



REPUBLIC OF SOUTH AFRICA
GOVERNMENT GAZETTE
STAATSKOERANT
VAN DIE REPUBLIEK VAN SUID-AFRIKA

REGULATION GAZETTE No. 3777

PRICE 40c PRYS

REGULASIEKOERANT No. 3777

Plus GST/AVB

Registered at the Post Office as a Newspaper

ABROAD 50c BUITELANDS

As 'n Nuusblad by die Poskantoor Geregistreer

POST FREE • POSVRY

Vol. 234

PRETORIA, 7 DECEMBER 1984
DESEMBER

No. 9523

GOVERNMENT NOTICES

DEPARTMENT OF MANPOWER

No. R. 2668

7 December 1984

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, CAPE.—AMENDMENT OF
MAIN AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from 13 December 1984 and for the period ending 12 December 1986, upon the employers' organisations and the trade union which entered into the said Agreement and upon the employers and employees who are members of the said organisations or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from 13 December 1984 and for the period ending 12 December 1986, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the said Agreement.

P. T. C. DU PLESSIS, Minister of Manpower.

SCHEDULE

**INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY
(CAPE)**

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Cape Clothing Manufacturers' Association

and the

Cape Knitting Industry Association

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

GOEWERMENTSKENNISGEWINGS

DEPARTEMENT VAN MANNEKRAG

No. R. 2668

7 Desember 1984

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, KAAP.—WYSIGING VAN
HOOFOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van 13 Desember 1984 en vir die tydperk wat op 12 Desember 1986 eindig, bindend is vir die werkgewersorganisasies en die vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van 13 Desember 1984 en vir die tydperk wat op 12 Desember 1986 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 Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van genoemde Ooreenkoms gespesifiseer.

P. T. C. DU PLESSIS, Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID (KAAP)

OOREENKOMS

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

Cape Clothing Manufacturers' Association

en die

Cape Knitting Industry Association

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

Garment Workers' Union of the Western Province

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Clothing Industry (Cape), to amend the Main Agreement published under Government Notice R. 1373 of 1 July 1983, as amended and extended by Government Notices R. 2658 of 2 December 1983, R. 1260 of 22 June 1984, R. 1553 of 27 July 1984 and R. 2433 of 9 November 1984.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Clothing Industry—

(a) by the employers and the employees who are members of the employers' organisations and the trade union respectively;

(b) in the Magisterial Districts of—

(i) The Cape, Simon's Town, Goodwood, Bellville, Somerset West, Strand en Worcester by employers and employees who are engaged or employed on the operations referred to in paragraphs (a) and/or (b) of the definition of "Clothing Industry" in clause 3 of the Agreement published under Government Notice R. 540 of 23 March 1979;

(ii) Wynberg by employers and employees who are engaged or employed on the operations referred to in paragraphs (a) and/or (b) and/or (c) of the definition of "Clothing Industry" in clause 3 of the Agreement published under Government Notice R. 540 of 23 March 1979; and

(iii) Malmesbury by employers and employees who are engaged or employed on the operations referred to in paragraphs (a) (excluding belts made from leather or synthetic material) and/or (b) of the definition of "Clothing Industry" in clause 3 of the Agreement published under Government Notice R. 540 of 23 March 1979.

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

(a) only apply in respect of employees for whom wages are prescribed in this Agreement;

(b) not apply to employees and working directors whose wages are more than—

R8 112 per annum for the period up to 12 December 1985; and

R9 152 per annum for the period from 13 December 1985;

(c) not apply to employers and employees engaged or employed in the Knitting Division.

2. CLAUSE 3.—DEFINITIONS

(1) Insert the following in the definition of "experience":

"(5) in relation to clothing technicians, the total period or periods of employment which such employees have had as clothing technicians;"

(2) Substitute the following for item (7) under the definition of "Grade A employee":

"(7) 'pleating machine setter' means an employee who sets an automatic pleating machine;"

(3) In item (11) under the definition of "Grade A employee", delete "(k) screen printing by hand."

(4) Substitute the following for item (25) under the definition of "Grade B employee":

"(25) 'fabric inspector' means an employee who measures fabric and operates an inspection machine;"

(5) In item (34) under the definition of "Grade B employee", insert the words "and who may screen print by hand" after the words "screen printer".

(6) Substitute the following for item (9) under the definition of "Grade C employee":

"(9) 'cleaner' means an employee engaged in cutting or trimming off loose ends of cotton or cloth left on garments or parts of garments or embroidery by previous operators;"

(7) Substitute the following for the definition of "hourly rate" or "hourly wage":

"'hourly rate' or 'hourly wage' means the weekly wage prescribed in clause 4 (1), divided by—

60, in the case of a watchman or caretaker;

46, in the case of a boiler attendant;

42½, in the case of all other employees;"

Garment Workers' Union of the Western Province

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

wat die partye is by die Nywerheidsraad vir die Klerasiennywerheid (Kaap),

om die Hoofooreenkoms gepubliseer by Goewermentskennisgewing R. 1373 van 1 Julie 1983, soos gewysig en verleng by Goewermentskennisgewings R. 2658 van 2 Desember 1983, R. 1260 van 22 Junie 1984, R. 1553 van 27 Julie 1984 en R. 2433 van 9 November 1984, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Klerasiennywerheid nagekom word—

(a) deur die werkgewers en die werknemers wat lede van onderskeidelik die werkgewersorganisasies en die vakvereniging is;

(b) in die landdrostdistrikte—

(i) Die Kaap, Simonstad, Goodwood, Bellville, Somerset-Wes, Strand en Worcester deur werkgewers en werknemers wat onderskeidelik betrokke is by of deelneem aan die werksaamhede bedoel in paragrawe (a) en/of (b) van die omskrywing van "Klerasiennywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 540 van 23 Maart 1979;

(ii) Wynberg deur werkgewers en werknemers wat onderskeidelik betrokke is by of deelneem aan die werksaamhede bedoel in paragrawe (a) en/of (b) en/of (c) van die omskrywing van "Klerasiennywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 540 van 23 Maart 1979;

(iii) Malmesbury deur werkgewers en werknemers wat onderskeidelik betrokke is by of deelneem aan die werksaamhede bedoel in paragrawe (a) (uitgesonderd lyfbande wat van leer of van sintetiese materiaal gemaak word) en/of (b) van die omskrywing van die "Klerasiennywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 540 van 23 Maart 1979.

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

(a) slegs van toepassing op werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word;

(b) nie van toepassing op werknemers en werkende direkteure wie se lone meer as—

R8 112 per jaar vir die tydperk tot 12 Desember 1985; en

R9 152 per jaar vir die tydperk vanaf 13 Desember 1985,

bedra nie;

(c) nie van toepassing op werkgewers en werknemers wat betrokke is by of in diens is in die Brei-afdeling nie.

2. KLOUSULE 3.—WOORDOMSKRYWING

(1) Voeg die volgende by in die omskrywing van "ondervinding":

"(5) ten opsigte van klerasietegnici, die totale tydperk of tydperke wat sodanige werknemers as klerasietegnici werksaam was;"

(2) Vervang item (7) onder die omskrywing van "werknemer graad A" deur die volgende:

"(7) 'plooiemasjinsteller', 'n werknemer wat 'n outomatiese plooiemasjien stel;"

(3) In item (11), onder die omskrywing van "werknemer graad A", skrap "(k) met die hand skermdruk".

(4) Vervang item (25) onder die omskrywing van "werknemer graad B" deur die volgende:

"(25) 'materiaalinspekteur', 'n werknemer wat materiaal meet en 'n inspeksiemasjien bedien;"

(5) Voeg die woorde "en met die hand skermdruk;" in na die woord "help" in item (34), onder die omskrywing van "werknemer graad B".

(6) Vervang item (9) onder die omskrywing van "werknemer graad C" deur die volgende:

"(9) 'skoonknipper' 'n werknemer wat garing- of materiaalrafels wat deur vorige werkers daar gelaat is, van kledingstukke of dele van kledingstukke of borduurwerk afsny of afknip;"

(7) Vervang die omskrywing van "uurloon" deur die volgende:

"'uurloon' die weekloon in klousule 4 (1) voorgeskryf, gedeel deur—

60, in die geval van 'n wag of opsigter;

46, in die geval van 'n ketelbediener;

42½, in die geval van alle ander werknemers;"

3. CLAUSE 4.—WAGES

(1) Substitute the following for subclause (1):

“(1) The minimum wages that shall be paid to and accepted by the undermentioned classes of employees shall be as follows:

3. KLOUSULE 4.—LONE

(1) Vervang subklousule (1) deur die volgende:

“(1) Die minimum lone wat betaal moet word aan en aangeneem mag word deur ondergenoemde klasse werknemers is soos volg:

	From 13/12/84 to 30/6/85	From 1/7/85 to 12/12/85	From 13/12/85 to 30/6/86	From 1/7/86
	Per week R	Per week R	Per week R	Per week R
PART A				
Cutting Department:				
Head cutter.....	148,00	156,00	167,00	176,00
Pattern maker:				
(a) Qualified	148,00	156,00	167,00	176,00
(b) Learner:				
<i>First year</i>				
First six months of experience.....	50,00	55,00	60,00	65,00
Second six months of experience	62,20	67,60	73,40	78,90
<i>Second year</i>				
First six months of experience.....	74,50	80,20	86,80	92,80
Second six months of experience	86,70	92,90	100,10	106,60
<i>Third year</i>				
First six months of experience.....	99,00	105,50	113,50	120,50
Second six months of experience	111,20	118,10	126,90	134,40
<i>Fourth year</i>				
First six months of experience.....	123,50	130,70	140,30	148,30
Second six months of experience	135,70	143,40	153,70	162,20
Thereafter, the wage specified in (a), i.e.	148,00	156,00	167,00	176,00
Pattern grader:				
(a) Qualified	117,00	124,00	132,00	139,00
(b) Learner:				
<i>First year</i>				
First six months of experience.....	50,00	55,00	60,00	65,00
Second six months of experience	58,40	63,60	69,00	74,20
<i>Second year</i>				
First six months of experience.....	66,80	72,30	78,00	83,50
Second six months of experience	75,10	80,90	87,00	92,70
<i>Third year</i>				
First six months of experience.....	83,50	89,50	96,00	102,00
Second six months of experience	91,90	98,10	105,00	111,20
<i>Fourth year</i>				
First six months of experience.....	100,30	106,80	114,00	120,50
Second six months of experience	108,70	115,40	123,00	129,70
Thereafter, the wage specified in (a), i.e.	117,00	124,00	132,00	139,00
Cutter, lay-maker:				
(a) Qualified	112,00	119,00	127,00	134,00
(b) Learner:				
<i>First year</i>				
First six months of experience.....	42,00	44,00	46,00	48,00
Second six months of experience	50,70	53,40	56,10	58,70
<i>Second year</i>				
First six months of experience.....	59,50	62,80	66,30	69,50
Second six months of experience	68,20	72,10	76,40	80,20
<i>Third year</i>				
First six months of experience.....	77,00	81,50	86,50	91,00
Second six months of experience	85,70	90,90	96,60	101,70
<i>Fourth year</i>				
First six months of experience.....	94,50	100,30	106,80	112,50
Second six months of experience	103,20	109,70	116,90	123,20
Thereafter, the wage specified in (a), i.e.	112,00	119,00	127,00	134,00
Interlining cutter, trimmer, leather cutter and tie cutter:				
(a) Qualified	77,00	81,00	86,00	91,00
(b) Learner:				
<i>First year</i>				
First six months of experience.....	42,00	44,00	46,00	48,00
Second six months of experience	46,40	48,60	51,00	53,40
<i>Second year</i>				
First six months of experience.....	50,80	53,30	56,00	58,80
Second six months of experience	55,10	57,90	61,00	64,10
<i>Third year</i>				
First six months of experience.....	59,50	62,50	66,00	69,50
Second six months of experience	63,90	67,10	71,00	74,90

	From 13/12/84 to 30/6/85	From 1/7/85 to 12/12/85	From 13/12/85 to 30/6/86	From 1/7/86
	Per week R	Per week R	Per week R	Per week R
PART A				
<i>Fourth year</i>				
First six months of experience.....	68,30	71,80	76,00	80,30
Second six months of experience	72,70	76,40	81,00	85,70
Thereafter, the wage specified in (a), i.e.	77,00	81,00	86,00	91,00
(c) If advanced to learner cutter:				
First six months from date of advancement.....	81,00	85,00	90,00	95,00
Second six months from date of advancement	96,50	102,00	108,50	114,50
Thereafter, the wage specified for a qualified cutter, i.e.	112,00	119,00	127,00	134,00
<i>Layer-up:</i>				
(a) Qualified	56,50	60,00	64,50	69,00
(b) Learner:				
<i>First year</i>				
First six months of experience.....	42,00	44,00	46,00	48,00
Second six months of experience	44,90	47,20	49,70	52,20
<i>Second year</i>				
First six months of experience.....	47,80	50,40	53,40	56,40
Second six months of experience	50,70	53,60	57,10	60,60
<i>Third year</i>				
First six months of experience.....	53,60	56,80	60,80	64,80
Thereafter, the wage specified in (a), i.e.	56,50	60,00	64,50	69,00
(c) If advanced to learner cutter:				
First six months from date of advancement.....	56,50	60,00	64,50	69,00
Second six months from date of advancement	70,40	74,70	80,10	85,20
Third six months from date of advancement	84,30	89,50	95,80	101,50
Fourth six months from date of advancement	98,10	104,20	111,40	117,70
Thereafter, the wage specified for qualified cutter, i.e.	112,00	119,00	127,00	134,00
(d) If advanced to learner interlining cutter, trimmer, leather cutter or tie cutter:				
First six months from date of advancement.....	56,50	60,00	64,50	69,00
Second six months from date of advancement	66,70	70,50	75,20	80,00
Thereafter, the wage specified for qualified interlining cutter, trimmer, leather cutter and tie cutter, i.e.	77,00	81,00	86,00	91,00
(e) If advanced to fitter-up:				
First six months from date of advancement.....	56,50	60,00	64,50	69,00
Second six months from date of advancement	62,80	66,60	71,40	76,00
Third six months from date of advancement	69,10	73,20	78,30	83,00
Fourth six months from date of advancement	75,40	79,80	85,20	90,00
Fifth six months from date of advancement	81,70	86,40	92,10	97,00
Thereafter, the wage specified for a fitter-up under "Grade A employee", i.e.	88,00	93,00	99,00	104,00
<i>Clicker:</i>				
(a) Qualified	79,00	83,50	89,00	94,00
(b) Learner:				
First year of experience	42,00	44,00	46,00	48,00
Second year of experience.....	51,20	53,90	56,70	59,50
Third year of experience	60,50	63,80	67,50	71,00
<i>Fourth year</i>				
First six months of experience.....	69,70	73,60	78,20	82,50
Thereafter, the wage specified in (a), i.e.	79,00	83,50	89,00	94,00
<i>Tracer:</i>				
(a) Qualified	72,50	77,00	82,00	86,00
(b) Learner:				
<i>First year</i>				
First six months of experience.....	42,00	44,00	46,00	48,00
Second six months of experience	47,10	49,50	52,00	54,30
<i>Second year</i>				
First six months of experience.....	52,20	55,00	58,00	60,70
Second six months of experience	57,20	60,50	64,00	67,00
<i>Third year</i>				
First six months of experience.....	62,30	66,00	70,00	73,30
Second six months of experience	67,40	71,50	76,00	79,60
Thereafter, the wage specified in (a), i.e.	72,50	77,00	82,00	86,00

	From 13/12/84 to 30/6/85	From 1/7/85 to 12/12/85	From 13/12/85 to 30/6/86	From 1/7/86
	Per week R	Per week R	Per week R	Per week R
PART B				
<i>Factory operatives:</i>				
<i>Clothing machine machanic:</i>				
(a) Qualified	148,00	156,00	167,00	176,00
(b) Learner:				
<i>First year</i>				
First six months of experience.....	50,00	55,00	60,00	65,00
Second six months of experience	62,20	67,60	73,40	78,90
<i>Second year</i>				
First six months of experience.....	74,50	80,20	86,80	92,00
Second six months of experience	86,70	92,90	110,00	106,60
<i>Third year</i>				
First six months of experience.....	99,00	105,50	113,50	120,50
Second six months of experience	111,20	118,10	126,90	134,40
<i>Fourth year</i>				
First six months of experience.....	123,50	130,70	140,30	148,30
Second six months of experience	135,70	143,40	153,70	162,20
Thereafter, the wage specified in (a), i.e.	148,00	156,00	167,00	176,00
<i>Clothing technician:</i>				
(a) Qualified	148,00	156,00	167,00	176,00
(b) Learner:				
<i>First year</i>				
First six months of experience.....	50,00	55,00	60,00	65,00
Second six months of experience	62,20	67,60	73,40	78,90
<i>Second year</i>				
First six months of experience.....	74,50	80,20	86,80	92,80
Second six months of experience	86,70	92,90	110,00	106,60
<i>Third year</i>				
First six months of experience.....	99,00	105,50	113,50	120,50
Second six months of experience	111,20	118,10	126,90	134,40
<i>Fourth year</i>				
First six months of experience.....	123,50	130,70	140,30	148,30
Second six months of experience	135,70	143,40	153,70	162,20
Thereafter, the wage specified in (a), i.e.	148,00	156,00	167,00	176,00
<i>Grade A employee:</i>				
(a) Qualified	88,00	93,00	99,00	104,00
(b) Learner:				
<i>First year</i>				
First six months of experience.....	42,00	44,00	46,00	48,00
Second six months of experience	48,60	51,00	53,60	56,00
<i>Second year</i>				
First six months of experience.....	55,10	58,00	61,10	64,00
Second six months of experience	61,70	65,00	68,70	72,00
<i>Third year</i>				
First six months of experience.....	68,30	72,00	76,30	80,00
Second six months of experience	74,80	79,00	83,80	88,00
<i>Fourth year</i>				
First six months of experience.....	81,40	86,00	91,40	96,00
Thereafter, the wage specified in (a), i.e.	88,00	93,00	99,00	104,00
<i>Grade B employee:</i>				
(a) Qualified	64,00	67,00	72,00	77,00
(b) Learner:				
<i>First year</i>				
First six months of experience.....	42,00	44,00	46,00	48,00
Second six months of experience	46,40	48,60	51,20	53,80
<i>Second year</i>				
First six months of experience.....	50,80	53,20	56,40	59,60
Second six months of experience	55,20	57,80	61,60	65,40

	From 13/12/84 to 30/6/85	From 1/7/85 to 12/12/85	From 13/12/85 to 30/6/86	From 1/7/86
	Per week R	Per week R	Per week R	Per week R
PART B				
<i>Third year</i>				
First six months of experience.....	59,60	62,40	66,80	71,20
Thereafter, the wage specified in (a), i.e.	64,00	67,00	72,00	77,00
(c) If advanced to Grade A employee:				
First six months from date of advancement.....	64,00	67,00	72,00	77,00
Second six months from date of advancement	72,00	75,70	81,00	86,00
Third six months from date of advancement	80,00	84,30	90,00	95,00
Thereafter, the wage specified for a qualified Grade A employee, i.e.	88,00	93,00	99,00	104,00
(d) If advanced to learner supervisor:				
First six months from date of advancement.....	64,00	67,00	72,00	77,00
Second six months from date of advancement	76,50	81,00	86,50	92,00
Thereafter, the wage specified for a qualified supervisor, i.e.	89,00	95,00	101,00	107,00
(e) If advanced from set leader to learner supervisor:				
First six months from date of advancement.....	68,00	71,00	76,00	81,00
Second six months from date of advancement	78,50	83,00	88,50	94,00
Thereafter, the wage specified for a qualified supervisor, i.e.	89,00	95,00	101,00	107,00
Grade C employee:				
(a) Qualified	53,00	56,50	60,50	64,50
(b) Learner:				
<i>First year</i>				
First six months of experience.....	42,00	44,00	46,00	48,00
Second six months of experience	44,20	46,50	48,90	51,30
<i>Second year</i>				
First six months of experience.....	46,40	49,00	51,80	54,60
Second six months of experience	48,60	51,50	54,70	57,90
<i>Third year</i>				
First six months of experience.....	50,80	54,00	57,60	61,20
Thereafter, the wage specified in (a), i.e.	53,00	56,50	60,50	64,50
(c) If advanced to Grade B employee:				
First six months from date of advancement.....	53,00	56,50	60,50	64,50
Second six months from date of advancement	58,50	61,80	66,30	70,80
Thereafter, the wage specified for a qualified Grade B employee, i.e.	64,00	67,00	72,00	77,00
Under-presser, blocker:				
(a) Qualified	56,50	60,00	64,50	69,00
(b) Learner:				
<i>First year</i>				
First six months of experience.....	42,00	44,00	46,00	48,00
Second six months of experience	44,40	46,70	49,10	51,50
<i>Second year</i>				
First six months of experience.....	46,80	49,30	52,20	55,00
Second six months of experience	49,30	52,00	55,20	58,50
<i>Third year</i>				
First six months of experience.....	51,70	54,70	58,30	62,00
Second six months of experience	54,10	57,30	61,40	65,50
Thereafter, the wage specified in (a), i.e.	56,50	60,00	64,50	69,00
(c) If advanced to learner presser:				
First six months from date of advancement.....	56,50	60,00	64,50	69,00
Second six months from date of advancement	72,20	76,50	81,70	86,50
Thereafter, the wage specified for a qualified Grade A employee, i.e.	88,00	93,00	99,00	104,00
PART C				
<i>Clerical employees:</i>				
Clerk:				
First year of experience	50,00	55,00	60,00	65,00
Second year of experience	62,10	67,40	72,60	77,70
Third year of experience	74,30	79,80	85,30	90,50
Fourth year of experience	86,40	92,10	97,90	103,20
Thereafter	98,50	104,50	110,50	116,00
<i>Factory clerk:</i>				
First year of experience	42,00	44,00	46,00	48,00
Second year of experience	48,20	50,70	53,20	56,00
Third year of experience	54,50	57,50	60,50	64,00
Fourth year of experience	60,70	64,20	67,70	72,00
Thereafter	67,00	71,00	75,00	80,00

	From 13/12/84 to 30/6/85	From 1/7/85 to 12/12/85	From 13/12/85 to 30/6/86	From 1/7/86
	Per week R	Per week R	Per week R	Per week R
PART D				
<i>General:</i>				
Boiler attendant	58,00	62,00	66,00	70,00
Despatch packer	62,00	66,00	70,00	75,00
General worker	52,50	56,00	60,00	64,00
Labourer	54,50	58,50	62,50	66,50
Motor vehicle driver of a vehicle, the unladen mass of which together with the unladen mass of any trailer or trailers drawn by such vehicle—				
(a) does not exceed 1 360 kg	62,00	66,00	70,00	75,00
(b) exceeds 1 360 kg but not 2 720 kg	67,00	71,00	75,00	80,00
(c) exceeds 2 720 kg	85,00	90,50	96,00	101,50
Supervisor, quality controller and instructor:				
(a) Qualified	89,00	95,00	101,00	107,00
(b) Learner:				
First six months of experience	64,00	67,00	72,00	77,00
Second six months of experience	76,50	81,00	86,50	92,00
Thereafter, the wage specified in (a), i.e.	89,00	95,00	101,00	107,00
Traveller's driver	67,00	71,00	75,00	80,00
Watchman or caretaker	72,00	76,00	80,50	85,00"

	Vanaf 13/12/84 tot 30/6/85	Vanaf 1/7/85 tot 12/12/85	Vanaf 13/12/85 tot 30/6/86	Vanaf 1/7/86
	Per week R	Per week R	Per week R	Per week R
DEEL A				
<i>Snyafdeling:</i>				
Hoofsnier	148,00	156,00	167,00	176,00
<i>Patroonmaker:</i>				
(a) Gekwalifiseer	148,00	156,00	167,00	176,00
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding	50,00	55,00	60,00	65,00
Tweede ses maande ondervinding	62,20	67,60	73,40	78,90
<i>Tweede jaar</i>				
Eerste ses maande ondervinding	74,50	80,20	86,80	92,80
Tweede ses maande ondervinding	86,70	92,90	100,10	106,60
<i>Derde jaar</i>				
Eerste ses maande ondervinding	99,00	105,50	113,50	120,50
Tweede ses maande ondervinding	111,20	118,10	126,90	134,40
<i>Vierde jaar</i>				
Eerste ses maande ondervinding	123,50	130,70	140,30	148,30
Tweede ses maande ondervinding	135,70	143,40	153,70	162,20
Daarna, die loon voorgeskryf in (a), d.w.s.	148,00	156,00	167,00	176,00
<i>Patroongradeerder:</i>				
(a) Gekwalifiseer	117,00	124,00	132,00	139,00
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding	50,00	55,00	60,00	65,00
Tweede ses maande ondervinding	58,40	63,60	69,00	74,20
<i>Tweede jaar</i>				
Eerste ses maande ondervinding	66,80	72,30	78,00	83,50
Tweede ses maande ondervinding	75,10	80,90	87,00	92,70
<i>Derde jaar</i>				
Eerste ses maande ondervinding	83,50	89,50	96,00	102,00
Tweede ses maande ondervinding	91,90	98,10	105,00	111,20
<i>Vierde jaar</i>				
Eerste ses maande ondervinding	100,30	106,80	114,00	120,50
Tweede ses maande ondervinding	108,70	115,40	123,00	129,70
Daarna, die loon voorgeskryf in (a), d.w.s.	117,00	124,00	132,00	139,00
<i>Snyer, snylaagpatroonoplêer:</i>				
(a) Gekwalifiseer	112,00	119,00	127,00	134,00

	Vanaf 13/12/84 tot 30/6/85	Vanaf 1/7/85 tot 12/12/85	Vanaf 13/12/85 tot 30/6/86	Vanaf 1/7/86
	Per week R	Per week R	Per week R	Per week R
DEEL A				
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding	42,00	44,00	46,00	48,00
Tweede ses maande ondervinding	50,70	53,40	56,10	58,70
<i>Tweede jaar</i>				
Eerste ses maande ondervinding	59,50	62,80	66,30	69,50
Tweede ses maande ondervinding	68,20	72,10	76,40	80,20
<i>Derde jaar</i>				
Eerste ses maande ondervinding	77,00	81,50	86,50	91,00
Tweede ses maande ondervinding	85,70	90,90	96,60	101,70
<i>Vierde jaar</i>				
Eerste ses maande ondervinding	94,50	100,30	106,80	112,50
Tweede ses maande ondervinding	103,20	109,70	116,90	123,20
Daarna, die loon voorgeskryf in (a), d.w.s.	112,00	119,00	127,00	134,00
Tussenvoeringsnyer, voeringwerker, leersnyer en dassnyer:				
(a) Gekwalifiseer	77,00	81,00	86,00	91,00
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding	42,00	44,00	46,00	48,00
Tweede ses maande ondervinding	46,40	48,60	51,00	53,40
<i>Tweede jaar</i>				
Eerste ses maande ondervinding	50,80	53,30	56,00	58,80
Tweede ses maande ondervinding	55,10	57,90	61,00	64,10
<i>Derde jaar</i>				
Eerste ses maande ondervinding	59,50	62,50	66,00	69,50
Tweede ses maande ondervinding	63,90	67,10	71,00	74,90
<i>Vierde jaar</i>				
Eerste ses maande ondervinding	68,30	71,80	76,00	80,30
Tweede ses maande ondervinding	72,70	76,40	81,00	85,70
Daarna, die loon voorgeskryf in (a), d.w.s.	77,00	81,00	86,00	91,00
(c) Indien bevorder tot leerlingsnyer:				
Eerste ses maande na datum van bevordering	81,00	85,00	90,00	95,00
Tweede ses maande na datum van bevordering	96,50	102,00	108,50	114,50
Daarna, die loon vir 'n gekwalifiseerde snyer voorgeskryf, d.w.s.	112,00	119,00	127,00	134,00
Laagoplêer:				
(a) Gekwalifiseer	56,50	60,00	64,50	69,00
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding	42,00	44,00	46,00	48,00
Tweede ses maande ondervinding	44,90	47,20	49,70	52,20
<i>Tweede jaar</i>				
Eerste ses maande ondervinding	47,80	50,40	53,40	56,40
Tweede ses maande ondervinding	50,70	53,60	57,10	60,60
<i>Derde jaar</i>				
Eerste ses maande ondervinding	53,60	56,80	60,80	64,80
Daarna, die loon voorgeskryf in (a), d.w.s.	56,50	60,00	64,50	69,00
(c) Indien bevorder tot leerlingsnyer:				
Eerste ses maande na datum van bevordering	56,50	60,00	64,50	69,00
Tweede ses maande na datum van bevordering	70,40	74,70	80,10	85,20
Derde ses maande na datum van bevordering	84,30	89,50	95,80	101,50
Vierde ses maande na datum van bevordering	98,10	104,20	111,40	117,70
Daarna, die loon vir 'n gekwalifiseerde snyer voorgeskryf, d.w.s.	112,00	119,00	127,00	134,00
(d) Indien bevorder tot leerlingtussenvoeringsnyer, -voeringwerker, -leersnyer en -dassnyer:				
Eerste ses maande na datum van bevordering	56,50	60,00	64,50	69,00
Tweede ses maande na datum van bevordering	66,70	70,50	75,20	80,00
Daarna, die loon voorgeskryf vir 'n gekwalifiseerde tussenvoeringsnyer, voeringswerker, leersnyer en dassnyer, d.w.s.	77,00	81,00	86,00	91,00
(e) Indien bevorder tot saampasser:				
Eerste ses maande na datum van bevordering	56,50	60,00	64,50	69,00
Tweede ses maande na datum van bevordering	62,80	66,60	71,40	76,00
Derde ses maande na datum van bevordering	69,10	73,20	78,30	83,00
Vierde ses maande na datum van bevordering	75,40	79,80	85,20	90,00
Vyfde ses maande na datum van bevordering	81,70	86,40	92,10	97,00
Daarna, die loon vir 'n saampasser voorgeskryf, onder "werknemers graad A", d.w.s.	88,00	93,00	99,00	104,00
Perssnyer:				
(a) Gekwalifiseer	79,00	83,50	89,00	94,00

	Vanaf 13/12/84 tot 30/6/85	Vanaf 1/7/85 tot 12/12/85	Vanaf 13/12/85 tot 30/6/86	Vanaf 1/7/86
	Per week R	Per week R	Per week R	Per week R
DEEL A				
(b) Leerling:				
Eerste ses jaar ondervinding	42,00	44,00	46,00	48,00
Tweede jaar ondervinding	51,20	53,90	56,70	59,50
Derde jaar ondervinding	60,50	63,80	67,50	71,00
<i>Vierde jaar</i>				
Eerste ses maande ondervinding	69,70	73,60	78,20	82,50
Daarna, die loon voorgeskryf in (a), d.w.s.	79,00	83,50	89,00	94,00
Natrekker:				
(a) Gekwalifiseer	72,50	77,00	82,00	86,00
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding	42,00	44,00	46,00	48,00
Tweede ses maande ondervinding	47,10	49,50	52,00	54,30
<i>Tweede jaar</i>				
Eerste ses maande ondervinding	52,20	55,00	58,00	60,70
Tweede ses maande ondervinding	57,20	60,50	64,00	67,00
<i>Derde jaar</i>				
Eerste ses maande ondervinding	62,30	66,00	70,00	73,30
Tweede ses maande ondervinding	67,40	71,50	76,00	79,60
Daarna, die loon voorgeskryf in (a), d.w.s.	72,50	77,00	82,00	86,00
DEEL B				
<i>Fabriekswerkers:</i>				
Klerasiemasjienwerktuigkundige:				
(a) Gekwalifiseer	148,00	156,00	167,00	176,00
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding	50,00	55,00	60,00	65,00
Tweede ses maande ondervinding	62,00	67,60	73,40	78,90
<i>Tweede jaar</i>				
Eerste ses maande ondervinding	74,50	80,20	86,80	92,80
Tweede ses maande ondervinding	86,70	92,90	110,00	106,60
<i>Derde jaar</i>				
Eerste ses maande ondervinding	99,00	105,50	113,50	120,50
Tweede ses maande ondervinding	111,20	118,10	126,90	134,40
<i>Vierde jaar</i>				
Eerste ses maande ondervinding	123,50	130,70	140,30	148,30
Tweede ses maande ondervinding	135,70	143,40	153,70	162,20
Daarna, die loon voorgeskryf in (a), d.w.s.	148,00	156,00	167,00	176,00
<i>Klerasietegnikus:</i>				
(a) Gekwalifiseer	148,00	156,00	167,00	176,00
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding	50,00	55,00	60,00	65,00
Tweede ses maande ondervinding	62,20	67,60	73,40	78,90
<i>Tweede jaar</i>				
Eerste ses maande ondervinding	74,50	80,20	86,80	92,80
Tweede ses maande ondervinding	86,70	92,90	110,00	106,60
<i>Derde jaar</i>				
Eerste ses maande ondervinding	99,00	105,50	113,50	120,50
Tweede ses maande ondervinding	111,20	118,10	126,90	134,40
<i>Vierde jaar</i>				
Eerste ses maande ondervinding	123,50	130,70	140,30	148,30
Tweede ses maande ondervinding	135,70	143,40	153,70	162,20
Daarna, die loon voorgeskryf in (a), d.w.s.	148,00	156,00	167,00	176,00
<i>Werknemer graad A:</i>				
(a) Gekwalifiseer	88,00	93,00	99,00	104,00
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding	42,00	44,00	46,00	48,00
Tweede ses maande ondervinding	48,60	51,00	53,60	56,00
<i>Tweede jaar</i>				
Eerste ses maande ondervinding	55,10	58,00	61,10	64,00
Tweede ses maande ondervinding	61,70	65,00	68,70	72,00
<i>Derde jaar</i>				
Eerste ses maande ondervinding	68,30	72,00	76,30	80,00
Tweede ses maande ondervinding	74,80	79,00	83,80	88,00

	Vanaf 13/12/84 tot 30/6/85	Vanaf 1/7/85 tot 12/12/85	Vanaf 13/12/85 tot 30/6/86	Vanaf 1/7/86
	Per week R	Per week R	Per week R	Per week R
DEEL B				
<i>Vierde jaar</i>				
Eerste ses maande ondervinding	81,40	86,00	91,40	96,00
Daarna, die loon voorgeskryf in (a), d.w.s.	88,00	93,00	99,00	104,00
Werknemer graad B:				
(a) Gekwalifiseer	64,00	67,00	72,00	77,00
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding	42,00	44,00	46,00	48,00
Tweede ses maande ondervinding	46,40	48,60	51,20	53,80
<i>Tweede jaar</i>				
Eerste ses maande ondervinding	50,80	53,20	56,40	59,60
Tweede ses maande ondervinding	55,20	57,80	61,60	65,40
<i>Derde jaar</i>				
Eerste ses maande ondervinding	59,60	62,40	66,80	71,20
Daarna, die loon voorgeskryf in (a), d.w.s.	64,00	67,00	72,00	77,00
(c) Indien bevorder tot werknemer graad A:				
Eerste ses maande vanaf datum van bevordering	64,00	67,00	72,00	77,00
Tweede ses maande vanaf datum van bevordering	72,00	75,70	81,00	86,00
Derde ses maande vanaf datum van bevordering	80,00	84,30	90,00	95,00
Daarna, die loon vir 'n gekwalifiseerde werknemer graad A voorgeskryf, d.w.s.	88,00	93,00	99,00	104,00
(d) Indien bevorder tot leerlingtoesighouer:				
Eerste ses maande na datum van bevordering	64,00	67,00	72,00	77,00
Tweede ses maande na datum van bevordering	76,50	81,00	86,50	92,00
Daarna, die loon vir 'n gekwalifiseerde toesighouer voorgeskryf, d.w.s.	89,00	95,00	101,00	107,00
(e) Indien bevorder van spanleier tot leerlingtoesighouer:				
Eerste ses maande na datum van bevordering	68,00	71,00	76,00	81,00
Tweede ses maande na datum van bevordering	78,50	83,00	88,50	94,00
Daarna, die loon vir 'n gekwalifiseerde toesighouer voorgeskryf, d.w.s.	89,00	95,00	101,00	107,00
Werknemer graad C:				
(a) Gekwalifiseer	53,00	56,50	60,50	64,50
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding	42,00	44,00	46,00	48,00
Tweede ses maande ondervinding	44,20	46,50	48,90	51,30
<i>Tweede jaar</i>				
Eerste ses maande ondervinding	46,40	49,00	51,80	54,60
Tweede ses maande ondervinding	48,60	51,50	54,70	57,90
<i>Derde jaar</i>				
Eerste ses maande ondervinding	50,80	54,00	57,60	61,20
Daarna, die loon voorgeskryf in (a) d.w.s.	53,00	56,50	60,50	64,50
(c) Indien bevorder tot werknemer graad B:				
Eerste ses maande vanaf datum van bevordering	53,00	56,50	60,50	64,50
Tweede ses maande vanaf datum van bevordering	58,50	61,80	66,30	70,80
Daarna, die loon vir 'n gekwalifiseerde werknemer graad B voorgeskryf, d.w.s.	64,00	67,00	72,00	77,00
Voorparser, blokke:				
(a) Gekwalifiseer	56,50	60,00	64,50	69,00
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding	42,00	44,00	46,00	48,00
Tweede ses maande ondervinding	44,40	46,70	49,10	51,50
<i>Tweede jaar</i>				
Eerste ses maande ondervinding	46,80	49,30	52,20	55,00
Tweede ses maande ondervinding	49,30	52,00	55,20	58,50
<i>Derde jaar</i>				
Eerste ses maande ondervinding	51,70	54,70	58,30	62,00
Tweede ses maande ondervinding	54,10	57,30	61,40	65,50
Daarna, die loon voorgeskryf in (a) d.w.s.	56,50	60,00	64,50	69,00
(c) Indien bevorder tot leerlingparser:				
Eerste ses maande na datum van bevordering	56,50	60,00	64,50	69,00
Tweede ses maande na datum van bevordering	72,20	76,50	81,70	86,50
Daarna, die loon vir 'n gekwalifiseerde werknemer graad A voorgeskryf, d.w.s.	88,00	93,00	99,00	104,00

	Vanaf 13/12/84 tot 30/6/85	Vanaf 1/7/85 tot 12/12/85	Vanaf 13/12/85 tot 30/6/86	Vanaf 1/7/86
	Per week R	Per week R	Per week R	Per week R
DEEL C				
Klerke:				
Klerk:				
Eerste jaar ondervinding	50,00	55,00	60,00	65,00
Tweede jaar ondervinding	62,10	67,40	72,60	77,70
Derde jaar ondervinding	74,30	79,80	85,30	90,50
Vierde jaar ondervinding	86,40	92,10	97,90	103,20
Daarna	98,50	104,50	110,50	116,00
Fabrieksklerk:				
Eerste jaar ondervinding	42,00	44,00	46,00	48,00
Tweede jaar ondervinding	48,20	50,70	53,20	56,00
Derde jaar ondervinding	54,50	57,50	60,50	64,00
Vierde jaar ondervinding	60,70	64,20	67,70	72,00
Daarna	67,00	71,00	75,00	80,00
DEEL D				
Algemeen:				
Ketelbediener	58,00	62,00	66,00	70,00
Versendingsverpakker	62,00	66,00	70,00	75,00
Algemene werker	52,50	56,00	60,00	64,00
Arbeider	54,50	58,50	62,50	66,50
Drywer van motorvoertuig waarvan die onbelaste massa, tesame met die onbelaste massa van 'n sleepwa of -waens wat deur sodanige voertuig getrek word—				
(a) hoogstens 1 360 kg is	62,00	66,00	70,00	75,00
(b) meer as 1 360 kg maar hoogstens 2 720 kg is	67,00	71,00	75,00	80,00
(c) meer as 2 720 kg is	85,00	90,50	96,00	101,50
Toesighouer, gehaltebeheerder en instrukteur:				
(a) Gekwalifiseer	89,00	95,00	101,00	107,00
(b) Leerling:				
Eerste ses maande ondervinding	64,00	67,00	72,00	77,00
Tweede ses maande ondervinding	76,50	81,00	86,50	92,00
Daarna, die loon voorgeskryf in (a), d.w.s.	89,00	95,00	101,00	107,00
Handelsreisiger se drywer	67,00	71,00	75,00	80,00
Wag of opsigter	72,00	76,00	80,50	85,00

(2) In subclause (2), substitute the figure "R4" for the figure "R2".

4. CLAUSE 5.—PAYMENT OF WAGES

(1) Substitute the following for subclause 1 (b):

"(b) Notwithstanding the provisions of paragraph (a), the weekly wages of a male employee employed in any of the undermentioned occupations as at 12 December 1984 and receiving wages of not less than the rate set out in column A, shall not be reduced whilst such employee is employed in the Industry: Provided that this paragraph shall not apply in the event of such employee accepting employment with his or any other employer in the Industry in any other occupation at a wage which is less favourable to that employee than the rate set out hereunder in respect of the occupation occupied by him as at 12 December 1984: Provided further that the minimum wage which an employer shall pay his employee in any of the undermentioned occupations shall be not less than the wage rate set out in column B, C, D or E, as the case may be:

(2) In subklousule (2), vervang "R2" deur "R4".

4. KLOUSULE 5.—BETALING VAN LONE

(1) Vervang subklousule 1 (b) deur die volgende:

"(b) Ondanks paragraaf (a) mag die weeklikse loon van 'n manlike werknemer wat in enigeen van onderstaande beroepe op 12 Desember 1984 werksaam is en wat lone ontvang wat nie minder is as die loon in kolom A uiteengesit nie, nie verminder word terwyl sodanige werknemer in die Nywerheid in diens is nie: Met dien verstande dat hierdie paragraaf nie van toepassing is nie ingeval sodanige werknemer in diens van sy of 'n ander werkgewer in die Nywerheid tree in 'n ander beroep teen 'n loon wat minder gunstig vir sodanige werknemer is as onderstaande loon wat uiteengesit is ten opsigte van die beroep wat hy op 12 Desember 1984 beoefen het: Voorts met dien verstande dat die minimum loon wat 'n werkgewer aan sy werknemer ten opsigte van enigeen van onderstaande beroepe moet betaal, nie minder mag wees as die loon wat in kolom B, C, D of E, na gelang van die geval, uiteengesit is nie:

	Wage rate per week				
	A	B	C	D	E
	As at 12 December 1984	From 13 December 1985 to 30 June 1985	From 1 July 1985 to 12 December 1985	From 13 December 1985 to 30 June 1986	From 1 July 1986
Supervisors, quality controllers and instructors	R 108,00	R 115,00	R 121,00	R 127,00	R 133,00
Grade A employees:					
Machinists, passers, basters, re-cutters and pattern copiers	82,00	89,00	94,00	100,00	105,00
Factory clerks	78,00	84,00	88,00	92,00	97,00
Under-pressers	67,00	71,50	75,00	79,50	84,00

	Loon per week				
	A	B	C	D	E
	Soos op 12 Desember 1984	Vanaf 13 Desember 1984 tot 30 Junie 1985	Vanaf 1 Julie 1985 tot 12 Desember 1985	Vanaf 13 Desember 1985 tot 30 Junie 1986	Vanaf 1 Julie 1986
	R	R	R	R	R
Toesighouers, gehaltebeheerders en instruktors.....	108,00	115,00	121,00	127,00	133,00
Werknemers graad A:					
Masjienwerkers, nasieners, rygers, hersnyers en patroonkopieerders	82,00	89,00	94,00	100,00	105,00
Fabrieksklerke.....	78,00	84,00	88,00	92,00	97,00
Voorsers.....	67,00	71,50	75,00	79,50	84,00

For the purposes hereof, 'Agreement' shall include any amendment thereto."

(2) In subclause (4) (k), substitute the figure "R1" for the figure "50c".

5. CLAUSE 9.—ORDINARY HOURS OF WORK, MEAL INTERVALS AND REST INTERVALS

(1) Delete the following is subclause (1) (a):

"except that in the Magisterial District of Malmesbury the ordinary hours of work of an employee shall not exceed—

(i) 43 hours, excluding meal intervals, but including rest intervals, in any week from Monday to Friday, inclusive;

(ii) eight and three quarter hours on any day between the hours of 07h30 and 18h00."

(2) Substitute the following for subclause 1 (c):

"(c) In the case of watchmen or caretakers, the weekly hours may be 60 and the daily hours 12 (five-day week) or 10 hours (six-day week)."

6. CLAUSE 10.—OVERTIME

In subclause 2 (b) (iii), substitute the figure "R1,20" for the figure "60c".

7. CLAUSE 11.—PAYMENT FOR OVERTIME AND WORK ON SATURDAYS, SUNDAYS AND PUBLIC HOLIDAYS

(1) Substitute the following for subclause (1):

"(1) *Overtime*.—An employer shall pay his employee in receipt of a wage of—

R8 112 per annum or less for the period up to 12 December 1985; and
R9 152 per annum or less for the period from 13 December 1985;

in respect of all overtime worked by him not less than—

(a) if a time-worker, one and a half times his minimum weekly wage as prescribed in clause 4 (1), divided by 42½, for each hour or part of an hour so worked;

(b) if a piece-worker, one and a half times his piece-work rates;

(c) if a boiler attendant, one and a half times his minimum weekly wage, divided by 46, for each hour or part of an hour so worked;

(d) if a watchman or caretaker, one and a half times his minimum weekly wage, divided by 60, for each hour or part of an hour so worked."

(2) Substitute the following for subclause (2):

"(2) *Saturday work*.—(a) No work shall be performed on any Saturday without the prior permission of the Council, which may impose such conditions as it may deem fit.

(b) Subject to paragraph (c) of this subclause, any time worked on a Saturday shall be deemed to be overtime and be paid for in accordance with subclause (1) in respect of overtime worked up to 12h00 and at the rate of double his minimum prescribed hourly wage for every hour or part of an hour so worked after 12h00, and in the case of a piece-worker at the rate of one and a half times his piece-work rate for every hour or part of an hour so worked after 12h00.

(c) Where an employee is required or permitted to work on a Saturday, his employer shall pay the employee concerned a travelling allowance of not less than R1."

(3) In subclause (4), insert the following paragraph after the words "Kruger Day":

"Notwithstanding the provisions of this subclause, an employee who absents himself from work on any ordinary working day immediately preceding and/or immediately following any public holiday, shall not be paid for such public holiday unless such absence is on account of medically certificated sickness."

Vir die toepassing hiervan omvat 'Ooreenkoms' alle wysigings van die Ooreenkoms."

(2) In subklousule (4) (k), vervang die syfer "50c" deur die syfer "R1".

5. KLOUSULE 9.—GEWONE WERKURE, ETENSPOUSES EN RUSPOUSES

(1) Skrap die volgende in subklousule 1 (a):

"uitgesonderd die landdrosdistrik Malmesbury, waar die gewone werkeure van 'n werknemer hoogstens soos volg mag wees:

(i) 43 uur, uitgesonderd etenspouses, maar met inbegrip van ruspouses, in 'n week van Maandag tot en met Vrydag;

(ii) agt en driekwart uur op 'n dag tussen 07h30 en 18h00."

(2) Vervang subklousule 1 (c) deur die volgende:

"(c) In die geval van wagte of opsigters kan die weeklikse ure 60 en die daaglikse ure 12 (werkweek van vyf dae) of 10 (werkweek van ses dae) wees."

6. KLOUSULE 10.—OORTYDWERK

In subklousule (2) (b) (iii), vervang die syfer "60c" deur die syfer "R1,20".

7. KLOUSULE 11.—BETALING VIR OORTYDWERK EN WERK OP SATERDAE, SONDAE EN OPENBARE VAKANSIEDAE

(1) Vervang subklousule (1) deur die volgende:

"*Oortydwerk*.—'n Werkgewer moet sy werknemer wat 'n loon van—
R8 112 per jaar of minder vir die tydperk tot 12 Desember 1985; en
R9 152 per jaar of minder vir die tydperk vanaf 13 Desember 1985,

ontvang, ten opsigte van alle oortyd wat hy gewerk het minstens die volgende betaal:

(a) As hy 'n tydwerker is, een en 'n half maal sy minimum weekloon soos in klousule 4 (1) voorgeskryf, gedeel deur 42½, vir elke uur of gedeelte van 'n uur aldus gewerk;

(b) as hy 'n stukwerker is, een en 'n half maal sy stukwerkloon;

(c) as hy 'n ketelbediener is, een en 'n half maal sy minimum weekloon, gedeel deur 46, vir elke uur of gedeelte van 'n uur aldus gewerk;

(d) as hy 'n wag of opsigter is, een en 'n half maal sy minimum weekloon, gedeel deur 60, vir elke uur of gedeelte van 'n uur aldus gewerk."

(2) Vervang subklousule (2) deur die volgende:

"(2) *Werk op Saterdag*.—(a) Geen werk mag op Saterdag verrig word sonder dat die toestemming van die Raad vooraf verkry is nie. Die Raad kan dié voorwaardes stel wat hy goedgevind.

(b) Behoudens paragraaf (c) van hierdie subklousule moet alle tyd wat op Saterdag gewerk word geag word oortydwerk te wees waarvoor daar ooreenkomstig subklousule (1) betaal moet word ten opsigte van oortyd gewerk tot 12h00 en teen dubbel die werknemer se voorgeskrewe minimum uurloon vir elke uur of gedeelte van 'n uur aldus gewerk na 12h00 en, in die geval van 'n stukwerker, teen een en 'n half maal sy stukwerkloon tot 12h00 en teen dubbel sy stukwerkloon vir elke uur of gedeelte van 'n uur aldus gewerk na 12h00.

(c) Waar daar van 'n werknemer vereis of hy toegelaat word om op 'n Saterdag te werk, moet die werkgewer die betrokke werknemer 'n reistoe-lae van minstens R1 betaal."

(3) In subklousule (4), voeg die volgende paragraaf en na die woord "Krugerdag":

"Ondanks hierdie subklousule moet 'n werknemer wat van sy werk afwesig is op 'n gewone werkdag onmiddellik vóór en/of onmiddellik ná 'n openbare vakansiedag, nie vir so 'n openbare vakansiedag besoldig word nie, tensy hy afwesig is weens siekte wat medies gesertifiseer word."

8. CLAUSE 15.—ANNUAL LEAVE AND PAID PUBLIC HOLIDAYS

Substitute the following for subclause (7):

"(7) *Annual leave at periods other than prescribed leave period.*—An employer may make mutual arrangements with his—

(a) clerks, factory shop assistants, maintenance personnel and watchmen or caretakers to take their annual leave at a period other than between 15 December and the ensuing 14 January, and in that event such employees shall be entitled to not less than three consecutive weeks' leave to be granted not later than within that period up to and including Good Friday of the year immediately succeeding the year of employment to which it relates;

('Maintenance personnel' means employees who are engaged in making repairs or adjustments to machinery or equipment, including the installation of such machinery or equipment, and who may effect cleaning, repairs or renovations to buildings, fixtures and fittings.);

(b) employees engaged in making samples, to take not more than 10 days' annual leave at a period other than between 15 December and the ensuing 14 January, and in that event such employees shall be entitled to not less than two consecutive weeks' leave, or such lesser period of leave as might be due to the employees concerned, to be granted not later than within that period up to and including Good Friday of the year immediately succeeding the year of employment to which it relates:

Provided that in the case of employees making samples, an employer shall be permitted to work 10 employees, or a minimum of 5 per cent of his labour force, whichever is the greater."

9. CLAUSE 16.—ENGAGEMENTS, TRANSFERS AND TERMINATION OF EMPLOYMENT

Substitute the following for subclause (6):

"(6) *Notice of termination of service to be given in writing by employer or employee.*—(a) An employer shall, when giving notice of his intention to terminate an employee's employment, give his employee written notice in the form of Annexure E to this Agreement.

(b) An employee shall, when giving notice of his intention to terminate his employment, give his employer written notice in the form of Annexure I to this Agreement."

10. CLAUSE 18.—TERMINATION OF EMPLOYMENT

In subclause (2), insert the following after the second paragraph:

"Provided that where an employee has submitted a medical certificate to his employer and subsequently returns to resume service and his employee elects to summarily terminate his employment, his date of termination shall be the date of summary termination and not the date on which he last worked."

11. CLAUSE 22.—EXPENSES OF THE COUNCIL

In subclause (1), substitute the figure "nine cents" for the figure "six cents".

12. CLAUSE 26.—SICK FUND

(1) In subclause (5) (a), substitute the figure "90c" for the figure "61c".

(2) In subclause (5) (a), substitute the following paragraph for the paragraph which reads: "If a contributor's weekly wage rate is R138,46 or more, the amount of benefit shall not be assessed on a weekly wage rate of more than R138,45":

"If a contributor's weekly wage rate is over R156 per week for the period from 13 December 1984 to 12 December 1985 and over R176 per week for the period from 13 December 1985 to 12 December 1986, the amount of benefit shall be calculated on a weekly wage rate of R156 or R176 for the periods concerned."

(3) In subclause (5) (b) (ii), substitute the figure "8" for the figure "13", wherever it occurs.

(4) In subclause (8), delete the expression "(not exceeding R7,50)".

Signed at Salt River, on behalf of the parties, this 18th day of October 1984.

A. M. ROSENBERG, Chairman of the Council.

L. A. PETERSEN, Vice-Chairman of the Council.

G. J. NEL, Secretary of the Council.

ANNEXURE I**NOTICE TO TERMINATE EMPLOYMENT**

Employee's name

Factory number

8. KLOUSULE 15.—JAARLIKSE VERLOF EN OPENBARE VAKANSIEDAE MET BESOLDIGING

Vervang subklousule (7) deur die volgende:

"(7) *Jaarlikse verlof gedurende ander tydperke as die voorgeskrewe verloftydperk.*—'n Werkgever kan onderling reëlings tref met sy—

(a) klerke, fabriekswinkelassistente, onderhoudspersoneel en wagte of opsigters om hul jaarlikse verlof te neem gedurende 'n ander tydperk as dié tussen 15 Desember en die daaropvolgende 14 Januarie, en in so 'n geval is sodanige werknemers geregtig op minstens drie agtereenvolgende weke verlof wat toegestaan moet word binne die tydperk wat strek tot en met Goeie Vrydag van die jaar wat onmiddellik volg op die jaar diens waarop dit betrekking het;

('Onderhoudspersoneel' beteken werknemers wat herstel- of verstelwerk aan masjinerie of uitrusting verrig, met inbegrip van die instellering van sodanige masjinerie of uitrusting, en wat skoonmaak- herstel-of opknappingswerk aan geboue en vaste toebehore kan verrig.);

(b) werknemers wat monsters maak om hoogstens 10 dae jaarlikse verlof te neem gedurende 'n ander tydperk as dié tussen 15 Desember en die daaropvolgende 14 Januarie, en in so 'n geval is sodanige werknemers geregtig op minstens twee agtereenvolgende weke verlof, of op sodanige korter tydperk verlof en wat die betrokke werknemers toekom, wat toegestaan moet word binne die tydperk wat strek tot en met Goeie Vrydag van die jaar wat onmiddellik volg op die jaar diens waarop dit betrekking het:

Met dien verstande dat, in die geval van werknemers wat monsters maak, 'n werkgever hoogstens 10 werknemers of 'n minimum van 5 persent van sy arbeidsmag, na gelang van wat die grootste is, kan laat werk."

9. KLOUSULE 16.—INDIENSNEMING, OORPLASING EN DIENSBEEÏNDIGING

Vervang subklousule (6) deur die volgende:

"(6) *Skriftelike kennis moet deur 'n werkgever of 'n werknemer gegee word van diensbeëindiging.*—(a) 'n Werkgever moet, wanneer hy kennis gee van sy voorneme om 'n werknemer se diens te beëindig, so 'n werknemer skriftelik kennis gee in die vorm van Aanhangsel E van hierdie Ooreenkoms.

(b) 'n Werknemer moet, wanneer hy kennis gee van sy voorneme om sy diens te beëindig, sy werkgever skriftelik kennis gee in die vorm van Aanhangsel I van hierdie Ooreenkoms."

10. KLOUSULE 18.—DIENSBEEÏNDIGING

In subklousule (2), voeg die volgende in na die tweede paragraaf:

"Met dien verstande dat waar 'n werknemer 'n doktersertifikaat aan sy werkgever voorgelê het en hy daarna terugkeer om diens te hervat en sy werkgever verkies om sy diens summier te beëindig, die datum van diensbeëindiging geag moet word die datum te wees waarop sy diens summier beëindig word en nie die datum waarop hy laas gewerk het nie."

11. KLOUSULE 22.—UITGAWES VAN DIE RAAD

In subklousule (1), vervang die syfer "ses sent" deur die syfer "nege sent".

12. KLOUSULE 26.—SIEKEFONDS

In subklousule (4) (a), vervang die syfer "61c" deur die syfer "90c".

(2) In subklousule (5) (a) vervang die paragraaf wat soos volg lui: "Indien die bydrae se weeklikse loon R138,46 of meer is, moet die bedrag van die bystand teen 'n loon van hoogstens R138,45 per week bereken word." deur die volgende paragraaf:

"Indien die bydrae se weeklikse loon meer as R156 per week is vir die tydperk vanaf 13 Desember 1984 tot 12 Desember 1985 en meer as R176 per week is vir die tydperk vanaf 13 Desember 1985 tot 12 Desember 1986, moet die bedrag van die bystand teen 'n loon van R156 of R176 per week vir die betrokke tydperke bereken word."

(3) In subklousule (5) (b) (ii), vervang die syfer "13" oral waar dit voorkom deur die syfer "8".

(4) In subklousule (8), skrap die uitdrukking "(hoogstens R7,50)".

Namens die partye op hede die 18de dag van Oktober 1984 te Souttrivier onderteken.

A. M. ROSENBERG, Voorsitter van die Raad.

L. A. PETERSEN, Ondervoorsitter van die Raad.

G. J. NEL, Sekretaris van die Raad.

AANHANGSEL I**KENNISGEWING OM DIENS TE BEÏNDIG**

Werknemer se naam

Fabrieksnummer

Employer's name

I hereby tender one week's/one month's notice of my intention to terminate my employment, with effect from.....

(Date)

(first day of pay-week/first day of month, as the case may be).

Signature of employee

Receipt acknowledged by

Signature of employer or authorised agent

Date received

N.B.—Vide clause 18 of Industrial Council Agreement.

Notice must be given not later than the last day of the pay-week in the case of weekly-paid employees and not later than the last working day of the month in the case of monthly-paid employees.

No. R. 2669

7 December 1984

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, CAPE.—AMENDMENT OF AGREEMENT FOR THE KNITTING DIVISION

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations 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 Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from 13 December 1984 and for the period ending 12 December 1986, upon the employers' organisations and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from 13 December 1984 and for the period ending 12 December 1986, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS, Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (CAPE)

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Cape Knitting Industry Association

and the

Cape Clothing Manufacturers' Association

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

Werkgewer se naam

Ek bied u hierby een week/een maand kennis van my voorneme om my diens te beëindig, met ingang van.....

(Datum)

(eerste dag van betaalweek/eerste dag van maand, na gelang van die geval).

Handtekening van werknemer

Ontvangs erken deur

Handtekening van werkgever of sy gemagtigde agent

Datum ontvang

L.W.—Kyk klousule 18 van Nywerheidsraadooreenkoms.

Kennisgewing moet geskied voor of op die laaste dag van die betaalweek in die geval van werknemers wat weekliks betaal word en voor of op die laaste werkdag van die maand in die geval van werknemers wat maandeliks betaal word.

No. R. 2669

7 Desember 1984

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, KAAP.—WYSIGING VAN OOREENKOMS VIR DIE BREI-AFDELING

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van 13 Desember 1984 en vir die tydperk wat op 12 Desember 1986 eindig, bindend is vir die werkgewersorganisasies en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van 13 Desember 1984 en vir die tydperk wat op 12 Desember 1986 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 Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

P. T. C. DU PLESSIS, Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID (KAAP)

OOREENKOMS

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

Cape Knitting Industry Association

en die

Cape Clothing Manufacturers' Association

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

Garment Workers' Union of the Western Province

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Clothing Industry (Cape),

to amend the Agreement for the Knitting Division published under Government Notice R. 1374 of 1 July 1983, as amended and extended by Government Notices R. 1262 of 22 June 1984 and R. 2435 of 9 November 1984.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Knitting Division of the Clothing Industry—

(a) by the employers and the employees who are members of the employers' organisations and the trade union respectively;

(b) in the Magisterial Districts of the Cape, Wynberg, Simon's Town, Goodwood, Bellville, Somerset West, Strand, Malmesbury, Worcester and George.

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

(a) only apply in respect of employees for whom wages are prescribed in this Agreement;

(b) not apply to employees and working directors whose wages are more than—

R8 112 per annum for the period up to 12 December 1985; and

R9 152 per annum for the period from 13 December 1985.

2. CLAUSE 3.—DEFINITIONS

(1) In item (15), under the definition of "Grade A employee", delete "(f) screen printing by hand";

(2) Substitute the following for item (18) under the definition of "Grade B employee":

"(18) 'fabric inspector' means an employee who measures fabric and operates an inspection machine;"

(3) In item (37), under the definition of "Grade B employee", insert the words "and who may screen print by hand" after the words "screen printer";

(4) Substitute the following for item (7) under the definition of "Grade C employee":

"(7) 'cleaner' means an employee engaged in cutting or trimming off loose ends of cotton or cloth left on garments or parts of garments or embroidery by previous operators;"

(5) Substitute the following for the definition of "hourly rate" or "hourly wage":

"'hourly rate' or 'hourly wage' means the weekly wage prescribed in clause 4 (1), divided by—

60, in the case of a watchman or caretaker;

46, in the case of a boiler attendant;

42½, in the case of all other employees;"

(6) Add the following item to the definition of "Grade A employee":

"(13) 'mercerizing machine operator' means an employee who operates a mercerizing machine;" and renumber items (13)–(16) to (14)–(17) respectively.

(7) Add the following item to the definition of "Grade B employee":

"(36) 'assistant mercerizing machine operator' means an employee who assists a mercerizing machine operator;" and renumber items (36)–(44) to (37)–(45) respectively.

(8) Add the following items to the definition of "Grade C employee":

"(37) glueing cover over hat band after joining by means of thermal glue gun;

(38) gluing hat band on to hat by means of thermal glue gun;

(39) glueing pompons on to caps by means of thermal glue gun;

(40) 'fringe threader' means an employee threading and knotting strands of thread into ends of scarves and trimming the fringe after threading;

(41) 'fuser' means an employee who fuses motifs onto garments;"

Garment Workers' Union of the Western Province

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

wat die partye is by die Nywerheidsraad vir die Klerasiennywerheid (Kaap),

om die Ooreenkoms vir die Brei-afdeling gepubliseer by Goewermmentskennisgewing R. 1374 van 1 Julie 1983, soos gewysig en verleng by Goewermmentskennisgewings R. 1262 van 22 Junie 1984 en R. 2435 van 9 November 1984, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Brei-afdeling van die Klerasiennywerheid nagekom word—

(a) deur die werkgewers en die werknemers wat lede van onderskeidelik die werkgewersorganisasies en die vakvereniging is;

(b) in die landdrostdistrikte Die Kaap, Wynberg, Simonstad, Goodwood, Bellville, Somerset-Wes, Strand, Malmesbury, Worcester en George.

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

(a) slegs van toepassing ten opsigte van werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word;

(b) nie van toepassing op werknemers en werkende direkteure wie se lone meer as—

R8 112 per jaar vir die tydperk tot 12 Desember 1985; en

R9 152 per jaar vir die tydperk vanaf 13 Desember 1985, bedra nie.

2. KLOUSULE 3.—WOORDOMSKRYWING

(1) In item (15), onder die omskrywing van "werknemer graad A", skrap "(f) met die hand skermdruk".

(2) Vervang item (18) onder die omskrywing van "werknemer graad B" deur die volgende:

"(18) 'materiaalinspekteur' 'n werknemer wat materiaal meet en 'n inspeksiemasjien bedien;"

(3) In item (37), onder die omskrywing van "werknemer graad B", voeg die woorde "en met die hand skermdruk;" in na die woord "help".

(4) Vervang item (7) onder die omskrywing van "werknemer graad C" deur die volgende:

"(7) 'skoonlyknipper' 'n werknemer wat garing- of materiaalrafels wat deur vorige werkers daar gelaat is, van kledingstukke of dele van kledingstukke of borduurwerk afsny of afknip;"

(5) Vervang die omskrywing "uurloon" deur die volgende:

"'uurloon' die weekloon in kousule 4 (1) voorgeskryf, gedeel deur—

60, in die geval van 'n wag of opsigter;

46, in die geval van 'n ketelbediener;

42½, in die geval van alle ander werknemers;"

(6) Voeg die volgende item by in die omskrywing van "werknemer graad A":

"(13) 'merceriseermasjienbediener' 'n werknemer wat 'n merceriseermasjien bedien;"

en hernommer items (13)–(16) tot onderskeidelik (14)–(17).

(7) Voeg die volgende item by in die omskrywing van "werknemer graad B":

"(36) 'assistent-merceriseermasjienbediener' 'n werknemer wat 'n merceriseermasjienbediener help;"

en hernommer items (36)–(44) tot onderskeidelik (37)–(45).

(8) Voeg die volgende items by in die omskrywing van "werknemer graad C":

"(37) omslag aan 'n hoedband vasgom nadat dit saamgevoeg is deur middel van 'n termiese gomstok;

(38) hoedband aan 'n hoed vasgom deur middel van 'n termiese gomstok;

(39) pompons aan 'n pet vasgom deur middel van 'n termiese gomstok;

(40) 'fraaiingryger' 'n werknemer wat gare ryg en knoop aan die end van 'n serp en daarna die fraiings afwerk;

(41) 'smelter' 'n werknemer wat 'n motief aan kledingstukke aansmelt;"

3. CLAUSE 4.—WAGES

(1) Substitute the following for subclause (1):

“(1) The minimum wage which an employer shall pay to each member of the undermentioned classes of his employees shall be as set out hereunder:

3. KLOUSULE 4.—LONE

(1) Vervang subklousule (1) deur die volgende:

“(1) Die minimum lone wat betaal moet word aan en aangeneem mag word deur ondergenoemde klasse werknemers is soos volg:

	From 13/12/84 to 30/6/85	From 1/7/85 to 12/12/85	From 13/12/85 to 30/6/86	From 1/7/86
	Per week R	Per week R	Per week R	Per week R
PART A				
<i>Clerical employees:</i>				
<i>Clerk:</i>				
First year of experience	50,00	55,00	60,00	65,00
Second year of experience	62,10	67,40	72,60	77,70
Third year of experience	74,30	79,80	85,30	90,50
Fourth year of experience	86,40	92,10	97,90	103,20
Thereafter	98,50	104,50	110,50	116,00
<i>Factory clerk:</i>				
First year of experience	42,00	44,00	46,00	48,00
Second year of experience	48,20	50,70	53,20	56,00
Third year of experience	54,50	57,50	60,50	64,00
Fourth year of experience	60,70	64,20	67,70	72,00
Thereafter	67,00	71,00	75,00	80,00
PART B				
<i>General:</i>				
Boiler attendant	58,00	62,00	66,00	70,00
Despatch packer	62,00	66,00	70,00	75,00
<i>Football jersey cutter:</i>				
(a) Qualified	77,00	81,00	86,00	91,00
<i>(b) Learner:</i>				
<i>First year</i>				
First six months of experience	42,00	44,00	46,00	48,00
Second six months of experience	46,40	48,60	51,00	53,40
<i>Second year</i>				
First six months of experience	50,80	53,30	56,00	58,80
Second six months of experience	55,10	57,90	61,00	64,10
<i>Third year</i>				
First six months of experience	59,50	62,50	66,00	69,50
Second six months of experience	63,90	67,10	71,00	74,90
<i>Fourth year</i>				
First six months of experience	68,30	71,80	76,00	80,30
Second six months of experience	72,70	76,40	81,00	85,70
Thereafter, the wage specified in (a), i.e.	77,00	81,00	86,00	91,00
General worker	52,50	56,00	60,00	64,00
<i>Grade A employee:</i>				
(a) Qualified	88,00	93,00	99,00	104,00
<i>(b) Learner:</i>				
<i>First year</i>				
First six months of experience	42,00	44,00	46,00	48,00
Second six months of experience	48,60	51,00	53,60	56,00
<i>Second year</i>				
First six months of experience	55,10	58,00	61,10	64,00
Second six months of experience	61,70	65,00	68,70	72,00
<i>Third year</i>				
First six months of experience	68,30	72,00	76,30	80,00
Second six months of experience	74,80	79,00	83,80	88,00
<i>Fourth year</i>				
First six months of experience	81,40	86,00	91,40	96,00
Thereafter, the wage specified in (a), i.e.	88,00	93,00	99,00	104,00
<i>Grade B employee:</i>				
(a) Qualified	64,00	67,00	72,00	77,00
<i>(b) Learner:</i>				
<i>First year</i>				
First six months of experience	42,00	44,00	46,00	48,00
Second six months of experience	46,40	48,60	51,20	53,80
<i>Second year</i>				
First six months of experience	50,80	53,20	56,40	59,60
Second six months of experience	55,20	57,80	61,60	65,40

	From 13/12/84 to 30/6/85	From 1/7/85 to 12/12/85	From 13/12/85 to 30/6/86	From 1/7/86
	Per week R	Per week R	Per week R	Per week R
PART B				
<i>Third year</i>				
First six months of experience.....	59,60	62,40	66,80	71,20
Thereafter, the wage specified in (a), i.e.	64,00	67,00	72,00	77,00
(c) If advanced to Grade A employee:				
First six months from date of advancement.....	64,00	67,00	72,00	77,00
Second six months from date of advancement.....	72,00	75,70	81,00	86,00
Third six months from date of advancement.....	80,00	84,30	90,00	95,00
Thereafter.....	88,00	93,00	99,00	104,00
Grade C employee:				
(a) Qualified.....	53,00	56,50	60,50	64,50
(b) Learner:				
<i>First year</i>				
First six months of experience.....	42,00	44,00	46,00	48,00
Second six months of experience.....	44,20	46,50	48,90	51,30
<i>Second year</i>				
First six months of experience.....	46,40	49,00	51,80	54,60
Second six months of experience.....	48,60	51,50	54,70	57,90
<i>Third year</i>				
First six months of experience.....	50,80	54,00	57,60	61,20
Thereafter, the wage specified in (a), i.e.	53,00	56,50	60,50	64,50
(c) If advanced to Grade B employee:				
First six months from date of advancement.....	53,00	56,50	60,50	64,50
Second six months from date of advancement.....	58,50	61,80	66,30	70,80
Thereafter.....	64,00	67,00	72,00	77,00
Labourer.....	54,50	58,50	62,50	66,50
Layer-up:				
(a) Qualified.....	56,50	60,00	64,50	69,00
(b) Learner:				
<i>First year</i>				
First six months of experience.....	42,00	44,00	46,00	48,00
Second six months of experience.....	44,90	47,20	49,70	52,20
<i>Second year</i>				
First six months of experience.....	47,80	50,40	53,40	56,40
Second six months of experience.....	50,70	53,60	57,10	60,60
<i>Third year</i>				
First six months of experience.....	53,60	56,80	60,80	64,80
Thereafter, the wage specified in (a), i.e.	56,50	60,00	64,50	69,00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—				
(a) does not exceed 1 360 kg.....	62,00	66,00	70,00	75,00
(b) exceed 1 360 kg but not 2 270 kg.....	67,00	71,00	75,00	80,00
(c) exceeds 2 720 kg.....	85,00	90,50	96,00	101,50
Pattern grader:				
(a) Qualified.....	117,00	124,00	132,00	139,00
(b) Learner:				
<i>First year</i>				
First six months of experience.....	50,00	55,00	60,00	65,00
Second six months of experience.....	58,40	63,60	69,00	74,20
<i>Second year</i>				
First six months of experience.....	66,80	72,30	78,00	83,50
Second six months of experience.....	75,10	80,90	87,00	92,70
<i>Third year</i>				
First six months of experience.....	83,50	89,50	96,00	102,00
Second six months of experience.....	91,90	98,10	105,00	111,20
<i>Fourth year</i>				
First six months of experience.....	100,30	106,80	114,00	120,50
Second six months of experience.....	108,70	115,40	123,00	129,70
Thereafter, the wage specified in (a), i.e.	117,00	124,00	132,00	139,00
Pattern maker:				
(a) Qualified.....	148,00	156,00	167,00	176,00
(b) Learner:				
<i>First year</i>				
First six months of experience.....	50,00	55,00	60,00	65,00
Second six months of experience.....	62,20	67,60	73,40	78,90

	From 13/12/84 to 30/6/85	From 1/7/85 to 12/12/85	From 13/12/85 to 30/6/86	From 1/7/86
	Per week R	Per week R	Per week R	Per week R
PART B				
<i>Second year</i>				
First six months of experience.....	74,50	80,20	86,80	92,80
Second six months of experience	86,70	92,90	100,10	106,60
<i>Third year</i>				
First six months of experience.....	99,00	105,50	113,50	120,50
Second six months of experience	111,20	118,10	126,90	134,40
<i>Fourth year</i>				
First six months of experience.....	123,50	130,70	140,30	148,30
Second six months of experience	135,70	143,40	153,70	162,20
Thereafter, the wage specified in (a) i.e.	148,00	156,00	167,00	176,00
Supervisor, quality controller and instructor:				
(a) Qualified	89,00	95,00	101,00	107,00
(b) Learner:				
First six months of experience.....	64,00	67,00	72,00	77,00
Second six months of experience	76,50	81,00	86,50	92,00
Thereafter, the wage specified in (a), i.e.	89,00	95,00	101,00	107,00
Traveller's driver.....	67,00	71,00	75,00	80,00
Watchman or caretaker.....	72,00	76,00	80,50	85,00"

	Vanaf 13/12/84 tot 30/6/85	Vanaf 1/7/85 tot 12/12/85	Vanaf 13/12/85 tot 30/6/86	Vanaf 1/7/86
	Per week R	Per week R	Per week R	Per week R
DEEL A				
<i>Klerke:</i>				
Klerk:				
Eerste jaar ondervinding	50,00	55,00	60,00	65,00
Tweede jaar ondervinding	62,10	67,40	72,60	77,70
Derde jaar ondervinding	74,30	79,80	85,30	90,50
Vierde jaar ondervinding.....	86,40	92,10	97,90	103,20
Daarna	98,50	104,50	110,50	116,00
<i>Fabrieksklerk:</i>				
Eerste jaar ondervinding	42,00	44,00	46,00	48,00
Tweede jaar ondervinding	48,20	50,70	53,20	56,00
Derde jaar ondervinding	54,50	57,50	60,50	64,00
Vierde jaar ondervinding.....	60,70	64,20	67,70	72,00
Daarna	67,00	71,00	75,00	80,00
DEEL B				
<i>Algemeen:</i>				
Ketelbediener.....	58,00	62,00	66,00	70,00
Versendingsverpakker.....	62,00	66,00	70,00	75,00
<i>Voetbaltruisnyer:</i>				
(a) Gekwalifiseer.....	77,00	81,00	86,00	91,00
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding	42,00	44,00	46,00	48,00
Tweede ses maande ondervinding	46,40	48,60	51,00	53,40
<i>Tweede jaar</i>				
Eerste ses maande ondervinding	50,80	53,30	56,00	58,80
Tweede ses maande ondervinding	55,10	57,90	61,00	64,10
<i>Derde jaar</i>				
Eerste ses maande ondervinding	59,50	62,50	66,00	69,50
Tweede ses maande ondervinding	63,90	67,10	71,00	74,90
<i>Vierde jaar</i>				
Eerste ses maande ondervinding	68,30	71,80	76,00	80,30
Tweede ses maande ondervinding	72,70	76,40	81,00	85,70
Daarna, die loon in (a) voorgeskryf, d.w.s.	77,00	81,00	86,00	91,00
Algemene werker	52,50	56,00	60,00	64,00
<i>Werknemer graad A:</i>				
(a) Gekwalifiseer.....	88,00	93,00	99,00	104,00

	Vanaf 13/12/84 tot 30/6/85	Vanaf 1/7/85 tot 12/12/85	Vanaf 13/12/85 tot 30/6/86	Vanaf 1/7/86
	Per week R	Per week R	Per week R	Per week R
DEEL B				
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding	42,00	44,00	46,00	48,00
Tweede ses maande ondervinding	48,60	51,00	53,60	56,00
<i>Tweede jaar</i>				
Eerste ses maande ondervinding	55,10	58,00	61,10	64,00
Tweede ses maande ondervinding	61,70	65,00	68,70	72,00
<i>Derde jaar</i>				
Eerste ses maande ondervinding	68,30	72,00	76,30	80,00
Tweede ses maande ondervinding	74,80	79,00	83,80	88,00
<i>Vierde jaar</i>				
Eerste ses maande ondervinding	81,40	86,00	91,40	96,00
Daarna, die loon in (a) voorgeskryf, d.w.s.	88,00	93,00	99,00	104,00
Werknemer graad B:				
(a) Gekwalifiseer	64,00	67,00	72,00	77,00
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding	42,00	44,00	46,00	48,00
Tweede ses maande ondervinding	46,40	48,60	51,20	53,80
<i>Tweede jaar</i>				
Eerste ses maande ondervinding	50,80	53,20	56,40	59,60
Tweede ses maande ondervinding	55,20	57,80	61,60	65,40
<i>Derde jaar</i>				
Eerste ses maande ondervinding	59,60	62,40	66,80	71,20
Daarna, die loon in (a) voorgeskryf, d.w.s.	64,00	67,00	72,00	77,00
(c) Indien bevorder tot werknemer graad A:				
Eerste ses maande vanaf datum van bevordering	64,00	67,00	72,00	77,00
Tweede ses maande vanaf datum van bevordering	72,00	75,70	81,00	86,00
Derde ses maande vanaf datum van bevordering	80,00	84,30	90,00	95,00
Daarna	88,00	93,00	99,00	104,00
Werknemer graad C:				
(a) Gekwalifiseer	53,00	56,50	60,50	64,50
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding	42,00	44,00	46,00	48,00
Tweede ses maande ondervinding	44,20	46,50	48,90	51,30
<i>Tweede jaar</i>				
Eerste ses maande ondervinding	48,60	51,50	54,70	57,90
Tweede ses maande ondervinding	48,60	51,50	54,70	57,90
<i>Derde jaar</i>				
Eerste ses maande ondervinding	50,80	54,00	57,60	61,20
Daarna, die loon in (a) voorgeskryf, d.w.s.	53,00	56,50	60,50	64,50
(c) Indien bevorder tot werknemer graad B:				
Eerste ses maande vanaf datum van bevordering	53,00	56,50	60,50	64,50
Tweede ses maande vanaf datum van bevordering	58,50	61,80	66,30	70,80
Daarna	64,00	67,00	72,00	77,00
Arbeider	54,50	58,50	62,50	66,50
Laagopleër:				
(a) Gekwalifiseer	56,50	60,00	64,50	69,00
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding	42,00	44,00	46,00	48,00
Tweede ses maande ondervinding	44,90	47,20	49,70	52,20
<i>Tweede jaar</i>				
Eerste ses maande ondervinding	47,80	50,40	53,40	56,40
Tweede ses maande ondervinding	50,70	53,60	57,10	60,60
<i>Derde jaar</i>				
Eerste ses maande ondervinding	53,60	56,80	60,80	64,80
Daarna, die loon voorgeskryf in (a), d.w.s.	56,50	60,00	64,50	69,00
Drywer van 'n motorvoertuig waarvan die onbelaste massa, tesame met die onbelaste massa van 'n sleepwa of -waens wat deur sodanige voertuig getrek word—				
(a) hoogstens 1 360 kg is	62,00	66,00	70,00	75,00
(b) meer as 1 360 kg maar hoogstens 2 720 kg is	67,00	71,00	75,00	80,00
(c) meer as 2 720 kg is	85,00	90,50	96,00	101,50
Patroongradeerder:				
(a) Gekwalifiseer	117,00	124,00	132,00	139,00

	Vanaf 13/12/84 tot 30/6/85	Vanaf 1/7/85 tot 12/12/85	Vanaf 13/12/85 tot 30/6/86	Vanaf 1/7/86
	Per week R	Per week R	Per week R	Per week R
DEEL B				
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding	50,00	55,00	60,00	65,00
Tweede ses maande ondervinding	58,40	63,60	69,00	74,20
<i>Tweede jaar</i>				
Eerste ses maande ondervinding	66,80	72,30	78,00	83,50
Tweede ses maande ondervinding	75,10	80,90	87,00	92,70
<i>Derde jaar</i>				
Eerste ses maande ondervinding	83,50	89,50	96,00	102,00
Tweede ses maande ondervinding	91,90	98,10	105,00	111,20
<i>Vierde jaar</i>				
Eerste ses maande ondervinding	100,30	106,80	114,00	120,50
Tweede ses maande ondervinding	108,70	115,40	123,00	129,70
Daarna, die loon voorgeskryf in (a), d.w.s.	117,00	124,00	132,00	139,00
Patroonmaker:				
(a) Gekwalifiseer.....	148,00	156,00	167,00	176,00
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding	50,00	55,00	60,00	65,00
Tweede ses maande ondervinding	62,20	67,60	73,40	78,90
<i>Tweede jaar</i>				
Eerste ses maande ondervinding	74,50	80,20	86,80	92,80
Tweede ses maande ondervinding	86,70	92,90	100,10	106,60
<i>Derde jaar</i>				
Eerste ses maande ondervinding	99,00	105,50	113,50	120,50
Tweede ses maande ondervinding	111,20	118,10	126,90	134,40
<i>Vierde jaar</i>				
Eerste ses maande ondervinding	123,50	130,70	140,30	148,30
Tweede ses maande ondervinding	135,70	143,40	153,70	162,20
Daarna, die loon voorgeskryf in (a), d.w.s.	148,00	156,00	167,00	176,00
Toesighouer, gehaltebeheerder en instrukteur:				
(a) Gekwalifiseer.....	89,00	95,00	101,00	107,00
(b) Leerling:				
Eerste ses maande ondervinding	64,00	67,00	72,00	77,00
Tweede ses maande ondervinding	76,50	81,00	86,50	92,00
Daarna, die loon voorgeskryf in (a), d.w.s.	89,00	95,00	101,00	107,00
Handelsreisiger se drywer	67,00	71,00	75,00	80,00
Wag of opsigter	72,00	76,00	80,50	85,00"

(2) In subclause (2), substitute the figure "R4" for the figure "R2".

4. CLAUSE 5.—PAYMENT OF WAGES

(1) Substitute the following for subclause 1 (b):

"(b) Notwithstanding the provisions of paragraph (a), the weekly wages of a male employee employed in any of the undermentioned occupations as at 12 December 1984 and receiving wages of not less than the rate set out in Column A, shall not be reduced whilst such employee is employed in the Industry: Provided that this paragraph shall not apply in the event of such employee accepting employment with his or any other employer in the Industry in any other occupation at a wage which is less favourable to that employee than the rate set out hereunder in respect of the occupation occupied by him as at 12 December 1984: Provided further that the minimum wages which an employer shall pay his employee in any of the undermentioned occupations shall be not less than the wage rate set out in column B, C, D or E, as the case may be:

(2) In subklousule (2), vervang die syfer "R2" deur die syfer "R4".

4. KLOUSULE 5.—BETALING VAN LONE

(1) Vervang subklousule 1 (b) deur die volgende:

"(b) Ondanks paragraaf (a) mag die weeklikse loon van 'n manlike werknemer wat op 12 Desember 1984 in enigen van onderstaande beroepe werksaam is en wat lone ontvang wat nie minder is as die loon in Kolom A uiteengesit nie, nie verminder word terwyl sodanige werknemer in die Nywerheid in diens is nie: Met dien verstande dat hierdie paragraaf nie van toepassing is nie ingeval sodanige werknemer in diens van sy of 'n ander werkgever in die Nywerheid tree in 'n ander beroep teen 'n loon wat minder gunstig vir sodanige werknemer is as onderstaande loon wat uiteengesit is ten opsigte van die beroep wat hy op 12 Desember 1984 beoefen het: Voorts met dien verstande dat die minimum loon wat 'n werkgever aan sy werknemer ten opsigte van enigen van onderstaande beroepe moet betaal, nie minder mag wees as die loon wat in kolom B, C, D of E, na gelang van die geval, uiteengesit is nie:

	Wage rate per week				
	A	B	C	D	E
	As at 12 December 1984	From 13 December 1984 to 30 June 1985	From 1 July 1985 to 12 December 1985	From 13 December 1985 to 30 June 1986	From 1 July 1986
	R	R	R	R	R
Supervisors, quality controllers and instructors.....	108,00	115,00	121,00	127,00	133,00
Grade A employees:					
Machinists, passers and knitting shapers	82,00	89,00	94,00	100,00	105,00
Factory clerks.....	78,00	84,00	88,00	92,00	97,00

	Loon per week				
	A	B	C	D	E
	Soos op 12 Desember 1984	Vanaf 13 Desember 1984 tot 30 Junie 1985	Vanaf 1 Julie 1985 tot 12 Desember 1985	Vanaf 13 Desember 1985 tot 30 Junie 1986	Vanaf 1 Julie 1986
Toesighouers, gehaltebeheerders en instruksie...	R 108,00	R 115,00	R 121,00	R 127,00	R 133,00
Werknemers graad A:					
Masjienwerkers, nasieners en breiwerkfatsoeneerders	82,00	89,00	94,00	100,00	105,00
Fabrieksklerke	78,00	84,00	88,00	92,00	97,00

For the purposes hereof, 'Agreement' shall include any amendment thereto."

(2) In subclause (4) (k), substitute the figure "R1" for the figure "50c".

5. CLAUSE 9—ORDINARY HOURS OF WORK, MEAL INTERVALS AND REST INTERVALS

(1) In subclause (1): delete the following

"except that in the Magisterial District of Malmesbury, the ordinary hours of work of an employee, other than a shift worker, shall not exceed—

(i) 43 hours, excluding meal intervals, but including rest intervals, in any week from Monday to Friday, inclusive;

(ii) eight and three quarter hours on any day between 07h30 and 18h00;

and in the case of a shift worker shall not exceed—

(i) 43 hours, excluding meal intervals, but including rest intervals, in any week from Sunday to Saturday, inclusive;

(ii) nine and a quarter hours on any day where two shifts are employed daily and eight and a quarter hours on any day where three shifts are employed daily."

(2) Add the following proviso to paragraph (b) of subclause (1):

"Provided that an employer may make mutual arrangements with his shift workers to work 42½ hours on night shift, excluding meal intervals but including rest intervals, in any week from Monday to Thursday (four-day week)."

(3) Substitute the following for subclause 1 (d):

"(d) in the case of a watchman or caretaker, the weekly hours may be 60 and the daily hours 12 (five-day week) or 10 (six-day week);"

6. CLAUSE 10—OVERTIME

In subclause 2 (b) (ii), substitute the figure "R1,20" for the figure "60c".

7. CLAUSE 11—PAYMENT FOR OVERTIME AND WORK ON SATURDAYS, SUNDAYS AND PUBLIC HOLIDAYS

(1) Substitute the following for subclause (1):

"(1) Overtime.—An employer shall pay his employee in receipt of a wage of—

R8 112 per annum or less for the period up to 12 December 1985; and

R9 152 per annum or less for the period from 13 December 1985,

in respect of all overtime worked by him not less than—

(a) if a time-worker, one and a half times his minimum weekly wage as prescribed in clause 4 (1), divided by 42½, for every hour or part of an hour so worked;

(b) if a piece-worker, one and a half times his piece-work rates;

(c) if a boiler attendant, one and a half times his minimum weekly wage, divided by 46, for every hour or part of an hour so worked;

(d) if a watchman or caretaker, one and a half times his minimum weekly wage, divided by 60, for every hour or part of an hour so worked."

(2) Substitute the following for subclause (2):

"(2) Saturday work.—(a) No work shall be performed on any Saturday without the prior permission of the Council which may impose such conditions as it may deem fit.

(b) Subject to paragraph (c) of this subclause, any time worked on a Saturday shall be deemed to be overtime and be paid for in accordance with subclause (1), in respect of overtime worked up to 12h00 and at the rate of double his minimum prescribed hourly wage for every hour or part of an hour so worked after 12h00 and, in the case of a piece-worker, at the rate

Vir die toepassing hiervan omvat 'Ooreenkom' alle wysigings van die Ooreenkom."

(2) In subklousule (4) (k), vervang die syfer "50c" deur die syfer "R1".

5. KLOUSULE 9.—GEWONE WERKURE, ETENSPOUSES EN RUSPOUSES

(1) In subklousule (1), skrap die volgende:

"uitgesonderd die landdrosdistrik Malmesbury, waar die gewone werke van 'n werknemer, uitgesonderd 'n skofwerker, hoogstens soos volg mag wees:

(i) 43 uur, uitgesonderd etenspouses maar met inbegrip van ruspouses, in 'n week vanaf Maandag tot en met Vrydag;

(ii) agt en driekwart uur op 'n dag tussen 07h30 en 1800; en in die geval van 'n skofwerker mag die werke hoogstens soos volg wees:

(i) 43, uur, uitgesonderd etenspouses maar met inbegrip van ruspouses, in 'n week vanaf Sondag tot en met Saterdag;

(ii) nege en 'n kwart uur op 'n dag waar twee skofte daaglik gewerk word en agt en 'n kwart uur op 'n dag waar drie skofte daaglik gewerk word."

(2) Voeg die volgende voorbehoud by in subklousule (1) (b):

"Met dien verstande dat 'n werkgewer onderling met sy skofwerkers reëlings kan tref of om 42½ uur op nagskof te werk, uitgesonderd etenspouses maar met inbegrip van ruspouses, in 'n week vanaf Maandag tot en met Donderdag (week van vier dae)."

(3) Vervang subklousule 1 (d) deur die volgende:

"(d) in die geval van 'n wag of opsigter kan die weeklikse ure 60 en die daaglikse ure 12 (week van vyf dae) of 10 (week van ses dae) wees."

6. KLOUSULE 10.—OORTYDWERK

In subklousule (2) (b) (iii), vervang die syfer "60" deur die syfer "R1,20".

7. KLOUSULE 11.—BETALING VIR OORTYDWERK EN WERK OP SATERDAE, SONDAE EN OPENBARE VAKANSIEDAE

(1) Vervang subklousule (1) deur die volgende:

"(1) Oortydwerk.—'n Werkgewer moet sy werknemer wat 'n loon van—

R8 112 per jaar of minder vir die tydperk tot 12 Desember 1985; en

R9 152 per jaar of minder vir die tydperk vanaf 13 Desember 1985,

ontvang, ten opsigte van alle oortyd wat hy gewerk het minstens die volgende betaal:

(a) As hy 'n tydwerker is, een en 'n half maal sy minimum weekloon soos in klousule 4 (1) voorgeskryf, gedeel deur 42½, vir elke uur of gedeelte van 'n uur aldus gewerk;

(b) as hy 'n stukwerker is, een en 'n half maal sy stukwerkloon;

(c) as hy 'n ketelbediener is, een en 'n half maal sy minimum weekloon, gedeel deur 46, vir elke uur of gedeelte van 'n uur aldus gewerk;

(d) as hy 'n wag of opsigter is, een en 'n half maal sy minimum weekloon, gedeel deur 60, vir elke uur of gedeelte van 'n uur aldus gewerk."

(2) Vervang subklousule (2) deur die volgende:

"(2) Werk op Saterdag.—(a) Geen werk mag op Saterdag verrig word sonder dat die toestemming van die Raad vooraf verkry is nie. Die Raad kan die voorwaardes stel wat hy goeddink.

(b) Behoudens paragraaf (c) van hierdie subklousule moet alle tyd wat op Saterdag gewerk word geag word oortydwerk te wees waarvoor daar ooreenkomstig subklousule (1) betaal moet word ten opsigte van oortyd gewerk tot 12h00 en teen dubbel die werknemer se voorgeskrewe minimum uurloon vir elke uur of gedeelte van 'n uur aldus gewerk na 12h00, en

of one and a half times his piece-work rate up to 12h00 and at the rate of double his piece-work rate for every hour or part of an hour so worked after 12h00.

(c) Where an employee is required or permitted to work on a Saturday, his employer shall pay the employee concerned a travelling allowance of not less than R1.

The provisions of this subclause shall not apply to shift workers."

(3) In subclause (4) insert the following after the words "Kruger Day":

"Notwithstanding the provisions of this subclause, an employee who absents himself from work on any ordinary working day immediately preceding and/or immediately following any public holiday, shall not be paid for such public holiday unless such absence is on account of medically certificated sickness."

8. CLAUSE 15.—ANNUAL LEAVE AND PAID PUBLIC HOLIDAYS

Substitute the following for subclause (7):

"(7) *Annual leave at periods other than the prescribed leave period.*—An employer may make mutual arrangements with his—

(a) clerks, factory shop assistants, maintenance personnel and watchmen or caretakers, to take their annual leave at a period other than between 15 December and the ensuing 14 January, and in that event such employees shall be entitled to not less than three consecutive week's leave to be granted not later than within that period up to and including Good Friday of the year immediately succeeding the year of employment to which it relates;

(Maintenance personnel means employees who are engaged in making repairs or adjustments to machinery or equipment, including the installation of such machinery or equipment, and who may effect cleaning, repairs or renovations to buildings, fixture and fittings);

(b) employees engaged in making samples, to take not more than 10 days annual leave at a period other than between 15 December and the ensuing 14 January, and in that event such employees shall be entitled to not less than two consecutive weeks leave or such lesser period of leave as might be due to the employees concerned, to be granted not later than within that period up to and including Good Friday of the year immediately succeeding the year of employment to which it relates;

Provided that in the case of employees making samples, an employer shall be permitted to work 10 employees, or a minimum of 5 per cent of his labour force, whichever is the greater;

(c) shift workers engaged in knitting and finishing fabric to take their annual leave at a period other than between 15 December and the ensuing 14 January, and in that event such employees shall be entitled to not less than the leave due to them in terms of subclause (1), to be granted not later than within that period up to and including Good Friday of the year immediately succeeding the year of employment to which it relates;

Provided that the employer shall notify the Council in writing of his intention to work shift employees during the leave period prescribed in subclause (1)."

9. CLAUSE 16.—ENGAGEMENTS, TRANSFERS AND TERMINATION OF EMPLOYMENT

Substitute the following for subclause (6):

"(6) *Notice of termination of service to be given in writing by employer or employee.*—(a) An employer shall, when giving notice of his intention to terminate an employee's employment, give his employee written notice in the form of Annexure E to this Agreement.

(b) An employee shall, when giving notice of his intention to terminate his employment, give his employer written notice in the form of Annexure I to this Agreement."

10. CLAUSE 18.—TERMINATION OF EMPLOYMENT

In subclause (2) insert the following after the second paragraph:

"Provided that where an employee has submitted a medical certificate to his employer and subsequently returns to resume service and his employer elects to summarily terminate his employment, his date of termination shall be the date of summary termination and not the date on which he last worked."

11. CLAUSE 22.—EXPENSES OF THE COUNCIL

In subclause (1), substitute the figure "nine cents" for the figure "six cents".

Signed at Salt River, on behalf of the parties, this 18th day of October 1984.

A. M. ROSENBERG, Chairman of the Council.

L. A. PETERSEN, Vice-Chairman of the Council.

G. J. NEL, Secretary of the Council.

in die geval van 'n stukwerker, teen een en 'n half maal sy stukwerkloon tot 12h00 en teen dubbel sy stukwerkloon vir elke uur of gedeelte van 'n uur aldus gewerk na 12h00.

(c) Waar daar van 'n werknemer vereis of hy toegelaat word om op 'n Saterdag te werk, moet die werkgever die betrokke werknemer 'n reistoe-lae van minstens R1 betaal.

Hierdie subklousule is nie van toepassing op skofwerkers nie."

(3) In subklousule (4), voeg die volgende paragraaf in na die woord "Krugerdag":

"Ondanks hierdie subklousule moet 'n werknemer wat van sy werk afwesig is op 'n gewone werkdag onmiddellik vóór en/of onmiddellik ná 'n openbare vakansiedag nie vir so 'n openbare vakansiedag besoldig word nie, tensy hy afwesig is weens siekte wat medies gesertifiseer word."

8. KLOUSULE 15.—JAARLIKSE VERLOF EN OPENBARE VAKANSIEDAE MET BESOLDIGING

Vervang subklousule (7) deur die volgende:

"(7) *Jaarlikse verlof gedurende ander tydperke as die voorgeskrewe verloftydperk.*—'n Werkgever kan onderling reëlings tref met sy—

(a) klerke, fabriekswinkelassistenten, onderhoudspersoneel en wagte of opsigters om hul jaarlikse verlof te neem gedurende 'n ander tydperk as dié tussen 15 Desember en die daaropvolgende 14 Januarie, en in so 'n geval is sodanige werknemers geregtig op minstens drie agtereenvolgende weke verlof wat toegestaan moet word binne die tydperk wat strek tot en met Goeie Vrydag van die jaar wat onmiddellik volg op die jaar diens waarop dit betrekking het;

('Onderhoudspersoneel' beteken werknemers wat herstel- of verstelwerk aan masjinerie of uitrusting verrig, met inbegrip van die insteller van sodanige masjinerie of uitrusting, en wat skoonmaak-, herstel- of opknappingswerk aan geboue en vaste toebehoere kan verrig);

(b) werknemers wat monsters maak om hoogstens 10 dae jaarlikse verlof te neem gedurende 'n ander tydperk as dié tussen 15 Desember en die daaropvolgende 14 Januarie, en in so 'n geval is sodanige werknemers geregtig op minstens twee agtereenvolgende weke verlof of sodanige korter tydperk verlof as wat die betrokke werknemers toekom, wat toegestaan moet word binne sodanige tydperk wat strek tot en met Goeie Vrydag van die jaar wat onmiddellik volg op die jaar diens waarop dit betrekking het;

Met dien verstande dat in die geval van werknemers wat monsters maak, 'n werkgever hoogstens 10 werknemers of 'n minimum van 5 persent van sy arbeidsmag, na gelang van wat die grootste is, kan laat werk;

(c) skofwerkers wat materiaal brei en afwerk, om hul jaarlikse verlof te neem gedurende 'n ander tydperk as dié tussen 15 Desember en die daaropvolgende 14 Januarie, en in so 'n geval is sodanige werknemers geregtig op minstens die verlof wat hul toekom ingevolge subklousule (1), wat toegestaan moet word binne sodanige tydperk wat strek tot en met Goeie Vrydag van die jaar wat onmiddellik volg op die jaar diens waarop dit betrekking het;

Met dien verstande dat 'n werkgever die Raad skriftelik in kennis moet stel van sy voorneme om skofwerkers gedurende die verloftydperk in subklousule (1) voorgeskryf, te laat werk."

9. KLOUSULE 16.—INDIENSNEMING, OORPLASING EN DIENSBEEÏNDIGING

Vervang subklousule (6) deur die volgende:

"(6) *Skriftelike kennis moet deur 'n werkgever of werknemer gegee word van diensbeëindiging.*—(a) 'n Werkgever moet, wanneer hy kennis gee van sy voorneme om 'n werknemer se diens te beëindig, so 'n werknemer skriftelik kennis gee in die vorm van Aanhangsel E van hierdie Ooreenkom.

(b) 'n Werknemer moet, wanneer hy kennis gee van sy voorneme om sy diens te beëindig, sy werkgever skriftelik kennis gee in die vorm van Aanhangsel I van hierdie Ooreenkom."

10. KLOUSULE 18.—DIENSBEEÏNDIGING

In subklousule (2), voeg die volgende in na die tweede paragraaf:

"Met dien verstande dat waar 'n werknemer 'n doktersertifikaat aan sy werkgever voorgelê het en hy daarna terugkeer om diens te hervat en sy werkgever verkies om sy diens summiër te beëindig, die datum van diensbeëindiging geag moet word die datum te wees waarop sy diens summiër beëindiging word en nie die datum waarop hy laas gewerk het nie."

11. KLOUSULE 22.—UITGAWES VAN DIE RAAD

In subklousule (1), vervang die syfer "ses sent" deur die syfer "nege sent".

Namens die partye op hede die 18de dag van Oktober 1984 te Soutirivier onderteken.

A. M. ROSENBERG, Voorsitter van die Raad.

L. A. PETERSEN, Ondervoorsitter van die Raad.

G. J. NEL, Sekretaris van die Raad.

ANNEXURE I

NOTICE TO TERMINATE EMPLOYMENT

Employee's name
 Factory number

Employer's name
 I hereby tender one week's/one month's notice of my intention to terminate my employment, with effect from (date)
 (first day of pay week/first day of month, as the case may be).

Signature of employee

Receipt acknowledged by

Signature of employer or authorised agent

Date received

N.B.—Vide clause 18 of Industrial Council Agreement.

Notice must be given not later than the last day of the pay-week in the case of weekly-paid employees and not later than the last working day of the month in the case of monthly-paid employees.

No. R. 2670

7 December 1984

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, CAPE.—AMENDMENT OF AGREEMENT FOR THE COUNTRY AREAS

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations 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 Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from 13 December 1984 and for the period ending 12 December 1986, upon the employers' organisations and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from 13 December 1984 and for the period ending 12 December 1986, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS, Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (CAPE)

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Cape Clothing Manufacturers' Association
 and the

Cape Knitting Industry Association

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

Garment Workers' Union of the Western Province

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Clothing Industry (Cape), to amend the Agreement for the Country Areas published under Government Notice R. 1375 of 1 July 1983 as amended and extended by Government Notices R. 2659 of 2 December 1983, R. 1261 of 22 June 1984, R. 1554 of 27 July 1984 and R. 2436 of 9 November 1984.

AANHANGSEL I

KENNISGEWING OM DIENS TE BEEINDIG

Werknemer se naam
 Fabrieksnummer

Werkgewer se naam
 Ek bied u hierby een week/een maand kennis van my voorneme om my diens te beëindig, met ingang van (eerste dag
 (datum)
 van betaalweek/eerste dag van maand, na gelang van die geval).

Handtekening van werknemer

Ontvangs erken deur

Handtekening van werkgever of sy gemagtigde agent

Datum ontvang

L.W.—Kyk klousule 18 van Nywerheidsraadooreenkoms.

Kennisgewing moet geskied voor of op die laaste dag van die betaalweek in die geval van werknemers wat weekliks betaal word en voor of op die laaste werkdag van die maand in die geval van werknemers wat maandeliks betaal word.

No. R. 2670

7 Desember 1984

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, KAAP. — WYSIGING VAN OOREENKOMS VIR DIE PLATTELANDSE GEBIEDE

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van 13 Desember 1984 en vir die tydperk wat op 12 Desember 1986 eindig, bindend is vir die werkgewersorganisasies en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van 13 Desember 1984 en vir die tydperk wat op 12 Desember 1986 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 Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

P. T. C. DU PLESSIS, Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID (KAAP)

OOREENKOMS

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

Cape Clothing Manufacturers' Association
 en die

Cape Knitting Industry Association

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

Garment Workers' Union of the Western Province

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

wat die partye is by die Nywerheidsraad vir die Klerasienywerheid (Kaap), om die Ooreenkoms vir die Plattelandse Gebiede gepubliseer by Goewermmentskennisgewing R. 1375 van 1 Julie 1983, soos gewysig, en verleng by Goewermmentskennisgewings R. 2659 van 2 Desember 1983, R. 1261 van 22 Junie 1984, R. 1554 van 27 Julie 1984 en R. 2436 van 9 November 1984, te wysig.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Clothing Industry—

(a) by the employers and the employees who are members of the employers' organisations and the trade union respectively;

(b) in the Magisterial District of George.

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

(a) only apply in respect of employees for whom wages are prescribed in this Agreement;

(b) not apply to employees and working directors whose wages are more than—

R8 112 per annum for the period up to 12 December 1985, and

R9 152 per annum for the period from 13 December 1985;

(c) not apply to employers and employees engaged or employed in the Knitting Division.

2. CLAUSE 3.—DEFINITIONS

(1) Substitute the following for item (7) under the definition of "Grade A employee":

"(7) 'pleating machine setter' means an employee who sets an automatic pleating machine;"

(2) In item (11), under the definition of "Grade A employee", delete "(k) screen printing by hand;"

(3) Substitute the following for item (25) under the definition of "Grade B employee":

"(25) 'fabric inspector' means an employee who measures fabric and operates an inspection machine;"

(4) In item (34) under the definition of "Grade B employee", insert the words "and who may screen print by hand;" after the words "screen printer;"

(5) Substitute the following for item (9) under the definition of "Grade C employee":

"(9) 'cleaner' means an employee engaged in cutting or trimming off loose ends of cotton or cloth left on garments or parts of garments or embroidery by previous operators;"

(6) Substitute the following for the definition of "hourly rate" or "hourly wage":

"'hourly rate' or 'hourly wage' means the weekly wage prescribed in clause 4 (1), divided by—

60, in the case of a watchman or caretaker;

46, in the case of a boiler attendant;

42½, in the case of all other employees;"

3. CLAUSE 4.—WAGES

(1) Substitute the following for subclause (1):

"(1) The minimum wages that shall be paid to and be accepted by the undermentioned classes of employees shall be as follows:

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Klerasierywerheid nagekom word—

(a) deur die werkgewers en die werknemers wat lede van onderskeidelik die werkgewersorganisasies en die vakvereniging is;

(b) in die landdrostdistrik George.

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

(a) slegs van toepassing op werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word;

(b) nie van toepassing op werknemers en werkende direkteure wie se lone meer as—

R8 112 per jaar vir die tydperk tot 12 Desember 1985; en

R9 152 per jaar vir die tydperk vanaf 13 Desember 1985

bedra nie;

(c) nie van toepassing op werkgewers en werknemers wat betrokke is by of in diens is in die Brei-afdeling nie.

2. KLOUSULE 3.—WOORDOMSKRYWING

(1) Vervang item (7) onder die omskrywing van "werknemer graad A" deur die volgende:

"(7) 'plooiemasjiesteller' 'n werknemer wat 'n outomatiese plooi-masjiën stel;"

(2) In item (11) onder die omskrywing van "werknemer graad A", skrap "(k) met die hand skermdruk".

(3) Vervang item (25) onder die omskrywing van "werknemer graad B" deur die volgende:

"(25) 'materiaalinspekteur' 'n werknemer wat materiaal meet en 'n inspeksiemasjiën bedien;"

(4) In item (34), onder die omskrywing van "werknemer graad B", voeg die woorde "en met die hand skermdruk;" by na die woord "help".

(5) Vervang item (9) onder die omskrywing van "werknemer graad C" deur die volgende:

"(9) 'skoonknipper' 'n werknemer wat garing- of materiaalrafels wat deur vorige werkers daar gelaat is, van kleidingstukke of dele van kleidingstukke of borduurwerk afsny of afknip;"

(6) Vervang die omskrywing van "uurloon" deur die volgende:

"'uurloon' die weekloon in klousule 4 (1) voorgeskryf, gedeel deur—

60, in die geval van 'n wag of opsigter;

46, in die geval van 'n ketelbediener;

42½, in die geval van alle ander werknemers;"

3. KLOUSULE 4.—LONE

(1) Vervang subklousule (1) deur die volgende:

"(1) Die minimum lone wat betaal moet word aan en aangeneem mag word deur ondergenoemde klasse werknemers is soos volg:

	From 13/12/84 to 30/6/85	From 1/7/85 to 12/12/85	From 13/12/85 to 30/6/86	From 1/7/86
	Per week R	Per week R	Per week R	Per week R
PART A				
Cutting Department:				
Head cutter.....	115,00	120,00	128,00	135,00
Pattern maker:				
(a) Qualified	115,00	120,00	128,00	135,00
(b) Learner:				
First year				
First six months of experience.....	45,50	50,00	55,00	60,00
Second six months of experience	54,20	58,80	64,10	69,40
Second year				
First six months of experience.....	62,90	67,50	73,30	78,80
Second six months of experience	71,60	76,30	82,40	88,10
Third year				
First six months of experience.....	80,30	85,00	91,50	97,50
Second six months of experience	89,00	93,80	100,70	106,90
Fourth year				
First six months of experience.....	97,60	102,50	109,80	116,30
Second six months of experience	106,30	111,30	118,90	125,70
Thereafter, the wage specified in (a), i.e.	115,00	120,00	128,00	135,00
Pattern grader:				
(a) Qualified	80,50	84,50	89,50	93,50

	From 13/12/84 to 30/6/85	From 1/7/85 to 12/12/85	From 13/12/85 to 30/6/86	From 1/7/86
	Per week R	Per week R	Per week R	Per week R
PART A				
(b) Learner:				
<i>First year</i>				
First six months of experience.....	45,50	50,00	55,00	60,00
Second six months of experience.....	49,90	54,30	59,30	64,20
<i>Second year</i>				
First six months of experience.....	54,30	58,60	63,60	68,40
Second six months of experience.....	58,60	63,00	68,00	72,60
<i>Third year</i>				
First six months of experience.....	63,00	67,30	72,30	76,80
Second six months of experience.....	67,40	71,60	76,60	81,00
<i>Fourth year</i>				
First six months of experience.....	71,80	75,90	80,90	85,10
Second six months of experience.....	76,20	80,20	85,20	89,30
Thereafter, the wage specified in (a), i.e.	80,50	84,50	89,50	93,50
Cutter, lay-maker:				
(a) Qualified	80,50	84,50	89,50	93,50
(b) Learner:				
<i>First year</i>				
First six months of experience.....	32,00	34,00	36,00	38,00
Second six months of experience.....	38,10	40,30	42,70	44,90
<i>Second year</i>				
First six months of experience.....	44,10	46,60	49,40	51,90
Second six months of experience.....	50,20	53,00	56,10	58,80
<i>Third year</i>				
First six months of experience.....	56,30	59,30	62,80	65,80
Second six months of experience.....	62,40	65,60	69,50	72,70
<i>Fourth year</i>				
First six months of experience.....	68,40	71,90	76,10	79,60
Second six months of experience.....	74,50	78,20	82,80	86,60
Thereafter, the wage specified in (a), i.e.	80,50	84,50	89,50	93,50
Interlining cutter, trimmer, leather cutter and tie cutter:				
(a) Qualified	54,00	56,00	60,00	64,00
(b) Learner:				
<i>First year</i>				
First six months of experience.....	32,00	34,00	36,00	38,00
Second six months of experience.....	34,80	36,80	39,00	41,30
<i>Second year</i>				
First six months of experience.....	37,50	39,50	42,00	44,50
Second six months of experience.....	40,30	42,30	45,00	47,80
<i>Third year</i>				
First six months of experience.....	43,00	45,00	48,00	51,00
Second six months of experience.....	45,80	47,80	51,00	54,30
<i>Fourth year</i>				
First six months of experience.....	48,50	50,50	54,00	57,50
Second six months of experience.....	51,30	53,30	57,00	60,80
Thereafter, the wage specified in (a), i.e.	54,00	56,00	60,00	64,00
(c) If advanced to learner cutter:				
First six months from date of advancement.....	54,00	56,00	60,00	64,00
Second six months from date of advancement.....	67,30	70,30	74,80	78,80
Thereafter, the wage specified for a qualified cutter, i.e.	80,50	84,50	89,50	93,50
Layer-up:				
(a) Qualified	42,00	44,00	49,00	52,00
(b) Learner:				
<i>First year</i>				
First six months of experience.....	32,00	34,00	36,00	38,00
Second six months of experience.....	34,00	36,00	38,60	40,80
<i>Second year</i>				
First six months of experience.....	36,00	38,00	41,20	43,60
Second six months of experience.....	38,00	40,00	43,80	46,40
<i>Third year</i>				
First six months of experience.....	40,00	42,00	46,40	49,20
Thereafter, the wage specified in (a), i.e.	42,00	44,00	49,00	52,00
(c) If advanced to learner cutter:				
First six months from date of advancement.....	42,00	44,00	49,00	52,00
Second six months from date of advancement.....	51,60	54,10	59,10	62,40
Third six months from date of advancement.....	61,30	64,30	69,30	72,80
Fourth six months from date of advancement.....	70,90	74,40	79,40	83,10
Thereafter, the wage specified for a qualified cutter, i.e.	80,50	84,50	89,50	93,50

	From 13/12/84 to 30/6/85	From 1/7/85 to 12/12/85	From 13/12/85 to 30/6/86	From 1/7/86
	Per week R	Per week R	Per week R	Per week R
PART A				
Clicker:				
(a) Qualified	63,00	65,00	70,00	74,50
(b) Learner:				
First year of experience	32,00	34,00	36,00	38,00
Second year of experience	39,80	41,80	44,50	47,10
Third year of experience	47,50	49,50	53,00	56,30
Fourth year				
First six months of experience	55,30	57,30	61,50	65,40
Thereafter, the wage specified in (a), i.e.	63,00	65,00	70,00	74,50
Tracer:				
(a) Qualified	50,00	52,00	56,00	60,00
(b) Learner:				
First year				
First six months of experience	32,00	34,00	36,00	38,00
Second six months of experience	35,00	37,00	39,30	41,70
Second year				
First six months of experience	38,00	40,00	42,70	45,30
Second six months of experience	41,00	43,00	46,00	49,00
Third year				
First six months of experience	44,00	46,00	49,40	52,70
Second six months of experience	47,00	49,00	52,70	56,40
Thereafter, the wage specified in (a), i.e.	50,00	52,00	56,00	60,00
PART B				
Factory operatives:				
Clothing machine mechanic:				
(a) Qualified	115,00	120,00	128,00	135,00
(b) Learner:				
First year				
First six months of experience	45,50	50,00	55,00	60,00
Second six months of experience	54,20	58,80	64,10	69,40
Second year				
First six months of experience	62,90	67,50	73,30	78,80
Second six months of experience	71,60	76,30	82,40	88,10
Third year				
First six months of experience	80,30	85,00	91,50	97,50
Second six months of experience	89,00	93,80	100,70	106,90
Fourth year				
First six months of experience	97,60	102,50	109,80	116,30
Second six months of experience	106,30	111,30	118,90	125,70
Thereafter, the wage specified in (a), i.e.	115,00	120,00	128,00	135,00
Grade A employee:				
(a) Qualified	65,00	68,00	73,00	77,00
(b) Learner:				
First year				
First six months of experience	32,00	34,00	36,00	38,00
Second six months of experience	36,70	38,90	41,30	43,60
Second year				
First six months of experience	41,40	43,70	46,60	49,20
Second six months of experience	46,20	48,60	51,90	54,70
Third year				
First six months of experience	50,90	53,40	57,20	60,30
Second six months of experience	55,60	58,30	62,50	65,90
Fourth year				
First six months of experience	60,30	63,20	67,70	71,50
Thereafter, the wage specified in (a), i.e.	65,00	68,00	73,00	77,00
Grade B employee:				
(a) Qualified	48,00	50,00	54,50	58,00
(b) Learner:				
First year				
First six months of experience	32,00	34,00	36,00	38,00
Second six months of experience	35,20	37,20	39,70	42,00
Second year				
First six months of experience	38,40	40,40	43,40	46,00
Second six months of experience	41,60	43,60	47,10	50,00
Third year				
First six months of experience	44,80	46,80	50,80	54,00
Thereafter, the wage specified in (a), i.e.	48,00	50,00	54,50	58,00

	From 13/12/84 to 30/6/85	From 1/7/85 to 12/12/85	From 13/12/85 to 30/6/86	From 1/7/86
	Per week R	Per week R	Per week R	Per week R
PART B				
(c) If advanced to Grade A employee:				
First six months from date of advancement	48,00	50,00	54,50	58,00
Second six months from date of advancement	53,70	56,00	60,70	64,30
Third six months from date of advancement	59,30	62,00	66,80	70,70
Thereafter, the wage specified for qualified Grade A employee, i.e.	65,00	68,00	73,00	77,00
(d) If advanced to learner supervisor:				
First six months from date of advancement	65,00	68,00	73,00	77,00
Second six months from date of advancement	74,80	78,30	83,50	87,50
Thereafter, the wage specified for qualified supervisor, i.e.	84,50	88,50	94,00	98,00
Grade C employee:				
(a) Qualified	41,00	43,00	47,00	50,00
(b) Learner:				
First year				
First six months of experience	32,00	34,00	36,00	38,00
Second six months of experience	33,80	35,80	38,20	40,40
Second year				
First six months of experience	35,60	37,60	40,40	42,80
Second six months of experience	37,40	39,40	42,60	45,20
Third year				
First six months of experience	39,20	41,20	44,80	47,60
Thereafter, the wage specified in (a), i.e.	41,00	43,00	47,00	50,00
(c) If advanced to Grade B employee:				
First six months from date of advancement	41,00	43,00	47,00	50,00
Second six months from date of advancement	44,50	46,50	50,80	54,00
Thereafter, the wage specified for qualified Grade B employee, i.e.	48,00	50,00	54,50	58,00
Underpresser, blocker:				
(a) Qualified	53,00	56,00	60,00	64,00
(b) Learner:				
First year				
First six months of experience	32,00	34,00	36,00	38,00
Second six months of experience	35,50	37,70	40,00	42,30
Second year				
First six months of experience	39,00	41,30	44,00	46,70
Second six months of experience	42,50	45,00	48,00	51,00
Third year				
First six months of experience	46,00	48,70	52,00	55,40
Second six months of experience	49,50	52,40	56,00	59,70
Thereafter, the wage specified in (a), i.e.	53,00	56,00	60,00	64,00
(c) If advanced to learner presser:				
First six months from date of advancement	53,00	56,00	60,00	64,00
Second six months from date of advancement	59,00	62,00	66,50	70,50
Thereafter, the wage specified for qualified Grade A employee, i.e.	65,00	68,00	73,00	77,00
PART C				
Clerical employees:				
Clerk:				
First year of experience	45,50	50,00	55,00	60,00
Second year of experience	56,30	60,80	66,10	71,10
Third year of experience	67,00	71,50	77,30	82,30
Fourth year of experience	77,80	82,30	88,40	93,40
Thereafter	88,50	93,00	99,50	104,50
Factory clerk:				
First year of experience	42,00	44,00	46,00	48,00
Second year of experience	47,30	49,30	52,00	54,60
Third year of experience	52,50	54,50	58,00	61,30
Fourth year of experience	57,80	59,80	64,00	67,90
Thereafter	63,00	65,00	70,00	74,50
PART D				
General:				
Boiler attendant	48,00	50,00	54,50	58,00
Despatch packer	45,00	47,00	51,00	54,00
General worker	42,00	44,00	48,00	51,00
Labourer	43,00	45,00	49,00	52,00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle, is as follows:				
Under 2 720 kg	54,00	57,00	61,00	65,00
2 720 kg and over	57,00	60,00	64,00	68,00
Supervisor, quality controller and instructor:				
(a) Qualified	84,50	88,50	94,00	98,00
(b) Learner:				
First six months of experience	62,40	65,40	69,50	72,50
Second six months of experience	73,50	77,00	81,80	85,30
Thereafter, the wage specified in (a), i.e.	84,50	88,50	94,00	98,00
Traveller's driver	51,50	53,50	58,00	61,00
Watchman or caretaker	52,50	54,50	59,00	62,00

	Vanaf 13/12/84 tot 30/6/85	Vanaf 1/7/85 tot 12/12/85	Vanaf 13/12/85 tot 30/6/86	Vanaf 1/7/86
	Per week R	Per week R	Per week R	Per week R
DEEL A				
Snyafdeling:				
Hoofsnyer.....	115,00	120,00	128,00	135,00
Patroonmaker:				
(a) Gekwalifiseer.....	115,00	120,00	128,00	135,00
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding.....	45,50	50,00	55,00	60,00
Tweede ses maande ondervinding.....	54,20	58,80	64,10	69,40
<i>Tweede jaar</i>				
Eerste ses maande ondervinding.....	62,90	67,50	73,30	78,80
Tweede ses maande ondervinding.....	71,60	76,30	82,40	88,10
<i>Derde jaar</i>				
Eerste ses maande ondervinding.....	80,30	85,00	91,50	97,50
Tweede ses maande ondervinding.....	89,00	93,80	100,70	106,90
<i>Vierde jaar</i>				
Eerste ses maande ondervinding.....	97,60	102,50	109,80	116,30
Tweede ses maande ondervinding.....	106,30	111,30	118,90	125,70
Daarna, die loon voorgeskryf in (a), d.w.s.....	115,00	120,00	128,00	135,00
Patroongradeerder:				
(a) Gekwalifiseer.....	80,50	84,50	89,50	93,50
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding.....	45,50	50,00	55,00	60,00
Tweede ses maande ondervinding.....	49,90	54,30	59,30	64,20
<i>Tweede jaar</i>				
Eerste ses maande ondervinding.....	54,30	58,60	63,60	68,40
Tweede ses maande ondervinding.....	58,60	63,00	68,00	72,60
<i>Derde jaar</i>				
Eerste ses maande ondervinding.....	63,00	67,30	72,30	76,80
Tweede ses maande ondervinding.....	67,40	71,60	76,60	81,00
<i>Vierde jaar</i>				
Eerste ses maande ondervinding.....	71,80	75,90	80,90	85,10
Tweede ses maande ondervinding.....	76,20	80,20	85,20	89,30
Daarna, die loon voorgeskryf in (a), d.w.s.....	80,50	84,50	89,50	93,50
Snyer, snylaagpatroonoplêër:				
(a) Gekwalifiseer.....	80,50	84,50	89,50	93,50
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding.....	32,00	34,00	36,00	38,00
Tweede ses maande ondervinding.....	38,10	40,30	42,70	44,90
<i>Tweede jaar</i>				
Eerste ses maande ondervinding.....	44,10	46,60	49,40	51,90
Tweede ses maande ondervinding.....	50,20	53,00	56,10	58,80
<i>Derde jaar</i>				
Eerste ses maande ondervinding.....	56,30	59,30	62,80	65,80
Tweede ses maande ondervinding.....	62,40	65,60	69,50	72,70
<i>Vierde jaar</i>				
Eerste ses maande ondervinding.....	68,40	71,90	76,10	79,60
Tweede ses maande ondervinding.....	74,50	78,20	82,80	86,60
Daarna, die loon voorgeskryf in (a), d.w.s.....	80,50	84,50	89,50	93,50
Tussenvoeringsnyer, voeringwerker, leersnyer en dassnyer:				
(a) Gekwalifiseer.....	54,00	56,00	60,00	64,00
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding.....	32,00	34,00	36,00	38,00
Tweede ses maande ondervinding.....	34,80	36,80	39,00	41,30
<i>Tweede jaar</i>				
Eerste ses maande ondervinding.....	37,50	39,50	42,00	44,50
Tweede ses maande ondervinding.....	40,30	42,30	45,00	47,80
<i>Derde jaar</i>				
Eerste ses maande ondervinding.....	43,00	45,00	48,00	51,00
Tweede ses maande ondervinding.....	45,80	47,80	51,00	54,30

	Vanaf 13/12/84 tot 30/6/85	Vanaf 1/7/85 tot 12/12/85	Vanaf 13/12/85 tot 30/6/86	Vanaf 1/7/86
	Per week R	Per week R	Per week R	Per week R
DEEL A				
<i>Vierde jaar</i>				
Eerste ses maande ondervinding	48,50	50,50	54,00	57,50
Tweede ses maande ondervinding	51,30	53,30	57,00	60,80
Daarna, die loon voorgeskryf in (a), d.w.s.	54,00	56,00	60,00	64,00
(c) Indien bevorder tot leerlingsnyer:				
Eerste ses maande na datum van bevordering	54,00	56,00	60,00	64,00
Tweede ses maande na datum van bevordering	67,30	70,30	74,80	78,80
Daarna, die loon vir 'n gekwalifiseerde snyer voorgeskryf, d.w.s.	80,50	84,50	89,50	93,50
<i>Laagoplêer:</i>				
(a) Gekwalifiseer	42,00	44,00	49,00	52,00
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding	32,00	34,00	36,00	38,00
Tweede ses maande ondervinding	34,00	36,00	38,60	40,80
<i>Tweede jaar</i>				
Eerste ses maande ondervinding	36,00	38,00	41,20	43,60
Tweede ses maande ondervinding	38,00	40,00	43,80	46,40
<i>Derde jaar</i>				
Eerste ses maande ondervinding	40,00	42,00	46,40	49,20
Daarna, die loon voorgeskryf in (a), d.w.s.	42,00	44,00	49,00	52,00
(c) Indien bevorder tot leerlingsnyer:				
Eerste ses maande na datum van bevordering	42,00	44,00	49,00	52,00
Tweede ses maande na datum van bevordering	51,60	54,10	59,10	62,40
Derde ses maande na datum van bevordering	61,30	64,30	69,30	72,80
Vierde ses maande na datum van bevordering	70,90	74,40	79,40	83,10
Daarna, die loon vir 'n gekwalifiseerde snyer voorgeskryf, d.w.s.	80,50	84,50	89,50	93,50
<i>Perssnyer:</i>				
(a) Gekwalifiseer	63,00	65,00	70,00	74,50
(b) Leerling:				
Eerste jaar ondervinding	32,00	34,00	36,00	38,00
Tweede jaar ondervinding	39,80	41,80	44,50	47,10
Derde jaar ondervinding	47,50	49,50	53,00	56,30
<i>Vierde jaar</i>				
Eerste ses maande ondervinding	55,30	57,30	61,50	65,40
Daarna, die loon voorgeskryf in (a), d.w.s.	63,00	65,00	70,00	74,50
<i>Natrekker:</i>				
(a) Gekwalifiseer	50,00	52,00	56,00	60,00
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding	32,00	34,00	36,00	38,00
Tweede ses maande ondervinding	35,00	37,00	39,30	41,70
<i>Tweede jaar</i>				
Eerste ses maande ondervinding	38,00	40,00	42,70	45,30
Tweede ses maande ondervinding	41,00	43,00	46,00	49,00
<i>Derde jaar</i>				
Eerste ses maande ondervinding	44,00	46,00	49,40	52,70
Tweede ses maande ondervinding	47,00	49,00	52,70	56,40
Daarna, die loon voorgeskryf in (a), d.w.s.	50,00	52,00	56,00	60,00
DEEL B				
<i>Fabriekswerkers:</i>				
<i>Klerasiemasjienwerktuigkundige:</i>				
(a) Gekwalifiseer	115,00	120,00	128,00	135,00
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding	45,50	50,00	55,00	60,00
Tweede ses maande ondervinding	54,20	58,80	64,10	69,40
<i>Tweede jaar</i>				
Eerste ses maande ondervinding	62,90	67,50	73,30	78,80
Tweede ses maande ondervinding	71,60	76,30	82,40	88,10
<i>Derde jaar</i>				
Eerste ses maande ondervinding	80,30	85,00	91,50	97,50
Tweede ses maande ondervinding	89,00	93,80	100,70	106,90

	Vanaf 13/12/84 tot 30/6/85	Vanaf 1/7/85 tot 12/12/85	Vanaf 13/12/85 tot 30/6/86	Vanaf 1/7/86
	Per week R	Per week R	Per week R	Per week R
DEEL B				
<i>Vierde jaar</i>				
Eerste ses maande ondervinding	97,60	102,50	109,80	116,30
Tweede ses maande ondervinding	106,30	111,30	118,90	125,70
Daarna, die loon voorgeskryf in (a), d.w.s.	115,00	120,00	128,00	135,00
Werknemer graad A:				
(a) Gekwalifiseer	65,00	68,00	73,00	77,00
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding	32,00	34,00	36,00	38,00
Tweede ses maande ondervinding	36,70	38,90	41,30	43,60
<i>Tweede jaar</i>				
Eerste ses maande ondervinding	41,40	43,70	46,60	49,20
Tweede ses maande ondervinding	46,20	48,60	51,90	54,70
<i>Derde jaar</i>				
Eerste ses maande ondervinding	50,90	53,40	57,20	60,30
Tweede ses maande ondervinding	55,60	58,30	62,50	65,90
<i>Vierde jaar</i>				
Eerste ses maande ondervinding	60,30	63,20	67,70	71,50
Daarna, die loon voorgeskryf in (a) d.w.s.	65,00	68,00	73,00	77,00
Werknemer graad B:				
(a) Gekwalifiseer	48,00	50,00	54,50	58,00
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding	32,00	34,00	36,00	38,00
Tweede ses maande ondervinding	35,20	37,20	39,70	42,00
<i>Tweede jaar</i>				
Eerste ses maande ondervinding	38,40	40,40	43,40	46,00
Tweede ses maande ondervinding	41,60	43,60	47,10	50,00
<i>Derde jaar</i>				
Eerste ses maande ondervinding	44,80	46,80	50,80	54,00
Daarna, die loon voorgeskryf in (a), d.w.s.	48,00	50,00	54,50	58,00
(c) Indien bevorder tot werknemer graad A:				
Eerste ses maande vanaf datum van bevordering	48,00	50,00	54,50	58,00
Tweede ses maande vanaf datum van bevordering	53,70	56,00	60,70	64,30
Derde ses maande vanaf datum van bevordering	59,30	62,00	66,80	70,70
Daarna, die loon vir 'n gekwalifiseerde werknemer graad A voorgeskryf, d.w.s.	65,00	68,00	73,00	77,00
(d) Indien bevorder tot leerlingtoesighouer:				
Eerste ses maande vanaf datum van bevordering	65,00	68,00	73,00	77,00
Tweede ses maande vanaf datum van bevordering	74,80	78,30	83,50	87,50
Daarna, die loon vir 'n gekwalifiseerde toesighouer voorgeskryf, d.w.s.	84,50	88,50	94,00	98,00
Werknemer graad C:				
(a) Gekwalifiseer	41,00	43,00	47,00	50,00
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding	32,00	34,00	36,00	38,00
Tweede ses maande ondervinding	33,80	35,80	38,20	40,40
<i>Tweede jaar</i>				
Eerste ses maande ondervinding	35,60	37,60	40,40	42,80
Tweede ses maande ondervinding	37,40	39,40	42,60	45,20
<i>Derde jaar</i>				
Eerste ses maande ondervinding	39,20	41,20	44,80	47,60
Daarna, die loon voorgeskryf in (a), d.w.s.	41,00	43,00	47,00	50,00
(c) Indien bevorder tot werknemer graad B:				
Eerste ses maande vanaf datum van bevordering	41,00	43,00	47,00	50,00
Tweede ses maande vanaf datum van bevordering	44,50	46,50	50,80	54,00
Daarna, die loon vir 'n gekwalifiseerde werknemer graad B voorgeskryf, d.w.s.	48,00	50,00	54,50	58,00
Voorpariser, blokker:				
(a) Gekwalifiseer	53,00	56,00	60,00	64,00
(b) Leerling:				
<i>Eerste jaar</i>				
Eerste ses maande ondervinding	32,00	34,00	36,00	38,00
Tweede ses maande ondervinding	35,50	37,70	40,00	42,30
<i>Tweede jaar</i>				
Eerste ses maande ondervinding	39,00	41,30	44,00	46,70
Tweede ses maande ondervinding	42,50	45,00	48,00	51,00
<i>Derde jaar</i>				
Eerste ses maande ondervinding	46,00	48,70	52,00	55,40
Tweede ses maande ondervinding	49,50	52,40	56,00	59,70
Daarna, die loon voorgeskryf in (a), d.w.s.	53,00	56,00	60,00	64,00

	Vanaf 13/12/84 tot 30/6/85	Vanaf 1/7/85 tot 12/12/85	Vanaf 13/12/85 tot 30/6/86	Vanaf 1/7/86
	Per week R	Per week R	Per week R	Per week R
DEEL B				
(c) Indien bevorder tot leerlingparser:				
Eerste ses maande vanaf datum van bevordering	53,00	56,00	60,00	64,00
Tweede ses maande vanaf datum van bevordering	59,00	62,00	66,50	70,50
Daarna, die loon vir 'n gekwalifiseerde werknemer graad A voorgeskryf, d.w.s.	65,00	68,00	73,00	77,00
DEEL C				
Klerke:				
Klerk:				
Eerste jaar ondervinding	45,50	50,00	55,00	60,00
Tweede jaar ondervinding	56,30	60,80	66,10	71,10
Derde jaar ondervinding	67,00	71,50	77,30	82,30
Vierde jaar ondervinding	77,80	82,30	88,40	93,40
Daarna	88,50	93,00	99,50	104,50
Fabrieksklerk:				
Eerste jaar ondervinding	42,00	44,00	46,00	48,00
Tweede jaar ondervinding	47,30	49,30	52,00	54,60
Derde jaar ondervinding	52,50	54,50	58,00	61,30
Vierde jaar ondervinding	57,80	59,80	64,00	67,90
Daarna	63,00	65,00	70,00	74,50
DEEL D				
Algemeen:				
Ketelbediener	48,00	50,00	54,50	58,00
Versendingsverpakker	45,00	47,00	51,00	54,00
Algemene werker	42,00	44,00	48,00	51,00
Arbeider	43,00	45,00	49,00	52,00
Drywer van 'n motorvoertuig waarvan die onbelasta massa, tesame met die onbe- laste massa van 'n sleepwa of -waens wat deur sodanige voertuig getrek word—				
onder 2 720 kg is	54,00	57,00	61,00	65,00
2 720 kg en meer is	57,00	60,00	64,00	68,00
Toesighouer, gehaltebeheerder en instrukteur:				
(a) Gekwalifiseer	84,50	88,50	94,00	98,00
(b) Leerling:				
Eerste ses maande ondervinding	62,40	65,40	69,50	72,50
Tweede ses maande ondervinding	73,50	77,00	81,80	85,30
Daarna, die loon voorgeskryf in (a), d.w.s.	84,50	88,50	94,00	98,00
Handelsreisiger se drywer	51,50	53,50	58,00	61,00
Wag opsigter	52,50	54,50	59,00	62,00

(2) In subclause (2), substitute the figure "R2,60" for the figure "R1,30".

4. CLAUSE 5.—PAYMENT OF WAGES

In subclause (4) (k), substitute the figure "R1" for the figure "50c".

5. CLAUSE 9.—ORDINARY HOURS OF WORK, MEAL INTERVALS AND REST INTERVALS

Substitute the following for subclause (1):

"(1) *Ordinary hours of work.*—(a) A five-day week shall be observed from Monday to Friday inclusive and the ordinary hours of work of an employee shall not exceed—

(i) 42½ hours, excluding meal intervals but including rest intervals, in any week from Monday to Friday inclusive;

(ii) eight and a half hours on any day between the hours of 07h30 and 18h00.

(b) In the case of boiler attendants, the weekly hours may be 46 and the daily hours nine and a quarter.

(c) In the case of watchmen or caretakers, the weekly hours may be 60 and the daily hours 12 (five-day week) or 10 (six-day week)."

6. CLAUSE 10.—OVERTIME

In subclause (2) (b) (iii), substitute the figure "R1,20" for the figure "50c".

7. CLAUSE 11.—PAYMENT FOR OVERTIME AND WORK ON SATURDAYS, SUNDAYS AND PUBLIC HOLIDAYS

(1) Substitute the following for subclause (1):

"(1) *Overtime.*—An employer shall pay his employee in receipt of a wage of—

R8 112 per annum or less for the period up to 12 December 1985; and

(2) In subklousule (2), vervang die syfer "R1,30" deur die syfer "R2,60".

4. KLOUSULE 5.—BETALING VAN LONE

In Subklousule (4) (k), vervang die syfer "50c" deur die syfer "R1".

5. KLOUSULE 9.—GEWONE WERKURE, ETENSPOUSES EN RUSPOUSES

Vervang subklousule (1) deur die volgende:

"(1) *Gewone werkure.*—(a) Daar moet vyf dae per week van Maandag tot en met Vrydag gewerk word, en die gewone werkure van 'n werknemer mag hoogstens—

(i) 42½ uur, uitgesonderd etenspouses maar met inbegrip van ruspouses, in 'n week van Maandag tot en met Vrydag wees;

(ii) agt en 'n half uur op 'n dag tussen 07h30 en 18h00 wees.

(b) In die geval van ketelbedieners kan die weeklikse ure 46 en die daaglikse ure nege en 'n kwart wees.

(c) In die geval van wagte of opsigtters kan die weeklikse ure 60 en die daaglikse ure 12 (week van vyf dae) of 10 (week van ses dae) wees."

6. KLOUSULE 10.—OORTYDWERK

In subklousule (2) (b) (iii), vervang die syfer "50c" deur die syfer "R1,20".

7. KLOUSULE 11.—BETALING VIR OORTYDWERK EN WERK OP SATERDAE, SONDAE EN OPENBARE VAKANSIEDAE

(1) Vervang subklousule (1) deur die volgende:

"(1) *Oortydwerk.*—'n Werkgewer moet sy werknemer wat 'n loon van—

R8 112 per jaar of minder vir die tydperk tot 12 Desember 1985; en

R9 152 per annum or less for the period from 13 December 1985, in respect of all overtime worked by him not less than—

(a) if a time-worker, one and a half times his minimum weekly wage as prescribed in clause 4 (1), divided by 42½, for every hour or part of an hour so worked;

(b) if a piece-worker, one and a half times his piece-work rates;

(c) if a boiler attendant, one and a half times his minimum weekly wage, divided by 46, for every hour or part of an hour so worked;

(d) if a watchman or caretaker, one and a half times his minimum weekly wage, divided by 60, for every hour or part of an hour so worked."

(2) Substitute the following for subclause (2):

"(2) *Saturday work*.—(a) No work shall be performed on any Saturday without the prior permission of the Council which may impose such conditions as it may deem fit.

(b) Subject to paragraph (c) of this subclause, any time worked on a Saturday shall be deemed to be overtime and be paid for in accordance with subclause (1), in respect of overtime worked up to 12h00, and at the rate of double his minimum prescribed hourly wage for every hour or part of an hour so worked after 12h00 and, in the case of a piece-worker, at the rate of one and a half times his piece-work rate up to 12h00 and at the rate of double his piece-work rate for every hour or part of an hour so worked after 12h00."

(3) In subclause (4), insert the following paragraph after the words "New Year's Day":

"Notwithstanding the provisions of this subclause, an employee who absents himself from work on any ordinary working day immediately preceding and/or immediately following any public holiday shall not be paid for such public holiday unless such absence is on account of medically certificated sickness."

8. CLAUSE 26.—SICK FUND

(1) In subclause (4) (a), substitute the figure "90c" for the figure "61c".

(2) In subclause (5) (a), substitute the following paragraph for the paragraph which reads: "If a contributor's weekly wage rate is R138,46 or more, the amount of benefit shall not be assessed on a weekly wage rate of more than R138,45."

"If a contributor's weekly wage rate is over R156 per week for the period from 13 December 1984 to 12 December 1985 and over R176 per week for the period from 13 December 1985 to 12 December 1986, the amount of benefit shall be calculated on a weekly wage rate of R156 or R176 for the periods concerned."

(3) In subclause (5) (b) (ii), substitute the figure "8" for the figure "13", wherever it occurs.

(4) In subclause (8), delete the expression "(not exceeding R7,50)".

Signed at Salt River on behalf of the parties, this 18th day of October 1984.

A. M. ROSENBERG, Chairman of the Council.

L. A. PETERSEN, Vice-Chairman of the Council.

G. J. NEL, Secretary of the Council.

No. R. 2671

7 December 1984

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, CAPE.—AMENDMENT OF PROVIDENT FUND AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations 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 Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from 13 December 1984 and for the period ending 31 December 1986, upon the employers' organisations and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be

R9 152 per jaar of minder vir die tydperk vanaf 13 Desember 1985, ontvang, ten opsigte van alle oortyd wat hy gewerk het, soos volg betaal:

(a) As hy 'n tydwerker is, minstens een en 'n half maal sy minimum weekloon soos in klousule 4 (1) voorgeskryf, gedeel deur 42½, vir elke uur of gedeelte van 'n uur aldus gewerk;

(b) as hy 'n stukwerker is, minstens een en 'n half maal sy stukwerkloon;

(c) as hy 'n ketelbediener is, minstens een en 'n half maal sy minimum weekloon, gedeel deur 46, vir elke uur of gedeelte van 'n uur aldus gewerk;

(d) as hy 'n wag of 'n opsigter is, minstens een en 'n half maal sy minimum weekloon, gedeel deur 60, vir elke uur of gedeelte van 'n uur aldus gewerk."

(2) Vervang subklousule (2) deur die volgende:

"(2) *Werk op Saterdag*.—(a) Geen werk mag op Saterdag verrig word sonder dat die toestemming van die Raad vooraf verkry is nie. Die Raad kan die voorwaardes stel wat hy goeddink.

(b) Behoudens paragraaf (c) van hierdie subklousule moet alle tyd wat op Saterdag gewerk word geag word oortyd te wees, waarvoor daar ooreenkomstig subklousule (1) betaal moet word ten opsigte van oortyd gewerk tot 12h00 en teen dubbel die werknemer se voorgeskrewe minimum uurloon vir elke uur of gedeelte van 'n uur aldus gewerk na 12h00, en in die geval van 'n stukwerker, teen een en 'n half maal sy stukwerkloon tot 12h00 en teen dubbel sy stukwerkloon vir elke uur of gedeelte van 'n uur aldus gewerk na 12h00."

(3) In subklousule (4), voeg die volgende paragraaf in na die woord "Nuwejaarsdag":

"Ondanks hierdie subklousule moet 'n werknemer wat van sy werk afwesig is op 'n gewone werkdag onmiddellik vóór en/of onmiddellik ná 'n openbare vakansiedag, nie vir so 'n openbare vakansiedag besoldig word nie, tensy hy afwesig is weens siekte wat medies gesertifiseer word."

8. KLOUSULE 26.—SIEKEFONDS

(1) In subklousule (4) (a), vervang die syfer "61c" deur die syfer "90c".

(2) In subklousule (5) (a), vervang die paragraaf wat soos volg lui: "Indien die bydraer se weeklikse loon R138,46 of meer is, moet die bedrag van die bystand teen 'n loon van hoogstens R138,45 per week bereken word," deur die volgende paragraaf:

"Indien die bydraer se weeklikse loon meer as R156 per week is vir die tydperk vanaf 13 Desember 1984 tot 12 Desember 1985 en meer as R176 per week is vir die tydperk vanaf 13 Desember 1985 tot 12 Desember 1986, moet die bedrag van die bystand teen 'n loon van R156 of R176 per week vir die betrokke tydperke bereken word."

(3) In subklousule (5) (b) (ii), vervang die syfer "13" oral waar dit voorkom deur die syfer "8".

(4) In subklousule (8), skrap die uitdrukking "(hoogstens R7,50)".

Namens die partye op hede die 18de dag van Oktober 1984 te Soutrivier onderteken.

A. M. ROSENBERG, Voorsitter van die Raad.

L. A. PETERSEN, Ondervoorsitter van die Raad.

G. J. NEL, Sekretaris van die Raad.

No. R. 2671

7 Desember 1984

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, KAAP.—WYSIGING VAN VOORSORGFONDSOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van 13 Desember 1984 en vir die tydperk wat op 31 Desember 1986 eindig, bindend is vir die werkgewersorganisasies en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonder dié vervat in klousule 1 (1) (a), met ingang van 13 Desember 1984 en vir die tydperk wat op 31 Desember 1986

binding, with effect from 13 December 1984 and for the period ending 31 December 1986, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS, Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (CAPE)

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Cape Clothing Manufacturers' Association
and the

Cape Knitting Industry Association

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

Garment Workers' Union of the Western Province

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Clothing Industry (Cape), to amend the Provident Fund Agreement published under Government Notice R. 678 of 31 March 1983, as amended and extended by Government Notices R. 2719 of 15 December 1983 and R. 2434 of 9 November 1984.

1. SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed in the Clothing Industry—

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

(b) in the Magisterial Districts of—

(i) The Cape, Simon's Town, Bellville, Goodwood, Somerset West, Strand, Worcester and George on the operations set forth in paragraphs (a) and/or (b) of the definition "Clothing Industry" in clause 3 of the Agreement published under Government Notice R. 678 of 31 March 1983;

(ii) Malmesbury, in respect of that part of the Industry in which employers and employees are associated for the making of all classes of women's and girls' wear, including parts of such garments and cloth belts;

(iii) Wynberg, on the operations set forth in paragraph (a) and/or (b) and/or (c) of the definition "Clothing Industry" in clause 3 of the said Agreement.

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

(a) only apply in respect of employees for whom wages are prescribed in the Main Agreement, the Knitting Division Agreement and the Country Areas Agreement;

(b) not apply to employees and working directors whose wages are more than—

R8 112 per annum for the period up to 12 December 1985; and

R9 152 per annum for the period from 13 December 1985.

(3) Notwithstanding the provisions of subclauses (1) and (2), the terms of this Agreement shall apply in respect of employees and working directors who were contributors as at the date of coming into operation of this Agreement.

2. CLAUSE 3.—DEFINITIONS

In the definition of "contributor", substitute "R8 112 per annum for the period up to 12 December 1985 and R9 152 per annum for the period from 13 December 1985" for "R7 200 per annum".

3. CLAUSE 6.—CONTRIBUTIONS

Substitute the following for subclause (1):

"(1) *Employees' ordinary contributions.*—For the purposes of the Fund, every employer shall deduct from the wages of each of his employees, other than employees or working directors who earn not less than—

R8 112 per annum for the period up to 12 December 1985; and

R9 152 per annum for the period from 13 December 1985

and who have worked during any week, irrespective of the time so worked: Up to 12 December 1983:

Basic contributions: 50c per week.

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 Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

P. T. C. DU PLESSIS, Minister van Mannekrag.

BYLAE

NYWERHEIDSRaad VIR DIE KLERASIE-NYWERHEID (KAAP)

OOREENKOMS

ingevolge die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangaan tussen die

Cape Clothing Manufacturers' Association
en die

Cape Knitting Industry Association

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

Garment Workers' Union of the Western Province

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

wat die partye is by die Nywerheidsraad vir die Klerasiennywerheid (Kaap), om die Voorsorgfondsooreenkoms, gepubliseer by Goewermentskennisgewing R. 678 van 31 Maart 1983, soos gewysig en verleng by Goewermentskennisgewings R. 2719 van 15 Desember 1983 en R. 2434 van 9 November 1984, te wysig.

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet nagekom word in die Klerasiennywerheid—

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

(b) in die landdrostdistrikte—

(i) Die Kaap, Simonstad, Bellville, Goodwood, Somerset-Wes, Strand, Worcester en George, in verband met die werksaamhede uiteengesit in paragrawe (a) en/of (b) van die omskrywing "Klerasiennywerheid" in klousule 3 van die Ooreenkoms, gepubliseer by Goewermentskennisgewing R. 678 van 31 Maart 1983;

(ii) Malmesbury, ten opsigte van daardie gedeelte van die Nywerheid waarin die werkgewers en die werknemers geassosieer is vir die maak van alle soorte kledingstukke vir vroue en meisies, met inbegrip van gedeeltes van sodanige kledingstukke en lapgordels;

(iii) Wynberg, in verband met die werksaamhede uiteengesit in paragrawe (a) en/of (b) en/of (c) van die omskrywing "Klerasiennywerheid" in klousule 3 van genoemde ooreenkoms;

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

(a) van toepassing slegs ten opsigte van werknemers vir wie lone voorgeskryf word in die Hoof-ooreenkoms, die Ooreenkoms vir die Breiafdeling en die Ooreenkoms vir die Platteland;

(b) nie van toepassing op werknemers en werkende direkteure wie se lone meer as—

R8 112 per jaar vir die tydperk tot 12 Desember 1985; en

R9 152 per jaar vir die tydperk vanaf 13 Desember 1985,

bedra nie.

(3) Ondanks subklousules (1) en (2), is hierdie Ooreenkoms van toepassing ten opsigte van werknemers en werkende direkteure wat bydraers was op die datum van inwerkingtreding van hierdie Ooreenkoms.

2. KLOUSULE 3.—WOORDOMSKRYWING

In die omskrywing van "bydraer", vervang "R7 200 per jaar" deur "R8 112 per jaar vir die tydperk tot 12 Desember 1985 en R9 152 per jaar vir die tydperk vanaf 13 Desember 1985".

3. KLOUSULE 6.—BYDRAES

Vervang subklousule (1) deur die volgende:

"(1) *Werknemers se gewone bydraes.*—Vir die doeleindes van die Fonds moet elke werkgewer van die loon van elk van sy werknemers, uitgesonderd werknemers of werkende direkteure wat minstens—

R8 112 per jaar vir die tydperk tot 12 Desember 1985; en

R9 152 per jaar vir die tydperk vanaf 13 Desember 1985

verdien, wat gedurende 'n week gewerk het, ongeag die tydsduur van die werk, die volgende aftrek:

Tot 12 Desember 1983:

Basiese bydraes: 50c per week.

From 13 December 1983:

Basic contributions: 50c per week.

Supplementary I contributions: 10c per week.

From 13 December 1984:

Basic contributions: 50c per week.

Supplementary I contributions: 10c per week.

Supplementary II contributions: 10c per week.

From 13 December 1985:

Basic contributions: 50c per week.

Supplementary I contributions: 10c per week.

Supplementary II contributions: 10c per week.

Supplementary III contributions: 10c per week.

Provided that no deductions shall be made from the wages of any contributor who has reached the age of 65 or has retired from the Fund at an earlier age."

4. CLAUSE 9.—AMOUNT OF BENEFITS

(1) Substitute the following for item (iii) of subclause 1 (c):

"(iii) for each completed year of ordinary supplementary I contributions, 6 per cent of his own ordinary supplementary I contributions; plus".

(2) Insert the following items after item (iii) of subclause 1 (c):

"(iv) for each completed year of ordinary supplementary II contributions, 6 per cent of his own ordinary supplementary II contributions; plus

(v) for each completed year of ordinary supplementary III contributions, 6 per cent of his own ordinary supplementary III contributions."

(3) Substitute the following for items (iii) and (iv) of subclause 3 (a):

"(iii) for each completed year of ordinary basic contributions, 6 per cent of the employer's ordinary basic contributions made on his behalf; plus

(iv) for each completed year of ordinary supplementary I contributions, 6 per cent of the employers' ordinary supplementary I contributions made on his behalf; plus."

(4) Insert the following items after item (iv) of subclause 3 (a):

"(v) for each completed year of ordinary supplementary II contributions, 6 per cent of the employer's ordinary supplementary II contributions made on his behalf; plus

(vi) for each completed year of ordinary supplementary III contributions, 6 per cent of the employer's ordinary supplementary III contributions made on his behalf."

Signed at Salt River, on behalf of the parties, this 18th day of October 1984.

A. M. ROSENBERG, Chairman of the Council.

L. A. PETERSEN, Vice-Chairman of the Council.

G. J. NEL, Secretary of the Council.

No. R. 2672

7 December 1984

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, CAPE.—AMENDMENT OF TRAINING FUND AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations 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 Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from 13 December 1984 and for the period ending 31 December 1986, upon the employers' organisations and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from 13 December 1984 and for the period ending 31 December 1986, upon all employers and employees, other than those referred to in paragraph

Vanaf 13 Desember 1983:

Basiese bydraes: 50c per week

Aanvullende bydraes I: 10c per week.

Vanaf 13 Desember 1984:

Basiese bydraes: 50c per week.

Aanvullende bydraes I: 10c per week.

Aanvullende bydraes II: 10c per week.

Vanaf 13 Desember 1985:

Basiese bydraes: 50c per week.

Aanvullende bydraes I: 10c per week.

Aanvullende bydraes II: 10c per week.

Aanvullende bydraes III: 10c per week.

Met dien verstande dat geen bedrag van die loon van 'n bydraer wat die ouderdom van 65 bereik het of wat op 'n vroeër ouderdom uit die Fonds getree het, afgetrek mag word nie."

4. KLOUSULE 9.—BEDRAG VAN BYSTAND

(1) Vervang item (iii) van subklousule 1 (c) deur die volgende:

"(iii) vir elke voltooide jaar van gewone aanvullende I bydraes, 6 persent van sy eie gewone aanvullende I bydraes; plus"

(2) Voeg die volgende items by na item (iii) van subklousule 1 (c):

"(iv) vir elke voltooide jaar van gewone aanvullende II bydraes, 6 persent van sy eie gewone aanvullende II bydraes; plus

(v) vir elke voltooide jaar van gewone aanvullende III bydraes, 6 persent van sy eie gewone aanvullende III bydraes."

(3) Vervang items (iii) en (iv) van subklousule 3 (a) deur die volgende:

"(iii) vir elke voltooide jaar van gewone basiese bydraes, 6 persent van die werkgewer se gewone basiese bydraes namens hom; plus

(iv) vir elke voltooide jaar van gewone aanvullende I bydraes, 6 persent van die werkgewer se gewone aanvullende I bydraes namens hom; plus"

(4) Voeg die volgende items by na item (iv) van subklousule 3 (a):

"(v) vir elke voltooide jaar van gewone aanvullende II bydraes, 6 persent van die werkgewer se gewone aanvullende II bydraes namens hom; plus

(vi) vir elke voltooide jaar van gewone aanvullende III bydraes, 6 persent van die werkgewer se gewone aanvullende III bydraes namens hom."

Namens die partye op hede die 18de dag van Oktober 1984 te Soutrivier onderteken.

A. M. ROSENBERG, Voorsitter van die Raad.

L. A. PETERSEN, Ondervoorsitter van die Raad.

G. J. NEL, Sekretaris van die Raad.

No. R. 2672

7 Desember 1984

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, KAAP.—WYSIGING VAN OPLEIDINGSFONDSOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van 13 Desember 1984 en vir die tydperk wat op 31 Desember 1986 eindig, bindend is vir die werkgewersorganisasies en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonder dié vervat in klousule 1 (1) (a), met ingang van 13 Desember 1984 en vir die tydperk wat op 31 Desember 1986 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 Onderneming, Nywerheid, Bedryf of Beroep in die

(a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS, Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (CAPE)

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Cape Clothing Manufacturers' Association

and the

Cape Knitting Industry Association

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

Garment Workers' Union of the Western Province

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Clothing Industry (Cape), to amend the Training Fund Agreement of the Council, published under Government Notice R. 1372 of 26 June 1981, as amended and renewed by Government Notice R. 2655 of 4 December 1981 and Government Notice R. 2122 of 21 September 1984.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Clothing Industry—

(a) by the employers and the employees who are members of the employers' organisations and the trade union respectively;

(b) in the Magisterial Districts of—

(i) The Cape, Simon's Town, Goodwood, Bellville, Somerset West, Strand and Worcester by employers and employees who are engaged or employed on the operations referred to in paragraphs (a) and/or (b) of the definition of "Clothing Industry" in clause 3 of the Agreement published under Government Notice R. 540 of 23 March 1979; and

(ii) Wynberg by employers and employees who are engaged or employed on the operations referred to in paragraphs (a) and/or (b) and/or (c) of the definition of "Clothing Industry" in clause 3 of the Agreement published under Government Notice R. 540 of 23 March 1979;

(iii) Malmesbury by employers and employees who are engaged or employed on the operations referred to in paragraphs (a) (excluding belts made from leather or synthetic material) and/or (b) of the definition of "Clothing Industry" in clause 3 of the Agreement published under Government Notice R. 540 of 23 March 1979.

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

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

(b) not apply to employees and working directors whose wages are more than—

R8 112 per annum for the period up to 12 December 1985; and

R9 152 per annum for the period from 13 December 1985.

2. CLAUSE 4.—CONTRIBUTIONS TO THE CLOTHING INDUSTRY TRAINING FUND

In subclause (2), substitute the figure "25 cents" for the figure "15 cents".

Signed at Salt River, on behalf of the parties, this 18th day of October 1984.

A. M. ROSENBERG, Chairman of the Council.

L. A. PETERSEN, Vice-Chairman of the Council.

G. J. NEL, Secretary of the Council.

No. R. 2673

7 December 1984

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, CAPE.—AMENDMENT OF CONTINGENCY FUND AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending

gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

P. T. C. DU PLESSIS, Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID (KAAP)

OOREENKOMS

ingevolge die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangeaan tussen die

Cape Clothing Manufacturers' Association
en die

Cape Knitting Industry Association

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

Garment Workers' Union of the Western Province

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

wat die partye is by die Nywerheidsraad vir die Klerasienywerheid (Kaap), om die Opleidingsfondsooreenkoms van die Raad, gepubliseer by Goewermentskennisgewing R. 1372 van 26 Junie 1981, soos gewysig en hernieu by Goewermentskennisgewing R. 2655 van 4 Desember 1981 en Goewermentskennisgewing R. 2122 van 21 September 1984, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Klerasienywerheid nagekom word—

(a) deur die werkgewers en die werknemers wat lede van onderskeidelik die werkgewersorganisasies en die vakvereniging is;

(b) in die landdrostdistrikte—

(i) Die Kaap, Simonstad, Goodwood, Bellville, Somerset-Wes, Strand en Worcester deur werkgewers en werknemers wat onderskeidelik betrokke is by of deelneem aan die werksaamhede bedoel in paragrafe (a) en/of (b) van die omskrywing van "Klerasienywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 540 van 23 Maart 1979; en

(ii) Wynberg deur werkgewers en werknemers wat onderskeidelik betrokke is by of deelneem aan die werksaamhede bedoel in paragrafe (a) en/of (b) en/of (c) van die omskrywing van "Klerasienywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 540 van 23 Maart 1979;

(iii) Malmesbury deur werkgewers en werknemers wat onderskeidelik betrokke is by of deelneem aan die werksaamhede bedoel in paragraaf (a) (uitgesonderd lyfbande wat van leer of van sintetiese materiaal gemaak word) en/of (b) van die omskrywing van "Klerasienywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 540 van 23 Maart 1979.

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

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

(b) nie van toepassing op werknemers en werkende direkteure wie se lone meer as—

R8 112 per jaar vir die tydperk tot 12 Desember 1985; en

R9 152 per jaar vir die tydperk vanaf 13 Desember 1985, bydra nie.

2. KLOUSULE 4.—BYDRAES TOT DIE OPLEIDINGSFONDS VAN DIE KLERASIENYWERHEID

In subklousule (2), vervang die syfer "15 sent" deur die syfer "25 sent".

Namens die partye op hede die 18de dag van Oktober 1984 te Souttrivier onderteken.

A. M. ROSENBERG, Voorsitter van die Raad.

L. A. PETERSEN, Ondervoorsitter van die Raad.

G. J. NEL, Sekretaris van die Raad.

No. R. 2673

7 Desember 1984

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, KAAP.—WYSIGING VAN GEBEURLIKHEIDSFONDSOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat

Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from 13 December 1984 and for the period ending 31 December 1986, upon the employers' organisations and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from 13 December 1984 and for the period ending 31 December 1986, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS, Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (CAPE)

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Cape Clothing Manufacturers' Association

and the

Cape Knitting Industry Association

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

Garment Workers' Union of the Western Province

(hereinafter referred to as the "employees" or the "trade union") of the other part,

being the parties to the Industrial Council for the Clothing Industry (Cape),

to amend the Contingency Fund Agreement published under Government Notice R. 1450 of 1 August 1975, as amended and extended by Government Notices R. 1959 of 7 September 1979, R. 2104 of 17 October 1980, R. 1371 of 26 June 1981, R. 2657 of 4 December 1981, R. 2742 of 24 December 1982 and R. 530 of 11 March 1983 and R. 2437 of 9 November 1984.

4. SCOPE OF APPLICATION OF AGREEMENT

Substitute the following for clause 1 of the Agreement:

"(1) The terms of this Agreement shall be observed in the Clothing Industry—

(a) by the employers and the employees who are members of the employers' organisations and trade union respectively;

(b) in the Magisterial Districts of the Cape, Wynberg, Simon's Town, Goodwood, Bellville, Somerset West, Strand, Worcester, George and Malmesbury.

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

(a) only apply in respect of employees for whom wages are prescribed in the Main Agreement, the Knitting Division Agreement and the Country Areas Agreement;

(b) not apply to employees and working directors whose wages are more than—

R8 112 per annum for the period up to 12 December 1985; and

R9 152 per annum for the period from 13 December 1985."

Signed at Salt River, on behalf of the parties, this 18th day of October 1984.

A. M. ROSENBERG, Chairman of the Council.

L. A. PETERSEN, Vice-Chairman of the Council.

G. J. NEL, Secretary of the Council.

in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van 13 Desember 1984 en vir die tydperk wat op 31 Desember 1986 eindig, bindend is vir die werkgewersorganisasies en die vakvereniging wat die wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonder dié vervat in klousule 1 (1) (a), met ingang van 13 Desember 1984 en vir die tydperk wat op 31 Desember 1986 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 Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

P. T. C. DU PLESSIS, Minister van Mannekrag.

BYLAE

NYWERHEIDSRaad VIR DIE KLERASIENYWERHEID (KAAP)

OOREENKOMS

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

Cape Clothing Manufacturers' Association

en die

Cape Knitting Industry Association

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

Garment Workers' Union of the Western Province

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

wat die partye is by die Nywerheidsraad vir die Klerasienywerheid (Kaap),

om die Gebeurlikheidsfondsooreenkoms gepubliseer by Goewermementskennisgewing R. 1450 van 1 Augustus 1975, soos gewysig en verleng by Goewermementskennisgewings R. 1959 van 7 September 1979, R. 2104 van 17 Oktober 1980, R. 1371 van 26 Junie 1981, R. 2657 van 4 Desember 1981, R. 2742 van 24 Desember 1982 en R. 530 van 11 Maart 1983 en R. 2437 van 9 November 1984, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

Vervang klousule 1 van die Ooreenkoms deur die volgende:

"(1) Hierdie ooreenkoms moet nagekom word in die Klerasienywerheid—

(a) deur die werkgewers en die werknemers wat lede van onderskeidelik die werkgewersorganisasies en die vakvereniging is;

(b) in die landdrosdistrikte Die Kaap, Wynberg, Simonstad, Goodwood, Bellville, Somerset-Wes, Strand, Worcester, George en Malmesbury.

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

(a) slegs van toepassing op werknemers vir wie lone voorgeskryf word in die Hoof-ooreenkoms, die Ooreenkoms vir die Brei-afdeling en die Ooreenkoms vir die Plattelandse Gebiede;

(b) nie van toepassing op werknemers en werkende direkteure wie se lone meer as—

R8 112 per jaar vir die tydperk tot 12 Desember 1985; en

R9 152 per jaar vir die tydperk vanaf 13 Desember 1985,

bedra nie."

Namens die partye op hede die 18de dag van Oktober 1984 te Soutrivier onderteken.

A. M. ROSENBERG, Voorsitter van die Raad.

L. A. PETERSEN, Ondervoorsitter van die Raad.

G. J. NEL, Sekretaris van die Raad.

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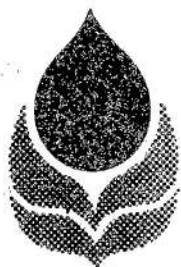


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IMPORTANT!!

Placing of languages: *Government Gazettes*

1. Notice is hereby given that the interchange of languages in the *Government Gazette* no longer takes place quarterly, but that it will now be done annually, starting on 1 October until 30 September, every year.
2. For the period 1 October 1984 to 30 September 1985, English is to be placed FIRST, changing annually hereafter.
3. This arrangement is to bring the *Government Gazettes* in conformity with Gazettes containing Acts of Parliament etc. where the language sequence remains constant throughout the sitting of Parliament.
4. It is therefore expected of you, the advertiser, to see that your copy is in accordance with the above-mentioned arrangement in order to avoid unnecessary style changes and editing to correspond with the correct style.

—oOo—

BELANGRIK!!

Plasing van tale: *Staatskoerante*

1. Hiermee word bekendgemaak dat die omruil van tale in die *Staatskoerant* nie meer kwartaalliks gedoen word nie, maar dat dit jaarliks sal geskied, beginnende vanaf 1 Oktober tot 30 September, elke jaar.
2. Vir die tydperk 1 Oktober 1984 tot 30 September 1985 word Engels EERSTE geplaas.
3. Hierdie reëling word in ooreenstemming gebring met dié van die Parlement waarby koerante met Wette ens. die taalvolgorde deurgaans behou vir die duur van die sitting.
4. Dit word dus van u, as adverteerder, verwag om u kopie met bogenoemde reëling te laat strook om onnodige omskakeling en stylredigering in ooreenstemming te bring.

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