer of op die werkbank volgens sketse en/of tekeninge en/of afmetings .....

} Loon per uur vir werk ingedeel onder Loon A in Loontabel.

RATE B

79. Riveting and/or caulking pressure vessels
80. Supervisory work (n.e.s.)

Rate per hour for work classified at Rate B in Table of Wage Rates.

RATE C

81. Heat treatment (supervisory work)
82. Galvanising (supervisory work)

Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

83. Riveting and/or caulking (n.e.s.)

Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE F

84. Supervising employees employed on classes of work scheduled below Rate F, when so appointed

Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

85. Dressing and/or deburring by hand and/or by grinding and/or portable power tools
86. Hot dip coating and/or galvanising under supervision of a Rate A to D employee
87. Metal coating by dipping.
88. Operating tube and/or rod and/or wire straightening machine
89. Repetition hydraulic testing and/or testing by air, excluding setting up of testing equipment
90. Repetition marking to jigs and/or lenght gauges
91. Riveting (10 mm diameter or less)
92. Rough straightening and/or rough flattening of material, excluding the use of rules and straight edges and excluding structural metal work
93. Rough grinding in jigs and/or to templets by hand portable and/or pedestal grinding machine
94. Sand and/or shot and/or hydro and/or grit blasting
95. Striking by hand hammer under instruction of a Rate A to D employee

Rate per hour for work classified at Rage G in Table of Wage Rates.

RATE H

96. Affixing slings under supervision (employees exclusively so employed)
97. Application of anti-corrosive and/or anti-fouling and/or protective coatings
98. Attending paring and/or shaving and/or planing machine for steel wool manufacture
99. Baling and/or cutting of scrap other than in workshop
100. Boiler stoking and/or attending
101. Dipping in enamel and/or lacquer and/or paint
102. Holding up for riveting
103. Loading of rolled sheet coils onto uncoiler and setting of uncoiler release, under supervision
104. Metal buffing and/or polishing
105. Metal cleaning by acid and/or by degreasing and/or by pickling and/or by rinsing and/or by fluxing
106. Operating tumbling barrel
107. Operating hand portable and/or pedestal grinding machine where the operator is not required to grind to marks and/or gauges and/or sizes and/or templets
108. Rethreading and/or retapping and/or reclaiming of nuts and/or bolts

Rate per hour for work classified at Rate H in Table of Wage Rates.

LOON B

79. Klink- en/of kalfaatwerk aan drukhouers
80. Toesigwerk (n.e.v.)

Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON C

81. Hittebehandeling (toesigwerk)
82. Galvanisering (toesigwerk)

Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

83. Klink- en/of kalfaatwerk (n.e.v.)

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON F

84. Toesig hou oor werknemers wat werksaam is in die klasse werk uiteengesit onder Loon F (wanneer aldus aangestel)

Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

85. Afwerk en/of afbaard met die hand en/of deur te skuur en/of met draagbare kraggereedskap
86. Warmdompelbedekking en/of galvanisering onder toesig van 'n Loon A- tot D-werknemer
87. Metaalbedekking deur indompeling
88. 'n Pyp- en/of staaf- en/of draadrigmasjiene bedien
89. Hidrouliese herhalingstoetswerk en/of toets met lug, uitgesonderd die opstel van toetsuitrusting
90. Herhalingsafmerk volgens setmate en/of lengtemeters
91. Klinkwerk (diameter van hoogstens 10 mm)
92. Ru-reguitmaak en/of ru-platmaak van materiaal, uitgesonderd die gebruik van liniale en reie en uitgesonderd boumetaalwerk
93. Ru-slypwerk in setmate en/of volgens patrone met draagbare hand- en/of voetstukslypmasjiene
94. Sand- en/of hael- en/of water- en/of grintstraling
95. Met 'n handhamer slaan onder toesig van 'n Loon A- tot D-werknemer

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON H

96. Slingers onder toesig aansit (werknemers uitsluitlik daaraan in diens)
97. Roeswerende en/of aanwaswerende en/of beskermende lae aanbring
98. Staalwolskil- en/of -skeer- en/of -skaafmasjien bedien
99. Afval baal en/of stukkend sny, uitgesonderd in 'n werkwinkel
100. Ketel stook en/of versorg
101. In emalje en/of lakvernis en/of verf indoop
102. Vashou vir klinkwerk
103. Gewalste dunplaatspoele op afwikkelaar plaas en afwikkelontkoppelaar stel onder toesig
104. Metaal poets en/of poleer
105. Metaal skoonmaak deur middel van suur en/of ontvetting en/of skoonbyt en/of afspoeling en/of smelting
106. Poetstrommel bedien
107. Draagbare hand- en/of voetstukslypmasjien bedien waar die bediener nie volgens merke en/of meters en/of groottes en/of patrone moet slyp nie
108. Skroefdraad en/of moerdraad nasny en/of herwinning van moere en/of boute

Loon per uur vir werk ingedeel onder Loon H in Loontabel.

109. Rivet heating
110. Spraying of enamel and/or paint
111. Straightening and/or flattening of gussets and/or cleats
112. Stamping and/or affixing metal labels and/or nameplates
113. Stretching and/or rough straightening by hand and/or by machine of bars

Rate per hour for work classified at Rate H in Table of Wage Rates.

RATE I

114. Furnace loading and/or unloading and/or stoking and/or quenching
115. General labouring
116. Oiling and/or greasing

Rate per hour for work classified in Rate I in Table of Wage Rates.

VII. *Inspecting and checking operations*

RATE G

117. Repetition visual batch checking of unmachined components

Rate per hour for work classified at Rate G in Table of Wage Rates.

SCHEDULE D

DIVISION D/O

LIGHT FABRICATING AND/OR LIGHT MANUFACTURING DIVISION (N.E.S.)

The following operations in manufacturing activities, which activities are not specifically listed in the D Divisions of this Agreement, wherein any plate utilised does not exceed 5 mm thickness and any metal sections utilised do not exceed 7 mm thickness and any bar and/or tube and/or pipe utilised does not exceed 55 mm diameter and/or any light castings and/or forgings and/or stampings utilised do not exceed 5 kg in mass.

Section (a).—*General*

RATE D

1. Assembling of metal sections and/or plate to jigs (n.e.s.)
2. Bending and/or forming (n.e.s.)
3. Bending of tubes and/or sections in manually operated machine to sketch (n.e.s.)
4. Galvanising (supervisory work)
5. Welding and/or brazing and/or bronze welding in fixtures and/or parts so formed and/or located as to obviate the need for a fixture

Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE E

6. Repetition operation of or attending machines permanently adapted for semi-automatic operations (including programme controlled copying lathes), where the work cycle is power driven and the end point is controlled by automatically operatings stops, so that manual operations are limited to setting the machine in motion, loading, stopping, unloading, advancing or retracting the tools before and after the power driven cycle takes over (excluding setting up) (excluding any machining during the advancement and/or retraction of the tools)

Rate per hour for work classified at Rate E in Table of Wage Rates.

RATE F

7. Feeding centreless grinding machine for batch production work, where the setting is done by a Rate AA employee, including gauging by fixed gauges and/or comparator gauges
8. Repetition measuring by fixed gauges and/or comparators where the setting is done by a Rate A employee

Rate per hour for work classified at Rate F in Table of Wage Rates.

19. Klinknaels verhit
110. Emalje en/of verf aanspuit
111. Knoopplate en/of klampe reguit en/of plat maak
112. Bestempeling en/of aanbring van metaaletikette en/of -naamplate
113. Stawe met die hand en/of met 'n masjien rek en/of ru-reguitmaak

Loon per uur vir werk ingedeel onder Loon H in Loontabel.

LOON I

114. Oonde laai en/of ontlaai en/of stook en/of blus
115. Algemene arbeid
116. Olie en/of smeer

Loon per uur vir werk ingedeel onder Loon I in Loontabel.

VII. *Inspeksie- en nagaanwerksaamhede*

LOON G

117. Herhalende visuele nagaan van lotte ongemasjineerde komponente

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

BYLAE D

AFDELING D/O

AFDELING VIR DIE FABRISERING EN/OF VERVAARDIGING VAN LIGTE WERK (N.E.V.)

Die volgende werksaamhede by vervaardigingsbedrywighede, welke bedrywighede nie uitdruklik in die D-afdelings van hierdie Ooreenkoms gelys is nie, waarby die dikte van enige plaat wat gebruik word hoogstens 5 mm is en die dikte van enige metaalprofiele wat gebruik word hoogstens 7 mm is en die diameter van enige staaf en/of buis en/of pyp wat gebruik word hoogstens 55 mm is en/of die massa van enige ligte gietstukke en/of smeestukke en/of stampsels wat gebruik word hoogstens 5 kg is.

Seksie (a).—*Algemeen*

LOON D

1. Metaalprofiele en/of -plate volgens setmate monteer (n.e.v.)
2. Buig en/of fatsoeneer (n.e.v.)
3. Buig van pype en/of profiele in 'n handmasjien volgens skets (n.e.v.)
4. Galvanisering (toesigwerk)
5. Sweis en/of sweissoldeer en/of bronssweis in setklemme en/of van onderdele wat so gevorm en/of geplaas is dat 'n setklem onnodig is

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON E

6. Herhalingsbediening en/of -versorging van masjiene wat permanent aangepas is vir halfoutomatiese werksaamhede (met inbegrip van programbeheerde kopieerdraaibanke), waar die werksiklus deur krag aangedryf word en die eindpunt deur outomatiese stuiters beheer word, sodat handbediening beperk is tot die masjien aan die gang sit, die werkstuk daarop plaas, die masjien afskakel, die werkstuk daarvan afneem, die gereedskap vorentoe en agtertoe stel voordat en nadat die kragsiklus oorneem (uitgesonderd die werk opstel) (uitgesonderd enige masjinering terwyl die gereedskap vorentoe en/of agtertoe gestel word)

Loon per uur vir werk ingedeel onder Loon E in Loontabel.

LOON F

7. Senterlose slypmasjiene vir lotproduksiewerk voer, waar die stelwerk deur 'n Loon AA-werknemer gedoen word, met inbegrip van meet met vaste meters en/of vergelykende toetsindikators
8. Herhalingsmeting met vaste meters en/of komparators, waar die stelwerk deur 'n Loon A-werknemer gedoen word

Loon per uur vir werk ingedeel onder Loon F in Loontabel.

9. Repetition production machining of bar and/or tube and/or pipe on capstan lathes to stops, where the work is held by devices not necessitating any centralising or trueing (excluding setting up). (This operation is limited to a machine not exceeding a 55 mm nominal bore diameter) .....
10. Repetition soft soldering and/or sweating by hand (n.e.s.) .....

} Rate per hour for work classified at Rate F in Table of Wate Rates.

RATE G

11. Assembling of pre-manufactured components from stock requiring no fitting or adjustment, but including deburring
12. Repetition blanking and/or piercing on presses, using guides and/or jigs and/or stops and/or dies .....
13. Repetition countersinking with twist drill and/or rosebit to stops.....
14. Repetition drilling to dimples and/or marks and/or fixtures and/or gauges and/or templets, excluding radial drilling machine .....
15. Repetition operation of or attending machines designed or permanently adapted for a single tool operation where it is not necessary to centralise or true the work by hand and where manual operations are limited to loading the work piece into the chuck or holding device of the machine, starting, operating and/or attending, stopping and unloading the machine .....
16. Repetition reaming, using non-adjustable reamers .....
17. Repetition roll marking .....
18. Repetition roller bending.....
19. Repetition soft soldering of material not exceeding 4 mm in thickness and/or badges and/or medals .....
20. Repetition threading and/or tapping...
21. Stripping and/or punching forging and/or stampings, using dies.....

} Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE H

22. Baling of scrap .....
23. Cutting of scrap .....
24. Metal coating by dipping under instruction of a Rate A to D employee
25. Packing of manufactured articles for despatch or sale .....

} Rate per hour for work classified at Rate H in Table of Wage Rates.

Section (b).—*Precision engineering and cutting tool manufacture*

Subject to the conditions set out hereunder, the provisions of Section *(a)*.—General of Division D/O shall *mutatis mutandis* apply for any work undertaken in precision engineering and/or cutting tool manufacture not scheduled in this Section.

RATE F

26. Repetition thread grinding .....

} Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

27. Heat treatment under the supervision of a Rate C employee .....
28. Repetition backing-off grinding, single purpose machine.....
29. Repetition broaching of die nuts in jigs.....
30. Repetition drill sharpening by machine .....
31. Repetition drill and/or tap point grinding.....

} Rate per hour for work classifed at Rate G in Table of Wage Rates.

9. Herhalingsproduksiemasjinering van stawe en/of buise en/of pype of rewolwerdraaibanke volgens stuiters, waar die werk vasgehou word deur toestelle wat dit nie nodig maak om die werk te sentreer of in lyn te stel nie (uitgesonderd die opstel daarvan). (Hierdie werksaamheid is beperk tot masjiene waarvan die nominale boordiameter hoogstens 55 mm is) .....
10. Herhalingsagsoldeer en/of -aansweet met die hand (n.e.v.) .....

} Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

11. Vooraf vervaardigde komponente wat geen pasmaak of regstelling, uitgesonderd afbaard, vereis nie, uit voorraad monteer .....
12. Herhalingsuitsny en/of -deurboor op perse, met gebruikmaking van leiers en/of setmate en/of stuiters en/of stempels.....
13. Herhalingsversink met spiraalboor en/of roosboor volgens stuiters.....
14. Herhalingsboor volgens boormerke en/of merke en/of setklemme en/of meters en/of patrone uitgesonderd radiaalboormasjiene .....
15. Herhalingsbediening en/of -versorging van masjiene ontwerp of permanent aangepas vir enkelgereedskapswerk, waar dit nie nodig is om die werk met die hand te sentreer of in lyn te bring nie en waar handbediening beperk is tot die plasing van die werk in die kloukop of kloutoestel van die masjien, die masjien aan die gang sit, bedien en/of versorg, die masjien afskakel en die werkstuk daarvan afneem .....
16. Herhalingsruim, met gebruikmaking van nie-verstelbare ruimers .....
17. Herhalingsafmerk van rolle .....
18. Herhalingswalsbuig .....
19. Herhalingsagsoldeer van materiaal met 'n dikte van hoogstens 4 mm en/of wapens en/of medaljes .....
20. Herhalingsmoer- en/of skroefdraadsny
21. Smeestukke en/of stampsels afstroop en/of pons, met gebruikmaking van stempels.....

} Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON H

22. Afval baal .....
23. Afval opsny .....
24. Metaalbestryking deur indoping onder aanwysing van 'n Loon A- tot D-werknemer .....
25. Verpakking van vervaardigde artikels vir versending of verkoop .....

} Loon per uur vir werk ingedeel onder Loon H in Loontabel.

Seksie (b).—*Presisie-ingenieurswerk en snywerktuigvervaardiging*

Behoudens die voorwaardes hierna uiteengesit, is seksie *(a)*—Algemeen—van Afdeling D/O *mutatis mutandis* van toepassing op enige werk wat in presisie-ingenieurswerk en/of snywerktuigvervaardiging verrig word en nie in hierdie seksie gelys is nie.

LOON F

26. Herhalingskroefdraadslyp .....

} Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

27. Hittebehandeling onder toesig van 'n werknemer Loon C .....
28. Herhalings-agterafskuinsslyp, eendoelmasjien.....
29. Herhalingsprofielruim van snymoere in setmate.....
30. Herhalingskerpmaak van bore met 'n masjien.....
31. Herhalingslyp van bore en/of snytappunte.....

} Loon per uur vir werk ingedeel onder Loon G in Loontabel.

32. Repetition drill and/or tap and/or shear blade straightening .....
33. Repetition grinding slits in dies on special purpose machine, using jigs (exluding setting or adjustment) .....

Rate per hour for work classified at Rate G in Table of Wage Rates.

DIVISION D/1

AGRICULTURAL IMPLEMENT AND/OR IRRIGATION MACHINERY (INCLUDING WINDMILLS) AND/OR ENGINES MANUFACTURING, ERECTING AND ASSEMBLING DIVISION

The following operations in the manufacture and/or assembling and/or erecting in the factory of agricultural implements and/or irrigation machinery and/or windmills and/or engines, but does not include General Engineering as defined:

RATE AA

1. Assembling of premanufactured components from stock where fitting is required .....
2. *Marking out .....
   *"Marking out" means the marking out with instruments of the centres and working lines of articles and/or material preparatory to machining and/or processing and/or fabricating.
3. Repetition filing of keys .....
4. Repetition measuring with precision instruments (n.e.s.) .....
5. *Setting out .....
   *"Setting out" means the setting out of work on the floor or on the bench to sketch and/or drawings and/or dimensions. .....
6. Toolsetting for machining on repetition work by means of jigs and/or stops and/or fixtures and/or trips and/or cut-outs on turret and/or capstan lathes and/or milling and/or planing and/or slotting machines and/or semi-automatic copying machines .....
7. Working supervisor, supervising two or more sectional supervisors .....

Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE B

8. Repetition measuring of agricultural discs with precision measuring instruments .....
9. Repetition measuring of batch machined components by means of verniers and/or rules and/or tape measures to drawings and/or samples
10. Supervision (sectional) (n.e.s.) .....

Rate per hour for work classified at Rate B in Table of Wage Rates.

RATE C

11. Repetition drill sharpening by hand ...
12. Repetition measuring of batch unmachined components by means of verniers and/or rules and/or tape measures to drawings and/or samples .....
13. Repetition operation of multi-head oxy-acetylene profiling and/or cutting machine (including setting up) (n.e.s.)
14. Repetition shearing and/or trimming of angle shares to marks after forging
15. Repetition swaging under hammer without dies .....
16. Straightening and resetting of machined components using machines fitted with dial gauges and/or templets

Rate per hour for work classified at Rate C in Table of Wage Rates

32. Herhalingsreguitmaak van bore en/of snytappe en/of skêrlemme .....
33. Herhalingslyp van gleuwe in snymoere op 'n eendoelmasjien, met gebruikmaking van setmate (uitgesonderd stel of regstel) .....

Loon per uur vir werk ingedeel onder Loor G in Loontabel.

AFDELING D/1

AFDELING VIR DIE VERVAARDIGING, OPRIGTING EN MONTERING VAN LANDBOUWERKTUIE EN/OF BESPROEIINGSMASJINERIE (MET INBEGRIP VAN WINDMEULENS) EN/OF ENJINS

Die volgende werksaamhede by die vervaardiging en/of montering en/of oprigting in die fabriek van landbouwerktuie en/of besproeiingsmasjinerie en/of windmeulens en/of enjins, maar uitgesonderd algemene ingenieurswerk soos omskryf:

LOON AA

1. Montering van vooraf vervaardigde komponente uit voorraad wanneer pasmaak vereis word .....
2. *Afmerk .....
   *„Afmerk" beteken die afmerk met instrumente van die middelpunte en werklyne van artikels en/of materiaal voor masjinering en/of verwerking en/of vervaardiging .....
3. Herhalingsvylwerk aan spye .....
4. Herhalingsafmeet met presisie-instrument (n.e.v.) .....
5. *Uitlê .....
   *„Uitlê" beteken die uitlê van werk op die vloer of op die bank volgens skets en/of tekeninge en/of afmetings.
6. Gereedskap vir masjinering op herhalingswerk stel deur middel van setmate en/of stuiters en/of setklemme en/of klinkskakelaars en/of uitskakelaars aan rewolwer- en/of kaapstaanderdraaibanke en/of frees- en/of skaaf- en/of gleufmasjiene en/of halfoutomatiese kopieermasjiene .....
7. Werkende toesighouer, met toesig oor twee of meer seksietoesighouers .....

Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON B

8. Herhalingsafmeet van ploegskottels met presisie-meetinstrumente .....
9. Herhalingsafmeet van lotte gemasjieneerde komponente deur middel van noniuspassers en/of liniale en/of meetbande volgens tekeninge en/of monsters .....
10. Toesigwerk (seksie-) (n.e.v.) .....

Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON C

11. Herhalingskerpmaak van bore met die hand .....
12. Herhalingsafmeet van lotte niegemasjineerde komponente deur middel van noniuspassers en/of liniale en/of meetbande volgens tekeninge en/of monsters .....
13. Herhalingsbediening van 'n meerkoppige oksiasetileenprofileer- en/of snymasjien (met inbegrip van die opstel daarvan) (n.e.v.) .....
14. Herhalingsafskuif en/of -afwerking van hoekskare volgens merke na smeewerk .....
15. Herhalingsaalsmee onder hamer sonder stempels .....
16. Reguitmaak en regstel van gemasjineerde komponente met gebruikmaking van masjiene wat voorsien is van wysermeters en/of patrone .....

Loon per uur vir week ingedeel onder Loon C in Loontabel.

RATE D

17. Arc air and/or arc and/or gas cutting ..
18. Drill sharpening by machine.....
19. Galvanising (supervisory work).....
20. Heat treatment (supervisory work) ....
21. Machining (n.e.s.) on repetition work by means of fixtures and/or jigs and/or stops (excluding the requirements of stops for parting off) where the work cycle is manually operated (excluding setting up but including the use of fixed gauges) (n.e.s.) .....
22. *Marking off.....
*"Marking off" means marking off material to given lengths for cutting off purposes only, by means of length gauges and/or rule and/or tape measure and marking material.....
23. Operating radial drilling machine to jigs and/or fixtures and/or marks (n.e.s.) .....
24. Production electric welding in jigs and/or assemblies already partly welded in jigs so as to minimise the effect of distortion and where the amperage, size or type of rod or rate of deposition is predetermined (n.e.s.)
25. Production gas welding and/or brazing in jigs and/or assemblies already partly gas welded and/or brazed in jigs so as to minimise the effect of distortion and where a Rate A employee sets the regulators and jets.....
26. Repetition machine punching (n.e.s.)
27. Repetition operation of single and/or double headed oxy-acetylene profiling and/or cutting machines operating with magnetised followers to templets
28. Repetition sizing of keys on key-grinding machines in assembling of components from stock .....
29. Repetition hardness testing by machine.....
30. Repetition operation of multi-head oxy-acetylene and/or gas profiling and/or cutting machines to jigs and/or fixtures and/or templets and/or stops (excluding setting up and operation of optical tracing machines) .....

Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE DD

31. Operating semi-automatic continuous gas-shielded and/or flux cored wire arc-weiding machines (including setting).....
32. Repetition operation of single-headed oxy-acetylene and/or gas profiling and/or cutting machine to jigs and/or fixtures and/or templets and/or stops (excluding setting up and operation of optical tracing machines) .....

Rate per hour for work classified at Rate DD in Table of Wage Rates.

RATE E

33. Operating side and/or vertical head grinders to gauges and/or templets and/or stops .....
34. Operating semi-automatic, continuous, gas-shielded and/or flux cored wire arc welding machine (excluding setting) .....
35. Repetition operation of or attending semi-automatic machines where the work cycle is power driven and the end point is controlled by automatically operating stops .....

Rate per hour for work classified at Rate E in Table of Wage Rates.

LOON D

17. Booglug- en/of boog- en/of gassnywerk.....
18. Bore skerpmaak met 'n masjien .....
19. Galvanisering (toesigwerk).....
20. Hittebehandeling (toesigwerk).....
21. Masjinering (n.e.v.) aan herhalingswerk deur middel van setklemme en/of setmate en/of stuiters (uitgesonderd die vereistes vir stuiters vir afsnywerk) waar die werksiklus met die hand aangedryf word (uitgesonderd die opstel maar met inbegrip van die gebruik van vaste meters) (n.e.v.) .....
22. *Afmerk .....
*„Afmerk" beteken die afmerk van materiaal volgens bepaalde lengtes slegs vir afsaagdoeleindes, deur middel van lengtemeters en/of liniale en/of meetbande en afmerkmateriaal. .....
23. Radiaalboormasjien volgens setmate en/of setklemme en/of merke bedien n.e.v.) .....
24. Elektriese produksiesweising in setmate en/of samestelle wat reeds gedeeltelik in setmate gesweis is ten einde die uitwerking van verwringing tot 'n minimum te beperk en waar die ampèretal, grootte en tipe staaf of tempo van afsetting vooraf bepaal is (n.e.v.) .....
25. Produksiegassweising en/of -sweissoldeer in setmate en/of samestelle wat reeds gedeeltelik in setmate met gas gesweis en/of gesweissoldeer is ten einde die uitwerking van verwringing tot 'n minimum te beperk en waar 'n Loon A-werknemer die reëlaar en straalpype stel .....
26. Herhalingsmasjienponswerk (n.e.v.) ..
27. Herhalingsbediening van enkel- en/of dubbelkoppige oksiasetileenprofileer- en/of -snymasjiene wat met gemagnetiseerde volgstukke werk, volgens patrone.....
28. Herhalingslyp van spye op spyslypmasjiene by die montering van komponente uit voorraad .....
29. Herhalingstoetsing van hardheid met 'n masjien.....
30. Herhalingsbediening van meerkoppige oksiasetileen- en/of gasprofileer- en/of snymasjiene volgens setmate en/of setklemme en/of patrone en/of stuiters (uitgesonderd die opstel en bediening van optiese kopieermasjiene).....

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON DD

31. Halfoutomatiese ononderbroke gasbeskermde en/of vloeikerndraadboogsweismasjiene bedien (met inbegrip van die opstel daarvan) .....
32. Herhalingsbediening van enkelkoppige oksiasetileen- en/of gasprofileer- en/of snymasjiene volgens setmate en/of setklemme en/of patrone en/of stuiters (uitgesonderd die opstel en bediening van optiese kopieermasjiene) .....

Loon per uur vir werk ingedeel onder Loon DD in Loontabel.

LOON E

33. Sy- en/of vertikale kopslypmasjiene bedien volgens meters en/of patrone en/of stuiters .....
34. Halfoutomatiese ononderbroke gasbeskermde en/of vloeikerndraadboogsweismasjiene bedien (uitgesonderd die opstel daarvan) .....
35. Herhalingsbediening of -versorging van halfoutomatiese masjiene waar die werksiklus deur krag aangedryf en die eindpunt deur outomatiese stuiters beheer word.....

Loon per uur vir werk ingedeel onder Loon E in Loontabel.

For the purposes of the above, "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and where the manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools (excluding any machining during the advancement or retraction of the tools) before and after the power cycle takes over and stopping and unloading the machine .....

36. Supervising employees employed on classes of work scheduled below Rate E when so appointed .....

Rate per hour for work classified at Rate E in Table of Wage Rates.

RATE F

37. Operating hand portable and/or pedestal grinding machine to templets and/or fixed gauges.....
38. Repetition batch checking of components by means of fixed gauges and/or samples and/or jigs and/or checking fixtures .....
39. Repetition drilling, using jigs on radial drills.....
40. Resetting and/or straightening of unmachined components to templets and/or jigs and/or fixtures, using presses (other than by the original process) .....
41. Soldering and/or sweating by hand.....
42. Functional checking of engine sets to pre-set limits, under supervision of a Rate A employee.....

Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

43. Attending electroplating bath when appointed as electroplating bath attendant .....
44. Automatic straightening and/or rounding and/or reducing and/or expanding and/or extracting (n.e.s.) .....
45. Assembling of premanufactured components from stock requiring no fitting or adjustment but including decurring
46. Cutting off to jigs and/or stops and/or length gauges and/or marks and/or cutting off scrap by machine .....
47. Circular cutting and/or flanging and/or slitting by machine .....
48. Driving power hammer .....
49. Drop forging and/or stamping, using pre-set dies (excluding setting of dies)
50. Fly and/or treadle and/or manual pressing and/or notching, where the work is operated upon with pre-set dies, other than setting of dies and/or stops .....
51. Hot dip coating and/or galvanising.....
52. Jennying (by machine) .....
53. Operating upset forging machine.....
54. Power pressing, where the work is operated upon with pre-set dies, other than setting of dies .....
55. Repetition operation of flash and/or butt and/or spot and/or arc spot welding and/or seam welding machines .....
56. Repetition drilling and/or countersinking and/or reaming, using jigs and/or marks and/or gauges and/or stops. .....
57. Repetition hot and/or cold bending and/or forming to jigs and/or dies and/or stops .....
58. Repetition hot and/or cold blanking and/or piercing on presses.....
59. Repetition hot and/or cold riveting ....

Rate per hour for work classified at Rate G in Table of Wage Rates.

Vir die toepassing van bogenoemde is 'n ,,halfoutomatiese masjien" 'n masjien waarop dit nie nodig is om die werk met die hand te sentreer of in lyn te bring nie en waar die handbediening beperk is tot die plasing van die werkstuk in die kloukop of kloutoestel van die masjien, die masjien aan die gang sit, die gereedskap vorentoe of agtertoe verstel (uitgesonderd enige masjinering terwyl die gereedskap vorentoe of agtertoe verstel word) voor en nadat die kragsiklus oorneem, die masjien afskakel en die werkstuk daarvan afneem .....

36. Toesig hou oor werknemers in diens in klasse werk ingedeel benede Loon E, waar aldus aangesel.....

Loon per uur vir werk ingedeel onder Loon E in Loontabel.

LOON F

37. Draagbare hand- en/of voetstukslypmasjiene bedien volgens patrone en/of vaste meters.....
38. Herhalingskontrolering van lotte komponente deur middel van vaste meters en/of monsters en/of setmate en/of kontrolesetklemme.....
39. Herhalingsboorwerk, met gebruikmaking van setmate aan radiaalbore.....
40. Herset en/of reguitmaak van ongemasjineerde komponente volgens patrone en/of setmate en/of setklemme, met gebruikmaking van perse (uitgesonderd deur die oorspronklike proses)...
41. Met die hand soldeer en/of aansweet.
42. Funksionele nagaan van enjinstelle volgens vooraf bepaalde perke, onder toesig van 'n Loon A-werknemer.....

Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

43. Elektroplateerbad versorg wanneer as elektroplateerbadversorger aangestel.
44. Outomaties reguit maak en/of rond maak en/of kleiner maak en/of groter maak en/of uittrek (n.e.v.).....
45. Montering van vooraf vervaardigde komponente uit voorraad wat geen pasmaak of regstel vereis nie maar met inbegrip van afbaard .....
46. Volgens setmate en/of stuiters en/of lengtemeters en/of merke afsny en/of afval met 'n masjien stukkend sny.....
47. Met 'n masjien sirkelvormig sny en/of flens en/of splits.....
48. Kraghamer dryf.....
49. Valsmee en/of stamp, met gebruikmaking van vooraf gestelde stempels (uitgesonderd die stempels stel) .....
50. Skroef- en/of trap- en/of handperswerk en/of inkeping, waar die werk gedoen word met vooraf gestelde stempels, uitgesonderd die stel van die stempels en/of stuiters.....
51. Warmdompelbedekking en/of -galvanisering.....
52. Flense buig (met 'n masjien).....
53. 'n Stuiksmeemasjien bedien .....
54. Kragperswerk waar die werk gedoen word met vooraf gestelde stempels, uitgesonderd die stempels stel.....
55. Herhalingsbediening van 'n flits- en/of stuik- en/of punt- en/of boogpunt- en/of naatsweismasjien.....
56. Herhalingsboor en/of -versink en/of -ruim, met gebruikmaking van setmate en/of merke en/of meters en/of stuiters
57. Herhalingswarm- en/of -koudbuig en/of -vorm volgens setmate en/of stempels en/of stuiters.....
58. Herhalingswarm- en/of -kouduitsny en/of -deurboor op perse .....
59. Herhalingswarm- en/of -koudklinkwerk.....

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

60. Repetition machine punching to jigs and/or dies and/or stops and/or gauges and/or marks and/or templets .....
61. *Repetition marking off and/or out to jigs and/or templets .....
*"Templet marking" means the marking of material with the aid of a templet and scriber or marking material.....
62. Roller bending and/or forming by machine .....
63. Repetition screwing with the heads and/or taps by machine and/or by hand.....
64. Repetition frazing and/or pointing and/or swaging machine work .....
65. Removing and replacing dies and/or tools (excluding setting up) under the instruction of a Rate C setter.....
66. Repetition bending of plough beams under supervision.....
67. Repetition edge-forming of discs by machine .....
68. Repetition shearing and/or trimming to pre-set dies of plough shares after forging.....
69. Repetition hand riveting.....
70. Straightening.....
71. Striking by hand hammer under supervision of a Rate A or AA employee ...
72. Stripping of and/or punching forgings and/or stampings, using dies .....
73. Touching up with paint and/or prime coating.....
74. Trimming and/or rolling and/or corrugating and/or body forming by machine .....
75. Connecting pre-formed and/or prepared wires to predetermined points and/or connections .....
76. Repetition crimping of terminals and/or stripping wires and/or cables on cables up to 13 mm diameter .....
77. Repetition cutting and/or pre-forming sets of wires to jigs and/or fixtures and/or templets and/or length gauges
78. Repetition mounting of engine sets on test beds, including connecting of self-locating couplings, and starting .....

} Rate per hour for work classified at Rate G in Table of Wage Rates.

60. Herhalingsmasjienponswerk volgens setmate en/of stempels en/of stuiters en/of meters en/of merke en/of patrone.....
61. *Herhalingsafmerk en/of -uitmerk volgens setmate en/of patrone .....
*„Patroonmerk" beteken die merk van materiaal met behulp van 'n patroon en 'n kraspen of merkmateriaal .....
62. Rollers met 'n masjien buig en/of vorm .....
63. Herhalingskroefdraadsny met draadsnykoppe en/of draadsnytappe met 'n masjien en/of met die hand .....
64. Herhalingswarmfrees- en/of -afspits en/of -saalsmeemasjienwerk .....
65. Stempels en/of gereedskap verwyder en vervang (uitgesonderd die opstel daarvan) onder aanwysing van 'n Loon C-steller.....
66. Herhalingsbuig van ploegbalke onder toesig .....
67. Herhalingsvorming van snykant van skottels met 'n masjien.....
68. Herhalingsafskuif en/of -afwerk van ploegskare volgens vooraf gestelde stempels na smeewerk.....
69. Herhalingsklinkwerk met die hand.....
70. Reguit maak .....
71. Met handhamer slaan onder toesig van 'n Loon A- of AA-werknemer .....
72. Smeestukke en/of stampsels, met gebruikmaking van stempels afstroop en/of pons .....
73. Met verf en/of grondlaag opknap.....
74. Met 'n masjien afwerk en/of wals en/of golf en/of romp vorm .....
75. Vooraf gevormde en/of voorbereide drade aan vooraf bepaalde punte en/of konneksies verbind.....
76. Herhalingskrimping van eindpunte en/of drade en/of kabels op kabels met 'n diameter van tot 13 mm stroop.....
77. Herhalingsknip en/of vooraf vorming van stelle draad volgens setmate en/of setklemme en/of patrone en/of lengtemeters .....
78. Herhalingsmontering van enjinstelle op proefbeddens, met inbegrip van die verbinding van selfstandkoppelstukke, en aanskakel.....

} Loon per uur vir werk ingedeel onder Loon G in Loontabel.

DIVISION D/2

CHAIN MANUFACTURING DIVISION

The following operations in the manufacture and/or fabrication and/or assembling of round link chains and/or attachments, viz.:

RATE AA

1. Forge welding of chains and/or links and/or rings and/or attachments .....
2. Manufacture of links and/or rings and/or hooks and/or attachments by hand and/or under power hammer without using any pre-set dies.....
3. Supervising and/or setting up of fully automatic chain forming and/or chain welding machines, including operations incidental thereto .....

} Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE B

4. Setting up of fully automatic twisting and/or multislide forming and/or straightening and/or knotted chain and/or calibrating and/or stamping and/or weld trimming machines, including operations incidental thereto

} Rate per hour for work classified at Rate B in Table of Wage Rates.

AFDELING D/2

AFDELING VIR DIE VERVAARDIGING VAN KETTINGS

Die volgende werksaamhede by die vervaardiging en/of fabrisering en/of montering van kettings met ronde skakels en/of hegstukke, nl.:

LOON AA

1. Kettings en/of skakels en/of ringe en/of hegstukke smeesweis.....
2. Skakels en/of ringe en/of hake en/of hegstukke met die hand en/of onder kraghamer vervaardig, sonder gebruik van enige vooraf gestelde stempels.....
3. Toesig oor en/of opstel van volkome outomatiese kettingvorm- en/of kettingsweismasjiene, met inbegrip van werksaamhede wat daarmee in verband staan.....

} Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON B

4. Opstel van volkome outomatiese draai- en/of meerskyfvorm en/of reguitmaak- en/of knoopketting- en/of kalibreer- en/of stempel- en/of sweisafwerkmasjiene, met inbegrip van werksaamhede wat daarmee in verband staan .....

} Loon per uur vir werk ingedeel onder Loon B in Loontabel.

5. Setting up of semi-automatic hot and/or cold link bending and/or shaping and/or link studding and/or stretching and/or gauging machines, including operations incidental thereto .....
6. Setting up of semi-automatic butt and/or flash and/or projection and/or spot welding machines, including operations incidental thereto .....

Rate per hour for work classified at Rate B in Table of Wage Rates.

RATE C

7. Supervising inspection and/or testing of chain and/or chain attachments.....
8. Supervising and/or pre-setting and/or adjusting endothermic generators and/or heat-treatment furnaces and/or link heaters.....

Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

9. Welding of chain links and/or rings and/or attachments on manually operated arc and/or shielded arc and/or atomic hydrogen welding machines....

Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE F

10. Feeding automatic grinding machine for batch production work, including gauging by fixed gauges and/or comparator gauges, excluding setting up.....

Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

11. Operating fully automatic twisting and/or multislide forming and/or chain link bending and/or chain link welding and/or knotted chain and/or wire chain and/or gauging and/or calibrating and/or straightening machines .....
12. Repetition production drilling to jigs
13. Assembling of grip trips and/or chain components and/or attachments, including the finishing by pneumatic tools (n.e.s.) .....
14. Repetition threading and/or tapping of chain components and/or attachments
15. Routine testing and/or visual inspection of chain and/or attachments.....

Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE H

16. Operating automatic flash trimming machines.....
17. Operating resistance bar heater.....
18. Operating and/or feeding links and/or rings and/or attachments and/or blanks to pre-set hand operated and/or semi-automatic studding and/or forming and/or butt and/or flash and/or projection and/or spot welding machines .....
19. Operating upsetting machine .....
20. Power pressing where the work is operated upon with pre-set dies (other than setting of dies) .....
21. Repetition cutting-off to stop with friction and/or power saw and/or band saw and/or bar cropping and/or shearing machine and/or power press .....
22. Repetition sawing of rings and/or attachments by hand and/or power saw and/or band saw, using jigs and/or pre-set dies .....
23. Stretching and/or gauging of chain and/or attachments in semi-automatic machines to predetermined stops and/or length gauges.....

Rate per hour for work classified at Rate H in Table of Wage Rates.

5. Opstel van halfoutomatiese warm- en/of koudskakelbuig en/of -skakelfatsoeneer- en/of -brugskakel- en/of -uitrek en/of -ykmasjiene, met inbegrip van werksaamhede wat daarmee in verband staan .....
6. Opstel van halfoutomatiese stuik- en/of flits- en/of projeksie- en/of puntsweismasjiene, met inbegrip van werksaamhede wat daarmee in verband staan. .....

Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON C

7. Toesig hou or inspeksie en/of toets van kettings en/of kettinghegstukke ...
8. Toesig hou oor en/of vooraf stel en/of verstel van endotermiese generators en/of oonde met hittebehandeling en/of skakelverhitters.....

Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

9. Sweis van kettingskakels en/of -ringe en/of -hegstukke op boog- en/of beskermde boog- en/of atoomhidrosweismasjiene wat met die hand bedien word .....

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON F

10. Outomatiese slypmasjien voer vir produksiewerk van lotte, met inbegrip van meet deur middel van vaste meters en/of vergelykende toetsindikators, uitgesonderd die opstel daarvan

Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

11. 'n Volkome outomatiese draai- en/of meerskyfvorm- en/of kettingskakelbuig- en/of kettingskakelsweis- en/of knoopketting- en/of draaiketting- en/of yk- en/of kalibreer en/of reguitmaakmasjien bedien.....
12. Herhalingsproduksieboorwerk volgens setmate .....
13. Montering van grypmeganismes en/of kettingkomponente en/of -hegstukke, met inbegrip van afwerking met drukluggereedskap (n.e.v.) .....
14. Herhalingsdraadsny en/of -moersny van kettingkomponente en/of -hegstukke .....
15. Roetinetoetsing en/of visuele inspeksie van kettings en/of hegstukke.....

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON H

16. 'n Outomatiese flitsafwerkmasjien bedien .....
17. 'n Weerstandstaafverwarmer bedien...
18. Bediening en/of voer van skakels en/of ringe en/of hegstukke en/of ru-stukke aan vooraf gestelde tapbout- en/of vorm- en/of stuik- en/of flits- en/of projeksie- en/of puntsweismasjiene wat met die hand en/of halfoutomaties aangedryf word.....
19. Bediening van 'n stuikmasjien.....
20. Kragperswerk waar die werk gedoen word met vooraf gestelde stempels (uitgesonderd die stel van die stempels).....
21. Herhalingsafsaag volgens stuiters met 'n wrywing en/of krag- en/of bandsaag- en/of staafafknip- en/of -afskuifmasjien en/of kragpers .....
22. Herhalingsafsaag met die hand en/of kragsaag en/of bandsaag van ringe en/of hegstukke, met gebruikmaking van setmate en/of vooraf gestelde stempels.....
23. Uitrek en/of meet van kettings en/of hegstukke in halfoutomatiese masjiene volgens vooraf vasgestelde stuiters en/of lengtemeters.....

Loon per uur vir werk ingedeel onder Loon H in Loontabel.

24. Stripping and/or punching drop forgings and/or drop stampings and/or pressings and/or attachments by machine, using dies .....
25. Operating link opening and/or closing machine .....

Rate per hour for work classified at Rate H in Table of Wage Rates.

RATE I

26. Assembling of chain and/or chain attachments .....
27. Hand mending of chain links and/or rings and/or hooks and/or attachments to jigs .....
28. Marking of chains and/or attachments and/or or packing materials under supervision of Rate AA to D employee .....
29. Attending tumblers and/or vibrators and/or coppering plant .....
30. Operating pointing and/or wire welding and/or wire drawing machines under supervision of Rate AA to D employee .....
31. Packing and/or reeling and/or loading of chains and/or attachments .....
32. Preparing and/or assembling packing materials .....

Rate per hour for work classified at Rate I in Table of Wage Rates.

DIVISION D/3

CYCLE MANUFACTURING DIVISION

The following operations in the manufacture of cycles and/or components and/or accessories thereof:

Section (a)—*General*

RATE A (n.e.s.)

1. Bricklaying and/or refractory bricklaying and/or masonry work .....
2. Carpentry and/or joinery (excluding the preparation of packaging and rough crating) .....
3. Die and/or jig and/or tool and/or gauge making and/or repairing .....
4. Die-sinking and/or engraving .....
5. Diesel fitting .....
6. Electrical maintenance work and/or installation and/or repair work .....
7. Fitting and turning .....
8. Fitting, including machining .....
9. Inspection when performed by inspectors having journeyman qualifications
10. Machine tool setting up and/or tool setting .....
11. Motor vehicle repairing .....
12. Sheetmetal work .....
13. Turning, including machining .....
14. Welding and/or brazing .....

Rate per hour for work classified at Rate A in Table of Wage Rates.

RATE AA

15. *Machinist's work (n.e.s.) viz. shaping, slotting, planing, milling (excluding universal milling), grinding (excluding universal grinding) and the operation of gear cutting and rotary machine tools, including vertical turret machine with built-in mono-slide turret and with a table diameter not exceeding 1 250 mm, but excluding centre lathes (with or without copying and/or profiling attachments), boring mills (vertical and horizontal type with or without copying and/or profiling attachments), die-sinking machines and universal machines.....

*Employees employed on machinist's work shall be permitted to set up their own work, grind and set their own tools and work to and with

Rate per hour for work classified at Rate AA in Table of Wage Rates.

24. Valsmeestukke en/of valhamersmeestukke en/of valpersstukke en/of hegstukke met 'n masjien afstroop en/of pons met gebruikmaking van stempels
25. 'n Skakelontsluit- en/of -sluitmasjiene bedien .....

Loon per uur vir werk ingedeel onder Loon H in Loontabel.

LOON I

26. Montering van kettings en/of kettinghegstukke.....
27. Kettingskakels en/of -ringe en/of -hake en/of -hegstukke volgens setmate met die hand buig .....
28. Kettings en/of hegstukke en/of verpakkingsmateriaal onder toesig van 'n Loon AA- tot D-werknemer merk.....
29. Tuimelaars en/of trillers en/of verkoperingsinstallasies versorg .....
30. Bediening van 'n afspits- en/of draadsweis- en/of draadtrekmasjien onder toesig van 'n Loon AA- tot D-werknemer .....
31. Verpakking en/of oprol en/of laai van kettings en/of kettinghegstukke.....
32. Voorbereiding en/of aanmekaarsit van verpakkingsmateriaal.....

Loon per uur vir werk ingedeel onder Loon I in Loontabel.

AFDELING D/3

AFDELING VIR DIE VERVAARDIGING VAN TRAPFIETSE

Die volgende werksaamhede by die vervaardiging van trapfietse en/of komponente en/of bybehore daarvan:

Seksie (a).—*Algemeen*

LOON A (n.e.v.)

1. Messelwerk en/of messel met vuurvaste stene en/of klipmesselwerk .....
2. Timmerwerk en/of skrynwerk (uitgesonderd die bereiding van verpakkingsmateriaal en ruwe kratwerk).....
3. Stempels en/of setmate en/of gereedskap en/of meters maak en/of herstel
4. Stempelsnywerk en/of graveerwerk....
5. Dieselmonteerwerk .....
6. Elektriese onderhoudswerk en/of installering en/of herstelwerk .....
7. Pas- en draaiwerk.....
8. Paswerk, met inbegrip van masjinering.....
9. Inspeksiewerk wanneer dit gedoen word deur inspekteurs met vakmansbevoegdheid .....
10. Masjiengereedskap opstel en/of gereedskap stel.....
11. Motorvoertuie herstel .....
12. Plaatmetaalwerk .....
13. Draaiwerk, met inbegrip van masjinering.....
14. Sweis en/of sweissoldeer .....

Loon per uur vir werk ingedeel onder Loon A in Loontabel.

LOON AA

15. *Masjienwerker se werk (n.e.v.), nl. vorming, gleufwerk, skaafwerk, freeswerk (uitgesonderd universele freeswerk), slypwerk (uitgesonderd universele slypwerk) en die bediening van ratfrees- en draaimasjiengereedskap, met inbegrip van vertikale rewolwermasjiene met ingeboude monosleetoring en met 'n bladdiameter van hoogstens 1 250 mm, maar uitgesonderd senterdraaibanke (met of sonder kopieer- en/of profileerhegstukke), boorfreesmasjiene (vertikale en horisontale tipe met of sonder kopieer- en/of profileerhegstukke), matrysfreesmasjiene en universele masjinering.....

*Werknemers wat 'n masjienwerker se werk verrig, moet toegelaat word om hul eie werk op te stel, hul eie gereedskap te slyp en te stel en om

Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

precision measuring instruments, including rules, calipers and the like. ....
16. Supervisory work (n.e.s.):
First six months of experience—Rate B
Thereafter—Rate AA

} Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE C

17. Setting (n.e.s.)(excluding machine tool setting up and/or tool setting) of dies and/or fixtures and/or stops and/or jigs and/or guides and/or trips on production machines.....

} Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

18. Drilling and/or countersinking (n.e.s.)
19. Machining on repetition work by means of fixtures and/or jigs and/or stops (excluding the requirments of stops for parting off) where the work cycle is manually operated (excluding setting up but including checking with fixed gauges) (including the replacing and/or repositioning of throwaway tips only on throwaway tipped tooling, excluding machine tool setting up and/or tool setting and/or adjusting) .....
20. Repetition operation of or attending a semi-automatic pull broaching machine where the work cycle is power driven and the end point is controlled by automatically operating and/or fixed stops, excluding setting up.....

For purposes of the above a "semi-automatic pull broaching machine" is one on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the holding device, passing the broaching tool through the work piece, attaching the broach to the ram, setting the machine in motion for the power cycle to take over and unloading the machine.....

} Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE E

21. Supervising employees employed on classes of work scheduled below Rate E (when so appointed) .....

} Rate per hour for work classified at Rate E in Table of Wage Rates.

RATE F

22. Brazing pre-loading forks and/or handle-bars.....
23. Dip and/or ring brazing, including patching and/or the replacement of burnt bricks, but excluding re-building
24. Final adjustment to finished cycles.....
25. Repetition lining with paint and/or synthetic material.....
26. Repetition gas profile cutting or rear plate working to templets.....
27. Repetition operating special purpose machines (n.e.s.) designed for or permanently adapted for multiple operations in the production of cycle components and/or accessories where no centralising or trueing of the tools is required, excluding setting up, but including the positioning of fixtures....
28. Repetition production machining of cycle components not exceeding 5 kg in mass, to stops where the work is held by devices not necessitating any

} Rate per hour for work classified at Rate F in Table of Wage Rates.

volgens en met presisiemeetinstrumente, met inbegrip van liniale, meetpassers en so meer, te werk.....
16. Toesigwerk (n.e.v.):
Eerste ses maande ondervinding—Loon B
Daarna—Loon AA

} Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON C

17. Stel (n.e.v.) (uitgesonderd masjiengereedskap opstel en gereedskap stel) van stempels en/of setklemme en/of stuiters en/of setmate en/of leiers en/of meganismes aan produksiemasjiene ...

} Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

18. Boor en/of versink (n.e.v.).....
19. Masjinering by herhalingswerk deur middel van setklemme en/of setmate en/of stuiters (uitgesonderd die vereistes van stuiters vir afsny) waar die werksiklus met die hand aangedryf word (uitgesonderd opstel maar met inbegrip van die nagaan met vaste meters) (met inbegrip van die vervanging en/of herplasing van slegs weggooipunte van weggooipuntbeitels, uitgesonderd masjiengereedskap opstel en/of gereedskap stel en/of regstel) .....
20. Herhalingsbediening of -versorging van 'n halfoutomatiese trekprofielruimmasjien waar die werksiklus deur krag aangedryf en die eindpunt beheer word deur outomatiese en/of vaste stuiters, uitgesonderd die opstel daarvan .....

Vir die toepassing van bogenoemde, is 'n ,,halfoutomatiese trekprofielruimmasjien" 'n masjien waarop dit nie nodig is om die werk met die hand te sentreer of in lyn te bring nie en waar handbediening beperk is tot die plasing van die werkstuk in die kloutoestel, die plasing van die profielruimgereedskapstuk deur die werkstuk, die vassit van die profielruimer aan die ram, die aan die gang sit van die masjien vir die kragsiklus om oor te neem en die werkstuk van die masjien afneem .....

} Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON E

21. Toesig hou oor werknemers in diens in klasse werk ingedeel laer as Loon E (waar aldus aangestel).....

} Loon per uur vir werk ingedeel onder Loon E in Loontabel.

LOON F

22. Voorlasvurke en/of -stuurstange sweissoldeer.....
23. Dompel- en/of ringsweissoldeer, met inbegrip van die lap en/of vervanging van bakstene maar uitgesonderd herbou
24. Finale regstel van voltooide fietse .....
25. Herhalingsbelyning met verf en/of sintetiese materiaal.....
26. Herhalingsprofielsnywerk met gas of agterplaatwerk volgens patrone.....
27. Herhalingsbediening van eendoelmasjiene (n.e.v.) wat ontwerp of permanent aangepas is vir meervoudige werksaamhede by die produksie van fietskomponente en/of -bybehore, waar die gereedskap nie gesentreer of in lyn gestel hoef te word nie, uitgesonderd die opstel daarvan, maar met inbegrip van die in posisie plaas van setklemme.....
28. Herhalingsproduksiemasjinering, volgens stuiters, van fietskomponente met 'n massa van hoogstens 5 kg, waar die werk vasgehou word deur toestelle waar

} Loon per uur vir werk ingedeel onder Loon F in Loontabel.

centralising or trueing, including the replacing and/or repositioning of throwaway tips only on throwaway tipped tooling (excluding machine tool setting up and/or tool setting and/or adjusting). (This operation is limited to a machine not exceeding a 55 mm nominal bore diameter) .....
29. Repetition welding and/or brazing of cycle component parts and/or accessories, using fixtures and/or parts so located as to obviate the need for a fixture.....
30. Supervising employees employed on classes of work scheduled below Rate F (when so appointed) .....
31. Trueing wheels to fixtures and/or on special purpose machine .....
32. Operating and/or attending a special purpose machine designed for or adapted for a single operation where the operator only has to load, operate and unload, including positioning of stops to fixed gauges .....

Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

33. Application of enamel and/or paint and/or powder and/or lacquer .....
34. Assembling (n.e.s.) .....
35. Lacing of spokes into wheels .....
36. Operating automatic grinding machine
37. Operating cold heading machine .....
38. Operating continuous rolling machines for mudguards and/or wheel rims.....
39. Operating fly and/or treadle and/or manual press to pre-set dies and/or stops, including the positioning of stops .....
40. Operating forging machine.....
41. Operating power press to pre-set dies and/or guides and/or stops.....
42. Repetition butt and/or flash and/or projection and/or resistance and/or spot and/or arc spot and/or seam and/or stud welding by machine .....
43. Repetition cutting and/or cropping and/or sawing and/or shearing to stops and/or length gauges and/or templets and/or marks and/or jigs, including setting of stops and use of rule and/or tape only (excluding power-driven guillotine).....
44. Repetition drilling and/or countersinking and/or reaming, using jigs and/or fixtures and/or pops in the mass production of cycle components and/or accessories, including the positioning of fixtures and/or stops and including the use of fixed gauges, provided the adjustable reamers are pre-set by a Rate A or Rate AA employee .....
45. Repetition induction brazing of cycle components and/or accessories.....
46. Repetition machine swaging and/or doming .....
47. Repetition operation of cycle axle profiling machine where the operator's duties are confined to loading and unloading and stop/start, including repositioning of stops controlling the length of the axle, and including the replacing and/or repositioning of throwaway tips only on throwaway tipped tooling (excluding machine tool setting up and/or tool setting and/or adjusting), but including the use of fixed gauges .....

Rate per hour for work classified at Rate G in Table of Wage Rates.

dit nie nodig is om dit te sentreer of in lyn te bring nie, met inbegrip van die vervanging of herplasing van slegs weggooipunte aan weggooipuntbeitels (uitgesonderd die opstel van masjiengereedskap en/of gereedskap stel en/of regstel). (Hierdie werksaamheid is beperk tot 'n masjien met 'n nominale boordiameter van hoogstens 55 mm .....
29. Herhalingsweising en/of -sweissoldering van fietsonderdele en/of -bybehore, met gebruikmaking van setklemme en/of onderdele wat so in posisie geplaas is dat 'n setklem onnodig is .....
30. Toesig hou oor werknemers in diens op klasse werk wat laer as Loon F gelys is (waar aldus aangestel).....
31. Wiele volgens setklemme en/of op eendoelmasjien in lyn stel.....
32. Bediening en/of versorging van 'n eendoelmasjien wat ontwerp of aangepas is om 'n enkele werksaamheid te verrig, waar die bediener slegs die masjien moet laai, bedien en ontlaai, met inbegrip van die stuiters volgens vaste meters in posisie plaas .....

Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

33. Emalje en/of verf en/of poeier en/of lakvernis aanwend.....
34. Montering (n.e.v.) .....
35. Speke in wiele invleg .....
36. 'n Outomatiese slypmasjien bedien ....
37. 'n Koudkopmasjien bedien.....
38. 'n Aaneenwerkende walsmasjien vir modderskerms en/of wielvellings bedien .....
39. 'n Skroef- en/of trap- en/of handpers bedien volgens vooraf gestelde stempels en/of stuiters, met inbegrip van die stuiters in posisie plaas .....
40. 'n Smeemasjien bedien.....
41. 'n Kragpers bedien volgens vooraf gestelde stempels en/of leiers en/of stuiters.....
42. Herhalingstuik- en/of -flits- en/of -projeksie- en/of -weerstand- en/of -punt- en/of -boogpunt- en/of -naat- en/of -tapboutsweiswerk met 'n masjien .....
43. Herhalingsny en/of -afknip en/of -afsaag en/of -afskuif volgens stuiters en/of lengtemeters en/of patrone en/of merke en/of setmate, met inbegrip van die stel van stuiters en die gebruik van slegs 'n liniaal en/of meetband (uitgesonderd 'n kragguillotine) .....
44. Herhalingsboor en/of -versink en/of -ruim, met gebruikmaking van setmate en/of setklemme en/of kornaelmerke by die massaproduksie van fietsonderdele en/of -bybehore, met inbegrip van die in posisie plaas van setklemme en/of stuiters en die gebruik van vaste meters, mits die verstelbare ruimers vooraf deur 'n Loon A- of AA-werknemer gestel is .....
45. Herhalingsinduksiesweissoldering van fietskomponente en/of -bybehore.....
46. Herhalingsvalsmee en/of -koepelvorming met 'n masjien .....
47. Herhalingsbediening van 'n fietsasprofileermasjien waar die bediener se pligte beperk is tot laai, ontlaai, af- en -aanskakel met inbegrip van die herplasing van stuiters wat die aslengte kontroleer en met inbegrip van die vervanging en herplasing van slegs weggooipunte aan weggooipuntbeitels (uitgesonderd die opstel van masjiengereedskap en/of gereedskap stel en/of regstel), maar met inbegrip van die gebruik van vaste meters .....

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

48. Repetition operation of spring coiling and/or forming machine.....
49. Repetition threading and/or tapping by machine (including positioning of fixtures) .....
50. Repetition welding of seat pillars in fixtures .....
51. Riveting (10 mm diameter or less) .....
52. Running of nipples and tensioning of spokes in jigs and/or fixtures.....
53. Sub-assembling:
    (a) Assembly of saddle and/or mudguard components and/or brake work and/or hubs and/or pedals;
    (b) Pegging of frames and/or forks and/or handlebars in jigs.....
54. Tack welding of frame tubing and/or bottom bracket shell and/or back plate, using fixtures .....
55. Tube bending to formers and/or stops (including positioning of stops to fixed gauges) .....
56. Buffing and/or mopping and/or abrasive polishing by machine and/or by hand.....
57. Dressing and/or deburring by hand and/or by grinding and/or portable power tools, including changing of tools.....
58. Fettling and/or filing and/or removing surplus brass by machine and/or by hand.....

} Rate per hour for work classified at Table G in Table of Wage Rates.

RATE H

59. Affixing name plates.....
60. Application of transfers.....
61. Crating and/or packing and/or wrapping for despatch .....
62. Grinding ends of spokes in jigs.....
63. Inserting metal liners .....
64. Plating bath attendant.....
65. Random checking with fixed gauges ...
66. Repetition stamping of manufacturer's numbers in sequence.....
67. Shot blasting .....
68. Spraying of enamel and/or paint and/or lacquer.....
69. Tumbling barrel attendant .....

} Rate per hour for work classified at Rate H in Table of Wage Rates.

RATE I

70. Assembling and/or nailing of crates....
71. Cleaning and/or degreasing and/or rinsing and/or fluxing and/or etching in baths .....
72. Cleaning frames for enamelling.....
73. Debrassing and/or electrolytic cleaning vat attendant.....
74. Dip enamelling and/or phosphating and/or stove attendant.....
75. Fitting tyres and/or tubes and/or inflating .....
76. Frame flatting (first and second coats)
77. Furnace loading and/or unloading and/or quenching.....
78. General labouring .....
79. Loading and/or unloading of plating and/or anodising racks.....
80. Wiring and/or unwiring of articles for immersion in baths .....

} Rate per hour for work classified at Rate I in Table of Wage Rates.

Section (b)—*Plastics operations*

RATE G

81. Assisting chemical compounding of plastic materials and the application of such compounds .....
82. Automatic machine operating.....
83. Mass-measuring and issuing of scrap and/or raw plastic materials, including pigments to pre-determined quantities

} Rate per hour for work classified at Rate G in Table of Wage Rates.

48. Herhalingsbediening van 'n veerkronkel- en/of -vormmasjien.....
49. Herhalingskroefdraad- en/of -moerdraadsny met 'n masjien (met inbegrip van die in posisie plasing van setklemme) .....
50. Herhalingsweis van saalpilare in setklemme.....
51. Klinkwerk (diameter van hoogstens 10 mm).....
52. Nippels indraai en speke styftrek in setmate en/of setklemme .....
53. Onderdele gedeeltelik inmekaarsit:
    (a) Montering van saal- en/of modderskermkomponente en/of remwerk en/of nawe en/of pedale .....
    (b) Rame en/of vurke en/of stuurstange in setmate vaspen.....
54. Hegsweising van raampype en/of onderste klampdop en/of agterplaat, met gebruikmaking van setklemme ....
55. Pype volgens vormers en/of stuiters buig (met inbegrip van die plasing van stuiters volgens vaste meters).....
56. Met masjien en/of die hand poets en/of dweil en/of met skuurmiddels poleer.....
57. Met die hand en/of deur te slyp en/of met draagbare kraggereedskap afwerk en/of afbaard, met inbegrip van wisseling van gereedskap .....
58. Poets en/of afvyl en/of oortollige geelkoper met masjien en/of die hand verwyder.....

} Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON H

59. Naamplate aansit .....
60. Oordruksels aanbring.....
61. In kratte plaas en/of verpak en/of toedraai vir versending.....
62. Speekente in setmate afslyp.....
63. Metaalvoerings insit.....
64. Versorger van plateringsbad.....
65. Willekeurige nagaan met vaste meters
66. Herhalingsbestempeling van fabrikantse nommers in volgorde.....
67. Haelstraling .....
68. Emalje en/of verf en/of lakvernis aanspuit.....
69. Versorger van poetstrommel .....

} Loon per uur vir werk ingedeel onder Loon H in Loontabel.

LOON I

70. Kratte aanmekaarsit en/of aanmekaarspyker.....
71. Skoonmaak en/of ontvet en/of afspoel en/of laat afvloei en/of ets in baddens
72. Rame skoonmaak vir emaljebedekking .....
73. Versorger van ontkoperings- en/of elektrolitiese skoonmaakvat .....
74. Dipemaljerings- en/of fosfaterings- en/of stoofversorger.....
75. Buite- en/of binnebande aansit en/of oppomp .....
76. Dowwe laag aan rame verf (eerste en tweede lae).....
77. Oonde laai en/of ontlaai en/of blus.....
78. Algemene arbeid .....
79. Plateer- en/of anodiseringrakke laai en/of ontlaai.....
80. Artikels vir indoping in baddens bedraad en/of ontdraad .....

} Loon per uur vir werk ingedeel onder Loon I in Loontabel.

Seksie (b).—*Plastiekwerksaamhede*

LOON G

81. Help met chemiese samestelling van plastiekstowwe en die aanwending van dié samestellings .....
82. Bediening van 'n outomatiese masjien
83. Afval en/of ruplastiekstowwe, met inbegrip van pigmente, volgens vooraf bepaalde hoeveelhede massameet en uitreik .....

} Loon per uur vir werk ingedeel onder Loon G in Loontabel.

84. Operating plastic production machine (n.e.s.) (including injection or compression or transfer or blow moulding, vacuum coating, vacuum forming, extrusion, casting, calendering and/or H.F. Heat sealing machines), including machine running adjustments when necessitated by the manufacturing process.....
85. Operating plastic scrap grinding machine.....
86. Removing and/or replacing dies and/or moulds and/or tools under instruction of a Rate C setter.....
87. Trimming plastic components and/or parts by hand and/or by power tools...

} Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE H

88. Buffing and/or finishing and/or polishing of plastic parts and/or components by hand and/or by power tools.....
89. Operating plastic materials mixing and/or blending machine.....

} Rate per hour for work classified at Rate H in Table of Wage Rates.

RATE I

90. Cleaning by hand, including removal of flash.....
91. Colour filling embossed or impressed plastic mouldings .....

} Rate per hour for work classified at Rate I in Table of Wage Rates.

DIVISION D/4

EDGE HAND AND/OR SMALL TOOLS (OTHER THAN PRECISION AND/OR MACHINE TOOLS) AND/OR SAW MANUFACTURING DIVISION

The following operations in the manufacture of edge hand and/or small tools and/or saws other than precision and/or machine tools:

RATE B

Rate per hour (cents)

1. Smithing and/or blocking of saws:
   - First six months' experience 118
   - Second six months' experience..... 150
   - Third six months' experience 180
   - Fourth six months' experience 192
   - Thereafter..... Rate B.

RATE C

2. Grinding of circular saws to fixed gauges .....
3. Repetition sharpening of drills by hand.....
4. Setting of dies and/or fixtures and/or guides and/or jigs and/or knives and/or woodworking cutters on production machines, excluding tool setting and rotary and/or reciprocating machines but including drilling machines.....

} Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

5. Heat treatment (supervisory work) ....
6. Drawing of edge hand and/or small tool under mechanised hammer.....
7. Drill sharpening by machine.....

} Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE E

8. Repetition production hand tack welding of edge hand and/or small tools....
9. Repetition operation of or attending machines permanently adapted for semi-automatic operations (including programme controlled copying lathes) where the work cycle is power-driven and the end point is controlled by automatically operating stops, so that manual operations are limited to loading, setting the machine in motion, advancing or retracting the tools before and after the power cycle takes over, stopping and unloading, excluding setting up .....

} Rate per hour for work classified at Rate E in Table of Wage Rates.

84. Bediening van 'n plastiekproduksiemasjien (n.e.v.) met inbegrip van inspuit- of kompressie- of oordra- of blaasvorm-, suigbestryk-, suigvorm-, deurdruk-, giet-, kalandeer- en/of H.F.-hitteverseëlmasjiene), met inbegrip van regstellings terwyl die masjien loop wanneer die vervaardigingsproses dit vereis .....
85. Bediening van 'n plastiekafvalmaalmasjien.....
86. Verwydering en/of vervanging van stempels en/of vorms en/of gereedskap onder aanwysing van 'n Loon C-steller
87. Plastiekkomponente en/of -onderdele met die hand en/of kraggereedskap afwerk .....

} Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON H

88. Plastiekonderdele en/of komponente met die hand en/of met kraggereedskap poets en/of afwerk en/of poleer ..
89. Bediening van 'n masjien wat plastiekmateriaal meng en/of vermeng .....

} Loon per uur vir werk ingedeel onder Loon H in Loontabel.

LOON I

90. Met die hand skoonmaak, met inbegrip van oorloopmateriaal.....
91. Kleurvulling van gebosseleerde of ingedrukte plastiekvormstukke.....

} Loon per uur vir werk ingedeel onder Loon I in Loontabel.

AFDELING D/4

AFDELING VIR DIE VERVAARDIGING VAN HANDSNY- EN/OF KLEINGEREEDSKAP (UITGESONDERD PRESISIE- EN/OF MASJIENGEREEDSKAP) EN/OF SAE

Ondergenoemde werksaamhede by die vervaardiging van handsny- en/of kleingereedskap en/of sae, maar nie presisie- en/of masjiengereedskap nie:

LOON B

Loon per uur (sent)

1. Smids- en/of blokwerk aan sae:
   - Eerste ses maande ondervinding..... 118
   - Tweede ses maande ondervinding... 150
   - Derde ses maande ondervinding..... 180
   - Vierde ses maande ondervinding.... 192
   - Daarna..... Loon B.

LOON C

2. Sirkelsae volgens vaste meters slyp ....
3. Herhalingskerpmaak van bore met die hand.....
4. Stel van stempels en/of setklemme en/of leiers en/of setmate en/of lemme en/of houtwerksnygereedskap aan produksiemasjiene, uitgesonderd die stel van gereedskap en draai- en/of wederkerige masjiene, maar met inbegrip van boormasjiene.....

} Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

5. Hittebehandeling (toesigwerk).....
6. Handsny- en/of kleingereedskap onder meganiese hamer trek .....
7. Bore met 'n masjien skerpmaak .....

} Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON E

8. Herhalingsproduksie in handhegsweis van handsny- en/of kleingereedskap...
9. Herhalingsbediening of -versorging van masjiene wat permanent aangepas is vir halfoutomatiese werksaamhede (met inbegrip van programbeheerde kopieerdraaibanke) waar die werksiklus deur krag aangedryf word en die eindpunt deur outomatiese stuiters beheer word, sodat die handbediening beperk is tot laai, die masjien aanskakel, die gereedskap vorentoe of agtertoe verstel voor en nadat die kragsiklus oorneem, die masjien afskakel en die werkstuk afneem, uitgesonderd die stel daarvan. .....

} Loon per uur vir werk ingedeel onder Loon E in Loontabel.

RATE F

10. Repetition operation of or attending semi-automatic machines where the work cycle is power-driven and the end point is controlled by automatically operating stops, excluding setting up.....
    For the purposes of the above, "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and where the manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting tools before and after the power cycle takes over and stopping and unloading the machine.....
11. Repetition production machining of bar on capstan lathes to stops where the work piece is held by devices not necessitating any centralising or trueing, excluding setting up. (This operation is limited to a machine not exceeding a 52 mm nominal bore diameter).....
12. Soft soldering and/or sweating by hand (n.e.s.).....

Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

13. Operating routers to templets, excluding setting up.....
14. Production checking with or without fixed gauges.....
15. Repetition cutting and/or cropping and/or shearing to marks and/or length gauges and/or stops.....
16. Repetition enlarging of holes in circular saws by drilling and/or non-adjustable reamers.....
17. Repetition drilling and/or countersinking to jigs and/or stops and/or fixtures.....
18. Repetition reaming, using non-adjustable reamers.....
19. Repetition drilling to dimples and/or fixtures and/or marks and/or gauges and/or jigs and/or stops and/or pops and/or templets, excluding radial drill
20. Repetition hot and/or cold bending and/or forming by machine to dies and/or jigs (n.e.s.).....
21. Repetition machine swaging and/or forging, using dies on beater picks.....
22. Repetition stage loading of forging dies, excluding free-hand manipulation.....
23. Repetition marking to jigs and/or templets.....
24. Repetition hot and/or cold blanking and/or piercing and/or slitting, using guides and/or jigs and/or stops and/or dies.....
25. Repetition hot and/or cold punching, using guides and/or jigs and/or stops and/or dies and/or marks and/or gauges and/or templets.....
26. Repetition manual and/or automatic setting and/or sharpening of all types of wood working saws.....
27. Repetition hot and/or cold straightening by hand.....
28. Stretching and/or rough straightening of bars by hand and/or by machine.....

Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE H

29. All tools assembling operations.....
30. All wood handle-making operations...
31. Grinding and/or polishing, excluding precision grinding.....
32. Pin fixing in saw blades.....
33. Marking of trade symbols.....

Rate per hour for work classified at Rate H in Table of Wage Rates.

LOON F

10. Herhalingsbediening of -versorging van halfoutomatiese masjiene waar die werksiklus deur krag aangedryf word en die eindpunt beheer word deur outomatiese stuiters, uitgesonderd die opstel daarvan.....
    Vir toepassing van bostaande is ,,halfoutomatiese masjien" 'n masjien waarop dit nie nodig is om die werk met die hand te sentreer of in lyn te bring nie en waar die handbediening beperk is tot die plasing van die werkstuk in die kloukop of kloutoestel van die masjien, die masjien aanskakel, die gereedskap vorentoe of agtertoe verstel voor en nadat die kragsiklus oorneem, die masjien afskakel en die werkstuk afneem.....
11. Herhalingsproduksiemasjinering van stawe op rewolwerdraaibanke volgens stuiters, waar die werkstuk deur toestelle vasgehou word wat dit nie nodig maak om die werkstuk te sentreer of in lyn te bring nie, uitgesonderd die opstel daarvan. (Hierdie werksaamheid is beperk tot 'n masjien met 'n nominale binnediameter van hoogstens 52 mm)
12. Met die hand sagsoldeer en/of aansweet (n.e.v.).....

Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

13. Verdiepers volgens patrone bedien, uitgesonderd die opstel daarvan.....
14. Produksiekontrolering met of sonder vaste meters.....
15. Herhalingsaag en/of -afknip en/of -afskuif volgens merke en/of lengtemeters en/of stuiters.....
16. By herhaling gate in sirkelsae groter maak deur te boor en/of deur nieverstelbare ruimers.....
17. Herhalingsboor en/of -versink volgens setmate en/of stuiters en/of setklemme
18. Herhalingsruim, met gebruikmaking van nie-verstelbare ruimers.....
19. Herhalingsboor volgens boormerke en/of setklemme en/of merke en/of meters en/of setmate en/of stuiters en/of kornaelmerke en/of patrone, uitgesonderd radiaalboor.....
20. Herhalingswarm- en/of -koudbuig en/of -fatsoenering met 'n masjien volgens stempels en/of setmate (n.e.v.)...
21. Herhalingsaalsmee en/of -smee, met gebruikmaking van stempels op kloppikke.....
22. Herhalingstraplaai van smeestempels, uitgesonderd vryhandmanipulering....
23. Herhalingsmerk volgens setmate en/of patrone.....
24. Herhalingswarm. en/of -kouduitsny en/of -deurboor en/of -splyting, met gebruikmaking van leiers en/of setmate en/of stuiters en/of stempels.....
25. Herhalingswarm- en/of -koudpons, met gebruikmaking van leiers en/of setmate en/of stuiters en/of stempels en/of merke en/of meters en/of patrone.....
26. Alle soorte houtwerksae by herhaling met die hand en/of outomaties stel en/of skerpmaak.....
27. Herhalingswarm- en/of koudreguitmaak met die hand.....
28. Stawe met die hand en/of 'n masjien uitrek en/of ru-reguitmaak.....

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON H

29. Alle werksaamhede in verband met die montering van gereedskap.....
30. Alle werksaamhede in verband met houthandvatsels maak.....
31. Slyp en/of poleer, uitgesonderd presisieslypwerk.....
32. Penne in saagblaaie vassit.....
33. Handelsimbole merk.....

Loon per uur vir werk ingedeel onder Loon H in Loontabel.

RATE I

34. All packaging operations, including and incidental to addressing, labelling and marking for transport
35. Scrap cutting
36. Application of anti-corrosive and/or protective coatings
37. Sand and/or shot and/or hydro and/or grit blasting
38. Boiler stoking and/or attending

} Rate per hour for work classified at Rate I in Table of Wage Rates.

DIVISION D/5

PRESS KNIFE AND CUTTER AND FOOTWEAR TACK AND NAIL MANUFACTURING DIVISION

(1) The following operations in the manufacture of:
(a) Press knives and cutters (hot and/or cold forged);
(b) upper clicking knives (Beverley process).

RATE A

1. Forging and/or welding ... Rate per hour for work classified at Rate A in Table of Wage Rates.

RATE C

2. Knife and tool hardening and heat treatment, knife filing to templet (special design):
   First six months ... Rate D.
   Thereafter ... Rate C.

RATE D

3. Checking of patterns
4. Cutting metal patterns and/or templets
5. Final edging and sharpening
6. Fitting and/or welding of bars
7. Hot bending to templets by machine
8. Knife filing to templets (ordinary design)
9. Knife grinding to edge
10. Knife polishing outside
11. Knife profiling and/or machine broaching
12. Making sheet iron patterns to paper patterns
13. Edge welding by machine

} Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE G

14. Bending to patterns
15. Butt and/or spot and/or stitch welding

} Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE I

16. Buzzing and/or buffing and/or polishing inside only
17. Cleaning and/or pickling

} Rate per hour for work classified at Rate I in Table of Wage Rates.

(2) The following operations in the manufacture of footwear tacks and nails:

RATE B

18. Supervisory work, including setting up (supervising machine operations):
   First year's learnership ... Rate D.
   Second year's learnership ... Rate C.
   Thereafter ... Rate B.

RATE G

19. Operating tack and nail machines ... Rate per hour for work classified at Rate G in Table of Wage Rates.

(3) The following operations in the manufacture of clicking knives and cutters (Skomab process):

LOON I

34. Alle verpakkingswerksaamhede met inbegrip van en behorende by die adresseer, etiketteer en merk vir vervoer
35. Afval stukkend sny
36. Aanwending van roeswerende en/of beskermende lae
37. Sand- en/of hael- en/of water- en/of grintstraling
38. Ketels stook en/of versorg

} Loon per uur vir werk ingedeel onder Loon I in Loontabel.

AFDELING D/5

AFDELING VIR DIE VERVAARDIGING VAN DRUKMESSE EN -SNYERS EN PLATKOPSPYKERTJIES EN SKOENSPYKERS VIR DIE SKOEISELNYWERHEID

(1) Die volgende werksaamhede by die vervaardiging van:
(a) Drukmesse en -snyers (warm en/of koud gesmee);
(b) boleeruitsnymesse (Beverley-proses).

LOON A

1. Smee en/of sweis ... Loon per uur vir werk ingedeel onder Loon A in Loontabel.

LOON C

2. Messe en gereedskap verhard en met hitte behandel, messe vyl volgens patroon (spesiale ontwerp):
   Eerste ses maande ... Loon D.
   Daarna ... Loon C.

LOON D

3. Modelle nagaan
4. Metaalmodelle en/of -patrone sny
5. Finale afkanting en skerpmaak
6. Vassit en/of sweis van stawe
7. Met 'n masjien warmbuig volgens patrone
8. Messe vyl volgens patrone (gewone ontwerp)
9. Messe slyp volgens snykant
10. Messe buite poleer
11. Messe profileer en/of masjienprofielruim
12. Plaatystermodelle volgens papiermodelle maak
13. Snykante sweis met 'n masjien

} Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON G

14. Buig volgens modelle
15. Stuik- en/of punt- en/of steeksweis

} Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON I

16. Gladvryf en/of poets en/of poleer (slegs binne)
17. Skoonmaak en/of skoonbyt

} Loon per uur vir werk ingedeel onder Loon I in Loontabel.

(2) Die volgende werksaamhede by die vervaardiging van platkopspykertjies en skoenspykers:

LOON B

18. Toesigwerk, met inbegrip van opstel (toesig hou oor masjienwerk):
   Eerste jaar leerlingskap ... Loon D.
   Tweede jaar leerlingskap ... Loon C.
   Daarna ... Loon B.

LOON G

19. Bediening van platkopspykertjie- en spykermasjiene ... Loon per uur vir werk ingedeel onder Loon G in Loontabel.

(3) Die volgende werksaamhede by die vervaardiging van uitsnymesse en -snyers (Skomab-proses):

RATE AA

20. Welding and/or brazing and/or silver soldering ..... } Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE D

21. Closing of a knife at joints .....
22. Drilling to patterns for pricker holes ..
23. Inserting of perforating tubes.....
24. Operating pricker press ..... } Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE E

25. Tack welding..... } Rate per hour for work classified at Rate E in Table of Wage Rates.

RATE G

26. Bending to templet and/or patterns....
27. Hand punching of size onto knife .....
28. Marking and cutting of bracing steel...
29. Oxidising of finished articles.....
30. Rough grinding..... } Rate per hour for work classified at Rate G in Table of Wage Rates.

DIVISION D/6

FOUNDRY AND/OR CASTINGS DIVISION

No person under the age of 18 years and six months shall be employed on work scheduled at Rate A1, AA or AB.

OVERRIDING PROVISIONS

(1) In the event of vacancies occurring for Rate A1 or AA work hereinafter set out, Rate AA or AB employees within the establishment shall be considered for promotion in the first instance for such work.

(2) Coring up and/or corelaying and/or making up and/or closing of permanent metal moulds where there are sand inclusions, including core and/or cores, shall be done by a Rate A, Rate A1, Rate AA, Rate AB or Rate B employee.

RATE A

1. *Moulding and/or coremaking (n.e.s.)
*Moulds made by Rate A employees may include hand or machine-made cores made by Rate A1 and Rate AA employees: Provided that the coring up and/or corelaying and/or closing of the mould is done by a Rate A employee..... } Rate per hour for work classified at Rate A in Table of Wage Rates.

RATE A1

2. *†Moulding by machine and/or by hand by special application to the job (n.e.s.) .....
"Special application to the job" means the utilisation of purpose-made moulding boxes having machined pins and drilled lug holes and adapted to the moulding machine and purpose-made plate patterns, so constructed that the patterns, ingates and runners other than downgates are mounted and fixed to the plates or are an integral part of the plates and includes plate moulding. .....
*Moulds may by Rate A1 employees may include machine-made cores made by Rate AA, Rate AB or Rate B employees: Provided that the coring up and/or corelaying and the closing of the mould is done by Rate A1 employees. ..... } Rate per hour for work classified at Rate A1 in Table of Wage Rates.

LOON AA

20. Sweis en/of sweissoldeer en/of silwersoldeer..... } Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON D

21. Messe toemaak by verbindings.....
22. Volgens modelle boor vir prikgate .....
23. Perforeerbuise invoeg .....
24. Prikperse bedien..... } Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON E

25. Hegsweis..... } Loon per uur vir werk ingedeel onder Loon E in Loontabel

LOON G

26. Buig volgens patrone en/of modelle ...
27. Groote van messe met die hand daarop pons.....
28. Merk en saag van verspanstaal.....
29. Oksidering van afgewerkte artikels ....
30. Ru-slypwerk ..... } Loon per uur vir werk ingedeel onder Loon G in Loontabel.

AFDELING D/6

AFDELING VIR SMELT- EN GIETWERK

Geen persoon onder die leeftyd van 18 jaar en ses maande mag op werk wat onder Loon A1, AA of AB gelys is, in diens geneem word nie.

DEURSLAGGEWENDE BEPALINGS

(1) Ingeval daar vakatures ontstaan vir Loon A1- of AA-werk, hieronder uiteengesit, moet Loon AA- of AB-werknemers in die bedryfsinrigting heel eerste oorweeg word vir bevordering na sodanige werk.

(2) Kernopmaak en/of kernlegging by en/of saamstel en/of toemaak van permanente metaalgietvorms, waar daar sandinsluitings is, met inbegrip van kern en/of kerns, moet deur 'n Loon A-, A1-, AA-, AB- of B-werknemer gedoen word.

LOON A

1. *Gietvormmakery en/of kernmakery (n.e.v.) .....
*Gietvorms wat deur Loon A-werknemers gemaak word, kan kerns insluit wat met die hand of met 'n masjien deur Loon A1- en AA-werknemers gemaak word: Met dien verstande dat die kernopmaak en/of kernlegging en/of toemaak van die gietvorm deur 'n Loon A-werknemer gedoen word. } Loon per uur vir werk ingedeel onder Loon A in Loontabel.

LOON A1

2. *†Gietvormmakery met masjien en/of met die hand, spesiaal bestem vir die werk (n.e.v.).....
,,Spesiaal bestem vir die werk" beteken die gebruikmaking van spesiaal ontwerpte gietvormkaste, met masjien vervaardigde penne en geboorde oorgate en aangepas by die gietmasjien en spesiaal ontwerpte plaatmodelle wat so vervaardig is dat die modelle, gietgate en gietgeute, uitgesonderd giettregters, aan die plate gemonteer en geheg is of 'n integrerende deel van die plate vorm, en dit sluit plaatgietvormmakery in.
*Gietvorms wat deur Loon A1-werknemers gemaak word, kan kerns insluit wat met 'n masjien deur Loon AA-, AB-, of B-werknemers gemaak word: Met dien verstande dat die kernopmaak en/of kernlegging en die toemaak van die gietvorm deur 'n Loon A1-werknemer gedoen word. } Loon per uur vir werk ingedeel onder Loon A1 in Loontabel.

3. *†Coremaking by hand and/or by machines (n.e.s.) .....
4. *†Moulding and/or coremaking by hand/machine where the moulds/cores are cured in the box and/or loose frames and where the area of the pattern plate in contact with the mould exceeds 1,5 m^2 and where the pattern plates are so constructed that the patterns, ingates and runners, other than downgates, are mounted and fixed to the plates or are an integral part of the plates and includes plate moulding (n.e.s.) .....

*†*Note*.—Wage rates applicable to Rate A1 to be the same as Rate A above .....

Rate per hour for work classified at Rate A1 in Table of Wage Rates.

RATE AA

5. *Moulding by machine and/or by hand by special application to the job (n.e.s.) .....

"Special application to the job" means the utilisation of purpose-made moulding boxes—(such moulding boxes not to exceed an internal area of 1 m^2 in contact with the pattern plate where the cope and drag make a complete mould)—boxes having machined pins and drilled lug holes and adapted to the moulding machine and purpose-made plate patterns, so constructed that the patterns, ingates and runners other than downgates are mounted and fixed to the plates or are an integral part of the plates, and includes plate moulding and the use of boxes of an internal area exceeding 1 m^2 in contact with the pattern plate in respect of the production of agricultural and irrigation parts, sewerage pipes and/or sewerage fittings, stoves and wheels for rolling stock; and shall include the use of multiple patterns for moulds made in moulding boxes exceeding an internal area of 1 m^2 in contact with the pattern plate and where no one casting would exceed 1 m^2 in area.....

6. *Coremaking by machine (n.e.s.) and/or by hand not exceeding core sizes capable of being inserted into moulds made in boxes not exceeding the limitation specified in 4 above.....
7. *Moulding and/or coremaking by hand/machine where the moulds/cores are cured in the box and/or loose frames and where the area of the pattern plate in contact with the mould exceeds 1 m^2 but does not exceed 1,5 m^2 and where pattern plates are so constructed that the patterns, ingates and runners, other than downgates, are mounted and fixed to the plates or are an integral part of the plates and includes plate moulding (n.e.s.) .....
8. *Supervising spin-casting machines where sand is included .....
9. Teeming of castings in steel foundries

Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE AB

10. *‡Moulding by machine by special application to the job and including the operation of fully automatic moulding machines.....
11. *‡Coremaking by machine, including the operation of fully automatic coremaking machines (n.e.s.), cores cap-

Rate per hour for work classified at Rate AB in Table of Wage Rates.

3. *†Kernmakery met die hand en/ of met 'n masjien (n.e.v.).....
4. *†Gietvorming en/of kernmakery met die hand/masjien waar die gietvorms/kerns in die kas en/of los rame verhard word en waar die oppervlakte van die modelplaat in aanraking met die gietvorm meer as 1,5 m^2 is en waar die modelplate so vervaardig is dat die modelle, gietgate en gietgeute, uitgesonderd giettregters, aan die plate gemonteer en geheg is of 'n integrerende deel van die plate vorm, en dit sluit plaatgietvorming in (n.e.v.)

*†*Let wel*.—Die loonskaal van toepassing op Loon A1 moet dieselfde wees as dié vir Loon A hierbo.....

Loon per uur vir werk ingedeel onder Loon A1 in Loontabel.

LOON AA

5. *Gietvormmakery met masjien en/of met die hand, spesiaal bestem vir die werk (n.e.v.).....

"Spesiaal bestem vir die werk" beteken gebruikmaking van spesiaal ontwerpte gietvormkaste—waarvan die binneoppervlakte hoogstens 1 m^2 is wanneer dit in aanraking is met die modelplaat waar die volledige gietvorm bestaan uit die boonste en onderste helftes van die gietvormkas—gietvormkaste met masjien vervaardigde penne en geboorde oorgate en aangepas by die gietmasjien en spesiaal ontwerpte plaatmodelle wat so vervaardig is dat die modelle, gietgate en gietgeute, uitgesonderd giettregters, aan die plate gemonteer en geheg is of 'n integrerende deel van die plate vorm, en dit sluit plaatgietvormmakery in asook die gebruik van vormkaste met 'n binneoppervlakte van meer as 1 m^2 in aanraking met die modelplaat, ten opsigte van die produksie van landbou- en besproeiingsonderdele, rioolpype en/of riooltoebehore, stowe en wiele vir rollende materiaal; en dit sluit in die gebruik van meervoudige modelle vir gietvorms wat gemaak is in vormkaste met 'n binneoppervlakte van meer as 1 m^2 in aanraking met die modelplaat en waar die oppervlakte van elke gietsel hoogstens 1 m^2 is .....

6. *Kernmakery met masjien (n.e.v.) en/of met die hand, welke kerns nie te groot is nie om in gietvorms te plaas wat in kaste gemaak is waarvan die beperkings nie dié in 4. hierbo te bowe gaan nie. .....
7. *Gietvorming en/of kernmakery met die hand/masjien waar die gietvorms/kerns in die kas en/of los rame verhard word en waar die oppervlakte van die modelplaat in aanraking met die gietvorm meer as 1 m^2 maar hoogstens 1,5 m^2 is en waar modelplate so vervaardig is dat die modelle, gietgate en gietgeute, uitgesonderd giettregters, aan die plate gemonteer en geheg is of 'n integrerende deel van die plate vorm, en dit sluit plaatgietvorming in (n.e.v.) .....
8. *Toesighouding oor spingietmasjiene, waar sand ingesluit is .....
9. Uitgietwerk van gietstukke in staalgieterye .....

Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON AB

10. *‡Gietvormmakery met masjien, spesiaal bestem vir die werk, met inbegrip van die bediening van volkome outomatiese vormmasjiene.....
11. *‡Kernmakery met masjien met inbegrip van die bediening van volkome outomatiese kernmaakmasjiene

Loon per uur vir werk ingedeel onder Loon AB in Loontabel.

able of being inserted into moulds made in boxes not exceeding the dimensions specified hereunder.....

‡Repetition operation limited to the use of boxes of an internal area not exceeding 0,7 m^2 in contact with pattern plate where the cope and drag make the complete mould.....

For the purposes of work classified at Rate AB above "special application to the job" means the utilisation of purpose-made moulding boxes having machined pins and drilled lug holes and adapted to the moulding machine and purpose-made plate patterns so constructed that the patterns, ingates and runners other than downgates are mounted and fixed to the plates or are an integral part of the plates, and includes plate moulding.....

12. *Moulding by hand/machine where the moulds are cured in the box and/or loose frames and where the area of the pattern plate in contact with the mould does not exceed 1 m^2 and where the pattern plates are so constructed that the patterns, ingates and runners, other than downgates, are mounted and fixed to the plates or are an integral part of the plates and includes plate moulding (n.e.s.) .....
13. *Coremaking by hand/machine where the cores are cured in the box and/or loose frames for insertion into moulds made in moulding boxes of an internal area exceeding 0,7 m^2 but not exceeding 1 m^2 when the mould was in contact with the pattern plate. .....

Rate per hour for work classified at Rate AB in Table of Wage Rates.

RATE B

14. *Corelaying (n.e.s.)—laying of cores into moulds made in moulding boxes of an internal area not exceeding 1 m^2 when the mould was in contact with the pattern plate.....
15. *Coremaking by hand/machine where the cores are cured in the box and/or loose frames for insertion into moulds made in moulding boxes of an internal area not exceeding 0,7 m^2 when the mould was in contact with the pattern plate.....
16. Supervising smelting and/or melting operations (other than in steel work production).....
17. Welding defective castings (n.e.s.).....

Rate per hour for work classified at Rate B in Table of Wage Rates.

RATE C

18. Supervising operations of die-casting and/or spin-casting machines where sand is excluded.....

Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

19. Application of refractory coatings to cores and/or moulds by dipping and/or spraying only.....
20. Arc and/or gas cutting by hand (n.e.s.)
21. Filling of visible blow holes only by means of welding and where no preparation is necessary prior to welding...
22. Joining of cores .....

Rate per hour for work classified at Rate D in Table of Wage Rates.

(n.e.v.), waarvan die kerns ingepas kan word in gietvorms gemaak in kaste waarvan die afmetings hoogstens is soos hierna gespesifiseer .....

‡Herhalingswerksaamhede wat beperk is tot die gebruik van kaste met 'n binneoppervlakte van hoogstens 0,7 m^2 wat in aanraking is met die modelplaat waar die volledige gietvorm bestaan uit die boonste en onderste helftes van die gietvormkas.

Vir die toepassing van werk ingedeel onder Loon AB hierbo, beteken—

„spesiaal bestem vir die werk" die gebruikmaking van spesiaal ontwerpte gietvormkaste, met masjien vervaardigde penne en geboorde oorgate en aangepas by die gietmasjien en spesiaal ontwerpte plaatmodelle wat só vervaardig is dat die modelle, gietgate en gietgeute, uitgesonderd giettregters, aan die plate gemonteer en geheg is of 'n integrerende deel van die plate vorm, en sluit die plaatgietvormmakery in.....

12. *Gietvorming met die hand/masjien waar die gietvorms in die kas en/of los rame verhard word en waar die oppervlakte van die modelplaat in aanraking met die gietvorm hoogstens 1 m^2 is en waar die modelplate so vervaardig is dat die modelle, gietgate en gietgeute, uitgesonderd giettregters, aan die plate gemonteer en geheg is of 'n integrerende deel van die plate vorm, en dit sluit plaatgietvorming in (n.e.v.).....
13. *Kernmakery met die hand/masjien waar die kerns in die kas en/of los rame verhard word om in gietvorms gesteek te word wat gemaak is in gietkaste met 'n binneoppervlakte van meer as 0,7 m^2 maar hoogstens 1 m^2 wanneer die gietvorm in aanraking met die modelplaat was.....

Loon per uur vir werk ingedeel onder Loon AB in Loontabel.

LOON B

14. *Kernlegging (n.e.v.)—kerns in gietvorms lê wat gemaak is in gietkaste met 'n binneoppervlakte van hoogstens 1 m^2 wanneer die gietvorm met die modelplaat in aanraking was.....
15. *Kernmakery met die hand/masjien waar die kerns in die kas en/of los rame verhard word om in gietvorms gesteek te word wat gemaak is in gietkaste met 'n binneoppervlakte van hoogstens 0,7 m^2 wanneer die gietvorm in aanraking met die modelplaat was. .....
16. Toesighouding oor uitsmelt en/of smelt (uitgesonderd by staalwerkproduksie) .....
17. Defekte gietstukke sweis (n.e.v.).....

Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON C

18. Toesighouding oor die bediening van vormgiet- en/of spingietmasjiene, waar sand uitgesluit is .....

Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

19. Die aanwending van vuurvaste lae aan kerns en/of gietvorms deur slegs indompeling en/of sproeiverf.....
20. Boog- en/of grassnywerk met die hand (n.e.v.).....
21. Sigbare blaasholtes vul slegs deur middel van sweising en waar daar geen voorbereiding voor die sweising nodig is nie .....
22. Kerns verbind .....

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

23. Rubbing-off of machine-made hardened core fins, including patching and inspection
24. Supervising annealing heat treatment furnace
25. Supervising cupola attendants

Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE DDD

26. Making of exothermic sleeves and/or feeding pads
27. Making of runner cups (n.e.s.)

Rate per hour for work classified at Rate DDD in Table of Wage Rates.

RATE E

28. Bending and/or shaping of core irons other than moulding of core irons
29. Operating carbon electrode arc air machine for fettling

Rate per hour for work classified at Rate E in Table of Wage Rates.

RATE G

30. Affixing slings (employees exclusively so employed) under the direct supervision of a Rate A, A1, AA or AB employee.
31. Cupola patching, i.e. repairing of the inner lining of cupolas in the area between the base and the top of the melting zone
32. Fettling and/or dressing operations by hand and/or machine
33. Making of runner and/or riser loose collar cups by special-purpose machine, excluding core-making machines and excluding the placing of the cup on the mould
34. Operating cupola automatic and/or semi-automatic hoist
35. Operating pressure die-casting machine and/or spincasting machine, excluding setting up
36. Polishing and/or buffing
37. Pouring and/or casting:
    (a) hand shank pouring and/or casting under supervision, where metal contents of the ladle do not exceed 100 kilograms
    (b) pouring and/or casting from ladles strung from fixed overhead rails under supervision, excluding cranes
    (c) pouring and/or casting of metal into permanent metal mould, including coating of the metal mould where no sand is used and there are no sand inclusions
38. Removal of fins from machine-made hardened cores only by hand rubbing and/or the use of abrasives and/or files, excluding patching
39. Repetition arc and/or gas cutting-off of runners and/or risers (for castings which are produced on a quantity production basis)
40. Repetition inserting of metal cores into metal moulds, using fixed locating devices
41. Sand and/or shot and/or hydro blasting

Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE I

42. Closing of moulding boxes fitted with self-locating pins under supervision (moulds made by a Rate A1, AA or Rate AB employee)
43. Placing of down-gates and/or risers where definite locating devices are employed and so constructed as to ensure that down-gates and/or risers are self-supporting
    *Locating devices protruding above the pattern plate shall be not less than 50 mm in height and not less than 25 mm in depth when the device is below the level of the pattern plate

Rate per hour for work classiefied at Rate I in Table of Wage Rates.

23. Die afvryf van masjiengemaakte verharde kernvinne, met inbegrip van lap- en inspeksiewerk
24. Toesighouding oor uitgloeihittebehandelingsoond
25. Toesighouding oor koepelbedieners ...

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON DDD

26. Eksotermiese hulse en/of voerkussings maak
27. Gietkoppies maak (n.e.v.)

Loon per uur vir werk ingedeel onder Loon DDD in Loontabel.

LOON E

28. Kernysters buig en/of fatsoeneer, uitgesonderd die vormgiet van kernysters
29. Bediening van koolstofelektrodeboogluigmasjien vir poetswerk

Loon per uur vir werk ingedeel onder Loon E in Loontabel.

LOON G

30. Slingers aanbring (werknemers uitsluitlik aldus in diens) onder die onmiddellike toesig van 'n Loon A-, A1-, AA- of AB-werknemer
31. Koepellapwerk—d.w.s. herstel van binneste voering van koepels in die gebied tussen die voetsuk en die top van die smeltsone
32. Met die hand en/of 'n masjien poets en/of afwerk
33. Loskraagkoppies vir gietgeute en/of stygkanale met eendoelmasjien maak, uitgesonderd kernmaakmasjiene en uitgesonderd die plasing van die koppie op die gietvorm
34. Bediening van 'n outomatiese en/of half-outomatiese koepelhyser
35. Bediening van drukvormgietmasjien en/of spingietmasjien, uitgesonderd die stel daarvan
36. Poleer en/of poets
37. Giet en/of vormgiet—
    (a) met handgietlepel onder toesig giet en/of vormgiet waar die metaalinhoud van die gietlepel hoogstens 100 kilogram is
    (b) onder toesig giet en/of vormgiet uit gietlepels wat aan vaste lugspore hang, uitgesonderd hyskrane
    (c) giet en/of vormgiet van metaal in permanente metaalgietvorms, met inbegrip van die metaalgietvorm bedek, waar geen sand gebruik word nie en daar geen sandinsluitings is nie
38. Verwydering van vinne van masjiengemaakte verharde kerns, slegs deur met die hand te vryf en/of die gebruik van skuurmiddels en/of vyle, uitgesonderd lapwerk
39. Herhalingsboog- en/of -gasafsny van gietgeute en/of stygkanale (vir gietstukke wat op 'n hoeveelheidsgrondslag geproduseer word)
40. Herhalingsinsit van metaalkerns in metaalgietvorms, met gebruikmaking van vaste plekbepalingsinrigtings
41. Sand- en/of hael- en/of waterstraling ..

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON I

42. Onder toesig, gietvormkaste wat van selfstandpenne voorsien is, toemaak (gietvorms gemaak deur 'n Loon A1-, AA- of AB-werknemer)
43. Plasing van giettregters en/of stygkanale waar bepaalde plekbepalingsinrigtings gebruik word en wat so vervaardig is dat hulle verseker dat die giettregters en/of stygkanale vrystaande is.
    *Plekbepalingsinrigtings wat bokant die modelplaat uitsteek, moet minstens 50 mm hoog en minstens 25 mm diep wees wanneer die inrigting onderkant die vlak van die modelplaat is. ...

Loon per uur vir werk ingedeel onder Loon I in Loontabel.

44. Placing of loose pieces and/or chills and/or screws and/or cores on the pattern where definite locating devices are employed for the positioning of same prior to the sand being added to the box, under supervision, excluding tucking .....
45. Tightening of clamps, including the use of spacing wedges under direct supervision of the Rate A employee who made the job or a Rate A employee appointed to core up and/or to close the mould .....
46. Tightening of purpose-made clamps under supervision, excluding the use of spacing wedges (moulds made by a Rate A1, AA or AB employee) .....
47. Torch drying of moulds and/or cores under direct instruction of a Rate A, A1, AA or Rate AB employee .....
48. General labourer's work, including the following:
    Assembling of special-purpose moulding boxes under supervision;
    knockout operation;
    stacking (but excluding cleaning, dressing and fin removal and patching) and/or transporting and/or carrying away of cores other than by crane, under supervision;
    scraping off of moulding boxes, including the use of the straight edge;
    scrap cutting for re-melting purposes other than in workshop;
    and including the following operations in shell moulding and/or coremaking:
    Backing up .....
    Closing of biscuits under supervision;
    Investing .....
    Placing of plates in oven .....
    Removing of plates from oven .....
    Turning of dump boxes .....

} Rate per hour for work classified at Rate I in Table of Wage Rates.

44. Onder toesig los stukke en/of kilgietvorms en/of skroewe en/of kerns op die model plaas, waar bepaalde plekbepalingsinrigtings gebruik word vir die plasing daarvan voordat sand in die kas gevoeg word, uitgesonderd omslaan .....
45. Klampe vasdraai, met inbegrip van die gebruik van spasieerwîe onder die onmiddellike toesig van die Loon A-werknemer wat die werk verrig het of 'n Loon A-werknemer wat aangestel is vir kernopmaak en/of om die gietvorm toe te maak.....
46. Vasdraai van doelgemaakte klampe onder toesig, uitgesonderd die gebruik van spasieerwîe (gietvorms wat deur 'n Loon A1-, AA- of AB-werknemer gemaak is).....
47. Gietvorms en/of kerns met 'n gasvlam droogmaak onder die regstreekse aanwysing van 'n Loon A-, A1-, AA- of AB-werknemer.....
48. Werk van 'n algemene arbeider, met inbegrip van die volgende:
    Inmekaarsit van spesiaal ontwerpte gietvormkaste onder toesig;
    uitslaanwerk;
    opstapel (maar uitgesonderd skoonmaak, afwerk en die verwydering van vinne en lapwerk) en/of vervoer en/of wegdra van kerns, uitgesonderd met 'n hyskraan, onder toesig;
    afskraap van gietvormkaste, met inbegrip van die gebruik van die rei;
    afval opsny om dit oor te smelt, uitgesonderd in werkwinkel;
    en met inbegrip van die volgende werksaamhede in dopgietwerk en/of kernmakery:
    Rugwerk .....
    Beskuite toemaak onder toesig .....
    Bekleding.....
    Plate in oond plaas .....
    Plate uit oond verwyder.....
    Stortkaste draai .....

} Loon per uur vir werk ingedeel onder Loon I in Loontabel

For the purposes of this Division—

(a) "coremaking by machine" includes one or more of the following operations in regard to a coremaking machine: Operating, attending, starting, stopping, stripping, unloading of core;

(b) "moulding by machine" includes one or more of the following operations in regard to a moulding machine: Operating, attending, starting, compacting, vibrating, stripping, stopping;

(c) "moulding" or "coremaking" as provided for in this Division at Rates A, A1, AA, AB or B shall include the application of any liquid parting agents;

(d) "supervision" means that the operation to be supervised must be performed in the vicinity of a Rate A, A1, AA and AB employee or chargehand or person specifically so appointed to exercise the supervision, so that the person who has to exercise the supervision is able to sight the operation in question;

(e) "dressing" or "fettling" means the stripping and removal of adherent runners and risers and adherent sand and cores, flash and other surplus metal from a casting and the production of a reasonably clean smooth surface but does not include—
    (i) the removal of metal from a casting when performed incidentally in connection with the machining or assembling of castings after they have been dressed or fettled; or
    (ii) any operation which is a knock-out operation; and

(f) "knock-out operations" means all methods of removing castings from moulds and the following operations when done in connection therewith, namely stripping, removal of cores and the removal of runners and risers (n.e.s.).

Vir die toepassing van hierdie Afdeling—

(a) sluit ,,kernmakery met masjien" een of meer van die volgende werksaamhede in verband met 'n kernmasjien in: Bediening, versorging, aanskakel, afskakel, afstroop, ontlaai van 'n kern;

(b) sluit ,,gietvormmakery met masjien" een of meer van die volgende werksaamhede in verband met 'n gietmasjien in: Bediening, versorging, aanskakel, verdigting, vibrering, afstroop afskakel;

(c) sluit ,,gietvormmakery" of ,,kernmakery", soos in hierdie Afdeling onder Loon A, A1, AA, AB of B bepaal, die aanbring van enige vloeistofskeimiddels in;

(d) beteken ,,toesig" of ,,onder toesig" dat die werk waaroor toesig gehou moet word, uitgevoer moet word in die nabyheid van 'n Loon A-, A1-, AA- en AB-werknemer of onderbaas of persoon wat uitdruklik aldus aangestel is om toesig te hou, sodat die persoon wat toesig moet hou die betrokke werksaamheid kan sien;

(e) beteken ,,afwerk" of ,,poets" die afstroop en verwydering van aanklewende gietgeute en stygkanale en aanklewende sand en kerns, vinne en ander oortollige metaal van 'n gietstuk en die produksie van 'n redelike skoon, gladde oppervlakte, maar sluit dit nie in—
    (i) die verwydering van metaal van 'n gietstuk wanneer dit toevallig verrig word in verband met die masjinering of montering van gietstukke nadat hulle afgewerk of gepoets is nie; of
    (ii) enige werksaamheid wat as 'n uitslaanwerk bekend staan nie; en

(f) beteken ,,uitslaanwerk" alle metodes om gietstukke uit gietvorms te haal en die volgende werksaamhede wanneer dit in verband daarmee gedoen word, naamlik afstroop, verwydering van kerns en die verwydering van gietgeute en stygkanale (n.e.v.).

DIVISION D/7

GATE AND/OR FENCE MANUFACTURING AND ERECTING DIVISION

The following operations in the manufacturing and/or fabricating and/or erecting of wrought iron and/or wire and/or tubular gates and/or fencing and/or domestic and/or garden railings and/or burglarproofing and/or prison bars and/or playground equipment (other than equipment for public parks) and/or wire screening and/or garden furniture and/or wash-line equipment and/or components and/or parts associated with the aforementioned articles.

Section (a).—*Manufacturing and/or fabricating operations*

RATE B

1. Marking out and/or setting up of bench work to dimensional sketches...
2. Supervisory work (n.e.s.) where so appointed.....

} Rate per hour for work classified at Rate B in Table of Wage Rates.

RATE D

3. Galvanising (supervisory work).....
4. Hand electric welding where welds do not exceed 40 mm in length (n.e.s.) ...
5. Marking out and/or setting up of bench work to templets (n.e.s.).....
6. Operating automatic arc and/or gas welding machine .....
7. *Repetition welding and/or brazing in jigs (n.e.s.).....
   *"Repetition welding and/or brazing in jigs" means that the jig must be made in such a manner as to allow the employee to undertake the maximum amount of welding and/or brazing on the article in the jig and thereafter an employee at the same Rate may complete the weld on the article when it is removed from the jig .....
8. Welding and/or brazing and/or bronze welding in jigs and/or of parts so formed and/or located as to obviate the need for a jig.....
9. Welding by hand of tubes and/or tubular gates and/or fittings (n.e.s.)....

} Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE E

10. Hand electric welding where welds do not exceed 25 mm in length.....
11. Hot making in jigs of eyes, collars and hangers.....
12. Repetition marking off material to given lengths for cutting purposes, using rule and/or tape measure and/or marking off material, under supervision of a Rate A to D employee .....
13. Setting of stops on production cutting machines, using pre-cut bars and other materials and/or positively located holes and/or pre-marked bench and/or track .....

} Rate per hour for work classified at Rate E in Table of Wage Rates.

RATE F

14. Chain link and/or diamond mesh machine operating (including machine running adjustments when necessitated by the manufacturing process)....
15. Drilling of fencing and/or burglarproofing materials (n.e.s.).....
16. Electric and/or automatic electric welding of base plates and/or caps to posts and/or joining of pipes .....

} Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

17. Assembling of pre-manufactured parts and/or components from stock requiring no fitting and/or adjusting but including deburring .....

} Rate per hour for work classified at Rate G in Table of Wage Rates.

AFDELING D/7

AFDELING VIR DIE VERVAARDIGING VAN HEKKE EN/OF OMHEININGS EN DIE OPRIGTING DAARVAN

Die volgende werksaamhede by die vervaardiging en/of fabrisering en/of oprigting van smeeyster- en/of draad en/of pyphekke en/of omheining en/of huis- en/of tuintraliewerk en/of diefwering en/of tronktralies en/of speelterreinuitrusting (uitgesonderd uitrusting vir openbare parke) en/of draadskerms en/of tuinmeubels en/of wasgoeddraaduitrusting en/of komponente en/of onderdele wat met voornoemde artikels in verband staan.

Seksie (a).—*Vervaardiging en/of fabrisering*

LOON B

1. Afmerk en/of opstel van bankwerk volgens dimensionale sketse .....
2. Toesigwerk (n.e.v.), waar aldus aangestel.....

} Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON D

3. Galvanisering (toesigwerk).....
4. Elektriese handsweiswerk waar sweislasse hoogstens 40 mm lank is (n.e.v.)
5. Afmerk en/of opstel van bankwerk volgens patrone (n.e.v.) .....
6. Outomatiese boog- en/of gassweismasjien bedien .....
7. *Herhalingsweiswerk en/of -sweissoldeerwerk in setmate (n.e.v.).....
   *„Herhalingsweiswerk en/of -sweissoldeerwerk in setmate" beteken dat die setmate op so 'n wyse gemaak moet wees dat die werknemer die maksimum hoeveelheid sweiswerk en/of sweissoldeerwerk aan die artikels in die setmaat kan doen en daarna kan 'n werknemer teen dieselfde loon die sweislas aan die artikel voltooi wanneer dit van die setmaat verwyder is.
8. Sweis en/of sweissoldeer en/of bronssweis in setmate en/of van onderdele wat so gevorm en/of in posisie geplaas is dat 'n setmaak onnodig is.....
9. Pype en/of pyphekke en/of toebehore met die hand sweis (n.e.v.) .....

} Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON E

10. Elektriese handsweiswerk waar sweislasse hoogstens 25 mm lank is .....
11. Warmvervaardiging in setmate van oë, krae en hangers .....
12. Herhalingsafmerk van materiaal volgens bepaalde lengtes vir afsaagdoeleindes, met gebruikmaking van liniaal en/of meetband en/of afmerkmateriaal onder toesig van 'n Loon A- tot D-werknemer.....
13. Stel van stuiters aan produksiesnymasjien, met gebruikmaking van vooraf gesaagde stawe en ander materiaal en/of gate met positiewe plasing en/of vooraf gemerkte bank en/of baan .....

} Loon per uur vir werk ingedeel onder Loon E in Loontabel.

LOON F

14. 'n Kettingskakel- en/of ruitjiesmaasmasjien bedien (met inbegrip van lopende regstelwerk wanneer vervaardigingsproses dit nodig maak).....
15. Omheinings- en/of diefweringsmateriaal boor (n.e.v.) .....
16. Grondplate en/of kappe elektries en/of outomaties elektries aan pale sweis, en/of pype verbind .....

} Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

17. Montering van vooraf vervaardigde onderdele en/of komponente uit voorraad, wat geen vasmaak en/of regstel vereis nie, maar met inbegrip van afbaard.....

} Loon per uur vir werk ingedeel onder Loon G in Loontabel.

18. Automatic chain link and/or diamond mesh machine operating (including machine running adjustments when necessitated by the manufacturing process)
19. Cold riveting
20. Forming annular grooves in pipes and/or tubes by spinning by machine
21. Operating extrusion machine for plastic coating of wire (excluding setting up)
22. Repetition drilling to pops and/or marks and/or jigs and/or fixtures and/or templets and/or countersinking and/or bridge reaming
23. Repetition hot and/or cold making of scrolls and/or gate and/or fence fittings from prepared material
24. Repetition marking off of material to templets with scriber or marking material

Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE H

25. Bending and/or forming to jigs and/or dies and/or stops and/or marks
26. Bolting up of garden furniture and/or playground equipment
27. Cutting off waste wire and/or locking and/or clinching (screening and/or diamond mesh)
28. Dressing and/or deburring by hand and/or by grinding and/or by portable power tool
29. Hot dip coating and/or galvanising under supervision
30. Making screens to size already drawn by a Rate B employee
31. Operating crimping machine
32. Operating screwing machine, excluding setting up
33. Operating straightening machine
34. Operating wire butt welding machine
35. Repetition cropping and/or shearing and/or cutting to templets and/or marks and/or stops and/or jigs and/or length gauges, excluding setting of stops
36. Repetition machine punching to stops and/or jigs and/or gauges and/or dies and/or marks
37. Repetition threading and/or tapping by machine
38. Repetition wire working and/or fabricating to jigs
39. Square and/or other mesh screen weaving on manual and/or treadle and/or power operated machines
40. Weaving square and/or other mesh screening by hand
41. Wiring gates and/or frames

Rate per hour for work classified at Rate H in Table of Wage Rates.

RATE I

42. Application of anti-corrosive and/or protective coatings
43. Assisting in wiring gates and/or frames
44. Metal cleaning by pickling and/or degreasing
45. Operating handle of hand-shearing machine and/or handle of pipe-cutter
46. Repetition straightening by hand of material after cutting to length
47. Rethreading and/or retapping

Rate per hour for work classified at Rate I in Table of Wage Rates.

Section (b).—*Erecting work*

RATE C

48. Erecting of burglar-proofing and/or fencing and/or railing in the field and/or on site

Rate per hour for work classified at Rate C in Table of Wage Rates.

18. 'n Outomatiese kettingskakel- en/of ruitjiesmaasmasjien bedien (met inbegrip van regstelwerk aan masjien wat loop wanneer vervaardigingsproses dit nodig maak)
19. Koudklink
20. Ringvormige groewe in pype en/of buise vorm deur met 'n masjien te laat tol
21. 'n Ekstrusiemasjien bedien vir plastiekbedekking van draad (uitgesonderd die opstel daarvan)
22. Herhalingsboor volgens kornaelmerke en/of merke en/of setmate en/of setklemme en/of patrone en/of versink en/of brugruimwerk
23. Herhalingswarm- en/of -koudvervaardiging van krulwerk en/of hek- en/of heiningtoebehore uit voorbereide materiaal
24. Herhalingsafmerk van materiaal volgens patrone met kraspen of merkmateriaal

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON H

25. Buig en/of fatsoeneer volgens setmate en/of stempels en/of stuiters en/of merke
26. Tuinmeubels en/of speelterreinuitrusting vasbout
27. Afvaldraad afsny en/of sluit en/of omklink (sifdraad en/of ruitjiesmaas)
28. Met die hand en/of deur te slyp en/of deur draagbare kraggereedskap afwerk en/of afbaard
29. Warmdompelbedekking en/of galvanisering onder toesig
30. Skerms maak volgens grootte wat alreeds deur 'n Loon B-werknemer geteken is
31. 'n Riffelmasjien bedien
32. 'n Draadsnymasjien bedien, uitgesonderd die opstel daarvan
33. 'n Rigmasjien bedien
34. Bediening van 'n draadstuiksweismasjien
35. Herhalingsafknip en/of -afskuif en/of -afsny volgens patrone en/of merke en/of stuiters en/of setmate en/of lengtemeters, uitgesonderd die stel van stuiters
36. Herhalingsmasjienponswerk volgens stuiters en/of setmate en/of meters en/of stempels en/of merke
37. Herhalingskroefdraad- en/of -moerdraadsny met 'n masjien
38. Herhalingsdraadwerk en/of -fabrisering volgens setmate
39. Vierkantige en/of ander tipes maasskerms weef op hand- en/of trap- en/of kragmasjiene
40. Vierkantige en/of ander tipes maasskerms met die hand weef
41. Bedrading van hekke en/of rame

Loon per uur vir werk ingedeel onder Loon H in Loontabel.

LOON I

42. Aanwending van roeswerende en/of beskermende lae
43. Help met bedrading van hekke en/of rame
44. Metaal skoonmaak deur skoonbyt en/of ontvetting
45. Bediening van handvatsel van 'n handafskuifmasjien en/of handvatsel van 'n pypsnyer
46. Herhalingsreguitmaak met die hand van materiaal nadat dit volgens lengte afgesny is
47. Skroefdraad en/of moerdraad nasny...

Loon per uur vir werk ingedeel onder Loon I in Loontabel.

Seksie (b).—*Oprigtingswerk*

LOON C

48. Oprigting van diefwering en/of om heining en/of traliewerk in die veld en/of op die perseel

Loon per uur vir werk ingedeel onder Loon C in Loontabel.

DIVISION D/8

INDUSTRIAL FASTENERS MANUFACTURING DIVISION

The following operations in the assembling and/or manufacturing of bolts and/or nuts and/or screws and/or rivets and/or nails and/or gain nails and/or tacks and/or pins and/or cotters and/or studs and/or schackles and/or turnbuckles and/or staples and/or rail track fasteners and/or rope clamps and/or parts and/or components of the aforementioned:

RATE AA

1. Dismantling and/or assembling of replacement parts of burners.....
2. Dismantling and/or assembling of replacement parts of die and/or roller heads.....
3. Dismantling and erecting of single pupose woodscrewmaking machine and attachments, including complete setting-up and change over for new batch runs .....
4. Final and/or patrol inspection of production work using precision measuring instruments (n.e.s.) .....
5. Heat treatment (supervisory work) ....
6. Replacing and/or changing of pin-type brick furnace frame assembly, excluding furnace bricklaying.....
7. Setting of machines and assembling of composite tools and/or dies, including the use of precision measuring instruments .....

} Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE C

8. Setting up and/or adjusting on special-purpose fastener manufacturing machines, including periodic checking and inspection with precision measuring instruments (n.e.s.) .....

} Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

9. Repetition production welding in jigs and/or of parts so formed and/or located as to obviate the need for a jig

} Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE E

10. Operating and/or feeding the following machines: .....
    Nicking and/or slotting and/or profiling machines.....
    Forging and/or trimming and/or punching machines .....
    Upsetting machines .....
    including running compensating adjustments only on the employee's own type of machine, including the use of gauges, under the instruction of a Rate AA to C employee, excluding setting up and/or machine tool setting
11. Repetition operation of or attending machines adapted for semi-automatic operations where the work cycle is power-driven and the end point is controlled by automatically operating stops, so that the manual operations are limited to loading, unloading, setting the machine in motion, stopping and advancing or retracting the tools before and after the power-driven cycle takes over (excluding setting up) (n.e.s.) (excluding any machining during the advancement and/or retraction of the tools) .....

} Rate per hour for work classified at Rate E in Table of Wage Rates.

AFDELING D/8

AFDELING VIR DIE VERVAARDIGING VAN NYWERHEIDSBEVESTIGINGSMIDDELS

Die volgende werksaamhede by die montering en/of vervaardiging van boute en/of moere en/of skroewe en/of klinknaels en/of spykers en/of koppelspykers en/of hegspykers en/of penne en/of dwarspype en/of tapboute en/of harpe en/of spanmoere en/of kramme en/of spoorspykers en/of touklampe en/of onderdele en/of komponente van voornoemde artikels:

LOON AA

1. Uitmekaarhaal en/of monteer van vervangonderdele van branders.....
2. Uitmekaarhaal en/of monteer van vervangonderdele van stempel- en/of rollerkoppe .....
3. Uitmekaarhaal en oprig van eendoelmasjien wat houtskroewe maak en sy hegstukke, met inbegrip van volledige stel en oorskakeling vir die maak van nuwe lotte .....
4. Finale en/of rondte-inspeksie van produksiewerk, met gebruikmaking van presisiemeetinstrumente (n.e.v.) .....
5. Hittebehandeling (toesigwerk).....
6. Vervanging en/of verandering van gemonteerde pentipe oondraamwerk van vuurvaste stene (met gate daarin vir die maak van boute), uitgesonderd oondmesselwerk .....
7. Die stel van masjiene en die montering van saamgestelde gereedskap en/of stempels, met inbegrip van die gebruik van presisiemeetinstrumente.....

} Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON C

8. Opstel en/of regstelwerk aan eendoelmasjiene vir die vervaardiging van bevestigingsmiddels, met inbegrip van periodieke nagaan en inspeksie met presisiemeetinstrumente (n.e.v.) .....

} Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

9. Herhalingsproduksiesweiswerk in setmate en/of van onderdele wat só gevorm en/of geplaas is dat 'n setmaat onnodig is.....

} Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON E

10. Die volgende masjiene bedien en/of voer:
    Inkeep- en/of gleuf- en/of profileermasjiene .....
    Smee- en/of afwerk- en/of ponsmasjiene .....
    Stuikmasjiene; met inbegrip van lopende kompenseerregstellings slegs aan die werknemer se eie soort masjien, met inbegrip van die gebruik van meters onder aanwysing van 'n Loon AA- tot C-werknemer, uitgesonderd die stel daarvan en/of die opstel van masjiengereedskap.
11. Herhalingsbediening of -versorging van masjiene wat aangepas is vir halfoutomatiese werksaamhede waar die werksiklus deur krag aangedryf word en die eindpunt deur outomatiese stuiters beheer word, sodat die handbediening beperk is tot die laai, ontlaai, aan- en afskakel van die masjien, en die gereedskap vorentoe of agtertoe bring voor- en nadat die kragsiklus oorneem (uitgesonderd die opstel daarvan) (n.e.v.)(uitgesonderd enige masjinering terwyl die gereedskap vorentoe en agtertoe gebring word) .....

} Loon per uur vir werk ingedeel onder Loon E in Loontabel.

RATE F

12. Operating and/or feeding the following machines:
    Bolt and/or nut and/or washerfacing machines.....
    Rivet assembling machines.....
    Screwing machines .....
    Combined drawing and cropping machines.....
    Wire drawing machines .....
    including running compensating adjustments only on the employee's own type of machine, including the use of gauges, under the instruction of a Rate AA to C employee, excluding setting up and/or machine toolsetting

13. Operating manual special-purpose power-driven machine (n.e.s.) designed for or permanently adapted for two only operations and three stages in the part production of fasteners where no centralising or trueing of work is required (excluding setting up)

14. Operating woodscrew worming special-purpose machines, including removal and/or replacement of tools and including compensating adjustments where necessitated by the manufacturing process under instruction of a Rate AA to C employee.....

15. Repetition operation of or attending machine(s) designed or permanently adapted for a single-tool operation where it is not necessary to centralised or true the work by hand and where the manual operations are limited to loading the work piece into the chuck or holding device of the machine, starting, operating and/or attending stopping and unloading the machine(s)

16. *Repetition operation of or attending semi-automatic machines where the work cycle is power-driven and the end point is controlled by automatically operated stops (excluding setting up).....
    *"Semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and where the manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting tools before and after the power cycle takes over and stopping and unloading the machine.

17. Repetition production machining of fasteners on capstan lathes where the work piece is held by devises not necessitating any centralising or trueing up but including loading the workpiece between centres. (This operation is limited to a machine not exceeding a 55 mm nominal bore diameter) .....

18. Sharpening of woodscrew and/or nail form cutting tools using a single-purpose jig-located machine .....

Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

19. Manual and/or automatic setting and/or gulleting and/or sharpening of saws

20. Operating and/or feeding the following machines:

Rate per hour for work classified at Rate G in Table of Wage Rates.

LOON F

12. Die volgende masjiene bedien en/of voer:
    Bout- en/of moer- en/of wastervlakbanke.....
    Klinknaelmonteermasjiene.....
    Draadsnymasjiene.....
    Gekombineerde trek- en afsnymasjiene .....
    Draadtrekmasjiene.....
    met inbegrip van lopende kompenseerregstellings slegs aan die werknemer se eie soort masjien, met inbegrip van die gebruik van meters, onder aanwysing van 'n Loon AA- tot C-werknemer, uitgesonderd die stel daarvan of die opstel van masjiengereedskap .....

13. Bediening met die hand van eendoelkragmasjien (n.e.v.) wat ontwerp of permanent aangepas is vir slegs twee werksaamhede en drie stappe in die gedeeltelike produksie van bevestigingsmiddels, waar dit nie nodig is om die werk te sentreer of in lyn te stel nie (uitgesonderd die stel daarvan) .....

14. Houtskroefwurmwerk op eendoelmasjiene, met inbegrip van die verwydering en/of vervanging van gereedskap, en met inbegrip van kompenseerregstellings waar die vervaardigingsproses dit nodig maak, onder aanwysing van 'n Loon AA- tot C-werknemer .....

15. Herhalingsbediening of -versorging van masjiene wat ontwerp of permanent aangepas is vir enkelgereedskapwerk, waar dit nie nodig is om die werk met die hand te sentreer of in lyn te stel nie en waar handbediening beperk is tot die plasing van die werkstuk in die kloukop of kloutoestel van die masjien, die masjien aanskakel, bedien en/of versorg en afskakel en die werkstuk daarvan afneem .....

16. *Herhalingsbediening of -versorging van halfoutomatiese masjiene waar die werksiklus deur krag aangedryf word en die eindpunt deur outomatiese stuiters beheer word (uitgesonderd die stel daarvan) .....
    *„Halfoutomatiese masjien" is 'n masjien waarop dit nie nodig is om die werk met die hand te sentreer of in lyn te stel nie en waar handbediening beperk is tot die plasing van die werkstuk in die kloukop of kloutoestel van die masjien, die masjien aanskakel, die gereedskap vorentoe en agtertoe bring voor- en nadat die kragsiklus oorneem, en die masjien afskakel en die werkstuk daarvan afneem.

17. Herhalingsproduksiemasjinering van bevestigingsmiddels op rewolwerdraaibanke, waar die werkstuk vasgehou word deur toestelle wat dit nie nodig maak om dit te sentreer of in lyn te bring nie, maar met inbegrip van die plasing van die werkstuk tussen die senters. (Hierdie werksaamheid is beperk tot 'n masjien met 'n nominale boordiameter van hoogstens 55 mm) ..

18. Skerpmaak van houtskroef- en/of spykervormsnygereedskap, met gebruikmaking van eendoelmasjien met setmaat.....

Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

19. Sae met die hand en/of outomaties set en/of uithol en/of skerpmaak .....

20. Die volgende masjiene bedien en/of voer:

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

Thread forming machines and/or tapping machines .....
Frazing and/or pointing machines ... including running compensating adjustments only on the employee's own type of machine, including the use of gauges, under the instruction of a Rate AA to C employee, excluding setting up and/or machine toolsetting
21. Operating and/or feeding the following machines, excluding setting up and/or running compensating adjustments:
Bolt and/or nut and/or washerfacing machines.....
Combined drawing and/or cropping machines.....
Forging and/or trimming and/or punching machines .....
Nicking and/or slotting and/or profiling machines.....
Rivet assembling machines.....
Screwing machines .....
Upsetting machines .....
Wire drawing machines .....
22. Operating draw bench under instruction of a Rate A to C employee, viz. loading the rod, passing the rod through the die, gripping the rod, starting, stopping and unloading the machine .....
23. Operating nail and/or tack and/or wire and/or staple making machines, including cutting off by wire cutters and random checking with fixed gauges ....
24. Operating reducer rolling machine to pres-set rolls .....
25. Operating wire-forming and/or serrating machine.....
26. Repetition cutting to stops on reciprocating and/or friction saws and/or band and/or power saws, excluding the setting of stops .....

} Rate per hour for work classified at Rate G in Table of Wage Rates.

Skroefdraadvormmasjiene en/of moerdraadsnymasjiene.....
Warmfrees- en/of spitsmasjiene.....
met inbegrip van lopende kompenseerregstellings slegs aan die werknemer se eie soort masjien, met inbegrip van die gebruik van meters, onder aanwysing van 'n Loon AA- tot C-werknemer, uitgesonderd die stel daarvan en/of masjiengereedskap opstel.
21. Die volgende masjiene bedien en/of voer, uitgesonderd die opstel en/of lopende kompenseerregstellings daarvan:
Bout- en/of moer- en/of wastervlakbanke .....
Gekombineerde trek- en afsnymasjiene .....
Smee- en/of afwerk- en/of ponsmasjiene .....
Inkeep- en/of gleuf- en/of profileermasjiene .....
Klinknaelmonteermasjiene.....
Draadsnymasjiene.....
Stuikmasjiene.....
Draadtrekmasjiene.....
22. 'n Trekbank bedien onder aanwysing van 'n Loon A- tot C-werknemer, naamlik die staaf laai, die staaf deur die snyblik steek, die staaf vasgryp, die masjien aanskakel, afskakel en die werkstuk daarvan afneem .....
23. Bediening van spyker- en/of hegspyker- en/of draad en/of kramvervaardigingsmasjien, met inbegrip van die afsny met draadsnyers en willekeurige nagaan met vaste meters.....
24. Bediening van 'n reduseerwals volgens vooraf gestelde walse .....
25. Bediening van 'n draadvorm- en/of kartelingsmasjien .....
26. Herhalingsafsaag volgens stuiters op wederkerige en/of wrywing- en/of band- en/of kragsae, uitgesonderd die stel van stuiters.....

} Loon per uur vir werk ingedeel onder Loon G in Loontabel.

RATE H

27. Assembly of pre-manufactured components from stock requiring no fitting or adjustment, but including deburring
28. Attending hot dip coating and/or galvanising bath and/or plating by dipping and/or spraying and/or tumbling under supervision of a Rate A to C employee .....
29. Batch sorting and/or patrol checking, including the use of fixed gauges.....
30. Bar and/or pin heating .....
31. Butt welding by machine .....
32. Hand riveting of fastener components
33. Loading and/or unloading heat treatment furnace under supervision of a Rate A to C employee .....
34. Loading and/or unloading and attending centrifuges.....
35. Loading hoppers of automatic machines.....
36. Mass measuring, packing and preparing despatch containers .....
37. Putting nuts on bolts.....
38. Removing and replacing dies and/or tools (excluding setting up) under instruction of a Rate C setter .....
39. Repetition bending and/or forming to jigs and/or dies and/or stops and/or templets.....
40. Repetition cropping and/or cutting off by machine to stops.....

} Rate per hour for work classified at Rate H in Table of Wage Rates.

LOON H

27. Montering van vooraf vervaardigde komponente uit voorraad, wat geen pasmaak of regstelling vereis nie, maar met inbegrip van afbaard.....
28. Bediening van 'n warmdompelbestryk- en/of galvaniseerbad en/of platering deur indompeling en/of bespuiting en/of tuimeling onder toesig van 'n Loon A- tot C-werknemer .....
29. Lotte sorteer en/of periodiek nagaan, met inbegrip van die gebruik van vaste inrigtings.....
30. Stawe en/of penne verhit .....
31. Stuiksweising met 'n masjien .....
32. Komponente van bevestigingsmiddels met die hand vasklink .....
33. 'n Hittebehandelingsoond laai en/of ontlaai onder toesig van 'n Loon A- tot C-werknemer.....
34. Sentrifugeermasjiene laai en/of ontlaai en bedien .....
35. Stortbakke van outomatiese masjiene laai .....
36. Massameet, verpakking en bereiding van houers bedoel vir versending.....
37. Moere aan boute vasskroef .....
38. Verwydering en vervanging van stempels en/of gereedskap (uitgesonderd die opstel daarvan) onder die toesig van 'n Loon C-steller .....
39. Herhalingsbuig en/of -fatsoeneer volgens setmate en/of stempels en/of stuiters en/of patrone.....
40. Herhalingsafknip en/of -afsny met 'n masjien volgens stuiters.....

} Loon per uur vir werk ingedeel onder Loon H in Loontabel.

41. Repetition drilling and/or countersinking to jigs and/or fixtures and/or stops (excluding radial drill) .....
42. Shanksizing by dies and/or dieheads prior to thread rolling .....

} Rate per hour for work classified at Rate H in Table of Wage Rates.

DIVISION D/9

LEAD PRODUCTS MANUFACTURING DIVISION

The following operations in the manufacture of lead products:

RATE C

1. Operating power-driven mill rolling sheet lead from slabs, including the setting of edge trimming rolls, using tape and/or rule only.....

} Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE DD

2. Operating multi-die wire drawing machine, including removal and replacement of self-locating attachments, adjusting pre-determined spool speed control and joining and feeding-through of wire.....

} Rate per hour for work classified at Rate DD in Table of Wage Rates

RATE E

3. Operating trap extrusion press .....

{ Rate per hour for work classified at Rate E in Table of Wage Rates.

RATE F

4. Hand wiping of lead joints in the manufacture of standard lines rotated by machine .....
5. Lead lining of vessels (excluding lead-burning).....
6. Operating pressure die-casting machine .....
7. Repetition fusing, other than by soldering bolt, of components in fixtures in the manufacture of lead products ...
8. Repetition operation of or attending semi-automatic machines where the work cycle is power driven and the end point is controlled by automatically operating stops (excluding setting up).....

   For the purposes of the above, "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools before and after the power cycle takes over (but excluding all other manual machining) and stopping and unloading the machine .....
9. Operating bull block type wire drawing machine, including removal and replacement of attachments under supervision .....

} Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

10. Assembly of pre-manufactured components from stock requiring no fitting or adjustment, but including deburring
11. Cutting of scrap .....
12. Hand and/or power pressing (excluding setting up of dies).....
13. Jig drilling of lead products .....
14. Metal buffing and/or polishing .....
15. Operating extrusion press to pre-set dies (excluding setting up of dies) .....

} Rate per hour for work classified at Rate G in Table of Wage Rates.

41. Herhalingsboor en/of -versink volgens setmate en/of setklemme en/of stuiters, uitgesonderd radiaalboor .....
42. Skagvorming met stempels en/of draadsnykoppe voor skroefdraadrolwerk ....

} Loon per uur vir wer ingedeel onder Loo H in Loontabel.

AFDELING D/9

AFDELING VIR DIE VERVAARDIGING VAN LOODPRODUKTE

Die volgende werksaamhede by die vervaardiging van loodprodukte

LOON C

1. Bediening van kragwalsery wat bladlood van platblokke uitwals, met inbegrip van die stel van kantafwerkwalse, met gebruikmaking van slegs 'n meetband en/of liniaal .....

} Loon per uur vir wer ingedeel onder Loo C in Loontabel.

LOON DD

2. Bediening van 'n meerstempeldraadtrekmasjien, met inbegrip van die verwydering en vervanging van selfstandhegstukke, die regstelling van vooraf bepaalde spoelspoedbeheer en die verbinding en deurvoer van draad

} Loon per uur vir wer ingedeel onder Loo DD in Loontabel.

LOON E

3. Bediening van valuitdrukpers .....

{ Loon per uur vir wer ingedeel onder Loo E in Loontabel.

LOON F

4. Loodlasse met die hand afvee by die vervaardiging van standaardreekse wat deur 'n masjien gedraai word.....
5. Houers met lood uitvoer (uitgesonderd loodlaswerk) .....
6. Bediening van 'n drukvormgietmasjien
7. Herhalingsmelt, uitgesonderd met soldeerbout, van komponente in setklemme by die vervaardiging van loodprodukte.....
8. Herhalingsbediening of -versorging van halfoutomatiese masjiene waar die werksiklus deur krag aangedryf en die eindpunt deur outomatiese stuiters beheer word (uitgesonderd die stel daarvan) .....

   Vir die toepassing van bogenoemde is 'n „halfoutomatiese masjien" 'n masjien waarop dit nie nodig is om die werk met die hand te sentreer of in lyn te bring nie en waar handbediening beperk is tot die plasing van die werkstuk in die kloukop of kloutoestel van die masjien, die masjien aanskakel, die gereedskap vorentoe òf agtertoe bring voordat en nadat die kragsiklus oorneem, (maar uitgesonderd alle ander handmasjinering), die masjien afskakel en die werkstuk daarvan afneem .....
9. Bediening van 'n groftrekblok-tipe draadtrekmasjien, met inbegrip van die verwydering en vervanging van hegstukke onder toesig.....

} Loon per uur vir wer ingedeel onder Loo F in Loontabel.

LOON G

10. Montering van vooraf vervaardigde komponente uit voorraad, wat geen pasmaak of regstelling vereis nie, maar met inbegrip van afbaard.....
11. Afval stukkend sny.....
12. Hand- en/of kragperswerk, (uitgesonderd die opstel van stempels).....
13. Setmaatboorwerk van loodprodukte...
14. Metaal poets en/of poleer .....
15. Bediening van uitdrukpers met gestelde stempels (uitgesonderd die opstel van stempels) .....

} Loon per uur vir wer ingedeel onder Loo G in Loontabel.

16. Permanent mould casting, wherein sand is entirely excluded.....
17. Rectification of surface defects with lead filling, using gas torch.....
18. Repetition lead soldering by soldering bolt and/or assembling components in the manufacture of lead products.....
19. Trimming and/or cutting to stops and/or fixtures (excluding setting of stops) by power saws and/or hand shears .....

} Rate per hour for work classified at Rate G in Table of Wage Rates.

DIVISION D/10

MANUFACTURE OF CARBON PRODUCTS DIVISION

The following operations in the manufacture of carbon products:

RATE DDD

1. Carbon grinding by machine to stops, including adjustments to compensate for wear and including the use of fixed gauges .....

} Rate per hour for work classified at Rate DDD in Table of Wage Rates.

RATE E

2. Repetition operating milling machine on carbon products to stops and/or fixtures .....
3. Repetition carbon cutting by bandsaw and/or power saw and/or abrasive disc, using rule and/or tape and/or fixed gauges .....

} Rate per hour for work classified at Rate E in Table of Wage Rates.

RATE F

4. Repetition drilling and/or countersinking to jigs and/or fixtures and/or stops, including compensating adjustments for wear on drills.....
5. Repetition production machining of carbon products on capstan lathes to stops where the work piece is held by devices not necessitating any centralising or trueing, excluding setting up. (This operation is limited to a machine not exceeding a 52 mm bore diameter)

} Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

6. Production broaching of carbon products on hand and/or automatic machines, where manual operations are limited to setting the machine in motion, stopping, loading and unloading the machine (excluding setting up)
7. Repetition batch checking and/or inspecting, using fixed gauges.....
8. Repetition operation of or attending machines designed for or permanently adapted for a single-tool operation where it is not necessary to centralise or true the work by hand and where manual operations are limited to loading the work piece into the chuck or holding device of the machine, starting, operating and/or attending, stopping and unloading the machine (excluding setting setting up) .....
9. Shaping of carbon on special-purpose tool.....

} Rate per hour for work classified at Rate G in Table of Wage Rates.

16. Die giet van vaste vorms, waar sand geheel en al uitgesluit is.....
17. Verbetering van oppervlakdefekte met loodvulling, met gebruikmaking van 'n gassweispyp .....
18. Herhalingsloodsoldeerwerk met soldeerbout en/of montering van komponente by die vervaardiging van loodprodukte.....
19. Met kragsae en/of handskêr afwerk en/of afsny volgens stuiters en/of setklemme (uitgesonderd die stel van stuiters) .....

} Loon per uur vir werk ingedeel onder Loon G in Loontabel.

AFDELING D/10

AFDELING VIR DIE VERVAARDIGING VAN KOOLSTOFPRODUKTE

Die volgende werksaamhede by die vervaardiging van koolstofprodukte:

LOON DDD

1. Koolstof met 'n masjien slyp volgens stuiters, met inbegrip van regstellings wat moet kompenseer vir slytasie en met inbegrip van die gebruik van vaste meters .....

} Loon per uur vir werk ingedeel onder Loon DDD in Loontabel.

LOON E

2. Herhalingsbediening van freesmasjiene by koolstofprodukte volgens stuiters en/of setklemme .....
3. Herhalingsny van koolstof met bandsaag en/of kragsaag en/of skuurskyf, met gebruikmaking van liniaal en/of meetband en/of vaste meters .....

} Loon per uur vir werk ingedeel onder Loon E in Loontabel.

LOON F

4. Herhalingsboor en/of -versink volgens setmate en/of setklemme en/of stuiters, met inbegrip van kompenserende regstellings vir slytasie van bore .....
5. Herhalingsproduksiemasjinering van koolstofprodukte op rewolwerdraaibanke volgens stuiters waar die werkstuk vasgehou word deur toestelle wat dit nie nodig maak om die werkstuk te sentreer of in lyn te bring nie, uitgesonderd die opstel daarvan. (Hierdie werksaamheid is beperk tot 'n masjien waarvan die nominale binnediameter hoogstens 52 mm is) .....

} Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

6. Produksieprofielruimwerk van koolstofprodukte op hand- en/of outomatiese masjiene, waar handbediening beperk is tot die aan die gang sit, afskakel, laai en ontlaai van die masjien (uitgesonderd die opstel daarvan) .....
7. Herhalingsnagaan en/of -inspeksie van lotte, met gebruikmaking van vaste meters .....
8. Herhalingsbediening of -versorging van masjiene wat ontwerp of permanent aangepas is vir 'n enkelgereedskapwerksaamheid, waar dit nie nodig is om die werk met die hand te sentreer of in lyn te bring nie en waar handbediening beperk is tot die plasing van die werkstuk in die kloukop of kloutoestel van die masjien, die masjien aan die gang sit, bedien en/of versorg, die masjien afskakel en die werkstuk daarvan afneem (uitgesonderd die opstel daarvan) .....
9. Koolstof vorm op eendoelgereedskapstukke .....

} Loon per uur vir werk ingedeel onder Loon G in Loontabel.

Miscellaneous operations

RATE G

10. Spinning of rivets	Rate per hour for work classified at Rate G in Table of Wage Rate.
11. Tamping by hand and/or machine	
12. Winding brush pressure springs by hand on a manual machine to length gauges	
13. Winding of insulation spirals by hand on a manual machine to length gauges	

RATE H

14. Assembly of pre-manufactured components from stock requiring no fitting or adjustment, but including deburring	Rate per hour for work classified at Rate H in Table of Wage Rates.
15. Cutting and/or cropping flexible connections by manual guillotine, including use of length gauges	
16. Dressing and/or deburring by hand and/or by grinding and/or by portable power tool	
17. Fixing flexible insulation and/or springs and/or terminal ends and/or connectors	
18. Metal coating of brushes	
19. Packing of manufactured products for sale and despatch	
20. Sweating of terminals by dipping	
21. Trade symbol and grade marking	

DIVISION D/11

ELECTRICAL ELEMENT MANUFACTURE DIVISION

The following operations in the manufacture of electrical elements:

RATE C

1. Setting tube swaging and/or rolling machines	Rate per hour for work classified at Rate C in Table of Wage Rates.
2. Setting up of presses for elements	

RATE DDD

3. Routine electrical continuity testing up to 380 volts and 50 amps	Rate per hour for work classified at Rate DDD in Table of Wage Rates.
4. Soldering and/or sweating by hand (n.e.s.)	

RATE F

5. Repetition drilling to dimples	Rate per hour for work classified at Rate F in Table of Wage Rates.
6. Repetition production machining on capstan lathes of bar not exceeding 52 mm nominal bore diameter where the work is held by devices not necessitating any centralising or trueing, including the replacing and/or repositioning of throwaway tips only on throwaway tipped tooling, excluding machine tool setting up and/or toolsetting and/or adjunsting	
7. Repetition voltage, insulation and/or Ohm and/or wattage testing to pre-set values	
8. Hard soldering by pre-set or non-adjustable hand torch	

RATE G

9. Assembling and/or wiring resistance onto or into insulated bases	Rate per hour for work classified at Rate G in Table of Wage Rates.
10. Fly and/or treadle and/or manual pressing and/or notching and/or power pressing where the work is operated upon with pre-set dies other than setting of the dies	

Diverse werksaamhede

LOON G

10. Klinknaelsuitspin	Loon per uur vir werk ingedeel onder Loon G in Loontabel.
11. Met die hand en/of 'n masjien instamp	
12. Met die hand borseldrukvere op 'n handmasjien volgens lengtemeters wikkel	
13. Met die hand isoleerspirale op 'n handmasjien volgens lengtemeters wikkel	

LOON H

14. Montering van vooraf vervaardigde komponente uit voorraad wat geen pasmaak of regstelling vereis nie, maar met inbegrip van afbaard	Loon per uur vir werk ingedeel onder Loon H in Loontabel.
15. Buigsame verbindingsmateriaal met handguillotine afsny en/of afknip, met inbegrip van die gebruik van lengtemeters	
16. Met die hand en/of deur te slyp en/of deur draagbare kraggereedskap afwerk en/of afbaard	
17. Buigsame isoleermateriaal en/of vere en/of eindpunte en/of verbinders vassit	
18. Borsels met metaal bedek	
19. Verpakking van vervaardigde produkte vir verkoop en versending	
20. Aansweet van eindpunte deur in te doop	
21. Handelsimbole en -grade merk	

AFDELING D/11

AFDELING VIR DIE VERVAARDIGING VAN ELEKTRIESE ELEMENTE

Ondergenoemde werksaamhede by die vervaardiging van elektriese elemente:

LOON C

1. Pypsaalsmee- en/of -walsmasjiene stel	Loon per uur vir werk ingedeel onder Loon C in Loontabel.
2. Perse vir elemente opstel	

LOON DDD

3. Elektriese ononderbroke roetinetoetsing tot en met 380 V en 50 A	Loon per uur vir werk ingedeel onder Loon DDD in Loontabel.
4. Met die hand soldeer en/of aansweet (n.e.v.)	

LOON F

5. Herhalingsboorwerk volgens boormerke	Loon per uur vir werk ingedeel onder Loon F in Loontabel.
6. Herhalingsproduksiemasjinering op rewolwerdraaibanke van stawe met 'n nominale binnediameter van hoogstens 52 mm, waar die werkstuk vasgehou word deur toestelle waar dit nie nodig is om dit te sentreer of in lyn te bring nie, met inbegrip van die vervanging en/of herplasing van slegs weggooipunte aan weggooipuntbeitels, uitgesonderd die opstel van masjiengereedskap en/of gereedskap stel en/of regstel	
7. Herhalingstoets van spanning, isolering en/of ohm- en/of wattsterkte volgens vooraf bepaalde waardes	
8. Hardsoldering met vooraf gestelde of nie-verstelbare handgasvlam	

LOON G

9. Weerstande op of in geïsoleerde voetstukke monteer en/of bedraad	Loon per uur vir werk ingedeel onder Loon G in Loontabel.
10. Skroef- en/of trap- en/of handperswerk en/of inkeping en/of kragperswerk, waar daar aan die werk gewerk word met vooraf gestelde stempels, uitgesonderd die stel van die stempels	

11. Repetition drilling and/or countersinking to jigs and/or fixtures and/or stops .....
12. Repetition gas welding and/or brazing and/or soldering by machine to pre-set settings, including use of filler rods (loading, starting and unloading the machine and visual weld examination)
13. Setting of safety devices to predetermined limits .....
14. Soft soldering .....
15. Winding resistances direct onto predesigned spaced ceramic and/or porcelain and/or mandrel .....

Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE H

16. Assembling of pre-manufactured components from stock requiring no fitting or adjustment but including deburring
17. Filling and/or topping of insulating material into and/or onto pre-formed housing by gauge .....
18. Metal buffing and/or polishing and/or dressing by hand and/or grinding and/or by portable power tool .....
19. Mixing of ceramic constituents to gauge under instruction of a Rate A to D employee .....
20. Repetition cutting and/or cropping and/or shearing to stops and/or length gauges, excluding setting up .....
21. Repetition machine swaging and/or rolling of tubes, using dies and/or rolls (other than by power hammer) .....
22. Repetition operation of and/or attending machines designed or permanently adapted for one only operation where it is not necessary to centralise or true the work by hand and where manual operations are limited to loading the work piece into the chuck or holding device of the machine, operating, stopping and unloading the machine (excluding machine tool setting up and/or toolsetting and/or adjusting)....
23. Repetition threading and/or tapping by machine .....
24. Stamping and/or affixing identification plates and labels .....
25. Straightening and/or cleaning of tubes

Rate per hour for work classified at Rate H in Table of Wage Rates.

RATE I

26. Loading and/or attending heat treatment furnace .....
27. Packing .....

Rate per hour for work classified in Rate I in Table of Wage Rates.

DIVISION D/12

WINDOWS AND/OR DOORS AND/OR FLYSCREENS AND/OR LOUVRES AND/OR BURGLAR BARS MANUFACTURING DIVISION

Scope.—The word "doors" in the above heading is restricted to doors made from standard rolled and/or roll-formed metal sections and/or extruded sections.

The Division is also intended to cover window walling and/or curtain walling made mainly of rolled and/or roll-formed metal or extruded sections.

RATE AA

1. Inspecting and/or supervising (n.e.s.)
2. Setting out and/or marking off (n.e.s.)

Rate per hour for work classified at Rate AA in Table of Wage Rates.

11. Herhalingsboor en/of -versink volgens setmate en/of setklemme en/of stuiters
12. Herhalingsgassweis en/of -sweissoldeer en/of -soldeer met 'n masjien volgens vooraf gestelde stellings, met inbegrip van die gebruik van sweisstawe (laai, aan die gang sit en ontlaai van die masjien en visuele ondersoek van sweislasse) .....
13. Veiligheidstoestelle volgens vooraf bepaalde grense stel .....
14. Sagsoldeerwerk .....
15. Weerstande regstreeks op vooraf ontwerpte gespasieerde keramiek en/of porselein en/of drewel wikkel .....

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON H

16. Montering van vooraf vervaardigde komponente uit voorraad wat geen pasmaak of regstellings vereis nie, maar met inbegrip van afbaard.....
17. Vooraf gevormde omhulsels volgens maat met isoleermateriaal opvul en/of vol maak .....
18. Metaal met die hand en/of deur te slyp en/of met draagbare kraggereedskap poets en/of poleer en/of afwerk .....
19. Keramiekbestanddele volgens maat meng volgens aanwysing van 'n werknemer Loon A tot D .....
20. Herhalingsafsny en/of -afknip en/of -afskuif volgens stuiters en/of lengtemeters, uitgesonderd opstel.....
21. Herhalingsmasjiensaalsmee en/of -wals van buise, met gebruikmaking van stempels en/of rollers (uitgesonderd met kraghamer) .....
22. Herhalingsbediening en/of -versorging van masjiene wat ontwerp of permanent aangepas is vir slegs een werksaamheid, waar dit nie nodig is om die werk met die hand te sentreer of in lyn te bring nie en waar handbediening beperk is tot die plasing van die werkstuk in die kloukop of kloutoestel van die masjien, die masjien bedien, afskakel en die werkstuk daarvan afneem (uitgesonderd masjiengereedskap opstel en/of gereedskap stel en/of regstel). .....
23. Herhalingskroefdraad- en/of moerdraadsny met 'n masjien .....
24. Identifikasieplate en -etikette stempel en/of vassit .....
25. Buise reguit en/of skoonmaak .....

Loon per uur vir werk ingedeel onder Loon H in Loontabel.

LOON I

26. Hittebehandelingsoond laai en/of versorg.....
27. Verpakking.....

Loon per uur vir werk ingedeel onder Loon I in Loontabel.

AFDELING D/12

AFDELING VIR DIE VERVAARDIGING VAN VENSTERS EN/OF DEURE EN/OF VLIEËSKERMS EN/OF HORTJIES EN/OF DIEWETRALIES

Bestek.—In bostaande opskrif is die woord „deure" beperk tot deure gemaak van profiele van standaard-gewalste en/of walsgevormde metaal en/of uitgedrukte profiele.

Dié Afdeling is ook bedoel om venstermuurwerk en/of gordynmuurwerk in te sluit wat hoofsaaklik van gewalste en/of walsgevormde metaal of uitgedrukte profiele gemaak is.

LOON AA

1. Inspeksie en/of toesigwerk (n.e.v.) ....
2. Uitlê en/of afmerk (n.e.v.).....

Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

RATE B

3. Assembling universal windows and assembling doors.....
4. Final straightening and/or adjusting by use of hammer and/or dolly and/or wrench bar .....
5. Repairing and/or altering and/or adjusting and/or erecting on site or built in (n.e.s.) .....

Rate per hour for work classified at Rate B in Table of Wage Rates.

RATE C

6. Arc welding (n.e.s.).....
7. Operating router.....

Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

8. Assembling (n.e.s.) .....
9. Assembling finished component parts into complete flyscreens including inserting gauze by hand.....
10. Coupling completed windows and/or bays (n.e.s.), including setting out and/or marking off when necessary ....
11. Drilling and/or countersinking (n.e.s.)
12. Erection of burglar proofing in the field or on site .....
13. Fitting of glazing beads and all operations incidental thereto, including marking for mitreing and pop marking prior to drilling.....
14. Marking off material to given lengths for cutting-off purposes, using only length gauges and/or rule and/or tape measure and marking material .....
15. Operating automatic and/or semi-automatic welding machine (n.e.s.)....
16. Operating cold and/or power saw including marking off with tape and/or rule only and including setting of stops
17. Operating power driven press-brake (excluding setting).....
18. Press operating (n.e.s.), including the affixing and/or removal of dies where there is positive location (excluding setting) .....
19. Recessing for cup pivots by hand.....
20. Removing and/or inserting of glazing bars in completed windows, including riveting by hand.....
21. Setting and/or adjusting of margins of vents and/or sashes of cottage windows and/or cliscoe surrounds prior to arc welding .....
22. Squaring frames and/or vents and/or sashes before positioning .....

Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE E

23. Inserting pre-cut glazing beads, including pop marking and drilling.....
24. Metal spraying for decorative and/or protective purposes under effective supervision .....
25. Recessing for cup pivots by machine ..

Rate per hour for work classified at Rate E in Table of Wage Rates.

RATE F

26. Operating automatic and/or semi-automatic welding machines (n.e.s.); welding of standard metal window and/or sash sections only.....

Rate per hour for work classified at Table F in Table of Wage Rates.

RATE G

27. Affixing burglar bars by hand, including pop marking using component as a templet, and/or positioning and/or drilling under effective supervision, excluding arc welding.....

Rate per hour for work classified at Rate G in Table of Wage Rates.

LOON B

3. Universele vensters monteer en deure monteer .....
4. Finale reguitmaak en/of regstel deur gebruik te maak van hamer en/of kloplees en/of sleutelstaaf .....
5. Herstel en/of verander en/of regstel en/of oprig op perseel of inbou (n.e.v.) .....

Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON C

6. Boogsweising (n.e.v.) .....
7. Bediening van verdieper.....

Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

8. Montering (n.e.v.) .....
9. Volledige vlieëskerms uit voltooide komponente monteer, met inbegrip van insteek van gaas met die hand .....
10. Voltooide vensters en/of erkers koppel (n.e.v.), met inbegrip van uitlê en/of afmerk wanneer nodig.....
11. Boor en/of versink (n.e.v.).....
12. Diefwering in die veld of op perseel oprig .....
13. Aansit van ruitkraallyste en alle werksaamhede in verband daarmee, met inbegrip van afmerk vir verstekwerk en kornaelmerke aanbring voordat daar geboor word.....
14. Materiaal afmerk volgens bepaalde lengtes vir doeleindes van afsny, slegs met gebruikmaking van lengtemeters en/of liniaal en/of meetband en afmerk materiaal.....
15. Bediening van outomatiese en/of half-outomatiese sweismasjien (n.e.v.) .....
16. Bediening van 'n koud- en/of kragsaag, met inbegrip van die afmerk slegs met meetband en/of liniaal en met inbegrip van die stel van stuiters
17. Bediening van kragpersrem (uitgesonderd stel).....
18. Bediening van 'n pers (n.e.v.), met inbegrip van die aanbring en/of verwydering van stempels waar daar positiewe plasing is (uitgesonderd opstel)
19. Met die hand uithol vir dopspille .....
20. Verwydering en/of insit van ruitbalkies in voltooide vensters, met inbegrip van klinkwerk met die hand .....
21. Stel en/of regstel van rande van ontlugters en/of rame van woonhuisvensters en/of ,,cliscoe"-sieromranding voor boogsweising.....
22. Rame en/of ontlugters en/of vensterrame haaks maak voordat dit ingesit word .....

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON E

23. Vooraf gesnyde ruitkraallyste insit, met inbegrip van kornaelmerke aanbring en boor .....
24. Metaal spuit vir versierings en beskermingsdoeleindes onder behoorlike toesig .....
25. Met masjien uithol vir dopspille .....

Loon per uur vir werk ingedeel onder Loon E in Loontabel.

LOON F

26. Bediening van outomatiese en/of half-outomatiese sweismasjiene (n.e.v.); sweis van slegs standaardmetaalvenster- en/of vensterraamprofiele.....

Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

27. Met die hand diewetralies aansit, met inbegrip van die aanbring van kornaelmerke, met gebruikmaking van komponent as 'n patroon en/of plasing en/of boor onder behoorlike toesig, uitgesonderd boogsweiswerk.....

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

28. Affixing and/or positioning of ventilators into industrial windows and/or windows into surrounds and/or screwing and/or riveting, including clamping and/or positioning under effective supervision, excluding arc welding.....
29. Coupling of standard windows previously prepared .....
30. Cutting gauze by hand to templets and/or frames.....
31. Inserting gauze by press.....
32. Inserting glass into frame bar by machine .....
33. Joining corners of aluminium windows and/or doors where no adjustment is required.....
34. Manually operating machines, other than power-driven, designed for or permanently adapted for one only operation where the operator is not called upon to centralise or true the work by hand .....
35. Operating power-driven press-brake to jigs and/or length gauges and/or stops and/or templets for the sole purpose of gang-punching and when the stroke of the press is uncontrolled (excluding setting up).....
36. Operating tenon riveting machine.....
37. Positioning and puttying of kicking plates to cottage windows .....
38. Recessing for cup pivots by automatic machine where manual operations are limited to loading, setting the machine in motion, stopping and unloading the machine (excluding setting up).....
39. Repetition drilling and/or countersinking to jigs and/or fixtures and/or stops on pedestal drill only.....
40. Repetition hand drilling under effective supervision.....
41. Roll forming of metal sections .....
42. Screwing on and/or riveting and/or clipping of assembled louvre stiles into metal frames.....
43. Springing in only, under effective supervision, of glazing bars and/or meeting rails, excluding fitting and/or adjusting and excluding universal windows. .....

Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE H

44. Attaching fittings to windows already prepared and/or removing and/or replacing fittings on sites or built in, under effective supervision, but excluding remote control gearing.....
45. Cutting gauze to jigs and/or stops by machine .....
46. Hot dip coating and/or galvanising under effective supervision.....
47. Repetition cutting through of faulty mitre joints after welding.....

Rate per hour for work classified at Rate H in Table of Wage Rates.

RATE I

48. Bending of wires and/or forming same to jigs and/or stops and/or fixtures in fly screen manufacture .....
49. Inserting weather strips .....
50. Labelling.....
51. Lifting and placing of stops into position where positive location is provided (excluding setting).....
52. Pinning up and/or crimping of hinge pins to cottage and industrial windows under effective supervision, excluding lining up of hinge leaves .....
53. Puttying and/or wood and/or other filling of frames and/or surrounds previously prepared .....
54. Removing rust and/or scale by wire wheels and/or abrasives and/or sand and/or shot blasting .....

Rate per hour for work classified at Rate I in Table of Wage Rates.

28. Aansit en/of in posisie plaas van ventilators in nywerheidsvensters en/of vensters in sieromranding en/of vasskroef en/of vasklink, met inbegrip van vasklamp en/of in posisie plaas, onder behoorlike toesig, uitgesonderd boogsweiswerk.....
29. Vooraf bereide standaardvensters koppel .....
30. Gaas met die hand volgens patrone en/of rame sny.....
31. Gaas met 'n pers insit.....
32. Glas met 'n masjien in raambalk plaas
33. Hoeke van aluminiumvensters en/of -deure verbind waar geen regstelling nodig is nie .....
34. Masjiene met die hand bedien, uitgesonderd kragmasjiene, wat ontwerp of permanent aangepas is vir slegs een werksaamheid, waar daar nie van die bediener vereis word om die werk met die hand te sentreer of in lyn te bring nie .....
35. Bediening van kragpersrem volgens setmate en/of lengtemeters en/of stuiters en/of patrone vir die uitsluitlike doel van massapons en waar die slag van die pers nie beheer word nie (uitgesonderd die opstel daarvan).....
36. Bediening van tapklinkmasjien .....
37. Skopplate vir woonhuisvensters in posisie plaas en stopverf .....
38. Met outomatiese masjien uithol vir dopspille waar handbediening beperk is tot die laai, aanskakel, afskakel en ontlaai van die masjien (uitgesonderd die opstel daarvan).....
39. Herhalingsboor en/of -versink volgens setmate en/of setklemme en/of stuiters, slegs op voetstukboor.....
40. Herhalingsboor met die hand onder behoorlike toesig .....
41. Walsvorming van metaalprofiele.....
42. Gemonteerde hortjiestyle in metaalrame vasskroef en/of vasklink en/of vasklem .....
43. Ruitbalkies en/of keerrelings onder behoorlike toesig slegs laat inglip, uitgesonderd pas en/of regstel en uitgesonderd universele vensters.....

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON H

44. Toebehore aan bereide vensters aansit en/of toebehore verwyder en/of vervang op perseel of inbou, onder behoorlike toesig, maar uitgesonderd afstandsratwerk .....
45. Gaas volgens setmate en/of stuiters met masjien sny.....
46. Warmdompelbedekking en/of galvanisering onder behoorlike toesig .....
47. Herhalingsdeursny van defekte verstekvoeë na sweiswerk .....

Loon per uur vir werk ingedeel onder Loon H in Loontabel.

LOON I

48. Draad buig en/of fatsoeneer volgens setmate en/of stuiters en/of setklemme by die vervaardiging van vlieëskerms
49. Weerstroke insit .....
50. Etikettering .....
51. Stuiters optel en weer in posisie plaas waar positiewe plasing verskaf word (uitgesonderd stel) .....
52. Insit en/of krimp van skarnierpenne aan woonhuis- en nywerheidsvensters onder doeltreffende toesig, maar nie skarnierblaaie in lyn bring nie.....
53. Voltooide rame en/of sieromrandings met stopverf en/of hout en/of ander vulsel bewerk .....
54. Roes en/of skaal met draadwiele en/of skuurmiddels en/of sand- en/of haelstraling verwyder .....

Loon per uur vir werk ingedeel onder Loon I in Loontabel.

55. Screwing on of burglar bars and/or weather bars
56. Sorting of scrap material
57. Stretching and/or rough straightening of bars by hand and/or by machine
58. Threading and/or closing of fenestra joints, excluding universal windows

Rate per hour for work classified at Rate I in Table of Wage Rates.

Probationary periods and rates of pay therefor

RATE B

Newcomers:	*Cents per hour*
First two months	176
Second two months	Rate D.
Third two months	Rate C.
Thereafter	Rate B.
Employees promoted from Rate C:	
First two months	Rate C.
Thereafter	Rate B.
Employees promoted from Rate D:	
First two months	Rate D.
Second two months	Rate C.
Thereafter	Rate B.

RATE C

Newcomers:	
First two months	176
Second two months	Rate D.
Thereafter	Rate C.
Employees promoted from Rate D:	
First two months	Rate D.
Thereafter	Rate C.

RATE D

Newcomers:	
First two months	176
Thereafter	Rate D.

Provided that—

(i) probationary periods and rates of pay as set out above shall apply on condition that where an employee has had not less than two years' continuous service with the same employer he shall not be required to serve any probationary period of more than three months;

(ii) any employee employed at and qualified for a stated rate shall suffer no reduction in the rate he is receiving on promotion as a probationer when the rate indicated in the foregoing table for the new occupation is lower than the rate he is receiving at the time.

DIVISION D/13

NEON SIGNS AND/OR HOT AND/OR COLD CATHODE FLUORESCENT LIGHTING MANUFACTURING AND ASSEMBLING DIVISION

The following operations in the assembling and/or manufacturing of neon signs and/or hot and/or cold cathode fluorescent lighting and/or fittings and/or components and/or hot and/or cold cathode fluorescent signs:

RATE A

1. Assembling and/or wiring of signs (n.e.s.)

Rate per hour for work classified at Rate A in Table of Wage Rates.

RATE AA

2. Bending glass tubes
3. Layout work
Learnership in respect of the above AA operations:
First eight months of experience—Rate D
Second eight months of experience—Rate C
Third eight months of experience—Rate B
Thereafter—Rate AA

Rate per hour for work classified at Rate AA in Table of Wage Rates.

55. Diewetralies en/of waterkeerders aanskroef
56. Afvalmateriaal sorteer
57. Stawe met die hand en/of 'n masjien uitrek en/of ru-reguitmaak
58. Buitevenstervoeë, uitgesonderd universele vensters, van skroefdraad voorsien en/of sluit

Loon per uur vir werk ingedeel onder Loon I in Loontabel.

Proeftydperke en loontariewe daarvoor

LOON B

Nuwelinge:	*Sent per uur*
Eerste twee maande	176
Tweede twee maande	Loon D.
Derde twee maande	Loon C.
Daarna	Loon B.
Werknemers bevorder van Loon C:	
Eerste twee maande	Loon C.
Daarna	Loon B.
Werknemers bevorder van Loon D:	
Eerste twee maande	Loon D.
Tweede twee maande	Loon C.
Daarna	Loon B.

LOON C

Nuwelinge:	
Eerste twee maande	176
Tweede twee maande	Loon D.
Daarna	Loon C.
Werknemers bevorder van Loon D:	
Eerste twee maande	Loon D.
Daarna	Loon C.

LOON D

Nuwelinge:	
Eerste twee maande	176
Daarna	Loon D.

Met dien verstande dat—

(i) proeftydperke en lone soos hierbo uiteengesit van toepassing i op voorwaarde dat waar 'n werknemer minstens twee jaa ononderbroke by dieselfde werkgewer in diens was, dit nie vi hom nodig is om enige proeftydperk van meer as drie maande t dien nie;

(ii) die loon wat enige werknemer in diens teen en gekwalifiseer vi 'n gestelde loon, ontvang by bevordering as 'n proefwerker ni verminder mag word nie wanneer die loon wat in dié voora gaande tabel vir die nuwe beroep aangedui word minder is as di loon wat hy op daardie tydstip ontvang.

AFDELING D/13

AFDELING VIR DIE VERVAARDIGING EN MONTERING VAN NEONREKLAMEBORDE EN/OF WARM- EN/OF KOUEKATODEFLUORESSEERVERLIGTING

Die volgende werksaamhede by die montering en/of vervaardigin van neonreklameborde en/of warm- en/of kouekatodefluoresseerverlig ting en/of toebehore en/of komponente en/of warm- en/of kouekatc defluoresseerreklameborde:

LOON A

1. Montering en/of bedrading van reklameborde (n.e.v.)

Loon per uur vir wer ingedeel onder Loo A in Loontabel.

LOON AA

2. Glasbuise buig
3. Rangskikking
Leerlingtydperk ten opsigte van bostaande AA-werksaamhede:
Eerste agt maande ondervinding—Loon D
Tweede agt maande ondervinding—Loon C
Derde agt maande ondervinding—Loon B
Daarna—Loon AA

Loon per uur vir wer ingedeel onder Loo AA in Loontabel.

RATE C

4. Operating power-driven press-brake, including setting (n.e.s.)
5. Roller bending and/or forming, other than repetition roller bending and/or forming
6. Setting of dies and/or fixtures and/or jigs and/or stops and/or trips on production machines, excluding rotary and/or reciprocating machines but including drilling machines
7. Setting of trips and/or stops on coil forming machines for ballasts and/or chokes and/or sodium transformers

Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

8. Assembling (n.e.s.)
9. Bending of metal tubes and/or sections in manually operated machine to sketch
10. Marking off material to given lengths for cutting-off purposes, using only length gauges and/or rule and/or tape measure and marking material
11. Welding in fixtures and/or of parts so formed and/or located as to obviate the need for a fixture

Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE DD

12. Bending of glass tubes to jigs and/or moulds
13. Sign face masking
14. Tracing in the layout department

Rate per hour for work classified at Rate DD in Table of Wage Rates.

RATE DDD

15. Routine electrical testing up to 380 volts and 50 amps

Rate per hour for work classified at Rate DDD in Table of Wage Rates.

RATE G

16. All operations in the making of cable forms for light fittings and/or signs from prepared running out lists and/or templets
17. Assembling and/or soldering of premanufactured components into lighting units and/or signs (n.e.s.)
18. Assembling and/or soldering of premanufactured components requiring no fitting or adjustment but including deburring (n.e.s.)
19. Bending and/or forming by machine to dies and/or jigs and/or length gauges and/or marks and/or stops, excluding press-brake
20. Broaching, by press, using fixed broaches, of ballasts and/or chokes and/or sodium transformer cores
21. Circular cutting and/or flanging and/or slitting by machine
22. Connecting preformed and/or sealed and/or prepared wires to predetermined points and/or connections (n.e.s.)
23. Cutting and/or cropping and/or shearing to marks and/or stops and/or jigs and/or length gauges
24. Cutting glass tubes to length
25. Cutting up insulating material to stops
26. Evacuating and/or filling glass tubes
27. Feeding and/or attending automatic sealing and/or capping machine
28. Finding and preparing of ballast coil ends
29. Fly and/or treadle and/or manual pressing and/or notching and/or power pressing where the work is operated upon with pre-set dies and/or to stops (excluding setting up)
30. Fusing by hand of electrodes to glass tubes (n.e.s.)

Rate per hour for work classified at Rate G in Table of Wage Rates.

LOON C

4. Bediening van kragpersrem, met inbegrip van stel (n.e.v.)
5. Walsbuigwerk en/of -vorm, uitgesonderd herhalingswalsbuigwerk en/of vorm
6. Stel van stempels en/of setklemme en/of setmate en/of stuiters en/of meganismes aan produksiemasjiene, uitgesonderd draai- en/of wederkerige masjiene, maar met inbegrip van boormasjiene
7. Stel van meganismes en/of stuiters aan spoelvormmasjiene vir ballaste en/of smoorspoele en/of natruimtransformators

Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

8. Montering (n.e.v.)
9. Metaal buise en/of -profiele volgens skets in handmasjien buig
10. Materiaal vir doeleindes van afsny volgens bepaalde lengtes afmerk, met gebruikmaking van slegs lengtemeters en/of liniaal en/of meetband en afmerkmateriaal
11. In setklemme sweis en/of dele sweis wat so gevorm en/of geplaas is dat die gebruik van 'n setklem nie nodig is nie.

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON DD

12. Glasbuise volgens setmate en/of vorms buig
13. Voorkant van reklameborde toeplak
14. Natrekwerk in die ontwerpafdeling

Loon per uur vir werk ingedeel onder Loon DD in Loontabel.

LOON DDD

15. Roetine-elektriese toetsing tot en met 380 volts en 50 ampère

Loon per uur vir werk ingedeel onder Loon DDD in Loontabel.

LOON G

16. Alle werksaamhede by die maak van kabelvorms vir ligtoebehoere en/of reklameborde van opgestelde uitlooplyste en/of patrone
17. Montering en/of soldeer van vooraf vervaardigde komponente in ligeenhede en/of reklameborde (n.e.v.)
18. Montering en/of soldeer van vooraf vervaardigde komponente wat nie pasmaak of regstelling vereis nie, maar met inbegrip van afbaard (n.e.v.)
19. Met masjien buig en/of fatsoeneer volgens stempels en/of setmate en/of lengtemeters en/of merke en/of stuiters, uitgesonderd persrem
20. Profielruimwerk met 'n pers aan ballaste en/of smoorspoele en/of natriumtransformatorkerns, met gebruikmaking van vaste profielruimers
21. Met masjien rondsny en/of flense sny en/of splits
22. Verbinding van vooraf gevormde en/of verseëlde en/of bereide drade aan vooraf bepaalde punte en/of verbindings (n.e.v.)
23. Afsny en/of afknip en/of afskuif volgens merke en/of stuiters en/of setmate en/of lengtemeters
24. Glasbuise volgens lengte afsny
25. Isoleermateriaal volgens stuiters opsny
26. Glasbuise lugleeg maak en/of vul
27. Outomatiese verseël- en/of doppiemasjien voer en/of versorg
28. Ballasspoelente vind en berei
29. Skroef- en/of trap- en/of hardperswerk en/of inkeping en/of kragperswerk waar die werk gedoen word met vooraf gestelde stempels en/of stuiters (uitgesonderd opstel)
30. Elektrodes met die hand aan glasbuise smelt (n.e.v.)

Loon per uur vir week ingedeel onder Loon G in Loontabel.

31. Repetition clamping and/or fusing and/or welding of cathodes to electrodes by automatic machine .....
32. Repetition fluorescent and/or illumination testing .....
33. Repetition tracing to jigs and/or layouts and/or templets, excluding layout department .....
34. Repetition ohm testing to pre-set setting on ohmmeters .....
35. Repetition operation of a drilling machine .....
36. Repetition operation of power-driven press-brake to jigs and/or stops for purpose of fluorescent lighting fittings and/or fluorescent signs produced on a quantity basis where the thickness of the material does not exceed 1,6 mm
37. Repetition production winding of, ballasts and/or chokes and/or sodium transformer coils with wire on formers and/or spools by machine to a predetermined number of turns .....
38. Repetition punching to gauges and/or jigs and/or stops and/or templets and/or dies and/or marks .....
39. Repetition threading and/or tapping by machine .....
40. Routine setting of air gaps in ballasts to pre-determined limits by means of comparators and/or deviation meters and/or oscilloscopes where the adjustments of instruments are made by a Rate A employee .....
41. Sealing by hand of ballast containers after filling with compound.....
42. Stencilling by hand .....
43. Soft soldering and/or sweating by hand
44. Wiring of signs and/or fittings to instructions and where the course of wires is marked by cleats and/or lines and/or saddles and/or fixtures and/or where no wiring diagram is used during manufacture .....

Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE H

45. Assembling connector blocks.....
46. Cutting wiring connection to set lengths and fitting eyelets.....
47. Dipping and/or impregnating in insulating medium and/or enamel and/or paint and/or varnish.....
48. Dismantling of old signs (in shop).....
49. Fixing ballasts to wiring channels.....
50. Mixing and milling of phosphor for coating glass tubes under instruction of a Rate A to D employee .....
51. Packing of manufactured articles for despatch or sale .....
52. Preparing and/or spraying of sign boxes for reception of sign faces.....
53. Washing and/or rinsing and/or drying and/or coating and/or baking of glass tubes by automatic or semi-automatic processes.....

Rate per hour for work classified at Rate H in Table of Wage Rates.

DIVISION D/14

PLASTICS (INCLUDING REINFORCED PLASTICS) MANUFACTURING DIVISION (EXCLUDING THE MANUFACTURE AND/OR INSTALLATION OF TARPAULINS AND/OR POOL LININGS AND/OR DAM LININGS)

The following operations, viz:

RATE AA

1. Shift supervision, including the supervising of running adjustments .....

Rate per hour for work classified at Rate AA in Table of Wage Rates.

31. Herhalingsvasklamp en/of -vassmelt en/of -sweis van katodes aan elektrodes met 'n outomatiese masjien.....
32. Herhalingsfluoresseer- en/of verligtingstoetsing .....
33. Herhalingsaftrek volgens setmate en/of ontwerpe en/of patrone, uitgesonderd ontwerpafdeling.....
34. Herhalingsohmtoetsing volgens vooraf gestelde stelling op ohmmeters.....
35. Herhalingsbediening van 'n boormasjien.....
36. Herhalingsbediening van 'n kragpersrem volgens setmate en/of stuiters vir die doel van fluoresseerverligtingstoebehore en/of fluoresseerreklameborde wat op 'n hoeveelheidsgrondslag geproduseer word en waar die dikte van die materiaal hoogstens 1,6 mm is .....
37. Herhalingsproduksiewikkeling van ballaste en/of smoorspoele en/of natruimtransformatorspoele met draad aan vormers en/of tolle deur middel van 'n masjien volgens 'n vooraf bepaalde getal wikkelings .....
38. Herhalingspons volgens meters en/of setmate en/of stuiters en/of patrone en/of stempels en/of merke.....
39. Herhalingskroefdraadsny en/of -moerdraadsny met masjien .....
40. Roetine-stel van lugsplete in ballaste volgens vooraf bepaalde grense deur middel van komparators en/of deviasiemeters en/of ossilloskope waar die regstellings van instrumente deur 'n Loon A-werknemer gedoen word .....
41. Ballashouers met die hand verseël nadat dit met 'n mengsel gevul is .....
42. Met die hand sjabloneer .....
43. Met die hand sagsoldeer en/of aansweet.....
44. Bedrading van reklameborde en/of toebehore volgens opdragte en waar die rigting van die drade deur klampe en/of lyne en/of saals en/of setklemme aangedui wod en/of waar geen bedradingsdiagram gedurende vervaardiging gebruik word nie .....

Loon per uur vir week ingedeel onder Loon G in Loontabel.

LOON H

45. Verbindingsblokke inmekaarsit.....
46. Bedradingsverbindings volgens vasgestelde lengtes sny en ogies aanbring ...
47. In isoleermiddel en/of emalje en/of verf en/of vernis doop en/of impregneer .....
48. Ou reklameborde uitmekaarhaal (in werkwinkel).....
49. Ballas aan bedradingskanale vasmaak
50. Fosfor vir bedekking van glasbuise onder aanwysing van 'n Loon A- tot D-werknemer meng en maal.....
51. Verpakking van vervaardigde artikels vir versending of verkoop .....
52. Reklamekiste voorberei en/of spuit om reklametekens daarop te monteer
53. Glasbuise deur middel van outomatiese of halfoutomatiese prosesse was en/of uitspoel en/of droogmaak en/of 'n laag daarop aanbring en/of bak .....

Look per uur vir werk ingedeel onder Loon H in Loontabel.

AFDELING D/14

AFDELING VIR DIE VERVAARDIGING VAN PLASTIEKWARE (MET INBEGRIP VAN VERSTERKTE PLASTIEKWARE) (UITGESONDERD DIE VERVAARDIGING EN/OF INSTALLERING VAN BOKSEILE EN/OF DIE BEKLEDING VAN SWEMDAMME EN/OF DAMME)

Die volgende werksaamhede, nl.:

LOON AA

1. Toesig hou oor skofwerk, met inbegrip van toesig hou oor regstellings terwyl die masjien loop .....

Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

RATE C

2. Setting of pre-set tools and/or pre-set moulds and/or pre-set dies on production machines .....
3. Setting up and adjusting compression moulding pelleting machines (including changing of punches and/or dies and/or adjustments for different sized pellets) .....

Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE G

4. Assisting chemical compounding of plastic materials and the application of such compounds .....
5. Laminating by hand in reinforced plastics manufacture and gel coating.....
6. Mass measuring and issuing of scrap and/or raw materials, including pigments, to pre-determined quantities...
7. Operating closure lining machine.....
8. Operating compounding and/or sheeting and/or rolling mill.....
9. Operating eyeleting machine .....
10. Operating laminating machine .....
11. Operating plastic production machine (n.e.s.) (including injection or compression or transfer or blow moulding, vacuum coating, vacuum forming, extrusion, casting, calendering and/or H.F. heat sealing machines), including machine running adjustments when necessitated by the manufacturing process.....
12. Operating scrap grinding machine.....
13. Removing and/or replacing dies and/or moulds and/or tools under instruction of a Rate C setter.....
14. Repetition batch checking of plastic parts and/or components.....
15. Repetition cutting by machine and/or machining of plastic materials (including reinforcing fibres).....
16. Repetition marking and/or tracing to templets.....
17. Seaming and/or jointing by hand and/or by machine .....
18. Trimming by hand and/or by power tools.....

Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE H

19. Buffing and/or finishing and/or polishing by hand and/or by power tools .....
20. Marking of trade marks and/or symbols.....
21. Operating coating head .....
22. Operating fibre-glass spray-up machine .....
23. Operating guillotine (excluding setting up).....
24. Operating mixing and/or blending machine .....
25. Operating power press .....
26. Operating tile blanking press .....
27. Repetition drilling and/or tapping and/or tread clearing .....

Rate per hour for work classified at Rate H in Table of Wage Rates.

RATE I

28. Assembling components and/or affixing with rivets and/or screws.....
29. Cementing.....
30. Cleaning by hand, including removal of flash.....
31. Coating by brush and/or by dipping and/or by spraying.....
32. Colour filling embossed or impressed mouldings.....
33. Inserting linings in closures .....

Rate per hour for work classified at Rate I in Table of Wage Rates.

LOON C

2. Stel van vooraf gestelde gereedskap en/of vooraf gestelde vorms en/of vooraf gestelde stempels op produksiemasjiene.....
3. Kompressiekorrelvormmasjiene opstel en regstel (met inbegrip van die verwisseling van ponse en/of stempels en/of regstellings vir korrels van verskillende groottes).....

Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON G

4. Help met chemiese verbinding van plastiekstowwe en die aanwending van dié verbindings .....
5. Met die hand lamelleer by die vervaardiging van versterkte plastiekware en by jelbestryking .....
6. Massameet en uitreik van afval en/of grondstowwe, met inbegrip van pigmente, volgens vooraf vasgestelde hoeveelhede.....
7. Bediening van 'n masjien wat voerings in sluiters insit .....
8. Bediening van 'n meng- en/of beplating- en/of walsmeul.....
9. Bediening van 'n masjien wat ogies maak .....
10. Bediening van 'n lamelleermasjien.....
11. Bediening van 'n plastiekproduksiemasjien (n.e.v.) (met inbegrip van inspuit- of kompressie- of oordra- of blaasvorm-, vakuumneerslag-, vakuumvorm-, uitpers-, giet-, glans en/of hoëfrekwensie-hitteverseëlingsmasjiene), met inbegrip van regstellings terwyl die masjien loop wanneer die vervaardigingsproses dit noodsaak
12. Bediening van 'n afvalmaalmasjien ....
13. Verwydering en/of vervanging van stempels en/of gietvorms en/of gereedskap onder aanwysing van 'n Loon C-steller.....
14. Herhalingsnagaan van lotte plastiekonderdele en/of -komponente .....
15. Herhalingsafsny met 'n masjien en/of -masjinering van plastiekstowwe (met inbegrip van versterkvesels) .....
16. Herhalingsafmerk en/of -aftrek volgens patrone .....
17. Nate met die hand en/of 'n masjien las en/of saamvoeg.....
18. Met die hand en/of kraggereedskap afwerk .....

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON H

19. Met die hand en/of kraggereedskap poets en/of afwerk en/of poleer .....
20. Handelsmerke en/of -simbole aanbring
21. Bediening van 'n bestrykkop .....
22. Bediening van 'n veselglasopspuitmasjien.....
23. Bediening van 'n guillotine (uitgesonderd die opstel daarvan) .....
24. Bediening van 'n meng- en/of vermengmasjien.....
25. Bediening van 'n kragpers.....
26. Bediening van masjien wat teëls afsny
27. Herhalingsboor en/of -moerdraadsny en/of -skroefdraadsny.....

Loon per uur vir werk ingedeel onder Loon H in Loontabel.

LOON I

28. Komponente monteer en/of met klinknaels en/of skroewe vassit .....
29. Aanmekaarlym.....
30. Met die hand skoonmaak, met inbegrip van die verwydering van oorloopmateriaal.....
31. Laag aanbring met 'n kwas en/of deur in te doop en/of te bespuit.....
32. Geëmbosseerde of ingedrukte gietvorms met kleure opvul.....
33. Voerings in sluiters insit .....

Loon per uur vir werk ingedeel onder Loon I in Loontabel.

34. Operating dryer
35. Operating hand press
36. Operating pelleting machine
37. Operating tumbling barrel

Rate per hour for work classified in Rate I in Table of Wage Rates.

DIVISION D/15

SPRING MANUFACTURING DIVISION

The following operations in the manufacture of springs:

*RATE A1

1. Forging under the hammer, other than tapering and spear-pointing and/or scarfing and/or bending and/or joggling with dies
*Note.—Wage rates applicable to Rate A1 to be the same as Rate A.....

Rate per hour for work classified at Rate A in Table of Wage Rates.

RATE AA

2. Supervisory work

Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE C

3. Spring making (n.e.s.):
Learnership:
First six months of experience—Rate D
Thereafter—Rate C

Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

4. Operating and/or attending buckle facing machine
5. Repetition bending and/or joggling and/or scarfing and/or spear-pointing and/or tapering, using spring and/or pneumatic hammers with dies

Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE G

6. Assembling of pre-manufactured components from stock requiring no fitting or adjustment but including deburring
7. Assisting in removing and replacing dies and/or tools (excluding setting up) under effective supervision
8. Attending fully automatic machine including random checking with fixed gauges
For the purposes of the above, "fully automatic machine" is a bar-fed or coil-fed machine or a machine fitted with an automatic chucking device (i.e. magazine and/or table and/or mechanical arm fed) the manual operations of which are limited to setting the machine in motion and stopping and feeding a new bar or coil into the machine or loading the magazine, as the case may be.
9. Operating rod and/or wire straightening and/or cutting machine, including the use of rule and/or tape and the setting of stops for cutting to length (n.e.s.)
10. Operating slitting machine under effective supervision, excluding setting up
11. Operating spring and grinding machine
12. Repetition bending to dies and/or jigs and/or length gauges and/or stops and/or templets, using gas torch
13. Repetition coiling and/or opening and/or eye rolling to jigs and/or dies and/or stops
14. Repetition cutting and/or cropping and/or shearing to templets and/or marks and/or stops and/or length gauges

Rate per hour for work classified at Rate G in Table of Wage Rates.

34. Bediening van 'n droër
35. Bediening van 'n handpers
36. Bediening van 'n korrelmasjien
37. Bediening van 'n poetstrommel

Loon per uur vir werk ingedeel onder Loon I in Loontabel.

AFDELING D/15

AFDELING VIR DIE VERVAARDIGING VAN VERE

Die volgende werksaamhede by die vervaardiging van vere:

*LOON A1

1. Smeewerk met 'n hamer, uitgesonderd tapsmaak en speerafspits en/of afskuins en/of buig en/of joggel met stempels
*Opmerking.—Die loontariewe van toepassing op Loon A1 moet dieselfde wees as dié vir Loon A.

Loon per uur vir werk ingedeel onder Loon A in Loontabel.

LOON AA

2. Toesigwerk

Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON C

3. Veermakery (n.e.v.):
Leertydperk:
Eerste ses maande ondervinding—Loon D
Daarna—Loon C

Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

4. Bediening en/of versorging van 'n beuelvlakbank
5. Herhalingsbuig en/of -joggel en/of -afskuins en/of -speerafspits en/of -tapsmaak, met gebruikmaking van veer- en/of druklughamers met stempels.

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON G

6. Montering uit voorraad van voorafvervaardigde komponente wat geen pasmaak of verstelling vereis nie, maar met inbegrip van afbaard
7. Help met die verwydering en vervanging van stempels en/of gereedskap (uitgesondered die opstel daarvan) onder behoorlike toesig
8. Versorging van 'n volkome outomatiese masjien, met inbegrip van willekeurige nagaan met vaste meters
Vir die toepassing van bogenoemde is 'n ,,volkome outomatiese masjien" 'n staaf- of kronkel-voermasjien of 'n masjien voorsien van 'n outomatiese kloutoestel (d.w.s. uit 'n magasyn en/of van 'n tafel en/of deur 'n meganiese arm gevoer) waarvan die handbediening beperk is tot die masjien aan die gang sit en afskakel en 'n nuwe staaf of kronkel in die masjien voer of die magasyn laai, na gelang van die geval.
9. Bediening van 'n staaf- en/of draadrig- en/of -snymasjien, met inbegrip van die gebruik van 'n liniaal en/of meetband en die stel van stuiters om volgens lengte te sny (n.e.v.)
10. Bediening van 'n gleufmasjien onder behoorlike toesig, uitgesonderd die opstel daarvan
11. Bediening van 'n veerentslypmasjien
12. Herhalingsbuig volgens stempels en/of setmate en/of lengtemeters en/of stuiters en/of patrone met gebruikmaking van 'n gasbrander
13. Herhalingskronkel en/of -oopmaak en/of -oërol volgens setmate en/of stempels en/of stuiters
14. Herhalingsafsny en/of -afknip en/of -afskuif volgens patrone en/of merke en/of stuiters en/of lengtemeters

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

15. Repetition drilling and/or countersinking to marks and/or fixtures and/or pops and/or templets and/or jigs (other than radial drilling).....	Rate per hour for work classified at Rate G in Table of Wage Rates.
16. Repetition looping and/or opening and/or trimming by manually operated machines or tools to jigs and/or fixtures and/or dies	
17. Repetition marking to jigs and/or templets.....	
18. Repetition operation of or attending machines designed for or permanently adapted for a single tool operation where it is not necessary to centralise or true the work by hand and where manual operations are limited to loading the workpiece into the holding device of the machine, starting, operating and/or attending, stopping and unloading the machine (excluding setting up).....	
19. Repetition operation of pre-set reducing rolls.....	
20. Repetition tapering of hot springs using rolls.....	
21. Routine checking and/or testing to preset fixed gauges	
RATE H	
22. Repetition operation of and/or attending scragging machines	Rate per hour for work classified at Rate H in Table of Wage Rates.
23. Repetition operation of automatic straightening machine	
24. Reshaping and/or resetting of springs damaged or distorted in production....	
25. Shot peening by machine	
26. Striking by hand hammers under effective supervision	
RATE I	
27. All packaging operations, including and incidental to addressing, labelling and marking for transport	Rate per hour for work classified at Rate I in Table of Wage Rates.

DIVISION D/16

STEEL REINFORCEMENT DIVISION

RATE AA	
1. Fixing—supervisory work (n.e.s.): First six months of experience—Rate D ..... Second six months of experience—Rate C..... Thereafter—Rate AA: Provided that no employer shall employ any person at a rate of pay less than Rate AA per hour in the occupation set out above without obtaining the prior consent of the Council, which shall prescribe the conditions under which permission for such employment is granted.....	Rate per hour for work classified at Rate AA in Table of Wage Rates.
RATE B	
2. Cutting and/or bending—supervisory work (n.e.s.): First six months of experience—Rate D ..... Second six months of experience—Rate C..... Thereafter—Rate B: Provided that no employer shall employ any person at a rate of pay less than Rate B per hour in the occupation set out above without obtaining the prior consent of the Council, which shall prescribe the conditions under which permission for such employment is granted.....	Rate per hour for work classified at Rate B in Table of Wage Rates.

15. Herhalingsboor en/of -versink volgens merke en/of setklemme en/of kornaelmerke en/of patrone en/of setmate uitgesonderd radiaalboor).....	Loon per uur vir werk ingedeel onder Loon G in Loontabel.
16. Herhalingsomwals en/of -oopmaak en/of -afwerk met handmasjiene of gereedskap volgens setmate en/of setklemme en/of stempels.....	
17. Herhalingsafmerk volgens setmate en/of patrone	
18. Herhalingsbediening of -versorging van masjiene wat ontwerp of permanent aangepas is vir enkelgereedskapwerk waar dit nie nodig is om die werk met die hand te sentreer of in lyn te bring nie en waar handbediening beperk is tot die plasing van die werkstuk in die kloutoestel van die masjien, die masjien aanskakel, bedien en/of versorg, die masjien afskakel en die werkstuk van die masjien afneem (uitgesonderd die opstel daarvan)	
19. Herhalingsbediening van vooraf gestelde reduseerwalse	
20. Herhalingstapsmaak van warm vere, met gebruikmaking van walse	
21. Roetinenagaan en/of -toetsing volgens vooraf gestelde vaste meters.....	
LOON H	
22. Herhalingsbediening en/of -versorging van 'n veerskokmasjien	Loon per uur vir werk ingedeel onder Loon H in Loontabel.
23. Herhalingsbediening van 'n outomatiese rigmasjien.....	
24. Herfatsoenering en/of hersetting van vere wat in die produksieproses beskadig of verwring is	
25. Haelklopwerk met 'n masjien	
26. Met 'n handhamer slaan onder behoorlike toesig	
LOON I	
27. Alle verpakkingswerksaamhede, met inbegrip van en in verband met addressering, etikettering en merk vir vervoer.....	Loon per uur vir werk ingedeel onder Loon I in Loontabel.

AFDELING D/16

AFDELING VIR STAALVERSTERKING

LOON AA	
1. Vasmaak—toesigwerk (n.e.v.): Eerste ses maande ondervinding—Loon D..... Tweede ses maande ondervinding—Loon C..... Daarna—Loon AA: Met dien verstande dat geen werkgewer enige persoon teen 'n tarief van minder as Loon AA per uur in diens mag neem in die bedryf wat hierbo genoem word nie sonder om vooraf die toestemming te verkry van die Raad wat die voorwaardes waaronder toestemming vir sodanige indiensneming gegee word, moet voorskryf.....	Loon per uur vir werk ingedeel onder Loon AA in Loontabel.
LOON B	
2. Sny en/of buig—toesigwerk (n.e.v.): Eerste ses maande ondervinding—Loon D..... Tweede ses maande ondervinding—Loon C..... Daarna—Loon B: Met dien verstande dat geen werkgewer enige persoon teen 'n tarief van minder as Loon B per uur in diens mag neem in die bedryf wat hierbo genoem word nie sonder om vooraf die toestemming te verkry van die Raad, wat die voorwaardes waaronder toestemming vir sodanige indiensneming gegee word, moet voorskryf.....	Loon per uur vir werk ingedeel onder Loon B in Loontabel.

RATE DDD

3. Bending (n.e.s.) to schedule (including marking and/or setting of stops) of bars exceeding 12 mm in diameter under supervision of a Rate B employee	Rate per hour for work classified at Rate DDD in Table of Wage Rates.
4. Supervising employees employed on classes of work scheduled at Rate E and below.....	

RATE E

5. Bending (n.e.s.) to schedules (including marking and/or setting of stops) of bars not exceeding 12 mm diameter, under supervision of a Rate B employee	Rate per hour for work classified at Rate E in Table of Wage Rates.
6. Cutting (n.e.s.) to schedules and/or lists (including marking and/or setting of stops) under supervision of a Rate B employee	
7. Tack welding for assembly (excluding structural welds)	

RATE G

8. Feeding of tendon wires in pre-stressed and/or post-tensioned operations and elementary tying (with wire) under direct supervision of Rate DDD employees so designated and under the overall supervision of a Rate AA employee	Rate per hour for work classified at Rate G in Table of Wage Rates.
9. Operating bending and/or spiralling machines for reinforcement (manual or power operated) under the supervision of a Rate DDD employee of bars not exceeding 12 mm diameter.....	
10. Operating spot and/or butt welding machines for reinforcement.....	
11. Straightening of wire and/or rod by machine	
12. Assembly and/or elementary tying (with wire) of reinforcing steel on site and/or at works under direct supervision of Rate DDD employees so designated and under the overall supervision of a Rate AA employee...	

LOON DDD

3. Buig (n.e.v.) volgens skedules (met inbegrip van die merk en/of stel van stuiters) van stawe met 'n diameter van meer as 12 mm, onder toesig van 'n Loon B-werknemer.....	Loon per uur vir werk ingedeel onder Loon DDD in Loontabel.
4. Toesig oor werknemers wat in diens is op klasse werk wat in Loon E en laer voorkom	

LOON E

5. Buig (n.e.v.) volgens skedules (met inbegrip van die merk en/of stel van stuiters) van stawe met 'n diameter van hoogstens 12 mm, onder toesig van 'n Loon B-werknemer	Loon per uur vir werk ingedeel onder Loon E in Loontabel.
6. Sny (n.e.v.) volgens skedules en/of lyste (met inbegrip van die merk en/of stel van stuiters, onder toesig van 'n Loon B-werknemer	
7. Hegsweising vir montering (uitgesonderd struktuursweiswerk).....	

LOON G

8. Voer van spandrade in voorgespanne of nagespanne werksaamhede en elementêre vasbind (met draad) onder regstreekse toesig van Loon DDD-werknemers wat daarvoor aangewys is en onder algehele toesig van 'n Loon AA-werknemer	Loon per uur vir werk ingedeel onder Loon G in Loontabel.
9. Bediening van sny- en/of spiraalmasjiene vir versterking (hand- of kragbediening) van stawe met 'n diameter van hoogstens 12 mm onder toesig van 'n loon DDD-werknemer.....	
10. Bediening van punt- en/of stuiksweismasjiene vir versterking.....	
11. Reguit buig van draad en/of stawe met 'n masjien.....	
12. Montering en/of elementêre vasbind (met draad) van wapeningstaal op die terrein en/of by die werke onder regstreekse toesig van Loon DDD-werknemer wat daarvoor aangewys is en onder algehele toesig van 'n Loon AA-werknemer	

DIVISION D/17

TUNGSTEN GARBIDE TIPPED DRILLING EQUIPMENT MANUFACTURING DIVISION

The following operations in the manufacture of tungsten carbide tipped drilling equipment:

RATE AA (n.e.s.)

1. General supervisory work, including setting up of production machines (at least one supervisor must be employed in each establishment and be in charge of operations on each shift)	Rate per hour for work classified at Rate AA in Table of Wage Rates.
2. Machine tool grinding for production machines.....	

RATE B

3. Heat treatment—supervisory work	Rate per hour for work classified at Rate B in Table of Wage Rates.

RATE C

4. Supervising forging operations, including setting up (at least one supervisor to be employed in each establishment on each shift) (n.e.s.):	
First six months' experience	Rate D.
Thereafter	Rate C.

AFDELING D/17

AFDELING VIR DIE VERVAARDIGING VAN BOORUITRUSTING MET WOLFRAMKARBIEDPUNTE

Die volgende werksaamhede by die vervaardiging van booruitrusting met wolframkarbiedpunte:

LOON AA (n.e.v.)

1. Algemene toesigwerk, met inbegrip van die opstel van produksiemasjiene (minstens een opsigter moet in elke bedryfsinrigting in diens wees en moet toesig hou oor werksaamhede tydens elke skof)	Loon per uur vir werk ingedeel onder Loon AA in Loontabel.
2. Slyp van masjiengereedskap vir produksiemasjiene.....	

LOON B

3. Hittebehandeling—toesigwerk	Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON C

4. Toesig oor smeewerksaamhede, met inbegrip van opstel (minstens een toesighouer moet in diens wees in elke bedryfsinrigting tydens elke skof) (n.e.v.):	
Eerste ses maande ondervinding.....	Loon D.
Daarna	Loon C.

RATE D

5. Metal drill sharpening by machine .....
6. Machining on repetition work by means of fixtures and/or jigs and/or stops where the work cycle is manually operated (excluding setting up but including the use of fixed gauges) (n.e.s.) .....

Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE F

7. *Repetition operation of or attending semi-automatic machines where the work cycle is power-driven and the end point is controlled by automatically operating stops (excluding setting up).....

*"Semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and where the manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting tools before and after the power cycle takes over and stopping and unloading the machine .....

8. Repetition production machining of bar on capstan lathes to stops where the work piece is held by devices not necessitating any centralising or trueing, excluding setting up. (This operation is limited to a machine not exceeding a 52 mm nominal bore diameter) .....

Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

9. Bonding of tip to shank by pre-set static heating unit.....
10. Operating butt and/or spot welding machine .....
11. Operating forging machine.....
12. Operating machine set up for and performing one operation (excluding setting up) .....
13. Repetition grinding off of excess brazing from drill points to fixed gauges.....
14. Removing and/or replacing forging dies, excluding setting up under the instruction of a Rate A to C employee
15. Repetition drilling of the flush or water hole on angle, horizontal or pedestal machines .....
16. Repetition drilling and/or countersinking and/or reaming by non-adjustable reamers to fixtures and/or jigs and/or templets.....

Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE H

17. *Attending fully-automatic machine, including random checking with fixed gauges .....

*For the purposes of the above, "fully-automatic machine" is a bar-fed machine or a machine fitted with an automatic chucking device (i.e. magazine and/or table and/or mechanical-arm fed) and where the manual operations are limited to setting the machine in motion and stopping and feeding a new bar into the machine or loading the magazine, as the case may be.....

18. Dressing and/or deburring by hand and/or by grinding and/or by portable power tool.....

Rate per hour for work classified at Rate H in Table of Wage Rates.

LOON D

5. Metaalbore met masjien skerpmaak...
6. Masjinering op herhalingswerk deur middel van setklemme en/of setmate en/of stuiters waar die werksiklus met die hand aangedryf word (uitgesonderd die opstel maar met inbegrip van die gebruik van vaste meters) (n.e.v.)

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON F

7. *Herhalingsbediening of -versorging van halfoutomatiese masjiene, waar die werksiklus deur krag aangedryf word en die eindpunt beheer word deur outomatiese stuiters (uitgesonderd die opstel daarvan) .....

*„Halfoutomatiese masjien" is 'n masjien waarop dit nie nodig is om die werk met die hand te sentreer of in lyn te bring nie en waar die handbediening beperk is tot die plasing van die werkstuk in die kloukop of kloutoesel van die masjien, die masjien aan die gang sit, gereedskap vorentoe of agtertoe bring voor en nadat die kragsiklus oorneem en die masjien afskakel en die werkstuk daarvan afneem

8. Herhalingsproduksiemasjinering van staaf op rewolwerdraaibanke volgens stuiters, waar die werkstuk in posisie gehou word deur toestelle wat dit nie nodig maak om dit te sentreer of in lyn te bring nie, uitgesonderd die opstel daarvan. (Hierdie werksaamheid is beperk tot 'n masjien waarvan die nominale boordiameter hoogstens 52 mm is). .....

Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

9. Punt met skag verbind deur vooraf gestelde statiese hitte-eenheid.....
10. Bediening van stuik- en/of puntsweismasjien.....
11. Bediening van smeemasjien.....
12. Bediening van masjien wat opgestel is en wat een werksaamheid uitvoer (uitgesonderd die opstel daarvan).....
13. Herhalingsafslyp van oortollige sweissoldeersel van boorpunte volgens vaste meters.....
14. Verwydering en/of vervanging van smeestempels, uitgesonderd die opstel daarvan, onder aanwysing van 'n Loon A- tot C-werknemer .....
15. Herhalingsboor van die spoelkanaal of watergat, op hoek-, horisontale of voetstukmasjiene .....
16. Herhalingsboor en/of -versink en/of -ruim deur nie-verstelbare ruimers volgens setklemme en/of setmate en/of patrone.....

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON H

17. *Volkome outomatiese masjien versorg, met inbegrip van willekeurige nagaan met vaste meters.....

*Vir die toepassing van bogenoemde is „volkome outomatiese masjien" 'n staafvoermasjien of 'n masjien voorsien van 'n outomatiese kloutoestel (d.w.s. uit 'n magasyn en/of van 'n tafel en/of deur 'n meganiese arm gevoer) en waar die handbediening beperk is tot die masjien aan die gang sit en afskakel, en 'n nuwe staaf in die masjien voer of die magasyn laai, na gelang van die geval

18. Met die hand en/of deur te slyp en/of met draagbare kraggereedskap afwerk en/of afbaard.....

Loon per uur vir werk ingedeel onder Loon H in Loontabel.

19. Operating power saw for repetitive cutting off to stops and/or length gauges (excluding setting of stops), other than tool room 20. Repetition threading and/or tapping by machine	Rate per hour for work classified at Rate H in Table of Wage Rates.

RATE I

21. Application of anti-corrosive and/or protective coatings 22. Heat treatment under instruction of a Rate B employee 23. Loading and/or unloading of furnaces 24. Marking trade symbols 25. Metal buffing and/or polishing and/or cleaning 26. Operating hand portable and/or pedestal grinding machine where the operator is not required to grind to marks and/or templets and/or gauges and/or sizes 27. Operating sand and/or shot blasting machine 28. Repetition inserting of tips into head, prior to bonding 29. Repetition rough straightening by machine or by hand and/or rough checking 30. Spray and/or dip painting	Rate per hour for work classified at Rate I in Table of Wage Rates.

DIVISION D/18

WIRE DRAWING AND/OR WORKING AND/OR WEAVING AND/OR FORMING MANUFACTURING DIVISION

The following operations in wire drawing and/or working and/or weaving and/or forming manufacture:

Section (a).—*Wire drawing*

RATE B

1. Supervisory work, including setting up and final checking of the adjustments and changing of attachments "Supervisory work".—Not less than one employee with supervisory knowledge to be employed in each department on each shift	Rate per hour for work classified at Rate B in Table of Wage Rates.

RATE G

2. Operating rod and/or wire straightening and/or cutting machine 3. Operating rod and/or wire testing machine 4. Operating wire covering extrusion machine 5. Operating wire draw bench, including butt welding of wire by machine and brazing of wire and removal and replacement of attachments	Rate per hour for work classified at Rate G in Table of Wage Rates.

Section (b).—*Wire drawing die manufacture*

RATE B

6. Supervisory work, including repetition measuring of test wire with micrometer, including the sizing of new dies 7. Operating waxing machine, including grinding of outside diameter of die cases, including the ue of fixed gauges	Rate per hour for work classified at Rate B in Table of Wage Rates.

RATE F

8. Repetition loading and/or unloading starting and/or stopping die ripping and/or re-grinding machines 9. Repetition re-sizing of dies using wooden sticks and paste, including the use of sizing wire 10. Repetition rough grinding of die cases for waxing 11. Repetition rough grinding of needles and wooden sticks	Rate per hour for work classified at Rate F in Table of Wage Rates.

19. Kragsaag bedien vir herhalingsafsaag volgens stuiters en/of lengtemeters (uitgesonderd die opstel van stuiters) (uitgesonderd in gereedskapkamer) 20. Herhalingskroef- en/of -moerdraadsny met masjien	Loon per uur vir werk ingedeel onder Loon H in Loontabel.

LOON I

21. Aanwending van roeswerende en/of beskermende lae 22. Hittebehandeling onder aanwysing van 'n Loon B-werknemer 23. Oonde laai en/of ontlaai 24. Handelsimbole merk 25. Metaal poets en/of poleer en/of skoonmaak 26. Bediening van draagbare handslypmasjien en/of voetstukslypmasjien waar die bediener nie volgens merke en/of patrone en/of meters en/of groottes moet slyp nie 27. Bediening van sand- en/of haelstraalmasjien 28. Herhalingsinsit van punte in kop voor binding 29. Met die masjien of hand herhalingsru-reguitmaak en/of ru-nagaan 30. Verf deur te spuit en/of in te doop	Loon per uur vir werk ingedeel onder Loon I in Loontabel.

AFDELING D/18

AFDELING VIR DRAADTREK EN/OF -WERK EN/OF -WEEF EN/OF -VORM

Ondergenoemde vervaardigingswerksaamhede by draadtrek en/of -werk en/of -weef en/of -vorm:

Seksie (a).—*Draadtrek*

LOON B

1. Toesigwerk, met inbegrip van opstel en finale nagaan van regstellings en verandering van hegstukke „Toesigwerk".—Minstens een werknemer met kennis van toesigwerk moet tydens elke skof in elke afdeling in diens wees	Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON G

2. Bediening van 'n staaf- en/of draadrig en/of -snymasjien 3. Bediening van 'n staff- en/of draadtoetsmasjien 4. Bediening van 'n draadbedekkingsuitdrukmasjien 5. Draadtrekbank, met inbegrip van stuiksweis van draad met 'n masjien en sweissoldeer van draad en verwydering en vervanging van hegstukke	Loon per uur vir werk ingedeel onder Loon G in Loontabel.

Seksie (b).—*Vervaardiging van draadtrekmatryse*

LOON B

6. Toesigwerk, met inbegrip van herhalingsmeting van toetsdraad met mikrometer, met inbegrip van die planeer van nuwe matryse 7. Bediening van wasbehandelingsmasjien, met inbegrip van die slyp van die buitemiddellyn van matrysvorms, met inbegrip van die gebruik van vaste meters	Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON F

8. Herhalingslaai en/of -ontlaai, -aan- en/of -afskakel van matrysoopskeur- en/of -oorslypmasjiene 9. Herhalingsherplaneer van matryse, met gebruikmaking van houtstokke en pasta, met inbegrip van die gebruik van planeerdraad 10. Herhalingsruslypwerk van matrysvorms vir wasbehandeling 11. Herhalingsruslypwerk van naalde en houtstokke	Loon per uur vir werk ingedeel onder Loon F in Loontabel.

RATE G

12. Operating die battering hammer and/or flypressing ..... } Rate per hour for work classified at Rate G in Table of Wage Rates.

Section (c).—*Wire working and/or weaving and/or forming and/or fabrication*

RATE B

13. Marking out and/or setting up of bench work from drawings and/or dimensional sketch .....
14. Supervisory work, including setting up and/or adjusting ..... } Rate per hour for work classified at Rate B in Table of Wage Rates.

RATE D

15. Marking out and/or setting up of bench work to templets ..... } Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE F

16. Operating chain link and/or diamond mesh machine (including machine running adjustments when necessitated by the manufacturing process) ..... } Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

17. Assembling of pre-manufactured components requiring no fitting or adjusting, but including deburring .....
18. Operating automatic chain link and/or diamond mesh machine (including machine running adjustments when necessitated by the manufacturing process) .....
19. Operating barbed wire plant .....
20. Operating loom .....
21. Operating wire forming machine .....
22. Operating wire netting plant .....
23. Repetition drilling to pops and/or jigs and/or templets .....
24. Repetition marking off to jigs and/or templets and/or length gauges .....
25. Spot and/or butt and/or arc spot welding ..... } Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE H

26. Bending and/or forming to jigs and/or dies and/or stops and/or marks .....
27. Coiling and reeling .....
28. Cropping and/or shearing and/or cutting to templets and/or marks and/or stops and/or jigs and/or length gauges
29. Cutting off waste wire and/or locking and/or clinching .....
30. Making screens to size already drawn by a Rate B employee .....
31. Minding of swifts for crimping, including stopping and/or starting machine for semi-automatic and/or hand-operated looms .....
32. Operating automatic straightening machine .....
33. Operating braiding machine .....
34. Operating wire and strand winding and measuring machine and/or butt welding of wire by machine, including brazing of wire .....
35. Repetition wire working and/or fabricating to jigs .....
36. Square and/or other mesh screen weaving into rolls and/or sheets on hand-operated machine, i.e. feeding machine .....
37. Weaving square and/or other mesh screening by hand ..... } Rate per hour for work classified at Rate H in Table of Wage Rates.

LOON G

12. Matrysstormhamer en/of skroefpers bedien ..... } Loon per uur vir werk ingedeel onder Loon G in Loontabel.

Seksie (c).—*Draadwerk en/of -weef en/of -vorm en/of fabriseer*

LOON B

13. Afmerk en/of opstel van bankwerk van tekeninge en/of dimensionale skets af .....
14. Toesigwerk, met inbegrip van opstel en/of regstel ..... } Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON D

15. Afmerk en/of opstel van bankwerk volgens patrone ..... } Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON F

16. Kettingskakel- en/of ruitjiesmaasmasjien bedien (met inbegrip van regstellings, terwyl die masjien loop wanneer vervaardigingsproses dit nodig maak) } Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

17. Aanmekaarsit van vooraf vervaardigde komponente wat nie paswerk of regstelling vereis nie, maar met inbegrip van afbaard .....
18. Outomatiese kettingskakel- en/of ruitjiesmaasmasjien bedien (met inbegrip van regstellings terwyl die masjien loop wanneer vervaardigingsproses dit nodig maak) .....
19. Doringdraadinstallasie bedien .....
20. Weefstoel bedien .....
21. Draadvormmasjien bedien .....
22. Ogiesdraadinstallasie bedien .....
23. Herhalingsboorwerk volgens kornaelmerke en/of setmate en/of patrone .....
24. Herhalingsafmerk volgens setmate en/of patrone en/of lengtemeters .....
25. Punt- en/of stuik- en/of boogpuntsweising ..... } Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON H

26. Buig en/of fatsoeneer volgens setmate en/of stempels en/of stuiters en/of merke .....
27. Oprol- en/of opdraaiwerk .....
28. Afknip en/of afskuif en/of afsny volgens patrone en/of merke en/of stuiters en/of setmate en/of lengtemeters
29. Afvaldraad afsny en/of sluit en/of omklink .....
30. Sif maak volgens grootte wat alreeds deur 'n Loon B-werknemer geteken is
31. Bediening van drom vir karteling, met inbegrip van masjien af- en/of aanskakel vir halfoutomatiese en/of handweefstoele .....
32. Outomatiese rigmasjien bedien .....
33. Vlegmasjien bedien .....
34. Draad- en stringopwen- en meetmasjien bedien, en/of stuiksweis van draad met 'n masjien, met inbegrip van sweissoldeer van draad .....
35. Herhalingsdraadwerk en/of -vervaardiging volgens setmate .....
36. Vierkantige en/of ander maassif in rolle en/of plate weef met handmasjien, d.w.s. die masjien voer .....
37. Vierkantige en/of ander maassif met die hand weef ..... } Loon per uur vir werk ingedeel onder Loon H in Loontabel.

RATE I

38. Attending automatic crimping machine
39. Bobbin filling
40. Pirn filling
41. Wrap beam filling
42. Wrap beam minding

} Rate per hour for work classified at Rate I in Table of Wage Rates.

DIVISION D/19

WIRE AND WIRE ROPE MANUFACTURING DIVISION

Section (a).—*Cable stranding plant*

RATE AA

1. *Supervisory work, including setting up and the final checking of the adjustments and changing of attachments
*"Supervisory work".—Not less than one employee with supervisory knowledge to be appointed in each department on each shift

} Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE C

2. Assisting in supervisory work

} Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE F

3. Supervising of employees employed on classes of work below Rate F, including repetition "in process" checking of wire (not final checking)

} Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE H

4. Operating an automatic wire winding machine, including butt welding of wire by machine and brazing of wire
5. Operating a wire stranding machine, including butt welding of wire by machine and brazing of wire and removal and replacement of attachments, under supervision
6. Operating hand-fed wire winding machine

} Rate per hour for work classified at Rate H in Table of Wage Rates.

Section (b).—*Fibre core making plant*

RATE B

7. *Supervisory work, including setting up and/or adjusting and changing of attachments
*"Supervisory work".—Not less than one employee with supervisory knowledge to be appointed in each department on each shift

} Rate per hour for work classified at Rate B in Table of Wage Rates.

RATE F

8. Supervising of employees employed on classes of work below Rate F, including repetition "in process" checking of wire (not final checking)

} Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE H

9. Operating a fibre sliver preparing machine
10. Operating a fibre yarn spinning-machine and/or stranding machine and/ or closing machine
11. Operating a fibre yarn winding machine

} Rate per hour for work classified at Rate H in Table of Wage Rates.

Section (c).—*Wire drawing plant*

RATE AA

12. *Supervisory work, including setting up and the final checking of adjustments and changing attachments
*"Supervisory work".—Not less than one employee with supervisory knowledge to be appointed in each department on each shift

} Rate per hour for work classified at Rate AA in Table of Wage Rates.

LOON I

38. Outomatiese riffelmasjien versorg
39. Spoel met draad vul
40. Spoele vul
41. Kettingboom van draad voorsien
42. Kettingboom oppas

} Loon per uur vir werk ingedeel onder Loon I in Loontabel.

AFDELING D/19

AFDELING VIR DIE VERVAARDIGING VAN DRAAD EN DRAADTOU

Seksie (a).—*Kabelvleginstallasie*

LOON AA

1. *Toesigwerk, met inbegrip van opstel en die finale nagaan van die regstellings en verandering van hegstukke
*,,Toesigwerk".—Minstens een werknemer met kennis van toesigwerk moet vir elke skof in elke afdeling aangestel word

} Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON C

2. Help met toesigwerk

} Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON F

3. Toesig oor werknemers in diens op klasse werk laer as Loon F, met inbegrip van herhaling van draad ,,in die proses" nasien (nie finale nasien nie).

} Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON H

4. Outomatiese draadopwenmasjien bedien, met inbegrip van stuiksweiswerk aan draad met 'n masjien en sweissoldering van draad
5. Draadvlegmasjien bedien, met inbegrip van stuiksweiswerk aan draad met 'n masjien en sweissoldering van draad en verwydering en vervanging van hegstukke onder toesig
6. Handgevoerde draadopwenmasjien bedien

} Loon per uur vir werk ingedeel onder Loon H in Loontabel.

Seksie (b).—*Installasie vir die vervaardiging van veselkerns*

LOON B

7. *Toesigwerk, met inbegrip van die opstel en/of verstel en verandering van hegstukke
*,,Toesigwerk".—Minstens een werknemer met kennis van toesigwerk moet vir elke skof in elke afdeling aangestel word

} Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON F

8. Toesig oor werknemers in diens op klasse werk laer as Loon F, met inbegrip van herhaling van draad ,,in die proses" nasien (nie finale nasien nie)

} Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON H

9. Veselsplinterbereidingsmasjien bedien
10. Veseldraadspinmasjien en/of -vlegmasjien en/of -afsluitmasjien bedien
11. Veseldraadopwenmasjien bedien

} Loon per uur vir werk ingedeel onder Loon H in Loontabel.

Seksie (c).—*Draadtrekinstallasie*

LOON AA

12. *Toesigwerk, met inbegrip van opstel en finale nasien van regstellings en verandering van hegstukke
*,,Toesigwerk".—Minstens een werknemer met kennis van toesigwerk moet vir elke skof in elke afdeling aangestel word

} Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

RATE C

13. Assisting in the supervision of wire drawing, cleaning, heat treatment and wire testing ..... } Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE F

14. Supervising of employees employed on classes of work below Rate F, including repetition "in process" checking of wire (not final checking) .. } Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

15. Attending and/or minding heat treatment and/or cleaning and/or pickling and/or lime slaking and/or spent acid plant under the supervision of a Rate AA or C employee .....
16. Operating a wire covering extrusion machine .....
17. Operating rod and/or wire straightening and/or cutting machine .....
18. Operating rod and/or wire testing machine .....
19. Operating wire drawing bench, including butt welding of wire by machine and brazing of wire and removal and replacement of attachments, under the instructions of a Rate AA or C employee ..... } Rate per hour for work classified at Rate G in Table of Wage Rates.

Section (d).—*Wire drawing die manufacture*

RATE AA

20. Supervisory work, including repetition measuring of text wire with micrometers .....
21. Operating waxing machine, including grinding of the outside diameter of die cases, including the use of fixed gauges } Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE F

22. Supervising of employees employed on classes of work below Rate F including repetition "in process" checking of wire (not final checking) ..
23. Repetition resizing of dies, using wooden sticks and paste, including the use of sizing wire .....
24. Repetition rough grinding of die cases for waxing .....
25. Repetition rough grinding of needles and wooden sticks .....
26. Repetition loading and/or unloading, starting and/or stopping die ripping and/or re-grinding machines (excluding setting up) ..... } Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

27. Operating die battering hammer and/or fly press ..... } Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE H

28. Stamping data on die case ..... } Rate per hour for work classified at Rate H in Table of Wage Rates.

Section (e).—*Wire galvanizing plant*

RATE B

29. *Supervisory work, including setting up and/or adjusting and/or changing attachments .....
*"Supervisory work".—Not less than one employee with supervisory knowledge to be appointed in each department on each shift:
First three months of experience: Rate C .....
Thereafter: Rate B ..... } Rate per hour for work classified at Rate B in Table of Wage Rates.

LOON C

13. Help met die toesig oor draadtrek, skoonmaak, hittebehandeling en draadtoetsing ..... } Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON F

14. Toesig oor werknemers in diens op klasse werk laer as Loon F, met inbegrip van herhaling van draad ,,in die proses" nasien (nie finale nasien nie) ..... } Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

15. Hittebehandelings- en/of skoonmaak en/of skoonbyt- en/of kalkblus- en/of opgebruiktesuurinstallasie onder die toesig van 'n Loon AA- of C-werknemer versorg en/of oppas .....
16. Draadbedekkinguitdrukmasjien bedien .....
17. Staaf- en/of draadrig- en/of -snymasjien bedien .....
18. Staaf- en/of draadtoetsmasjien bedien
19. Draadtrekbank bedien, met inbegrip van stuiksweiswerk aan draad met masjien en sweissoldering van draad en verwydering en vervanging van hegstukke, onder die aanwysing van 'n Loon AA- of C-werknemer ..... } Loon per uur vir werk ingedeel onder Loon G in Loontabel.

Seksie (d).—*Vervaardiging van draadtrekmatryse*

LOON AA

20. Toesigwerk, met inbegrip van herhalingsmeting van toetsdraad met mikrometers .....
21. Bediening van wasbehandelingsmasjien, met inbegrip van die slyp van die buitediameter van matrysvorms, met inbegrip van die gebruik van vaste meters ..... } Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON F

22. Toesig oor werknemers in diens op klasse werk laer as Loon F, met inbegrip van herhaling van draad ,,in die proses" nasien (nie finale nasien nie) .....
23. Herhalingsherplaneer van matryse, met gebruikmaking van houtstokke en pasta, met inbegrip van die gebruik van planeerdraad .....
24. Herhalingsruslyp van matrysvorms vir wasbehandeling .....
25. Herhalingsruslyp van naalde en houtstokke .....
26. Herhalingslaai en/of -ontlaai, aan die gang sit en/of afskakel van matrysoopskeur- en/of -oorslypmasjiene (uitgesonderd die opstel daarvan) ..... } Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

27. Matrysstormhamer en/of skroefpers bedien ..... } Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON H

28. Gegewens op matrysvorms stempel .... } Loon per uur vir werk ingedeel onder Loon H in Loontabel.

Seksie (e).—*Draadgalvaniseerinstallasie*

LOON B

29. *Toesigwerk, met inbegrip van die opstel en/of regstel en/of verandering van hegstukke .....
*"Toesigwerk".—Minstens een werknemer met kennis van toesigwerk moet vir elke skof in elke afdeling aangestel word:
Eerste drie maande ondervinding: Loon C .....
Daarna: Loon B ..... } Loon per uur vir werk ingedeel onder Loon B in Loontabel.

RATE F

30. Supervising of employees employed on classes of work below Rate F, including repetition "in process" checking of wire (not final checking) .. } Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

31. Attending galvanizing plant when appointed as galvanizing plant attendant } Rate per hour for work classified at Rate G in Table of Wage Rates.

Section (f).—*Wire rope making plant*

RATE A

32. Ropemaking, including supervisory work, setting up and/or adjusting and/or changing attachments .....
Not less than one employee with supervisory knowledge to be appointed in each departmnt on each shift:
First year of experience: 264 c.p.h.
Second year of experience: 280 c.p.h.
Thereafter: Rate A..... } Rate per hour for work classified at Rate A in Table of Wage Rates.

RATE F

33. Supervising of employees employed on classes of work below Rate F, including repetition "in process" checking of wire (not final checking) .. } Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

34. Operating stranding or closing machine, including butt welding of wire by machine and brazing of wire and removal and replacement of attachments under supervision:
First six months of experience: 95 c.p.h. .....
Thereafter: Rate G.....
35. Operating a strand and rope covering extrusion machine:
First six months of experience: 95 c.p.h. .....
Thereafter: Rate G..... } Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE H

36. Assisting operator of a stranding or closing machine .....
37. Operating an automatic wire winding machine, including butt welding of wire by machine and brazing of wire ..
38. Operating a hand-fed wire winding machine .....
39. Operating a strand winding machine .. } Rate per hour for work classified at Rate H in Table of Wage Rates.

RATE I

40. Application of rope dressing.....
41. Attending grease plant, when appointed as grease plant attendant ... } Rate per hour for work classified at Rate I in Table of Wage Rates.

Section (g).—*Wire rope splicing plant*

RATE B

42. *Supervisory work including setting up
*"Supervisory work".—Not less than one employee with supervisory knowledge to be appointed in each department on each shift ..... } Rate per hour for work classified at Rate B in Table of Wage Rates.

RATE F

43. Supervising of employees employed on classes of work below Rate F..... } Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

44. Assisting in rope splicing .....
45. Swaging, using dies.....
46. Repetition operation of power saw to stops ..... } Rate per hour for work classified at Rate G in Table of Wage Rates.

LOON F

30. Toesig oor werknemers in diens op klasse werk laer as Loon F, met inbegrip van herhaling van draad "in die proses" nasien (nie finale nasien nie)..... } Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

31. Galvaniseerinstallasies versorg wanneer aangestel as versorger van galvaniseerinstallasie ..... } Loon per uur vir werk ingedeel onder Loon G in Loontabel.

Seksie (f).—*Installasie vir vervaardiging van draadtou*

LOON A

32. Vervaardiging van tou, met inbegrip van toesigwerk, opstel en/of regstel en/of verandering van hegstukke .....
Minstens een werknemer met kennis van toesigwerk moet vir elke skof in elke afdeling aangestel word:
Eerste jaar ondervinding: 264 s.p.u.
Tweede jaar ondervinding: 280 s.p.u.
Daarna: Loon A ..... } Loon per uur vir werk ingedeel onder Loon A in Loontabel.

LOON F

33. Toesig oor werknemers in diens op klasse werk laer as Loon F, met inbegrip van herhaling van draad "in die proses" nasien (nie finale nasien nie)..... } Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

34. Bediening van vleg- of afsluitmasjiene, met inbegrip van stuiksweiswerk aan draad met masjien en sweissoldering van draad en verwydering en vervanging van hegstukke onder toesig:
Eerste ses maande ondervinding: 95 s.p.u.....
Daarna: Loon G .....
35. Vleg- en toubedekkingsuitdrukmasjiene bedien:
Eerste ses maande ondervinding: 95 s.p.u.....
Daarna: Loon G ..... } Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON H

36. Bediener van vleg- of afsluitmasjien help .....
37. Bediening van outomatiese draadopwenmasjiene, met inbegrip van stuiksweiswerk aan draad met 'n masjien en sweissoldering van draad .....
38. Bediening van handgevoerde draadopwenmasjiene .....
39. Bediening van draadvlegmasjiene..... } Loon per uur vir werk ingedeel onder Loon H in Loontabel.

LOON I

40. Aansit van tousmeersel .....
41. Smeerinstallasies versorg wanneer as smeerinstallasieversorger aangestel .... } Loon per uur vir werk ingedeel onder Loon I in Loontabel.

Seksie (g).—*Installasie vir die splits van draadtou*

LOON B

42. *Toesigwerk, met inbegrip van opstel
*Toesigwerk".—Minstens een werknemer met kennis van toesigwerk moet vir elke skof in elke afdeling aangestel word ..... } Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON F

43. Toesig oor werknemers in diens op klasse werk laer as Loon F..... } Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

44. Met tousplitswerk help.....
45. Saalsmee, met gebruikmaking van stempels.....
46. Herhalingsbediening van kragsae volgens stuiters..... } Loon per uur vir werk ingedeel onder Loon G in Loontabel.

Section (h).—*Drum-making plant*

RATE AA

47. Cutting of timber for drums, battens, segments and flanges on woodworking machines (including setting up) (n.e.s.) .....
First year of experience: Rate B .....
Thereafter: Rate AA .....

Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE F

48. Supervising of employees employed on classes of work below Rate F.....

Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

49. Repetition cutting off to stops and/or jigs and/or fixtures.....
50. Repetition rounding of spar ends on single purpose machine .....
51. Repetition drilling to templets and/or marks and/or jigs and/or fixtures.....
52. Repetition marking to templets.....

Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE H

53. Assembling, reconditioning, painting and spraying of drums under supervision .....
54. Dressing by hand or by grinding and/or by portable power tool .....
55. Punching and shearing of drum washers .....
56. Repetition countersinking with twist drill and/or rosebit and/or reaming to stops .....
57. Repetition bolt and/or rod screwing by machine and/or by hand .....

Rate per hour for work classified at Rate H in Table of Wage Rates.

Section (i).—*Miscellaneous*

RATE H

58. Operating a scrap material baling press and/or bundling machine.....
59. Stamping labels and stencilling.....

Rate per hour for work classified at Rate H in Table of Wage Rates.

RATE I

60. General labouring including loading and/or unloading and transporting of materials by hand and/or mechanical appliances, including tractors.....

Rate per hour for work classified at Rate I in Table of Wage Rates.

DIVISION D/20

TUBE AND/OR PIPE MANUFACTURING DIVISION

The following operations in the manufacture of tubes and/or pipes and/or flanges and/or accessories (excluding valves), viz.:

RATE AA

1. Assembly of pre-manufactured components from stock, where fitting is required.....
2. Hand bending of tubes (n.e.s.):
First six months of experience—Rate B.....
Thereafter: Rate AA .....
3. Marking out.....
"Marking out" means the marking out with instruments of the centres and working lines of articles and/or material preparatory to machining and/ or processing and/or fabricating.
4. Reconditioning of mandrel bars and/or press punches.....
5. Reconditioning and radiusing of reducing mill and/or push bench rolls on machine specially designed therefor ...
6. Repetition polishing of draw dies on machine specially designed therefor and using gauges, vernier scales and micrometers.....
7. Rough grinding of push bench dies in machines specially designed therefor and using vernier scales .....

Rate per hour for work classified at Rate AA in Table of Wage Rates.

Seksie (h).—*Installasie vir die vervaardiging van dromme*

LOON AA

47. Hout vir dromme, dwarslatte, stukke en flense op houtwerkmasjiene sny, met inbegrip van opstel (n.e.v.) .....
Eerste jaar ondervinding: Loon B...
Daarna: Loon AA.....

Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON F

48. Toesig oor werknemers in diens op klasse werk laer as Loon F .....

Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

49. Herhalingsafsny volgens stuiters en/of setmate en/of setklemme .....
50. Herhalingsafrond van sparente op enkeldoelmasjiene.....
51. Herhalingsboorwerk volgens patrone en/of merke en/of setmate en/of setklemme.....
52. Herhalingsafmerk volgens patrone.....

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON H

53. Dromme onder toesig inmekaarsit, vernuwe, verf en bespuit.....
54. Afwerk met die hand of deur te slyp en/of met draagbare kraggereedskap ..
55. Dromwasters pons en skuins sny .....
56. Herhalingsversink met spiraalboor en/of roosboor en/of ruim volgens stuiters
57. Herhalingsdraadsny aan boute en/of stange met masjien en/of met die hand

Loon per uur vir werk ingedeel onder Loon H in Loontabel.

Seksie (i).—*Diverse*

LOON H

58. Baalpers vir afvalmateriaal en/of bondelmasjien bedien .....
59. Etikette stempl en sjabloneer .....

Loon per uur vir werk ingedeel onder Loon H in Loontabel.

LOON I

60. Algemene arbeid, met inbegrip van op- en/of aflaai en vervoer van materiaal met die hand en/of meganiese toestelle, met inbegrip van trekkers ...

Loon per uur vir werk ingedeel onder Loon I in Loontabel.

AFDELING D/20

AFDELING VIR DIE VERVAARDIGING VAN BUISE EN/OF PYPE

Die volgende werksaamhede by die vervaardiging van buise en/of pype en/of flense en/of bybehore (uitgesonderd kleppe), nl.:

LOON AA

1. Montering van vooraf vervaardigde komponente uit voorraad waar pasmaak vereis word.....
2. Buise met die hand buig (n.e.v.):
Eerste ses maande ondervinding—Loon B .....
Daarna: Loon AA.....
3. Afmerk.....
"Afmerk" beteken die afmerk met instrumente van die middelpunte en werklyne- van artikels en/of materiaal voor masjinering en/of verwerking en/of vervaardiging.....
4. Hernuwing van drewelstawe en/of persponse .....
5. Hernuwing en ronding van reduseermeule en/of stootbankrolle op 'n masjien spesiaal daarvoor ontwerp.....
6. Herhalingspoleer van trekstempels op 'n masjien spesiaal daarvoor ontwerp en met gebruikmaking van meters, noniusskale en mikrometers .....
7. Ruslyp van stootbankstempels in masjiene spesiaal daarvoor ontwerp, met gebruikmaking van noniusskale.....

Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

8. Setting out.....
"Setting out" means the setting out of work on the floor or on the bench to sketch and/or drawings and/or dimensions.
9. Setting up and setting out on cold tube bending machines.....

Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE B

10. Attending continuous tube welding plant, including roll changing and/or setting and/or grinding and/or scarfing and/or parting tools (n.e.s.).....
11. Attending ring bed, using vernier scales and including roll changing .....
12. Tube and/or pipe inspection including the use of precision measuring instruments (n.e.s.).....
Learnership for Rate B operations and supervisory work:
First six months of experience: Rate C.....
Thereafter: Rate B.....

Rate per hour for work classified at Rate B in Table of Wage Rates.

RATE C

13. Annealing boiler tubes (supervisory work) .....
14. Attending pumphouse (employees employed as pumphouse attendants) ..
15. Billet heating furnace supervisor .....
16. Case and/or tool hardening and/or heat treatment (supervisory work).....
17. Non-ferrous smelting and/or melting (chargehand and/or supervisory work)
18. Push bench driving under supervision
19. Repetition metal spinning as applied to tubular products (n.e.s.) .....
20. Supervision of weld inspection (n.e.s.) of pipes and/or fittings.....
21. Supervisory work (draw bench), using precision measuring instruments.....
22. Supervisory work (drop hammer, including tool changing).....
23. Supervisory work (hydraulic presses), including tool changing.....
24. Supervisory work (reducing mills), including roll changing.....
25. Supervisory work—supervising operations classified below Rate C.....

Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

26. Acid recovery plant supervisor.....
27. Assembling by means of jigs and/or templets (n.e.s.) .....
28. Assembling of expansion joints for hydraulic testing .....
29. Assistant supervisory work in respect of the following plants and/or operations:
(i) Billet furnace heating.....
(ii) butt welding of flange collars and/or metal sections by machine .....
(iii) continuous tube welding machines, including positioning of stops on cut-off equipment.....
(iv) dipping of steel pipes in hot bitumastic solution .....
(v) draw and/or push bench.....
(vi) external sheathing of steel pipes with hot bitumastic coating, including changing of sheathing ends .....
(vii) extrusion presses.....
(viii) galvanising.....
(ix) hydraulic and/or mechanical press work and/or roll forming of pipe ends and/or collar type joints.....
(x) hydraulic testing machine work including changing of test ends....

Rate per hour for work classified at Rate D in Table of Wage Rates.

8. Uitlê .....
"Uitlê" beteken die uitlê van werk op die vloer of op die werkbank volgens 'n skets en/of tekeninge en/of afmetings .....
9. Opstel en uitlê op kouebuisbuigmasjiene .....

Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON B

10. Ononderbroke buissweisinstallasie versorg, met inbegrip van verandering van rolle en/of die stel en/of slyp van skoonbrand- en/of afsteekgereedskap (n.e.v.) .....
11. Versorging van ringbed, met gebruikmaking van noniusskale en met inbegrip van rolverandering .....
12. Buis- en/of pypinspeksie, met inbegrip van die gebruik van presisiemeetinstrumente (n.e.v.) .....
Leerlingskap vir Loon B-werksaamhede en toesigwerk: .....
Eerste ses maande ondervinding: Loon C.....
Daarna: Loon B .....

Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON C

13. Ketelpype uitgloei (toesigwerk).....
14. Pomphuis versorg (werknemers in diens as pomphuisversorgers) .....
15. Toesighouer by oond vir blokverhitting.....
16. Dop- en/of gereedskapverharding en/of hittebehandeling (toesigwerk) .....
17. Uitsmelt en/of smelt van nie-ysterhoudende metale (onderbaas en/of toesigwerk) .....
18. Stootbanke dryf, onder toesig.....
19. Herhalingsmetaalspinwerk soos van toepassing op buisvormige produkte (n.e.v.) .....
20. Toesig oor inspeksie van sweiswerk (n.e.v.) aan pype en/of toebehore.....
21. Toesigwerk (trekbank), met gebruikmaking van presisiemeetinstrumente ..
22. Toesigwerk (valhamer, met inbegrip van verandering van gereedskap).....
23. Toesigwerk (hidrouliese perse), met inbegrip van verandering van gereedskap .....
24. Toesigwerk (reduseermeulens), met inbegrip van rolverandering.....
25. Toesigwerk—toesig hou oor werksaamhede geklassifiseer laer as Loon C.....

Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

26. Opsigter by suurherwinningsinstallasie
27. Inmekaarsit deur middel van setmate en/of patrone (n.e.v.).....
28. Inmekaarsit van uitsitvoeë vir hidrouliese toetsing .....
29. Help met toesig ten opsigte van die volgende installasies en/of werksaamhede:
(i) Blokoondverhitting .....
(ii) stuiksweiswerk aan flenskrae en/of metaalprofiele met 'n masjien
(iii) aaneenwerkende buissweismasjiene, met inbegrip van die plasing van stuiters op afsluitingsuitrusting .....
(iv) staalpype in warm bitumastikoplossing indoop .....
(v) trek- en/of stootbank .....
(vi) staalpype aan die buitekant met warm bitumastiklaag omhul, met inbegrip van die verandering van omhulselente.....
(vii) uitdrukperse .....
(viii) galvanisering.....
(ix) hidrouliese en/of meganiese perswerk en/of pypente en/of kraagringlasse in rolle vorm.....
(x) hidrouliese toetsmasjien bedien, met inbegrip van die verandering van toetsente.....

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

(xi) preparation of pipes for welding by means of pneumatic tools.....
(xii) reducing mills.....
(xiii) screwing and/or cutting tubes and/or tapping of tube fittings (including mounting of dies and/or cutters and/or stops during size changeover).....
(xiv) spun lining with bitumen, including changing of lining ends.....
(xv) spun lining with concrete .....
(xvi) slinging.....
(xvii) tube straightening machine.....

30. Bending of tubes in manually and/or power operated machines to sketch, other than marking out and setting out
31. Effluent disposal plant supervisor .....
32. Finishing the run of seam welds in pipe or tube manufactured on continuous automatic gas and/or electric welding machine prior to ultrasonic and/or X-ray inspection .....
33. Operating flanged pipe facing machine (excluding setting up).....
34. Operating hydraulic tube expanding machine, including checking.....
35. Operating plate edge planing machine (excluding setting up, but including the positioning of stops) .....
36. Operating repetitive and/or continuous automatic welding machines, including adjustment due to voltage variation. .....
37. Operating continuous semi-automatic gas shielded and/or flux cored wire arc welding machine, excluding setting up
38. Operating single- and/or double-head oxy-acetylene profiling machine and/or single- and/or multi-head straight line cutting machine, including setting up.
39. Punching and/or shearing and/or cropping to jigs and/or stops.....
40. Repetition forming of plates and/or strips and/or bars and/or sections in rolls and/or press-brake .....
41. Tool grinding in jigs, excluding tool room .....

Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE DD

42. Assisting Rate AA employee by repetition hand dressing of bends not exceeding 150 mm nominal bore.....
43. Attending fully automatic saw sharpening machine, excluding setting up, including loading, starting, stopping and unloading the machine.....

Rate per hour for work classified at Rate DD in Table of Wage Rates.

RATE DDD

44. Adjusting welding head on spiral tube machine to follow line of seam.....
45. Repetition operation of an automatic submerged arc welding machine where the operations are confined to loading, positioning the head, starting, stopping and unloading the machine, excluding setting up.....

Rate per hour for work classified at Rate DDD in Table of Wage Rates.

RATE E

46. Metal spraying for anti-corrosive purposes.....
47. Repetition operation of weld test equipment under supervision of a Rate C supervisor .....

Rate per hour for work classified at Rate E in Table of Wage Rates.

(xi) pype vir sweiswerk deur middel van drukluggereedskap voorberei
(xii) reduseermeulens.....
(xiii) skroefdraadsny en/of buise sny en/of moerdraadsny aan buistoebehore (met inbegrip van die stel van snymoere en/of snyers en/of stuiters terwyl die grootte verander word .....
(xiv) draaibekleding met bitumen, met inbegrip van die verandering van bekledingsente .....
(xv) draaibekleding met beton .....
(xvi) slingerwerk.....
(xvii) masjien vir reguitmaak van buise

30. Buise buig in hand- en/of kragmasjiene volgens skets, maar nie afmerk en uitlê nie .....
31. Toesighouer by wegdoeninstallasie vir afloopwater.....
32. Afwerking van naatsweislaslaag in pype of buise vervaardig op 'n aaneenwerkende outomatiese gas- en/of elektriese sweismasjien voor ultrasoniese en/of X-straalinspeksie .....
33. Bediening van 'n flenspypvlakmasjien (uitgesonderd die opstel daarvan).....
34. Bediening van 'n hidrouliese pypuitdymasjien, met inbegrip van nagaan.....
35. Bediening van 'n plaatkantskaafmasjien (uitgesonderd die opstel daarvan maar met inbegrip van die in posisie plaas van stuiters) .....
36. Bediening van 'n herhalings- en/of aaneenwerkende outomatiese sweismasjien, met inbegrip van regstelling vanweë spanningsverandering.....
37. Bediening van 'n aaneenwerkende half outomatiese afgeskermde gasboog- en/of vloeimiddelkerndraadboogsweismasjien, uitgesonderd die opstel daarvan .....
38. Bediening van 'n enkel- en/of dubbelkoppige oksiasetileenprofielmasjien en/of 'n enkel- en/of meerkoppige masjien wat reguit lyne sny, met inbegrip van die stel daarvan.....
39. Volgens setmate en/of stuiters pons en/of afskuif en/of afknip .....
40. Herhalingsvorm van plate en/of stroke en/of stawe en/of profiele in rolle en/of in persrem .....
41. Slyp van gereedskap in setmate, uitgesonderd in gereedskapkamer .....

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON DD

42. 'n Loon AA-werknemer help met herhalingshandafwerking van buigstukke met 'n nominale binnediameter van hoogstens 150 mm .....
43. Versorging van 'n volkome outomatiese saagslypmasjien, uitgesonderd die opstel daarvan, met inbegrip van die masjien laai, aan- en afskakel en ontlaai .....

Loon per uur vir werk ingedeel onder Loon DD in Loontabel.

LOON DDD

44. Regstelling van sweiskop aan 'n spiraalpypmasjien sodat dit die naatlyn volg.....
45. Herhalingsbediening van 'n outomatiese dompelboogsweismasjien waar die werksaamhede beperk is tot die masjien laai, die sweiskop manipuleer, die masjien aansit, stopsit en ontlaai, uitgesonderd die opstelling daarvan ...

Loon per uur vir werk ingedeel onder Loon DDD in Loontabel.

LOON E

46. Metaalbespuiting vir roeswerende doeleindes.....
47. Herhalingsbediening van sweistoetsuitrusting onder toesig van 'n Loon C-toesighouer.....

Loon per uur vir werk ingedeel onder Loon E in Loontabel.

RATE F

48. Repetition drilling and/or countersinking to jigs and/or stops and/or fixtures and/or popmarks.....
49. *Repetition operation of or attending semi-automatic machines where the work cycle is power driven and the end point is controlled by automatically operating stops (excluding setting up) but including the use of fixed gauges. .....
*For the purposes of the above, "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and where the manual operations are limited to loading the workpiece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting tools before and after the power cycle takes over and stopping and unloading the machine .....
50. Repetition operation of or attending semi-automatic or special purpose machine for machining of flanges and/or sockets and/or stub ends, including the use of fixed gauges.....

Rate per hour for work classified at Rate F in Table of Wage Rates.

LOON F

48. Herhalingsboor en/of versink volgens setmate en/of stuiters en/of setklemme en/of kornaelmerke .....
49. *Herhalingsbediening of -versorging van halfoutomatiese masjiene waar die werksiklus deur krag aangedryf word en die eindpunt beheer word deur outomatiese stuiters (uitgesonderd die opstel daarvan), maar met inbegrip van die gebruik van vaste meters .....
*Vir die toepassing van bogenoemde is "halfoutomatiese masjien" 'n masjien waarop dit nie nodig is om die werk met die hand te sentreer of in lyn te bring nie en waar die handbediening beperk is tot die plasing van die werkstuk in die kloukop of kloutoestel van die masjien, die masjien aanskakel, die gereedskap vorentoe of agtertoe bring voordat en nadat die kragsiklus oorneem, die masjien afskakel en die werkstuk van die masjien afneem .....
50. Herhalingsbediening of -versorging van halfoutomatiese of eendoelmasjien vir die masjinering van flense en/of sokke en/of vurke, met inbegrip van die gebruik van vaste meters .....

Loon per uur vir werk ingedeel onder Loon F in Loontabel.

RATE G

51. Assembling of pre-manufactured components from stock requiring no fitting or adjustment, but including deburring
52. Assisting in heat treatment of welded joints.....
53. Assisting in hot and/or cold forming of flat bars into flanges and/or rings, including hand peak trueing, excluding setting up .....
54. Driving power hammer .....
55. Feeding cold draw bench, including removing, cleaning and replacing of dies, including the use of fixed gauges
56. Hand buffing and/or polishing of tungsten carbide dies, using wooden sticks and paste, excluding sizing .....
57. Hydraulic and/or pneumatic and/or mechanical staving .....
58. Operating flux coating machine.....
59. Operating mandrel bar extractor .....
60. Operating mandrel bar tunnel.....
61. Operating mandrel bar turntable .....
62. Operating a power-driven cone plate stretching machine manually.....
63. Operating pipe lining machine under instruction of a Rate A to D employee
64. Operating pipe wrapping machine under instruction of a Rate A to D employee .....
65. Operating power saw for repetitive cutting off to stops and/or length gauges .....
66. Operating reeling mill .....
67. Operating seam forming machine .....
68. Operating tagger hammer .....
69. Operating tube cutting machine, excluding setting up .....
70. Paraffin testing .....
71. Piercing press work using pre-set dies
72. Preparation of pipes for patching by means of pneumatic and/or hand tools
73. Repetition bevelling of pipe ends.....
74. Repetition boring and/or bevelling and/or facing and/or trepanning of flanges and/or sockets, excluding setting up.....

Rate per hour for work classified at Rate G in Table of Wage Rates.

LOON G

51. Montering van vooraf vervaardigde komponente uit voorraad waar geen pasmaak en/of regstelling nodig is nie, maar met inbegrip van afbaard.....
52. Help met die hittebehandeling van sweislasse .....
53. Help om plat stawe warm en/of koud te vorm in flense en/of ringe, met inbegrip van met die hand in lyn stel van punte, uitgesonderd die opstel daarvan.....
54. Kraghamer dryf .....
55. Koue trekbank voer, met inbegrip van stempels verwyder, skoonmaak en terugsit, met inbegrip van die gebruik van vaste meters .....
56. Wolframkarbiedstempels met die hand poets en/of poleer, met gebruikmaking van houtstokke en pasta, uitgesonderd planering.....
57. Hidrouliese en/of druklug- en/of meganiese staafvorming.....
58. Bediening van 'n vloeimiddelbedekkingsmasjien .....
59. Bediening van drewelstaaftrekker.....
60. Bediening van drewelstaaftonnel .....
61. Bediening van drewelstaafdraaiskyf ...
62. Bediening, met die hand, van 'n kragaangedrewe hulpkoprekmasjien .....
63. Bediening van pypvoeringsmasjien onder aanwysing van 'n Loon A- tot D-werknemer.....
64. Bediening van pypomwikkelmasjien onderaanwysings van 'n Loon A- tot D-werknemer.....
65. Bediening van kragsaag vir herhalingsafsaag volgens stuiters en/of lengtemeters .....
66. Bediening van tolmeule.....
67. Bediening van 'n naatvormmasjien ....
68. Bediening van 'n saalsmeehamer .....
69. Bediening van 'n pypsnymasjien, uitgesonderd die opstel daarvan.....
70. Met paraffien toets .....
71. Deurboorperswerk, met gebruikmaking van vooraf gestelde stempels.....
72. Voorbereiding van pype vir lapwerk deur middel van druklug- en/of handgereedskap .....
73. Herhalingsafskuins van pypente .....
74. Herhalingsboor en/of -afskuins en/of -vlak en/of -skedelboor van flense en/of sokke, uitgesonderd die opstel daarvan.....

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

75. Repetition expanding of flanges .....
76. Repetition marking of material to jigs and/or templets with the aid of a templet and scriber or marking material.....
77. Repetition operating cold bending machine where the machine is set up by a Rate AA to D employee .....
78. Repetition reaming using non-adjustable reamers .....
79. Repetition screwing and/or cutting of pipes and/or tubes with die-heads and/or taps and/or cutters by machine, including the mounting of screwing and/or cutter heads, including the use of fixed gauges, excluding resetting and/or size changing .....
80. Rounding of pipe ends and/or sections to gauges.....
81. Screeding in the application of bitumastic sheathing .....
82. Setting sections on automatic submerged arc welding machine.....
83. Skimming of non-ferrous billets, excluding setting up.....

} Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE H

84. Attending automatic straightening and/or rounding and/or reducing and/or extracting and/or reaming machine
85. Draw bench operating (including the use of fixed gauges) .....
86. Dressing and/or deburring by hand and/or by grinding and/or by portable power tools for inspection.....
87. Gasket cutting, using templets .....
88. Hot stripping and punching of drop forgings.....
89. Rough straightening of tubes .....

} Rate per hour for work classified at Rate H in Table of Wage Rates.

RATE I

90. Assisting the operator of a tacking machine .....
91. Charging pots for the melting of bitumen .....
92. Dismantling of assembly rings.....
93. Flux drying .....
94. Metal coating by dipping and/or galvanising .....
95. Opening and/or closing dies in socket forming.....
96. Sand and/or shot blasting.....
97. Striking by hand hammer for blacksmith's work .....

} Rate per hour for work classified at Rate I in Table of Wage Rates.

DIVISION D/21

THE MANUFACTURE, INCLUDING REMANUFACTURE AND/OR ASSEMBLY OF DOMESTIC AND/OR PORTABLE APPLIANCES DIVISION

"Remanufacture" means the correction of faults in items of equipment in a manufacturing establishment prior to sale and which items are returned to the production line, and/or the correction of faults in items of equipment returned to the original manufacturing establishment by the purchaser whilst under a guarantee.

RATE A

1. Rectification of operational faults which occur in the manufacturing process and where the articles are not returned to the production lines .....

} Rate per hour for work classified at Rate A in Table of Wage Rates.

RATE D

2. Assembling (n.e.s.) .....
3. Charging appliances manually with refrigerant and/or oil (n.e.s.).....

} Rate per hour for work classified at Rate D in Table of Wage Rates.

75. Herhalingsuitdy van flense .....
76. Herhalingsafmerk van materiaal volgens setmate en/of patrone met behulp van 'n patroon en kraspen of merkmateriaal.....
77. Herhalingsbediening van 'n koudbuigmasjien, waar die masjien opgestel word deur 'n Loon AA- tot D-werknemer .....
78. Herhalingsruim, met gebruikmaking van nie-verstelbare ruimers .....
79. Met 'n masjien herhalingsmoerdraadsny en/of -afsaag van pype en/of buise met draadsnykoppe en/of snytappe en/of snyers, met inbegrip van die montering van moerdraadsny- en/of snyerkoppe, met inbegrip van die gebruik van vaste meters, uitgesonderd oorstel en/of verandering van grootte .....
80. Pypente en/of -profiele volgens meters rond.....
81. Afvlak by die aanwending van bitumastikbekleding.....
82. Profiele opstel op 'n outomatiese dompelboogsweismasjien.....
83. Nie-ysterhoudende knuppers afskuim, uitgesonderd die opstel daarvan .....

} Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON H

84. Versorging van 'n outomatiese rig- en/of rondmaak- en/of reduseer- en/of uittrek- en/of ruimmasjien.....
85. Trekbankwerk (met inbegrip van die gebruik van vaste meters) .....
86. Vir inspeksie, met die hand en/of deur te slyp en/of met draagbare kraggereedskap afwerk en/of afbaard .....
87. Pakkings sny, met gebruikmaking van patrone.....
88. Warmafstroop en pons van valsmeestukke .....
89. Ru-reguitmaak van buise .....

} Loon per uur vir werk ingedeel onder Loon H in Loontabel.

LOON I

90. Bediener van 'n hegmasjien help .....
91. Potte volmaak vir die smelt van bitumen .....
92. Monteerringe uitmekaarhaal .....
93. Smeltmiddels droogmaak.....
94. Metaal bedek deur indoping en/of galvanisering.....
95. Stempels oop- en/of toemaak by die vorm van sokke .....
96. Sand- en/of haelstraling .....
97. Met handhamer by grofsmidswerk slaan .....

} Loon per uur vir werk ingedeel onder Loon I in Loontabel.

AFDELING D/21

AFDELING VIR DIE VERVAARDIGING, MET INBEGRIP VAN HERVERVAARDIGING EN/OF MONTERING, VAN HUISHOUDELIKE EN/OF DRAAGBARE TOESTELLE

„Hervervaardiging" beteken die verbetering van defekte in uitrustingstukke in 'n vervaardigingsbedryfsinrigting voor verkoop en welke stukke na die produksielyn teruggestuur word, en/of die verbetering van defekte in uitrustingstukke wat deur die koper na die oorspronklike vervaardigingsbedryfsinrigting teruggestuur word terwyl dit nog onder waarborg is.

LOON A

1. Regstelling van werkdefekte wat in die vervaardigingsproses voorkom en waar die artikels nie na die produksielyne teruggestuur word nie.....

} Loon per uur vir werk ingedeel onder Loon A in Loontabel.

LOON D

2. Inmekaarset (n.e.v.).....
3. Toestelle met die hand, met koelmiddel en/of olie vul (n.e.v.) .....

} Loon per uur vir werk ingedeel onder Loon D in Loontabel.

RATE DDD

4. Fan speed checking, using pre-set stroboscope (excluding setting of the stroboscope) .....
5. Repetition adjusting of electrical control devices to pre-determined limits ..
6. Soldering and/or sweating by hand (n.e.s.) .....

Rate per hour for work classified at Rate DDD in Table of Wage Rates.

RATE F

7. Operating manually operated folding machine and/or hand brake and/or hand folder and/or finger brake to marks (excluding setting up).....
8. Operating power-driven folding machine to stops and/or jigs and/or fixtures (excluding setting up).....
9. Repetition high voltage "no load" (neon type tester) earth testing .....
10. Repetition reaming, using adjustable reamers, provided they are pre-set by a Rate A or Rate AA employee.....
11. Repetition voltage, insulation and/or ohm and/or wattage testing to pre-set values.....

Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

12. Assembling of pre-manufactured components from stock requiring no fitting and/or adjusting, but including deburring.....
13. Bending and/or forming wire to jigs ...
14. Charging appliances with refrigerant and/or oil, using semi-automatic processes.....
15. Connecting pre-formed and/or prepared wires to pre-determined points and/or connections .....
16. Crimping hose ends .....
17. Cutting flexible hose and/or pipe .....
18. Drilling to jigs and/or stops and/or fixtures and/or pre-determined pop marks and/or countersinking (excluding radial drill) .....
19. Refrigerant leak detection (excluding rectification of leaks) .....
20. Repetition crimping of terminals and/or stripping wires .....
21. Repetition cutting and/or pre-forming sets of wires to jigs and/or fixtures and/or templets and/or length gauges
22. Repetition ohm testing of elements to pre-set setting of ohmmeter.....
23. Repetition operating press-brake to stops and/or jigs and/or length gauges where the stroke is not controlled (excluding setting up).....
24. Repetition testing of pre-manufactures components from stock to predetermined limits where the test is confined to acceptance or rejection ....
25. Stitching of cardboard by hand and/or machine .....
26. Winding resistances direct onto predesigned spaced ceramic and/or mica and/or porcelain and/or mandrel.....

Rate per hour for work classified at Rate G in Table of Wage Rates.

Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE I

27. Packing and/or filling cavities of double-walled sections with heat-insulating material .....

Rate per hour for work classified at Rate I in Table of Wage Rates.

LOON DDD

4. Kontrolering van waaierspoed, met gebruikmaking van 'n vooraf gestelde stroboskoop (uitgesonderd die stel van die stroboskoop).....
5. Herhalingsregstelling van elektriese beheertoestelle volgens vooraf bepaalde grense.....
6. Met die hand soldeer en/of aansweet (n.e.v.).....

Loon per uur vir wer ingedeel onder Loo DDD in Loontabel.

LOON F

7. Bediening van 'n handaangedrewe voumasjien en/of handrem en/of handvouer en/of vingerrem volgens merke (uitgesonderd die opstel daarvan).....
8. Bediening van 'n kragaangedrewe voumasjien volgens stuiters en/of setmate en/of setklemme (uitgesonderd die opstel daarvan).....
9. Aardingstoetse by herhaling van hoë voltspanning sonder belasting (neontipe toetstoestel).....
10. Herhalingsruim, met gebruikmaking van verstelbare ruimers, mits hulle vooraf deur 'n Loon A- of Loon AA-werknemer gestel is.....
11. Herhalingstoetsing van voltspanning, isolering en/of ohm- en/of wattsterkte, volgens vooraf gestelde waardes.....

Loon per uur vir wer ingedeel onder Loo F in Loontabel.

LOON G

12. Montering van vooraf vervaardigde komponente uit voorraad wat geen pasmaak en/of regstelling vereis nie, maar met inbegrip van afbaard.....
13. Draad volgens setmate buig en/of vorm .....
14. toestelle met 'n koelmiddel en/of olie vul, met gebruikmaking van halfoutomatiese prosesse .....
15. Vooraf gevormde en/of bereide drade aan vooraf bepaalde punte en/of verbindings heg.....
16. Rubberslangente kartel .....
17. Buigsame rubberslange en/of -pype afsny .....
18. Boor volgens setmate en/of stuiters en/of setklemme en/of vooraf vasgestelde kornaelmerke en/of versink (uitgesonderd radiaalboor) .....
19. Lekke in koeltoestelle opspoor (uitgesonderd die regmaak van lekke).....
20. Herhalingskarteling van aansluiters en/of stroping van drade .....
21. Herhalingsafsny en/of -voorvorming van stelle drade volgens setmate en/of setklemme en/of patrone en/of lengtemeters .....
22. Herhalingsohmtoetsing van elemente volgens vooraf stelling van ohmmeter
23. Herhalingsbediening van 'n persrem volgens stuiters en/of setmate en/of lengtemeters, waar die slag nie beheer word nie (uitgesonderd die opstel daarvan) .....
24. Herhalingstoetsing van vooraf vervaardigde komponente uit voorraad volgens vooraf vasgestelde grense, waar die toets beperk is tot aanvaarding of verwerping .....
25. Karton met die hand en/of 'n masjien stik .....
26. Weerstande regstreeks op vooraf ontwerpte gespasieerde keramiek en/of mika en/of porselein en/of drewel wikkel .....

Loon per uur vir wer ingedeel onder Loo G in Loontabel.

Loon per uur vir wer ingedeel onder Loo G in Loontabel.

LOON I

27. Holtes van dubbelmuurseksies met hitte-isoleringsmateriaal toestop en/of vul .....

Loon per uur vir wer ingedeel onder Loo I in Loontabel.

DIVISION D/22

SHEETMETAL MANUFACTURING DIVISION

All operations in the assembling and/or manufacturing and/or bricating (as defined) of sheetmetal articles and/or tubular furniture volving the use of metal of 4 mm and thinner and which may include tegral light metal sections of material not exceeding 7 mm thickness id up to and including 13 mm round attachments to hollowware but cluding—

(a) lines manufactured principally from tinplate;

(b) the manufacture by mass production methods from sheetmetal of a gauge not thicker than 2 mm of—
  (i) commercial, plain or lithographed containers for the packaging of general merchandise and the manufacture of such containers by any person for the packaging of his own products;
  (ii) bottle, jar and other container closures;
  (iii) plain or lithographed metal toys; and
  (iv) plain or lithographed display tablets;

(c) the manufacture by mass production methods of other commodities, plain or lithographed, and including the manufacture of trunks and other containers designed to hold personal effects, sporting kit, tools and documents, from tinplate not thicker than 0,5 mm;

(d) the manufacture of plain or lithographed collapsible tubes from non-ferrous metal slugs.

For the purposes of this Division, "fabricating" includes the anufacturing of non-standard and/or custom-built articles when erformed conjointly with manufacture as defined, and is confined to perations scheduled in this Division.

The classes of work scheduled in Division D/21 of this Agreement all *mutatis mutandis* apply to any such work undertaken in Electrical Wiring operations not scheduled in this Division.

Section (a).— *General*

ATE AA

1. *Marking out .....
   *For the purposes of the above, "marking out" means the marking out with measuring instruments of the centres and working lines of articles and/or material preparatory to machining and or processing.....
2. Setting out.....

} Rate per hour for work classified at Rate AA in Table of Wage Rates.

ATE B

3. Final knocking out of dents and/or final straightening by use of hammer, spoon, dolly or wrench bar (n.e.s.) ....
4. Preparing completed doors and/or door frames and/or window surrounds for non-standard fittings .....
5. Repairing and/or altering and/or adjusting and/or erecting on site or building of doors and/or door frames, window surrounds and curtain walling (n.e.s.) (outwork only).....

} Rate per hour for work classified at Rate B in Table of Wage Rates.

ATE C

6. Arc and/or gas welding by hand of pressed metal door frames, pressed metal window surrounds, transformer doors and pressed metal sub-economic housing doors and curtain walling manufactured mainly of pressed metal
7. Operating power-driven guillotine (n.e.s.) .....
8. Operating press-brake (n.e.s.) .....
9. Roller bending and/or forming, other than repetition roller bending and/or forming (n.e.s.) .....

} Rate per hour for work classified at Rate C in Table of Wage Rates.

ATE D

10. Assembling (n.e.s.) .....
11. Automatic welding where the welding head is automatically fed and speed of weld mechanically controlled.....

} Rate per hour for work classified at Rate D in Table of Wage Rates.

AFDELING D/22

AFDELING VIR DIE VERVAARDIGING VAN PLAATMETAAL

Alle werksaamhede by die montering en/of vervaardiging en/of fabrisering (soos omskryf) van plaatmetaalartikels en/of meubels van metaalbuise gemaak wat die gebruik meebring van metaal van 4 mm en dunner en wat geïntegreerde ligte metaalprofiele kan insluit van materiaal hoogstens 7 mm dik en met ronde hegstukke van tot en met 13 mm aan holware, maar uitgesonderd—

(a) reekse hoofsaaklik uit tinplaat vervaardig;

(b) die vervaardiging volgens massaproduksiemetodes uit plaatmetaal met 'n dikte van hoogstens 2 mm van—
  (i) kommersiële, onversierde of gelitografeerde houers vir die verpakking van algemene handelsware en die vervaardiging van sulke houers deur enigeen vir die verpakking van sy eie ware;
  (ii) deksels vir bottels, flesse en ander houers;
  (iii) onversierde of gelitografeerde metaalspeelgoed; en
  (iv) onversierde of gelitografeerde vertoonplate;

(c) die vervaardiging volgens massaproduksiemetodes uit tinplaat met 'n dikte van hoogstens 0,5 mm van ander kommoditeite, onversier of gelitografeerd, met inbegrip van die vervaardiging van reiskoffers en ander houers wat bedoel is om persoonlike besittings, sportgerei, gereedskap en dokumente te bevat;

(d) die vervaardiging van onversierde of gelitografeerde opvoubare buise uit nie-ysterhoudende metaalstukke.

Vir die toepassing van hierdie Afdeling omvat ,,fabrisering" die vervaardiging van nie-standaard- en/of doelgeboude artikels wanneer dit geskied saam met vervaardiging soos omskryf, en is dit beperk tot werksaamhede wat in hierdie Afdeling gelys is.

Die klasse werk in Afdeling D/21 van hierdie Ooreenkoms gelys, is *mutatis mutandis* van toepassing op alle sodanige werk wat onderneem word in die werksaamhede onder Elektriese Bedrading en wat nie in hierdie Afdeling gelys is nie.

Seksie (a).—*Algemeen*

LOON AA

1. *Afmerk .....
   *Vir die toepassing van bogenoemde beteken ,,afmerk" die afmerk met meetinstrumente van die middelpunte en werklyne van artikels en/of materiaal voor masjinering en/of verwerking .....
2. Uitlê .....

} Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON B

3. Finale uitklop van duike en/of finale reguitmaak deur gebruikmaking van 'n hamer, lepel, kloplees of sleutelstaaf (n.e.v.) .....
4. Bereiding van voltooide deure en/of deur- en/of vensterkosyne vir passings wat nie standaard is nie .....
5. Herstel en/of verandering en/of regstel en/of oprig op perseel of aan gebou van deure en/of deurkosyne, vensterkosyne en gordynmure (n.e.v.) (slegs buitewerk).....

} Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON C

6. Boog- en/of gassweiswerk met die hand van persmetaaldeurkosyne, persmetaalvensterkosyne, transformatordeure en subekonomiese behuisingsdeure van persmetaal en gordynmure wat hoofsaaklik uit persmetaal vervaardig is.....
7. Bediening van 'n kragguillotine (n.e.v.) .....
8. Bediening van 'n persrem (n.e.v.).....
9. Walsbuigwerk en/of- fatsoenering, uitgesonderd herhalingswalsbuigwerk en/of -fatsoenering (n.e.v.).....

} Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

10. Monteerwerk (n.e.v.) .....
11. Outomatiese sweiswerk, waar die sweiskop outomaties gevoer en die spoed van die sweiswerk meganies beheer word.....

} Loon per uur vir werk ingedeel onder Loon D in Loontabel.

12. Fitting of glazing beads and all operations incidental thereto including marking for mitreing and pop marking prior to drilling.....
13. *Marking off (n.e.s.) .....
*"Marking off" means marking off material to given lengths for cutting-off purposes, using only rule and/or tape measure and marking material.
14. Operating power-driven folding machine (n.e.s.), including setting up
15. Press operating (n.e.s.), excluding setting.....
16. Welding and/or brazing, including hard and/or silver soldering, of parts located in jigs and/or parts so located as to obviate the need for a jig (n.e.s.)

Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE DD

17. Gas brazing on hot water geysers of copper components in fixtures, or so formed as to obviate the need for fixtures, using fluxless brazing rods ....
18. Operating press-brake (n.e.s.) to stops and/or jigs and/or length gauges where the stroke is controlled, excluding for pressed metal door frames, pressed metal window surrounds, transformer doors and pressed metal sub-economic housing doors and curtain walling manufactured mainly of pressed metal, excluding setting up.....
19. Positioning and bolting down of the sets in pre-located positive guides on presses of capacity up to 50 tons, prior to setting by a Rate C setter .....
20. Welding and/or brazing to fixtures or parts so located as to obviate the need for a fixture (weld length not to exceed 55 mm, and material thickness not to exceed 2,5 mm).....

Rate per hour for work classified at Rate DD in Table of Wage Rates.

RATE E

21. Metal spraying for anti-corrosive purposes under effective supervision.....

Rate per hour for work classified at Rate E in Table of Wage Rates.

RATE F

22. Operating manually operated folding machine and/or hand brake and/or hand folder and/or finger bending brake to marks excluding for pressed metal door frames, pressed metal window surrounds, transformer doors and pressed metal sub-economic housing doors and curtain walling manufactured mainly of pressed metal (excluding setting up) .....
23. Operating power-driven folding machine to stops and/or jigs and/or fixtures, excluding for pressed metal door frames, pressed metal window surrounds, transformer doors and pressed metal sub-economic housing doors and curtain walling manufactured mainly of pressed metal (excluding setting up) .....
24. Operating power-driven guillotine to stops, excluding for pressed metal door frames, pressed metal window surrounds, transformer doors and pressed metal sub-economic housing doors and curtain walling manufactured mainly of pressed metal (excluding setting up). .....

Rate per hour for work classified at Rate F in Table of Wage Rates.

12. Insit van ruitkraallyste en alle werksaamhede in verband daarmee, met inbegrip van afmerk vir verstekwerk en kornaelmerkwerk voor boorwerk ..
13. *Afmerk (n.e.v.) .....
*„Afmerk" beteken die afmerk van materiaal volgens bepaalde lengtes vir afsnydoeleindes slegs met gebruikmaking van 'n liniaal en/of meetband en merkmateriaal.....
14. Bediening van kragaangedrewe voumasjien (n.e.v.), met inbegrip van die opstel daarvan.....
15. Bediening van 'n pers (n.e.v.), uitgesonderd stel .....
16. Sweis en/of sweissoldeer, met inbegrip van hard- en/of silwersoldering, aan dele in setmate en/of dele so geplaas dat die gebruik van 'n setmaat nie nodig is nie (n.e.v.) .....

Loon per uur vir we ingedeel onder Loo D in Loontabel.

LOON DD

17. Gassweissoldeer aan warmwatergeisers van koperkomponente in setklemme of só gevorm dat die gebruik van setklemme nie nodig is nie, met gebruikmaking van sweissoldeerstawe sonder vloeimiddel.....
18. Bediening van persrem (n.e.v.) volgens stuiters en/of setmate en/of lengtemeters waar die slag beheer is, uitgesonderd vir persmetaaldeurkosyne, persmetaalvensterkosyne, transformatordeure en subekonomiese behuisingsdeure van persmetaal en muurgordyne wat hoofsaaklik uit persmetaal vervaardig is, uitgesonderd die opstel daarvan.....
19. Stempelstelle in vooraf geplaaste positiewe leiers in posisie plaas en vasbout aan perse met 'n kapasiteit van tot 50 ton voordat dit deur 'n Loon C-steller gestel word .....
20. Sweis en/of sweissoldeer volgens setklemme of dele wat só geplaas is dat die gebruik van 'n setklem nie nodig is nie (die sweislengtes moet hoogstens 55 mm wees en die materiaal hoogstens 2,5 mm dik) .....

Loon per uur vir we ingedeel onder Loo DD in Loontabel.

LOON E

21. Metaalspuitwerk vir roeswerende doeleindes onder doeltreffende toesig .....

Loon per uur vir wei ingedeel onder Loo E in Loontabel.

LOON F

22. Bediening van 'n handaangedrewe voumasjien en/of handrem en/of handvouer en/of vingerbuigrem volgens merke, uitgesonderd ten opsigte van persmetaaldeurkosyne, persmetaalventerkosyne, transformatordeure en subekonomiese behuisingsdeure van persmetaal en gordynmure wat hoofsaaklik uit persmetaal vervaardig is (uitgesonderd die opstel daarvan).....
23. Bediening van 'n kragaangedrewe voumasjien volgens stuiters en/of setmate en/of setklemme, uitgesonderd ten opsigte van persmetaaldeurkosyne, persmetaalvensterkosyne, transformatordeure en subekonomiese behuisingsdeure van persmetaal en gordynmure wat hoofsaaklik uit persmetaal vervaardig is (uitgesonderd die opstel daarvan).....
24. Bediening van 'n kragaangedrewe guillotine volgens stuiters, uitgesonderd vir persmetaaldeurkosyne, persmetaalvensterkosyne, transformatordeure en subekonomiese behuisingsdeure van persmetaal en gordynmure wat hoofsaaklik uit persmetaal vervaardig is (uitgesonderd die opstel daarvan) .....

Loon per uur vir we ingedeel onder Loo F in Loontabel.

25. Repetition operation of or attending semi-automatic machines where the work cycle is power-driven and the end point is controlled by automatically operating stops (excluding setting up).....
For the purposes of the above, "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools before and after the power cycle takes over and stopping and unloading the machine...
26. Repetition production machining of bar and/or tube on capstan lathes to stops where the work is held by devices not necessitating any centralising or trueing (excluding setting up). (This operation is limited to a machine not exceeding a 52 mm nominal bore diameter.) .....

Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

27. Affixing and/or positioning of ventilators into industrial windows and/or of windows into surrounds and/or screwing and/or riveting, including clamping and/or positioning under effective supervision, excluding arc welding.....
28. Assembling of pre-manufactured components from stock requiring no fitting and/or adjusting, but including deburring.....
29. Attaching fittings on prepared door frames and/or window surrounds .....
30. Beading and/or seaming and/or grooving and/or trimming and/or curling and/or wiring and/or dishing and/or flanging and/or locking double side top and bottom.....
31. Bending to stops and/or marks of piping and/or tubing marked to size by manual pipe and/or tube bending machine .....
32. Bending to stops of piping and/or tubing by power-operated pipe and/or tube bending machine excluding setting .....
33. Leak-testing of finished products, other than by pressure testing.....
34. Loading of rolled sheet coils onto uncoiler and setting of uncoiler release under supervision of a Rate A to D employee .....
35. Operating manually operated folding machine and/or hand brake and/or hand folder and/or finger bending brake to stops and/or jigs and/or fixtures, excluding setting up .....
36. Operating press-brake to stops and/or jigs and/or length gauges where the stroke is not controlled, excluding for pressed metal door frames, pressed metal window surrounds, transformer doors and pressed metal sub-economic housing doors and curtain walling manufactured mainly of pressed metal (excluding setting up).....
37. Operating tube and/or rod and/or wire straightening machine .....

Rate per hour for work classified at Rate G in Table of Wage Rates.

25. Herhalingsbediening of -versorging van halfoutomatiese masjiene waar die werksiklus deur krag aangedryf word en die eindpunt deur outomatiese stuiters beheer word (uitgesonderd die opstel daarvan).....
Vir die toepassing van bogenoemde is „halfoutomatiese masjien" 'n masjien waarop dit nie nodig is om die werk met die hand te sentreer of in lyn te bring nie en waar handbediening beperk is tot die plasing van die werkstuk in die kloukop of kloutoestel van die masjien, die masjien aan die gang sit, die gereedskap vorentoe of agtertoe bring voor en nadat die kragsiklus oorneem, en die masjien afskakel en die werkstuk daarvan afneem .....
26. Herhalingsproduksiemasjinering van stawe en/of buise op rewolwerdraaibanke volgens stuiters, waar die werk vasgehou word deur toestelle wat dit nie nodig maak om die werk te sentreer of in lyn te bring nie (uitgesonderd die opstel daarvan). (Hierdie werksaamheid is beperk tot 'n masjien waarvan die nominale binnediameter hoogstens 52 mm is) .....

Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

27. Insit en/of in posisie plaas van ventilators in nywerheidsvensters en/of van vensters in kosyne en/of vasskroef en/of vasklink, met inbegrip van vasklamp en/of in posisie plaas onder behoorlike toesig, uitgesonderd boogsweiswerk.....
28. Montering uit voorraad van vooraf vervaardigde komponente wat geen pasmaak en/of regstelling vereis nie, maar met inbegrip van afbaard.....
29. Toebehore aan bereide deur- en/of vensterkosyne vassit .....
30. Kraallyswerk en/of naatvorming en/of groefwerk en/of afwerking en/of krul en/of bedrading en/of komming en/of omflensing en/of dubbele kante bo en onder sluit .....
31. Pype en/of buise wat volgens grootte gemerk is, buig volgens stuiters en/of merke deur middel van pyp- en/of buisbuigmasjien wat met die hand bedien word.....
32. Pype en/of buise volgens stuiters buig deur middel van kragaangedrewe pyp en/of buisbuigmasjien, uitgesonderd die stel daarvan .....
33. Voltooide produkte toets vir lekplekke, uitgesonderd deur druktoetsing.....
34. Gewalste plaatkronkels op 'n afwikkelaar plaas en die afwikkelaarklink onder die toesig van 'n Loon A- tot D-werknemer stel .....
35. Bediening van 'n handvoumasjien en/of handrem en/of handvouer en/of vingerbuigrem volgens stuiters en/of setmate en/of setklemme, uitgesonderd die stel daarvan.....
36. Bediening van 'n persrem volgens stuiters en/of setmate en/of lengtemeters waar die slag nie beheer word nie, uitgesonderd vir persmetaaldeurkosyne, persmetaalventerkosyne, transformatordeure en subekonomiese behuisingsdeure van persmetaal en gordynmure wat hoofsaaklik uit persmetaal vervaardig is (uitgesonderd die opstel daarvan).....
37. Bediening van 'n buis- en/of stang- en/of draadrigmasjien .....

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

38. Operating wire fed stitching machine
39. Random drilling where the location of the hole is not critical or is immaterial (in the manufacture of tanks and/or reservoirs only)
40. Repetition application of insulating materials, including cutting and/or marking to templets under effective supervision
41. Repetition bending and/or forming by machine to jigs and/or dies and/or stops and/or length gauges (excluding press-brake and excluding setting up)
42. Repetition butt and/or spot and/or flash and/or seam and/or projection and/or resistance and/or percussion welding by machine
43. Repetition coiling of tubes under the instruction of a Rate AA to D employee
44. Repetition cutting and/or cropping and/or shearing to stops and/or templets and or jigs and/or length gauges and/or fixtures and/or marks (excluding power-driven guillotines and excluding setting up)
45. Repetition drilling to jigs and/or prelocated parts and/or templets and/or pops and/or fixtures and/or marks (excluding radial drilling machines)
46. Repetition hot and/or cold blanking and/or piercing by press, using guides and/or jigs and/or stops
47. Repetition machine punching and/or slotting and/or notching to jigs and/or guides and/or stops
48. Repetition marking to templets and/or jigs
49. Repetition operating nibbling machine and/or nibbling shears to jigs and/or stops and/or templets and/or marks in sheet of 4 mm and thinner
50. Repetition popmarking to jigs and/or templets
51. Repetition reaming with non-adjustable reamers
52. Repetition roller bending and/or roller forming and/or re-rolling
53. Repetition rolling and/or corrugating and/or forming of tan bodies
54. Repetition soft soldering and/or sweating
55. Repetition spinning, using formers, including the use of fixed gauges but excluding setting
56. Repetitive countersinking to stops
57. Repetitive threading and/or tapping
58. Rough straightening of components and/or materials using tinman's hammer and/or mallet and/or pliers only
59. Screwing on and/or riveting and/or clipping of assembled louvre stiles into metal frames

Rate per hour for work classified at Rate G in Table of Wage Rates.

38. Bediening van 'n draadgevoerde stikmasjien
39. Willekeurige boorwerk waar die plasing van die gat nie kritiek is nie of onbelangrik is (slegs by die vervaardiging van tenks en/of reservoirs)
40. Herhalingsaanwending van isoleermateriaal, met inbegrip van afsny en/of merk volgens patrone, onder behoorlike toesig
41. Herhalingsbuig en/of -fatsoeneer met 'n masjien volgens setmate en/of stempels en/of stuiters en/of lengtemeters (uitgesonderd persrem en uitgesonderd opstel)
42. Herhalingstuik- en/of -punt- en/of -flits- en/of -naat- en/of -projeksie- en/of -weerstand- en/of -slagsweiswerk met 'n masjien
43. Herhalingskronkel van buise onder aanwysing van 'n Loon AA- tot D-werknemer
44. Herhalingsafsaag en/of -afknip en/of -afskuif volgens stuiters en/of patrone en/of setmate en/of lengtemeters en/of setklemme en/of merke (uitgesonderd kragguillotines en uitgesonderd die stel daarvan)
45. Herhalingsboor volgens setmate en/of vooraf geplaaste onderdele en/of patrone en/of kornaelmerke en/of setklemme en/of merke (uitgesonderd radiaalboormasjiene)
46. Herhalingswarm- en/of -kouduitsny en/of -deurboor met pers, met gebruikmaking van leiers en/of setmate en/of stuiters
47. Herhalingsmasjienpons en/of -gleufwerk en/of -inkeping volgens setmate en/of leiers en/of stuiters
48. Herhalingsmerk volgens patrone en/of setmate
49. Herhalingsbediening van plaatsnymasjien en/of plaatsnyskêr volgens setmate en/of stuiters en of patrone en/of merke, waar die plaat 4 mm en dunner is
50. Herhalingskornaelmerkwerk volgens setmate en/of patrone
51. Herhalingsruimmerk met nie-verstelbare ruimers
52. Herhalingsrollerbuig en/of -rollervorming en/of -herrol
53. Herhalingsrol- en/of -riffel- en/of -vormwerk aan tenkrompe
54. Herhalingsagsoldering en/of -aansweet
55. Herhalingspinwerk, met gebruikmaking van vormers, met inbegrip van die gebruik van vaste meters maar uitgesonderd stel
56. Herhalingsversinking volgens stuiters
57. Herhalingskroefdraad- en/of -moerdraadsny
58. Ru-reguitmaak van komponente en/of materiaal, met gebruikmaking van slegs blikslaershamer en/of -klophamer en/of -buigtang
59. Vasskroef en/of klink en/of vasklem van gemonteerde hortjiestyle in metaalrame

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

RATE H

60. Application of adhesive and/or anti-corrosive and/or protective coatings.
61. Cutting timber by hand and/or machine for crating purposes and/or crate making
62. Dressing and/or deburring by hand and/or by grinding and/or by portable power tools
63. Hand trueing of tubular frames to jigs and/or templets and/or fixtures

Rate per hour for work classified at Rate H in Table of Wage Rates.

LOON H

60. Aanwending van kleef- en/of roeswerende en/of beskermende lae
61. Timmerhout met die hand en/of masjien saag vir kratwerk en/of om kratte te maak
62. Met die hand en/of deur te slyp en/of met draagbare kraggereedskap afwerk en/of afbaard
63. Buisvormige rame met die hand in lyn bring volgens setmate en/of patrone en/of setklemme

Loon per uur vir werk ingedeel onder Loon H in Loontabel.

64. Lifting and/or placing of stops into position where positive location is provided (excluding setting of stops) ..	Rate per hour for work classified at Rate H in Table of Wage Rates.
65. Operating baling press	
66. Operating tumbling barrel.....	
67. Re-threading and/or re-tapping	
68. Sand and/or shot blasting.....	
69. Scrap cutting and/or baling.....	
RATE I	
70. Preparing work for painting and/or soldering and/or brazing	Rate per hour for work classified at Rate I in Table of Wage Rates.

Section (b).—*Hollowware manufacturing operations*

71. Welding and/or silver soldering of stainless steel products (n.e.s.).....	186 cents per hour.
RATE DD	
72. Free-hand gas welding of seams of milkcans (n.e.s.)	Rate per hour for work classified at Rate DD in Table of Wage Rates.
73. Welding and/or silver soldering of stainless steel products (attachment of spouts and/or handles and/or hoops and/or legs).....	
RATE F	
74. Attaching handles and/or spouts and/or hoops and/or fittings by welding.....	Rate per hour for work classified at Rate F in Table of Wage Rates.
75. Drop testing of finished enamelled hollowware under supervision of a Rate AA to D employee.....	
76. Repetition fusion welding of containers not exceeding 1,6 mm in thickness, in fixtures, not involving the use of filler rods	
77. Welding in manufacture of spouts and/or handles.....	
78. Welding of hoop seams	
79. Welding of milk-can neck to body.....	
RATE G	
80. Automatic welding, where the welding head is automatically fed and the speed of the weld mechanically controlled	Rate per hour for work classified at Rate G in Table of Wage Rates.
81. Operating guillotine to jigs and/or stops and/or marks and/or fixtures, excluding for pressed metal door frames, pressed metal window surrounds, transformer doors and pressed metal sub-economic housing doors and curtain walling manufactured mainly from pressed metal (excluding setting up).....	
82. Operating machine designed for or permanently adapted for one only operation where it is not necessary to centralise or true the work (non-machining operation).....	
83. Repetition bending and/or forming by machine to jigs and/or dies and/or stops (excluding press-brake).....	
84. Repetition operation of or attending machines designed or permanently adapted for a single tool operation where it is not necessary to centralise or true the work by hand and where the manual operations are limited to loading the work piece into the chuck or holding device of the machine, starting, operating and/or attending, stopping and unloading the machine...	
85. Repetition operation of or attending semi-automatic machines where the work cycle is power-driven and the	

64 Stuiters oplig en/of in posisie plaas waar positiewe plekbepaling verskaf word (uitgesonderd die stel van stuiters)	Loon per uur vir werk ingedeel onder Loon H in Loontabel.
65. Baalpers bedien.....	
66. Poetstrommel bedien	
67. Skroefdraad en/of moerdraadnasny....	
68. Sand- en/of haelstraling	
69. Afvalopsny en/of baal	
LOON I	
70. Werk berei vir verf en/of soldeer en/of sweissoldeer.....	Loon per uur vir werk ingedeel onder Loon I in Loontabel.

Seksie (b).—*Vervaardiging van Holware*

71. Sweis en/of silwersoldeer van vlekvry staalprodukte (n.e.v.)	186 sent per uur.
LOON DD	
72. Melkkanne se nate met vry hand gassweis (n.e.v.)	Loon per uur vir werk ingedeel onder Loon DD in Loontabel.
73. Sweis en/of silwersoldeer van vlekvry staalprodukte (aanhegting van tuite en/of handvatsels en/of hoepels en/of pote)	
LOON F	
74. Handvatsels en/of tuite en/of hoepels en/of toebehore aanheg deur te sweis	Loon per uur vir werk ingedeel onder Loon F in Loontabel
75. Valtoets van voltooide emalje-holware onder toesig van 'n Loon AA- tot D-werknemer.....	
76. Herhalingsmeltsweising van houers hoogstens 1,6 mm dik, in setklemme, sonder die gebruik van sweisstawe	
77. Sweiswerk by die vervaardiging van tuite en/of handvatsels.....	
78. Sweis van hoepelnate.....	
79. Melkkanne se nekke aan rompe sweis	
LOON G	
80. Outomatiese sweiswerk waar die sweiskop outomaties gevoer word en die spoed van die sweislas meganies beheer word.....	Loon per uur vir werk ingedeel onder Loon G in Loontabel.
81. Bediening van 'n guillotine volgens setmate en/of stuiters en/of merke en/of setklemme, uitgesonderd vir persmetaaldeurkosyne, persmetaalvensterkosyne, transformatordeure en sub-ekonomiese behuisingsdeure van persmetaal en gordynmure wat hoofsaaklik uit persmetaal vervaardig is (uitgesonderd die opstel daarvan).....	
82. Bediening van 'n masjien wat ontwerp of permanent aangepas is vir slegs een werksaamheid en waar dit nie nodig is om die werk met die hand te sentreer of in lyn te bring nie (niemasjineringwerksaamheid).....	
83. Herhalingsbuig en/of -vorm met 'n masjien volgens setmate en/of stempels en/of stuiters (uitgesonderd persrem)	
84. Herhalingsbediening of -versorging van masjiene wat ontwerp of permanent aangepas is vir enkelgereedskapwerk en waar dit nie nodig is om die werk met die hand te sentreer of in lyn te bring nie en waar handbediening beperk is tot die plasing van die werkstuk in die kloukop of kloutoestel van die masjien, die masjien aan die gang sit, bedien en/of versorg, die masjien afskakel en die werkstuk daarvan afneem	
85. Herhalingsbediening of -versorging van halfoutomatiese masjiene waar die werksiklus deur krag aangedryf word	

end point is controlled by automatically operating stops (excluding setting up)..... For the purposes of the above, "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and where the manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools before and after the power cycle takes over and stopping and unloading the machine.....	Rate per hour for work classified at Rate G in Table of Wage Rates.
86. Reshaping and/or straightening articles and/or components damaged or distorted in production.....	
87. Visual inspection.....	
RATE I	
88. Application of anti-corrosive and/or protective coatings.....	
89. Degreasing and/or polishing by hand rubbing.....	
90. Dipping in enamel and/or paint and/or lacquer.....	
91. Dressing and/or deburring by hand and/or by grinding and/or by portable power tools.....	
92. Fitting handles to hollowware, excluding welding.....	
93. Holing up for riveting.....	
94. Loading and/or unloading of plating and/or anodising racks under the instruction of a Rate A to D employee	Rate per hour for work classified at Rate I in Table of Wage Rates.
95. Operating hand portable or pedestal grinding machines where the operator is not required to grind to marks, templets, gauges or sizes.....	
96. Operating wire-fed stitching machine	
97. Pressing and/or bending and/or forming and/or rolling in the manufacture of handles and/or spouts and/or fittings	
98. Repetition spot and/or projection welding of fittings to main components by machine.....	
99. Stoning and/or filling of hollowware in enameling process under the instruction of a Rate A to D employee.....	
100. Wiring and/or unwiring of articles for immersion in plating baths under the instruction of a Rate A to D employee	

Section (c).—*Woodworking operations when performed conjointly with metal furniture manufacture*

	Rate per hour (cents)
101. Finishing and/or polishing and/or veneering of wood (n.e.s.).....	
102. Marking and/or setting out, including measuring (n.e.s.).....	
103. Operating a multiple drum sandpapering machine.....	186
104. Sharpening woodworking tools (n.e.s.).....	
105. Wood machining in furniture making, including setting up and including the use of hand tools (n.e.s.).....	
106. Marking for boring machine only by means of pronged jigs.....	
107. Rubbing with an abrasive paste and/or abrasive liquid by machine and/or mechanical appliance.....	
108. Setting up and/or operating and/or performing any work with any one or more of the following machines.....	137
(a) Mortice machine;	
(b) boring machine;	

en die eindpunt deur outomatiese stuiters beheer word (uitgesonderd die opstel daarvan)..... Vir die toepassing van bogenoemde is ,,halfoutomatiese masjien'' 'n masjien waarop dit nie nodig is om die werk met die hand te sentreer of in lyn te bring nie en waar handbediening beperk is tot die plasing van die werkstuk in die kloukop of kloutoestel van die masjien, die masjien aan die gang sit, die gereedskap vorentoe of agtertoe bring voor- en nadat die kragsiklus oorneem, die masjien afskakel en die werkstuk daarvan afneem.....	Loon per uur vir werk ingedeel onder Loon G in Loontabel.
86. Artikels en/of komponente wat in die proses van vervaardiging beskadig of skeef getrek is, weer vorm gee en/of reguitmaak.....	
87. Visuele inspeksie.....	
LOON I	
88. Aanwending van roeswerende en/of beskermende lae.....	
89. Ontvetting en/of polering deur met die hand te vryf.....	
90. In emalje en/of verf en/of lakvernis doop.....	
91. Met die hand en/of deur te slyp en/of deur draagbare kraggereedskap afwerk en/of afbaard.....	
92. Handvatsels aan holware vasheg, uitgesonderd sweis.....	
93. Werk vashou vir sweis.....	
94. Laai en/of ontlaai van platering- en/of anodiseringrakke onder aanwysing van 'n Loon A- tot D-werknemer.....	
95. Bediening van draagbare hand- of voet-stukslypmasjien waar daar nie van die bediener vereis word om volgens merke, patrone, meters of groottes te slyp nie.....	Loon per uur vir werk ingedeel onder Loon I in Loontabel.
96. Bediening van draadgevoerde stikmasjien.....	
97. Pers en/of buig en/of vorm en/of wals by die vervaardiging van handvatsels en/of tuite en/of toebehore.....	
98. Met masjien herhalingspunt- en/of -projeksiesweis van toebehore aan die hoofkomponente.....	
99. Met steen skuur en/of vul van holware in emaljeproses onder die aanwysing van 'n Loon A- tot D-werknemer.....	
100. Bedrading en/of ontdrading van artikels vir indompeling in plateringbaddens onder die aanwysing van 'n Loon A- tot D-werknemer.....	

Seksie (c).—*Houtwerk wanneer dit gepaard gaan met die vervaardigin van metaalmeubels*

	Loon per uur (sent)
101. Afwerk en/of poleer en/of fineer van hout (n.e.v.).....	
102. Afmerk en/of uitlê, met inbegrip van meet (n.e.v.).....	
103. Bediening van 'n meervoudige tromskuurmasjien.....	
104. Houtwerkgereedskap skerpmaak (n.e.v.).....	186
105. Houtmasjienering by die vervaardiging van meubels, met inbegrip van opstel en met inbegrip van die gebruik van handgereedskap (n.e.v.).....	
106. Afmerk vir boormasjien, slegs deur middel van getande setmate.....	
107. Met 'n skuurpasta en/of skuurvloeistof deur middel van 'n masjien en/of 'n meganiese toestel afskuur.....	
108. Opstel en/of bediening en/of verrigting van enige werk met enige een of meer van die volgende masjiene:	137
(a) Tapgatmasjien;	
(b) boormasjien;	

	Rate per hour (cents)
(c) hinge recessing machine when used for the purpose of cutting recesses for locks and/or hinges; (d) dowel inserting machine; (e) single drum sandpapering machine; (f) bobbin sandpapering machine; (g) belt sandpapering machine; (h) disc sandpapering machine; (i) portable sandpapering machines other than those specified in No. 118 hereof.	137
109. Bending solid timber	
110. Filling in holes and/or crevices with substances other than plugs and/or slivers	
111. Making and/or pointing of dowels	
112. Painting and/or filling in of edges of laminated board and/or plywood	
113. Preparing sandpaper and affixing of same	
114. Removing doors and/or fittings from articles of furniture	
115. Reviving by hand only	
116. Rubbing with an abrasive paste and/or abrasive liquid by hand only, and expressly excluding the use of any machine and/or mechanical appliance	99
117. Sandpapering by hand regardless of whether the article papered is stationary or rotating	
118. Setting up and/or operating any type of rotating and/or vibrating-reciprocating sandpapering machine with a papering surface of not more than 0,323 m^2	
119. Spreading flock on adhesive surface and/or applying adhesive for flock by hand	
120. Stripping polished surfaces	
121. Waxing, bleaching, staining and/or oiling by hand	
122. Dipping of solid timber into softening solution	
123. Knocking in dowels	
124. Marking out by templet	
125. Mixing and/or mass-measuring and/or preparing glue	
126. Operating and/or attending presses of any kind	
127. Setting up and/or operating dowel squeezing or tennon squashing machine	93
128. Spreading glue	
129. Tapeless joining	
130. Taping and/or stapling and/or tacking veneers and/or plywood and/or hardboard into position for pressing	
131. Taping veneers	
132. Trimming away excess veneer after affixing of veneer	
133. Washing off and/or removing gum and/or tapes and/or paper	

DIVISION D/23

ELECTRONIC AND/OR TELECOMMUNICATION MANUFACTURING DIVISION

All operations in the assembly and/or erection in the manufacturing establishment and/or manufacture and/or modification of telecommunication equipment and/or any other equipment employing the principles of electronics and/or radio and/or any components used in the electronics and/or radio industry, such as—

telephone, telegraph and data transmission equipment;
UHF and VHF radio links;
automatic and manual telephone switching systems;
supervisory and control systems;
signalling systems;
fault detection and alarm equipment;
public address and paging systems;
scientific, ultrasonic measuring and electro-medical equipment;
navigation aids;
mobile, marine, aircraft and broadcast radio equipment;
closed circuit television equipment;

	Loon per uur (sent)
(c) skarnieruitholmasjien, wanneer dit gebruik word om inlatings vir slotte en/of skarniere uit te sny; (d) tappeninvoegmasjien; (e) enkeltromskuurmasjien; (f) tolskuurmasjien; (g) bandskuurmasjien; (h) skyfskuurmasjien; (i) draagbare skuurmasjien, uitgesonderd dié wat in No. 118 hiervan gespesifiseer is.	137
109. Soliede timmerhout buig	
110. Gate en/of skeure met ander stowwe as proppe en/of splinters opvul	
111. Tappenne maak en/of skerpmaak	
112. Verf en/of opvul van rande van lamelbord en/of laaghout	
113. Skuurpapier berei en dit vassit	
114. Deure en/of toebehore van meubelstukke verwyder	
115. Slegs met die hand vernuwe	
116. Slegs met die hand afskuur met 'n skuurpasta en/of skuurvloeistof, en met die uitdruklike uitsluiting van die gebruik van enige masjien en/of meganiese toestel	99
117. Met die hand met skuurpapier afskuur, ongeag of die artikel wat afgeskuur word stilstaan of draai	
118. Opstel en/of bediening van enige tipe draai- en/of tril-wisselwerkende skuurmasjien waarvan die skuuroppervlakte hoogstens 0,323 m^2 is	
119. Vlokwol op kleefoppervlak oopsprei en/of kleefmiddel vir vlokwol met die hand aan die kleefoppervlak aanwend	
120. Gepoleerde oppervlakke afstroop	
121. Met die hand bewas, bleik, beits en/of olie	
122. Soliede timmerhout doop in 'n oplossing om dit sag te maak	
123. Tappenne inslaan	
124. Volgens patroon afmerk	
125. Lym meng en/of massameet en/of berei	
126. Enige soort pers bedien en/of versorg	
127. Opstel en/of bediening van tappendruk of tapplatdrukmasjien	
128. Lyn aansmeer	
129. Verbind sonder om van band gebruik te maak	93
130. Fineersels en/of laaghout en/of hardebord in posisie om gepers te word met band vasmaak en/of vaskram en/of vasheg	
131. Fineersels met band vasmaak	
132. Oortollige fineer afwerk nadat fineer aangebring is	
133. Gom en/of bande en/of papier afwas en/of verwyder	

AFDELING D/23

AFDELING VIR DIE VERVAARDIGING VAN ELEKTRONIESE EN/OF TELEKOMMUNIKASIE-UITRUSTING

Alle werksaamhede by die montering en/of oprigting in die vervaardigingsbedryfsinrigting en/of vervaardiging en/of modifikasie van telekommunikasie-uitrusting en/of enige ander uitrusting wat gebruik maak van die beginsels van elektronika en/of radio en/of enige komponente wat in die elektronika- en/of radionywerheid gebruik word, soos—

telefoon-, telegraaf- en data-oorsendingsuitrusting;
UHF- en BHF-radioskakels;
outomatiese en hand-telefoonskakelstelsels;
toesighoudende en kontrolestelsels;
seinstelsels;
foutopsporing- en alarmuitrusting;
openbare luidsprekerstelsel en oproepstelsel;
wetenskaplike, ultrasoniese meet- en elektromediese-uitrusting;
navigasiehulpmiddels;
mobiele, marine-, lugvaart- en uitsaairadio-uitrusting;
toekringtelevisie-uitrusting;

interference suppression units;
electrical and/or electronic test apparatus;
industrial electronic equipment;
radar and allied equipment;
electronic distance measuring equipment;

but does not include the assembly and/or manufacture of domestic articles, i.e. car, home and portable radios, television, tape recorders and gramophone equipment, loudspeakers, together with components made solely for use in the aforementioned equipment by the manufacturers of that equipment.

For the purposes of this Division—

"electronics" means equipment where the primary circuits are based on the conductance of electricity through a vacuum, gas or semi-conductor;

"radio" means equipment where the primary function is to transmit and/or receive intelligence without the aid of a physical conductor.

RATE A

1. Telecommunication electrician's work
2. Telecommunication mechanician's work

Rate per hour for work classified at Rate A in Table of Wage Rates.

RATE AA

3. Calibrating of electrical instruments and/or dials
4. Electricial functional testing and/or fault localising to schematic drawings and/or specifications (n.e.s.)
5. High potential functional testing and/or fault localising when performed by persons normally engaged in operative processes (n.e.s.)

Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE B

6. Edge lapping of crystal blanks by hand excluding calibration

Rate per hour for work classified at Rate B in Table of Wage Rates.

RATE C

7. All wiring and/or cable forming operations (including the preparation of templets) involving reference to schematic drawings (n.e.s.)
8. Cutting of raw quartz and/or crystal blanks by semi-automatic machine, including setting of angles to predetermined settings (n.e.s.)

Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

9. Assembling (n.e.s.) where no fitting adjustments are required
10. Checking of equipment involving predetermined electricial measurements prior to or where no functional testing is involved, excluding rectification or repair
11. Complete sequential adjustment of two-motion selectors to predetermined limits
12. Hand contouring and checking of crystal blanks to pre-set limits of frequency
13. Repetitive visual and/or electrical testing of system discs under stereomicroscope
14. Semi-automatic lapping and/or polishing of crystal blanks to pre-determined frequency limits including checking of frequency (n.e.s.)
15. Setting of stops on guillotine for cutting insulation only
16. Setting of stops on tube and/or pipe bending machine

Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE DD

17. Batch checking and/or grading and/or adjusting of cores and/or components to pre-set limits by electrical measurement (n.e.s.)
18. Checking and/or adjusting of crystals and/or crystal blanks to pre-

Rate per hour for work classified at Rate DD in Table of Wage Rates.

steuringsonderdrukkers;
elektriese en/of elektroniese toetsapparaat;
nywerheidselektroniese uitrusting;
radar en verwante uitrusting;
elektroniese afstandsmeetuitrusting;

maar uitgesonderd die montering en/of vervaardiging van die volgende artikels wat vir huishoudelike gebruik bedoel is: motor-, huis- en draagbare radio's, televisiestelle, bandopnemers en grammofoonuitrusting, luidsprekers, tesame met komponente wat uitsluitlik gemaak is vir gebruik in die voornoemde uitrusting deur die vervaardigers van dié uitrusting.

Vir die toepassing van hierdie Afdeling beteken—

„elektronika" uitrusting waar die primêre kringe gebaseer is op die konduktansie van elektrisiteit deur 'n vakuum-, gas- of halfgeleier;

„radio" uitrusting waar die primêre funksie is om inligting oor te send en/of te ontvang sonder die hulp van 'n fisiese geleier.

LOON A

1. Werk van 'n telekommunikasie-elektrisiën
2. Werk van 'n telekommunikasiemeganikus

Loon per uur vir werk ingedeel onder Loon A in Loontabel.

LOON AA

3. Kalibrering van elektriese instrumente en/of wyserplate
4. Elektriese werktoetsing en/of lokalisering van foute volgens skematiese tekeninge en/of spesifikasies (n.e.v.)
5. Hoëpotensiaalwerktoetsing en/of lokalisering van foute wanneer dit verrig word deur persone wat gewoonlik in bedieningsprosesse in diens is (n.e.v.)

Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON B

6. Met die hand kante van ru-kristalle fynslyp, uitgesonderd kalibrering

Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON C

7. Alle bedradings- en/of kabelvormingswerksaamhede (met inbegrip van die bereiding van patrone) wat verwysing na skematiese tekeninge vereis (n.e.v.)
8. Sny van ru-kwarts en/of ru-kristalle met halfoutomatiese masjien, met inbegrip van die stel van hoeke volgens vooraf bepaalde stellings (n.e.v.)

Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

9. Montering (n.e.v.) waar geen pasmaakregstellings nodig is nie.
10. Nagaan van uitrusting wat vooraf bepaalde elektriese meting vereis, voor werktoetsing of waar dit nie vereis word nie, uitgesonderd verbetering of herstelling
11. Volledige opeenvolgende regstelling van hefdraaikiesers volgens vooraf bepaalde grense
12. Met die hand kontoere bepaal en nasien van ru-kristalle volgens vooraf gestelde frekwensiegrense
13. Herhalende visuele en/of elektriese toetsing van stelselskywe onder 'n stereomikroskoop
14. Halfoutomatiese fynslyp en/of poleer van ru-kristalle volgens vooraf bepaalde frekwensiegrense, met inbegrip van die nagaan van frekwensie (n.e.v.)
15. Stel van stuiters aan guillotine slegs vir die afsny van isolering
16. Stel van stuiters aan buis- en/of pypbuigmasjien

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON DD

17. Nagaan van lotte en/of gradering en/of regstel van kerns en/of komponente volgens vooraf gestelde grense deur middel van elektriese meting (n.e.v.)
18. Nagaan en/of regstel van kristalle en/of ru-kristalle volgens vooraf bepaalde

Loon per uur vir werk ingedeel onder Loon DD in Loontabel.

determined limits of frequency by evaporation and/or by etching and/or by hand.....
19. Checking the cutting angle and/or correction factor of raw quartz and/or crystal blanks to pre-determined limits during the process of manufacture .....
20. Operating nibbling machines (n.e.s.) for batch and/or mass production on material 4 mm thickness or less .....
21. Repetitive production lapping and/or checking of quartz crystal blanks to pre-determined limits of time and thickness, using pre-set gauges .....
22. Repetitive visual checking of system discs by comparison under standard microscope .....
23. Supervision of Rate DDD to E employees .....

Rate per hour for work classified at Rate DD in Table of Wage Rates.

RATE DDD

24. Adjustments to pre-determined limits of electrically and/or mechanically operated assemblies.....
25. All operations in the making of cable forms without reference to drawings (n.e.s.) .....
26. Assembly to sample and/or instructions and/or pictorial sketches and/or planning cards of telephone assemblies and/or selector assemblies and/or teleprinter and/or capacitors (n.e.s.) .....
27. Bonding of wires from transistor dice contract areas to terminal posts by means of a jig under microscopic vision (n.e.s.).....
28. Friction alloying and/or wafer bonding and/or ultrasonic bonding of dice to headers by means of a jig under microscopic vision (n.e.s.).....
29. Micro welding and/or nail-head bonding and/or ultrasonic bonding of gold wire to transistor leads under microscopic vision (n.e.s.) .....
30. Operating engraving machine, including the changing of type but excluding tool setting .....
31. Repetition high potential insulation testing with foolproof testing instrument .....
32. Repetitive batch checking of equipments and/or subunits and/or components to running out lists and/or samples and/or planning cards and/or pictorial sketches and/or photographs, including buzzing .....
33. Repetitive batch mechanical and/or electrical checking and/or adjusting of equipments and/or subunits and/or components by comparison with fixed standards with pre-determined limits by means of comparators and/or deviation meters and/or special purpose test gear (n.e.s.).....
34. Soldering by hand (n.e.s.).....
35. Visual checking of crystal and/or crystal blanks during the manufacturing cycle.....
36. Winding on hand and/or semi-automatic machines to planning cards and/or sketches and/or diagram, including changing of self-locating mandrels and/or formers (n.e.s.).....
37. Wiring to instructions and/or running out lists and/or planning cards and/or pictorial sketches and/or samples and/or audio aids and/or photographs of equipment racks and/or shelves and/or panel details and/or units including soldering and/or wrapping of wires (n.e.s.) .....

Rate per hour for work classified at Rate DDD in Table of Wage Rates.

frekwensiegrense deur verdamping en/of deur te ets en/of met die hand .....
19. Nagaan van die snyhoek en/of korreksiefaktor van ru-kwarts en/of ru-kristalle volgens vooraf bepaalde grense gedurende die vervaardigingsproses.....
20. Bediening van 'n plaatsnymasjien (n.e.v.) vir lot- en/of massaproduksie op materiaal wat hoogstens 4 mm dik is .....
21. Herhalingsproduksiefynslyp en/of -nagaan van ru-kwartskristalle volgens vooraf bepaalde tyd- en diktegrense met gebruikmaking van vooraf gestelde meters.....
22. Herhalende visuele nagaan van stelselskywe deur vergelyking onder 'n standaardmikroskoop.....
23. Toesigwerk oor 'n Loon DDD- tot Loon E-werknemer .....

Loon per uur vir werk ingedeel onder Loon DD in Loontabel.

LOON DDD

24. Regstellings volgens vooraf bepaalde grense van elektriese en/of meganiese samestelle.....
25. Alle werksaamhede by die vervaardiging van kabelvorms sonder om na tekeninge te verwys (n.e.v.) .....
26. Montering volgens monster en/of opdragte en/of prentsketse en/of plankaarte van telefoonsamestelle en/of kiesersamestelle en/of teledrukker en/of kapasitors (n.e.v.) .....
27. Deurverbinding van drade van transistorblokkiekontakgebiede aan eindpenne deur middel van 'n setmaat, met gebruikmaking van 'n mikroskoop (n.e.v.) .....
28. Wrywingslegering en/of wafeldeurverbinding en/of ultrasoniese deurverbinding van blokkies aan bome deur middel van 'n setmaat, met gebruikmaking van 'n mikroskoop (n.e.v.) ....
29. Mikrosweiswerk en/of spykerkopdeurverbinding en/of ultrasoniese deurverbinding van gouddraad aan transistorleidings, met gebruikmaking van 'n mikroskoop (n.e.v.).....
30. Bediening van graveermasjien, met inbegrip van die verandering van setsel, maar uitgesonderd die stel van gereedskap .....
31. Herhalingstoets van hoëpotensiaalisolering met onfeilbare toetsinstrument
32. Herhalingsnagaan van lotte uitrusting en/of subeenhede en/of komponente volgens uitlooplyste en/of monsters en/of plankaarte en/of prentsketse en/of foto's, met inbegrip van gladvryf....
33. Herhalingsnagaan van lotte deur meganiese en/of elektriese metodes en/of regstelling van uitrusting en/of subeenhede en/of komponente deur dit te vergelyk met vaste standaarde met vooraf bepaalde grense deur middel van komparators en/of deviasiemeters en/of eendoeltoetsuitrusting (n.e.v.) .....
34. Met die hand soldeer (n.e.v.) .....
35. Visuele nagaan van kristalle en/of ru-kristalle gedurende die vervaardigingsiklus.....
36. Op hand- en/of halfoutomatiese masjiene wikkel volgens plankaarte en/of sketse en/of diagramme, met inbegrip van die vervanging van selfstanddrewels en/of vormers (n.e.v.).....
37. Bedrading volgens opdrag en/of uitlooplyste en/of plankaarte en/of prentsketse en/of monsters en/of oudiohulpmiddels en/of foto's van uitrustingsrame en/of -rakke en/of paneelbesonderhede en/of -eenhede, met inbegrip van drade soldeer en/of toedraai (n.e.v.) .....

Loon per uur vir werk ingedeel onder Loon DDD in Loontabel.

RATE E

38. Assembling and/or soldering of electrical components to mountings.....
39. Assembling and/or soldering and/or strapping of components to printed circuit boards using samples and/or pre-marked boards.....
40. Marking of system discs by automatic machine where manual operations are limited to loading, aligning the disc and unloading, excluding setting up of machine.....
41. Mirror loading of dice using vacuum pencil under microscope.....
42. Production assembly and/or wiring to samples and/or planning cards and/or audio aids in jigs and/or fixtures and/or self-locating parts including soldering and/or wrapping of wires.....
43. Repetitive preparation of job description cards for cutting pre-formed cables to lengths.....
44. Selecting of marked transistor dice under microscope.....
45. Slitting system discs on semi-automatic machine, excluding setting up of machine.....
46. Spotting and/or burnishing and/or wiring and/or sputtering and/or lining and/or edge cleaning and/or pasting and/or damping mass assembly and/or wire forming and/or corner dipping and/or mounting of crystal blanks by use of jigs and/or fixtures and/or machines.....
47. Straightening by hand of teleprinter selector bars.....
48. Strapping, including sleeving and/or soldering.....
49. Visual checking and/or touching up of printed circuit boards during the process of manufacture.....
50. Wiring of relay bars and/or frames and/or terminal blocks to instructions and/or running out lists and/or samples and/or audio aids, including wrapping of wires.....

Rate per hour for work classified at Rate E in Table of Wage Rates.

RATE F

51. Cutting and/or trimming of transistors, using jigs, by power saw and/or hand press.....
52. Cutting of printed circuit boards to marks.....
53. Laying and binding of cable forms from prepared running out lists on prepared cable form boards not exceeding 1 m × 1,25 m.....
54. Loading of components into and unloading from automatic test gear.....
55. Mirror loading of dice using vacuum pencil excluding use of a microscope..
56. Operating coding machines and/or press and/or fixture, including change of type.....
57. Pen writing to samples and/or instructions and/or pictorial sketches and/or photographs.....
58. Repetition production machining of bar and/or tube on capstan lathes to stops where the work piece is held by devices not necessitating any centralising or trueing, excluding setting up (This operation is limited to a machine not exceeding a 52 mm nominal bore diameter).....
59. Repetition production winding by machine of prepared bobbins to predetermined number of turns using round wire, including changing of bob-

Rate per hour for work classified at Rate F in Table of Wage Rates.

LOON E

38. Elektriese komponente aan montasies monteer en/of vassoldeer.....
39. Komponente aan gedrukte kringborde monteer en/of vassoldeer en/of vasbind, met gebruikmaking van monsters en/of vooraf gemerkte borde.....
40. Stelselskywe met 'n outomatiese masjien merk waar die handbediening beperk is tot die oplaai, in lyn stel en aflaai van die skyf, uitgesonderd die opstel van die masjien.....
41. Spieëllaai van blokkies, met gebruikmaking van 'n vakuumpotlood onder 'n mikroskoop.....
42. Produksiemontering en/of -bedrading volgens monsters en/of plankaarte en/of oudiohulpmiddels in setmate en/of setklemme en/of selfstandonderdele, met inbegrip van drade soldeer en/of toedraai.....
43. Herhalingsbereiding van werkbeskrywingskaarte vir die afsny volgens lengtes van vooraf gevormde kabels.....
44. Gemerkte transistorblokkies uitsoek, met gebruikmaking van 'n mikroskoop
45. Splyting van stelselskywe op 'n halfoutomatiese masjien, uitgesonderd die opstel van die masjien.....
46. Stip en/of bruineer en/of bedraad en/of verstuiwing en/of uitvoer en/of kante skoonmaak en/of vasplak en/of montering van dempmassa en/of draadvorming en/of hoeke indoop en/of montering van ru-kristalle, met gebruikmaking van setmate en/of setklemme en/of masjiene.....
47. Teledrukkerkiesstange met die hand reguit maak.....
48. Koppeling, met inbegrip van voerings insit en soldering.....
49. Visuele nagaan en/of opknapping van gedrukte kringborde gedurende die vervaardigingsproses.....
50. Bedrading van relêstawe en/of relêkaste en/of aansluitblokke volgens opdragte en/of uitlooplyste en/of monsters en/of oudiohulpmiddels, met inbegrip van die toedraai van drade.....

Loon per uur vir werk ingedeel onder Loon E in Loontabel.

LOON F

51. Transistors met 'n kragsaag en/of handpers sny en/of afwerk, met gebruikmaking van setmate.....
52. Sny van gedrukte kringborde volgens merke.....
53. Kabelvorms van vooraf bereide uitlooplyste op bereide kabelvormborde van hoogstens 1 m × 1,25 m lê en bind
54. Komponente in outomatiese toetsuitrusting laai en daaruit haal
55. Spieëllaai van blokkies, met gebruikmaking van 'n vakuumpotlood maar nie van 'n mikroskoop nie.....
56. Bediening van kodeermasjiene en/of pers- en/of setklem, met inbegrip van die verandering van setsel.....
57. Penskryfwerk volgens monsters en/of opdragte en/of prentsketse en/of foto's
58. Herhalingsproduksiemasjinering van stawe en/of pype op rewolwerdraaibanke volgens stuiters waar die werkstuk vasgehou word deur toestelle wat dit nie nodig maak om dit te sentreer of in lyn te bring nie, uitgesonderd die opstel daarvan. (Hierdie werksaamheid is beperk tot 'n masjien met 'n nominale binnediameter van hoogstens 52 mm).....
59. Herhalingsproduksiewikkeling met 'n masjien van bereide tolle volgens 'n vooraf bepaalde getal wikkelings, met gebruikmaking van ronde draad, met

Loon per uur vir werk ingedeel onder Loon F in Loontabel.

bins: maximum length of bobbin 150 mm 60. Selection of components and/or piece parts into work trays as per selection lists 61. Separating and/or breaking of system discs, excluding setting of machine 62. Washing and/or cleaning of crystal blanks	Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

63. Coding and/or silk screening to samples and/or instructions and/or pictorial sketches and/or photographs 64. Dip and/or flow soldering of printed circuit boards. 65. Dipping and/or impregnation in insulating medium and/or enamel and/or paint and/or varnish and/or wax and/or resins 66. Fly and/or treadle and/or manual pressing and/or notching and/or power pressing, where the work is operated upon with pre-set dies (excluding setting of dies) 67. Hand bending and/or forming to jigs and/or formers and/or stops 68. Operating nibbling machine to templets and/or stops and/or marks (plate not exceeding 4 mm in thickness) 69. Operating power saw and/or band saw for repetitive cutting off to stops and/or length gauges (excluding setting of stops) 70. Repetition crimping of terminals 71. Repetition cutting and/or slicing of raw quartz and/or crystal blanks on fully automatic machines, where the work cycle is confined to loading and/or unloading of work piece 72. Repetition drilling to pre-marked pops and/or dimples and/or jigs and/or fixtures and/or stops, including countersinking and/or reaming by non-adjustable reamers, excluding radial drill 73. Repetition hot and/or cold blanking and/or piercing by press, using guides and/or jigs and/or stops and/or dies 74. Repetition machine punching to jigs and/or stops and/or gauges and/or marks 75. Repetition marking to templets and/or jigs 76. Repetition preparation of coil bobbins, including the application of shunt windings 77. Repetition production assembly in jigs and/or fixtures and/or of self-locating parts from stock where no fitting or adjustment is required, but including deburring 78. Repetition production tinning and/or soldering of crystal cans 79. Repetition spot and/or seam and/or projection and/or stud and/or butt and/or flash welding 80. Repetition tinning of coil bobbin terminals 81. Repetitive batch checking of piece parts and/or components by means of pre-set fixed guages under supervision 82. Riveting not exceeding 10 mm diameter rivets and/or eyeletting 83. Routine air leak testing 84. Spraying of enamel and/or paint and/or insulating medium and/or anti-corrosive coatings under supervision, other than blending	Rate per hour for work classified at Rate G in Table of Wage Rates.

inbegrip van die omruil van tolle: maksimum lengte van tol 150 mm 60. Uitsoek van komponente en/of stukonderdele in werkbakke volgens uitsoeklyste 61. Stelselskywe van mekaar skei en/of verbreek, uitgesonderd die masjien opstel 62. Ru-kristalle was en/of skoonmaak	Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

63. Kodering en/of syskermwerk volgens monsters en/of opdragte en/of prentsketse en/of foto's 64. Indoop- en/of vloeisoldeer van gedrukte kringborde 65. In isoleringsmiddel en/of emalje en/of verf en/of vernis en/of was en/of harse doop en/of impregneer 66. Skroef- en/of trap- en/of handperswerk en/of inkeping en/of kragperswerk waar daar aan die werk gewerk word met vooraf gestelde stempels (uitgesonderd die stel van stempels) 67. Met die hand buig en/of vorm volgens setmate en/of vormers en/of stuiters 68. Bediening van plaatsnymasjien volgens patrone en/of stuiters en/of merke (plaat met 'n dikte van hoogstens 4 mm) 69. Bediening van krag- en/of bandsaag vir herhalingsafsaag volgens stuiters en/of lengtemeters (uitgesonderd die stel van stuiters) 70. Herhalingskartel van aansluiters 71. Herhalingsaag en/of -sny van rukwarts en/of ru-kristalle op volkome outomatiese masjiene waar die werksiklus beperk is tot die laai en ontlaai van werkstukke 72. Herhalingsboor volgens vooraf gemerkte kornaelmerke en/of boormerke en/of setmate en/of setklemme en/of stuiters, met inbegrip van versink en/of ruim met nie-verstelbare ruimers, uitgesonderd radiaalboor 73. Herhalende warm- en/of kouduitsny en/of deurboor met 'n pers, met gebruikmaking van leiers en/of setmate en/of stuiters en/of stempels 74. Herhalingsmasjienponswerk volgens setmate en/of stuiters en/of meters en/of merke 75. Herhalingsafmerk volgens patrone en/of setmate 76. Herhalingsbereiding van spoeltolle, met inbegrip van die aanbring van omtakwikkelings 77. Herhalingsproduksiemontering in setmate en/of setklemme en/of van selfstandonderdele uit voorraad waar geen pasmaak of regstelling vereis word nie, maar met inbegrip van afbaard 78. Herhalingsproduksievertinning en/of -soldering van kristalkanne 79. Herhalingspunt- en/of -naat- en/of -projeksie- en/of -tapbout- en/of -stuik en/of flitssweising 80. Herhalingsvertinning van spoeltolaansluiters 81. Herhalingslotnagaan van stukonderdele en/of komponente deur middel van vooraf gestelde vaste meters onder toesig 82. Klinkwerk met klinknaels waarvan die diameter hoogstens 10 mm is en/of ogies maak 83. Roetine-luglektoetsing 84. Bespuiting van emalje- en/of verf- en/of isoleermiddel- en/of roesswerende lae, onder toesig, uitgesonderd vermenging	Loon per uur vir werk ingedeel onder Loon G in Loontabel.

85. Sticking and/or unsticking of raw quartz and/or stacking and/or bonding of crystal blanks to carriers prior to and/or after subsequent machining.....	Rate per hour for work classified at Rate G in Table of Wage Rates.
86. Stripping and/or etching of crystal blanks during the process of manufacture.....	
87. Washing and/or cleaning and/or coating and/or exposing and/or developing and/or etching of printed circuit boards and/or blanks.....	

RATE H

88. Application of insulating medium (n.e.s.)	Rate per hour for work classified at Rate H in Table of Wage Rates
89. Repetition cutting and pre-forming sets of wire to jigs and/or fixtures.....	
90. Repetition stripping of insulated wire and/or cable by pre-set tools.....	

RATE I

91. Attending electroplating bath under instruction of a Rate A employee	Rate per hour for work classified at Rate I in Table of Wage Rates.
92. Attending oven.....	
93. Compound filling	
94. Despatch packing.....	
95. Dipping and/or impregnating in insulating medium and/or enamel and/or paint	
96. Dip tinning in solder pot.....	
97. Metal buffing and/or polishing and/or finishing	
98. Metal cleaning by pickling and/or degreasing	
99. Metal coating by dipping	
100. Rethreading and/or retapping by hand	
101. Sand and/or shot blasting.....	

85. Ru-kwarts vassit en/of losmaak en/of ru-kristalle stapel en/of verbind aan draers voor en na daaropvolgende masjinering.....	Loon per uur vir werk ingedeel onder Loon G in Loontabel.
86. Ru-kristalle gedurende die vervaardigingsproses afstroop en/of ets.....	
87. Gedrukte kringborde en/of ru-stukke was en/of skoonmaak en/of bedek en/of blootstel en/of ontwikkel en/of ets	

LOON H

88. Aanbring van isoleermiddel (n.e.v.)...	Loon per uur vir werk ingedeel onder Loon H in Loontabel.
89. Herhalingsny en -voorvorming van stelle draad volgens setmate en/of setklemme.....	
90. Herhalingsafstroop van geïsoleerde draad en/of kabel met vooraf gestelde gereedskap	

LOON I

91. Elektroplateringbad versorg onder aanwysing van 'n Loon A-werknemer	Loon per uur vir werk ingedeel onder Loon I in Loontabel.
92. Oondversorging.....	
93. Met mengsel vul	
94. Versendingsverpakking	
95. In isoleermiddel en/of emalje en/of verf doop en/of impregneer	
96. Vertin deur in soldeerpot te doop.....	
97. Metaal poets en/of poleer en/of afwerk	
98. Metaal skoonmaak deur skoonbyt en/of ontvetting	
99. Metaal bedek deur in te doop	
100. Skroefdraad en/of moerdraad met die hand sny	
101. Sand- en/of haelstraling	

PROBATIONARY PERIODS AND RATES OF PAY THEREFOR

(Applicable to operations scheduled in this division only)
(Not applicable to machining operations and setting up)

Class of work	Experience			
	First four months (rate per hour)	Second four months (rate per hour)	Third four months (rate per hour)	Thereafter
	Rate	Rate	Rate	Rate
Rate AA:				
Newcomers	D	C	B	AA
From Rate B	B	AA	AA	AA
Rate B:				
Newcomers	D	D	C	B
From Rate C	C	B	B	B
From Rate D	D	C	C	B
Rate C:				
Newcomers	DD	DD	D	C
From Rate D	D	C	C	C
Rate D:				
Newcomers	DDD	DD	DD	D
From Rate DD	DD	D	D	D
Rate DD:				
Newcomers	DDD	DDD	DD	DD
From Rate DDD	DDD	DD	DD	DD

PROEFTYDPERKE EN LONE DAARVOOR

(Van toepassing op werksaamhede wat slegs in hierdie afdeling gelys is)
(Nie van toepassing op masjineringswerksaamhede en opstel nie)

Klas werk	Ondervinding			
	Eerste vier maande (loon per uur)	Tweede vier maande (loon per uur)	Derde vier maande (loon per uur)	Daarna
	Loon	Loon	Loon	Loon
Loon AA:				
Nuwelinge	D	C	B	AA
Vanaf Loon B	B	AA	AA	AA
Loon B:				
Nuwelinge	D	D	C	B
Vanaf Loon C	C	B	B	B
Vanaf Loon D	D	C	C	B
Loon C:				
Nuwelinge	DD	DD	D	C
Vanaf Loon D	D	C	C	C
Loon D:				
Nuwelinge	DDD	DD	DD	D
Vanaf Loon DD	DD	D	D	D
Loon DD:				
Nuwelinge	DDD	DDD	DD	DD
Vanaf Loon DDD	DDD	DD	DD	DD

RATE DDD:

Newcomers to Rate DDD shall be paid not less than 112c per hour for the first four months, and thereafter at Rate DDD.

RATE E:

Newcomers to Rate E shall be paid not less than 101 cents per hour for the first four months, and thereafter at Rate E.

LOON DDD

Nuwelinge by Loon DDD moet gedurende die eerste vier maande minstens 112 sent per uur betaal word en daarna teen Loon DDD.

LOON E

Nuwelinge by Loon E moet gedurende die eerste vier maande minstens 101 sent per uur betaal word en daarna teen Loon E.

DIVISION D/24

TUNGSTEN CARBIDE TOOL MANUFACTURE DIVISION

The following operations, viz.:

RATE AA

1. General supervisory work, including setting up of production machines (at least one supervisor must be employed in each establishment and be in charge of operations on each shift) ..... — Rate per hour for work classified at Rate AA in Table of Wage Rates.

2. Machine tool grinding (excluding universal grinding):.....
   First six months' experience ..... Rate C.
   Second six months' experience..... Rate B.
   Thereafter ..... Rate AA.
3. Milling of tungsten carbide tools (excluding universal milling)..... — Rate per hour for work classified at Rate AA in Table of Wage Rates.
4. Operating centre lathe for tungsten carbide tools .....

RATE D

	Rate per hour (cents)
5. Hand torch brazing:	
First three months' experience.....	192
Thereafter	Rate D.

RATE E

6. Machining of shanks for seating, viz.:
   Repetition operation of or attending machines designed for or permanently adapted for a single tool operation where it is not necessary to centralise or true the work by hand and where the manual operations are limited to loading the work piece into the chuck or holding device of the machine, starting, operating, and/or attending, stopping and unloading the machine (excluding setting up)..... — Rate per hour for work classified at Rate E in Table of Wage Rates.

RATE F

7. Repetition grinding on automatic cycle machines under the instruction of a Rate A to C employee ..... — Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

8. Bending of pre-heated shanks by machine to jigs .....
9. Machining of shanks for seating on a special purpose machine, where the manual operations are limited to loading the work piece into the chuck or holding device of the machine and unloading .....
10. Machining clearance angles on tools by special purpose machines to pre-set angles (excluding setting up)..... — Rate per hour for work classified at Rate G in Table of Wage Rate.
11. Off-hand buffing and/or polishing.....
12. Operating manual machines designed for a permanently adapted for one only operation, where it is not necessary to centralise or true the work by hand.....
13. Rough forming by grinding of brazed tools.....
14. Seating of tips by induction heating....

RATE H

15. Cutting to stops and/or length gauges in power and/or friction saws (excluding setting up) .....
16. Operating hand portable and/or pedestal grinding machine, where the operator is not required to grind to marks, templets, gauges or sizes..... — Rate per hour for work classified at Rate H in Table of Wage Rate.

AFDELING D/24

AFDELING VIR DIE VERVAARDIGING VAN WOLFRAMKARBIEDGEREEDSKAP

Die volgende werksaamhede, nl.:

LOON AA

1. Algemene toesigwerk, met inbegrip van die opstel van produksiemasjiene (minstens een toesighouer moet in elke bedryfsinrigting in diens wees en toesig hou oor die werksaamhede gedurende elke skof) ..... — Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

2. Slyp van masjiengereedskap (uitgesonderd universele slypwerk):
   Eerste ses maande ondervinding..... Loon C.
   Tweede ses maande ondervinding... Loon B.
   Daarna ..... Loon AA.
3. Wolframkarbiedgereedskap frees (uitgesonderd universele freeswerk)..... — Loon per uur vir werk ingedeel onder Loon AA in Loontabel.
4. Bediening van senterdraaibank vir wolframkarbiedgereedskap .....

LOON D

	Loon per uur (sent)
5. Sweissoldeer met handgasvlam:	
Eerste drie maande ondervinding ...	192
Daarna	Loon D.

LOON E

6. Masjinering van stele om dit in te bed, nl.:
   Herhalingsbediening of -versorging van masjiene wat ontwerp is of permanent aangepas is vir enkelgereedskapwerk waar dit nie nodig is om die werk met die hand te sentreer of in lyn te bring nie en waar die handbediening beperk is tot die plasing van die werkstuk in die kloukop of die kloutoestel van die masjien, die masjien aan die gang sit, bedien en/of versorg, afskakel en die werkstuk van die masjien afneem (uitgesonderd die opstel daarvan)..... — Loon per uur vir werk ingedeel onder Loon E in Loontabel.

LOON F

7. Herhalingslypwerk op outomatiese siklusmasjiene onder die aanwysing van Loon A- tot C-werknemer..... — Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

8. Voorafverhitte stele volgens setmate met 'n masjien buig .....
9. Masjinering van stele om dit in te bed, op 'n eendoelmasjien, waar die handbediening beperk is tot die plasing van die werkstuk in die kloukop of kloutoestel van die masjien en die werkstuk van die masjien afneem.....
10. Vryloophoeke aan gereedskap masjineer deur middel van eendoelmasjiene volgens voorafgestelde hoeke (uitgesonderd die opstel daarvan)..... — Loon per uur vir werk ingedeel onder Loon G in Loontabel.
11. Vryhandpoets en/of -poleer.....
12. Bediening van handmasjiene wat ontwerp of permanent aangepas is vir slegs een werksaamheid waar dit nie nodig is om die werk met die hand te sentreer of in lyn te bring nie.....
13. Ru-vormwerk van gesweissoldeerde gereedskap deur hulle te slyp.....
14. Punte deur middel van induksieverhitting vassit .....

LOON H

15. Volgens stuiters en/of lengtemeters afsaag in krag- en/of wrywingsae (uitgesonderd opstel)..... — Loon per uur vir werk ingedeel onder Loon H in Loontabel.
16. Bediening van draagbare hand- en/of voetstukslypmasjien waar daar nie van die bediener vereis word om volgens merke, patrone, meters of groottes te slyp nie .....

RATE I

17. Sand and/or shot blasting	Rate per hour for work classified at Rate I in Table of Wage Rates.
18. Stencilling and/or marking and/or colour marking and/or labelling	

DIVISION D/25

MOTOR VEHICLE PARTS AND COMPONENTS MANUFACTURING DIVISION

(1) Wage provisions applicable to the manufacturing and/or assembling of parts and/or spares and/or accessories and/or components of motor vehicles, viz:

RATE C

1. Repetition drill sharpening by hand (n.e.s.)	Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

2. Galvanising (supervisory work) 3. Machining (n.e.s.) on repetition work by means of fixtures and/or jigs and/or stops (excluding the requirement of stops for parting off) where the work cycle is manually operated (including the use of fixed gauges and/or comparators and/or indicators for dimensional purposes only—such instruments to be set by a Rate A employee), and including the replacing and/or repositioning of throwaway tips only on throwaway tipped tooling, excluding machine tool setting up and/or tool setting and adjusting	Rate per hour for work classified at Rate D in Table of Wage Rates.
4. *Marking off material (n.e.s.) *"Marking off" means marking off material to given lengths for cutting-off purposes, using only length gauges and/or rule and/or tape measure and marking material. 5. Preliminary welding for positioning of jobs prior to welding or riveting or bolting up (runs of not more than 40 mm in length) 6. Press operating (n.e.s.), including the affixing and/or removal of dies where there is positive location, excluding setting up 7. Production electric welding in jigs and/or assemblies already partly welded in jigs so as to minimise the effect of distortion and where the amperage, size or type of rod or rate of deposition is predetermined (n.e.s.)	Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE E

8. Repetition balancing of motor components on special purpose machines, excluding calibration of the machines	Rate per hour for work classified at Rate E in Table of Wage Rates.

RATE F

9. Reaming, using bridge reamers 10. *Repetition operation of or attending semi-automatic machines where the work cycle is power-driven and the end point is controlled by automatically operating stops (excluding setting up, but including the use of fixed gauges and/or comparators and/or indicators for dimensional purposes only—such instruments to be set by a Rate A employee) *For the purposes of the above, "semi-automatic machine" is a machine on which it is not necessary	Rate per hour for work classified at Rate F in Table of Wage Rates.

LOON I

17. Sand- en/of haelstraling 18. Sjabloneer en/of merk en/of kleurmerk en/of etiketteer	Loon per uur vir werk ingedeel onder Loon I in Loontabel.

AFDELING D/25

AFDELING VIR DIE VERVAARDIGING VAN MOTORVOERTUIGONDERDELE EN -KOMPONENTE

(1) Loonbepalings van toepassing op die vervaardiging en/of montering van motorvoertuigonderdele en/of -reserwedele en/of -bybehore en/of -komponente, nl.:

LOON C

1. Herhalingskerpmaak van bore met die hand (n.e.v.)	Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

2. Galvanisering (toesigwerk) 3. Herhalingsmasjinering (n.e.v.) deur middel van setklemme en/of setmate en/of stuiters (uitgesonderd die vereiste om stuiters af te sny) waar die werksiklus deur die hand aangedryf word (met inbegrip van die gebruik van vaste meters en/of komparators en/of aanwysers slegs vir dimensionale doeleindes—sodanige instrumente moet deur 'n Loon A-werknemer gestel word), en met inbegrip van die vervanging en/of herplasing van slegs weggooipunte van weggooipuntbeitels, uitgesonderd die opstel van masjiengereedskap en/of gereedskap stel en/of regstel	Loon per uur vir werk ingedeel onder Loon D in Loontabel.
4. *Materiaal afmerk (n.e.v.) *„Afmerk" beteken materiaal volgens bepaalde lengtes afmerk slegs vir afsnydoeleindes, met gebruikmaking van lengtemeters en/of 'n liniaal en/of meetband en merkmateriaal 5. Voorlopige sweising vir die in posisie plasing van werkstukke voor sweising of vasklink of vasbout (lengtes van hoogstens 40 mm) 6. Bediening van 'n pers (n.e.v.), met inbegrip van die vassit en/of verwydering van stempels waar daar positiewe plasing is, uitgesonderd die opstel daarvan 7. Elektriese produksiesweising in setmate en/of samestelle wat reeds gedeeltelik in setmate gesweis is, ten einde die uitwerking van verwringing tot 'n minimum te beperk en waar die ampèretal, grootte van of tipe staaf of die neersmelttempo vooraf bepaal is (n.e.v.)	Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON E

8. Herhalingsbalansering van motorkomponente op eendoelmasjiene, uitgesonderd kalibrering van die masjiene	Loon per uur vir werk ingedeel onder Loon E in Loontabel.

LOON F

9. Ruim, met gebruikmaking van brugruimers 10. *Herhalingsbediening of -versorging van halfoutomatiese masjien waar die werksiklus deur krag aangedryf word en die eindpunt deur outomatiese stuiters beheer word (uitgesonderd die opstel daarvan, maar met inbegrip van die gebruik van vaste meters en/of komparators en/of aanwysers slegs vir dimensionale doeleindes. Sodanige instrumente moet deur 'n Loon A-werknemer gestel word) *Vir die toepassing van bogenoemde is 'n „halfoutomatiese masjien" 'n masjien waarop dit nie	Loon per uur vir werk ingedeel onder Loon F in Loontabel.

to centralise or true the work by hand and manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools before and after the power cycle takes over and stopping and unloading the machine...

11. Repetition production machining of bar and/or tube on capstan lathes to stops where the work is held by devices not necessitating any centralising or trueing (excluding setting up). (This operation is limited to bar not exceeding 52 mm diameter and/or tube up to 80 mm diameter) .....

12. Soldering and/or sweating by hand (n.e.s.) .....

Rate per hour for work clasified at Rate F in Table of Wage Rates.

RATE G

13. Assembling of pre-manufactured components from stock requiring no fitting or adjustment, but including deburring

14. *Attending fully-automatic machine (including checking with fixed gauges and/or comparators and/or indicators for dimensional purposes only—such instruments to be set by a Rate A employee) .....

*For the purposes of the above, "fully automatic machine" is a bar-fed machine or a machine fitted with an automatic chucking device (i.e. magazine and/or table and/or mechanical arm fed) and where the manual operations are limited to setting the machine in motion, feeding a new bar into the machine or loading the magazine, as the case may be, and stopping the machine .....

15. Fly and/or treadle and/or manual pressing and/or notching and/or power pressing where the work is operated upon with pre-set dies (excluding setting of dies) and/or stops.....

16. Heat treatment under instruction of a Rate AA to D employee.....

17. Repetition countersinking with twist drill and/or rose bit to fixtures and/or stops, and/or reaming, using non-adjustable reamers .....

18. Repetition drilling to fixtures and/or gauges and/or jigs and/or stops and/or templets (excluding radial drill).....

19. Repetition hot and/or cold bending and/or forming to dies and/or jigs and/or stops .....

20. Repetition hot and/or cold blanking and/or piercing on presses, using guides and/or jigs and/or stops and/or dies.....

21. Repetition machine punching to jigs and/or stops and/or dies and/or marks, including random checking with fixed gauges .....

22. *Repetition marking to jigs and/or templets.....

*"Marking to templets" means the marking of material by means of a templet and scriber or marking material.....

23. Repetition operation of and/or attending machine designed or permanently adapted for a single operation where it

Rate per hour for work classified at Rate G in Table of Wage Rates.

nodig is om die werk met die hand te sentreer of in lyn te bring nie en waar die handbediening beperk is tot die plasing van die werkstuk in die kloukop of kloutoestel van die masjien, die masjien aanskakel, die gereedskap vorentoe of agtertoe bring voor en nadat die kragsiklus oorneem en die masjien afskakel en die werkstuk daarvan afneem.....

11. Herhalingsproduksiemasjinering van stawe en/of buise op rewolwerdraaibanke volgens stuiters, waar die werkstuk deur toestelle vasgehou word sodat dit nie nodig is om dit te sentreer of in lyn te bring nie (uitgesonderd die opstel daarvan). (Hierdie werksaamheid is beperk tot stawe met 'n diameter van hoogstens 52 mm en/of buise met 'n diameter van hoogstens 80 mm).....

12. Met die hand soldeer en/of aansweet (n.e.v.) .....

LOON G

13. Montering uit voorraad van vooraf vervaardigde komponente wat geen pasmaak of regstelling vereis nie, maar met inbegrip van afbaard.....

14. *Versorging van 'n volkome outomatiese masjien (met inbegrip van nagaan met vaste meters en/of komparators en/of aanwysers slegs vir dimensionale doeleindes. Sodanige instrumente moet deur 'n Loon A-werknemer gestel word).....

*Vir die toepassing van bogenoemde is 'n ,,volkome outomatiese masjien" 'n staafvoermasjien of 'n masjien toegerus met 'n outomatiese kloutoestel (d.w.s. uit 'n magasyn en/of van 'n tafel en/of deur 'n meganiese arm gevoer) en waar die handbediening beperk is tot die masjien aanskakel, 'n nuwe staaf in die masjien voer of die magasyn laai, na gelang van die geval, en die masjien afskakel .....

15. Skroef- en/of trap- en/of handperswerk en/of -inkeping en/of kragperswerk, waar daar aan die werk gewerk word met vooraf gestelde stempels (uitgesonderd die stel van die stempels) en/of stuiters.....

16. Hittebehandeling onder aanwysing van 'n Loon AA- tot D-werknemer....

17. Herhalingsversink met spiraalboor en/of roosboor volgens setklemme en/of stuiters en/of ruim, met gebruikmaking van nie-verstelbare ruimers.....

18. Herhalingsboor volgens setklemme en/of meters en/of setmate en/of stuiters en/of patrone (uitgesonderd radiaalboor).....

19. Herhalingswarm- en/of -koudbuigwerk en/of -fatsoenering volgens stempels en/of setmate en/of stuiters.....

20. Herhalingswarm- en/of -kouduitsny en/of -deurboor op perse, met gebruikmaking van leiers en/of setmate en/of stuiters en/of stempels .....

21. Herhalings masjienpons volgens setmate en/of stuiters en/of stempels en/of merke, met inbegrip van willekeurige nagaan met vaste meters.....

22. *Herhalingsafmerk volgens setmate en/of patrone .....

*,,Afmerk volgens patrone" beteken die afmerk van materiaal met behulp van 'n patroon en kraspen of merkmateriaal.....

23. Herhalingsbediening en/of -versorging van masjiene wat ontwerp of permanent aangepas is vir 'n enkele

Loon per uur vir werl ingedeel onder Loo G in Loontabel.

is not necessary to centralise or true the work by hand and where manual operations are limited to loading the work piece into the chuck or holding device of the machine, starting, operating and/or attending, stopping and unloading the machine	Rate per hour for work classified at Rate G in Table of Wage Rates.
24. Repetition operation of vehicle rim rolling machines where the power cycle is automatic and where operations are limited to loading, starting, stopping and unloading, and where no gauging is required	
25. Repetition rolling in forging rolls.....	
RATE H	
26. Automatic and/or semi-automatic machine nutting.....	Rate per hour for work classified at Rate H in Table of Wage Rates.
27. Bending to stops of pipes and/or tubes in manually and/or power-operated bending machines.....	
28. Cold forming and/or trimming and/or punching by machine	
29. Dressing and/or deburring by hand and/or by grinding and/or by portable power tool.....	
30. Metal coating by dipping under supervision of a Rate A to D employee.....	
31. Operating automatic thread forming machine	
32. Operating bolt and/or nut facing machine	
33. Operating frazing and/or pointing machine	
34. Operating tube and/or rod and/or wire straightening machine	
35. Repetition cutting and/or cropping and/or shearing to length gauges and/or marks and/or stops.....	
36. Repetition hydraulic testing and/or air testing, excluding preparatory work ...	
37. Repetition roller bending of material not exceeding 4 mm in thickness.....	
38. Re-threading and/or re-tapping	
39. Sand and/or shot and/or hydro and/or grit blasting.....	
40. Screwing machine operating excluding setting up	
RATE I	
41. Baling of scrap	Rate per hour for work classified at Rate I in Table of Wage Rates.
42. Dipping in enamel and/or paint and/or lacquer	
43. Feeding a forming machine	
44. Feeding and/or minding special purpose nicking and/or profiling and/or slotting machine.....	
45. Holding up for riveting.....	
46. Straightening and/or flattening of gussets and/or cleats.....	
47. Stretching and/or rough straightening of bars by hand and/or by machine.....	
48. Stripping forgings and/or stampings, using dies	

(2) Notwithstanding any operation or wage rate scheduled in this Division or in Schedule G and/or Schedule M of this Agreement no operation or wage rate scheduled in this Division or in Schedule G and/or Schedule M of this Agreement shall apply to the following operations in the manufacture of motor vehicle parts and/or spares and/or accessories and/or components for motor vehicles, viz.:

Repetition operation of or attending machines adapted for semi-automatic operations (including programme controlled copying lathes), where the work cycle is power driven and the end point is controlled by automatically operating stops, so that manual operations are limited to loading, unloading, setting the machine in motion, stopping and advancing or retracting the tools before and after the power-driven cycle takes over (excluding setting up).

Repetition welding and/or brazing and/or bronze welding in jigs or of parts so formed and/or located as to obviate the need for a jig, and/or tack welding of pre-assembled units.

Semi-automatic welding by machine (excluding setting up).

werksaamheid, waar dit nie nodig is om die werkstuk met die hand te sentreer of in lyn te bring nie en waar handbediening beperk is tot die plasing van die werkstuk in die kloukop of kloutoestel van die masjien, die masjien aan die gang sit, bedien en/of versorg, die masjien afskakel en die werkstuk van die masjien afneem	Loon per uur vir werk ingedeel onder Loon G in Loontabel
24. Herhalingsbediening van masjiene wat vellings van voertuie uitwals, waar die kragsiklus outomaties is en waar die werksaamhede beperk is tot laai, aan die gang sit, afskakel en ontlaai, en waar geen meetwerk nodig is nie	
25. Herhalingswalswerk en smeewalse	
LOON H	
26. Moere met outomatiese en/of halfoutomatiese masjiene maak.....	Loon per uur vir werk ingedeel onder Loon H in Loontabel.
27. Pype en/of buise volgens stuiters buig in hand- en/of kragbuigmasjiene.....	
28. Koudvorm en/of afwerk en/of pons met 'n masjien.....	
29. Afwerk en/of afbaard met die hand en/of deur te slyp en/of met draagbare kraggereedskap	
30. Metaal bedek deur onder toesig van 'n Loon A- tot D-werknemer in te doop	
31. Bediening van outomatiese skroefdraadsnymasjien	
32. Bediening van bout- en/of moerafwerkmasjien	
33. Bediening van warmfrees- en/of afspitsmasjien	
34. Bediening van buis- en/of stang- en/of draadrigmasjien.....	
35. Herhalingsafsny en/of -afknip en/of -afskuif volgens lengtemeters en/of merke en/of stuiters.....	
36. Herhalende hidrouliese toetsing en/of lugtoetsing, uitgesonderd voorbereidingswerk	
37. Herhalingswalsbuig van materiaal met 'n dikte van hoogstens 4 mm.....	
38. Skroefdraad en/of moerdraad nasny...	
39. Sand- en/of hael- en/of water- en/of grintstraling	
40. Bediening van draadsnymasjien, uitgesonderd die opstel daarvan.....	
LOON I	
41. Afval baal	Loon per uur vir werk ingedeel onder Loon I in Loontabel.
42. In emalje en/of verf en/of lakvernis doop	
43. Vormmasjien voer.....	
44. Eendoelinkeping- en/of -profileer- en/of -gleufmasjien voer en/of oppas	
45. Vashou vir klinkwerk.....	
46. Knoopplate en/of klampe reguit en/of plat maak	
47. Met die hand en/of masjien stawe uitrek en/of ru-reguitmaak	
48. Smeestukke en/of stampsels met stempels afstroop	

(2) Ondanks enige werksaamheid of loon wat in hierdie Afdeling of in Bylae G en/of Bylae M van hierdie Ooreenkoms gelys is, is geen werksaamheid of loon wat in hierdie Afdeling of in Bylae G en/of Bylae M van hierdie Ooreenkoms gelys is op die volgende werksaamhede by die vervaardiging van motorvoertuigdele en/of -reserwedele en/of -toebehore en/of -komponente van toepassing nie, nl.:

Herhalingsbediening of -versorging van masjiene wat aangepas is vir halfoutomatiese werksaamhede (met inbegrip van programbeheerde kopieerdraaibanke) waar die werksiklus deur krag aangedryf word en die eindpunt deur outomatiese stuiters beheer word, sodat handbediening beperk is tot die masjien laai, ontlaai, aanskakel, afskakel en die gereedskap vorentoe of agtertoe bring voor en nadat die kragsiklus oorneem (uitgesonderd die opstel daarvan);

herhalingsweis en/of -sweissoldeer en/of -bronssweis in setmate of van dele wat so gevorm en/of geplaas is dat die gebruik van 'n setmaat onnodig is, en/of hegsweising van vooraf gemonteerde eenhede;

halfoutomatiese sweising met 'n masjien (uitgesonderd die opstel daarvan).

DIVISION D/26

ELEVATOR AND/OR ESCALATOR DIVISION

The following operations in the manufacture and/or assembly of elevators and/or escalators:

RATE A

1. Assembly requiring fitting adjustments
2. Electrical fitting (n.e.s.)

Rate per hour for work classified at Rate A in Table of Wage Rates

RATE AA

3. All wiring operations involving reference to wiring diagrams
4. Electrical functional testing, including earth potential testing and/or fault localising to schematic drawings and/or specification

Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE B

5. Visual checking of signal fixture equipment to drawings and/or specifications (excluding electrical functional testing)

Rate per hour for work classified at Rate B in Table of Wage Rates.

RATE C

6. Assembling of cabs from pre-formed components (not electrical) where no fitting is required but rule, scriber and square are used for aligning purposes only, including tack and/or spot welding (n.e.s.)
7. Straightening and/or flattening (n.e.s.)

Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

8. Drilling and/or countersinking and/or reaming and/or spot facing (n.e.s.), including the use of adjustable reamers, provided they are pre-set by a Rate A or Rate AA employee (including the sharpening of drills)
9. Operating special-purpose semi-automatic argon arc welding machine for the welding of door panels only
10. Press operating (n.e.s.), including the affixing and/or removal of dies where there is positive location
11. Repetitive electrical assembly work on cabs (n.e.s.) where no fitting is required, including connecting up and/or pulling through of cables and/or wires
12. Wood machining for platforms and/or shaft templets under supervision of a Rate A employee

Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE DD

13. Final assembly of capacitor and/or resistor and/or relay units, including the wiring to and soldering of connections
14. Operating mechanical bevelling machine, excluding setting of cutters

Rate per hour for work classified at Rate DD in Table of Wage Rates.

RATE DDD

15. Functional testing of relays and/or switches
16. Repetition electrical checking and/or adjusting of sub-units and/or components by comparison with fixed standards with pre-determined limits by means of special-purpose test gear and/or fixed gauges and/or samples and/or checking fixtures

Rate per hour for work classified at Rate DDD in Table of Wage Rates.

AFDELING D/26

HYSER- EN/OF ROLTRAPAFDELING

Die volgende werksaamhede by die vervaadiging en/of montering van hysers en/of roltrappe:

LOON A

1. Monteeerwerk wat stelwerk aan toebehore vereis
2. Elektrotegniese monteerwerk (n.e.v.)

Loon per uur vir werk ingedeel onder Loon A in Loontabel.

LOON AA

3. Alle bedradingswerk, met inbegrip van raadpleging van bedradingsdiagramme
4. Elektrotegniese funksietoetswerk, met inbegrip van aard potensiaaltoetsing, en/of foutopsporingswerk volgens skematiese tekeninge en/of spesifikasies

Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON B

5. Visuele nagaanwerk aan seintoebehore volgens tekeninge en/of spesifikasies (uitgesonderd elektrotegniese funksietoetswerk)

Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON C

6. Montering van kajuite met vooraf gefatsoeneerde komponente (nie elektrotegniese werk nie) waar geen ander monteerwerk nodig is nie maar 'n liniaal, kraspen en winkelhaak slegs vir rigdoeleindes gebruik word, met inbegrip van heg- en/of puntsweiswerk (n.e.v.)
7. Rig- en/of pletwerk (n.e.v.)

Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

8. Boor- en/of versink en/of ruimwerk en/of puntvlakking (n.e.v.), met inbegrip van die gebruik van verstelbare ruimers, mits hulle vooraf deur 'n Loon A- of AA-werknemer gestel is (met inbegrip van die skerpmaak van bore)
9. Bediening van halfoutomatiese eendoelargonboogsweismasjien, vir die sweis van slegs deurpanele
10. Bediening van 'n pers (n.e.v.), met inbegrip van die aanbring en/of verwydering van stempels op positief geplaaste plekke
11. Herhalende elektrotegniese monteerwerk aan kajuite (n.e.v.) waar geen paswerk nodig is nie, met inbegrip van die aansluit en/of deurtrek van kabels en/of drade
12. Houtmasjienwerk vir platforms en/of skagpatrone onder toesig van 'n Loon A-werknemer

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON DD

13. Die finale montering van kapasitoren/of weerstands- en/of relê-eenhede, met inbegrip van die bedrading daarvan en soldeerwerk aan aansluitpunte
14. Bediening van meganiese afskuinsmasjien, uitgesonderd die stel van die snyers

Loon per uur vir werk ingedeel onder Loon DD in Loontabel.

LOON DDD

15. Funksionele toetswerk aan relês en/of skakelaars
16. Herhalende elektriese nagaan en/of regstellings aan subeenhede en/of komponente deur dit met vaste standaarde wat vooraf bepaalde perke het, te vergelyk deur middel van eendoeltoets-uitrusting en/of vaste meters en/of monsters en/of kontrolehegstukke

Loon per uur vir werk ingedeel onder Loon DDD in Loontabel.

RATE E

17. Assembly of components and/or piece parts into unit boxes to samples and/or specimens prepared by a Rate A employee .....
18. Mechanical connections in units of preformed and/or prepared wires to pre-determined points and running-out lists (n.e.s.) .....
19. Repetition wiring of control panels where the terminal connections are numbered and the sequence of wiring operations is performed to a schedule
20. Repetition wiring to specimens, prepared by a Rate A employee .....

Rate per hour for work classified at Rate E in Table of Wage Rates.

RATE F

21. Repetition production machining of bar and/or tube on capstan lathes to stops, where the work piece is held by devices not necessitating any centralising or trueing, excluding setting up. (This operation is limited to machines not exceeding a 52 mm nominal bore diameter) .....

Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

22. Application of sealing compounds and/or adhesives .....
23. Application of sound-deadening materials and/or insulating medium under supervision of a Rate A to D employee .....
24. Assembling of self-locating parts premanufactured and taken from stock, where no fitting or adjustment is required or reference to sketches and/or drawings, but including deburring ..
25. Assembling sub-panel components into controller panels to sketches under supervision .....
26. Repetition crimping of terminals and/or stripping of wires (including eyeletting) .....
27. Repetition cutting and/or pre-forming sets of wires to jigs and/or fixtures and/or templets and/or length gauges
28. Repetition drilling to dimples and/or jigs and/or fixtures and/or stops (excluding radial drilling), including counter-sinking and/or reaming by non-adjustable reamers .....
29. Repetition hot and/or cold blanking and/or piercing on presses, using guides and/or jigs and/or stops and/or dies .....
30. Repetition operating press-brake and/or folding machine to stops and/or jigs and/or length gauges, where the stroke is not controlled and material does not exceed 4 mm in thickness (excluding setting up) .....
31. Repetition soft soldering on indicator panel lights .....
32. Reshaping and/or straightening of components damaged or distorted in production excluding panel work .....
33. Rough straightening of guide-rails and/or bars by hand and/or machine, excluding the use of rule and/or straight edge .....

Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE I

34. Applying transfers .....
35. Bonderising and/or preparing for painting and/or soldering and/or brazing .....

Rate per hour for work classified at Rate I in Table of Wage Rates.

LOON E

17. Montering van komponente en/of stukdele in eenheidskaste volgens voorbeelde en/of monsters wat deur 'n Loon A-werknemer voorberei is.....
18. Meganiese aansluitings in eenhede van vooraf gevormde en/of bereide drade volgens vooraf bepaalde punte en werklyste (n.e.v.).....
19. Herhalingsbedrading van kontrolepanele waar die eindaansluitings genommer is en die volgorde van die bedradingswerk volgens 'n lys geskied
20. Herhalingsbedrading van stukke deur 'n Loon A-werknemer voorberei .....

Loon per uur vir werk ingedeel onder Loon E in Loontabel.

LOON F

21. Herhalingsproduksiemasjienwerk aan stawe en/of buise op 'n rewolwerdraaibank volgens stuiters, waar die werkstuk gehou word deur toestelle wat nie gesentreer of in lyn gebring hoef te word nie, uitgesonderd die opstel daarvan. (Hierdie werksaamheid word beperk tot masjiene met 'n nominale binnediameter van hoogstens 52 mm)

Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

22. Aanwending van verseëlmengsels en/of kleefstof .....
23. Aanwending van geluiddempende materiaal en/of isoleermiddel onder toesig van 'n Loon A- tot D-werknemer .....
24. Montering van selfstanddele wat vooraf vervaardig en uit vooraad geneem is, waar geen pas- of stelwerk of raadpleging van sketse en/of tekeninge verreis word nie, maar met inbegrip van afbaarding.....
25. Montering van subpaneelkomponente in kontrolepanele en volgens sketse, onder toesig.....
26. Herhalingsriffelwerk aan eindpunt en/of afstroping van drade (met inbegrip van die aanbring van ogies) .....
27. Herhalende afsny en/of vooraf vorming van stelle drade volgens setmate en/of setklemme en/of patrone en/of lengtemeters .....
28. Herhalingsboorwerk volgens duikies en/of setmate en/of setklemme en/of stuiters (uitgesonderd radiaal boor), met inbegrip van versink- en/of ruimwerk met nie-verstelbare ruimers.....
29. Herhalende warm en/of koue afdigtingswerk en/of deursteekwerk op 'n pers, met gebruikmaking van leiers en/of setmate en/of stuiters en/of stempels .....
30. Herhalingsbediening van persrem en/of voumasjien volgens stuiters en/of setmate en/of lengtemeters, waar die slag nie beheer word nie en die materiaal hoogstens 4 mm dik is (uitgesonderd die opstel daarvan) .....
31. Herhalende sagsoldeerwerk aan indikatorpaneeligte.....
32. Herfatsoenering en/of reguitmaak van komponente wat in die produksieproses beskadig of verwring is, uitgesonderd paneelwerk.....
33. Ru-regbuigwerk aan leirelings en/of stawe met die hand en/of 'n masjien, uitgesonderd die gebruik van 'n liniaal en/of 'n reihout.....

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON I

34. Oordruksels aanbring.....
35. Aanbring van bindmiddels en/of voorbereiding vir verf- en/of soldeer- en/of sweissoldeerwerk .....

Loon per uur vir werk ingedeel onder Loon I in Loontabel.

36. Packing of manufactured articles for despatch or sale 37. Pouring of liquid plastic into moulds and pre-engraved plates 38. Stencilling and/or marking and/or colour marking and/or labelling 39. Wet rubbing	Rate per hour for work classified at Rate I in Table of Wage Rates.

DIVISION D/27

LOCOMOTIVE MANUFACTURING DIVISION

For the purposes of this Division, "Locomotives" shall comprise propulsion/traction units.

The following operations in the manufacture and/or assembly of locomotives including design modification within the warranty period where the work performed falls within the operations listed:

Section (a).—*Electrical work and related activities*

RATE A

1. Electrical fitting	Rate per hour for work classified at Rate A in Table of Wage Rates.

RATE AA

2. Repetition making up of cable harnesses where the course of the wire is marked by cleats and/or lines and/or saddles and/or fixtures and where no wiring diagram is used	Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE C

3. Repetition electrical assembly work (n.e.s.) under the supervision of a Rate A employee	Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

4. Bending of conduits by pipe bending machine to data sheets and/or sketches (n.e.s.)	Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE DDD

5. Soft soldering and/or sweating	Rate per hour for work classified at Rate DDD in Table of Wage Rates.

RATE F

6. Bending of conduits to templet and/or stops by pipe bending machine (excluding setting of stops) 7. Repetition crimping of terminals and/or stripping ends of wires 8. Repetition pulling through only of cables and/or wires pre-cut to predetermined lengths 9. Repetition tinning of earth straps connecting the frame of the bogie to the roller bearing housing pad and/or inter-connecting battery bushbars and/or sweating of the battery lugs 10. Tinning by hand	Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

11. Repetition cutting of conduits and/or pipes and/or tubes to templets and/or fixture and/or to stops and/or to length gauges 12. Repetition cutting and/or identification of wire to length gauges under the supervision of a Rate A to C employee 13. Screwing machine operating excluding setting up	Rate per hour for work classified at Rate G in Table of Wage Rates.

36. Verpakking van vervaardigde artikels vir versending of verkoop 37. Vloeibare plastiek in vorms en op vooraf gegraveerde plate giet 38. Sjabloneer en/of merk en/of kleurmerk en/of etiketeer 39. Nat vryfwerk	Loon per uur vir werk ingedeel onder Loon I in Loontabel.

AFDELING D/27

VERVAARDIGING VAN LOKOMOTIEWE

Vir die doeleindes van hierdie Afdeling omvat ,,Lokomotiewe" voorstu-/trekeenhede.

Die volgende werksaamhede by die vervaardiging en/of montering van lokomotiewe, met inbegrip van ontwerpmodifikasie binne die waarborgtydperk waar die werk wat verrig word binne die gelyste werksaamhede val:

Seksie (a).—*Elektrotegniese werk en aanverwante werksaamhede*

LOON A

1. Elektrotegniese paswerk	Loon per uur vir werk ingedeel onder Loon A in Loontabel.

LOON AA

2. Herhalingsopmaak van kabelharnasse waar die loop van die draad afgemerk is deur klampe en/of lyne en/of saals en/of setklemme en waar geen bedradingsdiagram gebruik word nie	Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON C

3. Herhalende elektrotegniese monteerwerk (n.e.v.) onder toesig van 'n Loon A-werknemer	Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

4. Buig van leipype met 'n pypbuigmasjien volgens datavelle en/of sketse (n.e.v.)	Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON DDD

5. Sagsoldeer en/of aansweet	Loon per uur vir werk ingedeel onder Loon DDD in Loontabel.

LOON F

6. Buig van leipype volgens patroon en/of stuiters met pypbuigmasjien (uitgesonderd die opstel van stuiters) 7. Herhalingskarteling van klemme en/of stroping van eindpunte van drade 8. Herhalingsdeurtrek slegs van kabels en/of drade vooraf volgens vooraf bepaalde lengtes gesny 9. Herhalingsvertinning van aardkabels wat die raam van die draaistel verbind met die rollaerhulselblok en/of tussenverbindingsbatterygeleistamme en/of aansweet van die batteryore 10. Vertinning met die hand	Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

11. Herhalingsafsny van leipype en/of pype en/of buise volgens patrone en/of setklemme en/of stuiters en/of lengtemeters 12. Herhalingsafsny en/of identifisering van drade volgens lengtemeters onder toesig van 'n Loon A- tot C-werknemer 13. Bediening van draadsnymasjien, uitgesonderd die opstel daarvan	Loon per uur vir werk ingedeel onder Loon G in Loontabel.

Section (b).—*Mechanical work and related activities*

RATE A

14. Machine tool setting up .....
15. Panel beating .....

Rate per hour for work classified at Rate A in Table of Wage Rates.

RATE AA

16. Assembly of traction motors and/or gear cases to bogies .....
17. *Machinist's work (n.e.s.), viz. shaping, slotting, planing, milling (excluding universal milling), grinding (excluding universal grinding) and the operation of gear cutting and rotary machine tools, excluding centre lathes (with or without copying and/or profiling attachments), boring mills, (vertical, horizontal and turret type—with or without copying and/or profiling attachments), die-sinking machines and universal machining .....
*Employees employed on machinist's work shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments, including rules, calipers and the like .....
18. Straightening of superstructure panels (free-hand work).....

Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE B

19. Cold sawing where the sawyer marks direct from cutting list.....
20. Drilling machine work (n.e.s.) .....
21. Riveting pressure vessels .....
22. Supervisory work (n.e.s.).....

Rate per hour for work classified at Rate B in Table of Wage Rates.

RATE C

23. Operating multi-head oxy-acetylene cutting machines and/or flame planing and/or flame bevel cutting machines (including setting up) .....
24. Riveting and/or caulking (n.e.s.) .....
25. Roller bending, other than repetition roller bending (n.e.s.) .....
26. Setting (n.e.s.) (excluding tool setting) of dies and/or fixtures and/or stops and/or jigs and/or guides on production machines .....

Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

27. Arc and/or gas cutting (n.e.s.) .....
28. Assembling of complete subassemblies and/or units where there is positive location and no fitting or adjustment is required, excluding traction motors, gear cases and/or diesel engines.....
29. Bending and/or forming to jigs and/or stops in press brake and/or power folding machine (excluding setting up)
30. Bending of pipes and/or tubes to data sheets or templets .....
31. Drilling and/or countersinking and/or reaming (n.e.s.), including the use of adjustable reamers provided they are pre-set by a Rate A or AA employee, including the sharpening of drills .....
32. Drilling on radial drilling machines to jigs and/or fixtures and/or marks, excluding setting (n.e.s.).....
33. Hand welding by mechanically fed electrodes.....
34. Machining on repetition work by means of fixtures and/or jigs and/or stops where the work cycle is manually

Rate per hour for work classified at Rate D in Table of Wage Rates.

Seksie (b).—*Meganiese werk en aanverwante werksaamhede*

LOON A

14. Opstel van masjiengereedskap .....
15. Paneelklopwerk.....

Loon per uur vir werk ingedeel onder Loon A in Loontabel.

LOON AA

16. Monteer van trekmotore en/of ratomhulsel aan draaistelle.....
17. *Masjienwerker se werk (n.e.v.), nl. vorming, gleufwerk, skaafwerk, freeswerk (uitgesonderd universele freeswerk), slypwerk (uitgesonderd universele slypwerk) en die bediening van ratfrees- en draaimasjiengereedskap, uitgesonderd senterdraaibanke (met of sonder kopieer- en/of profileerhegstukke), boorfreesmasjiene (vertikale, horisontale en rewolwertipe, met of sonder kopieer- en/of profileerhegstukke), matrysfreesmasjiene en universele masjinering.....
*Werknemers wat 'n masjienwerker se werk verrig, moet toegelaat word om hul eie werk op te stel, hul eie gereedskap te slyp en te stel en om volgens en met presisiemeetinstrumente, met inbegrip van liniale, meetpassers en so meer, te werk.....
18. Boboupanele regbuig (vryhandwerk)

Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON B

19. Koudsaag waar die saer regstreeks van die saaglys af afmerk.....
20. Boormasjienwerk (n.e.v.).....
21. Drukhouers klink.....
22. Toesigwerk (n.e.v.) .....

Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON C

23. Bediening van meerkoppige oksiasetileensnymasjiene en/of vlamskaaf- en/of vlamskuinssnymasjiene (met inbegrip van die opstel daarvan) .....
24. Klink en/of kalfater (n.e.v.) .....
25. Walsbuigwerk, uitgesonderd herhalingswalsbuigwerk (n.e.v.) .....
26. Stel (n.e.v.) (uitgesonderd die stel van gereedskap) van stempels en/of setklemme en/of stuiters en/of setmate en/of leiers aan produksiemasjiene.....

Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

27. Boog- en/of gassnywerk (n.e.v.).....
28. Montering van volledige subsamestelle en/of eenhede wat positief geplaas is en geen passing of regstelling vereis nie, uitgesonderd trekmotore, ratomhulsels en/of dieselenjins.....
29. Buigwerk en/of fatsoenering volgens setmate en/of stuiters in persrem en/of kragvoumasjien (uitgesonderd die opstel daarvan).....
30. Buigwerk aan pype en/of buise volgens datavelle of patrone .....
31. Boor- en/of versink- en/of ruimwerk (n.e.v.), met inbegrip van die gebruik van verstelbare ruimers mits hulle vooraf deur 'n Loon A- of AA-werknemer gestel is, met inbegrip van die skerpmaak van bore.....
32. Boor op radiaalboormasjiene volgens setmate en/of setklemme en/of merke, uitgesonderd die opstel daarvan (n.e.v.) .....
33. Handsweiswerk met meganies gevoerde elektrodes.....
34. Masjinering aan herhalingswerk deur middel van setklemme en/of setmate en/of stuiters, waar die werksiklus met

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

operated (excluding setting up but including the use of fixed gauges) .....
35. *Marking off material (n.e.s.).....
*"Marking off" means marking off material to given lengths for cutting off purposes, using only length gauges and/or rule and/or tape measure and marking material.
36. Operating automatic arc and/or gas and/or foil welding machine.....
37. Operating power saw (n.e.s.), including marking off with rule and/or tape measure only and including setting of stops (n.e.s.).....
38. Operating single head oxy-acetylene profiling and/or straightline cutting machine to templets.....
39. Press operating (n.e.s.), including the affixing and/or removal of dies where there is positive location, excluding setting-up (excluding press brake).....
40. Preliminary welding for positioning of jobs prior to welding or riveting or bolting up (runs of not more than 40 mm in length).....
41. Repetition cutting and/or cropping and/or shearing to stops and/or templets and/or length gauges.....
42. Repetition operation of templet copying punch machine .....
43. Repetition roller bending and/or forming involving the use of metal not exceeding 4 mm in thickness.....
44. Repetition roller forming of plate with pre-set rolls.....
45. *Repetition welding and/or brazing in jigs.....
*"Repetition welding and/or brazing in jigs" means that the jig must be made in such a manner as to allow the employee to undertake the maximum amount of welding and/or brazing on the article in the jig and thereafter an employee at the same rate may complete the weld on the article when it is removed from the jig.
46. Riveting (10 mm diameter or less) .....

} Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE DD

47. Operating mechanical bevelling machine, excluding setting of cutters..

} Rate per hour for work classified at Rate DD in Table of Wage Rates.

RATE F

48. Assisting a Rate D employee in the loading of pre-manufactured components and/or sub-assemblies into jigs and/or underframes and/or shells and bolting up, excluding fitting and/or adjustment.....
Employees may only be employed on the operation set out at Rate F of this Schedule provided that the ratio of employees in the establishment is not less than one Rate D employee to three Rate F employees.
49. Supervising employees employed on classes of work scheduled below Rate F (when so appointed) .....

} Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

50. Application of anti-corrosive and/or anti-fouling and/or protective coatings
51. Attending, cleaning and/or degreasing of acid and/or rinsing and/or fluxing baths.....

} Rate per hour for work classiefied at Rate G in Table of Wage Rates.

die hand aangedryf word (uitgesonderd die opstel maar met inbegrip van die gebruik van vaste meters) .....
35. *Materiaal afmerk (n.e.v.).....
*„Afmerk" beteken materiaal afmerk volgens bepaalde lengtes vir doeleindes van afsny, met gebruikmaking van slegs lengtemeters en/of liniaal en/of meetband en afmerkmateriaal. .....
36. Bediening van outomatiese boog- en/of gas- en/of foeliesweismasjien.....
37. Bediening van kragsaag (n.e.v.) met inbegrip van afmerk slegs met liniaal en/of meetband en met inbegrip van die stel van stuiters (n.e.v.) .....
38. Bediening van enkelkoppige oksiasetitileenprofileer en/of -reguitlynsnymasjien volgens patrone .....
39. Bediening van pers (n.e.v.), met inbegrip van die aanbring en/of verwydering van stempels waar daar positiewe plasing is, uitgesonderd die opstel daarvan (uitgesonderd persrem).....
40. Voorlopige sweising vir die plasing van werkstukke voor sweising of vasklink of vasbout (lengtes van hoogstens 40 mm).....
41. Herhalingsafsny en/of -afknip en/of -afskuif volgens stuiters en/of patrone en/of lengtemeters.....
42. Herhalingsbediening van patroonkopieerponsmasjien .....
43. Herhalingswalsbuigwerk en/of -fatsoenering waar metaal met 'n dikte van hoogstens 4 mm gebruik word .....
44. Herhalingswalsfatsoenering van plaat met voorafgestelde walse .....
45. *Herhalingsweiswerk en/of -sweissoldeerwerk in setmate.....
*„Herhalingsweiswerk en/of -sweissoldeerwerk in setmate" beteken dat die setmaat op so 'n manier gemaak moet word dat die werknemer in staat stel om die maksimum hoeveelheid sweis- en/of sweissoldeerwerk aan die artikel in die setmaat te verrig, en daarna moet 'n werknemer teen dieselfde loon die sweiswerk aan die artikel voltooi wanneer dit uit die setmaat verwyder word. .....
46. Klinknaelwerk (diameter van 10 mm of kleiner) .....

} Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON DD

47. Bediening van meganiese afskuinsmasjien, uitgesonderd die stel van die snyers.....

} Loon per uur vir werk ingedeel onder Loon DD in Loontabel.

LOON F

48. Loon D-werknemer help om voorafvervaardigde komponente en/of subsamestelle in setmate en/of onderstelle en/of doppe te laai en vas te bout, uitgesonderd pasmaak en/of regstel....
Werknemers mag slegs dié werksaamhede verrig wat onder Loon F van hierdie Bylae gemeld word op voorwaarde dat die getalsverhouding van die werknemers in die bedryfsinrigting minstens een Loon D-werknemer tot drie Loon F-werknemers is.
49. Toesig hou oor werknemers in diens in die klasse werk wat laer as Loon F gelys is (wanneer aldus aangestel).....

} Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

50. Aanwending van roeswerende en/of aanwaswerende en/of beskermende lae .....
51. Versorging, skoonmaak en/of ontvetting van suur- en/of afspoel- en/of smeltbaddens .....

} Loon per uur vir werk ingedeel onder Loon G in Loontabel.

52. Fly and/or treadle and/or manual pressing and/or notching where the work is operated upon with preset dies (excluding setting of the dies) and/or to stops
53. Hand bending and/or forming to jigs and/or stops
54. Huck type fastening
55. Metal buffing and/or polishing
56. Oiling and/or greasing machinery
57. Operating hand portable and/or pedestal grinding machine, where the operator is not required to grind to marks and/or gauges and/or sizes and/or templets
58. Operating power hammer (hammer driving) under instruction of a Rate A to D employee
59. Operating power saw for repetitive cutting off to stops and/or length gauges and/or graduated scales (other than the setting of stops and other than in toolroom)
60. Reaming, using non-adjustable reamers
61. Repetition arc spot and/or butt and/or flash and/or projection and/or resistance and/or seam and/or spot and/or stud welding by machine
62. Repetition cutting and/or cropping of bars and/or billets to stops and/or length gauges and/or repetition cutting and/or cropping of scrap
63. Repetition drilling of fixing holes up to 16 mm holes with portable drilling machines in connection with body sides and/or roofs and/or gutters and/or ends and/or underframes, using jigs and/or fixtures and/or templets
64. Repetition drilling and/or countersinking to fixtures and/or gauges and/or jigs and/or stops and/or templets and/or predrilled holes, excluding radial drill
65. Repetition forging under power hammer, using pre-set forming dies, excluding hand manipulation
66. Repetition threading and/or tapping by machine (excluding setting up)
67. Rethreading and/or retapping
68. Rough straightening and/or rough flattening of material, excluding the use of rules and straight edges and excluding structural metal work
69. Sand and/or shot and/or hydro and/or grit blasting
70. Screwing machine operating, excluding setting up
71. Straightening and/or flattening of gussets and/or cleats
72. Striking by hand hammer under instruction of a Rate A to D employee
73. Stripping and/or punching forgings and/or stampings, using pre-set dies ...

Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE H

74. Affixing slings under supervision of Rate A to D employee
75. Dipping in enamel and/or lacquer and/or paint
76. Holding up and/or backing up for riveting
77. Lagging of pipes and/or securing of lagging by clips
78. Repetition deburring and/or fettling by hand and/or by machine
79. Rivet heating
80. Stamping and/or affixing metal labels and/or nameplates

Rate per hour for work classified at Rate H in Table of Wage Rates

52. Skroef- en/of trap- en/of handperswerk en/of inkeping waar daar aan die werk gewerk word met voorafgestelde stempels (uitgesonderd die stel van stempels) en/of volgens stuiters
53. Handbuigwerk en/of -fatsoenering volgens setmate en/of stuiters
54. Huck-tipe bevestiging
55. Fynskuur en/of poleer van metaal
56. Masjinerie olie en/of smeer
57. Bediening van draagbare hand- en/of voetstukslypmasjien, waar daar nie van die bediener vereis word om volgens merke en/of meters en/of groottes en/of patrone te slyp nie
58. Bediening van 'n kraghamer (hamerdryfwerk) in opdrag van 'n Loon A- tot D-werknemer
59. Bediening van 'n kragsaag vir herhalingsafsny volgens stuiters en/of lengtemeters en/of afgemerkte skale (uitgesonderd die stel van stuiters en uitgesonderd in gereedskapkamer)
60. Ruimwerk, met gebruikmaking van nie-verstelbare ruimers
61. Herhalingsboogpunt- en/of -stuik- en/of -flits- en/of -projeksie- en/of -weerstand- en/of -naat- en/of -punt- en/of -tapboutsweising met masjien
62. Herhalingsafsny en/of -afknip van stawe en/of knuppels volgens stuiters en/of lengtemeters en/of herhalingsafsny en/of -afknip van skroot
63. Herhalingsboor van bevestigingsgate van hoogstens 16 mm met verplaasbare boormasjiene in verband met baksye en/of dakke en/of geute en/of ente en/of onderstelrame, met gebruikmaking van setmate en/of setklemme en/of patrone
64. Herhalingsboor en/of -versink volgens setklemme en/of meters en/of setmate en/of stuiters en/of patrone en/of voorafgeboorde gate, uitgesonderd radiaalboor
65. Herhalingsmee onder kraghamer, met gebruikmaking van voorafgestelde fatsoeneringstempels, uitgesonderd manipulering met die hand
66. Herhalingskroefdraad- en/of -moerdraadsny met masjien (uitgesonderd die opstel daarvan)
67. Skroefdraad en/of moerdraad nasny
68. Ru-reguitbuig en/of ru-platmaak van materiaal, uitgesonderd die gebruik van liniale en reihoute en uitgesonderd strukurele metaalwerk
69. Sand- en/of hael- en/of water- en/of grintstraling
70. Bediening van draadsnymasjien, uitgesonderd die opstel daarvan
71. Reguitbuig en/of platmaak van knoopplate en/of klampe
72. In opdrag van 'n Loon A- tot D-werknemer met 'n handhamer slaan
73. Smeestukke en/of stampsels stroop en/of pons, met gebruikmaking van voorafgestelde stempels

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON H

74. Slinger onder toesig van 'n Loon A- tot D-werknemer vassit
75. In emalje en/of lakvernis en/of verf doop
76. Vashou en/of steun vir klinkwerk
77. Pype beklee en/of bekleding met beuels vassit
78. Herhalingsafbaard en/of -poets met die hand en/of masjien
79. Klinknaels verhit
80. Metaaletikette en/of -naamplate stempel en/of vassit

Loon per uur vir werk ingedeel onder Loon H in Loontabel.

RATE I

81. Baling of scrap
82. Descaling by chipping
83. General labouring

Rate per hour for work classified at Rate I in Table of Wage Rates.

Section (c).—*Painting and related activities*

RATE A

84. Painting and/or signwriting and/or polishing and/or staining and/or varnishing and/or veneering for finishing and decorating (n.e.s.)

Rate per hour for work classified at Rate A in Table of Wage Rates.

RATE AA

85. Applying transfers

Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE D

86. Application of undercoats of paint and/or enamel and/or final stopping ...

Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE F

87. Masking for painting
88. Preliminary stopping by trowel of body sides and ends

Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

89. Application of prime and/or anti-corrosive coatings
90. Application of sealing compounds and/or adhesives
91. Application of sound-deadening materials
92. Spraying of enamel and/or paint to bogie and/or underframe and/or pre-manufactured components under supervision of a Rate A to D employee
93. Stencil painting
94. Wet and/or dry rubbing

Rate per hour for work classified at Rate G in Table of Wage Rates.

Section (d).—*Woodworking and related activities*

RATE A

95. Carpentry (n.e.s.)
96. Positioning, identification and fixing of timber furrings

Rate per hour for work classified at Rate A in Table of Wage Rates.

RATE C

97. Carpentry and/or woodworking in connection with assembly and/or finishing under supervision of a Rate A employee

Employees may only be employed on the operations set out at Rate C of this Schedule provided that the ratio of employees in the establishment is not less than one carpenter and/or wood machinist at Rate A to one employee employed on carpentry and/or wood-machining operations under Rate C

Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE F

98. Floor sanding
99. Repetition drilling of mouldings to jigs and/or templets and/or stops and/or length gauges and/or marks on pedestal drill
100. Repetition sawing of mouldings to stops and/or templets and/or length gauges and/or marks

Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

101. Cutting lino to templets
102. Sandpapering of wooden parts by hand

Rate per hour for work classified at Rate G in Table of Wage Rates.

LOON I

81. Afval baal
82. Ontskaling deur af te beitel
83. Algemene arbeid

Loon per uur vir werk ingedeel onder Loon I in Loontabel.

Seksie (c).—*Skilderwerk en aanverwante werksaamhede*

LOON A

84. Skilder- en/of letterskilderwerk en/of poleer en/of beits en/of vernis en/of fineer vir afwerking en versiering (n.e.v.)

Loon per uur vir werk ingedeel onder Loon A in Loontabel.

LOON AA

85. Oordruksels aanbring

Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON D

86. Aanwending van onderlae verf en/of emalje en/of finale vulsel

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON F

87. Toeplak vir verfwerk
88. Voorlopige toestop van baksye en -ente met 'n troffel

Loon vir werk per uur ingedeel onder Loon F in Loontabel.

LOON G

89. Grond- en/of roeswerende lae aanwend
90. Seëlmengsels en/of kleefmiddels aanwend
91. Geluiddempende materiaal aanwend
92. Emalje en/of verf aan draaistel en/of onderstelraam en/of vooraf vervaardigde komponente spuit onder toesig van 'n Loon A- tot D-werknemer
93. Sjabloonskilderwerk
94. Nat- en/of droogopvryfwerk

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

Seksie (d).—*Houtbewerking en aanverwante werksaamhede*

LOON A

95. Timmerwerk (n.e.v.)
96. Houtbeleglatte in posisie plaas, identifiseer en vassit

Loon per uur vir werk ingedeel onder Loon A in Loontabel.

LOON C

97. Timmerwerk en/of houtbewerking in verband met montering en/of afwerking onder toesig van 'n Loon A-werknemer

Werknemers mag slegs dié werksaamhede verrig wat onder Loon C van hierdie Bylae gemeld word, op voorwaarde dat die getalsverhouding van werknemers in die bedryfsinrigting minstens een timmerman en/of houtmasjienwerker teen Loon A is tot een werknemer wat timmerwerk en/of houtmasjienwerk onder Loon C verrig

Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON F

98. Vloere skuur
99. Herhalingsboor van lyste volgens setmate en/of patrone en/of stuiters en/of lengtemeters en/of merke op voetstukboor
100. Herhalingsaag van lyste volgens stuiters en/of patrone en/of lengtemeters en/of merke

Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

101. Linoleum volgens patrone sny
102. Houtgedeeltes met die hand met skuurpapier skuur

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

DIVISION D/28

RAILWAY WAGON MANUFACTURING

The following operations in the manufacture and/or assembly of railway freight wagons, including guard's vans, including modification and/or rectification within the warranty period where the work performed falls within the operations listed.

Section (a).—*Electrical work and related activities*

RATE A

1. Electrical fitting ..... } Rate per hour for work classified at Rate A in Table of Wage Rates.

RATE AA

2. Repetition making up of cable harnesses where the course of the wire is marked by cleats and/or lines and/or saddles and/or fixtures and where no wiring diagram is used..... } Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE C

3. Repetition electrical assembly work (n.e.s.) under supervision of a Rate A employee ..... } Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

4. Bending of conduits by pipe bending machine to data sheets and/or sketches (n.e.s.) ..... } Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE F

5. Bending of conduits to templet and/or stops by pipe bending machine (excluding setting of stops) .....
6. Repetition pulling through only of cables and/or wire pre-cut to predetermined lengths.....
7. Repetition crimping of terminals and/or stripping ends or wires..... } Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

8. Repetition cutting of conduits and/or pipes and/or tubes to templets and/or fixtures and/or to stops and/or to lengths gauges .....
9. Repetition cutting and/or identification of wires to length gauges under the supervision of a Rate A to C employee .....
10. Screwing machine operating, excluding setting up ..... } Rate per hour for work classified at Rate G in Table of Wage Rates.

Section (b).—*Mechanical work and related activities*

RATE A

11. *Marking out .....
*"Marking out" means the marking out with measuring instruments of the centres and working lines of articles and/or material.....
12. *Setting out .....
*"Setting out" means the setting out of work on the floor or on the bench to sketches and/or drawings and/or dimensions .....
13. Machine tool setting up and/or tool setting, including tool grinding..... } Rate per hour for work classified at Rate A in Table of Wage Rates.

RATE AA

14. *Machinist's work (n.e.s.), viz. shaping slotting, planing, milling (excluding universal milling), grinding (excluding universal grinding) and the operation of gear cutting and rotary machine tools, excluding centre lathe (with or without copying and/or profiling attachments), boring mills (vertical, horizontal and turret type—with } Rate per hour for work classified at Rate AA in Table of Wage Rates.

AFDELING D/28

VERVAARDIGING VAN GOEDEREWAENS

Die volgende werksaamhede by die vervaardiging en/of montering van spoorweggoederewaens, met inbegrip van kondukteurswaens, met inbegrip van wysiging en/of regstelling binne die waarborgtydperk waar die werk wat gedoen word binne die gelyste werksaamhede val.

Seksie (a).—*Elektrotegniese werk en verwante werksaamhede*

LOON A

1. Elektrotegniese paswerk..... } Loon per uur vir werk ingedeel onder Loon A in Loontabel.

LOON AA

2. Herhalingsopmaak van kabelharnasse waar die loop van die draad afgemerk is deur klampe en/of lyne en/of saals en/of setklemme en waar geen bedradingsdiagram gebruik word nie } Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON C

3. Herhalende elektrotegniese monteerwerk (n.e.v.) onder toesig van 'n Loon A-werknemer..... } Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

4. Buig van leipype met 'n pypbuigmasjien volgens datavelle en/of sketse (n.e.v.)..... } Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON F

5. Buig van leipype volgens patroon en/of stuiters met 'n pypbuigmasjien (uitgesonderd die opstel van stuiters) .....
6. Herhalingsdeurtrek slegs van kabels en/of drade vooraf volgens vooraf bepaalde lengtes gesny .....
7. Herhalingskarteling van klemme en/of stroping van eindpunte van drade ..... } Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

8. Herhalingsafsny van leipype en/of pype en/of buise volgens patrone en/of setklemme en/of stuiters en/of lengtemeters .....
9. Herhalingsafsny en/of identifisering van drade volgens lengtemeters onder toesig van 'n Loon A- tot C-werknemer .....
10. Bediening van 'n draadsnymasjien, uitgesonderd die opstel daarvan ..... } Loon per uur vir werk ingedeel onder Loon G in Loontabel.

Seksie (b).—*Meganiese werk en verwante werksaamhede*

LOON A

11. *Afmerk .....
*„Afmerk" beteken die afmerk met meetinstrumente van die middelpunte en werklyne van artikels en/of materiaal .....
12. *Uitlê .....
*„Uitlê" beteken die uitlê van werk op die vloer of op die werkbank volgens sketse en/of tekeninge en/of afmetings .....
13. Masjiengereedskap opstel en/of gereedskap stel, met inbegrip van gereedskap slyp ..... } Loon per uur vir werk ingedeel onder Loon A in Loontabel.

LOON AA

14. *Masjienwerker se werk (n.e.v.), nl. vorming, gleufwerk, skaafwerk, freeswerk (uitgesonderd universele freeswerk), slypwerk (uitgesonderd universele slypwerk), en die bediening van ratfrees- en draaimasjiengereedskap, uitgesonderd senterdraaibanke (met of sonder kopieer- en/of profileerhegstukke), boorfreesmasjiene (vertikale, horisontale en rewolwertipe—met of } Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

or without copying and/or profiling attachments), die-sinking machines and universal machining .....
*Employees employed on machinist's work shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments including rules, calipers and the like .....
15. Operating cranking and/or straightening machine (repetition work) (n.e.s.)

Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE B

16. Drilling machine work (n.e.s.) .....
17. Riveting pressure vessels .....
18. Supervisory work (n.e.s.).....

Rate per hour for work classified at Rate B in Table of Wage Rates.

RATE C

19. Flattening and/or straightening only (n.e.s.) .....
20. Operating multi-head oxy-acetylene cutting machine and/or profiling and/or flame planing and/or flame bevel cutting machine (including setting up) (n.e.s.) .....
21. Roller bending other than repetition roller bending (n.e.s.) .....
22. Setting (n.e.s.) (excluding machine tool setting up and/or toolsetting) of dies and/or fixtures and/or stops and/or jigs and/or guides and/or trips on production machines.....

Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

23. Arc and/or gas cutting (n.e.s.) .....
24. Assembly work, where the components and/or sub-assemblies are positively located, including adjustments, but excluding marking off of components and/or sub-assemblies to drawings and/or the use of precision measuring instruments .....
25. Bending and/or forming to jigs and/or stops in press-brake and/or folding machine (n.e.s.).....
26. Bending of pipes and/or tubes to data sheets or templets .....
27. Drilling and/or countersinking and/or reaming (n.e.s.), including the use of adjustable reamers, providing they are preset by a Rate A or AA employee, including the sharpening of drills .....
28. Drilling on radial drilling machines to jigs and/or fixtures and/or marks (n.e.s.) .....
29. Hand welding by mechanically fed electrodes.....
30. Maching on repetition work by means of fixtures and/or jigs and/or stops where the work cycles is manually operated (excluding the requirements of stops for parting off and excluding setting but including the use of fixed gauges) .....
31. *Marking off material (n.e.s.).....
*"Marking off" means marking off material to given lengths for cutting-off purposes, using the only length gauges and/or rule and/or tape measure and marking material.....
32. Operating automatic arc and/or gas and/or foil welding machine (excluding setting up) .....
33. Operating cold circular saw to marks and/or stops .....
34. Operating power saw, including marking off with rule and/or tape only and including the setting of stops (n.e.s.) ..

Rate per hour for work classified at Rate D in table of Wage Rates.

sonder kopieer- en/of profileerhegstukke), matrysfreesmasjiene en universele masjinering.....
*Werknemers wat 'n masjienwerker se werk verrig, moet toegelaat word om hul eie werk op te stel, hul eie gereedskap te slyp en te stel en om volgens en met presisiemeetinstrumente, met inbegrip van liniale, meetpassers en so meer te werk.....
15. Bediening van 'n kruk- en/of rigmasjien (herhalingswerk) (n.e.v.).....

Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON B

16. Boormasjienwerk (n.e.v.).....
17. Drukhouers klink.....
18. Toesigwerk (n.e.v.) .....

Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON C

19. Slegs plat maak en/of reguit maak (n.e.v.) .....
20. Bediening van 'n meerkoppige oksiasetileensnymasjien en/of profileer- en/of vlamskaaf- en/of vlamskuinssnymasjien (met inbegrip van die stel daarvan) (n.e.v.) .....
21. Walsbuigwerk, uitgesonderd herhalingsbuigwerk (n.e.v.).....
22. Stel (n.e.v.) (uitgesonderd die opstel van masjiengereedskap en/of die stel van gereedskap) van stempels en/of setklemme en/of stuiters en/of setmate en/of leiers en/of klinkskakelaars aan produksiemasjiene .....

Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

23. Boog- en/of gassnywerk (n.e.v.).....
24. Monteerwerk waar die komponente en/of subsamestelle positief geplaas is, met inbegrip van verstellings, maar uitgesonderd die afmerk van komponente en/of subsamestelle volgens tekeninge en/of die gebruik van presisiemeetinstrumente .....
25. Buigwerk en/of fatsoenering volgens setmate en/of stuiters in 'n persrem en/of voumasjien (n.e.v.).....
26. Buig van pype en/of buise volgens datavelle of patrone.....
27. Boor en/of versink en/of ruim (n.e.v.), met inbegrip van die gebruik van verstelbare ruimers, mits hulle vooraf gestel is deur 'n Loon A- of AA-werknemer, met inbegrip van die skerpmaak van bore .....
28. Boor op radiaalboormasjiene volgens setmate en/of setklemme en/of merke (n.e.v.) .....
29. Handsweiswerk met meganies gevoerde elektrodes.....
30. Masjienering aan herhalingswerk deur middel van setklemme en/of setmate en/of stuiters, waar die werksiklus met die hand aangedryf word (uitgesonderd die vereistes van stuiters vir afsny en uitgesonderd die stel maar met inbegrip van die gebruik van vaste meters) .....
31. *Materiaal afmerk (n.e.v.) .....
*„Afmerk" beteken materiaal afmerk volgens bepaalde lengtes vir doeleindes van afsny, met gebruikmaking van slegs lengtemeters en/of 'n liniaal en/of meetband en afmerkmateriaal .....
32. Bediening van 'n outomatiese boog- en/of gas- en/of foeliesweismasjien (uitgesonderd die opstel daarvan).....
33. Bediening van 'n koue sirkelsaag volgens merke en/of stuiters.....
34. Bediening van 'n kragsaag met inbegrip van afmerk slegs met liniaal en/of meetband en met inbegrip van die stel van stuiters (n.e.v.).....

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

35. Operating single-head gas profile cutting machine and/or single and/or multi-head straight line cutting machine including setting up .....
36. Preliminary shrinking and/or straightening of panels by hand tools of material not exceeding 4 mm .....
37. Press operating (n.e.s.), including the affixing and/or removal of dies where there is positive location, excluding setting up (excluding press brake).....
38. Repetition cutting and/or cropping and/or shearing and/or punching to jigs and/or stops and/or templets and/or marks (n.e.s.) (guillotines and cropping machines) .....
39. Repetition operation of or attending a semi-automatic pull broaching machine where the work cycle is power-driven and the end point is controlled by automatically operating and/or fixed stops, excluding setting up.....

    For the purposes of the above, a "semi-automatic pull broaching machine" is one on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the holding device, passing the broach-tool through the work piece, attaching the broach to the ram, setting the machine in motion for the power cycle to take over and unloading the machine .....
40. Repetition operation of templet copying punch machine .....
41. Repetition roller forming of plate with pre-set rolls (n.e.s.) .....
42. *Repetition welding and/or brazing in fixtures .....

    *Repetition welding and/or brazing in fixtures means that the fixture must be made in such a manner as to allow the employee to undertake the maximum amount of welding and/or brazing on the article in the fixture and thereafter the same employee or a Rate B employee or an employee at a higher rate than Rate B may complete the weld on the article when it is removed from the fixture .....
43. Riveting and/or caulking (n.e.s.) .....

Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE DD

44. Operating mechanical bevelling machine excluding setting of cutters ...
45. Repetition operation of or attending semi-automatic machines (n.e.s.) where the work cycle is power-driven and the end point is controlled by automatically operating stops (excluding setting up) but including checking by use of fixed gauges and including the replacing and/or repositioning of throwaway tips only on throwaway tipped tooling, excluding machine tool setting up and/or toolsetting and/or adjusting .....

    For the purposes of the above, "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advanc-

Rate per hour for work classified at Rate DD in Table of Wage Rates.

35. Bediening van 'n enkelkoppige gasprofielsnymasjien en/of enkelkoppige en/of meerkoppige reguitlynsnymasjien bedien, met inbegrip van die opstel daarvan.....
36. Voorlopige krimp en/of reguitmaak van panele met handgereedskap van materiaal hoogstens 4 mm.....
37. Bediening van 'n pers (n.e.v.), met inbegrip van die aanbring en/of verwydering van stempels waar daar positiewe plasing is, uitgesonderd die opstel daarvan (uitgesonderd persremme).....
38. Herhalingsafsaag en/of -afsny en/of -afknip en/of -pons volgens setmate en/of stuiters en/of patrone en/of merke (n.e.v.) (guillotines en afsnymasjiene) .....
39. Herhalingsbediening of -versorging van 'n halfoutomatiese trekprofielruimmasjien waar die werksiklus deur krag aangedryf word en die eindpunt beheer word deur outomatiese en/of vaste stuiters, uitgesonderd die opstel daarvan.....

    Vir die toepassing van bostaande is 'n ,,halfoutomatiese trekprofielruimmasjien" 'n masjien waarop dit nie nodig is om die werk met die hand te sentreer of in lyn te bring nie en waar die handbediening beperk is tot die plasing van die werkstuk in die kloutoestel van die masjien, die deursteek van die profielruimgereedskap deur die werkstuk, die koppeling van die profielruimer aan die ram, die masjien aan die gang sit sodat die kragsiklus kan oorneem, en die werkstuk van die masjien afneem.....
40. Herhalingsbediening van 'n patroonkopieerponsmasjien .....
41. Herhalingswalsvorming van plate met vooraf gestelde walse (n.e.v.) .....
42. *Herhalingsweis en/of -sweissoldeer in setklemme.....

    *Herhalingsweis en/of -sweissoldeer in setklemme beteken dat die setklem op so 'n wyse gemaak moet wees dat die werknemer in staal sal wees om die maksimum hoeveelheid sweis- en/of sweissoldeerwerk aan die artikel in die setklem te doen, en daarna kan dieselfde werknemer of 'n Loon B-werknemer of 'n werknemer met 'n hoër loon as Loon B die sweislas aan die artikel voltooi wanneer dit van die setklem verwyder is.....
43. Klink- en/of kalfaatwerk (n.e.v.) .....

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON DD

44. Bediening van 'n meganiese afskuinsmasjien, uitgesonderd die stel van die snyers.....
45. Herhalingsbediening of -versorging van halfoutomatiese masjiene (n.e.v.) waar die werksiklus deur krag aangedryf en die eindpunt deur outomatiese stuiters beheer word (uitgesonderd die opstel daarvan) maar met inbegrip van nasien deur die gebruik van vaste meters en met inbegrip van die vervanging en/of herplasing van slegs weggooipunte aan weggooigepunte beitels, uitgesonderd die opstel van masjiengereedskap en/of gereedskap stel en/of verstel .....

    Vir die toepassing van bogenoemde is ,,half-outomatiese masjien" 'n masjien waarop dit nie nodig is om die werk met die hand te sentreer of in lyn te bring nie en waar handbediening beperk is tot die plasing van die werkstuk in die kloukop of kloutoestel van die masjien, die masjien aan die

Loon per uur vir werk ingedeel onder Loon DD in Loontabel.

ing or retracting the tools (excluding any machining during the advancement and/or retraction of the tools) before and after the power cycle takes over and stopping and unloading the machine	Rate per hour for work classified at Rate DD in Table of Wage Rates
RATE F	
46. Drilling and/or countersinking to jigs and/or fixtures and/or templets and/or stops and/or dimples and/or for the completion of the drilling of holes pre-drilled as above and/or reaming, using non-adjustable reamers, excluding radial drilling machine—size of drilled holes not to exceed 40 mm nominal diameter (n.e.s.).....	
47. Repetition operation of or attending semi-automatic machine where the work cycle is power driven and the end point is controlled by automatically operating steps and the mass of the article loaded does not exceed a mass limitation of 12 kg (excluding setting up) but including random checking by the use of fixed gauges.....	
For the purposes of the above, "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools (excluding any machining during the advancement and/or retraction of the tools) before and after the power cycle takes over and stopping and unloading the machine	Rate per hour for work classified at Rate F in Table of Wage Rates.
48. Repetition operating of a facing and centreing machine where the manual operations are limited to loading the work piece into the chuck or holding device of the machine, starting, stopping and unloading the machine (excluding setting up)	
49. Supervising employees employed on classes of work scheduled below Rate F (when so appointed).....	
RATE G	
50. Application of anti-corrosive and/or anti-fouling and/or protective coatings ...	
51. Assisting Rate D employee in the loading of pre-manufactured components and/or subassemblies into jigs and/or underframes and/or shells and bolting up, excluding fitting and/or adjustment, but including deburring.....	
52. Attending fully-automatic machine, including random checking with fixed gauges	
For the purposes of the above, "fully-automatic machine" is a bar fed machine or a machine fitted with an automatic chucking device (i.e. magazine and/or table and/or mechanical arm fed) and the manual operations are limited to setting the machine in motion, feeding a new bar into the machine or loading the magazine, as the case may be, and stopping the machine	Rate per hour for work classified at Rate G in Table of Wage Rates.
53. Cold hand bending and/or forming to jigs and/or dies and/or stops.....	
54. Dressing and/or deburring by hand and/or by grinding and/or by portable power tools.....	

gang sit, die gereedskap vorentoe of agtertoe stel (uitgesonderd enige masjienering terwyl die gereedskap vorentoe of agtertoe gestel word) voor en nadat die kragsiklus oorneem, die masjien afskakel en die werkstuk daarvan afneem.....	Loon per uur vir werk ingedeel onder Loon DD in Loontabel.
LOON F	
46. Boor en/of versink volgens setmate en/of setklemme en/of patrone en/of stuiters en/of boormerke en/of vir die voltooiing van die boor van gate wat vooraf geboor is soos hierbo en/of ruim, met gebruikmaking van nieverstelbare ruimers, uitgesonderd radiaalboormasjiene (nominale diameter van geboorde gate mag hoogstens 40 mm wees) (n.e.v.)	
47. Herhalingsbediening of -versorging van 'n halfoutomatiese masjien waar die werksiklus deur krag aangedryf en die eindpunt deur outomatiese stuiters beheer word en die massa van die artikel wat geplaas word hoogstens 12 kg is (uitgesonderd die opstel daarvan) maar met inbegrip van willekeurige nasien met gebruikmaking van vaste meters	
Vir die toepassing van bogenoemde is 'n ,,halfoutomatiese masjien" 'n masjien waarop dit nie nodig is om die werk met die hand te sentreer of in lyn te bring nie en waar handbediening beperk is tot die plasing van die werkstuk in die kloukop of kloutoesel van die masjien, die masjien aan die gang sit, die gereedskap vorentoe of agtertoe stel (uitgesonderd enige masjinering terwyl die gereedskap vorentoe en/of agtertoe gestel word) voor en nadat die kragsiklus oorneem, die masjien afskakel en die werkstuk daarvan afneem.....	Loon per uur vir werk ingedeel onder Loon F in Loontabel.
48. Herhalingsbediening van 'n vlakbank en sentreermasjien waar die handbediening beperk is tot die plasing van die werkstuk in die kloukop of kloutoestel van die masjien, die masjien aan die gang sit, afskakel en die werkstuk daarvan afneem (uitgesonderd die opstel daarvan)	
49. Toesig oor werknemers in diens op klasse werk wat laer as Loon F uiteengesit is (wanneer daarvoor aangestel)	
LOON G	
50. Aanwending van roeswerende en/of aanwaswerende en/of beskermende lae	
51. 'n Loon D-werknemer help om voorafvervaardigde komponente en/of subsamestelle in setmate en/of onderstelle en/of rompe te laai en vas te bout, uitgesonderd pasmaak en/of regstel, maar met inbegrip van afbaard	
52. Versorging van 'n volkome outomatiese masjien, met inbegrip van willekeurige nasien met vaste meters	Loon per uur vir werk iungedeel onder Loon G in Loontabel.
Vir die toepassing van bogenoemde is ,,volkome outomatiese masjien" 'n staafvoermasjien of 'n masjien met 'n outomatiese kloutoestel (d.w.s. uit 'n magasyn en/of van 'n tafel en/of deur 'n meganiese arm gevoer) en waarvan die nuwe staaf in die masjien voer of die magasyn laai, na gelang van die geval, en die masjien afskakel.....	
53. Koudhandbuigwerk en/of -fatsoenering volgens setmate en/of stempels en/of stuiters	
54. Afwerk en/of afbaard met die hand en/of deur te slyp en/of deur draagbare kraggereedskap	

55. Fly and/or treadle and/or manual pressing and/or notching and/or power pressing where the work is operated upon with pre-set dies (other than press-brake) (excluding the setting of the dies)
56. Huck type fastening
57. Metal buffing and/or polishing
58. Metal cleaning by degreasing and/or pickling
59. Operating drop hammer (drop hammer driving)
60. Operating hand portable and/or pedestal grinding machine where the operator is not required to grind to marks and/or gauges and/or sizes and/or templets
61. Operting arc spot and/or butt and/or flash and/or projection and/or resistance and/or seam and/or spot welding machine
62. Operating power hammer (hammer driving) under instruction of a Rate A to D employee
63. Operating power saw for repetitive cutting off to stops and/or length gauges and/or fixed graduated scales (other than the setting of stops and other than in tool room) (excluding cold sawing)
64. Operating tumbling barrel
65. Reaming, using non-adjustable reamers
66. Repetition cutting and/or cropping of bars and/or billets to stops and/or length gauges and/or repetition cutting and/or cropping of scrap
67. Repetition drilling and/or countersinking to fixtures and/or gauges and/or jigs and/or stops and/or templets excluding radial drilling machine
68. Repetition drop forging and/or stamping, using pre-set dies (excluding setting up and/or swaging)
69. Repetition forging under power hammer, using pre-set dies, excluding hand manipulation
70. Repetition frazing and/or pointing machine work
71. Repetition blanking and/or piercing by press, using guides and/or jigs and/or stops and/or dies (excluding press-brake)
72. Repetition machine swaging, using dies, excluding power hammer
73. Repetition operating nibbling machine and/or nibbling shears to jigs and/or templets of material not exceeding 4 mm in thickness
74. Repetition operation of and/or attending special-purpose machine, including the use of fixed gauges, where the manual operations are limited to loading, setting the machine in motion, stopping and unloading the machine, excluding setting up
75. Repetition roller bending and/or forming of material not exceeding 4 mm in thickness
76. Repetition threading and/or tapping by machine
77. Re-threading and/or re-tapping
78. Rough straightening and/or rough flattening of material, excluding the use of rules and straight edges and excluding structural metal work
79. Sand and/or shot and/or hydro and/or grit blasting
80. Screwing machine operating, excluding setting up
81. Spraying of enamel and/or paint

Rate per hour for work classified at Rate G in Table of Wage Rates.

55. Skroef- en/of trap- en/of handperswerk en/of inkeping en/of kragperswerk waar daar aan die werk gewerk word met vooraf gestelde stempels (uitgesonderd persremme) (uitgesonderd die stel van die stempels)
56. Huck-tipe bevestiging
57. Metaal poets en/of poleer
58. Metaal skoonmaak deur ontvetting en/of skoonbyt
59. Valhamers bedien (valhamers dryf)
60. Bediening van draagbare hand- en/of voetstukslypmasjien, waar daar nie van die bediener vereis word om volgens merke en/of meters en/of groottes en/of patrone te slyp nie
61. Bediening van 'n boogpunt- en/of stuik- en/of flits- en/of projeksie- en/of weerstand- en/of naat- en/of puntsweismasjien
62. Bediening van 'n kraghamer (hamerdryfwerk) onder aanwysing van 'n Loon A- tot D-werknemer
63. Bediening van 'n kragsaag vir herhalingsafsny volgens stuiters en/of lengtemeters en/of vaste afgemerkte skale (uitgesonderd die stel van stuiters en uitgesonderd in gereedskapskamer) (uitgesonderd koudsaag)
64. Bediening van 'n poetstrommel
65. Ruiming, met gebruikmaking van nieverstelbare ruimers
66. Herhalingsafsny en/of -afknip van stawe en/of knuppels volgens stuiters en/of lengtemeters en/of herhalingsafsny en/of -afknip van afval
67. Herhalingsboor en/of -versink volgens setklemme en/of meters en/of setmate en/of stuiters en/of patrone, uitgesonderd radiaalboormasjiene
68. Herhalingsvalsmeewerk en/of -stempel, met gebruikmaking van vooraf gestelde stempels (uitgesonderd opstel en/of saalsmee)
69. Herhalingsmee onder 'n kraghamer, met gebruikmaking van voorafgestelde stempels, uitgesonderd manipulering met die hand
70. Herhalingswarmfrees- en/of -afspitsmasjienwerk
71. Herhalingsuitsny en/of -deurboor met perse, met gebruikmaking van leiers en/of setmate en/of stuiters en/of stempels (uitgesonderd persrem)
72. Herhalingsaalsmee met 'n masjien, met gebruikmaking van stempels, uitgesonderd kraghamers
73. Herhalingsbediening van 'n plaatsnymasjien en/of plaatsnyskêr volgens setmate en/of patrone van materiaal hoogstens 4 mm dik
74. Herhalingsbediening en/of -versorging van 'n eendoelmasjien, met inbegrip van die gebruik van vaste meters, waar die handbediening beperk is tot die plasing van die werkstuk in die masjien, die masjien aanskakel, die masjien afskakel, en die werkstuk daarvan afneem, uitgesonderd die opstel daarvan
75. Herhalingswalsbuigwerk en/of -fatsoenering van materiaal hoogstens 4 mm dik
76. Herhalingskroefdraad- en/of moerdraadsny met 'n masjien
77. Skroefdraad en/of moerdraad sny
78. Ru-reguitbuig en/of ru-platmaak van materiaal, uitgesonderd die gebruik van liniale en reie en uitgesonderd boumetaalwerk
79. Sand- en/of hael- en/of water- en/of grintstraling
80. Bediening van 'n draadsnymasjien, uitgesonderd die opstel daarvan
81. Emalje en/of verf aanspuit

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

82. Straightening and/or flattening of gussets and/or cleats 83. Striking by hand hammer under instruction of Rate A to D employee 84. Stripping and/or punching forgings and/or stampings using pre-set dies	Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE H

85. Affixing slings under supervision of a Rate A to D employee 86. Baling and/or cutting of scrap other than in workshop 87. Dipping in enamel and/or lacquer and/or paint 88. Holding up and/or backing up for riveting 89. Lagging of pipes and/or securing of lagging by clips 90. Repetition deburring and/or fettling by hand and/or machine 91. Rivet heating 92. Stamping and/or affixing metal labels and/or nameplates	Rate per hour for work classified at Rate H in Table of Wage Rates.

RATE I

93. Furnace loading and/or unloading and/or stoking and/or quenching 94. General labouring 95. Oiling and/or greasing	Rate per hour for work classified at Rate I in Table of Wage Rates.

DIVISION D/29

Applicable to the Electrical Engineering Industry other than activities elsewhere specified in this Agreement.

For the purposes of this Division, the Electrical Engineering Industry shall consist of—

the manufacture, including remanufacture, and/or assembly from component parts, of electrical equipment in the Republic of South Africa, namely, generators, motors, convertors, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment, signalling equipment, radio or electronic equipment and other equipment, utilising the principles used in the operation of radio and electronic equipment, incandescent lamps and electric cables and domestic electric appliances, and shall further include the manufacture of component parts of the aforementioned equipment.

"Remanufacture" means the correction of faults in items of equipment in a manufacturing establishment prior to sale and which items are returned to the production line, and/or the correction of faults in items of equipment returned to the original manufacturing establishment by the purchaser whilst under a guarantee.

In the subsequent schedules, the headings of the different groups of products concerned shall be construed as provided solely for ease of reference. Any operation in any group may be used by any undertaking in the Electrical Engineering Industry.

Section (a).—*Transformers*

RATE AA

1. All operation (n.e.s.) in the assembling of transformers other than yoke above 1 000 kVA, including wiring to pre-determined points on or attached to the transformer (excluding fitting adjustments) 2. Repetition marking and/or guillotine shearing of material for manufacture of transformer end clamps and/or frames, including assembling and welding 3. Winding continuous disc windings with two or more strip conductors in parallel, including loading and unloading by the same employee of self-locating mandrels and/or formers	Rate per hour for work classified at Rate AA in Table of Wage Rates.

82. Reguitbuig en/of platmaak van knoopplate en/of klampe 83. In opdrag van 'n Loon A- tot D-werknemer met 'n handhamer slaan 84. Smeestukke en/of stampsels stroop en/of pons, met gebruikmaking van vooraf gestelde stempels	Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON H

85. Slingers onder toesig van 'n Loon A- tot D-werknemer vassit 86. Afval baal en/of stukkend sny, uitgesonderd in werkwinkel 87. In emalje en/of lakvernis en/of verf doop 88. Vashou en/of steun vir klinkwerk 89. Pype beklee en/of bekleding met beuels vassit 90. Herhalingsafbaard en/of -poets met die hand en/of 'n masjien 91. Klinknaels verhit 92. Metaaletikette en/of -naamplate stempel en/of vassit	Loon per uur vir werk ingedeel onder Loon H in Loontabel.

LOON I

93. Oonde laai en/of ontlaai en/of stook en/of blus 94. Algemene arbeid 95. Olie en/of smeer	Loon per uur vir werk ingedeel onder Loon I in Loontabel.

AFDELING D/29

Van toepassing op die Elektrotegniese Ingenieursnywerheid, uitgesonderd werksaamhede wat elders in hierdie Ooreenkoms genoem word.

Vir die toepassing van hierdie Afdeling bestaan die Elektrotegniese Ingenieursnywerheid uit—

die vervaardiging, met inbegrip van hervervaardiging, en/of montering van elektriese uitrusting in die Republiek van Suid-Afrika uit komponente, naamlik, generators, motore, omsetters, skakel- en kontrole-inrigtings (met inbegrip van relês, kontaktors, elektriese instrumente en uitrusting wat daarmee gebruik word), elektriese verligtings-, verhittings-, kook-, verkoelings- en koeluitrusting, transformators, oonduitrusting, seinuitrusting, radio- of elektroniese uitrusting en ander uitrusting wat gebruik maak van die beginsels wat toegepas word by die bediening van radio- en elektroniese uitrusting, gloeilampe en elektriese kabels en huishoudelike elektriese toestelle, en omvat dit verder die vervaardiging van komponente uit bogenoemde uitrusting.

„Hervervaardiging" beteken die regmaak van foute in uitrustingstukke in 'n fabriserende bedryfsinrigting voor verkoop, welke stukke na die produksieband teruggebring word en/of die regmaak van foute in uitrustingstukke wat binne die waarborgtydperk deur die koper teruggestuur word na die oorspronklike bedryfsinrigting waar dit vervaardig is.

In die lyste hieronder moet die opskrifte van die verskillende betrokke groepe produkte so opgevat word dat dit slegs vir maklike verwysing daargestel is. Enige werksaamheid in enige groep kan deur enige onderneming in die Elektrotegniese Ingenieursnywerheid gebruik word.

Seksie (a).—*Transformators*

LOON AA

1. Alle werksaamhede (n.e.v.) in die montering van transformators, uitgesonderd 'n juk, hoër as 1 000 kVA, met inbegrip van bedrading na vooraf bepaalde punte op of aan die transformator (uitgesonderd pasregstellings) 2. Herhalingsmerk en/of -guillotineknip van materiaal vir die vervaardiging van transformatorentklampe en/of -rame, met inbegrip van montering en sweising 3. Wikkeling van ononderbroke skyfwikkelings met twee of meer parallelle strookgeleiers, met inbegrip van die laai en ontlaai deur dieselfde werknemer van selfstanddrewels en/of -vormers	Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

RATE B	
4. Winding helical windings with one or more conductors in parallel, including loading and unloading by the same employee of self-locating mandrels and/or formers	Rate per hour for work classified at Rate B in Table of Wage Rates.
RATE C	
5. Connecting and/or sweating of leads and/or ends of transformers above 500 kVA (n.e.s.)	Rate per hour for work classified at Rate C in Table of Wage Rates.
RATE D	
6. All operations (n.e.s.) in the assembling of transformers, other than yoke, above 500 kVA up to and including 1 000 kVA	Rate per hour for work classified at Rate D in Table of Wage Rates.
7. Marking out insulation material for transformers from drawings and/or schedules under instruction of a Rate A to C employee	
RATE DD	
8. Winding disc windings wound with single strip conductor, including loading and unloading by the same employee of self-locating mandrels and/or formers	Rate per hour for work classified at Rate DD in Table of Wage Rates.
9. Routine turns testing of transformer coils	
10. Winding spiral windings with one or more conductors in parallel, including loading and unloading by the same employee of self-locating mandrels and/or formers	
RATE DDD	
11. Taping and/or wrapping of transformer leads and/or coils and/or conductors and/or tubes by hand for transformers above 500 kVA (n.e.s.)	Rate per hour for work classified at Rate DDD in Table of Wage Rates.
RATE E	
12. All operations (n.e.s.) in the assembling of transformers, other than yoke, up to and including 500 kVA	Rate per hour for work classified at Rate E in Table of Wage Rates.
13. Connecting and/or sweating of leads and/or ends of transformers up to and including 500 kVA	
RATE F	
14. Taping of leads on transformers up to and including 500 kVA	Rate per hour for work classified at Rate F in Table of Wage Rates.
15. Winding of windings with round or strip conductors on bobbins and/or reels, where the length of the coil does not exceed 200 mm, including the changing of bobbins and/or reels by the same employee	
RATE G	
16. Assembling of yokes	Rate per hour for work classified at Rate G in Table of Wage Rates.
17. Checking core stacks, using pre-set gauges	
18. Mounting of covers and/or accessories (self-locating parts) and/or terminals and/or pipe work, including straightening of studs where necessary and the use of jointing material	
19. Removing top yoke prior to assembling of coils under instruction of a Rate A to D employee	
20. Stacking and/or banding and/or securing of laminations and the positioning of clamps, including the use of fixed gauges	
21. Stripping of windings for the purpose of remanufacture only	

LOON B	
4. Wikkeling van heliese wikkelings met een of meer parallelle geleiers, met inbegrip van die laai en ontlaai deur dieselfde werknemer van selfstanddrewels en/of -vormers	Loon per uur vir werk ingedeel onder Loon B in Loontabel.
LOON C	
5. Leidings en/of entverbindings van transformators hoër as 500 kVA verbind en/of aansweet (n.e.v.)	Loon per uur vir werk ingedeel onder Loon C in Loontabel.
LOON D	
6. Alle werksaamhede (n.e.v.) by die montering van transformators, uitgesonderd die juk, hoër as 500 kVA tot en met 1 000 kVA	Loon per uur vir werk ingedeel onder Loon D in Loontabel.
7. Afmerk van isoleermateriaal vir transformators van tekeninge en/of skedules onder aanwysing van 'n Loon A- tot C-werknemer	
LOON DD	
8. Wikkeling van skyfwikkelings wat in 'n enkelstrookgeleier gewikkel is, met inbegrip van die laai en ontlaai deur dieselfde werknemer van selfstanddrewels en/of -vormers	Loon per uur vir werk ingedeel onder Loon DD in Loontabel.
9. Roetinetoetsing van wikkelings van transformatorspoele	
10. Wikkeling van spiraalwikkelings met een of meer parallelle geleiers, met inbegrip van die laai en ontlaai deur dieselfde werknemer van selfstanddrewels en/of -vormers	
LOON DDD	
11. Omwikkeling en/of toedraai met die hand van transformatorleidings en/of -spoele en/of -geleiers en/of -buise vir transformators hoër as 500 kVA (n.e.v.)	Loon per uur vir werk ingedeel onder Loon DDD in Loontabel.
LOON E	
12. Alle werksaamhede (n.e.v.) by die montering van transformators, uitgesonderd 'n juk, tot en met 500 kVA	Loon per uur vir werk ingedeel onder Loon E in Loontabel.
13. Leidings en/of ente van transformators tot en met 500 kVA verbind en/of aansweet	
LOON F	
14. Omwikkeling van leidings aan transformators tot en met 500 kVA	Loon per uur vir werk ingedeel onder Loon F in Loontabel.
15. Wikkeling van wikkelings met ronde of strookgeleiers om tolle en/of katrolle, waar die spoel hoogstens 200 mm lank is, met inbegrip van die omruil van die tolle en/of katrolle deur dieselfde werknemer	
LOON G	
16. Montering van jukke	Loon per uur vir werk ingedeel onder Loon G in Loontabel.
17. Nasien van kernstapels, met gebruikmaking van vooraf gestelde meters	
18. Montering van dekstukke en/of toebehore (selfstanddele) en/of aansluiters en/of pype, met inbegrip van die reguitbuig van tapboute waar nodig en die gebruik van lasmateriaal	
19. Verwydering van boonste juk voor montering van spoele onder aanwysing van 'n Loon A- tot D-werknemer	
20. Stapeling en/of ombanding en/of bevestiging van lamellerings en die plasing van klampte, met inbegrip van die gebruik van vaste meters	
21. Afstroop van wikkelings slegs vir doeleindes van hervervaardiging	

Section (b).—*Motors*

RATE A

22. Armature winding (n.e.s.).....	Rate per hour for work classified at Rate A in Table of Wage Rates.
23. Balancing work (n.e.s.)	

RATE AA

24. Repetition balance work requiring the addition of mass (including by welding) where this necessitates drilling and/or tapping into the work piece and/or balance piece and where adjustments to the mass of the balance piece could be required.....	Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE C

25. All operations (except preparation prior to winding, taping and banding and compound filling) in the winding of armatures, using preformed coils on machines rated in excess of 25 kW.....	Rate per hour for work classified at Rate C in Table of Wage Rates.
26. All operations, except taping and banding in the winding of stators in excess of 500 kW and/or rotors of machines rated in excess of 500 kW	
27. Final machining of slip rings on completed rotors (by means of special purpose machine)	

RATE D

28. All operations in the assembling (excluding sub-assembly, motor fielding and fitting) of motors and generators having a rotating core diameter exceeding 500 mm	Rate per hour for work classified at Rate D in Table of Wage Rates.
29. Banding of rotors and/or armatures	
30. Commutator undercutting (n.e.s.)	
31. Field coil winding, using bare strip.....	
32. Repetition checking by routine testing of motors, motor coils and windings limited to the following operations (under direct supervision of a Rate A employee): Checking phase resistance and balance, flash testing at up to 2 kV, checking of speed and direction of rotation, checking of no-load and load power consumption and of torque (n.e.s.).....	
33. Routine mechanical coupling up with standard equipment of machines up to and including 260 kW on test beds (n.e.s.).....	

RATE DD

34. All operations (including connecting) in the winding of armatures, using preformed coils up to and including machines rated at 25 kW:.....	Rate per hour for work classified at Rate DD in Table of Wage Rates
After 12 months experience: At Rate D rate of pay	
35. All operations (n.e.s.) (including connecting and taping) in the winding of stators up to and including 500 kW and/or rotors up to and including machines rated at 500 kW:	
First two months of experience on this work at 90 per cent of the Rate	
Thereafter: Rate DD	
36. Hard soldering of leads and/or connections on wire-wound stators and/or rotors	
37. Repetition balancing work requiring the addition of balance mass pieces, where the fixing of these balance pieces requires holes to be drilled, and where the masses of the balance pieces are predetermined	

Seksie (b).—*Motore*

LOON A

22. Ankerwikkeling (n.e.v.)	Loon per uur vir werk ingedeel onder Loon A in Loontabel.
23. Balanseerwerk (n.e.v.).....	

LOON AA

24. Herhalingsbalanseerwerk wat die byvoeging van massa vereis (insluitende deur sweising) waar dit boorwerk en/of moerdraadsny in die werkstuk en/of balanseerstuk noodsaak en waar verstellings aan die massa van die balanseerstuk nodig kan wees	Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON C

25. Alle werksaamhede (uitgesonderd gereedmaak voor wikkeling, omwikkeling, ombanding en mengselvulling) by die wikkeling van ankers, met gebruikmaking van vooraf gevormde spoele aan masjiene ontwerp vir hoër as 25 kW	Loon per uur vir werk ingedeel onder Loon C in Loontabel.
26. Alle werksaamhede, uitgesonderd omwikkeling en ombanding by die wikkeling van stators hoër as 500 kW en/of rotors van masjiene ontwerp vir hoër as 500 kW.....	
27. Finale masjinering van sleepringe aan voltooide rotors (deur middel van 'n eendoelmasjien)	

LOON D

28. Alle werksaamhede by die montering (uitgesonderd submontering, veld- en paswerk aan motore) van motore en generators met 'n draaikerndiameter van meer as 500 mm	Loon per uur vir werk ingedeel onder Loon D in Loontabel.
29. Ombanding van rotors en/of ankers ...	
30. Ondersnyding van kommutators (n.e.v.)	
31. Veldspoelwikkeling, met gebruikmaking van kaal stroke.....	
32. Herhalingskontrolering deur middel van roetinetoetsing van motore, motorspoele en -wikkelings beperk tot die volgende werksaamhede (onder regstreekse toesig van 'n Loon A-werknemer: Kontrolering van faseweerstand en balans, flitstoetsing tot by 2 kV, kontrolering van rotasiespoed en -rigting, kontrolering van nullas- en laskragverbruik en van draaimoment (n.e.v.).....	
33. Roetine- meganiese koppeling met standaarduitrusting van masjiene tot en met 260 kW op toetsbedde (n.e.v.)	

LOON DD

34. Alle werksaamhede (met inbegrip van verbinding) by die wikkeling van ankers, met gebruikmaking van vooraf gevormde spoele tot en met masjiene ontwerp vir 25 kW.....	Loon per uur vir werk ingedeel onder Loon DD in Loontabel.
Na 12 maande ondervinding: Loon D.....	
35. Alle werksaamhede (n.e.v.) (met inbegrip van verbinding en omwikkeling) in die wikkeling van stators tot en met 500 kW en/of rotors tot en met masjiene ontwerp vir 500 kW.....	
Eerste twee maande ondervinding by hierdie werk: 90% van die Loon	
Daarna: Loon DD.....	
36. Hardsoldeer van leidings en/of verbindins aan draadgewikkelde stators en/of rotors	
37. Herhalingsbalanseerwerk wat die byvoeging van balansmassastukke vereis, waar dit nodig is om gate te boor by die vashegting van hierdie balansstukke, en waar die massas van die balansstukke vooraf bepaal is.....	

RATE DDD

38. Field coil winding, using insulated conductors.....
39. Forming and/or bending of stator and/or armature and/or rotor coils by hand ..
40. Inserting of preformed coils and insulation into slots and taping of preformed coils above 4 kW up to and including 20 kW .....
41. Repetition checking of motors assembled and rated to run only at up to 1,5 kW limited to the following operations (under the direct supervision of a Rate A employee): Checking phase resistance and balance, flash testing at up to 2 kV, checking of speed and direction of rotation, checking of no-load power consumption and of torque
42. Routine flash testing of motor windings up to 60 kW with flash testing unit, preset by Rate A to D employee up to 2 000 V.....
43. Taping and/or wrapping of rotor and/or stator and/or armature coils and/or field coils and/or conductors and/or lead anchoring staples in frames by hand (n.e.s.).....

Rate per hour for work classified at Rate DDD in Table of Wage Rates.

RATE F

44. Checking by routine testing of motor coils and/or windings, on machines rated at up to and including 1,5 kW where the operations are confined to connecting up to test apparatus and where the operating is limited solely to accept or reject by means of indicators ..
45. Inserting of preformed coils and insulation into slots and taping of preformed coils up to and including 4 kW ..
46. Repetition balancing work requiring the addition of balance mass pieces to preformed nipples, grooves, studs, holes, etc. or by the removal of specially provided fins or nipples by cutting .....

Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

47. All operations in the assembling (excluding fitting adjustments) of motors and generators having a rotating core diameter not exceeding 500 mm.....
48. Banding of rotors and/or armatures with resin coated tape on machines rated at up to 1,5 kW .....
49. Bedding brushes in jigs to obtain profile.....
50. Broaching by press of rotor cores and brush holder boxes (excluding setting up).....
51. Checking core stacks, using pre-set gauges .....
52. Commutator undercutting by automatic machine (excluding setting).....
53. Filing by hand of coil bars for rotors to go and no-go gauges.....
54. Filing by hand of coil slots in rotors and/or stators and/or armatures to go and no-go gauges.....
55. Inserting bars in squirrel-cage rotors. ....
56. Motor fielding—the sub-assembling of pole pieces and/or washers and/or coils and/or the connecting of coil leads in a magnet frame.....
57. Packing and/or ironing on of insulating material on to the armature to form a seat for the armature coils.....
58. Reinforcing of armature coil evolutes by extra taping .....
59. Routine mechanical coupling up with standard equipment of machines up to and including 265 kW on test beds where no alignment is required .....

Rate per hour for work classified at Rate G in Table of Wage Rates.

LOON DDD

38. Veldspoelwikkeling met gebruikmaking van geïsoleerde geleiers .....
39. Stator- en/of anker- en/of rotorspoele met die hand vorm en/of buig .....
40. Vooraf gevormde spoele en isoleermateriaal in gleuwe plaas en vooraf gevormde spoele hoër as 4 kW tot en met 20 kW omwikkel .....
41. Herhalingskontrolering van motore gemonteer en ontwerp om slegs tot 1,5 kW te loop, beperk tot die volgende werksaamhede (onder die regstreekse toesig van 'n Loon A-werknemer): Kontrolering van faseweerstand en balans, flitstoetsing tot by 2 kV, kontrolering van rotasiespoed en -rigtingkontrolering van nullaskragverbruik en van draaimoment .....
42. Roetineflitstoetsing van motorwikkelings tot by 60 kW met flitstoetseenheid wat vooraf deur 'n Loon A- tot D-werknemer tot by 2 000 V gestel is
43. Omwikkeling en/of toedraai met die hand van rotor- en/of stator- en/of ankerspoele en/of veldspoele en/of geleiers en/of loodankerkramme in rame (n.e.v.).....

Loon per uur vir werk ingedeel onder Loon DDD in Loontabel.

LOON F

44. Kontrolering deur middel van roetinetoetsing van motorspoele en/of -wikkelings aan masjiene ontwerp tot en met 1,5 kW, waar die werksaamhede beperk is tot die koppeling aan die toetsapparaat en waar die bediening uitsluitlik beperk is tot aanvaarding of verwerping deur middel van aanwysers
45. Vooraf gevormde spoele en isoleermateriaal in gleuwe plaas en draadbekleding van vooraf gevormde spoele tot en met 4 kW .....
46. Herhalingsbalanseerwerk wat die byvoeging van balansmassastukke by vooraf gevormde nippels, groewe, tapboute, gate, ens. vereis, of deur die verwydering van vinne of nippels wat spesiaal voorsien word deur dit te sny ...

Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

47. Alle werksaamhede by die montering (uitgesonderd pasregstellings) van motore en generators met 'n draaikerndiameter van hoogstens 500 mm ....
48. Ombanding van rotors en/of ankers met harsband aan masjiene wat ontwerp is tot by 1,5 kW .....
49. Borsels in setmate inlaat om profiel te verkry.....
50. Rotorkerns en borselhouerkaste met 'n pers profielruim (uitgesonderd die opstel daarvan) .....
51. Nagaan van kernstapels, met gebruikmaking van vooraf gestelde meters .....
52. Kommutatorinsnyding met 'n outomatiese masjien (uitgesonderd stel).....
53. Met die hand spoelstawe vyl vir rotors volgens kan-kanniemeters .....
54. Met die hand spoelgleuwe in rotors en/of stators en/of ankers vyl volgens kan-kanniemeters .....
55. Stawe in kourotors plaas.....
56. Veldwerk aan motors—die submontering van poolstukke en/of wasters en/of spoele en/of die verbinding van spoelleidings in 'n magneetjuk .....
57. Pak en/of aanstryk van isoleermateriaal aan die anker om 'n hegplek vir die ankerspoele te vorm.....
58. Versterking van ankerspoelevolute deur middel van ekstra omwikkeling.....
59. Roetine- meganiese koppeling met standaarduitrusting van masjiene tot en met 265 kW op toetsbedde waar belyning nie nodig is nie.....

Loon per uur vir werk ingedeel onder Loon G in Loontabel

60. Stacking and/or banding and/or securing laminations and the positioning of clamps, including the use of fixed gauges .....
61. Stator and/or rotor and/or armature coil forming by hand, using formers or by power-driven machine (excluding setting of trips) .....
62. Stripping of windings for the purpose of remanufacture only .....
63. Swaging of special purpose rivets on pole pieces .....
64. Taping and/or wrapping of stator and/or rotor and/or armature coils and/or field coils and/or conductors and/or tubes by machine where the machine is preset by a Rate AA to D employee
65. Winding and/or pulling of stator and/or rotor loops by hand and/or by power-driven machines (excluding setting up) .....

Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE H

66. Deburring and/or dressing laminations by hand and/or machine (including use of files—stators and/or rotors) .....
67. Waxing coils to ease insertion into slots .....

Rate per hour for work classified at Rate H in Table of Wage Rates.

Section (c).—*Switchgear and accessories*

RATE A

68. Electrical fitting, including wiring of switchgear panels and/or switchboards (n.e.s.) .....

Rate per hour for work classified at Rate A in Table of Wage Rates.

RATE AA

69. Calibrating and/or adjusting electrical measuring devices, excluding the rectification of functional defects of the measuring devices .....

Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE D

70. Marking out insulation material for switchgear from drawings and/or schedules under instruction of Rate A to C employee .....
71. Wrapping of high-voltage paper bushings (foiled synthetic bonded) by machine .....

Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE DD

72. Connecting of coil and contact leads to predetermined points and/or pictorial drawings of meters and/or relays and/or instruments .....
73. Repetition wiring where the course of the wires is marked by cleats and/or lines and/or saddles and/or wiring channels and/or fixtures and where no wiring diagram is used:
    After 12 months' experience: At Rate D rate of pay .....
74. Repetition preparation of wiring harnesses on peg boards, or fixtures determining the route of the wire and/or to samples and/or pictorial drawings where no wiring diagram is used under Rate A or AA supervision ..

Rate per hour for work classified at Rate DD in Table of Wage Rates.

RATE DDD

75. Marking of meter and/or instrument dials; using stencils .....
76. Scaling of meters and/or electrical measuring instruments to pre-printed schedules .....

Rate per hour for work classified at Rate DDD in Table of Wage Rates.

60. Stapeling en/of ombanding en/of bevestiging van lamellerings en die plasing van klampe, met inbegrip van die gebruik van vaste meters .....
61. Stator- en/of rotor- en/of ankerspoele met die hand vorm met gebruikmaking van vormers of met kragmasjiene (uitgesonderd die stel van klinkskakelaars) .....
62. Afstroop van wikkelings slegs vir doeleindes van hervervaardiging .....
63. Eendoelklinknaels aan poolstukke saalsmee .....
64. Strator- en/of rotor- en/of ankerspoele en/of veldspoele en/of geleiers en/of buise met 'n masjien omwikkel en/of toedraai waar die masjien vooraf deur 'n Loon AA- tot D-werknemer gestel is .....
65. Stator- en/of rotorlusse met die hand en/of 'n kragmasjien wikkel en/of trek (uitgesonderd die opstel daarvan) .....

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON H

66. Lamellerings met die hand en/of 'n masjien afbaard en/of afwerk (met inbegrip van die gebruik van vyle—stators en/of rotors) .....
67. Spoele bewas ten einde plasing in gleuwe te vergemaklik .....

Loon per uur vir werk ingedeel onder Loon H in Loontabel.

Seksie (c).—*Skakeltuig en toebehore*

LOON A

68. Elektriese paswerk, met inbegrip van bedrading van skakeltuigpanele en/of skakelborde (n.e.v.) .....

Loon per uur vir werk ingedeel onder Loon A in Loontabel.

LOON AA

69. Kalibrering en/of verstelling van elektriese meettoestelle, uitgesonderd die regstel van funksionele defekte van die meettoestelle .....

Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON D

70. Afmerk van isoleermateriaal vir skakeltuig van tekeninge en/of skedules onder aanwysing van 'n Loon A- tot C-werknemer .....
71. Toedraai van hoogspanningspapierbusse (sinteties met dunplaat saamgebind) met 'n masjien .....

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON DD

72. Verbinding van spoel- en kontakleidings aan vooraf bepaalde punte en/of prenttekeninge van meters en/of relês en/of instrumente .....
73. Herhalingsbedrading waar die loop van die drade aangedui word deur klampe en/of lyne en/of saals en/of bedradingskanale en/of setklemme en waar geen bedradingsdiagram gebruik word nie:
    Na 12 maande ondervinding: Loon D .....
74. Herhalingsvoorbereiding van bedradingsharnasse op gaatjiesborde of aan setklemme wat die draadroete bepaal en/of volgens monsters en/of prentekeninge waar geen bedradingsdiagram gebruik word nie, onder toesig van 'n Loon A- of AA-werknemer .....

Loon per uur vir werk ingedeel onder Loon DD in Loontabel.

LOON DDD

75. Meter- en/of instrumentwyserplate merk, met gebruikmaking van sjablone .....
76. Skale op meters en/of elektriese meetinstrumente aanbring volgens vooraf gedrukte skedules .....

Loon per uur vir werk ingedeel onder Loon DDD in Loontabel.

RATE E

77. Connecting of meters, relays and instruments to pictorial drawings and/or predetermined points for testing.....
78. Repetition testing of meters and/or relays and/or electrical measuring instruments, excluding adjustments .....

Rate per hour for work classified at Rate E in Table of Wage Rates.

RATE F

79. Winding of secondary coils for current transformers .....

Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

80. Assembling of fuse cartridges not exceeding 660 volts and 1 200 amps.....
81. Dishing of meter and/or instrument dials in a pre-set fly press .....
82. Mechanical switchgear testing where no current is applied (excluding adjustments).....
83. Packing with plastic compound of connections and/or joints and/or conductors, including taping by hand (after inspection of the joints by a Rate A employee).....
84. Primary winding of current transformers, including insulating.....
85. Repetition marking of fuse caps by machine.....
86. Repetition testing and inspecting of fuse cartridges by means of an ohmmeter and/or fixed gauges .....
87. Taping by hand of current transformer cores .....

Rate per hour for work classified at Rate G in Table of Wage Rates.

Section (d).—*Field work*

RATE AA

88. Assembling and/or erecting overhead power lines in field or on site (linesmen) .....
89. *Intercommunication telephone installing (excluding electronic equipment).... *First six months' exerpience: Rate B ..... Thereafter: Rate AA .....

Rate per hour for work classified at Rate AA in Tables of Wage Rates.

Section (e).—*General electrical*

RATE A

90. Electrical fitting (n.e.s.) .....

Rate per hour for work classified at Rate A in Table of Wage Rates.

RATE AA

91. High potential testing when performed by persons normally engaged in operative processes.....

Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE C

92. Setting of trips and/or stops on coil forming machine .....

Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

93. Changing of self-locating mandrels and/or formers on coil-winding machines.....

Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE DDD

94. Repetition wiring to pictorial drawings and/or specimens prepared by a Rate A employee.....
95. Routine continuity testing and flash testing up to 2 kV.....

Rate per hour for work classified at Rate DDD in Table of Wage Rates.

RATE E

96. Soft soldering by hand.....

Rate per hour for work classified at Rate E in Table of Wage Rates.

LOON E

77. Verbinding van meters, relês en instrumente volgens prenttekeninge en/of vooraf bepaalde punte vir toetsing ....
78. Herhalingstoetsing van meters en/of relês en/of elektriese meetinstrumente, uitgesonderd verstellings.....

Loon per uur vir werk ingedeel onder Loon E in Loontabel.

LOON F

79. Wikkeling van sekondêre spoele vir stroomtransformators .....

Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

80. Montering van sekeringspatrone van hoogstens 660 V en 1 200 ampères .....
81. Komming van meter- en/of instrumentwyserplate in 'n vooraf gestelde skroefpers .....
82. Toetsing van meganiese skakeltuig sonder gebruikmaking van stroom (uitgesonderd regstellings).....
83. Verbindings en/of lasse en/of geleiers met plastieksamestellings pak, met inbegrip van omwikkeling met die hand (na inspeksie van die lasse deur 'n Loon A-werknemer).....
84. Primêre wikkeling van stroomtransformators, met inbegrip van isolering.....
85. Herhalingsmerk van sekeringsdoppies met 'n masjien .....
86. Herhalingstoetsing en -inspeksie van sekeringspatrone deur middel van 'n ohmmeter en/of vaste meters.....
87. Stroomtransformatorkerns met die hand omwikkel .....

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

Seksie (d).—*Veldwerk*

LOON AA

88. Lugkragdrade in die veld of op die perseel monteer en/of oprig (lynmanne).....
89. *Installering van intertelefone (uitgesonderd elektroniese uitrusting) ..... *Eerste ses maande ondervinding: Loon B ..... Daarna: Loon AA.....

Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

Seksie (e).—*Algemeen elektrotegnies*

LOON A

90. Elektromonteerwerk (n.e.v.).....

Loon per uur vir werk ingedeel onder Loon A in Loontabel.

LOON AA

91. Hoëpotensiaaltoetsing wanneer dit gedoen word deur persone wat gewoonlik bedryfswerksaamhede verrig.....

Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON C

92. Stel van klinkskakelaars en/of stuiters aan spoelvormmasjiene.....

Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

93. Verandering van selfstanddrewels en/of -vormers aan spoelwikkelmasjiene ....

Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON DDD

94. Herhalingsbedrading volgens prenttekeninge en/of monsters wat deur 'n Loon A-werknemer voorberei is .....
95. Roetinekontinuïteitstoetsing en -flitstoetsing tot 2 kV.....

Loon per uur vir werk ingedeel onder Loon DDD in Loontabel.

LOON E

96. Sagsoldeer met die hand .....

Loon per uur vir werk ingedeel onder Loon E in Loontabel.

RATE F

97. Repetition electrical checking of LV switches and/or LV circuit breakers and/or electrical accessories where minor adjustments to indicators and/or fixed gauges are permitted and rejected articles are returned for remanufacture.....

Rate per hour for work classified at Rate F in Table of Wage Rates.

LOON F

97. Herhalende elektrotegniese kontrolering van LV-skakelaars en/of LV-stroombrekers en/of elektriese toebehore waar klein verstellings aan aanwysers en/of vaste meters toelaatbaar is en afkeurstukke vir hervervaardiging teruggestuur word.....

Loon per uur vir werk ingedeel onder Loon F in Loontabel.

RATE G

98. Binding of coils .....
99. Connecting preformed and/or prepared wires to predetermined points and/or connections.....
100. Forming grooves in ceramic paste and/or covering by dies to jigs.....
101. Forming insulations by machine .....
102. Forming of mica insulation plates and/or mica sheets .....
103. Making connector clips by hand in jigs ..
104. Making up of connecting strips.....
105. Manual straightening of conductors .....
106. Operating wire covering machines .....
107. Preparation and mixing of cements and/or pastes and/or ceramic constituents and the application thereof to components .....
108. Pressing winding insulation into moulds including preparatory wrapping.....
109. Repetition continuity testing of LV switches and/or LV circuit breakers and/or earth leakage protection units where the operation is confined solely to acceptance or rejection .....
110. Repetition crimping of terminals and/or stripping wires and/or cables on copper cables up to 13 mm and aluminium cables up to 25 mm diameter....
111. Repetition cutting and/or preforming sets of wires to jigs and/or fixtures and/or templets and/or length gauges ....
112. Spraying of insulating medium .....
113. Winding of coils on formers and/or spools not exceeding 150 mm in length and with wire not exceeding 20 mm^2 by machine, including loading and unloading by the same employee of self-locating mandrels and/or formers....

Rate per hour for work classified at Rate G in Table of Wage Rates.

LOON G

98. Spoele vasbind .....
99. Vooraf gevormde en/of bereide drade aan vooraf bepaalde punte en/of verbindings heg .....
100. Groewe in keramiekpasta vorm en/of toemaak met stempels volgens setmate.....
101. Isoleermateriaal met 'n masjien vorm....
102. Mika-isoleerplate en/of mikablaaie vorm .....
103. Verbindingsknippe met die hand in setmate maak.....
104. Verbindingstroke saamstel .....
105. Geleiers met die hand reguit maak .....
106. Bediening van draadbedekkingsmasjien .....
107. Bereiding en meng van sementesoorte en/of pastas en/of keramiekbestanddele en die aanwending daarvan aan komponente .....
108. Wikkelingsisoleermateriaal in vorms druk, met inbegrip van voorbereidende toedraai .....
109. Herhalende kontinuïteitstoetsing van LV-skakelaars en/of LV-stroombrekers en/of aardlekbeskermingseenhede waar die werksaamheid uitsluitlik tot aanvaarding of verwerping beperk is.....
110. Herhalingskarteling van aansluiters en/of afstroopdrade en/of kabels aan koperkabels met 'n diameter van tot 13 mm en aluminium kabels met 'n diameter van tot 25 mm.....
111. Herhalingsafsny en/of -voorvorm van stelle drade volgens setmate en/of setklemme en/of patrone en/of lengtemeters .....
112. Bespuiting van isoleermedium .....
113. Wikkeling van spoele met 'n masjien op vormers en/of tolle hoogstens 150 mm lank en met draad hoogstens 20 mm^2, met inbegrip van laai en aflaai van selfstanddrewels en/of -vormers deur dieselfde werknemer .....

Loon per uur vir werk ingedeel onder Loon G in Loontabel.

RATE H

114. Attending varnishing machine.....
115. Attending resin casting machine.....
116. Binding of two or more pieces of insulation together using tape .....
117. Cementing of porcelain.....
118. Cleaning and/or tinning conductors.....
119. Compound filling .....
120. Dipping and/or impregnating insulating medium .....
121. Minding wire drawing machine .....
122. Stripping of moulds from resin casting...

Rate per hour for work classified at Rate H in Table of Wage Rates.

LOON H

114. Versoring van 'n vernismasjien .....
115. Versorging van 'n harsgietmasjien .....
116. Twee of meer stukke isoleermateriaal aanmekaar bind deur gebruik te maak van band.....
117. Porselein sementeer .....
118. Geleiers skoonmaak en/of vertin .....
119. Mengselvulling.....
120. Isoleermedium indoop en/of impregneer .....
121. 'n Draadtrekmasjien oppas.....
122. Vorms van harsgietsels afstroop .....

Loon per uur vir werk ingedeel onder Loon H in Loontabel.

Section (f).—*General mechanical*

RATE A

123. *"Marking out .....
*Marking out" means the marking out with measuring instruments of the centres and working lines of articles and/or material.....

Rate per hour for work classified at Rate A in Table of Wage Rates.

Seksie (f).—*Algemeen meganies*

LOON A

123. *Afmerk .....
*„Afmerk beteken die afmerk met meetinstrumente van die middelpunte en werklyne van artikels en/of materiaal .....

Loon per uur vir werk ingedeel onder Loon A in Loontabel.

RATE AA

124. Operating press-brake (including setting up) (n.e.s.)
125. *Marking out of sheet metal not exceeding 4 mm thickness.
*For the purposes of the above "marking out" means the marking out with measuring instruments of centres and working lines on material preparatory to processing.

Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE B

126. Wire drawing, including supervisory work, and setting up of wire drawing machine (n.e.s.)

Rate per hour for work classified at Rate B in Table of Wage Rates.

RATE D

127. Brazing of leads and/or located parts
128. Changing of self-locating dies on die-casting machines
129. Changing of self-locating dies on manually-operated presses
130. Cutting and/or cropping and/or shearing and/or punching to jigs and/or length gauges and/or stops and/or templets, excluding oxy-acetylene cutting (n.e.s.)
131. Drilling and/or reaming and/or tapping and/or spotfacing on radial drilling machine to jigs and/or fixtures and/or marks and/or pops (n.e.s.), including sharpening of drills
132. Machining on repetition work by means of fixtures and/or jigs and/or stops (excluding requirement of stops for parting off) where the work cycle is manually operated (excluding setting up but includes checking with fixed gauges) (including the replacing and/or repositioning of throwaway tips only on throwaway tipped tooling—excluding machine toolsetting up and/or tool-setting and/or adjusting)
133. *Marking off material (n.e.s.)
*"Marking off" means marking off material to given lengths for cutting off purposes only, using only length gauges and/or rule and/or tape measure and marking material.
134. Operating turret punching machine to stops and/or templets (n.e.s.) (including setting)
135. Preliminary welding for positioning only of jobs prior to welding riveting or bolting up (runs of not more than 40 mm in length)
136. Repetition operating power-driven press-brake to stops and/or jigs, excluding setting up
137. Repetition drill sharpening by machine (other than in toolroom)
138. Setting of stops on guillotine for cutting insulation only
139. Setting of stops on manually-operated guillotine
140. Setting of stops on tube and/or pipe bending machine

Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE DD

141. Operating press-brake (n.e.s.) to stops and/or jigs and/or length gauges involving the use of sheetmetal not exceeding 4 mm thickness, excluding setting up

Rate per hour for work classified at Rate DD in Table of Wage Rates.

RATE DDD

142. Repetition checking of parts and/or components and/or sub-assemblies by means of comparators and/or samples (n.e.s.)

Rate per hour for work classified at Rate DDD in Table of Wage Rates.

LOON AA

124. Bediening van 'n persrem (met inbegrip van die opstel daarvan) (n.e.v.)
125. *Afmerk van plaatmetaal met 'n dikte van hoogstens 4 mm
*Vir die toepassing van bogenoemde beteken „afmerk" die afmerk met meetinstrumente van die middelpunte en werklyne op materiaal vóór verwerking."

Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON B

126. Draadtrek, met inbegrip van toesigwerk, en opstel van draadtrekmasjiene (n.e.v.)

Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON D

127. Sweissoldeer van leidings en/of vasgestelde onderdele
128. Verandering van selfstandstempels aan matrysgietmasjiene
129. Verandering van selfstandstempels aan handperse
130. Afsny en/of afknip en/of afskuif en/of pons volgens setmate en/of lengtemeters en/of stuiters en/of patrone, uitgesonderd oksiasetileensnywerk (n.e.v.)
131. Boor en/of ruim en/of moerdraadsny en/of puntvlakking op radiaalboormasjiene volgens setmate en/of setklemme en/of merke en/of kornaelmerke (n.e.v.), met inbegrip van die skerpmaak van bore
132. Masjinering aan herhalingswerk deur middel van setklemme en/of setmate en/of stuiters (uitgesonderd die vereiste van stuiters vir afsnywerk) waar die werksiklus deur die hand aangedryf word (uitgesonderd opstel maar met inbegrip van kontrolering met vaste meters) (met inbegrip van die vervanging en/of herplasing van slegs weggooipunte aan weggooipuntbeitels, uitgesonderd masjiengereedskap opstel en/of gereedskap stel en/of verstel)
133. *Materiaal afmerk
*„Afmerk" beteken materiaal afmerk volgens bepaalde lengtes slegs vir doeleindes van afsny, met gebruikmaking van slegs lengtemeters en/of liniaal en/of meetband en afmerkmateriaal
134. Bediening van rewolwerponsmasjien volgens stuiters en/of patrone (n.e.v.) (met inbegrip van stel)
135. Voorlopige sweising slegs vir plasing van werkstukke voor sweising of klink of vasbout (lengtes van hoogstens 40 mm lank)
136. Herhalingsbediening van 'n kragpersrem volgens stuiters en/of setmate, uitgesonderd die opstel daarvan
137. Herhalingskerpmaak van bore met 'n masjien (uitgesonderd in gereedskapkamer)
138. Stuiters aan guillotine stel slegs om isoleermateriaal te sny
139. Stuiters aan handguillotine stel
140. Stuiters aan buis- en/of pypbuigmasjien stel

Loon per uur vir werk ingedeel onder Loon D in Loontabel

LOON DD

141. Bediening van 'n persrem (n.e.v.) volgens stuiters en/of setmate en/of lengtemeters wat die gebruik behels van plaatmetaal wat hoogstens 4 mm dik is uitgesonderd die opstel daarvan

Loon per uur vir werk ingedeel onder Loon DD in Loontabel.

LOON DDD

142. Herhalingsnasien van onderdele en/of komponente en/of subsamestelle deur middel van komparators en/of monsters (n.e.v.)

Loon per uur vir werk ingedeel onder Loon DDD in Loontabel.

143. Repetition drilling and/or tapping on radial drill to jigs with drills not exceeding 40 mm diameter, excluding setting up	Rate per hour for work classified at Rate DDD in Table of Wage Rates.

RATE E

144. Repetition operation of and/or attending machines adapted for semi-automatic operations (including programme controlled copying lathes) where the work cycle is power-driven and the end point is controlled by automatically operating stops, so that manual operations are limited to loading, setting the machine in motion, advancing or retracting the tools (excluding any machining during the advancement and/or retraction of the tools) before and after the power-driven cycle takes over, stopping the machine and unloading (excluding setting up).....	Rate per hour for work classified at Rate E in Table of Wage Rates.
145. Rough grinding to marks	
146. Repetition assembling of self-locating pre-manufactured parts to samples and/or pictorial sketches, where no fitting or adjustment is required.	

RATE F

147. Operating power-driven guillotine to stops, involving the use of sheetmetal not exceeding 4 mm thickness, excluding setting up	Rate per hour for work classified at Rate F in Table of Wage Rates.
148. Repetition batch checking of parts and/or components and/or sub-assemblies by means of fixed gauges and/or checking fixtures	
149. Repetition operation of or attending semi-automatic machines where the work cycle is power-driven and the end point is controlled by automatically operating stops (excluding setting up)..... "Semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and where the manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools (excluding any machining during the advancement and/or retraction of the tools) before and after the power cycle takes over and stopping and unloading the machine.....	
150. Repetition production machining of bar and/or tube on capstan lathes to stops, where the work piece is held by devices not necessitating any centralising or trueing (excluding setting up). (This operation is limited to a machine not exceeding a 52 mm nominal bore diameter)	

RATE G

151. Assembling in jigs and/or fixtures of self-locating parts, premanufactured and taken from stock, where no fitting or adjustment is required or reference to sketches and/or drawings, but including deburring.....	Rate per hour for work classified at Rate G in Table of Wage Rates.
152. Affixing slings under supervision of Rate A to D employee	
153. Attending die-casting machine	
154. Bending to stops of pipes and/or tubes in manually and/or power-operated tube and/or pipe bending machine	
155. Cutting of non-metallic gaskets by hand.....	

143. Herhalingsboor en/of -moerdraadsny aan radiaalboormasjiene met bore met 'n diameter van hoogstens 40 mm, uitgesonderd die opstel daarvan	Loon per uur vir werk ingedeel onder Loon DDD in Loontabel.

LOON E

144. Herhalingsbediening en/of -versorging van masjiene wat aangepas is vir half-outomatiese werksaamhede (met inbegrip van programbeheerde kopieerdraaibanke) waar die werksiklus en krag aangedryf word en die eindpunt deur outomatiese stuiters beheer word sodat handbediening beperk is tot die masjien laai, dit aan die gang sit, die gereedskap vorentoe of agtertoe verstel (uitgesonderd enige masjinering terwyl die gereedskap vorentoe of agtertoe verstel word) voor en nadat die kragsiklus oorneem, die masjien afskakel en ontlaai (uitgesonderd die opstel daarvan)	Loon per uur vir werk ingedeel onder Loon E in Loontabel.
145. Ru-slypwerk volgens merke.....	
146. Herhalingsmontering van vooraf vervaardigde selfstandonderdele volgens monsters en/of prentsketse waar paswerk of regstelling nie vereis word nie.".....	

LOON F

147. Bediening van 'n kragguillotine volgens stuiters, wat die gebruik behels van plaatmetaal wat hoogstens 4 mm dik is, uitgesonderd die opstel daarvan ..	Loon per uur vir werk ingedeel onder Loon F in Loontabel.
148. Herhalingsnasien van lotte onderdele en/of komponente en/of subsamestelle deur middel van vaste meters en/of kontroleringsetklemme	
149. Herhalingsbediening of -versorging van 'n halfoutomatiese masjien waar die werksiklus deur krag aangedryf word en die eindpunt deur outomatiese stuiters beheer word (uitgesonderd die opstel daarvan) ..... ,,Halfoutomatiese masjien" is 'n masjien waarop dit nie nodig is om die werk met die hand te sentreer of in lyn te bring nie en waar die handbediening beperk is tot die plasing van die werkstuk in die kloukop of kloustelsel van die masjien, die masjien aan die gang sit, die gereedskap vorentoe of agtertoe stel (uitgesonderd enige masjinering terwyl die gereedskap vorentoe of agtertoe gestel word) voordat en nadat die kragsiklus oorneem, die masjien afskakel en die werkstuk daarvan afneem.....	
150. Herhalingsproduksiemasjinering van stawe en/of buise aan rewolwerdraaibanke volgens stuiters, waar die werkstuk deur toestelle vasgehou word sodat dit nie nodig is om die werkstuk te sentreer of in lyn te bring nie (uitgesonderd die opstel daarvan). (Hierdie werksaamheid is beperk tot 'n masjien waarvan die nominale binnediameter hoogstens 52 mm is).....	

LOON G

151. Montering in setmate en/of setklemme van selfstanddele, vooraf vervaardig en uit voorraad geneem, waar geen pas- of verstelwerk of raadpleging van sketse en/of tekeninge nodig is nie, maar met inbegrip van afbaard	Loon per uur vir werk ingedeel onder Loon G in Loontabel.
152. Slingers vasmaak onder toesig van 'n Loon A- tot D-werknemer	
153. Versorging van 'n matrysgietmasjien.....	
154. Pype en/of buise in hand- en/of krag-aangedrewe buis- en/of pypbuigmasjiene volgens stuiters buig	
155. Met die hand nie-metaalpakstukke uitsny	

156. Cutting up insulating material to stops and/or templets by guillotine.....
157. Hand tapping not exceeding 12 mm diameter (excluding machine shop work) .....
158. Hydraulic testing and/or testing by air (excluding setting up of testing equipment) .....
159. Operating press-brake to stops and/or jigs and/or length gauges where the stroke is not controlled, involving the use of sheetmetal not exceeding 4 mm thickness, excluding setting up .....
160. Operating single purpose machine other than machine tools.....
161. Repetition drilling to dimples and/or jigs and/or fixtures and/or stops (excluding radial drill), including countersinking and/or reaming by non-adjustable reamers.....
162. Repetition drilling to pops (excluding structural metal work and radial drilling machine).....
163. Repetition machine punching to jigs and/or stops, including the positioning of self-locating stops and/or gauges .....
164. Repetition marking to jigs and/or length gauges and/or templets.....

} Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE H

165. Applying transfers .....
166. Attending oven .....
167. Baling and cutting of scrap .....
168. Flow coat painting .....
169. Packing of manufactured articles for despatch and/or sale.....

} Rate per hour for work classified at Rate H in Table of Wage Rates.

SCHEDULE E/1

COACHING STOCK DIVISION

The following operations in the assembling and/or manufacturing and/or renovation and/or repair of Coaching Stock:

Work classified at Rate A not specified in this Division is subject to the general wage provisions of Schedule G.

Section (a).—*Electrical work and related activities*

RATE AA

1. Repetition making up of cable harnesses where the course of the wire is marked by cleats and/or lines and/or saddles and/or fixtures and where no wiring diagram is used .....

} Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE C

2. Repetition electrical assembly work, including connecting to terminal boards but excluding connecting to control boxes under the supervision of a Rate A employee.....

} Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE DDD

3. Soft soldering and/or sweating.....

} Rate per hour for work classified at Rate DDD in Table of Wage Rates.

RATE F

4. Repetition crimping of terminals and/or stripping ends of wires .....
5. Repetition pulling through only of cables and/or wires to predetermined lengths.....
6. Repetition tinning of earth straps connecting the frame of the bogey to the roller bearing housing pad and/or inter-connecting battery busbars and/or sweating of the battery lugs .....
7. Tinning by hand .....

} Rate per hour for work classified at Rate F in Table of Wage Rates.

156. Isoleermateriaal met 'n guillotine opsny volgens stuiters en/of patrone.....
157. Moerdraad met 'n diameter van hoogstens 12 mm met die hand sny (uitgesonderd masjienwinkelwerk) .....
158. Hidrouliese toetsing en/of toetsing met lug (uitgesonderd die opstel van toetsuitrusting) .....
159. Bediening van 'n persrem volgens stuiters en/of setmate en/of lengtemeters waar die slag nie beheer word nie, wat die gebruik behels van plaatmetaal wat hoogstens 4 mm dik is, uitgesonderd die opstel daarvan .....
160. Bediening van 'n eendoelmasjien, uitgesonderd masjiengereedskap.....
161. Herhalingsboorwerk volgens boormerke en/of setmate en/of setklemme en/of stuiters (uitgesonderd radiaalboorwerk), met inbegrip van versink en/of ruim met nie-verstelbare ruimers ..
162. Herhalingsboorwerk volgens kornaelmerke (uitgesonderd boumetaalwerk en radiaalboormasjiene) .....
163. Herhalingsmasjienponswerk volgens setmate en/of stuiters, met inbegrip van die plasing van selfstandstuiters en/of meters.....
164. Herhalingsafmerk volgens setmate en/of lengtemeters en/of patrone .....

} Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON H

165. Oordruksels aanbring.....
166. Oondversorging.....
167. Afval baal en stukkend sny .....
168. Vloeilaagverfwerk.....
169. Verpakking van vervaardigde artikels vir versending en/of verkoop.....

} Loon per uur vir werk ingedeel onder Loon H in Loontabel.

BYLAE E/1

AFDELING RYTUIE

Die volgende werksaamhede by die montering en/of vervaardiging en/of opknapping en/of herstel van rytuie:

Werk onder Loon A ingedeel wat nie in hierdie Afdeling gemeld word nie, val onder die algemene loonbepalings van Bylae G.

Seksie (a).—*Elektrotegniese werk en aanverwante werksaamhede*

LOON AA

1. Herhalingsopmaak van kabelharnasse waar die loop van die draad gemerk is deur klampe en/of lyne en/of saals en/of setklemme en waar geen bedradingsdiagram gebruik word nie

} Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON C

2. Herhalende elektrotegniese monteerwerk, met inbegrip van die verbinding met aansluitborde maar uitgesonderd die verbinding met kontrolekaste, onder toesig van 'n Loon A-werknemer .....

} Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON DDD

3. Sagsoldeer en/of aansweet.....

} Loon per uur vir werk ingedeel onder Loon DDD in Loontabel.

LOON F

4. Herhalingskarteling van klemme en/of stroping van eindpunte van drade .....
5. Herhalingsdeurtrek van kabels en/of drade volgens vooraf bepaalde lengtes
6. Herhalingsvertinning van aardkabels wat die raam van die draaistel verbind met die rollaerhulselblok en/of tussenverbindingsbatterygeleistamme en/of aansweet van die batteryore .....
7. Vertinning met die hand.....

} Loon per uur vir werk ingedeel onder Loon F in Loontabel.

RATE G

8. Repetition cutting and/or identification of wires to length gauges under the supervision of Rate D employee ..... } Rate per hour for work classified at Rate G in Table of Wage Rates.

Section (b).—*Mechanical work and related activities*

RATE A

9. *Coach plumbing.....
*"Coach plumbing" means work on coaches for all sanitary purposes and/or water services and/or domestic heating, washing or drinking purposes.
10. Panelbeating.....
11. Rigging and/or splicing ..... } Rate per hour for work classified at Rate A in Table of Wage Rates.

RATE AA

12. Assembly of motors and/or gear cases to bogies .....
13. Functional mechanical testing and/or fault localising to schematic drawings and/or specifications and/or rectifications other than final testing.....
14. *Machinist's work (n.e.s.) viz. shaping, slotting, planing, milling (excluding universal milling), grinding (excluding universal grinding) and the operation of gear cutting and rotary machine tools, including vertical turret machine with built-in mono-slide turret and with a table diameter not exceeding 1 250 mm, but excluding centre lathes (with or without copying and/or profiling attachments), boring mills (vertical and horizontal type with or without copying and/or profiling attachments), die-sinking machines and universal machines.....
*Employees employed on machinist's work shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments, including rules, calipers and the like. .....
15. Straightening of coach body side panels (freehand work)..... } Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE B

16. Cold sawing where the sawyer marks direct from cutting list (structural metal work).....
17. Drilling machine work (n.e.s.) .....
18. Supervisory work (n.e.s.), including marking off and/or making adjustments to the assembly of underframes, bogies and components of underframes and/or bogies (n.e.s.) ..... } Rate per hour for work classified at Rate B in Table of Wage Rates.

RATE C

19. Operating multi-head oxy-acetylene cutting machines and/or flame planing and/or bevel cutting machines (including setting up).....
20. Rivetting and/or caulking (n.e.s.) .....
21. Roller bending other than repetition roller bending (n.e.s.).....
22. Setting (n.e.s.) (excluding tool setting) of dies and/or fixtures and/or guides on production machines, including drilling machines but excluding all other rotary and reciprocating machines..... } Rate per hour for work classified at Rate C in Table of Wage Rates.

RATE D

23. Arc and/or gas cutting (n.e.s.).....
24. Assembly work, where the components and/or subassemblies are positively located, including adjustments, but excluding marking off of components and/or subassemblies to drawings and/or the use of precision measuring instruments..... } Rate per hour for work classified at Rate D in Table of Wage Rates.

LOON G

8. Herhalingsafsny en/of -identifisering van drade volgens lengtemeters onder toesig van 'n Loon D-werknemer..... } Loon per uur vir werk ingedeel onder Loon G in Loontabel.

Seksie (b).—*Meganiese werk en aanverwante werksaamhede*

LOON A

9. *Loodgieterswerk aan rytuie .....
*"Loodgieterswerk aan rytuie" beteken werk aan rytuie vir alle sanitêre doeleindes en/of watervoorsiening en/of huishoudelike verwarmings, was- of drinkdoeleindes.....
10. Duikklopwerk .....
11. Tou- en/of splitslaswerk..... } Loon per uur vir werk ingedeel onder Loon A in Loontabel.

LOON AA

12. Montering van motore en/of ratomhulsels aan draaistelle.....
13. Meganiese werktoetsing en/of lokalisering van foute volgens skematiese tekeninge en/of spesifikasies en/of rektifiserings, uitgesonderd finale toetsing
14. *Masjienwerker se werk (n.e.v.), nl. vorming, gleufwerk, skaafwerk, freeswerk (uitgesonderd universele freeswerk), slypwerk (uitgesonderd universele slypwerk) en die bediening van ratfrees- en draaimasjiengereedskap, met inbegrip van vertikale rewolwemasjiene met ingeboude monosleetoring en met 'n blad-diameter van hoogstens 1 250 mm, maar uitgesonderd senterdraaibanke (met of sonder kopieer- en/of profileerhegstukke), boorfreesmasjiene (vertikale en horisontale tipe met of sonder kopieer- en/of profileerhegstukke), matrysfreesmasjiene en universele masjinering.....
*Werknemers wat 'n masjienwerker se werk verrig, moet toegelaat word om hul eie werk op te stel, hul eie gereedskap te slyp en te stel en om volgens en met presisiemeetinstrumente, met inbegrip van liniale, meetpassers en so meer, te werk.....
15. Sypanele van rytuigbakke regbuig (vryhandwerk)..... } Loon per uur vir werk ingedeel onder Loon AA in Loontabel.

LOON B

16. Koudsaag waar die saer regstreeks van die saaglys af merk (boumetaalwerk).
17. Boormasjienwerk (n.e.v.).....
18. Toesigwerk (n.e.v.), met inbegrip van afmerk en/of stelwerk aan die samestelle van onderstelle, draaistelle en komponente van onderstelle en/of draaistelle (n.e.v.)..... } Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON C

19. Bediening van meerkoppige oksiasetileensnymasjiene en/of vlamskaaf- en/of skuinssnymasjiene (met inbegrip van die opstel daarvan) .....
20. Klink en/of kalfater (n.e.v.) .....
21. Walsbuigwerk uitgesonderd herhalingswalsbuigwerk (n.e.v.) .....
22. Stel (n.e.v.) (uitgesonderd die stel van gereedskap) van stempels en/of setklemme en/of leiers aan produksiemasjiene, met inbegrip van boormasjiene, maar uitgesonderd alle ander draai en wederkerige masjiene..... } Loon per uur vir werk ingedeel onder Loon C in Loontabel.

LOON D

23. Boog- en/of gassnywerk (n.e.v.).....
24. Monteerwerk, waar die komponente en/of subsamestelle positief geplaas is, met inbegrip van stelwerk, maar uitgesonderd die afmerk van komponente en/of subsamestelle volgens tekeninge en/of die gebruik van presisiemeetinstrumente..... } Loon per uur vir werk ingedeel onder Loon D in Loontabel.

25. Bending and/or forming to jigs and/or stops in press-brake and/or power folding machine.....
26. Bending of conduits and/or pipes and/or tubes by pipe-bending machine to data sheets and/or sketches.....
27. Drilling and/or countersinking, including drill sharpening (n.e.s.).....
28. Drilling on radial drilling machine to jigs and/or fixtures and/or marks (n.e.s.).....
29. Hand welding by mechanically fed electrodes.....
30. *Marking off material (n.e.s.).....
*"Marking off" means marking off material to given lengths for cutting off purposes, using only length gauges and/or rule and/or tape measure and marking material.
31. Operating automatic arc and/or gas and/or foil welding machine.....
32. Operating power saw (n.e.s.), including marking off with rule and/or tape only and including setting of stops (n.e.s.).....
33. Operating single head oxy-acetylene profiling and/or straightline cutting machine to templets.....
34. Preliminary shrinking and/or straightening of interior panels by handtools.....
35. Preliminary shrinking of body ends by hand tools.....
36. Preliminary welding for positioning of jobs prior to welding and/or rivetting and/or bolting up (runs of not more than 40 mm in length).....
37. Press operating (n.e.s.), including the affixing and/or removal of dies where there is a positive location, excluding setting up.....
38. Repetition assembly of pre-prepared sets of pipes and/or tubes and/or conduits.....
39. Repetition operation of templet copying punch machine.....
40. Repetition roller bending and/or forming, involving the use of metal not exceeding 4 mm in thickness.....

} Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE DD

41. Operating mechanical bevelling machine..... } Rate per hour for work classified at Rate DD in Table of Wage Rates.

RATE F

42. Attending automatic submerged arc and/or gas shielded wire and/or flux cored wire arc welding machine where the operator is confined to loading, starting, stopping and unloading the machine and the setting up of which is done by a Rate A or AA employee.....
43. Repetition bending of conduits and/or pipes and/or tubes in manually operated machines to templets and/or stops (excluding setting of stops).....
44. Repetition cutting and/or cropping of bars and/or billets to stops and/or length gauges and/or repetition cutting and/or cropping of scrap.....
45. Supervising employees employed on classes of work scheduled below Rate F (when so appointed).....

} Rate per hour for work classified at Rate F in Table of Wage Rates.

RATE G

46. Assisting a Rate D employee in the loading of pre-manufactured components and/or subassemblies into jigs and/or underframes and/or shells and

} Rate per hour for work classified at Rate G in Table of Wage Rates.

25. Buigwerk en/of fatsoenering volgens setmate en/of stuiters in persrem en/of kragvoumasjien.....
26. Buig van leipype en/of pype en/of buise met 'n pypbuigmasjien volgens datavelle en/of sketse.....
27. Boor en/of versink, met inbegrip van boorskerpmaak (n.e.v.).....
28. Boorwerk op radiaalboormasjien volgens setmate en/of setklemme en/of merke (n.e.v.).....
29. Handsweiswerk met meganies gevoerde elektrodes.....
30. *Materiaal afmerk (n.e.v.).....
*„Afmerk" beteken materiaal afmerk volgens bepaalde lengtes vir doeleindes van afsny, met gebruikmaking van slegs lengtemeters en/of 'n liniaal en/of meetband en afmerkmateriaal.....
31. Bediening van outomatiese boog- en/of gas- en/of dunplaatsweismasjien.....
32. Bediening van 'n kragsaag (n.e.v.), met inbegrip van afmerk slegs met 'n liniaal en/of meetband en met inbegrip van die stel van stuiters (n.e.v.).....
33. Bediening van enkelkoppige oksiasetileenprofileer- en/of -reguitlynsnymasjien volgens patrone.....
34. Voorlopige krimp en/of reguitmaak van binnepanele met handgereedskap...
35. Voorlopige krimp van rompente met handgereedskap.....
36. Voorlopige sweising vir die plasing van werkstukke voor sweising en/of vasklink en/of vasbout (lengtes van hoogstens 40 mm).....
37. Bediening van pers (n.e.v.), met inbegrip van die aanbring en/of verwydering van stempels waar daar positiewe plasing is, uitgesonderd die opstel daarvan.....
38. Herhalingsmontering van vooraf bereide stelle pype en/of buise en/of leipype.....
39. Herhalingsbediening van 'n patroonkopieerponsmasjien.....
40. Herhalingswalsbuigwerk en/of -fatsoenering, waar metaal met 'n dikte van hoogstens 4 mm gebruik word.....

} Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON DD

41. Bediening van meganiese afskuinsmasjiene..... } Loon per uur vir werk ingedeel onder Loon DD in Loontabel.

LOON F

42. Versorging van 'n outomatiese onderwaterboog- en/of beskermde gasboog- en/of vloeikerndraadboogsweismasjien, waar die versorger se werk beperk is tot die plasing van die werkstuk in die masjien, die masjien aan die gang sit, die masjien afskakel en die werkstuk afneem, en waar die masjien opgestel word deur 'n Loon A- of Loon AA-werknemer.....
43. Herhalingsbuig van leipype en/of pype en/of buise in 'n handmasjien volgens patrone en/of stuiters (uitgesonderd die stel van stuiters).....
44. Herhalingsafsaag en/of -afknip van stawe en/of knuppels volgens stuiters en/of lengtemeters en/of herhalingsafsaag en/of afknip van afval.....
45. Toesig hou oor werknemers in diens in die klasse werk wat laer as Loon F gelys is (wanneer aldus aangestel).....

} Loon per uur vir werk ingedeel onder Loon F in Loontabel.

LOON G

46. Loon D-werknemer help met die laai van vooraf vervaardigde komponente en/of subsamestelle in setmate en/of onderstelle en/of doppe en dit vas-

} Loon per uur vir werk ingedeel onder Loon G in Loontabel.

bolting up, excluding fitting and/or adjustment but including deburring.....
47. Fly and/or treadle and/or manual pressing and/or notching where the work is operated upon with pre-set dies (excluding setting of the dies) and/or to stops .....
48. Hand bending and/or forming to jigs and/or stops .....
49. Huck type fastening .....
50. Operating hand portable and/or pedestal grinding machine where the operator is not required to grind to marks and/or gauges and/or templets ....
51. Operating power saw for repetitive cutting off to stops and/or length gauges and/or graduated scales (other than the setting of stops and other than in toolroom) .....
52. Reaming, using non-adjustable reamers .....
53. Repetition operating arc spot and/or butt and/or flash and/or projection and/or resistance and/or seam and/or spot and/or stud welding machine .....
54. Repetition cutting of conduits and/or pipes and/or tubes to templets and/or fixtures and/or stops and/or length gauges .....
55. Repetition drilling and/or countersinking to fixtures and/or gauges and/or jigs and/or stops and/or templets, excluding radial drill .....
56. Repetition drilling of fixing holes—up to 16 mm holes—with portable drilling machines in connection with body sides and/or roofs and/or gutters and/or ends and/or underframes, using jigs and/or fixtures and/or templets.....
57. Repetition threading and/or tapping by machine .....
58. Re-threading and/or re-tapping .....
59. Screwing machine operating, excluding setting up .....
60. Shrinking of coach bodysides in a heating jig under supervision of a Rate A or AA employee.....

} Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE H

61. Affixing slings under supervision of a Rate A to D employee .....
62. Holding up and/or backing up for riveting .....
63. Lagging of pipes and/or securing of lagging by clips .....
64. Repetition deburring and/or fettling by hand and/or by machine .....
65. Stamping and/or affixing metal labels and/or name-plates .....

} Rate per hour for work classified at Rate H in Table of Wage Rates.

RATE I

66. Baling of scrap .....
67. Boiler stroking and/or attending.....
68. Descaling by chipping .....
69. General labouring .....
70. Rivet heating .....

} Rate per hour for work classified at Rate I in Table of Wage Rates.

Section (c).—*Woodworking and related activities*

RATE A

71. *Coach finishing .....
*"Coach finishing" means the fitting and/or machining and/or assembly of exterior and/or interior fittings and/or components and/or assemblies and/or woodmachining and/or carpentry work from drawings.
72. Positioning, identification and fixing of timber furrings .....

} Rate per hour for work classified at Rate A in Table of Wage Rates.

bout, uitgesonderd pasmaak en/of stelwerk maar met inbegrip van afbaard.....
47. Skroef- en/of trap- en/of handperswerk en/of inkeping waar daar aan die werk gewerk word met vooraf gestelde stempels (uitgesonderd die stempels stel) en/of volgens stuiers .....
48. Met die hand buig en/of vorm volgens setmate en/of stuiters.....
49. Huck-tipe bevestiging .....
50. Bediening van draagbare hand- en/of voetstukslypmasjien, waar daar nie van die bediener vereis word om volgens merke en/of meters en/of patrone te slyp nie .....
51. Bediening van kragsaag vir herhalingsafsny volgens stuiters en/of lengtemeters en/of afgemerkte skale (uitgesonderd die stel van stuiters en uitgesonderd in gereedskapkamer).....
52. Ruim, met gebruikmaking van nieverstelbare ruimers .....
53. Herhalingsbediening van 'n boogpunt en/of -stuik- en/of -flits- en/of -projeksie- en/of weerstand- en/of -naat- en/of -punt- en/of tapboutsweismasjien
54. Herhalingsafsny van leipype en/of pype en/of buise volgens patrone en/of setklemme en/of stuiters en/of lengtemeters .....
55. Herhalingsboor en/of -versink volgens setklemme en/of meters en/of setmate en/of stuiters en/of patrone, uitgesonderd radiaalboor.....
56. Herhalingsboor van bevestigingsgate van hoogstens 16 mm met draagbare boormasjiene in verband met baksye en/of dakke en/of geute en/of ente en/of onderstelle, met gebruikmaking van setmate en/of setklemme en/of patrone.....
57. Herhalingskroefdraad- en/of -moerdraadsny met masjien.....
58. Skroefdraad en/of moerdraad nasny.....
59. Bediening van draadsnymasjien, uitgesonderd die opstel daarvan.....
60. Krimping van rytuigbaksye in 'n verwarmingsetmaat onder toesig van 'n Loon A- of AA-werknemer .....

} Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON H

61. Slingers onder toesig van 'n Loon A- tot D-werknemer vassit.....
62. Vashou en/of steun vir klinkwerk .....
63. Pype beklee en/of bekleding met beuels vassit.....
64. Herhalingsafbaard en/of -poets met die hand en/of masjien.....
65. Metaaletikette en/of -naamplate stempel en/of vassit .....

} Loon per uur vir werk ingedeel onder Loon H in Loontabel.

LOON I

66. Afval baal .....
67. Ketels stook en/of versorg.....
68. Ontskaling deur af te beitel .....
69. Algemene arbeid.....
70. Klinknaels verhit .....

} Loon per uur vir werk ingedeel onder Loon I in Loontabel.

Seksie (c).—*Houtbewerking en aanverwante werksaamhede*

LOON A

71. *Rytuie afwerk.....
*„Rytuie afwerk" beteken die pasmaak en/of masjinering en/of montering van buite- en/of binnetoebehore en/of komponente en/of samestelle en/of houtmasjinering en/of timmerwerk van tekeninge af.....
72. Houtbeleglatte in posisie plaas, uitken en vassit.....

} Loon per uur vir werk ingedeel onder Loon A in Loontabel.

RATE C	
73. Repetition assembly of pre-prepared interior fittings and/or components and/or subassemblies, including adjustments under the supervision of a Rate A or AA employee, excluding lining up and/or the use of precision measuring instruments	Rate per hour for work classified at Rate C in Table of Wage Rates.
RATE D	
74. Assembly of washbasin and/or metal door on bench (excluding alteration and/or fitting)	Rate per hour for work classified at Rate D in Table of Wage Rates.
75. Woodmachining including setting up and including the use of hand tools	
RATE F	
76. Floor sanding	Rate per hour for work classified at Rate F in Table of Wage Rates.
77. Glueing for and laying of anti-squeak strip (including preparation of underframe members by rough grinding and/or deburring)	
78. Laying and/or marking to templets and/or drilling and/or countersinking for securing purposes of pre-manufactured machined floorboards under supervision of a Rate A to C employee	
79. Repetition marking to jigs and/or length gauges and/or templets for the drilling of mouldings	
RATE G	
80. Cutting lino to templets	Rate per hour for work classified at Rate G in Table of Wage Rates.
81. Repetition drilling of mouldings to jigs and/or templets and/or stops and/or length gauges and/or marks on pedestal drill	
82. Repetition loading and/or unloading and/or starting and/or stopping of woodworking machines, excluding setting up	
83. Repetition sawing of moudlings to stops and/or templets and/or length gauges and/or marks	
84. Sandpapering of wooden parts by hand	

Section (d).—*Painting and related activities*

RATE A	
85. Painting and/or signwriting and/or polishing and/or staining and/or varnishing and/or veneering for finishing and decorating (n.e.s.)	Rate per hour for work classified at Rate A in Table of Wage Rates.
RATE AA	
86. Applying transfers	Rate per hour for work classified at Rate AA in Table of Wage Rates.
RATE D	
87. Application of last two coats of paint and/or enamel prior to the finishing coat (n.e.s.)	Rate per hour for work classified at Rate D in Table of Wage Rates.
RATE F	
88. Preliminary stopping of bodysides and/or ends	Rate per hour for work classified at Rate F in Table of Wage Rates.
RATE G	
89. Application of anti-corrosive and/or anti-fouling and/or protective coatings (n.e.s.)	Rate per hour for work classified at Rate G in Table of Wage Rates.
90. Application of prime and/or anti-corrosive coatings	
91. Application of sealing compounds and/or adhesives	
92. Application of sound deadening materials	

LOON C	
73. Herhalingsmontering van vooraf bereide binnetoebehore en/of komponente en/of subsamestelle, met inbegrip van regstellings onder toesig van 'n Loon A- of AA-werknemer, uitgesonderd in lyn bring en/of die gebruik van presisiemeetinstrumente	Loon per uur vir werk ingedeel onder Loon C in Loontabel.
LOON D	
74. Wasbak en/of metaaldeur op 'n bank monteer (uitgesonderd verandering en/of pasmaak)	Loon per uur vir werk ingedeel onder Loon D in Loontabel.
75. Houtmasjinering, met inbegrip van opstel, en met inbegrip van die gebruik van handgereedskap (n.e.v.)	
LOON F	
76. Vloere skuur	Loon per uur vir werk ingedeel onder Loon F in Loontabel.
77. Lymwerk vir en die lê van piepweerstroke (met inbegrip van voorbereiding van onderstelraamdele deur ruslyp en/of afbaard)	
78. Vooraf vervaardigde gemasjineerde vloerplanke lê en/of merk volgens patrone en/of boor en/of versink om dit vas te sit, onder toesig van 'n Loon A- tot C-werknemer	
79. Herhalingsmerk volgens setmate en/of lengtemeters en/of patrone vir die boor van lyste	
LOON G	
80. Linoleum volgens patrone sny	Loon per uur vir werk ingedeel onder Loon G in Loontabel.
81. Herhalingsboor van lyste volgens setmate en/of patrone en/of stuiters en/of lengtemeters en/of merke op 'n voetstukboormasjien	
82. Herhalingslaai en/of -ontlaai en/of -aanskakel en/of -afskakel van houtwerkmasjiene, uitgesonderd die opstel daarvan	
83. Herhalingafsaag van lyste volgens stuiters en/of patrone en/of lengtemeters en/of merke	
84. Houtgedeeltes met die hand met skuurpapier skuur	

Seksie (d).—*Skilderwerk en aanverwante werksaamhede*

LOON A	
85. Skilder- en/of letterskilderwerk en/of poleer en/of beits en/of vernis en/of fineer vir afwerking en versiering (n.e.v.)	Loon per uur vir werk ingedeel onder Loon A in Loontabel.
LOON AA	
86. Oordruksels aanbring	Loon per uur vir werk ingedeel onder Loon AA in Loontabel.
LOON D	
87. Aanwending van die laaste twee lae verf en/of emalje voor die deklaag (n.e.v.)	Loon per uur vir werk ingedeel onder Loon D in Loontabel.
LOON F	
88. Voorlopige toestop van baksye en/of -ente	Loon per uur vir werk ingedeel onder Loon F in Loontabel.
LOON G	
89. Aanwending van roeswerende en/of aanwaswerende en/of beskermende lae (n.e.v.)	Loon per uur vir werk ingedeel onder Loon G in Loontabel
90 Aanwending van grond- en/of roeswerende lae	
91. Aanwending van seëlmengsels en/of kleefmiddels	
92. Aanwending van geluiddempende materiale	

93. Attending, cleaning and/or degreasing of acid and/or rinsing and/or fluxing baths under the supervision of a Rate A to D employee
94. Hot dip coating and/or galvanising, under supervision
95. Oiling and/or greasing machinery
96. Rough masking for priming only
97. Sand and/or shot and/or hydro and/or grit blasting
98. Spraying of enamel and/or paint to bogie and/or underframe and/or pre-manufactured components under supervision of a Rate A to D employee
99. Stencil painting
100. Wet rubbing

} Rate per hour for work classified at Rate G in Table of Wage Rates.

RATE H

101. Dipping in enamel and/or lacquer and or paint } Rate per hour for work classified at Rate H in Table of Wage Rates.

DIVISION E/2

BURGLAR AND OTHER SIMILAR ALARM SYSTEMS DIVISION

The following operations in the installation and/or repair and/or servicing and/or manufacture of burglar and other similar alarm systems, viz.

Section (a).—*Manufacturing Section*

RATE AA

1. Final Testing } Rate per hour for work classified at Rate AA in Table of Wage Rates.

RATE B

2. Supervisory work, including batch checking and/or grading } Rate per hour for work classified at Rate B in Table of Wage Rates.

RATE D

3. Repetition adjusting of cores and/or components and/or mechanically operated assemblies to pre-set limits by electrical measurements including replacement of defective mechanically adjustable components identified by the test process } Rate per hour for work classified at Rate D in Table of Wage Rates.

RATE DD

4. Repetitive batch mechanical and/or electrical checking and/or adjusting of equipment and/or sub-units and/or components by comparison of fixed standards with pre-determined limits by means of comparators and/or deviation meters and/or special purpose test gear, including replacement of defective components identified by the testing process, under supervision of a Rate AA employee } Rate per hour for work classified at Rate DD in Table of Wage Rates.

RATE DDD

5. Wiring and/or assembling of alarm units and/or devices to instructions and/or running out lists and/or planning cards and/or pictorial sketches and/or samples and/or audio aids and/or photographs } Rate per hour for work classified at Rate DDD in Table of Wage Rates.

RATE F

6. Application of infra-red filter lacquer
7. Laying and binding of cable forms from prepared running out lists on pre-prepared cable form boards } Rate per hour for work classified at Rate F in Table of Wage Rates.

93. Versorging, skoonmaak en/of ontvetting van suur- en/of afspoel- en/of smeltbaddens onder toesig van 'n Loon A- tot D-werknemer
94. Warmdompelbedekking en/of galvanisering, onder toesig
95. Masjinerie olie en/of smeer
96. Ru-toeplak vir slegs verf van grondlaag
97. Sand- en/of hael- en/of water- en/of grintstraling
98. Emalje en/of verf aan draaistel en/of onderstel en/of vooraf vervaardigde komponente spuit, onder toesig van 'n Loon A- tot D-werknemer
99. Sjabloonskilderwerk
100. Natopvryfwerk

} Loon per uur vir werk ingedeel onder Loon G in Loontabel.

LOON H

101. In emalje en/of lakvernis en/of verf doop } Loon per uur vir werk ingedeel onder Loon H in Loontabel.

AFDELING E/2

AFDELING VIR DIEF- EN ANDER SOORTGELYKE ALARMSTELSELS

Die volgende werksaamhede by die installering en/of herstel en/of versiening en/of vervaardiging van dief- en ander soortgelyke alarmstelsels, naamlik:

Seksie (a).—*Vervaardigingsafdeling*

LOON AA

1. Finale toetsing } Loon per uur vir werk ingedeel onder Loon AA in Loontabel

LOON B

2. Toesighoudende werk, met inbegrip van nagaan en/of gradering } Loon per uur vir werk ingedeel onder Loon B in Loontabel.

LOON D

3. Herhalende verstelling van kerne en/of komponente en/of meganies aangedrewe samestelle volgens vooraf bepaalde grense deur middel van elektriese afmetings insluitend die vervanging van defektiewe meganies verstelbare komponente geïdentifiseer deur die toetsproses } Loon per uur vir werk ingedeel onder Loon D in Loontabel.

LOON DD

4. Herhalende meganiese en/of elektrotegniese kontrolering en/of verstelling van lotte uitrustings en/of komponente deur vergelyking van vaste standaarde met vooraf bepaalde grense deur middel van komparators en/of afwykingsmeters en/of eendoeltoetsuitrusting insluitend die vervanging van defektiewe komponente geïdentifiseer deur die toetsproses, onder toesig van 'n Loon AA werknemer } Loon per uur vir werk ingedeel onder Loon DD in Loontabel.

LOON DDD

5. Bedrading en/of montering van alarmeenhede en/of toestelle volgens opdrag en/of afrollyste en/of beplanningskaarte en/of prentsketse en/of monsters en/of oudiohulpmiddels en/of fotos } Loon per uur vir werk ingedeel onder Loon DDD in Loontabel

LOON F

6. Aanwending van infrarooi filterlakvernis
7. Lê en bind van kabelvorms van bereide afrollyste op vooraf-bereide kabelvormborde } Loon per uur vir werk ingedeel onder Loon F in Loontabel

RATE G

8. Affixing dust proof seals	Rate per hour for work classified at Rate G in Table of Wage Rates.
9. Application of anti-corrosive and/or protective coatings	
10. Assembling of pre-manufactured components from stock requiring no fitting or adjusting, but including deburring	
11. Dressing and deburring by hand and/or by grinding and/or by portable power tools	
12. Making of terminal boards by hand operated punch	
13. Manual and/or treadle pressing and/or notching and/or punching where the work is operated upon with dies and/or stops (excluding setting of dies)	
14. Repetition cold bending and/or forming to jigs and/or length gauges and/or stops	
15. Repetition cutting to stops and/or templets and/or jigs and/or length gauges and/or fixtures and/or marks (excluding setting up)	
16. Repetition drilling to fixtures and/or jigs and/or stops and/or templets	

Section (b).—*Installation Work*

RATE AA

17. Final testing	Rate per hour for work classified at Rate AA in Table of Wage Rates.
18. Installation and/or wiring and/or repairing and/or servicing of main alarm unit, alarm signalling devices, control equipment and any other specialised equipment involved (n.e.s.) (including leads from a plug point at normal mains voltage)	
19. Indicating the actual wiring routes of the alarm system	
20. Marking out all attached points for alarm components on areas to be protected	
21. Supervising installation of all low voltage electrical wiring	

Learnership Rates in respect of Rate AA work:	
First six months of experience	228c per hour
Second six months of experience	240c per hour
Third six months of experience	247c per hour
Fourth six months of experience	253c per hour
Thereafter Rate AA	263c per hour

Operative Grade 1:

RATE D

22. Range adjustment of volumetric detectors such as ultrasonic and microwave units under supervision of a Rate AA employee	Rate per hour for work classified at Rate D in Table of Wage Rates.
23. Setting up infra-red barriers by means of a test meter or the like to predetermined levels under supervision of a Rate AA employee.	
24. Rectification of installation faults diagnosed by and under the supervision of a Rate AA employee, excluding repairs to electronic units	
25. Connecting of cables to pre-marked and/or pre-determined positions between electronic detection devices and control panels	

Operative Grade 2:

RATE DDD

26. Connecting cables to electro mechanical devices	Rate per hour for work classified at Rate DDD in Table of Wage Rates.
27. Adjustment of vibration contacts to pre-set limits	
28. Soft soldering by hand	
29. Foiling of windows	

LOON G

8. Aanheg van stofdigte seëls	Loon per uur vir werk ingedeel onder Loon G in Loontabel
9. Aanwending van roeswerende en/of beskermende lae	
10. Montering van vooraf vervaardigde komponente uit voorrade wat geen pas- of stelwerk vereis nie, maar met inbegrip van afbaardwerk	
11. Poets en/of afbaard met die hand en/of deur middel van slyp en/of met draagbare kraggereedskap	
12. Maak van aansluitborde met handpons	
13. Hand en/of trapperswerk en/of inkeping en/of ponswerk waar die werk gedoen word met matryse en/of stuiters (uitgesonderd die stel van matryse)	
14. Herhalingskoudbuig en/of fatsoenering volgens setmate en/of lengtemeters en/of stuiters	
15. Herhalingsnywerk volgens stuiters en/of patrone en/of setmate en/of lengtemeters en/of setklemme en/of merke (uitgesonderd opstel)	
16. Herhalingsboorwerk volgens setklemme en/of setmate en/of stuiters en/of patrone	

Seksie (b).—*Installering Werk*

LOON AA

17. Finale toetsing	Loon per uur vir werk ingedeel onder Loon AA in Loontabel
18. Installering en/of bedrading en/of herstel en/of versiening van hoofalarmeenheid, alarmseintoestelle, kontroletoerusting en enige ander gespesialiseerde toerusting daarby betrokke (n.e.v.) (met inbegrip van leidings van stopkontakte af met gewone netspanning)	
19. Aanduiding van die werklike bedradingsroetes van die alarmstelsel	
20. Uitmerk van alle aansluitpunte vir alarmkomponente in gebiede wat beskerm moet word	
21. Toesig hou oor die installering van alle elektriese bedrading met lae spanning	

Leerlinglone ten opsigte van Loon AA werk:	
Eerste ses maande ondervinding	228c per uur
Tweede ses maande ondervinding	240c per uur
Derde ses maande ondervinding	247c per uur
Vierde ses maande ondervinding	253c per uur
Daarna: Loon AA	263c per uur

Operateur Graad 1:

LOON D

22. Afstand verstelling van volumetriese detektors soos ultrasoniese en mikrogolf eenhede, onder toesig van 'n Loon AA werknemer	Loon per uur vir werk ingedeel onder Loon D in Loontabel
23. Instelling van infrarooi strale met gebruik van 'n toetsmeter of soortgelyke apparaat volgens voorafbepaalde perke, onder toesig van 'n Loon AA werknemer	
24. Regstelling van installasiefoute gediagnoseer deur en onder toesig van 'n Loon AA werknemer; reparasies aan elektroniese eenhede uitgesluit	
25. Konnekteer van kabels aan vooraf gemerkte en/of vooraf bepaalde posisies tussen elektroniese detektors en kontrole panele	

Operateur Graad 2:

LOON DDD

26. Konnekteer van kabels aan elektromeganiese detektors	Loon per uur vir werk ingedeel onder Loon DDD in Loontabel.
27. Verstelling van skok-skakelaar kontakte volgens vooraf bepaalde perke	
28. Sagsoldeer met die hand	
29. Aanwend van alarm foelie-streek	

Operative Grade 3 (under supervision of a Rate AA employee):

RATE F

30. Affixing of pulleys, window switches, door contacts and similar minor components, excludng adjustments, including the running out and connecting up of trip wiring.....	Rate per hour for work classified at Rate F in Table of Wage Rates.
31. Running low voltage alarm leads.....	
32. Affixing of all electronic or electro mechanical detection devices to predetermined positions.....	
33. Mounting of control panels	
34. Affixing of tension switches and the affixing of tension wire to such switches	
35. Chasing and/or plugging and/or drilling (n.e.s.) (not precision drilling) to marks and/or pops and/or dimples	

Operatives Grades 1, 2 and 3:

No person shall be permitted to perform operations in a higher Operative Grade than that at which he is rated unless he has served at least 3 months in the Grade immediately below that in which the higher operations are specified: unless he has served an equivalent period with any employer in this Industry:
Provided that no employee shall be remunerated at a lower rate of pay than he is currently receiving as a result of this requirement.

RATE I

36. General labouring.....	Rate per hour for work classified at Rate I in Table of Wage Rates.

Section (c).—*Stand-by duty for employees engaged on Rate AA work (Operations 17, 18 19 20 and 21)*

(1) An employer may require a Rate AA employee to do stand-by duty for one week at a time, provided that should such employee be required to do stand-by duty he must be in receipt of not less than the amount of money specified for Rate AA after 24 months' experience:
Provided further that the employee shall be given not less than one week's notice to that effect. At least one full week must elapse before an employee may be called upon to do stand-by duty again.
(2) When an employee is required to do stand-by duty in terms of sub-section (1) above, he shall be paid a stand-by allowance of six (6) hours at the highest Rate AA rate of pay specified.
(3) Where an employee is called out on a service when on stand-by duty he shall receive a minimum payment of R4,00 per call except when the call is on a Sunday or a statutory holiday, when he shall be paid R6,00 per call, in addition to the allowance stated in subsection (2) above.
(4) Where an employee uses his own transport he shall be paid an allowance to be mutually agreed upon.

SCHEDULE F

MANUFACTURE AND/OR RE-MANUFACTURE OF ELECTRIC CABLE AND/OR ELECTRICAL CONDUCTORS (EXCLUDING BUSBARS)

Applicable to the operations specified herein in the manufacture and/or re-manufacture of electric cable and/or electrical conductors (excluding busbars).

Section (a).—*Exceptions*

Schedule G of this Agreement shall not apply to the manufacture or re-manufacture of electric cable and/or electrical conductors (excluding busbars) provided for in this Schedule.

Section (b).—*Employment at Group Z work*

No person other than a journeyman or an apprentice may be employed on work classified at Group Z without the prior permission of the Council.
The following operations in the manufacture and/or re-manufacture of electric cable and/or electrical conductors (excluding busbars):

Operateur Graad 3 (onder die toesig van 'n Loon AA werknemer)

LOON F

30. Installering van katrolle, venster skakelaars, deurkontakte en soortgelyke mindere komponente, verstellings uitgesluit, insluitend die lê en konnekteer van snellerbedrading.....	Loon per uur vir werk ingedeel onder Loon F in Loontabel.
31. Lê van laagspannings alarm drade	
32. Aanhegting van alle elektroniese of elektro-meganiese detektors op vooraf bepaalde posisies	
33. Montering van kontrole panele	
34. Aanhegting van spanning skakelaars insluitend die aanhegting van sneller draad aan bogemelde skakelaars	
35. Gleuf- en/of prop- en/of boorwerk (n.e.v.) (uitgesonderd presisieboorwerk) volgens merke en/of ponsmerke en/of boormerke	

Operateurs Grade 1, 2 en 3:

Geen persoon sal toegelaat word om werk te verrig in 'n hoër operateur graad as die graad waarin hy tans werksaam is nie, tensy hy tenminstens 3 maande gedien het in 'n graad direk onder die graad waarin die hoër take gespesifiseer is nie, tensy hy 'n ekwivalente periode met enige ander werkgewer in die Nywerheid gedien het nie:
Met die voorbehoud dat geen werknemer teen 'n laer skaal vergoed sal word as die skaal waarteen hy tans vergoed word, as gevolg van hierdie vereiste nie.

LOON I

36. Algemene arbeid	Loon per uur vir werk ingedeel onder Loon I in Loontabel

Seksie (c).—*Bystand-diens vir werknemers wat Loon AA werk verrig (Werksaamhede 17, 18, 19, 20 of 21)*

(1) 'n Werkgewer mag van 'n Loon AA werknemer verwag om bystand-diens te doen vir een week op 'n keer met die voorbehoud dat indien van sodanige werknemer verwag word om bystand-diens te doen sy vergoeding nie minder sal wees as die bedrag wat gespesifiseer word vir 'n Loon AA werknemer met 24 maande ondervinding.
(2) Wanneer van 'n werknemer verwag word om bystand-diens te doen ingevolge subseksie (1) sal hy 'n bystand toelaag ontvang van 6 ure teen die hoogste loonskaal wat vir Loon AA gespesifiseer word.
(3) Indien 'n werknemer vir diens uitgeroep word wanneer hy op bystand-diens is, moet hy 'n minimum besoldiging van R4,00 per oproep ontvang, behalwe wanneer die oproep op 'n Sondag of 'n statutêre vakansiedag is, hy R6,00 per oproep betaal moet word bo en behalwe die toelae in subseksie (2) vermeld.
(4) Indien 'n werknemer van sy eie vervoer gebruik maak, moet hy 'n toelaag betaal word waarvoor daar onderling ooreengekom is.

BYLAE F

VERVAARDIGING EN/OF HERVERVAARDIGING VAN ELEKTRIESE KABELS EN/OF ELEKTRIESE GELEIERS (UITGESONDERD GELEISTAMME)

Van toepassing op die werksaamhede hierin vermeld by die vervaardiging en/of hervervaardiging van elektriese kabels en/of elektriese geleiers (uitgesonderd geleistamme).

Seksie (a).—*Uitsonderings*

Bylae G van hierdie Ooreenkoms is nie van toepassing op die vervaardiging of hervervaardiging van elektriese kabels en/of elektriese geleiers (uitgesonderd geleistamme) waarvoor in hierdie Bylae voorsiening gemaak word nie.

Seksie (b).—*Indiensneming by Groep Z-werk*

Niemand, uitgesonderd 'n vakman of 'n vakleerling, mag in diens geneem word op werk wat onder Groep Z ingedeel word nie, tensy die toestemming van die Raad vooraf verkry is.
Die volgende werksaamhede by die vervaardiging en/of hervervaardiging van elektriese kabels en/of elektriese geleiers (uitgesonderd geleistamme):

	Rate per hour R
Group Z	
1. Plant maintenance and/or installation and/or tool-room work, namely fitting, electrician's work, tool and jig making, plating and welding (n.e.s.)	3,14
Group Y	
2. Crane driving (n.e.s.)	2,20
3. Supervisory work (other than group leaders)	
Group IX	
4. Group leader supervising operations in Wage Groups V and VI	1,98
Group VI	
5. Operating catenary or vertical continuous vulcanising extrusion line	1,62
6. Operating composite armouring machine with bobbins over 410 mm in diameter	
7. Operating extrusion machine exceeding 120 mm diameter and/or horizontal CV line	
8. Operating laying-up machines on paper insulated cables—shaped conductors—bobbins over one metre in diameter	
9. Operating lead extruder	
Group V	1,50
10. Attending heat treatment and/or vulcanising and/or drying plant	
11. Cutting and/or screwing of piping and/or conduit	
12. Group leader supervising operations in Wage Group IV	
13. Operating composite armouring machine up to and including 410 mm diameter	
14. Operating extrusion machine up to and including 120 mm diameter	
15. Operating hand portable and/or pedestal grinding machine (where the operator is not required to grind to marks and/or gauges and/or sizes and/or templets)	
16. Operating internal mixer, e.g. Banbury type	
17. Operating laying-up telephone cables machine more than 102 bobbins	
18. Operating rod break-down machine (inlet size 6 mm and above)	
19. Operating stranding machine using over 22 bobbins	
20. Operating thermoplastic compounding and granulating plant	
21. Polishing and cleaning of wire-drawing dies (excluding setting up and adjusting)	
Group IV	1,38
22. Attending cable impregnating plant	
23. Capping cable ends	
24. Crane driving (n.e.s.)—power-operated jib cranes and/or cab-operated overhead cranes and/or floor-operated power cranes, powered in all three directions and controlled by one man so employed, and confined to the movement of drums and cable-making materials	
25. Group leader supervising operations in Wage Groups I to III	
26. Mill mixing (open roll type)	
27. Operating armouring machine (n.e.s.)	

	Loon per uur R
Groep Z	
1. Onderhoud en/of installering van installasie en/of werk in gereedskapskamer, naamlik paswerk, elektrisiënswerk, die maak van gereedskap en setmate, plateer- en sweiswerk (n.e.v.)	3,14
Groep Y	
2. Hyskrane bedien (n.e.v.)	2,20
3. Toesigwerk (uitgesonderd groepleiers)	
Groep IX	
4. Groepleier wat toesig hou oor werksaamhede in Loongroepe V en VI	1,98
Groep VI	
5. Bediening van 'n drakabel- of vertikale deurlopende vulkaniseeruitdruklyn	1,62
6. Bediening van 'n saamgestelde pantsermasjien met tolle waarvan die diameter groter as 410 mm is	
7. Bediening van 'n uitdrukmasjien met 'n groter diameter as 120 mm en/of 'n horisontale deurlopende vulkaniseerlyn	
8. Bediening van opboumasjiene op papiergeïsoleerde kabels—profielgeleiers—diameter van tolle groter as 1 meter	
9. Bediening van 'n looduitdrukmasjien	
Groep V	1,50
10. Versorging van 'n hittebehandelings- en/of vulkaniseer- en/of drooginstallasie	
11. Pype en/of leipype sny en/of draadsny	
12. Groepleier wat toesig hou oor werksaamhede in Loongroep IV	
13. Bediening van 'n saamgestelde pantsermasjien met 'n diameter van tot en met 410 mm	
14. Bediening van 'n uitdrukmasjien met 'n diameter van tot en met 120 mm	
15. Bediening van 'n draagbare hand- en/of voetstukslypmasjien (waar die bediener nie volgens merke en/of meters en/of groottes en/of patrone hoef te slyp nie)	
16. Bediening van 'n binnemenger, bv. die Banburytipe	
17. Bediening van 'n telefoonkabelopboumasjien met meer as 102 tolle	
18. Bediening van 'n staafteëspoedmasjien (inlaatgrootte 6 mm en meer)	
19. Bediening van 'n vlegmasjien wat meer as 22 tolle gebruik	
20. Bediening van 'n termoplastiese meng- en granuleertoestel	
21. Draadtrekstempels poleer en skoonmaak (uitgesonderd opstel en regstel)	
Groep IV	1,38
22. Versoring van 'n kabelimpregneerinstallasie	
23. Doppies aan kabelente aanbring	
24. Hyskrane bedien (n.e.v.)—kragswaaiarmkrane en/of oorhoofse hyskrane vanuit kajuit en/of kraghyskrane van vloer af bedien met kragwerking in al drie rigtings en beheer deur een man daarvoor in diens, en beperk tot die verskuiwing van tolle en kabelboumateriaal	
25. Groepleier wat toesig hou oor werksaamhede in Loongroepe I tot III	
26. Meulmenging (ooproltipe)	
27. Bediening van 'n pantsermasjien (n.e.v.)	

	Rate per hour R
28. Operating calendering machine	
29. Operating laying-up machines (shaped conductors) (n.e.s.)	
30. Operating laying-up machine, more than seven circular cores (not more than 61 bobbins)	
31. Operating laying-up machines on paper insulated cables—shaped conductors—bobbins one metre in diameter and smaller	
32. Operating laying-up telephone cables machine, up to and including 102 bobbins	1,38
33. Operating logitudinal covering machine	
34. Operating paper impregnating machine	
35. Operating paper lapping machine (over 18 papers)	
36. Operating stranding machine with more than seven bobbins and up to and including 22 bobbins	
37. Operating wire-drawing machine	
38. Winding, measuring, cutting and drumming cables	
Group III	
39. Application of anti-corrosive and/or anti-fouling and/or protective coatings	
40. Assembling of cable drums	
41. Assistant to operator of composite armouring machine, at whose direction he is responsible for changing tapes and/or jutes and filling compound pots	
42. Assistant to continuous vulcanising extrusion line operator, at whose direction he is responsible for controlling water pressure and opening and shutting splice box	
43. Assistant to operator of lead extrusion machine, at whose direction he is responsible for flaking-filling containers and monitoring condition of cable entering lead extruder	
44. Bituminising steel wire and/or tape and/or paper and/or jute and/or textiles	
45. Loading of insulation and/or sheathing materials into warming mill and unloading of same	
46. Mass-measuring of materials prior to the mixing process	
47. Operating braiding machine	
48. Operating bunching machine	1,26
49. Operating hot dip and/or electrolytic tinning plant (excluding preparation and/or testing of chemicals)	
50. Operating incinerators	
51. Operating laying-up machine, up to and including seven circular cores	
52. Operating sieving and/or straining machine	
53. Operating slitting machine for insulating, binding or screening materials	
54. Operating stranding machine with seven and less bobbins	
55. Operating stripping machine	
56. Packing and/or unpacking vulcanising trays and/or cylinders, including spark testing and repairing	
57. Preparing ends of insulated conductors and/or cables for testing	
58. Repetition cutting and/or planing and/or drilling of material for cable drums to stops and/or jigs	
59. Vertical and/or horizontal taping and/or lapping, up to and including 18 tapes and/or papers	
60. Winding and/or spark testing and/or repairing and/or measuring and/or marking of cores	

	Loon per uur R
28. Bediening van 'n glansmasjien	
29. Bediening van opboumasjiene (profielgeleiers) (n.e.v.)	
30. Bediening van 'n opboumasjien, meer as sewe sirkelkerne (hoogstens 61 tolle)	
31. Bediening van opboumasjiene op papiergeïsoleerde kabels—profielgeleiers—diameter van tolle een meter en kleiner	
32. Bediening van 'n telefoonkabelopboumasjien, tot en met 102 tolle	1,38
33. Bediening van 'n langsdekmasjien	
34. Bediening van 'n papierimpregneermasjien	
35. Bediening van 'n papierwikkelmasjien (meer as 18 papiere)	
36. Bediening van 'n vlegmasjien met meer as sewe en tot en met 22 tolle	
37. Bediening van 'n draadtrekmasjien	
38. Kabels wikkel, afmeet, sny en oprol	
Groep III	
39. Aanwending van roeswerende en/of aanwaswerende en/of beskermende lae	
40. Montering van kabeltolle	
41. Assistent vir 'n bediener van 'n saamgestelde pantsermasjien, in opdrag van wie hy verantwoordelik is vir die vervanging van band- en/of jutewikkelings en die vul van mengselpotte	
42. Assistent vir 'n bediener van 'n deurlopende vulkaniseeruitdruklyn, in opdrag van wie hy verantwoordelik is vir die kontrolering van die waterdruk en die oop- en toemaak van die aansluitkas	
43. Assistent vir die bediener van 'n looduitdrukmasjien, in opdrag van wie hy verantwoordelik is vir skilferwerk, die vul van houers en die moniteer van die toestand van kabels waar dit die looduitdrukmasjien binnegaan	
44. Staaldraad en/of band en/of papier en/of jute en/of tekstielware bitumineer	
45. Isolasie- en/of omhulselmateriaal aan 'n verwarmingsmeul voer en daarvan afhaal	
46. Materiaal massameet voordat dit gemeng word	1,26
47. Bediening van 'n omvlegmasjien	
48. Bediening van 'n bondelmasjien	
49. Bediening van 'n warmdompel- en/of elektrolitiese vertininstallasie (uitgesonderd chemikalieë berei en/of toets)	
50. Bediening van verbrandingsoonde	
51. Bediening van 'n opboumasjien, tot en met sewe sirkelkerne	
52. Bediening van 'n sif- en/of filtreermasjien	
53. Bediening van 'n gleufmasjien ten einde materiale te isoleer, te bind of uit te sif	
54. Bediening van 'n vlegmasjien met sewe en minder tolle	
55. Bediening van 'n stroopmasjien	
56. Vulkaniseerpanne en/of -silinders verpak en/of uitpak, met inbegrip van vonktoetsing en herstelwerk	
57. Ente van geïsoleerde geleiers en/of kabels berei vir toetsing	
58. Herhalingsaag en/of -skaaf en/of -boor van materiaal vir kabeltolle volgens stuiters en/of setmate	
59. Vertikale en/of horisontale bind- en/of wikkelwerk, tot en met 18 bande en/of papiere	
60. Kerne wikkel en/of vonktoets en/of herstel en/of meet en/of merk	

	Rate per hour R
Group II	
61. Assistants on machines with crews of more than one, who help on the machine as directed by the machine operator, and who are in attendance during machine running time, and who are engaged in loading and unloading the machine	1,15
62. Boiler attendant	
63. Lagging of wooden drums	
64. Length measuring, winding and joining copper, aluminium, galvanised steel wire and/or strip	
65. Operating granulating machine	
66. Operating marking machine for single cores	
67. Operating twinning and/or quadding machine for control and/or telephone cables	
68. Sealing cable ends	
69. Stencil painting on drums	
70. Watchman's work	
71. Wrapping, packing and labelling of finished materials	
Group I	
72. Baling of scrap	R1,04
73. General labouring	First three months' experience: R0,92
74. Scrap recovery	
75. Spraying and/or applying preservative coating to drums	

2. TABLE OF WAGE RATES

Wage rates applicable throughout this Agreement (n.e.s.):

Rate classification	*Rate per hour* R
Rate A and A1	3,14
Rate AA Start	2,47
After six months' continuous employment with the same employer, inclusive of continuous employment on 1 July 1980	2,53
After 12 months' continuous employment with the same employer, inclusive of continuous employment on 1 July 1980	2,63
Rate AB	2,29
Rate B	2,20
Rate C	2,13
Rate D	2,07
Rate DD	1,60
Rate DDD	1,35
Rate E	1,24
Rate F	1,08
Rate G	0,97
Rate H	0,92
Rate I	0,92

Signed at Johannesburg for and on behalf of the parties this 23rd day of October 1979.

W. E. KIRKWOOD,
Chairman.

J. E. FAURE,
Vice-Chairman.

A. O. DE JAGER,
General Secretary.

	Loon per uur R
Groep II	
61. Assistente vir masjiene met 'n bemanning van meer as een, wat met die masjien help in opdrag van die masjienbediener en wat die masjien bedien terwyl dit loop en wat die masjien voer en daarvan afneem	1,15
62. Ketelbediener	
63. Houttolle beklee	
64. Koper-, aluminium-, sinkstaaldraad en/of -stroke in lengtes afmeet, wikkel en las	
65. Bediening van 'n granuleermasjien	
66. Bediening van 'n merkmasjien vir enkelkerne	
67. Bediening van 'n tweeling- en/of vierlingmasjien vir kontrole- en/of telefoonkabels	
68. Kabelente verseël	
69. Sjabloneerverfwerk op tolle	
70. 'n Wag se werk	
71. Afgewerkte materiaal toedraai, verpak en etiketteer	
Groep I	
72. Afval baal	R1, 04
73. Algemene arbeid	Eerste drie maande ondervinding: R0,92
74. Herwinning van afval	
75. Tolle bespuit en/of 'n beskermlaag daarop aanwend	

2. LOONTABEL

Lone van toepassing oral in hierdie Ooreenkoms (n.e.v.):

Loonindeling	*Loon per uur* R
Loon A en A1	3,14
Loon AA begin	2,47
Na ses maande ononderbroke diens by dieselfde werkgewer, met inbegrip van ononderbroke diens op 1 Julie 1980	2,53
Na 12 maande ononderbroke diens by dieselfde werkgewer, met inbegrip van ononderbroke diens op 1 Julie 1980	2,63
Loon AB	2,29
Loon B	2,20
Loon C	2,13
Loon D	2,07
Loon DD	1,60
Loon DDD	1,35
Loon E	1,24
Loon F	1,08
Loon G	0,97
Loon H	0,92
Loon I	0,92

Namens die partye op hede die 23ste dag van Oktober 1979 te Johannesburg onderteken.

W. E. KIRKWOOD,
Voorsitter.

J. E. FAURE,
Onder-Voorsitter.

A. O. DE JAGER,
Hoofsekretaris.

R.1330] [27 June 1980

FACTORIES, MACHINERY AND BUILDING WORK ACT, 1941

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

I, STEPHANUS PETRUS BOTHA, Minister of Manpower Utilisation, hereby, in terms of section 22 (1) of the Factories, Machinery and Building Work Act, 1941, declare the provisions of the Agreement and notice relating to the Iron, Steel, Engineering and Metallurgical Industry published under Government Notice R.1329 of June 1980, to be, on the whole, not less favourable to the employees whose hours of work and remuneration in respect of overtime, public holidays and work on Sundays and public holidays are regulated thereby, than the relative provisions of the said Act.

S. P. BOTHA
Minister of Manpower Utilisation

R.1330] [27 Junie 1980

WET OP FABRIEKE, MASJINERIE EN BOUWERK, 1941

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekragbenutting, verklaar hierby, kragtens artikel 22 (1) van die Wet op Fabrieke, Masjinerie en Bouwerk, 1941, dat die bepalings van die Ooreenkoms en kennisgewing in verband met die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, gepubliseer by Goewermentskennisgewing R.1329 van Junie 1980, oor die algemeen vir werknemers wie se werkure en besoldiging ten opsigte van oortydwerk, openbare feesdae en werk op Sondae en openbare feesdae daarby gereël word, nie minder gunstig is nie as die desbetreffende bepalings van genoemde Wet.

S. P. BOTHA
Minister van Mannekragbenutting

R.1331] [27 June 1980

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES

SUPPLEMENTARY EDUCATION AND TRAINING FUND AGREEMENT

I, STEPHANUS PETRUS BOTHA, Minister of Manpower Utilisation, hereby—

(a) in terms of section 48 (1) *(a)* of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industries, shall be binding, with effect from 1 July 1980, and for the period ending 30 September 1983, upon the employers' organisations and the trade unions which entered into the said 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 said Agreement, excluding those contained in clauses 1, 2 and 6, shall be binding, with effect from 1 July 1980 and for the period ending 30 September 1983, upon all employers and employees, other than those referred to in paragraph *(a)* of this notice, who are engaged or employed in the said Industries in the Republic of South Africa, excluding the port and settlement of Walvis Bay; and

(c) in terms of section 48 (3) *(a)* of the said Act, declare that in the Republic of South Africa, excluding the port and settlement of Walvis Bay, and with effect from 1 July 1980 and for the period ending 30 September 1983, the provisions of the said agreement, excluding those contained in clauses 1, 2 and 6, shall *mutatis mutandis* be binding upon all persons who are not employees and who are employed in the said Industries by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of such persons in their employ.

S. P. BOTHA
Minister of Manpower Utilisation

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

AGREEMENT

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

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Bright Bar Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
Domestic Appliance Manufacturers' Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association

R.1331] [27 Junie 1980

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

AANVULLENDE OPVOEDKUNDIGE EN OPLEIDINGSFONDSOOREENKOMS

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekragbenutting, verklaar hierby—

(a) kragtens artikel 48 (1) *(a)* van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, met ingang van 1 Julie 1980 en vir die tydperk wat op 30 September 1983 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat genoemde Ooreenkoms 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 genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1, 2 en 6, met ingang van 1 Julie 1980 en vir die tydperk wat op 30 September 1983 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 Nywerhede in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai; en

(c) kragtens artikel 48 (3) *(a)* van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1, 2 en 6, met ingang van 1 Julie 1980 en vir die tydperk wat op 30 September 1983 eindig, in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, *mutatis mutandis* bindend is vir alle persone wat nie werknemers is nie en wat in diens is in genoemde Nywerhede by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van sodanige persone in hul diens.

S. P. BOTHA
Minister van Mannekagbenutting

BYLAE

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

OOREENKOMS

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

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Bright Bar Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
Domestic Appliance Manufacturers' Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association

Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Ferro Alloy Producers' Association
Fire Protection Industries Association of South Africa
Gate and Fence Manufacturers' Association of the Transvaal
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Plumbers and Engineers Brassware Manufacturers' Association
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural and Irrigation Machinery Manufacturers' Association
S.A. Air Conditioning Equipment Manufacturers' Association
S.A. Association of Shipbuilders and Repairers
S.A. Burglar Alarm Systems Association
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Machine Tool Manufacturers' Association
S.A. Production Founders' Association
S.A. Radio Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association
S.A. Wrought Non-Ferrous Metal Manufacturers' Association
Transvaal and Orange Free State Foundry Association

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

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Electrical and Allied Trades Union of South Africa
Engineering Industrial Workers' Union of South Africa
Iron Moulders' Society of South Africa
Radio, Television, Electronics and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Engine Drivers', Firemen's and Operators' Association
S.A. Yster- Staal- en Verwante Nywerhede-Unie

(hereinafter referred to as the "employees" or the "trade unions"), of the one part,

being parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

1. Period of Operation of the Agreement

This Agreement shall come into operation on such date as may be fixed by the Minister of Manpower Utilisation in terms of section 48 of the Industrial Conciliation Act, 1956, and shall remain in force for such period as the Minister may determine.

2. Scope of Application of Agreement

The terms of this Agreement shall be observed throughout the Republic of South Africa, excluding the port and settlement of Walvis Bay, by employers in the Iron, Steel, Engineering and Metallurgical Industry who are members of the employers' organisations.

3. Definitions

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

"Act" means the Industrial Conciliation Act, 1956;

"apprentice" means an employee serving under a written contract of apprenticeship recognised by the Council, or a contract of apprenticeship registered under the Apprenticeship Act, 1944;

"Council" means the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry;

"Fund" means the Metal and Engineering Industries Education and Training Fund;

Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Ferro Alloy Producers' Association
Fire Protection Industries Association of South Africa
Gate and Fence Manufacturers' Association of the Transvaal
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Plumbers and Engineers Brassware Manufacturers' Association
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural and Irrigation Machinery Manufacturers' Association
S.A. Air Conditioning Equipment Manufacturers' Association
S.A. Association of Shipbuilders and Repairers
S.A. Burglar Alarm Systems Association
S.A. Electro-Plating Industries, Association
S.A. Fasteners Manufacturers' Association
S.A. Industrial Refrigeration and Air Conditioning Contractors Association
S.A. Machine Tool Manufacturers' Association
S.A. Production Founders' Association
S.A. Radio Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association
S.A. Wrought Non-Ferrous Metal Manufacturers' Association
Transvaal and Orange Free State Foundry Association

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

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Electrical and Allied Trades Union of South Africa
Engineering Industrial Workers' Union of South Africa
Iron Moulders' Society of South Africa
Radio, Television, Electronics and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Engine Drivers', Firemen's and Operators' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie

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

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs en Metallurgiese Nywerheid.

1. Geldigheidsduur van Ooreenkoms

Hierdie Ooreenkoms tree in werking op dié datum wat die Minister van Mannekragbenutting kragtens artikel 48 van die Wet op Nywerheidsversoening, 1956, vasstel, en bly van krag vir die tydperk wat die Minister mag bepaal.

2. Toepassingsbestek van Ooreenkoms

Hierdie Ooreenkoms moet oral in die Republiek van Suid-Afrika uitgesonderd die hawe en nedersetting van Walvisbaai, nagekom word deur werkgewers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid wat lede van die werkgewersorganisasie is.

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 alle verwysings na 'n Wet sluit alle wysigings van sodanige Wet in; voorts, tensy dit onbestaanbaar met die samehang is, beteken—

,,Wet" die Wet op Nywerheidsversoening, 1956;

,,vakleerling" 'n werknemer wat diens doen ingevolge 'n skriftelike leerlingskontrak wat deur die Raad erken word of 'n leerlingskontrak wat ingevolge die Wet op Vakleerlinge, 1944 geregistreer is;

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

,,Fonds" die Opvoedkundige en Opleidingsfonds van die Metaal- en Ingenieursnywerheid;

"Industrial Agreements" means any wage agreement operative in the Industries, including any succeeding agreements and/or any extensions and/or amendments thereof;

"Iron, Steel, Engineering and Metallurgical Industries" or "Industries" means (subject to the provisions of any Demarcation Determinations made in terms of section 76 of the Industrial Conciliation Act, 1956) the Industries concerned with the production of iron and/or steel and/or alloys and/or the processing and/or recovery and/or refining of metals (other than precious metals) and/or alloys from dross and/or scrap and/or residues; the maintenance, fabrication, erection or assembly, construction, alteration, replacemet or repair of any machine, vehicle (other than a motor vehicle)or article consisting mainly of metal (other than a precious metal) or parts or components thereof and structural metal work, including steel reinforcement work; the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals) and/or alloys and/or the finishing of metal goods; the building and/or alteration and/or repair of boats and/or ships, including the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships and general woodwork undertaken in connection with ship repairs, and includes the Electrical Engineering Industry, Lift and Escalator Industry and Plastics Industry, but does not include the Motor Industry;

"Electrical Engineering Industry" means—

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

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

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

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

"Main Agreement" means the Main Agreement for the Iron, Steel, Engineering and Metallurgical Industry, published under Government Notice R.1112 of 2 June 1978, and includes any succeeding Agreement and amendments thereof;

"Motor Industry" means the Motor Industry as defined in the Main Agreement;

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

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

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

"Region A" means the Magisterial Districts of Beaufort West, Bellville, Bredasdorp, Caledon, Calvinia, Carnarvon, Clanwilliam, Ceres, Fraserberg, George, Goodwood, Heidelberg (C.P.), Hermanus, Hopefield, Knysna, Kuils River, Ladismith (C.P.), Laingsburg, Malmesbury, Montagu, Mossel Bay, Namaqualand, Paarl, Piketberg, Prince Albert, Riversdale, Robertson, Simonstown, Somerset West, Stellebosch, Strand, Sutherland, Swellendam, The Cape, Tulbagh, Vanrhynsdorp, Victoria West, Vredenburg, Vredendal, Wellington, Williston, Worcester and Wynberg, and for the purposes of these particular areas the

,,Nywerheidsooreenkomste" enige loonooreenkoms wat in die Nywerhede van krag is, met inbegrip van enige latere ooreenkomste en/of enige verlengings of wysigings daarvan;

,,Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid" of ,,Nywerheid" (behoudens die bepalings van enige Afbakeningsvasstellings gemaak kragtens artikel 76 van die Wet op Nywerheidsversoening, 1956) die Nywerhede wat te doen het met die produksie van yster en/of staal en/of legerings en/of die verwerking en/of herwinning en/of raffinering van metale (uitgesonderd edelmetale) en/of legerings uit metaalskuim en/of afval en/of residu's; die onderhoud, vervaardiging, oprigting of montering, bou, verandering, vervanging of herstel van enige masjien, voertuig (uitgesonderd 'n motorvoertuig) of artikel wat hoofsaaklik uit metaal bestaan (uitgesonderd edelmetaal) of onderdele of komponente daarvan en boumetaalwerk, met inbegrip van staalwapeningswerk; die vervaardiging van metaalgoedere hoofsaaklik uit sodanige yster en/of staal en/of ander metale (uitgesonderd edelmetale) en/of legerings en/of die afwerking van metaalgoedere; die bou en/of verandering en/of herstel van bote en/of skepe, met inbegrip van die afskraap, bik en/of afklop en/of verf van die rompe van bote en/of skepe en algemene houtwerk wat in verband met skeepsherstelwerk onderneem word, en omvat dit ook die Elektrotegniese Ingenieursnywerheid, die Hyser- en Roltrapnywerheid en die Plastieknywerheid, maar nie die Motornywerheid nie;

,,Elektrotegniese Ingenieursnywerheid"—

(a) die vervaardiging en/of montering, uit onderdele, van elektriese uitrusting, naamlik generators, motore, konvertors, skakel- en kontrole-uitrusting (met inbegrip van relês, kontaktors, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese verligtings-, verhittings-, kook-, bevriesings en verkoelingsuitrusting, transformators, oonduitrusting, seinuitrusting, radio- of elektroniese uitrusting, en ander uitrusting wat die beginsels toepas wat gebruik word in die bediening van radio- en elektroniese uitrusting, gloeilampe en elektriese kabels en huishoudelike elektriese toestelle en omvat dit ook die vervaardiging van samestellende dele van bogenoemde uitrusting;

(b) die installering, onderhoud en herstel van die uitrusting in paragraaf (a) hierbo bedoel in die provinsie Transvaal, maar omvat dit nie ook die Elektrotegniese Aannemingsnywerheid nie;

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

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

,,Hoofooreenkoms" die Hoofooreenkoms vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid wat by Goewermentskennisgewing R.1112 van 2 Junie 1978 gepubliseer is en omvat dit enige daaropvolgende Ooreenkoms en wysigings daarvan;

,,Motornywerheid" die Motornywerheid soos omskryf in die Hoofooreenkoms;

,,Plastieknywerheid" die vervaardiging van artikels of gedeeltes van artikels geheel en al of hoofsaaklik uit plastiek, maar uitgesonderd die vervaardiging van die volgende artikels wat van plastiekplaatmateriaal gemaak word, naamlik klerasie, sakke en handsakke, stewels, skoene, oorskoene, oortreksels en hortjieblindings van plastiek;

,,plastiek" enigeen van die groep materiale wat 'n organiese stof met 'n groot molekulêre massa as 'n hoofsaaklike bestanddeel bevat of daaruit bestaan en wat, hoewel dit in die afgewerkte stadium solied is, in die een of ander stadium gedurende die vervaardiging daarvan geforseer is of geforseer kan word, d.w.s. gegiet, gekalandeer, uitgedruk of in verskillende vorms gegiet is of gegiet kan word deur middel van vloeiing, gewoonlik deur die toediening, hetsy alleen of gesamentlik, van hitte en druk;

,,edelmetale" die edelmetale goud, silwer, platinum en/of palladium en/of enige legering wat genoemde edelmetale of enigeen daarvan in sodanige verhouding tot 'n ander metaal bevat dat dit die grootste gedeelte van die waarde van sodanige legering uitmaak;

,,Streek A" die landdrosdistrikte Beaufort-Wes, Bellville, Bredasdorp, Caledon, Calvinia, Die Kaap, Carnarvon, Clanwilliam, Ceres, Fraserburg, George, Goodwood, Heidelberg (K.P.), Hermanus, Hopefield, Knysna, Kuilsirivier, Ladismith (K.P.), Laingsburg, Malmesbury, Montagu, Mosselbaai, Namakwaland, Paarl, Piketberg, Prins Albert, Riversdal, Robertson, Simonstad, Somerset-Wes, Stellenbosch, Strand, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria-Wes, Vredenburg, Vredendal, Wellington, Williston, Worcester en Wynberg en vir die

address of the Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Cape Regional Council), P.O. Box 6096, Roggebaai, 8012, or Room 507, Heerengracht, Foreshore, Cape Town; 8001;

"Region B" means the Magisterial Districts of Albert, Aliwal North, Barkly East, Cathcart, East London, Elliot, Fort Beaufort, Indwe, King William's Town, Komga, Lady Grey, Maclear, Molteno, Queenstown, Sterkstroom, Stockenström, Sutterheim, Tarka and Wodehouse, and for the purposes of these particular areas, the address of the Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Border Regional Council), P.O. Box 7227, East London, 5200, or Carmel House, 7-9 Gladstone Street, East London; 5021;

"Region C" means the Province of Natal and for the purposes of this particular area the address of the Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Natal Regional Council), P.O. Box 10799, Marine Parade, 4056, or Metal Industries House, 15 Ordnance Road, Durban, 4001;

"Region D" means the Magisterial Districts of Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Calitzdorp, Colesberg, Cradock, Graaff-Reinet, Hankey, Hanover, Hofmeyr, Humansdorp, Jansenville, Joubertina, Kirkwood, Middelburg (C.P.), Murraysburg, Noupoort, Oudtshoorn, Pearston, Port Elizabeth, Richmond (C.P.), Somerset East, Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad and Willowmore, and for the purposes of these particular areas the address of the Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Midlands Regional Council), P.O. Box 3127, Port Elizabeth, 6000, or Third Floor, Todd Chambers, Northend, Port Elizabeth; 6001;

"Region E" means the Province of the Transvaal, excluding the Magisterial Districts of Bloemhof, Christiana, Cologny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp and Wolmaransstad, and includes the Magisterial Districts of Parys and Sasolburg, and for the purposes and these particular areas the address of the Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Transvaal Regional Council), P.O. Box 3998, Johannesburg, 2000, or "Amaleng", 8 De Villiers Street, Johannesburg, 2001;

"Region F: means the Province of the Orange Free State, excluding the Magisterial Districts of Parys and Sasolburg, and includes the Magisterial Districts of Blomhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp and Wolmaransstad in the Province of the Transvaal, and the Magisterial Districts of Barkly West, Britstown, De Aar, Gordonia, Hartswater, Herbert, Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Postmasburg, Philipstown, Prieska, Vryburg and Warrenton in the Cape Province, and for the purposes of these particular areas the address of the Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Orange Free State and Northern Cape Regional Council), P.O. Box 95, Welkom, 9460, or Suite 1, First Floor, Constantia House, 22 Bok Street, Welkom, 9460.

4. Metal and Engineering Industries Education and Training Fund—Supplementary Scheme

(1) The Council hereby authorises, for the purpose of implementing the objects set forth in the Constitution of the Fund and in particular the objectives contained in section 35 of the Main Agreement, the collection of levies in accordance with the procedure detailed hereunder.

(2) *(a)* As from the date of the coming into operation of this Agreement, every employer shall, in respect of each employee, pay to the Fund a monthly levy.

(b) The total amount of the levy payable each month shall be calculated on the basis of 30 cents multiplied by the number of employees on the employer's pay-roll and/or hired out by him on the last Friday of the calendar month to which payment of the levy refers.

(c) For the purposes of the above, "employee" means a person, other than an apprentice, employed on any classes of work scheduled in the Industrial Agreements, but shall not include employees for whom levies are payable in terms of the Metal and Engineering Industries Education and Training Fund Agreement as published under Government Notice R.2000 of 24 October 1975, including any extension or amendment thereof.

doeleindes van hierdie bepaalde gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Kaapse Streekraad), Posbus 6096, Roggebaai, 8012, of Kamer 507, Heerengracht, Strandgebied, Kaapstad; 8001;

,,Streek B" die landdrosdistrikte Albert, Aliwal-Noord, Barkly Oos, Cathcart, Elliot, Fort Beaufort, Indwe, King William's Town, Komga, Lady Gray, Maclear, Molteno, Oos-Londen, Queenstown, Sterkstroom, Stockenström, Stutterheim, Tarka en Wodehouse, en vir die doeleindes van hierdie bepaalde gebied is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grens streekraad), Posbus 7227, Oos-Londen, 5200, of Carmelhuis Gladstonestraat 7-9, Oos-Londen, 5021;

,,Streek C" die provinsie Natal, en vir die doeleindes van hierdie bepaalde gebied is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Natalse Streekraad), Posbus 10799, Marine-parade 4056, of Metal Industries House, Ordnanceweg 15, Durban 4001;

,,Streek D" die landdrosdistrikte Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Calitzdorp, Colesberg, Cradock, Graaff-Reinet, Hankey, Hanover, Hofmeyr, Humansdorp, Jansenville, Joubertina, Kirkwood, Middelburg (K.P.), Murraysburg, Noupoort, Oudtshoorn, Pearston, Port Elizabeth, Richmond (K.P.), Somerset-Oos, Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad en Willowmore, en vir die doeleindes van hierdie bepaalde gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Middellandse Streekraad), Posbus 3127, Port Elizabeth, 6000, of Derde Verdieping, Todd Chambers, Noord-Einde, Port Elizabeth, 6001;

,,Streek E" die provinsie Transvaal, uitgesonderd die landdrosdistrikte Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp en Wolmaransstad, en omvat dit die landdrosdistrikte Parys en Sasolburg, en vir die doeleindes van hierdie bepaalde gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Transvaalse Streekraad), Posbus 3998, Johannesburg, 2000, of ,,Amaleng", De Villiersstraat 8, Johannesburg 2001;

,,Streek F" die provinsie die Oranje-Vrystaat uitgesonderd die landdrosdistrikte Parys en Sasolburg, en omvat dit die landdrosdistrikte Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp en Wolmaransstad in die provinsie Transvaal en die landdrosdistrikte Barkly-Wes, Britstown, De Aar, Gordonia, Hartswater, Herbert, Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Postmasburg, Philipstown, Prieska, Vryburg en Warrenton in die Kaapprovinsie, en vir die doeleindes van hierdie bepaalde gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Oranje-Vrystaatse en Noord-Kaaplandse Streekraad), Posbus 95, Welkom, 9460, of Suite 1, Eerste Verdieping, Constantiagebou, Bokstraat 22, Welkom, 9460.

4. Die Opvoedkundige en Opleidingsfonds vir die Metaal- en Ingenieursnywerheid—Aanvullende Skema

(1) Met die doel om die oogmerke uiteengesit in die konstitusie van die Fonds en in die besonder die doelstellings vervat in klousule 35 van die Hoofooreenkoms te implementeer, magtig die Raad hierby die invordering van heffings ooreenkomstig die prosedure hieronder uiteengesit.

(2) *(a)* Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms moet elke werkgewer ten opsigte van elke werknemer 'n maandelikse heffing aan die Fonds betaal.

(b) Die totale bedrag van die heffing wat elke maand betaalbaar is, moet bereken word op die grondslag van 30 sent vermenigvuldig met die getal werknemers wat op die laaste Vrydag van die kalendermaand waarop die betaling van die heffing betrekking het, op die werkgewer se betaalstaat voorkom of deur hom uitverhuur is.

(c) Vir die toepassing van bostaande, beteken ,,werknemer" iemand, uitgesonderd 'n vakleerling, wat enige klasse werk verrig wat in die Nywerheidsooreenkomste gelys is, maar omvat dit nie werknemers nie vir wie heffings betaalbaar is ingevolge die Ooreenkoms van die Opvoedkundige en Opleidingsfonds vir die Metaal- en Ingenieursnywerheid soos gepubliseer by Goewermentskennisgewing R.2000 van 24 Oktober 1975 en met inbegrip van enige verlenging of wysiging daarvan.

(3) The amount payable each month in terms of subsection (2) shall be forwarded to the Regional Council concerned not later than the 15th day of the month immediately following, together with a statement in such form as may from time to time be prescribed by the Council.

(4) The Council shall at the end of each month remit to the Fund the total levy amount collected in terms of this section, which amount shall be separately recorded and accounted for by the Fund under a scheme to be known as the "Supplementary Scheme".

(5) Should any amount due in terms of this section not be received by the Council by the 15th 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 15th day until the day upon which payment in cash is actually received by the appropriate Regional Council: Provided that the Council shall be entitled in its absolute discretion to waive the payment of such interest or part thereof.

5. Administration

(1) The Fund shall be administered in accordance with its Constitution. Copies of the Constitution and of the audited annual accounts and balance sheet of the Fund shall be lodged with the Council and with the Secretary for Manpower Utilisation. For the purposes of this subsection, the term "Constitution" shall include any amendments to the Constitution adopted from time to time.

(2) In the event of the dissolution of the Council or in the event of its ceasing to function during the currency of this Agreement, the Board of Management appointed in terms of the Constitution of the Fund shall take over the functions of the Council in respect of this Agreement, and if for any reason the Board of Management should be unable or unwilling to perform such duties, the Industrial Registrar may appoint trustees to perform the Council's functions. The Board of Management or trustees so appointed shall have all the powers vested in the Council for the purposes of this Agreement. Payment (if any) for the services of the trustees shall be borne by the Fund.

6. Agents

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

7. Exemptions

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

(2) Application for exemption shall be made to the Secretary of the Council, P. O. Box 9381, Johannesburg, 2000.

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

Signed at Johannesburg for and on behalf of the parties this 30th day of May 1980.

W. E. KIRKWOOD,
Chairman.

J. E. FAURE,
Vice-Chairman.

A. O. DE JAGER,
General Secretary.

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(3) Die bedrag wat ingevolge subklousule (2) elke maand betaalbaar is, moet voor of op die 15de dag van die maand wat onmiddellik daarop volg aan die Streekraad gestuur word, tesame met 'n staat in die vorm wat die Raad van tyd tot tyd voorskryf.

(4) Die Raad moet aan die einde van elke maand die totale heffingsbedrag wat ingevolge hierdie klousule ingevorder is aan die Fonds stuur, en hierdie bedrag moet afsonderlik deur die Fonds aangeteken en verantwoord word onder 'n skema wat as die „Aanvullende Skema" bekend moet staan.

(5) Indien enige bedrag wat ingevolge hierdie klousule verskuldig is, nog nie deur die Raad ontvang is teen die 15de dag van die maand wat volg op die maand waarvoor dit betaalbaar is nie, moet die werkgewer rente betaal op sodanige bedrag of sodanige kleiner bedrag as wat onbetaald oorbly, bereken teen een persent per maand of gedeelte daarvan vanaf sodanige 15de dag tot op die dag waarop betaling in kontant werklik deur die betrokke Streekraad ontvang is: Met dien verstande dat die Raad na sy eie absolute goedvinde die regsbevoegdheid het om die betaling van sodanige rente of 'n gedeelte daarvan kwyt te skeld.

5. Administrasie

(1) Die Fonds moet ooreenkomstig sy konstitusie geadministreer word. Eksemplare van die konstitusie en van die geouditeerde jaarrekenings en balansstaat van die fonds moet by die Raad en by die Sekretaris van Mannekragbenutting ingedien word. Vir die toepassing van hierdie subklousule sluit die uitdrukking „konstitusie" in alle wysigings van die konstitusie wat van tyd tot tyd aangeneem word.

(2) Ingeval die Raad ontbind word of ingeval dit ophou om te funksioneer gedurende die geldigheidstermyn van hierdie Ooreenkoms, moet die Bestuursraad wat ooreenkomstig die konstitusie van die Fonds aangestel is, die funksies van die Raad oorneem vir sover dit hierdie Ooreenkoms betref. Indien die Bestuursraad om enige rede onwillig is om sodanige pligte uit te voer of nie daartoe in staat is nie, kan die Nywerheidsregistrateur trustees aanstel om die funksies van die Raad uit te voer. Die Bestuursraad of die trustees aldus aangestel, het vir die toepassing van hierdie Ooreenkoms al die bevoegdhede van die Raad. Enige bedrag (indien daar is) wat vir die dienste van die trustees betaal moet word, moet deur die Fonds gedra word.

6. Agente

'n Agent van die Raad is daarop geregtig om 'n bedryfsinrigting te betree en kan die werkgewer of enige werknemer ondervra, die registers nagaan en enige navraag doen met die doel om vas te stel of hierdie Ooreenkoms nagekom word of nie.

7. Vrystellings

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

(2) Daar moet by die Sekretaris van die Raad, Posbus 9381, Johannesburg, 2000, aansoek om vrystelling gedoen word.

(3) Die Raad of die Uitvoerende Komitee, na gelang van die geval, moet die voorwaardes bepaal waarop vrystelling verleen word en kan, as hy dit dienstig ag, na een week skriftelike kennisgewing aan die betrokke persoon, 'n vrystellingsertifikaat intrek afgesien daarvan of die tydperk waarvoor dit verleen is, verstryk het of nie.

Namens die partye op hede die 30ste dag van Mei 1980 in Johannesburg onderteken.

W. E. KIRKWOOD,
Voorsitter.

J. E. FAURE,
Ondervoorsitter.

A. O. DE JAGER,
Hoofsekretaris.

R.1332] [27 June 1980

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES

CANCELLATION OF GOVERNMENT NOTICE

I, STEPHANUS PETRUS BOTHA, Minister of Manpower Utilisation, hereby, in terms of section 48 (5) of the Industrial Conciliation Act, 1956, cancel Government Notice R.1880 of 22 September 1978 with effect from 1 July 1980.

S. P. BOTHA
Minister of Manpower Utilisation

R.1332] [27 Junie 1980

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

INTREKKING VAN GOEWERMENTSKENNISGEWING

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekragbenutting, trek hierby, kragtens artikel 48 (5) van die Wet op Nywerheidsversoening, 1956, Goewermentskennisgewing R.1880 van 22 September 1978 in met ingang van 1 Julie 1980.

S. P. BOTHA
Minister van Mannekragbenutting

R.1333] [27 June 1980

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES

AMENDMENT OF GROUP LIFE AND PROVIDENT FUND AGREEMENT

I, STEPHANUS PETRUS BOTHA, Minister of Manpower Utilisation, hereby—

(a) in terms of section 48 (1) *(a)* of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industries, shall be binding, with effect from 1 July 1980 and for the period ending 4 May 1985, 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 shall be binding, with effect from 1 July 1980 and for the period ending 4 May 1985, upon all employers and employees other than those referred to in paragraph *(a)* of this notice, who are engaged or employed in the said Industries in the Republic of South Africa, excluding the port and settlement of Walvis Bay; and

(c) in terms of section 48 (3) *(a)* of the said Act, declare that in the Republic of South Africa, excluding the port and settlement of Walvis Bay, and with effect from 1 July 1980 and for the period ending 4 May 1985, the provisions of the Amending Agreement shall *mutatis mutandis* be binding upon all persons who are not employees and who are employed in the said Industries by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of such persons in their employ.

S. P. BOTHA
Minister of Manpower Utilisation

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

AGREEMENT

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

Association of Electrical Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Gate and Fence Manufacturers' Association of the Transvaal
Heavy Engineering Manufacturers' Association

R.1333] [27 Junie 1980

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

WYSIGING VAN GROEPSLEWE- EN VOORSORGFONDSOOREENKOMS

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekragbenutting, verklaar hierby—

(a) kragtens artikel 48 (1) *(a)* van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, met ingang van 1 Julie 1980 en vir die tydperk wat op 4 Mei 1985 eindig, bindend is vir die werkgewersorganisasies en die 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 met ingang van 1 Julie 1980 en vir die tydperk wat op 4 Mei 1985 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 Nywerhede in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai; en

(c) kragtens artikel 48 (3) *(a)* van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van 1 Julie 1980 en vir die tydperk wat op 4 Mei 1985 eindig, in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, *mutatis mutandis* bindend is vir alle persone wat nie werknemers is nie en wat in diens is in genoemde Nywerhede by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van sodanige persone in hul diens.

S. P. BOTHA
Minister van Mannekragbenutting

BYLAE

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

OOREENKOMS

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

Association of Electrical Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Gate and Fence Manufacturers' Association of the Transvaal
Heavy Engineering Manufacturers' Association

Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Association of Shipbuilders and Repairers
S.A. Agricultural and Irrigation Machinery Manufacturers' Association
S.A. Burglar Alarm Systems Association
S.A. Fasteners Manufacturers' Association
S.A. Radio and Television Manufacturers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association
S.A. Electro-Plating Industries Association
S.A. Machine Tool Manufacturers' Association
S.A. Production Founders' Association
S.A. Reinforced Concrete Engineers' Association
South African Wrought Non-Ferrous Metal Manufacturers' Association
South African Industrial Refrigeration and Air Conditioning Contractor's Association
Transvaal and O.F.S. Foundry Association

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

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Electrical and Allied Trades Union of South Africa
Engineering Industrial Workers' Union of South Africa
Iron Moulders' Society of South Africa
Radio, Television, Electronics and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Engine Drivers', Firemen's and Operators' Association
Suid-Afrikaanse Yster-, Staal- en Verwante Nywerhede-Unie

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry, amend the Group Life and Provident Fund Agreement, published under Government Notice R.1028 of 23 May 1980, as follows:

1. Section 3—Definitions

(1) In the definition of "employee"—
(a) substitute the figure "R1,35" for the figure "R1,18",
(b) the figure "R2,07" for the figure "R1,82",
(c) the figure "R93,15" for the figure "R81,90" and
(d) the figure "R403,65" for the figure "R354,90".

(2) In the definition of "Region A", substitute the expression "Room 507" for the expression "Room 513".

2. Section 5—Contributions

(1) In subsection (2), substitute the figure "6" for the figure "5".

(2) In subsection (3), substitute the figure "R1,35" for the figure "R1,18" wherever it occurs.

(3) In subsection (4), in the address of the Cape Regional Council, Region A, substitute the expression "Room 507" for the expression "Room 513".

Signed at Johannesburg on behalf of the parties this 30th day of May 1980.

W. E. KIRKWOOD,
Chairman.

J. E. FAURE,
Vice-Chairman.

A. O. DE JAGER,
General Secretary.

Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries' Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Association of Shipbuilders and Repairers
S.A. Agricultural and Irrigation Machinery Manufacturers Association
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S.A. Reinforced Concrete Engineers' Association
South African Wrought Non-Ferrous Metal Manufacturers' Association
South African Industrial Refrigeration and Air Conditioning Contractors' Association
Transvaal and O.F.S. Foundry Association

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

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Electrical and Allied Trades Union of South Africa
Engineering Industrial Workers' Union of South Africa
Iron Moulders' Society of South Africa
Radio, Television, Electronics and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Engine Drivers', Firemen's and Operators' Association
Suid-Afrikaanse Yster-, Staal- en Verwante Nywerhede-Unie

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

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, om die Groepslewe- en Voorsorgfondsooreenkoms, gepubliseer by Goewermentskennisgewing R.1028 van 23 Mei 1980, soos volg te wysig:

1. Klousule 3—Woordomskrywing

(1) In die omskrywing van ,,werknemer"—
(a) vervang die syfer ,,R1,18" deur die syfer ,,R1,35";
(b) vervang die syfer ,,R1,82" deur die syfer ,,R2,07";
(c) vervang die syfer ,,R81,90" deur die syfer ,,R93,15";
(d) vervang die syfer ,,R354,90" deur die syfer ,,R403,65";

(2) In die omskrywing van ,,Streek A", vervang die syfer ,,513" deur die syfer ,,507".

2. Klousule 5—Bydraes

(1) In subklousule (2), vervang die syfer ,,5" deur die syfer ,,6".

(2) In subklousule (3), vervang die syfer ,,R1,18" oral waar dit voorkom deur die syfer ,,R1,35".

(3) In subklousule (4), in die adres van die Kaapse Streeksraad, Streek A, vervang die syfer ,,513" deur die syfer ,,507".

Vir en namens die partye op hede die 30ste dag van Mei 1980 te Johannesburg onderteken.

W. E. KIRKWOOD,
Voorsitter.

J. E. FAURE,
Ondervoorsitter.

A. O. DE JAGER
Hoofsekretaris.

R.1334] [27 June 1980

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES

TECHNOLOGICAL FUND AGREEMENT

I, STEPHANUS PETRUS BOTHA, Minister of Manpower Utilisation, hereby—

(a) in terms of section 48 (1) *(a)* of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industries, shall be binding, with effect from 1 July 1980 and for the period ending 3 November 1983, upon the employers' organisations and the trade unions which entered into the said 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 said Agreement, excluding those contained in clauses 1 and 2, shall be binding, with effect from 1 July 1980 and for the period ending 3 November 1983, upon all employers and employees, other than those referred to in paragraph *(a)* of this notice, who are engaged or employed in the said Industries in the Republic of South Africa, excluding the port and settlement of Walvis Bay; and

(c) in terms of section 48 (3) *(a)* of the said Act, declare that in the Republic of South Africa, excluding the port and settlement of Walvis Bay, and with effect from 1 July 1980 and for the period ending 3 November 1983, the provisions of the said Agreement, excluding those contained in clauses 1 and 2, shall *mutatis mutandis* be binding upon all persons who are not employees and who are employed in the said Industries by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of such persons in their employ.

S. P. BOTHA
Minister of Manpower Utilisation

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

AGREEMENT

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

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Bright Bar Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
Domestic Appliance Manufacturers' Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)

R.1334] [27 Junie 1980

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

TEGNOLOGIESE FONDSOOREENKOMS

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekragbenutting, verklaar hierby—

(a) kragtens artikel 48 (1) *(a)* van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, met ingang van 1 Julie 1980 en vir die tydperk wat op 3 November 1983 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat genoemde Ooreenkoms 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 genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 en 2, met ingang van 1 Julie 1980 en vir die tydperk wat op 3 November 1983 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 Nywerhede in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai; en

(c) kragtens artikel 48 (3) *(a)* van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 en 2, met ingang van 1 Julie 1980 en vir die tydperk wat op 3 November 1983 eindig, in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, *mutatis mutandis* bindend is vir alle persone wat nie werknemers is nie en wat in diens is in genoemde Nywerhede by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van sodanige persone in hul diens.

S. P. BOTHA
Minister van Mannekragbenutting

BYLAE

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

OOREENKOMS

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

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Bright Bar Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
Domestic Appliance Manufacturers' Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)

Ferro Alloy Producers' Association
Fire Protection Industries' Association of South Africa
Gate and Fence Manufacturers' Association of the Transvaal
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industies Association of South Africa
Plastics Manufacturers' Association of South Africa
Plumbers and Engineers Brassware Manufacturers' Association
Port Elizabeth Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Precision Manufacturing Engineers' Association
Radio Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural and Irrigation Machinery Manufacturers' Association
S.A. Air Conditioning Equipment Manufacturers' Association
S.A. Association of Shipbuilders and Repairers
S.A. Burglar Alarm Systems Associations
S.A. Electro Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Machine Tool Manufacturers' Association
S.A. Production Founders' Association
S.A. Radio Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association
S.A. Wrought Non-Ferrous Metal Manufacturers' Association
Transvaal and Orange Free-State Foundry Association

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

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Electrical and Allied Trades Union of South Africa
Ingineering Industrial Workers' Union of South Africa
Iron Moulders' Society of South Africa
Radio, Television, Electronics and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Engine Drivers', Firemen's and Operators' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

1. Period of Operation of Agreement

This Agreement shall come into operation on such date as may be fixed by the Minister of Manpower Utilisation in terms of section 48 of the Industrial Conciliation Act, 1956, and shall remain in force for such period as the Minister may determine.

2. Scope of Application of Agreement

The terms of this Agreement shall be observed throughout the Republic excluding the port and settlement of Walvis Bay, by employers in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations.

3. Definitions

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

"Act" means the Industrial Conciliation Act, 1956;

"Council" means the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry;

"employee" means a person employed in the Iron, Steel, Engineering and Metallurgical Industries paid on an hourly basis and/or whose minimum rate of pay is scheduled in any agreement, as defined in the Industrial Conciliation Act, 1956, operative in the Iron, Steel, Engineering and Metallurgical Industries and any succeeding agreements and/or extensions and/or amendments thereof;

Ferro Alloy Producers' Association
Fire Protection Industries' Association of South Africa
Gate and Fence Manufacturers' Association of the Transvaal
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastic Manufacturers' Association of South Africa
Plumbers and Engineers Brassware Manufacturers' Association
Port Elizabeth Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Precision Manufacturing Engineers' Association
Radio Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
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S.A. Reinforced Concrete Engineers's Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association
S.A. Wrought Non-Ferrous Metal Manufacturers' Association
Transvaal and Orange Free State Foundry Association

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

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Electrical and Allied Trades Union of South Africa
Engineering Industrial Workers' Union of South Africa
Iron Moulders' Society of South Africa
Radio, Television, Electronics and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Engine Drivers', Firemen's and Operators' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie

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

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid.

1. Geldigheidsduur van Ooreenkoms

Hierdie Ooreenkoms tree in werking op dié datum wat die Minister van Mannekragbenutting ingevolge artikel 48 van die Wet op Nywerheidsversoening, 1956, vasstel en bly van krag vir sodanige tydperk as wat die Minister bepaal.

2. Toepassingsbestek van Ooreenkoms

Hierdie Ooreenkoms moet oral in die Republiek, uitgesonderd die hawe en nedersetting van Walvisbaai, nagekom word deur werkgewers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid wat lede is van die werkgewersorganisasies.

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 waar daar van 'n Wet melding gemaak word, word ook alle wysigings van sodanige Wet bedoel; voorts, tensy onbestaanbaar met die samehang, beteken—

,,Wet" die Wet op Nywerheidsversoening, 1956;

,,Raad" die Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid;

,,werknemer" iemand wat in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid werksaam is en op 'n uurlikse grondslag betaal word en/of wie se minimum loonskaal gelys is in enige ooreenkoms, soos omskryf in die Wet op Nywerheidsversoening, 1956, wat van krag is in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid asook enige latere ooreenkomste en/of verlengings en/of wysigings daarvan;

"Iron, Steel, Engineering and Metallurgical Industries" or "Industries" means (subject to the provisions of any Demarcation Determinations made in terms of section 76 of the Act) the Industries concerned with the production of iron and/or steel and/or alloys and/or the processing and/or recovery and/or refining of metals (other than precious metals) and/or alloys from dross and/or scrap and/or residues; the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, vehicle (other than a motor vehicle), or article consisting mainly of metal (other than a precious metal), or parts or components thereof and structural metal work, including steel reinforcement work; the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals) and/or alloys and/or the finishing of metal goods; the building and/or alteration and/or repair of boats and or ships, including the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships and general woodwork undertaken in connection with ship repairs, and includes the Electrical Engineering Industry, Lift and Escalator Industry and Plastics Industry, but does not include the Motor Industry;

"Electrical Engineering Industry" means—

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

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

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

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

"Plastics Industry" means the manufacture of articles or parts of articles wholly or mainly from plastics, but does not include the manufacture of the following articles made from plastic sheeting material, namely:

Wearing apparel, bags and handbags, boots, shoes, overshoes, upholstery covering and plastic venetian blinds;

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

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

"Motor Industry" means (subject to the provisions of any Demarcation Determinations made in terms of section 76 of the Act)—

(a) assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wiring, upholstering, spraying, painting, and/or reconditioning carried on in connection with—

(i) the chasses and/or the bodies of motor vehicles;

(ii) internal combustion engines and transmission components of motor vehicles;

(iii) the electrical equipment connected with motor vehicles, including radios;

(b) automotive engineering;

(c) repairing, vulcanizing and/or retreading tyres;

(d) repairing, servicing and reconditioning batteries for motor vehicles;

(e) the business of parking and/or storing motor vehicles;

(f) the business conducted by filling and/or service stations;

(g) the business carried on mainly or exclusively for the sale of motor vehicles or motor vehicle parts and/or spares and/or

,,Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid" of ,,Nywerheid" (behoudens die bepalings van enige Afbakeningsvasstellings gemaak kragtens artikel 76 van die Wet) die nywerhede betrokke by die produksie van yster en/of staal en/of legerings en/of die verwerking en/of herwinning en/of raffinering van metaal (uitgesonderd edelmetale) en/of legerings uit metaalskuim en/of afval en/of residu's; die onderhoud, vervaardiging, oprigting of inmekaarsit, bou, verandering, vervanging of herstel van enige masjien, voertuig (uitgesonderd 'n motorvoertuig) of artikel wat hoofsaaklik uit metaal (uitgesonderd edelmetaal) bestaan, of onderdele of samestellende dele daarvan en boumetaalwerk, met inbegrip van staalwapeningswerk; die vervaardiging van metaalgoedere hoofsaaklik uit sodanige yster en/of staal en/of ander metaal (uitgesonderd edelmetale) en/of legerings en/of die afwerking van metaalgoedere; die bou en/of verandering en/of herstel van bote en/of skepe, met inbegrip van die afskraap, afbik en/of afklop en/of verf van die rompe van bote en/of skepe en algemene houtwerk wat in verband met skeepsherstelwerk onderneem word, en omvat dit ook die Elektrotegniese Ingenieursnywerheid, Hyser- en Roltrapnywerheid en Plastieknywerheid, maar nie ook die Motornywerheid nie;

,,Elektrotegniese Ingenieursnywerheid"—

(a) die vervaardiging en/of inmekaarsit, uit onderdele, van elektriese uitrusting, naamlik generators, motore, konvertors, skakel- en kontrole-uitrusting (met inbegrip van relê's, kontaktors, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese verligtings-, verwarmings-, kook-, bevriesings- en verkoelingsuitrusting, transformators, oonduitrusting, seinuitrusting, radio- of elektroniese uitrusting en ander uitrusting waarin gebruik gemaak word van die beginsels wat gevolg word in verband met die bediening van radio- en elektroniese uitrusting, gloeilampe en elektriese kabels en huishoudelike elektriese toestelle en omvat dit ook die vervaardiging van onderdele van voornoemde uitrusting;

(b) die installering, onderhoud en herstel van die uitrusting in paragraaf *(a)* hierbo genoem, maar nie ook die Elektrotegniese Aannemingsnywerheid nie;

,,Elektrotegniese Aannemingsnywerheid" die ontwerp, opstelling (uitgesonderd vervaardiging vir verkoop) en oprigting van elektriese installasies wat 'n integrerende en permanente deel van geboue uitmaak en die herstel en/of onderhoud van sodanige installasies, met inbegrip van kabellaswerk en die elektrotegniese bedrading wat daarmee in verband staan;

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

,,Plastieknywerheid" die vervaardiging van artikels of gedeeltes van artikels geheel en al of hoofsaaklik uit plastiek, maar uitgesonderd die vervaardiging van die volgende artikels wat van plastiekplaatmateriaal gemaak word, naamlik:

Kledingstukke, sakke en handsakke, stewels, skoene, oorskoene, stoffeeroortreksels en hortjiesblindings van plastiek;

,,plastiek" enigeen van die groep materiale wat 'n organiese stof met 'n groot molekulêre massa as 'n noodsaaklike bestanddeel bevat of daaruit bestaan en wat, hoewel dit in die afgewerkte stadium solied is, in die een of ander stadium gedurende die vervaardiging daarvan geforseer is of geforseer kan word, dit wil sê gegiet, gekalandeer, uitgedruk of in verskillende vorms gefatsoeneer is deur middel van vloeiing, gewoonlik deur die toediening, hetsy alleen of gesamentlik, van hitte en druk;

,,edelmetale" die edelmetale goud, silwer, platinum en/of palladium en/of enige legering wat genoemde edelmetale of enigeen daarvan in sodanige verhouding tot 'n ander metaal bevat dat dit die grootste gedeelte van die waarde van sodanige legering uitmaak;

,,Motornywerheid" (behoudens die bepalings van enige Afbakeningsvasstellings gemaak kragtens artikel 76 van die Wet)—

(a) montering, oprigting, toets, hervervaardiging, herstel, verstel, nasien, bedrading, stoffering, bespuiting, verf en/of vernuwing uitgevoer in verband met—

(i) die onderstelle en/of die bakke van motorvoertuie;

(ii) binnebrandenjins en transmissie-onderdele van motorvoertuie;

(iii) die elektriese uitrusting in verband met motorvoertuie, met inbegrip van radio's;

(b) motoringenieurswerk;

(c) herstel, vulkanisering en/of versoling van buitebande;

(d) herstel, versiening en vernuwing van batterye vir motorvoertuie;

(e) die besigheid van motorvoertuie parkeer en/of opberg;

(f) die besigheid gedryf deur vul- en/of diensstasies;

(g) die besigheid hoofsaaklik of uitsluitlik gedryf in verband met die verkoop van motorvoertuie of motorvoertuigonder-

accessories (whether new or used) pertaining thereto whether or not such sale is conducted from premises which are attached to a portion of an establishment wherein is conducted the assembly of or repairs to motor vehicles;

(h) the business of motor graveyards;

(i) the business of assembly establishments;

(j) the business of manufacturing establishments wherein are fabricated motor vehicle parts and/or spares and/or accessories and/or components thereof;

(k) vehicle body building.

For the purposes of this definition "automotive engineering" means the reconditioning of internal combustion engines or parts thereof for use in motor vehicles in establishments mainly or exclusively so engaged whether such establishment is engaged in the dismantling and repair of motor vehicles or not;

"motor vehicle" means any wheeled conveyance propelled by electrical or mechanical power (other than steam) and designed for haulage and/or for the transportation of persons and/or goods and/or loads, including trailers and caravans, but shall not include any equipment designed to run on fixed tracks, trailers designed to transport loads of 18 144 kg or over or aircraft;

"vehicle body building" means any or all of the following activities carried on in a vehicle body building establishment:

(a) The construction, repair or renovation of cabs and/or bodies and/or any superstructure, for any type of vehicle;

(b) the manufacture or repair of component parts for cabs and/or bodies and/or any superstructure and the assembling, adjusting and installation of parts in cabs, bodies or on the superstructure of vehicles;

(c) fixing cabs and/or bodies and/or any superstructure to the chassis of any type of vehicle;

(d) coating and/or decorating cabs and/or bodies and/or any superstructure with any preservative or decorative substance:

(e) equipping, furnishing and finishing off the interior of cabs and/or bodies and/or superstructures;

(f) building of trailers, but not including the manufacture of wheels or axles therefor;

(g) all operations incidental to or consequent upon the activities referred to in paragraphs *(a)*, *(b)*, *(c)*, *(d)*, *(e)* and *(f)*.

For the purposes of this definition "vehicle" does not include an aircraft, and "Motor Industry" as defined above shall not include the following:

(i) The manufacture of motor vehicle parts and/or accessories and/or spares and/or components in establishments laid out for and normally producing metal and/or plastic goods of a different character on a substantial scale;

(ii) the assembling, erecting, testing, repairing, adjusting, overhauling, wiring, spraying, painting and/or reconditioning of agricultural tractors except where carried on in establishments rendering similar service in respect of motor cars, motor lorries, or motor trucks;

(iii) the manufacture and/or maintenance and/or repair of—

(aa) civil and mechanical engineering equipment and/or parts thereof whether or not mounted on wheels;

(ab) agricultural equipment or parts thereof; or

(ac) equipment designed for use in factories and/or workshops: Provided that for the purposes of *(aa)*, *(ab)* and *(ac)* above, "equipment" shall not be taken to mean motor cars, motor lorries and/or motor trucks;

(ad) motor vehicle or other vehicle bodies and/or superstructure and/or parts or components thereof made of steel plate of 3,175 mm thickness or thicker, when carried on in establishments laid out for and normally engaged in the manufacture and/or maintenance and/or repair of civil and/or mechanical engineering equipment on a substantial scale;

"machine" means any appliance, irrespective of the material of which it is made, but does not include an agricultural tractor;

"metal goods" does not include agricultural tractors;

"Region A" means the Magisterial Districts of Beaufort West, Bellville, Bredasdorp, Caledon, Calvinia, Carnarvon, Clanwilliam, Ceres, Fraserburg, George, Goodwood, Heidelberg (C.P.), Hermanus, Hopefield, Knysna, Kuils River, Ladismith (C.P.), Laingsburg, Malmesbury, Montagu, Mossel Bay, Namaqualand, Paarl, Piketberg, Prince Albert, Riversdale, Robertson, Simonstown, Somerset West, Stellenbosch, Strand, Sutherdele en/of reserwedele en/of toebehore (hetsy nuut of gebruik) wat daarby hoort, ongeag of sodanige verkoop geskied uit persele wat verbonde is aan 'n gedeelte van 'n inrigting waarin die montering van of herstelwerk aan motorvoertuie uitgevoer word of nie;

(h) die besigheid van motorsloopwerk;

(i) die besigheid van monteerintigtings;

(j) die besigheid van vervaardigingsinrigtings waarin motorvoertuigonderdele en/of -reserwedele en/of -toebehore en/of -komponente daarvan vervaardig word;

(k) die bou van voertuigbakke.

Vir die toepassing van hierdie woordomskrywing beteken ,,motoringenieurswerk" die vernuwing, in inrigtings hoofsaaklik of uitsluitlik aldus werksaam, van binnebrandenjins of onderdele daarvan vir gebruik in motorvoertuie, ongeag of die inrigting hom besig hou met die uitmekaarhaal van en herstelwerk aan motorvoertuie of nie;

,,motorvoertuig" enige wielvoertuig wat deur meganiese krag (uitgesonderd stoom) of elektrisiteit aangedryf word en ontwerp is vir trekdoeleindes en/of die vervoer van persone en/of goedere en/of vragte, en omvat dit ook sleepwaens en woonwaens maar nie ook uitrusting wat bedoel is om op vaste spore te loop nie en ook nie sleepwaens bedoel om vragte van 18 144 kg of meer te sleep nie, en ook nie vliegtuie nie;

,,voertuigbakbou" enigeen van of al ondergenoemde werksaamhede wat in 'n bedryfsinrigting vir die bou van voertuigbakke verrig word:

(a) Die bou, herstel of vernuwing van kajuite en/of bakke en/of enige tipe bobou vir enige tipe voertuig;

(b) die vervaardiging of herstel van onderdele vir kajuite en/of bakke en/of enige bobou en die montering, verstelling en installering van onderdele in kajuite, bakke of op die bobou van voertuie;

(c) die aanbring van kajuite en/of bakke en/of enige soort bobou aan die onderstel van enige tipe voertuig;

(d) die bedekking en/of versiering van kajuite en/of bakke en/of enige soort bobou met enige soort beskermingsmiddel of versieringstof;

(e) die uitrusting, meubilering en afwerking van die binnekant van kajuite en/of bakke en/of bobou;

(f) die bou van sleepwaens, maar uitgesonderd die vervaardiging van wiele of asse daarvoor;

(g) alle werksaamhede wat hoort by of wat voortvloei uit die werksaamhede genoem in paragrawe *(a)*, *(b)*, *(c)*, *(d)*, *(e)* en *(f)*.

Vir die toepassing van hierdie woordomskrywing omvat ,,voertuig" nie 'n vliegtuig nie, en omvat ,,Motornywerheid", soos hierbo omskryf, nie onderstaande nie:

(i) Die vervaardiging van motorvoertuigonderdele en/of toebehore en/of -reserwedele en/of -komponente in bedryfsinrigtings wat beplan is vir, en wat gewoonlik metaal- en/of plastiekgoedere van 'n ander aard op aansienlike skaal produseer;

(ii) die montering, oprigting, toets, herstel, verstel, nasien, bedrading, bespuiting, verf en/of vernuwing van landboutrekkers, uitgesonderd dié gevalle waar dit gedoen word in bedryfsinrigtings wat dergelike dienste lewer ten opsigte van motorkarre, vragmotors of motortrokke;

(iii) die vervaardiging en/of onderhoud en/of herstel van—

(aa) siviele en werktuigkundige ingenieursuitrusting en/of onderdele daarvan, ongeag of dit op wiele gemonteer is of nie;

(ab) landbou-uitrusting of onderdele daarvan; of

(ac) uitrusting bedoel vir gebruik in fabrieke en/of werkwinkels: Met dien verstande dat, vir die toepassing van *(aa)*, *(ab)* en *(ac)* hierbo, ,,uitrusting" nie geag word motorkarre, vragmotors en/of motortrokke te beteken nie;

(ad) motorvoertuig- of ander voertuigbakke en/of bobou en/of onderdele of komponente daarvan gemaak van staalplaat wat 3,175 mm dik of dikker is, wanneer dit uitgevoer word in bedryfsinrigtings wat beplan is vir en hulself gewoonlik besig hou met die vervaardiging en/of onderhoud en/of herstel van siviele en/of werktuigkundige ingenieursuitrusting op aansienlike skaal;

,,masjien" enige toestel, ongeag die materiaal waarvan dit gemaak is, maar omvat dit nie ook 'n landboutrekker nie;

,,metaalgoedere" nie ook landboutrekkers nie;

,,Streek A" die landdrosdistrikte Beaufort-Wes, Bellville, Bredasdorp, Caledon, Calvinia, Carnarvon, Clanwilliam, Ceres, Die Kaap, Fraserburg, George, Goodwood, Heidelberg (K.P.), Hermanus, Hopefield, Knysna, Kuilsrivier, Ladismith (K.P.), Laingsburg, Malmesbury, Montagu, Mosselbaai, Namakwaland, Paarl, Piketberg, Prins Albert, Riversdal, Robertson, Simonstad, Somerset-Wes, Stellenbosch, Strand, Sutherland, Swellen-

land, Swellendam, The Cape, Tulbagh, Vanrhynsdorp, Victoria West, Vredenburg, Vredendal, Wellington, Williston, Worcester and Wynberg, and for the purposes of these particular areas the address of the Regional Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Cape Regional Council), P.O. Box 6096, Roggebaai, 8012, or Room 507, Pearl Assurance, Heerengracht, Foreshore, Cape Town, 8001;

"Region B" means the Magisterial Districts of Albert, Aliwal North, Barkly East, Cathcart, East London, Elliot, Fort Beaufort, Indwe, Keiskammahoek, King William's Town, Komga, Lady Grey, Maclear, Middeldrift, Molteno, Peddie, Queenstown, Sterkstroom, Stockenström, Stutterheim, Tarka, Victoria East and Wodehouse, and for the purposes of these particular areas, the address of the Regional Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Border Regional Council), P.O. Box 7227, East London, 5200, or Carmel House, 7-9 Gladstone Street, East London, 5201;

"Region C" means the Province of Natal, and for the purposes of this particular area the address of the Regional Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Natal Regional Council), P.O. Box 10799, Marine Parade, 4056, or Metal Industries House, 15 Ordnance Road, Durban, 4001;

"Region D" means the Magisterial Districts of Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Calitzdorp, Colesberg, Cradock, Graaff-Reinet, Hankey, Hanover, Hofmeyr, Humansdorp, Jansenville, Joubertina, Kirkwood, Middelburg (C.P.), Murraysburg, Noupoort, Oudtshoorn, Pearston, Port Elizabeth, Richmond (C.P.), Somerset East, Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad and Willowmore, and for the purposes of these particular areas the address of the Regional Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Midlands Regional Council), P.O. Box 3127, Port Elizabeth, 6000, or Third Floor, Todd Chambers, Todd Street, North End, Port Elizabeth, 6001;

"Region E" means the Province of the Transvaal, excluding the Magisterial Districts of Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp and Wolmaransstad and includes the Magisterial Districts of Parys and Sasolburg, and for the purposes of these particular areas the address of the Regional Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Transvaal Regional Council), P.O. Box 3998, Johannesburg, 2000, or "Amaleng", 8 De Villiers Street, Johannesburg, 2001;

"Region F" means the Province of the Orange Free State, excluding the Magisterial Districts of Parys and Sasolburg, and includes the Magisterial Districts of Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp and Wolmaransstad, in the Province of the Transvaal and the Magisterial Districts of Barkly West, Britstown, De Aar, Gordonia, Hartswater, Herbert, Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Postmansberg, Philipstown, Prieska, Vryburg and Warrenton, in the Cape Province, and for the purposes of these particular areas the address of the Regional Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Orange Free State and Northern Cape Regional Council), P.O. Box 95, Welkom, 9460, or Suite 1, First Floor, Constantia House, 22 Bok Street, Welkom 9460.

4. SEIFSA Technological Fund

(1) The Council having been advised of the establishment of the SEIFSA Technological Fund (hereinafter referred to as "the Fund") hereby authorises, for the purpose of implementing the objects set forth in the constitution of the Fund, the collection of contributions in accordance with the procedure detailed hereunder.

(2) As from the date of coming into operation of this Agreement, each employer shall pay monthly to the Fund, in respect of all his employees as defined in clause 3 of this Agreement, a contribution calculated according to the number of such employees employed by him as set forth in the following table:

Hourly paid employees	*Per month* R
UP to five employees	0,80
From six to 35 employees	3,00
From 36 to 75 employees	6,00
From 76 to 150 employees	12,00
From 151 to 375 employees	24,00
Over 375 employees	36,00

dam, Tulbagh, Vanrhynsdorp, Victoria-Wes, Vredenburg, Vredendal, Wellington, Williston, Worcester en Wynberg, en vir die doeleindes van hierdie bepaalde gebiede is die Streekraad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Kaapse Streekraad), Posbus 6096, Roggebaai, 8012, of Kamer 507, Pearl Assurance, Heerengracht, Strandgebied, Kaapstad, 8001;

,,Streek B" die landdrosdistrikte Albert, Aliwal-Noord, Barkly-Oos, Cathcart, Elliot, Fort Beaufort, Indwe, Keiskammahoek, King William's Town, Komga, Lady Grey, Maclear, Middeldrift, Molteno, Oos-Londen, Peddie, Queenstown, Sterkstroom, Stockenström, Stutterheim, Tarka, Victoria-Oos en Wodehouse, en vir die doeleindes van hierdie bepaalde gebiede is die Streekraad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, (Grensstreekraad), Posbus 7227, Oos-Londen, 5200, of Carmelhuis, Gladstonestraat 7-9, Oos-Londen, 5201;

,,Streek C" die provinsie Natal, en vir die doeleindes van hierdie bepaalde gebied is die Streekraad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Natalse Streekraad), Posbus 10799, Marine Parade, 4056, of Metal Industries House, Ordnanceweg 15, Durban, 4001;

,,Streek D" die landdrosdistrikte Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Calitzdorp, Colesberg, Cradock, Graaff-Reinet, Hankey, Hanover, Hofmeyr, Humansdorp, Jansenville, Joubertina, Kirkwood, Middelburg (K.P.), Murraysburg, Noupoort, Oudtshoorn, Pearston, Port Elizabeth, Richmond (K.P.), Somerset-Oos, Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad en Willowmore, en vir die doeleindes van hierdie bepaalde gebiede is die Streekraad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Middellandse Streekraad), Posbus 3127, Port Elizabeth, 6000, of Derde Verdieping, Todd Chambers, Toddstraat, Noordeinde, Port Elizabeth, 6001;

,,Streek E" die provinsie Transvaal, uitgesonderd die landdrosdistrikte Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp en Wolmaransstad, dog met inbegrip van die landdrosdistrikte Parys en Sasolburg, en vir die doeleindes van hierdie bepaalde gebiede is die Streekraad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Transvaalse Streekraad), Posbus 3998, Johannesburg, 2000, of ,,Amaleng", De Villiersstraat 8, Johannesburg, 2001;

,,Streek F" die provinsie die Oranje-Vrystaat, uitgesonderd die landdrosdistrikte Parys en Sasolburg, en omvat dit die landdrosdristrikte Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp en Wolmaransstad, in die provinsie Transvaal, en die landdrosdistrikte Barkly-Wes, Britstown, De Aar, Gordonia, Hartswater, Herbert, Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Postmasburg, Philipstown, Prieska, Vryburg en Warrenton, in die Kaapprovinsie, en vir die doeleindes van hierdie bepaalde gebiede is die Streekraad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Oranje-Vrystaatse en Noord-Kaaplandse Streekraad), Posubs 95, Welkom, 9460, of Suite 1, Eerste Verdieping, Constantiagebou, Bokstraat 22, Welkom, 9460.

4. Tegnologiese Fonds SEIFSA

(1) Nademaal die Raad in kennis gestel is van die stigting van die Tegnologiese Fonds SEIFSA (hierna die ,,Fonds" genoem), magtig hy hierby die invordering van bydraes ooreenkomstig die prosedure wat hieronder beskryf word, met die doel om die oogmerke wat in die konstitusie van die Fonds genoem word, te implementeer.

(2) Vanaf die inwerkingtredingsdatum van hierdie Ooreenkoms moet elke werkgewer maandeliks ten opsigte van al sy werknemers soos in klousule 3 van hierdie Ooreenkoms omskryf, 'n bydrae, wat bereken is ooreenkomstig die getal sodanige werknemers wat by hom werksaam is, in die Fonds stort volgens onderstaande tabel:

Werknemers wat per uur betaal word	*Per maand* R
Tot en met vyf werknemers	0,80
Vanaf ses tot 35 werknemers	3,00
Vanaf 36 tot 75 werknemers	6,00
Vanaf 76 tot 150 werknemers	12,00
Vanaf 151 tot 375 werknemers	24,00
Meer as 375 werknemers	36,00

(3) The amount payable each month in terms of subclause (2), together with a statement in such form as may from time to time be prescribed, shall be forwarded to the Council not later than the 15th day of the month immediately following as follows:

Every employer in Region A, to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Cape Regional Council), P.O. Box 6096, Roggebaai, 8012, or Room 507, Pearl Assurance, Heerengracht, Foreshore, Cape Town, 8001;

every employer in Region B, to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Border Regional Council), P.O. Box 7227, East London, 5200, or Carmel House, 7-9 Gladstone Street, East London, 5201;

every employer in Region C, to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Natal Regional Council), P.O. Box 10799, Marine Parade, 4056, or Metal Industries House, 15 Ordnance Road, Durban, 4001;

every employer in Region D, to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Midlands Regional Council), P.O. Box 3127, Port Elizabeth, 6000, or Third Floor, Todd Chambers, Todd Street, North End, Port Elizabeth, 6001;

every employer in Region E, to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Transvaal Regional Council), P.O. Box 3998, Johannesburg, 2000, or "Amaleng", 8 De Villiers Street, Johannesburg, 2001;

every employer in Region F, to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Orange Free State and Northern Cape Regional Council), P.O. Box 95, Welkom, 9460, or Suite 1, First Floor, Constantia House, 22 Bok Street, Welkom, 9460.

(4) The Council shall at the end of each month remit to the Fund the total amount of contributions collected in terms of subclause (3).

(5) Should any amount due in terms of this clause not be received by the Council by the 15th 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 15th day until the day upon which payment in cash is actually received by the appropriate Regional Council: Provided that the Council shall be entitled in its absolute discretion to waive the payment of such interest or part thereof.

(6) Copies of the constitution and of the audited annual accounts and balance sheets of the Fund shall be lodged with the Council and with the Director-General of Manpower Utilisation. For the purpose of this subclause the term "Constitution" shall include any amendments to the Constitution adopted from time to time.

5. Exemptions

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

(2) Application for exemption shall be made to the Secretary of the Council, P.O. Box 9381, Johannesburg, 2000.

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

Signed at Johannesburg for and on behalf of the parties this 30th day of May 1980.

W. E. KIRKWOOD,
Chairman.

J. E. FAURE,
Vice-Chairman.

A. O. DE JAGER,
General Secretary.

(3) Die bedrag wat elke maand ingevolge subklousule (2) betaalbaar is, tesame met 'n staat in die vorm wat van tyd tot tyd voorgeskryf mag word, moet voor of op die 15de dag van die daaropvolgende maand soos volg aan die Raad gestuur word:

Elke werkgewer in Streek A, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Kaapse Streekraad), Posbus 6096, Roggebaai, 8012, of Kamer 507, Pearl Assurance, Heerengracht, Strandgebied, Kaapstad, 8001;

elke werkgewer in Streek B, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grensstreekraad), Posbus 7227, Oos-Londen, 5200, of Carmelhuis, Gladstonestraat 7-9, Oos-Londen, 5201;

elke werkgewer in Streek C, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Natalse Streekraad), Posbus 10799, Marine-parade, 4056, of Metal Industries House, Ordnanceweg 15, Durban, 4001;

elke werkgewer in Streek D, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Middellandse Streekraad), Posbus 3127, Port Elizabeth, 6000, of Derde Verdieping, Todd Chambers, Toddstraat, Noordeinde, Port Elizabeth, 6001;

elke werkgewer in Streek E, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Transvaalse Streekraad), Posbus 3998, Johannesburg, 2000, of ,,Amaleng", De Villiersstraat 8, Johannesburg, 2001;

elke werkgewer in Streek F, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Oranje-Vrystaatse en Noord-Kaaplandse Streekraad), Posbus 95, Welkom, 9460, of Suite 1, Eerste Verdieping, Constantiagebou, Bokstraat 22, Welkom, 9460.

(4) Die Raad moet aan die einde van elke maand die totale bedrag aan bydraes wat ingevolge subklousule (3) ingevorder is, in die Fonds inbetaal.

(5) Indien enige bedrag wat ingevolge hierdie klousule verskuldig is, nog nie deur die Raad ontvang is teen die 15de dag van die maand wat volg op die maand waarvoor dit betaalbaar is nie, moet die werkgewer rente betaal op sodanige bedrag of kleiner bedrag as wat onbetaald oorbly, bereken teen een persent per maand of gedeelte daarvan vanaf sodanige 15de dag tot op die dag waarop betaling in kontant werklik deur die betrokke Streekraad ontvang is: Met dien verstande dat die Raad die bevoegdheid het om na sy eie absolute goedvinde die betaling van sodanige rente of 'n gedeelte daarvan, kwyt te skeld.

(6) Kopieë van die konstitusie en van die geouditeerde jaarlikse rekenings en balansstate van die Fonds moet aan die Raad en die Direkteur-Generaal van Mannekragbenutting voorgelê word. Vir die toepassing van hierdie subklousule omvat die uitdrukking ,,konstitusie" alle wysigings van die konstitusie wat van tyd tot tyd aangeneem word.

5. Vrystellings

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

(2) Aansoeke om vrystelling moet by die Sekretaris van die Raad, Posbus 9381, Johannesburg, 2000, gedoen word.

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

Namens die partye op hede die 30ste dag van Mei 1980 te Johannesburg onderteken.

W. E. KIRKWOOD,
Voorsitter.

J. E. FAURE,
Ondervoorsitter.

A. O. de JAGER,
Hoofsekretaris.

R.1335] [27 June 1980

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES

CANCELLATION OF GOVERNMENT NOTICE

I, STEPHANUS PETRUS BOTHA, Minister of Manpower Utilisation, hereby, in terms of section 48 (5) of the Industrial Conciliation Act, 1956, cancel Government Notices R.1851 of 15 September 1978, R.2562 of 22 December 1978 and R.2354 of 26 October 1979 with effect from 1 July 1980.

S. P. BOTHA
Minister of Manpower Utilisation

R.1335] [27 Junie 1980

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

INTREKKING VAN GOEWERMENTSKENNISGEWING

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekragbenutting, trek hierby, kragtens artikel 48 (5) van die Wet op Nywerheidsversoening, 1956, Goewermentskennisgewings R.1851 van 15 September 1978, R.2562 van 22 Desember 1978 en R.2354 van 26 Oktober 1979 in met ingang van 1 Julie 1980.

S. P. BOTHA
Minister van Mannekragbenutting

R.1336] [27 June 1980

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES

METAL INDUSTRIES MEDICAL AID FUND AGREEMENT

I, STEPHANUS PETRUS BOTHA, Minister of Manpower Utilisation, hereby, in terms of section 48 (1) *(a)* of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industries, shall be binding, with effect from 1 July 1980 and for the period ending 30 November 1985, upon the employers' organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions.

S. P. BOTHA
Minister of Manpower Utilisation

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

AGREEMENT

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

Automotive Parts Production Engineers' Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Gate and Fence Manufacturers' Association of the Transvaal
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Plumbers and Engineers Brassware Manufacturers' Association
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural and Irrigation Machinery Manufacturers' Association
S.A. Association of Shipbuilders and Repairers
S.A. Burglar Alarm Systems Association
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Production Founders' Association
S.A. Radio Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association
S.A. Wrought Non-Ferrous Metal Manufacturers' Association

R.1336] [27 Junie 1980

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

MEDIESE HULPFONDSOOREENKOMS VIR DIE METAALNYWERHEDE

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekragbenutting, verklaar hierby, kragtens artikel 48 (1) *(a)* van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, met ingang van 1 Julie 1980 en vir die tydperk wat op 30 November 1985 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

S. P. BOTHA
Minister van Mannekragbenutting

BYLAE

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

OOREENKOMS

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

Automotive Parts Production Engineers' Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Gate and Fence Manufacturers' Association of the Transvaal
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Plumbers and Engineers Brassware Manufacturers' Association
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural and Irrigation Machinery Manufacturers' Association
S.A. Association of Shipbuilders and Repairers
S.A. Burglar Alarm Systems Association
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Industrial Refrigeration and Air Conditioning Contractors Association
S.A. Production Founders' Association
S.A. Radio Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association
S.A. Wrought Non-Ferrous Metal Manufacturers' Association

Transvaal and Orange Free State Foundry Association
(hereinafter referred to as the "employers' or the "employers' organisations"), of the one part, and the

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Electrical and Allied Trades Union of South Africa
Engineering Industrial Workers' Union of South Africa
Iron Moulders' Society of South Africa
Radio, Television, Electronics and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Engine Drivers', Firemen's and Operators' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie
(hereinafter referred to as the "employees" or the "trade unions"), of the other part,
being parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

1. Scope of Application of Agreement

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

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

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

2. Period of Operation of Agreement

This Agreement shall come into operation on such date as may be fixed by the Minister of Manpower Utilisation in terms of section 48 of the Industrial Conciliation Act, 1956, and shall remain in force for a period ending 30 November 1985 or such period as may be determined by the Minister.

3. Definitions

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

"Act" means the Industrial Conciliation Act, 1956;

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

"Board of Management" or "Board" means the Board established in terms of clause 5 of the Constitution of the Metal Industries Medical Aid Fund,

"Council" means the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry;

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

"employee" means an employee employed on any of the classes of work scheduled at a rate of not less than R1,35 per hour in any agreement operative in the Iron, Steel, Engineering and Metallurgical Industries at the date of coming into operation of this Agreement, including any succeeding agreements and/or any extensions and/or amendments thereof, and includes apprentices during their final year of apprenticeship and employees employed in operative processes and receiving a rate of pay not less than R2,07 per hour or paid at a rate of not less than R93,15 per week or R403,65 per month, excluding payment for overtime;

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

Transvaal and Orange Free State Foundry Association
(hierna die ,,werkgewers" of die ,,werkgewersorganisasies" genoem), aan die een kant, en die

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Electrical and Allied Trades Union of South Africa
Engineering Industrial Workers' Union of South Africa
Iron Moulders' Society of South Africa
Radio, Television, Electronics and Allied Workers' Union
S.A. Boilermakers, Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Engine Drivers', Firemen's and Operators' Association
S.A. Yster-, Staal-, en Verwante Nywerhede-Unie
(hierna die ,,werknemers" of die ,,vakverenigings" genoem), aan die ander kant,
wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid.

1. Toepassingsbestek van Ooreenkoms

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

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

(3) Ondanks subklousule (2), is hierdie Ooreenkoms van toepassing op werkgewers en werknemers ten opsigte van werknemers wat nie gedek word deur 'n fonds wat in daardie subklousule bedoel word nie, of wat ophou om daardeur gedek te word.

2. Geldigheidsduur van Ooreenkoms

Hierdie Ooreenkoms tree in werking op dié datum wat die Minister van Mannekragbenutting kragtens artikel 48 van die Wet op Nywerheidsversoening, 1956, vasstel en bly van krag vir 'n tydperk wat op 30 November 1985 eindig of vir dié tydperk wat die Minister bepaal.

3. Woordomskrywing

Alle uitdrukkings wat in hierdie Ooreenkoms gebesig en in die Wet op Nywerheidsversoening, 1956, omskryf word, het dieselfde betekenis as in dié Wet en waar daar van 'n wet melding gemaak word, omvat dit ook alle wysigings van sodanige wet; voorts, tensy onbestaanbaar met die samehang, beteken—

,,Wet" die Wet op Nywerheidsversoening, 1956;

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

,,Bestuursraad" die Bestuursraad wat ingestel is ooreenkomstig klousule 5 van die konstitusie van die Mediese Hulpfonds vir die Metaalnywerheid,

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

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

,,werknemer" 'n werknemer wat enigeen van die klasse werk verrig wat ingedeel is teen 'n tarief van minstens R1,35 per uur in enige ooreenkoms wat op die datum van inwerkingtreding van hierdie Ooreenkoms in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid van krag is, met inbegrip van enige ooreenkoms wat daarop volg en/of enige verlengings en/of wysigings daarvan en omvat dit vakleerlinge in hul finale leerjaar en werknemers wat in diens is in ambagswerk-prosesse en 'n loon ontvang van minstens R2,07 per uur of besoldig word teen minstens R93,15 per week of R403,65 per maand, uitgesonderd besoldiging vir oortydwerk;

,,werkgewer" 'n werkgewer soos omskryf in die Wet op Nywerheidsversoening van wie daar vereis word om hierdie Ooreenkoms na te kom;

"establishment" means any premises wherein or whereon the Industries, or part thereof, as herein defined, is carried on;

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

"Iron, Steel, Engineering and Metallurgical Industries" or "Industries" means (subject to the provisions of any Demarcation Determinations made in terms of section 76 of the Act) the Industries concerned with the production of iron and/or steel and/or alloys and/or the processing and/or recovery and/or refining of metals (other than precious metals) and/or alloys from dross and/or scrap and/or residues; the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than a precious metal) or parts or components thereof and structural metal work, including steel reinforcement work; the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals) and/or alloys and/or the finishing of metal goods; the building and/or alteration and/or repair of boats and/or ships, including the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships and general woodwork undertaken in connection with ship repairs, and includes the Electrical Engineering Industry, Lift and Escalator Industry and Plastics Industry but does not include the Motor Industry;

"Electrical Engineering Industry" means—

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

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

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

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

"Main Agreement" means the Agreement published under Government Notice R.1112 of 2 June 1978 or any succeeding Agreement, and includes any amendment thereof or extension thereto;

"Motor Industry" means the Motor Industry as defined in the Main Agreement for the Iron, Steel, Engineering and Metallurgical Industries published under Government Notice R.1112 of 2 June 1978;

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

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

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

"Regional Council" means any committee appointed as such by the Council in terms of its Constitution;

"Region A" means the Magisterial Districts of Beaufort West, Bellville, Bredasdorp, Caledon, Calvinia, Carnarvon, Clanwilliam, Ceres, Fraserburg, George, Goodwood, Heidelberg

,,bedryfsinrigting" enige perseel waarin of waarop die Nywerhede, of enige gedeelte daarvan soos hierin omskryf, beoefen word;

,,Uitvoerende Komitee" die Uitvoerende Komitee van die Raad wat ingevolge die bepalings van sy konstitusie aangestel is;

,,Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid" of ,,Nywerheid" (behoudens die bepalings van die Afbakeningsvasstellings gemaak kragtens artikel 76 van die Wet) die Nywerhede wat te doen het met die produksie van yster en/of staal en/of legerings en/of die verwerking en/of hernuwing en/of raffinering van metale (uitgesonderd edelmetale) en/of legerings uit metaalskuim en/of afval en/of residu's; die onderhoud, vervaardiging, oprigting of montering, bou, verandering, vervanging of herstel van enige masjien, voertuig (uitgesonderd 'n motorvoertuig) of artikel wat hoofsaaklik bestaan uit metaal (uitgesonderd edelmetaal) of onderdele of komponene daarvan en boumetaalwerk, met inbegrip van staalwapeningswerk; die vervaardiging van metaalgoedere hoofsaaklik uit sodanige yster en/of staal en/of ander metale (uitgesonderd edelmetale) en/of legerings en/of die afwerking van metaalgoedere; die bou en/of verandering en/of herstel van bote en/of skepe, met inbegrip van die afskraap, afbik en/of afklop en/of verf van die rompe van bote en/of skepe en algemene houtwerk wat in verband met skeepsherstelwerk onderneem word, en omvat dit ook die Elektrotegniese Ingenieursnywerheid, Hyser- en Roltrapnywerheid en die Plastieknywerheid, maar nie die Motornywerheid nie;

,,Elektrotegniese Ingenieursnywerheid"—

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

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

,,Elektrotegniese Aannemingsnywerheid" die ontwerp, voorbereiding (uitgesonderd vervaardiging vir verkoop) en oprigting van elektriese installasies wat 'n integrerende en permanente deel van geboue uitmaak, en die herstel en/of onderhoud van sodanige installasies, met inbegrip van kabellaswerk en elektriese bedrading wat daarmee in verband staan:

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

,,Hoofooreenkoms" die Ooreenkoms wat by Goewermentskennisgewing R.1112 van 2 Junie 1978 gepubliseer is en omvat dit enige daaropvolgende Ooreenkoms en wysiging of verlenging daarvan;

,,Motornywerheid" die Motornywerheid soos omskryf in die Hoofooreenkoms vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid wat by Goewermentskennigsgewing R.1112 van 2 Junie 1978 gepubliseer is;

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

,,plastiek" enigeen van die groep materiale wat 'n organiese stof met 'n groot molekulêre massa as 'n noodsaaklike bestanddeel bevat of daaruit bestaan en wat, hoewel dit in die afgewerkte stadium solied is, in die een of ander stadium gedurende die vervaardiging daarvan geforseer is of geforseer kan word, dit wil sê, gegiet, gekalandeer, uitgedruk of in verskillende vorms gefatsoneer is deur middel van vloeiing, gewoonlik deur die toediening, hetsy alleen of gesamentlik, van hitte en druk;

,,edelmetale" die edelmetale goud, silwer, platinum en/of palladium en/of enige legering wat genoemde edelmetale of enigeen daarvan in sodanige verhouding tot enige ander metale bevat dat dit die grootste gedeelte van die waarde van daardie legering uitmaak;

,,Streekraad" 'n komitee wat as sodanig deur die Raad aangestel is ooreenkomstig sy konstitusie;

,,Streek A" die landdrosdistrikte Beaufort-Wes, Bellville, Bredasdorp, Caledon, Calvinia, Carnarvon, Clanwilliam, Ceres, Die Kaap, Fraserburg, George, Goodwood, Heidelberg, (K.P.)

(C.P.), Hermanus, Hopefield, Knysna, Kuil's River, Ladismith (C.P.), Laingsburg, Malmesbury, Montagu, Mossel Bay, Namaqualand, Paarl, Piketberg, Prince Albert, Riversdale, Robertson, Simonstown, Somerset West, Stellenbosch, Strand, Sutherland, Swellendam, The Cape, Tulbagh, Vanrhynsdorp, Victoria West, Vredenburg, Vredendal, Wellington, Williston, Worcester and Wynberg, and for the purposes of these particular areas the address of the Regional Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Cape Regional Council), P.O. Box 6096, Roggebaai, 8012, or Room 507 Pearl Assurance, Heerengracht, Foreshore, Cape Town, 8001;

"Region B" means the Magisterial Districts of Albert, Aliwal North, Barkly East, Cathcart, East London, Elliot, Fort Beaufort, Indwe, Keiskammahoek, King William's Town, Komga, Lady Grey, Maclear, Middledrift, Molteno, Peddie, Queenstown, Sterkstroom, Stockenström, Stutterheim, Tarka, Victoria East and Wodehouse, and for the purposes of these particular areas, the address of the Regional Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Border Regional Council), P.O. Box 7227, East London, 5200, or Carmel House, 7-9 Gladstone Street, East London, 5201;

"Region C" means the Province of Natal, and for the purposes of this particular area the address of the Regional Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Natal Regional Council), P.O. Box 10799, Marine Parade, 4056, or, Metal Industries House, 15 Ordnance Road, Durban, 4001,

"Region D" means the Magisterial Districts of Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Calitzdorp, Colesberg, Cradock, Graaff-Reinet, Hankey, Hanover, Hofmeyr, Humansdorp, Jansenville, Joubertina, Kirkwood, Middelburg (C.P.), Murraysburg, Noupoort, Oudtshoorn, Pearston, Port Elizabeth, Richmond (C.P.), Somerset East, Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad and Willowmore, and for the purposes of these particular areas the address of the Regional Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Midlands Regional Council), P.O. Box 3127, Port Elizabeth, 6000, or Third Floor, Todd Chambers, Todd Street, North End, Port Elizabeth, 6001;

"Region E" means the Province of the Transvaal, excluding the Magisterial Districts of Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp and Wolmaransstad and includes the Magisterial Districts of Parys and Sasolburg, and for the purposes of these particular areas the address of the Regional Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Transvaal Regional Council), P.O. Box 3998, Johannesburg, 2000, or "Amaleng", 8 De Villiers Street, Johannesburg, 2001;

"Region F" means the Province of the Orange Free State, excluding the Magisterial Districts of Parys and Sasolburg, and includes the Magisterial Districts of Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp and Wolmaransstad, in the Province of the Transvaal, and the Magisterial Districts of Barkly West, Britstown, De Aar, Gordonia, Hartswater, Herbert, Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Postmasburg, Philipstown, Prieska, Vryburg and Warrenton, in the Cape Province, and for the purposes of these particular areas the address of the Regional Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Orange Free State and Northern Cape Regional Council), P.O. Box 95, Welkom, 9460, or Suite 1, First Floor, Constantia House, 22 Bok Street, Welkom, 9460.

4. Continuation of the Fund

(1) The Metal Industries Medical Aid Fund (hereinafter referred to as the "Medical Aid Fund" or the "Fund"), originally published under Government Notice R.620 of 24 April 1970, is hereby continued.

(2) The Fund shall consist of—

(a) all moneys and assets standing to the credit of the Fund as at the date of coming into operation of this Agreement;

(b) all contributions paid in accordance with section 9 of this Agreement; and

(c) all interest derived from investment.

5. Objects of the Fund

The Fund shall have as its objects—

(a) to establish, organise and provide medical aid benefits for the employees and/or the dependants of employees in the group of Industries known as the Iron, Steel, Engineering and Metallurgi-

Hermanus, Hopefield, Knysna, Kuilsriver, Ladismith (K.P.), Laingsburg, Malmesbury, Montagu, Mosselbaai, Namakwaland, Paarl, Piketberg, Prins Albert, Riversdal, Robertson, Simonstad, Somerset-Wes, Stellenbosch, Strand, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria-Wes, Vredenburg, Vredendal, Wellington, Williston, Worcester- en Wynberg en vir die doeleindes van hierdie bepaalde gebiede is die Streekraad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Kaapse Streekraad), Posbus 6096, Roggebaai, 8012, of Kamer 507, Pearl Assurance, Heerengracht, Strandgebied, Kaapstad, 8001.

,,Streek B" die landdrosdistrikte Albert, Aliwal-Noord, Barkly-Oos, Cathcart, Elliot, Fort Beaufort, Indwe, Keiskammahoek, King William's Town, Komga, Lady Grey, Maclear, Middledrift, Molteno, Oos-Londen, Peddie, Queenstown, Sterkstroom, Stockenström, Stutterheim, Tarka, Victoria-Oos en Wodehouse, en vir die doeleindes van hierdie bepaalde gebiede is die Streekraad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grensstreekraad), Posbus 7227, Oos-Londen, 5200, of Carmelhuis, Gladstonestraat 7-9, Oos-Londen, 5201;

,,Streek C" die provinsie Natal, en vir die doeleindes van hierdie bepaalde gebied is die Streekraad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Natalse Streekraad), Posbus 10799, Marine Parade, 4056, of Metal Industries House, Ordnanceweg 15, Durban, 4001;

,,Streek D" die landdrosdistrikte Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Calitzdorp, Colesberg, Cradock, Graaff-Reinet, Hankey, Hanover, Hofmeyr, Humansdorp, Jansenville, Joubertina, Kirkwood, Middelburg (K.P.), Murraysburg, Noupoort, Oudtshoorn, Pearston, Port Elizabeth, Richmond (K.P.), Somerset-Oos, Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad en Willowmore, en vir die doeleindes van hierdie bepaalde gebiede is die Streekraad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Middellandse Streekraad), Posbus 3127, Port Elizabeth, 6000, of Derde Verdieping, Todd Chambers, Toddstraat, Noordeinde, Port Elizabeth, 6001;

,,Streek E" die provinsie Transvaal, uitgesonderd die landdrosdistrikte Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp en Wolmaransstad, dog met inbegrip van die landdrosdistrikte Parys en Sasolburg, en vir die doeleindes van hierdie bepaalde gebiede is die Streekraad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Transvaalse Streekraad), Posbus 3998, Johannesburg 2000, of ,,Amaleng" De Villiersstraat 8, Johannesburg, 2001;

,,Streek F" die provinsie Oranje-Vrystaat, uitgesonderd die landdrosdistrikte Parys en Sasolburg, en omvat dit die landdrosdistrikte Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp en Wolmaransstad, in die provinsie Transvaal, en die landdosdistrikte Barkly-Wes, Britstown, De Aar, Gordonia, Hartswater, Herbert, Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Postmasburg, Philipstown, Prieska, Vryburg en Warrenton in die Kaapprovinsie, en vir die doeleindes van hierdie bepaalde gebiede is die Streekraad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Oranje-Vrystaatse en Noord-Kaaplandse Streekraad), Posbus 95, Welkom, 9460, of Suite 1, Eerste Verdieping, Constantiagebou, Bokstraat 22, Welkom, 9460.

4. Voortsetting van die Fonds

(1) Die Mediese Hulpfonds vir die Metaalnywerheid (hierna die ,,Mediese Hulpfonds" of die ,,Fonds" genoem), oorspronklik gepubliseer by Goewermentskennisgewing R.620 van 24 April 1970, word hierby voortgesit.

(2) Die Fonds bestaan uit—

(a) al die geld en bates wat op die datum van inwerkingtreding van hierdie Ooreenkoms in die kredit van die Fonds staan;

(b) alle bydraes wat ooreenkomstig klousule 9 van hierdie Ooreenkoms betaal is; en

(c) alle rente wat uit beleggings verkry word.

5. Doelstellings van die Fonds

Die Fonds het as doelstellings—

(a) die instelling, organisering en verskaffing van mediese bystandsvoordele vir die werknemers en/of afhanklikes van werknemers in die groep nywerhede wat bekend staan as die Yster-, Staal-,

cal Industries in the Republic of South Africa, for which purpose the Fund may receive moneys payable by premiums, contributions, donations or otherwise;

(b) to enter into arrangements, if deemed necessary, by way of contract or contracts with medical practitioners, dentists, orthodontists, specialists, hospitals, nursing homes or any organisation providing medicines or medical or pharmaceutical services, registered insurance company or companies or any organisation engaged in providing similar benefits;

(c) to enter into reciprocal arrangements with similar funds;

(d) to do or perform all such lawful acts, deeds or things or functions as may be incidental or conducive to the attainment of the above objects or any of them.

6. Membership

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

For the purposes of this subsection and of section 9 of this Agreement—

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

"unscheduled employee" means, subject to the proviso in section 9 (3), any other employee in the employ of an employer for whom the employer pays contributions and who is contributor to the Fund.

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

(3) Notwithstanding the provisions of subsections (1) and (2), a member on retirement or the widow of a deceased member may apply to the Board of Management to continue participating in the Fund and, if accepted, may do so: Provided that—

(a) he/she contributes monthly in advance, an amount equal to the employee and employer contributions prescribed in section 9 (2) and (5);

(b) *bona fide* pensioners who are not in full time employment and who have paid contributions to the Fund for at least five years immediately prior to retirement be required to pay only the employee's share of the contributions as prescribed in section 9 (2);

(c) widows of deceased members who paid contributions to the Fund for at least five years immediately prior to their death, who themselves are of retirement age, be required to pay only the employee's share of the contributions as prescribed in section 9 (2);

(d) where the former employer of the retired or the deceased member wishes to pay the contributions in full or in part relating to such retired member or the widow of the said deceased member, nothing shall be construed in this Agreement to preclude such a mutual arrangement being entered into by the said parties.

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

7. Termination of Membership

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

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

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

(4) Membership of the Fund shall terminate—

(a) directly a member ceases to be employed and/or engaged in the Industries: Provided that a member who has made contributions for 13 consecutive weeks immediately prior to unemployment shall, without the payment of contributions, be deemed to be a member of the Fund for a period of two calendar months from the date of termination of employment in the Industries;

Ingenieurs- en Metallurgiese Nywerheid van die Republiek van Suid-Afrika, vir welke doel die Fonds geld, betaalbaar deur premies, bydraes, donasies of andersins, kan ontvang;

(b) om, indien nodig, deur middel van 'n kontrak of kontrakte reëlings aan te gaan met mediese praktisyns, tandartse, ortodontiste, spesialiste, hospitale, verpleeginrigtings of enige organisasie wat mediese of farmaseutiese dienste lewer of medisyne verskaf, 'n geregistreerde versekeringsmaatskappy of -maatskappye of enige organisasie wat te doen het met die lewering van soortgelyke bystand;

(c) om wederkerige reëlings met soortgelyke fondse aan te gaan;

(d) om allerlei wettige handelinge, dade of dinge, of funksies te verrig of uit te voer wat in verband staan met, of bevorderlik is vir die bereiking van bogenoemde doelstellings of enigeen daarvan.

6. Lidmaatskap

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

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

,,gelyste werknemer" 'n werknemer soos in klousule 3 van hierdie Ooreenkoms (Woordomskrywing) omskryf;

,,ongelyste werknemer", behoudens die voorbehoudsbepaling van klousule 9 (3), enige ander werknemer in diens van 'n werkgewer vir wie die werkgewer bydraes tot die Fonds betaal en wat 'n bydraer tot die Fonds is.

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

(3) Ondanks subklousules (1) en (2), kan 'n lid by aftrede of die weduwee van 'n afgestorwe lid, by die Bestuursraad aansoek doen om lid van die Fonds te bly, en as dit toegestaan word, kan hy/sy dit doen Met dien verstande dat—

(a) hy/sy maandeliks vooruit 'n bedrag bydra gelyk aan die werknemer én die werkgewer se bydraes soos in klousule 9 (2) en (5) voorgeskryf;

(b) van *bona fide*-gepensioeneerdes wat nie voltyds in diens is nie en wat minstens vyf jaar onmiddellik voor aftrede bydraes tot die Fonds betaal het, vereis word om slegs die werknemer se deel van die bydraes te betaal soos in klousule 9 (2) voorgeskryf;

(c) van die weduwees van afgestorwe lede wat minstens vyf jaar onmiddellik voor hul dood bydraes tot die Fonds betaal het, wat self die aftree-ouderdom bereik het, vereis word om slegs die werknemer se deel van die bydraes te betaal soos in klousule 9 (2) voorgeskryf;

(d) waar die vorige werkgewer van die afgetrede of afgestorwe lid die bydrae ten opsigte van sodanige afgetrede lid of die weduwee van genoemde afgestorwe lid ten volle of gedeeltelik wil betaal niks in hierdie Ooreenkoms so uitgelê moet word dat die genoemde partye belet om so 'n onderlinge reëling aan te gaan nie.

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

7. Beëindiging van Lidmaatskap

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

(2) Die beëindiging van lidmaatskap ingevolge subklousule (1) tree in werking met ingang van die datum waarop die sekretaris van die Fonds die betrokke lid skriftelik te dien effekte in kennis stel. Die Fonds moet eise om bystand wat tot op daardie datum opgeloop het, uitbetaal maar moet geen eis wat na die datum van kennisgewing ontstaan, oorweeg nie.

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

(4) Lidmaatskap van die Fonds word beëindig—

(a) sodra 'n lid nie meer in diens staan van en/of verbonde is aan die Nywerhede nie: Met dien verstande dat 'n lid wat bydraes vir 13 agtereenvolgende weke net vóór sy werkloosheid betaal het sonder betaling van bydraes geag word 'n lid van die Fonds te wees vir 'n tydperk van twee kalendermaande met ingang van die datum van beëindiging van diens in die Nywerhede;

(b) in the case of all members who, after having received benefits for one year, are declared by a medical practitioner and/or specialist to be chronically sick, permanently disabled, totally incapacitated and unable to work in the Industries: Provided that eligible dependants of such members may, at the discretion of the Board of Management, continue to be eligible for benefits under such conditions as it may determine;

(c) in the event of the liquidation of the Fund in terms of section 15 of this Agreement.

(5) Any member whose membership of the Fund has been terminated shall forfeit all claims on the Fund, and, if readmitted to membership, shall be regarded as an entirely new member unless otherwise decided by the Board of Management.

8. Dependants

(1) Subject to subsection (3), the dependants of members shall be eligible for benefits in terms of section 10 hereof and, for the purposes of this section, dependant shall mean any person declared by any member, on the official application form for benefits under the Fund, to be a dependant and, upon the production of certified proof, shall be limited to the following:

(a) (i) The legal wife of a member in respect of whom a marriage certificate shall be produced;

(ii) any legitimate child, stepchild or legally adopted child of a member under the age of 18 years in respect of whom a birth certificate or adoption papers respectively shall be produced: Provided, however, that a child under the age of 18 years but over the age of 16 years who has left school and who is earning R40 per month or more shall not be eligible for acceptance or continuance as a dependant;

(iii) any legitimate child, stepchild or legally adopted child of a member over the age of 18 years but under the age of 21 years, in respect of whom a birth certificate or adoption papers respectively shall be produced, who is totally incapacitated by reason of accident, disease or ill-health and who is dependant upon the member for support and maintenance: Provided that such total incapacity shall have occurred after the date of coming into operation of the Agreement;

(b) the legal wife only of a member who participates in terms of section 6 (3) *(b)*;

(c) any other persons approved by the Board of Management.

(2) The provisions of the Rules of the Fund shall *mutatis mutandis* apply in respect of all dependants.

(3) The dependants of members who participate in terms of section 6 (3) *(c)* shall not qualify as dependants in terms of this section and shall not be eligible for benefits under this Fund.

9. Contributions

(1) Contributions shall be made by the employers and employees as from the date of coming into operation of this Agreement as hereinafter provided.

(2) From the wages of each employee the employer shall deduct R4,50 per week including weeks in which the employee is on paid leave.

(3) Contributions in accordance with subsection (2) may be deducted from the wages of unscheduled employees (other than apprentices) at their written request: Provided that such employees are receiving a wage of not less than R1,35 per hour or R60,75 per week or R263,25 per month, excluding payment for overtime.

(4) Contributions in accordance with subsection (2) may be deducted from the wages of apprentices before entering their final year of apprenticeship at their written request and shall be deducted from the wages of apprentices in the final year of apprenticeship.

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

Every employer in Region A, to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Cape Regional Council), P.O. Box 6096, Roggebaai, 8012, or Pearl Assurance, Room 507, Heerengracht, Foreshore, Cape Town, 8001;

every employer in Region B, to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Border Regional Council), P.O. Box 7227, East London, 5200, or Carmel House, 7-9 Gladstone Street, East London, 5201;

(b) in die geval van alle lede wat, nadat hulle bystand vir een jaar ontvang het, deur 'n mediese praktisyn en/of spesialis verklaar word as chronies siek, permanent ongeskik, heeltemal onbevoeg en nie in staat om in die Nywerhede te werk nie: Met dien verstande dat bevoegde afhanklikes van sodanige lede na goedvinde van die Bestuursraad kan voortgaan om op bystand geregtig te wees op dié voorwaardes wat hy bepaal;

(c) in die geval van die likwidasie van die Fonds ooreenkomstig klousule 15 van hierdie Ooreenkoms.

(5) 'n Lid van wie die lidmaatskap van die Fonds beëindig is, verbeur alle aanspraak op die Fonds en, indien lidmaatskap weer toegestaan word, word hy geag 'n algehele nuwe lid te wees, tensy die Bestuursraad anders besluit.

8. Afhanklikes

(1) Behoudens subklousule (3), kom die afhanklikes van lede in aanmerking vir bystand ingevolge klousule 10 hiervan, en vir die toepassing van hierdie klousule beteken afhanklike 'n persoon wat deur 'n lid op die amptelike aansoekvorm om bystand van die Fonds as afhanklike verklaar word en word hy by die lewering van 'n gesertifiseerde bewys tot die volgende beperk:

(a) (i) Die wettige vrou van 'n lid, vir wie 'n huweliksertifikaat voorgelê moet word:

(ii) 'n wettige kind, stiefkind of wettig aangenome kind van 'n lid, onder die ouderdom van 18 jaar, vir wie 'n geboortesertifikaat of dokumente van aanneming onderskeidelik voorgelê moet word: Met dien verstande egter dat 'n kind onder die ouderdom van 18 jaar maar bo die ouderdom van 16 jaar wat die skool verlaat het en R40 of meer per maand verdien, nie in aanmerking kom vir aanvaarding as 'n afhanklike of kan voortgaan om as 'n afhanklike beskou te word nie;

(iii) 'n wettige kind, stiefkind of wettig aangenome kind van 'n lid, bo die ouderdom van 18 jaar maar onder die ouderdom van 21 jaar, vir wie 'n geboortesertifikaat of dokumente van aanneming onderskeidelik voorgelê moet word, wat as gevolg van 'n ongeluk, siekte of swak gesondheid algeheel ongeskik is en van die lid vir sorg en onderhoud afhanklik is: Met dien verstande dat sodanige algehele ongeskiktheid moet voorgekom het na die datum van inwerkingtreding van die Ooreenkoms;

(b) die wettige vrou slegs van 'n lid wat ingevolge klousule 6 (3) *(b)* deelneem;

(c) enige ander persoon wat die Bestuursraad goedkeur.

(2) Die Reëls van die Fonds is *mutatis mutandis* van toepassing ten opsigte van alle afhanklikes.

(3) Die afhanklikes van lede wat ingevolge klousule 6 (3) *(c)* deelneem, kom nie in aanmerking as afhanklikes ingevolge hierdie klousule nie en ook nie vir bystand kragtens hierdie Fonds nie.

9. Bydraes

(1) Bydraes moet, soos hieronder bepaal, deur die werkgewers en die werknemers betaal word vanaf die datum waarop hierdie Ooreenkoms in werking tree.

(2) Die werkgewer moet R4,50 per week, met inbegrip van weke wat die werknemer met verlof met besoldiging is, van die loon van elke werknemer aftrek.

(3) Bydraes ooreenkomstig subklousule (2) kan van die lone van ongelyste werknemers, uitgesonderd vakleerling, afgetrek word indien hulle skriftelik daarom aansoek doen: Met dien verstande dat sodanige werknemers 'n loon van minstens R1,35 per uur of R60,75 per week of R263,25 per maand uitgesonderd besoldiging vir oortydwerk, ontvang.

(4) Bydraes ooreenkomstig subklousule (2) kan, wanneer hulle skriftelik daarom aansoek doen, van die loon van vakleerlinge afgetrek word voordat hulle hul finale leerlingsjaar begin en moet van die loon van vakleerlinge in hul finale leerlingsjaar afgetrek word.

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

Elke werkgewer in Streek A, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Kaapse Streekraad), Posbus 6096, Roggebaai, 8012, of Kamer 507, Pearl Assurance, Heerengracht, Strandgebied, Kaapstad, 8001;

elke werkgewer in Streek B, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grensstreekraad), Posbus 7227, Oos-Londen, 5200, of Carmelhuis, Gladstonestraat 7-9, Oos-Londen, 5201;

every employer in Region C, to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Natal Regional Council), P.O. Box 10799, Marine Parade, 4056, or Metal Industries House, 15 Ordnance Road, Durban, 4001;

every employer in Region D, to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Midlands Regional Council), P.O. Box 3127, Port Elizabeth, 6000, or Third Floor, Todd Chambers, Todd Street, North End, Port Elizabeth, 6001;

every employer in Region E, to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Transvaal Regional Council), P.O. Box 3998, Johannesburg, 2000, or "Amaleng", 8 De Villiers Street, Johannesburg, 2001;

every employer in Region F, to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Orange Free State and Northern Cape Regional Council), P.O. Box 95, Welkom, 9460, or Suite 1, First Floor, Constantia House, 22 Bok Street, Welkom, 9460.

(6) Should any amount due in terms of this section not be received by the Council by the 15th 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 15th day until the day upon which payment in cash is actually received by the appropriate Regional Council: Provided that the Council shall be entitled in its absolute discretion to waive the payment of such interest or part thereof.

10. Benefits

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

(a) Payment of expenses other than expenses for dental services and optical services not exceeding the amount of R2 000 in the aggregate in each cycle of 52 weeks of contributory service for the member and his dependants;

(b) payment of expenses for dental services not exceeding the amount of R100 in the aggregate in each cycle of 52 weeks of contributory service for the member and his dependants;

(c) payment of expenses for optical services not exceeding an amount of R60 in the aggregate, for the member only, in each cycle of five years of contributory service.

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

(3) Notwithstanding the provisions of this section, and subject to subsection (4), no member shall be entitled to benefits unless he is in possession of a Membership Book and has made contributions to the Fund for at least 13 consecutive weeks: Provided that where a member ceases to be employed in the Industries other than in the case of unemployment in terms of section 7 (4) *(a)*, his membership of the Fund for purposes of benefits shall be deemed to recommence after he has made contributions for at least 13 consecutive weeks from his date of re-employment in the Industry:

Provided further that this subsection shall not apply to a member who produces satisfactory evidence that he/she was in benefit in a medical aid/benefit scheme immediately prior to commencing contributions to the Fund.

(4) Notwithstanding the provisions of subsection (3), no member shall be entitled to optical benefits as provided for in subsection 1 *(c)* until he has made contributions to the Fund for at least 52 consecutive weeks after 1 March 1979: Provided that where a member ceases to be employed in the Industries, other than in the case of unemployment in terms of section 7 (4), his membership of the Fund for the purposes of qualification for "optical benefits" shall be deemed to recommence after he has made contributions for at least 52 consecutive weeks from his date of re-employment in the Industry.

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

11. Administration of the Fund

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

(a) the Fund's benefits and the qualification attaching thereto;

(b) the procedure for lodging and payment of claims;

elke werkgewer in Streek C, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Natalse Streekraad), Posbus 10799, Marine Parade, 4056, of Metal Industries House, Ordnanceweg 15, Durban, 4001;

elke werkgewer in Streek D, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Middellandse Streekraad), Posbus 3127, Port Elizabeth, 6000, of Derde Verdieping, Todd Chambers, Toddstraat, Noordeinde, Port Elizabeth, 6001;

elke werkgewer in Streek E, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Transvaalse Streekraad), Posbus 3998, Johannesburg, 2000, of ,,Amaleng", De Villiersstraat 8, Johannesburg, 2001;

elke werkgewer in Streek F, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Oranje-Vrystaatse en Noord-Kaaplandse Streekraad), Posbus 95, Welkom, 9460, of Suite 1, Eerste Verdieping, Constantiagebou, Bokstraat 22, Welkom, 9460.

(6) Indien enige bedrag wat ingevolge hierdie klousule verskuldig is, teen die 15de dag van die maand wat volg op die maand waarvoor dit betaalbaar is nog nie deur die Raad ontvang is nie, moet die werkgewer rente betaal op sodanige bedrag of kleiner bedrag as wat onbetaald oorbly, bereken teen een persent per maand of gedeelte daarvan vanaf sodanige 15de dag tot op die dag waarop betaling in kontant werklik deur die betrokke Streekraad ontvang word: Met dien verstande dat die Raad die bevoegdheid het om na sy eie absolute goedvinde die betaling van sodanige rente, of gedeelte daarvan, kwyt te skeld.

10. Bystand

(1) Behoudens die Reëls van die Fonds, is 'n lid daarop geregtig om bystand van die Fonds soos volg te eis ten opsigte van mediese, tandheelkundige en optiese dienste:

(a) Betaling van koste, behalwe vir tandheelkundige en optiese dienste, van altesaam hoogstens R2 000 in elke siklus van 52 weke bydraende diens vir die lid en sy afhanklikes;

(b) betaling van koste vir tandheelkundige dienste van altesaam hoogstens R100 in elke siklus van 52 weke bydraende diens vir die lid en sy afhanklikes;

(c) betaling van koste vir optiese dienste van altesaam hoogstens R60 vir slegs die lid in elke siklus van vyf jaar bydraende diens.

(2) 'n Lid en sy afhanklikes wat binne 'n tydperk van drie agtereenvolgende tydperke van 52 weke geen bystand eis nie, is gedurende die 52 weke wat volg op die geen-eis-tydperke geregtig op die betaling van koste ten bedrae van 'n verdere 25 persent wat by die bedrae in subklousule 1 *(a)* en *(b)* van hierdie klousule genoem, gevoeg word.

(3) Ondanks hierdie klousule en behoudens subklousule (4) is geen lid op bystand geregtig nie tensy hy 'n Lidmaatskapboek besit en minstens 13 agtereenvolgende weke tot die Fonds bygedra het: Met dien verstande dat waar 'n lid nie meer in diens van die Nywerhede is nie, behalwe in die geval van werkloosheid ooreenkomstig klousule 7 (4) *(a)*, hy met die oog op bystand weer as lid van die Fonds geag word nadat hy minstens 13 agtereenvolgende weke vanaf die datum van sy herindiensneming in die Nywerheid bygedra het:

Voorts met dien verstande dat hierdie subklousule nie van toepassing is nie op 'n lid wat bevredigende bewys lewer dat hy/sy bystand ontvang het uit 'n mediese hulp-/bystandskema onmiddellik voordat hy/sy tot die Fonds begin bydra het.

(4) Ondanks subklousule (3), is geen lid op optiese bystand geregtig soos in subklousule 1 *(c)* bepaal nie tensy hy minstens 52 agtereenvolgende weke ná 1 Maart 1979 tot die Fonds bygedra het: Met dien verstande dat waar 'n lid nie meer in diens van die Nywerhede is nie, behalwe in die geval van werkloosheid ooreenkomstig klousule 7 (4), hy weer as lid van die Fonds met die oog op kwalifisering vir optiese bystand geag word nadat hy minstens 52 agtereenvolgende weke vanaf die datum van sy herindiensneming in die Nywerheid bygedra het.

(5) Ondanks die Reëls van die Fonds, kan die Bestuursraad na absolute goeddunke *ex gratia*-betalings aan lede en/of hul afhanklikes maak, na gelang van die besondere omstandighede van elke geval.

11. Administrasie van die Fonds

(1) Behoudens die algemene voorskifte van die Uitvoerende Komitee, moet die Fonds deur 'n Bestuursraad (bestaande uit ses persone wat deur die werkgewersorganisasies en ses persone wat deur die vakverenigings benoem is), ooreenkomstig die Reëls van die Fonds geadministreer word, wat onder andere die volgende bepaal:

(a) Die Fonds se bystand en die vereistes daarvoor;

(b) die prosedure in verband met die indiening en uitbetaling van eise;

(c) any other matter which the Board may decide.

(2) The Board of Management shall have the power to make and alter Rules governing the administration of the Fund. Copies of the Rules and any amendments thereto, which shall not be inconsistent with this Agreement or any Act, shall be lodged with the Director-General, Department of Manpower Utilisation.

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

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

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

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

(7) All expenses incurred in connection with the administration of the Fund shall be a charge against the Fund.

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

12. Indemnity

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

13. Financial Control

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

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

(a) In fixed deposits or savings accounts or on call with any bank or building society governed by the laws of the Republic of South Africa;

(b) in bills, bonds, certificates, debentures or stock issued or guaranteed by the Government of the Republic of South Africa;

(c) in deposits in the Republic of South Africa Post Office Savings Bank;

(d) in stock of, or in loans to any local authority in the Republic incorporated or constituted by or under any general or special statute, ordinance or statutory enactment;

(e) in debentures or stock of any waterworks, electricity supply corporation or a similar corporation created by special legislative enactments within the Republic of South Africa;

(f) in building society shares or preference shares of any company quoted on the Johannesburg Stock Exchange;

(g) in the purchase of immovable property, including the purchase of land and the erection of buildings thereon;

(h) in first mortgage upon immovable property in the Republic of South Africa or participation in such mortgage bonds on conditions laid down by the Board from time to time. No moneys shall be advanced on the security of immovable property which is subject to a prior mortgage bond unless such prior mortgage bond is in favour of the Fund: Provided always that the total of the loan shall not exceed 75 per cent of the market value of the property concerned, as determined by a sworn appraiser.

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

(4) All securities, mortgage bonds, title deeds and other documents shall be registered in the name of the Fund and shall not be transferred, alienated or otherwise disposed of except with the approval of the

(c) enige ander aangeleentheid waaroor die Bestuursraad besluit.

(2) Die Bestuursraad beskik oor die bevoegdheid om Reëls vir die administrasie van die Fonds te maak en te wysig. Kopieë van die Reëls en alle wysigings daarvan wat nie onbestaanbaar met hierdie Ooreenkoms of 'n wet moet wees nie, moet by die Direkteur-generaal, Departement van Mannekragbenutting, ingedien word.

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

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

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

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

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

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

12. Vrywaring

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

13. Finansiële Beheer

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

(2) Die Bestuursraad kan alle geld wat nie onmiddellik nodig is om die lopende koste van die Fonds te dek nie, soos hy van tyd tot tyd besluit belê in—

(a) Vaste deposito's of spaarrekenings of as onmiddellik opeisbaar by enige bank of bougenootskap wat deur die wette van die Republiek van Suid-Afrika beheer word;

(b) wissels, obligasies, sertifikate, skuldbriewe of effekte deur die Regering van die Republiek van Suid-Afrika uitgereik of gewaarborg;

(c) deposito's in die Posspaarbank van die Republiek van Suid-Afrika;

(d) effekte van/of lenings aan 'n plaaslike bestuur in die Republiek wat met regspersoonlikheid beklee is of in die lewe geroep is deur of ingevolge 'n algemene of spesiale wet, ordonnansie of statutêre bepaling;

(e) skuldbriewe of effekte van enige waterwerke, elektrisiteitsvoorsieningskorporasie of 'n dergelike korporasie wat deur spesiale wetsbepalings in die lewe geroep is binne die Republiek van Suid-Afrika;

(f) bougenootskapaandele of voorkeuraandele van 'n maatskappy wat op die Johannesburgse Aandelebeurs genoteer word;

(g) die aankoop van vaste eiendom, insluitende die aankoop van grond en die oprigting van geboue daarop;

(h) eerste verbande op vaste eiendom in die Republiek van Suid-Afrika of deelname aan sodanige verbande op voorwaardes wat die Bestuursraad van tyd tot tyd voorskryf. Geen geld mag, met vaste eiendom wat alreeds onder verband staan as sekuriteit, voorgeskiet word nie, tensy die vorige verband ten gunste van die Fonds is: Met dien verstande altyd dat die bedrag van die lening gelyk mag wees aan hoogstens 75 persent van die markwaarde van die betrokke eiendom, soos deur 'n beëdigde waardeerde vasgestel.

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

(4) Alle sekuriteite, verbande, transportaktes en ander dokumente moet op naam van die Fonds geregistreer word en mag nie oorgedra, vervreem of andersins van die hand gesit word nie behalwe met die

Board. The Board of Management shall nominate four members of the Board as signatories for the above purpose, the signatures of any two of whom shall be sufficient for the purpose of giving effect to the resolutions of the Board of Managerment. Such signatories shall hold office indefinitely or for such period as the Board when appointing them shall designate.

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

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

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

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

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

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

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

14. Expiry of the Agreement

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

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

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

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

15. Liquidation

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

goedkeuring van die Bestuursraad. Die Bestuursraad moet vier van sy lede as ondertekenaars vir bogenoemde doel benoem, en die handtekeninge van enige twee van hulle is voldoende vir die doel om uitvoering aan die besluit van die Bestuursraad te gee. Sodanige ondertekenaars beklee die amp vir 'n onbepaalde tydperk of vir dié tydperk wat die Bestuursraad tydens hul aanstellings aanwys.

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

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

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

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

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

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

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

14. Verstryking van die Ooreenkoms

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

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

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

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

15. Likwidasie

By die verval van die Ooreenkoms na verloop van tyd of om enige ander rede, en tensy dit binne twee jaar hiernieu of vervang word deur 'n ander ooreenkoms wat die Fonds laat voortbestaan, of as die Fonds nie deur die Nywerheidsraad binne die genoemde tydperk van twee jaar na enige ander fonds oorgedra word wat vir dieselfde doel ooreenkomstig artikel 14 saamgestel is nie, moet die Fonds gelikwideer word. By likwidasie van die Fonds moet die geld in die krediet van die Fonds, na die uitbetaling van alle eise teen die Fonds, insluitende administrasie- en likwidasiekoste, gelykop tussen die werkgewersorganisasies en die vakverenigings verdeel word. Die Fonds moet deur die Bestuursraad, wat ooreenkomstig klousule 14 optree, of deur die trustee(s) wat ooreenkomstig die genoemde klousule benoem is, na gelang van die geval, gelikwideer word.

16. BENEFITS INALIENABLE

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

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

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

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

17. AGENTS

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

18. EXEMPTIONS

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

(2) Application for exemption shall be made to the Secretary of the Council, P.O. Box 9381, Johannesburg, 2000.

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

19. EXHIBITION OF AGREEMENT

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

Signed at Johannesburg for and on behalf of the parties this 27th day of May 1980.

W. E. KIRKWOOD,
Chairman.

J. E. FAURE,
Vice-Chairman.

A. O. DE JAGER,
General Secretary.

R.1340] [27 June 1980

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES

CANCELLATION OF GOVERNMENT NOTICES

I, STEPHANUS PETRUS BOTHA, Minister of Manpower Utilisation, hereby, in terms of section 48 (5) of the Industrial Conciliation Act, 1956, cancel Government Notices R.314 of 23 February 1979, R.1463 of 29 June 1979 and R.297 of 15 February 1980, with effect from 1 July 1980.

S. P. BOTHA
Minister of Manpower Utilisation

16. BYSTAND IS ONVERVREEMBAAR

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

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

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

(4) Enige beslissing van die Bestuursraad oor 'n feitekwessie en die uitvoering deur die Bestuursraad van 'n beslissing wat hy ooreenkomstig die Reëls neem, is finaal en is nie onderworpe aan appèl of hersiening nie.

17. AGENTE

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

18. VRYSTELLINGS

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

(2) Aansoeke om vrystelling moet by die Sekretaris van die Raad, Posbus 9381, Johannesburg, 2000, gedoen word.

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

19. VERTONING VAN OOREENKOMS

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

Namens die partye op hede die 27ste dag van Mei 1980 in Johannesburg onderteken.

W. E. KIRKWOOD,
Voorsitter.

J. E. FAURE,
Ondervoorsitter.

A. O. DE JAGER,
Hoofsekretaris.

R.1340] [27 Junie 1980.

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

INTREKKING VAN GOEWERMENTSKENNISGEWINGS

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekragbenutting, trek hierby, kragtens artikel 48 (5) van die Wet op Nywerheidsversoening, 1956, Goewermentskennisgewings R.314 van 23 Februarie 1979, R.1463 van 29 Junie 1979 en R.297 van 15 Februarie 1980 in met ingang van 1 Julie 1980.

S. P. BOTHA
Minister van Mannekragbenutting

R.1341] [27 June 1980

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES

AMENDMENT OF ISPA SUBGROUP AGREEMENT

I, STEPHANUS PETRUS BOTHA, Minister of Manpower Utilisation, hereby—

(a) in terms of section 48 (1) *(a)* of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industries shall be binding, with effect from 1 July 1980 and for the period ending 30 June 1981, upon the employers' organisation and the trade unions which entered into the Amending Agreement and upon Dunswart Iron and Steel Works Limited, McWillaw Iron and Steel Foundry (Pty) Ltd, Scaw Metals Limited, George Stott & Co. (Pty) Ltd and Cape Town Iron and Steel Works (Pty) Ltd, who are members of the said organisation and their employees who are members of the said unions;

(b) in terms of section 48 (1) *(b)* of the said Act, declare that the provisions of the Amending Agreement shall be binding, with effect from 1 July 1980 and for the period ending 30 June 1981, upon all employers and employees, other than those referred to in paragraph *(a)* of this notice, who are engaged or employed in the said Industries in the areas occupied by Dunswart Iron and Steel Works Limited, McWillaw Iron and Steel Foundry (Pty) Ltd, Scaw Metals Limited, George Stott & Co. (Pty) Ltd and Cape Town Iron and Steel Works (Pty) Ltd, in the Magisterial Districts of Benoni, Durban, Germiston, Johannesburg and Kuils River; and

(c) in terms of section 48 (3) *(a)* of the said Act, declare that in the areas specified in paragraph *(b)* of this notice and with effect from 1 July 1980 and for the period ending 30 June 1981, the provisions of the Amending Agreement shall *mutatis mutandis* be binding upon all persons who are not employees and who are employed in the said Industries by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of such persons in their employ.

S. P. BOTHA
Minister of Manpower Utilisation

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

AGREEMENT

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

Iron and Steel Producers' Association of South Africa

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

R.1341] [27 Junie 1980

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

WYSIGING VAN ISPA-SUBGROEPOOREENKOMS

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekragbenutting, verklaar hierby—

(a) kragtens artikel 48 (1) *(a)* van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, met ingang van 1 Julie 1980 en vir die tydperk wat op 30 Junie 1981 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir Dunswart Iron and Steel Works Limited, McWillaw Iron and Steel Foundry (Pty) Ltd, Scaw Metals Limited, George Stott & Co. (Pty) Ltd en Cape Town Iron and Steel Works (Pty) Ltd, wat lede van genoemde organisasie is en hul werknemers wat lede van genoemde verenigings is;

(b) kragtens artikel 48 (1) *(b)* van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van 1 Julie 1980 en vir die tydperk wat op 30 Junie 1981 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 Nywerhede in die gebiede geokkupeer deur Dunswart Iron and Steel Works Limited, McWillaw Iron and Steel Foundry (Pty) Ltd, Scaw Metals Limited, George Stott & Co. (Pty) Ltd en Cape Town Iron and Steel Works (Pty) Ltd, in die landdrosdistrikte Benoni, Durban, Germiston, Johannesburg en Kuilsrivier; en

(c) kragtens artikel 48 (3) *(a)* van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van 1 Julie 1980 en vir die tydperk wat op 30 Junie 1981 eindig, in die gebiede gespesifiseer in paragraaf *(b)* van hierdie kennisgewing *mutatis mutandis* bindend is vir alle persone wat nie werknemers is nie en wat in diens is in genoemde Nywerhede by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van sodanige persone in hul diens.

S. P. BOTHA
Minister van Mannekragbenutting

BYLAE

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

OOREENKOMS

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

Iron and Steel Producers' Association of South Africa

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

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Iron Moulders' Society of South Africa
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Engine Drivers', Firemen's and Operators' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie
(hereinafter referred to as the "employees" or the "trade unions"), of the other part,
being parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry
to amend the ISPA Subgroup Agreement, published under Government Notice R.1319 of 2 August 1974, as amended and extended by Government Notices R.950 of 16 May 1975, R.1097 and R.1098 of 25 June 1976, R.1158 of 24 June 1977, R.1441 of 29 July 1977, R.1685 and R.1689 of 26 August 1977, R.161 of 27 January 1978, R.1318 and R.1327 of 23 June 1978, and R.1465 and R.1466 of 29 June 1979, as follows

PART III

TABLE OF WAGE RATES

Substitute the following for the existing table:

Rate classification	*Rate per hour* R
Rate F	1,06
Rate G	0,95
Rate H	0,90
Rate I	0,90

Signed at Johannesburg for and on behalf of the parties this 27th day of May 1980.

W. E. KIRKWOOD,
Chairman.

J. E. FAURE,
Vice-Chairman.

A. O. DE JAGER,
General Secretary

R.1342] [27 June 1980

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES

EXTENSION OF ISPA SUBGROUP AGREEMENT

I, STEPHANUS PETRUS BOTHA, Minister of Manpower Utilisation, hereby, in terms of section 48 (4) *(a)* (i) of the Industrial Conciliation Act, 1956, extend the periods fixed in Government Notices R.1319 of 2 August 1974, R.950 of 16 May 1975, R.1097 and R.1098 of 25 June 1976, R.1158 of 24 June 1977, R.1441 of 29 July 1977, R.1685 and R.1689 of 26 August 1977, R.161 of 27 January 1978, R.1318 and R.1327 of 23 June 1978 and R.1465 and R.1466 of 29 June 1979, by a further period of 12 months ending 30 June 1981.

S. P. BOTHA
Minister of Manpower Utilisation

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Iron Moulders' Society of South Africa
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Engine Drivers', Firemen's and Operators' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie
(hierna die ,,werknemers" of die ,,vakverenigings" genoem), aan die ander kant,
wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid
om die ISPA-subgroepooreenkoms, gepubliseer by Goewermentskennisgewing R.1319 van 2 Augustus 1974, soos gewysig en verleng by Goewermentskennisgewings R.950 van 16 Mei 1975, R.1097 en R.1098 van 25 Junie 1976, R.1158 van 24 Junie 1977, R.1441 van 29 Julie 1977, R.1685 en R.1689 van 26 Augustus 1977, R.161 van 27 Januarie, 1978, R.1318 en R.1327 van 23 Junie 1978, en R.1465 en R.1466 van 29 Junie 1979, soos volg te wysig:

DEEL III

LOONSKAALTABEL

Vervang die bestaande tabel deur die volgende tabel:

Loonindeling	*Loon per uur* R
Loon F	1,06
Loon G	0,95
Loon H	0,90
Loon I	0,90

Namens die partye op hede die 27ste dag van Mei 1980 in Johannesburg onderteken.

W. E. KIRKWOOD,
Voorsitter.

J. E. FAURE,
Ondervoorsitter.

A. O. DE JAGER,
Hoofsekretaris.

R.1342] [27 Junie 1980

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

VERLENGING VAN ISPA-SUBGROEPOOREENKOMS

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekragbenutting, verleng hierby, kragtens artikel 48 (4) *(a)* (i) van die Wet op Nywerheidsversoening, 1956, die tydperke vasgestel in Goewermentskennisgewings R.1319 van 2 Augustus 1974, R.950 van 16 Mei 1975, R.1097 en R.1098 van 25 Junie 1976, R.1158 van 24 Junie 1977, R.1441 van 29 Julie 1977, R.1685 en R.1689 van 26 Augustus 1977, R.161 van 27 Januarie 1978, R.1318 en R.1327 van 23 Junie 1978 en R.1465 en R.1466 van 29 Junie 1979, met 'n verdere tydperk van 12 maande wat op 30 Junie 1981 eindig.

S. P. BOTHA
Minister van Mannekragbenutting

R.1343] [27 June 1980

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES

AMENDMENT OF GROUP PENSION FUND AGREEMENT

I, STEPHANUS PETRUS BOTHA, Minister of Manpower Utilisation, hereby—

(a) in terms of section 48 (1) *(a)* of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industries, shall be binding, with effect from 1 July 1980 and for the period ending 30 June 1983, 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 shall be binding with effect from 1 July 1980 and for the period ending 30 June 1983, upon all employers and employees other than those referred to in paragraph *(a)* of this notice, who are engaged or employed in the said Industries in the Republic of South Africa, excluding the port and settlement of Walvis Bay; and

(c) in terms of section 48 (3) *(a)* of the said Act, declare that in the Republic of South Africa, excluding the port and settlement of Walvis Bay, and with effect from 1 July 1980 and for the period ending 30 June 1983, the provisions of the Amending Agreement shall *mutatis mutandis* be binding upon all persons who are not employees and who are employed in the said Industries by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of such persons in their employ.

S. P. BOTHA
Minister of Manpower Utilisation

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

AGREEMENT

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

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Gate and Fence Manufacturers' Association of the Transvaal
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa

R.1343] [27 Junie 1980

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

WYSIGING VAN GROEPSPENSIOENFONDSOOREENKOMS

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekragbenutting, verklaar hierby—

(a) kragtens artikel 48 (1) *(a)* van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem), wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, met ingang van 1 Julie 1980 en vir die tydperk wat op 30 Junie 1983 eindig, bindend is vir die werkgewersorganisasies en die 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 met ingang van 1 Julie 1980 en vir die tydperk wat op 30 Junie 1983 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 Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai; en

(c) kragtens artikel 48 (3) *(a)* van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van 1 Julie 1980 en vir die tydperk wat op 30 Junie 1983 eindig, in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, *mutatis mutandis* bindend is vir alle persone wat nie werknemers is nie en wat in diens is 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 sodanige persone in hul diens.

S. P. BOTHA
Minister van Mannekragbenutting

BYLAE

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

OOREENKOMS

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

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Gate and Fence Manufacturers' Association of the Transvaal
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa

Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural and Irrigation Machinery Manufacturers' Association
S.A. Association of Shipbuilders and Repairers
S.A. Burglar Alarm Systems Association
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Machine Tool Manufacturers' Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Production Founders' Association
S.A. Radio Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association
S.A. Wrought Non-Ferrous Metal Manufacturers' Association
Transvaal and Orange Free State Foundry Association

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

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Electrical and Allied Trades Union of South Africa
Engineering Industrial Workers' Union of South Africa
Iron Moulders' Society of South Africa
Radio, Television, Electronics and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Engine Driver's, Firemen's and Operators' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry, to amend the Group Pension Fund Agreement published under Government Notice R.1316 of 23 June 1978 as amended by Government Notice R.1464 of 29 June 1979 as follows:

1. Section 1—Period of Operation of Agreement

For the word "Labour" substitute the words "Manpower Utilisation".

2. Section 3—Definitions

In the definition of "Region A" substitute the words "Room 507" for the words "Room 513".

3. Section 5—Contributions

(1) In subsection (2) substitute the word "six" for the word "five".
(2) In subsection (6) in the address for Region A, substitute the words "Room 507" for the words "Room 513".

4. Section 6—Administration

In subsection (1) substitute the words "Director-General: Manpower Utilisation for the words "Secretary for Labour".

Signed at Johannesburg for and on behalf of the parties this 2nd day of June 1980.

W. E. KIRKWOOD,
Chairman.

J. E. FAURE,
Vice Chairman.

A. O. DE JAGER,
General Secretary.

Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Radio Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural and Irrigation Machinery Manufacturers' Association
S.A. Association of Shipbuilders and Repairers
S.A. Burglar Alarm Systems Association
S.A. Electro Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Machine Tool Manufacturers' Association
South African Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Production Founders Association
S.A. Radio and Television Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association
S.A. Wrought Non-Ferrous Metal Manufacturers' Association
Transvaal and Orange Free State Foundry Association

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

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Electrical and Allied Trades Union of South Africa
Engineering Industrial Workers' Union
Iron Moulders' Society of South Africa
Radio, Television, Electronic and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Engine Drivers', Firemen's and Operator's Association
Suid-Afrikaanse Yster-, Staal- en Verwante Nywerhede-Unie

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

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid,

om die Groepspensioenfondsooreenkoms soos gepubliseer by Goewermentskennisgewing R.1316 van 23 Junie 1978 soos gewysig by Goewermentskennisgewing R.1464 van 29 Junie 1979, soos volg te wysig:

1. Klousule 1—Geldigheidsduur van Ooreenkoms

Vervang die woord ,,Arbeid" deur die woord ,,Mannekragbenutting".

2. Klousule 3—Woordomskrywing

In die omskrywing van ,,Streek A" vervang die woorde ,,Kamer 513" deur die woorde ,,Kamer 507".

3. Klousule 5—Bydraes

(1) In subklousule (2) vervang die woord ,,vyf" deur die woord ,,ses".
(2) In subklousule (6) vervang die woorde ,,Kamer 513" in die adres van Streek A deur die woorde ,,kamer 507".

4. Klousule 6—Administrasie

In subklousule (1) vervang die woorde ,,Sekretaris van Arbeid" met die woorde ,,Direkteur-generaal: Mannekragbenutting".

Geteken te Johannesburg vir en namens die partye hierdie 2de dag van Junie 1980.

W. E. KIRKWOOD,
Voorsitter.

J. E. FAURE,
Ondervoorsitter.

A. O. DE JAGER,
Algemene Sekretaris.

R.1344] [27 June 1980

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES

AMENDMENT OF ENGINEERING AND ALLIED INDUSTRIES EMPLOYEES MEDICAL AID FUND AGREEMENT

I, STEPHANUS PETRUS BOTHA, Minister of Manpower Utilisation, hereby, in terms of section 48 (1) *(a)* of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industries, shall be binding, with effect from 1 July 1980 and for the period ending 16 February 1985, 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.

S. P. BOTHA
Minister of Manpower Utilisation

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

AGREEMENT

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

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Gate and Fence Manufacturers' Association of the Transvaal
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural and Irrigation Machinery Manufacturers' Association
S.A. Association of Shipbuilders and Repairers
S.A. Burglar Alarm Systems Association
S.A. Electroplating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Machine Tool Manufacturers' Association
S.A. Production Founders' Association
S.A. Radio Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association

R.1344] [27 Junie 1980

WET OP NYWERHEISVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

WYSIGING VAN MEDIESE HULPFONDSOOREENKOMS VIR WERKNEMERS IN DIE INGENIEURS- EN AANVERWANTE NYWERHEDE

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekragbenutting, verklaar hierby, kragtens artikel 48 (1) *(a)* van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, met ingang van 1 Julie 1980 en vir die tydperk wat op 16 Februarie 1985 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

S. P. BOTHA
Minister van Mannekragbenutting

BYLAE

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

OOREENKOMS

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

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Gate and Fence Manufacturers' Association of the Transvaal
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural and Irrigation Machinery Manufacturers' Association
S.A. Association of Shipbuilders and Repairers
S.A. Burglar Alarm Systems Association
S.A. Electroplating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Machine Tool Manufacturers' Association
S.A. Production Founders' Association
S.A. Radio Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association

S.A. Wrought Non-Ferrous Metal Manufacturers' Association
Transvaal and Orange Free State Foundry Association
(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part and the
Electrical and Allied Trades Union of South Africa
Engineering Industrial Workers' Union
Radio, Television, Electronic and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
(hereinafter referred to as the "employees" or the "trade unions"), of the other part,
being parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.
to amend the Engineering and Allied Industries Employees Medical Aid Fund Agreement published under Government Notice R.296 of 15 February 1980, as follows:

1. Section 3—Definitions

(1) In the definition of "employee" substitute the figure "R1,35" for the figure "R1,18".
(2) In the definition of "Iron, Steel, Engineering and Metallurgical Industries" substitute the expression "(subject to any Demarcation Determination made in terms of Section 76 of the Act)" for the expression "(subject to the provisions of the Demarcation Determination published under Government Notice R.1971 of 30 November 1962)".
(3) In the definition of "Region A" substitute the figure "507" for the figure "513".

2. Section 6—Membership

In subsection (1) in the definition of "unscheduled employee" substitute the figures "R1,35", "R60,75" and "R263,25" for the figures "R1,18", "R53,10" and "R230,10" respectively.

3. Section 8—Contributions

In subsection (3) in the address for Region A, substitute the figure "507" for the figure "513".

4. Section 10—Administration of the Fund

In subsection (2) substitute the expression "Director-General: Manpower Utilisation" for the expression "Secretary for Labour".

5. Section 12—Financial Control

In subsection (6) substitute the expression "Director-General: Manpower Utilisation" for the expression "Secretary for Labour".
Signed at Johannesburg for and on behalf of the parties this 6th day of June 1980.

W. E. KIRKWOOD,
Chairman.

J. E. FAURE,
Vice-Chairman.

A. O. DE JAGER,
General Secretary.

S.A. Wrought Non-Ferrous Metal Manufacturers' Association
Transvaal and Orange Free State Foundry Association
(hierna die ,,werkgewers" of die ,,werkgewersorganisasies" genoem), aan die een kant, en die
Electrical and Allied Trades Union of South Africa
Engineering Industrial Workers' Union
Radio, Television, Electronic and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
(hierna die ,,werknemers" of die ,,vakverenigings" genoem), aan die ander kant,
wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid,
om die Mediese Hulpfondsooreenkoms vir Werknemers in die Ingenieurs- en Aanverwante Nywerhede, gepubliseer by Goewermentskennisgewing R,296 van 15 Februarie 1980, soos volg te wysig:

1. Klousule 3—Woordomskrywing

(1) In die omskrywing van ,,werknemer" vervang die syfer ,,R1,18" deur die syfer ,,R1,35".
(2) In die omskrywing van ,,Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid" of ,,Nywerhede", vervang die uitdrukking ,,(behoudens die bepalings van die Afbakeningsvasstellings gemaak kragtens artikel 76 van die Wet)" deur die uitdrukking ,,(behoudens die bepalings van enige Afbakeningsvasstellings gemaak kragtens artikel 76 van die Wet.)"
(3) In die omskrywing van ,,Streek A", vervang die syfer ,,513" deur die syfer ,,507".

2. Klousule 6—Lidmaatskap

In die omskrywing van ,,ingelyste werknemers" in subklousule (1), vervang die syfers ,,R1,18", ,,R53,10" en ,,R230,10" deur die syfers ,,R1,35", ,,R60,75" en ,,R263,25", onderskeidelik.

3. Klousule 8—Bydraes

In subklousule (3) in die adres van ,,Streek A" vervang die syfer ,,513" deur die syfer ,,507".

4. Klousule 10—Administrasie van die Fonds

In subklousule (2), vervang die uitdrukking ,,Sekretaris van Arbeid" deur die uitdrukking ,,Direkteur-generaal: Mannekragbenutting."

5. Klousule 12—Finansiële Beheer

In subklousule (6), vervang die uitdrukking ,,Sekretaris van Arbeid" deur die uitdrukking ,,Direkteur-generaal: Mannekragbenutting."
Namens die partye op hede die 6de dag van Junie 1980 in Johannesburg onderteken.

W. E. KIRKWOOD,
Voorsitter.

J. E. FAURE,
Ondervoorsitter.

A. O. DE JAGER,
Hoofsekretaris.

R.1345] [27 June 1980

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES

AMENDMENT OF ADMINISTRATION EXPENSES AGREEMENT

I, STEPHANUS PETRUS BOTHA, Minister of Manpower Utilisation, hereby—

(a) in terms of section 48 (1) *(a)* of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industries, shall be binding, with effect from 1 July 1980 and for the period ending 31 January 1983, 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 shall be binding, with effect from 1 July 1980 and for the period ending 31 January 1983, upon all employers and employees other than those referred to in paragraph *(a)* of this notice, who are engaged or employed in the said Industries in the Republic of South Africa, excluding the port and settlement of Walvis Bay; and

(c) in terms of section 48 (3) *(a)* of the said Act, declare that in the Republic of South Africa, excluding the port and settlement of Walvis Bay, and with effect from 1 July 1980 and for the period ending 31 January 1983, the provisions of the Amending Agreement shall *mutatis mutandis* be binding upon all persons who are not employees and who are employed in the said Industries by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of such persons in their employ.

S. P. BOTHA
Minister of Manpower Utilisation

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

AGREEMENT

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

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Bright Bar Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
Domestic Appliance Manufacturers' Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Ferro Alloy Producers' Association

R.1345] [27 Junie 1980

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

WYSIGING VAN ADMINISTRASIEFONDSOOREENKOMS

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekragbenutting, verklaar hierby—

(a) kragtens artikel 48 (1) *(a)* van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, met ingang van 1 Julie 1980 en vir die tydperk wat op 31 Januarie 1983 eindig, bindend is vir die werkgewersorganisasies en die 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 met ingang van 1 Julie 1980 en vir die tydperk wat op 31 Januarie 1983 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 Nywerhede in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai; en

(c) kragtens artikel 48 (3) *(a)* van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van 1 Julie 1980 en vir die tydperk wat op 31 Januarie 1983 eindig, in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, *mutatis mutandis* bindend is vir alle persone wat nie werknemers is nie en wat in diens is in genoemde Nywerhede by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van sodanige persone in hul diens.

S. P. BOTHA
Minister van Mannekragbenutting

BYLAE

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

OOREENKOMS

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

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Bright Bar Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
Domestic Appliance Manufacturers' Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Ferro Alloy Producers' Association

Fire Protection Industries, Association of South Africa
Gate and Fence Manufacturers' Association of the Transvaal
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling and Construction Plant Association of South Africa
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Plumbers and Engineers Brassware Manufacturers' Association
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Radio Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural and Irrigation Machinery Manufacturers' Association
S.A. Air Conditioning Equipment Manufacturers' Association
S.A. Association of Shipbuilders and Repairers
S.A. Burglar Alarm Systems Association
S.A. Electro Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Machine Tool Manufacturers' Association
S.A. Production Founders' Association
S.A. Radio Manufacturers' Assocation
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association
S.A. Wrought Non-Ferrous Metal Manufacturers' Association
Transvaal and Orange Free State Foundry Association

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

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Electrical and Allied Trades Union of South Africa
Engineering Industrial Workers' Union of South Africa
Iron Moulders' Society of South Africa
Radio, Television, Electronic and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Engine Drivers', Firemen's and Operators' Association
S.A. Yster, Staal- en Verwante Nywerhede-Unie

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

to amend the Administration Expenses Agreement, published under Government Notice R.158 of 27 January 1978 and amended by Government Notices R.1326 of 23 June 1978, and R.1468 of 29 June 1979, as fllows:

1. Section 2—Definitions

(1) In the definition of "Region A" substitute "Room 507" for "Room 513" and add the Street postal code number "8001" at the end of the address.

(2) In the definition of "Region B" add the Street postal code number "5021" at the end of the address.

(3) In the definition of "Region C" add the Street postal code number "4001" at the end of the address.

(4) In the definition of "Region D" add the Street postal code number "6001" at the end of the address.

(5) In the definition of "Region E" add the Street postal code number "2001" at the end of the address.

(6) In the definition of "Region F" add the Street postal code number "9460" at the end of the address.

2. Section 4—Contributions

In sub-section (4) *(a)* substitute the figure "135c" for the figure "118c".

Signed at Johannesburg for and on behalf of the parties this second day of June 1980.

W. E. KIRKWOOD,
Chairman.

J. E. FAURE,
Vice-Chairman.

A. O. DE JAGER,
General Secretary.

Fire Protection Industries' Association of South Africa
Gate and Fence Manufacturers' Association of the Transvaal
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling and Construction Plant Association of South Africa
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Plumbers and Engineers Brassware Manufacturers' Association
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Radio Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural and Irrigation Machinery Manufacturers' Association
S.A. Air Conditioning Equipment Manufacturers' Association
S.A. Association of Shipbuilders and Repairers
S.A. Burglar Alarm Systems Association
S.A. Electro Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Machine Tool Manufacturers' Association
S.A. Production Founders' Association
S.A. Radio Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association
S.A. Wrought Non-Ferrous Metal Manufacturers' Association
Transvaal and Orange Free State Foundry Association

(hierna die ,,werkgewers" of die ,,werkgewersverenigings" genoem), aan die eenkant, en die

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Electrical and Allied Trades Union of South Africa
Engineering Industrial Workers' Union of South Africa
Iron Moulders' Society of South Africa
Radio, Television, Electronic and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Engine Drivers', Firemen's and Operators' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie

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

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs en Metallurgiese Nywerheid,

om die Administrasiefondsooreenkoms, gepubliseer by Goewermentskennisgewing R.158 van 27 Januarie 1978, soos gewysig by Goewermentskennisgewings R.1326 van 23 Junie 1978 en R.1468 van 29 Junie 1979, soos volg te wysig:

1. Klousule 2—Woordomskrywings

(1) In die woordomskrywing van ,,Streek A" vervang die woorde ,,Kamer 513" deur die woorde ,,Kamer 507" en voltooi die adres deur die Straat-Poskodenommer ,,8001" in te voeg.

(2) In die woordomskrywing van ,,Streek B" voltooi die adres deur die Straat-Poskodenommer ,,5201 in te voeg.

(3) In die woordomskrywing van ,,Streek C" voltooi die adres deur die Straat-Poskodenommer ,,4001" in te voeg.

(4) In die woordomskrywing van ,,Streek D" voltooi die adres deur die Straat-Poskodenommer ,,6001" in te voeg.

(5) In die woordomskrywing van ,,Streek E" voltooi die adres deur die Straat-Poskodenommer ,,2001" in te voeg.

(6) In die woordomskrywing van ,,Streek F" voltooi die adres deur die Straat-Poskodenommer ,,9460" in te voeg.

2. Klousule 4—Bydraes

In subklousule (4) *(a)* vervang die syfer ,,118c" deur die syfer ,,135c".

Geteken te Johannesburg vir en namens die partye hierdie tweede dag van Junie 1980.

W. E. KIRKWOOD,
Voorsitter.

J. E. FAURE,
Ondervoorsitter.

A. O. DE JAGER,
Algemene Sekretaris.

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