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No. 10465

PROKLAMASIE

van die

Staatspresident van die Republiek van Suid-Afrika

No. R. 172, 1986

WET OP DIE ABATTOIRBEDRYF, 1976
(WET 54 VAN 1976)

BEPERKING VAN TOEPASSING.—WYSIGING

Kragtens die bevoegdheid my verleen by artikel 42 van die Wet op die Abattoirbedryf, 1976 (Wet 54 van 1976), wysig ek hierby Proklamasie R. 63 van 1977, soos gewysig deur Proklamasie R. 70 van 1980, met ingang van 1 Oktober 1986 deur—

- (a) paragraaf 2 (d) van die Bylae deur die volgende paragraaf te vervang:

“(d) Alle abattoirs waar daar nie meer as 15 eenhede per dag geslag word nie: Uitgesluit van die toepassing van die Wet behalwe artikels 3, 10, 11, 12, 13, 14, 21 (1), 21 (2), 21 (3), 21 (5), 27, 28, 31, 35, 37, 38, 39, 40 en 41 daarvan.”; en

- (b) na paragraaf 2 (d) van die Bylae die volgende paragraaf in te voeg:

“(e) Alle abattoirs: Uitgesluit van die toepassing van artikels 21 (4), 21 (4A) en 21A van die Wet.”

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Kaapstad, op hede die Vyfde dag van September Eenduisend Negehonderd Ses-en-tagtig.

P. W. BOTHA,
Staatspresident.

Op las van die Staatspresident-in-Kabinet:

J. J. G. WENTZEL,
Minister van die Kabinet.

57—A

PROCLAMATION

by the

State President of the Republic of South Africa

No. R. 172, 1986

ABATTOIR INDUSTRY ACT, 1976
(ACT 54 OF 1976)

LIMITATION OF OPERATION.—AMENDMENT

Under the powers vested in me by section 42 of the Abattoir Industry Act, 1976 (Act 54 of 1976), I hereby amend Proclamation R. 63 of 1977, as amended by Proclamation R. 70 of 1980, with effect from 1 October 1986 by—

- (a) the substitution for paragraph 2 (d) of the Schedule of the following paragraph:

“(d) All abattoirs where not more than 15 units are slaughtered: Excluded from the operation of the Act except sections 3, 10, 11, 12, 13, 14, 21 (1), 21 (2), 21 (3), 21 (5), 27, 28, 31, 35, 37, 38, 39, 40 and 41 thereof.”; and

- (b) the insertion of the following paragraph after paragraph 2 (d) of the Schedule:

“(e) All abattoirs: Excluded from the operation of sections 21 (4), 21 (4A) and 21A of the Act.”

Given under my Hand and the Seal of the Republic of South Africa at Cape Town this Fifth day of September, One Thousand Nine hundred and Eighty-Six.

P. W. BOTHA,
State President.

By Order of the State President-in-Cabinet:

J. J. G. WENTZEL,
Minister of the Cabinet.

10465—1

GOEWERMENSKENNISGEWINGS**DEPARTEMENT VAN BUITELANDSE
SAKE**

No. R. 2039

26 September 1986

DIE SUID-AFRIKAANSE UITSAAIKORPORASIE

Die Suid-Afrikaanse Uitsaaikorporasie het kragtens artikel 23 van die Uitsaaiwet, 1976 (Wet 73 van 1976), soos gewysig, die Regulasies, ten opsigte van artikel 1 van genoemde Wet en in die Bylae hiertoe vervat, gemaak.

BYLAE

1. "Lisensiejaar" kragtens artikel 1 van die Uitsaaiwet, 1976 (Wet 73 van 1976), is die 12 maande periode van 1 Oktober van enige jaar tot 30 September van die daaropvolgende jaar.

2. Hierdie regulasies tree op 1 Oktober 1986 in werking.

DEPARTEMENT VAN FINANSIES

No. R. 2027

26 September 1986

DOEANE- EN AKSYNSWET, 1964**WYSIGING VAN BYLAE 1 (No. 1/1/1252)**

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae 1 by genoemde Wet hiermee gewysig in die mate in die Bylae hiervan aangetoon.

K. D. S. DURR,
Adjunk-minister van Finansies en van Handel
en Nywerheid.

GOVERNMENT NOTICES**DEPARTMENT OF FOREIGN
AFFAIRS**

No. R. 2039

26 September 1986

**THE SOUTH AFRICAN BROADCASTING
CORPORATION**

Under the powers vested in it by section 23 of the Broadcasting Act, 1976 (Act 73 of 1976), as amended, the South African Broadcasting Corporation made the Regulations contained in the Schedule hereto, in respect of section 1 of the said Act.

SCHEDULE

1. "Licensing year" in terms of section 1 of the Broadcasting Act, 1976 (Act 73 of 1976), shall be the 12 month period from 1 October of any year to 30 September of the following year.

2. These Regulations come into operation on 1 October 1986.

DEPARTMENT OF FINANCE

No. R. 2027

26 September 1986

CUSTOMS AND EXCISE ACT, 1964**AMENDMENT OF SCHEDULE 1 (No. 1/1/1252)**

Under section 48 of the Customs and Excise Act, 1964, Part 1 of Schedule 1 to the said Act is hereby amended to the extent set out in the Schedule hereto.

K. D. S. DURR,
Deputy Minister of Finance and of Trade
and Industry.

BYLAE

I Tariefpos	II Statistiese Eenheid	III Skaal van Reg	
		Algemeen	M.B.N.
15.08 Deur subpos No. 15.08.40 deur die volgende te vervang: "15.08.40 Geëpoksiede plantoedige olies	kg	25%"	

Opmerkings.—1. Die skaal van reg op geëpoksiede plantoedige olies word van vry na 25% verhoog.

2. Goedere wat aan die vereistes van item 460.22 voldoen, kan by dié item met korting op reg toegelaat word en die Raad van Handel en Nywerheid het vir dié doel gesertifiseer dat die verhoging van die skaal van reg as gevolg van 'n aansoek om tariefbeskerming is wat nie vooraf vir algemene inligting in die *Staatskoerant* gepubliseer was nie.

SCHEDULE

I Tariff Heading	II Statistical Unit	III Rate of Duty	
		General	M.F.N.
15.08 By the substitution for subheading No. 15.08.40 of the following: "15.08.40 Epoxidised vegetable oils	kg	25%"	

Notes.—1. The rate of duty on epoxidised vegetable oils is increased from free to 25%.

2. Goods which comply with the conditions of item 460.22 may be admitted under rebate of duty under that item and for this purpose the Board of Trade and Industries has certified that the increase in the rate of duty is as a result of an application for tariff protection not previously published in the *Government Gazette* for general information.

No. R. 2028

26 September 1986

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/1/1249)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae 1 by genoemde Wet hiermee gewysig in die mate in die Bylae hiervan aangetoon.

K. D. S. DURR,

Adjunk-minister van Finansies en van Handel
en Nywerheid.

No. R. 2028

26 September 1986

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/1/1249)

Under section 48 of the Customs and Excise Act, 1964, Part 1 of Schedule 1 to the said Act is hereby amended to the extent set out in the Schedule hereto.

K. D. S. DURR,

Deputy Minister of Finance and of Trade
and Industry.

BYLAE

I Tariefpos	II Statistiese Eenheid	III Skaal van Reg		IV M.B.N.
		Algemeen		
15.10 Deur na subpos No. 15.10.20 die volgende in te voeg: "15.10.30 Tal-olievetsure	kg	20% of 50c per kg min 80%"		
70.17 Deur na subpos No. 70.17.10.10 die volgende in te voeg: ".20 Gekalibreerde en gegradueerde pipette, burette, volumetriese vlesse en maatglase	kg	20%"		
85.08 Deur subpos No. 85.08.10.10 deur die volgende te vervang: ".10 Uitkenbaar as vir gebruik slegs of hoofsaaklik met motorfiets- enjins	getal	10% of 50c elk min 90%"		

- Opmerkings:*— 1. Spesifieke voorsiening word gemaak vir tal-olievetsure en die skaal van reg daarop word van 15% na 20% of 50c per kg min 80% verhoog.
2. Spesifieke voorsiening word gemaak vir sekere gekalibreerde en gegradueerde laboratorium glasware en die skaal van reg daarop word van vry na 20% verhoog.
3. Die skaal van reg op vonkproppe uitkenbaar as vir gebruik slegs of hoofsaaklik met motorfietsenjins word van 1,875c elk na 10% of 50c elk min 90% verhoog.

SCHEDULE

I Tariff Heading	II Statistical Unit	III Rate of Duty		IV M.F.N.
		General		
15.10 By the insertion after subheading of No. 15.10.20 of the following: "15.10.30 Tall oil fatty acids	kg	20% or 50c per kg less 80%"		
70.17 By the insertion after subheading No. 70.17.10.10 of the following: ".20 Calibrated and graduated pipettes, burettes, volumetric flasks and measuring glasses	kg	20%"		
85.08 By the substitution for subheading No. 85.08.10.10 of the following: ".10 Identifiable for use solely or principally with motor cycle engines	no.	10% or 50c each less 90%"		

- Notes:*— 1. Specific provision is made for tall oil fatty acids and the rate of duty thereon is increased from 15% to 20% or 50c per kg less 80%.
2. Specific provision is made for certain calibrated and graduated laboratory glassware and the rate of duty thereon is increased from free to 20%.
3. The rate of duty on sparking plugs identifiable for use solely or principally with motor cycle engines is increased from 1,875c each to 10% or 50c each less 90%.

No. R. 2029

26 September 1986

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/1/1250)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae 1 by genoemde Wet hiermee gewysig in die mate in die Bylae hiervan aangetoon.

K. D. S. DURR,

Adjunk-minister van Finansies en van Handel en
Nywerheid.

No. R. 2029

26 September 1986

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/1/1250)

Under section 48 of the Customs and Excise Act, 1964, Part 1 of Schedule 1 to the said Act is hereby amended to the extent set out in the Schedule hereto.

K. D. S. DURR,

Deputy Minister of Finance and of Trade and
Industry.

BYLAE

I Tariefpos	II Statistiese Eenheid	III Skaal van Reg	
		Algemeen	M.B.N.
78.05 Deur tariefpos No. 78.05 deur die volgende te vervang: "78.05 Buis en pype en ru-stukke daarvoor, van lood; holstawe, en buis- en pyptoebehore (byvoorbeeld, lasstukke, elmboë, sokke, flense en S-boë), van lood	kg	5%"	

Opmerking.—Tariefpos No. 78.05 word herskryf ten einde oorskakeling na die Geharmonieerde Stelsel te vergemaklik.

SCHEDULE

I Tariff Heading	II Statistical Unit	III Rate of Duty	
		General	M.F.N.
78.05 By the substitution for tariff heading No. 78.05 of the following: "78.05 Tubes and pipes and blanks therefor, of lead; hollow bars, and tube and pipe fittings (for example, joints, elbows, sockets, flanges and S-bends), of lead	kg	5%"	

Note.—Tariff heading No. 78.05 is restated in order to facilitate the change-over to the Harmonized System.

No. R. 2030

26 September 1986

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/1/1251)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae 1 by genoemde Wet hiermee gewysig in die mate in die Bylae hiervan aangetoon.

K. D. S. DURR,

Adjunk-minister van Finansies en van Handel en Nywerheid.

No. R. 2030

26 September 1986

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/1/1251)

Under section 48 of the Customs and Excise Act, 1964, Part 1 of Schedule 1 to the said Act is hereby amended to the extent set out in the Schedule hereto.

K. D. S. DURR,

Deputy Minister of Finance and of Trade and Industry.

BYLAE

Algemene Opmerkings

Deur in Algemene Opmerking I na die uitdrukking "vol." beteken volume;" die uitdrukking "v/v" beteken volume in volume;" in te voeg.

Hoofstuk 27

Deur opmerking 6 by Hoofstuk 27 deur die volgende te vervang:

"6. In hierdie Hoofstuk word die volgende uitdrukkings beskou betrekking te hê op koolwaterstofolies wat by normale temperatuur en drukking 'n vloeistof is en wat voldoen aan een of meer van die spesifikasies wat hieronder daaraan toegewys word of aan enige ander spesifikasies deur die Kommissaris aanvaar of bepaal, mits die hoofsaaklike gebruik van sodanige olies in elke geval deur die Kommissaris beskou word te wees soos hieronder ten opsigte van sodanige olies gespesifiseer:

(a) "Vliegtuigspiritus"—

Hoofsaaklike gebruik: Brandstof in vliegtuie met vonkontstekingsuiereenjins.

Distillasie: Tussen 10 persent (v/v) en 40 persent (v/v) distilleer oor tot 75 °C, minstens 50 persent (v/v) distilleer oor tot 105 °C, en nie minder nie as 90 persent (v/v) distilleer oor tot 135 °C.

Digtheid by 20 °C: Hoogstens 0,725 kg per liter.

(b) "Petrol"—

Hoofsaaklike gebruik: Brandstof in padvoertuie of ander toerusting met vonkontstekingsuiereenjins.

Distillasie: Minstens 10 persent (v/v) distilleer oor tussen 77 °C en 115 °C en minstens 90 persent (v/v) distilleer oor tot 185 °C.

Digtheid by 20 °C: Hoogstens 0,755 kg per liter.

(c) "Vliegtuigkeroseen"—

Hoofsaaklike gebruik: Brandstof in vliegtuie met spuiturbine-enjins (met of sonder skroewe).

Distillasie: Minstens 10 persent (v/v) distilleer oor tot 205 °C en met 'n distillasie-eindpunt van hoogstens 300 °C.

Digtheid by 20 °C: 0,771 tot 0,827 kg per liter.

Ontvlammingspunt (geslote toets by seespieël): Minimum 38 °C.

(d) "Kragkeroseen"—

Hoofsaaklike gebruik: Brandstof in laekompressie-vonkontstekingsuiereenjins.

Distillasie: Minstens 15 persent (v/v) distilleer oor tot 175 °C, minstens 50 persent (v/v) distilleer oor tot 197 °C en minstens 95 persent (v/v) distilleer oor tot 250 °C.

Digtheid by 20 °C: Hoogstens 0,845 kg per liter.

Ontvlammingspunt (geslote toets by seespieël): Minimum 23 °C.

- (e) "Lig- of verhitingskerosen" —
Hoofsaaklike gebruik: Vir verligting of verhitting.
Distillasie: Minstens 50 persent (v/v) distilleer oor tot 220 °C en met 'n finale kookpunt van hoogstens 280 °C.
Digtheid by 20 °C: Hoogstens 0,815 kg per liter.
Ontvlammingspunt (geslote toets by seespieël): Minimum 43 °C.
Bruto kaloriese waarde per kg: Minimum 46,02 megajoule.
- (f) "Witspirit" —
Hoofsaaklike gebruik: Industriële doeleindes.
Distillasie: Hoogstens 10 persent (v/v) distilleer oor tot 155 °C en minstens 90 persent (v/v) distilleer oor tot 195 °C.
Digtheid by 20 °C: Hoogstens 0,785 kg per liter.
Ontvlammingspunt (geslote toets by seespieël): Minimum 34 °C.
- (g) "Distillaatbrandstowwe" (byvoorbeeld, gasolie en dieselolie) —
Hoofsaaklike gebruik: Brandstof in kompressie-ontstekingsuiereenjins.
Distillasie: Minstens 90 persent (v/v) distilleer oor tot 380 °C.
Digtheid by 20 °C: Minder as 0,915 kg per liter.
Ontvlammingspunt (geslote toets by seespieël): Minimum "oor 55 °C".
Bruto kaloriese waarde per kg: Minimum 44,50 megajoule.
Kinematiese viskositeit by 40 °C: 1,6—10 mm² per sekonde.
- (h) "Residu-brandolies" —
Hoofsaaklike gebruik: Brandstof in brandoonde.
Digtheid by 20 °C: Minimum 0,915 kg per liter.
Ontvlammingspunt (geslote toets by seespieël): Minimum "oor 55 °C".
Bruto kaloriese waarde per kg: Maksimum 44,50 megajoule.
Kinematiese viskositeit by 50 °C: Minimum 24 mm² per sekonde".

Opmerking.—Die spesifikasies van sekere mineraalolieprodukte word gewysig.

SCHEDULE

General Notes

By the insertion in General Note I after the expression " 'vol.' means volume;" of the expression " 'v/v' means volume in volume;"

Chapter 27

By the substitution for Note 6 to Chapter 27 of the following:

"6. In this Chapter the following expressions shall be considered to refer to hydrocarbon oils which are liquid at normal temperature and pressure and which comply with one or more of the specifications hereunder assigned thereto or with any other specifications accepted or determined by the Commissioner provided the principal use of such oils is considered by the Commissioner in every case to be as specified hereunder in respect of such oils:

- (a) "Aviation spirit" —
Principal use: Fuel in aircraft with spark ignition piston engines.
Distillation: Between 10 per cent (v/v) and 40 per cent (v/v) distils over up to 75 °C, not less than 50 per cent (v/v) distils over up to 105 °C, and not less than 90 per cent (v/v) distils over up to 135 °C.
Density at 20 °C: Not exceeding 0,725 kg per litre.
- (b) "Petrol" —
Principal use: Fuel in road vehicles or other equipment with spark ignition piston engines.
Distillation: Not less than 10 per cent (v/v) distils over at a temperature between 77 °C and 115 °C and not less than 90 per cent (v/v) distils over up to 185 °C.
Density at 20 °C: Not exceeding 0,755 kg per litre.
- (c) "Aviation kerosene" —
Principal use: Fuel in aircraft with jet turbine engines (with or without propellers).
Distillation: Not less than 10 per cent (v/v) distils over up to 205 °C and with a distillation end point not exceeding 300 °C.
Density at 20 °C: 0,771 to 0,827 kg per litre.
Flash point (closed test at sea level): Minimum 38 °C.
- (d) "Power paraffin" —
Principal use: Fuel in low-compression ratio spark ignition piston engines.
Distillation: Not less than 15 per cent (v/v) distils over up to 175 °C, not less than 50 per cent (v/v) distils over up to 197 °C and not less than 95 per cent (v/v) distils over up to 250 °C.
Density at 20 °C: Not exceeding 0,845 kg per litre.
Flash point (closed test at sea level): Minimum 23 °C.
- (e) "Illuminating or heating kerosene" —
Principal use: For illumination or heating.
Distillation: Not less than 50 per cent (v/v) distils over up to 220 °C and with a final boiling point not exceeding 280 °C.
Density at 20 °C: Not exceeding 0,815 kg per litre.
Flash point (closed test at sea level): Minimum 43 °C.
Gross calorific value per kg: Minimum 46,02 megajoule.
- (f) "White spirit" —
Principal use: Industrial purposes.
Distillation: Not more than 10 per cent (v/v) distils over up to 155 °C and not less than 90 per cent (v/v) distils over up to 195 °C.
Density at 20 °C: Not exceeding 0,785 kg per litre.
Flash point (closed test at sea level): Minimum 34 °C.

- (g) "Distillate fuels" (for example, gas oil and diesel fuel)—
Principal use: Fuel in compression ignition piston engines.
Distillation: Not less than 90 per cent (v/v) distils over up to 380 °C.
Density at 20 °C: Less than 0,915 kg per litre.
Flash point (closed test at sea level): Minimum "over 55 °C".
Gross calorific value per kg: Minimum 44,50 megajoule.
Kinematic viscosity at 40 °C: 1,6—10 mm² per second.
- (h) "Residual fuel oils"—
Principal use: Fuel in furnaces.
Density at 20 °C: Minimum 0,915 kg per litre.
Flash point (closed test at sea level): Minimum "over 55 °C".
Gross calorific value per kg: Maximum 44,50 megajoule.
Kinematic viscosity at 50 °C: Minimum 24 mm² per second".

Note.—The specifications of certain mineral oil products are amended.

No. R. 2031

26 September 1986

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/4/81)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 4 van Bylae 1 by genoemde Wet hierby gewysig in die mate in die Bylae hiervan aangetoon.

K. D. S. DURR,
 Adjunk-Minister van Finansies en van Handel
 en Nywerheid.

No. R. 2031

26 September 1986

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/4/81)

Under section 48 of the Customs and Excise Act, 1964, Part 4 of Schedule 1 to the said Act is hereby amended to the extent set out in the Schedule hereto.

K. D. S. DURR,
 Deputy Minister of Finance and of Trade
 and Industry

BYLAE

I Bobelastingitem	II Tariefpos en Beskrywing	III Skaal van Bobelasting
163.00	Deur tariefpos No. 15.00 deur die volgende te vervang: "15.00 Dierlike en plantaardige vette en olies en splitsprodukte daarvan; voorbereide spysvette; dierlike en plantaardige wasse (uitgesonderd goedere van subposte Nos. 15.02.20, 15.06.10, 15.06.20, 15.07.30, 15.07.50, 15.07.55, 15.07.80, 15.10.10, 15.10.30, 15.10.50, 15.11.50 en 15.15.10)	10%"
173.00	Deur tariefpos No. 70.00 deur die volgende te vervang: "70.00 Glas en glasware (uitgesonderd goedere van poste of subposte Nos. 70.03, 70.10.10, 70.10.20.10, 70.10.20.20, 70.10.20.40, 70.12, 70.13.10, 70.13.20, 70.13.50, 70.14.10, 70.14.30.10, 70.14.30.20, 70.17.10.20, 70.17.10.90, 70.18, 70.19.10, 70.19.20, 70.20.40, 70.20.60 en 70.21.20)	10%"

Opmerking.—Hierdie wysiging spruit voort uit die wysiging van tariefposte Nos. 15.10 en 70.17 in Deel 1 van Bylae No. 1.

SCHEDULE

I Surcharge Item	II Tariff Heading and Description	III Rate of Surcharge
163.00	By the substitution for tariff heading No. 15.00 of the following: "15.00 Animal and vegetable fats and oils and their cleavage products; prepared edible fats; animal and vegetable waxes (excluding goods of subheadings Nos. 15.02.20, 15.06.10, 15.06.20, 15.07.30, 15.07.50, 15.07.55, 15.07.80, 15.10.10, 15.10.30, 15.10.50, 15.11.50 and 15.15.10)	10%"
173.00	By the substitution for tariff heading No. 70.00 of the following: "70.00 Glass and glassware (excluding goods of headings or subheadings Nos. 70.03, 70.10.10, 70.10.20.10, 70.10.20.20, 70.10.20.40, 70.12, 70.13.10, 70.13.20, 70.13.50, 70.14.10, 70.14.30.10, 70.14.30.20, 70.17.10.20, 70.17.10.90, 70.18, 70.19.10, 70.19.20, 70.20.40, 70.20.60 and 70.21.20)	10%"

Note.—This amendment is consequential to the amendment of tariff headings Nos. 15.10 and 70.17 in Part 1 of Schedule No. 1.

No. R. 2032

26 September 1986

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 3 (No. 3/880)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae 3 by genoemde Wet hiermee gewysig in die mate in die Bylae hiervan aangetoon.

K. D. S. DURR,
 Adjunk-minister van Finansies en van Handel en
 Nywerheid.

No. R. 2032

26 September 1986

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 3 (No. 3/880)

Under section 75 of the Customs and Excise Act, 1964, Schedule 3 to the said Act is hereby amended to the extent set out in the Schedule hereto.

K. D. S. DURR,
 Deputy Minister of Finance and of Trade and
 Industry.

BYLAE

I Korting- item	II			III Mate van Korting
	Tarief- pos	Korting- kode	Beskrywing	
316.14		02.00 45	Deur na kortingkode 01.00 by tariefpos No. 39.02 die volgende in te voeg: Tweeassig-georiënteerde propileenpolimeerplate, -velle, -film, -foelie en -reep (uitgesonderd gelamelleer, gemetalliseer of hittekrimpend), nie drukgevoelig nie, met 'n dikte van meer as 0,012 mm maar hoogstens 0,06 mm	Volle reg"

Opmerking.—Voorsiening word gemaak vir 'n volle korting op reg op tweeassig-georiënteerde propileenpolimeerplate, -velle, -film, -foelie en -reep (uitgesonderd gelamelleer, gemetalliseer of hittekrimpend), nie drukgevoelig nie, met 'n dikte van meer as 0,012 mm maar hoogstens 0,06 mm, vir die vervaardiging van elektriese kapasitors.

SCHEDULE

I Rebate item	II			III Extent of Rebate
	Tariff Heading	Rebate Code	Description	
316.14		02.00 45	By the insertion after rebate code 01.00 to tariff heading No. 39.02 of the following: Biaxially oriented propylene polymer plates, sheets, film, foil and strip (excluding laminated, metallised or heat shrinkable), not pressure-sensitive, of a thickness exceeding 0,012 mm but not exceeding 0,06 mm	Full duty"

Note.—Provision is made for a rebate of the full duty on biaxially oriented propylene polymer plates, sheets, film, foil and strip (excluding laminated, metallised or heat shrinkable), not pressure-sensitive, of a thickness exceeding 0,012 mm but not exceeding 0,06 mm, for the manufacture of electrical capacitors.

No. R. 2033

26 September 1986

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 3 (No. 3/881)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae 3 by genoemde Wet hiermee gewysig in die mate in die Bylae hiervan aangetoon.

K. D. S. DURR,

Adjunk-minister van Finansies en van Handel en Nywerheid.

No. R. 2033

26 September 1986

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 3 (No. 3/881)

Under section 75 of the Customs and Excise Act, 1964, Schedule No. 3 to the said Act is hereby amended to the extent set out in the Schedule hereto.

K. D. S. DURR,

Deputy Minister of Finance and of Trade and Industry.

BYLAE

I Korting- item	II			III Mate van Korting
	Tariefpos	Kortingkode	Beskrywing	
315.01	73.16	01.00 49	Deur na tariefpos No. 73.15 die volgende in te voeg: Spoorstawe, van yster of staal, in die hoeveelhede en op die tye en onderworpe aan die voorwaardes wat die Direkteur-generaal: Handel en Nywerheid, op aanbeveling van die Raad van Handel en Nywerheid, by bepaalde permit toelaat, vir verdere prosessering	Volle reg min die hoogste van 5% of 4c per kg"

Opmerking.—Voorsiening word gemaak vir 'n gedeeltelike korting op reg op spoorstawe, van yster of staal, in die hoeveelhede en op die tye en onderworpe aan die voorwaardes wat die Direkteur-generaal: Handel en Nywerheid, op aanbeveling van die Raad van Handel en Nywerheid, by bepaalde permit toelaat, vir verdere prosessering.

SCHEDULE

I Rebate item	II			III Extent of Rebate
	Tariff Heading	Rebate code	Description	
315.01	73.16	01.00 49	By the insertion after tariff heading No. 73.15 of the following: Rails, of iron or steel, in such quantities and at such times and subject to such conditions as the Director-General: Trade and Industry, on the recommendation of the Board of Trade and Industries, may allow by specific permit, for further processing	Full duty less the greater of 5% or 4c per kg"

Note.—Provision is made for a partial rebate of duty on rails, of iron or steel, in such quantities and at such times and subject to such conditions as the Director-General: Trade and Industry, on the recommendation of the Board of Trade and Industries, may allow by specific permit, for further processing.

DEPARTEMENT VAN HANDEL EN NYWERHEID

No. R. 2075

26 September 1986

WYSIGING VAN DIE SUIKERNYWERHEIDDOOREENKOMS, 1979

Ek, Dawid Jacobus de Villiers, Minister van Handel en Nywerheid, publiseer hierby ingevolge artikel 4 (1) (c) van die Suikerwet, 1978 (Wet 9 van 1978), die wysigings in die Bylae hiervan uiteengesit wat kragtens en ooreenkomstig die bepalings van artikel 4 (1) (b) van genoemde Wet deur my aan die bepalings van die Suikernywerheidsooreenkoms, 1979, aangebring is.

D. J. DE VILLIERS,
Minister van Handel en Nywerheid.

BYLAE

Definisies

1. In hierdie Bylae beteken "die Ooreenkoms" die Suikernywerheidsooreenkoms, 1979, gepubliseer by Goewermentskennisgewing R. 858 van 27 April 1979, soos gewysig by Goewermentskennisgewings R. 1941 van 31 Augustus 1979, R. 2435 van 2 November 1979, R. 310 van 22 Februarie 1980, R. 864 van 25 April 1980, R. 905 van 2 Mei 1980, R. 1623 van 8 Augustus 1980, R. 1933 van 19 September 1980, R. 2041 van 3 Oktober 1980, R. 2514 van 5 Desember 1980, R. 255 van 13 Februarie 1981, R. 1185 van 5 Junie 1981, R. 2277 van 23 Oktober 1981, R. 2468 van 13 November 1981, R. 252 van 12 Februarie 1982, R. 1906 van 3 September 1982, R. 9 van 7 Januarie 1983, R. 852 van 29 April 1983, R. 1489 van 8 Julie 1983, R. 1740 van 5 Augustus 1983, R. 146 van 3 Februarie 1984, R. 261 van 17 Februarie 1984, R. 599 van 30 Maart 1984, R. 2827 van 28 Desember 1984, R. 1071 van 17 Mei 1985, R. 202 van 7 Februarie 1986, R. 463 van 14 Maart 1986, R. 792 van 25 April 1986, R. 793 van 25 April 1986, R. 1260 van 27 Junie 1986 en R. 1628 van 1 Augustus 1986.

Wysiging van klousule 43 van die Ooreenkoms

2. Klousule 43 van die Ooreenkoms word hierby gewysig deur die uitdrukking "klousule 42 (b)" deur die uitdrukking "klousule 42 (1) (b)" te vervang.

Wysiging van klousule 46 van die Ooreenkoms

3. Klousule 46 van die Ooreenkoms word hierby gewysig—

- (a) deur in die woorde wat paragraaf (a) van subklousule (1) voorafgegaan die uitdrukking "klousule 42 (a)" deur die uitdrukking "klousule 42 (1) (a)" te vervang; en
- (b) deur in subklousule (3) die uitdrukking "klousule 42 (b)" deur die uitdrukking "klousule 42 (1) (b)" te vervang.

Wysiging van klousule 58 van die Ooreenkoms

4. Klousule 58 van die Ooreenkoms word hierby gewysig deur in subklousule (1) die uitdrukking "klousule 42 (a)", waar dit ook al voorkom, deur die uitdrukking "klousule 42 (1) (a)" te vervang.

Wysiging van Bylae D van die Ooreenkoms

5. Bylae D van die Ooreenkoms word hierby gewysig deur in paragraaf 1 die uitdrukking "klousule 42 (b)" deur die uitdrukking "klousule 42 (1) (b)" te vervang.

DEPARTMENT OF TRADE AND INDUSTRY

No. R. 2075

26 September 1986

AMENDMENT OF THE SUGAR INDUSTRY AGREEMENT, 1979

I, Dawid Jacobus de Villiers, Minister of Trade and Industry, hereby publish in terms of section 4 (1) (c) of the Sugar Act, 1978 (Act 9 of 1978), the amendments set out in the Schedule hereto, which have, under and in accordance with the provisions of section 4 (1) (b) of the said Act, been effected by me to the provisions of the Sugar Industry Agreement, 1979.

D. J. DE VILLIERS,
Minister of Trade and Industry.

SCHEDULE

Definitions

1. In this Schedule "the Agreement" means the Sugar Industry Agreement, 1979, published by Government Notice R. 858 of 27 April 1979, as amended by Government Notices R. 1941 of 31 August 1979, R. 2435 of 2 November 1979, R. 310 of 22 February 1980, R. 864 of 25 April 1980, R. 905 of 2 May 1980, R. 1623 of 8 August 1980, R. 1933 of 19 September 1980, R. 2041 of 3 October 1980, R. 2514 of 5 December 1980, R. 255 of 13 February 1981, R. 1185 of 5 June 1981, R. 2277 of 23 October 1981, R. 2468 of 13 November 1981, R. 252 of 12 February 1982, R. 1906 of 3 September 1982, R. 9 of 7 January 1983, R. 852 of 29 April 1983, R. 1489 of 8 July 1983, R. 1740 of 5 August 1983, R. 146 of 3 February 1984, R. 261 of 17 February 1984, R. 599 of 30 March 1984, R. 2827 of 28 December 1984, R. 1071 of 17 May 1985, R. 202 of 7 February 1986, R. 463 of 14 March 1986, R. 792 of 25 April 1986, R. 793 of 25 April 1986, R. 1260 of 27 June 1986 and R. 1628 of 1 August 1986.

Amendment of clause 43 of the Agreement

2. Clause 43 of the Agreement is hereby amended by the substitution for the expression "clause 42 (b)" of the expression "clause 42 (1) (b)".

Amendment of clause 46 of the Agreement

3. Clause 46 of the Agreement is hereby amended—

- (a) by the substitution in the words preceding paragraph (a) of subclause (1) for the expression "clause 42 (a)" of the expression "clause 42 (1) (a)"; and
- (b) by the substitution in subclause (3) for the expression "clause 42 (b)" of the expression "clause 42 (1) (b)".

Amendment of clause 58 of the Agreement

4. Clause 58 of the Agreement is hereby amended by the substitution in subclause (1) for the expression "clause 42 (a)", wherever it occurs, of the expression "clause 42 (1) (a)".

Amendment of Schedule D to the Agreement

5. Schedule D to the Agreement is hereby amended by the substitution in paragraph 1 for the expression "clause 42 (b)" of the expression "clause 42 (1) (b)".

DEPARTEMENT VAN LANDBOU- EKONOMIE EN BEMARKING

No. R. 2051

26 September 1986

KOÖPERASIEWET, 1981 (WET 91 VAN 1981)

WYSIGING VAN BYLAE 2 VAN DIE WET

Ek, Jacob Johannes Greyling Wentzel, Minister van Landbou-ekonomie, wysig hierby kragtens artikel 142 van die Koöperasiewet, 1981 (Wet 91 van 1981), Bylae 2 by genoemde Wet deur item 30 (4) daarvan deur die volgende te vervang:

“30 (4) Indien die registrateur daarvan oortuig is dat die afsonderlike aanduiding van 'n bedrag bedoel in subitem (1) (j) nie in die koöperasie of sy lede se belang is nie of dat dit die koöperasie kan benadeel, kan hy, op die voorwaardes wat hy bepaal, toestemming verleen dat sodanige bedrag nie afsonderlik aangedui word nie.”

J. J. G. WENTZEL,
Minister van Landbou-ekonomie.

No. R. 2063

26 September 1986

BEMARKINGSWET, 1968 (WET 59 VAN 1968)

SUIWELSKEMA.—VERBOD IN VERBAND MET
VERKOOP VAN KAAS—OPHEFFING

Ek, Jacob Johannes Greyling Wentzel, Minister van Landbou-ekonomie, maak hierby ingevolge artikel 79 (b) van die Bemarkingswet, 1968 (Wet 59 van 1968), bekend dat—

- (a) die Suiwelraad bedoel in artikel 6 van die Suiwelskema gepubliseer by Proklamasie R. 290 van 1978, soos gewysig, die verbod gepubliseer by Goewermentskennisgewing 1274 van 2 Augustus 1940 kragtens artikel 44 van genoemde Skema opgehef het;
- (b) bedoelde opheffing deur my goedgekeur is om op 1 Oktober 1986 in werking te tree; en
- (c) Goewermentskennisgewing 1274 van 2 Augustus 1940 met ingang van 1 Oktober 1986 herroep word.

J. J. G. WENTZEL,
Minister van Landbou-ekonomie.

No. R. 2064

26 September 1986

BEMARKINGSWET, 1968 (WET 59 VAN 1968)

SUIWELSKEMA.—HEFFINGS EN SPESIALE HEFFINGS
OP SUIWELPRODUKTE—WYSIGING

Ek, Jacob Johannes Greyling Wentzel, Minister van Landbou-ekonomie, maak hierby ingevolge artikel 79 (a) van die Bemarkingswet, 1968 (Wet 59 van 1968), bekend dat—

- (a) die Suiwelraad bedoel in artikel 6 van die Suiwelskema gepubliseer by Proklamasie R. 290 van 1978, soos gewysig, kragtens artikels 21 en 22 van genoemde Skema die Bylae by Goewermentskennisgewing R. 1198 van 30 Mei 1985, soos gewysig, verder gewysig het in die mate in die Bylae hierby uiteengesit; en
- (b) genoemde wysiging deur my goedgekeur is en op 1 Oktober 1986 in werking tree.

J. J. G. WENTZEL,
Minister van Landbou-ekonomie.

DEPARTMENT OF AGRICULTURAL ECONOMICS AND MARKETING

No. R. 2051

26 September 1986

CO-OPERATIVE ACT, 1981 (ACT 91 OF 1981)

AMENDMENT OF SCHEDULE 2 OF THE ACT

I, Jacob Johannes Greyling Wentzel, Minister of Agricultural Economics, hereby amend under section 142 of the Co-operatives Act, 1981 (Act 91 of 1981), Schedule 2 to the said Act by the substitution for item 30 (4) thereof of the following item:

“30 (4) If the registrar is satisfied that a separate indication for an amount referred to in subitem (1) (j) is not in the interest of the co-operative or its members or that it may prejudice the co-operative, he may, on the conditions determined by him, grant permission that such an amount not be indicated separately.”

J. J. G. WENTZEL,
Minister of Agricultural Economics.

No. R. 2063

26 September 1986

MARKETING ACT, 1968 (ACT 59 OF 1968)

DAIRY SCHEME.—PROHIBITION IN CONNECTION
WITH SALE OF CHEESE—REVOCATION

I, Jacob Johannes Greyling Wentzel, Minister of Agricultural Economics, hereby make known in terms of section 79 (b) of the Marketing Act, 1968 (Act 59 of 1968), that—

- (a) the Dairy Board referred to in section 6 of the Dairy Scheme published by Proclamation R. 290 of 1978, as amended, has under section 44 of the said Scheme, revoked the prohibition published by Government Notice 1274 of 2 August 1940;
- (b) the said revocation was approved by me to come into operation on 1 October 1986; and
- (c) Government Notice 1274 of 2 August 1940 is repealed with effect from 1 October 1986.

J. J. G. WENTZEL,
Minister of Agricultural Economics.

No. R. 2064

26 September 1986

MARKETING ACT, 1968 (ACT 59 OF 1968)

DAIRY SCHEME.—LEVIES AND SPECIAL LEVIES
ON DAIRY PRODUCTS—AMENDMENT

I, Jacob Johannes Greyling Wentzel, Minister of Agricultural Economics, hereby make known in terms of section 79 (a) of the Marketing Act, 1968 (Act 59 of 1968), that—

- (a) the Dairy Board referred to in section 6 of the Dairy Scheme published by Proclamation R. 290 of 1978, as amended, has under sections 21 and 22 of the said Scheme further amended the Schedule to Government Notice R. 1198 of 30 May 1985, as amended, to the extent set out in the Schedule hereto; and
- (b) the said amendment has been approved by me and shall come into operation on 1 October 1986.

J. J. G. WENTZEL,
Minister of Agricultural Economics.

BYLAE**Woordomskrywing**

1. In hierdie Bylae beteken "die Bylae" die Bylae by Goewermentskennisgewing R. 1198 van 30 Mei 1985, soos gewysig by Goewermentskennisgewings R. 1714 van 2 Augustus 1985, R. 2168 van 27 September 1985, R. 2700 van 29 November 1985, R. 375 van 28 Februarie 1986 en R. 1267 van 27 Junie 1986.

Vervanging van Tabel 2

2. Tabel 2 van die Bylae word hierby deur die volgende tabel vervang:

"TABLE 2**HEFFINGS EN SPESIALE HEFFINGS OP SUIWELPRODUKTE**

Soort suiwelprodukt	Heffing	Spesiale Heffing
1	2	3
1. Nywerheidsmelk	21,6c/100 kg	401,5c/100 kg
2. Room	—	21,0c/kg bottervet in daardie room
3. Botter	—	7,974c/kg
4. Plaaskaas	0,8c/kg	—
5. Kaas, anders as Cheddar- of Goudakaas, wat in die Republiek ingevoer word	0,5c/kg	—."

DEPARTEMENT VAN MANNEKRAG**No. R. 2024****26 September 1986****WET OP BASIESE DIENSVOORWAARDES, 1983****AANEENLOPENDE WERK**

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby kragtens artikel 33 (1) van die Wet op Basiese Diensvoorwaardes, 1983, dat die vervaardiging van papier soos uitgevoer deur Nampak Paper Beperk in die landdrosdistrik Bellville 'n bedrywigheid is met betrekking waartoe daar aaneenlopend in drie skofte per 24 uur, sewe dae per week, gewerk kan word.

Die verklaring ten opsigte van Southern Paper Industries (Edms.) Beperk soos gepubliseer by Goewermentskennisgewing 1543 van 24 Oktober 1958 word hierby ingetrek.

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

No. R. 2038**26 September 1986****MOTORNYWERHEID.—HOOFOOREENKOMS—
VERBETERINGSKENNISGEWING**

Die onderstaande verbeterings aan Goewermentskennisgewing R. 1760 wat in *Staatskoerant* 10408 van 29 Augustus 1986 verskyn, word hierby vir algemene inligting gepubliseer:

1. In die Engelse teks van die Bylae:

- (1) In Afdeling A, klousule 3 (48), vervang die syfer "46" deur die syfer "45".
- (2) In Afdeling A, klousule 30 (d), vervang die syfer "46" deur die syfer "45".
- (3) In Afdeling B, klousule 3 (1) (f), vervang die uitdrukking "one forty-sixth" deur die uitdrukking "one forty-fifth".
- (4) In Afdeling C, klousule 5 (4), voeg "general" voor "workers" in.

SCHEDULE**Definitions**

1. In this Schedule "the Schedule" means the Schedule to Government Notice R. 1198 of 30 May 1985, as amended by Government Notices R. 1714 of 2 August 1985, R. 2168 of 27 September 1985, R. 2700 of 29 November 1985, R. 375 of 28 February 1986, and R. 1267 of 27 June 1986.

Substitution for Table 2

2. The following table is hereby substituted for Table 2 of the Schedule:

"TABLE 2**LEVIES AND SPECIAL LEVIES ON DAIRY PRODUCTS**

Kind of dairy product	Levy	Special levy
1	2	3
1. Industrial milk	21,6c/100 kg	401,5c/100 kg
2. Cream	—	21,0c/kg butterfat in that cream
3. Butter	—	7,974c/kg
4. Farm cheese	0,8c/kg	—
5. Cheese, other than Cheddar or Gouda cheese, which is imported into the Republic	0,5c/kg	—."

DEPARTMENT OF MANPOWER**No. R. 2024****26 September 1986****BASIC CONDITIONS OF EMPLOYMENT ACT, 1983****CONTINUOUS WORKING**

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, do hereby, in terms of section 33 (1) of the Basic Conditions of Employment Act, 1983, declare the manufacture of paper as carried on by Nampak Paper Limited in the Magisterial District of Bellville to be an activity in respect of which work may be performed continuously in three shifts per 24 hours, seven days a week.

The declaration in respect of Southern Paper Industries (Pty) Limited, as published in Government Notice 1543 of 24 October 1958, is hereby withdrawn.

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

No. R. 2038**26 September 1986****MOTOR INDUSTRY.—MAIN AGREEMENT—
CORRECTION NOTICE**

The following corrections to Government Notice R. 1760 appearing in *Government Gazette* 10408 of 29 August 1986, are hereby published for general information:

1. In the English text of the Schedule:

- (1) In Division A, clause 3 (48), substitute the figure "45" for the figure "46".
- (2) In Division A, clause 30 (d), substitute the figure "45" for the figure "46".
- (3) In Division B, clause 3 (1) (f), substitute the expression "one forty-fifth" for the expression "one forty-sixth".
- (4) In Division C, in the proviso to clause 5 (4), insert "general" before "workers".

2. In the Afrikaanse teks van die Bylae:

- (1) In Afdeling A, klousule 3 (48), vervang die syfer "46" deur die syfer "45".
- (2) In Afdeling A, klousule 30 (d), vervang die syfer "46" deur die syfer "45".
- (3) In Afdeling B, klousule 3 (1) (f), vervang die uitdrukking "een-ses-en-veertigste" deur die uitdrukking "een-vyf-en-veertigste".
- (4) In Afdeling B, in die voorbehoudsbepaling by klousule 5 (4), vervang die syfer "46" deur die syfer "45".

2. In the Afrikaans text of the Schedule:

- (1) In Division A, clause 3 (48), substitute the figure "45" for the figure "46".
- (2) In Division A, clause 30 (d), substitute the figure "45" for the figure "46".
- (3) In Division B, clause 3 (1) (f), substitute the expression "een-vyf-en-veertigste" for the expression "een-ses-en-veertigste".
- (4) In Division B, in the proviso to clause 5 (4), substitute the figure "45" for the figure "46".

No. R. 2042

26 September 1986

WET OP MANNEKRAGOPLEIDING, 1981

MANNEKRAGOPLEIDINGSKOMITEE VIR DIE SUKERVERVAARDIGINGS- EN RAFFINEERNYWERHEID—WYSIGING VAN LEERVOORWAARDES

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981—

- (a) wysig hierby, met ingang van die derde Maandag na die datum van publikasie van hierdie kennisgewing, Goewermenskennisgewing R. 1257 van 14 Junie 1985 deur klousule 3 (1) van die Leervooraardes deur die volgende klousule te vervang:

"(1) 'n Werkgewer moet 'n vakleerling besoldiging teen minstens ondergemelde persentasies van die loon wat aan 'n ambagsman betaalbaar is ingevolge enige nywerheidsraadooreenkoms wat op die betrokke ambag en gebied van toepassing is:

4-jaar ambagte

Eerste jaar: 40%
Tweede jaar: 45%
Derde jaar: 55%
Vierde jaar: 100%

5-jaar ambagte

Eerste jaar: 40%
Tweede jaar: 45%
Derde jaar: 55%
Vierde jaar: 70%
Vyfde jaar: 100%";

- (b) wysig hierby klousule 9 van die Leervooraardes deur die voorgeskrewe opleidingsbylae vir die aangewese ambag van Passer deur die volgende opleidingsbylae te vervang:

No. R. 2042

26 September 1986

MANPOWER TRAINING ACT, 1981

MANPOWER TRAINING COMMITTEE FOR THE SUGAR MANUFACTURING AND REFINING INDUSTRY.—AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, acting in terms of section 13 of the Manpower Training Act, 1981, hereby—

- (a) amend, with effect from the third Monday after the date of publication of this notice, Government Notice R. 1257 of 14 June 1985 by the substitution for clause 3 (1) of the Conditions of the following clause:

"(1) An employer shall remunerate an apprentice at not less than the following percentages of the remuneration payable to an artisan in terms of any industrial council agreement applicable to the relevant trade and area:

4-year trades

First year: 40%
Second year: 45%
Third year: 55%
Fourth year: 100%

5-year trades

First year: 40%
Second year: 45%
Third year: 55%
Fourth year: 70%
Fifth year: 100%";

- (b) amend clause 9 of the Conditions by the substitution for the prescribed Training Schedule for the designated trade Fitter of the following Schedule:

"Log-boek simbool"	Soort werk	Praktiese opleiding	Getal ure aanbeveel vir onderrig in elke soort werk
1.	Veiligheid	7. AMBAG: PASSER (4) Basiese veiligheidsmaatreëls van toepassing in die ambag moet die hele leertyd deur nagekom word, met besondere aandag aan die veilige hantering en versorging van handgereedskap, skadelike en vlambare gasse, vloeistowwe en gasse onder druk, warm en gesmelte metaal, elektriese installasies, masjienbeveiliging, masjien- en drukluggereedskap, slypwiele, bewegende en oorhoofse masjinerie, en die gebruik van draagbare brandblussers. Behandeling vir elektriese skok	45
2.	Basiese hand- en werkwinkelgereedskap	Die versorging en gebruik van gereedskap. Die maak van werkstukke en/of onderdele met gebruikmaking van die tegnieke kap, boor, vyl, ruim, saag, skraap, skroefdraadsny en moerdraadsny. Snygereedskap skerpmaak, die gebruik van trekkers en perse. Die keuse n gebruik van smeermiddels en snymengsels. Wiele van slypmasjiene bywerk, rond, nagaan en monteer. Die gebruik van gasuitrusting vir sny- en verhitingsdoeleindes. Elektriese hegswaiswerk	450
3.	Afmerkwark	Van tekeninge en/of monsters af afmerk, met gebruikmaking van afmerkgereedskap, bv. hoekplate, flesdomkragte, senterponse, verdeelpassers, afmerktafels, gradeboë, liniale, kraspenne, winkelhake, krasblokke en V-blokke. Die gebruik van meetinstrumente en meters	180
4.	Tekeninge en sketse	Tekeninge en/of sketse maak. Tekeninge lees en begryp	180
5.	Materiale	Kennis en identifisering van materiale	45
6.	Koppelings	Die montering, rigting en onderhoud van en foutdiagnosering by verskillende soorte koppelings, bv. buigsame, soliede en selfkoppelings	180

Logboek simbool	Soort werk	Praktiese opleiding	Getal ure aanbeveel vir onderrig in elke soort werk
7.	Pas van spy en sluittoestelle	Die pas van spy en komponente, bv. tappenne, sluitplate, sluitmoere, parallel- en neusspye, splitpenne en ander sluittoestelle. Busse, penne en asse pas	250
8.	Aandrywings	Die inspeksie, herstel en onderhoud van en foutdiagnosering by verskillende soorte aandrywings, bv. band-, ketting- en rataandrywing	205
9.	Laers en busse	Die skraap, installering en pas van laers en busse. Laers en boklaers rig. Oliegroewe uitsny en oliegate boor	200
10.	Installering van masjinerie....	Die installering, waterpas maak en in lyn bring van ratkaste, masjiene en masjienonderdele volgens tekenspesifikasies	405
11.	Samestelling.....	Die montering van koeël- en rollaers, koppelings, ratte, hulse en wiele. Die rig van koppelings, ratte, ratkaste, motore en asse, met inbegrip van die gebruik van pasboute, seëls en pakstukke. Die installering van as- en dryfassamestelling volgens tekenspesifikasies	405
12.	Smering	Foutdiagnosering by en onderhoud van smeerstelsels deur gebruik te maak van verskillende metodes, bv. spat-, val- of druksmering	50
13.	Fatsoenering	Die gebruik van gereedskap en masjineertegniese by die fatsoenering van eenvoudige werkstukke	125
14.	Basiese senterdraaibankwerk	Die opstel van eenvoudige werkstukke. Die gebruik van beitels en masjineertegniese by die draai van werkstukke en die sny van V-skroefdrade	160
15.	Freeswerk	Die gebruik van frese en masjineertegniese by die frees van eenvoudige werkstukke ..	145
16.	Demontering en montering van ratkaste en pompe	Foutdiagnosering by en onderhoud van ratkaste en pompe.....	215
17.	Hidroulika.....	Die hervulling en luglating van hidrouliese stelsels. Beheerklappe slyp, fynslyp en stel en digmaakmetodes. Die installering en onderhoud van filters, pyple, pompe, reservoïrs, seëls en kleppe. Kennis van pyptoebehore, pype en voeglas materiaal. 'n Begrip van hidrouliese baandiagramme, simbole en hidrouliese media. Foute in beheer-, hidrouliese en bewegingsuitrusting opspoor, met besondere klem op die reinheid van die vloeistof en die stelsel	180
18.	Pneumatika	Beheerklappe slyp, fynslyp en stel en digmaakmetodes. Die installering en onderhoud van filters, oliesmeeders, drukreëlaars, kleppe, silinders, seëls, pyple, kompressors en reservoïrs. Kennis van pyptoebehore en voeglas materiaal. Foutspeuring in beheer-, pneumatiese en bewegingsuitrusting. Die teken en begrip van skematiese en lyndiagramme, met inbegrip van simbole	180
19.	Hersiening en selfstandige werk	Praktiese ondervinding	* ", en

"Logbook symbol	Class of work	Practical training	Recommended instruction time per class of work in hours
		4. TRADE: FITTER (7)	
1.	Safety.....	Basic safety precautions applicable in the trade to be practised throughout apprenticeship, with special reference to safe handling and care of hand tools, noxious and flammable gases, liquids and gases under pressure, hot and molten metal, electrical installations, machine protection, machine and pneumatic tools, grinding wheels, moving and overhead machinery, and use of portable fire extinguishers. Treatment for electrical shock	45
2.	Basic hand and workshop tools	Care and use of tools. Making of workpieces and/or parts using the techniques of chipping, drilling, filing, reaming, sawing, scraping, screwing and tapping. Sharpening of cutting tools, use of pullers and presses. Selection and use of lubricants and cutting compounds. Dressing, truing, checking and mounting of wheels on grinding machines. Use of gas equipment for cutting and heating purposes. Electric tack welding	450
3.	Marking off	Marking off from drawings and/or samples using marking-off tools, e.g. angle plates, bottle jacks, centre punch, dividers, marking-off tables, protractors, rules, scribes, squares, surface gauges and vee blocks. Use of measuring instruments and gauges	180
4.	Drawings and sketches	Making of drawings and/or sketches. Reading and understanding of drawings	180
5.	Materials	Knowledge and identification of materials	45
6.	Couplings	Mounting, aligning, fault diagnosing and maintenance of different types of couplings, e.g. flexible, solid and self-aligning	180
7.	Fitting of keys and locking devices,	Fitting of keys and components, e.g. dowels, locking plates, locknuts, parallel and gib head keys, split pins and other locking devices. Fitting of bushes, pins and shafts	250
8.	Drives.....	Inspection, fault diagnosis, repair and maintenance of various types of drives, e.g. belt, chain and gear drives	205
9.	Bearings and bushes	Scraping, installation and fitting of bearings and bushes. Aligning bearings and plumber blocks. Cutting of oil grooves and drilling of oil holes	200
10.	Installation of machinery.....	Installation, levelling and lining up of gear-boxes, machines and machine parts to drawing specifications	405

Log-book symbol	Class of work	Practical training	Recommended instruction time per class of work in hours
11.	Assemblies.....	Mounting of ball and roller bearings, couplings, gears, sleeves and wheels. Aligning of couplings, gears, gearboxes, motors and shafts, including the use of fitted bolts, seals and gaskets. Installation of shaft and axle assemblies according to drawing specifications	405
12.	Lubrication.....	Fault diagnosis and maintenance of lubricating systems using various methods, e.g. splash, gravity or forced feed	50
13.	Shaping.....	Use of tools and machining techniques in the shaping of simple workpieces.....	125
14.	Basic centre lathe work.....	Setting up of workpieces. Use of tools and machining techniques in the turning of simple workpieces and cutting of V threads	160
15.	Milling.....	Use of tools and machining techniques in the milling of simple workpieces.....	145
16.	Stripping and assembly of gearboxes and pumps	Fault diagnosis and maintenance of gearboxes and pumps.....	215
17.	Hydraulics	Refilling and bleeding of hydraulic systems. Grinding, lapping and setting of control valves and methods of jointing. Installation and maintenance of filters, pipelines, pumps, reservoirs, seals and valves. Knowledge of pipe fittings, pipes and jointing material. Understanding of hydraulic circuit diagrams, symbols and hydraulic media. Tracing of faults in control, hydraulic and motive equipment with special emphasis on the cleanliness of the fluid and the system	180
18.	Pneumatics	Grinding, lapping and setting of control valves and methods of jointing. Installation and maintenance of filters, oil lubricators, pressure regulators, valves, cylinders, seals, pipelines, compressors and reservoirs. Knowledge of pipe fittings and jointing material. Fault finding in control, pneumatic and motive equipment. The drawing and understanding of schematic and line diagrams, including symbols	180
19.	Revision and Independent work	On-the-job experience.....	*
			*, and

(c) bepaal hierby dat die Leervooraardes in paragrawe (a) en (b) gemeld, met ingang van die derde Maandag na die datum van publikasie van hierdie kennisgewing ook van toepassing is op vakleerlinge wat in diens is in enige ambag wat 'n aangewese ambag is of was in die bedryf en gebied ten opsigte waarvan die Komitee ingestel is.

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

(c) determine that the conditions set out in paragraphs (a) and (b) shall, with effect from the third Monday after the date of publication of this notice, also apply to apprentices who are employed in any trade which is or was a designated trade in the trade and area in respect of which the Committee has been established.

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

No. R. 2054 26 September 1986

WET OP ARBEIDSVERHOUDINGE, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—HERNUWING VAN OOREENKOMS VIR DIE LOOISEKSIE

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings R. 1800 van 3 September 1982, R. 2319 van 21 Oktober 1983, R. 1706 van 10 Augustus 1984 en R. 1871 van 23 Augustus 1985 van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1987 eindig.

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

No. R. 2054 26 September 1986

LABOUR RELATIONS ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA.—RENEWAL OF AGREEMENT FOR THE TANNING SECTION

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices R. 1800 of 3 September 1982, R. 2319 of 21 October 1983, R. 1706 of 10 August 1984 and R. 1871 of 23 August 1985 to be effective from the date of publication of this notice and for the period ending 30 June 1987.

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

No. R. 2055

26 September 1986

WET OP ARBEIDSVERHOUDINGE, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—WYSIGINGS VAN DIE OOREENKOMS VIR DIE LOOISEKSIE

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 die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1987 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; 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 die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1987 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

NASIONALE NYWERHEIDSRaad VIR DIE LEERNYWERHEID
VAN SUID-AFRIKA
LOOISEKSIE
OOREENKOMS

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

- (a) South African Tanning Employers' Organisation
en
- (b) Transvaal Footwear, Tanning and Leather Trades Association
(hierna die "werkgewers" of die "werkgewersorganisasies" genoem),
aan die een kant, en die
- (c) National Union of Leather Workers
en
- (d) Transvaal Leather and Allied Trades Industrial Union
(hierna die "werknemers" of die "vakverenigings" genoem), aan die
ander kant,
wat die partye is by die Nasionale Nywerheidsraad vir die Leernywerheid
van Suid-Afrika,
om die Ooreenkoms vir die Looiseksie gepubliseer by Goewermmentskennisgewing R. 1800 van 3 September 1982, soos hernieu en gewysig by Goewermmentskennisgewings R. 2318 en R. 2319 van 21 Oktober 1983, R. 1705 en R. 1706 van 10 Augustus 1984 en R. 1870 en R. 1871 van 23 Augustus 1985, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

- (1) Hierdie Ooreenkoms moet nagekom word in die Looiseksie van die Leernywerheid—
- (a) deur alle werkgewers wat lede van die werkgewersorganisasies is en deur alle werknemers wat lede van die vakverenigings en wat onderskeidelik by die Looiseksie betrokke of daarin werksaam is; en
- (b) in die landdrostdistrikte Die Kaap, Wynberg, Paarl, Stellenbosch, Oudtshoorn, Wellington, Mosselbaai, George, Uitenhage, Kirkwood, Port Elizabeth, King William's Town, Durban, met inbegrip van daardie gedeelte van die landdrostdistrik Chatsworth wat voor die publikasie van Goewermmentskennisgewing 501 van 8 Maart 1985 binne die landdrostdistrik Durban geval het, Pietermaritzburg, Barberton, Pretoria, Johannesburg, Krugersdorp, Heidelberg (Tvl.), Brits, Witrivier, Witbank, Nigel, Germiston en Bloemfontein.
- (2) Ondanks subklousule (1) is hierdie Ooreenkoms slegs van toepassing op werknemers vir wie uurlone voorgeskryf word en op die werkgewers van sodanige werknemers.

No. R. 2055

26 September 1986

LABOUR RELATIONS ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA.—AMENDMENT OF AGREEMENT FOR THE TANNING SECTION

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 the second Monday after the date of publication of this notice and for the period ending 30 June 1987, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; 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 the second Monday after the date of publication of this notice and for the period ending 30 June 1987, 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

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER
INDUSTRY OF SOUTH AFRICA
TANNING SECTION

AGREEMENT

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

- (a) South African Tanning Employers' Organisation
and
- (b) Transvaal Footwear, Tanning and Leather Trades Associations
(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the
- (c) National Union of Leather Workers
and
- (d) Transvaal Leather and Allied Trades Industrial Union
(hereinafter referred to as the "employees" or the "trade unions"), of the other part,
being the parties to the National Industrial Council of the Leather Industry of South Africa,
to amend the Agreement for the Tanning Section published under Government Notice R. 1800 of 3 September 1982, as renewed and amended by Government Notices R. 2318 and R. 2319 of 21 October 1983, R. 1705 and R. 1706 of 10 August 1984 and R. 1870 and R. 1871 of 23 August 1985.

1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this Agreement shall be observed in the Tanning Section of the Leather Industry—
- (a) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions and who are respectively engaged or employed therein; and
- (b) in the Magisterial Districts of The Cape, Wynberg, Paarl, Stellenbosch, Oudtshoorn, Wellington, Mossel Bay, George, Uitenhage, Kirkwood, Port Elizabeth, King William's Town, Durban, including that portion of the Magisterial District to Chatsworth which, prior to the publication of Government Notice 501 of 8 March 1985, fell within the Magisterial District of Durban, Pietermaritzburg, Barberton, Pretoria, Johannesburg, Krugersdorp, Heidelberg (Tvl.), Brits, White River, Witbank, Nigel, Germiston and Bloemfontein.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to employees for whom hourly rates are prescribed and to the employers or of such employees.

2. KLOUSULE 4.—LONE EN LOONSKALE

(1) Vervang subklausule (6) deur die volgende:

“(6) Geen bepaling in hierdie Ooreenkoms mag die uitwerking hê dat dit die tydloon verminder wat tans betaal word en wat vir die werknemers gunstiger is as dié in hierdie Ooreenkoms vir sodanige werknemer voorgeskryf, solank hy by dieselfde werkgever in diens bly nie.

LOON EN LOONSKALE

	Kolom A	Kolom B
	Per uur	Per uur
A. Graad A:	R	R
(i) Bedieners van splitsmasjiene, wat die instel van en regstelling aan sodanige masjiene insluit en wat leer in die kalk- of looistadium of in albei splits.....	3,19	3,51
(a) Leerlinge volgens ondervinding:		
Eerste ses maande.....	1,69	1,86
Tweede ses maande.....	2,02	2,22
Derde ses maande.....	2,25	2,48
Vierde ses maande.....	2,57	2,83
Vyfde ses maande.....	2,80	3,08
Daarna.....	3,19	3,51
(b) In elke looiery waarin daar 'n splitsmasjiene geïnstalleer is, moet daar minstens een splitter in diens wees wat die volle loon in A (i) hierbo vermeld, ontvang.		
(ii) Bedieners van skaaf- en witmaakmasjiene	2,80	3,08
(a) Leerlinge, volgens ondervinding:		
Eerste ses maande.....	1,69	1,86
Tweede ses maande.....	2,11	2,32
Derde ses maande.....	2,42	2,66
Daarna.....	2,80	3,08
B. Graad B:		
(a) Werknemers, uitgesonderd dié in (b) en (c) vermeld:		
(i) In diens as eerstegraadse tafelwerkers, d.w.s. werknemers wat met die hand fynskuur, witmaak, skaaf en spuit en werknemers wat opsniewerk doen.....	2,42	2,66
<i>Opmerking.</i> —‘Opsniewerk’ beteken die opsniewe van ongelooide huide in rugsystukke, pensstukke, bladstukke of rugstukke, maar nie die opsniewe van die huid in twee systukke nie.		
(ii) In diens as bedieners van 'n ontveleis- masjiene, 'n onthaar- masjiene, 'n rek- en -breimasjiene en 'n fynskuurmasjiene	2,26	2,49
(iii) In diens as bedieners van verglansma- sjiene, alle tipes meetmasjiene, sool- stofmeetmasjiene, sooluitrolmasjiene, hidrouliese perse, bevochtigingsma- sjiene, setmasjiene, basfynmaalma- sjiene, skraapmasjiene, nabehandlings masjiene, oliemasjiene, wasmasjiene, borselmasjiene, spuitmasjiene, opstop- masjiene, gordynbektelmasjiene, stofverwyderingsmasjiene, ossilleer- messe, nek- en plooi- setmasjiene, en werknemers in diens as tafelwerkers (uitgesonderd eerstegraadse tafelwer- kers) wat leerbredersgereedskap of geïmproviseerde leerbredersgereedskap op enige soort leer gebruik en wat bo- genoemde gereedskap gebruik op lyninstallasies of vakuu- drooginstalla- sies, werknemers wat gebreke in leer herstel, pigmentafwerkingskleure meng en pas, kleurstowwe pas, vier- kante sny, suede met 'n borsel en/of skuurpapier bewerk, 'n splitter help om materiaal in die voorkant van 'n splitsmasjiene in te voer, 'n mobiele hyswa bedien van die tipe waar die drywer op die voertuig moet sit, en ook werknemers wat leer met die hand (borsel of kussinkie) swart maak, vetsmeer, beits, pigmenteer en nabe- handel en diens doen as vleisskrapers wat die werk met die hand in 'n kalkskuur doen.....	2,15	2,37

2. CLAUSE 4.—WAGES AND RATES

(1) Substitute the following for subclause (6):

“(6) Nothing in this Agreement shall operate to reduce any time wage at present being paid which is more favourable to an employee than that laid down in this Agreement for such employee while he remains in the service of the same employer.

WAGES AND WAGE RATES

	Column A	Column B
	Per hour	Per hour
A. Grade A:	R	R
(i) Operators of splitting machines, which shall include the setting and adjustments to such machines and the splitting either in the lime or tanned condition or both.....	3,19	3,51
(a) Learners, according to experience:		
First six months.....	1,69	1,86
Second six months.....	2,02	2,22
Third six months.....	2,25	2,48
Fourth six months.....	2,57	2,83
Fifth six months.....	2,80	3,08
Thereafter.....	3,19	3,51
(b) In every tannery in which a splitting machine is installed there shall be em- ployed at least one splitter at the full rate under A (i) above.		
(ii) Operators of shaving and whitening machines.....	2,80	3,08
(a) Learners, according to experience:		
First six months.....	1,69	1,86
Second six months.....	2,11	2,32
Third six months.....	2,42	2,66
Thereafter.....	2,80	3,08
B. Grade B:		
(a) Employees other than those specified in (b) and (c):		
(i) Employed as first grade table-hands, i.e. hand buffers and whiteners, hand shavers, hand sprayers and employees employed on rounding.....	2,42	2,66
<i>Note.</i> —‘Rounding’ is the cutting up of untanned hide into bents, bellies, shoulders or backs, but does not in- clude cutting a hide into two sides.		
(ii) Employed as operators of fleshing, un- hairing, staking and buffing machines	2,26	2,49
(iii) Employed as operators of glazing, all types of measuring, sole substance measuring, sole rolling, hydraulic press, sammying, setting, bark mill- ing, scudding, seasoning, oiling, washing, brushing, spraying, padding, curtain coating, dust removal, oscillat- ing knife, necking and wrinkle setting machines and employees employed as table-hands (other than first grade) who are using currier's tools or improvised currier's tools on any class of leather and who are using these aforemen- tioned tools on pasting plants or vacu- um drying plants, employees engaged on repairing defects in leather, mixing and matching of pigment finish colours, matching dyes, square cutting, sueding by brush and/or emery paper, assisting a splitter in feeding into the front of a splitting machine, operating a mobile hoist truck of the type which requires the driver to be on the vehicle, and employees employed on blacken- ing, greasing, staining, pigmenting and seasoning leather by hand (brush or pad) and as lime yard hand fleshers.....	2,15	2,37

	Kolom A	Kolom B		Column A	Column B
	Per uur	Per uur		Per hour	Per hour
	R	R		R	R
(b) Leerlinge onder die ouderdom van 18 jaar wat werksaamhede verrig wat in paragraaf (a) hierbo vermeld word:			(b) Learners under the age of 18 years employed on operations specified in paragraph (a) above:		
Volgens ondervinding:			According to experience:		
Eerste ses maande.....	1,16	1,28	First six months	1,16	1,28
Tweede ses maande.....	1,30	1,43	Second six months	1,30	1,43
Derde ses maande.....	1,64	1,81	Third six months	1,64	1,81
Daarna, indien in diens kragtens—			Thereafter, if employed under—		
(a) (i)	2,42	2,66	(a) (i)	2,42	2,66
(ii)	2,26	2,49	(ii)	2,26	2,49
(iii)	2,15	2,37	(iii)	2,15	2,37
(c) Leerlinge, 18 jaar oud of ouer, wat werksaamhede verrig wat in paragraaf (a) hierbo vermeld word:			(c) Learners of the age of 18 years or over employed on operations specified in paragraph (a) above:		
Volgens ondervinding:			According to experience:		
Eerste ses maande.....	1,64	1,81	First six months	1,64	1,81
Tweede ses maande.....	1,76	1,94	Second six months	1,76	1,94
Daarna, indien in diens kragtens—			Thereafter, if employed under—		
(a) (i)	2,42	2,66	(a) (i)	2,42	2,66
(ii)	2,26	2,49	(ii)	2,26	2,49
(iii)	2,15	2,37	(iii)	2,15	2,37
<i>Getalsverhouding.</i> —Hoogstens een leerling wat minder ontvang as die volle loon vir sy beroep voorgeskryf, kan in diens geneem word vir elke drie of gedeelte van drie werknemers wat halfgeskoolde werk teen die volle loon verrig.			<i>Ratio.</i> —Not more than one learner receiving less than the full rate prescribed for his occupation may be employed to every three or part of three employees on semiskilled operations receiving the full rate.		
'Gedeelte van drie' beteken 'n res van minstens een nadat die totale getal werknemers wat volle lone ontvang deur drie gedeel is.			'Part of three' shall mean a remainder of not less than one after the total number of employees receiving full rates has been divided by three.		
C. Graad C:			C. Grade C:		
(i) Werknemers—			(i) Employees—		
(a) wat huide en velle skraap, skoonsny, spalk, vaspen en regsny, trommels bedien en velle waaraan daar nog wol of hare is, regsny, sagskraap en/of die vleis daarvan afskraap.....	1,70	1,87	(a) employed on scudding, cobbing, tacking, toggling and trimming hides and skins, drum operators, and trimming, breaking and/or fleshing skins with wool or hair.....	1,70	1,87
<i>Opmerking.</i> —'Skoonsny' beteken die afsny van stukkie vleis wat nog aan die kante van die huide hang nadat die vleis afgeskraap is.			<i>Note.</i> —'Cobbing' means the trimming of the loose fleshings hanging from the edges of the hides after fleshing.		
(b) Graad I: Alle arbeiders wat hoofsaaklik huide en/of velle in die kalkskuur en looiskuur fisies hanteer, met inbegrip van bevoegting, en alle arbeiders wat uitsluitlik of hoofsaaklik huide en/of velle in die kleurskuur fisies hanteer ...	1,68	1,85	(b) Grade I: All labourers who are mainly employed in the physical handling of hides and/or skins in the lime yard and tan yard up to and including sammying and all labourers who are wholly or mainly employed in the physical handling of hides and/or skins in the dye yard.....	1,68	1,85
(c) Graad II: Alle arbeiders wat hoofsaaklik rou huide en/of velle in die huidmagasyn en leer in alle ander afdelings wat nie as graad I aangedui word nie, fisies hanteer; alle arbeiders wat nie as graad III aangedui word nie en wat masjiene en uitrusting onderhou	1,62	1,78	(c) Grade II: All labourers who are mainly employed in the physical handling of raw hides and/or skins in the hide store and leather in all other departments not specified as Grade K; all labourers not specified as Grade III involved in the maintenance of machines and equipment.....	1,62	1,78
(d) Graad III: Algemene arbeiders, waar 'algemene arbeider' 'n werknemer beteken wie se beroep aangedui word in die omskrywing van 'algemene arbeider' in klousule 1 van hierdie Ooreenkoms	1,53	1,68	(d) Grade III: General labourers, where 'general labourer' means an employee whose occupation is specified under the definition of 'general labour' in clause 1 of this Agreement.....	1,53	1,68
(e) wat rou huide of velle in lotte stempel	1,72	1,89	(e) employed on batch stamping of raw hides or skins	1,72	1,89
<i>Opmerking.</i> —Alle loontariewe in paragraaf (i) hierbo voorgeskryf, sluit in 'n 'toelae vir vuilwerk' van 25c per week wat in 1945 deur die arbiter toegeken is.			<i>Note.</i> —All rates prescribed in paragraph (i) above are inclusive of a 'dirt allowance' at the rate of 25c per week awarded by the arbitrator in 1945.		
D. Wolvelverwerkingsmasjiene en werksaamhede nie elders vermeld nie:			D. Wool-skin processing machines and operations not elsewhere specified:		
(a) Stryk en/of skeer en/of kam.....	1,95	2,14	(a) Ironing and/or shearing and/or combing	1,95	2,14
(b) Kaarding	1,95	2,14	(b) Carding	1,95	2,14
(c) Stikwerk met 'n masjien	2,00	2,20	(c) Stitching by machine	2,00	2,20
(d) Snywerk volgens patrone	1,76	1,94	(d) Cutting to patterns	1,76	1,94

	Kolom A	Kolom B		Column A	Column B
	Per uur	Per uur		Per hour	Per hour
	R	R		R	R
E. Afdelings vir die sny van kantstrookies, hakstrookies en veters:			E. Welting, rinding and lace-cutting departments:		
(a) Bedieners van splits-, skaaf-, sny-, groef- en afskuinsmasjiene	2,00	2,20	(a) Operators of splitting, skiving, cutting, grooving and bevelling machines	2,00	2,20
(b) Alle ander werksaamhede	1,66	1,83	(b) All other operations	1,66	1,83
F. (i) Magasynmeester en/of pakhuismanne, versendingsklerke	2,00	2,20	F. (i) Storemen and/or warehousemen, despatch clerks	2,00	2,20
(ii) Assistent-magasynmeesters en/of assistent-pakhuismanne	1,85	2,04	(ii) Assitant storemen and/or assistant warehousemen	1,85	2,04
G. Motorvoertuigdrywers—			G. Motor-vehicle drivers—		
werksaam op voertuie met 'n loonvrag van tot en met meer as 2 722 kg	2,11	2,32	employed on vehicles of a pay-load of up to and including 2 722 kg	2,11	2,32
werksaam op voertuie met 'n loonvrag van meer as 2 722 kg maar hoogstens 4 536 kg	2,36	2,60	employed on vehicles of a pay-load of over 2 722 kg but not exceeding 4 536 kg	2,36	2,60
werksaam op voertuie met 'n loonvrag van meer as 4 536 kg	2,62	2,88	employed on vehicles of a pay-load of over 4 536 kg	2,62	2,88
H. Ketelbediener	1,72	1,89	H. Boiler attendants	1,72	1,89
I. Nagwag	1,30	1,43	I. Night watchmen	1,30	1,43
J. Dagwag	1,72	1,89	J. Day watchmen	1,72	1,89
K. Faktotum	1,85	2,04	K. Handymen	1,85	2,04
L. (a) Werksaamhede in verband met die produksie van bekleedselleer wat nie elders vermeld word nie:			L. (a) Operations relating to the production of upholstery leather not elsewhere specified:		
(i) Merk- en/of patroonsnywerk	2,64	2,91	(i) Marking and/or pattern cutting	2,64	2,91
(ii) Snywerk volgens patrone	2,42	2,66	(ii) Cutting to patterns	2,42	2,66
(iii) Stukmerkwerk	1,72	1,89	(iii) Piece marking	1,72	1,89
(b) Leerlinge wat die werksaamhede verrig wat in paragraaf (a) (i) hierbo vermeld word:			(b) Learners employed on operations specified in paragraph (a) (i) above:		
Eerste ses maande ondervinding	2,12	2,33	First six months of exprience	2,12	2,33
Tweede ses maande ondervinding	2,37	2,61	Second six months of experience	2,37	2,61
(c) Leerlinge wat die werksaamheid verrig wat in paragraaf (a) (ii) hierbo bedoel word:			(c) Learners employed on the operation referred to in paragraph (a) (ii) above:		
Eerste ses maande ondervinding	1,88	2,07	First six months of experience	1,88	2,07
Tweede ses maande ondervinding	2,15	2,37	Second six months of experience	2,15	2,37

(2) In subklousule (9) (a), vervang "2 April 1985" deur "16 April 1986."

3. KLOUSULE 7.—VAKANSIEDAE EN JAARLIKSE VERLOF

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

(1) Elke werkgewer moet voor of op 24 Desember elke jaar sy bedryfsinrigting vir 'n tydperk van minstens twee agtereenvolgende weke en drie dae sluit en aan elkeen van sy werknemers, uitgesonderd 'n nagwag, verlof van minstens twee agtereenvolgende weke en drie dae toestaan en aan so 'n werknemer voor of op die laaste werkdag voor die aanvang van sodanige verlof 'n verloftoelae vir elke maand diens by die werkgewer betaal gelyk aan een twaalfde van die loon wat hy in twee weke en drie dae sou verdien het: Met dien verstande dat—

- sodanige verloftydperk nie mag saamval met 'n diensopseggingstermyn van die werknemer of 'n tydperk waarin hy militêre diens ondergaan nie; en
- as 'n openbare vakansiedag in subklousule (8) (a) van hierdie klousule vermeld binne sodanige verloftydperk val, sodanige openbare vakansiedag by genoemde tydperk gevoeg moet word as 'n verdere verloftydperk en die werknemer vir sodanige openbare vakansiedag, gelyktydig met die verloftoelae, een vyfde van sy weekloon, betaal moet word vir elke sodanige openbare vakansiedag wat binne genoemde verloftydperk val.

Opmerking.—By die berekening van die verlofbesoldiging verskuldig ingevolge hierdie klousule, word die besoldiging vir 'drie dae' geag drie vyfdes van die weekloon te wees."

(2) Vervang subklousule (5) (a) deur die volgende:

"(5) (a) Ondanks subklousule (1) moet 'n werkgewer aan 'n nagwag 22 agtereenvolgende kalenderdae verlof toestaan ten opsigte van elke voltooide tydperk van 12 maande diens, en moet hy, voor of op die laaste werkdag voordat die verlof begin, aan so 'n werknemer 'n bedrag betaal bereken deur 192 uur te vermenigvuldig met die uurloon waarop hy geregtig is vanaf die eerste dag van die verlof."

Hierdie Ooreenkoms is namens die partye op hede die 25ste dag van April 1986 onderteken.

G. I. MANLEY,
Lid van die Raad.

O. J. FOURIE,
Lid van die Raad.

L. M. VAN LOGGERENBERG,
Hoofsekretaris van die Raad.

(2) In subclause (9) (a), substitute "16 April 1986" for "2 April 1985".

3. CLAUSE 7.—HOLIDAYS AND ANNUAL LEAVE

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

"(1) Every employer shall, not later than 24 December of each year, close his establishment for a period of not less than two consecutive weeks and three days and grant to each of his employees, other than a night watchman, leave of absence of not less than two consecutive weeks and three days and pay to such employee not later than the last working day before the commencement of such leave as a leave allowance an amount equal to one-twelfth of the wages he would earn in two weeks and three days for each month of employment with the employer:

Provided that—

- the period of such leave shall not be concurrent with any period during which the employee is under notice of termination of employment or is undergoing military service; and
- if any public holiday referred to in subclause (8) (a) of this clause falls within the period of such leave, such public holiday shall be added to the said period as a further period of leave and the employee shall be paid in respect of such public holiday, at the same time as the leave allowance, an amount equal to one-fifth of his weekly wage for each such public holiday falling within the said period of leave.

Note.—For the purpose of calculating the leave pay due in terms of this clause, the pay for three days shall be three-fifths of the weekly wage."

(2) Substitute the following for subclause (5) (a):

"(5) (a) Notwithstanding the provisions of subclause (1), an employer shall, in the case of a night watchman, grant such an employee 22 consecutive calendar days' leave in respect of each completed period of 12 months of employment, and shall pay such employee not later than the last working day before the commencement of such leave an amount calculated by multiplying by 192 hours the hourly rate to which he is entitled as from the first day of the leave."

This Agreement signed on behalf of the parties this 25th day of April 1986.

G. I. MANLEY,
Member of the Council.

O. J. FOURIE,
Member of the Council.

L. M. VAN LOGGERENBERG,
General Secretary of the Council.

No. R. 2056

26 September 1986

WET OP ARBEIDSVERHOUDINGE, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—HERNUWING VAN OOREENKOMS VIR DIE SKOEISELSEKSIE

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings R. 1798 van 3 September 1982, R. 2473 van 11 November 1983, R. 1143 van 8 Junie 1984, R. 2312 van 26 Oktober 1984, R. 942 van 26 April 1985 en R. 2584 van 15 November 1985 van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1987 eindig.

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

No. R. 2057

26 September 1986

WET OP ARBEIDSVERHOUDINGE, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—WYSIGING VAN DIE OOREENKOMS VIR DIE SKOEISELSEKSIE

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 die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1987 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings 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 die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1987 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

NASIONALE NYWERHEIDSRaad VIR DIE LEERNYWERHEID VAN SUID-AFRIKA

SKOEISELSEKSIE

OOREENKOMS

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

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

No. R. 2056

26 September 1986

LABOUR RELATIONS ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA.—RENEWAL OF AGREEMENT FOR THE FOOTWEAR SECTION

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices R. 1798 of 3 September 1982, R. 2473 of 11 November 1983, R. 1143 of 8 June 1984, R. 2312 of 26 October 1984, R. 942 of 26 April 1985 and R. 2584 of 15 November 1985 to be effective from the date of publication of this notice and for the period ending 30 June 1987.

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

No. R. 2057

26 September 1986

LABOUR RELATIONS ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA.—AMENDMENT OF AGREEMENT FOR THE FOOTWEAR SECTION

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 the second Monday after the date of publication of this notice and for the period ending 30 June 1987, upon the employer's organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; 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 the second Monday after the date of publication of this notice and for the period ending 30 June 1987, 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

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA

FOOTWEAR SECTION

AGREEMENT

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

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

(e) *Southern Cape Leather Industries Association,*

en

(f) *Footwear Manufacturers' Federation of South Africa,*

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

(g) *National Union of Leather Workers,*

en

(h) *Transvaal Leather and Allied Trades Industrial Union,*

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

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

om die Ooreenkoms vir die Skoeiselseksie, gepubliseer by Goewernementskennisgewing R. 1798 van 3 September 1982, soos gewysig en hernieu by Goewernementskennisgewings R. 2472 en R. 2473 van 11 November 1983, R. 1143 van 8 Junie 1984, R. 2311 en R. 2312 van 26 Oktober 1984, R. 942 van 26 April 1985, R. 1553 van 12 Julie 1985 en R. 2584 van 15 November 1985, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

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

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

(b) in die Republiek van Suid-Afrika, uitgesonderd die hawe en die nedersetting van Walvisbaai.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing op alle werknemers vir wie lone voorgeskryf word in Aanhangsel C van Deel I en Aanhangsel A van Deel II van die Ooreenkoms, gepubliseer by Goewernementskennisgewing R. 1798 van 3 September 1982.

2. KLOUSULE 4 VAN DEEL I.—LONE EN LOONSKALE

(1) In subklousule (1) (a) (iv), vervang "28 Maart 1985" deur "9 April 1986" en "R72,60" deur "R81,67".

(2) In subklousule (1) (a) (v), vervang "28 Maart 1985" deur "9 April 1986" en "R65,99" deur "R74,24".

(3) In subklousule (7) (a), vervang "28 Maart 1985" deur "9 April 1986".

3. KLOUSULE 9 VAN DEEL I.—VAKANSIEDAE EN JAARLIKSE VERLOF

Vervang die subklousule (1) deur die volgende:

"(1) Elke werkgewer moet aan elke werknemer in sy diens, uitgesonderd 'n wag, verlof toestaan van minstens drie agtereenvolgende weke wat nie voor die 10de dag en nie later nie as die 24ste dag van Desember elke jaar moet begin, en moet voor of op die laaste werkdag van die aanvang van sodanige verlof een twaalfde van die loon wat die werknemer in drie weke sou verdien het, as 'n verloftoelae aan so 'n werknemer betaal vir elke maand diens by die werkgewer:

Met dien verstande dat—

(a) sodanige verloftydperk nie mag saamval nie met 'n werknemer se diensopseggingstermyn of 'n tydperk waarin hy militêre diens ingevolge die Verdedigingswet, 1957, verrig; en

(b) as 'n openbare vakansiedag in subklousule (7) bedoel binne sodanige verloftydperk val, sodanige openbare vakansiedag as 'n verdere verloftydperk by genoemde tydperk gevoeg moet word, en die werknemers vir sodanige openbare vakansiedag en gelyktydig met die verloftoelae, die loon betaal moet word wat hy sou verdien het as hy op sodanige vakansiedag sy daaglikse gemiddelde gewone werkure ge- werk het."

(2) In subklousule (9), vervang "R64,62" deur "R72,70".

4. AANHANGSEL C VAN DEEL I.—LONE

Vervang Aanhangsel C van Deel I deur die volgende:

"AANHANGSEL C VAN DEEL I**LONE**

	Kolom A	Kolom B
	Per week	Per week
	R	R
A. Wag.....	66,76	73,44
B. Magasynmeester en/of pakhuisman, versendingsklerk	84,32	92,75
C. Ketelbediener.....	66,76	73,44

(e) *Southern Cape Leather Industries Association,*

and

(f) *Footwear Manufacturers' Federation of South Africa,*

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

(g) *National Union of Leather Workers,*

and

(h) *Transvaal Leather and Allied Trades Industrial Union,*

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

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

to amend the Agreement of the Footwear Section published under Government Notice R. 1798 of 3 September 1982, as amended and renewed by Government Notices R. 2472 and R. 2473 of 11 November 1983, R. 1143 of 8 June 1984, R. 2311 and R. 2312 of 26 October 1984, R. 942 of 26 April 1985, R. 1553 of 12 July 1985 and R. 2584 of 15 November 1985.

1. SCOPE OF APPLICATION OF AGREEMENT

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

(a) by all employers and employees who are members of the employers' organisations and the trade unions respectively and who are engaged or employed in the said Section of the Industry;

(b) in the Republic of South Africa, excluding the port and settlement of Walvis Bay.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to all employees for whom wages are prescribed in Annexure C to Part I and Annexure A to Part II of the Agreement published under Government Notice R. 1798 of 3 September 1982.

2. CLAUSE 4 OF PART I.—WAGES AND WAGE RATES

(1) In subclause (1) (a) (iv), substitute "9 April 1986" for "28 March 1985" and "R81,67" for "R72,60".

(2) In subclause (1) (a) (v), substitute "9 April 1986" for "28 March 1985" and "R74,24" for "R65,99".

(3) In subclause (7) (a), substitute "9 April 1986" for "28 March 1985".

3. CLAUSE 9 OF PART I.—HOLIDAYS AND ANNUAL LEAVE

Substitute the following for subclause (1):

"(1) Every employer shall grant to every employee, other than a watchman, employed by him, leave of absence of not less than three consecutive weeks, commencing not earlier than the 10th day and not later than the 24th day of December of every year, and pay such employee not later than the last working day before the commencement of such leave as a leave allowance an amount equal to one twelfth of the wages he would earn in three weeks for every month of employment with the employer: Provided that—

(a) the period of such leave shall not be concurrent with any period during which the employee is under notice of termination of employment, or is doing military service in pursuance of the Defence Act, 1957; and

(b) if any public holiday referred to in subclause (7) falls within the period of such leave, such public holiday shall be added to the said period as a further period of leave, and the employee shall be paid in respect of such public holiday, at the same time as the leave allowance, an amount equal to the wage he would have earned had he on such public holiday worked his daily average ordinary working hours."

(2) In subclause (9), substitute "R72,70" for "R64,62".

4. ANNEXURE C TO PART I.—WAGES

Substitute the following for Annexure C to Part I:

"ANNEXURE C TO PART I**WAGES**

	Column A	Column B
	Per week	Per week
	R	R
A. Watchman.....	66,76	73,44
B. Storeman and/or warehouseman, despatch clerk	84,32	92,75
C. Boiler attendant.....	66,76	73,44

	Kolom A	Kolom B
	Per week	Per week
	R	R
D. Motorvoertuigdrywer wat 'n voertuig dryf wat gelisensieer is om 'n loonvrag te dra of te trek van—		
(i) minder as 2 722 kg.....	83,16	91,48
(ii) 2 722 kg.....	84,32	92,75
(iii) meer as 2 722 kg maar hoogstens 4 536 kg.....	89,76	98,74
(iv) meer as 4 536 kg maar hoogstens 6 350 kg.....	106,58	117,24
E. Minderjariges in diens in beroepe waarvoor daar nie in hierdie Ooreenkoms lone voorgeskryf word nie:		
Eerste ses maande.....	45,48	50,03
Tweede ses maande.....	51,58	56,74
Derde ses maande.....	58,11	63,92
Vierde ses maande.....	64,94	71,43
Daarna.....	70,67	77,74
Met dien verstande dat 'n volwasse werknemer wat minder as 12 maande ondervinding het, nietemin geag moet word 12 maande ondervinding te gehad het.		
F. Werksaamhede in verband met die maak van kartondose:		
(i) Guillotine en/of draaisnyers en/of kerfmasjien met—		
(a) kragaandrywing.....	121,79	133,97
(b) handaandrywing.....	98,17	107,99
(ii) Kartondoosmakers.....	66,34	72,97
(iii) Die maak van kartondose, volgens ondervinding:		
Eerste ses maande.....	45,48	50,03
Tweede ses maande.....	51,58	56,74
Derde ses maande.....	58,11	63,92
Daarna.....	66,34	72,97
Met dien verstande dat 'n volwasse werknemer wat minder as 12 maande ondervinding het, nietemin geag moet word 12 maande ondervinding te gehad het.		
G. Werknemers wat letters met die hand set en etikette met 'n drukmasjien druk.....	110,22	121,24
H. Werknemers wat kantstrookies maak:		
(a) Splits, skaaf, sny, groewe maak en afskuins.....	77,77	85,55
(b) Alle ander werksaamhede.....	88,59	64,45
I. Verpakkers.....	62,48	68,73
J. Werknemers wat leer brei.....	95,00	104,50
K. Werknemers wat spoeiwerk aan leer aanbring.....	110,00	121,00
L. Werknemers wat messe maak:		
(a) Sweis- en/of sweissoldeer- en/of silwersoldeerwerk.....	132,49	145,74
(b) Lasse afwerk ná sweising.....	86,16	94,78
(c) Heg- en/of puntsweiswerk.....	80,35	88,39
(d) Buigwerk volgens patroonplaat en/of modelle, grootte met die hand op messe pons, verspanstaal merk en sny, oksidering van afgewerkte artikels en slypwerk.....	80,35	88,39

Opmerking.—Vir die toepassing van paragraaf L beteken 'sweiswerk' die deurlopende trek van 'n sweislas op nate en/of lasse maar nie heg- en puntsweiswerk nie."

5. KLOUSULE 3 VAN DEEL II.—DIFFERENSIËLE LONE

In subklausule (1) en (2), vervang "71,42" deur "80,35".

6. AANHANGSEL A VAN DEEL II VAN DIE OOREENKOMS

Vervang Aanhangel A van Deel II van die Ooreenkoms deur die volgende:

"KLOUSULE 1.—SKOEISEL, NIE ELDERS GESPEFISEER NIE LONE

	Kolom A	Kolom B
	Per week	Per week
	R	R
(A) PATROONAFDELING		
(i) Gekwalifiseerde werknemers in diens as patroonsnyers wat oorspronklike ontwerpe produseer en volgens beperkings met die hand gra-deer, en/of skoentekenaars.....	137,94	151,73

	Column A	Column B
	Per week	Per week
	R	R
D. Motor vehicle driver driving a vehicle authorised to carry or haul a pay-load of—		
(i) under 2 722 kg.....	83,16	91,48
(ii) 2 722 kg.....	84,32	92,75
(iii) over 2 722 kg but not exceeding 4 536 kg....	89,76	98,74
(iv) over 4 536 kg but not exceeding 6 350 kg....	106,58	117,24
E. Minors employed in occupations for which rates have not been prescribed in this Agreement:		
First six months.....	45,48	50,03
Second six months.....	51,58	56,74
Third six months.....	58,11	63,92
Fourth six months.....	64,94	71,43
Thereafter.....	70,67	77,74
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have 12 months' experience.		
F. Cardboard box-making operations:		
(i) Guillotine and/or rotary cutting machine and/or scoring machine operated by—		
(a) power.....	121,79	133,97
(b) hand.....	98,17	107,99
(ii) Cardboard boxmakers.....	66,34	72,97
(iii) Making cardboard boxes, according to experience:		
First six months.....	45,48	50,03
Second six months.....	51,58	56,74
Third six months.....	58,11	63,92
Thereafter.....	66,34	72,97
Provided that an adult employee who has had less than 12 months experience shall nevertheless be deemed to have had 12 months experience.		
G. Employees employed on hand typesetting and printing labels on a printing machine.....	110,22	121,24
H. Employees employed on weltmaking:		
(a) Splitting, skiving, cutting, grooving and bevelling.....	77,77	85,55
(b) All other operations.....	58,59	64,45
I. Packers.....	62,48	68,73
J. Employees employed on currying.....	95,00	104,50
K. Employees employed on spraying of leather.....	110,00	121,00
L. Employees employed on knife-making:		
(a) Welding and/or brazing and/or silver soldering.....	132,49	145,74
(b) Finishing of joints after welding.....	86,16	94,78
(c) Tack and/or spot welding.....	80,35	88,39
(d) Bending to templet and/or patterns, hand puncing of size into knife, marking and cutting of bracing steel, oxidising of finished articles and grinding.....	80,35	88,39

Note.—For the purposes of paragraph L, 'welding' means continuous drawing of a weld on seams and/or joints but excludes tack and/or spot welding."

5. CLAUSE 3 OF PART II.—DIFFERENTIAL RATES

In subclauses (1) and (2), substitute "80,35" for "71,42".

6. ANNEXURE A TO PART II OF THE AGREEMENT

Substitute the following for Annexure A to Part II of the Agreement:

"CLAUSE 1.—FOOTWEAR, NOT ELSEWHERE SPECIFIED

WAGES

	Column A	Column B
	Per week	Per week
	R	R
(A) PATTERN DEPARTMENT		
(i) Qualified employees employed as pattern cutters producing original standards and hand grading to restrictions, and/or shoe draughtsmen.....	137,94	151,73

	Kolom A	Kolom B		Column A	Column B
	Per week	Per week		Per week	Per week
	R	R		R	R
(ii) Gekwalifiseerde werknemers wat—			(ii) Qualified employees—		
(a) met die hand, maar nie volgens beperkings nie, gradeer en wat nie oorspronklike ontwerpe produseer nie	116,57	128,23	(a) employed on hand grading but not to restrictions and not producing original standards	116,57	128,23
(b) met gradeermasjiene werk	116,57	128,23	(b) employed on grading machines	116,57	128,23
(c) oorspronklike voeringpatrone volgens bo-leerpatrone maak in gevalle waar daar geen leeskopieë of oorspronklike ontwerpe ge-produseer word nie	116,57	128,23	(c) employed on making original lining pat-terns from upper patterns, where not last copies or original standards are produced	116,57	128,23
(iii) Gekwalifiseerde werknemers wat werksaamhede verrig wat nie in (i) en (ii) hiervan gespesifiseer word nie	92,26	101,49	(iii) Qualified employees on any operation not speci-fied in (i) and (ii) hereof	92,26	101,49
(B) UITSNYDINGS-AFDELING			(B) CLICKING DEPARTMENT		
Gekwalifiseerde werknemers in diens vir:			Qualified employees on:		
(i) Die uitsny en sny van bolear met die hand of 'n masjien:			(i) Clicking and cutting uppers by hand or machine:		
(a) Basgelooid of chroomgelooid splitleer, basgelooid of half-chroomgelooid kalfsvel, chroomgelooid suèdekalfsvel en basgelooid skaap- en bokvelle	121,79	133,97	(a) Vegetable or chrome split, vegetable or semichrome kip, suede chrome kip and vegetable tanned sheepskins and goatskins	121,79	133,97
Wit kalfsvel wat ten volle chroomgelooi is vir die vervaardiging van skoene uit een stuk gesny, slegs bluchers en velskoene, maar uitgesonderd skoetiel vir mynwerkers en skoetiel van die mynwerkerstipe (almal in Suid-Afrika gelooi)	121,79	133,97	White full chrome kip for the production of whole-cuts, bluchers and veldschoens only, but excluding miners' and miners' type footwear (all South African tannage)	121,79	133,97
Kinderskoetiel, alle soorte materiaal, alle nommers tot en met No. 1½, en alle leerpantoffels (vir mans, vroue en kinders)	121,79	133,97	Children's work, any material, all sizes up to and including size 1½, and all leather slippers (mens's, women's and children's)	21,79	133,97
(b) Alle ander materiale	137,94	151,73	(b) Any other materials	137,94	151,73
[Gedagsverhouding.—Hoogstens een leerling mag in diens geneem word vir elke vier of gedeelte van vier gekwalifiseerde uitsnyers.			[Ratio.—For every four or part of four qualified clickers there may be employed not more than one learner.		
'Gedeelte van vier' beteken 'n res van minstens een nadat die totale getal gekwa-lifiseerde uitsnyers deur vier gedeeltes is.]			'Part of four' shall mean a remainder of not less than one after the total number of qualified clickers has been divided by four.]		
(c) Bolearsorteerder wat gradeer en/of sorteer volgens gehalte vir uitreiking aan uitsnyers	137,94	151,73	(c) Upper leather sorter grading and/or sorting for quality for issue to clickers	137,94	151,73
(d) Keuring van gesnyde leerkomponente vir gehalte	137,94	151,73	(d) Examining of cut leather components for quality	137,94	151,73
(ii) Voering-, binnesool- en passnywerk en/of klein tooisels aanbring en/of uitsnydings met 'n uitsnyers, revolusiepers, eksentriekpers of houthamer uitgepons	95,00	104,50	(ii) Lining, sock and fitting cutting and/or small trimmings and/or cut-outs died out by clicking press, revolution press, essentric press or mallet	95,00	104,50
Opmerking.—'n Tooisel is 'n versiering wat nie 'n noodsaaklike deel van die skoen se bolear uitmaak nie. As daar 'n geskil ontstaan oor wat 'n 'klein tooisel' uitmaak, is die Raad se beslis-sing, na ondersoek, finaal.			Note.—A trimming is a decoration not being an essential part of the shoe upper. In the event of any disputes as to what comprises a 'small trimming' the Council's decision shall after in-vestigation, be final.		
Binnetonge en smal agterlissies uit af-valstukke sny vir buitenaatskoene van die Ox-ford- en Derby patroon vir kinders, seuns en meisies	95,00	104,50	Cutting from offal of inside tongues and nar-row backstraps for children's, youths' and maids' stitchdowns of Oxford and Derby patterns	95,00	104,50
Vir alle ander snywerk van tonge en agterlis-sies moet daar betaal word teendie skaal van toepassing op die uitsny van materiaal oor-eenkomstig paragraaf (i) hiervan	95,00	104,50	All other tongue and backstrap cutting shall be paid for at the rate applicable to clicking of the materials in terms of paragraph (i) hereof	95,00	104,50
Bandjies volgens lengte uit deurlopende rolle of stringe vooraf vervaardigde materiaal sny	95,00	104,50	Strap cutting to length from continues rolls or hanks of pre-prepared material	95,00	104,50
[Gedagsverhouding.—Daar mag hoogstens twee leerlinge teen lone ooreenkomstig die skaal voorgeskryf vir leerlinge in subklousule (1) (i) van hierdie Aanhangsel in diens geneem word vir elke gekwalifiseerde werknemer in hierdie seksie.]			[Ratio.—For every qualified employee in this section there may be employed not more than two learners at wages in accordance with the scale laid down for learners in subclause (1) (i) of this Annexure.]		
(iii) Uitsnydings met 'n uitsnymasjiene van die West-erntipe uitpons	84,32	92,75	(iii) Cut-outs died out by Western type cut-out ma-chine	84,32	92,75
(iv) Patrone uitreik	92,26	101,49	(iv) Giving out patterns	92,26	101,49
Splitmasjiene bedien	92,26	101,49	Operating splitting machine	92,26	101,49
(v) Nommers stempel en/of verf	80,35	88,39	(v) Size stamping and/or painting	80,35	88,39
Acme-agterstukke aanbring	80,35	88,39	Applying acme-backing	80,35	88,39

	Kolom A	Kolom B		Column A	Column B
	Per week	Per week		Per week	Per week
	R	R		R	R
(C) STIKAFDELING			(C) CLOSING DEPARTMENT		
Gekwalifiseerde werknemers in diens vir:			Qualified employees on:		
(i) Puritan-masjienwerk.....	100,45	110,50	(i) Puritan machining.....	100,45	110,50
(ii) Die stik van leerstroke op bolear met buitestoelstikmasjiene.....	100,45	110,50	(ii) Stitching aprons on uppers on out-sole stitching machines.....	100,45	110,50
(iii) Proefnaaimasjiene.....	95,00	104,50	(iii) Pilot machining.....	95,00	104,50
(iv) Ander masjienwerk:			(iv) Other machining:		
(a) Alle stikwerk aan bas- en chroomgelooide splitleer, bas- en half-chroomgelooide kalfsvle-, suède- en chroomgelooide kalfsvlevoeringmasjienwerk.....	80,35	88,39	(a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining.....	80,35	88,39
Wit kalfsvle wat ten volle chroomgelooi is vir die vervaardiging van slegs eenstukleerskoene, bluchers en velskoene, maar uitgesonderd skoel vir mynwerkers en skoel van die mynwerkerstipe (almal in Suid-Afrika gelooi).....	80,35	88,39	White full chrome kip for the production only of whole-cuts, bluchers and veldschoens, but excluding miners' and miners' type footwear (all of South African tannage).....	80,35	88,39
(b) Werksaamhede in verband met ander soorte leer as dié in (a) gespesifiseer:			(b) Operations on leathers other than those specified in (a):		
Voorstukke vasstik.....	86,16	94,78	Vamping.....	86,16	94,78
Plat bindwerk met 'n masjien.....	86,16	94,78	Flat binding by machine.....	86,16	94,78
Bykomende rye op die voorstuk, parallel met die voorstukstikwerk, met 'n masjien stik.....	86,16	94,78	Machining additional rows of stitching on the vamp parallel to the vamp stitching.....	86,16	94,78
Oorskoene masjieneer (hele oorskoene) ...	86,16	94,78	Golosh machining (whole goloshes).....	86,16	94,78
Fantasieskoene volgens die saamhoustelsel heeltemal met masjien gestik (alle soorte) Fantasiemasjienwerk volgens die saamhoustelsel, met inbegrip van krae, uitsnydings, belegsels en sierpatroonstikwerk sonder merkers.....	86,16	94,78	Fancy shoes on the held-together system, machined through (all classes).....	86,16	94,78
Rantwerk of enige werksaamheid met natoommasjiene, uitgesonderd Derby-sy-kante van die Oxford- en Derbypatroon....	86,16	94,78	Fancy machining on the held-together system, including collars, cut-outs, overlays and fancy pattern stitching without markers.....	86,16	94,78
Voorstukke van skoene vasstik met hielstukke oor die voorstukke.....	86,16	94,78	Running round or any operation on post-trimming machine, excluding Oxford and Derby pattern Derby-sides.....	86,16	94,78
Bediener van 'n vervoerbandkonsole wat individuele bediener voer.....	86,16	94,78	Vamping shoes with quarters over vamps	86,16	94,78
(c) Werksaamhede, uitgesonderd dié in (a) en (b) hierbo gespesifiseer, met inbegrip van die aanbring van bindstukke vir Franse bindwerk op plat- of afwerkmasjiene en die vasryg van twee boonste komponente met die hand om 'n naat te vorm, insluitende keuring vir gehalte.....	86,16	94,78	Conveyor belt console operator feeding individual operators.....	86,16	94,78
(d) Alle werksaamhede in verband met kinderskoel tot No. 1½.....	80,35	88,39	(c) Operations other than those specified in (a) and (b) above, including attaching binding for French binding on flat or post machine and including hand-lacing of two upper components to form a seam and including examining for quality.....	86,16	94,78
Alle leerpantoffels (vir mans, vroue en kinders).....	80,35	88,39	(d) All operations on children's work up to size 1½.....	80,35	88,39
Alle werksaamhede in verband met swart en bruin kalfsleer (uitgesonderd stikwerk aan oorskoene, fantasiewerk en werk aan skoel vir mynwerkers en/of skoel van die mynwerkerstipe.....	80,35	88,39	All leather slippers (men's, women's and children's).....	80,35	88,39
(v) Vetergate maak, klinkwerk doen, perforeerwerk doen, skaaf, vou en bruineer met die hand of 'n masjien.....	86,16	94,78	All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type).....	80,35	88,39
(vi) Omdopping.....	80,35	88,39	(v) Eyeletting, riveting, perforating, skiving, folding burnishing by machine or hand.....	86,16	94,78
Omdraai van bindwerk.....	80,35	88,39	(vi) Bagging.....	80,35	88,39
Aanwerk van knope.....	80,35	88,39	Turning of binding.....	80,35	88,39
Die maak van knoopgate.....	80,35	88,39	Button fastening.....	80,35	88,39
Vasrygwerk.....	80,35	88,39	Buttonholing.....	80,35	88,39
Handponswerk.....	80,35	88,39	Lacing.....	80,35	88,39
Die aanwerk van stutte en bande.....	80,35	88,39	Hand punching.....	80,35	88,39
Naatryfwerk.....	80,35	88,39	Staying and taping.....	80,35	88,39
Naatplaatlaanwerk.....	80,35	88,39	Seam rubbing.....	80,35	88,39
Strikke en gespes met die hand of 'n masjien vaswerk.....	80,35	88,39	Seamhammering.....	80,35	88,39
Syskermdrukwerk.....	80,35	88,39	Sewing on bows and buckles by hand or machine.....	80,35	88,39
Tafelwerkers.....	80,35	88,39	Silk screen printing.....	80,35	88,39
Die laai van ander stikvervoerders, maar uitgesonderd 'n bediener van 'n vervoerbandkonsole (wat individuele bedieners voer).....	80,35	88,39	Table-hands.....	80,35	88,39
			Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators).....	80,35	88,39

	Kolom A	Kolom B		Column A	Column B
	Per week	Per week		Per week	Per week
	R	R		R	R
(D) SOOL-EN-HAKAFDELING			(D) ROUGH STUFF DEPARTMENT		
<i>Klas I-werksaamhede</i>			<i>Class I Operations</i>		
Gekwalifiseerde werknemers in diens:			Qualified employees:		
(i) Om sole uit leer te sny	132,49	145,74	(i) On cutting sole from leather	132,49	145,74
Om ongegradeerde en ongestempelde voorrade			On sorting, examining and fitting up ungraded		
te sorteer, te ondersoek en te pas	132,49	145,74	and unstamped stock	132,49	145,74
Om gegradeerde en gestempelde voorrade te sor-			On sorting and examining graded and stamped		
teer en te ondersoek	132,49	145,74	stock	132,49	145,74
(ii) Om binnesole, verstywers, deurlopers, middel-			(ii) On cutting insoles, stiffeners, throughs, runners		
sole en neusverstywing uit ander leer as splitleer			and puffs from leather other than splits, and cut-		
te sny, en om sole uit ander materiaal as leer te			ting sole from material other than leather	116,57	128,23
sny	116,57	128,23	On reducing shaped rubber soles on the press	116,57	128,23
Om gefatsoeneerde rubbersole op 'n pers dunner					
te maak	116,57	128,23	<i>[Radio.—See subclause (P).]</i>		
<i>[Getaisverhouding.—Kyk subklousule (P).]</i>			<i>Class II Operations</i>		
<i>Klas II-werksaamhede</i>			Qualified employees on:		
Gekwalifiseerde werknemers in diens vir:			(i) Channelling:		
(i) Groefsnijwerk:			Welted insoles	95,00	104,50
Kantstrookies aan binnesole vasnaai	95,00	104,50	Other work	95,00	104,50
Ander werk	95,00	104,50	(ii) Press cutting operations, other than those in		
(ii) Perssnijwerk, uitgesonderd dié in Klas I	97,68	107,45	Class I	97,68	107,45
(iii) Monteerwerk uit voorrade, afgesien daarvan of			(iii) Assembling from stock, whether or not sorted		
dit gesorteer en/of gegradeer is of nie	92,26	101,49	and/or graded	92,26	101,49
Die aanbring van ribbes aan binnesole waaraan			Attaching ribs to welted insoles	92,26	101,49
kantstrookies genaai is	92,26	101,49	Flap splitting	92,26	101,49
Klappspliswerk	92,26	101,49	Gemming and taping	92,26	101,49
Die aanbring van versterkings en bande	92,26	101,49	Heel breasting	92,26	101,49
Hakvormwerk	92,26	101,49	Heel building	92,26	101,49
Die maak van hakke	92,26	101,49	Heel compressing	92,26	101,49
Die pers van hakke	92,26	101,49	Slugging	92,26	101,49
Die inslaan van groot spykers	92,26	101,49	Sole and insole rounding	92,26	101,49
Die afronding van sole en binnesole	92,26	101,49	Sole grooving, sole roughening, and reducing on		
Met 'n outomatiese masjien groewe in sole			an automatic machine	92,26	101,49
maak, en sole grof en dunner maak	92,26	101,49	Tip filling	92,26	101,49
Die vul van punte	92,26	101,49			
<i>[Getaisverhouding.—Kyk subklousule (P).]</i>			<i>[Ratio.—See subclause (P).]</i>		
<i>Klas III-werksaamhede</i>			<i>Class III Operations</i>		
Gekwalifiseerde werknemers in diens vir:			Qualified employees on:		
Die oopsny van groewe	80,35	88,39	Channel opening	80,35	88,39
Die bedekking van rande	80,35	88,39	Edge covering	80,35	88,39
Die afwerk van rande	80,35	88,39	Edge reducing	80,35	88,39
Die bediening van 'n masjien wat die rande van			Automatic edge preparation machine operating for		
sole outomaties voorberei voordat dit vasgesit			sole to prior attachment	80,35	88,39
word	80,35	88,39	Flexing	80,35	88,39
Buigwerk	80,35	88,39	Insole feathering	80,35	88,39
Die afwerk van binnesole	80,35	88,39	Insole grooving	80,35	88,39
Die maak van groewe in binnesole	80,35	88,39	Insole slotting	80,35	88,39
Die maak van gleuwe in binnesole	80,35	88,39	Insole marking	80,35	88,39
Die merk van binnesole	80,35	88,39	Lift and/or rand tacking	80,35	88,39
Die vasspyker van haklagies en/of hakstrookies			Lip turning	80,35	88,39
Die omkeer van rande	80,35	88,39	Press room scouring operations	80,35	88,39
Skuurwerk in perskamer	80,35	88,39	Shank assembling	80,35	88,39
Die aanmeakaarsit van brugstukke	80,35	88,39	Shank moulding	80,35	88,39
Die giet van brugstukke	80,35	88,39	Skiving	80,35	88,39
Skaafwerk	80,35	88,39	Size stamping	80,35	88,39
Die stempel van nommers	80,35	88,39	Sole, insole and stiffener moulding	80,35	88,39
Die giet van sole, binnesole en verstywers			Sole and insole splitting	80,35	88,39
Die splits van sole en binnesole	80,35	88,39	Sole grading machine operating	80,35	88,39
Bediening van soolgradeermasjien	80,35	88,39	Sole roughening for stuck-on work	80,35	88,39
Die rofmaak van sole vir aanplakwerk	80,35	88,39	Solutioning	80,35	88,39
Die aansmeer van rubberlym	80,35	88,39	Staining and/or inking of insoles	80,35	88,39
Beitswerk en/of inwerk van binnesole	80,35	88,39	Stiffener waxing and crimping	80,35	88,39
Was aan hakkappe smeer en dit krimp	80,35	88,39	Welt preparation	80,35	88,39
Die bereiding van kantstrookies	80,35	88,39			
<i>[Getaisverhouding.—Kyk subklousule (P).]</i>			<i>[Ratio.—See subclause (P).]</i>		
(E) MAAKAFDELING			(E) MAKING DEPARTMENT		
<i>Klas I-werksaamhede</i>			<i>Class I Operations</i>		
Gekwalifiseerde werknemers in diens vir:			Qualified employees on:		
(i) Oortrekwerk, Consol-leeswerk en/of Littleway-			(i) Pulling over, Consol lasting and/or Littleway		
leeswerk:			lasting:		
(a) Werk in verband met kantstrookies, uitge-			(a) Welted work other than staple welted work		
sonderd kantstrookies met krammetjies vas-					
geheg	132,49	145,74			

	Kolom A	Kolom B		Column A	Column B
	Per week	Per week		Per week	Per week
	R	R		R	R
(b) Klinkwerk en/of klink- en stikwerk, uitge- sonderd in verband met skoeisel vir myn- werkers of skoeisel van die mynwer- kerstipe en militêre stewels	116,57	128,23	(b) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots	116,57	128,23
(c) Gekombineerde oortrekwerk en leeswerk aan voorkante	132,49	145,74	(c) Combined pulling over and forepart lasting	132,49	145,74
(d) Alle ander grade	132,49	145,74	(d) All other grades	132,49	145,74
(ii) Leeswerk aan beddings (slegs neuse):			(ii) Bed lasting (toes only):		
(a) Werk in verband met kantstrookies, uitge- sonderd kantstrookies met krammetjies vas- gesit	132,49	145,74	(a) Welted work other than staple welted work	132,49	145,74
(b) Ander werk	132,49	145,74	(b) Other work	132,49	145,74
(iii) Leeswerk aan hakbedding en kante met enige masjien:			(iii) Lasting of seats and sides by any machine:		
(a) Werk in verband met kantstrookies, uitge- sonderd kantstrookies met krammetjies vas- gesit	105,69	116,26	(a) Welted work other than staple welted work	105,69	116,26
(b) Ander werk	105,69	116,26	(b) Other work	105,69	116,26
<i>Opmerking.</i> —As daar van 'n leesmasjien- bediener vereis word om die hakbeddings en/of kante en neuse van stewels of skoene te lees, moet die hoogste loon aan hom be- taal word en mag geen differensiële lone toegepas word nie.			<i>Note.</i> —If a lasting machine operator is required to last boots or shoes through (i.e. seats and/or sides and toes), he shall be paid at the highest rate and no differential rates may be applied.		
As daar van 'n oortrek-en/of Consolees- masjienbediener vereis word om op 'n be- paalde dag oortrek- en leeswerk aan neuse, hakbeddings en/of kante te doen, moet die hoogste loon aan hom betaal word en mag geen differensiële lone toegepas word nie.			If a pullover and/or Consol lasting machine operator is required on any one day to work on pulling over and lasting toes, seats and/or sides, he shall be paid at the highest rate and no dif- ferential rate shall be applied.		
(iv) Die vassit van hele sole met 'n krammasjien Randsole vaskram	95,00	104,50	(iv) Complete sole attaching by staple machine	95,00	104,50
(v) Die vasnaai van kantstrookies	95,00	104,50	Staple welt attaching	95,00	104,50
(vi) Die vasnaai van kantstrookies	132,49	145,74	(v) Welt sewing	132,49	145,74
(vi) Ruwe afronding:			(vi) Rough rounding:		
(a) Werk in verband met kantstrookies, uitge- sonderd kantstrookies met krammetjies vasgesit	132,49	145,74	(a) Welted work other than staple welted work	132,49	145,74
(b) Ander werk	132,49	145,74	(b) Other work	132,49	145,74
(vii) Die vasnaai van sole	132,49	145,74	(vii) Sole sewing	132,49	145,74
(viii) Die vasstik van sole:			(viii) Sole stitching:		
(a) Werk in verband met kantstrookies, uitge- sonderd kantstrookies met krammetjies vasgesit	132,49	145,74	(a) Welted work other than staple welted work	132,49	145,74
(b) Buitesole aan middelsole van Indiërsan- dale op 'n No. 6 tuigstikmasjien stik en middelsole of deurlopers aan die boeler van die mokassintipe skoeisel stik	116,57	128,23	(b) Stitching outer soles to runners on Indian sandals on a No. 6 harness stitching machine and stitching runners or throughs to uppers of the mocassin type of foot- wear	116,57	128,23
(c) Ander werk	132,49	145,74	(c) Other work	132,49	145,74
(ix) (a) Boeler aan sole op 'n lees vaskram	95,00	104,50	(ix) (a) Stitchdown staple lasting	95,00	104,50
(b) Boeler aan sole op 'n lees met gare vas- werk	95,00	104,50	(b) Stitchdown thread lasting	95,00	104,50
(c) Neuse van buitenaatskoene vorm	95,00	104,50	(c) Stitchdown toe forming	95,00	104,50
(d) Buitesoolbedekkings met 'n masjien aan- vee	95,00	104,50	(d) Wiping platform covers by machine	95,00	104,50
(e) Leeswerk op 'n Kamborianmasjien	95,00	104,50	(e) Lasting operations on a Kamborian machine	95,00	104,50
(f) Touleeswerk met die hand	95,00	104,50	(f) String-lasting by hand	95,00	104,50
(x) Klopwerk:			(x) Pounding:		
(a) Werk in verband met kantstrookies, uitge- sonderd kantstrookies met krammetjies vasgesit	111,13	122,24	(a) Welted work, other than staple welted work	111,13	122,24
(b) Skoeisel vir mynwerkers en skoeisel van die mynwerkerstipe en stewels van die militêre tipe	121,79	133,97	(b) Miners' and miners' type and army type boots	121,79	133,97
(‘Stewels van die militêre tipe’ beteken die swaar tipe stewel wat klopwerk vereis wat net so veeleisend is as klopwerk in verband met militêre stewels wat op kon- trak gemaak word.)			(‘Army type boots’ means the heavy type of boot involving the same strenuous pounding as contract army boots.)		
(c) Ander werk	111,13	122,24	(c) Other work	113,13	122,24
<i>Opmerking.</i> —Geen werknemer onder die ouderdom van 18 jaar mag klopwerk verrig nie.			<i>Note.</i> —No employee under the age of 18 years may be employed upon pound- ing.		

	Kolom A	Kolom B		Column A	Column B
	Per week	Per week		Per week	Per week
(xi) Keuring.....	R 132,49	R 145,74	(xi) Examining	R 132,49	R 145,74
<i>Getelsverhouding.—Klas I-werksaamhede: Maakafdeling:</i>			<i>Ratios.—Class I Operations: Making De- partment:</i>		
(a) Vir elke drie of gedeelte van drie gekwali- fiseerde werknemers wat oortrekwerk, masjienleeswerk en/of leeswerk aan bed- dings (uitgesonderd leeswerk aan hakbed- dings en kantstukke), naaiwerk aan kants- trokies en/of sole, stikwerk en ruwe af- rondingswerk verrig, mag daar hoogstens een leerling in diens geneem word.			(a) For every three or part of three qualified employees in pulling over, machine and/ or bed lasting (excluding seat and side lasting), welt and/or sole sewing, stitch- ing and rough roundig, there may be employed not more than one learner.		
(b) Vir elke drie of gedeelte van drie gekwali- fiseerde werknemers wat ander werk- saamhede verrig as dié in (a) vermeld, mag daar een leerling in diens geneem word.			(b) For every three or part of three qualified employees on operations, other than those referred to in (a), one learner may be employed.		
(c) 'Gedeelte van die drie' in (a) en (b) be- doel, beteken 'n res van minstens twee nadat die totale getal gekwalifiseerde werknemers deur drie gedeel is.			(c) 'Part of three' referred to in (a) and (b) means a remainder of not less than two after the total number of qualified employees has been divided by three.		
<i>Klas II-werksaamhede</i>			<i>Class II Operations</i>		
Gekwalifiseerde werknemers wat—			Qualified employees on—		
(i) sole op bolear in posisie plaas met vooraf afge- werkte kantstrokie met 'n verlengde rand.....	100,45	110,50	(i) sole positioning on upper with pre-finished extended welt edge.....	100,45	110,50
(ii) voorafgewerkte sole in posisie geplaas voordat en/of wanneer dit met 'n pers vassgelym word...	97,68	107,45	(ii) positioning of pre-trimmed soles prior to and/or with stuck-on press	97,68	107,45
(iii) vasslymwerk verrig:			(iii) stuck-on process work:		
Sole tegerlykertyd op bolear en pers in posisie plaas	92,26	101,49	Sole positioning on upper and press, operating in one operation	92,26	101,49
Sole op voorkant en hakbedding van bolear in posisie plaas voordat dit gepers word	92,26	101,49	Sole positioning on upper at forepart and seat before pressing	92,26	101,49
'n Pers bedien, waar sole vooraf in posisie ge- plaas is (kyk klas III vir vasspyker van slegs hakbedding).....	92,26	101,49	Press operating with the sole previously posi- tioned (see Class III for tacking at seat only)....	92,26	101,49
Sole met 'n ander masjien as 'n snelstikmasjien aanmekeerstik voordat dit aan die skoene vasge- heg word, maar uitgesonderd skoeisel vir myn- werkers en skoeisel van die mynwerkerstipe....	92,26	101,49	Stitching soles together by machine, other than the rapid stitcher, prior to being attached to footwear, but excluding miners' and miners' type footwear	92,26	101,49
Buitenaatskoene aanmekeerstik of oortrek.....	92,26	101,49	Stitchdown assembling or pulling over stitching down work	92,26	101,49
Dikkopspykers met die hand of 'n masjien inslaan	92,26	101,49	Hobnailing by hand or machine	92,26	101,49
Neusplate en hakskerms met die hand of 'n masjien aanbring	92,26	101,49	Putting on toe plates and heel tips by hand or machine	92,26	101,49
Hakke aansit	92,26	101,49	Heel attaching	92,26	101,49
Soolknoppies en dwarstrookies aan voetbalste- wels sit.....	92,26	101,49	Football boot studding and barring	92,26	101,49
Gelykmaking met die hand, uitgesonderd buitenaatskoene	92,26	101,49	Hand levelling, other than stitchdown	92,26	101,49
Binnenate afwerk	92,26	101,49	Inseam trimming	92,26	101,49
Voegwerk (voering skoonmaak en bolear oor voet vasspyker)	92,26	101,49	Jointing (clearing linings and tacking upper down over joints).....	92,26	101,49
Voorkante en middelstukke los vasspyker of vaspen	92,26	101,49	Loose nailing or pegging foreparts and waists ..	92,26	101,49
Louis-klappe met die hand afwerk.....	92,26	101,49	Louis flap trimming by hand	92,26	101,49
Gelykmaking met 'n masjien	92,26	101,49	Machine levelling	92,26	101,49
Vasskroefwerk	92,26	101,49	Screwing	92,26	101,49
Masjiengenaade, geklinkte en/of geklinkte en gestikte sole vassit	92,26	101,49	Sole attaching machine-sewn, riveted and/or riveted and stitched work	92,26	101,49
Sole aanplak met kleefmiddels deur 'n masjien verhit.....	92,26	101,49	Sole adhesive heat activating by machine	92,26	101,49
Hoeke van verstywers maak en verstywers vasspyker.....	92,26	101,49	Stiffener cornering and tacking	92,26	101,49
Steke skei	92,26	101,49	Stitch separating.....	92,26	101,49
Draadspykerwerk	92,26	101,49	String nailing	92,26	101,49
Hakbeddings vorentoe vasspyker.....	92,26	101,49	Tacking forward of heel seats	92,26	101,49
Rofmaak van bolear	92,26	101,49	Upper roughening.....	92,26	101,49
Middelstukke maak nadat dit genaai is.....	92,26	101,49	Waist reducing after being sewn	92,26	101,49
Houthakke pas.....	92,26	101,49	Woodheel fittings	92,26	101,49

	Kolom A	Kolom B		Column A	Column B
	Per week	Per week		Per week	Per week
	R	R		R	R
Kantstrookies uitklop en skaaf	92,26	101,49	Welt butting and skiving	92,26	101,49
Draaiwerk aan kantstrookies	92,26	101,49	Welt wheeling	92,26	101,49
Kantstrookies met 'n masjien aan hakstrookies heg	92,26	101,49	Rand welting by machine	92,26	101,49
Polvydraad inslaan en polvydraad bondelsge- wys inslaan	92,26	101,49	Slugging and gang slugging	92,26	101,49
Hakkantstrookies of sierstrookies, hetsy vertikaal of horisontaal of 'n kombinasie daarvan, met die hand of 'n masjien vasheg	92,26	101,49	Attaching and welting or foxing, whether verti- cal or horizontal or a combination thereof, by hand or machine	92,26	101,49
Voorgietwerk aan agterkant en middelstuk	92,26	101,49	Back part and waist pre-moulding	92,26	101,49
(iv) Vulkaniseerproses:			(iv) Vulcanising process:		
Vukanisering van sole aan geleeste boleer	92,26	101,49	Vulcanising soles to lasted uppers	92,26	101,49
Kantstrookies met 'n masjien aan hakke heg	92,26	101,49	Rand welting by machine	92,26	101,49
Sooleenhede giet	92,26	101,49	Moulding of sole units	92,26	101,49
<i>Klas III-werksaamhede</i>			<i>Class III Operations</i>		
Gekwalifiseerde werknemers in diens vir:			Qualified employees on:		
Klopwerk	80,35	88,39	Beating	80,35	88,39
Aanbring van verhardingsharse aan neusverstywing met 'n masjien	80,35	88,39	Application by machine of hardening resins to puffs	80,35	88,39
Vul van ondersole	80,35	88,39	Bottomfilling	80,35	88,39
Toemaak van groewe en oplig van rande	80,35	88,39	Channel closing and edge raising	80,35	88,39
Voer van spykers aan 'n masjien wat hakke vassit ..	80,35	88,39	Feeding nails to heeling machines	80,35	88,39
Gelykmaak van buitenate met die hand	80,35	88,39	Hand levelling of stitchdowns	80,35	88,39
Oortrek van hakke	80,35	88,39	Heel covering	80,35	88,39
Verstywers en neursverstywing insit	80,35	88,39	Inserting stiffeners and puffs	80,35	88,39
Die klamp van Louis-hakklappe, die gladmaak van Louis-hakke	80,35	88,39	Louis heel flap clamping, Louis heel slicking	80,35	88,39
Die afwerking van Louis-hakklappe met die mas- jien	80,35	88,39	Louis heel flap trimming by machine	80,35	88,39
Aweregse bevestiging van boleer op hakbedding	80,35	88,39	Reverse seat moulding for stitchdowns	80,35	88,39
Vasspyker en/of vaspen van hakbeddings	80,35	88,39	Seat nailing and/or pegging	80,35	88,39
Afronding van hakbeddings	80,35	88,39	Seat rounding	80,35	88,39
Aansit van brugstukke	80,35	88,39	Shank attaching	80,35	88,39
Sool aan hakbedding spyker vir vaslymproses	80,35	88,39	Sole tacking at seat for stuck-on process	80,35	88,39
Aansmeer van rubberlym, bevogtiging en vasplak	80,35	88,39	Solutioning, damping and pasting	80,35	88,39
Sortering van dikkopspykers	80,35	88,39	Sorting hobs	80,35	88,39
Soollêwerk in verband met kantstrookies en/of rub- bersole	80,35	88,39	Sole laying welted work and/or rubber soles	80,35	88,39
Vasspyker of vassit van deurlopers en middelsole aan sole	80,35	88,39	Sole tacking or sole fitting throughs and runners ...	80,35	88,39
Uittrek van spykers	80,35	88,39	Tack pulling	80,35	88,39
Vasspyker van onderwerk aan lees	80,35	88,39	Tacking bottomstock to lasts	80,35	88,39
Inslaan van spykers in agterstukke voordat dit oor- getrek word op skoene met toe agterstukke, waar spykers hoogstens 25 mm van die middel van die agterkant van die hakbedding geplaas word (kyk tekening)	80,35	88,39	Tacking over backs before pulling over on closed back shoes, tacks being placed not further than 25 mm from middle of back of heel seat (see illustration)	80,35	88,39
					
Inslaan van spykers in sandaal-agterstukke, waar geen verstywers ingesit word nie	80,35	88,39	Tacking over sandal backs where no stiffener is inserted	80,35	88,39
Vasspyker van bostukke aan buitenaatskoene en sandale	80,35	88,39	Tacking top pieces or stitchdowns and sandals	80,35	88,39
Alle ander draadkramwerk	80,35	88,39	All other wire grip tacking	80,35	88,39
Vaskram van boleer nadat kantstukke gelees is	80,35	88,39	Upper stapling after lasting sides	80,35	88,39
Afwerk van boleer	80,35	88,39	Upper trimming	80,35	88,39
Pastilleer en granuleer van plastiek	80,35	88,39	Plastic pelletising and granulating	80,35	88,39
Fatsoeneer van agterkante	80,35	88,39	Back part moulding	80,35	88,39
[Gatsverhouding.—Kyk subklousule (P).]			[Ratio.—See subclause (P).]		

	Kolom A	Kolom B		Column A	Column B
	Per week	Per week		Per week	Per week
<i>Handleeswerksaamhede</i>	R	R	<i>Hand-lasting operations</i>	R	R
Gekwalifiseerde werknemers in diens vir:			Qualified employees on:		
(i) Oortrekwerk met die hand en/of handleeswerk aan skoeisel vir mynwerkers of skoeisel van die mynwerkerstipe	116,57	128,23	(i) Pulling over by hand and/or hand lasting miners' or miners' type footwear	116,57	128,23
<i>Opmerking.</i> —Daar is geen kwantum of aanvullende loon vir handleeswerk aan skoeisel vir mynwerkers of skoeisel van die mynwerkerstipe nie.			<i>Note.</i> —There shall be no quantum or supplementary wage allowed for the hand lasting of miners' and miners' type footwear.		
(ii) Ander oortrekwerk met die hand en/of handleeswerk	92,26	101,49	(ii) Other pulling over by hand and/or hand lasting	92,26	101,49
Handleeswerk aan hakbeddings van buite-naatskoene	92,26	101,49	Hand lasting seats of stitchdowns	92,26	101,49
Handleeswerk by die vervaardiging van hout-soolskoene	92,26	101,49	Hand lasting in the manufacture of clogs	92,26	101,49
Bankwerk soos klinkwerk, die aansit van sole en/of hakke met die hand, met inbegrip van rubberhielstukpunte	92,26	101,49	Bench work such as riveting, putting on soles and/or heels by hand, including rubber quarter-tips	92,26	101,49
Vasspyker van leerbandjies aan houtsole	92,26	101,49	Tacking leather straps to wooden soles	92,26	101,49
<i>[Getalsverhouding.</i> —Hoogstens een leerling mag in diens geneem word vir elke gekwalifiseerde werknemer wat werksaamhede gespesifiseer in (i) en (ii) verrig.]			<i>[Ratio.</i> —There may be employed not more than one learner to each qualified employee on operations specified in (i) and (ii).]		
(F) AFWERKAFDELING			(F) FINISHING DEPARTMENT		
<i>Klas I-werksaamhede</i>			<i>Class I Operations</i>		
Gekwalifiseerde werknemers in diens vir:			Qualified employees on:		
(i) Gladsny van rande:			(i) Edge trimming:		
(a) Klinkwerk en/of klink- en stikwerk, maar uitgesonderd aan skoeisel vir mynwerkers en skoeisel van die mynwerkerstipe en militêre stewels	116,57	128,23	(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots	116,57	128,23
Rubbersole en rubberkomposisiesole	116,57	128,23	Rubber and rubber composition soles	116,57	128,23
Kinderskoeisel, alle nommers tot en met No. 1½	116,57	128,23	Children's footwear, all sizes up to and including size 1½	116,57	128,23
Alle pantoffels (vir mans, vroue en kinders)	116,57	128,23	All slippers (mens's, women's and children's)	116,57	128,23
Buitenaatskoeisel uit swart en bruin kalfsleer vervaardig	116,57	128,23	Stitchdown footwear produced from box hide and willow hide	116,57	128,23
(b) Alle ander werk	132,49	145,74	(b) All other work	132,49	145,74
(ii) Afwerk van rande:			(ii) Edge setting:		
(a) Klinkwerk en/of klink- en stikwerk, maar uitgesonderd aan skoeisel vir mynwerkers en skoeisel van die mynwerkerstipe en militêre stewels	95,00	104,50	(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots	95,00	104,50
Deurloop-middelsole	95,00	104,50	Through runners	95,00	104,50
Middelstukke en/of bostukke	95,00	104,50	Waist and/or top pieces	95,00	104,50
Kinderskoeisel, alle nommers tot en met No. 1½	95,00	104,50	Children's footwear, all sizes up to and including size 1½	95,00	104,50
Alle pantoffels (vir mans, vroue en kinders)	95,00	104,50	All slippers (men's, women's and children's)	95,00	104,50
Buitenaatskoeisel uit swart en bruin kalfsleer vervaardig	95,00	104,50	Stitchdown footwear produced from box hide and willow hide	95,00	104,50
(b) Outomatiese randafwerkmasjiene, alle grade	116,57	128,23	(b) Automatic edge-setting machine, all grades	116,57	128,23
(c) Alle ander werk	116,57	128,23	(c) All other work	116,57	128,23
(iii) Afwerk van hakke	95,00	104,50	(iii) Heel trimming	95,00	104,50
(iv) Keuring	132,49	145,74	(iv) Examining	132,49	145,74
<i>[Getalsverhouding.</i> —Kyk subklousule (P).]			<i>[Ratio.</i> —See subclause (P).]		
<i>Klas II-werksaamhede</i>			<i>Class II Operations</i>		
Gekwalifiseerde werknemers in diens vir:			Qualified employees on:		
Met die hand of 'n masjien afwerking van plek waar die voorlyn en die brugstuk kruis	92,26	101,49	Bitting by hand or machine	92,26	101,49
Skuur van ondersole	92,26	101,49	Bottom scouring	92,26	101,49
Skuur van hakke	92,26	101,49	Heel scouring	92,26	101,49
Spuutwerk aan hakke	92,26	101,49	Heel spraying	92,26	101,49
Uitholwerk	92,26	101,49	Ploughing out	92,26	101,49
Volledige afwerking met die hand	92,26	101,49	Complete finishing by hand	92,26	101,49
Gladsny van bostukke	92,26	101,49	Top piece trimming	92,26	101,49
Loopvlak van skoene met 'n aftrekwieltjie versier	92,26	101,49	Bunk wheeling	92,26	101,49
Stryk van Louis-klappe	92,26	101,49	Louis flap ironing	92,26	101,49
Platvryf van rande en ondersole, herstel van gebreke aan rande, hakke, middelstukke en hoek van ondersole en afwerk van rande	92,26	101,49	Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners of bottoms and feather of edge	92,26	101,49
Hakbedding met 'n aftrekwieltjie versier	92,26	101,49	Seat wheeling	92,26	101,49

	Kolom A	Kolom B		Column A	Column B
	Per week	Per week		Per week	Per week
	R	R		R	R
Merk van rand van voorkant of middelstuk van sool met 'n masjien of handgereedschap, hetsy voor of nadat ondersole met was gesmeer of gepoleer is (E. 'Top ironing')	92,26	101,49	Top ironing, i.e. marking edge of forepart or waist of sole by machine or by hand tool, whether before or after bottoms are faked and polished	92,26	101,49
Kantstrook met 'n aftrekwieltjie versier	92,26	101,49	Welt wheeling	92,26	101,49
Versierende veerstikwerk met die hand nadat die sool permanent aan die boeler geheg is	92,26	101,49	Decorative feather stitching by hand after the sole is permanently attached to the upper	92,26	101,49
(Getalsverhouding.—Kyk subklousule (P).)			(Ratio.—See subclause (P).)		
Klas III-werksaamhede			Class III Operations		
Gekwalifiseerde werknemers in diens vir:			Qualified employees on:		
Borsel, opstop en/of bruining	80,35	88,39	Brushing, padding and/or burnishing	80,35	88,39
Gedrewe werk op sole doen	80,35	88,39	Crow wheeling	80,35	88,39
Skuurwerk met die vingers	80,35	88,39	Finger scouring	80,35	88,39
Afronding van hakvoorlyn	80,35	88,39	Heel-breast cornering	80,35	88,39
Inkwerk, beitswerk, waswerk en bevogting	80,35	88,39	Inking, staining, waxing and damping	80,35	88,39
Die insit, uittrek en wegbere van leeste	80,35	88,39	Inserting, slipping and putting away lasts	80,35	88,39
Uitholwerk (verwydering van lip rondom onderkante van sool)	80,35	88,39	Ploughing (removing the scarf round under edge of sole)	80,35	88,39
Die afvryf van rande en ondersole	80,35	88,39	Rubbing of edges and bottoms	80,35	88,39
Eksudaatverwydering en/of naatpoetsing	80,35	88,39	Spew and/or flash trimming	80,35	88,39
Vervoerbande laai	80,35	88,39	Conveyor belt loading	80,35	88,39
[Getalsverhouding.—Kyk subklousule (P).]			[Ratio.—See subclause (P).]		
(G) SKOENKAMER			(G) SHOE ROOM		
Gekwalifiseerde werknemers in diens vir:			Qualified employees on:		
Wassering	111,13	122,24	Faking	111,13	122,24
Keuring	111,13	122,24	Examining	111,13	122,24
Herstelwerk aan verlakte skoeisel	80,35	88,39	Patent repairing	80,35	88,39
Bosseleer- en/of stempelwerk	80,35	88,39	Embossing and/or stamping	80,35	88,39
Verpakking in dose	80,35	88,39	Boxing	80,35	88,39
Afwerking en/of sortering volgens nommers	80,35	88,39	Dressing and sizing	80,35	88,39
Afwerking met sproeispuut	80,35	88,39	Dressing by spray gun	80,35	88,39
Poleerwerk en skoonmaak met die hand	80,35	88,39	Hand polishing and cleaning	80,35	88,39
Strykwerk	80,35	88,39	Ironing	80,35	88,39
Etikettering	80,35	88,39	Labelling	80,35	88,39
Voeringafwerking	80,35	88,39	Lining trimming	80,35	88,39
Stempel van nommers op skoeisel	80,35	88,39	Size stamping on footwear	80,35	88,39
Insit van binnesole	80,35	88,39	Socking	80,35	88,39
Stempel van beskrywings en nommers op etikette	80,35	88,39	Stamping descriptions and sizes on labels	80,35	88,39
Hielstukvorming met 'n masjien	80,35	88,39	Quarter forming by machine	80,35	88,39
Gladmaak van binnesole voordat dit ingesit of in dose verpak word	80,35	88,39	Smoothing insole before socking or boxing	80,35	88,39
(H) MEULKAMERWERKSAAMHEDE			(H) MILL ROOM OPERATIONS		
Gekwalifiseerde werknemers in diens vir:			Qualified employees on:		
(i) Groep 2			(i) Group 2		
Bediening van 'n kalandermasjien	83,94	92,33	Calender operating	83,94	92,33
Lotte massameet en chemikalieë bymeakaarmaak	83,94	92,33	Batch mass-measuring and assembling of chemicals	83,94	92,33
Bediening van uitpersmasjien	83,94	92,33	Operating extruding machine	83,94	92,33
Bediening van 'n oop mengmeul met 'n wydte van minstens 1,52 m	83,94	92,33	Operating an open mixing mill with a width of not less than 1,52 m	83,94	92,33
Bediening van 'n binnemeng	83,94	92,33	Operating internal mixer	83,94	92,33
Bladrubber volgens maat in platblokke vorm (rekmengsel)	83,94	92,33	Slabbing sheet rubber to gauge (stretching-compound)	83,94	92,33
Bediening van 'n oop mengmeul met 'n wydte van minder as 1,52 m maar minstens 1,01 m	83,94	92,33	Operating an open mixing mill with a width of less than 1,52 m but not less than 1,01 m	83,94	92,33
Mengsel warmmaak op oopmeul	83,94	92,33	Warming compound on open mill	83,94	92,33
Bediening van 'n hidrouliese pers	83,94	92,33	Hydraulic press operating	83,94	92,33
(ii) Groep 1			(ii) Group 1		
Sole en hakke uitreik	80,35	88,39	Issuing soles and heels	80,35	88,39
Ru-stukke met 'n pers uitsny (uitsnywerk)	80,35	88,39	Press cutting blanks (clicking)	80,35	88,39
Bediening van 'n outoklaaf	80,35	88,39	Attending autoclave	80,35	88,39
'n Massameter bystaan	80,35	88,39	Assisting mass-measurer	80,35	88,39
Gietvorms nagaan	80,35	88,39	Mould checking	80,35	88,39
Bediening van 'n oop mengmeul met 'n wydte van minder as 1,01 m	80,35	88,39	Operating an open mixing mill with a width of less than 1,01 m	80,35	88,39
Mengsel fynmaak, in plate vorm, kraag of breek	80,35	88,39	Masticating, sheeting out, cracking or breaking compound	80,35	88,39
Fynskuur- of afskuurmasjienwerksaamhede	80,35	88,39	Buffing or scouring machine operations	80,35	88,39
Rubber in 'n kalander voer (rekmengsel voer)	80,35	88,39	Feeding rubber into calender (feeding stretchers)	80,35	88,39
Afvalmateriaal met 'n masjien maal	80,35	88,39	Grinding scrap by machine	80,35	88,39
Gietvorms skoonmaak	80,35	88,39	Mould cleaning	80,35	88,39
Afwerking	80,35	88,39	Trimming	80,35	88,39
Ru-stukke volgens vasgestelde standaard sny en massameet	80,35	88,39	Blank cutting and mass-measuring to fixed standards	80,35	88,39
Uitpers in bakke	80,35	88,39	Extruding into trays	80,35	88,39
Bale sny	80,35	88,39	Bale cutting	80,35	88,39
Chemikalieë, fyngeskuurde en gemaalde stukke sif	80,35	88,39	Sieving chemicals, buffings and grindings	80,35	88,39

	Kolom A	Kolom B		Column A	Column B
	Per week	Per week		Per week	Per week
	R	R		R	R
Bale sjabloneer of merk	80,35	88,39	Stenciling or marking bales	80,35	88,39
Poeier aanwend	80,35	88,39	Applying powder	80,35	88,39
Sole en hakke verpak	80,35	88,39	Packing soles and heels	80,35	88,39
Granulering	80,35	88,39	Granulating	80,35	88,39
'n Kalanderbediener bystaan	80,35	88,39	Assisting calender operator	80,35	88,39
'n Indooptasjien bedien	80,35	88,39	Dipping machine operator	80,35	88,39
[Gedagsverhouding.—Vir elke gekwalifiseerde werknemer in diens in hierdie seksie mag daar hoogstens een leerling in diens geneem word.]			[Ratio.—For every three qualified employees employed in this section not more than one learner may be employed.]		
(I) HOËFREKWENSIESMEEWERK			(I) HIGH-FREQUENCY WELDING		
Gekwalifiseerde werknemers in diens vir:			Qualified employees on:		
(i) Hoëfrekwensiesmewerk, die bosseleer van vooraf gesnyde boleer	86,16	94,78	(i) High-frequency welding, embossing pre-cut uppers	86,16	94,78
(ii) Hoëfrekwensiesmewerk, bosseleer saam met die sny van boleer (snysmewerk)	137,94	151,73	(ii) High-frequency welding, embossing combined with cutting of uppers (cutwelding)	137,94	151,73
(iii) Hoëfrekwensiesmewerk, die bosseleer van binne sole en ander komponente	80,35	88,39	(iii) High-frequency welding, embossing of socks and other components	80,35	88,39
(iv) Hoëfrekwensiesmewerk, saam met die sny van binne sole en ander komponente	95,00	104,50	(iv) High-frequency welding, combined with cutting of socks and other components	95,00	104,50
[Gedagsverhouding.—Vir elke twee gekwalifiseerde werknemers in diens in hierdie seksie mag daar hoogstens een leerling in diens geneem word.]			[Ratio.—For every two qualified employees employed in this section not more than one learner may be employed.]		
(J) VLOEIVORMINGSWERK			(J) FLOW MOULDING		
Gekwalifiseerde werknemers in diens vir:			Qualified employees on:		
(i) Die vloei vorming van vooraf gesnyde boleer	86,16	94,78	(i) Flow moulding pre-cut uppers	86,16	94,78
(ii) Die vloei vorming van vooraf gesnyde binne sole	86,16	94,78	(ii) Flow moulding pre-cut socks	86,16	94,78
(iii) Vloei vormingswerk waar die boleer in vloei bare vorm voorkom	86,16	94,78	(iii) Flow moulding where eventual upper is presented in liquid form	86,16	94,78
(iv) Kleuraanwending aan vorms voor die vloei vormingswerk	96,16	94,78	(iv) Colour application to moulds prior to flow moulding	86,16	94,78
(v) Vormvervaardiging van vorms vir vloei vormingswerk uit silikoonrubber of 'n ander geskikte materiaal	86,16	94,78	(v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials	86,16	94,78
[Gedagsverhouding.—Vir elke twee gekwalifiseerde werknemers in diens in hierdie seksie mag daar hoogstens een leerling in diens geneem word.]			[Ratio.—For every two qualified employees employed in this section not more than one learner may be employed.]		
(K) INSPUITVORMING OF GIET VAN STOWWE WAT VIR VERSOOLWERK EN VIR DIE OMBOU VAN EENHEDE GEBRUIK WORD			(K) INJECTION MOULDING OR POURING OF ANY MATERIALS USED FOR SOLING AND UNIT CONVERTING		
Gekwalifiseerde werknemers in diens vir:			Qualified employees on:		
Insputting van eenhede aan boleer wat op 'n lees vasgewerk is of wat met tou aan 'n lees vasgewerk is of van sooleenhede:			Injection moulding of units to lasted uppers or string-lasting uppers or of sole units:		
(a) Waar een werknemer met 'n inspuitsvormmasjien werksaam is	92,26	101,49	(a) Where one employee is employed on an injection moulding machine	92,26	101,49
(b) Waar twee werknemers met 'n inspuitsvormmasjien werksaam is, moet elkeen soos volg betaal word	92,26	101,49	(b) Where two employees are employed on an injection moulding machine each shall be paid	92,26	101,49
(c) Waar meer as twee werknemers met 'n inspuitsvormmasjien werksaam is, moet elkeen soos volg betaal word	80,35	88,39	(c) Every employee in excess of two employed on an injection moulding machine shall be paid	80,35	88,39
[Gedagsverhouding.—Vir elke twee gekwalifiseerde werknemers in diens in hierdie seksie mag daar hoogstens een leerling in diens geneem word.]			[Ratio.—For every two qualified employees employed in this section not more than one learner may be employed.]		
(L) TOULEESWERK AAN SKOEISEL MET OF SONDER VOERING DEUR MET DIE HAND TE TREK OF MET BEHULP VAN 'N ANDER TOESTEL			(L) STRING-LASTING OF LINED OR UNLINED FOOTWEAR BY HAND PULLING, OR WITH THE ASSISTANCE OF ANY OTHER DEVICE		
Gekwalifiseerde werknemers in diens vir:			Qualified employees on:		
(i) Touleeswerk aan boleer van doekmateriaal	92,26	101,49	(i) String-lasting on fabric uppers	92,26	101,49
(ii) Touleeswerk aan sintetiese boleer	92,26	101,49	(ii) String-lasting of synthetic uppers	92,26	101,49
[Gedagsverhouding.—Vir elke twee gekwalifiseerde werknemers in diens in hierdie seksie mag daar hoogstens een leerling in diens geneem word.]			[Ratio.—For every two qualified employees employed in this section not more than one learner may be employed.]		

	Kolom A	Kolom B		Column A	Column B
	Per week	Per week		Per week	Per week
	R	R		R	R
(M) HOUTEENHEIDVERVAARDIGING			(M) WOODEN UNIT MANUFACTURING		
Werkzaamhede waarvoor daar in geen ander seksie van klousule 1 van Aanhangsel A van Deel II voorsiening gemaak word nie:			Operations not provided for in any other section of clause 1 of Annexure A to Part II:		
(a) Die vervaardiging van oorgetrekte of onoorgetrekte houthakke (insluitende die prosessering van gelamelleerde gelaagde oortreksels):			(a) Manufacture of covered or uncovered wooden heels (including the processing of laminated layered covers):		
Gekwalifiseerde werknemers in diens vir:			Qualified employees on:		
(i) Masjienopstelwerk om die outomatiese of halfoutomatiese werking van alle masjiene in hierdie seksie te verseker	97,68	107,45	(i) Machine setting to ensure the automatic or semi-automatic operation of any machine contained in this section	97,68	197,45
(ii) Die sny van ru-stukke voor lamellering by die voorbereiding van gelaagde hak-oortreksels	97,68	107,45	(ii) Cutting of blanks prior to laminating in the preparation of layered heel covers	97,68	107,45
(iii) Die skuur, sementering, in posisie plaas en pers van ru-stukke voor die sny of sny met 'n guillotine van gelaagde hakoor-treksels	80,35	88,39	(iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers	80,35	88,39
(iv) Die sny of sny met 'n guillotine van gelamelleerde ru-stukke om hakoor-trek-materiaal te produseer	97,68	107,45	(iv) Cutting or guillotining of laminated blanks to produce heel covering material	97,68	107,45
(v) Die sny van hakoor-treksels volgens 'n patroon uit gelaagde hakoor-trek-materiaal	80,35	88,39	(v) Cutting of heel covers to a pattern from layered heel covering material	97,68	107,45
(vi) (aa) Die dwarssaag van hout in lengtes	80,35	88,39	(vi) (aa) Cross cutting of timber into lengths	80,35	88,39
(ab) Die vorming van hakke en hak-voorlyne, met gebruikmaking van patroonplate en/of setmate en/of leirame	80,35	88,39	(ab) Shaping of heels and heelbreasts, using templets and/or jigs and/or guides	80,35	88,39
(ac) Sny of skuur om helling van hakke reg te kry, met gebruikmaking van patroonplate en/of setmate en/of leirame	80,35	88,39	(ac) Cutting or scouring for pitching of heels, using templets and/or jigs and/or guides	80,35	88,39
(ad) Die uithol van hakke om hakbed-dings aan te sit	80,35	88,39	(ad) Cutting of heels to fit heel seats	80,35	88,39
(vii) Die sementering van hakke en hakoor-treksels	80,35	88,39	(vii) Cementing heels and heel covers	80,35	88,39
(viii) Hakoor-treksels aan hakke puntsweis en vaspers	80,35	88,39	(viii) Spotting of heel covers to heels and pres-sing	80,35	88,39
(ix) Die afwerk van hakoor-treksels	80,35	88,39	(ix) Trimming of heel covers	80,35	88,39
(x) Die vassit van bostukke	92,26	101,49	(x) Top piece attaching	92,26	101,49
(a) Die vervaardiging van houteenhede met of sonder hakke:			(b) Manufacture of wooden units inclusive and/or exclusive of heels:		
Gekwalifiseerde werknemers in diens vir:			Qualified employees on:		
(i) Die selekteer en of skaaf van rouhout	80,35	88,39	(i) Selecting and/or planting or raw timber	80,35	88,39
(ii) Die meet, merk en saak van hout in ver-eiste lengtes	80,35	88,39	(ii) Measuring, marking and cutting timber into required lengths	80,35	88,39
(iii) Die merk van boonste en kantaansig vir profielsny van eenheid	80,35	88,39	(iii) Marking top and side elevation for pro-file cutting of unit	80,35	88,39
(iv) Die sny en fatsoeneer uit hout van 'n gekombineerde eenheid wat 'n voetvor-mige basis vorm en die sny van sieruitsnydings op die basis	92,26	101,49	(iv) Cutting and shaping from wood of a combined unit forming a foot-shaped base and cutting of fancy cut-outs on the base	92,26	101,49
(v) Die sny of uitskaaf van 'n rand gedeelte-lik of heeltemal rondom 'n houteenheid om leeswerkrand te versink	92,26	101,49	(v) Cutting or routing of a margin partly or right round a wood unit to countersink lasting margin	92,26	101,49
(vi) Die sementeer of rubberlym en lamineer van twee of meer stukke hout of finale substansie te vermeerder	80,35	88,39	(vi) Cementing or solutioning and laminating of two or more pieces of wood to in-crease final substance	80,35	88,39
(vii) Die in posisie plaas en pers van vooraf afgewerkte of onafgewerkte sole aan houteenhede	92,26	101,49	(vii) Positioning and pressing of pretrimmed or untrimmed soles to wooden units	92,26	101,49
(viii) Die rubberlym of sementeer en vassit van hakstukke aan sole voor vassit aan hout-eeenhede, mits sodanige stukke nie groter is as die substansie van die sole nie	80,35	88,39	(viii) Solutioning or cementing and attaching heel pieces to soles prior to attaching to wooden units, provided such pieces do not exceed the substance of the soles	80,35	88,39
(ix) Die vassit van bostukke aan hakke	92,26	101,49	(ix) Attaching top pieces to heels	92,26	101,49
(x) (aa) Die skuur van eenhede met 'n outo-matiese masjien voor of na die vas-sit van die sole	80,35	88,39	(x) (aa) Scouring units by automatic machines prior to or after sole at-taching	80,35	88,39
(ab) Die skuur van eenhede met die hand voor of na die vassit van die sole	92,26	101,49	(ab) Scouring units by hand prior to or after sole attaching	92,26	101,49

	Kolom A	Kolom B
	Per week	Per week
	R	R
(xi) Die poleer van eenhede met skuurpapier en/of was na die aanwending van vernis, verf of spuitverf of tussen die aanwending daarvan	80,35	88,39
(xii) Keuring vir gehalte	111,13	122,24
(xiii) Die herstel van eenhede	80,35	88,39
(xiv) Die stempel van nommers	80,35	88,39
(xv) Die vernis, verf, spuitverf of indoop van eenhede	80,35	88,39
(xvi) Die vassit van dekoratiewe soolknoppies en/of spykers en/of klinknaels en/of hegspykers aan eenhede na leeswerk	80,35	88,39
(N) LEERLINGE		
(i) Leerlinge wat die werksaamhede in klousule 4 van Deel II bedoel, verrig, volgens ondervinding:		
Eerste ses maande	61,92	68,11
Tweede ses maande	67,77	75,65
Derde ses maande	76,41	84,05
Vierde ses maande	84,44	92,88
Vyfde ses maande	90,82	99,90
Sesde ses maande	101,91	112,10
Daarna, die voorgeskrewe loon.		
(ii) Leerlinge in klas III in die Sool-en-hakafdeling en die Maak- en Afwerkafdelings, volgens ondervinding:		
Eerste ses maande	45,48	50,03
Tweede ses maande	51,59	56,75
Derde ses maande	58,11	63,92
Vierde ses maande	64,94	71,43
Daarna, die voorgeskrewe loon.		
(iii) Leerlinge wat die werksaamhede in subklousule H bedoel, verrig, volgens ondervinding:		
Eerste ses maande	45,48	50,03
Tweede ses maande	51,59	56,75
Derde ses maande	58,11	63,92
Daarna, die voorgeskrewe loon.		
(iv) Ander leerlinge, volgens ondervinding:		
Eerste ses maande	45,48	50,03
Tweede ses maande	51,59	56,75
Derde ses maande	58,11	63,92
Vierde ses maande	64,94	71,43
Vyfde ses maande	72,57	79,83
Sesde ses maande	82,15	90,37
Daarna, die voorgeskrewe loon.		

Met dien verstande dat—

- (i) 'n volwasse werknemer met minder as 12 maande ondervinding nie-temin gaag moet word 12 maande ondervinding te gehad het;
- (ii) 'n leerling wat gedurende die geldigheidsduur van hierdie Ooreenkoms teen 'n hoër loon in diens geneem word as dié wat vir iemand met sy ondervinding voorgeskryf is, inkrementele betaal moet word asof hy volgens ondervinding geregtig is om die loon betaal te word waarteen hy in diens geneem is;
- (iii) leerlinge in die Stikafdeling en die Skoenkamer—
 - (aa) na die vierde ses maande ondervinding geregtig is op 'n loon van R80,35 per week indien hulle in diens is vir werksaamhede waarvoor hierdie loon voorgeskryf word;
 - (ab) na die vyfde ses maande ondervinding geregtig is op 'n loon van R86,16 per week of R95,00 per week of R100,44 per week indien hulle in diens is vir werksaamhede waarvoor hierdie loon voorgeskryf word;
- (iv) leerlinge in die Uitsnyafdeling wat nommer stempel en/of verwerk doen en/of acme-agterstukke aanbring, na die vierde ses maande ondervinding geregtig is op 'n loon van R80,35 per week.

Werwing van 'n leerling vir 'n klas I- of klass II-werksaamheid moet deur middel van bevordering uit die voorgaande laer klas geskied en die werknemer moet minstens die loon ontvang wat hy op die bevorderingsdatum ontvang het: Met dien verstande dat as daar geen werknemer beskikbaar is nie, of as 'n beskikbare werknemer nie vir bevordering geskik is nie, 'n werknemer uit 'n ander klas werksaamhede aangestel kan word of 'n nuwe leerling vir die betrokke werksaamheid in diens geneem kan word.

	Column A	Column B
	Per week	Per week
	R	R
(xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations	80,35	88,39
(xii) Examining for quality	111,13	122,24
(xiii) Repairing of units	80,35	88,39
(xiv) Size stamping	80,35	88,39
(xv) Varnishing, painting, spraying or dipping units	80,35	88,39
(xvi) Attaching of decorative studs and/or nails and/or rivets and/or tacks to units after lasting	80,35	88,39
(N) LEARNERS		
(i) Learners employed on the operations referred to in clause 4 of Part II, according to experience:		
First six months	61,92	68,11
Second six months	67,77	75,65
Third six months	76,41	84,05
Fourth six months	84,44	92,88
Fifth six months	90,82	99,90
Sixth six months	101,91	112,10
Thereafter, the prescribed rate.		
(ii) Learners in Class III in the Rough Stuff, Making and Finishing Departments, according to experience:		
First six months	45,48	50,03
Second six months	51,59	56,75
Third six months	58,11	63,92
Fourth six months	64,94	71,43
Thereafter, the prescribed rate.		
(iii) Learners employed on the operations referred to in subclause H, according to experience:		
First six months	45,48	50,03
Second six months	51,59	56,75
Third six months	58,11	63,92
Thereafter, the prescribed rate.		
(iv) Other learners, according to experience:		
First six months	45,48	50,03
Second six months	51,59	56,75
Third six months	58,11	63,92
Fourth six months	64,94	71,43
Fifth six months	72,57	79,83
Sixth six months	82,15	90,37
Thereafter, the prescribed rate.		

Provided that—

- (i) an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience;
- (ii) a learner who, during the currency of this Agreement, is engaged at a higher rate than that prescribed for one of his experience, shall be paid increments as though he has been, by experience, entitled to be paid at the rate at which he is engaged;
- (iii) learners in the Closing Department and Shoe Room shall—
 - (aa) after the fourth six months of experience becomes entitled to a wage of R80,35 per week if employed on operations for which this rate is prescribed;
 - (ab) after the fifth six months of experience become entitled to a wage of R86,16 per week of R95,00 per week or R100,44 per week if employed on operations for which these rates are prescribed;
- (iv) learners in the Clicking Department shall, on size stamping and/or painting and/or applying acme backing, after the fourth six months of experience, become entitled to a wage of R80,35 per week.

Recruitment of any learner for an operation in Class I or Class II shall be by promotion from the class next below at a wage of not less than that which the employee was receiving on the date of promotion: Provided that if not employee is available, or if an available employee is unfit for promotion, an employee may be introduced from another class of operations or a new learner may be engaged for the operation concerned.

(O) ALGEMENE ARBEIDERS

	Kolom A	Kolom B
	Per week	Per week
Algemene arbeiders.....	R 58,59	R 64,45

(P) GETALSVERHOUDINGS

(i) Klas I-werksaamhede in die Sool-en-hakafdeling en die Afwerkafdeling

Vir elke drie of gedeelte van drie gekwalifiseerde werknemers wat klas I-werksaamhede in sowel die Sool-en-hakafdeling as in die Afwerkafdeling verrig, mag daar hoogstens een leerling in diens wees.

'Gedeelte van drie' beteken 'n res van minstens twee nadat die getal gekwalifiseerde werknemers deur drie gedeel is.

(ii) Klas II-werksaamhede in die Sool-en-hakafdeling en die Maak- en Afwerkafdelings

Vir al hierdie werksaamhede gesamentlik mag daar hoogstens een leerling vir elke drie of gedeelte van drie gekwalifiseerde werknemers in diens wees.

'Gedeelte van drie' beteken vir hierdie doel 'n res van minstens twee nadat die getal gekwalifiseerde werknemers deur drie gedeel is.

(iii) Klas III-werksaamhede in die Sool-en-hakafdeling en die Maak- en die Afwerkafdelings

Vir al hierdie werksaamhede gesamentlik mag daar hoogstens twee leerling vir elke gekwalifiseerde werknemer in diens wees.

KLOUSULE 2.—SKOEISEL SOOS HIERONDER GESPEKIFISEER

[Vir toepaslike omskrywings, sien subklausule (6) hieronder.]

Groep 1.—Skoeisel ontwerp vir aktiewe deelname aan sport en wat gemaak is met boeler van seildoek en waar nodig saam met randing, gieting, skutte en 'n neus uitsluitlik van rubber gemaak, alles in een kleur, waarvan die bindwerk nie meer beslaan nie as die bindwerk soos afgebeeld in die lyntekeninge van Afbeelding 1 (a) en (b) en wat hoofsaaklik van dieselfde kleur is as die seildoekboeler: Met dien verstande dat waar daar 'n verskil in diepte bestaan tussen die kleurskakering van die boeler en die bindwerk, sodanige verskil nie groter moet wees nie as die verskil soos weergegee deur Graad 3 van die "Grey Scale for assessing Change in Colour (Society of Dyers and Colourists Standard Methods, 3rd edition, page 10, British Standard BS 2662: 1961 International Standards Organisation R105/1/Part 2)": Voorts met dien verstande dat—

- die sool uit rubber moet bestaan wat of in 'n outoklaaf gevulkaniseer of regstreeks gegiet is;
- die skoeisel soos omskryf aan die voet gehou kan word deur dit vas te ryg deur metaal-/of nie-metaallogies wat gewoonlik bo-op die boeler sit soos weergegee in Afbeelding 1 (a) en (b);
- waar soolknoppe of balkies verskaf word, hulle hoogstens ses millimeter onder die sool moet uitsteek;
- waar daar 'n hak is, dit hoogstens ses millimeter, gemeet vanaf die oppervlakte van die sool by die middelstuk, moet uitsteek;
- gemelde bindwerk uit seildoek vervaardig moet wees maar dat dit massa daarvan minder as 400 gram per vierkante meter mag wees.

Groep 2.—Rubberskoeisel, nie uitgevoer nie of met seildoek uitgevoer.

Groep 3.—Skoeisel wat ten volle gegiet is.

Groep 4.—Seildoeksandale.

(O) GENERAL LABOURERS

	Column A	Column B
	Per week	Per week
General labourers	R 58,59	R 64,45

(P) RATIOS

(i) Class I operations in the Rough Stuff and Finishing Departments

For every three or part of three qualified employees on Class I operations collectively in the Rough Stuff and Finishing Departments, there may be employed not more than one learner.

'Part of three' means a remainder of not less than two after the number of qualified employees has been divided by three.

(ii) Class II operations in the Rough Stuff, Making and Finishing Departments

On these operations all taken collectively there may be employed not more than one learner to three or part of three qualified employees.

'Part of three' for this purpose means a remainder of not less than two after the number of qualified employees has been divided by three.

(iii) Class III operations in the Rough Stuff, Making and Finishing Departments

On these operations all taken collectively there may be employed not more than two learners to each qualified employee.

CLAUSE 2.—FOOTWEAR AS SPECIFIED BELOW

[For applicable definitions, see subclause (6) hereunder.]

Group 1.—Footwear designed for active participation in sport, made with an upper of canvas fabric in conjunction if necessary with edging, moulding, guards or toecaps manufactured only from rubber, all of one colour, the bindings of which shall be no greater than the bindings depicted in the line drawings in Illustration 1 (a) and (b) and substantially similar in colour to the canvas uppers: Provided that where there is a difference in depth between the shade of the upper and that of a binding it shall not exceed the difference represented by Grade 3 of the Grey Scale for assessing Change in Colour (Society of Dyers and Colourists Standard Methods, Third edition, page 10, British Standard BS 2662: 1961 International Standards Organisation R105/1/Part 2): Provided further that—

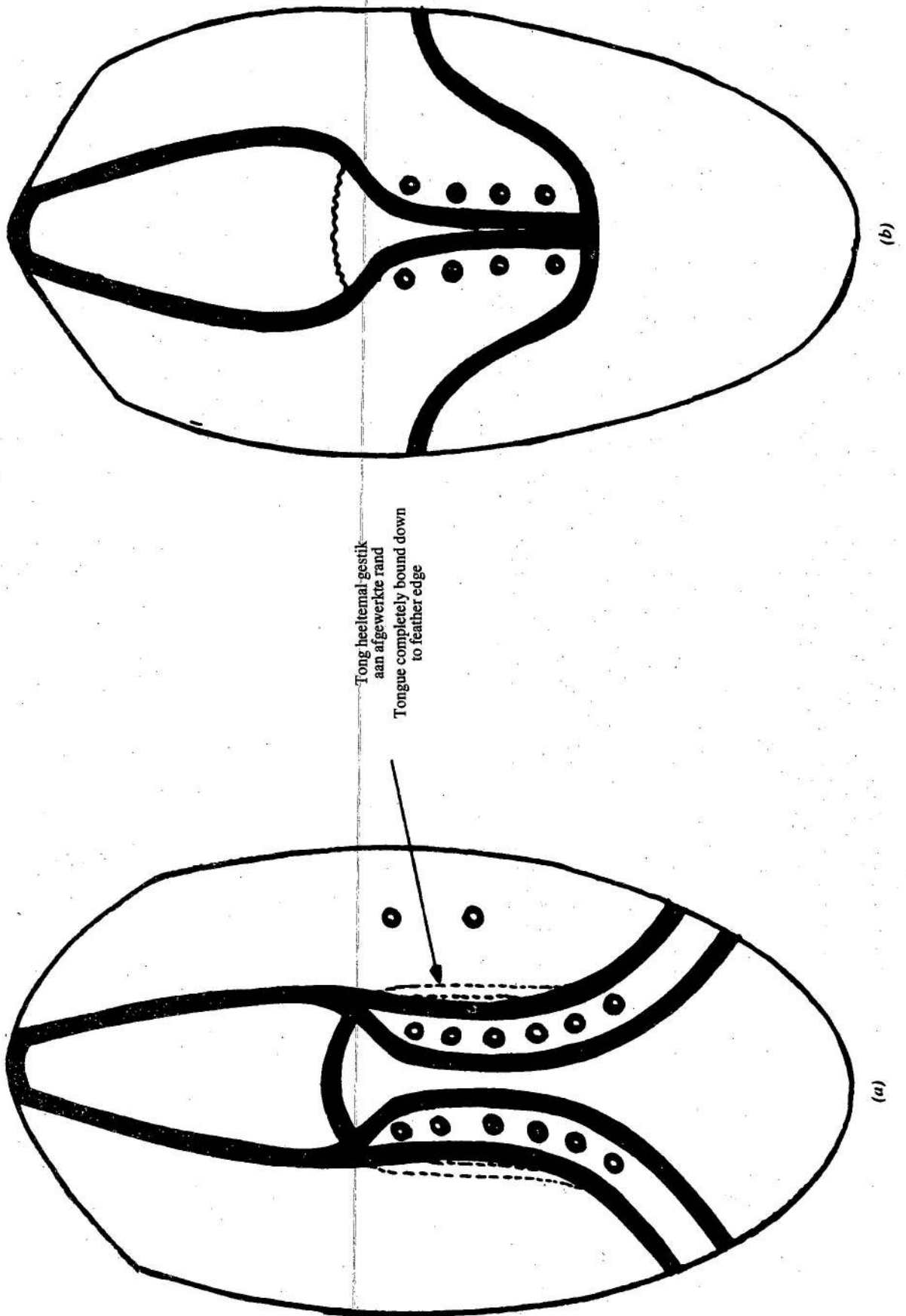
- the sole shall be of rubber which is either vulcanised in an autoclave or is directly moulded;
- the footwear is defined may be retained on the foot by means of lacing up through metal or non-metal eyelets located on the top of the upper generally as depicted in Illustration 1 (a) and (b);
- where studs and/or bars are provided, these shall not protrude more than six millimeters from the soles;
- where a heel is provided, it shall not protrude more than six millimetres, measured from the surface of the sole at the waist;
- the said bindings shall be made of canvas fabric but that its mass may be less than 400 grammes per square metre.

Group 2.—Rubber footwear, either unlined or lined with fabrics.

Group 3.—Wholly moulded footwear.

Group 4.—Canvas fabric sandals.

ILLUSTRATION 1.



(1) LONE

A.—TOERYGSTEWELS VAN RUBBER

	Kolom A	Kolom B
	Per week	Per week
	R	R
Gekwalifiseerde werknemers in diens vir:		
(i) Die merk en/of sny van tekstielstowwe	121,83	134,01
(ii) Die sny van rubberboleer	76,85	84,54
(iii) Die sny van kleedstof met rubber geïmpregneer	76,85	84,54
(iv) Die Stikafdeling:		
(a) Stik van boleer	76,85	84,54
(b) Stik van voering	76,85	84,54
(c) Die maak van vetergate	76,85	84,54
(d) Tonge poleer	76,85	84,54
(e) Tonge insit	76,85	84,54
(f) Tonge vassit	76,85	84,54
(g) Tafelwerkers	76,85	84,54
(v) Alle soolsnywerkzaamhede, hetsy met die hand of 'n pers	100,43	110,47
(vi) Alle ander persnywerkzaamhede (slegs onderwerk)	76,85	84,54
(vii) Handleeswerk (d.w.s. die oortrek van die bereide boleer oor die lees en die vassit daarvan aan die binnesool)	79,53	87,48
(viii) Binnesole vassit	79,53	87,48
(ix) Materiaal rondom die less plaas	76,85	84,54
(x) Sole vassit	76,85	84,54
(xi) 'n Outoklaaf bedien	76,85	84,54
(xii) Rubberlymwerk met die hand	76,85	84,54
(xiii) Rubberlymwerk met 'n masjien	76,85	84,54
(xiv) (a) Die giet van sole, hakke en/of sool- en hakeenhede	76,85	84,54
(b) Die giet van stewels, uitgesonderd in 'n outoklaaf	76,85	84,54
(xv) Die inslaan van dikkopspekers	91,31	100,44
(xvi) Die rofmaak van sole	76,85	84,54
(xvii) Die rofmaak van boleer	76,85	84,54
(xviii) Die glasny van rande	76,85	84,54
(xix) Eksudaatverwydering en/of naatpoetsing van stewels wat gegiet is	76,85	84,54
(xx) Die insit van vetters	76,85	84,54
(xxi) Die uittrek en sortering van leeste	76,85	84,54
(xxii) Die regsny van voerings	76,85	84,54
(xxiii) Boleer rol	76,85	84,54
(xxiv) Steunstukke sny en/of insit	76,85	84,54
(xxv) Poets	76,85	84,54
(xxvi) Skoonmaak	76,85	84,54
(xxvii) Nommers op voerings stempel	76,85	84,54
(xxviii) 'n Trollie vir die outoklaaf laai	76,85	84,54
(xxix) Pare uitsoek	76,85	84,54
(xxx) Deurlopende binnesole of bedekkings vir binnesole vassit	76,85	84,54
(xxxi) Alle werksaamhede nie hierbo in (i) tot (xxx) gespesifiseer nie	76,85	84,54
(xxxii) Algemene arbeiders	76,85	84,54

B.—ANDER SKOEISEL IN HIERDIE SEKSIE

Gekwalifiseerde werknemers in diens:

(i) In die Boleersnyafdeling:

Groep 1:

Merk en/of sny (uit seildoek of kleedstof) 121,83 | 134,01 |

Groep 2:

Die snyer bystaan 76,85 | 84,54 |Rubberstewels merk en/of sny (uit rubber en/of seildoek met rubber geïmpregneer) 76,85 | 84,54 |Nommers merk 76,85 | 84,54 |

(ii) In die Stikafdeling:

Groep 3:

Steunstukke vassit 76,85 | 84,54 |Nommers op voerings stempel 76,85 | 84,54 |Drade afknip 76,85 | 84,54 |Alle ander Stikkamerwerkzaamhede, met inbegrip van die maak van vetergate, perforeer- en skaafwerk 76,85 | 84,54 |

(iii) In die Onderwerkafdeling:

Groep 4:

Die sny van sole uit rubber met 'n pers of met die hand 100,43 | 110,47 |

(1) WAGES

A.—LACE-UP RUBBER BOOTS

	Column A	Column B
	Per week	Per week
	R	R
Qualified employees on:		
(i) Marking and/or cutting of textile fabrics	121,83	134,01
(ii) Cutting of rubber uppers	76,85	84,54
(iii) Cutting of fabric impregnated with rubber	76,85	84,54
(iv) Closing Department:		
(a) Upper closing	76,85	84,54
(b) Lining closing	76,85	84,54
(c) Eyeletting	76,85	84,54
(d) Buffing tongues	76,85	84,54
(e) Inserting tongues	76,85	84,54
(f) Securing tongues	76,85	84,54
(g) Table-hands	76,85	84,54
(v) All sole cutting operations, whether by hand or press	100,43	110,47
(vi) All other press cutting operations (bottom stock only)	76,85	84,54
(vii) Hand-lasting (means the pulling over of the prepared upper over the last and securing it to the insole)	79,53	87,48
(viii) Insole attaching	79,53	87,48
(ix) Placing material around the last	76,85	84,54
(x) Sole attaching	76,85	84,54
(xi) Attending an autoclave	76,85	84,54
(xii) Solutioning by hand	76,85	84,54
(xiii) Solutioning by machine	76,85	84,54
(xiv) (a) Moulding of soles, heels and/or sole and heel units	76,85	84,54
(b) Moulding of boots other than in an autoclave	76,85	84,54
(xv) Hobnailing	91,31	100,44
(xvi) Sole roughing	76,85	84,54
(xvii) Upper roughing	76,85	84,54
(xviii) Edge trimming	76,85	84,54
(xix) Spew and/or flash trimming on moulded boots	76,85	84,54
(xx) Inserting laces	76,85	84,54
(xxi) Slipping and sorting lasts	76,85	84,54
(xxii) Trimming linings	76,85	84,54
(xxiii) Rolling uppers	76,85	84,54
(xxiv) Cutting and/or inserting stays	76,85	84,54
(xxv) Dressing	76,85	84,54
(xxvi) Cleaning	76,85	84,54
(xxvii) Stamping sizes on linings	76,85	84,54
(xxviii) Loading trolley for autoclave	76,85	84,54
(xxix) Pairing	76,85	84,54
(xxx) Attaching throughs or insole covers	76,85	84,54
(xxxi) Any operations not specified in (i) to (xxx) above	76,85	84,54
(xxxii) General labourers	76,85	84,54

B.—OTHER FOOTWEAR WITHIN THE SECTION

Qualified employees on:

(i) Upper Cutting Department:

Group 1:

Marking and/or cutting (from canvas or fabric) 121,83 | 134,01 |

Group 2:

Assisting clicker 76,85 | 84,54 |Marking and/or cutting (from rubber and/or canvas impregnated with rubber) gum boots 76,85 | 84,54 |Size marking 76,85 | 84,54 |

(ii) Closing Department:

Group 3:

Attaching stays 76,85 | 84,54 |Size stamping on linings 76,85 | 84,54 |Thread trimming 76,85 | 84,54 |All other Closing Room operations, including eyeletting, perforating and skiving 76,85 | 84,54 |

(iii) Bottom Stock Department:

Group 4:

Sole cutting from rubber by press or by hand 100,43 | 110,47 |

	Kolom A	Kolom B		Colom A	Colom B
	Per week	Per week		Per week	Per week
	R	R		R	R
<i>Groep 5:</i>			<i>Group 5:</i>		
Die sny of uitpers van ru-stukke vir die giet van sole en/of hakke	76,85	84,54	Cutting or extruding blanks for the moulding of soles and/or heels	76,85	84,54
<i>Groep 6:</i>			<i>Group 6:</i>		
Alle ander perssnywerkzaamhede	76,85	84,54	All other press cutting operations	76,85	84,54
(iv) In die Maakafdeling:			(iv) Making Department:		
<i>Groep 7:</i>			<i>Group 7:</i>		
Vulmateriaal vir binnesole aanbring	76,85	84,54	Applying insole filler	76,85	84,54
Nommers op binnesole stempel	76,85	84,54	Size stamping insole	76,85	84,54
Handleeswerk, die vassit van rubbersole met die hand	76,85	84,54	Handlasting, rubber sole attaching by hand	76,85	84,54
Sole aan boleer vulkaniseer	76,85	84,54	Vulcanising soles to uppers	76,85	84,54
Rubberlym met die hand of 'n masjien aanbring	76,85	84,54	Solutioning by hand or machine	76,85	84,54
Montering	76,85	84,54	Assembling	76,85	84,54
Regstreekse giet van sole aan seilboleer	78,31	86,14	Direct moulding of soles to canvas uppers	78,31	86,14
Inspuitgiet van eenhede aan boleer wat op 'n lees vasgewerk is of wat met 'n tou aan 'n lees vasgewerk is of van sooleenhede:			Injection moulding of units to lasted uppers or string-lasting uppers or of sole units:		
(a) Waar een werknemer met 'n inspuitgietmasjien werksaam is	95,49	105,04	(a) Where one employee is employed on an injection moulding machine	95,49	105,04
(b) Waar twee werknemers met 'n inspuitgietmasjien werksaam is, moet elkeen soos volg betaal word	95,49	105,04	(b) Where two employees are employed on an injection moulding machine, each shall be paid	95,49	105,04
(c) Waar meer as twee werknemers met 'n inspuitgietmasjien werksaam is, moet elkeen soos volg betaal word	83,16	91,48	(c) Where more than two employees are employed on an injection moulding machine, each shall be paid	83,16	91,48
Op lees met tou vaswerk	78,31	86,14	String-lasting	78,31	86,14
Leeswerk op 'n Kamborian-masjien	98,33	108,16	Lasting operations on a Kamborian machine ...	98,33	108,16
Leeswerk van hakbeddings en kante met enige soort masjien	109,40	120,34	Lasting seats and sides by any machine	109,40	120,34
Gekombineerde oortrek- en puntleeswerk	137,13	150,84	Combined pulling over and forepart lasting ...	137,13	150,84
(v) <i>Groep 8:</i>			(v) <i>Group 8:</i>		
Dikkopspekers met die hand of 'n masjien inslaan	91,31	100,44	Hobnailing by hand or machine	91,31	100,44
(vi) <i>Groep 9:</i>			(vi) <i>Group 9:</i>		
Agterstroke vassit	76,85	84,54	Attaching back strip	76,85	84,54
Sierstrokies vassit	76,85	84,54	Attaching foxing	76,85	84,54
Binnesole vassit	76,85	84,54	Attaching insole	76,85	84,54
Voering aan boleer vassit	76,85	84,54	Attaching lining to upper	76,85	84,54
Sementering	76,85	84,54	Cementing	76,85	84,54
Sole skoonmaak	76,85	84,54	Cleaning soles	76,85	84,54
Sierstrokies sny	76,85	84,54	Cutting foxing	76,85	84,54
'n Vervoerband voer	76,85	84,54	Feeding conveyer	76,85	84,54
Granulering	76,85	84,54	Granulating	76,85	84,54
Neusverstywers insit	76,85	84,54	Inserting toe puffs	76,85	84,54
Boleer rol	76,85	84,54	Rolling uppers	76,85	84,54
Leeste uittrek	76,85	84,54	Slipping lasts	76,85	84,54
Sole rol	76,85	84,54	Sole rolling	76,85	84,54
Leeste verskaf	76,85	84,54	Supplying lasts	76,85	84,54
Boleer regsnay	76,85	84,54	Trimming uppers	76,85	84,54
Pastille massameet om regstreeks gegiet te word	76,85	84,54	Mass-measuring pellets for direct moulding ...	76,85	84,54
Werk met 'n aftrekwieletjie	76,85	84,54	Wheeling	76,85	84,54
Nagaan- en herstelwerk	76,85	84,54	Checking and repairing	76,85	84,54
Rande skuur	76,85	84,54	Edge scouring	76,85	84,54
Syskermdrukwerk	76,85	84,54	Silk screen printing	76,85	84,54
(vii) Werksaamhede nie in (i) tot (vi) hierbo gespesifiseer nie	76,85	84,54	(vii) Any operations not specified in (i) to (vi) above	76,85	84,54
(viii) Algemene arbeiders	76,85	84,54	(viii) General labourers	76,85	84,54

(2) LEERLINGE IN DIENS IN VERBAND MET WERKSAAMHEDE IN SUBKLOUSULE (1) A EN B BEDOEL (UITGESONDERD ALGEMENE ARBEIDERS)

	Kolom A	Kolom B
	Per week	Per week
	R	R
Volgens ondervinding:		
Eerste ses maande.....	45,48	50,03
Tweede ses maande.....	51,58	56,74
Derde ses maande.....	58,11	63,92
Daarna, die voorgeskrewe loon.		
Met dien verstande dat 'n volwasse werknemer met minder as 12 maande ondervinding nietemin geag moet word 12 maande ondervinding te gehad het.		

(3) GETALVERHOUDINGS

(a) Voordat 'n leerling in diens geneem mag word vir enigeen van die werksaamhede in subklousule (1) A bedoel, moet daar een gekwalifiseerde werknemer in diens wees, en vir elke een gekwalifiseerde werknemer wat aldus in diens is, mag daar hoogstens twee leerlinge in diens geneem word.

(b) Voordat 'n leerling in diens geneem mag word in enigeen van die nege groepe werksaamhede in subklousule (1) B bedoel, moet daar een gekwalifiseerde werknemer in daardie groep in diens wees, en vir elke een gekwalifiseerde werknemer wat aldus in diens is, mag daar hoogstens twee leerlinge in diens geneem word.

(4) DIFFERENSIËLE WERK

'n Gekwalifiseerde werknemer wat in 'n bepaalde week twee of meer werksaamhede verrig wat in hierdie seksie van hierdie Aanhangsel gespesifiseer word, moet die loon betaal word wat hy sou verdien het as hy die hele tyd wat hy gedurende daardie week gewerk het, uitsluitlik die werksaamheid verrig het waarvoor die hoër of hoogste loon betaal word.

(5) MELK

Daar moet 'n halwe liter melk per dag verskaf word aan alle werknemers in die melkkamer en alle werknemers wat perssnywerksaamhede verrig.

(6) WOORDOMSKRYWING

Vir die toepassing van hierdie klousule—

Omvat "rubber" natuurlike en sintetiese rubber asook alle termoplastiese organiese stowwe of verbindings daarvan;

beteken "seildoek" 'n kleedstof geweeft van garingdraad wat vervaardig is van katoen en/of kunsvael wat dieselfde voorkoms het as katoenstof, welke stof, versterk of onversterk, hoogstens 1,36 millimeter per 1 kilopascal of 1,32 millimeter per 5 kilopascal is, se massa minstens 400 gram per vierkante meter en sy eienskappe sterkte en stewigheid is;

is "een kleur" algeheel natuurlike of gebleikte kleur of 'n soliede kleurskakering of kleurtoon.

KLOUSULE 3.—PANTOFFELS, WAARVAN DIE BOLEER VAN ANDER STOWWE AS LEER GEMAAK IS

(1) LONE

	Kolom A	Kolom B
	Per week	Per week
	R	R
Gekwalifiseerde weknemers in diens vir:		
A. Boleersnyafdeling:		
Sny van boleer.....	95,66	105,23
Sny van binnesole en/of sny van voerings.....	74,25	81,68
Innekaarsit en/of merk en/of stempel van boleer.....	68,32	75,15
B. Masjienstikafdeling:		
(i) Neuse, krae, nate, omboorsel, tonge, binnesole en stoppels vasstik, knoopsgate maak en knope aanwerk.....	70,27	77,30
(ii) Boleer, binnesole, stoppels en sagte sole met 'n masjien aanmeakaarsit.....	77,32	85,04
(iii) Gomlastiekgebonde rande van boleer aan sagte sole met 'n masjien vasstik.....	83,14	91,45
C. Sool-en-hakafdeling:		
(i) Die sny van sole (alle tipes).....	100,67	110,74
(ii) Die sny van binnesole, haklagies en bo-stukke.....	70,27	77,30
(iii) Stempelwerk.....	68,32	75,15
(iv) Hakke oortrek.....	68,32	75,15

(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUBCLAUSES (1) A AND B (EXCLUDING GENERAL LABOURERS)

	Colom A	Colom B
	Per week	Per week
	R	R
According to experience:		
First six months.....	45,48	50,03
Second six months.....	51,58	56,74
Third six months.....	58,11	63,92
Thereafter, the prescribed rate.		
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		

(3) RATIOS

(a) Before a learner may be employed on any of the operations referred to in subclause (1) A, one qualified employee shall be employed, and for every one qualified employee so employed, not more than two learners may be employed.

(b) Before a learner may be employed in any of the nine groups of operations referred to in subclause (1) B, one qualified employee shall be employed in that group, and for every one qualified employee so employed, not more than two learners may be employed.

(4) DIFFERENTIAL WORKING

A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wages which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.

(5) MILK

All employees in the mill room and on press cutting operations shall be supplied with half a litre of milk per day.

(6) DEFINITIONS

For the purposes of this clause—

"rubber" includes natural and synthetic rubber and any thermoplastic organic substance or compound thereof;

"canvas fabric" means a fabric woven from yarns made from cotton and/or man-made fibres which in appearance is similar to cotton fabric and which fabric, whether bonded or not, is not more than 1,36 millimetres at 1 kilopascal or 1,32 millimetres at 5 kilopascal and its mass shall be not less than 400 grammes per square metre, the characteristic of which is strength and firmness;

"one colour" is an entirely natural or bleached colour or of one solid shade or tone.

CLAUSE 3.—SLIPPERS, THE UPPERS OF WHICH ARE MADE OF MATERIALS OTHER THAN LEATHER

(1) WAGES

	Colom A	Colom B
	Per week	Per week
	R	R
Qualified employees on:		
A. Upper Cutting Department:		
Upper cutting.....	95,66	105,23
Stock cutting and/or lining cutting.....	74,25	81,68
Upper assembling and/or marking and/or stamping.....	68,32	75,15
B. Machining Department:		
(i) Machining toe caps, collars, seams, binding, tongues, socks, pads, buttonholing, buttoning.....	70,27	77,30
(ii) Machining of uppers, socks, pads and soft soles together.....	77,32	85,04
(iii) Machining elastic bound edges of uppers to soft soles.....	83,14	91,45
C. Rough Stuff Department:		
(i) Sole cutting (all types).....	100,67	110,74
(ii) Insole cutting and lift and top-piece cutting.....	70,27	77,30
(iii) Stamping.....	68,32	75,15
(iv) Heel covering.....	68,32	75,15

	Kolom A	Kolom B		Column A	Column B
	Per week	Per week		Per week	Per week
	R	R		R	R
D. Maakafdeling:			D. Making Department:		
(i) Omkeernaaiwerk aan pantoffels	100,67	110,74	(i) Slipper turn sewing	100,67	110,74
(ii) Fatsoenering met stoom en uitklophamer:			(ii) Steaming and blocking into shape:		
(a) Viltwerk	77,31	85,04	(a) Felt work	77,31	85,04
(b) Leerwerk, Kubaanse hakke van kledstof	82,68	90,95	(b) Leather work, fabric Cubans	82,68	90,95
(iii) Vaslymwerk:			(iii) Stuck-on process:		
(a) Handleeswerk	80,11	88,12	(a) Hand-lasting	80,11	88,12
Die rofmaak van sole	80,11	88,12	Sole roughening	80,11	88,12
Sool in posisie plaas op bolear en tegelykertyd 'n pers bedien	80,11	88,12	Sole positioning on upper and press operating in one operation	80,11	88,12
Sool in posisie plaas op bolear by voorkantbedding voordat perswerk verrig word	80,11	88,12	Sole positioning on upper at fore-part seat before pressing	80,11	88,12
'n Pers bedien waar die sole vooraf in posisie geplaas is	80,11	88,12	Press operating with sole previously positioned	80,11	88,12
(b) Rubberlymwerk	80,11	88,12	(b) Soluioning operation	80,11	88,12
(c) Vasspyker van sole en binnesole	70,27	77,30	(c) Sole and insole tacking	70,27	77,30
(iv) Vulkanisering van sole op geleeste bolear	80,11	88,12	(iv) Vulcanising soles to lasted uppers	80,11	88,12
(v) Polydraad inslaan	70,27	77,30	(v) Slugging	70,27	77,30
(vi) Groefsnijwerk	70,27	77,30	(vi) Channelling	70,27	77,30
Gelykmaak met die hand	70,27	77,30	Hand-levelling	70,27	77,30
Vassit van hakke	70,27	77,30	Heel attaching	70,27	77,30
Vasspyker van agterstukke	70,27	77,30	Tacking backs	70,27	77,30
(vii) Omkeer van pantoffels	62,48	68,73	(vii) Slipper turning	62,48	68,73
(viii) Leeste gaan haal en bère	68,32	75,15	(viii) Fetching and putting away lasts	68,32	75,15
(ix) Hakkussinkies insit	70,27	77,30	(ix) Inserting heel pads	70,27	77,30
(x) Vervoerbande bedien	68,32	75,15	(x) Conveyor operating	68,32	75,15
(xi) Regstreekse inspuitsvorm of giet van stowwe wat vir versoolwerk en vir die ombou van eenhede gebruik word:			(xi) Direct injection moulding or pouring of any materials used for soling and unit converting:		
Regstreekse inspuitsvorm van eenhede aan bolear wat op 'n lees vasgewerk is of wat met 'n tou aan 'n lees vasgewerk is of bolear met vasgestikte binnesole:			Direct injection moulding of units to lasted uppers or string-lasting uppers or uppers with stitched-in socks:		
(a) Waar een werknemer met 'n inspuitsvormmasjien werksaam is	92,26	101,49	(a) Where one employee is employed on an injection moulding machine	92,26	101,49
(b) Waar twee werknemers met 'n inspuitsvormmasjien werksaam is, moet elkeen soos volg betaal word	92,26	101,49	(b) Where two employees are employed on an injection moulding machine, each shall be paid	92,26	101,49
(c) Waar meer as twee werknemers met 'n inspuitsvormmasjien werksaam is, moet elkeen soos volg betaal word	80,35	88,39	(c) Where more than two employees are employed on an injection moulding machine, each shall be paid	80,35	88,39
E. Afwerkdafdeling:			E. Finishing Department:		
Gladny van rande	98,17	107,99	Edge trimming	98,17	107,99
Afwerk van rande	74,73	82,20	Edge setting	74,73	82,20
Afwerk van hakke	72,18	79,40	Heel trimming	72,18	79,40
Skuurwerksaamhede	70,27	77,30	Scouring operations	70,27	77,30
Inkwerk, beitswerk en borselwerk	70,27	77,30	Inking, staining and brushing	70,27	77,30
Bolear van lees afhaal	68,32	75,15	Slipping uppers	68,32	75,15
F. Skoenkamerafdeling:			F. Shoe Room Department:		
Keuring	77,31	85,04	Examining	77,31	85,04
Alle ander skoenkamerwerksaamhede	68,32	75,15	All other shoe room operations	68,32	75,15
(2) LEERLINGE			(2) LEARNERS		
<i>Volgens ondervinding:</i>			<i>According to experience:</i>		
Eerste ses maande	45,48	50,03	First six months	45,48	50,03
Tweede ses maande	51,58	56,74	Second six months	51,58	56,74
Derde ses maande	58,11	63,92	Third six months	58,11	63,92
Vierde ses maande	64,94	71,43	Fourth six months	64,94	71,43
Vyfde ses maande	72,57	79,83	Fifth six months	72,57	79,83
Sesde ses maande	82,15	90,37	Sixth six months	82,15	90,37
Met dien verstande dat 'n leerling nie geregtig is op 'n hoër loon as dié wat voorgeskryf is vir 'n gekwalifiseerde werknemer wat die werksaamheid verrig waarvoor sodanige leerling in diens is nie:			Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged:		
Voorts met dien verstande dat 'n volwasse werknemer met minder as 12 maande ondervinding nietemin geag moet word 12 maande ondervinding te gehad het.			Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
(3) ALGEMENE ARBEIDERS			(3) GENERAL LABOURERS		
Algemene arbeiders	58,59	64,45	General labourers	58,59	64,45

(4) GETALSMERHOUDING

Vir elke een gekwalifiseerde werknemer wat die werksaamhede verrig wat in subklousule (1) hiervan gespesifiseer word, mag daar hoogstens twee leerlinge in diens geneem word teen die loonskaal vir leerlinge ingevolge subklousule (2) hiervan voorgeskryf: Met dien verstande dat daar een werknemer wat die loon ontvang wat vir 'n gekwalifiseerde werknemer-00700801 voorgeskryf word in elke afdeling in diens moet wees voordat 'n leerling in diens geneem kan word.

(5) DIFFERENSIËLE WERK

'n Gekwalifiseerde werknemer wat in 'n bepaalde week twee of meer werksaamhede verrig wat in hierdie seksie van hierdie Aanhangsel gespesifiseer word, moet die loon betaal word wat hy sou verdien het as hy die hele tyd wat hy gedurende daardie week gewerk het uitsluitlik die werksaamhede verrig het waarvoor die hoër of hoogste loon betaal word.

KLOUSULE 4.—'PLATNATE' EN 'DOPPERS'

Opmerking.—'Platnate' en 'doppers' beteken skoeisel wat uitsluitlik of hoofsaaklik met die hand gestik is en wel met riempies of pikdraad.

(1) LONE

	Kolom A	Kolom B
	Per week	Per week
	R	R
Gekwalifiseerde werknemers in diens vir:		
(i) Uitsnywerk	92,37	102,27
(ii) Kragmasjienwerk	53,22	58,54
Masjienwerk, uitgesonderd kragmasjienwerk ..	46,69	51,36
Ander werksaamhede in die Stikafdeling	53,22	58,54
(iii) Soolsnywerk met 'n kragmasjien	110,00	121,00
Soolsnywerk, uitgesonderd met 'n kragmasjien	66,29	72,92
(iv) Oortrek met die hand en/of handleeswerk	66,29	72,92
Stikwerk met die hand	46,69	51,36
(v) Randafwerking met 'n kragmasjien	92,97	102,27
Randafwerking, uitgesonderd met 'n kragmasjien	66,29	72,92
(vi) Pare uitsoek en/of nommers merk	46,69	51,36
(vii) Alle werksaamhede, uitgesonderd dié in (i) tot (vi) hiervan gespesifiseer	66,29	72,92
(2) LEERLINGE		
Volgens ondervinding:		
Eerste ses maande	45,48	50,03
Tweede ses maande	51,58	56,74
Derde ses maande	58,11	63,92
Met dien verstande dat 'n leerling nie geregtig is op 'n hoër loon as dié wat voorgeskryf is vir 'n gekwalifiseerde werknemer wat dieselfde werksaamheid verrig waarvoor sodanige leerling in diens is nie:		
Voorts met dien verstande dat 'n volwasse werknemer met minder as 12 maande ondervinding nietemin geag moet word 12 maande ondervinding te gehad het.		
(3) ALGEMENE ARBEIDERS		
Algemene arbeiders	58,59	64,45

(4) GETALSMERHOUDING

Getalsverhouding.—Vir elke drie werknemers wat minstens R46,67 per week verdien, mag daar hoogstens een werknemer teen 'n loon van minder as R46,67 per week in diens geneem word.

(5) DIFFERENSIËLE WERK

'n Gekwalifiseerde werknemer wat in 'n bepaalde week twee of meer werksaamhede verrig wat in hierdie seksie van hierdie Aanhangsel gespesifiseer word, moet die loon betaal word wat hy sou ontvang het as hy die hele tyd wat hy gedurende daardie week gewerk het, uitsluitlik die werksaamhede verrig het waarvoor die hoër of hoogste loon betaal word."

Hierdie Ooreenkoms is namens die partye op hede die 15de dag van April 1986 in Port Elizabeth onderteken.

D. J. F. LINDE,
Lid van die Raad.

O. J. FOURIE,
Lid van die Raad.

L. M. VAN LOGGERENBERG,
Hoofsekretaris van die Raad.

(4) RATIO *

For every one qualified employee engaged on the operations specified in subclause (1) hereof there may be employed not more than two learners at the wages in accordance with the scale laid down for learners under subclause (2) hereof: Provided that one employee in receipt of the wage prescribed for a qualified employee shall be employed in each department before a learner may be employed.

(5) DIFFERENTIAL WORKING

A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.

CLAUSE 4.—'PLATNATE' AND 'DOPPERS'

Note.—'Platnate' and 'doppers' mean footwear wholly or mainly stitched by hand with riempie or pitch thread.

(1) WAGES

	Column A	Column B
	Per week	Per week
	R	R
Qualified employees on:		
(i) Clicking	92,97	102,27
(ii) Machining by power	53,22	58,54
Machining other than by power	46,69	51,36
Other Closing Department operations	53,22	58,54
(iii) Sole cutting by power	110,00	121,00
Sole cutting other than by power	66,29	72,92
(iv) Pulling over by hand and/or handlasting	66,29	72,92
Stitching by hand	46,69	51,36
(v) Edge trimming by power	92,97	102,27
Edge trimming other than by power	66,29	72,92
(vi) Pairing and/or size marking	46,69	51,36
(vii) Any operation other than those specified in (i) to (vi) hereof	66,29	72,92
(2) LEARNERS		
According to experience:		
First six months	45,48	50,03
Second six months	51,58	56,74
Third six months	58,11	63,92
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged:		
Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
(3) GENERAL LABOURERS		
General labourers	58,59	64,45

(4) RATIO

Ratio.—For every three employees receiving not less than R46,67 per week there may be employed not more than one employee at a wage of less than R46,67 per week.

(5) DIFFERENTIAL WORKING

A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time during that week solely on the higher or highest rated of those operations."

Signed at Port Elizabeth, on behalf of the parties, this 15th day of April 1986.

D. J. F. LINDE,
Member of the Council.

O. J. FOURIE,
Member of the Council.

L. M. VAN LOGGERENBERG,
General Secretary of the Council.

DEPARTEMENT VAN MANNEKRAG**No. R. 2066****26 September 1986****WET OP ARBEIDSVERHOUDINGE, 1956****PLAASLIKEBESTUURSONDERNEMING IN DIE PROVINSIE TRANSVAAL.—VERLENGING VAN HOOF-OOREENKOMS**

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperke vasgestel in Goewermmentskennisgewings R. 679 van 31 Maart 1983 en R. 413 van 7 Maart 1986, met 'n verdere tydperk wat op 31 Maart 1989 eindig.

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

No. R. 2067**26 September 1986****WET OP ARBEIDSVERHOUDINGE, 1956****PLAASLIKEBESTUURSONDERNEMING IN DIE PROVINSIE TRANSVAAL.—WYSIGING VAN HOOF-OOREENKOMS**

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby, 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 1 Oktober 1986 en vir die tydperk wat op 31 Maart 1989 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is.

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

BYLAE**NYWERHEIDSRAAD VIR DIE PLAASLIKEBESTUURSONDERNEMING IN DIE PROVINSIE TRANSVAAL****OOREENKOMS**

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

Transvaalse Munisipale Werkgewersorganisasie

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

Suid-Afrikaanse Vereniging van Munisipale Werknemers (nie-Politiek)

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

wat die partye is by die Nywerheidsraad vir die Plaaslikebestuurs-onderneming in die provinsie Transvaal, om die Ooreenkoms gepubliseer by Goewermmentskennisgewing R. 679 van 31 Maart 1983 te wysig.

1. KLOUSULE 1.—GEBIED EN TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Plaaslikebestuurs-onderneming in die provinsie Transvaal nagekom word deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is.

(2) Ondanks subklausule (1), is hierdie Ooreenkoms van toepassing op vakleerlinge slegs vir sover dit nie met die Wet op Mannekragopleiding, 1981, of met 'n kontrak wat daarkragtens aangegaan is of met voorwaardes wat daarkragtens gestel is, onbestaanbaar is nie.

DEPARTMENT OF MANPOWER**No. R. 2066****26 September 1986****LABOUR RELATIONS ACT, 1956****LOCAL GOVERNMENT UNDERTAKING IN THE PROVINCE TRANSVAAL.—EXTENSION OF MAIN AGREEMENT**

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, in terms of section 48 (4) (a) (i) of the Labour Relations Act, 1956, extend the periods fixed in Government Notices R. 679 of 31 March 1983 and R. 413 of 7 March 1986, by a further period ending 31 March 1989.

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

No. R. 2067**26 September 1986****LABOUR RELATIONS ACT, 1956****LOCAL GOVERNMENT UNDERTAKING IN THE PROVINCE OF TRANSVAAL.—AMENDMENT OF MAIN AGREEMENT**

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, 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 1 October 1986 and for the period ending 31 March 1989, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union.

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

SCHEDULE**INDUSTRIAL COUNCIL FOR THE LOCAL GOVERNMENT UNDERTAKING IN THE PROVINCE OF THE TRANSVAAL****AGREEMENT**

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

Transvaal Municipal Employers' Organisation

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

South African Association of Municipal Employees (non-Political)

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

being the parties to the Industrial Council for the Local Government Undertaking in the Province of the Transvaal, to amend the Agreement published under Government Notice R. 679 of 31 March 1983.

1. CLAUSE 1.—AREA AND SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Local Government Undertaking in the Province of the Transvaal by all employers who are members of the employers' organisation and by all employees who are members of the trade union.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed hereunder.

2. KLOUSULE 4.—AANSTELLING, BEVORDERING EN OORPLASING

(1) Vervang subklausule (2) (b) deur die volgende:

“(b) Die raad kan ’n werknemer oorplaas van een pos na ’n ander.”

(2) Vervang subklausule (4) (a) deur die volgende:

“(4) Aanstelling op proef.—(a) ’n Permanente werknemer word vir hoogstens ses maande op proef aangestel as die raad aldus bepaal wanneer hy vir die eerste maal in diens van die raad tree; Met dien verstande dat ’n werknemer, indien die raad so besluit, weer op proef aangestel kan word indien hy vir langer as 12 maande uit die raad se diens was.”

3. KLOUSULE 5.—BESOLDIGING EN SALARISVERHOOGING

Voeg die volgende subklausule in na subklausule (4):

“(5) *Gereedheidsdienstoelae*.—Wanneer ’n werknemer by besluit van die raad hom op ’n gereedheidsgrondslag beskikbaar moet stel vir aktiewe oortyd diens buite normale werksure, is hy geregtig op ’n gereedheidsdienstoelae soos van tyd tot tyd deur die Nywerheidsraad bepaal: Met dien verstande dat die toelae nie geïnkorporer of afgeskryf mag word teen enige vergoeding vir oortyd nie.”

4. KLOUSULE 6.—TUGMAATREËLS

Vervang klausule 6 deur die volgende:

“(1) *Omskrywing van wangedrag*.—’n Werknemer is skuldig aan wangedrag en daar kan ooreenkomstig die bepaling van hierdie hoofstuk teen hom opgetree word as hy—

- (a) opsetlik ’n bepaling van hierdie ooreenkoms oortree of versuim om daaraan te voldoen; of
- (b) opsetlik iets doen wat nadelig is vir die raad, sy dissipline of doeltreffendheid of dit laat doen of toelaat dat dit gedoen word; of
- (c) ’n wettige opdrag wat aan hom gegee word deur iemand wat die bevoegdheid het om dit te gee, nie gehoorsaam nie, dit verontagsaam of opsetlik versuim om dit uit te voer, of hom deur woord of daad aan insubordinasie skuldig maak; of
- (d) nalatig of traag is in die uitvoering van sy pligte; of
- (e) hom op ’n skandelelike, onbehoorlike, onbetaamlike of oneerlike wyse gedra; of
- (f) bedwelmende drank of dwelmmiddels dermate gebruik dat hy nie in staat is om sy pligte behoorlik uit te voer nie; of
- (g) behalwe by die uitvoering van sy pligte, inligting wat in die loop van sy diens verkry is, sonder die vooraf verkreeë toestemming van die raad bekend maak of gebruik; of
- (h) korrupsie pleeg of omkoopgeld aanneem; of
- (i) die raad se eiendom wederregtelik toeëien of dit opsetlik of op nalatige wyse beskuldig of op onbehoorlike of ongeoorloofde wyse gebruik of laat gebruik; of
- (j) ’n kriminele misdryf pleeg en gevonnissen word tot gevangenisstraf, met die uitsondering as die gevangenisstraf in die geheel opgeskort word, sonder die keuse van ’n boete; of
- (k) sonder verlof of geldige rede van sy kantoor of diens wegbly; of
- (l) wilens en wetens ’n onjuiste of valse verklaring doen om homself in sy amp te bevoordeel of om die raad se diens of iemand in die raad se diens te benadeel of daaraan afbreuk te doen; of
- (m) betalende werk buite die munisipale diens verrig of hom daartoe verbind, voordat hy eers die toestemming van die raad gevra en verkry het of enige voorwaardes waaronder sodanige toestemming deur die raad verleen is oortree.

(2) *Prosedure ingeval van wangedrag*.—(a) ’n departementshoof of ’n beampete in sy departement wat skriftelik daartoe gemagtig is, kan ’n werknemer wat van wangedrag beskuldig word, skriftelik onder sy handtekening van daardie wangedrag aankla. Indien ’n stads-klerk of ’n departementshoof van wangedrag aangekla word, moet die voorsitter van die raad die handelinge uitvoer wat ingevolge hierdie klausule aan die departementshoof opgedra word.

Die bepalinge van hierdie klausule doen nie afbreuk aan die raad se bevoegdheid om iemand deur die raad aangewys die aksies van die departementshoof te laat verrig nie.

(b) Die aanklag waarna in subklausule (a) hierbo verwys word, moet binne ’n redelike tyd nadat die feite waarop dit gegrond is tot die kennis van die departementshoof of sy in subklausule (a) bedoelde gemagtigde beampete gekom het, teen die werknemer ingebring word en die persoon wat die aanklag onderteken het, moet dit onverwyld aan die aangeklaagde werknemer bestel of laat bestel.

(c) Die aanklag moet ’n uiteensetting van die beweerde wangedrag bevat en ’n aanseggende waarby die aangeklaagde werknemer aangesê word om binne sewe dae na ontvangs van die aanklag, ’n skriftelike erkenning of ontkenning van die aanklag en, as hy dit verlang, ’n skriftelike verklaring of verduideliking van die wangedrag waarvan hy aangekla word, aan die persoon wat die aanklag onderteken het, te stuur of by hom af te lewer.

2. CLAUSE 4.—APPOINTMENT, PROMOTION AND TRANSFER

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

“(b) The council may transfer an employee from one post to another.”

(2) Substitute the following for subclause (4) (a):

“(4) Appointment on probation.—(a) A permanent employee shall be appointed on probation for a period not exceeding six months if the council so determines when he enters the service of the council for the first time: on the district understanding that an employee on the council’s decision can be appointed on probation again in the event of him leaving the service of the council for a period longer than 12 months.”

3. CLAUSE 5.—REMUNERATION AND SALARY INCREMENTS

Insert the following subclause after subclause (4):

“(5) *Stand-by allowance*.—When by resolution of the council an employee has to render stand-by duties for active overtime duties outside his normal working hours there shall be paid to him a stand-by allowance as set down from time to time by the Industrial Council: Provided that this allowance shall not be incorporated or written off against any remuneration paid for overtime.”

4. CLAUSE 6.—DISCIPLINARY MEASURES

Substitute the following for Clause 6:

“(1) *Definition of misconduct*.—An employee shall be deemed guilty of misconduct and action can be taken against him according to the provisions of this chapter if he—

- (a) wilfully contravenes or fails to comply with any provision of this Agreement; or
- (b) wilfully does, allows or causes to be done anything detrimental to the council, its discipline or efficiency; or
- (c) disobeys or disregards or makes wilful default in carrying out a lawful order given to him by a person having authority to give same, or by word or conduct displays insubordination; or
- (d) is negligent or indolent in the discharge of his duties; or
- (e) conducts himself in a disgraceful, improper, unbecoming or dishonest manner; or
- (f) partakes of intoxicating liquor or drugs to such an extent that he is unable to perform his duties properly; or
- (g) discloses or uses, otherwise than in the discharge of his duties, information acquired in the course thereof, without the prior consent of the council; or
- (h) commits corruption or accepts a bribe; or
- (i) misappropriates or wilfully or negligently damages the council’s property or uses or causes same to be used in an improper or unauthorised manner; or
- (j) commits a criminal offence and is sentenced to imprisonment without the option of a fine with the exception in the case where the imprisonment was suspended in the whole; or
- (k) absents himself from his office or duty without leave or valid cause; or
- (l) wilfully and deliberately makes an inaccurate or false statement in order to benefit himself in his office or to cause injury or prejudice to the council’s service or any person in the council’s service; or
- (m) undertakes any work for remuneration apart from his municipal duties or engages himself to do so without the prior consent of the council or contravenes any conditions under which such consent was given.

(2) *Procedure in case of misconduct*.—(a) A head of the department or an official in his department who has been authorised in writing, may charge an employee with misconduct in writing under his signature. Should a town clerk or a head of a department be charged with misconduct, the chairman of the council shall perform the acts delegated to the head of the department under this clause.

The provisions of this clause shall not preclude the council to designate someone to perform the duties of a head of a department.

(b) Within a reasonable time after the facts upon which the charge referred to in subclause (a) are founded, become known to the head of a department or his authorised officer as stated in subclause (a), a charge can be raised against the employee and the person who signed the charge shall forthwith serve or have the charge sheet served upon the accused employee.

(c) The charge shall set out the alleged misconduct and shall contain a notification informing the accused employee to send or to deliver a written acknowledgment or denial of the alleged misconduct, and if he so wishes, a written statement or explanation of the alleged misconduct.

(d) Indien die aanklag onderteken is deur 'n ander beampte as die departementshoof, moet sodanige beampte die aanklag tesame met die werknemer se antwoord daarop, soos bedoel in subklousule (c), onverwyld aan die departementshoof stuur of by hom laat aflewer.

(e) 'n Werknemer wat ingevolge die bepalings van subklousule (a) van wangedrag beskuldig word, is daarop geregtig om in plaas daarvan om die skriftelike verklaring of verduideliking wat in subklousule (c) bedoel word, te verstrek, binne die tydperk wat in die aanseggingsvermeld word as die tydperk waarbinne hy op die aanklag moet antwoord, te eis om persoonlik voor die departementshoof te verskyn om 'n mondelinge verklaring of verduideliking van die aanklag te verstrek.

(3) Indien—

(a) die werknemer die aanklag erken; of

(b) die departementshoof, nadat hy die werknemer persoonlik aangehoor het of sy skriftelike verklaring of verduideliking oorweeg het, oortuig daarvan is dat die werknemer skuldig is aan die wangedrag waarvan hy aangekla word, en die departementshoof van oordeel is dat die aanklag nie van 'n ernstige aard is nie, kan hy die werknemer—

(i) berispe; of

(ii) met 'n bedrag van hoogstens R50 beboet, welke boete verhaal kan word deur aftrekking van sy besoldiging.

(4) 'n Berisping of boete wat ingevolge subklousule (3) opgelê is, word skriftelik deur of namens die departementshoof aan die betrokke werknemer oorgedra en op sy persoonlike lêer aangeteken.

(5) 'n Werknemer teen wie daar ingevolge subklousule (3) (b) (i) of (ii) opgetree is, kan binne sewe dae nadat hy van sodanige optrede verwittig is teen die departementshoof se bevinding appèl aanteken deur aan die stadsklerk skriftelik kennis te dien effekte te gee en 'n afskrif van sodanige kennisgewing word onverwyld deur die stadsklerk aan die departementshoof en vereniging verskaf.

(6) Indien die departementshoof van oordeel is dat die aanklag van 'n ernstige aard is, of 'n werknemer ooreenkomstig subklousule (5) teen optrede ingevolge subklousule (3) (b) (i) of (ii) appèleer, verwys die departementshoof of die stadsklerk na gelang van die geval, die aanklag of appèl, na gelang van die geval, vir ondersoek na 'n aanklaer deur die tugkomitee aangewys.

(7) Die tugkomitee bestaan uit die bestuurskomitee of 'n komitee vir dié doel deur die raad aangewys.

(8) 'n Appèl wat ooreenkomstig subklousule (5) aangeteken is, word behandel asof dit 'n *de novo*-ondersoek van 'n aanklag van wangedrag deur die tugkomitee is en enige straf wat opgelê word deur die bevinding van die tugkomitee vervang dié van die departementshoof.

(9) Die aanklaer moet die aanklag ondersoek en daar moet binne 20 werkdade vanaf die datum van betekening van die aanklag met so 'n ondersoek begin word, en die aanklaer moet in ooreenstemming met die komitee en die aangeklaagde die datum, tyd en plek van die ondersoek vasstel. Met dien verstande dat die aangeklaagde minstens sewe werkdade skriftelik kennis van die ondersoek gegee moet word.

(10) Die Vakvereniging en die Munisipale Werkgewersorganisasie kan verteenwoordigers aanwys om sodanige ondersoek by te woon.

(11) Die aanklaer of die persoon deur hom aangewys kan getuiens en argumente aanvaar ter stawing van die aanklag en kan enigiemand wat ten behoeve van die aangeklaagde getuig, kruis ondervra.

(12) Die aangeklaagde het die reg om by die ondersoek teenwoordig te wees, en hetsy persoonlik of deur 'n verteenwoordiger, aangehoor te word, iemand wat as getuie ter stawing van die aanklag geroep is, te kruisvra, alle boeke of dokumente wat as getuienis voorgelê word, te inspekteer, self getuienis af te lê, enige ander persoon as getuie te roep en die komitee toe te spreek oor die getuienis en die aanklag, skuldigbevinding en vonnis.

(13) Die tugkomitee het die reg om enige getuie wat ter stawing van die aanklag of vir die verweer opgeroep is, te ondervra en alle dokumente wat as getuienis aangebied of voorgelê is, deur te lees.

(14) Die komitee moet 'n rekord hou van die verrigtinge by die ondersoek en van die getuienis wat afgelê is.

(15) Versuim van die aangeklaagde om die ondersoek by te woon, hetsy persoonlik of deur 'n verteenwoordiger maak die verrigtinge nie ongeldig nie.

(16) Die vryspreking of die skuldigbevinding van 'n werknemer deur 'n geregtshof op 'n aanklag van 'n kriminele misdryf, belet nie dat stappe ingevolge hierdie hoofstuk op 'n aanklag van wangedrag teen hom ingestel word nie, ondanks die feit dat die feite wat in die aanklag van wangedrag uiteengesit is, as dit bewys sou word, die misdryf sou uitmaak wat uiteengesit is in die kriminele aanklag waarop hy aldus vrygespreek of skuldig bevind is of 'n ander misdryf waar hy by sy verhoor op bedoelde kriminele aanklag skuldig bevind kon geword het.

(d) In the event of the charge being signed by another officer and not the head of a department, such an officer shall forthwith send or have the charge sent with the statement or explanation of the employee as stated in subclause (c) to the head of the department.

(e) An employee charged with misconduct in terms of subclause (a) may instead of furnishing the written statement or explanation provided for in subclause (c) be entitled to demand, within the time set forth in the notification as the time by which he shall reply to the charge, an appearance in person before the head of the department so that an oral statement or explanation of the charge can be given.

(3) If—

(a) the employee admits the charge; or

(b) the head of the department, after having heard the employee personally, or after having considered his written reply, is convinced that the employee is guilty of the misconduct with which he has been charged, and if the head of the department considers the charge not to be of a serious nature, he may—

(i) reprimand the employee; or

(ii) fine the employee an amount not exceeding R50, which fine may be recovered by deduction from the employee's remuneration.

(4) A reprimand or fine imposed upon an employee in terms of subclause (3) shall be conveyed to the employee concerned in writing by or on behalf of the head of the department and be recorded in his personal file.

(5) An employee against whom action has been taken in terms of subclause (3) (b) (i) or (ii) may, within seven days after having been notified of such action, appeal against the finding of the head of the department by notifying the town clerk, in writing, to that effect, and the town clerk shall immediately supply the head of the department and the trade union each with a copy of such notice.

(6) If the head of the department is convinced that the charge is of a serious nature, or if the employee in terms of subclause (5) appeal against the proceedings of subclause (3) (b) (i) or (ii), the head of the department or the town clerk shall refer the charge or the appeal, according to the circumstances, for investigation to a prosecutor appointed by the disciplinary committee.

(7) The disciplinary committee consists of the management committee or a committee appointed by the council.

(8) An appeal entered in terms of subclause (5), will be treated by the disciplinary committee as a *de-novo* investigation of a misconduct charge and any punishment imposed as result of the findings of the disciplinary committee substitutes the findings of the head of the department.

(9) The prosecutor shall investigate the charge and such investigation shall commence within 20 working days of the date on which the charge was served and the prosecutor, in consultation with the committee and the person charged, shall fix the date, time and place of the investigation: Provided that the accused shall be given at least seven working days' written notice of the investigation.

(10) The trade union and the Municipal Employers Organization shall be entitled to appoint representatives to attend such investigation.

(11) The prosecutor or the person appointed by him may adduce evidence and advance arguments in support of the charge and may cross-examine any person giving evidence on behalf of the person charged.

(12) At the investigation, the person charged shall have the right to be present to be heard and, either in person or through a representative, to cross-examine any person called as a witness in support of the charge, to inspect any book or document submitted in evidence, to give evidence himself, to call any other person as witness and to address the committee on the evidence and the charge, conviction and sentence.

(13) The disciplinary committee shall have the right to examine any person called as a witness in support of the charge or for the defence and to read all the documents submitted in evidence.

(14) The committee shall keep a record of the proceedings at the investigation and of the evidence given.

(15) Failure by the person charged to attend the investigation, either in person or through a representative, shall not invalidate the proceedings.

(16) The acquittal or the conviction of an employee by a court of law on a criminal charge shall not prevent the institution of any proceedings in terms of this chapter of a charge of misconduct against him: Notwithstanding the fact that the facts set out in the charge of misconduct, if proved, would amount to an offence as set out in the criminal charge upon which he has been acquitted or convicted or any other offence of which he could be found guilty at his trial for the said criminal charge.

(17) Indien die tugkomitee, nadat hy die getuies, pleidooie en argumente ter ondersteuning van die aanklag en ter verdediging van die werknemer aangehoor het, van mening is dat die werknemer skuldig is aan die wangedrag waarvan hy aangekla is, kan genoemde komitee ondanks alle wetsbepalings—

(a) die aangeklaagde waarsku of berispe, of met 'n bedrag van hoogstens R50 beboet, welke boete verhaal kan word deur aftrekking van sy besoldiging in die paalemente wat die tugkomitee bepaal; of

(b) by die raad aanbeveel dat:

(i) die aangeklaagde na 'n ander pos in die raad se diens oorgeplaas word in dieselfde of 'n laer rang; of

(ii) die aangeklaagde se salaris of rang of albei, verlaag of sy salarisverhoging van 'n bepaalde tyd teruggehou word; of

(iii) die aangeklaagde ontslaan word of dat hy aangesê word om uit die raad se diens te bedank met ingang van 'n bepaalde datum: Met dien verstande dat as hy nie bedank soos aangesê nie, hy as ontslaan geag word vanaf die bepaalde datum; of

(iv) in die geval van (i) (ii) en (iii) of die geheel of 'n deel van die vonnis opgeskort word vir 'n tydperk van hoogstens 12 maande op sodanige voorwaarde(s) as wat die komitee onder die omstandighede toepaslik ag.

(18) Indien die raad 'n aanbeveling van die tugkomitee ingevolge subklousule (17)—

(a) aanvaar, is sodanige beslissing van die raad finaal; onderworpe egter aan enige regte wat die werknemer kragtens die Wet op Arbeidsverhoudinge, 1956 kan hê;

(b) verwerp, kan hy enige in subklousule (17) bedoelde straf opleë, weer eens onderworpe aan die reg in (a) genoem.

(19) Indien 'n werknemer deur die tugkomitee skuldig bevind word moet 'n afskrif van die aanklag, die notule van die verrigtinge en die tugkomitee en/of die raad se beslissing daaroor, na gelang van die geval, in die persoonlike lêer van die werknemer geplaas word.

(20) *Skorsing.*—(a) Die stadsklerk kan 'n werknemer te eniger tyd voor of nadat hy ingevolge hierdie klousule van wangedrag aangekla is, skors indien hy oortuig daarvan is dat die indienschouing van die betrokke werknemer strydig met die raad se belange sal wees.

(b) 'n Werknemer wat ingevolge paragraaf (a) geskors is, is op sy volle besoldiging vir die tydperk van sy skorsing geregtig, tensy die raad oortuig daarvan is dat dit strydig met die raad se belange sal wees om gemelde werknemer se volle besoldiging te betaal, in welke geval die raad kan gelas dat sodanige besoldiging in sy geheel of gedeeltelik nie aan so 'n werknemer betaal word nie. Indien so 'n werknemer nie sy volle salaris ontvang nie kan hy ander werk teen besoldiging aanvaar.

(c) As geen klag ingevolge hierdie klousule binne die tyd vermeld in subklousule (9) aan 'n werknemer wat geskors is ingebring word nie, of indien die aanklagte teruggetrek word of nie bewys word nie en/of die werknemer onskuldig bevind word, word hy toegelaat om weer diens te aanvaar en word enige besoldiging wat ooreenkomstig subklousule (20) (b) nie aan hom betaal is nie, vir die tydperk van sy skorsing aan hom betaal en moet hy die besoldiging wat hy ingevolge paragraaf (b) ontvang het behou.

(21) As 'n werknemer wat ingevolge subklousule (20) (a) geskors is—

(a) ooreenkomstig die bepalinge van subklousule (17), uitgesonderd subklousule (17) (b) (iii) gestraf word, moet hy onverwyld toegelaat word om weer diens te aanvaar en moet enige besoldiging vir die tydperk van sy skorsing wat ooreenkomstig subklousule (20) (b) nie aan hom betaal is nie, aan hom betaal word.

(b) ooreenkomstig die bepalinge van subklousule (17) (b) (iii) gestraf word, moet enige besoldiging tot op die datum van sy ontslag of uitdienstrede wat ooreenkomstig subklousule (20) (b) nie aan hom betaal is nie, aan hom betaal word.

(22) Indien 'n werknemer vrywillig uit die raad se diens tree voordat hy ooreenkomstig subklousule (17) van die wangedrag waarvan hy aangekla is, skuldig bevind of gestraf word, word verdere tugsappe teen hom opgeskort en word enige besoldiging tot op die datum van sy uitdienstrede, wat ooreenkomstig subklousule (20) (b) nie aan hom betaal is nie, aan hom betaal.

(23) *Wyse waarop kennis gegee of verstrekk moet word.*—Wanneer 'n kennisgewing, verklaring of ander dokument ingevolge hierdie klousule aan 'n persoon gegee, verstrekk of beteken word; of 'n saak skriftelik aan so 'n persoon meegedeel word, moet so 'n kennisgewing, verklaring, dokument of mededeling per geregistreerde pos aan hom gestuur of aan hom afgelewer of by sy laaste bekende woonplek gelaat word."

(17) If the disciplinary committee, after hearing the witnesses, pleas and arguments in support of the charge and in the defence of the employee, is of the opinion that the employee is guilty of misconduct as charged, may the committee, notwithstanding the provisions of any law—

(a) caution or reprimand the person charged, or fine with an amount not exceeding R50, which fine may be recovered by deduction from the employee's remuneration in instalments determined by the disciplinary committee; or

(b) recommend to the council that—

(i) the person charged be transferred to another post in the council's service in the same or lower grade; or

(ii) the salary or grade, or both, of the person charged be reduced or his salary increment be withheld for a specified period; or

(iii) the person charged be dismissed or that he be called upon to resign from the council's service as from a specified date: Provided that if he fails to comply with the request, he shall be deemed to have been dismissed as from the specified date; or

(iv) in the case of (i) (ii) and (iii), either the whole or a part of the sentence be suspended for a period not exceeding 12 months on such condition(s) as the committee deems fit under the circumstances.

(18) After consideration of a recommendation of the disciplinary committee in terms of subclause.

(17) the council may—

(a) adopt such recommendation upon which such a decision will be final; subject to any rights which the employee may have under the labour Relations Act, 1956;

(b) reject such recommendation upon which he can impose any penalty referred to in subclause (17) subject to the rights referred to in (a).

(19) If an employee has been found guilty by the disciplinary committee, a copy of the charge, the record of the proceedings and the decision of the disciplinary committee and/or the council, according to the circumstances, will be placed on the personal file of the employee.

(20) *Suspension.*—(a) the towns clerk may at any time before or after the employee has been charged with misconduct according to this clause, suspend such employee should the town clerk be of the opinion that it would be detrimental to the interests of the council, if he should continue with his duties at such stage.

(b) An employee suspended in terms of paragraph (a) shall, while he is suspended receive his full pay, unless the council be of the opinion that it would be detrimental to the interests of the council if the employee mentioned receive full pay, in which case the council may order that no such payment be made in whole or in part.

(c) If a suspended employee is not charged according to this clause within the time mentioned in subclause (9), or if the charge against an employee is withdrawn or not proved and/or the employee be found not guilty he shall be allowed to resume duty and in the event of his not having received any pay in terms of subclause (20) (b) during the period of his suspension he shall be paid and he shall retain any pay received by him in terms of paragraph (b).

(21) If an employee suspended in terms of subclause (20) (a)—

(a) is punished in terms of subclause (17) with the exception of subclause (17) (b) (iii) he shall be permitted to resume duty forthwith and he shall be paid in full for the period of his suspension in the event of his not having received payment during the period in terms of subclause (20) (b).

(b) is punished in terms of the provisions in subclause (17) (b) (iii), he shall be paid any payment up to the date of his suspension or resignation not paid to him in terms of subclause (20) (b).

(22) If an employee voluntarily resigns from the service of the council before he is found guilty and punished for the misconduct as charged in terms of subclause (17), all further disciplinary actions against him shall be suspended and any payment up to the date of his resignation not paid to him in terms of subclause (20) (b) shall be paid to him.

(23) *Manner in which notice is given or furnished:*

When a notice, statement or other documents is required to be given or furnished to or served upon any person under this clause or any matter is to be communicated to any such person in writing, such notice, statement document or communication shall be forwarded to him by registered post or delivered to him or left at his last known place of residence."

5. KLOUSULE 7.—DIENSBEËINDIGING

(1) Vervang subklausule (1) (b) (iv) deur die volgende:

“(iv) soos in klausule 6 (17) (b) (iii) beoog.”

(2) Vervang subklausule (1) (d) deur die volgende:

“(d) Ondanks alle wetsbepalings en behoudens paragraaf (b) (ii) en behalwe in die geval van skuldigebevinding aan wangedrag, moet die diens van 'n permanente werknemer beëindig word wanneer minstens een maand skriftelik kennis van diensbeëindiging deur hom of die raad gegee en ontvang is, na gelang van die geval: Met dien verstande dat die raad skriftelike kennis van minder as een maand deur die werknemer kan aanvaar.”

6. KLOUSULE 8.—ALGEMEEN

(1) Vervang subklausule (4) deur die volgende:

“(4) Woonadres en telefoonnommer.—'n Werknemer moet die raad in kennis stel van sy woonadres en huistelefoonnommer en alle veranderings daarvan.”

(2) Vervang subklausule (10) deur die volgende:

“(10) Die raad moet met die vakvereniging oorleg pleeg.—Die raad moet in die geval van alle sake wat 'n lid of lede van die vakvereniging nadelig mag raak, voordat 'n finale en bindende besluit daaroor geneem word eers met die vakvereniging en die werkgewersorganisasie oorleg pleeg, en indien daar nie eenstemmigheid bereik word nie moet die aangeleentheid vir oorweging na die Nywerheidsraad verwys word.”

7. KLOUSULE 9.—AFWESIGHEIDSVERLOF

(1) Vervang subklausule (2) deur die volgende:

“(2) Verlof onderworpe aan vereistes van diens.—Ondanks alle wetsbepalings, moet afwesigheidsverlof, uitgesonderd siekteverlof, toegestaan word met behoorlike inagneming van die vereistes van die raad se diens.”

(2) Vervang subklausule (7) (a) deur die volgende:

“*Groepering van werknemers vir verlofdoeleindes.*—(a) Behoudens subklausule (20) word werknemers vir verlofdoeleindes in die volgende groepe ingedeel en verlof was aan soos teenoor elke groep aangedui: Met dien verstande dat verlof verskuldig aan 'n werknemer in die raad se diens by die inwerkingtrekking van hierdie Ooreenkoms nie verminder mag word solank hy in dieselfde pos in diens van die raad is nie.”

(3) Vervang subklausule (7) (a) (i) deur die volgende:

“(i) Vakansieverlof:

Indeling	Groep	Jaarlikse aanwas
Alle werknemers in die eerste salarisvlak van die raad se graderingskema en alle werknemers wat 'n salaris van minstens R26 400 ontvang.	A	30 werkdade met volle besoldiging.
Werknemers wat nie in Groep A val nie en wat 'n salaris van minstens R18 720 ontvang.	B	27 werkdade met volle besoldiging.
Werknemers wat nie in Groep A of B val nie en wat 'n salaris van minstens R8 100 ontvang.	C	25 werkdade met volle besoldiging.
Werknemers wat nie in Groep A, B of C val nie en wat 'n salaris van minstens R4 980 ontvang.	D	18 werkdade met volle besoldiging.
Werknemers wat 'n salaris van minder as R4 980 ontvang.	E	15 werkdade met volle besoldiging.”

Met dien verstande dat indien die salarisse voornoem aangepas word, die ooreenstemmende aangepaste salarisse moet geld ten opsigte van elke verlofindeling.

(4) Vervang subklausule (10) (c) (i) deur die volgende:

“(c) (i) Behoudens klausule 10 (2) en subklausules (3) (a) (vii), (12) (e) (ii) en (16) (b) mag 'n werknemer hoogstens 250 werkdade vakansieverlof in sy krediet hê.”

(5) Vervang subklausule (14) (d) (i) deur die volgende:

“(d) (i) As 'n werknemer weens siekte van diens afwesig is vir 'n aaneenlopende tydperk van langer as drie werkdade, kan siekteverlof aan hom toegestaan word slegs as hy 'n sertifikaat van ongesteldheid, uitgereik deur 'n geregistreerde geneesheer of tandarts, of in die vorm in Bylae A vervat, aan die raad voorleë.”

(6) Vervang subklausule (17) (a) (iv) deur die volgende:

“(iv) verpligte militêre diens of opleiding ingevolge die Verdedigingswet, 1957 verrig of ondergaan: Met dien verstande dat betaling op meriete oorweeg kan word wanneer vrywillige diens verrig word.”

5. CLAUSE 7.—TERMINATION OF SERVICE

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

“(iv) as contemplated in clause 6 (17) (b) (iii).”

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

(d) Notwithstanding the provisions of any law and subject to the provisions of paragraph (b) (ii) and except in the case of conviction of misconduct, the services of a permanent employee shall be terminated by his giving to or being given by the council, as the case may be not less than one month's notice in writing of termination of service: Provided that the council may accept written notice of less than one month by the employee.

6. CLAUSE 8.—GENERAL

(1) Substitute the following for subclause (4):

(4) *Residential address and telephone number.*—An employee shall notify the council of his residential address and home telephone number and any change therein.

(2) Substitute the following for subclause (10):

“(10) Council to consult trade union.—The council shall, in connection with any matter affecting any member or members of the trade union in a prejudicial way, before taking any final or binding decision on the matter, first consult the trade union and the employers organization, and if no consensus can be reached, shall refer the matter to the Industrial Council for consideration.”

7. CLAUSE 9.—LEAVE OF ABSENCE

(1) Substitute the following for (2):

“(2) *Leave subject to the requirements of service.*—Notwithstanding the provisions of any law, leave of absence other than sick leave, shall be granted with due consideration to the requirements of the council's service.”

(2) Substitute the following for subclause (7) (a):

“*Grouping of employees for leave purposes.*—(a) Subject to the provisions of subclause (20), employees shall be grouped as follows for leave purposes and leave shall accrue as indicated opposite each group: Provided that leave due to any employee in the service of the council on the date of the commencement of this Agreement shall not be reduced as long as he occupies the same post in the council's service.”

(3) Substitute the following for subclause (7) (a) (i):

“(i) Vacation leave:

Classification	Group	Annual accrual
All employees in the first salary scale of the council's grading scheme and all employees receiving a salary of not less than R26 400	A	30 working days on full pay.
Employees who do not fall in Group A and who receive a salary not less than R18 720	B	27 working days on full pay.
Employees who do not fall in Group A or B and who receive a salary of not less than R8 100	C	25 working days on full pay.
Employees who do not fall in Group A, B or C and who receive a salary of not less than R4 980	D	18 working days on full pay.
Employees who receive a salary of less than R4 980	E	15 working days on full pay.”

Provided that should the above-mentioned salaries be adjusted, the corresponding adjusted salaries shall apply in respect of every leave classification.

(4) Substitute the following for subclause (10) (c) (i):

“(c) (i) Subject to the provisions of clause 10 (2) and subclauses 3 (a) (vii), 12 (e) (ii) and 16 (b), an employee may not have more than 250 working days' vacation leave to his credit.”

(5) Substitute the following for subclause (14) (d) (i):

“(d) (i) If an employee is absent from duty owing to illness for a continuous period of more than three working days sick leave may be granted to him only if he submits a certificate of indisposition issued by a registered medical practitioner or dentist, or in the form of Schedule A.”

(6) Substitute the following for subclause (17) (a) (iv):

“(iv) performs compulsory military service or undergoes military training in terms of the Defence Act, 1957: Provided that according to its merits, payment can be considered when voluntary service is being rendered.”

(7) Voeg die volgende subklousule in na subklousule (17) (a) (ix):

- (x) aansoek doen om deernisverlof wat nie drie dae per geval te bowe gaan nie, ten einde die begrafnis van 'n gesinslid of nabye bloedverwant by te woon."

J. F. M. VAN DER MERWE,
Voorsitter.

N. C. GEY VAN PITTIUS,
Ondervoorsitter.

A. J. VAN SCHALKWYK,
Sekretaris.

(7) Insert the following subclause after subclause (17) (a) (ix)

- (x) apply for compassionate leave which shall not exceed three days per event in order to attend the funeral of a member of his family or close relative."

J. F. M. VAN DER MERWE,
Chairman.

N. C. GEY VAN PITTIUS,
Vice-Chairman.

A. J. VAN SCHALKWYK,
Secretary.

No. R. 2068

26 September 1986

WET OP ARBEIDSVERHOUDINGE, 1956

NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIËSE NYWERHEID (NATAL).—WYSIGING VAN MEDIESE HULPFONDSOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby, 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 die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1987 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

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

BYLAE

NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIËSE NYWERHEID (NATAL)

MEDIESE HULPFONDSOOREENKOMS

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

Electrical Contractors' Association (South Africa)

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

South African Electrical Workers' Association

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

wat die partye is by die Nywerheidsraad vir die Elektrotegniese Nywerheid (Natal),

om die Ooreenkoms, gepubliseer by Goewermentskennisgewing R. 994 van 23 Mei 1986 (hierna die Herbekragtigingsooreenkoms genoem) soos verleng by Goewermentskennisgewing R. 1335 van 27 Junie 1986, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Ondanks andersluidende bepalings in hierdie klousule, is hierdie Ooreenkoms van toepassing op en moet dit nagekom word in die Elektrotegniese Nywerheid deur alle werkgewers en werknemers wat onderskeidelik lede van die werkgewersorganisasie en die vakvereniging is wat betrokke is by of in diens is in die Nywerheid in die landdrostdistrikte Alfred, Babanango, Bergville, Camperdown, Chatsworth, Dannhauser, Dundee, Durban, Eshowe, Estcourt, Glencoe, Hlabisa, Impendle, Inanda, Ingwavuma, Ixopo, Kliprivier, Kranskop, Lionsrivier, Lower Tugela, Lower Umfolozi, Mahlabatini, Mapamulo, Mooirivier, Msinga, Mtonjaneni, Mtunzini, Ndwedwe, Newcastle, New Hanover, Ngotshe, Nkandla, Nongoma, Nqutu, Paulpietersburg, Pietermaritzburg, Pinetown, Polela, Port Shepstone, Richmond, Ubombo, Umbumbulu, Umvoti, Umzinto, Underberg, Utrecht, Vryheid en Weenen, maar uitgesonderd die gedeeltes van hierdie landdrostdistrikte wat ingevolge Proklamasie R. 11 van 1977 wat in die Staatskoerant van 28 Januarie 1977 verskyn het, binne die selfregerende gebied KwaZulu val, in die werksaamhede uiteengesit in paragrawe (a), (b) en (c) van die omskrywing van "Elektrotegniese Nywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 967 van 13 Mei 1983.

No. R. 2068

26 September 1986

LABOUR RELATIONS ACT, 1956

INDUSTRIAL COUNCIL FOR THE ELECTRICAL INDUSTRY (NATAL).—AMENDMENT OF MEDICAL AID FUND AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, 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 the second Monday after the date of publication of this notice and for the period ending 30 June 1987, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions.

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

SCHEDULE

INDUSTRIAL COUNCIL FOR THE ELECTRICAL INDUSTRY (NATAL)

MEDICAL AID FUND AGREEMENT

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

Electrical Contractors' Association (South Africa)

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

South African Electrical Workers' Association

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

being the parties to the Industrial Council for the Electrical Industry (Natal),

to amend the Agreement published under Government Notice R. 994 of 23 May 1986 (hereinafter referred to as the Re-enacting Agreement), as extended by Government Notice R. 1335 of 27 June 1986.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) Except as otherwise provided in this clause, the terms of this Agreement shall apply to and be observed in the Electrical Industry by all employers and employees who are members of the employers' organisation and the trade union respectively, who are engaged or employed in the Industry in the Magisterial Districts of Alfred, Babanango, Bergville, Camperdown, Chatsworth, Dannhauser, Dundee, Durban, Eshowe, Estcourt, Glencoe, Hlabisa, Impendle, Inanda, Ingwavuma, Ixopo, Klip River, Kranskop, Lions River, Lower Tugela, Lower Umfolozi, Mahlabatini, Mapamulo, Mooi River, Msinga, Mtonjaneni, Mtunzini, Ndwedwe, Newcastle, New Hanover, Ngotshe, Nkandla, Nongoma, Nqutu, Paulpietersburg, Pietermaritzburg, Pinetown, Polela, Port Shepstone, Richmond, Ubombo, Umbumbulu, Umvoti, Umzinto, Underberg, Utrecht, Vryheid and Weenen, but excluding any portions of those Magisterial Districts falling within the self-governing territory of KwaZulu in terms of Proclamation R. 11 of 1977, which appeared in the *Government Gazette* of 28 January 1977, in the operations set forth in paragraphs (a), (b) and (c) of the definition of "Electrical Industry" in clause 3 of the Agreement published under Government Notice R. 967 of 13 May 1983.

(2) Die bepalings van hierdie Ooreenkoms is nie van toepassing nie op werkgewers en hul werknemers wat saam met die werkgewer deelnemers is in 'n skema wat mediese voordele verskaf wat bestaan het op 3 Januarie 1966 en waartoe die betrokke werkgewer weekliks minstens 45 sent bydra ten opsigte van elke werknemer wat lid van die skema is en andersins deur hierdie Ooreenkoms gedek word, terwyl die skema in werking bly en genoemde werkgewer en werknemers voortgaan om deelnemers in die skema te wees en die werkgewer voortgaan om 'n bydrae van minstens 45 sent per week ten opsigte van elke sodanige werknemer te betaal.

(3) Ondanks subklousule (2), is hierdie Ooreenkoms van toepassing op werkgewers en werknemers ten opsigte van werknemers wat nie gedek word deur 'n fonds of skema wat in daardie subklousule bedoel word nie, of wat ophou om daardeur gedek te word.

2. KLOUSULE 3.—ALGEMENE BEPALINGS

Vervang klousule 3 van die Herbekragtigingsooreenkoms deur die volgende:

"Die bepalings vervat in klousule 3 (soos gewysig by klousule 4 van die Herbekragtigingsooreenkoms) 4 tot 8, 9 (soos gewysig by klousule 3 hieronder), 10 (soos gewysig by klousule 4 hieronder) en 11 tot 19 van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1429 van 13 Julie 1984 (hierna die "Vorige Ooreenkoms" genoem), is van toepassing op werkgewers en werknemers."

3. KLOUSULE 9.—BYDRAES

In subklousule (1), vervang die syfer "R6,75" deur die syfer "R8,75".

4. KLOUSULE 10.—BYSTAND

Vervang subklousule (1) deur die volgende:

"(1) 'n Lid is daarop geregtig om, behoudens die reëls van die Fonds, bystand van die Fonds soos volg te eis ten opsigte van mediese, tandheelkundige en gesigkundige dienste:

- Betaling van koste, uitgesonderd koste vir tandheelkundige en gesigkundige dienste, van hoogstens altesaam R5 000 (met inbegrip van koste vir bevallings van hoogstens R450 per bevalling) in elke siklus van 52 weke bydraende diens vir die lid en sy afhanklikes;
- betaling van koste vir tandheelkundige dienste van altesaam hoogstens R400 in elke siklus van 52 weke bydraende diens vir die lid en sy afhanklikes;
- betaling van koste vir gesigkundige dienste van hoogstens altesaam R200 in elke siklus van 52 weke bydraende diens vir die lid en sy afhanklikes;
- betaling van bystand vir dienste kragtens hierdie klousule van hoogstens die bepaal in die bystandskale wat van tyd tot tyd in die *Staatskoerant* verskyn ingevolge die Wet op Mediese Skemas, 1967, en waar geen sodanige bystandskale bepaal word nie mag die bystand nie die bedrae oorskry soos van tyd tot tyd deur die Bestuursraad ooreenkomstig die Reëls bepaal word nie."

Soos gemagtig, vir en namens die partye op hede die 1ste dag van April 1986 te Durban onderteken.

B. NICHOLSON,

Voorsitter van die Raad.

M. F. PRINSLOO,

Ondervoorsitter van die Raad.

D. F. ANTHONY,

Sekretaris van die Raad.

No. R. 2069

26 September 1986

WET OP ARBEIDSVERHOUDINGE, 1956

NYWERHEIDSRaad VIR DIE ELEKTROTEGNIËSE NYWERHEID (NATAL).—WYSIGING VAN SIEKTE-BYSTANDSFONDSOOREENKOMS

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

- 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 die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1987 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en

(2) The terms of this Agreement shall not apply to employers and their employees who are participants with the employer in any scheme providing medical benefits in existence on 3 January 1966, to which the employer concerned contributes not less than 45 cents per week for each employee who is a member of the scheme and otherwise covered by this Agreement whilst such scheme continues to operate and the said employer and employees continue as participants in the scheme and the employer continues to pay a contribution of not less than 45 cents for each such employee per week.

(3) Notwithstanding the provisions of subclause (2), the terms of this Agreement shall apply to employers and employees in respect of any employee who is not covered by, or ceases to be covered by, a fund or scheme referred to in that subclause.

2. CLAUSE 3.—GENERAL PROVISIONS

Substitute the following for clause 3 of the Re-enacting Agreement:

"The provisions contained in clauses 3 (as amended by clause 4 of the Re-enacting Agreement), 4 to 8, 9 (as amended by clause 3 hereunder), 10 (as amended by clause 4 hereunder) and 11 to 19 of the Agreement published by Government Notice R. 1429 of 13 July 1984 (hereinafter referred to as the "Former Agreement"), shall apply to employers and employees."

3. CLAUSE 9.—CONTRIBUTIONS

In subclause (1), substitute the figure "R8,75" for the figure "R6,75".

4. CLAUSE 10.—BENEFITS

Substitute the following for subclause (1):

"(1) Subject to the provisions of the rules of the Fund, a member shall be entitled to claim the following benefits from the Fund in respect of medical, dental and optical services:

- Payment of expenses, other than expenses for dental services and optical services, not exceeding the amount of R5 000 (including payment of expenses for confinements up to a maximum of R450 per confinement) in the aggregate in each cycle of 52 weeks of contributory service for the member and his dependants;
- payment of expenses for dental not exceeding the amount of R400 in the aggregate in each cycle of 52 weeks of contributory service for the member and his dependants;
- payment of expenses for optical services not exceeding an amount of R200 in the aggregate in each cycle of 52 weeks of contributory service for the member and his dependants;
- payment of benefits for services under this clause not exceeding those determined in the scale of benefits as published from time to time in the *Government Gazette* in terms of the Medical Schemes Act, 1967, and where no such scale of benefits has been determined, the benefits shall not exceed amounts as decided from time to time by the Board of Management in terms of the Rules."

Signed at Durban, as authorised, for and on behalf of the parties, this 1st day of April 1986.

B. NICHOLSON,

Chairman of the Council.

M. F. PRINSLOO,

Vice-Chairman of the Council.

D. F. ANTHONY,

Secretary of the Council.

No. R. 2069

26 September 1986

LABOUR RELATIONS ACT, 1956

INDUSTRIAL COUNCIL FOR THE ELECTRICAL INDUSTRY (NATAL).—AMENDMENT OF SICK PAY FUND AGREEMENT

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

- 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 the second Monday after the date of publication of this notice and for the period ending 30 June 1987, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; and

- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2, 4 en 5, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1987 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 ELEKTROTEGNIËSE NYWERHEID (NATAL)

SIEKTEBYSTANDSFONDS

OOREENKOMS

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

Electrical Contractors' Association (South Africa)

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

South African Electrical Workers' Association

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

wat die partye is by die Nywerheidsraad vir die Elektrotegniese Nywerheid (Natal),

om die Ooreenkoms, gepubliseer by Goewermmentskennisgewing R. 992 van 23 Mei 1986 (hierna die Herbekragtigingsooreenkoms genoem) soos verleng by Goewermmentskennisgewing R. 1334 van 27 Junie 1986, te wysig.

DEEL I

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet nagekom word deur werkgewers en werknemers in die Elektrotegniese Nywerheid—

(a) wat lede van onderskeidelik die werkgewersorganisasie en die vakvereniging is; en

(b) wat betrokke is by of in diens is in die Nywerheid in die landdrostdistrikte Alfred, Babanango, Bergville, Camperdown, Chatsworth, Dannhauser, Dundee, Durban, Eshowe, Estcourt, Glencoe, Hlabisa, Impendle, Inanda, Ingwavuma, Ixopo, Kliprivier, Kranskop, Lionsrivier, Lower Tugela, Lower Umfolozi, Mahlabatini, Mapamulo, Mooirivier, Msinga, Mtonjaneni, Mtunzini, Ndwedwe, Newcastle, New Hanover, Ngotshe, Nkandla, Nongoma, Nqutu, Paulpietersburg, Pietermaritzburg, Pinetown, Polela, Port Shepstone, Richmond, Ubombo, Umbumbulu, Umvoti, Umzinto, Underberg, Utrecht, Vryheid en Weenen, maar uitgesonderd die gedeeltes van hierdie landdrostdistrikte wat ingevolge Proklamasie R. 11 van 1977 in die Staatskoerant van 28 Januarie 1977 verskyn het, binne die selfregerende gebied KwaZulu val, in die werksaamhede uiteengesit in paragrafe (a), (b) en (c) van die omskrywing van "Elektrotegniese Nywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermmentskennisgewing R. 967 van 13 Mei 1983.

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

(a) werknemers in diens van die werkgewers in subklousule (1) bedoel wat, hoewel hulle ingevolge die geregistreerde bestek van 'n vakvereniging wat 'n party by hierdie Ooreenkoms is lede van so 'n vakvereniging kan word, nie lede van so 'n vakvereniging is nie;

(b) werknemers uitgesonderd dié in diens van werkgewers in subklousule (1) bedoel.

2. KLOUSULE 3.—SPESIALE BEPALINGS

Vervang klousule 3 van die Herbekragtigingsooreenkoms deur die volgende:

"Die bepalings vervat in klousule 9 van Deel I en klousule 1 (soos gewysig by klousule 4 hieronder), klousule 2 (soos gewysig by klousule 5 hieronder), 3 en 4 van Deel II van die Ooreenkoms soos gepubliseer by Goewermmentskennisgewing R. 2827 van 30 Desember 1983, soos gewysig by Goewermmentskennisgewing R. 2481 van 16 November 1984 (hierna die "Vorige Ooreenkoms" genoem), is van toepassing op werkgewers en werknemers."

- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) (a), 2, 4 and 5, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1987, 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 ELECTRICAL INDUSTRY (NATAL)

SICK PAY FUND

AGREEMENT

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

Electrical Contractors' Association (South Africa)

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

South African Electrical Workers' Association

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

being the parties to the Industrial Council for the Electrical Industry (Natal),

to amend the Agreement published under Government Notice R. 992 of 23 May 1986 (hereinafter referred to as the Re-enacting Agreement), as extended by Government Notice R. 1334 of 27 June 1986.

PART I

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed by employers and employees in the Electrical Industry—

(a) who are members of the employers' organisation and the trade union, respectively; and

(b) who are engaged or employed in the Industry in the Magisterial Districts of Alfred, Babanango, Bergville, Camperdown, Chatsworth, Dannhauser, Dundee, Durban, Eshowe, Estcourt, Glencoe, Hlabisa, Impendle, Inanda, Ingwavuma, Ixopo, Klip River, Kranskop, Lions River, Lower Tugela, Lower Umfolozi, Mahlabatini, Mapamulo, Mooi River, Msinga, Mtonjaneni, Mtunzini, Ndwedwe, Newcastle, New Hanover, Ngotshe, Nkandla, Nongoma, Nqutu, Paulpietersburg, Pietermaritzburg, Pinetown, Polela, Port Shepstone, Richmond, Ubombo, Umbumbulu, Umvoti, Umzinto, Underberg, Utrecht, Vryheid and Weenen, but excluding any portions of those Magisterial districts falling within the self-governing territory of KwaZulu in terms of Proclamation R. 11 of 1977, which appeared in the *Government Gazette* of 28 January 1977, in the operations set forth in paragraphs (a), (b) and (c) of the definition of "Electrical Industry" in clause 3 of the Agreement published under Government Notice R. 967 of 13 May 1983.

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

(a) employees employed by the employers referred to in subclause (1) who, whilst being allowed in terms of the registered scope of a trade union which is a party to this Agreement to become members of such a trade union, are not members of such a trade union;

(b) employees other than those employed by employers referred to in subclause (1).

2. CLAUSE 3.—SPECIAL PROVISIONS

Substitute the following for clause 3 of the Re-enacting Agreement:

"The provisions of clause 9 of Part 1 and clause 1 (as amended by clause 4 hereunder), clause 2 (as amended by clause 5 hereunder), 3 and 4 of Part II of the Agreement published under Government Notice R. 2827 of 30 December 1983, as amended by Government Notice R. 2481 of 16 November 1984 (hereinafter referred to as the "Former Agreement"), shall apply to employers and employees."

3. KLOUSULE 4.—ALGEMENE BEPALINGS

Vervang klausule 4 van die Herbekragtigingsooreenkoms deur die volgende:

"Die bepaling vervat in klausule 3 (soos gewysig by klausule 5 van die Herbekragtigingsooreenkoms) 4 tot 8 en 10 tot 16 van Deel I en klausule 1, 2 (soos gewysig by klausule 6 hieronder), 3 en 4 van Deel III van die Vorige Ooreenkoms, is van toepassing op werkgewers en werknemers."

DEEL II**SKEMA A****3. KLOUSULE 1.—LIDMAATSKAP**

(1) In subklausule (1) (a), vervang die syfer "R2,26" deur die syfer "R2,48".

(2) In subklausule (1) (c), vervang die syfers "R3,32", "R149,40" en "R647,40" deur onderskeidelik die syfers "R3,60", "R162,00" en "R702,00".

(3) In subklausule (2), vervang die syfers "R2,26", "R101,70" en "R440,70" deur onderskeidelik die syfers "R2,48", "R111,60" en "R483,60".

4. KLOUSULE 2.—BYDRAES

In subklausule (1), vervang die bestaande tabel deur die volgende:

"Loongroep per week"	Bedrag per week
	c
Oor R242.....	40
Oor R217 en tot R242.....	36
Oor R174 en tot R217.....	34
Oor R150 en tot R174.....	30
Oor R124 en tot R150.....	27
R124 en minder.....	20

DEEL III**SKEMA B****5. KLOUSULE 2.—BYDRAES**

In subklausule (1), vervang die bestaande tabel deur die volgende:

"Loongroep per week"	Bedrag per week
	c
Oor R242.....	40
Oor R217 en tot R242.....	36
Oor R174 en tot R217.....	34
Oor R150 en tot R174.....	30
Oor R124 en tot R150.....	27
Oor R107 en tot R124.....	20
Oor R90 en tot R107.....	18
R90 en minder.....	16

Soos gemagtig, vir en namens die partye op hede die 1ste dag van April 1986 te Durban onderteken.

B. NICHOLSON,
Voorsitter van die Raad.

M. F. PRINSLOO,
Ondervoorsitter van die Raad.

D. F. ANTHONY,
Sekretaris van die Raad.

3. CLAUSE 4.—GENERAL PROVISIONS

Substitute the following for clause 4 of the Re-enacting Agreement:

"The provisions contained in clauses 3 (as amended by clause 5 of the Re-enacting Agreement), 4 to 8 and 10 to 16 of Part I and clauses 1, 2 (as amended by clause 6 hereunder), 3 and 4 of Part III of the Former Agreement, shall apply to employers and employees."

PART II**SCHEME A****3. CLAUSE 1.—MEMBERSHIP**

(1) In subclause (1) (a), substitute the figure "R2,48" for the figure "R2,26".

(2) In subclause (1) (c), substitute the figures "R3,60", "R162,00" and "R702,00" for the figures "R3,32", "R149,40" and "R647,40" respectively.

(3) In subclause (2), substitute the figures "R2,48", "R111,60" and "R483,60" for the figures "R2,26", "R101,70" and "R440,70" respectively.

4. CLAUSE 2.—CONTRIBUTIONS

In subclause (1), substitute the following for the existing table:

"Wage group per week"	Amount per week
	c
Over R242.....	40
Over R217 and up to R242.....	36
Over R174 and up to R217.....	34
Over R150 and up to R174.....	30
Over R124 and up to R150.....	27
R124 and under.....	20

PART III**SCHEME B****5. CLAUSE 2.—CONTRIBUTIONS**

In subclause (1), substitute the following for the existing table:

"Wage group per week"	Amount per week
	c
Over R242.....	40
Over R217 and up to R242.....	36
Over R174 and up to R217.....	34
Over R150 and up to R174.....	30
Over R124 and up to R150.....	27
Over R107 and up to R124.....	20
Over R90 and up to R107.....	18
R90 and under.....	16

Signed at Durban, as authorised, for and on behalf of the parties, this 1st day of April 1986.

B. NICHOLSON,
Chairman of the Council.

M. F. PRINSLOO,
Vice-Chairman of the Council.

D. F. ANTHONY,
Secretary of the Council.

No. R. 2070

26 September 1986

WET OP ARBEIDSVERHOUDINGE, 1956**JUWELIERSWARE- EN -EDELMETAALNYWERHEID (KAAP).—HERNUWING VAN HOOFOOREENKOMS**

Ek, Mattheus Willem Johannes le Roux, Direkteur: Mannekrag, behoortlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalinge van Goewermmentskennisgewing R. 1133 van 8 Junie 1984, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Januarie 1987 eindig.

M. W. J. LE ROUX,
Direkteur: Mannekrag.

No. R. 2070

26 September 1986

LABOUR RELATIONS ACT, 1956**JEWELLERY AND PRECIOUS METAL INDUSTRY (CAPE).—RENEWAL OF MAIN AGREEMENT**

I, Mattheus Willem Johannes le Roux, Director: Manpower, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notice R. 1133 of 8 June 1984, to be effective from the date of publication of this notice and for the period ending 31 January 1987.

M. W. J. LE ROUX,
Director: Manpower.

No. R. 2071

26 September 1986

WET OP ARBEIDSVERHOUDINGE, 1956

WAS-, SKOONMAAK- EN KLEURNYWERHEID (KAAP).—HERNUWING VAN VOORSORGFONDS-OOREENKOMS

Ek, Mattheus Willem Johannes le Roux, Direkteur: Mannekrag, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermenskennisgewings R. 1831 van 5 September 1980 en R. 2711 van 9 Desember 1983, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 September 1987 eindig.

M. W. J. LE ROUX,
Direkteur: Mannekrag.

No. R. 2072

26 September 1986

WET OP ARBEIDSVERHOUDINGE, 1956

NYWERHEIDSRAAD VIR DIE DIAMANTSLYP-
NYWERHEID VAN SUID-AFRIKA.—WYSIGING VAN
PENSIOENFONDS OOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby, 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 die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 3 Januarie 1991 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is.

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

BYLAE

NYWERHEIDSRAAD VIR DIE DIAMANTSLYP-
NYWERHEID VAN SUID-AFRIKA

OOREENKOMS

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

Master Diamond Cutters' Association of South Africa

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

S.A. Diamond Workers' Union

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

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

om die ooreenkoms gepubliseer by Goewermenskennisgewing R. 2303 van 23 Desember 1970 soos verleng by Goewermenskennisgewing R. 1517 van 5 Augustus 1977 te wysig. (Hierna verwys as die "Pensioenfondsooreenkoms").

1. TOEPASSINGSBESTEK VAN OOREENKOMS

1. Vervang die bestaande paragraaf met die volgende paragraawe:

"(1) Hierdie ooreenkoms moet in dié Diamantslypnywerheid in die Republiek van Suid-Afrika nagekom word:

(a) deur alle werkgewers wat lede is van die werkgewersorganisasie en deur alle werknemers wat lede van die vakvereniging en wat onderskeidelik betrokke is by of werksaam is in genoemde Nywerheid.

No. R. 2071

26 September 1986

LABOUR RELATIONS ACT, 1956

LAUNDRY, CLEANING AND DYEING INDUSTRY
(CAPE).—RENEWAL OF PROVIDENT FUND
AGREEMENT

I, Mattheus Willem Johannes le Roux, Director: Manpower, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices R. 1831 of 5 September 1980 and R. 2711 of 9 December 1983, to be effective from the date of publication of this notice and for the period ending 30 September 1987.

M. W. J. LE ROUX,
Director: Manpower.

No. R. 2072

26 September 1986

LABOUR RELATIONS ACT, 1956

INDUSTRIAL COUNCIL FOR THE DIAMOND CUT-
TING INDUSTRY OF SOUTH AFRICA.—AMEND-
MENT OF PENSION FUND AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, 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 the second Monday after the date of publication of this notice and for the period ending 3 January 1991, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union.

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

SCHEDULE

INDUSTRIAL COUNCIL FOR THE DIAMOND CUTTING
INDUSTRY OF SOUTH AFRICA

AGREEMENT

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

Master Diamond Cutters' Association of South Africa

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

S.A. Diamond Workers' Union

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

being the parties to the Industrial Council for the Diamond Cutting Industry of South Africa,

to amend the Agreement published under Government Notice R. 2303 of 23 December 1970 as extended by Government Notice R. 1517 of 5 August 1977 (hereinafter referred to as the "Pension Fund Agreement").

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Diamond Cutting Industry throughout the Republic of South Africa—

(a) by all employers who are members of the Employers' Association and by all employees who are members of the Trade Union and who are engaged or employed respectively in the said Industry;

- (b) deur alle werkgewers wat lede van die werkgewersorganisasie is ten opsigte van hul werknemers wat lede van die vakvereniging is en terwyl hulle lede van die vakvereniging bly en wat kwalifiserende vrywillige lede is of word en bly, en deur hul lisensiehouer/s, aandeelhouer/s en/of direkteur/e wat kwalifiserende vrywillige lede is of word en bly.

2. Ondanks subklousule (1) is hierdie ooreenkoms van toepassing op vakleerlinge vir sover dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of kontrakte aangegaan of voorwaardes vasgestel ingevolge genoemde Wet nie."

2. TOEPASSINGSBESTEK VAN PENSIOENFONDS-OOREENKOMS

1. Vervang die bestaande paragraaf met die volgende paragrafe:

"(1) Hierdie ooreenkoms moet in die Diamantslypnywerheid in die Republiek van Suid-Afrika nagekom word:

- (a) deur alle werkgewers wat lede is van die werkgewersorganisasie en deur alle werknemers wat lede van die vakvereniging en wat onderskeidelik betrokke is by of werksaam is in genoemde Nywerheid;
- (b) deur alle werkgewers wat lede van die werkgewersorganisasie is ten opsigte van hul werknemers wat lede van die vakvereniging is en terwyl hulle lede van die vakvereniging bly en wat kwalifiserende vrywillige lede is of word en bly, en deur hul lisensiehouer/s, aandeelhouer/s en/of direkteur/e wat kwalifiserende vrywillige lede is of word en bly.

2. Ondanks subklousule (1) is hierdie ooreenkoms van toepassing op vakleerlinge vir sover dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of kontrakte aangegaan of voorwaardes vasgestel ingevolge genoemde Wet nie."

3. WOORDOMSKRYWING

1. Vervang die huidige klousule 3 met die volgende:

Alle uitdrukkings wat in hierdie Ooreenkoms gebesig en in die Wet omskryf word, het dieselfde betekenis as in die Wet. Waar daar van 'n wet melding gemaak word, word ook alle wysigings daarvan bedoel en tensy die teenoorgestelde bedoeling blyk, word daar met woorde wat die manlike geslag aandui, ook vroue bedoel; voorts, tensy onbestaanbaar met die samehang, beteken—

"Wet" die Wet op Arbeidsverhoudinge, Wet 28 van 1956;

"Vakleerling" 'n werknemer wat diens doen ingevolge 'n skriftelike leerkontrak wat ingevolge die Wet op Mannekragopleiding, 1981, geregistreer is;

"Bydraes" met betrekking tot 'n lid of 'n kwalifiserende vrywillige lid, beteken die bedrae wat deur of namens hom betaal word of betaalbaar is aan die Fonds, uitgesonderd rente;

"Raad" die Nywerheidsraad vir die Diamantslypnywerheid van Suid-Afrika, geregistreer ingevolge artikel 19 van die Wet;

"Diamantslypnywerheid" of "Nywerheid", sonder om die gewone betekenis van die uitdrukking enigins te beperk, die Nywerheid waarin werkgewers en werknemers met mekaar geassosieer is met die doel om ongeslypte sierdiamante in geslypte, gepoleerde sierdiamante te omskep en omvat dit ook die herslyp en/of herpoleer van sierdiamante en alle werksaamhede wat gepaard gaan met of voortspruit uit die saag, slyp en poleer van sierdiamante;

"verdiens" 'n werknemer of 'n kwalifiserende vrywillige lid se gereelde maandelikse belasbare inkomste, d.w.s. die totaal van sy loon, aansporingsbonus en vaste bonus, en met inbegrip van vakansiebesoldiging, maar nie vakansiebonus en alle ander betalings, of dit belasbaar is al dan nie;

"kwalifiserende vrywillige lid" iemand vir en ten opsigte van wie bydraes tot die Fonds ingevolge hierdie Ooreenkoms nie verpligtend is nie, wat vir lidmaatskap van die Fonds op 'n vrywillige grondslag na 12 September 1985 gekwalifiseer het deur middel van onderhandelinge toe hy en sy werkgewer onderling ooreengekom het om bydraes tot die Fonds te maak ingevolge klousule 4 van hierdie Ooreenkoms, welke bydraes nie eensydig beëindig kan word solank hy 'n kwalifiserende vrywillige lid is nie, en wat—

(a) 'n werknemer is, of

(b) 'n lisensiehouer, aandeelhouer of direkteur van 'n werkgewer is, onder die ouderdom van 55 jaar is en wat, tesame met sy werkgewer, solank hy in diens van sy werkgewer bly, verkies om bydraes tot die Fonds te maak ingevolge klousule 4 van hierdie Ooreenkoms;

"werknemer" 'n werknemer, graad I, wat lid van die Vorige Pensioenfonds was of 'n werknemer, graad I, wat nie lid van die Vorige Pensioenfonds was nie, wat onder die ouderdom van 55 jaar is, en solank genoemde werknemers lede van die vakvereniging is en solank hulle in die diens van lede van die werkgewersorganisasie is, of 'n vakleerling wat een jaar van sy leertyd in die Nywerheid voltooi het terwyl hy in die diens van 'n lid van die werkgewersorganisasie is;

- (b) by all employers who are members of the Employers' Association in respect of their employees who are members of the Trade Union and remain members of the Trade Union and who are or become and remain eligible voluntary members, and by their licence holder/s, share holder/s and/or Director/s who are or become and remain eligible voluntary members.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to apprentices in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into, or any condition fixed thereunder.

2. SCOPE OF APPLICATION OF PENSION FUND AGREEMENT

Substitute the following for the existing clause:

"(1) The terms of this Agreement shall be observed in the Diamond Cutting Industry throughout the Republic of South Africa—

- (a) by all employers who are members of the Employers' Association and by all employees who are members of the Trade Union and who are engaged or employed respectively in the said Industry;

- (b) by all employers who are members of the Employers' Association in respect of their employees who are members of the Trade Union and remain members of the Trade Union who are or become and remain eligible voluntary members, and by their licence holder/s, share holder/s and/or Director/s who are or become and remain eligible voluntary members.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to apprentices in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into, or any condition fixed thereunder."

3. DEFINITIONS

Substitute the following for the existing clause 3:

Any terms used in this Agreement, which are defined in the Act, shall have the same meaning as in the Act. Any reference to any act shall include any amendments thereto and unless the contrary intention appears, words importing the masculine gender shall include females; further, unless inconsistent with the context—

"Act" means the Labour Relations Act, Act 28 of 1956;

"Apprentice" means an employee serving under a written contract of apprenticeship registered under the provisions of the Manpower Training Act, 1981;

"contributions" means, in relation to a member or an eligible voluntary member, the amounts paid or payable by him or on behalf of him, to the Fund, exclusive of interest;

"Council" means the Industrial Council for the Diamond Cutting Industry of South Africa, registered in terms of section 19 of the Act;

"Diamond Cutting Industry" or "Industry" means, without in any way limiting the ordinary meaning of the expression, the Industry in which employers and employees are associated for the purpose of converting uncut gem diamonds into cut polished gem diamonds and further includes the recutting and/or repolishing of gem diamonds and all operations incidental to or consequent upon the process of sawing, cutting and polishing gem diamonds;

"earnings" means an employee's or an eligible voluntary member's regular monthly taxable income, that is, the total of his wages, incentive bonus and fixed bonus, and including holiday pay, but shall exclude holiday bonus and all other payments whether taxable or not;

"eligible voluntary member" means a person, for and in respect of whom contributions to the Fund in terms of this Agreement are not compulsory, who qualified for membership of the Fund on a voluntary basis after 12 September 1985 by way of negotiation when he and his employer mutually agreed to make contributions to the Fund in terms of clause 4 of this Agreement and which contributions may not be terminated unilaterally whilst he is an eligible voluntary member, and who is—

(a) an employee, or

(b) a licence holder, share holder or director of an employer and who is under 55 years of age and who, together with his employer, whilst he remains in the employment of his employer, elects to make contributions to the Fund in terms of clause 4 of this Agreement;

"employee" means a Grade 1 employee who was a member of the Previous Pension Fund or a Grade 1 employee, not being a member of the Previous Pension Fund, who is under 55 years of age and whilst the said employees are members of the trade union and whilst they are employed by members of the employers' organisation, or an apprentice who has completed one year of his period of apprenticeship in the Industry whilst employed by a member of the employers' organisation;

"werkgever/s" enigeen of alle werkgevers in die Nywerheid wat lede van die werkgeversorganisasie is;

"Fonds" die Nuwe Pensioenfonds;

"werknemer, graad I" 'n werknemer, uitgesonderd 'n vakleerling of vakleerling op proef, wat diamante slyp en/of poleer en/of saag.

4. BYDRAES TOT DIE NUWE PENSIOENFONDS

1. Vervang die huidige klousule 4 met die volgende:

(1) Elke werknemer en kwalifiserende vrywillige lid moet elke maand 7 persent van sy verdienste tot die Fonds bydra en sy werkgever moet 'n gelyke bedrag bydrae.

(2) 'n Werknemer en sy werkgever en 'n kwalifiserende vrywillige lid en sy werkgever moet op sy verdienste ten opsigte van jaarlikse verlof bydra.

(3) Benewens die bydraes verskuldig ingevolge subklousule (1) hiervan, moet die werkgever 'n bedrag van 7 persent van die *pro rata*-verlofbeslissing waarop 'n werknemer of 'n kwalifiserende vrywillige lid wie se diens voor die jaarlikse verlofperiode beëindig word, geregtig is, van dié verskuldigde bedrag aftrek. Die werkgever moet 'n gelyke bedrag voeg by dié bedrag, wat afgetrek word.

(4) Die bydrae wat ingevolge subklousules (1) en (2) van hierdie klousule gemaak moet word, moet maandeliks deur die werkgever van die werknemer of 'n kwalifiserende vrywillige lid se verdienste afgetrek word. Die totale bedrag aldus afgetrek, tesame met die bedrag wat deur die werkgever betaalbaar is en alle bykomende bedrae ingevolge subklousule (3) hiervan verskuldig, moet voor of op die sewende dag van die maand wat volg op dié waarop die aftrekkings betrekking het, tesame met 'n staat in die vorm wat die Raad van tyd tot tyd voorskryf, deur die werkgever aan die Nuwe Pensioenfonds, Posbus 8304, Johannesburg, gestuur word.

Op hede die 30ste dag van April 1986 in Johannesburg onderteken.

T. G. DAVIDSON,

Namens die Master Diamond Cutters' Association of South Africa gemagtig.

R. RICH,

Namens die South African Diamond Workers' Union gemagtig.

D. WHITE,

Namens die Nywerheidsraad vir die Diamantslypnywerheid van Suid-Afrika gemagtig.

"employer/s" means any or all employers in the Industry who are members of the employers' organisation;

"Fund" means the New Pension Fund;

"Grade 1 employee" means an employee, other than an apprentice or probational apprentice, who is engaged in cutting and/or polishing and/or sawing diamonds.

4. CONTRIBUTIONS TO THE NEW PENSION FUND

Substitute the following for the existing clause 4:

(1) Every employee and eligible voluntary member shall contribute every month 7 per cent of his earnings to the Fund, and his employer shall contribute an equal amount.

(2) An employee and his employer and an eligible voluntary member and his employer shall contribute on his earnings in respect of annual leave.

(3) In addition to the contributions due in terms of subclause (1) hereof, an amount of 7 per cent of the *pro rata* leave pay entitlement, due to an employee or an eligible voluntary member whose services terminate prior to the annual leave period, shall be deducted by the employer from such amount due. The employer shall add an equal amount to such amount deducted.

(4) The contribution to be made in terms of subclauses (1) and (2) of this clause shall be deducted monthly by the employer from the employee's or an eligible voluntary member's earnings. The total amount so deducted, together with the amount payable by the employer and any additional amounts due in terms of subclause (3) hereof, shall be forwarded by the employer to the New Pension Fund, P.O. Box 8304, Johannesburg, not later than the seventh day of the month following that to which the deductions relate, together with a statement in the form prescribed by the Council from time to time.

Signed at Johannesburg this 30th day of April 1986.

T. G. DAVIDSON,

Authorised on behalf of the Master Diamond Cutters' Association of South Africa.

R. RICH,

Authorised on behalf of the South African Diamond Workers' Union.

D. WHITE,

Authorised on behalf of the Industrial Council for the Diamond Cutting Industry of South Africa.

No. R. 2073

26 September 1986

WET OP ARBEIDSVERHOUDINGE, 1956

LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA.—WYSIGING VAN AANVULLENDE SIEKTEBYSTANDSFONDSOOREENKOMS

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 die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1987 eindig, bindend is vir die werkgeversorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgevers en werknemers wat lede van genoemde organisasies of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1987 eindig, bindend is vir alle ander werkgevers 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.

No. R. 2073

26 September 1986

LABOUR RELATIONS ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA.—AMENDMENT OF SUPPLEMENTARY SICK BENEFIT 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 the second Monday after the date of publication of this notice and for the period ending 30 April 1987, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; 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) shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 April 1987, 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.

BYLAE

NASIONALE NYWERHEIDSRaad VIR DIE LEERNYWERHEID
VAN SUID-AFRIKA

AANVULLENDE SIEKTEBYSTANDSFONDS

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die—

- (a) Midland and Border Leather Industry Manufacturers' Association;
- (b) Western Cape Leather Industries Association;
- (c) Transvaal Footwear, Tanning and Leather Trades Association;
- (d) Natal Footwear, Tanning and General Leather Manufacturers' Association;
- (e) Southern Cape Leather Industries Association;
- (f) South African Tanning Employer's Organisation;
- (g) South African Handbag Manufacturers' Association;
- (h) Footwear Manufacturers' Federation of South Africa;

en

- (i) Association of Transvaal Manufacturers of Luggage, Handbags and General Goods

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

- (j) National Union of Leather Workers;

en

- (k) Transvaal Leather and Allied Trades Industrial Union;

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

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

om die Ooreenkoms vir die Aanvullende Siektebystandsfonds, gepubliseer by Goewermentskennisgewing R. 1791 van 3 September 1982, soos gewysig by Goewermentskennisgewing R. 2446 van 4 November 1983 en R. 304 van 21 Februarie 1986, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkoms moet in die Leernywerheid nagekom word—

- (1) deur alle werkgewers en werknemers wat lede van onderskeidelik die werkgewersorganisasies en die vakverenigings is;
- (2) in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai.

2. KLOUSULE 10.—BYSTAND

- (1) Voeg die volgende nuwe subklousule (4) in:

"(4) Die Bestuursraad kan, na goeddunke en by aanbieding van voldane rekeninge, aan voormalige lede wat afgetree het of wat kragtens die bepalings van die Voorsorgfondsooreenkoms ongeskik gesertifiseer is 'n bedrag terugbetaal gelyk aan die voordele waarop 'n lid geregtig is."

- (2) Hernommer die bestaande subklousule (4) om te lui subklousule (5).

Hierdie Ooreenkoms is namens die partye op hede die dag van Julie 1986 onderteken.

O. J. FOURIE,
Lid van die Raad.

D. J. F. LINDE,
Lid van die Raad.

L. M. VAN LOGGERENBERG,
Hoofsekretaris van die Raad.

No. R. 2083

26 September 1986

WET OP ARBEIDSVERHOUDINGE, 1956

VLEISBEDRYF, OOS-LONDEN.—VERLENGING VAN
OOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperke vasgestel in Goewermentskennisgewing R. 2100 van 30 September 1983, met 'n verdere tydperk wat op 30 September 1989 eindig.

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

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL OF THE LEATHER
INDUSTRY OF SOUTH AFRICA

SUPPLEMENTARY SICK BENEFIT FUND

AGREEMENT

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

- (a) Midland and Border Leather Industry Manufacturers' Association;
- (b) Western Cape Leather Industries Association;
- (c) Transvaal Footwear, Tanning and Leather Trades Association;
- (d) Natal Footwear, Tanning and General Leather Manufacturers' Association;
- (e) Southern Cape Leather Industries Association;
- (f) South African Tanning Employer's Organisation;
- (g) South African Handbag Manufacturers' Association;
- (h) Footwear Manufacturers' Federation of South Africa;

and

- (i) Association of Transvaal Manufacturers of Luggage, Handbags and General Goods

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

- (j) National Union of Leather Workers;

and

- (k) Transvaal Leather and Allied Trades Industrial Union;

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

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

to amend the Agreement for the Supplementary Sick Benefit Fund published under Government Notice R. 1791 of 3 September 1982, as amended by Government Notice R. 2446 of 4 November 1983, and R. 304 of 21 February 1986.

1. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed in the Leather Industry—

- (1) by all employers and employees who are members of the employers' organisations and trade unions respectively;
- (2) in the Republic of South Africa, excluding the port and settlement of Walvis Bay.

2. CLAUSE 10.—BENEFITS

- (1) Insert the following new subclause (4):

"(4) The Board of Management may, in its discretion, and on production of receipted accounts, refund to former members who have retired or who have been certified incapacitated in terms of the provisions of the Provident Fund Agreement, an amount equivalent to the benefits to which a member is entitled."

- (2) Renumber the existing subclause (4) to read subclause (5).

Signed at Port Elizabeth, on behalf of the parties, this day of July 1986.

O. J. FOURIE,
Member of the Council.

D. J. F. LINDE,
Member of the Council.

L. M. VAN LOGGERENBERG,
General Secretary of the Council.

No. R. 2083

26 September 1986

LABOUR RELATIONS ACT, 1956

MEAT TRADE, EAST LONDON.—EXTENSION OF
AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby in terms of section 48 (4) (a) (i) of the Labour Relations Act, 1956, extend the periods fixed in Government Notice R. 2100 of 30 September 1983, by a further period ending 30 September 1989.

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

No. R. 2084

26 September 1986

WET OP ARBEIDSVERHOUDINGE, 1956

VLEISBEDRYF, OOS-LONDEN.—WYSIGING VAN OOREENKOMS

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 1 Oktober 1986 en vir die tydperk wat op 30 September 1989 eindig, bindend is vir die werkgeversorganisasie en die vakvereniging wat die wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (b) en 10, met ingang van 1 Oktober 1986 en vir die tydperk wat op 30 September 1989 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

NYWERHEIDSKRAAD VIR DIE VLEISBEDRYF,
OOS-LONDEN
OOREENKOMS

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

East London Meat Traders' Association

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

East London Meat Trade Union

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant, wat die partye is by die Nywerheidsraad vir die Vleisbedryf, Oos-Londen, om die Ooreenkoms gepubliseer by Goewermentkennisgewing R. 2100 van 30 September 1983.

1. TOEPASSINGSBESTEK

- (1) Hierdie Ooreenkoms moet nagekom word:
- (a) in die landdrosdistrik Oos-Londen; en
- (b) deur alle werkgewers wat lede van die werkgewersorganisasie is en in die Vleisbedryf is en deur alle werknemers wat lede van die vakvereniging is en in daardie Bedryf werksaam is.
- (2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing slegs op werknemers vir wie lone in klousule 4 van die Ooreenkoms gepubliseer by Goewermentkennisgewing R. 2100 van 30 September 1983, voorgeskryf word.

2. KLOUSULE 3.—WOORDOMSKRYWING

- (1) Voeg die volgende omskrywing na die omskrywing van "Wet":
" 'kassier' 'n werknemer, uitgesonderd 'n klerk, wat in 'n bedryfsinrigting in diens is om geld te ontvang en wat ook telefoonbestellings mag ontvang; "
- (2) Voeg die volgende omskrywing na die omskrywing van "Raad":
" 'Snyer' 'n werknemer, uitgesonderd 'n vleistechnikus, wat onder die toesig van 'n gekwalifiseerde tegnikus, vleis sny en voorberei vir verkoop; "
- (3) In die omskrywing van "algemene werker" voeg die volgende na item "O":
" (p) en gaar of bewerkte vleis mag sny; "

No. R. 2084

26 September 1986

LABOUR RELATIONS ACT, 1956

MEAT TRADE, EAST LONDON.—AMENDMENT OF 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 1 October 1986 and for the period ending 30 September 1989, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation 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 clauses 1 (1) (b) and 10, shall be binding, with effect from 1 October 1986 and for the period ending 30 September 1989, 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 MEAT TRADE,
EAST LONDON
AGREEMENT

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

East London Meat Traders' Association

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

East London Meat Trade Union

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

being parties to the Industrial Council for the Meat Trade, East London, to amend the Agreement published under Government Notice R. 2100 of 30 September 1983.

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed:
- (a) in the Magisterial District of East London; and
- (b) by all employers who are members of the employers' organisation and who are engaged in the Meat Trade, and by all employees who are members of the trade union and who are employed in that Trade.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only in respect of employees for whom wages are prescribed in clause 4 of the Agreement published under Government Notice R. 2100 of 30 September 1983.

2. CLAUSE 3.—DEFINITIONS

- (1) Insert the following definition after the definition of "Act":
" 'Cashier' means an employee, other than a clerical employee, who is engaged in an establishment in receiving cash from customers and who may receive telephone orders; "
- (2) Insert the following definition after the definition of "Council":
" 'Cutter' means an employee, other than a meat technician, who may, under the supervision of a qualified meat technician, cut and prepare meat for sale; "
- (3) In the definition of "general worker" insert the following after item (o):
" (p) and who may slice cooked and/or processed meat; "

- (4) Vervang die omskrywing van "uurloon" deur die volgende:
- "(a) die dagloon, gedeel deur agt, vir werknemers vir wie lone in klousule 4 (c) voorgeskryf word;
- (b) die werkloon, gedeel deur 46, vir werknemers vir wie lone in klousule 4 (a), (b), (f), (g) en (h) voorgeskryf word;
- (c) die werkloon, gedeel deur 24, vir werknemers vir wie lone in klousule 4 (1) (i) voorgeskryf word;
- (d) die maandloon, gedeel deur—
- (i) 200, vir werknemers vir wie lone in klousule 4 (d) en (e) voorgeskryf word;
- (ii) 130, vir werknemers vir wie lone in klousule 4 (1) (i) voorgeskryf word;"
- (5) Vervang die omskrywing van "deeltidse werknemer" deur die volgende:
- "'deeltidse werknemer' 'n werknemer wat as sodanig hoogstens 30 gewone ure in 'n week by dieselfde werkgever in diens is;"
- (6) Vervang die omskrywing van "winkelhulp" deur die volgende:
- "'winkelhulp' 'n werknemer wat onder toesig van 'n gekwalifiseerde vleistechnikus vleis verkoop wat vooraf opgesny en geprys is en wat ook die werk van 'n algemene werker kan verrig;"
- (7) Skrap die omskrywing van "lewende hawe" en "vleistechnikus se assistent".

3. KLOUSULE 4—BESOLDIGING

Vervang klousule 4 deur die volgende:

"Geen laer besoldiging as die volgende mag deur 'n werkgever betaal en deur 'n werknemer aanvaar word nie:

	Per week R
(a) Bestuurder	258,50
Winkelkontroleur	172,50
Vleistechnikus, bereider van vleisprodukte en/of spekbe-reider, gekwalifiseer	207,00
(b) Vleistechnikus, bereider van vleisprodukte en/of spekbe-reider, ongekwalifiseer:	
gedurende eerste jaar ondervinding	127,50
gedurende tweede jaar ondervinding	180,00
(c) Loswerknemer: 'n pro rata bedrag vir die werklike tyd-perk wat hy gewerk het teen die voorgeskrewe loon van toepassing op die klas werk wat hy verrig.	
	Per maand R
(d) (i) Klerk, gekwalifiseer	682,00
(ii) Klerk, ongekwalifiseer—	
gedurende eerste jaar ondervinding	531,00
gedurende tweede jaar ondervinding	607,50
	Per week R
(iii) Kassier—	
gedurende eerste jaar na die inwerkingtreding van hierdie Ooreenkoms	80,00
daarna	100,00
(e) Winkelassistent	90,00
(f) Algemene werker—	
gedurende eerste jaar na inwerkingtreding van hierdie Ooreenkoms	52,00
Daarna	58,00
(g) Motorvoertuigdrywer:	
Drywer van 'n motorvoertuig waarvan die onbelaste massa, tesame met die onbelaste massa, van 'n sleepwa of sleepwaens wat so 'n voertuig trek—	
(i) hoogstens 500 kg is	75,00
(ii) meer as 500 kg maar hoogstens 2 500 kg is	91,50
(iii) meer as 2 500 kg is	106,50
(h) (i) Massameter en prysvasteller—	
gedurende eerste jaar na inwerkingtreding van hierdie Ooreenkoms	60,00
daarna	66,00
(ii) Winkelhulp—	
gedurende eerste jaar na inwerktrading van hierdie Ooreenkoms	60,00
daarna	66,00
(iii) Verpakker en toedraaier—	
gedurende eerste jaar na inwerkingtreding van hierdie Ooreenkoms	52,00
daarna	58,00
(i) Deeltidse werknemer.—Minstens 60% van die gekwalifiseerde besoldiging teen die voorgeskrewe loon van toepassing op die klas werk wat hy verrig.)	

- (4) Substitute the following for "hourly wage":

"'hourly wage' means—

- (a) the daily wage divided by eight, in respect of employees for whom wages are prescribed in clause 4 (c);
- (b) the weekly wage divided by 46, in respect of employees for whom wages are prescribed in clause 4 (a), (b), (e), (f), (g) and (h);
- (c) the weekly wage divided by 30, in respect of employees for whom wages are prescribed in clause 4 (1) (i);
- (d) the monthly wage divided by—
- (i) 200, in respect of employees for whom wages are prescribed in clause 4 (d);
- (ii) 130, in respect of employees for whom wages are prescribed in clause 4 (1) (i);"
- (5) Substitute the following for "part-time employee":
- "'part-time employee' means an employee who is employed as such by the same employer for not more than 30 ordinary hours in any one week;"
- (6) Substitute the following for "shop attendant":
- "'shop attendant' means an employee who, under the supervision of a qualified meat technician, is engaged in selling meat which has been pre-cut and pre-priced and who may, in addition, perform the work of a general worker;"
- (7) Delete the definitions of "livestock" and "meat technician's assistant".

3. CLAUSE 4.—REMUNERATION

Substitute the following for clause 4:

"No employer shall pay and no employee shall accept remuneration lower than the following:

	Per week R
(a) Manager	258,50
Shop controller	172,50
Meat technician, smallgoodsman and/or bacon curer, qualified	207,00
(b) Meat technician, smallgoodsman and/or bacon curer, unqualified—	
during first year of experience	127,50
during second year of experience	180,00
(c) Casual employee: Pro rata amount for the actual period worked by him at the prescribed rate applicable to the class of work he performs.	
	Per month R
(d) (i) Clerical employee, qualified	682,00
(ii) Clerical employee, unqualified—	
during first year of experience	531,00
during second year of experience	607,50
	Per week R
(iii) Cashier—	
during first year of experience	80,00
during second year of experience	100,00
(e) Shop assistant	90,00
(f) General worker—	
during first year of operation of this Agreement	52,00
during second year of operation of this Agreement	58,00
(g) Motor vehicle driver—	
driver of a motor vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—	
(i) does not exceed 500 kg	75,00
(ii) exceeds 500 kg but not 2 500 kg	91,50
(iii) exceeds 2 500 kg	106,50
(h) (i) Mass measurer and pricer—	
during first year of operation of this Agreement thereafter	60,00
(ii) Shop attendant—	
during first year of operation of this Agreement thereafter	60,00
(iii) Packer and wrapper—	
during first year of operation of this Agreement thereafter	52,00
(i) Part-time employee.—Not less than 60 % of the qualified remuneration at the prescribed rate applicable to the class of work he performs."	58,00

4. KLOUSULE 5.—BETALING VAN BESOLDIGING

Skrap subklousule (3) (e) en vervang "(e)" deur "(f)" in die volgende paragraaf.

5. KLOUSULE 6.—VERHOUDING VAN WERKNEMERS

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

"(1) *Vleistechnikus*.—'n Werkgever mag nie 'n ongekwalifiseerde vleistechnikus of 'n snyer in diens neem nie, tensy hy 'n gekwalifiseerde vleistechnikus in sy diens het, en vir elke gekwalifiseerde vleistechnikus in sy diens mag hoogstens een ongekwalifiseerde vleistechnikus en een snyer in elke bedryfsinrigting in diens geneem word."

(2) Vervang subklousule (4) deur die volgende:

"(4) 'n Werkgever mag nie 'n winkelassistent, 'n winkelhulp of 'n snyer in diens neem nie tensy hy 'n gekwalifiseerde vleistechnikus in sy diens het, en vir elke gekwalifiseerde vleistechnikus mag hoogstens twee winkelassistenten en een winkelhulp of een winkelassistent en twee winkelhulpe in diens geneem word."

(3) Vervang subklousule (5) deur die volgende:

"(5) As 'n winkelhulp, 'n winkelassistent, 'n klerk, 'n snyer of 'n algemene werker die werk van 'n vleistechnikus verrig, word hy geag 'n vleistechnikus te wees."

6. KLOUSULE 7.—WERKURE

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

"(d) In die geval van 'n deeltydse werknemer, hoogstens 30 uur per week, en in die geval van 'n los werknemer, agt uur per dag, met dien verstande dat—"

(2) Vervang subklousule (6) deur die volgende:

"(6) Klousule 7 (1) (b), 8 (2) en 9 (1) is nie van toepassing op 'n werknemer wat R12 000 of meer per jaar verdien nie."

7. KLOUSULE 9.—OORTYDWERK

Vervang die syfer "24" deur "30" in subklousule (3) (c).

8. KLOUSULE 11

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

"(2) Aan elke werknemer vir wie daar lone in klousule 4, uitgesonderd los werknemers, voorgeskryf word, moet daar in elke jaar diens by dieselfde werkgever drie agtereenvolgende weke verlof met volle besoldiging toegestaan word, met dien verstande dat as 'n openbare vakansiedag binne die toegestane verloftydperk val, so 'n vakansiedag by die genoemde verloftydperk met volle besoldiging gevoeg moet word: Voorts met dien verstande dat die volle verloftydperk verminder kan word met die getal dae waarop daar aan die werknemer op sy skriftelike versoek geleentheidsverlof met volle besoldiging gedurende die betrokke diens tydperk toegestaan is. Die werkgever moet die tyd vasstel wanneer sodanige verlof geneem moet word sodat dit begin binne ses maande na voltooiing van 'n jaar diens, maar sodanige verlof mag nie met 'n tydperk van militêre diens ingevolge die Verdedigingswet, 1957, of met siekteverlof wat ingevolge klousule 12 toegestaan is, saamval nie. Die werkgever moet aan sy werknemer sy loon vir die vakansietydperk betaal voordat sodanige werknemer met verlof gaan."

(2) Vervang subklousule (3) deur die volgende:

"(3) As die diens van 'n werknemer vir wie lone in klousule 4, uitgesonderd 'n los werknemer, voorgeskryf word, beëindig word voor voltooiing van 'n jaar diens maar na voltooiing van 'n maand diens, moet die werkgever die werknemer vir en in plaas van die verlof drie twee-en-vyftigstes van 'n week se loon betaal vir elke voltooië week diens in die onvoltooië jaar, bereken teen die loon wat die werknemer ontvang het toe dié diens beëindig is: Met dien verstande dat 'n werkgever 'n eweredige bedrag kan aftrek ten opsigte van 'n verloftydperk wat ingevolge die tweede voorbehoedsbepaling van subklousule (2) aan 'n werknemer toegestaan is. In die geval van 'n maandeliks besoldigde werknemer word "weekloon" geag die maandloon gedeel deur vier en 'n derde te wees."

(3) Vervang subklousule (6) deur die volgende:

"(6) Waar die diens van 'n werknemer vir wie 'n loon in klousule 4, uitgesonderd 'n los werknemer, voorgeskryf word na voltooiing van 'n jaar diens maar voordat sodanige jaarlikse verlof ooreenkomstig subklousule (2) toegestaan is, moet die werkgever by sodanige beëindiging aan die werknemer, in plaas van sodanige verlof, vir elke maand van sodanige diens 'n kwart van 'n week se loon betaal bereken teen die besoldiging wat die werknemer ten tyde van sy diensbeëindiging ontvang het. Vir die toepassing van hierdie subklousule word "weekloon" in die geval van 'n maandeliks besoldigde werknemer geag die maandloon, gedeel deur vier en 'n derde, te wees."

9. KLOUSULE 18.—FONDSE VAN DIE RAAD

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

"(1) (a) Elke werkgever moet ten opsigte van elke sakeonderneming wat hy besit of dryf, 'n jaarlikse bydrae van R25,00 aan die Raad betaal. Hierdie bedrag is verskuldig op die datum van inwerktrading van hierdie Ooreenkoms, of op die datum waarop hy tot die vleisbedryf toetree, naamlik die jonste datum, en moet betaal word binne twee weke na die datum waarop dit verskuldig is."

4. CLAUSE 5.—PAYMENT OF REMUNERATION

Delete subclause (3) (e) and substitute "(e)" for "(f)" in the following paragraph.

5. CLAUSE 6.—PROPORTION OR RATIO OF EMPLOYEES

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

"(1) *Meat technician*.—An employer shall not employ an unqualified meat technician or a cutter unless he has in his employ a qualified meat technician, and for each qualified meat technician employed not more than one unqualified meat technician and one cutter may be employed in each establishment."

(2) Substitute the following for subclause (4):

"(4) An employer shall not employ a shop assistant or a shop attendant unless he has in his employ a qualified meat technician, and for each qualified meat technician employed, not more than either one shop assistant and two shop attendants or two shop assistants and one shop attendant may be employed by him."

(3) Substitute the following for subclause (5):

"(5) Whenever a shop attendant, a shop assistant, a clerical employee, a cutter or a general worker performs the work of a meat technician, he shall be deemed to be a meat technician."

6. CLAUSE 7.—HOURS OF WORK

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

"(d) in the case of a part-time employee, not more than 30 hours in any week and in the case of a casual employee, eight hours on any one day; Provided that—"

(2) Substitute the following for subclause (6):

"(6) The provisions of clauses 7 (1) (b), 8 (2) and 9 (1) shall not apply to an employee who is in receipt of R12 000 or more per annum."

7. CLAUSE 9.—OVERTIME

(1) Substitute the figure "30" for the figure "24" in subclause (3) (c).

8. CLAUSE 11.—HOLIDAYS AND PAYMENTS

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

"(2) Every employee for whom wages are prescribed in clause 4, other than a casual employee, shall be given in each year of service with the same employer, three consecutive weeks' leave of absence on full pay, provided that should any public holiday fall within the period of leave granted, such holiday shall be added to the said period of leave of absence on full pay: Provided further that the full period of leave may be reduced by any number of days on which the employee, during the relevant period of employment, was granted occasional leave on full pay at his written request. The employers shall fix the time when such leave shall be taken so as to commence within six months after the completion of a year's service, but this leave shall not run concurrently with any period of military service in terms of the Defence Act, 1957, or sick leave granted in terms of clause 12. The employer shall pay his employee his wages for the holiday period before such employee goes on leave."

(2) Substitute the following for subclause (3):

"(3) Where the service of an employee for whom wages are prescribed in clause 4, other than a casual employee, is terminated before the completion of a year's service, but after completion of one month's service, the employer shall for and in lieu of leave pay to the employee for such completed week of service in the uncompleted year three fifty-seconds of a week's pay at the rate which the employee was receiving when such service was terminated: Provided that an employer may make a proportionate deduction in respect of any period of leave granted to an employee in terms of the second proviso to subclause (2). In the case of a monthly-paid employee, "week's pay" shall be deemed to be the monthly rate, divided by four and one third."

(3) Substitute the following for subclause (6):

"(6) Where the service of an employee for whom wages are prescribed in clause 4, other than a casual employee, is terminated after the completion of any year's service, but before such annual leave has been granted in terms of subclause (2), the employer shall upon such termination pay the employee in lieu of such leave one-quarter of a week's pay in respect of each month of such service at the rate the employee was receiving when his service was terminated. For the purposes of this subclause, a "week's pay" in the case of a monthly-paid employee shall be deemed to be the monthly rate, divided by four and one third."

9. CLAUSE 18.—COUNCIL FUNDS

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

"(1) (a) Every employer shall, in respect of each business he owns or conducts, pay to the Council an annual contribution of R25,00. Such sum shall become due on the date of coming into operation of this Agreement, or on the date on which he enters the meat trade, whichever is the later, and shall be paid within two weeks of the due date."

(b) Elke werkgewer moet R1,00 per maand aftrek van die lone van elkeen van sy werknemers wat 'n loon van minder as R100,00 per week ontvang en R2,00 per maand van elkeen van sy werknemers wat R100,00 of meer per week ontvang."

(2) Skrap subklousule (2).

10. KLOUSULE 21.—ORGANISASIE

(1) Skrap die volgende van subklousule (1):

"en motorvoertuigdrywers"

(2) Voeg die volgende subklousule in:

"(3) Elke werkgewer sal van die lone van elke werknemer in sy diens, wat lede van die vakunie is, die ledegeld toekomstig aan die vakunie, van die werknemer se lone aftrek en sal die totale bedrag saam met 'n lys van die betrokke werknemers aan die Sekretaris van die vakunie, Posbus 1005, Oos-Londen, nie later as die vyftiende dag van die volgende maand wanneer die aftreksel toekomstig was."

(3) Vervang "(3)" deur "(4)".

Geteken te Oos-Londen, soos gemagtig, namens die partye by die Raad op hede die 18de dag van June 1986.

A. SUTHERLAND,

Voorsitter van die Raad.

R. G. CONWAY,

Ondervoorsitter van die Raad.

J. A. NICHOLAS,

Sekretaris van die Raad.

(b) R1,00 per month shall be deducted by every employer from the wages of each of his employees who are in receipt of wages of less than R100.00 per week and R2,00 per month from each of his employees who are in receipt of wages of R100,00 or more per week."

(2) Delete subclause (2).

10. CLAUSE 21.—ORGANISATION

(1) Delete the following from subclause (1):

"and motor vehicle drivers" or (b)

(2) Insert the following subclause:

"(3) Every employer shall deduct from the wages of each member of the trade union in his employ, the monthly subscription due by such employee to the trade union and shall forward the total amount deducted, together with a list showing the names of the relevant employees, to the Secretary of the union, P.O. Box 1005, East London, not later than the fifteenth day of the month following that in which the deduction became due."

(3) Substitute "(3)" for "(4)".

Signed at East London, as authorised, for and on behalf of the parties to the Council, this 18th day of June 1986.

A. SUTHERLAND,

Chairman of the Council.

R. G. CONWAY,

Vice-Chairman of the Council.

J. A. NICHOLAS,

Secretary of the Council.

DIE BLOMPLANTE VAN AFRIKA

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

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

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THE FLOWERING PLANTS OF AFRICA

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