

REPUBLIC  
OF  
SOUTH AFRICA



REPUBLIEK  
VAN  
SUID-AFRIKA

# Government Gazette

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JANUARIE 1991

No. 12975

## GOVERNMENT NOTICE

### DEPARTMENT OF MANPOWER

No. R. 92

15 January 1991

### CORRECTION NOTICE

The following corrections to Government Notices R. 3049 and R. 3050 appearing in *Government Gazette* No. 12941 of 4 January 1991 are published here-with for general information:

1. In the English text, substitute the following for Government Notices Nos. R. 3049 and R. 3050:
2. In the Afrikaans text, substitute the following for Government Notices Nos. R. 3049 and R. 3050:

"No. R. 3049

4 January 1991

LABOUR RELATIONS ACT, 1956

LEATHER INDUSTRY, REPUBLIC OF  
SOUTH AFRICA

### RENEWAL OF AGREEMENT FOR THE FOOTWEAR SECTION

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices Nos. 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, R. 2584 of 15 November 1985, R. 2057 of 26 September 1986, R. 2611 of 20 November 1987, R. 148 of 3 February 1989 and R. 889 of 27 April 1990, to be effective from the date of publication of this notice and for the period ending 30 June 1991.

E. VAN DER M. LOUW,  
Minister of Manpower.

## GOEWERMENTSKENNISGEWING

### DEPARTEMENT VAN MANNEKRAAG

No. R. 92

15 Januarie 1991

### VERBETERINGSKENNISGEWING

Onderstaande verbeterings aan Goewermentskennisgewings R. 3049 en R. 3050 wat in *Staatskoerant* No. 12941 van 4 Januarie 1991 verskyn, word hierby vir algemene inligting gepubliseer:

1. In die Afrikaanse teks, vervang Goewermentskennisgewings Nos. R. 3049 en R. 3050 deur die volgende:
2. In die Engelse teks, vervang Goewermentskennisgewings Nos. R. 3049 en R. 3050 deur die volgende:

"No. R. 3049

4 Januarie 1991

WET OP ARBEIDSVERHOUDINGE 1956

LEERNYWERHEID, REPUBLIEK VAN  
SUID-AFRIKA

### HERNUWING VAN OOREENKOMS VIR DIE SKOEISELSEKSIE

Ek, Eli van der Merwe Louw, Minister van Mannekraag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepallings van Goewermentskennisgewings Nos. 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, R. 2584 van 15 November 1985, R. 2057 van 26 September 1986, R. 2611 van 20 November 1987, R. 148 van 3 Februarie 1989 en R. 889 van 27 April 1990, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1991 eindig.

E. VAN DER M. LOUW,  
Minister van Mannekraag.

No. R. 3050	4 January 1991	No. R. 3050	4 Januarie 1991
	LABOUR RELATIONS ACT, 1956		WET OP ARBEIDSVERHOUDINGE, 1956
	LEATHER INDUSTRY, REPUBLIC OF SOUTH AFRICA		LEERNYWERHEID, REPUBLIEK VAN SUID-AFRIKA
	AMENDMENT OF AGREEMENT FOR THE FOOTWEAR SECTION		WYSIGING VAN OOREENKOMS VIR DIE SKOEISELSEKSIE
I, Eli van der Merwe Louw, Minister of Manpower, hereby—		Ek, Eli van der Merwe Louw, Minister van Mannelkrag, verklaar hierby—	
(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 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; and		(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 oopskrif 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 1991 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en	
(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 1991, 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.		(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 1991 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.	
<b>E. VAN DER M. LOUW,</b> Minister of Manpower.		<b>E. VAN DER M. LOUW,</b> Minister van Mannelkrag.	
<b>SCHEDULE</b>		<b>BYLAE</b>	
<b>NATIONAL COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA</b>		<b>NASIONALE NYWERHEIDSRAAD VIR DIE LEERNYWERHEID VAN SUID-AFRIKA</b>	
<b>FOOTWEAR SECTION</b>		<b>SKOEISELSEKSIE</b>	
<b>AGREEMENT</b>		<b>OOREENKOMS</b>	
in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the		ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, besluit deur en aangegaan tussen die	
(a) <b>Footwear Manufacturers' Federation of South Africa,</b>		(a) <b>Footwear Manufacturers' Federation of South Africa,</b>	
(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the		(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die	
(b) <b>National Union of Leather Workers,</b> and		(b) <b>National Union of Leather Workers,</b> en	
(c) <b>South African Clothing and Textile Workers' Union</b> (hereinafter referred to as the "employees" or the "trade unions") of the other part.		(c) <b>South African Clothing and Textile Workers' Union</b> (hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,	
being the parties to the National Industrial Council of the Leather Industry of South Africa.		wat die partye is by die Nasionale Nywerheidsraad vir die Leernywerheid van Suid-Afrika,	
to amend the Agreement of the Footwear Section published under Government Notice No. R. 1798 of 3 September 1982, as amended and renewed by Government Notices Nos. 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, R. 2584 of 15 November		om die Ooreenkoms vir die Skoeiselseksie, gepubliseer by Goewermentskennisgewing No. R. 1798 van 3 September 1982, soos gewysig en hernieu deur Goewermentskennisgewings Nos. 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, R. 1224 of 26 June 1986, R. 2056 and R. 2057 of 2 September 1986, R. 1709 of 7 August 1987, R. 2611 of 20 November 1987, R. 147 and R. 148 of 3 February 1989 and R. 888 and R. 889 of 27 April 1990.

### 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' organisation 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 No. R. 1798 of 3 September 1982.

### 2. CLAUSE 4.—WAGES AND WAGE RATES

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

"(ii) In the event of an employee not absenting himself from work on any day for any reason other than on the instructions or at the request of or with the consent of the employer or on account of illness, or if an employee furnishes reasonable evidence for his absence acceptable to the employer, the wage due to him for that week shall, notwithstanding the provisions of subparagraph (i), be deemed to be the amount reflected in Column B of the annexures referred to in subparagraph (i): Provided that, in the case of absence owing to illness, the employer may require the employee to produce a certificate signed by a registered medical practitioner as proof of cause of absence: Provided further that an employee who arrives late for work and the time so lost does not exceed 15 minutes in the aggregate during any one week, shall be deemed not to have absented himself from work."

(2) Substitute the following for subclause (1) (a) (iv):

"(iv) An employer who, during the period commencing 17 July 1990, has in his employ an employee for whom a wage of less than—

R155,36 per week in District B;

R156,72 per week in District C is prescribed in Column B of the Annexures referred to in subparagraph (i), and where the remuneration of such employee is less than the amounts set out above for the relevant District in respect of any week during which an employee qualifies for the wage prescribed in Column B for the operation on which he is employed, shall pay such employee, in respect of that week, an additional amount equivalent to the difference between the remuneration due to the employee for that week, and the relevant aforementioned amount: Provided that the provisions of this subparagraph shall not apply to employees for whom wages are prescribed in Clause 2(1) B of Annexure A to Part II."

(3) Substitute the following for subclause (1) (a) (v):

"(v) An employer who, during the period commencing 17 July 1990, has in his employ an employee for whom a wage of less than—

R141,24 per week in District B;

1985 en R. 2584 van 15 November 1985, R. 1224 van 26 Junie 1986, R. 2056 en R. 2057 van 26 September 1986, R. 1709 van 7 Augustus 1987, R. 2611 van 20 November 1987, R. 147 en R. 148 van 3 Februarie 1989, en R. 888 en R. 889 van 27 April 1990, te wysig.

### 1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Skoeiselseskisie 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 werkzaam 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 Aanhengsel C van Deel I en Aanhengsel A van Deel II van die Ooreenkoms gepubliseer by Gouverentskennisgiving No. R. 1798 van 3 September 1982.

### 2. KLOUSULE 4 VAN DEEL 1.—LONE EN LOONSKALE

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

"(ii) Ingeval 'n werknemer op enige dag nie om 'n ander rede as op las of op versoek of met die toestemming van die werkewer of weens siekte van sy werk af wegblei nie, of indien die werknemers redelike bewys vir sy afwesigheid kan lewer wat aanvaarbaar is deur sy werkewer, word die loon wat vir daardie week aan hom verskuldig is, ondanks subparagraph (i), geag die bedrag te wees wat weergegee word in kolom B van die Aanhengsel in subparagraph (i) vermeld: Met dien verstande dat, in die geval van afwesigheid weens siekte, die werkewer van sy werknemer kan vereis om as bewys van die oorsaak van afwesigheid 'n sertifikaat voor te lê wat deur 'n geregistreerde geneesheer onderteken is: Voorts met dien verstande dat 'n werknemer wat laat by sy werk aankom nie geag word van die werk afwesig te gewees het nie as die tyd aldus in 'n bepaalde week verloor altesaam hoogstens 15 minute beloop."

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

"(iv) Indien 'n werkewer gedurende die tydperk wat begin op 17 Julie 1990 'n werknemer in sy diens het vir wie 'n loon van minder as—

R155,36 per week in Distrik B;

R156,72 per week in Distrik C voorgeskryf word in Kolom B van die Aanhengsels in subparagraph (i) bedoel, en indien die besoldiging van so 'n werknemer minder is as die bedrag hierbo uiteengesit vir die toepaslike Distrik ten opsigte van enige week waartydens hy kwalificeer vir die loon voorgeskryf in kolom B vir die werk wat hy verrig, moet hy aan sodanige werknemer ten opsigte van daardie week 'n bykomende bedrag betaal wat gelyk is aan die verskil tussen die besoldiging wat vir daardie week aan die werknemer verskuldig is en die toepaslike bedrag hierbo genoem: Met dien verstande dat hierdie subparagraph nie van toepassing is op werknemers vir wie lone in klosule 2(1) B van Aanhengsel A van Deel II voorgeskryf word nie."

(3) Vervang subklousule (1) (a) (v) deur die volgende:

"(v) Indien 'n werkewer gedurende die tydperk wat begin op 17 Julie 1990 'n werknemer in sy diens het vir wie 'n loon van minder as—

R141,24 per week in Distrik B;

R142,47 per week in District C is prescribed in Column A of the Annexure referred to in subparagraph (i), and where the remuneration of such employee is less than the amounts set out above for the relevant District in respect of any week during which an employee qualifies for the wage prescribed in Column A for the operation of which he is employed, shall pay such an employee in respect of that week an additional amount equivalent to the difference between the remuneration due to the employee for that week and the relevant aforementioned amount: Provided that the provisions of this subparagraph shall not apply to employees for whom wages are prescribed in clause 2 (1) B of Annexure A to Part II.”.

(4) In subclause (7) (a), substitute the expression “1 January 1990” for the expression “17 July 1990.”.

### 3. CLAUSE 7.—OVERTIME

Add the following proviso to subclause (8):

Provided further that, where overtime is worked from Monday to Friday in the afternoon, an unpaid rest interval of not less than 10 minutes shall be granted before the commencement of overtime. Such interval shall not be part of the ordinary hours of work of such employee.”.

### 4. CLAUSE 9.—HOLIDAYS, ANNUAL AND MATERNITY LEAVE

(1) 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 on a day (such day to be determined by mutual agreement between the employer and the employees in each establishment), prior to the last working day, a leave allowance 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 undergoing 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) Insert the following after subclause (11):

“(12) Payment of the leave allowance provided for in subclause (1), and the holiday bonus provided for in subclause (10) (a) shall be contained in separate pay envelopes reflecting full details of the method of calculation of such payment.”.

R142,47 per week in Distrik C voorgeskryf word in kolom A van die Aanhangsel in subparagraph (i) bedoel, en indien die besoldiging van so 'n werknemer minder is as die bedrag hierbo uiteengesit vir die toepaslike Distrik ten opsigte van enige week waartydens hy kwalifiseer vir die loon voorgeskryf in kolom A vir die werk wat hy verrig, moet hy aan sodanige werknemer ten opsigte van daardie week 'n bykomende bedrag betaal wat gelyk is aan die verskil tussen die besoldiging wat vir daardie week aan die werknemer verskuldig is, en die toepaslike bedrag hierbo genoem: Met dien verstande dat hierdie subparagraph nie van toepassing is op werknemers vir wie lone in klousule 2 (1) B van Aanhangsel A van Deel II voorgeskryf word nie.”.

(4) In subklousule (7) (a), vervang die uitdrukking “1 Januarie 1990” oral waar dit voorkom, deur die uitdrukking “17 Julie 1990.”.

### 3. KLOUSULE 7.—OORTYDWERK

Voeg die volgende voorbeholdsbepling in subklousule (8):

“Voorts, met dien verstande dat wannek oortyd van Maandag tot Vrydag in die namiddag gewerk word, dat daar voor die begin van oortyd 'n onbetaalde ruspose van minstens 10 minute toegestaan moet word. Sodaange ruspose sal nie 'n deel van die gewone werksure van die werknemer wees nie.”.

### 4. KLOUSULE 9 VAN DEEL 1.—VAKANSIEDAE, JAARLIKSE VERLOF EN KRAAMVERLOF

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

“(1) Elke werkgever 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 sodanige werknemer op 'n dag (soos wedersyds oorengekom tussen die werkgever en werknemer in elke onderneming), voor die laaste werksdag, een twaalfde van die loon wat die werknemer in drie weke sou verdien het, vir elke maand diens by die werkgever: 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, ondergaan; en

(b) as 'n openbare vakansiedag in subklousule (7) bedoel binne sodanige verloftydperk val, sodanige openbare vakansiedag en gelyktydig met die verloftoelae, die loon betaal moet word wat hy sou verdien het as hy op sodanige openbare vakansiedag sy daagliks gemiddelde gewone werksure gewerk het.”.

(2) Voeg die volgende in na subklousule (11):

“(12) Betaling van die verloftoelae wat in subklousule (1) en die vakansiebonus wat in subklousule (10) (a) voorgeskryf is, moet in afsonderlike koeverte bevat word, waarop volle besonderhede van die berekening getoon is.”.

## **5. ANNEXURE C TO PART I.—WAGES**

**Substitute the following for Annexure C to Part I:**

**"ANNEXURE C TO PART I**

## **WAGES**

	WAGES						UNTIL 31/12/1990		THEREAFTER			
	DISTRICT A		DISTRICT B		DISTRICT C		DISTRICT D		DISTRICT D		DISTRICT E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
G. Employees employed on hand typesetting and printing labels on a printing machine .....	R 210,59	R 231,65	R 209,69	R 230,66	R 209,69	R 230,66	R 211,51	R 232,66	R 216,80	R 238,48	R 218,81	R 240,69
H. Employees employed on welt-making:												
(i) Splitting, skiving, cutting, grooving and bevelling.....	R 148,58	R 163,44	R 147,94	R 162,73	R 149,23	R 164,15	R 152,44	R 167,68	R 156,25	R 171,88	R 162,77	R 179,05
(ii) All other operations.....	R 139,73	R 153,70	R 111,47	R 122,62	R 112,43	R 123,67	R 152,44	R 167,68	R 156,25	R 171,88	R 162,77	R 179,05
I. Packers.....	R 139,73	R 153,70	R 118,86	R 130,75	R 119,90	R 131,89	R 152,44	R 167,68	R 156,25	R 171,88	R 162,77	R 179,05
J. Employees employed on currying .....	R 181,52	R 199,67	R 180,74	R 198,81	R 180,74	R 198,81	R 182,31	R 200,54	R 186,87	R 205,56	R 188,60	R 207,46
K. Employees employed on spraying of leather.....	R 210,17	R 231,19	R 209,27	R 230,20	R 209,27	R 230,20	R 211,09	R 232,20	R 216,37	R 238,01	R 218,37	R 240,21
L. Employees employed on knife-making:												
(i) Welding and/or brazing and/or silver soldering.....	R 253,16	R 278,48	R 252,07	R 277,28	R 252,07	R 277,28	R 254,26	R 279,69	R 260,62	R 286,68	R 263,03	R 289,33
(ii) Finishing of joints after welding.....	R 164,64	R 181,10	R 163,92	R 180,31	R 163,92	R 180,31	R 165,34	R 181,87	R 169,47	R 186,42	R 171,05	R 188,16
(iii) Tack and/or spot welding.....	R 153,51	R 168,86	R 152,86	R 168,15	R 154,19	R 169,61	R 154,19	R 169,61	R 158,04	R 173,84	R 162,77	R 179,05
(iv) Bending to templet and/or patterns; hand punching of size onto knife; marking and cutting of bracing steel; oxidising of finished articles and grinding .....	R 153,51	R 168,86	R 152,86	R 168,15	R 154,19	R 169,61	R 154,19	R 169,61	R 158,04	R 173,84	R 162,77	R 179,05

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".

#### 6. CLAUSE 3 OF PART II.—DIFFERENTIAL RATES

	In subclauses (1) and (2), substitute R153,51 for R129,00	In subclauses (1) and (2), substitute R152,86 for R128,45	In subclauses (1) and (2), substitute R154,19 for R129,57	In subclauses (1) and (2), substitute R154,19 for R129,57	In subclauses (1) and (2), substitute R158,04 for R154,19	In subclauses (1) and (2), substitute R162,77 for R136,78
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## 7. ANNEXURE A TO PART II OF THE AGREEMENT

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

### "ANNEXURE A TO PART II"

#### CLAUSE 1.—FOOTWEAR NOT ELSEWHERE SPECIFIED

##### WAGES

							UNTIL 31/12/1990		THEREAFTER			
	DISTRICT A		DISTRICT B		DISTRICT C		DISTRICT D		DISTRICT D		DISTRICT E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
(A) PATTERN DEPARTMENT	R	R	R	R	R	R	R	R	R	R	R	R
(i) Qualified employees employed as pattern cutters producing original standards and hand grading to restrictions and/or shoe draftsman.....	263,56	289,92	262,42	288,66	262,42	288,66	264,70	291,17	271,32	298,45	273,82	301,20
(ii) Qualified employees—												
(a) employed on hand grading but not to restrictions and not producing original standards.....	222,72	245,00	221,77	243,95	221,77	243,95	223,70	246,07	229,29	252,22	231,41	254,55
(b) employed on grading machines.....												
(c) employed on making original lining patterns from upper patterns, where not last copies or original standard are produced .....	176,27	193,90	175,51	193,06	175,51	193,06	177,05	194,76	181,48	199,63	183,15	201,47
(iii) Qualified employees on any operation not specified in (i) and (ii) hereof...												
(B) CLICKING DEPARTMENT												
Qualified employees on:												
(i) Clicking and cutting uppers by hand or machine:												
(a) Vegetable or chrome split, vegetable or semichrome kip, suede chrome kip and vegetable tanned sheepskins and goatskins .....	263,56	289,92	262,42	288,66	262,42	288,66	264,70	291,17	271,32	298,45	262,42	288,66
White full chrome kip for the production of wholecuts bluchers, and veldschoens only, but excluding miners' and miners type footwear (all South African tannage) .....												
Children's work, any material, all size up to and including size 1½, and all leather slippers (men's, women's and children's) .....												
(b) Any other materials.....	263,56	289,92	262,42	288,66	262,42	288,66	264,70	291,17	271,32	298,45	262,2	288,66
[Ratio. —For every four or part of four qualified clickers there may be employed not more than one learner .....												
'Part of four' shall mean a remainder of not less than one after total number of qualified clickers has been divided by four .....												
(c) Upper leather sorter grading and/or sorting for quality for issue to clickers .....	263,56	289,92	262,42	288,66	262,42	288,66	264,70	291,17	271,32	298,45	273,82	301,20
(d) Examining of cut leather components for quality.....	263,56	289,92	262,42	288,66	262,42	288,66	264,70	291,17	271,32	298,45	273,82	301,20

									UNTIL 31/12/1990		THEREAFTER	
	DISTRICT A		DISTRICT B		DISTRICT C		DISTRICT D		DISTRICT D		DISTRICT E	
	Column A	Column B	Column A	Column B	Column A	Column B						
	Per week	Per week	Per week	Per week	Per week	Per week						
(ii) Lining, sock and fitting cutting and/or small trimmings and/or cut-outs died out by clicking press, revolution press, eccentric press or mallet..... Note.—A trimming is 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 investigation, be final ..... Cutting from offal of inside tongues and narrow backstraps for children's, youths' and maids' stichdowns of Oxford and Derby patterns..... All other tongue and backstrap cutting shall be paid for at the rate of applicable to clicking of the materials in terms of paragraph (i) hereof... Strap cutting to length from continuous rolls or hanks of pre-pared material..... [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 (N) (i) of this Annexure.....]	R	R	R	R	R	R	R	R	R	R	R	R
	181,52	199,67	180,74	198,81	180,74	198,81	182,31	200,54	186,87	205,56	188,60	207,46
(iii) Cut-outs died out by Western Type cut-out machine and automatic multipunch/slashing machine .....	161,11	177,22	160,41	176,45	160,41	176,45	161,80	177,98	165,85	182,44	167,40	184,14
(iv) Giving out patterns .....	176,27	193,90	175,51	193,06	175,51	193,06	177,05	194,76	181,48	199,63	183,15	201,47
(v) Size stamping and/or painting .....	153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05
Applying acme-backing .....												
<b>(C) CLOSING DEPARTMENT</b>												
Qualified employees on:												
(i) Puritan machining.....	191,92	211,11	191,10	210,21	191,10	210,21	192,76	212,04	197,58	217,34	199,41	219,35
(ii) Stitching aprons on uppers on out-sole stitching machines .....	181,52	199,67	180,74	198,81	180,74	198,81	182,31	200,54	186,87	205,56	188,60	207,46

							UNTIL 31/12/1990		THEREAFTER			
	DISTRICT A		DISTRICT B		DISTRICT C		DISTRICT D		DISTRICT D		DISTRICT E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
(iv) Other machining:	R	R	R	R	R	R	R	R	R	R	R	R
(a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining 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)	153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05
(b) Operations on leather other than those specified in (a):												
Vamping .....												
Flat binding by machine .....												
Machining additional rows of stitching on the vamp, parallel to the vamp, stitching .....												
Golosh machining (whole goloshes) .....												
Fancy shoes on the held-together system, machined through (all classes) .....												
Fancy machining on the held-together system, including collars, cut-outs, overlays and fancy pattern stitching without markers... .....	164,64	181,10	163,92	180,31	163,92	180,31	165,34	181,87	169,47	186,42	171,05	188,16
Running round or any operation on posttrimming machine, excluding Oxford and Derby pattern Derby-sides .....												
Vamping shoes with quarters over vamps .....												
Conveyor belt console operator feeding individual operators.....												
(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.....												
(d) All operations on children's work up to size 1½ .....												
All leather slippers (men's, women's and children's) .....	153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05
All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type) .....												
(v) Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand and pleating by machine.....	164,64	181,10	163,92	180,31	163,92	180,31	165,34	181,87	169,47	186,42	171,05	188,16
(vi) Bagging .....												
Turning of binding .....												
Buttonholing .....												
Button fastening .....												
Lacing .....												
Hand punching .....												
Staying and taping .....												
Seam rubbing .....	153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05
Seam hammering .....												
Sewing on bows and buckles by hand or machine .....												
Silk screen printing .....												
Table-hands .....												
Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators) .....												



							UNTIL 31/12/1990		THEREAFTER			
	DISTRICT A		DISTRICT B		DISTRICT C		DISTRICT D		DISTRICT D		DISTRICT E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
<b>Class III Operations</b>	R	R	R	R	R	R	R	R	R	R	R	R
Qualified employees on:												
Channel opening .....												
Edge covering .....												
Edge reducing .....												
Automatic edge preparation machine operating for sole to prior attachment...												
Flexing .....												
Insole feathering .....												
Insole grooving .....												
Insole slotting .....												
Insole marking .....												
Lift and/or rand tacking .....												
Lip turning .....												
Press room scouring operations .....												
Shank assembling .....												
Shank moulding .....												
Skiving .....												
Size stamping .....												
Sole, insole and stiffener moulding .....												
Sole and insole splitting .....												
Sole grading machine operating .....												
Sole roughening for stuck-on work .....												
Solutioning .....												
Staining and/or inking of insolves .....												
Stiffener waxing and crimping .....												
Welt preparation .....												

(Ratio. — See subclause (P).)



















							UNTIL 31/12/1990		THEREAFTER			
	DISTRICT A		DISTRICT B		DISTRICT C		DISTRICT D		DISTRICT D		DISTRICT E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
(vi) Cementing or solutioning and laminating of two or more pieces of wood to increase final substance .....	R	R	R	R	R	R	R	R	R	R	R	R
(vii) Positioning and pressing of pre-trimmed or untrimmed soles to wooden units .....	153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05
(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 .....	176,27	193,90	175,51	193,06	175,51	193,06	177,05	194,76	181,48	199,63	183,15	201,47
(ix) Attaching top pieces to heels .....	153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05
(x) (aa) Scouring units by automatic machines prior to or after sole attaching .....	176,27	193,90	175,51	193,06	175,51	193,06	177,05	194,76	181,48	199,63	183,15	201,47
(ab) Scouring units by hand prior to or after sole attaching .....	153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05
(xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations ..	176,27	193,90	175,51	193,06	175,51	193,06	177,05	194,76	181,48	199,63	183,14	201,47
(xii) Examining for quality .....	153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05
(xiii) Repairing of units.....	212,36	233,60	211,42	232,56	211,42	232,56	213,26	234,59	218,59	240,45	220,63	242,69
(xiv) Size stamping .....	153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05
(xv) Varnishing, painting, spraying or dipping units.....												
(xvi) Attaching of decorative studs and/or nails and/or rivets and/or tacks to units after lasting.....	153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05
<b>(N) LEARNERS</b>												
(i) Learners employed on the operations referred to in clause 4 of Part II, according to experience:												
First six months .....	118,32	130,15	117,81	129,59	117,81	129,59	118,82	130,70	121,79	133,97	117,81	129,59
Second six months.....	131,40	144,54	130,84	143,92	130,84	143,92	131,98	145,18	135,28	148,81	130,84	143,92
Third six months.....	146,00	160,60	145,37	159,91	145,37	159,91	146,63	161,29	150,30	165,33	145,37	159,91
Fourth six months .....	161,35	177,49	160,65	176,72	160,65	176,72	162,05	178,26	166,10	182,71	160,65	176,72
Fifth six months.....	173,54	190,89	173,79	190,07	172,79	190,07	174,28	191,71	178,64	196,50	172,80	190,08
Sixth six months.....	194,73	214,20	193,90	213,29	193,90	213,29	195,56	215,12	200,45	220,50	193,90	213,29
Thereafter, the prescribed rate.												
(ii) Learners in Class III in the Rough Stuff, Making and Finishing Departments, according to experience:												
First six months.....	86,89	95,58	86,52	95,17	86,52	95,17	87,27	96,00	89,45	98,40	86,52	95,17
Second six months.....	98,58	108,44	98,16	107,98	98,16	107,98	99,00	108,90	101,48	111,63	98,16	107,98
Third six months.....	111,03	122,13	110,55	121,61	110,55	121,61	111,53	122,68	114,32	125,75	110,55	121,61
Fourth six months .....	124,11	136,42	123,56	135,92	123,56	135,92	124,62	137,08	127,74	140,51	123,56	135,92

							UNTIL 31/12/1990		THEREAFTER			
	DISTRICT A		DISTRICT B		DISTRICT C		DISTRICT D		DISTRICT D		DISTRICT E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
(iii) Learners employed on the operations referred to in subclause H, according to experience:	R	R	R	R	R	R	R	R	R	R	R	R
First six months.....	86,89	95,58	86,52	95,17	86,52	95,17	87,27	96,00	89,45	98,40	86,52	95,17
Second six months.....	985,58	108,44	98,16	107,98	98,16	107,98	99,00	108,90	101,48	111,63	98,16	107,98
Third six months.....	111,03	122,13	110,55	121,61	110,55	121,61	111,53	122,68	114,32	128,75	110,55	121,61
Thereafter, the prescribed rate.												
(iv) Other learners, according to experience:	R	R	R	R	R	R	R	R	R	R	R	R
First six months.....	86,89	95,58	86,52	95,17	86,52	95,17	87,27	96,00	89,45	98,40	86,52	95,17
Second six months.....	98,58	108,44	98,16	107,98	98,16	107,98	99,00	108,90	101,48	111,63	98,16	107,98
Third six months.....	111,03	122,13	110,55	121,61	110,55	121,61	111,53	122,68	114,32	125,75	110,55	121,61
Fourth six months.....	124,11	136,52	123,56	135,92	123,56	135,92	124,62	137,08	127,74	140,51	123,56	135,92
Fifth six months.....	138,67	152,54	138,06	151,87	138,06	151,87	139,24	153,16	142,72	156,99	138,06	151,87
Sixth six months.....	15,697	172,67	156,28	171,91	156,28	171,91	157,64	173,40	161,58	177,74	156,28	171,91
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 become entitled to a wage of R153,51 per week if employed on operations for which this rate is prescribed;	153,51		152,86		154,19		154,19		158,04		162,77	
(ab) after the fifth six months of experience become entitled to a wage of R164,64 per week or R181,52 per week or R191,92 per week if employed on operations for which these rates are prescribed;	164,64		163,92		163,92		165,34		169,47		171,05	
(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 R153,51 .....	181,52		180,74		180,74		182,31		186,87		188,60	
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 no 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.	191,92		191,10		191,10		192,76		197,58		199,41	
	153,52		152,86		154,19		154,19		158,04		162,77	



**(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.

**(Q) MILK**

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

**CLAUSE 2.—FOOTWEAR AS SPECIFIED BELOW**

[For applicable definitions, see subclause (5) hereunder.]

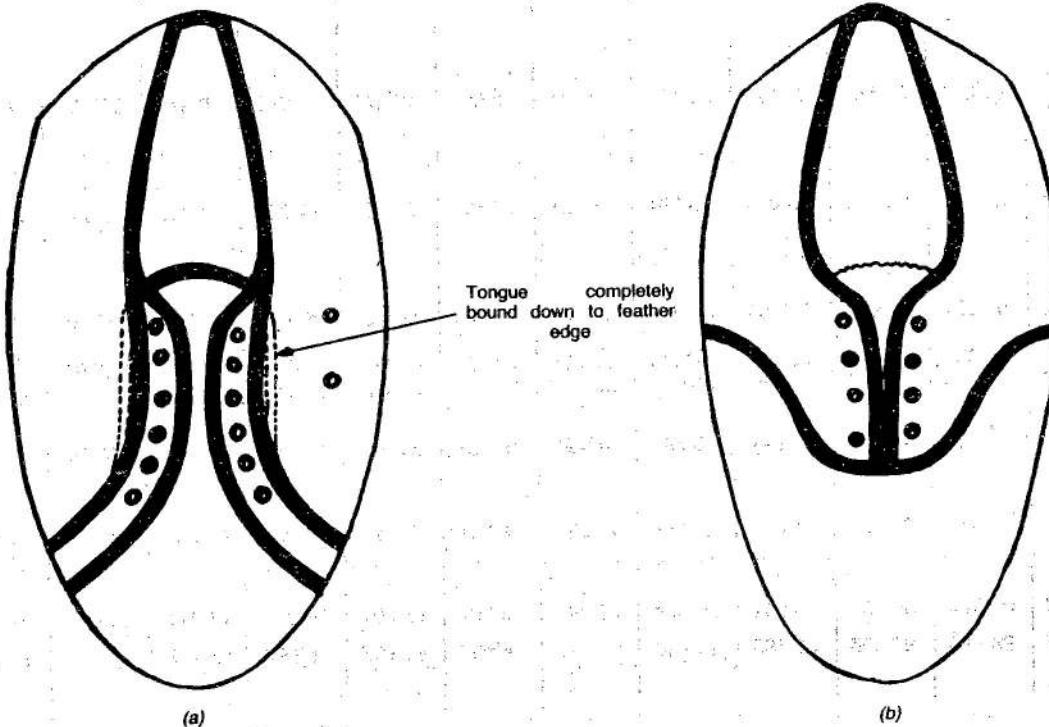
**Group 1.**—Footwear designed for active participation in sport made with an upper of canvas fabric in conjunction if necessary with edging, moulding, guards or toecaps manufactured only from rubber, all of one colour, the bindings of which shall be no greater than the bindings depicted in the line 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/I/Part 2): Provided further that—

- (i) the sole shall be of rubber which is either vulcanised in an autoclave or is directly moulded;
- (ii) the footwear as 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);
- (iii) where studs and/or bars are provided, these shall not protrude more than six millimetres from the soles;
- (iv) where a heel is provided, it shall not protrude more than six millimetres, measured from the surface of the sole at the waist;
- (v) 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.



	UNTIL 31/12/1990 THEREAFTER											
	DISTRICT A		DISTRICT B		DISTRICT C		DISTRICT D		DISTRICT D		DISTRICT E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
(1) WAGES	R	R	R	R	R	R	R	R	R	R	R	R
A.—LACE-UP RUBBER BOOTS												
Qualified employees on:												
(i) Marking and/or cutting of textile fabrics.....	232,78	256,06	231,78	254,96	231,78	254,96	233,78	257,16	239,62	263,58	241,86	266,02
(ii) Cutting of rubber uppers .....	181,52	199,67	180,74	198,81	180,74	198,81	182,31	200,54	186,87	205,56	188,60	207,46
(iii) Cutting of fabric impregnated with rubber .....												
(iv) Closing Departments:												
(a) Upper closing.....	164,64	181,10	163,92	180,31	163,92	180,31	165,34	181,87	169,47	186,42	171,05	188,16
(b) Lining closing.....												
(c) Eyeletting.....												
(d) Buffing tongues.....												
(e) Inserting tongues.....	153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05
(f) Securing tongues.....												
(g) Table-hands .....												
(v) All sole cutting operations, whether by hand or press.....	222,73	245,00	221,77	243,95	221,77	243,95	223,70	246,07	229,29	252,22	231,41	254,55
(vi) All other press cutting operations (bottom stock only).....	153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05
(vii) Hand-lasting (means the pulling over of the prepared upper over the last and securing it to the insole).....	176,29	193,92	175,51	193,06	175,51	193,06	177,05	194,76	181,48	199,63	183,15	201,47
(viii) Insole attaching .....												
(ix) Placing material around the last.....												
(x) Sole attaching.....												
(xi) Attending an autoclave .....												
(xii) Solutioning by hand .....	153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05
(xiii) Solutioning by machine .....												
(xiv) (a) Moulding of soles, heels and/or sole and heel units .....												
(b) Moulding of boots other than in an autoclave .....												
(xv) Hobnailing .....	176,29	193,92	175,51	193,06	175,51	193,06	177,05	194,76	181,48	199,63	183,15	201,47
(xvi) Sole roughing .....												
(xvii) Upper roughing .....												
(xviii) Edge trimming .....												
(xix) Spew and/or flash trimming on moulded boots .....												
(xx) Inserting laces .....												
(xxi) Slipping and sorting lasts .....												
(xxii) Trimming linings .....												
(xxiii) Rolling uppers .....												
(xxiv) Cutting and/or inserting stays .....	153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05
(xxv) Dressing .....												
(xxvi) Cleaning .....												
(xxvii) Stamping sizes on linings .....												
(xxviii) Loading trolley for autoclave .....												
(xxix) Pairing .....												
(xxx) Attaching throughs or insole covers .....												
(xxxi) Operations not specified in (i) to (xxx) above .....												
(xxxii) General workers .....	146,83	161,51	146,19	160,81	147,46	162,21	152,44	167,68	156,25	171,88	162,77	179,05









	SALARIES AND WAGES											
	UNTIL 31/12/1990						THEREAFTER					
	DISTRICT A		DISTRICT B		DISTRICT C		DISTRICT D		DISTRICT D		DISTRICT E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
D. Making Department:	R	R	R	R	R	R	R	R	R	R	R	R
(i) Slipper turn sewing .....	192,34	211,57	191,52	210,67	191,52	210,67	193,17	212,49	198,00	217,80	199,82	219,80
(ii) Steaming and blocking into shape:												
(a) Felt work.....	176,27	193,90	175,51	193,06	175,51	193,06	177,05	194,76	181,48	199,63	183,15	201,47
(b) Leather work, fabric Cubans .....												
(iii) Stuck-on process:												
(a) Hand-tlasting .....												
Sole roughening .....												
Sole positioning on upper and pressoperating in one operation.....												
Sole positioning on upper at forepart seat before pressing .....												
Press operating with sole previously positioned .....												
(b) Solutioning operation.....	153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05
(c) Sole and insole tacking.....	176,27	193,90	175,51	193,06	175,51	193,06	177,05	194,76	181,48	199,63	183,15	201,47
(iv) Vulcanising soles to lasted uppers.....												
(v) Slugging .....												
(vi) Channelling .....												
Hand-levelling .....												
Heel attaching .....												
Tacking backs .....												
(vii) Slipper turning .....	153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05
(viii) Fetching and putting away lasts.....												
(ix) Inserting heel pads .....												
(x) Conveyor operating .....												
(xi) Direct injection moulding or pouring of any materials used for soling and unit converting:												
Direct injection moulding of units to lasted uppers or string-lasted uppers or uppers with stiched-in socks:												
(a) Where one employee is employed on an injection moulding machine.....												
(b) Where two employees are employed on an injection moulding machine each shall be paid.....												
(c) Where more than two employees are employed on an injection moulding machine, each shall be paid .....	176,27	193,90	175,51	193,06	175,51	193,06	177,05	194,76	181,48	199,63	183,15	201,47



							UNTIL 31/12/1990		THEREAFTER			
	DISTRICT A		DISTRICT B		DISTRICT C		DISTRICT D		DISTRICT D		DISTRICT E	
	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
Provided further that learners on operations for which a wage rate of R129,00 is prescribed shall, after the fourth six months of experience, become entitled to this wage rate:	R	R	R	R	R	R	R	R	R	R	R	R
Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.	153,51		152,86		154,19		154,19		158,04		162,77	
General workers.....	146,83	161,51	146,19	160,81	147,46	162,21	152,44	167,68	156,25	171,88	162,77	179,05
(3) GENERAL WORKERS												
General workers.....												
(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.												
<b>CLAUSE 4.—‘PLATNATE’ AND ‘DOPPERS’</b>												
Note.—‘Platnate’ and ‘doppers’ mean footwear wholly or mainly stitched by hand with riempie or pitch thread.												
Qualified employees on:												
(i) Clicking.....	177,63	195,39	176,87	194,56	176,87	194,56	178,40	196,24	182,86	201,15	176,87	194,56
(ii) Machining by power.....	139,73	153,70	101,25	111,38	102,14	112,35	152,44	167,68	156,25	171,88	162,77	179,05
Machining other than by power.....	139,73	153,70	88,82	97,70	89,61	98,57	152,44	167,68	156,25	171,88	162,77	179,05
Other Closing Department operations .....	139,73	153,70	101,25	111,38	102,14	112,35	152,44	167,68	156,25	171,88	162,77	179,05
(iii) Sole cutting by power .....	210,17	231,19	209,27	230,20	209,27	230,20	211,09	232,20	216,37	238,01	214,80	236,28
Sole cutting other than by power.....	139,73	153,70	126,13	138,74	127,22	139,94	152,44	167,68	156,25	171,88	162,77	179,05
(iv) Pulling over by hand and/or handlasting .....	139,73	153,70	126,13	138,74	127,22	139,94	152,44	167,68	156,25	171,88	162,77	179,05
Stitching by hand .....	139,73	153,70	88,82	97,70	89,61	98,57	152,44	167,68	156,25	171,88	162,77	179,05
(v) Edge trimming by power .....	177,63	195,39	176,87	194,56	176,87	194,56	178,40	196,24	182,86	201,15	183,56	203,02
Edge trimming other than by power .....	139,73	153,70	126,13	138,74	127,22	139,94	152,44	167,68	156,25	171,88	162,77	179,05
(vi) Pairing and/or size marking .....	139,73	153,70	88,82	97,70	89,61	98,57	152,44	167,68	156,25	171,88	162,77	179,05
(vii) Any operation other than those specified in (i) to (vi) hereof.....	139,73	153,70	126,13	138,74	127,22	139,94	152,44	167,68	156,25	171,88	162,77	179,05

												UNTIL 31/12/1990		THEREAFTER	
DISTRICT A		DISTRICT B		DISTRICT C		DISTRICT D		DISTRICT D		DISTRICT E					
Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B	Column A	Column B
Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
R	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R
First six months.....	86,89	95,58	86,52	95,17	86,52	95,17	87,29	96,02	89,47	98,42	86,52	95,17			
Second six months .....	98,58	108,44	98,14	107,95	98,14	107,95	98,98	108,88	101,45	111,60	98,14	107,95			
Third six months .....	111,03	122,13	110,55	121,61	110,55	121,61	111,51	122,66	114,31	125,74	110,55	121,61			
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 WORKERS															
General workers.....	139,73	153,70	111,47	122,62	112,43	123,67	152,44	167,68	156,25	171,88	162,77	179,05			
(4) RATIO															
For every three employees receiving not less than R117,42 per week there may be employed not more than one employee at a wage of less than R117,42 per week.....	139,73		88,79		89,54		152,44		156,25		162,77				
(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.".	139,73		88,79		89,54		152,44		156,25		162,77				

## 5. AANHANGSEL C VAN DEEL I.—LONE

Vervang Aanhangsel C van Deel I deur die volgende:

## **"AANHANGSEL C VAN DEEL I**

LONE

													TOT 31/12/1990	DAARNA				
	DISTRIK A		DISTRIK B		DISTRIK C		DISTRIK D		DISTRIK D		DISTRIK E							
	Kolom A	Kolom B																
	Per week	Per week																
	R	R	R	R	R	R	R	R	R	R	R	R	R	R	R			
F. Werksaamhede in verband met die maak van kartondose:																		
(i) Guillotine en/of draaisynmes en/of kerfmasjien met—																		
(a) kragaandrywing.....	232,69	255,96	231,70	254,87	231,70	254,87	233,72	257,09	239,56	263,52	241,76	265,94						
(b) handaandrywing.....	187,58	206,34	186,77	205,45	186,77	205,45	188,39	207,23	193,10	212,41	194,89	214,38						
(ii) Kartondoosmakers.....	139,73	153,70	126,20	138,82	127,31	140,04	152,44	167,68	156,25	171,88	162,77	179,05						
Die maak van kartondose, volgens ondervinding:																		
Eerste ses maande.....	86,89	95,58	86,52	95,17	86,52	95,17	87,29	96,02	89,47	98,42	86,52	95,17						
Tweede ses maande.....	113,32	124,65	98,14	107,95	98,14	107,95	98,98	108,88	101,45	111,60	98,14	107,95						
Derde ses maande.....	—	—	110,55	121,61	110,55	121,61	111,51	122,66	114,30	125,73	110,55	121,61						
Daarna.....	139,73	153,70	126,20	138,82	127,31	140,04	152,44	167,68	156,25	171,88	162,77	179,05						
Met dien verstaande 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.....	210,59	231,65	209,69	230,66	209,69	230,66	211,51	232,66	216,80	238,48	218,81	240,69						
H. Werknemers wat kantstrokies maak:																		
(i) Splits, skaaf, sny, groewe maak en afskuins.....	148,58	163,44	147,94	162,73	149,23	164,15	152,44	167,68	156,25	171,88	162,77	179,05						
(ii) Alle ander werksaamhede.....	139,73	153,70	111,47	122,62	112,43	123,67	152,44	167,68	156,25	171,88	162,77	179,05						
I. Verpakkers.....	139,73	153,70	118,86	130,75	119,90	131,89	152,44	167,68	156,25	171,88	162,77	179,05						
J. Werknemers wat leer brei.....	181,52	199,67	180,74	198,81	180,74	198,81	182,31	200,54	186,87	205,56	188,60	207,46						
K. Werknemers wat sproeiverf aan leer aanbring .....	210,17	231,19	209,27	230,20	209,27	230,20	211,09	232,20	216,37	238,01	218,37	240,21						
L. Werknemers wat messe maak:																		
(i) Sweis- en/of swissoldeer- en/of silwersoldeerwerk.....	253,16	278,48	252,07	277,28	252,07	277,28	254,26	279,69	260,62	286,68	263,03	289,33						
(ii) Lasse afwerk ná sweising.....	164,64	181,10	163,92	180,31	163,92	180,31	165,34	181,87	169,47	186,42	171,05	188,16						
(iii) Heg- en/of puntsweiswerk .....	153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05						
(iv) Buigwerk volgens patroonplaat en/of modelle; grootte met die hand op messe pons; verspanstaal merk en sny; oksidering van afgewerkte artikels en slypwerk.....	153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05						

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

## 6. KLOUSULE 3 VAN DEEL II.—DIFFERENSIËLE LONE

	In subklousules (1) en (2), ver- vang R129,00 deur R153,51	In subklousules (1) en (2), ver- vang R128,45 deur R152,86	In subklousules (1) en (2), ver- vang R129,57 deur R154,19	In subklousules (1) en (2), ver- vang R129,57 deur R154,19	In subklousules (1) en (2), ver- vang R154,19 deur R158,04	In subklousules (1) en (2), ver- vang R1366,78 deur R162,77
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## **7. AANHANGSEL A VAN DEEL II VAN DIE OOREENKOMS**

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

## **"AANHANGSEL A VAN DEEL II**

#### KLOUSULE 1.—SKOEISEL, NIE ELDERS GESPESIFISEER NIE

LONE





	.....								TOT 31/12/1990		DAARNA			
	DISTRIK A		DISTRIK B		DISTRIK C		DISTRIK D		DISTRIK D		DISTRIKE			
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B						
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week						
Fantasiekoene volgens die saamhoustelsel heeltemal met masjien gestik (alle soorte).....	R	R	R	R	R	R	R	R	R	R	R	R	R	R
Fantasiemasjienvwerk volgens die saamhoustelsel, met inbegrip van krae, uitsnydings, belegsels en sierpatroonstikwerk sonder merkers.....	164,64	181,10	163,92	180,31	163,92	180,31	165,34	181,87	169,47	186,42	171,05	188,16		
Rantwerk of enige werksaamheid met natoomasjienv, uitgesondert Derby-sykante van die Oxford en Derbypatroon .....														
Voorstukke van skoene vasstik met hielstukke oor die voorstukke Bediener van 'n vervoerbandkonsole wat individuele bedieners voer.....														
(c) Werksaamhede, uitgesondert dié in (a) en (b) hierbo gespesifieer, 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 om 'n naat te vorm, insluitende keuring vir gehalte .....														
(d) Alle werksaamhede in verband met kinderskoeisel to No. 1½ .....														
Alle leerpantoffels (vir mans, vroue en kinders) .....														
Alle werksaamhede in verband met swart en bruin kalfsleer (uitgesondert stikwerk aan oor skoene, fantasiewerk en werk aan skoeisel vir mynwerkers en/of skoeisel van die mynwerkerstipe) .....	153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05		
(v) Vetergate maak, klinkwerk doen, perforeerwerk doen, skaaf, vou en bruineer met die hand of 'n masjien en plooiwerk met 'n masjien doen....	164,64	181,10	163,92	180,31	163,92	180,31	165,34	181,87	169,47	186,42	171,05	188,16		
(vi) Omdopping.....														
Bindwerk omdraai.....														
Knope aanwerk .....														
Knoopsgate maak .....														
Vasrygwerk .....														
Handponswerk .....														
Stutte en bande aanwerk .....														
Naatvryfwerk .....														
Naatplatslaanwerk .....														
Strikke en gespes met die hand of 'n masjien vaswerk .....														
Syskermdrukwerk.....														
Tafelwerkers .....														
Die laai, van ander tikvervoerders, maar uitgesondert 'n bediener van 'n vervoerbandkonsole (wat individuele bedieners voer).....	153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05		



	TOT 31/12/1990								DAARNA			
	DISTRIK A		DISTRIK B		DISTRIK C		DISTRIK D		DISTRIK D		DISTRIK E	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
<b>Klas III-werksaamhede</b>	R	R	R	R	R	R	R	R	R	R	R	R
Gekwalifiseerde werknemers in diens vir:												
Groewe oopsny .....												
Rande bedek .....												
Rande afwerk .....												
Die bediening van 'n masjien wat die rande van sole outomaties voorberei voordat dit vasgesit word.....												
Buigwerk.....												
Binnesole afwerk .....												
Groewe in binnesole maak .....												
Gleue in binnesole maak.....												
Binnesole merk .....												
Haklenties en/of hakstrokies vasspyker.....												
Rande omkeer .....	153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05
Skuurwerk in perskamer .....												
Brugstukke aanmekaarsit .....												
Brugstukke giet.....												
Skaafwerk .....												
Nommers stempel .....												
Sole, binnesole en verstywers giet.....												
Sole en binnesole splits .....												
Soolgradeermasjien bedien .....												
Sole vir aanplakwerk rofmaak.....												
Rubberlym aansmeer .....												
Beitswerk en/of inkwerk aan binnesole .....												
Was aan hakkape smeer en dit krimp .....												
Kanstrokies berei .....												

[Getalsverhouding.—Kyk subklousule (P).]

















	TOT 31/12/1990 DAARNA											
	DISTRIK A		DISTRIK B		DISTRIK C		DISTRIK D		DISTRIK D		DISTRIK E	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
(K) INSPIUTVORMING OF GIET VAN STOWWE WAT VIR VERSOOLWERK EN VIR DIE OMBOU VAN EENHEDE GEBRUIK WORD	R	R	R	R	R	R	R	R	R	R	R	R
Gekwalifiseerde werknemers in diens vir:												
Inspuitvorming van eenhede aan boleer wat op 'n lees vasgwerk is of wat met tou aan 'n lees vasgwerk is of van sooleenhede:												
(a) Waar een werknemer met 'n inspuitvormmasjien werkzaam is .....												
(b) Waar twee werknemers met 'n inspuitvormmasjien werkzaam is moet elkeen soos volg betaal word.....	176,27	193,90	175,51	193,06	175,51	193,06	177,95	194,76	181,48	199,63	183,15	201,47
(c) Waar meer as twee werknemers met 'n inspuitvormmasjien werkzaam is, moet elkeen soos volg betaal word .....												
(Getalsverhouding. — Vir elke twee gekwalifiseerde werknemers in diens in hierdie seksie mag daar hoogstens een leerling in diens geneem word.)	153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05
(L) TOULEESWERK AAN SKOEISEL MET OF SONDER VOERING DEUR MET DIE HAND TE TREK OF MET BEHELP VAN 'N ANDER TOESTEL												
Gekwalifiseerde werknemers in diens vir:												
(i) Touleeswerk aanboleer van doekmateriaal.....												
(ii) Touleeswerk aan sintetiese boleer .....	176,27	193,90	175,51	193,06	175,51	193,06	177,05	194,76	181,48	199,63	183,15	201,47
(Getalsverhouding. — Vir elke twee gekwalifiseerde werknemers in diens in hierdie seksie mag daar hoogstens een leerling in diens geneem word.)												
(M) HOUTEENHEIDVERVAARDIGING												
Werkzaamhede waarvoor daar in geen ander seksie van klousule 1 van Aanhangsel A van Deel II voorsiening gemaak word nie:												
(a) Die vervaardiging van oorgetrekte of onoorgetrekte hout hakke (insluitende die prosessering van gelamelleerde gelaagde oortreksels):												
Gekwalifiseerde werknemers in diens vir:												
(i) Masjiénopstelwerk om die automatiese of half-automatiese werking van alle masjiene in hierdie seksie te verseker .....												
(ii) Ru-stukke sny voor lamellering by die voorbereiding van ge laagde hakoortreksels .....	186,65	205,32	185,82	204,40	185,82	204,40	187,45	206,20	192,14	211,35	193,91	213,30
(iii) Die skuur-, sementering, in posisie plaas en pers van ru-stukke voor die sny met 'n guillotine van gelaagde hakoortreksels .....												
(iv) Gelamelleerde ru-stukke sny of met 'n guillotine sny om hakoortrek materiaal te produseer .....	153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05
(v) Hakoortreksels volgens 'n patroon sny uit gelaagde hakoortrek materiaal.....	186,65	205,32	185,82	204,40	185,82	204,40	187,45	206,20	192,14	211,35	193,91	213,30



	TOT 31/12/1990 DAARNA											
	DISTRIK A		DISTRIK B		DISTRIK C		DISTRIK D		DISTRIK D		DISTRIK E	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
(vi) Die sementeer of rubberlym en lamineer van twee of meer stukke hout om finale substansie te vermeerder .....	R	R	R	R	R	R	R	R	R	R	R	R
153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05	
(vii) Die in posisie plaas en pers van vooraf afgewerkte of onafgewerkte sole aan houteenhede .....	176,27	193,90	175,51	193,06	175,51	193,06	177,05	194,76	181,48	199,63	183,15	201,47
(viii) Die rubberlym om sementeer en vassit van hakstukke aan sole voor vassit aan houteenhede, mits sodanig stukke nie groter is as die substansie van die sole nie .....	153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05
(ix) Die vassit van bostukke aan hakke .....	176,27	193,90	175,51	193,06	175,51	193,06	177,05	194,76	181,48	199,63	183,15	201,47
(x) (aa) Die skuur van eenhede met 'n outomatiese masjien voor af na die vassit van die sole.....	153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05
(ab) Die skuur van eenhede met die hand voor of na die vasit van die sole.....	176,27	193,90	175,51	193,06	175,51	193,06	177,05	194,76	181,48	199,63	183,14	201,47
(xi) Die poleer van eenhede met skuurpapier en/of was na die aanwending van vernis, verf of sputtverf of tussen die aanwending daarvan .....	153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05
(xii) Keuring vir gehalte .....	212,36	233,60	211,42	232,56	211,42	232,56	213,26	234,59	218,59	240,45	220,63	242,69
(xiii) Die herstel van eenhede .....												
(xiv) Die stempel van nommers .....												
(xv) Die vernis, verf, sputtverf of indoop van eenhede.....												
(xvi) Die vassit van dekoratiewe soolknoppies en/of spykers en/of klinknaels en/of hegspykers aan eenhede na leeswerk .....	153,51	168,86	152,86	168,15	154,19	169,61	154,19	169,61	158,04	173,84	162,77	179,05





**(ii) Klas II-werksaamhede in die Sool-en-hakafdeling en die Maak- en die Sool-en-hakafdeling en die Maak- en die 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' betekenis 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 leerlinge vir elke gekwalifiseerde werknemers in diens wees.

**(Q) MELK**

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

**KLOUSULE 2.—SKOESEL SOOS HIERONDER GESPESIFISEER**

[Vir toepaslike omskrywings, sien subklausule (5) hieronder.]

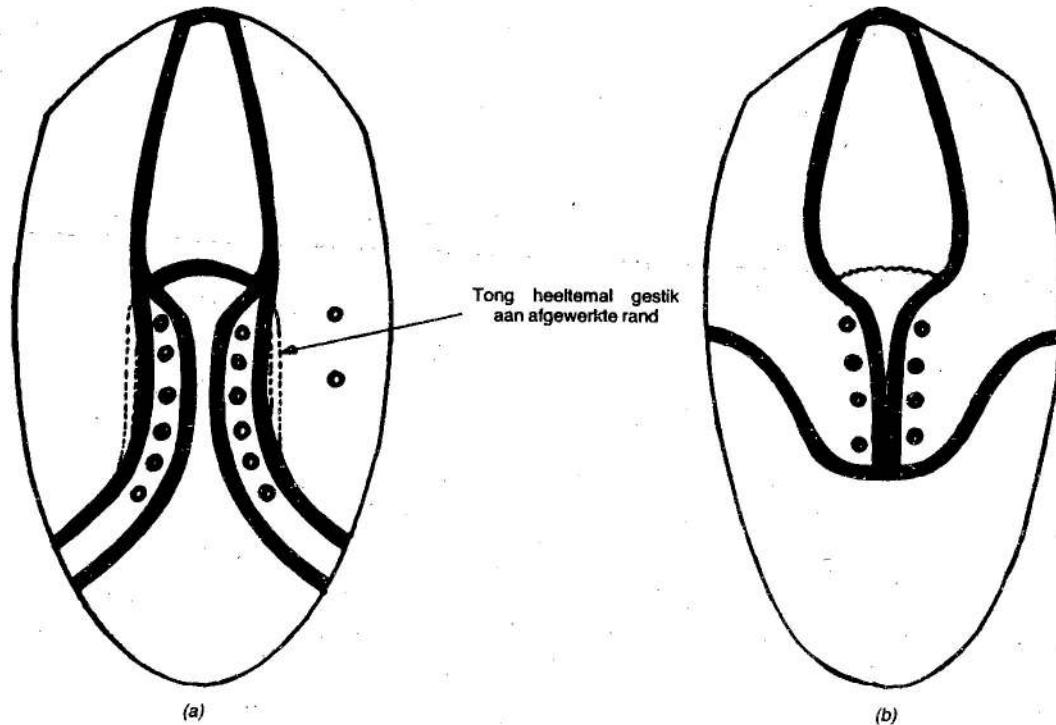
Groep 1.—Skoeisel ontwerp vir aktiewe deelname aan sport en wat gemaak is met boleer van seildoek en waar nodig saam met randing, gegieting, skutte en 'n neus uitsluitlik van rubber gemaak, alles in een kleur, waarvan die bindwerk nie meer beslaan nie as die bindwerk soos afgebeeld in die lyntekeninge van Afbeelding 1 (a) en (b) en wat hoofsaaklik van dieselfde kleur is as die seildoekboleer: Met dien verstande dat waar daar 'n verskil in diepte bestaan tussen die kleurskakering van die boleer 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, Third edition, page 10, British Standard BS 2662: 1961 International Standards Organisation R105/I/Part 2): "Voorts met dien verstande dat—

- (i) die sool moet bestaan uit rubber wat of in 'n outoklaaf gevulkaniseer of regstreeks gegiet is;
- (ii) 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 boleer sit soos weergegee in Afbeelding 1 (a) en (b);
- (iii) waar skoolknoppe of balkies verskaf word, hulle hoogstens ses millimeter onder die sool moet uitsteek;
- (iv) waar daar 'n hak is, dit hoogstens ses millimeter, gemeet vanaf die oppervlakte van die sool by die middelstuk, moet uitsteek;
- (v) gemelde bindwerk uit seildoek vervaardig moet wees maar dat die massa daarvan minder as 400 gram per vierkante meter mag wees.

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

Groep 3.—Skoeisel wat ten volle gegiet is.

Group 4.—Seildoeksandale.

















	TOT 31/12/1990 DAARNA											
	DISTRIK A		DISTRIK B		DISTRIK C		DISTRIK D		DISTRIK D		DISTRIK E	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
Voorts met dien verstande dat leerlinge wat werkzaamhede verrig waarvoor 'n loonskaal van R129,00 voorgeskryf word, na aloop van hul vierde ses maande ondervinding vir geneemde loonskaal kwalifiseer: Voorts met dien verstande dat 'n volwasse werknemer met minder as 12 maande ondervinding nietemin geag moet word 12 maande ondervinding te gehad het.	R	R	R	R	R	R	R	R	R	R	R	R
(3) ALGEMENE WERKERS	153,51		152,86		154,19		154,19		158,04		162,77	
Algemene werkers .....	146,83	161,51	146,19	160,81	147,46	162,21	152,44	167,68	156,25	171,88	162,77	179,05
(4) GETALSVERHOUDING												
Vir elke een gekwalifiseerde werknemer wat die werkzaamhede verrig wat in subklousule (1) hiervan gespesifieer 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 dieloon ontvang wat vir 'n gekwalifiseerde werknemer 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 werkzaamhede verrig wat in hierdie seksie van hierdie aanhangsel gespesifieer word, moet diéloon betaal word wat hy sou verdien het as hy die hele tyd wat hy gedurende daardie week gewerk het uitsluitlik die werkzaamhede verrig het waarvoor die hoër of hoogsteloon betaal word.												
<b>KLOUSULE 4.—'PLATNATE' EN 'DOPPERS'</b>												
<i>Opmerking.</i> —'Platnate' en 'doppers' beteken skoeisel wat uitsluitlik of hoofsaaklik met die hand gestik is en wel met riempies of pikdraad.												
Gekwalifiseerde werknemers in diens vir:												
(i) Uitsnywerk.....	177,63	195,39	176,87	194,56	176,87	194,56	178,40	196,24	182,86	201,15	176,87	194,56
(ii) Kragmasjiwerk.....	139,73	153,70	101,25	111,38	102,14	112,35	152,44	167,68	156,25	171,88	162,77	179,05
Masjiwerk, uitgesonderd kragmasjiwerk.....	139,73	153,70	88,82	97,70	89,61	98,57	152,44	167,68	156,25	171,88	162,77	179,05
Ander werkzaamhede in die Stikafdeling.....	139,73	153,70	101,25	111,38	102,14	112,35	152,44	167,68	156,25	171,88	162,77	179,05
(iii) Soolsnywerk met 'n kragmasjién.....	210,17	231,19	209,27	230,20	209,27	230,20	211,09	232,20	216,37	238,01	214,80	236,28
Soolsnywerk, uitgesonderd met 'n kragmasjién.....	139,73	153,70	126,13	138,74	127,22	139,94	152,44	167,68	156,25	171,88	162,77	179,05
(iv) Oortrek met die hand en/of handleeswerk.....	139,73	153,70	126,13	138,74	127,22	139,94	152,44	167,68	156,25	171,88	162,77	179,05
Stikwerk met die hand .....	139,73	153,70	88,82	97,70	89,61	98,57	152,44	167,68	156,25	171,88	162,77	179,05
(v) Randafwerking met 'n kragmasjién.....	177,63	195,39	176,87	194,56	176,87	194,56	178,40	196,24	182,86	201,15	183,56	203,02
Randafwerking, uitgesonderd met 'n kragmasjién.....	139,73	153,70	126,13	138,74	127,22	139,94	152,44	167,68	156,25	171,88	162,77	179,05
(vi) Pare uitsoek en/of nommers merk.....	139,73	153,70	88,82	97,70	89,61	98,57	152,44	167,68	156,25	171,88	162,77	179,05
(vii) Alle werkzaamhede, uitgesonderd dié in (i) tot (vi) hiervan gespesifieer.....	139,73	153,70	126,13	138,74	127,22	139,94	152,44	167,68	156,25	171,88	162,77	179,05

	TOT 31/12/1990 DAARNA											
	DISTRIK A		DISTRIK B		DISTRIK C		DISTRIK D		DISTRIK D		DISTRIK E	
	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B	Kolom A	Kolom B
	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week	Per week
(2) LEERLINGE	R	R	R	R	R	R	R	R	R	R	R	R
Volgens ondervinding:												
Eerste ses maande .....	86,89	95,58	86,52	95,17	86,52	95,17	87,29	96,02	89,47	98,42	86,52	95,17
Tweede ses maande .....	98,58	108,44	98,14	107,95	98,14	107,95	98,98	108,88	101,45	111,60	98,14	107,95
Derde ses maande .....	111,03	122,13	110,55	121,61	110,55	121,61	111,51	122,66	114,31	125,74	110,55	121,61
Met dien verstande dat 'n leerling nie geregtig is op 'n hoërloon as dié wat voorgeskryf is vir 'n gekwalifiseerde werknemer wat dieselfde werkzaamheid 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 WERKERS												
Algemene werkers .....	139,73	153,70	111,47	122,62	112,43	123,67	152,44	167,68	156,25	171,88	162,77	179,05
(4) GETALSVERHOUDING												
Vir elke drie werknemers wat minstens R17,42 per week verdien, mag daar hoogstens een werknemer teen 'nloon van minder as R17,42 per week in diens geneem word.....	139,73		88,79		89,54		152,44		156,25		162,77	
	139,73		88,79		89,54		152,44		156,25		162,77	
(5) DIFFERENSIËLE WERK												
'n Gekwalifiseerde werknemer wat in 'n bepaalde week twee of meer werkzaamhede verrig wat in hierdie seksie van hierdie Aanhangsel gespesifieer 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 werkzaamheid verrig het waarvoor die hoër of hoogste loon betaal word."												

Signed by the Parties at Port Elizabeth this 13th day of September 1990.

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

**Mrs E. B. HURTER,**  
Member of the Council.

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

Namens die partye op hede die 13de dag van September 1990 te Port Elizabeth onderteken.

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

**Mev. E. B. HURTER,**  
Lid van die Raad.

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

# IMPORTANT!!

## Placing of languages:

### *Government Gazettes*

1. Notice is hereby given that the interchange of languages in the *Government Gazette* will be effected annually from the first issue in October.
2. For the period 1 October 1990 to 30 September 1991, English is to be placed FIRST.
3. This arrangement is in conformity with Gazettes containing Act of Parliament etc. where the language sequence remains constant throughout the sitting of Parliament.
4. *It is therefore expected of you, the advertiser, to see that your copy is in accordance with the above-mentioned arrangement in order to avoid unnecessary style changes and editing to correspond with the correct style.*

—oOo—

# BELANGRIK!!

## Plasing van tale:

### *Staatskoerante*

1. Hiermee word bekendgemaak dat die omruil van tale in die *Staatskoerant* jaarliks geskied met die eerste uitgawe in Oktober.
2. Vir die tydperk 1 Oktober 1990 tot 30 September 1991 word Engels EERSTE geplaas.
3. Hierdie reëeling is in ooreenstemming met dié van die Parlement waarby koerante met Wette ens. die taalvolgorde deurgaans behou vir die duur van die sitting.
4. *Dit word dus van u, as adverteerde, verwag om u kopie met bovenoemde reëeling te laat strook om onnodige omskakeling en stylreidgering in ooreenstemming te bring.*

## IMPORTANT ANNOUNCEMENT

### Closing Times

- (1) APPLICATIONS FOR LIQUOR LICENCES
- (2) APPLICATIONS FOR REMOVAL OF LICENCES

Notice is hereby given that notices are to be submitted for acceptance on the Friday, two calendar weeks before date of publication.

*The closing time is 15:00 sharp on the following days:*

- ▷ **23 November 1990**, for the issue of Friday 7 December 1990.
- ▷ **18 December 1990**, for the issue of Friday 4 January 1991.
- ▷ **18 January 1991**, for the issue of Friday 1 February 1991.
- ▷ **15 February 1991**, for the issue of Friday 1 March 1991.
- ▷ **20 March 1991**, for the issue of Friday 5 April 1991.
- ▷ **18 April 1991**, for the issue of Friday 3 May 1991.

**Note:** Late notices will be placed in the subsequent issue.

Information will be reflected exactly as furnished on Form 2 and Form 28 of prospective applicant.



## BELANGRIKE AANKONDIGING

### Sluitingstye

- (1) AANSOEKE OM DRANKLISENSIES
- (2) AANSOEKE OM VERPLASINGS VAN LISENSIES

Hiermee word bekendgemaak dat kennisgewings vir aanname die Vrydag, twee kalenderweke voor datum van publikasie, ingedien moet word.

*Die sluitingstyd is stiptelik 15:00 op die volgende dae:*

- ▷ **23 November 1990**, vir die uitgawe van Vrydag 7 Desember 1990.
- ▷ **18 Desember 1990**, vir die uitgawe van Vrydag 4 Januarie 1991.
- ▷ **18 Januarie 1991**, vir die uitgawe van Vrydag 1 Februarie 1991.
- ▷ **15 Februarie 1991**, vir die uitgawe van Vrydag 1 Maart 1991.
- ▷ **20 Maart 1991**, vir die uitgawe van Vrydag 5 April 1991.
- ▷ **18 April 1991**, vir die uitgawe van Vrydag 3 Mei 1991.

**L.W.:** Laat kennisgewings sal in die daaropvolgende uitgawe geplaas word.

Gegewens word presies weergegee soos verstrek op Vorm 2 en Vorm 28 van voornemende aansoeker.

# Keep South Africa clean!



# Hou Suid-Afrika skoon!

<b>CONTENTS</b>			<b>INHOUD</b>		
No.	Page No.	Gazette No.	No.	Bladsy No.	Koerant No.
<b>GOVERNMENT NOTICE</b>					
<b>Manpower, Department of</b>					
<i>Government Notice</i>			<b>GOEWERMENTSKENNISGEWING</b>		
R. 92 Labour Relations Act (28/1956): Leather Industry: Renewal of Agreement for the Footwear Section: Correction of Government Notices Nos. R. 3049 and R. 3050 of 4 January 1991 .....	1	12975	<b>Mannekrag, Departement van</b>		
			<i>Goewermentskennisgewing</i>		
			R. 92 Wet op Arbeidsverhoudinge (28/1956): Leernywerheid: Hernüwing van Ooreenkoms vir die Skoeiselseskjie: Verbetering van Goewermentskennisgewings Nos. R. 3049 en R. 3050 van 4 Januarie 1991 .	1	12975