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GOVERNMENT NOTICE GOEWERMENTSKENNISGEWING

DEPARTMENT OF LABOUR DEPARTEMENT VAN ARBEID

No. R. 404

31 March 1998

LABOUR RELATIONS ACT, 1995

METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL: EXTENSION OF COLLECTIVE MAIN AGREEMENT TO NON-PARTIES

I, Tito Titus Mboweni, Minister of Labour, hereby in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the collective agreement which appears in the Schedule hereto, which was concluded in the Metal and Engineering Industries Bargaining Council and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be binding on the other employers and employees in that industry, with effect from 14 April 1998 and for the period ending 30 June 1998.

T. T. MBOWENI

Minister of Labour

No. R. 404

31 Maart 1998

WET OP ARBEIDSVERHOUDINGE, 1995

**METAAL- EN INGENIEURSNYWERHEDE BEDINGINGSRAAD: UITBREIDING VAN KOLLEKTIEWE
HOOFDOORENKOMS NA NIE-PARTYE**

Ek, Tito Titus Mboweni, Minister van Arbeid, verklaar hierby kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die kollektiewe ooreenkoms wat in die Bylae hiervan verskyn, en wat in die Metaal- en Ingenieursnywerhede Bedingingsraad aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995 bindend is op die partye wat die ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 14 April 1998 en vir die tydperk wat op 30 Junie 1998 eindig.

T. T. MBOWENI**Minister van Arbeid**

Nota: 'n Afrikaanse vertaling van die ooreenkoms by die Engelse kennisgewing sal so gou as doenlik in die *Staatskoerant* gepubliseer word.

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SCHEDULE**METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL****COLLECTIVE MAIN AGREEMENT**

In accordance with the provisions of the Labour Relations Act, 1995, made and entered into by and between the—

Association of Electrical Cable Manufacturers of South Africa
Association of Metal Service Centres of South Africa
Border Engineering Industries' Association
Bright Bar Association
Cape Engineers' and Founders' Association
Constructional Engineering Association (South Africa)
Covered Conductor Manufacturers' Association
Electrical Engineering and Allied Industries' Association
Electronics and Telecommunications Industries' Association
Gate and Fence Association
Hand Tool Manufacturers' Association (HATMA)
Lift Engineering Association of South Africa
Light Engineering Industries' Association of South Africa
Materials Handling Association
Natal Engineering Industries' Association
Non-ferrous Metal Industries' Association of South Africa
Plastics Manufacturers' Association of South Africa
Port Elizabeth Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa (RATA)
Refrigeration and Air Conditioning Manufacturers' and Suppliers' Association
Sheetmetal Industries' Association of South Africa
S.A. Association of Shipbuilders and Repairers
S.A. Electro-Plating Industries' Association
S.A. Engineers and Founders' Association
S.A. Fastener Manufacturers' Association (SAFMA)
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Pump Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Valve and Actuator Manufacturers' Association (SAVAMA)
S.A. Wire and Wire Rope Manufacturers' Association

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

Chemical Workers' Industrial Union
Metal and Electrical Workers' Union of South Africa
Mineworkers' Union
National Employees' Trade Union
National Union of Metalworkers of South Africa
Radio, Television, Electronics and Allied Workers' Union
S.A. Electrical Workers' Association
S.A. Workers' Union
Steel, Engineering and Allied Workers' Union of S.A. (SEAWUSA)

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,
being the parties to the Metal and Engineering Industries Bargaining Council.

PART I**CONDITIONS OF EMPLOYMENT****1. SCOPE OF APPLICATION OF AGREEMENT**

(1) Any reference in this Agreement to the Republic of South Africa and/or the Provinces of the Cape of Good Hope, the Transvaal, Natal and the Orange Free State shall be deemed to be the Magisterial Districts of those areas and/or provinces as they existed immediately prior to the coming into operation of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993), and the terms of this Agreement shall be observed—

- (a) in the Iron, Steel, Engineering and Metallurgical Industry throughout the Republic of South Africa;
- (b) in the Provinces of the Transvaal and Natal by the section of the Industry concerned with the installation, repair and servicing of radios, refrigerators and domestic electrical appliances;
- (c) in the Magisterial Districts of Durban, East London, Johannesburg, Pietersburg, Pinetown and The Cape by the section of the industry concerned with radio manufacture;
- (d) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions.

(2) Notwithstanding the provisions of subclause (1), clauses 1 (1) (d), 2 and 28 of this Agreement shall not apply to employers and employees who are not members of the employers' organisations and trade unions, respectively.

(3) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall not apply to the following:

- (a) The installation, repair and servicing of radios and domestic electrical appliances in the Provinces of the Cape of Good Hope and the Orange Free State.
- (b) The manufacture, for sale, of standard high-speed cutting tools made from high-speed steel by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in the Magisterial Districts of Boksburg, Johannesburg, Pietermaritzburg and Vereeniging.
- (c) The manufacture of aluminium sheet and/or foil, and interrelated operations.
- (d) The installation and/or repair and/or maintenance of electrical lifts and escalators.
- (e) The production of iron and/or steel and/or ferro-alloys.
- (f) The installation, maintenance and repair of electrical equipment referred to in paragraph (b) of the definition 'Electrical Engineering Industry' in clause 3 of Part I of this Agreement in the Provinces of the Cape of Good Hope and the Orange Free State.
- (g) The manufacture of tungsten carbide (hard metal).
- (h) The assembling, servicing, installation, maintenance and/or repair of appliance, equipment, machines, devices and apparatus, whether utilising manual, photographic, mechanical, electrical, electrostatic or electronic principles, or any combination of such principles, that are primarily intended for use in accounting and/or business and/or calculation and/or office and/or educational procedures.
- (i) The Venetian Blind and Allied Products Manufacturing Industry in the Province of the Transvaal.
- (j) The installation and/or repair of burglar and/or other similar alarm systems in the Provinces of the Cape of Good Hope and the Orange Free State.
- (k) The manufacture of plumbers' and/or engineers' brassware by means of gravity die-casting and/or pressure die-casting and/or hot pressing and/or machining.
- (l) The undertaking of Union Steel Corporation of South Africa (Pty) Limited, in the Magisterial District of Vereeniging, Transvaal.
- (m) The Locksmithing Trade in the Magisterial Districts of Benoni, Boksburg, Durban, Germiston, Johannesburg, Krugersdorp, Lower Umfolozi, Pinetown, Port Elizabeth, Pretoria, Randburg, Roodepoort, Springs and The Cape.
- (n) The production, for sale, of welding electrodes by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in the Magisterial Districts of Brits, Germiston, Kempton Park and Pretoria.
- (o) The undertaking of Alusaf (Pty) Ltd in the Magisterial District of Lower Umfolozi.
- (p) (i) The manufacture by mass-production methods from sheet metal of a gauge not exceeding 2,108 mm of—
 - (aa) commercial, plain or lithographed containers for packaging of general merchandise, but excluding the manufacture for such containers by any person of the packaging of his own products;
 - (ab) bottle, jar and other container closures;
 - (ac) plain or lithographed metal toys;
 - (ad) plain or lithographed display tablets;

- (ii) the manufacture of plain or lithographed, rigid and/or collapsible tubes from non-ferrous metal slugs.
- For the purposes of this paragraph, "rigid tube" means a container, and a "container" means a plain or lithographed article designed for the packing for transport or sale of products, and capable of being closed by means of a lid or cap or any other type of closure.
- (q) The manufacture from tinsplate of a gauge not exceeding 0,416 mm of trunks and other containers designed to hold personal effects, sporting kit, tools and documents, and other lines manufactured principally from such tinsplate.
- (r) The erecting, on site, of products referred to in the preamble to Division D/7 of Part II of this Agreement.
- (s) The servicing and/or maintenance and/or repairing of lawn-mowing machines, cultivators, sickle-cutters, grass-cutters, edge-trimmers, chainsaws and/or parts and/or components thereof.
- (4) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to—
 - (a) apprentices only to the extent to which they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed thereunder; and
 - (b) trainees under training in terms of section 30 of the Manpower Training Act, 1981, only in so far as they are not inconsistent with the provisions of the Act or any conditions fixed thereunder.
- (5) Notwithstanding the limitation of the Agreement to the operations therein scheduled—
 - (a) the provisions of the clauses relating to Leave Pay, Additional Leave Pay and Leave Enhancement Pay of Part I of this Agreement shall apply to all employees employed in operative processes receiving a rate of pay equivalent to or more than that prescribed from time to time in the Agreement for Rate D employees, whether paid weekly or monthly, but excluding payment for overtime;
 - (b) no person directly employed in a manufacturing or production process shall be paid a wage less than Rate H as prescribed from time to time in Part II of this Agreement.

For the purposes of this subclause, "employed in a manufacturing or production process" shall apply to those employees whose rate of pay is not scheduled in this Agreement but whose activities are directly concerned with the creation of the engineering goods and/or services as covered by the scope of application of this Agreement. This provision shall not apply to the work carried out by administrative staff and/or those employees employed in non-production operations.

- (6) The conditions of employment of watchmen shall be regulated by the provisions of this Agreement, except in respect of ordinary working hours, which shall be a maximum of 48 hours per week.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 32 of the Labour Relations Act, 1995, and shall remain in force until 30 June 1998.

3. DEFINITIONS

Any reference in this Agreement to the Republic of South Africa and/or the Provinces of the Cape of Good Hope, the Transvaal, Natal and the Orange Free State shall be deemed to be the Magisterial Districts of those areas and/or provinces as they existed immediately prior to the coming into operation of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993). Any expressions used in this Agreement which are defined in the Labour Relations Act, 1995, shall have the same meaning as in that Act, and any reference to an Act shall include any amendments to such Act; further, unless inconsistent with the context—

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

"Act" means the Labour Relations Act, 1995 (Act No. 66 of 1995);

"apprentice" means an employee serving under a written contract of apprenticeship recognised by the Council, or a contract of apprenticeship registered under the Manpower Training Act, 1981;

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

"Council" means the Metal and Engineering Industries Bargaining Council, registered in terms of section 29 of the Act;

"day shift" means, subject to the definition herein covering "two-shift system" and "three shift system", any period of not more than eight and a half hours ordinarily worked by an employee between the hours of 06:00 and 18:00 on Mondays to Fridays, inclusive, or any period not exceeding five hours worked between the hours of 06:00 and 12:00 on Saturdays: Provided that when an employer does not require his employees to work on more than five days in any week, it means any such period of not more than nine and a quarter hours between 07:00 and 18:00 on Mondays to Fridays, inclusive;

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

"employer" means any person whosoever, including a temporary employment service as defined in section 198 (1) of the Act, who employs or provides work for any person and remunerates or expressly or tacitly undertakes to remunerate him or who permits any person whosoever in any manner to assist him in the carrying on or conducting of his business;

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

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

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

"iron, Steel, Engineering and Metallurgical Industry" means (subject to the provisions of any demarcation determination made in terms of section 76 of the Labour Relations Act, 1956), the industry concerned with the production of iron and/or steel and/or alloys, and/or the processing and/or recovery and/or refining of metals (other than precious metals) and/or alloys from dross and/or scrap and/or residues; the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than a precious metal) or parts or components thereof, and structural metalwork, including steel reinforcement work; the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals) and/or alloys, and/or the finishing of metal goods; the building and/or alteration and/or repair of boats and/or ships, including the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships; and general woodworking undertaken in connection with ship repairs, and includes the Electrical Engineering Industry, the Lift and Escalator Industry and the Plastics Industry, but does not include the Motor Industry.

For the purposes of this definition—

- (1) (a) **"Electrical Engineering Industry"** means the industry concerned with—
 - (i) the manufacture and/or assembly from component parts of electrical equipment in the Republic of South Africa, namely generators, motors, convertors, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment, signalling equipment, radio or electronic equipment, including monitors and other equipment utilising the principles used in the operation of radio and electronic equipment, the latter equipment to include, but not to be limited to television, incandescent lamps, electrical cables and domestic electrical appliances, and includes the manufacture of component parts of the aforementioned equipment;
 - (ii) the installation, maintenance and repair of the equipment referred to in paragraph (a) above, but does not include the Electrical Contracting Industry;
- (b) **"Electrical Contracting Industry"** means the industry in which employers and their employees are associated for any or all of the following:
 - (i) The design, preparation, erection, installation, repair and maintenance of all electrical equipment forming an integral and permanent part of buildings or structures, including any wiring, cable jointing and laying and electrical overhead line construction, and all other operations incidental thereto, whether the work is performed or the material is prepared on the site of the buildings or structures or elsewhere;
 - (ii) the design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the purpose for which a building or structure is used, including any wiring, cable jointing and laying and electrical overhead line construction, and all other operations incidental thereto, whether the work is performed or the material is prepared on the site of the buildings or structures or elsewhere;
 - (iii) the design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the construction, alteration, repair and maintenance of buildings or structures, including any wiring, cable jointing and laying and electrical overhead line construction, and all other operations incidental thereto, whether the work is performed or the material is prepared on the site of the buildings or structures or elsewhere;
- (2) **"Lift and Escalator Industry"** means the industry concerned with the manufacture and/or assembly and/or installation and/or repair of electrical lifts and escalators;
- (3) **"Plastics Industry"** means the industry concerned with the manufacture of articles or parts of articles wholly or mainly from plastics, but does not include the manufacture of the following articles made from plastic sheeting material, viz wearing apparel, bags and handbags, boots, shoes, overshoes, upholstery, coverings and plastic venetian blinds;

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

(4) **"Motor Industry"** means (subject to the provisions of any demarcation determination made in terms of section 76 of the Labour Relations Act, 1956), the industry concerned with—

- (a) assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wiring, upholstering, spraying, painting and/or reconditioning carried on in connection with—
 - (i) chassis and/or bodies of motor vehicles;
 - (ii) internal combustion engines and transmission components of motor vehicles;
 - (iii) electrical equipment connected with motor vehicles, including radios;
- (b) automotive engineering;
- (c) repairing, vulcanising and/or retreading tyres;
- (d) repairing, servicing and/or reconditioning batteries for motor vehicles;
- (e) the business of parking and/or storing motor vehicles;
- (f) the business conducted by filling and/or servicing stations;
- (g) the business carried on mainly or exclusively for the sale of motor vehicles or motor vehicle parts and/or spares and/or accessories (whether new or used) pertaining thereto, whether or not such sale is conducted from premises which are attached to a part of an establishment in which the assembly or repair motor vehicles is carried out;
- (h) the business of motor graveyards;
- (i) the business of assembly establishments;
- (j) the business of manufacturing establishments where motor vehicle parts and/or spares and/or accessories and/or components thereof are fabricated;
- (k) vehicle body building.

For the purposes of this definition:

- (i) **"automotive engineering"** means the reconditioning of internal combustion engines or parts thereof for use in motor vehicles in establishments mainly or exclusively so engaged, whether such establishment is engaged in the dismantling and repair of motor vehicles or not;
- (ii) **"motor vehicle"** means any wheeled conveyance propelled by mechanical power (other than steam) or electrically, and designed for haulage and/or for the transportation of persons and/or goods and/or loads, and includes trailers and caravans, but does not include any equipment designed to run on fixed tracks, trailers designed to transport loads of 27 273 kilograms or over, or aircraft; and
- (iii) **"vehicle body building"** means any or all of the following activities carried on in a vehicle body building establishment:
 - (aa) The construction, repair or renovation of cabs and/or bodies and/or any superstructure for any type of vehicle;
 - (ab) the manufacture or repair of component parts for cabs and/or bodies and/or any superstructure, and the assembling, adjusting and installation of parts in cabs or bodies or on the superstructure of vehicles;
 - (ac) fixing cabs and/or bodies and/or superstructure to the chassis of any type of vehicle;
 - (ad) coating and/or decorating cabs and/or bodies and/or any superstructure with any preservative or decorative substance;
 - (ae) equipping, furnishing and finishing off the interior of cabs and/or bodies and/or superstructures;
 - (af) the building of trailers, excluding the manufacture of wheels or axles therefor; and
 - (ag) all operations incidental to or consequent upon the activities referred to in paragraphs (aa) to (af), inclusive;

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

- (i) The manufacture of motor vehicle parts and/or accessories and/or spares and/or components in establishments laid out for and normally producing metal and/or plastic goods of a different character on a substantial scale;
- (ii) the assembling, erecting, testing, repairing, adjusting, overhauling, wiring, spraying, painting and/or reconditioning of agricultural tractors, except where carried on in establishments rendering similar service in respect of motorcars, motor lorries, or motor trucks;

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

- (aa) civil and mechanical engineering equipment and/or parts thereof, whether or not mounted on wheels;
- (ab) agricultural equipment or parts thereof; or
- (ac) equipment designed for use in factories and/or workshops: Provided that for the purposes of (aa), (ab) and (ac) above, "equipment" shall not be taken to mean motorcars, motor lorries and/or motor trucks;
- (ad) motor vehicle or other vehicle bodies and/or superstructures and/or parts or components thereof made of steel plate of 3,175 mm thickness or thicker, when carried on in establishments laid out for and normally engaged in the manufacture and/or maintenance and/or repair of civil and/or mechanical engineering equipment on a substantial scale;

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

"journeyman" means an employee who has completed a contract of apprenticeship under the Manpower Training Act, 1981, or a contract of apprenticeship recognised by the Council in any one of the classes of work specified under Rate A or category 5 in Schedule G or under Group Z in Schedule F of Part II of this Agreement, or an employee who is over 21 years of age and in possession of a certificate recognised or issued by the Council enabling him to be employed as a journeyman;

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

"law" includes common law;

"learnership" means the period in which a graduated wage scale is provided for specific tasks performed over a period of time, and employees employed on operations that provide for learnership periods shall receive the graduated wage rate as specified in the operation(s) according to the period of time spent on the operation(s);

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

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

"metal goods" does not include agricultural tractors;

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

"night shift" means, subject to the definition herein covering "two-shift system" and "three-shift system", any period of not more than nine and a quarter hours ordinarily worked by an employee between the hours of 18:00 and 06:00 from starting time on Monday until starting time on Saturday, except in marine work where any three or more nights worked consecutively may constitute night-shift work;

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

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

"public holiday" means New Year's Day, Human Rights Day, Good Friday, Family Day, Freedom Day, Workers' Day, Youth Day, National Women's Day, Heritage Day, Day of Reconciliation, Christmas Day and Day of Goodwill, as specified in Schedule 1 of the Public Holidays Act, 1994 (Act No. 36 of 1994): Provided that whenever any public holiday falls on a Sunday, the following Monday shall be a public holiday: Provided further that any public holiday may be exchanged for any other ordinary working day as mutually agreed upon;

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

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

"Region B" means the Magisterial Districts of Albert, Aliwal North, Barkly East, Cathcart, East London, Eliot, Indwe, King William's Town, Komga, Lady Grey, Maclear, Molteno, Queenstown, Sterkstroom, Stutterheim, Tarkastad and Wodehouse, and for the purposes of these particular areas, the address of the Regional Council shall be: Metal and Engineering Industries Bargaining Council (Border Regional Council), P.O. Box 13162, Vincent, 5217, or First Floor, 12 St Georges Road, Southernwood, 5021;

"Region C" means the Province of Natal, and for the purposes of this particular area the address of the Regional Council shall be: Metal and Engineering Industries Bargaining Council (Natal Regional Council), P.O. Box 5900, Durban, 4000, or Fifth Floor, Perm Building (Bay Passage entrance), 343 Smith Street, Durban, 4001;

"Region D" means the Magisterial Districts of Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Calitzdorp, Colesberg, Cradock, Fort Beaufort, Graaff-Reinet, Hankey, Hanover, Hofmeyr, Humansdorp, Jansenville, Joubertina, Kirkwood, Middelburg (CP), Murraysburg, Noupoot, Oudtshoorn, Pearston, Port Elizabeth, Richmond (CP), Somerset East, Steytleville, Steynsburg, Uniondale, Uitenhage, Venterstad and Willowmore, and for the purposes of these particular areas the address of the Regional Council shall be: Metal and Engineering Industries Bargaining Council (Midlands Regional Council), P.O. Box 12848, Centrahill, 6006, or First Floor, 30 Pearson Street, Central, Port Elizabeth, 6001;

"Region E" means the Province of the Transvaal, excluding the Magisterial Districts of Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp and Wolmaransstad, and for the purposes of this particular area the address of the Regional Council shall be: Metal and Engineering Industries Bargaining Council (Transvaal Regional Council), P.O. Box 3998, Johannesburg, 2000, or Engineering Industrial Council House, 5 Andrea Road, Reuven, Johannesburg, 2091;

"Region F" means the Province of the Orange Free State, and includes the Magisterial Districts of Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp and Wolmaransstad, in the Province of the Transvaal, and the Magisterial Districts of Barkly West, Britstown, De Aar, Douglas, Gordonia, Griekwastad, Hartswater, Hopetown, Kenhardt, Kimberley, Kuruman, Postmasburg, Philipstown, Prieska, Vryburg and Warrenton, in the Cape Province, and for the purposes of these particular areas the address of the Regional Council shall be: Metal and Engineering Industries Bargaining Council (Orange Free State and Northern Cape Regional Council), P.O. Box 95, Welkom, 9460, or Offices 39-41, Shoprite Centre, corner of Arrarat and Heeren Streets, Welkom, 9459;

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

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

"temporary employment service" means any person who, for reward, procures for or provides to a client other persons—

- (a) who render services to, or perform work for, the client; and
- (b) who are remunerated by the temporary employment service;

"trainee" means an employee under training in terms of section 30 of the Manpower Training Act, 1981, on work classified at Rate A or Category 5 in Schedule G or under Group Z in Schedule F or Part II in this Agreement or an employee under training in terms of the provisions of a contract issued or recognised by the Council, which includes contracts under the Artisan Training and Recognition Agreement for the Metal and Engineering Industries, as published under Government Notice No. R. 1706 of 13 August 1982, enabling such employee to be employed on work classified at Rate A or Category 5 in this Agreement, or work classified in Group Z in Schedule F of this Agreement;

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

"Venetian Blind and Allied Products Manufacturing Industry" means the industry in which employers and their employees are associated for the carrying on of any one or more of the following activities in the Province of the Transvaal:

The design and/or assembly and/or manufacture of—

- (a) venetian blinds, whether manufactured of wood, metal, bamboo, cloth or synthetic materials; and/or
- (b) any other type of blind manufactured of such materials; and/or
- (c) any other article or articles providing or used for sun control, other than articles manufactured wholly or mainly from plastics: Provided that the first-mentioned articles are intended for use in the interior of buildings; and/or
- (d) folding doors containing wood, cloth, leather, leather-cloth or any synthetic material with a wooden, synthetic wood or metal framework, but excluding canvas awnings, canvas sunblinds and Holland blinds;

and for the purposes of this definition—

- (i) **"canvas"** means a woven material made from cotton, flax, jute, hemp or similar decorated vegetable or acrylic fibres or mixtures thereof;
- (ii) **"watchman's work"** means guarding and/or patrolling property and/or premises;
- (iii) **"welding electrodes"** means any flux-coated or cored filler metal made from ferrous or non-ferrous material in stick or continuous form used in electric arc welding.

4. HOURS OF WORK

- (1) (a) The ordinary hours of work shall not exceed 44 in any one week for—
- (i) employees on day shift and/or night shift;
 - (ii) employees working on the two and/or three-shift system.
- (b) The ordinary hours per shift shall not exceed those specified in the relevant definitions of "day shift" and/or "night shift" in clause 3.
- (2) An employer may, to facilitate the keeping of a record of the starting and stopping times and hours of work of his employees, require them to clock in and out of work and may, before paying to any employee any wages and/or remuneration for any period not recorded by the clock, require that employee to show satisfactory proof of having been at work: Provided that an employee shall be paid in terms of this Agreement for all time recorded by the clock which falls within the starting and stopping times of the shift for that day of the week, excluding meal breaks, as notified by the employer to his employees in terms of subclause (6) and for all time which he is required by the employer to work which does not fall within such starting and stopping times.
- (3) Overtime shall be voluntary and unless otherwise authorised by the Council, the maximum overtime that may be worked by an employee in any week, including work on Sundays, shall not exceed 10 hours per week: Provided that in establishments which operate a three-shift continuous-process system, which includes up to a maximum of four hours' overtime in the normal working week, an employee shall be deemed to have agreed to regard such overtime as compulsory overtime if he accepts work at such an establishment.
- (4) In any establishment working a two-shift or three-shift system, no employee may work at night time for more than 12 consecutive working shifts and no employee may work more than one shift in any period of 24 hours except when a change in the rotation of shifts makes this necessary.
- (5) An employee shall not be required or permitted to work for more than five hours continuously without an uninterrupted interval of not less than one hour, during which interval the employee shall not be required or permitted to perform any work: Provided that—
- (a) an employer and his employees may, by mutual consent of not less than 75 per cent of his employees, agree—
 - (i) to reduce the period of the interval to not less than 30 minutes, in which case the employer shall grant to each of his employees a rest interval of not less than 10 minutes as nearly as practicable in the middle of each work period before and after the interval, during which periods the employee shall not be required or permitted to perform any work. Such rest intervals shall be deemed to be part of the ordinary hours of work of the employee concerned; or
 - (ii) to reduce the period of the interval to not less than 30 minutes and to observe a 10-minute rest interval as nearly as practicable to the middle of the morning work period and may further agree to dispense with the afternoon 10-minutes rest interval, subject to the proviso that such an arrangement shall mean that the normal finishing time on Fridays shall be advanced by 60 minutes and employees paid for the equivalent time not so worked;
 - (iii) when, by reason of any overtime worked, an employer is required to give employees a second interval, such interval may be reduced to an interval of not less than 15 minutes;
 - (b) except as provided for in (a) (i), (ii) and (iii) hereof, periods of work interrupted by intervals of less than 60 minutes shall be deemed to be continuous
- (6) Every employer shall display in his establishment in a place readily accessible to his employees a notice specifying the starting and finishing times of work for each shift or shifts of the week and the meal hours.

5. OVERTIME AND PAYMENT FOR WORK ON SUNDAYS

- (1) Except as provided for in clause 6 (5) of this Part of the Agreement, time worked by employees after the completion of the usual shifts in the establishment concerned shall be regarded as overtime and be paid for as follows:
- (a) At one and one-third times the hourly rate for the first six hours;
 - (b) thereafter at one and one-half times the hourly rate until the usual starting time of the employee's next normal shift: Provided that in the case of establishments working a five-day week, time worked on Saturdays shall be paid for at one and one-third times the hourly rate for the first six hours reckoned from the usual starting time on an ordinary working day and at one and one-half times the hourly rate thereafter.
 - (c) Where overtime is worked after the completion of the normal hours of a shift, the employee must be allowed a rest period of at least eight hours after completing the overtime before the next normal shift starts. Where the rest period extends into the next shift then the overlapping period into the shift shall be regarded as a paid period which the employee is not required to work.
- (2) Whenever an employee is called out on urgent work any time after six hours of having completed his normal shift, he shall be paid at one and one-half times his hourly rate for time worked from the time he commenced work until the usual starting time of his next normal shift: Provided that an employee who is called out on urgent work shall in any case be paid at one and one-half times his hourly rate for time worked from midnight until the usual starting time of his next normal shift.

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

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

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

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

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

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

- (a) For the hours worked before midnight, at one and one-half times the ordinary hourly rate, plus 15 per cent;
- (b) after midnight until completion of the shift, at the ordinary hourly rate, plus 15 per cent.

(8) For the purposes of this clause—

- (a) "a normal shift" is one-fifth of the ordinary weekly hours of work of an establishment working a five-day week or one-sixth of the ordinary weekly hours of work of an establishment working a six-day week;
- (b) "usual starting time" means the starting time on an ordinary working day.

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

- (a) if the number of ordinary hours of work on which the employee is absent in any one week is in excess of the number of overtime hours worked, all such overtime hours shall be paid for at the employee's ordinary hourly rate; and
- (b) where an employee is absent from work with the permission of his employer or absent on account of sickness or circumstances beyond his control, the provisions of this subclause shall not apply and the overtime hours worked in such case shall be paid for at the overtime rate applicable to the overtime hours worked: Provided that an employer may call on an employee for a medical certificate in proof of cause of absence.

Payment under this subclause shall be made as provided for in clause 8 of this Part of the Agreement.

(10) Notwithstanding the provisions of subclause (1), where in any one week an employee absents himself from work during any or all of the ordinary hours of a shift or shifts observed in the establishment concerned, such ordinary hours not worked by the employee shall be deducted from the hours of overtime worked. The hours so deducted shall be paid for at the employee's ordinary rate and shall be regarded as ordinary hours worked for the purposes of calculating the contributions to be submitted to the Engineering Industries Pension Fund, the Metal Industries Group Pension Fund, the Metal Industries Provident Fund and the Metal and Engineering Industries Bargaining Council Sick Pay Fund in terms of the Agreements regulating these Funds:

Provided that —

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

Payment under this subclause shall be made as provided for in clause 8 of this Part of the Agreement.

6. SHIFT WORK

- (1) Night-shift work shall be paid for at the ordinary hourly rate applicable, plus 15 per cent.
- (2) In order to be on night-shift work an employee must work three or more consecutive nights between 18:00 on Monday and 06:00 on Saturday of the same week, except in marine work where any three or more nights worked consecutively may constitute night-shift work.
- (3) Not less than six hours shall elapse between the employment of an employee on night shift and on day shift: Provided that an employee may work during such interim period of six hours if overtime is paid at one and one-third times the ordinary hourly rate.
- (4) In establishments working a two-shift system or three-shift system, payment shall be as follows:
 - (a) **Two-shift system:**
 - (i) Work ordinarily performed on the shift commencing in the morning shall be paid for at ordinary hourly rates: Provided that if the shift commences before 06:00, time worked prior to 06:00 shall be paid for at the ordinary hourly rate, plus 15 per cent;
 - (ii) work ordinarily performed on the second shift shall be paid for as follows:
 - (aa) When the hours for the complete shift fall wholly within any period from 18:00 to 06:00, at the ordinary hourly rate plus 15 per cent;
 - (ab) when the hours for the complete shift do not fall wholly within any period from 18:00 to 06:00, at the ordinary hourly rate, plus 7,5 per cent, until midnight, and after midnight, at the ordinary hourly rate, plus 15 per cent.
 - (b) **Three-shift system:**
Work ordinarily performed on the —
 - (i) second shift, shall be paid for at the ordinary hourly rate, plus 7,5 per cent;
 - (ii) third shift, shall be paid for at the ordinary rate, plus 15 per cent.
- (5) Time worked by employees on shift systems after the completion of the usual shift in the establishment concerned shall be regarded as overtime and be paid for as follows:
 - (a) At one and one-third times the increased hourly rate for the first six hours;
 - (b) thereafter, at one and one-half times the increased hourly rate until the usual starting time of the employee's next normal shift.

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

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

- (a) if the number of ordinary hours of work on which the employee is absent in any one week is in excess of the number of overtime hours worked, all such overtime hours shall be paid for at the employee's ordinary hourly rate; and
- (b) where an employee is absent from work with the permission of his employer or absent on account of sickness or circumstances beyond his control, the provisions of this subclause shall not apply and the overtime hours worked in such case shall be paid for at the overtime rate applicable to the overtime hours worked: Provided that an employer may call on an employee for a medical certificate in proof of cause of absence.

Payment under this subclause shall be made as provided for in clause 8 of this Part of the Agreement.

(7) Notwithstanding the provisions of subclause (5), where in any one week an employee absents himself from work during any or all of the ordinary hours of a shift or shifts observed in the establishment concerned, such ordinary hours not worked by the employee shall be deducted from the hours of overtime worked. The hours so deducted shall be paid for at the employee's ordinary rate and shall be regarded as ordinary hours worked for the purposes of calculating the contributions to be submitted to the Engineering Industries Pension Fund, the Metal Industries Provident Fund and the Metal and Engineering Industries Bargaining Council Sick Pay Fund in terms of the Agreements regulating these Funds: Provided that—

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

Payment under this subclause shall be made as provided for in clause 8 of this Part of the Agreement.

7. SHORT TIME

For the purposes of this clause, "short time" means the implementation of reduced working time, i.e. fewer number of hours per day or fewer number of days per week, owing to a shortage of work and/or materials and any other justifiable contingencies and/or unforeseen contingencies and/or circumstances beyond the control of the employer:

(1) **Notification:**

- (a) An employer shall give the Regional Council, affected employees and affected party trade unions two clear working days' notice of the intention to implement or increase or reduce short time hours.
- (b) The employer shall, as far as practicable, spread the work available amongst the employees affected.
- (c) An employer shall not be required to pay wages to his employees, except for the periods actually worked: Provided that where the employer believes resumption of work can be affected and expressly instructs his employees to present themselves for employment on a particular day, they shall receive not less than four hours' work or pay in lieu thereof, in respect of such day.
- (d) Unforeseen contingencies and/or circumstances referred to above shall not include inclement weather.
- (e) An employer shall notify the Regional Council and affected party trade unions if short time is to continue for more than six weeks from the date of original implementation.

- (2) **General:** The provisions of clause 5 of this Agreement relating to overtime payments shall not apply in respect of time worked in excess of specified daily short-time hours, but less than the ordinary working hours for such working day of the week: Provided that should the employer require an employee to work in excess of the daily short-time hours, but fails to give the two days' notice prescribed in subclause (1) (a) then such period so worked shall be remunerated at a penalty rate equivalent to the applicable overtime rate for the period so worked beyond the short-time hours for a maximum period of two days.

8. PAYMENTS OF EARNINGS

(1) (a) Except as provided for a subclause (2), any amount due to an employee in terms of this Agreement shall be paid weekly, in cash, on Friday. Payment shall be made by not later than the ordinary stopping time, and shall include all payments due to the employee, calculated up to and including the shift completed on the preceding Tuesday of the same week: Provided that where employment terminates before the ordinary payday, all payments due to the employee in terms of this Agreement shall be paid to him on his employment so terminating.

(b) Every employee shall, on payment, be given a statement showing his total earnings, ordinary time and overtime payments, allowances, deductions and the number of shifts accrued towards holiday leave.

(2) (a) Notwithstanding the provisions of subclause (1) (a), an employer may, with the consent of or at the request of an employee, agree that any amount due to the employee in terms of this Agreement shall be paid weekly, fortnightly or monthly in cash or by cheque or to the credit of such employee with a bank, building society or registered deposit-receiving institution as nominated by the employee: Provided that where employment terminates before the ordinary pay day applicable to such an employee, the employer shall pay all payments due to such an employee in terms of this Agreement—

- (i) upon his employment so terminating; or
- (ii) where the employer and employee concerned mutually agree to a termination of employment period longer than the period provided for in this Agreement, by not later than the last day of the termination of employment period agreed upon.

(b) An employer may, with the mutual consent of at least 75 per cent of his employees, agree that the provisions of this subclause shall apply to all employees in the establishment.

(c) Where, by mutual agreement, the method of payment of employees changes from weekly to monthly, the Council shall be deemed to have approved such agreement: Provided that—

- (i) all payments due to the employee(s) in terms of this Agreement shall be payable to the employee(s) by not later than two clear banking days before the last working day of each calendar month;
- (ii) the monthly remuneration of employee(s) shall be not be less than the amount the employee(s) would have been entitled to, had such employee(s) been paid weekly;
- (iii) employee salaries shall be increased by not less than the equivalent of any statutory increase payable in terms of any Council agreement from time to time;
- (iv) all other provisions of the Agreement shall continue to apply unless otherwise exempted;
- (v) all contributions payable in terms of any Council agreement applicable to such employee shall be maintained unless the employee(s) or the establishment is legally exempted or excluded from payment of such contributions.

(d) The provisions of subclause (2) (b) may be implemented with immediate effect in respect of those employees in favour of monthly payment procedures, subject to the Regional Council concerned being advised in advance. In respect of those employees not in favour of monthly payment procedures the employer shall, before implementing the provisions of subclause (2) (b), give the employees and the Regional Council at least three months notice in advance of the introduction of monthly payment procedures in respect of those employees and specify the manner in which payment of earnings will be made.

- (e) Any employee entering into employment in an establishment where the provisions of subclause (2) (b) apply, shall be deemed to have accepted such monthly payment as a condition of employment.
- (f) Notwithstanding anything to the contrary contained in this Agreement, payment of leave pay and leave enhancement pay may be made in accordance with the provisions of subclause (2) in the same manner as that by which payment of earnings is made.
- (3) Except as otherwise provided in this Agreement, no deduction of any description, other than the following, may be made from the amount payable in terms of this Agreement to any employee:
 - (a) For board or lodging or both in accordance with clause 1 (2) of Part II of this Agreement;
 - (b) for canteen services where the deduction is authorised by stop order terminable by the employee at not more than 28 days notice of termination of his agreement to this deduction;
 - (c) where an employee is absent from work, including absence during any unpaid leave granted in extension of the paid leave provided for in this Agreement, a pro rata amount for the period of such absence;
 - (d) with the written consent of the employee, deductions for sick benefit, insurance, pension and provident funds or contributions to recreation funds;
 - (e) contributions to funds levied in terms of Bargaining Council Agreements;
 - (f) any amount paid by an employer, compelled by law, ordinance or legal process, to make payment on behalf of an employee;
 - (g) where an employer, due to clerical or accounting or administrative error, or miscalculation, pays an employee any remuneration in excess of the amount legally payable, the employer shall be entitled to recover the amount of overpayment by deduction from subsequent wages or earnings, subject to the following provisions:
 - (i) The deductions may be made from one or more payments of wages or earnings, but no one deduction may exceed 15 per cent of the wages or earnings from which it is deducted;
 - (ii) no such deduction shall be made from any leave pay or leave enhancement pay payable under this Agreement either to the employee or to the Council;
 - (iii) no such deduction or deductions shall be made unless the employer, in writing, notifies the employee prior to the time of the first deduction, and the Council within seven days of the first deduction, of the circumstances under which the overpayment was made, the amount thereof, and the amount of the proposed deduction or deductions;
 - (h) upon the written request of the employee, deductions required by him for the purpose of reducing his liability on a loan which has been made for the purchase or improvement of immovable property of the employee or the redemption of any loan to the employee against the security of such property, whether such property is held or to be held by the employee freehold or on leasehold, sectional title or otherwise: Provided that—
 - (i) such property is occupied or will be occupied by the employee or a dependant of the employee;
 - (ii) no deduction shall be made from any leave enhancement pay or termination leave pay payable under the Agreement either to the employee or to the Council;
 - (iii) no single deduction shall exceed 25 per cent of the earnings, before all other deductions, but excluding any payment for overtime;
 - (iv) the loan creditor is the employer, a pension or provident fund acting in terms of its rules, a building society, any other organisation approved by the Council or any one or more of such persons or bodies acting jointly;
 - (i) with the written consent of the employee, deductions in respect of subscriptions to a trade union.
- (4) No premium for the training of an employee shall be charged or accepted by an employer: Provided that this sub-clause shall not apply in respect of training schemes to which the employer is legally required to contribute.
- (5) Where in any establishment or place, work is performed by employees organised in sets or teams, each employee shall be paid his earnings by the employer.

9. MATERNITY LEAVE

Notwithstanding anything to the contrary contained in this Agreement, the following special provisions shall apply to an employee who is unable to continue working due to pregnancy and confinement:

- (1) For the purposes of this clause—

- (a) **"employee"** means an employee who is unable to continue working owing to pregnancy and confinement, and includes employees employed in a manufacturing or production process whose rate of pay is not scheduled in this Agreement but whose activities are directly concerned with the creation of the engineering goods and/or services as covered by the scope of application of this Agreement, but does not apply to the work carried out by administrative staff and/or those employees employed on non-production operations;

- (b) **"permanent employee"** means any employee other than an employee who is specifically employed on a short-term contract, as provided for in terms of this clause, so substitute for an employee who is unable to continue working owing to pregnancy and confinement;
 - (c) **"substitute temporary employee"** means an employee who is specifically employed on a short-term contract, as provided for in terms of this clause, to substitute for an employee who is unable to continue working owing to pregnancy and confinement.
- (2) Any permanent employee who has completed one year's service with the same employer shall be entitled to the benefits provided for in this clause when such employee is unable to continue employment owing to pregnancy or the adoption of a child, under six months of age, in terms of the Child Care Act:
- (a) The employee shall be entitled to a maximum of six months' unpaid maternity leave, and in the case of an adoptive female employee, shall be entitled to a maximum of 16 weeks' unpaid maternity leave from the date that the adoption order is issued by the Children's Court.
 - (b) A female employee seeking to utilise the adoptive leave provisions shall notify the employer of the institution of the adoption proceedings and shall keep the employer informed of progress in the adoption process, including the anticipated date that the adoption will take effect.
 - (c) The employer and employee shall enter into a written agreement specifying—
 - (i) the date of return to work mutually agreed upon between the employer and employee;
 - (ii) that should the employee wish to return to work earlier than the date referred to in (i), the employee shall give the employer not less than four weeks' prior notice of such intention;
 - (iii) provided the employee is so entitled, the benefits the employee is eligible for, from the Unemployment Insurance Fund, from the Metal and Engineering Industries Sick Pay Fund or, in respect of the employee's participation in any other fund, organisation or scheme providing benefits in respect of pregnancy and in respect of which exemption has been granted or is granted, from the provisions of the Metal and Engineering Industries Sick Pay Fund Agreement; and the employer shall provide the employee with such claim forms as may be necessary in respect of the benefits due to the employee and should assist the employee to complete the claim(s) prior to the date of proceeding on unpaid maternity leave in order that such claims may be submitted on proceeding on maternity leave;
 - (iv) the details of the employee's occupation and rate of pay at the time of proceeding on maternity leave.
 - (d) The provisions of clause 12 (5) of this Agreement in respect of leave pay and clause 14 (3) in respect of leave enhancement pay shall be applied on proceeding on maternity leave.
 - (e) Provided the employee returns to work on the date referred to in paragraph (b) (i) or (ii) of this clause, the employer shall place the employee—
 - (i) in the same or in a similar position to the position held prior to her proceeding on maternity leave;
 - (ii) on a rate of wages and conditions of employment not less favourable than the rate of wages and conditions of employment that applied prior to the maternity leave.
 - (f) On returning to work the employee shall—
 - (i) be treated as having unbroken service, except that the period of absence shall not be counted as service for the purpose of leave pay and leave enhancement pay calculation in that leave cycle;
 - (ii) not suffer any prejudice for the purpose of promotion and/or merit increases as a result of the absence;
 - (iii) be entitled to any increase prescribed for the job grade in any collective agreement which comes into operation during the period of absence;
 - (iv) not suffer any decrease in status relative to other employees as a result of the period of absence.
- (3) During the period of maternity leave provided for in this clause, the employer shall be entitled to employ a substitute temporary employees on a short-term contract of employment as provided for in the Annexure to this clause at rates of pay not less than the rate of pay prescribed in this Agreement for the work undertaken by the substitute temporary employee, or where there is no rate prescribed in this Agreement, at the rate normally paid to an employee employed for work in operative or manufacturing processes. Short-term contracts for substitute temporary employees shall inform the employee at the time of engagement that the contract shall terminate—
- (i) on the return to work of the employee who is absent;
 - (ii) on being given not less than three weeks' written notice that the employee who is absent has given the employer notice of an earlier return to work, as provided for in subclause (2) (b) (ii) above.

The substitute temporary employee shall signify acceptance of these conditions in writing. If, at the end of the short-term contract, the substitute temporary employee continues in the employment of the employer, the provisions of this Agreement shall replace the conditions of the short-term contract where applicable.

- (4) For the purposes of any retrenchment or reduction in the workforce that may arise during the absence of any employee, the employee shall be classified and dealt with as an employee in employment. Should such circumstances arise, all substitute temporary employees shall be retrenched before permanent employees.
- (5) A permanent employee with less than one year's employment with the same employer may on application to her employer arrange a mutually agreed period of unpaid maternity leave not exceeding 12 weeks. The provisions of this clause shall apply equally under such circumstances.

ANNEXURE

SHORT-TERM CONTRACT OF EMPLOYMENT FOR SUBSTITUTE TEMPORARY EMPLOYEES

In terms of clause 9 of the Main Agreement

CONTRACT OF EMPLOYMENT

The employer hereby agrees to engage the services of.....
(substitute temporary employee) and the substitute temporary employee hereby agrees to accept service with the employer on the following terms and conditions:

- (i) The duration of this Contract of Employment shall be for a maximum period of six months from to or shall terminate upon re-employment of (the permanent employee) in terms of clause (ii) below.
- (ii) The Contract of Employment shall terminate on the agreed date of return of (the permanent employee) or three weeks after the substitute temporary employee has been given written notice that the permanent employee has given the employer notice of an earlier return to work, as the case may be, as provided for in clause 9 (2) (b) (ii) of the Main Agreement.
- (iii) For the purpose of any retrenchment or reduction in the workforce that may arise during the absence of the permanent employee, all substitute temporary employees shall be retrenched before permanent employees.
- (vi) On completion of the contract period as detailed in (i) or (ii) above, this contract shall automatically terminate. Such termination shall not be construed as being retrenchment but shall be completion of contract.
- (v) The remaining conditions of employment, not expressly detailed above, shall be the existing employer policy, rules and regulations and the general conditions of employment as contained in the Main Agreement for the Iron, Steel, Engineering and Metallurgical Industry.
- (vi) Where employment continues after the return of the permanent employee (.....), this contract shall automatically terminate and the provisions of the Main Agreement shall apply.

The substitute temporary employee hereby acknowledges that he understands and accepts the contents of this contract.

Signed at on 19.....

Employer

Employee.....

Witness.....

10. INCENTIVE BONUS WORK

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

- (1) The conditions contained in this Agreement relating to overtime, night-shift work and work on Sundays and public holidays shall apply and wages shall be calculated at the hourly rate for that class of work scheduled in this Agreement.
- (2) An employee engaged on incentive bonus work shall be allowed a rest period of 10 minutes as near as possible to the middle of the morning and afternoon work periods, such rest periods to be reckoned as working time and paid for at the hourly rate for that class of work scheduled in this Agreement.
- (3) Incentive bonus work rates shall be fixed by mutual arrangement between the employer and the employee who is to perform the work, and the shop steward shall be consulted if desired by either of the parties: Provided that incentive bonus work rates in foundries shall be fixed by mutual arrangement by a pricing committee, which shall consist of the employer and/or his representative and three employees, one of whom shall be the shop steward and one an employee who is engaged or is to be engaged on the incentive bonus work.
- (4) In the event of a dispute concerning the incentive bonus work rate and failing an arrangement being come to in settlement between the parties, the matter shall forthwith be referred to the Council by one or both of the aggrieved parties.

- (5) Pending an arrangement being come to on the incentive bonus work rate, or in the event of the incentive bonus work rate being referred to the Council in terms of subclause (4), the employee shall proceed with the job in accordance with the incentive bonus work rate allowed by the management.
- (6) Any adjustment resulting from the Council's decision which is in favour of the employee shall be applicable to him as from the date on which the matter was referred to the Council.
- (7) Time during which an employee is abnormally prevented from proceeding with his work, shall, if the employee is required to stand by, be paid for at the hourly rate for that class of work scheduled in this Agreement with Agreement conditions in respect of overtime and night shift when applicable. Time during which an employee is standing by shall not be taken into account in calculating bonus earnings.
- (8) No payment shall be made for delays which are normal in the establishment concerned and which have been considered when fixing the time allowance.
- (9) No rate agreed upon between an employer and an employee shall be considered satisfactory if such rate does not enable an average employee engaged on the particular bonus rate work to earn not less than 10 per cent above the rate for that class of work scheduled in this Agreement.
- (10) In all cases, the employee shall be guaranteed the hourly rate for his class of work, irrespective of earnings, for the hours worked.
- (11) An employee working on incentive bonus work shall be paid on the normal pay day of each week.
- (12) Incentive bonus work rates or basis times once established may not be altered except for the following reasons:
 - (a) A mistake in the calculation of either side; or
 - (b) a change in the material, means or methods of production or the quantities; or
 - (c) a mutual arrangement has been come to between the employer and the employee in the same way as a new bonus work rate is arranged.
- (13) The Council may, for any reason it deems fit, prohibit any establishment from working incentive bonus work or from working under any system which the Council considers to be a system of incentive bonus work.
- (14) With the coming into operation of this Agreement, incentive bonus rates shall be re-negotiated: Provided that the arrangement applicable shall not be less favourable than that provided for in subclause (9).
- (15) Apprentices may not be employed on incentive bonus work unless the prior permission of the Council has been obtained and the apprentice has completed his first two years' apprenticeship or has obtained the full N2 certificate.

11. PAYMENT FOR PUBLIC HOLIDAYS

(1) (a) If an employee does not work on a public holiday that falls on a day which otherwise is an ordinary working day for such an employee, he shall be paid at his ordinary but hourly rate for the ordinary working hours of that day of the week.

(b) If an employee works on a public holiday which falls on a day which otherwise is an ordinary working day for such an employee, he shall be paid for the number of hours payable in terms of subclause (1) (a) and shall, in addition, be paid at one and one-third times the hourly rate for time worked up to the said number of hours. Thereafter he shall be paid two and a half times the hourly rate until the usual starting time of the next day.

(c) If an employee works on a public holiday that falls on a Sunday, he shall be paid in accordance with the provisions of clause 5 of this Agreement which relates to payment for time worked on Sundays. Notwithstanding the provisions of this subclause time worked on a Christmas Day which falls on a Sunday shall be paid in terms of subclause (1) (d) of this clause.

(d) If an employee works on a public holiday which falls on a day which otherwise is not an ordinary working day for such an employee, he shall be paid an amount which shall be not less than the wage payable to such an employee in respect of the time which is ordinarily worked by him on a working day and shall, in addition, be paid at one and one-third times the hourly rate for time worked up to the said number of hours. Thereafter he shall be paid two and a half times the hourly rate until the usual starting time of the next day.

(2) The provisions of subclause (1) (b) shall not apply in establishments working a two and three-shift system in respect of the hours worked on a public holiday which forms part of the normal shift: Provided that the normal shift immediately prior to subsequent to that on which such hours have been worked shall be regarded as the public holiday to which the provisions of this clause shall apply.

(3) For the purposes of this clause, the ordinary hourly rate of employees employed on incentive bonus work shall be the hourly rate for the class of work scheduled in this Agreement.

12. LEAVE PAY

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

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

- (b) The leave pay of an employee in respect of whom the Exemption and Arbitration Board has granted an exemption at his own request to take his leave after the four-month period provided for in clause 12 (3) (g) of Part I of this Agreement, shall, subject to the conditions contained in the certificate of exemption, be calculated at the rate applicable on the date on which the employee became entitled to leave: Provided always that for purposes of this calculation, the rate applicable shall, subject to subparagraphs (i) and (ii) hereof, include such statutory increase which came into effect subsequent to the date on which the employee qualified for leave:
- (i) In the case of an employee entitled to three consecutive weeks' paid leave in terms of clause 12 (3) of Part I of this Agreement, the leave pay shall be adjusted from the date of coming into force of any statutory increase which became effective within a period of three weeks from the date on which the employee qualified for the leave.
 - (ii) In the case of an employee entitled to four consecutive weeks' paid leave in terms of clause 13 of Part I of this Agreement, the leave pay shall be adjusted from the date of coming into force on any statutory increase which became effective within a period of four weeks from the date on which the employee qualified for leave.
- (c) The leave pay of an employee whose leave, at the request of the employer, and only after an exemption has been applied for and been granted by the Exemption and Arbitration Board, is postponed beyond the four-month period provided for in clause 12 (3) (g) of Part I of this Agreement, shall, subject to the conditions contained in the certificate of exemption, be calculated at the rate applicable on the date on which the employee actually proceeds on leave. If any statutory increase occurs whilst the employee is on leave, the employer shall, not later than seven days after the employee has returned from leave, adjust the leave pay retrospective from the date on which such increase became effective by the amount of such increase.
- (d) Notwithstanding any provisions to the contrary, where an employee is called upon to undergo the initial period of national service in terms of the Defence Act, 1957, the employer shall, prior to the commencement of the said period, pay to such employee all leave pay due in terms of clauses 12 and 13 and all leave enhancement pay due in terms of clause 14 of Part I of this Agreement.

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

Provided that in those establishments where at the time of coming into operation of this Agreement the normal hours of work are less than 44 hours, leave shall be calculated on the basis of the normal hours worked in the establishment multiplied by the hourly rate, as defined in this Agreement, which the employee is receiving or entitled to receive on the date of qualification for his paid leave.

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

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

- (a) The qualification for the paid leave (whether worked for one or more employer) shall be 283 shifts, exclusive of overtime, actually worked on a six-day week basis, or 234 shifts, exclusive of overtime, actually worked on a five-day week basis: Provided that—
 - (i) except as is otherwise provided for in proviso (ii), employment with the same employer for less than 25 shifts on a six-day week basis or 20 shifts on a five-day week basis, as the case may be, shall not count for the paid leave: Provided that an employee whose employment is terminated after working 13 shifts on a six-day week basis or 10 shifts on a five-day week basis, as the case may be, shall be credited for purposes of paid leave with the number of shifts he has actually worked for that employer: Provided further that where an employee's service is broken in terms of this proviso and he resumes work for the same employer he shall, if he does not work for another employer in the interim, be credited for purposes of paid leave with the total number of shifts worked for such employer;
 - (ii) when, in the case of employees employed in marine work and/or turnaround work, the employment is terminated by the employee, employment with the same employer for less than 25 shifts, on a six-day week basis or 20 shifts on a five-day week basis, as the case may be, shall not count for paid leave, but where the employment is terminated by the employer, all shifts worked and/or as allowed for in terms of proviso (iii) shall count for paid leave;
 - (iii) periods of absence on account of sickness aggregating not more than 52 shifts on a six-day week basis or 43 shifts on a five-day week basis, as the case may be, in any one qualifying period for paid leave, shall count for the paid leave: Provided that an employer shall be entitled to call upon the employee for a medical certificate in proof of cause of absence. Periods of absence on account of an accident arising out of and in the course of the employee's employment shall count for leave purposes if such accident has been admitted as falling within the provisions of the Compensation for Occupational Injuries and Diseases Act, 1993, and the periods of absence counting for purposes of paid leave shall be the periods of disablement admitted by the said Act;

- (iv) periods of absence on the additional week's paid leave or accumulation thereof provided for in clause 13 of this Part of the Agreement shall count for purposes of paid leave to the extent of the number of shifts which would normally have been worked during those periods by the employee concerned;
 - (v) short shifts worked whilst working short time shall count as shifts actually worked. Employees working 27 hours or more, spread over three or four days, and employees on a three-shift system working three or four shifts per week, shall—
 - (aa) be credited with the full shifts for an ordinary week for purposes of the paid leave referred to in this clause (for up to three months in any calendar year); and
 - (ab) thereafter, be credited with one additional shift per week over and above those shifts actually worked for purposes of the paid leave referred to in this clause.
 - (b) The leave shall include four weekends and be for one unbroken period.
 - (c) Should an employee proceed on leave, the employer shall, subject to the provisions of clause 11 (5) of this Agreement, for each public holiday which falls within the employee's period of leave and which otherwise would have been an ordinary working day for such an employee extend the leave period by one working day with full pay.
 - (d) Should an employee who is required by his employer to work away from his usual place of domicile be about to take his paid leave, the leave shall, provided the employee returns to his place of domicile, commence and terminate at the place of domicile of that employee.
 - (e) Application for the leave shall be made by an employee within one month of the date on which he becomes entitled thereto.
 - (f) The leave shall be granted by the employer so as to commence within a period of four months of the due date.
 - (g) An employee shall be entitled to and shall take his leave within a period of four months from the due date, unless exemption is granted by the Independent Exemptions Board.
 - (h) No employee shall engage in any employment for gain during the period of his leave.
- (4) (a) When an employee is about to take his paid leave, the moneys payable to him for the purpose thereof shall be paid to him in a manner as provided for in clause 8 of this Agreement by his employer on his ceasing work to go on leave.
- (b) The employer shall, at the time of making the payment referred to in (a) and in clauses 13 and 14 of this Part of the Agreement, forward to the Council a leave pay and leave enhancement pay receipt drawn up in a form acceptable to the Council and containing the employee's signature as a receipt for the payment.
- (5) When the employment of an employee terminates before he becomes entitled to paid leave in terms of subclause (3), he shall, according to whether the establishment works a six-day week or a five-day week, be paid leave pay pro rata to the number of shifts worked or, at his request, be furnished with a voucher drawn up in a form acceptable to the Council setting out the number of shifts which count for leave purposes. In such case, the employee shall receive the voucher at the same time as he leave the employer's service and the employer shall immediately forward to the Secretary of the Regional Council for the area in which the employee was engaged the money equivalent of the leave to which the employee is so entitled, computed as provided for in subclause (1) or subclause (2), whichever is applicable, less any deduction compelled by law for income tax.
- (6) When an employee dies or is, in the course of his work, incapacitated from continuing at his trade, the amount which is due in respect of leave pay shall be payable to his estate or himself, as the case may be.
- (7) (a) After not less than 49 weeks have elapsed, reckoned from the date upon which the period of employment covered by the voucher commenced, an employee who has been furnished with a voucher in terms of subclause (5) and is no longer employed in the Industry shall be entitled, subject to paragraph (b), on presenting the voucher to the Council in the region of origin, to payment thereon of any unpaid balance standing to his credit in the books of the Council.
- (b) Any voucher issued to an employee in terms of subclause (5) shall be valid for a period of two years from the date of the last shift worked by such employee, and amounts standing to the credit of an employee in the books of the Council shall, on the expiration of such period, accrue to the Council. Amounts so accruing to the Council shall be credited to a Fund designated 'The Trust Fund Advances Fund' from which the Council in its absolute discretion may—
- (i) advance to employees the money equivalent of the paid leave entitlement forwardable to the Council in terms of subclause (5) and/or the money equivalent of the leave enhancement pay entitlement forwardable to the Council in terms of clause 14 of this Part of the Agreement, as the case may be; or
 - (ii) pay to employees in whole or in part wages and/or earnings and/or the money equivalent of any paid leave and/or leave enhancement pay entitlement in cases where such moneys or part thereof would otherwise be lost to employees by reason of the insolvency or liquidation of any employer: Provided that—
 - (aa) any amounts accruing to the Council in terms of paragraph (b) which the Council may regard as being in excess of a sufficient reserve in the Trust Fund Advances Fund may be accrued to the Council funds, but shall not be accrued to the Trust Fund Advances Fund or to the Council funds until a further period of six months has elapsed after the expiration of the two-year period, and any valid claims presented during such six-month period shall be paid by the Council;

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

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

- (a) eight months in respect of a first period of 24 months or longer;
- (b) six months in respect of a first period of 18 months; or
- (c) four months in respect of a first period of 12 months; and
- (d) 30 days in respect of any subsequent period of such service.

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

13. ADDITIONAL PAID LEAVE

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

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

(2) Whenever the employer and the employee come to the arrangement provided for in subclause (1) (b) and the employee has qualified for three such extra weeks' paid leave (hereinafter referred to as "the accumulated paid leave"), the employer shall grant and the employee shall take the accumulated paid leave when he is given and takes the paid leave provided for in clause 12 (3) of this Part of this Agreement, unless the employer and the employee agree to the accumulated paid leave being taken at a different time, in which case the employer shall enable the employee to take the accumulated paid leave in the period before he next qualifies for paid leave. Should the employee fail to take the accumulated paid leave within such period, the employer shall, upon the employee proceeding on the next paid leave in terms of clause 12 (3), pay out the equivalent value of the accumulated leave forthwith to the employee, whereupon his title thereto shall cease.

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

(4) Upon the termination of the employment of an employee who has become entitled to but has not yet received the equivalent value of the additional period of paid leave provided for in this clause, he shall be paid for such extra paid leave as he has qualified for and not received: Provided that when the employment of such an employee terminates during his fifth or subsequent consecutive years of continuous employment with the same employer, he shall, according to whether the establishment works a six-day week or a five-day week, be paid for the additional leave pay *pro rata* to the number of shifts worked, subject to the provisions of subclause (3) above.

14. LEAVE ENHANCEMENT PAY (FORMERLY KNOWN AS LEAVE BONUS)

(1) For the purposes of this clause—

- (a) every employee shall be entitled under this Agreement to leave enhancement pay calculated at 8,33% of the actual hourly rate applicable on the date on which the employee proceeds on leave, which shall be calculated according to the following formulae:

$$\begin{aligned} & \text{(i) Six-day week actual ordinary weekly wage rate} \times 52 \text{ weeks} \times 8,33\% \\ & \quad \times \text{number of shifts worked} \\ & \quad \quad \quad 283 \\ & \quad \quad \quad \text{(excluding allowances).} \end{aligned}$$

$$\begin{aligned} & \text{(ii) Five-day week actual ordinary weekly wage rate} \times 52 \text{ weeks} \times 8,33\% \\ & \quad \times \text{number of shifts worked} \\ & \quad \quad \quad 234 \\ & \quad \quad \quad \text{(excluding allowances).} \end{aligned}$$

- (b) The leave enhancement pay of an employee who terminates his service or whose employment is terminated by the employer shall be calculated at 8,33% of his actual hourly rate at the date of termination of such employment and shall be calculated according to the following formulae:

$$\begin{aligned} & \text{(i) Six-day week actual ordinary weekly wage rate} \times 52 \text{ weeks} \times 8,33\% \\ & \quad \times \text{number of shifts worked} \\ & \quad \quad \quad 283 \\ & \quad \quad \quad \text{(excluding allowances).} \end{aligned}$$

(ii) Five-day week actual ordinary weekly wage rate \times 52 weeks \times 8,33%

\times number of shifts worked

234

(excluding allowances).

(c) "Leave qualification" shall be the qualification for the paid leave prescribed in clause 12 of this Part of the Agreement.

(2) Whenever an employee to whom this subclause applies qualifies for and takes his paid leave after the date of coming into operation of this Agreement, he shall at the same time be paid leave enhancement pay *pro rata* from the date of engagement in the case of an employee qualifying for his first period of paid leave in the service of an employer.

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

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

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

15. SPECIAL LEAVE PAY AND LEAVE ENHANCEMENT PAY PROVISIONS

Notwithstanding the provisions of clauses 12 and 14 an employee whose conditions of employment cease to be regulated by this Agreement owing to promotion or change in occupation to an occupation not provided for in this Agreement, shall be entitled to leave pay and leave enhancement pay calculated in accordance with the provisions of clauses 12 and 14, which shall be paid to him on termination of employment, or the date when he next proceeds on leave, or the date on which he would have been entitled to go on leave had this Agreement continued to regulate his conditions of employment, whichever is the earlier date.

16. ANNUAL SHUTDOWN

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

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

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

(4) Where an annual shutdown is to be observed, the establishment (or department, as the case may be) shall be closed for such unbroken period as will enable employees who have qualified for paid leave in terms of clause 12 (3) of this Part of the Agreement to take their full paid leave extended by any days that must be added in terms of clause 12 (3) (c), and the period of the closure shall, as near as practicable, fall between the same dates in each 12-month period.

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

(b) Notwithstanding anything to the contrary contained in this Agreement, any employee who actually worked all available shifts during the period from the first day after the previous year's annual shutdown up to and including the last shift preceding the current shutdown shall be entitled to full pay and leave enhancement pay as provided for in this Agreement: Provided that for the purposes of this subclause, all shifts not actually worked but for which an employee is entitled to credit towards his/her leave qualification in terms of this Agreement shall be counted as shifts actually worked.

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

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

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

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

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

17. ALLOWANCES

(1) **Travelling and subsistence allowance:** (a) This section makes provision for travelling and subsistence provisions and allowances in respect of the following categories or classes of employees:

(i) **Group A:**

Employees who are occasionally required to work away from their usual place of work.

(ii) **Group B:**

Site work employee: A site work employee is an employee who by reason of his employment is normally required to live away from his usual place of residence. For purposes of this clause the place where the employee first presents himself for employment shall be regarded as his usual place of residence.

(iii) **Group C:**

The provisions of clause 17 (i) shall not apply in respect of the following categories of employees:

- (aa) Employees who are recruited, or who present themselves at a site for employment, at that specific site.
- (ab) Employees who by reason of their employment are normally required to work in various sites but are not required to live away from their usual place of residence.

(b) **Group A:**

This clause applies to employees who are occasionally required to work away from their usual place of work:

- (i) Where an employee is required to work away from his usual working place, the employee shall be provided with transport conforming to applicable local road ordinance requirements, at the employer's expense, or be reimbursed by the employer for travelling expenses as mutually agreed between the employer and employee if the employer does not provide transport.
- (ii) The employee shall be paid at his normal hourly rate for travelling during ordinary hours of work and at half his normal hourly rate outside the ordinary hours of work.
- (iii) Where the employee is required to work or travel in excess of three hours of the commencement or of the completion of such employee's normal working hours the employer shall reimburse the employee for substantiated meal expenses incurred during this period of travelling.
- (iv) Where overnight stay is required, the employer shall provide and pay for all accommodation and meals, but where accommodation only is provided the employer shall pay the subsistence allowance as set out in Part II, clause 2 (1), for each night of overnight stay.

(c) **Group B:**

This clause applies to site work employees, i.e. employees who by reason of their employment are normally required to live away from their usual place of residence:

- (i) The employer shall provide the employee with transport conforming to applicable Road Ordinance requirements, at the employer's expense, or if the employer does not provide transport to reimburse the employee for travelling expenses as mutually agreed between the employer and employee under the following circumstances:
 - (aa) *On transfer to site:* From the place where the employee first presents himself for employment to the site.
 - (ab) *On termination of employment:* From the site to the railway station nearest the employee's usual place of residence. This shall not apply where the termination occurs within the first month of employment, provided such termination is not as a result of the completion of the work for which the employee was employed.

- (ac) *On annual leave:* From the site to the railway station nearest to the employee's usual place of residence on proceeding on annual leave and return to the site following completion of the annual leave.
- (ad) *On transfer to a new site:* From that site to a new site where the employee accepts employment at the new site.
- (ii) The employer shall pay for meals whilst travelling in terms of (aa) above. Bedding shall also be provided if overnight rail travel is necessary.
- (iii) The employer shall provide accommodation and meals on site. Where accommodation is provided but no meals are supplied then the employee shall be entitled to the subsistence allowance set out in Part II, clause 2 (1).
- (iv) Where employees engaged to work at one place are required to work at another place and to report at an assembly point to be transported to such other place before the normal starting time, such employees shall be paid "travelling rates" at half rates for all time spent in being transported to and from the job outside of normal working hours and/or be paid at ordinary rates for any time during which they are being transported during ordinary hours of work.
- (2) **Abnormally dirty work allowance** (for "abnormally dirty work" as defined):
 - (a) Where an employee (other than an employee expressly engaged as a cleaner) is required to work on abnormally dirty work, he shall be paid an allowance, in addition to any other remuneration to which he is entitled under this Agreement, of 36c per shift or part thereof.
 - (b) Where an employee has completed the hours of an ordinary shift on abnormally dirty work, he shall when he works overtime on abnormally dirty work for not less than four hours, be paid a further 36c.
- (3) **Height allowance:** Whenever an employee who does not customarily work aloft is required to work on ships and/or floating vessels, whether afloat or dry, at a height of over 6 m above top-deck level in circumstances necessitating the use of a safety belt, he shall, in addition to any other remuneration to which he is entitled under this Agreement and for the period for which he is so occupied or for one hour, whichever is the greater, be paid an allowance of 8 per cent of his hourly rate.

18. TERMINATION OF EMPLOYMENT

- (1) Not less than one clear working day's notice shall be given by the employer or employee to terminate a contract of service: Provided that this shall not affect—
 - (a) the right of an employer or employee to terminate a contract of service without notice for any good cause recognised by law as sufficient;
 - (b) any agreement between an employer and employee providing for a longer period of notice than one clear working day:

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

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

- (3) For the purposes of this clause, Saturday shall not be considered as a clear working day. Notice to terminate a contract of service at finishing time on Saturday shall be given prior to 12:00 on Friday.

- (4) The termination of employment by an employer on notice in terms of the Main Agreement does not prevent the employee challenging the fairness or lawfulness of the termination or dismissal in terms of the Labour Relations Act, 1995.

19. EMPLOYMENT OF JUVENILES AND ISSUE OF CERTIFICATES, ETC

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

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

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

- (4) No employer shall, as from the date of coming into operation of this Agreement, employ any person on work classified at Rate A, or Category 5 in Schedule G or under Group Z in Schedule F of Part II of this Agreement, other than an apprentice, trainee or an employee who has completed an apprenticeship contract in terms of the Manpower Training Act, 1981, or an employee in possession of a certificate issued or recognised by the Council which enables such an employee to be employed as a journeyman on any one of the classes of work specified at Rate A, Category 5 in Schedule G or under Group Z in Schedule F of Part II of this Agreement.

20. OUTWORK, TEMPORARY EMPLOYMENT SERVICES AND LIMITED DURATION CONTRACTS

- (1) Subject to the provisions of section 198 of the Act—
 - (a) no employer shall require or allow an employee to undertake any class of work covered by this Agreement elsewhere than in his establishment, except where such work is in execution or completion of any order placed with that employer, and no employer shall require or allow any employee of any other employer to undertake on his behalf any class of work covered by this Agreement, except where such work is in execution or completion of an order placed by that employer with the other employer; and
 - (b) no employer shall solicit or take orders for or undertake any class of work covered by this Agreement for sale and/or for gain either on his own account or on behalf of any other person or firm whilst he is the employer of any employer engaged in the industry.
- (2) Every employer undertaking to execute or complete any work in any region other than the region in which his establishment is registered with the Council shall notify the nature and place of work in writing to the Regional Council for the area in which the work is done within seven days of the commencement of such work and shall maintain at such place of work a register of the hours worked by all employees and their remuneration in respect thereof.
- (3) No employer shall utilise the services of workers within the meaning of section 198 of the Act unless the temporary employment service provides proof to the employer of—
 - (a) the registration number allocated by the Director-General of Labour, in pursuance of the application of the provisions of the Unemployment Insurance Act, 1996, to the temporary employment service;
 - (b) the registration number allocated by the Compensation Commissioner, in pursuance of the application of the provisions of the Compensation for Occupational Injuries and Diseases Act, 1993, to the temporary employment service;
 - (c) the registration number issued by the Council in respect of the temporary employment service in pursuance of the Council's Registration and Administration Expenses Agreement.
- (4) An employer who procures a worker or workers within the meaning of section 198 of the Act from a temporary employment service shall notify the region as defined in clause 3 of this Agreement in writing of the business name and physical business address of the temporary employment service concerned within seven days from the date on which the services of the worker or workers procured are utilised within the Region or, if the services of such workers are already being utilised at the date of coming into operation of this subclause, within seven days of the date of coming into operation of this subclause.
- (5) An employer who procures a worker or workers within the meaning of section 198 of the Act from a temporary employment service shall complete a form in the format prescribed by the Council in respect of each such worker and such form shall be signed by both the employer and the worker concerned declaring that the particulars therein are correct.
- (6) The form referred to in subclause (5) above shall contain the following particulars:
 - (a) The name, telephone number, residential address and identity number of the worker;
 - (b) the business name, business telephone number and physical business address of the temporary employment service concerned.
 - (c) the date from which the employer utilises the services of the worker and the expected termination date;
 - (d) the site or workshop address where the services of the worker will be utilised;
 - (e) the anticipated normal hours of overtime to be worked by the worker;
 - (f) whether the worker will be engaged on work scheduled in this Agreement as Rate A work;
 - (g) the scheduled occupation in terms of this Agreement applicable to the worker.
- (7) The employer shall submit the form referred to in subclause (5) above to the region as defined in clause 3 of this Agreement within seven days after he has commenced utilising the services of the workers concerned.
- (8) The temporary employment service and the client shall be jointly and severally liable if the temporary employment service, in respect of any of its employees, contravenes—
 - (a) a collective agreement, concluded in the Council, that regulates terms and conditions of employment; and
 - (b) a binding arbitration award that regulates terms and conditions of employment.
- (9) A worker supplied by a temporary employment service to an employer in the industry and who performs work scheduled in this Agreement shall be regarded as an employee for purposes of this Agreement.
- (10) Where the employee reasonably expected the employer to renew a fixed-term contract of employment on the same or similar terms, but the employer offered to renew it on less favourable terms or did not renew it, such employee shall be regarded as having been dismissed. In such cases the date of dismissal shall be the date on which the employer offered the less favourable terms or the date on which the employer notified the employee of the intention not to renew the contract.

21. EMPLOYMENT OF PERSONS UNDER 15 YEARS OF AGE

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

22. INSURANCE OF TOOLS

Every employer shall take out an insurance policy with a registered insurance company insuring tools, which are the private property of his journeyman, apprentice and machinist employees, against damage or destruction on the employer's premises by fire. The maximum cover under this clause for insurance of tools shall be R500 per employee stated above.

23. EXEMPTIONS

(1) **Exemption and Arbitration Board:** An independent body, referred to as the Exemption and Arbitration Board (the Board) is hereby appointed and shall consider and determine all applications for exemption received by the Council, in accordance with the criteria set out in subclause (3) below.

(2) Administration:

- (a) Any person bound by this Agreement may apply for exemption from any provision of this Agreement.
- (b) An application for exemption shall be in writing, fully motivated, and sent to the manager of the Council's regional office for the area in which the applicant is located.
- (c) An employer applicant shall consult with the workforce through its trade union representatives (or, where there are no trade union representatives, with the workforce itself) as to the need for the exemption and its effect on the employees, and shall include in the application the views expressed by the workforce in this regard.
- (d) An application for exemption from the minimum wage increases provided for in this Agreement shall be received by the Council by no later than 30 days after publication of this Agreement in the *Government Gazette*.
- (e) An application for exemption shall not be considered if the contents of the application are covered by an arbitration award binding the applicant.
- (f) The Council shall issue to every person to whom exemption has been granted by the Board an exemption licence, setting out the following:
 - (i) The full name of the person or enterprise concerned;
 - (ii) the provisions of this Agreement from which the exemption has been granted;
 - (iii) the conditions subject to which exemption is granted;
 - (iv) the period of the exemption;
 - (v) the date from which the exemption shall operate; and
 - (vi) the area in which the exemption applies.
- (g) The Council shall ensure that—
 - (i) all exemption licences issued are numbered consecutively;
 - (ii) an original copy of each licence is retained by the Council;
 - (iii) a copy of the exemption licence is sent to the applicant.
- (h) Unless otherwise specified in the exemption licences any exemption from this Agreement shall be valid only in the region of the Council in which the application was made.
- (i) The Board may, on good cause shown, give the holder of an exemption licence 30 days' notice of withdrawal of the exemption.

(3) Process and criteria:

- (a) In considering an application for exemption, the Board shall consider the recommendations of the Council, the views expressed by the employer(s) and the workforce, any other representations received in relation to that application and the possible effect of the exemption on competitors.
- (b) The exemption shall not contain terms that would have an unreasonably detrimental effect on the fair, equitable and uniform application of this Agreement in the Industry.
- (c) Wage and wage-related exemptions shall not be granted for an indefinite period.

24. EXHIBITION OF AGREEMENT

Every employer shall obtain and, on request from any employee, make available for perusal a legible copy of this Agreement plus all subsequent amendments thereof, in a format approved by or acceptable to the Council.

25. MANUFACTURING CERTIFICATES

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

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

- (2) Any employer who fails to register with the Council in terms of subclause (1) shall be deemed to be conducting a "general engineering establishment".

26. ADMINISTRATION OF AGREEMENT

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

27. WORKING PARTNERS

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

28. AGENTS

(1) The Council shall appoint one or more specified persons as agents to assist in giving effect to the terms of this Agreement. For the purpose of enforcing or monitoring compliance with this Agreement, as the case may be, an agent of the Council shall have the right to enter and inspect premises, examine records and question the employer and/or his employees in any manner that he deems appropriate, provided that such rights be exercised only as is reasonably required for the purpose of enforcement of, or monitoring compliance with the Agreement.

(2) After each inspection of an employer's records and operations the agent shall prepare a report for the attention of the employer, worker representatives and in the case of an individual complainant, the complainant concerned, confirming the date and time of the inspection and, if any contraventions of the Agreement were identified, a summary of the contraventions and the action that management is required to take to rectify the contraventions. Any disclosure of information shall comply with the provisions of the Labour Relations Act, 1995.

29. INJURY ON DUTY ALLOWANCE

(1) Whenever an employee is absent from work on account of injury or disablement falling within the provisions of the Compensation for Occupational Injuries and Diseases Act, 1993, and such employee is covered by the provisions of the Metal and Engineering Industries Bargaining Council Sick Pay Fund, he shall be paid an hourly allowance of 33 per cent of the basic hourly rate for his class of work scheduled in this Agreement for the hours he is absent from work for any day or days not recognised as compensable in terms of the said Act, up to a maximum of three days: Provided that this subclause shall not apply in respect of any day or days of an employee's absence from work on account of injury or disablement falling within the provisions of the Compensation for Occupational Injuries and Diseases Act, 1993, for which an employee is entitled to payment in terms of the special sick pay benefit provisions of clause 8 (2) of the Metal and Engineering Industries Sick Pay Fund Agreement.

(2) Whenever an employee is absent from work on account of injury or disablement falling within the provisions of the Compensation for Occupational Injuries and Diseases Act, 1993, and such employee is not covered by the provisions of the Metal and Engineering Industries Bargaining Council Sick Pay Fund, he shall be paid an hourly allowance of 33 per cent of the basic hourly rate for his class of work scheduled in this Agreement for the hours he is absent from work on any day or days up to a maximum of the first week of such absence: Provided that payment in terms of this subclause shall not be paid during any period in respect of which disablement payment is payable in terms of the said Act.

30. UNAUTHORISED EMPLOYMENT

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

31. PROHIBITION OF CESSION AND/OR SET-OFF

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

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

32. CERTIFICATE OF SERVICE

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

33. TECHNOLOGICAL CHANGES AND WORK REORGANISATION

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

(2) **Technological change:** For the purpose of this subclause "technological change" means the introduction by the employer of manufacturing equipment substantially different in nature or type from that previously utilised at the establishment or of substantial modifications to present manufacturing equipment.

(a) **Notification:**

Where an employer intends introducing technological change he shall notify the representative party trade union(s) and/or employee representative body not less than 90 days prior to the implementation date of such change.

The notice shall be given in writing and shall contain relevant information, including—

- (i) the nature of the change;
- (ii) the approximate date on which the employer proposes to effect the change;
- (iii) the employees likely to be affected by the change;
- (iv) the anticipated effect of the change on employees working conditions and terms or employment; and
- (v) any other relevant information relating to the anticipated effects on employees, including the change in skills.

The employer shall update the information provided, on a continuous basis, as soon as new developments arise or if any modifications are made.

(b) **Joint committee:**

Following notification, a joint committee comprising representative party trade union(s), any employee representative body and management shall be established. This committee shall consult in an endeavour to reach agreement on the following issues:

- (i) The training or re-training of employees whose jobs are adversely affected or who may be displaced from their jobs of technological change and/or work re-organisation.
- (ii) The impact on the health and safety and work environment of workers as a consequence of such technological change.

(c) **Retrenchments or redundancies:**

Where the introduction of such new manufacturing equipment or modifications to present manufacturing equipment may result in retrenchments or redundancies the security of employment provisions of this Agreement (clause 35) shall be observed.

(3) **Work re-organisation:**

(a) **Consultation:**

Where an employer intends introducing major work re-organisation which will substantially and materially affect the work of employees, the employer shall consult, in an endeavour to reach agreement with the representative party trade union(s) and/or any employee representative body, on the implications of the work re-organisation including—

- (i) the need to re-train employees affected by such work re-organisation; and
- (ii) any possible impact on the health, safety and work environment of the affected employees.

(b) **Notification:**

The company shall notify the union(s) and/or employee representative body of any such work re-organisation not less than 30 days prior to the implementation of such change.

(c) **Retrenchments or redundancies:**

Where the introduction of work re-organisation may result in retrenchment or redundancies, the security of employment provisions of this Agreement (clause 35) shall be observed.

34. PAID SICK LEAVE

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

(a) **During the period of continuous employment from date of engagement to the end of the calendar year (31 December):**

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

(b) **In respect of continuous employment during the following calendar year commencing 1 January:**

- (i) In the case of an employee working a five-day week, not less than 10 working days in the aggregate: Provided that until the employee has completed 12 consecutive months of employment with the employer, he may utilise only that portion of the 10-day grant arrived at by calculating the number of days due on the basis of one day per five weeks' employment less sick leave actually taken since date of engagement; and

- (ii) in the case of an employee working a six-day week, not less than 12 working days in the aggregate: Provided that until the employee has completed 12 consecutive months of employment with the employer he may utilise only that portion of the 12-day grant arrived at by calculating the number of days due on the basis of one day per month of employment less sick leave actually taken since date of engagement.
- (c) *In respect of continuous employment during succeeding calendar years (1 January to 31 December):*
 - (i) In the case of an employee working a five-day week, not less than 10 working days in the aggregate during any succeeding periods of one calendar year of employment with the employer;
 - (ii) in the case of an employee working a six-day week, not less than 12 working days in the aggregate during any succeeding periods of one calendar year of employment with the employer.
- (2) An employer shall pay the employee for each day of absence as provided for in subclause (1) an amount not less than the amount the employee would have received had he worked the ordinary hours of the shift for that day of the week: Provided that—
 - (a) before making payment of any amount payable to an employee in terms of this subclause in respect of any period of absence from work of more than one day, the employer may require the employee to produce a medical certificate signed by a registered medical practitioner stating the nature and duration of the employee's illness or injury; and
 - (b) if during any period of up to eight consecutive weeks the employee has received payment for sick leave as provided for in this subclause on two or more occasions without producing a medical certificate as aforesaid, the employer may require him to produce such medical certificate in respect of any period of absence from work on account of sickness or injury occurring within a period of eight weeks reckoned from the date of his last absence on sick leave;
 - (c) the employer may require the employee to produce a medical certificate as aforesaid in respect of any absence from work on the working day immediately preceding and/or succeeding a Sunday or any of the public holidays specified in the Public Holidays Act, 1994.
- (3) Where an employer in terms of section 47 (3) of the Compensation for Occupational Injuries and Diseases Act, 1993, is of reasonable belief that an employee's absence from work resulting from an injury on duty will be compensable under that Act and in respect of which a claim has been made under the Act, the employer shall pay an amount to the employee equivalent to 75% of the employee's ordinary hourly rate for such absence up to a maximum period of three months from the date of the accident. The employer shall recover this payment from the Compensation Commissioner.
- (4) Where an employer is by law required to pay fees for hospital or medical treatment in respect of an employee, and pays such fees in respect of any illness or injury referred to in this clause, the amount so paid may be set off against the payment for sick leave due in terms of this clause.
- (5) Notwithstanding any other provision of this clause, no employee shall be entitled to paid sick leave—
 - (a) in respect of such periods of absence from work for which compensation is payable under the Compensation for Occupational Injuries and Diseases Act, 1993;
 - (b) in respect of paid public holidays as specified in this Agreement, or in respect of any portion of the paid leave referred to in clauses 12 and 13 of this Part of the Agreement.
- (6) For the purposes of this clause, "employment" includes any period during which an employee—
 - (a) is on paid leave or additional paid leave in terms of Part I of this Agreement;
 - (b) is on paid leave in terms of this clause;
 - (c) is absent from work on the instruction or at the request of his employer;
 - (d) is doing military service in pursuance of the Defence Act, 1957, for up to four months of any period of such service;
 - (e) is in receipt of sick pay in terms of the Metal and Engineering Industries Bargaining Council Sick Pay Fund Agreement in operation from time to time or from any other sick pay scheme operating by virtue of any exemption from that Agreement.

35. SECURITY OF EMPLOYMENT AND SEVERANCE PAYMENT

- (1) (a) In the case of retrenchment an employer, subject to subclause (2), shall pay to each employee who is retrenched, in addition to any other amounts to which he is entitled in terms of this Agreement on termination of service, a severance payment of a minimum of one week's wages in respect of each completed year's service within the same employer.
- (b) An employer and any employee or employee representative shall at either's request consult in good faith at plant level with a view to reaching agreement on a higher severance payment than that stipulated in subclause (1) (a). This shall not be read to imply that the parties must agree on a higher payment.

(2) (a) The procedure to be followed in the event of lay-offs, relocation or closure of an establishment, retrenchments, redundancies and the operation of limited duration contracts of employment shall be as provided for in Annexure A to this Agreement.

(b) Where non-observance of the procedures provided for under Annexure A to this Agreement gives rise to a dispute, such dispute shall be dealt with by the Bargaining Council in terms of its dispute resolution procedure.

36. PROCEDURES FOR THE NEGOTIATION OF AGREEMENTS AND SETTLEMENT OF DISPUTES

(1) This Bargaining Council shall, within the sector and area in respect of which it has been registered, endeavour, by the negotiation of agreements or otherwise, to prevent disputes from arising, and to settle disputes that have arisen or may arise between employers or employers' organisations and employees or trade unions, and take such steps as it may think expedient to bring about the regulation or settlement of matters of mutual interest to employers or employers' organisations and employees or trade unions. Any dispute concerning the interpretation, application or enforcement of this Agreement shall be dealt with in accordance with subclause (2) below.

(2) For the purposes of subclause (1) above the Council shall follow the procedure set out in the Metal and Engineering Industries Dispute Resolution Agreement (Published under Government Notice R. 406 of 31 March 1998).

37. LEVELS OF BARGAINING IN THE INDUSTRY

(1) Subject to subclause (2)—

- (a) the Council shall be the sole forum for negotiating matters contained in the Main Agreement;
- (b) during the currency of the Agreement, no matter contained in the Agreement may be an issue in dispute for the purposes of a strike or lock-out or any conduct in contemplation of a strike or lock-out;
- (c) any provision in a collective agreement binding an employer and employees covered by the Council, other than a collective agreement concluded by the Council, that requires an employer or a trade union to bargain collectively in respect of any matter contained in the Main Agreement, is of no force and effect.

(2) Where bargaining arrangements at plant and company level, excluding agreements entered into under the auspices of the Council, are in existence, the parties to such arrangements may, by mutual agreement, modify or suspend or terminate such bargaining arrangements in order to comply with subclause (1). In the event of the parties to such arrangements failing to agree to modify or suspend or terminate such arrangements by the date of implementation of the Main Agreement, the wage increases on scheduled rates and not on the actual rates shall be applicable to such employers and employees until the parties to such arrangement agree otherwise.

38. WORKING-IN TIME ARRANGEMENTS

(1) For purposes of this clause "employees covered by this Agreement" shall, in addition to all scheduled employees, include employees referred to in subclauses (4) and (5) of clause 1 of Part I of this Agreement.

(2) An employer, with the support of not less than 75% of his employees covered by this Agreement, obtained via a ballot, may enter into an arrangement to work in time in order to achieve the extension with pay of—

- (a) any paid holiday provided for in clause 11 of this Agreement; or
- (b) periods not ordinarily worked by employees; or
- (c) the annual shutdown period provided for in clause 16 of this Agreement.

(3) An employer, subject to the ballot arrangement referred to in subclause (2), may enter into an arrangement to close his establishment—

- (a) on any ordinary working day; or
- (b) for any period of work forming part of any ordinary working day.

(4) Where arrangements to work in time, as referred to in subclause (2) or (3), are entered into such arrangements shall not include working-in time on Sundays.

(5) Where employment terminates before the date for which time had been worked in terms of subclause (2) or (3), all hours so worked shall be deemed to be overtime hours subject to payment at the appropriate overtime rate applicable.

(6) Time worked in by employees in terms of subclause (2) or (3) shall count towards leave pay and/or leave enhancement pay entitlements as provided for in clauses 12 to 14.

(7) Where such working-in time arrangements are entered into the employer shall notify the Regional Council concerned thereof within 14 days of such decision, specifying—

- (a) the outcome of the ballot;
- (b) the day/days for which time will be worked in;
- (c) the day/days on which such time will be worked in.

39. STANDBY AND CALL-OUT ARRANGEMENTS

(1) Where an employer requires an employee to be on standby the employee shall be paid an amount of not less than two hours' pay for each period of twenty-four hours or less on standby: Provided that this allowance shall be forfeited if the employee fails to respond to a call-out.

(2) Where an employee is called out whilst on standby he shall be paid at the appropriate overtime rates for the time worked with a minimum payment of not less than two hours, overtime.

(3) The above provisions will not affect existing arrangements at establishments.

PART II

1. WAGES AND/OR EARNINGS

A new five-grade job and wage structure has been determined for use in the Industry. Individual employers together with employees, their representatives and/or registered trade unions at establishment level will accordingly mutually agree on whether or not to implement the new five-grade job and wage structure on a voluntary basis or continue to observe the existing 13 grades (Rates A to H) and related arrangements.

Details of the five-grade job and wage structure are set out in Annexure B. Details of definitions of the grades are set out in Annexure C. Details of the current 13 grade structure are set out in Part II of this Agreement.

The Tables of Wage Rates as set out in (a) to (d) hereunder have general and/or specific application to operations listed in this Agreement. For ease of reference the wage rate categories are as follows:

- (a) Except as provided for in Wage Tables (b) to (e) hereunder, the wage rates prescribed in Wage Table (a) are applicable to all operations listed as Rates A, A1, AA, AB, B, C, D, DD, DDD, E, F, G and H, including watchman's work in

Schedule G
Schedule M
Division D/O to D/32
Schedules E/1 and E3
Division E/2.

- (b) Wage rates prescribed in Wage Table (b) are applicable to employees employed as vehicle drivers and have general application throughout the Technical Schedules in this Agreement.

- (c) Wage rates prescribed in Wage Table (c) have specific application to the operations listed therein.

- (d) Wage rates prescribed in Wage Table (d) apply only to the operations listed in Schedule F.

- (e) Wage rates prescribed in Wage Table (e) apply to apprentices only.

(1) (a) Any employee who at the date of coming into operation of this Agreement was in receipt of a higher rate than that prescribed in the Agreement for the class of work upon which he is employed shall continue to receive not less than such higher rate while he is employed by the same employer on the same work or any other work for which a lower rate is prescribed.

(b) Every employee who on the date of coming into operation of this Agreement is employed by an employer on work classified in the Agreement shall, whilst in the employ of the same employer and whether or not his actual rate of pay immediately prior to the said date was in excess of the rate specified for his class of work in this Agreement, be paid not less than the actual rate he was receiving immediately prior to the said date plus, as a guaranteed personal increase, an additional amount for his class of work, as set out in the Wage Tables hereunder: Provided that—

- (i) the additional amount payable in terms of this subclause to an employee for his class of work may be reduced by the amount of any increase or increases granted to such employee on or subsequent to 1 July 1997: Provided that any employee to whom no increase or only a part of the prescribed increase was granted on or after 1 July 1997 shall be remunerated by the payment of an amount within 16 weeks after the date of the coming into operation of this Agreement on the basis stated below:

Amount per hour for the employee's class of work pre- scribed above	Less (if any)	Amount per hour of any increase granted to the employee on or after 1 July 1997
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multiplied by the number of hours which the employee concerned was entitled to payment of his wage for the period from the start of his first shift on or after 1 July 1997 to the first shift for which the amount per hour for the employee's class of work as prescribed above is paid or the date of coming into operation of this Agreement, whichever is the later: Provided further that if the number of said hours includes hours other than ordinary hours worked then the above calculation must be performed separately in respect of the ordinary hours worked and each category of overtime hours in order to include the prescribed overtime premium provided for in this Agreement in each case;

- (ii) any employee who was engaged after 1 July 1997 at a rate of pay not less than the rate of pay prescribed for his class of work as at the date of coming into operation of this Agreement shall not be entitled to be paid the additional amount specified in this subclause for his class of work;

- (iii) no employer shall reduce the rate of pay of any employee to whom an increase in excess of the additional amount specified in this subclause for his class of work has been awarded on or subsequent to 1 July 1997, and no employee shall be paid wages at a rate less than the rate for his class of work specified in this Agreement;

- (iv) for the purposes of this Agreement the rate applicable in terms of this subclause shall *mutatis mutandis* apply to employees employed in incentive bonus work in terms of clause 10 of Part I of the Agreement;

- (v) an employer who intends to grant general increases to all employees, or all employees in a particular category of employees, in excess of the guaranteed personal minimum increases provided for in this Agreement, shall consult the employees concerned: Provided that, in respect of employees who are members of a union, if the employer is a member of any of the employers' organisations which are parties to the Agreement, the employer shall consult the trade unions concerned;
- (vi) where an employer, following such consultation, grants such increases over and above the provided for in this Agreement, the Bargaining Council shall be notified of the increases granted.

(2) No employee shall be required as part of his contract of service to accept board or lodging or both from his employer, nor to purchase any goods or hire any property from his employer. Where an employee agrees to accept board or lodging or both from his employer the employer may deduct from such employee's wages or earnings such amount as agreed upon for the payment of board or lodging or both: Provided that the Council is notified in writing prior to the said deductions being made and the amounts thereof.

(3) No employee shall be employed on more than one occupation scheduled in this Agreement at different rates of pay in any one week, including any overtime worked at a higher-paid occupation, unless payment is made as if such employee had been employed for the whole of that week on the highest-paid occupation: Provided that where a lower-paid employee is temporarily substituted for a higher-paid employee who is absent from his work and not employed elsewhere in the establishment, such substituted employee shall be paid at the higher rate only for the period he actually worked at the higher-paid occupation. Any period of substitution of less than one-half shift in the aggregate in any one week shall not count for payment at the higher rate.

(4) Subject to the provisions of subclauses (1) to (3), inclusive, no employer shall pay to the employees engaged on any of the classes of work hereinafter specified in the following Wage Schedules wages and/or earnings lower than those stated against such classes and no employee shall accept wages and/or earnings lower than those stated against such classes.

2. ALLOWANCES

Allowances payable subject to the provisions of Part I, clause 17 of this Agreement:

(1) *Subsistence allowance under Groups A and B:*

Grade	Allowance per day
Rates A to B	R35,00
Rates C to DDD	R33,00
Rates E to H	R29,00
<i>Structural engineering</i>	
Categories 4 and 5	R35,00
Category 3	R33,00
Categories 1 (a), 1 and 2	R29,00

(2) *Abnormally dirty work allowance* (employees other than employees expressly engaged as cleaners):

The allowance payable is 36 cents per shift or part thereof plus a further 36 cents where working overtime on abnormally dirty work for four hours or more.

(3) *Height allowance:* Eight per cent of the employee's normal hourly rate when working aloft on ships and/or floating vessels.

3. WAGE TABLES

(a) Wage rates applicable to operations scheduled at rates A to H, including watchman's work, throughout this Agreement:

CLASS OF WORK	GUARANTEED PERSONAL INCREASE (To be the greater of the amount calculated in terms of Column A or the amount reflected in Column B)		Minimum hourly wage rate applicable from 1 July 1997
	A	B	
	Percentage increase on actual hourly rate of pay, excluding allowances, of which the employee was in receipt on 30 June 1997	Amount per hour	
	%	CPH	R
Rate A and A1	9,00	144	17,44
Rate AA	9,13	137	16,36

CLASS OF WORK	GUARANTEED PERSONAL INCREASE (To be the greater of the amount calculated in terms of Column A or the amount reflected in Column B)		Minimum hourly wage rate applicable from 1 July 1997
	A	B	
	Percentage increase on actual hourly rate of pay, excluding allowances, of which the employee was in receipt on 30 June 1997	Amount per hour	
CLASS OF WORK	%	CPH	R
* Rate AA-start	9,26	130	15,35
Rate AB	9,39	124	14,40
Rate B	9,51	117	13,51
Rate C	9,64	112	12,77
Rate D	9,77	109	12,29
Rate DD	9,90	101	11,19
Rate DDD	10,03	96	10,50
Rate E	10,16	91	9,86
Rate F	10,28	86	9,26
Rate G	10,41	82	8,69
Rate H (including watchman's work)	10,54	78	8,18

* "Rate AA-start" is the rate applicable to employees in the category AA who are in their first six months of continuous employment with the same employer, unless otherwise specified elsewhere in the Agreement.

(b) Wage rates applicable to vehicle driving—external transport including forklift driving:

CLASS OF WORK	GUARANTEED PERSONAL INCREASE (To be the greater of the amount calculated in terms of Column A or the amount reflected in Column B)		Minimum hourly wage rate applicable from 1 July 1997
	A	B	
	Percentage increase on actual hourly rate of pay excluding allowances, of which the employee was in receipt on 30 June 1997	Amount per hour	
CLASS OF WORK	%	CPH	R
[Schedule G (a) (iv)]			
(1) Forklift driving of power-operated forklift controlled from on board by the operator (job grade F)	10,26	86	9,26
(2) Driving of a load-carrying or hauling vehicle which requires a code 08 light motor vehicle licence to be held by the driver (job grade E)	10,16	91	9,86
(3) Driving of load-carrying or hauling vehicle which requires a code 10 heavy motor vehicle licence or a code 11 extra heavy motor vehicle licence to be held by the driver (job grade DD)	9,90	101	11,19
(4) Driving of a load-carrying or hauling vehicle which requires a code 13 or 14 heavy articulated motor vehicle licence to be held by the driver (job grade C)	9,64	112	12,77

(c) Wage rates with specific application to the operations listed herein:

CLASS OF WORK	GUARANTEED PERSONAL INCREASE (To be the greater of the amount calculated in terms of Column A or the amount reflected in Column B)		Minimum hourly wage rate applicable from 1 July 1997
	A	B	
	Percentage increase on actual hourly rate of pay excluding allowances, of which the employee was in receipt on 30 June 1997	Amount per hour	
CLASS OF WORK	%	CPH	R
SCHEDULE G			
(1) Learners:			
Rate D Operation 1:			
First three months of experience (Rate D, less 10%)	8,86	98	11,06
Second three months of experience (Rate D, less 5%)	8,99	105	11,68
Thereafter Rate D	9,77	109	12,29
Provided that—			
(i) no employee may be engaged upon incentive bonus work during the learner-ship period;			
(ii) an employer who wishes to train an employee for any of the classes of work for which no learnership or probationary period is provided may do so only with the prior approval of the Council, which shall prescribe the conditions under which permission for such employment is granted.			
(2) Vitreous enamelling:			
Operation 1 (a)			
First duster (Rate B)	9,51	117	13,51
Operation 1 (b):			
Second duster (Rate D)	9,77	109	12,29

(d) Wage rates applicable to operations in Schedule F only:

CLASS OF WORK	GUARANTEED PERSONAL INCREASE (To be the greater of the amount calculated in terms of Column A or the amount reflected in Column B)		Minimum hourly wage rate applicable from 1 July 1997
	A	B	
	Percentage increase on actual hourly rate of pay excluding allowances, of which the employee was in receipt on 30 June 1997	Amount per hour	
CLASS OF WORK	%	CPH	R
(1) Group Z	9,00	144	17,44
Group Y	9,15	113	13,48
Group IX	9,31	107	12,56
Group VIII	9,46	104	12,01

	GUARANTEED PERSONAL INCREASE (To be the greater of the amount calculated in terms of Column A or the amount reflected in Column B)		Minimum hourly wage rate applicable from 1 July 1997
	A	B	
	Percentage increase on actual hourly rate of pay excluding allowances, of which the employee was in receipt on 30 June 1997	Amount per hour	
CLASS OF WORK	%	CPH	R
Group VII	9,62	100	11,42
Group VI	9,77	97	10,89
Group V	9,92	93	10,35
Group IV	10,08	90	9,83
Group III	10,23	88	9,44
Group II	10,39	85	9,04
Group I	10,54	83	8,68

CLASS OF WORK	%	CPH	R
<i>Section (d):</i>			
Structural Engineering Wage Categories:			
Category 5	9,00	144	17,44
Category 4	9,39	132	15,42
Category 3	9,77	114	12,85
Category 2	10,16	94	10,21
Category 1	10,54	78	8,18
Category 1(a)	10,54	69	7,28
(2) DIVISION D/4:			
Rate B Operation 1:			
First six months of experience (Rate F)	10,28	86	9,26
Second six months of experience (Rate DDD)	10,03	96	10,50
Third six months of experience (Rate D)	9,77	109	12,29
Fourth six months of experience (Rate C)	9,64	112	12,77
Thereafter Rate B	9,51	117	13,51
(3) DIVISION D/12:			
Learnership periods and rates of pay therefor:			
Rate B—Newcomers:			
First two months of experience (Rate DD)	9,90	101	11,19
Second two months of experience (Rate D)	9,77	109	12,29
Third two months of experience (Rate C)	9,64	112	12,77
Thereafter Rate B	9,51	117	13,51
Rate C—Newcomers:			
First two months of experience (Rate DD)	9,90	101	11,19
Second two months of experience (Rate D)	9,77	109	12,29
Thereafter Rate C	9,64	112	12,77
Rate D—Newcomers:			
First two months of experience (Rate DD)	9,90	101	11,19
Thereafter Rate D	9,77	109	12,29

CLASS OF WORK		%	CPH	R
(4)	DIVISION D/19:			
	Section (f):			
	Rate A Operation No. 1	9,26	130	15,35
	First year of experience (Rate AA-start)	9,13	137	16,36
	Second year of experience (Rate AA)	9,00	144	17,44
	Thereafter Rate A1	—	—	—
(5)	DIVISION D/22:			
	Section (b):			
	Operation No. 1 (Rate D)	9,77	109	12,29
	Section (c):			
	Operations No. 1 to No. 5 (Rate D)	9,77	109	12,29
	Operations No. 6 to No. 8 (Rate DDD)	10,03	96	10,50
	Operations No. 9 to No. 21 (Rate G)	10,41	82	8,69
	Operations No. 22 to No. 33 (Rate H)	10,54	78	8,18
(6)	DIVISION D/23:			
	Training periods:			
	Newcomers to Rate DDD:			
	First four months of experience (Rate F)	10,28	86	9,26
	Thereafter Rate DDD	10,03	96	10,50
	Newcomers to Rate E:			
	First four months of experience (Rate H)	10,54	78	8,18
	Thereafter Rate E	10,16	91	9,86
(7)	DIVISION D/24:			
	Rate Operation No. 1:			
	First three months of experience (Rate D, less 5%)	8,99	105	11,68
	Thereafter Rate D	9,77	109	12,29
(8)	DIVISION E/2:			
	Section (b):			
	First 12 months of experience (Rate AA-start)	9,26	130	15,35
	Second 12 months of experience (Rate AA)	9,13	137	16,36
	Thereafter Rate A1	9,00	144	17,44

(e) Wage rates applicable to apprentices only:

YEAR OF APPRENTICESHIP	GUARANTEED PERSONAL INCREASE (To be the greater of the amount calculated in terms of Column A or the amount reflected in Column B)		Minimum weekly wage rate applicable from 1 July 1997
	A	B	
	Percentage increase on actual weekly rate of pay, excluding allowances, of which the employee was in receipt on 30 June 1997	Amount per week	
	%	R	R
First year	9,00	31	371
Second year	9,00	34	409
Third year	9,00	40	487

	GUARANTEED PERSONAL INCREASE (To be the greater of the amount calculated in terms of Column A or the amount reflected in Column B)		Minimum weekly wage rate applicable from 1 July 1997
	A	B	
	Percentage increase on actual weekly rate of pay, excluding allowances, of which the employee was in receipt on 30 June 1997	Amount per week	
YEAR OF APPRENTICESHIP	%	R	R
Fourth year	9,00	59	720
The hourly rate of all apprentices for the purposes of calculating overtime shall be the weekly wage paid, divided by 44.			

4. TECHNICAL SCHEDULES

SCHEDULE G

Section (a): General

Applicable to certain classes of work and/or operations throughout the Industries, including the Electrical Engineering Industry, General Engineering, Structural Metal Work and Manufacturing Engineering (n.e.s.):

(1) For the purposes of this section—

“**controlled machines**” means machines controlled by numerical, digital, electronic and similar control systems, and where the operation and/or attending of such machines complies with the definition of any of the machining operations contained in this Schedule, such operations shall be held to apply throughout all divisions of this Agreement (n.e.s.);

“**Electrical Engineering Industry**” means the industry concerned with—

- the manufacture and/or assembly from component parts of electrical equipment in the Republic of South Africa, namely generators, motors, convertors, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment, signalling equipment, radio or electronic equipment, including monitors, and other equipment utilising the principles used in the operation of radio and electronic equipment, the latter equipment to include, but not to be limited to television, incandescent lamps, electric cables and domestic electrical appliances, and includes the manufacture of component parts of the aforementioned equipment;
- the installation, maintenance and repair of the equipment referred to in paragraph (a) above in the Provinces of the Transvaal and Natal (excluding any portion of that area falling within the self-governing territory of KwaZulu), but does not include the Electrical Contracting Industry;

“**Electrical Contracting Industry**” means the Electrical Contracting Industry as defined in clause 3 of this Agreement;

“**general engineering**” means the maintenance, fabrication, erection or assembly, construction, alteration, replacement of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than precious metal) or parts or components thereof and structural metalwork, including the finishing of metal goods, and the building and/or alteration and/or repair of boats and/or ships, including the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships, and general wood work undertaken in connection with ship repairs, but does not include work defined as “manufacturing engineering” in clause 25 of Part I of this Agreement;

“**structural metalwork**” means the fabrication, erection or assembly, construction, alteration, replacement or repair of metal structures (including metal structures of boats and/or ships) and/or pressure vessels and/or components made in whole or in part of metal plate and/or metal sections (n.e.s.);

(2) No person, other than a journeyman or an apprentice or a trainee, shall be employed on work classified at Rate A in this Agreement.

- (3) For the purposes of this Agreement, "trainee" includes persons under training in terms of any contract issued or recognised by the Council, including contracts issued in terms of section 30 of the Manpower Training Act, 1981, and/or the Artisan Training and Recognition Agreement for the Metal and Engineering Industries, enabling such persons to be trained on work classified at Rate A in this Agreement.

**WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN SCHEDULE G ARE
PRESCRIBED IN CLAUSE 3 (a) OF PART II OF THIS AGREEMENT**

RATE A (n.e.s.)

1. Angle and plate smithing.
2. Architectural and/or ornamental metal working.
3. Armature winding.
4. Automotive machining and fitting.
5. Blacksmithing.
6. Bricklaying and/or refractory bricklaying and/or masonry work.
7. Carpentry and/or joinery (excluding the preparation of packaging and rough crating).
8. Constructional boilermaking.
9. Constructional pipe fitting.
10. Constructional steelworking.
11. Coppersmithing.
12. Die and/or jig and/or tool and/or gauge making and/or repairing.
13. Die-sinking and/or engraving.
14. Diesel fitting.
15. Domestic appliance mechanic's work.
16. Electrical fitting.
17. Electrical maintenance work and/or installation and/or repair work.
18. Electrician's work.
19. Electroplating.
20. Erecting and/or assembling (supervisory work on site).
21. Electronics mechanic's work.
22. Fitting and turning.
23. Fitting (including machining).
24. Inspecting when performed by inspectors having journeyman qualifications.
25. Instrument making and/or repairing.
26. Instrument mechanic's work (industrial instrumentation and process control).
27. Lift and/or escalator mechanic's work.
28. Locksmithing.
29. Machine tool setting up and/or toolsetting.
30. Marking out and/or marking off.
31. Millwrighting (electromechanical).
32. Motor vehicle repairing.
33. Moulding and/or coremaking.
34. Operating arc and/or gas welding machines on pressure vessels.
35. Patternmaking.
36. Plating and/or boilermaking.
37. Plumbing.
38. Radio communications serviceman's work.
39. Radio and/or television repairer's work, etc.
40. Radio and television mechanic's work.

41. Radiotrician's work.
42. Refrigeration mechanic (commercial and industrial).
43. Rigging and/or splicing.
44. Riveting and/or caulking pressure vessels.
45. Roll tool and templet making.
46. Roll turning.
47. Scale making and/or repairing.
48. Sheetmetal working.
49. Shipwrighting and boatbuilding.
50. Outboard/Inboard Engine Mechanic.
51. *Ship's plumbing.
 - * "Ships plumbing" means work on ships for all sanitary purposes and/or water services and/or domestic heating, washing or drinking purposes.
52. Signwriting.
53. Telecommunications electrician's work.
54. Telephone communications electrician's work.
55. Templet making.
56. Testing (pressure vessels).
57. Turning (including machining).
58. Universal milling and/or universal grinding and/or universal machining.
59. Vehicle body building and/or repairing—composite and/or metal.
60. Welding and/or brazing.
61. Woodmachining and/or woodworking (excluding the preparing of packaging and rough crating).
62. Tool and cutter grinding.
63. Forklift mechanic's work.
64. Telecommunication mechanic's work.
65. Tractor mechanic's work.

RATE AA

1. *Assembling and/or erecting overhead power lines in field or on site (linesmen):
 - * First six months of experience: Rate C.
 - Second six months of experience: Rate B.
 - Thereafter: Rate AA.
2. Building up by metal spraying.
3. Cropping and/or punching and/or shearing and/or guillotine shearing (n.e.s.).
4. Ferrous welding in a finished run involving no change in procedure in respect of amperage or rate of deposition or size and type of rod.
5. *Intercommunication telephone installing (excluding electronic equipment):
 - * First six months of experience: Rate D.
 - Second six months of experience: Rate C.
 - Third six months of experience: Rate B.
 - Thereafter: Rate AA.
6. *Machinist's work (n.e.s.), viz. shaping, slotting, planing, milling (excluding universal milling), grinding (excluding universal grinding) and the operation of gear cutting and rotary machine tools excluding centre lathes (with or without copying and/or profiling attachments), boring mills (vertical, horizontal and turret type, with or without copying and/or profiling attachments), die-sinking machines and universal machining.
 - * Employees employed on machinists's work shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments including rules, calipers and the like.
7. Metal spinning.
8. Pattern filing and/or mounting.

9. Pressbrake operating (n.e.s.).
10. Sailmaking.
11. Saw doctoring.

RATE B

1. Boiler tube fitting and/or expanding, excluding repair.
2. Cold sawing where the sawyer marks direct from cutting list.
3. Drilling machine work (n.e.s.).
4. Down-hand ferrous welding in a finished run involving no change in procedure in respect of amperage or rate of deposition or size and type of rod.
5. Operating scarfing and/or ending machine.
6. Operating broaching machine (n.e.s.).
7. Platelaying to Spoomet gauge.
8. Relining where original marking is done by a journeyman or apprentice (structural metal work).
9. Supervisory work (n.e.s.).

RATE C

1. Flattening and/or straightening only (n.e.s.).
2. Marking off to templets (machine shop work).
3. Operating multi-head oxyacetylene cutting machine and/or profiling and/or flame planing and/or bevel cutting machine (including setting up).
4. Operating power-driven or hydraulic press (n.e.s.), including the affixing and/or removal of dies.
5. Repetition cutting and/or cropping and/or shearing and/or punching to jigs and/or stops and/or templets (n.e.s.) (guillotines and cropping machines).
6. Riveting and/or caulking (metal) (excluding pressure vessels) (n.e.s.).
7. Sheeting.

RATE D

1. Arc and/or gas cutting (n.e.s.).
2. Bending of tubes and/or sections in manually operated machines to templets.
3. Bending and/or forming to jigs and/or stops in power operated press brake and/or folding machine.
4. Chipping for welding and/or caulking.
5. Drilling and/or countersinking and/or reaming (n.e.s.), including the use of adjustable reamers provided they are preset by a Rate A or AA employee, including the sharpening of drills.
6. Hand welding by mechanically-fed electrodes (excluding pressure vessels).
7. Hydraulic and/or pneumatic gap machine riveting.
8. Machining on repetition work by means of fixtures and/or jigs and/or stops (excluding the requirement of stops for parting off) where the work cycle is manually operated (excluding setting up but including checking with fixed gauges) (including the replacing and/or repositioning of throwaway tips only on throwaway tipped tooling) (excluding machine tool setting up and/or tool setting and/or adjusting).
9. Metal spraying for decorative purposes.
10. Operating roll forging machine.
11. Operating automatic arc and/or gas welding machine (excluding setting up).
12. Operating cold circular saw to marks and/or stops (structural metal work) (n.e.s.) (excluding marking and/or setting of stops).
13. Operating drop forging machine, including the removal and/or affixing of dies where there is positive location (n.e.s.).

14. Operating power saw (n.e.s.), including marking off with rule and/or tape only, and including setting of stops.
15. Operating single head gas profile cutting machine and/or single and/or multi-head straight line cutting machine, including setting up.
16. Preliminary welding for positioning of jobs prior to welding, riveting or bolting up (runs of not more than 25 mm in length).
17. Press operating (n.e.s.), including the affixing and/or removal of dies where there is positive location (excluding press brake).
18. Repetition drill sharpening by machine (other than in tool room).
19. *Repetition welding and/or brazing in fixtures.
 - * Repetition welding and/or brazing in fixtures means that the fixture must be made in such a manner as to allow the maximum amount of welding and/or brazing on the article in the fixture and thereafter the same employee or a Rate B employee or an employee at a higher rate than Rate B may complete the weld on the article when it is removed from the fixture.
20. Rough painting of deck and/or bulkheads.
21. Silver soldering.
22. Tool grinding in jigs.
23. Grinding on repetition work by means of fixtures and/or jigs and/or stops where the work cycle is manually operated, excluding setting up but including checking with fixed gauges and self-compensating wheel dressing.

RATE DD

1. Repetition operation of or attending semi-automatic machines where the work cycle is power-driven and the end point is controlled by automatically operating stops (excluding setting up) (including the replacing and/or repositioning of throwaway tips only on throwaway tipped tooling, excluding machine tool setting up and/or tool setting and/or adjusting).

For the purposes of the above, "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools (excluding any machining during the advancement and/or retraction of the tools) before and after the power cycle takes over and stopping and unloading the machine and includes random checking with fixed gauges.

2. Repetition operation of or attending semi-automatic grinding machines (n.e.s.) where the work cycle is power driven and the end point is controlled by automatically operating stops, excluding setting up but including checking with fixed gauges and self-compensating wheel dressing. For the purposes of the above, semi-automatic machine is a machine on which it is not necessary to centralise or true the work by hand and manual operations are limited to self-compensating wheel dressing, loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the grindstone, stopping and unloading the machine.

RATE DDD

1. Drilling and/or countersinking to jigs and/or metal templets and/or stops and/or reaming, using non-adjustable reamers, excluding radial drilling machines-size of drilled holes not exceeding 30 mm.
2. Operation of or attending on machines designed for or permanently adapted for a single tool operation where it is not necessary to centralise or true the work by hand and where the manual operations are limited to loading the work piece into the chuck or holding device of the machine starting, operating and/or attending, stopping and unloading the machine (excluding setting up) including random checking with fixed gauges and including the replacing and/or repositioning of throwaway tips only on throwaway tipped tooling (excluding machine tool setting up and/or toolsetting and/or adjusting).

RATE E

1. Metal spraying for protective purposes.
2. Production broaching on automatic machine where the operations prior to and after ramming are limited to loading, setting the machine in motion, stopping and unloading the machine (excluding setting up).
3. Rough grinding to templets and/or marks and/or gauges (structural metal work).
4. Dismantling, cleaning and assembling, from component parts, of single stage, centrifugal or helical rotor pumps up to 250 mm discharge diameters, requiring no fitting or adjustment, but including deburring.
5. Dismantling, cleaning and assembling, from component parts, of multi-stage pumps with no hydraulic balancing discs, requiring no fitting or adjustment, but including deburring:

Provided that where employees undertake work specified in operations 4 and/or 5 a ratio of one Rate A employee for every three such employees shall be maintained.

RATE F

1. Manual and/or automatic setting and/or gulleting and/or sharpening of saws.
2. Sharpening and/or straightening of used agricultural implement parts.
3. Supervising employees employed on classes of work scheduled below Rate F (when so appointed).

RATE G

1. Affixing slings under instruction of a Rate A to D employee.
2. Application of anti-corrosive and/or anti-fouling and/or protective coatings.
3. Attending cleaning and/or degreasing and/or acid and/or rinsing and/or fluxing bath.
4. Attending fully-automatic machine, including random checking with fix gauges.

For the purposes of the above, "fully-automatic machine" is a bar-fed machine or a machine fitted with an automatic chucking device (i.e. magazine and/or table and/or mechanical-arm fed) and the manual operations are limited to setting the machine in motion, feeding a new bar into the machine or loading the magazine, as the case may be, and stopping the machine.

5. Boiler stoking and/or attending.
6. Dressing and/or deburring by hand and/or by grinding and/or portable power tools.
7. Fly and/or treadle and/or manual pressing and/or notching and/or power pressing where the work is operated upon with preset dies, excluding press brakes and the setting of dies.
8. Heat treatment furnace loading and/or unloading and/or stoking and/or quenching under instruction of a Rate A to D employee.
9. Hot dip coating and/or galvanising under supervision of a Rate A to D employee.
10. Hydraulic testing and/or testing by air, other than the preparatory work.
11. Metal buffing and/or polishing.
12. Metal cleaning by degreasing and/or pickling.
13. Metal coating by dipping.
14. Operating tumbling barrel.
15. Operation of and/or attending special purpose machine, including the use of fixed gauges, where the manual operations are limited to loading, setting the machine in motion, stopping and unloading the machine, excluding setting up.
16. Operating drop hammer (drop hammer driving).
17. Operating power hammer (hammer driving) under instruction of a Rate A to D employee.
18. Operating manual machine designed for or permanently adapted for one only operation, where it is not necessary to centralise or true the work by hand.
19. Operating power saw for repetitive cutting off to stops and/or length gauges, excluding setting of stops (machine shop work) (other than in tool room).
20. Operating butt and/or flash and/or projection and/or resistance and/or spot welding machine.
21. Operating hand portable and/or pedestal grinding machine where the operator is not required to grind to marks and/or gauges and/or sizes and/or templates.
22. Repetition cutting and/or cropping and/or shearing to stops, excluding setting up (machine shop work).
23. Repetition roller bending of material not exceeding 4 mm.
24. Repetition tapping by machine.
25. Repetition cutting to stops on reciprocating and/or friction saws (structural metal work).
26. Repetition marking off to jiggs and/or length gauges.
27. Rethreading and/or re-tapping and/or reclaiming of nuts and/or bolts.
28. Riveting (10 mm diameter or less).
29. Rough straightening and/or rough flattening of material, excluding the use of rules and straight edges.
30. Sand and/or shot and/or hydro and/or grit blasting.
31. Screwing machine operating, excluding setting up.
32. Spraying of non-decorative paint.
33. Striking by hand hammer under instruction of a Rate A to D employee.
34. Straightening and/or flattening of gussets and/or cleats.
35. Stripping and/or punching of forgings and/or stampings, using preset dies.
36. Operating power operated internal transporters and/or stackers and/or handling equipment.

RATE H

1. Baling and/or cutting of scrap, other than in workshop.
2. Descaling by chipping and/or scraping of ships and/or boilers.
3. Dipping in enamel and/or lacquer and/or paint.
4. Holding up for riveting.
5. Rivet heating.
6. Stamping and/or fixing metal labels and/or name plates.
7. General labouring.
8. Oiling and/or greasing.
9. Removal of rust and/or coatings.

(i) Learners**RATE C**

- | | |
|---|--------|
| 1. First three months of experience | Rate D |
| Thereafter | Rate C |

RATE D

- | | |
|--|-----------------------------------|
| 1. First three months of experience | } Refer to table of
wage rates |
| Second three months of experience of | |
| Thereafter | |

Provided that—

- (a) no employee may be engaged upon incentive bonus work during the learnership period;
- (b) an employer who wishes to train an employee for any of the classes of work for which no learnership period is provided may do so only with the prior approval of the Council, which shall prescribe the conditions under which permission for such employment is granted.

(ii) Juveniles

Wage rates payable according to ages of juveniles (n.e.s.).

RATE C

- | | <i>Class of work</i> | <i>Rates
per hour</i> |
|----|---|---------------------------|
| 1. | Sixteen years and over but not exceeding 17 years | Rate DD |
| | Seventeen years and over but not exceeding 19 years | Rate D |
| | Thereafter | Rate C |

*Class of work**Rates
per hour***RATE D**

- | | | |
|----|---|----------|
| 1. | Sixteen years and over but not exceeding 17 years | Rate DDD |
| | Seventeen years and over but not exceeding 19 years | Rate DD |
| | Thereafter | Rate D |

Provided that—

- (a) no juvenile may be employed without the prior consent of the Council (see clause 20 of Part I of the Agreement);
- (b) no juvenile may be engaged upon incentive bonus work.

(iii) Cranes and hoists**RATE AA**

1. Crane driving-cab-operated overhead cranes handling liquid metal.

RATE B

1. Crane driving-power-operated jib cranes and/or cab-operated overhead cranes (n.e.s.).

RATED D

1. Crane driving-floor operated power cranes powered in all three directions and controlled by one man so employed.
2. Crane driving (n.e.s.) power operated jib cranes and/or cab-operated overhead cranes and/or floor-operated power cranes, powered in all three directions and controlled by one man so employed in stores and/or stockyards and/or fettling and/or service gantry and/or scrapyards areas. For the purposes of the above, "stores and/or stockyards and/or fettling and/or service gantry and/or scrapyards areas" means that such areas shall be exclusively used for such purposes and shall not include the performance of work and/or other activities extraneous to functions conducted in such areas.

Further, the duties of crane driving as specified in Rate D shall be confined to work within the areas as above specified. If the crane driving does not fall within the above provisions and/or if it extends beyond the areas above mentioned, the wage provisions relating to Rate AA or Rate B, as the case may be, shall obtain and have preference.

RATE F

1. Crane driving—non-slewing jib cranes.

RATE G

1. Crane operating (n.e.s.).
2. Operating power-driven hoist fixed or moved by hand or power (not under supervision).

For the purposes of this subsection, manually, mechanically or hydraulically operated loaders attached or fitted to a vehicle as defined in subsection (iv) hereof shall not be regarded as a crane or hoist.

(iv) Vehicle driving—external transport including forklift driving

1. (a) Forklift driving of power-operated forklift controlled from on board by the operator: Job Rate F.
- (b) Driving of a load-carrying or hauling vehicle which requires a code 08 light motor vehicle licence to be held by the driver: Job Rate E.
- (c) Driving of a load carrying or hauling vehicle which requires a code 10 heavy motor vehicle licence or a code 11 extra heavy motor vehicle licence to be held by the driver: Job Rate DD.
- (d) Driving of a load-carrying or hauling vehicle which requires a code 13 or 14 heavy articulated motor vehicle licence to be held by the driver: Job Rate C.

For the purposes of this subsection—

2. (a) the wages payable for vehicle driving and forklift driving are listed in section 3 (b) of Part II of this Agreement;
- (b) “pay-load” means the nett carrying capacity or nett load which a vehicle may carry or haul in terms of any Motor Carriers’ Certificate or Certificate of Exemption issued in respect of such vehicle by a Local Road Transportation Board in terms of the Motor Carrier Transportation Act, 1930, including any trailer while attached thereto, or in the absence of such stipulation in any such certificate, the load specified in a certificate issued by the Council.

(v) Locomotive driving

1. Where labourers are employed as firemen and shunters (driver to be responsible for duties of traffic control) (n.e.s.):
 - (a) Government certificated Rate AA
 - (b) Not government certificated:
 - First three months of experience Rate C
 - Thereafter Rate B
2. Where other than labourers are employed as firemen and shunters (n.e.s.):
 - (a) Government certificated Rate B
 - (b) Not government certificated Rate C

(vi) Stationary engines

1. Attendant employed in full-time capacity in charge of hydraulic and/or compressor plant or plants over 7,5 kW:
 - (a) Government certificated Rate B
 - (b) Not government certificated:
 - First six months of experience Rate C
 - Thereafter Rate B

(vii) Pupil engineers and/or approved students

1. First year of pupillage Rate D
- Second year of pupillage Rate C
- Third year of pupillage Rate B

(viii) Watchman’s work

1. Watchman’s work: Refer to table of wage rates.

(ix) Electrolytic finishing

For purpose of this technical schedule, “electrolytic finishing” shall include electroplating, anodising, hard chroming, vacuum coating, chemical and electrochemical brightening, lacquering and operations associated with these processes.

RATE B

1. Supervisory work (n.e.s.).

RATE C

1. The manufacture and/or reconditioning of plating racks and frames including welding and/or brazing in jigs and/or fixtures or on parts so made as to obviate the need for a fixture.

RATE D

1. Removal and/or replacement of damaged clips and/or contacts on plating racks and/or baths.

RATE F

1. Qualified plating and/or anodising bath attendant.

For purposes of this technical schedule, a qualified plating and/or anodising bath attendant is an employee who has a minimum period of two years' experience as a bath attendant.

The following operations are to be performed under the supervision of a Rate B supervisor:

2. Attending automatic in-line plating installation, and the loading and/or unloading of carriers and/or plating racks.

RATE G

1. Electrolytic stripping and/or cleaning of metal coatings prior to plating and/or replating.
2. Attending electroplating, anodising and dye colouring baths, the loading and/or unloading of the tanks and the use of permanently installed hoisting equipment, limited to power driven hoists, fixed or moved by hand or power, where necessary.

After two years' experience, these employees shall be considered qualified bath attendants, and paid at Rate F rates of pay.

3. Attending caustic cleaning baths, water rinsing baths, hot water sealant baths and chromate dip baths, scouring and/or scratch-brushing, the loading and/or unloading of the baths and the use of permanently installed hoisting equipment, limited to power-driven hoists, fixed or moved by hand or power, where necessary.
4. Operating barrel in-line plating bath, the loading and/or unloading of the barrels, and the use of permanently installed hoisting equipment, limited to power-driven hoists, fixed or moved by hand or power, where necessary.
5. Grinding and/or buffing and/or dressing and/or brushing and/or polishing by machine.
6. Vacuum coating of prepared articles.
7. Boiler attending.
8. Receipt of orders, writing up job cards and distributing to appropriate plating area.

RATE H

1. Chemical cleaning in tumbling barrel of small articles loaded and plated in bulk.
2. Operating mechanical cleaning machine prior to plating.
3. Making up in bulk electroplating and/or pickling and/or stripping and/or cleaning solutions from bulk products to specification.
4. Preparation of buffing mops with glue and abrasive grits.
5. Lacquering of plated articles by dipping and/or spraying.
6. Cleaning of plated articles prior to lacquering and/or despatch and the visual inspection of the plated article.
7. Loading and/or unloading of plating and/or anodising racks.
8. Application of masking tape to articles prior to plating and removal after plating.
9. Applying insulating coating to plating racks by dipping and/or by taping.
10. Removal of insulation coating from plating racks by chemical or mechanical means or by hand.
11. Scouring and/or scratch brushing.
12. Vat degreasing.
13. Wiring and/or unwiring of articles prior to and after immersion in preparation for plating tanks.
14. Stripping plated coatings from reject/articles.
15. General labouring.

(x) Vitreous enamelling

1. Application of enamel by means of dusting or sieving dry enamel onto heated ware, viz:

- | | |
|-------------------------|-----------------------------------|
| (a) First duster..... | } Refer to table
of wage rates |
| (b) Second duster | |

RATE B

1. Vitreous enamelling (general supervisory work):
First year of experience: Rate D.
Second year of experience: Rate C.
Thereafter: Rate B.
2. Mill-room supervisor.

RATE C

1. Furnaceman (supervisory work).

RATE D

1. Overseeing any of the following operations:
Pickling and/or degreasing and/or de-enamelling plant; brushing, dipping, and/or slushing; spraying; sign brushing; silk screening.

RATE F

1. Individual sign brushing (removal of surplus material on edges) and/or silk screening.

RATE G

1. Charging fork operating.
2. Repetition edge brushing.
3. Spraying under supervision.
4. Stoning and/or filling of enamel ware in process.

RATE H

1. Application of ground and/or cover coating by dipping and/or slushing, brushing and/or beading hollowware.
2. Dipping and/or slushing enamel ware to be finished in ground coat only.
3. Metal cleaning by pickling and/or degreasing.
4. Furnace loading and/or unloading.

(xi) Machine engraving

The following operations in engraving by machine under the supervision of a Rate A employee:

RATE E

1. Operating pantograph engraving machine for surface engraving from stock patterns and/or templets, including the lettering and/or layout of plates and/or tablets and including the setting of the pantograph to the ratio required:
First 12 months of experience: Rate F.
Thereafter: Rate E.
2. Sharpening of single lip cutters for use on pantograph engraving machines using equipment specially designed for that purpose where the setting is done by a Rate A employee:
First 12 months of experience: Rate F.
Thereafter: Rate E.

RATE H

1. Metal buffing other than the cleaning and/or polishing.

(xii) Metal and/or ceramic spraying

The following operations in metal and/or ceramic spraying:

RATE A

1. Turning (including machining) (n.e.s.).

RATE AA

1. Metal or ceramic spraying for subsequent machining purposes (n.e.s.).
Employees engaged on this operation shall be permitted to determine type of deposition, technique to be used, and shall be permitted to set up metal or ceramic spraying machines for lower-rated employees.

RATE D

1. Hand spraying of metal or ceramic coatings where there is no machining required or no change in rate of flow of metal or ceramic and the flame setting is predetermined and set by a Rate AA employee (n.e.s.).

RATE DD

1. Attending and/or minding automatic or semi-automatic metal or ceramic spraying machines under the supervision of a Rate AA employee, including the use of pre-set measuring instruments to determine the thickness of the coating, excluding setting up (n.e.s.).

RATE E

1. Application of anti-corrosive metal coatings by flame spraying.

RATE F

1. Fusing of powdered metal coatings under the supervision of a Rate AA employee.

RATE G

1. Preheating of work pieces prior to metal or ceramic spraying by oxyacetylene torch.
2. Preparation of work pieces prior to metal or ceramic spraying by shot blasting and/or similar metal cleaning techniques.

Section (b): Electrical engineering (installation/maintenance/repair in the Provinces of the Transvaal and Natal)

Applicable to the installation and/or maintenance and/or repair of electrical equipment (n.e.s.), namely, generators, motors, converters, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), refrigeration and cooling equipment, transformers and furnace equipment in the Provinces of the Transvaal and Natal (excluding any portion of that area falling within the self-governing territory of KwaZulu.)

RATE A (n.e.s.)

1. Armature winding (n.e.s.) including the winding of all DC motors.
2. Electrical fitting.
3. Electrical maintenance work and/or installation and/or repair work.
4. Electrician's work.
5. Rotor and/or armature balancing work where the mass of the article being balanced exceeds 250 kg.

RATE AA

1. All operations (n.e.s.) in the assembling of transformers, other than a yoke above 1 000 kVA, including wiring to predetermined points on or attached to the transformer (excluding fitting adjustments).
2. *All winding operations in repair work using preformed coils (excluding connecting up on line and/or testing) in the re-winding of stators and/or rotors of A C machines rated at up to and including 600 volts as scheduled below:

Two-pole: 100 kW

Four-pole: 75 kW

Six-pole: 50 kW

Eight-pole: 30 kW

* *Ratio:* Employees may be employed on operation AA2 provided that a ratio of one Rate A employee engaged on armature winding is employed for each Rate AA employee employed. Where an employer utilises the services of employees in contravention of the ratio requirement herein contained, such employees shall be remunerated at not less than the minimum rate applicable to Rate A.

3. High potential testing when performed by persons normally engaged in operative processes.
4. Winding disc and/or spiral and/or helical windings with two or more conductors in parallel, including loading and unloading by the same employee of self-loading mandrels and/or formers.

RATE B

1. Cold sawing where the sawyer marks direct from cutting list.
2. Commutator undercutting (n.e.s.).
3. Wire drawing, including supervisory work and setting up of wire drawing machines.
4. Rotor and/or armature balancing work where the mass of the article being balanced does not exceed 250 kg.

RATE C

1. All operations (n.e.s.) in the assembling of transformers, other than a yoke up to 1 000 kVA, including wiring to predetermined points on or attached to the transformer (excluding fitting adjustments).
2. Connecting and/or sweating of leads and/or ends of transformers above 500 kVA (n.e.s.).
3. Final machining of slip rings on completed rotors (by means of special purpose machine).
4. Setting of trips and/or stops on coil forming machines.
5. Winding disc and/or spiral windings with single conductor, including loading and unloading by the same employee of self-loading mandrels and/or formers.

RATE D

1. All operations (n.e.s.) in the dismantling and assembling (excluding subassembly, motor fielding and fitting) of motors and generators having a rotating core diameter exceeding 500 mm under the instruction of a Rate A employee.
2. *All winding operations in repair work using preformed coils (excluding connecting up on line and/or testing) in the re-winding of stators and rotors of A C machines rated at up to and including 600 volts as scheduled below:
Two-pole: 30 kW
Four-pole: 22 kW
Six-pole: 15 kW
Eight-pole: 11 kW
3. Brazing of leads and/or located parts.
4. *Marking off material (n.e.s.).
* **"Marking off"** means marking off material to given lengths for cutting off purposes only, using only length gauges and/or rule and/or tape measure and marking material.
5. Marking out insulation material for transformers from drawings and/or schedules under instruction of a Rate A to D employee.
6. Setting of stops on guillotine for cutting insulation only.
7. Setting of stops on manually operated guillotine.
8. Wrapping of high voltage paper bushings (foiled synthetic bonded) by machine.

RATE DD

1. Cleaning of commutator slots prior to testing.
2. Commutator undercutting where the armature is located in a jig and the cutting tool is pre-set to stops and is moved by hand.
3. *Winding and/or connecting of stators and/or armatures for AC machines with a rating not exceeding 2 kW.
* *Ratio:* Employees may be employed on operations D2 and DD3 only provided that a ratio of not less than four Rate A and Rate AA employees and all apprentice armature winders taken together engaged on the operations to which the ratio applies are employed for each Rate D and/or Rate DD employee employed, and where at least one Rate A employee is engaged on armature winding: Provided that where employees are engaged on armature winding solely in respect of machines rated at not more than 2 kW, and that this is in a clearly demarcated area and such employees are supervised by at least one Rate A armature winder to every five Rate DD employees so engaged, the ratio need not be observed.

Where an employer utilises the services of employees in contravention of the ratio requirements herein contained, all employees engaged in the operations to which the ratio provisions apply, shall be remunerated at not less than the minimum rates applicable to Rate A or Rate AA work, as the case may be.

RATE DDD

1. Field coil winding, using insulated strip.
2. Taping and/or wrapping of stator and/or rotor and/or armature coils and/or field coils and/or transformer leads and/or coils and/or conductors and/or tubes by hand.

RATE F

1. All operations in the dismantling and/or assembling of motors and generators (excluding fitting adjustments) having a rotating core diameter not exceeding 500 mm under the instruction of a Rate A employee.
2. Filing by hand of coil bars for rotors to go and no-go gauges.
3. Inserting bars in squirrel-cage rotors.
4. Mounting of covers and/or fittings and/or terminals and/or pipe work, including straightening of studs where necessary and the use of jointing material.
5. Removing top yoke prior to assembling of coils, under instruction of a Rate A to D employee.
6. Stacking and/or banding and/or securing of laminations and the positioning of clamps, including the use of fixed gauges.
7. Stator and/or rotor and/or armature coil forming by hand, using formers, or by power-driven machine (excluding setting of trips).
8. Yoke assembly.

RATE G

1. Attending cleaning and/or degreasing and/or acid and/or rinsing and/or fluxing baths and/or drying out and/or oil filling plant.
2. Checking core stacks, using pre-set gauges.

3. Cutting of non-metallic gaskets by hand.
4. Cutting up insulating material to stops and/or templets by guillotine.
5. Filing by hand of coil slots in rotors and/or stators and/or armatures to go and no-go gauges.
6. Forming insulations by machine.
7. Forming of mica insulation plates and/or mica sheets.
8. Making connector clips by hand in jigs.
9. Making up of connection strips.
10. Manual straightening of conductors.
11. Operating wire covering machine.
12. Packing and/or ironing of insulating material on to the armature to form a seat for the armature coils.
13. Pressing winding insulation into moulds, including preparatory wrapping.
14. Stripping of windings of repair of motors and generators.
15. Winding and/or pulling of stator and/or rotor loops by hand and/or by power-driven machines (excluding setting up).
16. Winding coils for motors, using wire on formers and/or spools by machine, including changing of self-locating mandrels and/or formers.

RATE H

1. Cleaning and/or tinning conductors.
2. Compound filling.
3. Dismantling for repair of motors and generators of a rating not exceeding 2 kW.
4. Furnace loading and/or unloading and/or stoking and/or attending.
5. Minding wire drawing machine.
6. Packing in prepared crates of repaired articles for despatch and/or sale.
7. Stamping and/or affixing metal labels and/or nameplates.
8. Varnishing machine attendant.
9. Waxing coils to ease insertion into slots.

Section (c): Saw doctoring and/or sharpening and/or reconditioning and/or repairing all types of cutting tools (excluding machine tools)

RATE AA

1. Machine tool setting up and/or toolsetting.
2. Smithing and/or blocking and/or tensioning of saws (saw doctoring).

RATE C

1. Replacing parts from stock and/or adjusting of lawnmowers and/or grass cutters, excluding the power units.

RATE D

1. Drilling and/or countersinking and/or reaming and/or enlarging circular saw centres (n.e.s.).
2. Operating lawnmower cutting cylinder and/or bottom blade sharpening machine.

RATE G

1. Assembling components requiring no fitting or adjustment under supervision of a Rate A to D employee.
2. Attending special purpose machine, including the use of fixed gauges where the manual operations are limited to loading, setting the machine in motion, stopping and unloading the machine.
3. Countersinking to stops.
4. Cutting off to stops and/or jigs by hand shears.
5. Dismantling lawnmowers and/or grass cutters, excluding dismantling of the power units.
6. Drilling to jigs and/or centre pop marks.
7. Grinding and/or buffing and/or polishing.
8. Manual and/or automatic setting and/or gulleting and/or sharpening of saws.
9. Manual reaming of circular saw centre holes to go and no-go gauges and/or pre-set stops, using tapered fixed reamers.
10. Operating butt and/or spot welding machine.
11. Removing welding burrs and/or annealing of bandsaws.
12. Repetition fly and/or treadle and/or manual pressing, where the work is operated upon with pre-set dies, other than the setting of dies and/or tools.

RATE H

1. Application of anti-corrosive and/or protective coatings by brush.
2. Etching saw blades.
3. Pin fixing in saw blades.
4. Loading and unloading in oil stiffening operations.

Section (d): Structural engineering

For the purposes of this section—

"Structural metal work" means the fabrication, erection or assembly, construction, alteration, replacement or repair of metal structures (including metal structures of boats and/or pressure vessels and/or components made in whole or in part of metal plate and/or metal sections.)

The operations in the manufacturing and/or erection and/or installation of structural metal work are detailed in the schedules below.

For the purposes of this schedule the letter appearing in the middle of each job operation number is the code that links the operation to the relative subsection:

The "M" relates to mechanical and structural operation.

The "E" relates to electrical operations.

The "I" relates to instrumentation operations.

The "R" relates to rigging operations.

The "W" relates to welding operations.

- * Throughout these schedules wherever a job description prescribes supervision by a Category 5 employee, such Category 5 employee shall be in a trade or a discipline similar to the task being performed.

INSTRUMENTATION WORK

Where supervision is not specified for an operation then general supervision by a Category 5 employee will apply.

Category 5

- 5.1.1 Instrument assembly.
- 5.1.2 Instrumentation mechanics work (industrial instrumentation and process control), including repairs.
- 5.1.3 Instrumentation maintenance work.
- 5.1.4 Instrument calibration.
- 5.1.5 Instrument repair work.
- 5.1.6 Loop checking and continuity testing.
- 5.1.7 Plant commissioning.

Category 4

- 4.1.1 Installation of control panels under instruction and supervision of Category 5 employee.
- 4.1.2 Installation of copper and stainless steel small bore tubing under instruction and supervision of Category 5 employee.
- 4.1.3 Installation of instruments under instruction and supervision of Category 5 employee.

Category 3

- 3.1.1 Installation of galvanised conduits and air supply tubing.
- 3.1.2 Installation of mineral insulated cables and/or steam tracing under instruction and supervision of Category 5 employee.
- 3.1.3 Installation of PVC tubing maximum 20 mm O.D.
- 3.1.4 Manufacture and installation of mild steel brackets and frame works under supervision of Category 5 employee.
- 3.1.5 Termination of cables according to connection schedules and/or samples under instruction and supervision of Category 5 employee.

Category 2

- 2.1.1 Supervision over Category 1 employees.
- 2.1.2 The running of pre-prepared harnesses to instruments and equipment including termination of ends by means of pre-prepared connection schedules and including installation of terminal blocks in junction boxes and panels as marked out by, and under supervision of Category 5 employee.

Category 1

- 1.I.1 General labouring.

Category 1 (a)

- 1.I.1 (a) Basic labouring during first nine months' service.

Category 5

- 5.R.1 Rigging and splicing, including supervisory work involving the use of cranes and/or power driven hoists.

Category 4

- 4.R.1 Erection of structural steel components, including use of power hoists and/or cranes, utilising general arrangement and/or location drawings under supervision of Category 5 employee.

Category 3

- 3.R.1 Splicing of slings and/or wire ropes, under 20 mm diameter under supervision of Category 5 employee.

Category 2

- 2.R.1 Affixing and securing of slings under supervision.
- 2.R.2 Operating power-driven hoists and/or winches.

Category 1

- 1.R.1 Assisting in splicing or wire rope.
- 1.R.2 Lifting goods by manilla/nylon rope, including affixing and securing of slings, under supervision.
- 1.R.3 General labouring.

Category 1 (a)

- 1.R.1 (a) Basic labouring during first nine months' service.

MECHANICAL AND GENERAL STRUCTURAL WORK**Category 5**

- 5.M.1 Assembling (n.e.s.).
- 5.M.2 Constructional boilermaking and/or constructional pipe fitting and/or constructional steelwork (n.e.s.) including:
 - 5.M.2.1 Setting out, setting up, levelling, aligning of steelwork, pipework and machinery using theodolites and/or dumpy gauges and/or micrometers.
 - 5.M.2.2 Marking-off and marking-out.
 - 5.M.2.3 Fabrication, modification and/or rectification of steelwork and/or pipework.
- 5.M.3 Internal combustion engine fitting.
- 5.M.4 Jig and/or template making and/or repairing.
- 5.M.5 Mechanical fitting (n.e.s.).
- 5.M.6 Structural plating.

Category 4

- 4.M.1 Alignment of machinery using straight edge.
- 4.M.2 Assembly of preprocessed and/or pre-marked items forming the following finished components, where no adjustments or modifications are required, under supervision of Category 5 employee:
 - 4.M.2.1 Rolled sections and profiles (as supplied by mills) with welded and/or bolted end connections and stiffeners, shelf angles and plates.
 - 4.M.2.2 Plate girders, with welded and/or bolted end connections and stiffeners, shelf angles and plates.
 - 4.M.2.3 Latticed structural components, with welded and/or bolted fittings and/or connections including latticed columns.
 - 4.M.2.4 Built up sections, with welded diaphragms, stiffeners and end connections.
 - 4.M.2.5 Pipes: Assembling of pre-prepared piping and/or pre-manufactured pipe fittings.
 - 4.M.2.6 Plate work: Assembly of pre-assembled parts for the final assembly of bins, tanks or ducting.
- 4.M.3 Installation and/or expanding of boiler tubes.
- 4.M.4 Installation of pre-assembled mechanical components limited to mass of 5 tonnes, using power hoists and/or cranes including utilising general arrangement and/or location drawings, under supervision of Category 5 employee.
- 4.M.5 Installation of pre-prepared piping and/or pipe fittings (n.e.s.) under supervision of Category 5 employee.
- 4.M.6 Levelling and alignment of steelwork, pipework and machinery with lines and spirit levels from predetermined beacons.

- 4.M.7 On site modification, excluding marking off or out, under supervision of Category 5 employee.
- 4.M.8 Roller bending.
- 4.M.9 Scarfing and/or ending by machine.
- 4.M.10 Supervising employees employed in classes of work below Category 4.

Category 3

- 3.M.1 All operations in dismantling, cleaning and re-assembly of welding machines under supervision of Category 5 employee.
- 3.M.2 Arc and/or gas cutting (n.e.s.).
- 3.M.3 Assembly to jigs and/or fixtures requiring no modifications and/or adjustments (confined to workshops).
- 3.M.4 Attending and/or operating sawing machines including marking off and/or setting of stops.
- 3.M.5 Bending and/or forming of tubes and/or sections.
- 3.M.6 Dismantling of steelwork and/or structures and/or pipe installations and/or mechanical components including use of gas and/or electric torch.
- 3.M.7 Drilling and/or counter-sinking and/or reaming including sharpening of drills.
- 3.M.8 Installation of pre-manufactured galleries, casings, handrails, kickplates, flooring and stairtreads where no alteration is required.
- 3.M.9 Installation of pre-prepared flanged and screwed pipes and/or pipe fittings, including making of joints, under supervision of Category 5 employee.
- 3.M.10 Marking off and/or out to templates and/or template sketches.
- 3.M.11 Operating power driven or hydraulic press (n.e.s.) including affixing and/or removal of dies.
- 3.M.12 Operating single and/or multi-head oxyacetylene cutting machines and/or profiling and/or flame planing and/or bevel cutting machines including measuring and setting up (n.e.s.).
- 3.M.13 Repetition roller bending and/or forming of plate using pre-set rolls (excluding setting of rolls) (n.e.s.).
- 3.M.14 Riveting and/or caulking (n.e.s.).
- 3.M.15 Sawing and/or cropping and/or shearing and/or guillotine shearing and/or punching, including measuring and/or setting up.
- 3.M.16 Setting and aligning pipe and plate joints, using jigs and/or fixtures, prior to welding.
- 3.M.17 Straightening and/or flattening (n.e.s.).
- 3.M.18 Supervising employees employed in classes of work below Category 3.
- 3.M.19 Supervising sheeting work, including marking off.
- 3.M.20 Supervising the torqueing of bolts.

Category 2

- 2.M.1 Affixing sheeting under supervision.
- 2.M.2 Cutting and/or grinding to marks and/or gauges, using abrasive discs or wheels.
- 2.M.3 Heating and holding for riveting.
- 2.M.4 Installation and tightening of bolts in accordance with specification requirements, including torqueing of bolts.
- 2.M.5 Operating gas cutting equipment for trimming materials.
- 2.M.6 Operating mechanical bevelling machine.
- 2.M.7 Reaming, using handheld machines.
- 2.M.8 Rough straightening and/or bending steel members under supervision. Where heat is required for straightening such operations shall be done under supervision of Category 5 employee.
- 2.M.9 Sand and/or shot and/or hydro and/or grit blasting.
- 2.M.10 Stamping and/or affixing metal labels and/or nameplates.
- 2.M.11 Stripping and cleaning of mechanical components as instructed by, and under supervision of Category 5 employee.
- 2.M.12 Threading and/or tapping.
- 2.M.13 Receiving, locating, preparing and issuing materials, tools and/or stock and/or consumables from requisition lists in stock and/or materials stores on a construction site.

Category 1

- 1.M.1 Application of anti-corrosive and anti-fouling and/or protective coatings (n.e.s.).
- 1.M.2 Attending a cleaning and/or degreasing and/or acid and/or rinsing bath.
- 1.M.3 Cutting, dressing and/or deburring by hand and/or by grinding and/or portable power tools and/or rotary wire brush and/or wire brushing by hand to marks and/or gauges.

- I.M.4 Descaling by chipping and/or scraping.
- I.M.5 Gas cutting of scrap.
- I.M.6 Rough straightening.
- I.M.7 Installation and tightening of bolts under supervision, excluding torquing.
- I.M.8 Oiling and/or greasing.
- I.M.9 Operating a hoist and pendant controlled lifting equipment, eg semi-goliath cranes, etc.
- I.M.10 Operating hand hoist.
- I.M.11 Removal of rust and/or coatings.
- I.M.12 General labouring, including packing, stocking, loading, unloading and cleaning duties in a stock and/or materials store on a construction site.

Category 1 (a)

- I.M.1 (a) Basic labouring during first nine months' service.

ELECTRICAL WORK

Where supervision is not specified for an operation, general supervision by a Category 5 employee will apply.

Category 5

- 5.E.1 Electrical fitting.
- 5.E.2 Electrical maintenance and/or installation and/or repair.
- 5.E.3 Electrician's work.

Category 4

- 4.E.1 Repetition terminating of cables and/or wires and/or conductors to junction boxes and/or connecting blocks and/or terminals by means of pre-prepared connection schedules, including soldering and/or fitting of lugs and harnessing of wires under supervision of Category 5 employee, provided no testing is done.

Category 3

- 3.E.1 The surface mounting of junction boxes and subsidiary and auxiliary equipment and/or cable trays and/or cable racks and/or panels by means of bolts and/or screws, including drilling of holes into positions identified and indicated by and under the supervision of Category 5 employee.

Category 2

- 2.E.1 Removing outer cable sheathing and stripping of individual conductors in preparation for termination, under supervision.
- 2.E.2 Supervision of Category 1 employees.

Category 1

- 1.E.1 Cleaning and/or tinning of conductors.
- 1.E.2 Compound filling of end or joint boxes.
- 1.E.3 Running in and/or laying of cables in pre-prepared routes and/or trenches and/or ducts, including binding and strapping.
- 1.E.4 General labouring.

Category 1 (a)

- 1.E.1 (a) Basic labouring during first 9 months' service.

WELDING**Category 5**

- 5.W.1 Welding and/or brazing (n.e.s.).

Category 4

- 4.W.1 Manual welding on pre-prepared structural steel and/or pipework parts and components, in all positions, including—
 - 4.W.1.1 butt welding carbon steel pipe joints and/or structural joints, in all positions, subject to non-statutory radiographic and/or ultrasonic tests;
 - 4.W.1.2 fillet welding carbon steel pipe joints and/or structural joints, in all positions, subject to non-statutory radiographic and/or ultrasonic tests.
- 4.W.2 Manual fillet welding of non-pressure parts attached to boilertubes, in all positions, where mandatory coding requirements must be met.

Category 3

- 3.W.1 Semi-automatic welding, including pressure vessels where mandatory coding requirements are to be met, including—
 - 3.W.1.1 semi-automatic flux cored wire arc welding;
 - 3.W.1.2 semi-automatic gas-shielded wire arc welding;
 - 3.W.1.3 semi-automatic submerged arc welding.
- 3.W.2 Manual ferrous welding in down hand position, including—
 - 3.W.2.1 butt welding steel pipe joints and/or structural steel joints in down hand position;
 - 3.W.2.2 fillet welding steel pipe joints and/or structural steel joints in down hand position.

Category 2

- 2.W.1 Pre-set automatic welding, including pressure vessels where mandatory coding requirements are to be met, including—
 - 2.W.1.1 operating pre-set automatic submerged arc welding machines;
 - 2.W.1.2 operating pre-set automatic flux cored wire arc welding machines;
 - 2.W.1.3 operating pre-set automatic gas shielded wire arc welding machines;
 - 2.W.1.4 operating automatic butt and/or flash and/or projection and/or spot and/or arc spot and/or stud welding machines;
 - 2.W.1.5 repetition brazing by pre-set automatic machines not involving the use of filler rods.
- 2.W.1 Preliminary welding of runs not exceeding 50 mm in length for positioning of jobs prior to welding, riveting or bolting up.

Category 1

- 1.W.1 General labouring.

Category 1 (a)

- 1.W.1 (a) Basic labouring during first nine months' service.

Section (e): Fibre-glass boatbuilding**RATE G**

1. Assisting chemical compounding of plastic materials and the application of such compounds.
2. Laminating by hand in reinforced plastics manufacture and gel coating.
3. Mass-measuring and issuing of scrap and/or raw materials, including pigments, to predetermined quantities.
4. Operating laminating machine.
5. Repetition cutting by machine and/or machining of plastic materials (including reinforcing fibres).
6. Repetition marking and/or tracing to templates.
7. Trimming by hand and/or by power tools.

RATE H

1. Buffing and/or finishing and/or polishing by hand and/or by power tools.
2. Operating fibre-glass spray-up machine.
3. Operating guillotine (excluding setting up).
4. Repetition drilling and/or tapping and/or thread clearing.
5. Assembling components and/or affixing with rivets and/or screws.
6. Cementing.
7. Cleaning by hand, including removal of flash.
8. Coating by brush and/or dipping and/or by spraying.

Section (f): Pattern-making**RATE A**

1. Pattern-making.

RATE AA

1. Forming of epoxy-resin moulds from master pattern.
2. Making of flat pattern boards to fixtures.
3. Pattern filing and/or mounting.

RATE DD

1. Assisting a Rate AA operator in laminating and/or filling-in of epoxy-resin moulds (A maximum of two assistants to one Rate AA operator).
2. Sandpapering of pattern equipment under supervision and at the discretion of a Rate A pattern-maker.

RATE DDD

1. Cleaning of used pattern equipment under supervision of a Rate A pattern-maker.
2. Filleting of pattern equipment under supervision of a Rate A pattern-maker, excluding the use of leather fillets.
3. Mixing and/or pouring of plaster of paris under supervision of a Rate A pattern-maker.
4. Painting of pattern equipment under supervision of a Rate A pattern-maker.

Section (g): Metal service centres

- (a) Applicable to the operations specified herein in the activities conducted by metal services centres established exclusively for the purpose of supplying metal products for sale and/or to customers' orders, but shall not include the manufacturing and/or construction and/or assembly and/or erection of any article consisting mainly of metal.
- (b) The following provisions of section (a): General—of Schedule G shall apply:

No person other than a journeyman or an apprentice may be employed on work classified at Rate A without the prior permission of the Council.

RATE A (n.e.s.):

- (i) Learners.
- (ii) Juveniles.
- (iv) Vehicle driving.
- (viii) Watchman's work.

- (c) Notwithstanding anything contained in this section, the remaining provisions of Schedule G shall not apply.

For the purposes of this section—

"metal products" shall mean billets, plates, sheets, strips, bars, rods, angles, flats, sections, extrusions, pipes, tubes, wire and wire rod; and

"manufacturing" means the production of articles or parts or components thereof by means of tools and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes (including the rectification of faults in the course of such processes) in separate manufacturing establishments or departments or annexes separated from general engineering activities by effective enclosures.

RATE C

1. Supervisory work, including setting up and/or changing of attachments on machines.

RATE D

1. Operating multihead oxyacetylene cutting machines, including setting up.

RATE DD

1. Operating single head oxyacetylene cutting machines, including setting up.

RATE DDD

1. Repetition bending and/or forming of materials to jigs and/or stops and/or marks and/or templets.
2. Repetition cutting and/or cropping and/or shearing to jigs and/or stops and/or marks and/or templets and/or length gauges.
3. Repetition marking of material for cutting purposes to templets and/or length gauges and/or rule and/or tape only.

RATE F

1. Moving and/or stacking and/or wrapping and/or strapping and/or loading and/or unloading and/or raising and/or lowering materials by machine, other than general labouring.

RATE G

1. Mass-measuring and/or despatch of materials.

RATE H

1. General labouring.
2. Loading and/or unloading of coils.

Section (h): Electronics and/or Telecommunication Division

Erection, installation, maintenance and repair in the Provinces of the Transvaal and Natal.

All operations in the erection and/or installation and/or maintenance and/or repair of telecommunication equipment and/or any other equipment utilising the principles of electronics and/or radio, such as—

telephone, telegraph and data transmission equipment;

UHF and VHF radio links;

automatic and manual telephone switching systems;

supervisory and control systems; signalling systems;

fault detection and alarm equipment; public address and paging systems; scientific, ultrasonic measuring and electro-medical equipment; navigation aids;

mobile marine, aircraft and broadcast radio equipment; closed circuit television equipment;

interference suppression units; electrical and/or electronic test apparatus; industrial electronic equipment, radar and allied equipment;

electronic distance measuring equipment.

This Division does not include the installation, maintenance or repair of domestic articles, i.e. car, home and portable radios, television, tape recorders, gramophone equipment and loudspeakers.

For the purposes of this Division—

“**electronics**” means equipment where the primary circuits are based on the conductance of electricity through a vacuum, gas or semi-conductor;

“**radio**” means equipment where the primary function is to transmit and/or receive intelligence without the aid of a physical conductor.

RATE A

1. Electronics mechanic's work (n.e.s.).
2. Telecommunication electrician's work (n.e.s.).

RATE AA

1. Sectional supervision of lower-rated operatives, including the preparation of wiring harness boards.

OPERATIVE GRADE 1—RATE B

1. Adjustment to predetermined limits of electrically and/or mechanically operated assemblies.
2. Complete sequential adjustment of two-motion selectors and/or uniselectors to predetermined limits (n.e.s.).
3. Forming-out of cable ends to colour codes and/or pictorial sketches and/or in fixtures without reference to schematic drawings, and the terminating of cables and/or wires and/or conductors to instructions and/or samples to main equipment and/or junction boxes and/or connecting blocks and/or terminals, including soldering and/or wrapping of wires, under supervision of Rate A employee (n.e.s.).

OPERATIVE GRADE 2—RATE C

1. Cleaning and/or lubricating and/or changing ribbons on recorders.
2. Cleaning and/or topping up secondary cells and/or replacing and/or secondary cells for time recording and similar equipment, under supervision of a Rate A employee.
3. Oiling and greasing of motor uniselectors according to verbal instructions of a Rate A or AA employee.
4. Suspending of cables between poles and/or walls and the surface mounting of subsidiary and auxiliary equipment, namely, telephone switchboards and/or telephones and/or master and/or slave clocks and/or time recorders and/or amplifiers and/or loudspeakers and/or sound signals and/or fire alarm breakpoints and/or fire detectors and/or signalling equipment and/or junction boxes and/or connection frames and/or connection blocks, including the fixing to walls, floors and ceilings by means of bolts and/or screws of control panels and/or racks, under supervision of a Rate A employee.

OPERATIVE GRADE 3—RATE DD

First 12 months of experience: Rate DDD.

Thereafter: Rate DD.

1. Making of wire harnesses on pre-prepared nail boards to running-out lists using colour codes and/or pictorial sketches.
2. Removing outer cable sheathing and stripping of individual conductors, in preparation for termination.
3. Repetition soft soldering on tags already wired and/or repetition wire wrapping.
4. Repetition testing with accept/reject testing equipment.

OPERATIVE GRADE 3A—RATE DDD

1. Assembly on site of pre-prepared apparatus racks where no fitting adjustments are required, using hand tools under supervision of a Rate A employee.

OPERATIVE GRADE 4—RATE F

1. Application of anti-corrosive and/or protective coatings by brush.
2. Bolting up of pre-prepared steel work.
3. Cutting and/or grinding of metal-strip material already marked off.
4. Drilling of pre-marked holes by portable drilling machines, hole diameter not to exceed 30 mm.
5. Running in of cables in pre-prepared routes, including binding and/or fastening, but excluding wiring (n.e.s.).

OPERATIVE GRADE 5—RATE G

1. Compound filling under supervision of a Rate A employee.
2. Laying of cables in pre-prepared trenches.
3. Spraying of paint and/or insulating medium and/or anti-corrosive coatings under supervision, other than blending.

Section (I): Radio, Television, Refrigeration and Related Equipment and Domestic Electrical Appliances
Section (installation, repair and servicing)

The provisions of this section shall be applicable throughout the Provinces of the Transvaal and Natal to employers and employees engaged in the installation and/or repair and/or servicing of radios and/or refrigeration and/or domestic electrical appliances and/or television sets and/or monitors (excluding monitors that are primarily intended for use in accounting and/or business procedures) and/or video recorders and/or decoders, together with all components and/or equipment made for use in and with such equipment.

For the purpose of this section—

“domestic appliance mechanic’s work”, “radio and television communications serviceman’s work”, “radiotrician’s work”, “refrigerator mechanic’s work”, and “radio and television repair’s work” means one or more of the following classes of work:

Diagnosing of faults in, or directing or executing repairs of adjustments to, or servicing, erecting and/or installing or supervising the erection and/or installation of, ranges, refrigerators and domestic electrical appliances, radio and/or wireless instruments, electrical sound reproducing apparatus, television sets and/or monitors and/or video recorders and/or decoders, and the carrying out of final tests or the supervision of such operations, but does not include connecting up to (or disconnecting from) existing outlets and/or the erection of radio aerials or work done in connection with the manufacture of such appliances, apparatus and instruments;

“domestic electrical appliance” means any appliance designed to be used mainly for domestic household purposes, and operating by or using electricity.

Note: Notwithstanding the provisions of Part I, clause 20 (4), of this Agreement, employees who are in possession of documentary proof that they have three or more years’ practical and theoretical experience in the radio and/or television mechanician field and/or similar such artisan activity shall, for the purposes of this Schedule, be entitled to apply for and obtain a certificate of recognition of artisan status from the Council as provided for under clause 20 (4): Provided that should an employee be unable to support the application with documentary proof of practical and/or theoretical experience satisfactory to the Council, the employee shall be entitled to request an ATRAMI test by an establishment nominated by the Council. Upon successful completion of the test, the employee shall be issued with the certificate of recognition as provided for in clause 20 (4).

RATE A

1. Domestic appliance mechanic’s work.
2. Radio and television communications serviceman’s work.
3. Radio and television repair’s work.
4. Refrigerator mechanic’s work (commercial and industrial).

RATE AA

1. Workshop assistant's work.

RATE D

1. Installation of aerial on user's premises:
First six months of experience: Rate DD.
Thereafter: Rate D.

RATE DD

1. Installation of temporary public address systems but excluding final testing, under supervision of a Rate A employee.
2. Mechanical and electrical installation of radios and/or television and similar equipment.

RATE DDD

The following operations, when performed in the workshops of an establishment in connection with the repair of heating and/or drying and/or personal care appliances of a load not exceeding five amperes except in the case of domestic heating appliances where the load does not exceed 15 amperes:

1. Repair and/or replacement of heating elements on appliances.
2. Repair and/or replacement of ceramic or other insulating spacers and/or formers used for heating elements, including fixing.
3. Repair and/or re-assembly of heating element containers.
4. Removing and/or replacing of motors not exceeding 750 watts at the direction of a Rate A employee, excluding final testing.

RATE F

1. Stripping and cleaning of appliances under supervision of a Rate A or AA employee.
2. Removal from and/or fitting into cabinets of assembled radiogram and/or television and/or radio chassis and/or television chassis.

RATE G

1. Preparation of wire ends under supervision.
2. Buffing and/or polishing.
3. Spraying of paint for protective purposes.
4. Re-assembly of panels onto cabinets and/or other outer casings.
5. Inserting batteries in portable radios, tape recorders, gramophones, televisions and/or personal care appliances, including plugging in the battery connections.

RATE H

1. General labouring, including preparing surfaces for painting and/or soldering.

For the purposes of this section—

"workshop assistant's work" means routine stripping of radios and/or appliances, replacement of components taken from stock and fitting adjustments confined to working within predetermined limits, including acceptance testing, undertaken in the workshop.

Section (j): Stores operations**RATE AA**

1. Inventory and stores control, including supervision of Rate E employees in tool and/or stock and/or materials stores directly linked to the shopfloor and/or production process.

RATE E

1. Receiving, locating, preparing and issuing materials, tools and/or stock from requisition lists, in tool and/or stock and/or materials stores directly linked to the shopfloor and/or production process (n.e.s.), including—
selection of stock;
checking and recording of stock; and
operation of materials handling equipment.

RATE H

1. General labouring, including packing, stocking, loading, unloading and cleaning duties in tool and/or stock and/or materials stores directly linked to the shopfloor and/or production process.

SCHEDULE M

Wage Schedule applicable to manufacturing where the employer has applied for and been granted a Certificate of Registration for his establishment or part thereof as a manufacturing engineering establishment as specified in clause 25 of Part I of the Agreement. For the purposes of this Schedule—

“manufacturing” means the production of articles or parts or components thereof by means of tools and/or equipment and/or methods specifically adapted and/or designed for production by repetitive process (including the rectification of faults in the course of such processes) in separate manufacturing establishments or departments or annexes separated from general engineering activities by effective enclosures.

This Schedule comprises operations in general manufacturing activities not elsewhere specified in the D Divisions and grouped under the following headings:

- I. Machining operations.
- II. Forming and/or bending and/or pressbrake operations.
- III. Cutting and punching operations.
- IV. Drilling operations.
- V. Welding and soldering operations.
- VI. Miscellaneous operations.
- VII. Inspecting and/or checking operations.

WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN SCHEDULE M ARE PRESCRIBED IN SECTION 3(a) OF PART II OF THIS AGREEMENT

1. Machining operations

RATE A

1. Machine tool setting up and/or tool-setting.

RATE AA

1. *Machinist's work (n.e.s.), viz shaping, slotting, planing, milling (excluding universal milling), grinding (excluding universal grinding) and the operation of gear cutting and rotary machine tools, including vertical turret machine with built-in mono-slide turret and with a table diameter not exceeding 1 250 mm, but excluding centre lathes (with or without copying and/or profiling attachments), boring mills (vertical and horizontal type with or without copying and/or profiling attachments), die-sinking machines and universal machines.

* Employees employed on machinist's work shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments, including rules, calipers and the like.

RATE B

1. Operating broaching machine (n.e.s.).

RATE C

1. Setting (n.e.s.) (excluding machine tool setting up and/or tool setting) of dies and/or fixtures and/or stops and/or jigs and/or guides and/or trips on production machines.

RATE D

1. Machining on repetition work by means of fixtures and/or jigs and/or stops (excluding the requirements of stops for parting off) where the work cycle is manually operated (excluding setting up but including checking with fixed gauges) (including the replacing and/or repositioning of throwaway tips only on throwaway tipped tooling, excluding machine tool setting up and/or toolsetting and/or adjustment).
2. Repetition operation of or attending a semi-automatic pull broaching machine where the work cycle is power-driven and the end point is controlled by automatically operating and/or fixed stops, excluding setting up.

For the purposes of the above a “semi-automatic pull broaching machine” is one on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the holding device, passing the broaching tool through the work piece, attaching the broach to the ram, setting the machine in motion for the power cycle to take over and unloading the machine.

3. Tool grinding in jigs.
4. Grinding on repetition work by means of fixtures and/or jigs and/or stops where the work cycle is manually operated, excluding setting up but including checking with fixed gauges and self-compensating wheel dressing.

RATE DD

1. Repetition operation of or attending semi-automatic machines (n.e.s.) where the work cycle is power-driven and the end point is controlled by automatically operating stops (excluding setting up) but including checking with fixed gauges and including the replacing and/or repositioning of throwaway tips only on throwaway tipped tooling, excluding machine tool setting up and/or tool-setting and/or adjusting.

For the purposes of the above, "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools (excluding any machining during the advancement and/or retraction of the tools) before and after the power cycle takes over and stopping and unloading the machine.

2. Repetition operation of or attending semi-automatic grinding machines (n.e.s.) where the work cycle is power driven and the end point is controlled by automatically operating stops, excluding setting up but including checking with fixed gauges and self-compensating wheel dressing.

For the purposes of the above, "semi-automatic machine", is a machine on which it is not necessary to centralise or true the work by hand and manual operations are limited to self-compensating wheel dressing, loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the grindstone, stopping and unloading the machine.

RATE DDD

1. Repetitive operating of a fully automatic machine on quantity production where the operations are confined to loading the machine, where it is not necessary to centralise or true the work by hand, setting the machine in motion and unloading the work piece, including random checking with fixed gauges (n.e.s.).

RATE F

1. Repetition operation of or attending machine designed for or permanently adapted for a single tool operation where it is not necessary to centralise or true the work by hand and where manual operations are limited to loading the work piece into the chuck or holding device of the machine, starting, operating and/or attending, stopping and unloading the machine (excluding setting up).
2. Repetition operation of a facing and centering machine where the manual operations are limited to loading the work piece into the chuck or holding device of the machine, starting, stopping and unloading the machine (excluding setting up).
3. Repetition operation of or attending semi-automatic machine where the work cycle is power driven and the end point is controlled by automatically operating stops and the mass of the work pieces loaded does not exceed a mass limitation of 12 kg (excluding setting up but including random checking with fixed gauges).

For the purposes of the above, "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools (excluding any machining during the advancement and/or retraction of the tools) before and after the power cycle takes over and stopping and unloading the machine.

RATE G

1. Attending fully-automatic machine, including random checking with fixed gauges.

For the purposes of the above, "fully-automatic machine" is a bar-fed machine or a machine fitted with an automatic chucking device (i.e. magazine and/or table and/or mechanical arm fed) and the manual operations are limited to setting the machine in motion, feeding a new bar into the machine or loading the magazine, as the case may be, and stopping the machine.

2. Operating manual machine designed for or permanently adapted for one only operation where it is not necessary to centralise or true the work by hand.
3. Production broaching on automatic machine, where the operations prior to and after ramming are limited to loading, setting the machine in motion, stopping and unloading the machine (excluding setting up).
4. Repetition operation and/or attending special purposes machine, including the use of fixed gauges, where the manual operations are limited to loading, setting the machine in motion, stopping and unloading the machine (excluding setting up).
5. Repetition threading and/or tapping by machine (n.e.s.).
6. Operating screwing machine, excluding setting up.

II. Forming and/or bending and/or press-brake operations**RATE AA**

1. Operating press-brake (n.e.s.).

RATE C

1. Roller bending other than repetition roller bending.

RATE D

1. Bending of tubes and/or sections in manually operated machine to sketch (n.e.s.).
2. Bending and/or forming to jigs and/or stops in press-brake and/or folding machine.
3. Press operating (n.e.s.) including the affixing and/or removal of dies where there is positive location (excluding press brake).
4. Repetition roller bending and/or forming of plate with pre-set rolls.

RATE G

1. Assisting in removing and/or replacing dies and/or press tools (excluding setting up) under instruction of a Rate C setter.
2. Attending continuous automatic roller forming machine under instruction of a Rate A to D employee.
3. Beading and/or trimming and/or seaming and/or grooving and/or locking double side top or bottom.
4. Bending to stops of pipes and/or tubes (not exceeding 60 mm diameter) and/or sections (not exceeding 7 mm thick) in manually and/or power operated bending machine.
5. Drop forging and/or stamping, using dies, excluding setting of dies.
6. Fly and/or treadle and/or manual pressing and/or notching and/or power pressing where the work is operated upon with pre-set dies (other than press-brake) (excluding the setting of dies).
7. Hand bending and/or forming to jigs and/or dies and/or stops.
8. Operating power press to preset dies and/or guides and/or length gauges and/or stops and/or templets (excluding setting up) (excluding press-brake).
9. Operating power hammer (hammer driving) under instruction.
10. Operating drop hammer (drop hammer driving).
11. Repetition operation of extrusion press (excluding setting up) where the manual operations are limited to loading, starting, stopping and unloading under instruction of a Rate A to D employee (excluding molten copper based alloys).
12. Repetition roller bending and/or forming of material not exceeding 4 mm.
13. Repetition forging under power hammer using preset forming dies, excluding hand manipulation.
14. Repetition machine forging using dies other than by power hammer.
15. Repetition machine swaging, using dies, excluding power hammer.
16. Repetition fazing and/or pointing machine work.
17. Repetition pointing by semi-automatic machine of flat and/or square bars requiring no dimensional accuracy prior to drawing.
18. Repetition rolling in forging rolls, using segmental rolls.
19. Repetition spinning, using formers.
20. Repetition cold flaring on tube ends (bundy tubing not exceeding 20 mm in diameter).
21. Stripping and/or punching forgings and/or stampings, using pre-set dies.
22. Attending fully automatic grinding machine, including random checking with fixed gauges. For the purposes of the above, "fully automatic machine" is a machine fitted with an automatic device, ie magazine and/or table and/or mechanical arm fed, and manual operations are limited to setting the machine in motion, loading the magazine, as the case may be, activating the wheel dressing device and stopping the machine.

III. Cutting and punching operations**RATE B**

1. Cold sawing where the sawyer marks direct from cutting list.

RATE C

1. Operating multi-head oxyacetylene cutting machine and/or profiling and/or flame planing and/or flame bevel cutting machine (including setting up) (n.e.s.).

RATE D

1. Arc and/or gas cutting (n.e.s.).
2. Operating single-head gas profile cutting machine and/or single and/or multi-head straight line cutting machine, including setting up.

3. Operating power saw (n.e.s.), including marking off with rule and/or tape only including the setting of stops.
4. Operating nibbling machine (n.e.s.).
5. Repetition cutting and/or cropping and/or shearing and/or punching to jigs and/or stops and/or templets (n.e.s.) (guillotines and/or cropping machines).

RATE G

1. Operating power saw for repetitive cutting off to stops and/or length gauges (excluding setting of stops) (other than in tool room).
2. Repetition cutting and/or cropping of bars and/or billets to stops and/or lengths gauges and/or repetition cutting and/or cropping of scrap.
3. Repetition cutting and/or cropping and/or shearing to templets and/or marks and/or stops and/or lengths gauges, of plate not exceeding 5 mm thick and/or sections not exceeding 7 mm thick.
4. Repetition operating nibbling machine and/or nibbling shears to jigs and/or templets and/or marks (excluding marking off) of material not exceeding 4 mm.
5. Repetition machine punching to gauges and/or jigs and/or stops and/or templets and/or dies and/or marks of plates not exceeding 5 mm thick and/or sections not exceeding 7 mm thick.
6. Repetition blanking and/or piercing by press, using guides and/or jigs and/or stops and/or dies (excluding pressbrake).

IV. Drilling operations**RATE B**

1. Drilling machine work (n.e.s.).

RATE D

1. Drilling and/or countersinking and/or reaming (n.e.s.), including the use of adjustable reamers, provided they are pre-set by a Rate A of AA employee, including the sharpening of drills.
2. Repetition drill sharpening by machine (other than in tool room).

RATE F

1. Drilling and/or countersinking to jigs and/or fixtures and/or templets and/or stops and/or dimples and/or for the completion of the drilling of holes pre-drilled as above and/or reaming, using non-adjustable reamers, excluding radial drilling machine-size of drilled holes not to exceed 40 mm nominal diameter (n.e.s.).
2. Repetition drill sharpening by automatic machine where the manual operations are limited to loading, starting, stopping and unloading the machine.

RATE G

1. Repetition spot facing by drill to fixtures and/or jigs and/or stops.

V. Welding and soldering operations**RATE AA**

1. Ferrous welding in a finished run involving no change in procedure in respect of amperage or rate of deposition or size and type of rod.

RATE D

1. Hand welding by mechanically fed electrodes.
2. Operating automatic arc and/or gas welding machine (excluding setting up).
3. Preliminary welding for positioning of jobs prior to welding, riveting or bolting up (runs of not more than 25 mm in length) (n.e.s.).
4. *Repetition welding and/or brazing in fixtures.
 - * Repetition welding and/or brazing in fixtures means that the fixture must be made in such a manner as to allow the employee to undertake the maximum amount of welding and/or brazing on the article in the fixture and thereafter the same employee or a Rate B employee or an employee at a higher rate than Rate B may complete the weld on the article when it is removed from the fixture.
5. Soldering (n.e.s.).

RATE E

1. Soft soldering and/or sweating by hand (n.e.s.).

RATE F

1. Operating automatic submerged arc and/or gas shielded wire and/or flux cored wire arc welding machine where the operator is confined to loading, starting, stopping and unloading the machine and the setting up of which is done by a Rate A or AA employee.

RATE G

1. Operating butt and/or flash and/or projection and/or resistance and/or spot and/or arc spot and/or seam and/or stud welding machine.
2. Repetition brazing and/or bronze welding by pre-set automatic machine not involving the use of filler rods.
3. Repetition soft soldering of material not exceeding 4 mm and/or badges and/or medals.
4. Soldering and/or sweating by dipping and/or by machine.

VI. Miscellaneous operations**RATE A**

1. *Marking out.
* **"Marking out"** means the marking out with measuring instruments of the centres and working lines of articles and/or material.
2. *Setting out.
* **"Setting out"** means the setting out of work on the floor or on the bench to sketches and/or drawings and/or dimensions.

RATE B

1. Riveting and/or caulking pressure vessels.
2. Supervisory work (n.e.s.).

RATE C

1. Heat treatment (supervisory work).
2. Galvanising (supervisory work).

RATE D

1. Riveting and/or caulking (n.e.s.).

RATE E

1. Assembling, from component parts, of single-stage, centrifugal or helical rotor pumps up to 250 mm discharge diameter, requiring no fitting or adjustment, but including deburring.
2. Assembling, from component parts, of multi-stage pumps with no hydraulic discs, requiring not fitting or adjustment, but including deburring.

RATE F

1. Supervising employees employed on classes of work scheduled below Rate F, when so appointed.

RATE G

1. Dressing and/or deburring by hand and/or by grinding and/or portable power tools.
2. Hot dip coating and/or galvanising under supervision of a Rate A to D employee.
3. Metal coating by dipping.
4. Operating tube and/or rod and/or wire straightening machine.
5. Repetition hydraulic testing and/or testing by air, excluding setting up of testing equipment.
6. Repetition marking to jigs and/or length gauges.
7. Riveting (10 mm diameter or less).
8. Rough straightening and/or rough flattening of material, excluding the use of rules and straight edges and excluding structural metal work.
9. Rough grinding in jigs and/or to templets by hand portable and/or pedestal grinding machine.
10. Sand and/or shot and/or hydro and/or grit blasting.
11. Striking by hand hammer under instruction of a Rate A to D employee.

RATE H

1. Affixing slings under supervision (employees exclusively so employed).
2. Application of anti-corrosive and/or anti-fouling and/or protective coatings.
3. Attending paring and/or shaving and/or planing machine for steel wool manufacture.
4. Baling and/or cutting of scrap other than in workshop.
5. Boiler stoking and/or attending.
6. Dipping in enamel and/or lacquer and/or paint.
7. Holding up for riveting.

8. Loading and rolled sheet coils onto uncoiler and setting of uncoiler release, under supervision.
9. Metal buffing and/or polishing.
10. Metal cleaning by acid and/or by degreasing and/or by pickling and/or by rinsing and/or by fluxing.
11. Operating tumbling barrel.
12. Operating hand portable and/or pedestal grinding machine where the operator is not required to grind to marks and/or gauges and/or sizes and/or templates.
13. Rethreading and/or retapping and/or reclaiming of nuts and/or bolts.
14. Rivet heating.
15. Spraying of enamel and/or paint.
16. Straightening and/or flattening of gussets and/or cleats.
17. Stamping and/or affixing metal labels and/or nameplates.
18. Stretching and/or rough straightening by hand and/or by machine of bars.
19. Furnace loading and/or unloading and/or stoking and/or quenching.
20. General labouring.
21. Oiling and/or greasing.

VII. Inspecting and checking operations

RATE G

1. Repetition visual batch checking of unmachined components.

VIII. Stores operations

RATE AA

1. Inventory and stores control, including supervision of Rate E employees in tool and/or stock and/or materials stores directly linked to the shopfloor and/or production process.

RATE E

1. Receiving, locating, preparing and issuing materials, tools and/or stock from requisition lists, in tool and/or stock and/or materials stores directly linked to the shopfloor and/or production process (n.e.s.), including—
 - selection of stock;
 - checking and recording of stock;
 - operation of materials handling equipment.

RATE H

1. General labouring, including packing, stocking, loading, unloading and cleaning duties in tool and/or stock and/or materials stores directly linked to the shopfloor and/or production process.

SCHEDULE D

DIVISION D/O

LIGHT FABRICATING AND/OR LIGHT MANUFACTURING DIVISION (N.E.S.)

The following operations in manufacturing activities, which activities are not specifically listed in the D Divisions of this Agreement, wherein any plate utilised does not exceed 5 mm thickness and any metal sections utilised do not exceed 7 mm thickness and any bar and/or tube and/or pipe utilised does not exceed 55 mm diameter and/or any light castings and/or forgings and/or stampings utilised do not exceed 5 kg in mass.

WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/O ARE PRESCRIBED IN 3 (a) OF PART II OF THIS AGREEMENT

Section (a): General

RATE D

1. Assembling of metal sections and/or plate to jigs (n.e.s.).
2. Bending and/or forming (n.e.s.).
3. Bending of tubes and/or sections in manually operated machine to sketch (n.e.s.).
4. Galvanising (supervisory work).
5. Welding and/or brazing and/or bronze welding in fixtures and/or parts so formed and/or located to obviate the need for a fixture.

RATE E

1. Repetition operation of or attending machines permanently adapted for semi-automatic operations (including programme controlled copying lathes), where the work cycle is power driven and the end point is controlled by automatically operating stops, so that manual operations are limited to setting the machine in motion, loading, stopping, unloading, advancing or retracting the tools before and after the power driven cycle takes over (excluding setting up) (excluding any machining during the advancement and/or retraction of the tools).

RATE F

1. Feeding centreless grinding machine for batch production work, where the setting is done by a Rate AA employee, including gauging by fixed gauges and/or comparator gauges.
2. Repetition measuring by fixed gauges and/or comparators where the setting is done by a Rate A employee.
3. Repetition production machining of bar and/or tube and/or pipe on capstan lathes to stops, where the work is held by devices not necessitating any centralising or trueing (excluding setting up). (This operation is limited to a machine not exceeding a 55 mm nominal bore diameter.)
4. Repetition soft soldering and/or sweating by hand (n.e.s.).

RATE G

1. Assembling of pre-manufactured components from stock requiring no fitting or adjustment, but including deburring.
2. Repetition blanking and/or piercing on presses, using guides and/or jigs and/or stops and/or dies.
3. Repetition countersinking with twist drill and/or rosebit to stops.
4. Repetition drilling to dimples and/or marks and/or fixtures and/or gauges and/or excluding radial drilling machine.
5. Repetition operation of or attending machines designed or permanently adapted for a single tool operation where it is not necessary to centralise or true the work by hand and where manual operations are limited to loading the work piece into the chuck or holding device of the machine, starting, operating and/or attending, stopping and unloading the machine.
6. Repetition reaming, using non-adjustable reamers.
7. Repetition roll marking.
8. Repetition roller bending.
9. Repetition soft soldering of material not exceeding 4 mm in thickness and/or badges and/or medals.
10. Repetition threading and/or tapping.
11. Stripping and/or punching forgings and/or stampings, using dies.

RATE H

1. Baling of scrap.
2. Cutting of scrap.
3. Metal coating by dipping under instruction of a Rate A to D employee.
4. Packing of manufactured articles for despatch or sale.

Section (b): Precision engineering and cutting tool manufacture

Subject to the conditions set out hereunder, the provisions of section (a): General- of Division D/O shall *mutatis mutandis* apply for any work undertaken in precision engineering and/or cutting tool manufacture not scheduled in this section.

RATE F

1. Repetition thread grinding.

RATE G

1. Heat treatment under the supervision of a Rate C employee.
2. Repetition backing-off grinding, single purpose machine.
3. Repetition broaching of die nuts in jigs.
4. Repetition drill sharpening by machine.
5. Repetition drill and/or tap point grinding.
6. Repetition drill and/or tap and/or shear blade straightening.
7. Repetition grinding slits in dies on special purpose machine, using jigs (excluding setting or adjustment).

DIVISION D/1

**AGRICULTURAL IMPLEMENT AND/OR IRRIGATION MACHINERY (INCLUDING WINDMILLS) AND/OR ENGINES
MANUFACTURING, ERECTING AND ASSEMBLING DIVISION**

The following operations in the manufacture and/or assembling and/or erecting in the factory of agricultural implements and/or irrigation machinery and/or windmills and/or engines, but does not include General Engineering as defined:

**WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/1 ARE PRESCRIBED IN SECTION 3 (a) OF
PART II OF THIS AGREEMENT****RATE AA**

1. Assembling of premanufactured components from stock where fitting is required.
2. *Marking out.
* "Marking out" means the marking out with instruments of the centres and working lines of articles and/or material preparatory to machining and/or processing and/or fabricating.
3. Repetition filing of keys.
4. Repetition measuring with precision instruments (n.e.s.).
5. *Setting out.
* "Setting out" means the setting out of work on the floor or on the bench to sketch and/or drawings and/or dimensions.
6. Toolsetting for machining on repetition work by means of jigs and/or stops and/or fixtures and/or trips and/or cut-outs on turret and/or capstan lathes and/or milling and/or planing and/or slotting machines and/or semi-automatic copying machines.
7. Working supervisor, supervising two or more sectional supervisors.

RATE B

1. Repetition measuring of agricultural discs with precision measuring instruments.
2. Repetition measuring of batch machined components by means of verniers and/or rules and/or tape measures to drawings and/or samples.
3. Supervision (sectional) (n.e.s.)

RATE C

1. Repetition drill sharpening by hand.
2. Repetition measuring of batch unmachined components by means of verniers and/or rules and/or tape measures to drawings and/or samples.
3. Repetition operation of multi-head oxyacetylene profiling and/or cutting machine (including setting up) (n.e.s.).
4. Repetition shearing and/or trimming of angle shares to marks after forging.
5. Repetition swaging under hammer without dies.
6. Straightening and resetting of machined components using machines fitted with dial gauges and/or templets.

RATE D

1. Arc air and/or arc and/or gas cutting.
2. Drill sharpening by machine.
3. Galvanising (supervisory work).
4. Heat treatment (supervisory work).
5. Machining (n.e.s.) on repetition work by means of fixtures and/or jigs and/or stops (excluding the requirements of stops for parting off) where the work cycle is manually operated (excluding setting up but including the use of fixed gauges) (n.e.s.).
6. *Marking off.
* "Marking off" means marking off material to given lengths for cutting off purposes only, by means of length gauges and/or rule and/or tape measure and marking material.
7. Operating radial drilling machine to jigs and/or fixtures and/or marks (n.e.s.).
8. Production electric welding in jigs and/or assemblies already partly welded in jigs so as to minimise the effect of distortion and where the amperage, size or type of rod or rate of deposition is predetermined (n.e.s.).
9. Production gas welding and/or brazing in jigs and/or assemblies already partly gas welded and/or brazed in jigs so as to minimise the effect of distortion and where a Rate A employee sets the regulators and jets.
10. Repetition machine punching (n.e.s.).

11. Repetition operation of single and/or double headed oxyacetylene profiling and/or cutting machines operating with magnetised followers to templets.
12. Repetition sizing of keys on keygrinding machines in assembling of components from stock.
13. Repetition hardness testing by machine.
14. Repetition operation of multi-head oxyacetylene and/or gas profiling and/or cutting machines to jigs and/or fixtures and/or templets and/or stops (excluding setting up and operation of optical tracing machines).

RATE DD

1. Operating semi-automatic continuous gas-shielded and/or flux cored wire arc-welding machines (including setting).
2. Repetition operation of single-headed oxyacetylene and/or gas profiling and/or cutting machine to jigs and/or fixtures and/or templets and/or stops (excluding setting up and operation of optical tracing machines).

RATE E

1. Operating side and/or vertical head grinders to gauges and/or templets and/or stops.
2. Operating semi-automatic, continuous, gas-shielded and/or flux cored wire arc welding machine (excluding setting).
3. Repetition operation of or attending semi-automatic machines where the work cycle is power driven and the end point is controlled by automatically operating stops.

For the purposes of the above, "semi-automatic machine" is a machine on which it is not necessary centralised or true to the work done by hand and where the manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools (excluding any machining during the advancement or retraction of the tools) before and after the power cycle takes over and stopping and unloading the machine.

4. Supervising employees employed on classes of work scheduled below Rate E when so appointed.

RATE F

1. Operating hand portable and/or pedestal grinding machine to templets and/or fixed gauges.
2. Repetition batch checking of components by means of fixed gauges and/or samples and/or jigs and/or checking fixtures.
3. Repetition drilling, using jigs on radial drills.
4. Resetting and/or straightening of unmachined components to templets and/or jigs and/or fixtures, using presses (other than by the original process).
5. Soldering and/or sweating by hand.
6. Functional checking of engine sets to pre-set limits, under supervision of a Rate A employee.

RATE G

1. Attending electroplating bath when appointed as electroplating bath attendant.
2. Automatic straightening and/or rounding and/or reducing and/or expanding and/or extracting (n.e.s.).
3. Assembling of premanufactured components from stock requiring no fitting or adjustment but including deburring.
4. Cutting off to jigs and/or stops and/or length gauges and/or marks and/or cutting off scrap by machine.
5. Circular cutting and/or flanging and/or slitting by machine.
6. Driving power hammer.
7. Drop forging and/or stamping, using pre-set dies (excluding setting of dies).
8. Fly and/or treadle and/or manual pressing and/or notching, where the work is operated upon with pre-set dies, other than setting or dies and/or stops.
9. Hot dip coating and/or galvanising.
10. Jennying (by machine).
11. Operating upset forging machine.
12. Power pressing, where the work is operated upon with pre-set dies, other than setting of dies.
13. Repetition operation of flash and/or butt and/or spot and/or arc spot welding and/or seam welding machines.
14. Repetition drilling and/or countersinking and/or reaming, using jigs and/or marks and/or gauges and/or stops.
15. Repetition hot and/or cold bending and/or forming to jigs and/or dies and/or stops.
16. Repetition hot and/or cold blanking and/or piercing on presses.
17. Repetition hot and/or cold riveting.
18. Repetition machine punching to jigs and/or dies and/or stops and/or gauges and/or marks and/or templets.
19. *Repetition marking off and/or out to jigs and/or templets.

* "Templet marking" means the marking of material with the aid of a templet and scribe or marking material.

20. Roller bending and/or forming by machine.
21. Repetition screwing with die heads and/or taps by machine and/or by hand.
22. Repetition fraizing and/or pointing and/or swaging machine work.
23. Removing and replacing dies and/or tools (excluding setting up) under the instruction of a Rate C setter.
24. Repetition bending of plough beams under supervision.
25. Repetition edge-forming of discs by machine.
26. Repetition shearing and/trimming to pre-set dies of plough shares after forging.
27. Repetition hand riveting.
28. Straightening.
29. Striking by hand hammer under supervision of a Rate A or AA employee.
30. Stripping of and/or punching forgings and/or stampings, using dies.
31. Touching up with paint and/or prime coating.
32. Trimming and/or rolling and/or corrugating and/or body forming by machine.
33. Connecting preformed and/or prepared wires to predetermined points and/or connections.
34. Repetition crimping of terminals and/or stripping wires and/or cables on cables up to 13 mm diameter.
35. Repetition cutting and/or preforming sets of wires to jigs and/or fixtures and/or templets and/or length gauges.
36. Repetition mounting of engine sets on test beds, including connecting of self-locating couplings, and starting.

DIVISION D/2

CHAIN MANUFACTURING DIVISION

The following operations in the manufacture and/or fabrication and/or assembling of round link chains and/or attachments, viz:

WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/2 ARE PRESCRIBED IN SECTION 3 (a) OF PART II OF THIS AGREEMENT

RATE AA

1. Forge welding of chains and/or links and/or rings and/or attachments.
2. Manufacture of links and/or rings and/or hooks and/or attachments by hand and/or under power hammer without using any pre-set dies.
3. Supervising and/or setting up of fully automatic chain forming and/or chain welding machines, including operations incidental thereto.

RATE B

1. Setting up of fully automatic twisting and/or multislide forming and/or straightening and/or knotted chain and/or calibrating and/or stamping and/or weld trimming machines, including operations incidental thereto.
2. Setting up of semi-automatic hot and/or cold link bending and/or shaping and/or link studding and/or stretching and/or gauging machines, including operations incidental thereto.
3. Setting up of semi-automatic butt and/or flash and/or projection and/or spot welding machines, including operations incidental thereto.

RATE C

1. Supervising inspection and/or testing of chain and/or chain attachments.
2. Supervising and/or presetting and/or adjusting endothermic generators and/or heat-treatment furnaces and/or link heaters.

RATE D

1. Welding of chain links and/or rings and/or attachments on manually operated arc and/or shielded arc and/or atomic hydrogen welding machines.

RATE F

1. Feeding automatic grinding machine for batch production work, including gauging by fixed gauges and/or comparator gauges, but excluding setting up.

RATE G

1. Operating fully automatic twisting and/or multislide forming and/or chain link bending and/or chain link welding and/or knotted chain and/or wire chain and/or gauging and/or calibrating and/or straightening machines.
2. Repetition production drilling to jigs.

3. Assembling of grip trips and/or chain components and/or attachments, including the finishing by pneumatic tools (n.e.s.).
4. Repetition threading and/or tapping of chain components and/or attachments.
5. Routine testing and/or visual inspection of chain and/or attachments.

RATE H

1. Operating automatic flash trimming machines.
2. Operating resistance bar heater.
3. Operating and/or feeding links and/or rings and/or attachments and/or blanks to pre-set hand operated and/or semi-automatic studding and/or forming and/or butt and/or flash and/or projection and/or spot welding machines.
4. Operating upsetting machines.
5. Power pressing where the work is operated upon with pre-set dies (other than setting of dies).
6. Repetition cutting-off to stops with friction and/or power saw and/or band saw and/or bar cropping and/or shearing machine and/or power press.
7. Repetition sawing of rings and/or attachments by hand and/or power saw and/or band saw, using jigs and/or pre-set dies.
8. Stretching and/or gauging of chain and/or attachments in semi-automatic machines to predetermined stops and/or length gauges.
9. Stripping and/or punching drop forgings and/or drop stampings and/or pressing and/or attachments by machine, using dies.
10. Operating link opening and/or closing machine.
11. Assembling of chain and/or chain attachments.
12. Hand mending of chain links and/or rings and/or hooks and/or attachments to jigs.
13. Marking of chains and/or attachments and/or packing materials under supervision of Rate AA to D employee.
14. Attending tumblers and/or vibrators and/or coppering plant.
15. Operating pointing and/or wire welding and/or wire drawing machines under supervision of Rate AA to D employee.
16. Packing and/or reeling and/or loading of chains and/or attachments.
17. Preparing and/or assembling packing materials.

DIVISION D/3**CYCLE MANUFACTURING DIVISION**

The following operations in the manufacture of cycles and/or components and/or accessories thereof:

**WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/3 ARE PRESCRIBED IN
SECTION 3 (a) OF PART II OF THIS AGREEMENT**

Section (a): General**RATE A (n.e.s.)**

1. Bricklaying and/or refractory bricklaying and/or masonry work.
2. Carpentry and/or joinery (excluding the preparation of packaging and rough crating).
3. Die and/or jig and/or tool and/or gauge making and/or repairing.
4. Die-sinking and/or engraving.
5. Diesel fitting.
6. Electrical maintenance work and/or installation and/or repair work.
7. Fitting and turning.
8. Fitting, including machining.
9. Inspection when performed by inspectors having journeyman qualifications.
10. Machine tool setting up and/or tool setting.
11. Motor vehicle repairing.
12. Sheetmetal work.
13. Turning, including machining.
14. Welding and/or brazing.

RATE AA

1. *Machinist's work (n.e.s.), viz. shaping, slotting, planing, milling (excluding universal milling), grinding (excluding universal grinding) and the operation of gear cutting and rotary machine tools, including vertical turret machine with built-in mono-slide turret and with a table, diameter not exceeding 1 250 mm, but excluding centre lathes (with or without copying and/or profiling attachments), boring mills (vertical and horizontal type with or without copying and/or profiling attachments), die-sinking machines and universal machines.
* Employees employed on machinist's work shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments, including rules, calipers and the like.
2. Supervisory work (n.e.s.):
First six months of experience—Rate B.
Thereafter—Rate AA.

RATE C

1. Setting (n.e.s.) (excluding machine tool setting up and/or tool setting) of dies and/or fixtures and/or stops and/or jigs and/or guides and/or trips on production machines.

RATE D

1. Drilling and/or countersinking/(n.e.s.).
2. Machining on repetition work by means of fixtures and/or jigs and/or stops (excluding the requirements of stops for parting off) where the work cycle is manually operated (excluding setting up but including checking with fixed gauges) (including the replacing and/or repositioning of throwaway tips only on throwaway tipped tooling, but excluding machine tool setting up and/or tool setting and/or adjusting).
3. Repetition operation of or attending a semi-automatic pull broaching machine where the work cycle is power driven and the end point is controlled by automatically operating and/or fixed stops, excluding setting up.

For purposes of the above a "semi-automatic pull broaching machine" is one on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the holding device, passing the broaching tool through the work piece, attaching the broach to the ram, setting the machine in motion for the power cycle to take over and unloading the machine.

RATE E

1. Supervising employees employed on classes of work scheduled below Rate E (when so appointed).

RATE F

1. Brazing pre-loading forks and/or handle-bars.
2. Dip and/or ring brazing, including patching and/or the replacement of burnt bricks, but excluding re-building.
3. Final adjustment to finished cycles.
4. Repetition lining with paint and/or synthetic material.
5. Repetition gas profile cutting or rear plate working to templates.
6. Repetition operating special purpose machines (n.e.s.) designed for or permanently adapted for multiple operations in the production of cycle components and/or accessories where no centralising or trueing of the tools is required, excluding setting up, but including the positioning of fixtures.
7. Repetition production machining of cycle components not exceeding 5 kg in mass, to stops where the work is held by devices not necessitating any centralising or trueing, including the replacing and/or repositioning of throwaway tips only on throwaway tipped tooling (excluding machine tool setting up and/or tool setting and/or adjusting). (This operation is limited to a machine not exceeding a 55 mm nominal bore diameter).
8. Repetition welding and/or brazing of cycle component parts and/or accessories, using fixtures and/or parts so located as to obviate the need for a fixture.
9. Supervising employees on classes of work scheduled below Rate F (when so appointed).
10. Trueing wheels to fixtures and/or on special purpose machine.
11. Operating and/or attending a special purpose machine designed for or adapted for a single operation where the operator only has to load, operate and unload, including positioning of stops to fixed gauges.

RATE G

1. Application of enamel and/or paint and/or powder and/or lacquer.
2. Assembling (n.e.s.).
3. Lacing of spokes into wheels.
4. Operating automatic grinding machine.
5. Operating cold heading machine.
6. Operating continuous rolling machines for mudguards and/or wheel rims.

7. Operating fly and/or treadle and/or manual press to pre-set dies and/or stops, including the positioning of stops.
8. Operating forging machine.
9. Operating power press to pre-set dies and/or guides and/or stops.
10. Repetition butt and/or flash and/or projection and/or resistance and/or spot and/or arc spot and/or seam and/or stud welding by machine.
11. Repetition cutting and/or cropping and/or sawing and/or shearing to stops and/or length gauges and/or templets and/or marks and/or jigs, including setting of stops and use of rule and/or tape only (excluding power-driven guillotine).
12. Repetition drilling and/or countersinking and/or reaming, using jigs and/or fixtures and/or pops in the mass production of cycle components and/or accessories, including the positioning of fixtures and/or stops and including the use of fixed gauges, provided the adjustable reamers are pre-set by a Rate A or Rate AA employee.
13. Repetition induction brazing of cycle components and/or accessories.
14. Repetition machine swaging and/or doming.
15. Repetition operation of cycle axle profiling machine where the operator's duties are confined to loading and unloading and stop/start, including repositioning of stops controlling the length of the axle, and including the replacing and/or repositioning of throwaway tips only on throwaway tipped tooling (excluding machine tool setting up and/or tool setting and/or adjusting), and including the use of fixed gauges.
16. Repetition operation of spring coiling and/or forming machine.
17. Repetition threading and/or tapping by machine (including positioning of fixtures).
18. Repetition welding of seat pillars in fixtures.
19. Riveting (10 mm diameter or less).
20. Running of nipples and tensioning of spokes in jigs and/or fixtures.
21. Sub-assembling:
 - (a) Assembly of saddle and/or mudguard components and/or brake work and/or hubs and/or pedals;
 - (b) pegging of frames and/or forks and/or handlebars in jigs.
22. Tack welding of frame tubing and/or bottom bracket shell and/or back plate, using fixtures.
23. Tube bending to formers and/or stops (including positioning of stops to fixed gauges).
24. Buffing and/or mopping and/or abrasive polishing by machine and/or by hand.
25. Dressing and/or deburring by hand and/or by grinding and/or portable power tools, including changing of tools.
26. Fettling and/or filing and/or removing surplus brass by machine and/or by hand.

RATE H

1. Affixing name plates.
2. Application of transfers.
3. Crating and/or packing and/or wrapping for despatch.
4. Grinding ends of spokes in jigs.
5. Inserting metal liners.
6. Plating bath attendant.
7. Random checking with fixed gauges.
8. Repetition stamping of manufacturer's numbers in sequence.
9. Shot blasting.
10. Spraying of enamel and/or paint and/or lacquer.
11. Tumbling barrel attendant.
12. Assembling and/or nailing of crates.
13. Cleaning and/or degreasing and/or rinsing and/or fluxing and/or etching in baths.
14. Cleaning frames for enameling.
15. Debrassing and/or electrolytic cleaning vat attendant.
16. Dip enamelling and/or phosphating and/or stove attendant.
17. Fitting tyres and/or tubes and/or inflating.
18. Frame flattening (first and second coats).
19. Furnace loading and/or unloading and/or quenching.
20. General labouring.
21. Loading and/or unloading of plating and/or anodising racks.
22. Wiring and/or unwiring of articles for immersion in baths.

Section (b): Plastics operations**RATE G**

1. Assisting chemical compounding of plastic materials and the application of such compounds.
2. Automatic machine operating.
3. Mass-measuring and issuing of scrap and/or raw plastic materials, including pigments to predetermined quantities.
4. Operating plastic production machine (n.e.s.) (including injection or compression or transfer or blow moulding, vacuum coating, vacuum forming, extrusion, casting, calendering and/or H F Heat sealing machines), including machine running adjustments when necessitated by the manufacturing process.
5. Operating plastic scrap grinding machine.
6. Removing and/or replacing dies and/or moulds and/or tools under instruction of a Rate C setter.
7. Trimming plastic components and/or parts by hand and/or by power tools.

RATE H

1. Buffing and/or finishing and/or polishing of plastic parts and/or components by hand and/or by power tools.
2. Operating plastic materials mixing and/or blending machine.
3. Cleaning by hand, including removal of flash.
4. Colour filling embossed or impressed plastic mouldings.

DIVISION D/4

**EDGE HAND AND/OR SMALL TOOLS (OTHER THAN PRECISION AND/OR MACHINE TOOLS)
AND/OR SAW MANUFACTURING DIVISION**

The following operations in the manufacture of edge hand and/or small tools and/or saws other than precision and/or machine tools:

**WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/4 ARE PRESCRIBED IN
SECTION 3 (a) OF PART II OF THIS AGREEMENT**

RATE B

1. Smithing and/or blocking of saws:

First six months' experience	}	Refer to table of wage rates
Second six months' experience		
Third six months' experience		
Fourth six months' experience		
Thereafter		Rate B

RATE C

1. Grinding of circular saws to fixed gauges.
2. Repetition sharpening of drills by hand.
3. Setting of dies and/or fixtures and/or guides and/or jigs and/or knives and/or woodworking cutters on production machines, excluding tool setting and rotary and/or reciprocating machines, but including drilling machines.

RATE D

1. Heat treatment (supervisory work).
2. Drawing of edge hand and/or small tool under mechanised hammer.
3. Drill sharpening by machine.

RATE E

1. Repetition production hand tack welding of edge hand and/or small tools.
2. Repetition operation of attending machines permanently adapted for semi-automatic operations (including programme controlled copying lathes) where the work cycle is power-driven and the end point is controlled by automatically operating stops, so that manual operations are limited to loading, setting the machine in motion, advancing or retracting the tools before and after the power cycle takes over, stopping and unloading, excluding setting up.

RATE F

1. Repetition operation of or attending semi-automatic machines where the work cycle is power-driven and the end point is controlled by automatically operating stops, excluding setting up.

For the purposes of the above, "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and where the manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting tools before and after the power cycle takes over and stopping and unloading the machine.

2. Repetition production machining of bar on capstan lathes to stops where the work piece is held by devices not necessitating any centralising or trueing, excluding setting up. (This operation is limited to a machine not exceeding a 52 mm nominal bore diameter.)
3. Soft soldering and/or sweating by hand (n.e.s.).

RATE G

1. Operating routers to templets, excluding setting up.
2. Production checking with or without fixed gauges.
3. Repetition cutting and/or cropping and/or shearing to marks and/or length gauges and/or stops.
4. Repetition enlarging of holes in circular saws by drilling and/or nonadjustable reamers.
5. Repetition drilling and/or countersinking to jigs and/or stop and/or fixtures.
6. Repetition reaming, using non-adjustable reamers.
7. Repetition drilling to dimples and/or fixtures and/or marks and/or gauges and/or jigs and/or stops and/or pops and/or templets, excluding radial drill.
8. Repetition hot and/or cold bending and/or forming by machine to dies and/or jigs (n.e.s.).
9. Repetition machine swaging and/or forging, using dies on beater picks.
10. Repetition stage loading of forging dies, excluding free-hand manipulation.
11. Repetition marking to jigs and/or templets.
12. Repetition hot and/or cold blanking and/or piercing and/or slitting, using guides and/or jigs and/or stops and/or dies.
13. Repetition hot and/or cold punching using guides and/or jigs and/or stops and/or dies and/or marks and/or gauges and/or templets.
14. Repetition manual and/or automatic setting and/or sharpening of all types of wood working saws.
15. Repetition hot and/or cold straightening by hand.
16. Stretching and/or rough straightening of bars by hand and/or machine.

RATE H

1. All tool assembling operations.
2. All wood handle-making operations.
3. Grinding and/or polishing, excluding precision grinding.
4. Pin fixing in saw blades.
5. Marking of trade symbols.
6. All packaging operations, including and incidental to addressing, labelling and marking for transport.
7. Scrap cutting.
8. Application of anti-corrosive and/or protective coatings.
9. Sand and/or shot and/or hydro and/or grit blasting.
10. Boiler stoking and/or attending.

DIVISION D/5**PRESS KNIFE AND CUTTER AND FOOTWEAR TACK AND NAIL MANUFACTURING DIVISION****WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/5 ARE PRESCRIBED IN SECTION 3 (a) OF PART 11 OF THIS AGREEMENT****RATE A**

1. Forging and/or welding (n.e.s.).

RATE B

1. Supervisory work (n.e.s.).
2. Supervisory work, including setting up, in the manufacture of footwear tacks and nails:
 - First year's learnership: Rate D.
 - Second year's learnership: Rate C.
 - Thereafter: Rate B.

RATE C

1. Supervisory work (heat treatment):
 - First six months: Rate D.

RATE D

1. Making and/or marking metal patterns and/or templets.
2. Milling and/or routing of steel to profile, by machine.
3. Final edging and/or sharpening to templets.
4. Final checking of knives to pattern.

RATE E

1. Brazing and/or silver soldering of knife steel at joints.
2. Sawing of knife steel.
3. Welding of knife steel and bracing steel (n.e.s.).
4. Pedestal and/or hand drilling to patterns for perforating tubes and/or prickers.
5. Jigging of plywood or other substance to pattern, and insertion of knife steel, punches and prickers into the jigged material.

RATE F

1. Random drilling of knife steel.
2. Surface grinding by machine to obtain a flat surface.
3. Making and/or marking metal patterns under supervision of a Rate D employee.

RATE G

1. Butt and/or spot and/or stitch welding by machine.
2. Bending knife steel to pattern and/or templets.
3. Grinding, sanding and/or filing of knife steel prior to final edging.
4. Marking and/or cutting of knife and/or bracing steel.
5. Operating tack and/or nail making machines.
6. Oxidizing of finished articles.
7. Punching of identifying symbols onto knives and/or cutters.
8. Insertion of prickers and/or perforating tubes by press.

RATE H

1. Application of protective paint coating.
2. Buffing and/or polishing.
3. Cleaning and/or pickling.
4. Furnace loading and/or unloading and/or stoking and/or quenching.
5. General labouring.

DIVISION D/6**FOUNDRY AND/OR CASTINGS DIVISION**

No person under the age of 18 years and six months shall be employed on work scheduled at Rate A1, AA or AB.

OVERRIDING PROVISIONS

- (1) In the event of vacancies occurring for Rate A1 or AA work hereinafter set out, Rate AA or AB employees within the establishment shall be considered for promotion in the first instance for such work.
- (2) Coring up and/or corelaying and/or making up and/or closing of permanent metal moulds where there are sand inclusions, including core and/or cores, shall be done by a Rate A, Rate A1, Rate AA, Rate AB or Rate B employee.

WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/6 ARE PRESCRIBED IN SECTION 3 (a) OF PART II OF THIS AGREEMENT**RATE A**

1. Moulding and/or coremaking (n.e.s.).

Moulds made by Rate A employees may include hand or machine-made cores made by Rate A1 and Rate AA employees: Provided that the coring up and/or corelaying and/or closing of the mould is done by a Rate A employee.

RATE A1

1. Moulding by machine and/or by hand by special application to the job (n.e.s.).

"Special application to the job" means the utilisation of purpose-made moulding boxes having machined pins and drilled lug holes and adapted to the moulding machine and purpose-made plate patterns, so constructed that the patterns, ingates and runners other than downgates are mounted and fixed to the plates or are an integral part of the plates and includes plate moulding.

Moulds made by Rate A1 employees may include machine-made cores made by Rate AA, Rate AB or Rate B employees: Provided that the coring up and/or corelaying and the closing of the mould is done by Rate A1 employees.

2. Coremaking by hand and/or by machines (n.e.s.).
3. Moulding and/or coremaking by hand/machine where the moulds/cores are cured in the box and/or loose frames and where the area of the pattern plate in contact with the mould exceeds 1,5 m² and where the pattern plates are so constructed that the patterns, ingates and runners, other than downgates, are mounted and fixed to the plates or are an integral part of the plates and includes plate moulding (n.e.s.).

Note: Wage rates applicable to Rate A1 to be the same as Rate A above.

RATE AA

1. Moulding by machine and/or by hand by special application to the job (n.e.s.).

"Special application to the job" means the utilisation of purpose-made moulding boxes (such moulding boxes not to exceed an internal area of 1 m² in contact with the pattern plate where the cope and drag make a complete mould) having machined pins and drilled lug holes and adapted to the moulding machine and purpose-made plate patterns, so constructed that the patterns, ingates and runners other than downgates are mounted and fixed to the plates or are an integral part of the plates, and includes plate moulding and the use of boxes of an internal area exceeding 1 m² in contact with the pattern plate in respect of the production of agricultural and irrigation parts, sewerage pipes and/or sewerage fittings, stoves and wheels for rolling stock; and shall include the use of multiple patterns for moulds made in moulding boxes exceeding an internal area of 1 m² in contact with the pattern plate and where no one casting would exceed 1 m² in area.

2. Coremaking by machine (n.e.s.) and/or by hand not exceeding core sizes capable of being inserted into moulds made in boxes not exceeding the limitation specified in 3 above.
3. Moulding and/or coremaking by hand/machine where the moulds/cores are cured in the box and/or loose frames and where the area of the pattern plate in contact with the mould exceeds 1 m² but does not exceed 1,5 m² and where pattern plates are so constructed that the patterns, ingates and runners, other than downgates, are mounted and fixed to the plates or are an integral part of the plates and includes plate moulding (n.e.s.).
4. Supervising spin-casting machines where sand is included.
5. Teeming of castings in steel foundries.

RATE AB

1. Moulding by machine by special application to the job and including the operation of fully automatic moulding machines.
2. Coremaking by machine, including the operation of fully automatic coremaking machines (n.e.s.) cores capable of being inserted into moulds made in boxes not exceeding the dimensions specified hereunder.

Repetition operation limited to the use of boxes of an internal area not exceeding 0,7 m² in contact with pattern plate where the cope and drag make the complete mould.

For the purposes of work classified at Rate AB above, "special application to the job" means the utilisation of purpose-made moulding boxes having machined pins and drilled lug holes and adapted to the moulding machine and purpose-made plate patterns so constructed that the patterns, ingates and runners other than downgates are mounted and fixed to the plates or are an integral part of the plates, and includes plate moulding.

3. Moulding by hand/machine where the moulds are cured in the box and/or loose frames and where the area of the pattern plate in contact with the mould does not exceed 1 m² and where the pattern plates are so constructed that the patterns, ingates and runners, other than downgates, are mounted and fixed to the plates or are an integral part of the plates and includes plate moulding (n.e.s.).
4. Coremaking by hand/machine where the cores are cured in the box and/or loose frames for insertion into moulds made in moulding boxes of an integral area exceeding 0,7 m² but not exceeding 1 m² when the mould was in contact with the pattern plate.

RATE B

1. Corelaying (n.e.s.)—laying of cores into moulds made in moulding boxes of an internal area not exceeding 1 m² when the mould was in contact with the pattern plate.

2. Coremaking by hand/machine where the cores are cured in the box and/or loose frames for insertion into moulds made in moulding boxes of an internal area not exceeding 0,7 m² when the mould was in contact with the pattern plate.
3. Supervising of melting and/or smelting operations (other than in steel works).
4. Welding defective castings (n.e.s.).

For the purposes of the above, a defective casting is a casting which becomes defective through the process of moulding and/or casting and/or fettling.

RATE C

1. Supervising operations of die-casting and/or spin-casting machines where sand is excluded.

RATE D

1. Application of refractory coatings to cores and/or moulds by dipping and/or spraying only.
2. Arc and/or gas cutting by hand (n.e.s.).
3. Filling of visible blow holes only by means of welding and where no preparation is necessary prior to welding.
4. Joining of cores.
5. Rubbing-off of machine-made hardened core fins, including patching and inspection.
6. Supervising annealing heat treatment furnace.
7. Supervising cupola attendants.

RATE DDD

1. Making of exothermic sleeves and/or feeding pads.
2. Making of runner cups (n.e.s.).

RATE E

1. Bending and/or shaping of core irons other than moulding of core irons.
2. Operating carbon electrode arc air machine for fettling.
3. Attending sand plant, under supervision.

RATE G

1. Affixing slings (employees exclusively so employed) under the direct supervision of a Rate A, AI, AA or AB employee.
2. Cupola patching, i.e. repairing of the inner lining of cupolas in the area between the base and the top of the melting zone.
3. Fettling and/or dressing operations by hand and/or machine.
4. Making of runner and/or riser loose collar cups by special-purpose machine, excluding core-making machines and excluding the placing of the cup on the mould.
5. Operating cupola automatic and/or semi-automatic hoist.
6. Operating pressure die-casting machine and/or spinning machine, excluding setting up.
7. Polishing and/or buffing.
8. Pouring and/or casting:
 - (a) Hand shank pouring and/or casting under supervision, where metal contents of the ladle do not exceed 100 kilograms;
 - (b) pouring and/or casting from ladles strung from fixed overhead rails under supervision, excluding cranes;
 - (c) pouring and/or casting of metal into permanent metal mould, including coating of the metal mould where no sand is used and there are no sand inclusions.
9. Removal of fins from machine-made hardened cores only by hand rubbing and/or the use of abrasives and/or files, excluding patching.
10. Repetition arc and/or gas cutting-off of runners, and/or risers (for castings which are produced on a quantity production basis).
11. Repetition inserting of metal cores into metal moulds, using fixed locating devices.
12. Sand and/or shot and/or hydro blasting.

RATE H

1. Closing of moulding boxes fitted with self-locating pins under supervision (moulds made by a Rate A1, AA or Rate AB employee).
2. Placing of down-gates and/or risers where definite locating devices are employed and so constructed as to ensure that down-gates and/or risers are self-supporting.

Locating devices protruding above the pattern plate shall be not less than 50 mm in height and not less than 25 mm in depth when the device is below the level of the pattern plate.

3. Placing of loose pieces and/or chills and/or screws and/or cores on the pattern where definite locating devices are employed for the positioning of same prior to the sand being added to the box, under supervision, excluding tucking.
4. Tightening of clamps, including the use of spacing wedges under direct supervision of the Rate A employee who made the job or a Rate A employee appointed to core up and/or to close the mould.
5. Tightening of purpose-made clamps under supervision, excluding the use of spacing wedges (moulds made by a Rate A1, AA, or AB employee).
6. Torch drying of moulds and/or cores under direct instruction of a Rate A, A1, AA or Rate AB employee.
7. General labourer's work, including the following:
 - Assembling of special-purpose moulding boxes under supervision;
 - knockout operation;
 - stacking (but excluding cleaning, dressing and fin removal and patching) and/or transporting and/or carrying away of cores other than by crane, under supervision;
 - scraping off of moulding boxes, including the use of the straight edge;
 - scrap cutting for re-melting purposes other than in workshops;
 - and including the following operations in shell moulding and/or coremaking:
 - Backing up.
 - Closing of biscuits under supervision.
 - Investing.
 - Placing of plates in oven.
 - Removing of plates from oven.
 - Turning of dump boxes.

For the purposes of this division—

- (a) **"coremaking by machine"** includes one or more of the following operations in regard to a coremaking machine: Operating, attending, starting, stopping, stripping, unloading of core;
- (b) **"dressing" or "fettling"** means the stripping and removal of adherent runners and risers and adherent sand and cores, flash and other surplus metal from a casting and the production of a reasonably clean smooth surface, but does not include—
 - (i) the removal of metal from a casting when performed incidentally in connection with the machining or assembling of castings after they have been dressed or fettled; or
 - (ii) any operation which is a knock-out operation; and
- (c) **"knock-out operations"** means all methods of removing castings from moulds and the following operations when done in connection therewith, namely stripping, removal of cores and the removal of runners and risers (n.e.s.).
- (d) **"moulding" or "coremaking"** as provided for in this Division at Rates A, A1, AA, AB or B shall include the application of any liquid parting agents;
- (e) **"moulding by machine"** includes one or more of the following operations in regard to a moulding machine: Operating, attending, starting, compacting, vibrating, stripping, stopping;
- (f) **"supervision"** means that the operation to be supervised must be performed in the vicinity of a Rate A, A1, AA and AB employee or chargehand or person specifically so appointed to exercise the supervision, so that the person who has to exercise the supervision is able to sight the operation in question;

DIVISION D/7

GATE AND FENCE MANUFACTURING DIVISION

The following operations in the manufacturing and/or fabricating of wrought iron and/or wire and/or tubular gates and/or frames and/or fencing and/or domestic and/or garden railings and/or burglar-proofing and/or prison bars and/or wire screenings and/or garden furniture and/or wash-line equipment and/or components and/or parts associated with the aforementioned articles:

WAGE RATES APPLICABLE TO OPERATIONS SCHEDULES IN DIVISION D/7 ARE PRESCRIBED IN SECTION 3 (a) OF PART II OF THIS AGREEMENT

Section (a): Manufacturing of fencing, railings, gates, burglar-proofing and wash-line components

RATE B

1. Supervisory work where so appointed, including attending and setting continuous tube welding plant (maximum of 76 mm diameter and 2 mm wall thickness).

RATE C

1. Operating continuous tube welding plant, including roll changing (maximum of 76 mm diameter and 2 mm wall thickness).

RATE D

1. Down-hand ferrous welding and assembly, in or outside of jigs, including marking out and setting up, of fencing and burglar-proofing components, posts, stays, gates, window guards, security gates and wash-line equipment.

RATE E

1. Cutting, bending, drilling, punching, threading, tapping and forming of fencing and burglar-proofing components, wash-line equipment, gate frames, scrolls, fencing posts and stays and the like.

RATE F

1. Chain link and/or diamond mesh machine operating (including machine running adjustments when necessitated by the manufacturing process).

RATE G

1. Automatic chain link and/or diamond mesh and/or barbed wire and/or crimping machine operating (including machine running adjustments when necessitated by the manufacturing process).

RATE H

1. Cleaning, painting, wiring and finishing-off of fencing, gates, burglar-proofing, wash-line equipment and components.
2. General labouring.

Section (b): Miscellaneous manufacturing

Note: Subject to the preamble to this Division, excluding gates, fence, railing, burglar-proofing and wash-line manufacture.

RATE D

1. Galvanising (supervisory work).

RATE E

1. Repetition marking off material to given lengths for cutting purposes, using rule and/or tape measure and/or marking off material, under supervision of a Rate A to D employee.
2. Setting of stops on production cutting machines, using pre-cut bars and other materials and/or positively located holes and/or pre-marked bench and/or track.

RATE H

1. Bolting up off garden furniture and/or playground equipment.
2. Cutting off waste wire and/or locking and/or clinching (screening and/or diamond mesh).
3. Hot dip coating and/or galvanising under supervision.
4. Making screens to size already drawn up by a Rate B employee.
5. Operating crimping machine.
6. Operating straightening machine.
7. Operating wire butt welding machine.
8. Square and/or other mesh screen weaving on manual and/or treadle and/or power-operated machines.
9. Weaving square and/or other mesh screening by hand.

DIVISION D/8**INDUSTRIAL FASTENERS MANUFACTURING DIVISION**

The following operations in the assembling and/or manufacturing of bolts and/or nuts and/or screws and/or rivets and/or nails and/or gang nails and/or tacks and/or pins and/or cotters and/or studs and/or shackles and/or turnbuckles and/or staples and/or rail track fasteners and/or rope clamps and/or parts and/or components of the aforementioned and/or any other fastener and/or related ancillaries.

WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/8 ARE PRESCRIBED IN SECTION 3 (a) OF PART II OF THIS AGREEMENT

RATE A

The Rate A operations of Schedule G of this Agreement shall apply. (No person other than a journeyman or apprentice may be employed on work classified as Rate A without the prior permission of the Council.)

RATE AA

1. Dismantling and/or assembling and/or replacement and/or adjustment of parts or burners.
2. Dismantling and/or assembling and/or replacement of parts of die and/or roller heads.
3. Dismantling and erecting of single purpose woodscrewmaking machine and attachments, including complete setting up and changeover for new batch runs.
4. Departmental quality assurance supervisor (n.e.s.) including—
 - (a) ensuring that quality control standards are being observed;
 - (b) evaluation of product defects and/or faults;
 - (c) supervising employees employed in quality control and scheduled below Rate AA (n.e.s.);
 - (d) training of subordinates.
5. Heat treatment department supervisor (n.e.s.) who is responsible for the following, *inter alia*:
 - (a) Heat treatment and testing of products.
 - (b) Allocation of work.
 - (c) Furnace changeover.
 - (d) Temperature and belt speed adjustments.
 - (e) Sample selection and destructive testing as prescribed under the quality control procedures and/or by verbal instruction.
 - (f) Mechanical and/or metallurgical documentary control.
6. Replacing and/or changing of pin-type brick furnace frame assembly, excluding furnace bricklaying.
7. The diagnosis and/or fault analysis of production machines and/or products being produced, including the following:
 - (a) Production machine setting and assembling of composite tooling and/or dies required within the production section so allocated.
 - (b) Interpretation of production tool drawings.
 - (c) Interpretation of component drawings.
 - (d) Interpretation of engineering standards and the use of precision measuring instruments.
 - (e) Recording of data as prescribed under quality control procedures and/or statistical process control.
 - (f) Supervision of employees employed as setters scheduled below Rate AA (n.e.s.).
8. Machinist's work (n.e.s.), vic, shaping, slotting, planing, milling (excluding universal milling), grinding (excluding universal grinding) and the operation of gear cutting and rotary tools, excluding centre lathes (with or without copying and/or profiling attachments), boring mills (vertical, horizontal and turret type, with or without copying and/or profiling attachments), die-sinking machines and universal machining.

Employees employed on machinist's work shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments, including rules, callipers and the like.

RATE B

1. Stationary engine plant attendant responsible for compressors over 7,5 kW installed in process plant.
2. Quality assurance (n.e.s.) with the use of the required measuring instruments and testing equipment, including the following:
 - (a) Recording and reporting destructive test results.
 - (b) Interpretation of component drawings.
 - (c) Evaluating defects and faults on components.
 - (d) Work to rewritten and/or verbal measuring procedures.
 - (e) Ensure that quality control procedures are being adhered to.
 - (f) Recording of data as prescribed under quality control procedures and/or statistical process control.
 - (g) Supervision of employees within quality control department scheduled below Rate B (n.e.s.).
3. Wire drawing supervisory works (n.e.s.), including setting up and operation of wire drawing machines, including the use of precision measuring instruments.

RATE C

1. Setting up and/or adjusting on special purpose fastener manufacturing machines, including the following:
 - (a) Periodic checking and inspection with precision measuring instruments.
 - (b) Interpretation of component drawings.
 - (c) Interpretation of engineering standards and the use of precision measuring instruments.

- (d) Fault analysis on products being manufactured.
- (e) Recording of data as prescribed under quality control procedures and/or statistical process control.
- (f) Supervision of employees scheduled below Rate C who form part of the team within the same section.
- 2. Inspection and/or testing, during the production process, of products and recording of results so prescribed under quality control procedures and/or statistical process control at the workplace.
- 3. Supervising employees on heat treatment work scheduled below Rate C, including the following:
 - (a) Selection of sample products for testing.
 - (b) Documentary control as prescribed under quality control.
 - (c) Checking furnace temperatures.
- 4. Supervising employees on galvanising work scheduled below Rate C, including the following:
 - (a) Selection of sample products for testing.
 - (b) Documentary control as prescribed under quality control.
 - (c) Checking tank temperatures.

RATE D

- 1. Repetition production welding in jigs and/or parts so formed and/or located as to obviate the need for a jig.
- 2. Destructive testing of products and/or raw material including the recording of test results.
- 3. Preparation of sample products required for testing by cutting and/or grinding and/or buffing and/or polishing and/or mounting.
- 4. Supervising employees on work scheduled at Rate D and below.
- 5. Repetitive drill and/or tap sharpening by machine (other than in tool rooms).
- 6. Operating power saw (n.e.s.) including marking off with rule and/or tape and including setting of stops.
- 7. Crane driving (n.e.s.) floor operated power cranes powered in all three directions and controlled by one man so employed.
- 8. Crane driving (n.e.s.) power operated jib cranes and/or cab operated overhead cranes and/or floor operated power cranes, powered in all three directions and controlled by one man so employed in stores and/or stockyard and/or fettling and/or service gantry and/or scrapyard areas.
- 9. Machining on repetition work by means of fixtures and/or jigs and/or stops (excluding the requirements of stops for parting off) where the work cycle is manually operated (excluding setting up but including checking with fixed gauges) including the replacing and/or repositioning of throwaway tips only on throwaway tipped tooling (excluding machine tool setting up and/or tool setting and/or adjustment).

RATE E

- 1. Operating and/or feeding the following machines:
 - (a) Nicking and/or profiling machines;
 - (b) forging and/or trimming and/or punching machines;
 - (c) upsetting machines,excluding changing the machine over from one component to a similar component and/or the complete setting up of the machine, but including the following:
 - (a) Affixing and/or removal of dies and/or tooling where there is a positive location.
 - (b) Making compensating adjustments only on the employee's own type of machine.
 - (c) Carrying out periodic checks with the use of fixed gauges and adhering to the laid down quality procedures and recording of inspection and/or test results.
- 2. Repetition operating or attending of machines adapted for semi-automatic operations where the work cycle is power-driven and the end point is controlled by automatically operating stops, so that manual operations are limited to loading, unloading, setting the machine in motion, stopping and advancing or retracting the tools before and after the power driven cycle takes over (excluding setting up) (n.e.s.), including carrying out periodic checks with the use of fixed gauges and adhering to the laid down quality procedures and recording of inspection and/or test results. Where because of the nature of the operation, the tool may have a tendency to dig in at the final stop the operator may, without further setting of the machine, conclude the machining operation manually, this cut not to exceed 10 mm.
- 3. Patrol inspection, including the following:
 - (a) Use of measuring instruments confined to fixed gauges, and/or testing equipment where the work is of a repetitive nature.
 - (b) Working to standard written measuring procedures.
 - (c) Recording of inspection and/or test results.

4. Supervising employees employed on classes of work scheduled at Rate E and below.
5. Heat treatment furnace operator (n.e.s.) including making the compensating adjustments on belt speeds, gas flows and/or selection of samples for destructive testing and/or recording of documentation as specified under the quality control procedures.
6. Raw material stockyard attendant, including encoding of raw materials and the receiving and issuing of stocks.

RATE F

1. Operating and/or feeding the following machines:

- (a) Bolt and/or nut washerfacing machines;
- (b) rivet assembling machines;
- (c) thread forming machines;
- (d) screw cutting machines;
- (e) slot cutting machines;
- (f) combined drawing and cropping machines;
- (g) bar cropping machines;
- (h) box forming machines;
- (i) wire drawing machines,

excluding changing the machine over from one size of product to another size of product and/or the complete setting up of the machine, but including the following:

- (a) Affixing and/or removing dies and/or tooling where there is a positive location.
- (b) Performing compensating adjustments only on the employee's own type of machine.
- (c) Periodic checking with the use of fixed gauges and recording results as laid down by quality control procedures.

2. Operating woodscrew worming machine, including removal and/or replacement of tools and including compensating adjustments where necessitated by the manufacturing process under instruction of a Rate AA to C employee.
3. Repetition operation of, or attending machine(s) designed or permanently adapted for a single tool operation, where it is not necessary to centralise or true the work by hand and where the manual operations are limited to loading the workpiece into the chuck or holding device of the machine, starting, operating and/or attending, stopping and unloading the machine(s).
4. Repetition operation of, or attending semi-automatic machines where the work cycle is power-driven and the end point is controlled by automatically operating stops (excluding setting up).

"Semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and where the manual operations are limited to loading the workpiece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting tools before and after the power cycle takes over and stopping and unloading the machine.

5. Repetition production machining of fasteners on capstan lathes where the workpiece is held by devices not necessitating any centralising or trueing up but including loading the workpiece between centres. (This operation is limited to a machine not exceeding a 55 mm nominal bore diameter.)
6. Sharpening of woodscrew and/or nail and/or pointing and/or chaser form cutting tools, using a single-purpose jig-located machine.
7. Acid neutralising and/or recovery plant attendant.
8. Cutting of raw material samples for test analysis, from coils and/or bar by gas and/or hacksaw and/or hydraulic cutter.
9. Picking and/or stacking, including the following:
 - (a) Stacking and/or removal of finished goods packed in bags and/or boxes.
 - (b) Driving forklift trucks and/or stacker lift trucks.
 - (c) Checking and recording warehouse release slips for despatch.
10. Manual and/or automatic setting and/or gulleting and/or sharpening or slitting saws.
11. Assistant to compressor plant supervisor including lubricating, stopping and starting of compressors.
12. Crane driving of non-slewing jib cranes.

RATE G

1. Operating and/or feeding the following machines:

- (a) Thread tapping machines;
- (b) fraizing and/or pointing machines,

excluding changing the machine over from one size of component to another and/or the complete setting up of the machine, but including the following:

- (a) Affixing and/or removing tooling where there is a positive location.
- (b) Making compensating adjustments only on the employee's own type of machine.
- (c) Carrying out periodic checks with the use of fixed gauges and adhering to the laid down quality procedures and recording of inspection and/or test results.

2. Operating and/or feeding the undermentioned fastener manufacturing machines (excluding setting up and/or running compensating adjustments):

- (a) Bolt and/or nut and/or washerfacing machines;
- (b) combined drawing and cropping machines;
- (c) forging and/or trimming and/or punching machines;
- (d) nicking and/or profiling machines;
- (e) slot cutting machines;
- (f) rivet assembling machines;
- (g) screw cutting machines;
- (h) upsetting machines;
- (i) wire drawing machines.

The above operation includes the following:

- (a) The removal and replacement of dies and/or tools (excluding setting).
- (b) Periodic checking of components with the use of fixed gauges and adhering to the laid down quality procedures and recording of inspection and/or test results.

3. Operating draw bench under instruction of a Rate A to C employee, viz. loading the rod, passing the rod through the die, gripping the rod, starting, stopping and unloading the machine.
4. Operating nail and/or tack and/or wire and/or staple making machines, including cutting off by wire cutters and random checking with fixed gauges.
5. Operating reducer rolling machine to pre-set rolls.
6. Operating wire forming and/or serrating machine.
7. Repetition cutting to stops on reciprocating and/or friction saws and/or band and/or power saws, excluding the setting of stops.
8. Operating projection and/or resistance and/or spot and/or arc spot welding machine.
9. Dressing and/or deburring by hand and/or grinding and/or by portable power tool.
10. Soldering and/or sweating by hand and/or machine and/or induction heating unit.
11. Operating box stapling machine.
12. Sand and/or shot and/or hydro and/or grit blasting.
13. Spraying of enamel and/or paint and/or epoxy powder.
14. Boiler stoking and/or attending.
15. Heat treatment furnace operator, including the recording of belt speeds and/or furnace temperature, excluding any adjustments and/or setting.
16. Operating special purpose bagging crane operating in three directions limiting the control in two directions by pre-set stops.

RATE H

1. Assembly of pre-manufactured components from stock requiring no fitting or adjustment, but including deburring.
2. Attending hot dip coating and/or galvanising bath and/or plating by dripping and/or spraying and/or tumbling under supervision of Rate C employee.
3. Batch sorting, including the use of fixed gauges.
4. Bar and/or pin heating.
5. Butt welding by machine.
6. Hand riveting of fastener components.
7. Loading and/or unloading of components into and/or out of heat treatment furnace.

8. Loading and/or unloading of components into and/or out of centrifuges.
9. Loading hoppers of automatic machines.
10. Mass measuring, packing and preparing despatch containers, including shrinkwrapping.
11. Putting nuts on bolts.
12. Removing and replacing dies and/or tools (excluding setting up) under instruction of a Rate C setter.
13. Repetition bending and/or forming to jigs and/or stops and/or templets.
14. Repetition cropping and/or cutting off by machine to stops and/or length gauges.
15. Repetition drilling and/or countersinking to jigs and/or fixtures and/or stops (excluding radial drilling machines).
16. Dipping in enamel and/or lacquer and/or paint and/or plastisol mixture.
17. Baling and/or cutting of scrap and/or attending scrap removal.
18. Operating steam cleaner and/or scarifying floor cleaning unit.
19. Lubricating and/or greasing.
20. Preparing and/or stamping and/or affixing product labels and/or name plates.
21. Cleaning and/or decreasing and/or acid dripping and/or rinsing operations.
22. Operating tumbling barrels.
23. General labouring.
24. Watchman's work.

VEHICLE AND FORKLIFT DRIVING

RATE C

1. Driving of a load-carrying or hauling vehicle which requires a Code 13 or 14 heavy articulated motor vehicle licence to be held by the driver.

RATE DD

1. Driving of a load-carrying or hauling vehicle which requires a Code 11 extra heavy motor vehicle licence or a Code 10 heavy motor vehicle licence to be held by the driver.

RATE E

1. Driving of a load-carrying or hauling vehicle which requires a Code 08 light motor vehicle licence to be held by the driver.

RATE F

1. Forklift driving of power-operated forklift controlled from on board by the operator.

DIVISION D/9

LEAD PRODUCTS MANUFACTURING DIVISION

The following operations in the manufacture of lead products:

WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/9 ARE PRESCRIBED IN SECTION 3 (a) OF PART II OF THIS AGREEMENT

RATE C

1. Operating power-driven mill rolling sheet lead from slabs, including the setting of edge trimming rolls, using tape and/or rule only.

RATE DD

1. Operating multi-die wire drawing machine, including removal and replacement of self-locating attachments, adjusting predetermined spool speed control and joining and feeding-through of wire.

RATE E

1. Operating trap extrusion press.

RATE F

1. Hand wiping of lead joints in the manufacture of standard lines rotated by machine.
2. Lead lining of vessels (excluding lead-burning).
3. Operating pressure die-casting machine.
4. Repetition fusing, other than by soldering bolt, of components in fixtures in the manufacture of lead products.

5. Repetition operation of or attending semi-automatic machines where the work cycle is power driven and the end point is controlled by automatically operating stops (excluding setting up). For the purposes of the above, "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools before and after the power cycle takes over (but excluding all other manual machining) and stopping and unloading the machine.
6. Operating bull block type wire drawing machine, including removal and replacement of attachments under supervision.

RATE G

1. Assembly of pre-manufactured components from stock requiring no fitting or adjustment, but including deburring.
2. Cutting of scrap.
3. Hand and/or power pressing (excluding setting up of dies).
4. Jig drilling of lead products.
5. Metal buffing and/or polishing.
6. Operating extrusion press to pre-set dies (excluding setting up of dies).
7. Permanent mould casting, wherein sand is entirely excluded.
8. Rectification of surface defects with lead filling, using gas torch.
9. Repetition lead soldering by soldering bolt and/or assembling components in the manufacture of lead products.
10. Trimming and/or cutting to stops and/or fixtures (excluding setting of stops) by power saws and/or hand shears.

DIVISION D/10**MANUFACTURE OF CARBON PRODUCTS DIVISION**

The following operations in the manufacture of carbon products:

**WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/10 ARE PRESCRIBED IN
SECTION 3 (a) OF PART II OF THIS AGREEMENT**

RATE DDD

1. Carbon grinding by machine to stops, including adjustments to compensate for wear and including the use of fixed gauges.

RATE E

1. Repetition operating milling machine on carbon products to stops and/or fixtures.
2. Repetition carbon cutting by bandsaw and/or power saw and/or abrasive disc, using rule and/or tape and/or fixed gauges.

RATE F

1. Repetition drilling and/or countersinking to jigs and/or fixtures and/or stops, including compensating adjustments for wear on drills.
2. Repetition production machining of carbon products on capstan lathes to stops where the work piece is held by devices not necessitating any centralising or trueing, excluding setting up. (This operation is limited to a machine not exceeding a 52 mm bore diameter.)

RATE G

1. Production broaching of carbon products on hand and/or automatic machines, where manual operations are limited to setting the machine in motion, stopping, loading and unloading the machine (excluding setting up).
2. Repetition batch checking and/or inspecting, using fixed gauges.
3. Repetition operation of or attending machines designed for or permanently adapted for a single-tool operation where it is not necessary to centralise or true the work by hand and where manual operations are limited to loading the work piece into the chuck or holding device of the machine, starting, operating and/or attending, stopping and unloading the machine (excluding setting up).
4. Shaping of carbon on special-purpose tool.
5. Spinning of rivets.
6. Tamping by hand and/or machine.
7. Winding brush pressure springs by hand on a manual machine to length gauges.
8. Winding of insulation spirals by hand on a manual machine to length gauges.

RATE H

1. Assembly of pre-manufactured components from stock requiring no fitting or adjustment, but including deburring.
2. Cutting and/or cropping flexible connections by manual guillotine, including use of length gauges.
3. Dressing and/or deburring by hand and/or by grinding and/or by portable power tool.
4. Fixing flexible insulation and/or springs and/or terminal ends and/or connectors.
5. Metal coating of brushes.
6. Packing of manufactured products for sale and despatch.
7. Sweating of terminals by dipping.
8. Trade symbol and grade marking.

DIVISION D/11**ELECTRICAL ELEMENT MANUFACTURE DIVISION**

The following operations in the manufacture of electrical elements:

WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/11 ARE PRESCRIBED IN SECTION 3 (a) OF PART II OF THIS AGREEMENT

RATE C

1. Setting tube swaging and/or rolling machines.
2. Setting up of presses for elements.

RATE DDD

1. Routine electrical continuity testing up to 380 volts and 50 amps.
2. Soldering and/or sweating by hand (n.e.s.).

RATE F

1. Repetition drilling to dimples.
2. Repetition production machining on capstan lathes of bar not exceeding 52 mm nominal bore diameter where the work is held by devices not necessitating any centralising or trueing, including the replacing and/or repositioning of throwaway tips only on throwaway tipped tooling, but excluding machine tool setting up and/or toolsetting and/or adjusting.
3. Repetition voltage, insulation and/or ohm and/or wattage testing to pre-set values.
4. Hard soldering by pre-set or non-adjustable hand torch.

RATE G

1. Assembling and/or wiring resistance onto or into insulated bases.
2. Fly and/or treadle and/or manual pressing and/or notching and/or power pressing where the work is operated upon with pre-set dies other than setting of the dies.
3. Repetition drilling and/or counter-sinking to jigs and/or fixtures and/or stops.
4. Repetition gas welding and/or brazing and/or soldering by machine to pre-set settings, including use of filler rods (loading, starting and unloading the machine and visual weld examination).
5. Setting of safety devices to predetermined limits.
6. Soft soldering.
7. Winding resistances direct onto predesigned spaced ceramic and/or porcelain and/or mandrel.

RATE H

1. Assembling of pre-manufactured components from stock requiring no fitting or adjustment, but including deburring.
2. Filling and/or topping of insulating material into and/or onto preformed housing by gauge.
3. Metal buffing and/or polishing and/or dressing by hand and/or grinding and/or by portable power tool.
4. Mixing of ceramic constituents to gauge under instruction of a Rate A to D employee.
5. Repetition cutting and/or cropping and/or shearing to stops and/or length gauges, excluding setting up.
6. Repetition machine swaging and/or rolling of tubes, using dies and/or rolls (other than by power hammer).
7. Repetition operation of and/or attending machines designed or permanently adapted for one only operation where it is not necessary to centralise or true the work by hand and where manual operations are limited to loading the work piece into the chuck or holding device of the machine, operating, stopping and unloading the machine (excluding machine tool setting up and/or toolsetting and/or adjusting).

8. Repetition threading and/or tapping by machine.
9. Stamping and/or affixing identification plates and labels.
10. Straightening and/or cleaning of tubes.
11. Loading and/or attending heat treatment furnace.
12. Packing.

DIVISION D/12

WINDOWS AND/OR DOORS AND/OR FLYSCREENS AND/OR LOUVRES AND/OR BURGLAR BARS MANUFACTURING DIVISION

Scope: The word "doors" in the above heading is restricted to doors made from standard rolled and/or rollformed metal sections and/or extruded sections.

The Division is also intended to cover window walling and/or curtain walling made mainly of rolled and/or roll-formed metal or extruded sections.

WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/12 ARE PRESCRIBED IN SECTION 3 (a) OF PART II OF THIS AGREEMENT

RATE AA

1. Inspecting and/or supervising (n.e.s.).
2. Setting out and/or marking off (n.e.s.).

RATE B

1. Assembling universal windows and assembling doors.
2. Final straightening and/or adjusting by use of hammer and/or dolly and/or wrench bar.
3. Repairing and/or altering and/or adjusting and/or erecting on site or built in (n.e.s.).

RATE C

1. Arc welding (n.e.s.).
2. Operating router.

RATE D

1. Assembling (n.e.s.).
2. Assembling finished component parts into complete flyscreens, including inserting gauze by hand.
3. Coupling completed windows and/or bays (n.e.s.), including setting out and/or marking off when necessary.
4. Drilling and/or countersinking (n.e.s.).
5. Erection of burglar proofing in the field or on site.
6. Fitting of glazing beads and all operations incidental thereto, including marking for mitreing and pop marking prior to drilling.
7. Marking off material to given lengths for cutting-off purposes, using only length gauges and/or rule and/or tape measure and marking material.
8. Operating automatic and/or semi-automatic welding machine (n.e.s.).
9. Operating cold and/or power saw including marking off with tape and/or rule only and including setting of stops.
10. Operating power-driven press-brake (excluding setting).
11. Press operating (n.e.s.), including the affixing and/or removal of dies where there is positive location (excluding setting).
12. Recessing for cup pivots by hand.
13. Removing and/or inserting of glazing bars in completed windows, including riveting by hand.
14. Setting and/or adjusting of margins of vents and/or sashes of cottage windows and/or cliscoe surrounds prior to arc welding.
15. Squaring frames and/or vents and/or sashes before positioning.

RATE E

1. Inserting pre-cut glazing beads, including pop marking and drilling.
2. Metal spraying for decorative and/or protective purposes under effective supervision.
3. Recessing for cup pivots by machine.

RATE F

1. Operating automatic and/or semi-automatic welding machines (n.e.s.); welding of standard metal window and/or sash sections only.

RATE G

1. Affixing burglar bars by hand, including pop marking using component as a templet, and/or positioning and/or drilling under effective supervision, excluding arc welding.
2. Affixing and/or positioning of ventilators into industrial windows and/or windows into surrounds and/or screwing and/or riveting, including clamping and/or positioning under effective supervision, excluding arc welding.
3. Coupling of standard windows previously prepared.
4. Cutting gauze by hand to templates and/or frames.
5. Inserting gauze by press.
6. Inserting glass into frame bar by machine.
7. Joining corners of aluminium windows and/or doors where no adjustment is required.
8. Manually operating machines, other than power-driven, designed for or permanently adapted for one only operation where the operator is not called upon to centralise or true the work by hand.
9. Operating power-driven press-brake to jigs and/or length gauges and/or stops and/or templates for the sole purpose of gang-punching and when the stroke of the press is uncontrolled (excluding setting up).
10. Operating tenon riveting machine.
11. Positioning and putting of kicking plates to cottage windows.
12. Recessing for cup pivots by automatic machine where manual operations are limited to loading, setting the machine in motion, stopping and unloading the machine (excluding setting up).
13. Repetition drilling and/or countersinking to jigs and/or fixtures and/or stops on pedestal drill only.
14. Repetition hand drilling under effective supervision.
15. Roll forming of metal sections.
16. Screwing on and/or riveting and/or clipping of assembled louvre stiles into metal frames.
17. Springing in only, under effective supervision, of glazing bars and/or meeting rails, excluding fitting and/or adjusting and excluding universal windows.

RATE H

1. Attaching fittings to windows already prepared and/or removing and/or replacing fittings on sites or built in, under effective supervision, but excluding remote control gearing.
2. Cutting gauze to jigs and/or stops by machine.
3. Hot dip coating and/or galvanising under effective supervision.
4. Repetition cutting through of faulty mitre joints after welding.
5. Bending of wires and/or forming same to jigs and/or stops and/or fixtures in fly screen manufacture.
6. Inserting weather strips.
7. Labelling.
8. Lifting and placing of stops into position where positive location is provided (excluding setting).
9. Pinning up and/or crimping of hinge pins to cottage and industrial windows under effective supervision, excluding lining up of hinge leaves.
10. Putting and/or wood and/or other filling of frames and/or surrounds previously prepared.
11. Removing rust and/or scale by wire wheels and/or abrasives and/or sand and/or shot blasting.
12. Screwing on of burglar bars and/or weather bars.
13. Sorting of scrap material.
14. Stretching and/or rough straightening of bars by hand and/or by machine.
15. Threading and/or closing of fenestra joints, excluding universal windows.

Learnership periods and rates of pay therefor**RATE B*****Newcomers:***

First two months: Refer to table of wage rates.

Second two months: Rate D.

Third two months: Rate C.

Thereafter: Rate B.

Employees promoted from Rate C:

First two months: Rate C.

Thereafter: Rate B.

Employees promoted from Rate D:

First two months: Rate D.

Second two months: Rate C.

Thereafter: Rate B.

RATE C**Newcomers:**

First two months: Refer to table of wage rates.

Second two months: Rate D.

Thereafter: Rate C.

Employees promoted from Rate D:

First two months: Rate D.

Thereafter: Rate C.

RATE D**Newcomers:**

First two months: Refer to table of wage rates.

Thereafter: Rate D.

Provided that—

- (a) learnership periods and rates of pay as set out above shall apply on condition that where an employee has had not less than two years' continuous service with the same employer, he shall not be required to serve any learnership period of more than three months;
- (b) any employee employed at and qualified for a stated rate shall suffer no reduction in the rate he is receiving on promotion as a learner when the rate indicated in the foregoing table for the new occupation is lower than the rate he is receiving at the time.

DIVISION D/13**NEON SIGNS AND/OR ELECTRIC AND/OR FLUORESCENT LAMP MANUFACTURING AND ASSEMBLING DIVISION**

The following operations in the assembling and/or manufacturing of neon signs and/or fluorescent lamps and/or fittings and/or components and/or hot and/or cold cathode fluorescent signs:

**WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/13 ARE PRESCRIBED
IN SECTION 3 (a) OF PART II OF THIS AGREEMENT**

RATE A

1. Assembling and/or wiring of signs (n.e.s.).

RATE AA

1. Bending glass tubes.
2. Layout work.

Learnership in respect of the above AA operations:

First eight months of experience: Rate D.

Second eight months of experience: Rate C.

Third eight months of experience: Rate B.

Thereafter: Rate AA.

RATE C

1. Operating power-driven press-brake, including setting (n.e.s.).
2. Roller bending and/or forming, other than repetition roller bending and/or forming.
3. Setting of dies and/or fixtures and/or jigs and/or stops and/or trips on production machines, excluding rotary and/or reciprocating machines, but including drilling machines.
4. Setting and gas setting of electric lamp making machines, including running adjustments during the manufacturing process.
5. Setting of trips and/or stops on coil forming machines for ballasts and/or chokes and/or sodium transformers.

RATE D

1. Assembling (n.e.s.).
2. Bending of metal tubes and/or sections in manually operated machine to sketch.
3. Marking off material to given lengths for cutting-off purposes, using only length gauges and/or rule and/or tape measure and marking material.
4. Welding in fixtures and/or of parts so formed and/or located as to obviate the need for a fixture.

RATE DD

1. Bending of glass tubes to jigs and/or moulds.
2. Sign face masking.
3. Tracing in the layout department.

RATE DDD

1. Routine electrical testing up to 380 volts and 50 amps.

RATE G

1. All operations in the making of cable forms for light fittings and/or signs from prepared running out lists and/or templates.
2. Assembling and/or soldering of premanufactured components into lighting units and/or signs (n.e.s.).
3. Assembling and/or soldering of premanufactured components requiring no fitting or adjustment but including deburring (n.e.s.).
4. Assembly of caps to globes/tubes and feeding onto automatic capping machine.
5. Attending automatic assembly machines.
6. Bending and/or forming by machine to dies and/or jigs and/or length gauges and/or marks and/or stops, excluding press-brake.
7. Broaching, by press, using fixed broaches, of ballasts and/or chokes and/or sodium transformer cores.
8. Circular cutting and/or flanging and/or slitting by machine.
9. Component assembly of electric filament and discharge lamps by hand.
10. Connecting preformed and/or sealed and/or prepared wires to predetermined points and/or connections (n.e.s.).
11. Cutting and/or cropping and/or shearing to marks and/or stops and/or jigs and/or length gauges.
12. Cutting glass tubes to length.
13. Cutting up insulating material to stops.
14. Evacuating and/or filling glass tubes.
15. Feeding and/or attending automatic sealing and/or capping machine.
16. Finding and preparing of ballast coil ends.
17. Fly and/or treadle and/or manual pressing and/or notching and/or power pressing where the work is operated upon with pre-set dies and/or to stops (excluding setting up).
18. Fusing by hand of electrodes to glass tubes (n.e.s.).
19. Inspection and testing of electric lamps (n.e.s.).
20. Repetition clamping and/or fusing and/or welding of cathodes to electrodes by automatic machine.
21. Repetition fluorescent and/or illumination testing.
22. Repetition ohm testing to pre-set setting on ohmmeters.
23. Repetition operation of a drilling machine.
24. Repetition operation of power-driven press-brake to jigs and/or stops for purpose of fluorescent lighting fittings and/or fluorescent signs produced on a quantity basis where the thickness of the material does not exceed 1,6 mm.
25. Repetition production winding of ballasts and/or chokes and/or sodium transformer coils with wire on formers and/or spools by machine to a predetermined numbers of turns.
26. Repetition punching to gauges and/or jigs and/or stops and/or templates and/or dies and/or marks.
27. Repetition threading and/or tapping by machine.
28. Repetition tracing to jigs and/or layouts and/or templates, excluding layout department.
29. Routine setting of air gaps in ballasts to predetermined limits by means of comparators and/or deviation meters and/or oscilloscopes where the adjustments of instruments are made by a Rate A employee.
30. Sealing by hand of ballast containers after filling with compound.
31. Stencilling by hand.
32. Soft soldering and/or sweating by hand.
33. Visual inspection of electric lamps including resoldering of cap connections and removal of flash.
34. Wiring of signs and/or fittings to instructions and where the course of wires is marked by cleats and/or lines and/or saddles and/or fixtures and/or where no wiring diagram is used during manufacture.

RATE H

1. Assembling connector blocks.
2. Cutting wiring connection to set lengths and fitting eyelets.
3. Dipping and/or impregnating in insulating medium and/or enamel and/or paint and/or varnish.
4. Dismantling of old signs (in shop).
5. Fixing ballasts to wiring channels.
6. Mixing and milling of phosphor for coating glass tubes under instruction of a Rate A to D employee.
7. Mixing and milling paste for caps.
8. Packing of manufactured articles for despatch or sale.
9. Preparing and/or stapling boxes for packing of manufactured articles.
10. Preparing and/or spraying of sign boxes for reception of sign faces.
11. Washing and/or rinsing and/or drying and/or coating and/or baking of glass tubes by automatic or semi-automatic processes.

DIVISION/14

CONVERSION OF PLASTIC POLYMER, INCLUDING THE MANUFACTURE OF ARTICLES OR PARTS OF ARTICLES WHOLLY OR MAINLY MADE OF PLASTIC, INCLUDING THE INHOUSE PRINTING ON SUCH PLASTICS BY THE MANUFACTURER

This Schedule does not include the manufacture of polymer or the following articles or groups or articles made of plastics:

- (a) Wearing apparel, purses, handbags, travel bags and other luggage, boots, shoes, overshoes and upholstery coverings.
- (b) Venetian blinds.
- (c) Carpets, rugs, textiles and wall coverings.
- (d) Sails, tarpaulins, groundsheets, awnings and tents.
- (e) Printing, stationery and bookbinding requirements.

WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/14 ARE PRESCRIBED IN SECTION 3 (a) OF PART II OF THIS AGREEMENT

The following operations, viz:

RATE AA

1. Shift supervision, including the supervising of running adjustments.

RATE C

1. Setting of pre-set tools and/or pre-set moulds and/or pre-set dies on production machines.
2. Setting up and adjusting compression moulding pelleting machines (including changing of punches and/or dies and/or adjustments for different sized pellets).

RATE G

1. Assisting chemical compounding of plastic materials and the application of such compounds.
2. Laminating by hand in reinforced plastics manufacture and gel coating.
3. Mass measuring and issuing of scrap and/or raw materials, including pigments, to pre-determined quantities.
4. Operating closure lining machine.
5. Operating compounding and/or sheeting and/or rolling mill.
6. Operating eyeletting machine.
7. Operating laminating machine.
8. Operating plastic production machine (n.e.s.) (including injection or compression or transfer or blow moulding, vacuum coating, vacuum forming, extrusion, casting, calendering and/or HF heat sealing machines), including machine running adjustments when necessitated by the manufacturing process.
9. Operating scrap grinding machine.
10. Removing and/or replacing dies and/or moulds and/or tools under instruction of a Rate C setter.
11. Repetition batch checking of plastic parts and/or components.
12. Repetition cutting by machine and/or machining of plastic materials (including reinforcing fibres).
13. Repetition marking and/or tracing to templates.
14. Seaming and/or jointing by hand and/or by machine.
15. Trimming by hand and/or by power tools.

RATE H

1. Buffing and/or finishing and/or polishing by hand and/or by power tools.
2. Marking of trade marks and/or symbols.
3. Operating coating head.
4. Operating fibre-glass spray-up machine.
5. Operating guillotine (excluding setting up).
6. Operating mixing and/or blending machine.
7. Operating power press.
8. Operating title blanking press.
9. Repetition drilling and/or tapping and/or thread clearing.
10. Assembling components and/or affixing with rivets and/or screws.
11. Cementing.
12. Cleaning by hand, including removal of flash.
13. Coating by brush and/or by dipping and/or by spraying.
14. Colour filling embossed or impressed mouldings.
15. Inserting linings in closures.
16. Operating dryer.
17. Operating hand press.
18. Operating pelleting machine.
19. Operating tumbling barrel.

DIVISION D/15**SPRING MANUFACTURING DIVISION**

**WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/15 ARE PRESCRIBED
IN SECTION 3 (a) OF PART II OF THIS AGREEMENT**

The following operations in the manufacture of springs:

***RATE A1**

1. Forging under the hammer, other than tapering and spear-pointing and/or scarfing and/or bending and/or joggling with dies.

***Note:** Wage rates applicable to Rate A1 to be the same as Rate A.

RATE AA

1. Supervisory work.

RATE C

1. Spring making (n.e.s.).

Learnship:

First six months of experience: Rate D.

Thereafter: Rate C.

RATE D

1. Operating and/or attending buckle facing machine.
2. Repetition bending and/or joggling and/or scarfing and/or spear-pointing and/or tapering, using spring and/or pneumatic hammers with dies.
3. Repetition coiling and/or opening and/or eye rolling to jigs and/or dies and/or stops, including running compensating adjustments only on the employee's own type of machine, including the use of preset fixed gauges, excluding setting up.

RATE G

1. Assembling of pre-manufactured components from stock requiring no fitting or adjustment but including deburring.
2. Assisting in removing and replacing dies and/or tools (excluding setting up) under effective supervision.

3. Attending fully-automatic machine, including random checking with fixed gauges. For the purposes of the above, "fully-automatic machine" is a bar-fed or coil-fed machine or a machine fitted with an automatic chucking device (i.e. magazine and/or table and/or mechanical arm fed) the manual operations of which are limited to setting the machine in motion and stopping and feeding a new bar or coil into the machine or loading the magazine, as the case may be.
4. Operating rod and/or wire straightening and/or cutting machine, including the use of rule and/or tape and the setting of stops for cutting to length (n.e.s.).
5. Operating slitting machine under effective supervision, excluding setting up.
6. Operating spring end grinding machine.
7. Repetition bending to dies and/or jigs and/or length gauges and/or stops and/or templets using gas torch.
8. Repetition coiling and/or opening and/or eye rolling to jigs and/or dies and/or stops.
9. Repetition cutting and/or cropping and/or shearing to templets and/or marks and/or stops and/or length gauges.
10. Repetition drilling and/or countersinking to marks and/or fixtures and/or stops and/or templets and/or jigs (other than radial drilling).
11. Repetition looping and/or opening and/or trimming by manually operated machines or tools to jigs and/or fixtures and/or dies.
12. Repetition marking to jigs and/or templets.
13. Repetition operation of or attending machines designed for or permanently adapted for a single tool operation where it is not necessary centralised or true to the work done by hand and where manual operations are limited to loading the workpiece into the holding device of the machine, starting, operating and/or attending, stopping and unloading the machine (excluding setting up).
14. Repetition operation of pre-set reducing rolls.
15. Repetition tapering of hot springs using rolls.
16. Routine checking and/or testing to pre-set fixed gauges.

RATE H

1. Repetition operation of and/or attending scragging machines.
2. Repetition operation of automatic straightening machine.
3. Reshaping and/or resetting of springs damaged or distorted in production.
4. Shot peening by machine.
5. Striking by hand hammer under effective supervision.
6. All packaging operations, including and incidental to addressing, labelling and marking for transport.

DIVISION D/16**STEEL REINFORCEMENT DIVISION**

**WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/16
ARE PRESCRIBED IN SECTION 3 (a) OF PART II OF THIS MANUAL**

RATE AA

1. Fixing-supervisory work (n.e.s.):
First six months of experience: Rate D.
Second six months of experience: Rate C.
Thereafter: Rate AA:

Provided that no employer shall employ any person at a rate of pay less than Rate AA per hour in the occupation set out above without obtaining the prior consent of the Council, which shall prescribe the conditions under which permission for such employment is granted.

RATE B

1. Cutting and/or bending - supervisory work (n.e.s.):
First six months of experience: Rate D.
Second six months of experience: Rate C.
Thereafter: Rate B:

Provided that no employer shall employ any person at a rate of pay less than Rate B per hour in the occupation set out above without obtaining the prior consent of the Council, which shall prescribe the conditions under which permission for such employment is granted.

RATE DDD

1. Bending (n.e.s.) to schedules (including marking and/or setting of stops) of bars exceeding 12 mm in diameter under supervision of a Rate B employee.
2. Supervising employees employed on classes of work scheduled at Rate E and below.

RATE E

1. Bending (n.e.s.) to schedules (including marking and/or setting of stops) of bars not exceeding 12 mm diameter, under supervision of a Rate B employee.
2. Cutting (n.e.s.) to schedules and/or lists (including marking and/or setting of stops) under supervision of a Rate B employee.
3. Tack welding for assembly (excluding structural welds).

RATE G

1. Feeding of tendon wires in prestressed and/or post-tensioned operations and elementary tying (with wire) under direct supervision of Rate DDD employees so designated and under the overall supervision of a Rate AA employee.
2. Operating bending and/or spiralling machines for reinforcement (manual or power operated) under the supervision of a Rate DDD employee of bars not exceeding 12 mm diameter.
3. Operating spot and/or butt welding machines for reinforcement.
4. Straightening of wire and/or rod by machine.
5. Assembly and/or elementary tying (with wire) of reinforcing steel on site and/or at works under direct supervision of Rate DDD employees so designated and under the overall supervision of a Rate AA employee.

DIVISION D/17**TUNGSTEN CARBIDE TIPPED DRILLING EQUIPMENT MANUFACTURING DIVISION****WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/17 ARE PRESCRIBED IN SECTION 3 (a) OF PART II OF THIS AGREEMENT**

The following operations in the manufacture of tungsten carbide tipped drilling equipment:

RATE AA (n.e.s.)

1. General supervisory work, including setting up of production machines (at least one supervisor must be employed in each establishment and be in charge of operation on each shift).
2. Machine tool grinding for production machines.

RATE B

1. Heat treatment-supervisory work.

RATE C

1. Supervising forging operations, including setting up (at least one supervisor to be employed in each establishment on each shift) (n.e.s.):
First six months of experience: Rate D.
Thereafter: Rate C.

RATE D

1. Metal drill sharpening by machine.
2. Machining on repetition work by means of fixtures and/or jigs and/or stops where the work cycle is manually operated (excluding setting up but including the use of fixed gauges) (n.e.s.).

RATE F

1. *Repetition operation of or attending semi-automatic machines where the work cycle is power-driven and the end point is controlled by automatically operating stops (excluding setting up).
* "Semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and where the manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting tools before and after the power cycle takes over and stopping and unloading the machine.
2. Repetition production machining of bar on capstan lathes to stops where the work piece is held by devices not necessitating any centralising or trueing (excluding setting up). (This operation is limited to a machine not exceeding 52 mm nominal bore diameter.)

RATE G

1. Bonding of tip to shank by pre-set static heating unit.
2. Operating butt and/or spot welding machine.
3. Operating forging machine.
4. Operating machine set up for and performing one operation (excluding setting up).
5. Repetition grinding off of excess brazing from drill points to fixed gauges.
6. Removing and/or replacing forging dies, excluding setting up, under the instruction of a Rate A to C employee.
7. Repetition drilling or the flush or water hole on angle, horizontal or pedestal machines.
8. Repetition drilling and/or countersinking and/or reaming by non-adjustable reamers to fixtures and/or jigs and/or templates.

RATE H

1. *Attending fully-automatic machine, including random checking with fixed gauges.
 * For the purposes of the above, "fully-automatic machine" is a bar-fed machine or a machine fitted with an automatic chucking device (i.e. magazine and/or table and/or mechanical arm fed) and where the manual operations are limited to setting the machine in motion and stopping and feeding a new bar into the machine or loading the magazine, as the case may be.
2. Dressing and/or deburring by hand and/or by grinding and/or by portable power tool.
3. Operating power saw for repetitive cutting off to stops and/or length gauges (excluding setting of stops), other than tool room.
4. Repetition threading and/or tapping by machine.
5. Application of anti-corrosive and/or protective coatings.
6. Heat treatment under instruction of a Rate B employee.
7. Loading and/or unloading of furnaces.
8. Marking trade symbols.
9. Metal buffing and/or polishing and/or cleaning.
10. Operating hand portable and/or pedestal grinding machine where the operator is not required to grind to marks and/or templates and/or gauges and/or sizes.
11. Operating sand and/or shot blasting machine.
12. Repetition inserting of tips into head, prior to bonding.
13. Repetition rough straightening by machine or by hand and/or rough checking.
14. Spray and/or dip painting.

DIVISION D/18**WIRE DRAWING AND/OR WORKING AND/OR WEAVING AND/OR FORMING MANUFACTURING DIVISION****WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/18 ARE PRESCRIBED IN SECTION 3 (a) OF PART II OF THIS AGREEMENT**

The following operations in wire drawing and/or working and/or weaving and/or forming manufacture:

Section (a): Wire drawing**RATE B**

1. Supervisory work, including setting up and final checking of the adjustments and changing of attachments.
 "Supervisory work": Not less than one employee with supervisory knowledge to be employed in each department on each shift.

RATE G

1. Operating rod and/or wire straightening and/or cutting machine.
2. Operating rod and/or wire testing machine.
3. Operating wire covering extrusion machine.
4. Operating wire draw ench, including butt welding of wire by machine and brazing of wire and removal and replacement of attachments.

Section (b): Wire drawing die manufacture**RATE B**

1. Supervisory work, including repetition measuring of test wire with micrometer, including the sizing of new dies.
2. Operating waxing machine, including grinding of outside diameter of die cases, including the use of fixed gauges.

RATE F

1. Repetition loading and/or unloading starting and/or stopping die ripping and/or re-grinding machines.
2. Repetition re-sizing of dies using wooden sticks and paste, including the use of sizing wire.
3. Repetition rough grinding of die cases for waxing.
4. Repetition rough grinding of needles and wooden sticks.

RATE G

1. Operating die battering hammer and/or fly pressing.

Section (c): Wire working and/or weaving and/or forming and/or fabrication**RATE B**

1. Marking out and/or setting up of bench work from drawings and/or dimensional sketch.
2. Supervisory work, including setting up and/or adjusting.

RATE D

1. Marking out and/or setting up of bench work to templets.

RATE F

1. Operating chain link and/or diamond mesh machine (including machine running adjustments when necessitated by the manufacturing process).

RATE G

1. Assembling of pre-manufactured components requiring no fitting or adjusting, but including deburring.
2. Operating automatic chain link and/or diamond mesh machine (including machine running adjustments when necessitated by the manufacturing process).
3. Operating barbed wire plant.
4. Operating loom.
5. Operating wire forming machine.
6. Operating wire netting plant.
7. Repetition drilling to pops and/or jigs and/or templets.
8. Repetition marking off to jigs and/or templets and/or length gauges.
9. Spot and/or butt and/or arc spot welding.

RATE H

1. Bending and/or forming to jigs and/or dies and/or stops and/or marks.
2. Coiling and reeling.
3. Cropping and/or shearing and/or cutting to templets and/or marks and/or stops and/or jigs and/or length gauges.
4. Cutting off waste wire and/or locking and/or clinching.
5. Making screens to size already drawn by a Rate B employee.
6. Minding of swifts for crimping, including stopping and/or starting machine for semi-automatic and/or hand-operated looms.
7. Operating automatic straightening machine.
8. Operating braiding machine.
9. Operating wire and strand winding and measuring machine and/or butt welding of wire by machine, including brazing of wire.
10. Repetition wire working and/or fabricating to jigs.
11. Square and/or other mesh screen weaving into rolls and/or sheets on hand-operated machine, i.e. feeding machine.
12. Weaving square and/or other mesh screening by hand.
13. Attending automatic crimping machine.

14. Bobbin filling.
15. Pirn filling.
16. Stitching of pot scourers and/or final binding of pot scourers by methods other than stitching.
17. Wrap beam filling.
18. Wrap beam minding.

Section (c): Wire drawing plant

RATE AA

1. *Supervisory work, including setting up and the final checking of adjustments and changing attachments.
 * "Supervisory work": Not less than one employee with supervisory knowledge to be appointed in each department on each shift.

RATE C

1. Assisting in the supervision of wire drawing, cleaning, heat treatment and wire testing.

RATE F

1. Supervising of employees employed on classes of work below Rate F, including repetition "in process" cheking of wire (not final checking).

RATE G

1. Attending and/or minding heat treatment and/or cleaning and/or pickling and/or lime slaking and/or spent acid plant under the supervision of a Rate AA or C employee.
2. Operating a wire covering extrusion machine.
3. Operating rod and/or wire straightening and/or cutting machine.
4. Operating rod and/or wire testing machine.
5. Operating wire drawing bench, including butt welding of wire by machine and brazing of wire and removal and replacement of attachments, under the instructions of a Rate AA or C employee.

Section (d): Wire drawing die manufacture

RATE AA

1. Supervisory work, including repetition measuring of test wire with micrometers.
2. Operating waxing machine, including grinding of the outside diameter of die-cases, including the use of fixed gauges.

RATE F

1. Supervising of employees employed on classes of work below Rate F including repetition "in process" checking of wire (not final checking).
2. Repetition resizing of dies, using wooden sticks and paste, including the use of sizing wire.
3. Repetition rough grinding of die cases for waxing.
4. Repetition rough grinding of needles and wooden sticks.
5. Repetition loading and/or unloading, starting and/or stopping die ripping and/or re-grinding machines (excluding setting up).

RATE G

1. Operating die battering hammer and/or fly press.

RATE H

1. Stamping data on die case.

Section (e): Wire galvanizing plant

RATE B

1. *Supervisory work, including, setting up and/or adjusting and/or changing attachments.
 * "Supervisory work": Not less than one employee with supervisory knowledge to be appointed in each department on each shift:
 First three months of experience: Rate C.
 Thereafter: Rate B.

RATE F

1. Supervising of employees employed on classes of work below Rate F, including repetition "in process" checking of wire (not final checking).

RATE G

1. Attending galvanizing plant when appointed as galvanizing plant attendant.

Section (f): Wire rope making plant**RATE A1**

1. Ropemaking, including supervisory work, setting up and/or adjusting and/or changing attachments.
Not less than one employee with supervisory knowledge to be appointed in each department on each shift:

First year of experience	} Refer to table of wages Rate A1
Second year of experience	
Thereafter	

RATE F

1. Supervising of employees employed on classes of work below Rate F, including repetition "in process" checking of wire (not final checking).

RATE G

1. Operating stranding or closing machine, including butt welding of wire by machine and brazing of wire and removal and replacement of attachments under supervision.
2. Operating a strand and rope covering extrusion machine.

RATE H

1. Assisting operator of a stranding or closing machine.
2. Operating an automatic wire winding machine, including butt welding of wire by machine and brazing of wire.
3. Operating a hand-fed wire winding machine.
4. Operating a strand winding machine.
5. Application of rope dressing.
6. Attending grease plant, when appointed as grease plant attendant.

Section (g): Wire rope splicing plant**RATE B**

1. *Supervisory work including setting up.
* "Supervisory work": Not less than one employee with supervisory knowledge to be appointed in each department on each shift.

RATE F

1. Supervising of employees employed on classes of work below Rate F.

RATE G

1. Assisting in rope splicing.
2. Swaging, using dies.
3. Repetition operation of power saw to stops.

Section (h): Drum-making plant**RATE AA**

1. Cutting of timber for drums, battens, segments and flanges on woodworking machines (including setting up) (n.e.s.):
First year of experience: Rate B.
Thereafter: Rate AA.

RATE F

1. Supervising of employees employed on classes of work below Rate F.

RATE G

1. Repetition cutting off to stops and/or jigs and/or fixtures.
2. Repetition rounding of spar ends on single-purpose machine.
3. Repetition drilling to templates and/or marks and/or jigs and/or fixtures.
4. Repetition marking to templates.

RATE H

1. Assembling, reconditioning, painting and spraying of drums under supervision.
2. Dressing by hand or by grinding and/or by portable power tool.
3. Punching and shearing of drum washers.
4. Repetition countersinking with twist drill and/or rosebit and/or reaming to stops.
5. Repetition bolt and/or rod screwing by machine and/or by hand.

Section (i): Miscellaneous**RATE H**

1. Operating a scrap material baling press and/or bundling machine.
2. Stamping labels and stencilling.
3. General labouring including loading and/or unloading and transporting of materials by hand and/or mechanical appliances, including tractors.

DIVISION D/20**TUBE AND/OR PIPE MANUFACTURING DIVISION**

**WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/20 ARE PRESCRIBED IN
SECTION 3 (a) OF PART II OF THIS AGREEMENT**

This following operations in the manufacture of tubes and/or pipes and/or flanges and/or accessories (excluding valves), viz.:

RATE AA

1. Assembly of pre-manufactured components from stock, where fitting is required.
2. Hand bending of tubes (n.e.s.):
First six months of experience: Rate B.
Thereafter: Rate AA
3. Marking out.
"Marking out" means the marking out with instruments of the centres and working lines of articles and/or material preparatory to machining and/or processing and/or fabricating.
4. Reconditioning of mandrel bars and/or press punches.
5. Reconditioning and radiusing of reducing mill and/or push bench rolls on machine specially designed therefore.
6. Repetition polishing of draw dies on machine specially designed therefore and using gauges, vernier scales and micrometers.
7. Rough grinding of push bench dies in machines specially designed therefore and using vernier scales.
8. Setting out.
"Setting out" means the setting out of work on the floor or on the bench to sketch and/or drawing and/or dimensions.
9. Setting up and setting out on cold tube bending machines.

RATE B

1. Attending continuous tube welding plant, including roll changing and/or setting and/or grinding and/or scarfing and/or parting tools (n.e.s.).
 2. Attending ring bed, using vernier scales and including roll changing.
 3. Tube and/or pipe inspection including the use of precision measuring instruments (n.e.s.).
- Learnership for Rate B operations and supervisory work:
First six months of experience: Rate C.
Thereafter: Rate B.

RATE C

1. Annealing boiler tubes (supervisory work).
2. Attending pumphouse (employees employed as pumphouse attendants).
3. Billet heating furnace supervisor.
4. Case and/or tool hardening and/or heat treatment (supervisory work).
5. Non-ferrous smelting and/or melting (chargehand and/or supervisory work).
6. Push bench driving under supervisor.

7. Repetition metal spinning as applied to tubular products (n.e.s.).
8. Supervision of weld inspection (n.e.s.) of pipes and/or fittings.
9. Supervisory work (draw bench), using precision measuring instruments.
10. Supervisory work (drop hammer, including tool changing).
11. Supervisory work (hydraulic presses), including tool changing.
12. Supervisory work (reducing mills), including roll changing.
13. Supervisory work-supervising operations classified below Rate C.
14. Supervising strip slitting plant, including blade changing and/or spacing of blades.

RATE D

1. Acid recovery plant supervisor.
2. Assembling by means of jigs and/or templates (n.e.s.).
3. Assembling of expansion joints for hydraulic testing.
4. Assistant supervisory work in respect of the following plants and/or operations.
 - (a) Billet furnace heating.
 - (b) Butt welding of flange collars and/or metal sections by machine.
 - (c) Continuous tube welding machines, including positioning of stops on cut-off equipment.
 - (d) Dipping of steel pipes in hot or cold bitumastic solution.
 - (e) Draw and/or push bench.
 - (f) External sheathing of steel pipes with hot bitumastic coating, including changing of sheathing ends.
 - (g) Extrusion presses.
 - (h) Galvanising.
 - (i) Hydraulic and/or mechanical press work and/or roll forming of pipe ends and/or collar type joints.
 - (j) Hydraulic testing machine work including changing of test ends.
 - (k) Preparation of pipes for welding by means of pneumatic tools.
 - (l) Reducing mills.
 - (m) Screwing and/or cutting tubes and/or tapping of tube fittings (including mounting of dies and/or cutters and/or stops during size changeover).
 - (n) Spun lining with bitumen, including changing of lining ends.
 - (o) Spun lining with concrete.
 - (p) Slings.
 - (q) Tube straightening machine.
5. Bending of tubes in manually and/or power operated machines to sketch, other than marking out and setting out.
6. Effluent disposal plant supervisor.
7. finishing the run of seam welds in pipe or tube manufactured on continuous automatic gas and/or electric welding machine prior to ultrasonic and/or X-ray inspection.
8. Operating flanged pipe facing machine (excluding setting up).
9. Operating hydraulic tube expanding machine, including checking.
10. Operating plate edge planing machine (excluding setting up, but including the positioning of stops).
11. Operating repetitive and/or continuous automatic welding machines, including adjustment owing to voltage variation.
12. Operating continuous semi-automatic gas shielded and/or flux cored wire arc welding machine, excluding setting up.
13. Operating single and/or double-head oxyacetylene profiling machine and/or single and/or multi-head straight line cutting machine, including setting up.
14. Punching and/or shearing and/or cropping to jigs and/or stops.
15. Repetition forming of plates and/or strips and/or bars and/or sections in rolls and/or press-brake.
16. Tool grinding in jigs, excluding tool room.
17. Setting up of bevelling and/or facing machines, including mounting cutters and setting of stops (tubes and/or pipes only).
18. Supervising semi-automatic tube spraying plant (paint and/or lacquer and/or oil), including varying of speed and/or adjusting of nozzle and/or temperature.

RATE DD

1. Assisting Rate AA employee by repetition hand dressing of bends not exceeding 150 mm nominal bore.
2. Attending fully automatic saw sharpening machine, excluding setting up, including loading, starting, stopping and unloading the machine.

RATE DDD

1. Adjusting welding head on spiral tube machine to follow line of seam.
2. Repetition operation of an automatic submerger arc welding machine where the operations are confined to loading, positioning the head, starting, stopping and unloading the machine, excluding setting up.

RATE E

1. Metal spraying for anti-corrosive purposes.
2. Repetition operation of weld test equipment under supervision of a Rate C supervisor.

RATE F

1. Repetition drilling and/or countersinking to jigs and/or stops and/or fixtures and/or popmarks.
2. *Repetition operation of or attending semi-automatic machines where the work cycle is power driven and the end point is controlled by automatically operating stops (excluding setting up), but including the use of fixed gauges.
* For the purposes of the above, "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and where the manual operations are limited to loading the workpiece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting tools before and after the power cycle takes over and stopping and unloading the machine.
3. Repetition operator of or attending semi-automatic or special purpose machine for machining of flanges and/or sockets and/or stub ends, including the use of fixed gauges.

RATE G

1. Assembling of pre-manufactured components from stock requiring no fitting or adjustment, but including deburring.
2. Assisting in heat treatment of welded joints.
3. Assisting in hot and/or cold forming of flat bars into flanges and/or rings, including hand peak trueing, but excluding setting up.
4. Driving power hammer.
5. Feeding cold draw bench, including removing, cleaning and replacing of dies, including the use of fixed gauges.
6. Hand buffing and/or polishing of tungsten carbide dies, using wooden sticks and paste, excluding sizing.
7. Hydraulic and/or pneumatic and/or mechanical staving.
8. Operating flux coating machine.
9. Operating mandrel bar extractor.
10. Operating mandrel bar tunnel.
11. Operating mandrel bar turntable.
12. Operating a power-driven cone plate stretching machine manually.
13. Operating pipe lining machine under instruction of a Rate A to D employee.
14. Operating pipe wrapping machine under instruction of a Rate A to D employee.
15. Operating power saw for repetitive cutting off to stops and/or length gauges.
16. Operating reeling mill.
17. Operating seam forming machine.
18. Operating tagger hammer.
19. Operating tube cutting machine, excluding setting up.
20. Paraffin testing.
21. Piercing press work using pre-set dies.
22. Preparation of pipes for patching by means of pneumatic and/or hand tools.
23. Repetition bevelling and/or facing of pipe ends.
24. Repetition boring and/or bevelling and/or facing and/or trepanning of flanges and/or sockets, excluding setting up.
25. Repetition expanding of flanges.
26. Repetition marking of material to jigs and/or templates with the aid of a template and scribe or marking material.
27. Repetition operating cold bending machine where the machine is set up by a Rate AA to D employee.
28. Repetition reaming using non-adjustable reamers.

29. Repetition screwing and/or cutting of pipes and/or tubes with die-heads and/or taps and/or cutters by machine, including the mounting of screwing and/or cutter heads, including the use of fixed gauges, excluding resetting and/or size changing.
30. Rounding of pipe ends and/or sections to gauges.
31. Screeding in the application of bitumastic sheathing.
32. Setting sections on automatic submerged arc welding machine.
33. Skimming of non-ferrous billets, excluding setting up.
34. Attending strip bundling equipment.
35. Attending strip slitting plant, including machines for the uncoiling, levelling, shearing and recoiling of slit strips up to 10 mm thickness.

RATE H

1. Attending automatic straightening and/or rounding and/or reducing and/or extracting and/or reaming machine.
2. Draw bench operating (including the use of fixed gauges).
3. Dressing and/or deburring by hand and/or by grinding and/or by portable power tools for inspection.
4. Gasket cutting, using templets.
5. Hot stripping and punching of drop forgings.
6. Rough straightening of tubes.
7. Assisting the operator of a tacking machine.
8. Charging pots for the melting of bitumen.
9. Dismantling of assembly rings.
10. Flux drying.
11. Metal coating by dipping and/or galvanising.
12. Opening and/or closing dies in socket forming.
13. Sand and/or shot blasting.
14. Striking by hand hammer for blacksmith's work.

DIVISION D/21

**THE MANUFACTURE, INCLUDING REMANUFACTURE AND/OR ASSEMBLY OF DOMESTIC
AND/OR PORTABLE APPLIANCES DIVISION**

"Remanufacture" means the correction of faults in items of equipment in a manufacturing establishment prior to sale and which items are returned to the production line, and/or the correction of faults in items of equipment returned to the original manufacturing establishment by the purchaser whilst under a guarantee.

**WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/21 ARE PRESCRIBED IN
SECTION 3 (a) OF PART II OF THIS AGREEMENT**

RATE A

1. Rectification of operational faults which occur in the manufacturing process and where the articles are not returned to the production lines.

RATE D

1. Assembling (n.e.s.).
2. Charging appliances manually with refrigerant and/or oil (n.e.s.).

RATE DDD

1. Fan speed checking, using pre-set stroboscope (excluding setting of the stroboscope).
2. Repetition adjusting of electrical control devices to predetermined limits.
3. Soldering and/or sweating by hand (n.e.s.).

RATE F

1. Operating manually-operated folding machine and/or hand brake and/or hand folder and/or finger brake to marks (excluding setting up).
2. Operating power-driven folding machine to stops and/or jigs and/or fixtures (excluding setting up).
3. Repetition high voltage "no load" (neon type tester) earth testing.
4. Repetition reaming, using adjustable reamers, provided they are pre-set by a Rate A or Rate AA employee.
5. Repetition voltage, insulation and/or ohm and/or wattage testing to pre-set values.

RATE G

1. Assembling of pre-manufactured components from stock requiring no fitting and/or adjusting, but including deburring.
2. Bending and/or forming wire to jigs.
3. Charging appliances with refrigerant and/or oil, using semi-automatic processes.
4. Connecting preformed and/or prepared wires to predetermined points and/or connections.
5. Crimping hose ends.
6. Cutting flexible hose and/or pipe.
7. Drilling to jigs and/or stops and/or fixtures and/or predetermined pop marks and/or countersinking (excluding radial drill).
8. Refrigerant leak detection (excluding rectification of leaks).
9. Repetition crimping of terminals and/or stripping wires.
10. Repetition cutting and/or preforming sets of wires to jigs and/or fixtures and/or templates and/or length gauges.
11. Repetition ohm testing of elements to pre-set setting of ohm meter.
12. Repetition operating press-brake to stops and/or jigs and/or length gauges where the stroke is not controlled (excluding setting up).
13. Repetition testing of pre-manufactured components from stock to predetermined limits where the test is confined to acceptance or rejection.
14. Stitching of cardboard by hand and/or machine.
15. Winding resistances direct onto predesigned spaced ceramic and/or mica and/or porcelain and/or mandrel.
16. Packing and/or filling cavities of double-walled sections with heat-insulating material.

DIVISION D/22**SHEETMETAL MANUFACTURING DIVISION**

All operations in the assembling and/or manufacturing and/or fabricating (as defined) of sheetmetal articles and/or tubular furniture involving the use of metal of 4 mm and thinner and which may include integral light metal sections of material not exceeding 7 mm thickness and up to and including 16 mm round attachments to hollow-ware.

For the purposes of this Division, "fabricating" includes the manufacturing of non-standard and/or custom-built articles when performed conjointly with manufacture as defined, and is confined to operations scheduled in this Division.

The classes of work scheduled in Division D/21 of this Agreement shall *mutatis mutandis* apply to any such work undertaken in Electrical Wiring operations not scheduled in this Division.

**WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/22
ARE PRESCRIBED IN SECTION 3 (a) OF PART II OF THIS AGREEMENT**

Section (a): General**RATE AA**

1. *Marking out.
* For the purpose of the above, "marking out" means the marking out with measuring instruments of the centres and working lines of articles and/or material preparatory to machining and/or processing.
2. Setting out.

RATE B

1. Final knocking out of dents and/or final straightening by use of hammer, spoon, dolly or wrench bar (n.e.s.).
2. Preparing completed doors and/or door frames and/or window surrounds for non-standard fittings.
3. Repairing and/or altering and/or adjusting and/or erecting on site or building of doors and/or door frames, window surrounds and curtain walling (n.e.s.) (outwork only).

RATE C

1. Arc and/or gas welding by hand.
2. Operating power-driven guillotine (n.e.s.).
3. Operating press-brake (n.e.s.).
4. Roller bending and/or forming, other than repetition roller bending and/or forming (n.e.s.).

RATE D

1. Assembling (n.e.s.).
2. Automatic welding where the welding head is automatically fed and speed of weld mechanically controlled.
3. Fitting of glazing beads and all operations incidental thereto, including marking for mitreing and pop marking prior to drilling.
4. *Marking off (n.e.s.).
 - * "Marking off" means marking of material to given lengths for cutting-off purposes, using only rule and/or tape measure and marking material.
5. Operating power-driven folding machine (n.e.s.), including setting up.
6. Operating turret punching machine to stops and/or templates (n.e.s.) (including setting).
7. Press operating (n.e.s.), excluding setting.
8. Welding and/or brazing, including hard and/or silver soldering, of parts located in jigs and/or parts so located as to obviate the need for a jig (n.e.s.).

RATE DD

1. Gas brazing on hot water geysers of copper components in fixtures, or so formed as to obviate the need for fixtures, using fluxless brazing rods.
2. Operating press brake to stops and/or jigs and/or length gauges where the stroke is controlled (excluding setting up).
3. Positioning and bolting down of die sets in pre-located positive guides on presses of capacity up to 50 tons, prior to setting by a Rate C setter.
4. Welding and/or brazing to fixtures or parts so located as to obviate the need for a fixture (weld length not to exceed 55 mm, and material thickness not to exceed 2,5 mm).

RATE E

1. Metal spraying for anti-corrosive purposes under effective supervision.

RATE F

1. Operating manually-operated folding machine and/or hand brake and/or hand folder and/or finger bending brake to marks (excluding setting up).
2. Operating power-driven folding machine to stops and/or jigs and/or fixtures (excluding setting up).
3. Operating power-driven guillotine to stops (excluding setting up).
4. Repetition operation of or attending semi-automatic machines where the work cycle is power-driven and the end point is controlled by automatically operating stops (excluding setting up).

For the purposes of the above, "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools before and after the powers cycle takes over and stopping and unloading the machine.

5. Repetition production machining of bar and/or tube on capstan lathes to stops where the work is held by devices not necessitating any centralising or trueing (excluding setting up). (This operation is limited to a machine not exceeding a 52 mm nominal bore diameter.)

RATE G

1. Affixing and/or positioning of ventilators into industrial windows and/or of windows into surrounds and/or screwing and/or riveting, including clamping and/or positioning under effective supervision, excluding arc welding.
2. Assembling of pre-manufactured components from stock requiring no fitting and/or adjusting, but including deburring.
3. Attaching fittings on prepared door frames and/or window surrounds.
4. Beading and/or seaming and/or grooving and/or trimming and/or curling and/or wiring and/or dishing and/or flanging and/or locking double side top and bottom.
5. Bending to stop and/or marks of piping and/or tubing marked to size by manual pipe and/or tube bending machine.
6. Bending to stops of piping and/or tubing by power-operated pipe and/or tube bending machine, excluding setting.
7. Leak-testing of finished products, other than by pressure testing.
8. Loading of rolled sheet coils onto uncoiler and setting of uncoiler release under supervision of a Rate A to D employee.
9. Operating manually operated folding machine and/or hand brake and/or hand folder and/or finger bending brake to stop and/or jigs and/or fixtures, excluding setting up.

10. Operating press-brake to stops and/or jigs and/or length gauges where the stroke is not controlled (excluding setting up).
11. Operating tube and/or rod and/or wire straightening machine.
12. Operating wire fed stitching machine.
13. Random drilling where the location of the hole is not critical or is immaterial (in the manufacture of tanks and/or reservoirs only).
14. Repetition application of insulating materials, including cutting and/or marking to templates under effective supervision.
15. Repetition bending and/or forming by machine to jigs and/or dies and/or stops and/or length gauges (excluding press-brake and excluding setting up).
16. Repetition butt and/or spot and/or flash and/or seam and/or projection and/or resistance and/or percussion welding by machine.
17. Repetition coiling of tubes under the instruction of a Rate AA to D employee.
18. Repetition cutting and/or cropping and/or shearing to stops and/or templates and/or jigs and/or length gauges and/or fixtures and/or marks (excluding power-driven guillotines and excluding setting up).
19. Repetition drilling to jigs and/or prelocated parts and/or templates and/or pops and/or fixtures and/or marks (excluding radial drilling machines).
20. Repetition hot and/or cold blanking and/or piercing by press, using guides and/or jigs and/or stops.
21. Repetition machine punching and/or slotting and/or notching to jigs and/or guides and/or stops.
22. Repetition marking to templates and/or jigs.
23. Repetition operating nibbling machine and/or nibbling shears to jigs and/or stops and/or templates and/or marks in sheet of 4 mm and thinner.
24. Repetition popmarking to jigs and/or templates.
25. Repetition reaming with non-adjustable reamers.
26. Repetition roller bending and/or roller forming and/or re-rolling.
27. Repetition rolling and/or corrugating and/or forming of tank bodies.
28. Repetition soft soldering and/or sweating.
29. Repetition spinning, using formers, including the use of fixed gauges but excluding setting.
30. Repetitive countersinking to stops.
31. Repetitive threading and/or tapping.
32. Rough straightening of components and/or materials using tinman's hammer and/or mallet and/or pliers only.
33. Screwing on and/or riveting and/or clipping of assembled louvre stiles into metal frames.

RATE H

1. Application of adhesive and/or anti-corrosive and/or protective coatings.
2. Cutting timber by hand and/or machine for crating purposes and/or crate making.
3. Dressing and/or deburring by hand and/or by grinding and/or by portable power tools.
4. Hand trueing of tubular frames to jigs and/or templates and/or fixtures.
5. Lifting and/or placing of stops into position where positive location is provided (excluding setting of stops).
6. Operating baling press.
7. Operating tumbling barrel.
8. Re-threading and/or re-tapping.
9. Sand and/or shot blasting.
10. Scrap cutting and/or baling.
11. Preparing work for painting and/or soldering and/or brazing.

Section (b): Hollowware manufacturing operations

1. Welding and/or silver soldering of stainless steel products (n.e.s.): Refer to table of wage rates.

RATE DD

1. Free-hand gas welding of seams of milkcans (n.e.s.).
2. Welding and/or silver soldering of stainless steel products (attachment of spouts and/or handles and/or hoops and/or legs).

RATE F

1. Attaching handles and/or spouts and/or hoops and/or fittings by welding.
2. Drop testing of finished enamelled hollowware under supervision of a Rate AA to D employee.
3. Repetition fusion welding of containers not exceeding 1,6 mm in thickness, in fixtures, not involving the use of filler rods.
4. Welding in manufacture of spouts and/or handles.
5. Welding of hoop seams.
6. Welding of milk-can neck to body.

RATE G

1. Automatic welding, where the welding head is automatically fed and the speed of the weld mechanically controlled.
2. Operating guillotine to jigs and/or stops and/or marks and/or fixtures, excluding for pressed metal door frames, pressed metal window surrounds, transformer doors and pressed metal sub-economic housing doors and curtain walling manufactured mainly from pressed metal (excluding setting up).
3. Operating machine designed for or permanently adapted for one only operation where it is not necessary to centralise or true the work (non-machining operation).
4. Repetition bending and/or forming by machine to jigs and/or dies and/or stops (excluding press-brake).
5. Repetition operation of or attending machines designed or permanently adapted for a single tool operation where it is not necessary to centralise or true the work by hand and where the manual operations are limited to loading the work piece into the chuck or holding device of the machine, starting, operating and/or attending, stopping and unloading the machine.
6. Repetition operation of or attending semi-automatic machines where the work cycle is power-driven and the end point is controlled by automatically operating stops (excluding setting up).

For the purposes of the above, "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and where the manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools before and after the power cycle takes over and stopping and unloading the machine.

7. Reshaping and/or straightening articles and/or components damaged or distorted in production.
8. Visual inspection.

RATE H

1. Application of anti-corrosive and/or protective coatings.
2. Degreasing and/or polishing by hand rubbing.
3. Dipping in enamel and/or paint and/or lacquer.
4. Dressing and/or deburring by hand and/or by grinding and/or by portable power tools.
5. Fitting handles to hollowware, excluding welding.
6. Holding up for riveting.
7. Loading and/or unloading of plating and/or anodising racks under the instruction of a Rate A to D employee.
8. Operating hand portable or pedestal grinding machines where the operator is not required to grind to marks, templates, gauges or sizes.
9. Operating wire-fed stitching machine.
10. Pressing and/or bending and/or forming and/or rolling in the manufacture of handles and/or spouts and/or fittings.
11. Repetition spot and/or projection welding of fittings to main components by machine.
12. Stoning and/or filling of hollowware in enamelling process under the instruction of a Rate A to D employee.
13. Wiring and/or unwiring of articles for immersion in plating baths under the instruction of a Rate A to D employee.

Section (c): Woodworking operations when performed conjointly with metal furniture manufacture

REFER TO TABLE OF WAGE RATES

1. Finishing and/or polishing and/or veneering of wood (n.e.s.).
2. Marking and/or setting out, including measuring (n.e.s.).
3. Operating a multiple drum sandpapering machine.
4. Sharpening woodworking tools (n.e.s.).
5. Wood machining in furniture making, including setting up and including the use of hand tools (n.e.s.).
6. Marking for boring machine only by means of pronged jigs.
7. Rubbing with an abrasive paste and/or abrasive liquid by machine and/or mechanical appliance.

8. Setting up and/or operating and/or performing any work with any one or more of the following machines:
 - (a) Mortice machine;
 - (b) boring machine;
 - (c) hinge recessing machine when used for the purpose of cutting recesses for locks and/or hinges;
 - (d) dowel inserting machine;
 - (e) single drum sandpapering machine; bobbin sandpapering machine;
 - (g) belt sandpapering machine;
 - (h) disc sandpapering machine;
 - (i) portable sandpapering machines other than those specified in No. 18 hereof.
9. Bending solid timber.
10. Filling in holes and/or crevices with substances other than plugs and/or slivers.
11. Making and/or pointing of dowels.
12. Painting and/or filling in of edges of laminated board and/or plywood.
13. Preparing sandpaper and affixing of same.
14. Removing doors and/or fittings from articles of furniture.
15. Reviving by hand only.
16. Rubbing with an abrasive paste and/or abrasive liquid by hand only, and expressly excluding the use of any machine and/or mechanical appliance.
17. Sandpapering by hand regardless of whether the article papered is stationary or rotating.
18. Setting up and/or operating any type of rotating and/or vibrating-reciprocating sandpapering machine with a papering surface of not more than 0,323 m².
19. Spreading flock on adhesive surface and/or applying adhesive for flock by hand.
20. Stripping polished surfaces.
21. Waxing, bleaching, staining and/or oiling by hand.
22. Dipping of solid timber into softening solution.
23. Knocking in dowels.
24. Marking out by templet.
25. Mixing and/or mass-measuring and/or preparing glue.
26. Operating and/or attending presses of any kind.
27. Setting up and/or operating dowel squeezing or tennon squashing machine.
28. Spreading glue.
29. Tapeless joining.
30. Taping and/or stapling and/or tacking veneers and/or plywood and/or hardboard into position for pressing.
31. Taping veneers.
32. Trimming away excess veneer after affixing of veneer.
33. Washing off and/or removing gum and/or tapes and/or paper.

DIVISION D/23

ELECTRONIC, RADIO COMMUNICATIONS AND/OR TELECOMMUNICATION MANUFACTURING DIVISION (INCLUDING ASSEMBLY AND/OR ERECTION)

All operations in the assembly and/or erection in the manufacturing establishment and/or manufacture and/or re-manufacture and/or modification of telecommunication equipment and/or any other equipment employing the principles of electronics and/or radio and/or any components used in the electronics and/or radio industry, including—

- telephone, telegraph and data transmission equipment, including cellular telephones;
- HF, VHF, UHF, and microwave radio communication equipment;
- automatic and manual telephone switching systems;
- land mobile radio equipment;
- supervisory and control systems;
- signalling systems;
- fault detection and alarm equipment;
- public address and paging systems;
- scientific, ultrasonic measuring and electro-medical equipment;

navigation aids;
 mobile, marine, aircraft and broadcasting radio equipment;
 closed circuit television equipment;
 interference suppression equipment;
 electrical and/or electronic test apparatus;
 industrial electronic equipment;
 computer equipment integral to communication and/or process control;
 radar and allied equipment;
 electronic distance measuring equipment;
 modems;

but does not include the assembly and/or manufacture of domestic articles, i.e., car, home and portable radios, television, tape recorders and gramophone equipment, loudspeakers, together with sub-assemblies made solely for the use in the aforementioned equipment by the manufacturers of that equipment.

For the purposes of this Division—

“**electronics**” means equipment where the primary circuits are based on the conductance of electricity through a vacuum, gas or semi-conductor;

“**radio**” means equipment where the primary function is to transmit and/or receive intelligence without the aid of a physical conductor;

“**re-manufacture**” means the correction of faults in terms of equipment returned to the original manufacturing establishment and processed on the normal production line.

WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/23 ARE PRESCRIBED IN SECTION 3 (a) OF PART II OF THIS AGREEMENT

RATE A

1. Telecommunication electrician's work.
2. Telecommunication mechanic's work.
3. Calibrating of electrical instruments and/or dials and/or measuring equipment.

RATE AA

1. Electrical functional testing and/or fault localising to schematic drawings and/or specifications (n.e.s.).
2. High potential functional testing and/or fault localising when performed by persons normally engaged in operative processes (n.e.s.).

RATE B

1. Edge lapping of crystal blanks by hand, excluding calibration.

RATE C

1. All wiring and/or cable forming operations (including the preparation of templates) involving reference to schematic drawings (n.e.s.).
2. Cutting of raw quartz and/or crystal blanks by semi-automatic machine, including setting of angles to predetermined settings (n.e.s.).
3. Assembling of cabinets and/or frameworks where no fitting adjustments are required.

RATE D

1. Assembling (n.e.s.) where no fitting adjustments are required.
2. Mechanical and/or electrical checking of equipment involving predetermined electrical measurements and/or drawings prior to or where no functional testing is involved, excluding rectification or repairs of such equipment.
3. Complete sequential adjustment of two-motion selectors to predetermined limits.
4. Hand contouring and checking of crystal blanks to pre-set limits of frequency.
5. Repetitive visual and/or electrical testing of system discs under stereomicroscope.
6. Semi-automatic lapping and/or polishing of crystal blanks to predetermined frequency limits, including checking of frequency (n.e.s.).
7. Setting of stops on guillotine for cutting insulation only.
8. Setting of stops on tube and/or pipe bending machine.

RATE DD

1. Testing and alignment of crystal filters against predetermined limits using printout results from automatic test equipment, alignment being achieved by suitable changes of components in filter.
2. Checking and/or adjusting of crystals and/or crystal blanks to predetermined limits of frequency by evaporation and/or by etching and/or by hand.
3. Checking the cutting angle and/or correction factor of raw quartz and/or crystal blanks to predetermined limits during the process of manufacture.
4. Operating nibbling machines (n.e.s.) for batch and/or mass production on material 4 mm thickness or less.
5. Repetitive production lapping and/or checking of quartz crystal blanks to predetermined limits of time and thickness, using pre-set gauges.
6. Repetitive visual checking of system discs by comparison under standard microscope.
7. Supervision of Rate DDD to E employees.
8. Assembly and/or modification of sample printed circuit boards to instructions and/or sketches and/or photographs and/or diagrams.

RATE DDD

1. Adjustments to predetermined limits of electrically and/or mechanically operated assemblies.
2. All operations in the making of cable forms without reference to drawings (n.e.s.).
3. Assembly to sample and/or instructions and/or pictorial sketches and/or planning cards of telephone assemblies and/or selector assemblies and/or teleprinter and/or capacitors (n.e.s.).
4. Bonding of wires from transistor dice contact areas to terminal posts by means of a jig under microscopic vision (n.e.s.).
5. Friction alloying and/or wafer bonding and/or ultrasonic bonding of dice to headers by means of a jig under microscopic vision (n.e.s.).
6. Micro welding and/or nail-head bonding and/or ultrasonic bonding of gold wire to transistor leads under microscopic vision (n.e.s.).
7. Operating engraving machine, including the changing of type but excluding tool setting.
8. Repetition high potential insulation testing with foolproof testing instrument.
9. Repetitive batch checking of equipments and/or subunits and/or components to running out lists and/or samples and/or planning cards and/or pictorial sketches and/or photographs, including buzzing.
10. Repetitive batch mechanical and/or electrical checking and/or adjusting of equipments and/or subunits and/or components by comparison with fixed standards with predetermined limits by means of comparators and/or deviation meters and/or special purpose test gear (n.e.s.).
11. Soldering by hand (n.e.s.).
12. Visual checking of crystal and/or crystal blanks during the manufacturing cycle.
13. Winding on hand and/or semi-automatic machines to planning cards and/or sketches and/or diagram, including changing of self-locating mandrels and/or formers (n.e.s.).
14. Wiring to instructions and/or running out lists and/or planning cards and/or pictorial sketches and/or samples and/or audio aids and/or photographs of equipment racks and/or shelves and/or panel details and/or units, including soldering and/or wrapping of wires (n.e.s.).
15. Colouring of wires, using semi-automatic machines.
16. Preparing of bobbins and/or formers, i.e. deburring, facing, painting and varnishing.
17. Installation of radio communication equipment into vehicles under Rate A supervision.
18. Wiring of radio shelters under Rate A supervision.
19. Operating flow-solder machine, including checking of solder temperature and maintaining solder-bath levels.
20. Preforming of the ends of electronic components to instructions and/or sketches on machines, including the cutting of the ends and the adjustment of the machines by means of a calibrated dial.
21. Changing and/or replacing of components on printed circuit boards to specific instructions.
22. Operating a resin dispensing unit, including the filling of pressure chambers, and adjusting pressure according to laid-down instructions. Checking of resin and hardener mixture by weighing on a gram scale and adjusting of dispensary unit. Filling of prepared ring core coils with resin and loading into vacuum chamber.
23. Selection of marked dice under microscope.
24. Mirror loading of dice, using vacuum pencil under microscope.

RATE E

1. Assembling and/or soldering of electrical components to mountings.
2. Assembling and/or soldering and/or strapping of components to printed circuit boards, using samples and/or pre-marked boards.
3. Marking of system discs by automatic machine where manual operations are limited to loading, aligning the disc and unloading, excluding setting up of machine.
4. Production assembly and/or wiring to samples and/or planning cards and/or audio aids in jigs and/or fixtures and/or self-locating parts, including soldering and/or wrapping of wires.
5. Repetitive preparation of job description cards for cutting preformed cables to lengths.
6. Slitting system discs on semi-automatic machine, excluding setting up of machine.
7. Spotting and/or burnishing and/or wiring and/or sputtering and/or lining and/or edge cleaning and/or pasting and/or damping mass assembly and/or wire forming and/or corner dipping and/or mounting of crystal blanks by use of jigs and/or fixtures and/or machines.
8. Strapping, including sleeving and/or soldering.
9. Visual checking and/or touching up of printed circuit boards during the process of manufacture.
10. Wiring of relay bars and/or frames and/or terminal blocks to instructions and/or running out lists and/or samples and/or audio aids, including wrapping of wires.
11. Touching-up of paintwork on main and/or sub-assemblies.
12. Transferring of data to EPROMS, using automatic programmable apparatus.
13. Winding of ring core coils by hand, including tinning of wire-ends and fitting into casings and cutting wires to length.

RATE F

1. Cutting and/or trimming of components, using jigs, by power saw and/or hand press.
2. Cutting of printed circuit boards to marks.
3. Laying and binding of cable forms from prepared running out lists on prepared cable form boards not exceeding 1 m x 1,25 m.
4. Loading of components into, and unloading from, automatic test gear.
5. Mirror loading of dice, using vacuum pencil, excluding use of a microscope.
6. Operating coding machines and/or press and/or fixtures, including change of type.
7. Pen writing to samples and/or instructions and/or pictorial sketches and/or photographs.
8. Repetition production machining of bar and/or tube on capstan lathes to stops where the work piece is held by devices not necessitating any centralising or trueing, excluding setting up. (This operation is limited to a machine not exceeding a 52 mm nominal bore diameter.)
9. Repetition production winding by machine of prepared bobbins to predetermined number of turns, using round wire, including changing of bobbins (maximum length of bobbin 150 mm).
10. Selection of components and/or piece parts into work trays as per selection lists.
11. Separating and/or breaking of system discs, excluding setting of machine.
12. Washing and/or cleaning and/or packing of wafers/blanks.
13. Operating of a semi-automatic transfer printing machine, including the preparation and mixing of printing ink.
14. Operating a semi-automatic wire cutting and stripping machine, including the changing of wire lengths by operating of pre-set dials and removal and affixing of pre-set dies for differing wire diameters.

RATE G

1. Coding and/or silk screening to samples and/or instructions and/or pictorial sketches and/or photographs.
2. Dip and/or flow soldering of printed circuit boards.
3. Dipping and/or impregnation in insulating medium and/or enamel and/or paint and/or varnish and/or wax and/or resins.
4. Fly and/or treadle and/or manual pressing and/or notching and/or power pressing, where the work is operated upon with pre-set dies (excluding setting of dies).
5. Hand bending and/or forming to jigs and/or formers and/or stops.
6. Operating nibbling machine to templates and/or stops and/or marks (plate not exceeding 4 mm in thickness).
7. Operating power saw and/or band saw for repetitive cutting off to stops and/or length gauges (excluding setting of stops).
8. Repetition crimping of terminals.
9. Repetition cutting and/or slicing of raw quartz and/or crystal blanks on fully automatic machines, where the work cycle is confined to loading and/or unloading of work piece.

10. Repetition drilling to pre-marked pops and/or dimples and/or jigs and/or fixtures and/or stops, including counter-sinking and/or reaming by non-adjustable reamers, excluding radial drill.
11. Repetition hot and/or cold blanking and/or piercing by press, using guides and/or jigs and/or stops and/or dies.
12. Repetition machine punching to jigs and/or stops and/or gauges and/or marks.
13. Repetition marking to templates and/or jigs.
14. Repetition preparation of coil bobbins, including the application of shunt windings.
15. Repetition production assembly in jigs and/or fixtures and/or of self-locating parts from stocks where no fitting or adjustment is required, but including deburring.
16. Repetition production tinning and/or soldering of crystal cans.
17. Repetition spot and/or seam and/or projection and/or stud and/or butt and/or flash welding.
18. Repetition tinning of coil bobbin terminals.
19. Repetitive batch checking of piece parts and/or components by means of pre-set fixed gauges under supervision.
20. Riveting not exceeding 10 mm diameter rivets and/or eyeletting.
21. Routine air leak testing.
22. Spraying of enamel and/or paint and/or insulating medium and/or anticorrosive coatings, under supervision, other than blending.
23. Sticking and/or unsticking of raw quartz and/or stacking and/or bonding of crystal blanks to carriers prior to and/or after subsequent machining.
24. Stripping and/or etching of crystal blanks during the process of manufacture.
25. Washing and/or cleaning and/or coating and/or exposing and/or developing and/or etching of printed circuit boards and/or blanks.

RATE H

1. Application of insulating medium (n.e.s.).
2. Repetition cutting and pre-forming sets of wire to jigs and/or fixtures.
3. Repetition stripping of insulated wire and/or cable by pre-set tools.
4. Attending electroplating bath under instruction of a Rate A employee.
5. Attending oven.
6. Compound filling.
7. Despatch packing.
8. Dipping and/or impregnating in insulating medium and/or enamel and/or paint.
9. Dip tinning in solder pot.
10. Metal buffing and/or polishing and/or finishing.
11. Metal cleaning by pickling and/or degreasing.
12. Metal coating by dipping.
13. Retreading and/or retapping by hand.
14. Sand and/or shot blasting.

TRAINING PERIODS AND RATES OF PAY THEREFOR

(Applicable to operations scheduled in this division only)
(Not applicable to machining operations and setting up)

Class of work	Experience			
	First four months (rate per hour)	Second four months (rate per hour)	Third four months (rate per hour)	Thereafter
Rate AA:				
Newcomers	D	C	B	AA
From Rate B	B	AA	AA	AA
Rate B:				
Newcomers	D	D	C	B
From Rate C	C	B	B	B
From Rate D	D	C	C	B

Class of work	Experience			
	First four months (rate per hour)	Second four months (rate per hour)	Third four months (rate per hour)	Thereafter
Rate C:				
Newcomers	DD	DD	D	C
From Rate D	D	C	C	C
Rate D:				
Newcomers	DDD	DD	DD	D
From Rate DD	DD	D	D	D
Rate DD:				
Newcomers	DDD	DDD	DD	DD
From Rate DDD	DDD	DD	DD	DD

Note:**RATE DDD:**

Newcomers to Rate DDD shall be paid not less than (refer to table of wage rates) cents per hour for the first four months, and thereafter at Rate DDD.

RATE E:

Newcomers to Rate E shall be paid not less than (refer to table of wage rates) cents per hour for the first four months, and thereafter at Rate E.

DIVISION D/24**TUNGSTEN CARBIDE TOOL MANUFACTURE DIVISION**

WAGE RATES APPLICABLE TO OPERATIONS SCHEDULE IN DIVISION D/24 ARE PRESCRIBED IN SECTION 3 (a) OF PART II OF THIS AGREEMENT

The following operations, viz:

RATE AA

- General supervisory work, including setting up of production machines (at least one supervisor must be employed in each establishment and be in charge of operations on each shift).
- Machine tool grinding (excluding universal grinding):
First six months' experience: Rate C.
Second six months' experience: Rate B.
Thereafter: Rate AA.
- Milling of tungsten carbide tools (excluding universal milling).
- Operating centre lathe for tungsten carbide tools.

RATE D

- Hand torch brazing:
First three months' experience: Refer to table of wage rates.
Thereafter: Rate D.

RATE E

- Machining of shanks for seating, viz:
Repetition operation of or attending machines designed for or permanently adapted for a single tool operation where it is not necessary to centralise or true the work by hand and where the manual operations are limited to loading the work piece into the chuck or holding device of the machine, starting, operating and/or attending, stopping and unloading the machine (excluding setting up).

RATE F

- Repetition grinding on automatic cycle machines under the instruction of a Rate A to C employee.

RATE G

1. Bending of pre-heated shanks by machine to jigs.
2. Machining of shanks for seating on a special purpose machine, where the manual operations are limited to loading the work piece into the chuck or holding device of the machine and unloading.
3. Machining clearance angles on tools by special purpose machines to pre-set angles (excluding setting up).
4. Off-hand buffing and/or polishing.
5. Operating manual machines designed for or permanently adapted for one only operation, where it is not necessary to centralise or true the work by hand.
6. Rough forming by grinding of brazed tools.
7. Seating of tips by induction heating.

RATE H

1. Cutting to stops and/or lengths gauges in power and/or friction saws (excluding setting up).
2. Operating hand portable and/or pedestal grinding machine, where the operator is not required to grind to marks, templates, gauges or sizes.
3. Sand and/or shot blasting.
4. Stencilling and/or marking and/or colour marking and/or labelling.

DIVISION D/25**MOTOR VEHICLE PARTS AND COMPONENTS MANUFACTURING DIVISION**

(1) Wage provisions applicable to the manufacturing and/or assembling of parts and/or spares and/or accessories and/or components of motor vehicles, viz:

WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/25 ARE PRESCRIBED IN SECTION 3 (a) OF PART II OF THIS AGREEMENT

RATE C

1. Repetition drill sharpening by hand (n.e.s.).

RATE D

1. Galvanising (supervisory work).
2. Machining (n.e.s.) on repetition work by means of fixtures and/or jigs and/or stops (excluding the requirement of stops for parting off) where the work cycle is manually operated (including the use of fixed gauges and/or comparators and/or indicators for dimensional purposes only—such instruments to be set by a Rate A employee), and including the replacing and/or repositioning of throwaway tips only on throwaway tipped tooling, but excluding machine tool setting up and/or tool setting and adjusting.
3. Marking off material (n.e.s.).
 - * **"Marking off"** means marking off material to given lengths for cutting-off purposes, using only length gauges and/or rule and/or tape measure and marking material.
4. Preliminary welding for positioning of jobs prior to welding or riveting or bolting up (runs of not more than 40 mm in length).
5. Press operating (n.e.s.), including the affixing and/or removal of dies where there is positive location, but excluding setting up.
6. Production electric welding in jigs and/or assemblies already partly welded in jigs so as to minimise the effect of distortion and where the ampereage, size or type of rod or rate of deposition is predetermined (n.e.s.).

RATE E

1. Repetition balancing of motor components on special purpose machines, excluding calibration of the machines.

RATE F

1. Reaming, using bridge reamers.
2. *Repetition operation of or attending semi-automatic machines where the work cycle is power-driven and the end point is controlled by automatically operating stops (excluding setting up, but including the use of fixed gauges and/or comparators and/or indicators for dimensional purposes only—such instruments to be set by a Rate A employee).
 - * For the purposes of the above, (semi-automatic machine) is a machine on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools before and after the power cycle takes over and stopping and unloading the machine.

3. Repetition production machining of bar and/or tube on capstan lathes to stops where the work is held by devices not necessitating any centralising or trueing (excluding setting up).
(This operation is limited to bar not exceeding 52 mm diameter and/or tube up to 80 mm diameter).
4. Soldering and/or sweating by hand (n.e.s).

RATE G

1. Assembling of pre-manufactured components from stock requiring no fitting or adjustment, but including deburring.
2. *Attending fully-automatic machine (including checking with fixed gauges and/or comparators and/or indicators for dimensional purposes only—such instruments to be set by a Rate A employee).
* For the purposes of the above, "fully-automatic machine" is a bar-fed machine or a machine fitted with an automatic chucking device (i.e. magazine and/or table and/or mechanical arm fed) and where the manual operations are limited to setting the machine in motion, feeding a new bar into the machine or loading the magazine, as the case may be, and stopping the machine.
3. Fly and/or treadle and/or manual pressing and/or notching and/or power pressing where the work is operated upon with pre-set dies (excluding setting of dies) and/or stops.
4. Heat treatment under instruction of a Rate AA to D employee.
5. Repetition countersinking with twist drill and/or rose bit to fixtures and/or stops, and/or reaming, using non adjustable reamers.
6. Repetition drilling to fixtures and/or gauges and/or jigs and/or stops and/or templets (excluding radial drill).
7. Repetition hot and/or cold bending and/or forming to dies and/or jigs and/or stops.
8. Repetition hot and/or cold blanking and/or piercing on presses, using guides and/or jigs and/or stops and/or dies.
9. Repetition machine punching to jigs and/or stops and/or dies and/or marks, including random checking with fixed gauges.
10. *Repetition marking to jigs and/or templets.
* "Marking to templets" means the marking of material by means of a templet and scribe or marking material.
11. Repetition operation of and/or attending machine designed or permanently adapted for a single operation where it is not necessary to centralise or true the work by hand and where manual operations are limited to loading the work piece into the chuck or holding device of the machine, starting, operating and/or attending, stopping and unloading the machine.
12. Repetition operation of vehicle rim rolling machines where the power cycle is automatic and where operations are limited to loading, starting, stopping and unloading, and where no gauging is required.
13. Repetition rolling in forging rolls.

RATE H

1. Automatic and/or semi-automatic machine nutting.
2. Bending to stop of pipes and/or tubes in manually and/or power-operated bending machines.
3. cold forming and/or trimming and/or punching by machine.
4. Dressing and/or deburring by hand and/or by grinding and/or by portable power tool.
5. Metal coating by dipping under supervision of a Rate A to D employee.
6. Operating automatic thread forming machine.
7. Operating bolt and/or nut facing machine.
8. Operating frazing and/or pointing machine.
9. Operating tube and/or rod and/or wire straightening machine.
10. Repetition cutting and/or cropping and/or shearing to length gauges and/or marks and/or stops.
11. Repetition hydraulic testing and/or air testing, excluding preparatory work.
12. Repetition roller bending of material not exceeding 4 mm in thickness.
13. Re-threading and/or re-tapping.
14. Sand and/or shot and/or hydro and/or grit blasting.
15. Screwing machine operating excluding setting up.
16. Baling of scrap.
17. Dipping in enamel and/or paint and/or lacquer.
18. Feeding a forming machine.
19. Feeding and/or minding special purpose nicking and/or profiling and/or slotting machine.

20. Holding up for riveting.
21. Straightening and/or flattening of gussets and/or cleats.
22. Stretching and/or rough straightening of bars by hand and/or machine.
23. Stripping forgings and/or stampings, using dies.

(2) Notwithstanding any operation or wage rate scheduled in this Division or in Schedule G and/or Schedule M of this Agreement no operation or wage rate scheduled in this Division or in Schedule G and/or Schedule M of this Agreement shall apply to the following operations in the manufacture of motor vehicle parts and/or spares and/or accessories and/or components for motor vehicles, viz: Repetition operation of or attending machines adapted for semi-automatic operations (including programme controlled copying lathes), where the work cycle is power-driven and the end point is controlled by automatically operating stops, so that manual operations are limited to loading, unloading, setting the machine in motion, stopping and advancing or retracting the tools before and after the power-driven cycle takes over (excluding setting up). Repetition welding and/or brazing and/or bronze welding in jigs or of parts so formed and/or located as to obviate the need for a jig, and/or tack welding of pre-assembled units. Semi-automatic welding by machine (excluding setting up).

DIVISION D/26

ELEVATOR AND/OR ESCALATOR MANUFACTURING DIVISION

The following operations in the manufacture and/or assembly of elevators and/or escalators:

WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/26 ARE PRESCRIBED IN SECTION 3 (a) OF PART II OF THIS AGREEMENT

RATE A

1. Assembly requiring fitting adjustments.
2. Electrical fitting (n.e.s.).

RATE AA

1. All wiring operations involving reference to wiring diagrams.
2. Electrical functional testing, including earth potential testing and/or fault localising to schematic drawings and/or specifications.

RATE B

1. Visual checking of signal fixture equipment to drawings and/or specifications (excluding electrical functional testing).

RATE C

1. Assembling of cabs from preformed sheetmetal components (non-electrical) where no fitting is required but repetitive adjustment is necessary, and a rule, scribe and square are used for aligning purposes only, including tack and/or spot welding (n.e.s.).
2. Straightening or flattening (n.e.s.).

RATE D

1. Drilling and/or countersinking and/or reaming and/or spot facing (n.e.s.), including the use of adjustable reamers, provided they are pre-set by a Rate A or Rate AA employee (including sharpening drills).
2. Operating semi-automatic argon arc welding machine.
3. Press operating (n.e.s.), including the affixing and/or removal of dies where there is positive location.
4. Repetitive electrical assembly work on cabs (n.e.s.), where no fitting is required, including connecting up and/or pulling through of cables and/or wires.
5. Wood machining for platforms and/or shaft templates under supervision of a Rate A employee.

RATE DD

1. Final assembly of capacitor and/or resistor and/or relay units, including the wiring and soldering to connections.
2. Operating mechanical bevelling machine, excluding setting of cutters.

RATE DDD

1. Functional testing of relays and/or switches.
2. Repetition electrical checking and/or adjusting of sub-units and/or components by comparison with fixed standards with predetermined limits by means of special-purpose test gear and/or fixed gauges and/or samples and/or checking of fixtures.
3. Operating engraving machine, including the changing of type, but excluding tool setting.
4. Forming of wiring-harness for hoistways, including fitting of plugs to wire ends, using schedule for determining of wire lengths.

RATE E

1. Assembly of components and/or piece parts into unit boxes to samples and/or specimens prepared by a Rate A employee.
2. Mechanical connections in units of preformed and/or prepared wires to predetermined points and running out lists (n.e.s.).
3. Repetition wiring of control panels where the terminal connections are numbered and the sequence of wiring operations is performed to a schedule.
4. Repetition wiring to specimens, prepared by a Rate A employee.
5. Assembling of electrical components to mountings.
6. Strapping of components to printed circuit boards, using samples and/or pre-marked boards including soldering.

RATE F

1. Repetition production machining of bar and/or tube on capstan lathes to stops, where the work piece is held by devices not necessitating any centralising or trueing, excluding setting up. (This operation is limited to machines not exceeding a 52 mm nominal bore diameter.)

RATE G

1. Application of sealing compounds and/or adhesives.
2. Application of sound-deadening materials and/or insulating medium under supervision of a Rate A to D employee.
3. Assembling of self-locating parts pre-manufactured and taken from stock, where no fitting or adjustment is required or reference to sketches and/or drawings, but including deburring.
4. Assembling sub-panel components into controller panels to sketches under supervision.
5. Repetition crimping of terminals and/or stripping of wires (including eyeletting).
6. Repetition cutting and/or preforming sets of wires to jigs and/or fixtures and/or templates and/or length gauges.
7. Repetition hot and/or cold blanking and/or piercing on presses, using guides and/or jigs and/or stops and/or dies.
8. Repetition operating pressbrake and/or folding machine to stops and/or jigs and/or length gauges, where the stroke is not controlled and material does not exceed 4 mm in thickness (excluding setting up).
9. Repetition soft soldering on indicator panel lights.
10. Reshaping and/or straightening of components damaged or distorted in production, excluding panel work.
11. Rough straightening of guiderails and/or bars by hand and/or machine, excluding the use of rule and/or straight edge.
12. Operating fully automatic NC punching machine, excluding setting of stops.
13. Silk screening to samples and/or pictorial sketches and/or photographs.
14. Repetition drilling to pre-marked pops and/or dimples and/or jigs and/or fixtures and/or stops, including counter-sinking and/or reaming by nonadjustable reamers, but excluding radial drilling machine.
15. Repetition machine punching to jigs and/or gauges and/or marks, including changing of blanking tool.
16. Sand and/or shot and/or hydro and/or grit blasting.

RATE H

1. Metal buffing and/or polishing.
2. Applying transfers.
3. Bonderising and/or preparing for painting and/or soldering and/or brazing.
4. Packing of manufactured articles for despatch or sale.
5. Pouring of liquid plastic into moulds and pre-engraved plates.
6. Stencilling and/or marking and/or colour marking and/or labelling.
7. Wet rubbing.
8. General labouring.

DIVISION D/27**LOCOMOTIVE MANUFACTURING DIVISION**

For the purposes of this Division, "locomotives" shall comprise propulsion/traction units. The following operations in the manufacture and/or assembly of locomotives, including design modification within the warranty period where the work performed falls within the operations listed:

**WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/27 ARE PRESCRIBED IN
SECTION 3 (a) OF PART II OF THIS AGREEMENT**

Section (a): Electrical work and related activities

RATE A

1. Electrical fitting.

RATE AA

1. Repetition making up of cable harnesses where the course of the wire is marked by cleats and/or lines and/or saddles and/or fixtures and where no wiring diagram is used.

RATE C

1. Repetition electrical assembly work (n.e.s.) under the supervision of a Rate A employee.

RATE D

- 1 Bending of conduits by pipe bending machine to data sheets and/or sketches (n.e.s.).

RATE DD

1. Soft soldering and/or sweating.

RATE F

1. Bending of conduits to templet and/or stops by pipe bending machine (excluding setting of stops).
2. Repetition crimping of terminals and/or stripping ends of wires.
3. Repetition pulling through only of cables and/or wires pre-cut to predetermined lengths.
4. Repetition tinning of earth straps connecting the frame of the bogie to the roller bearing housing pad and/or inter-connecting battery busbars and/or sweating of the battery lugs.
5. Tinning by hand.

RATE G

1. Repetition cutting of conduits and/or pipes and/or tubes to templets and/or fixture and/or to stops and/or to length gauges.
2. Repetition cutting and/or identification of wire to length gauges under the supervision of Rate A to B employee.
3. Screwing machine operating excluding setting up.

Section (b): Mechanical work and related activities**RATE A**

1. Machine tool setting up.
2. Marking out (n.e.s.).

"Marking out" means the marking out with measuring instruments of the centres and working lines of articles and/or material.

3. Panel beating.
4. Setting out (n.e.s.).

"Setting out" means the setting out of work on the floor or on the bench to sketches and/or drawings and/or dimensions.

RATE AA

1. Assembly of traction motors and/or gear cases to bogies.
2. *Machinist's work (n.e.s.), viz, shaping, slotting, planing, milling (excluding universal milling), grinding (excluding universal grinding) and the operation of gear cutting and rotary machine tools, excluding centre lathes (with or without copying and/or profiling attachments), boring mills (vertical, horizontal and turret type-with or without copying and/or profiling attachments), die-sinking machines and universal machining.

* Employees employed on machinist's work shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments, including rules, calipers and the like.

3. Straightening of coach body side panels (free-hand work).
4. Straightening of superstructure panels (free-hand work).

RATE B

1. Cold sawing where the sawyer marks direct from cutting list.
2. Drilling machine work (n.e.s.).
3. Riveting pressure vessels.
4. Supervisory work (n.e.s.), including marking off when making adjustments to the components of underframes and/or bogies.

RATE C

1. Operating multi-head oxyacetylene cutting machines and/or flame planing and/or flame bevel cutting machines (including setting up).
2. Riveting and/or caulking (n.e.s.).
3. Roller bending, other than repetition roller bending (n.e.s.).
4. Setting (n.e.s.) (excluding tool setting) of dies and/or fixtures and/or stops and/or jigs and/or guides on production machines.

RATE D

1. Arc and/or gas cutting (n.e.s.).
2. Assembling of complete subassemblies and/or units where there is positive location and no fitting and/or adjustment is required, including positional adjustment under the supervision of a Rate A employee, but excluding traction motors, gear cases and/or diesel engines.
3. Bending and/or forming to jigs and/or stops in press-brake and/or power folding machine (excluding setting up).
4. Bending of pipes and/or tubes to data sheets or templates.
5. Drilling and/or countersinking and/or reaming (n.e.s.), including the use of adjustable reamers provided they are preset by a Rate A or AA employee, including the sharpening of drills.
6. Drilling on radial drilling machines to jigs and/or fixtures and/or marks, excluding setting (n.e.s.).
7. Hand welding by mechanically fed electrodes.
8. Machining on repetition work by means of fixtures and/or jigs and/or stops where the work cycle is manually operated (excluding setting up but including the use of fixed gauges).
9. *Marking off material (n.e.s.).

* "Marking off" means marking off material to given lengths for cutting off purposes using only length gauges and/or rule and/or tape measure and marking material.

10. Operating automatic arc and/or gas and/or foil welding machine.
11. Operating power saw (n.e.s.), including marking off with rule and/or tape measure only and including setting of stops (n.e.s.).
12. Operating single head oxyacetylene profiling and/or straightline cutting machine to templates.
13. Press operating (n.e.s.), including the affixing and/or removal of dies where there is positive location, excluding setting-up (excluding press-brake).
14. Preliminary shrinking and/or straightening of interior panels by hand tools.
15. Preliminary shrinking of body ends by hand tools.
16. Preliminary welding for positioning of jobs prior to welding or riveting or bolting up (runs of not more than 40 mm in length).
17. Repetition assembly of prepared sets of pipes and/or tubes and/or conduits.
18. Repetition cutting and/or cropping and/or shearing to stops and/or templates and/or length gauges.
19. Repetition operation of templet copying punch machine.
20. Repetition roller bending and/or forming involving the use of metal not exceeding 4 mm in thickness.
21. Repetition roller forming of plate with pre-set rolls.
22. *Repetition welding and/or brazing in jigs.

* "Repetition welding and/or brazing in jigs" means that the jig must be made in such manner as to allow the employee to undertake the maximum amount of welding and/or brazing on the article in the jig and thereafter an employee at the same rate may complete the weld on the article when it is removed from the jig.

23. Riveting (10 mm diameter or less).

RATE DD

1. Operating mechanical bevelling machine, excluding setting of cutters.

RATE F

1. Assisting a Rate D employee in the loading of premanufactured components and/or subassemblies into jigs and/or underframes and/or shells and bolting up, excluding fitting and/or adjustment but including deburring. Employees may only be employed on the operation set out at Rate F of this Schedule provided that the ratio of employees in the establishment is not less than one Rate D employee to three Rate F employees.
2. Attending automatic submerged arc and/or gas shielded wire and/or flux cored wire arc welding machines where the operator is confined to loading, starting, stopping and unloading the machine, and the setting up of which is done by a Rate A to B employee.
3. Repetition bending of conduits and/or pipes and/or tubes in manual operated machines to templates and/or stops (excluding setting of stops).
4. Supervising employees on classes of work scheduled below Rate F (when so appointed).

RATE G

1. Application of anti-corrosive and/or anti-fouling and/or protective coatings.
2. Attending, cleaning and/or degreasing of acid and/or rinsing and/or fluxing baths.
3. Fly and/or treadle and/or manual pressing and/or notching where the work is operated upon with pre-set dies (excluding setting of the dies) and/or to stops.
4. Hand bending and/or forming to jigs and/or stops.
5. Huck type fastening.
6. Metal buffing and/or polishing.
7. Oiling and/or greasing machinery.
8. Operating hand portable and/or pedestal grinding machine, where the operator is not required to grind to marks and/or gauges and/or sizes and/or templets.
9. Operating power hammer (hammer driving) under instruction of a Rate A to D employee.
10. Operating power saw for repetitive cutting off to stops and/or length gauges and/or graduated scales (other than the setting of stops and other than in toolroom).
11. Reaming, using non-adjustable reamers.
12. Repetition arc spot and/or butt and/or flash and/or projection and/or resistance and/or seam and/or spot and/or stud welding by machine.
13. Repetition cutting and/or cropping of bars and/or billets to stops and/or length gauges and/or repetition cutting and/or cropping of scrap.
14. Repetition drilling of fixing holes up to 16 mm holes with portable drilling machines in connection with body sides and/or roofs and/or gutters and/or ends and/or underframes, using jigs and/or fixtures and/or templets.
15. Repetition drilling and/or countersinking to fixtures and/or gauges and/or jigs and/or stops and/or templets and/or predrilled holes, excluding radial drill.
16. Repetition forging under power hammer, using pre-set forming dies, excluding hand manipulation.
17. Repetition threading and/or tapping by machine (excluding setting up).
18. Rethreading and/or retapping.
19. Rough straightening and/or rough flattening of material, excluding the use of rules and straight edges and excluding structural metal work.
20. Sand and/or shot and/or hydro and/or grit blasting.
21. Screwing machine operating, excluding setting up.
22. Shrinking of coach body sides in a heating jig under supervision of a Rate A to AA employee.
23. Straightening and/or flattening of gussets and/or cleats.
24. Striking by hand hammer under instruction of a Rate A to D employee.
25. Stripping and/or punching forgings and/or stampings, using preset dies.

RATE H

1. Affixing slings under supervision of Rate A to D employee.
2. Dipping in enamel and/or lacquer and/or paint.
3. Holding up and/or backing up for riveting.
4. Lagging of pipes and/or securing of lagging by clips.
5. Repetition deburring and/or fettling by hand and/or by machine.
6. Rivet heating.
7. Stamping and/or affixing metal labels and/or nameplates.
8. Baling of scrap.
9. Descaling by chipping.
10. General labouring.

Section (c): Painting and related activities**RATE A**

1. Painting and/or signwriting and/or polishing and/or staining and/or varnishing and/or veneering for finishing and decorating (n.e.s.).

RATE AA

1. Applying transfers.

RATE D

1. Application of last two coats of paint and/or enamel prior to the finishing coat (n.e.s.) and final stopping.

RATE F

1. Masking for painting.
2. Preliminary stopping by trowel of body sides and ends.

RATE G

1. Application of prime and/or anticorrosive coatings.
2. Application of sealing compounds and/or adhesives.
3. Application of sound-deadening materials.
4. Rough masking for spinning only.
5. Spraying of enamel and/or paint to bogie and/or underframe and/or premanufactured components under supervision of a Rate A to D employee.
6. Stencil painting.
7. Wet and/or dry rubbing.

Section (d): Woodworking and related activities**RATE A**

1. Carpentry (n.e.s.).
2. Positioning, identification and fixing of timber furrings.

RATE C

1. Carpentry and/or woodworking in connection with assembly and/or finishing under supervision of a Rate A employee. Employees may only be employed on the operations set out at Rate C of this Schedule provided that the ratio of employees in the establishment is not less than one carpenter and/or wood machinist at Rate A to one employee employed on carpentry and/or wood-machining operations under Rate C.

RATE F

1. Floor sanding.
2. Repetition drilling of mouldings to jigs and/or templets and/or stops and/or length gauges and/or marks on pedestal drill.
3. Repetition sawing of mouldings to stops and/or templets and/or length gauges and/or marks.

RATE G

1. Cutting lino to templets.
2. Placing of pre-cut glass into apertures under supervision of Rate A to B employee.
3. Sandpapering of wooden parts by hand.

DIVISION D/28**RAILWAY WAGON MANUFACTURING**

The following operations in the manufacture and/or assembly of railway freight wagons, including guard's vans, including modification and/or rectification within the warranty period where the work performed falls within the operations listed.

**WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/28 ARE PRESCRIBED IN
SECTION 3 (a) OF PART II OF THIS AGREEMENT**

Section (a): Electrical work and related activities**RATE A**

1. Electrical fitting.

RATE AA

1. Repetition making up of cable harnesses where the course of the wire is marked by cleats and/or lines and/or saddles and/or fixtures and where no wiring diagram is used.

RATE C

1. Repetition electrical assembly work (n.e.s.) under supervision of a Rate A employee.

RATE D

1. Bending of conduits by pipe bending machine to data sheets and/or sketches (n.e.s.).

RATE F

1. Bending of conduits to templet and/or stops by pipe bending machine (excluding setting of stops).
2. Repetition pulling through only of cables and/or wire pre-cut to predetermined lengths.
3. Repetition crimping of terminals and/or stripping ends or wires.

RATE G

1. Repetition cutting of conduits and/or pipes and/or tubes to templates and/or fixtures and/or to stops and/or length gauges.
2. Repetition cutting and/or identification of wires to length gauges under the supervision of a Rate A to C employee.
3. Screwing machine operating, excluding setting up.

Section (b): Mechanical work and related activities**RATE A**

1. *Marking out.
* "Marking out" means the marking out with measuring instruments of the centres and working lines of articles and/or material.
2. *Setting out.
* "Setting out" means the setting out of work on the floor or on the bench to sketches and/or drawings and/or dimensions.
3. Machine tool setting up and/or tool setting, including tool grinding.

RATE AA

1. *Machinist's work (n.e.s.), viz, shaping, slotting, planing, milling (excluding universal milling), grinding (excluding universal grinding) and the operation of gear cutting and rotary machine tools, excluding centre lathe (with or without copying and/or profiling attachments), boring mills (vertical, horizontal and turret type - with or without copying and/or profiling attachments), die-sinking machines and universal machining.
* Employees employed on machinist's work shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments including rules, callipers and the like.
2. Operating cranking and/or straightening machine (repetition work) (n.e.s.).

RATE B

1. Drilling machine work (n.e.s.).
2. Riveting pressure vessels.
3. Supervisory work (n.e.s.).

RATE C

1. Flattening and/or straightening only (n.e.s.).
2. Operating multi-head oxyacetylene cutting machine and/or profiling and/or flame planing and/or flame bevel cutting machine (including setting up) (n.e.s.).
3. Repetition assembly of pre-prepared interior and exterior fittings and/or components and/or subassemblies, including adjustments under supervision.
4. Roller bending other than repetition roller bending (n.e.s.).
5. Setting (n.e.s.) (excluding machine tool setting up and/or toolsetting) of dies and/or fixtures and/or stops and/or jigs and/or guides and/or trips on production machines.

RATE D

1. Arc and/or gas cutting (n.e.s.).
2. Assembly work, where the components and/or sub-assemblies are positively located, including adjustments, but excluding marking off of components and/or sub-assemblies to drawings and/or the use of precision measuring instruments.
3. Bending and/or forming to jigs and/or stops in press-brake and/or folding machine (n.e.s.).
4. Bending of pipes and/or tubes to data sheets or templates.
5. Drilling and/or countersinking and/or reaming (n.e.s.), including the use of adjustable reamers, providing they are pre-set by a Rate A or AA employee, including the sharpening of drills.
6. Drilling on radial drilling machines to jigs and/or fixtures and/or marks (n.e.s.).
7. Hand welding by mechanically fed electrodes.

8. Machining on repetition work by means of fixtures and/or jigs and/or stops where the work cycle is manually operated (excluding the requirements of stops for parting off and excluding setting but including the use of fixed gauges).
9. *Marking off material (n.e.s.).
 - * "Marking off" means marking off material to given lengths for cutting-off purposes, using only length gauges and/or rule and/or tape measure and marking material.
10. Operating automatic arc and/or gas and/or foil welding machine (excluding setting up).
11. Operating cold circular saw to marks and/or stops.
12. Operating power saw, including marking off with rule and/or tape only and including the setting of stops (n.e.s.).
13. Operating single-head gas profile cutting machine and/or single and/or multi-head straight line cutting machine including setting up.
14. Preliminary shrinking and/or straightening of panels by hand tools of material not exceeding 4 mm.
15. Press operating (n.e.s.), including the affixing and/or removal of dies where there is positive location, excluding setting up (excluding press brake).
16. Repetition cutting and/or cropping and/or shearing and/or punching to jigs and/or stops and/or templets and/or marks (n.e.s.) (guillotines and cropping machines).
17. Repetition operation of or attending a semi-automatic pull broaching machine where the work cycle is power-driven and the end point is controlled by automatically operating and/or fixed stops, excluding setting up.

For the purposes of the above, a "semi-automatic pull broaching machine" is one on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the holding device, passing the broach-tool through the work piece, attaching the broach to the ram, setting the machine in motion in motion for the power cycle to take over and unloading the machine.
18. Repetition operation of templet copying punch machine.
19. Repetition roller forming of plate with pre-set rolls (n.e.s.).
20. *Repetition welding and/or brazing in fixtures.
 - * Repetition welding and/or brazing in fixtures means that the fixture must be made in such a manner as to allow the employee to undertake the maximum amount of welding and/or brazing on the article in the fixture and thereafter the same employee or a Rate B employee or an employee at a higher rate than Rate B may complete the weld on the article when it is removed from the fixture.
21. Riveting and/or caulking (n.e.s.).

RATE DD

1. Operating mechanical bevelling machine excluding setting of cutters.
2. Repetition operation of or attending semi-automatic machines (n.e.s.) where the work cycle is power-driven and the end point is controlled by automatically operating stops (excluding setting up), including checking by use of fixed gauges and including the replacing and/or repositioning of throwaway tips only on throwaway tipped tooling, but excluding machine tool setting up and/or toolsetting and/or adjusting.

For the purposes of the above, "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools (excluding any machining during the advancement and/or retraction of the tools) before and after the power cycle takes over and stopping and unloading the machine.

RATE F

1. Drilling and/or countersinking to jigs and/or fixtures and/or templets and/or stops and/or dimples and/or for the completion of the drilling of holes pre-drilled as above and/or reaming, using non-adjustable reamers, excluding radial drilling machine-size of drilled holes not to exceed 40 mm nominal diameter (n.e.s.).
2. Repetition operation of or attending semi-automatic machine where the work cycle is power driven and the end point is controlled by automatically operating stops and the mass of the article loaded does not exceed a mass limitation of 12 kg (excluding setting up), but including random checking by the use of fixed gauges.

For the purposes of the above, "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools (excluding any machining during the advancement and/or retraction of the tools) before and after the power cycle takes over and stopping and unloading the machine.

3. Repetition operating of a facing and centreing machine where the manual operations are limited to loading the work piece into the chuck or holding device of the machine, starting, stopping and unloading the machine (excluding setting up).
4. Supervising employees employed on classes of work scheduled below Rate F (when so appointed).

RATE G

1. Application of anti-corrosive and/or anti-fouling and/or protective coatings.
2. Application of sound deadening materials.
3. Assisting Rate D employee in the loading of pre-manufactured components and/or subassemblies into jigs and/or underframes and/or shells and bolting up, excluding fitting and/or adjustment, but including deburring.
4. Attending fully-automatic machine, including random checking with fixed gauges.
For the purposes of the above, "fully-automatic machine" is a bar-fed machine or a machine fitted with an automatic chucking device (i.e. magazine and/or table and/or mechanical arm fed) and the manual operations are limited to setting the machine in motion, feeding a new bar into the machine or loading the magazine, as the case may be, and stopping the machine.
5. Cold hand bending and/or forming to jigs and/or dies and/or stops.
6. Cutting lino to templets.
7. Dressing and/or deburring by hand and/or by grinding and/or by portable power tools.
8. Fly and/or treadle and/or manual pressing and/or notching and/or power pressing where the work is operated upon with pre-set dies (other than press-brake) (excluding the setting of the dies).
9. Huck type fastening.
10. Metal buffing and/or polishing.
11. Metal cleaning by degreasing and/or pickling.
12. Operating drop hammer (drop hammer driving).
13. Operating hand portable and/or pedestal grinding machine where the operator is not required to grind to marks and/or gauges and/or sizes and/or templets.
14. Operating arc spot and/or butt and/or flash and/or projection and/or resistance and/or seam and/or spot welding machine.
15. Operating power hammer (hammer driving) under instruction of a Rate A to D employee.
16. Operating power saw for repetitive cutting off to stops and/or length gauges and/or fixed graduated scales (other than the setting of stops and other than in tool room) (excluding cold sawing).
17. Operating tumbling barrel.
18. Reaming, using non-adjustable reamers.
19. Repetition cutting and/or cropping of bars and/or billets to stops and/or length gauges and/or repetition cutting and/or cropping of scrap.
20. Repetition drilling and/or countersinking to fixtures and/or gauges and/or jigs and/or stops and/or templets, excluding radial drilling machine.
21. Repetition drop forging and/or stamping, using pre-set dies (excluding setting up and/or swaging).
22. Repetition forging under power hammer, using pre-set dies, excluding hand manipulation.
23. Repetition fraizing and/or pointing machine work.
24. Repetition blanking and/or piercing by press, using guides and/or jigs and/or stops and/or dies (excluding press-brake).
25. Repetition machine swaging, using dies, excluding power hammer.
26. Repetition operating nibbling machine and/or nibbling shears to jigs and/or templets of material not exceeding 4 mm in thickness.
27. Repetition operation of and/or attending special-purpose machine, including the use of fixed gauges, where the manual operations are limited to loading, setting the machine in motion, stopping and unloading the machine, but excluding setting up.
28. Repetition roller bending and/or forming of material not exceeding 4 mm in thickness.
29. Repetition threading and/or tapping by machine.
30. Re-threading and/or re-tapping.
31. Rough straightening and/or rough flattening of material, excluding the use of rules and straight edges and excluding structural metalwork.
32. Sand and/or shot and/or hydro and/or grit blasting.
33. Screwing machine operating, excluding setting up.
34. Spraying of enamel and/or paint.
35. Straightening and/or flattening of gussets and/or cleats.
36. Striking by hand hammer under instruction of Rate A to D employee.
37. Stripping and/or punching forgings and/or stampings using pre-set dies.

RATE H

1. Affixing slings under supervision of a Rate A to D employee.
2. Baling and/or cutting of scrap other than in workshop.
3. Dipping in enamel and/or lacquer and/or paint.
4. Holding up and/or backing up for riveting.
5. Lagging of pipes and/or securing of lagging by clips.
6. Repetition deburring and/or fettling by hand and/or machine.
7. Rivet heating.
8. Stamping and/or affixing metal labels and/or nameplates.
9. Furnace loading and/or unloading and/or stoking and/or quenching.
10. General labouring.
11. Oiling and/or greasing.

DIVISION D/29**ELECTRICAL ENGINEERING (N.E.S.) DIVISION**

Applicable to the Electrical Engineering Industry other than activities elsewhere specified in this Agreement.

For the purposes of this Division—

- (a) the Electrical Engineering Industry means the industry concerned with the manufacture, including remanufacture, and/or assembly from component parts, of electrical equipment in the Republic of South Africa, namely, generators, motors, convertors, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment, signalling equipment, radio or electronic equipment and other equipment, utilising the principles used in the operation of radio and electronic equipment, incandescent lamps and electric cables and domestic electric appliances, and shall further include the manufacture of component parts of the aforementioned equipment;
 "Remanufacture" means the correction of faults in items of equipment in a manufacturing establishment prior to sale and which items are returned to the production line, and/or the correction of faults in items of equipment returned to the original manufacturing establishment by the purchaser whilst under a guarantee;
- (b) a pictorial drawing is a drawing which is not a wiring, a schematic, or a circuit diagram, and has not been altered by the use of pictorial symbols, but is a diagram which shows only outlines of components and where the circuit connections from component to component are contained, in either a wiring schedule or physically shown in a pictorial drawing;
- (c) in the subsequent schedules, the headings of the different groups of products concerned shall be construed as provided solely for ease of reference, and any operation in any group may be used by any undertaking in the Electrical Engineering Industry.

**WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/29
ARE PRESCRIBED IN SECTION 3 (a) OF PART II OF THIS AGREEMENT**

Section (a): Transformers**RATE AA**

1. All operations (n.e.s.) in the assembling of transformers other than yoke above 1 000 kVA, including wiring to predetermined points on or attached to the transformer (excluding fitting adjustments).
2. Repetition marking and/or guillotine shearing of material for manufacture of transformer end clamps and/or frames, including assembling and welding.
3. Winding continuous disc windings with two or more strip conductors in parallel, including loading and unloading by the same employee of self-locating mandrels and/or formers.

RATE B

1. Winding helical windings with one or more conductors in parallel, including loading and unloading by the same employee of self-locating mandrels and/or formers.

RATE C

1. Connecting and/or sweating of leads and/or ends of transformers above 500 kVA (n.e.s.).

RATE D

1. All operations (n.e.s.) in the assembling of transformers, other than yoke, above 500 kVA up to and including 1 000 kVA.
2. Marking out insulation material for transformers from drawings and/or schedules under instruction of a Rate A to C employee.

RATE DD

1. Winding disc windings wound with single strip conductor, including loading and unloading by the same employee of self-locating mandrels and/or formers.
2. Routine turns testing transformer coils.
3. Winding spiral windings with one or more conductors in parallel, including loading and unloading by the same employee of self-locating mandrels and/or formers.

RATE DDD

1. Taping and/or wrapping of transformer leads and/or coils and/or conductors and/or tubes by hand for transformers above 500 kVA (n.e.s.).

RATE E

1. All operations (n.e.s.) in the assembling of transformers, other than yoke, up to and including 500 kVA.
2. Connecting and/or sweating of leads and/or ends of transformers up to and including 500 kVA.

RATE F

1. Taping of leads on transformers up to and including 500 kVA.
2. Winding of windings with round or strip conductors on bobbins and/or reels, where the length of the coil does not exceed 200 mm, including the changing of bobbins and/or reels by the same employee.

RATE G

1. Assembling of yokes.
2. Checking core stacks, using pre-set gauges.
3. Mounting of covers and/or accessories (self-locating parts) and/or terminals and/or pipe work, including straightening of studs where necessary and the use of jointing material.
4. Removing top yoke prior to assembling of coils under instruction of a Rate A to D employee.
5. Stacking and/or banding and/or securing of laminations and the positioning of clamps, including the use of fixed gauges.
6. Stripping of windings for the purpose of remanufacture only.

Section (b): Motors**RATE A**

1. Armature winding (n.e.s.).
2. Balancing work (n.e.s.).

RATE AA

1. Repetition balance work requiring the addition of mass (including by welding) where this necessitates drilling and/or tapping into the work piece and/or balance piece and where adjustments to the mass of the balance piece could be required.

RATE C

1. All operations (except preparation prior to winding, taping and banding and compound filling) in the winding of armatures, using preformed coils on machines rated in excess of 25 kW.
2. All operations, except taping and banding in the winding of stators in excess of 500 kW and/or rotors of machines rated in excess of 500 kW.
3. Final machining of slip rings on completed rotors (by means of special-purpose machine).

RATE D

1. All operations in the assembling (excluding sub-assembly, motor fielding and fitting) of motors and generators having a rotating core diameter exceeding 500 mm.
2. Banding of rotors and/or armatures.
3. Commutator undercutting (n.e.s.).
4. Field coil winding, using bare strip.
5. Repetition checking by routine testing of motors, motor coils and windings limited to the following operations (under direct supervision of a Rate A employee): Checking phase resistance and balance, flash testing at up to 2 kV, checking of speed and direction of rotation, checking of no-load and load power consumption and of torque (n.e.s.).
6. Routine mechanical coupling up with standard equipment of machines up to and including 260 kW on test beds (n.e.s.).

RATE DD

1. All operations (including connecting) in the winding of armatures, using preformed coils up to and including machines rated at 25 kW: After 12 months experience: At Rate D rate of pay.
2. All operations (n.e.s.) (including connecting and taping) in the winding of stators up to and including 500 kW and/or rotors up to and including machines rated at 500 kW:
First two months of experience on this work at 90 per cent of the Rate.
Thereafter: Rate DD.
3. Hard soldering of leads and/or connections on wire-wound stators and/or rotors.
4. Repetition balancing work requiring the addition of balance mass pieces, where the fixing of these balance pieces requires holes to be drilled, and where the masses of the balance pieces are predetermined.

RATE DDD

1. Field coil winding, using insulated conductors.
2. Forming and/or bending of stator and/or armature and/or rotor coils by hand.
3. Inserting of preformed coils and insulating into slots and taping of preformed coils above 4 kW up to and including 20 kW.
4. Repetition checking of motors assembled and rated to run only at up to 1,5 kW limited to the following operations (under the direct supervision of a Rate A employee): Checking phase resistance and balance, flash testing at up to 2 kV, checking of speed and direction of rotation, checking of no-load power consumption and of torque.
5. Routine flash testing of motor windings up to 60 kW with flash testing unit, preset by Rate A to D employee up to 2 000 V.
6. Taping and/or wrapping of rotor and/or stator and/or armature coils and/or field coils and/or conductors and/or lead anchoring staples in frames by hand (n.e.s.).

RATE F

1. Checking by routine testing of motor coils and/or windings, on machines rated at up to and including 1,5 kW, where the operations are confined to connecting up to test apparatus and where the operating is limited solely to accept or reject by means of indicators.
2. Inserting of preformed coils and insulation into slots and taping of preformed coils up to and including 4 kW.
3. Repetition balancing work requiring the addition of balance mass pieces to preformed nipples, grooves, studs, holes, etc. or by the removal of specially provided fins or nipples by cutting.

RATE G

1. All operations in the assembling (excluding fitting adjustments) of motors and generators having a rotating core diameter not exceeding 500 mm.
2. Banding of rotors and/or armatures with resin coated tape on machines rates at up to 1,5 kW.
3. Bedding brushes in jigs to obtain profile.
4. Broaching by press of rotor cores and brush holder boxes (excluding setting up).
5. Checking core stacks, using pre-set gauges.
6. Commutator undercutting by automatic machine (excluding setting).
7. Filing by hand of coil bars for rotors to go and no-go gauges.
8. Filing by hand of coil slots in rotors and/or stators and/or armatures to go and no-go gauges.
9. Inserting bars in squirrel-cage rotors.
10. Motor fielding-the sub-assembling of pole pieces and/or washers and/or coils and/or the connecting of coil leads in a magnet frame.
11. Packing and/or ironing on of insulating material on to the armature to form a seat for the armature coils.
12. Reinforcing of armature coil evolutes by extra taping.
13. Routine mechanical coupling up with standard equipment of machines up to and including 265 kW on test beds where no alignment is required.
14. Stacking and/or banding and/or securing laminations and the positioning of clamps, including the use of fixed gauges.
15. Stator and/or rotor and/or armature coil forming by hand, using formers or by power-driven machine (excluding setting of trips).
16. Stripping of windings for the purpose of remanufacture only.
17. Swaging of special purpose rivets on pole pieces.
18. Taping and/or wrapping of stator and/or rotor and/or armature coils and/or field coils and/or conductors and/or tubes by machine where the machine is pre-set by a Rate AA to D employee.
19. Winding and/or pulling of stator and/or rotor loops by hand and/or by power-driven machines (excluding setting up).

RATE H

1. Deburring and/or dressing laminations by hand and/or machine (including use of files-stators and/or rotors).
2. Waxing coils to ease insertion into slots.

Section (c): Switchgear and accessories**RATE A**

1. Electrical fitting, including wiring of switchgear panels and/or switchboards (n.e.s.).

RATE AA

1. Calibrating and/or adjusting electrical measuring devices, excluding the rectification of functional defects of the measuring devices.

RATE D

1. Marking out insulation material for switchgear from drawings and/or schedules under instruction of Rate A to C employee.
2. Wrapping of high-voltage paper bushings (foiled synthetic bonded) by machine.

RATE DD

1. Connecting of coil and contact leads to predetermined points and/or pictorial drawings of meters and/or relays and/or instruments.
2. Repetition wiring where the course of the wires is marked by cleats and/or lines and/or saddles and/or wiring channels and/or fixtures and/or pictorial drawings:

After 12 months' experience: At Rate D rate of pay.

3. Repetition preparation of wiring harnesses on peg boards, or fixtures determining the route of the wire and/or to samples and/or pictorial drawings where no wiring diagram is used under Rate A or AA supervision.

RATE DDD

1. Marking of meter and/or instruments dials, using stencils.
2. Scaling of meters and/or electrical measuring instruments to pre-printed schedules.

RATE E

1. Connecting of meters, relays and instruments to pictorial drawings and/or predetermined points for testing.
2. Repetition testing of meters and/or relays and/or electrical measuring instruments, excluding adjustments.

RATE F

1. Winding of secondary coils for current transformers.

RATE G

1. Assembling of fuse cartridges not exceeding 660 volts and 1 200 amps.
2. Dishing of meter and/or instrument dials in a pre-set fly press.
3. Mechanical switchgear testing where no current is applied (excluding adjustments).
4. Packing with plastic compound of connections and/or joints and/or conductors, including taping by hand (after inspection of the joints by a Rate A employee).
5. Primary winding of current transformers, including insulating.
6. Repetition marking of fuse caps by machine.
7. Repetition testing and inspecting of fuse cartridges by means of an ohmmeter and/or fixed gauges.
8. Taping by hand of current transformer cores.

Section (d): Field work**RATE AA**

1. Assembling and/or erecting overhead power lines in field or on site (linesmen).
2. *Intercommunication telephone installing (excluding electronic equipment).

* First six months of experience: Rate B.

Thereafter: Rate AA.

Section (e): General electrical**RATE A**

1. Electrical fitting (n.e.s.).

RATE AA

1. High-potential testing when performed by persons normally engaged in operative processes.

RATE C

1. Setting of trips and/or stops on coil forming machine.

RATE D

1. Changing of self-locating mandrels and/or formers on coil-winding machines.

RATE DDD

1. Repetition wiring to pictorial drawings and/or specimens prepared by a Rate employee.
2. Routine continuity testing and flash testing up to 2 kV.

RATE E

1. Soft soldering by hand.

RATE F

1. Repetition electrical checking of LV switches and/or LV circuit-breakers and/or electrical accessories where minor adjustments to indicators and/or fixed gauges are permitted and rejected articles are returned for remanufacture.

RATE G

1. Binding of coils.
2. Connecting performed and/or prepared wires to predetermined points and/or connections.
3. Forming grooves in ceramic paste and/or covering by dies to jigs.
4. Forming insulations by machine.
5. Forming of mica insulation plates and/or mica sheets.
6. Making connector clips by hand in jigs.
7. Making up of connecting strips.
8. Manual straightening of conductors.
9. Operating wire covering machines.
10. Preparation and mixing of cement and/or pastes and/or ceramic constituents and the application thereof to components.
11. Pressing winding insulation into moulds including preparatory wrapping.
12. Repetition continuity testing of LV switches and/or LV circuit-breakers and/or earth leakage protection units where the operation is confined solely to acceptance or rejection.
13. Repetition crimping of terminals and/or stripping wires and/or cables on copper cables up to 13 mm and aluminium cables up to 25 mm diameter.
14. Repetition cutting and/or preforming sets of wires to jigs and/or fixtures and/or templets and/or length gauges.
15. Spraying of insulating medium.
16. Winding of coils on formers and/or spools not exceeding 150 mm in length and with wire not exceeding 20 mm² by machine, including loading and unloading by the same employee of self-locating mandrels and/or formers.

RATE H

1. Attending varnishing machine.
2. Attending resin casting machine.
3. Binding of two or more pieces of insulation together using tape.
4. Cementing of porcelain.
5. Cleaning and/or tinning conductors.
6. Compound filling.
7. Dipping and/or impregnating insulating medium.
8. Minding wire drawing machine.
9. Stripping of moulds from resin casting.

Section (f): General mechanical**RATE A**

1. *Marking out

* "Marking out" means the marking out with measuring instruments of the centres and working lines of articles and/or material.

RATE AA

1. Operating press-brake (including setting up) (n.e.s.).
2. *Marking out of sheetmetal not exceeding 4 mm thickness.

* For the purposes of the above "marking out" means the marking out with measuring instruments of centres and working lines on material preparatory to processing.

RATE B

1. Wire drawing, including supervisory work, and setting up of wire drawing machine (n.e.s.).

RATE D

1. Brazing of leads and/or located parts.
2. Changing of self-locating dies on die-casting machines.
3. Changing of self-locating dies on manually-operated presses.
4. Cutting and/or cropping and/or shearing and/or punching to jigs and/or length gauges and/or stops and/or templets, excluding oxyacetylene cutting (n.e.s.).
5. Drilling and/or reaming and/or tapping and/or spotfacing on radial drilling machine to jigs and/or fixtures and/or marks and/or pops (n.e.s.), including sharpening of drills.
6. Machining on repetition work by means of fixtures and/or jigs and/or stops (excluding requirement of stops for parting off) where the work cycle is manually operated (excluding setting up but including checking with fixed gauges) (including the replacing and/or repositioning of throwaway tips only on throwaway tipped tooling—excluding machine toolsetting up and/or toolsetting and/or adjusting).
7. *Marking off material (n.e.s.).
* "Marking off" means marking off material to given lengths for cutting off purposes only, using only length gauges and/or rule and/or tape measure and marking material.
8. Operating turret punching machine to stops and/or templets (n.e.s.) (including setting).
9. Preliminary welding for positioning only of jobs prior to welding, riveting or bolting up (runs of not more than 40 mm in length).
10. Repetition operating power-driven press-brake to stops and/or jigs, excluding setting up.
11. Repetition drill sharpening by machine (other than in toolroom).
12. Setting of stops on guillotine for cutting insulation only.
13. Setting of stops on manually-operated guillotine.
14. Setting of stops on tube and/or pipe bending machine.

RATE DD

1. Operating press-brake (n.e.s.) to stops and/or jigs and/or length gauges involving the use of sheetmetal not exceeding 4 mm thickness, excluding setting up.

RATE DDD

1. Repetition checking of parts and/or components and/or sub-assemblies by means of comparators and/or samples (n.e.s.).
2. Repetition drilling and/or tapping on radial drill to jigs with drills not exceeding 40 mm diameter, excluding setting up.

RATE E

1. Repetition operation of and/or attending machines adapted for semi-automatic operations (including programme controlled copying lathes) where the work cycle is power-driven and the end point is controlled by automatically operating stops, so that manual operations are limited to loading, setting the machine in motion, advancing or retracting the tools (excluding any machining during the advancement and/or retraction of the tools) before and after the power-driven cycle takes over, stopping the machine and unloading (excluding setting up).
2. Rough grinding to marks.
3. Repetition assembling of self-locating pre-manufactured parts to samples and/or pictorial sketches, where no fitting or adjustment is required.

RATE F

1. Operating power-driven guillotine to stops, involving the use of sheetmetal not exceeding 4 mm thickness, excluding setting up.
2. Repetition batch checking of parts and/or components and/or subassemblies by means of fixed gauges and/or checking fixtures.
3. Repetition operation of or attending semi-automatic machines where the work cycle is power-driven and the end point is controlled by automatically operating stops (excluding setting up).

"Semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and where the manual operation are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools (excluding any machining during the advancement and/or retraction of the tools) before and after the power cycle takes over and stopping and unloading the machine.

4. Repetition production machining of bar and/or tube on capstan lathes to stops, where the work piece is held by devices not necessitating any centralising or trueing (excluding setting up). (This operation is limited to a machine not exceeding a 52 mm nominal bore diameter.)

RATE G

1. Assembling in jigs and/or fixtures of self-locating parts, pre-manufactured and taken from stock, where no fitting or adjustment, or reference to sketches and/or drawings, is required but including deburring.
2. Affixing slings under supervision of Rate A to D employee.
3. Attending die-casting machine.
4. Bending to stops of pipes and/or tubes in manually and/or power-operated tube and/or pipe bending machine.
5. Cutting of non-metallic gaskets by hand.
6. Cutting up insulating material to stops and/or templates by guillotine.
7. Hand tapping not exceeding 12 mm diameter (excluding machine shop work).
8. Hydraulic testing and/or testing by air (excluding setting up of testing equipment).
9. Operating press-brake to stops and/or jigs and/or length gauges where the stroke is not controlled, involving the use of sheetmetal not exceeding 4 mm thickness, excluding setting up.
10. Operating single-purpose machine other than machine tools.
11. Repetition drilling to dimples and/or jigs and/or fixtures and/or stops (excluding radial drill), including counter-sinking and/or reaming by non-adjustable reamers.
12. Repetition drilling to pops (excluding structural metal work and radial drilling machine).
13. Repetition machine punching to jigs and/or stops, including the positioning of self-locating stops and/or gauges.
14. Repetition marking to jigs and/or length gauges and/or templates.

RATE H

1. Applying transfers.
2. Attending oven.
3. Baling and cutting of scrap.
4. Flow coat painting.
5. Packing of manufactured articles for despatch and/or sale.

DIVISION D/30**BRIGHT BAR MANUFACTURING DIVISION**

**WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/30 ARE PRESCRIBED IN
SECTION 3 (a) OF PART II OF THIS AGREEMENT**

RATE F

1. Feeding centreless grinding machines including gauging by snap gauges, fixed gauges and/or comparator gauges, including running compensating adjustments under supervision of a Rate C employee, but excluding setting up or machine tool setting.
2. Operating centreless bar peeling machine including running compensating adjustments under supervision of a Rate C employee, and the removal, cleaning and replacing of positively located pre-set tools on the employee's own type of machine only, including the use of gauges, but excluding setting up and/or machine tool setting.
3. Operating and/or feeding a combined coil drawing and/or straightening, cropping and polishing machine, including the removal, cleaning and replacing of positively located pre-set dies, and including running compensating adjustments on the employee's own type of machine only, including the use of gauges, under the instruction of a Rate C employee, but excluding setting up and/or machine tool setting.

RATE G

1. Operating cold straight-line draw bench, including the removing, cleaning and replacement of positively located pre-set dies and/or grips.
2. Operating round bar and/or section straightening machine.

RATE H

1. Metal cleaning and lubrication by acid and/or by pickling and/or by rinsing and dipping in coating bath.
2. General labouring.

DIVISION D/31**FORGING DIVISION**

**WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/31 ARE PRESCRIBED IN
SECTION 3 (a) OF PART II OF THIS AGREEMENT**

The following operations in the forging of products through the process of open and closed die forging:

RATE A

1. Blacksmithing (n.e.s.).

RATE C

1. Descaling and/or removal of scores from dies, excluding polishing.

RATE G

1. Removing and/or replacement of dies, excluding setting up or lining up.

RATE H

1. Furnace operating, including loading and/or unloading.

Section A: Closed-die forging (closed-impression forging)

RATE C

1. Operating drop-forging machine with closed dies, including the setting of dies and/or fixtures and/or stops and/or jigs and/or guides (n.e.s.).
2. Operating electric upsetting machine, including the setting of dies and/or stops and/or guides (n.e.s.).
3. Operating extrusion press, including the setting of dies and/or stops and/or guides (n.e.s.).
4. Operating mechanical upsetting machine, including the setting of dies and/or stops and/or guides (n.e.s.).
5. Operating forging press using pre-set dies, including the setting up of the machine and dies (n.e.s.).
6. Repetition rolling in forging rolls using segmental rolls, including setting up of the machine and/or rolls (n.e.s.).
7. Stripping and/or punching of forgings, including setting up the machines and dies.

RATE G

1. Operating drop forging machines with closed dies, excluding setting up of the machines but including, under supervision of a Rate C employee, the securing of dies when necessitated by the operating process.
2. Operating electric upsetting machine, excluding setting up of the machine and/or dies but including, under supervision of a Rate C employee, running adjustments necessitated by the manufacturing process.
3. Operating extrusion press, excluding setting up of the machine and/or dies but including, under supervision of a Rate C employee, the securing of dies when necessitated by the manufacturing process.
4. Operating mechanical upsetting machine, excluding setting up of the machine and/or dies but including, under supervision of a Rate C employee, running adjustment when necessitated by the manufacturing process.
5. Operating forging press using pre-set dies, excluding setting up of the machine and/or dies but including, under supervision of a Rate C employee, running adjustments when necessitated by the manufacturing process.
6. Stripping and/or punching of forgings, excluding setting up of the machine and/or dies but including, under supervision of a Rate C employee, height adjustments when necessitated by the manufacturing process.
7. Repetition rolling in forging rolls using segmental forging rolls, excluding setting up of the machine or rolls.

Section B.1: Open-die forging on hammers

RATE D

1. Repetition hammer forging, including manipulation on hammers specifically set up for mass-produced forged articles.

RATE DD

1. Manipulator driving in conjunction with blacksmithing work on hammer.

RATE G

1. Hammer driving.

Section B.2: Open-die press forging**RATE DD**

1. Manipulator driving in conjunction with blacksmithing work on hammer.

RATE G

1. Press operating.

DIVISION D/32**RADIO, TELEVISION AND RELATED EQUIPMENT MANUFACTURING DIVISION**

Applicable to—

- (a) the manufacture and/or assembly of domestic (i.e. car, or home, or portable) radio and/or tape recorder or gramophone equipment, including loudspeakers, together with components and/or audio equipment made solely for use in and with such equipment made by the manufacturer of that equipment;
- (b) the manufacture and/or assembly of television sets and/or monitors (excluding monitors that are primarily intended for use in accounting and/or business procedures) and/or video recorders and/or decoders, together with all components and/or equipment made for use in and with such equipment made by the manufacturer of that equipment.

Note: Notwithstanding the provisions of Part I, clause 20 (4), of this Agreement, employees who are in possession of documentary proof that they have three or more years' practical and theoretical experience in the radio and/or television mechanician field and/or similar such artisan activity shall, for the purposes of both this Division and television repair and servicing under Schedule G hereof, entitled to apply for and obtain a certificate of recognition of artisan status from the Council as provided for under clause 20 (4): Provided that should an employee be unable to support the application with documentary proof of practical and theoretical experience satisfactory to the Council, the employee shall be entitled to request an ATRAMI test by an establishment nominated by the Council. Upon successful completion of the test, the employee shall be issued with the certificate of recognition as provided for in clause 20 (4).

**WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION D/32 ARE PRESCRIBED IN
SECTION 3 (a) OF PART II OF THIS AGREEMENT****RATE A**

1. Electrician's work.
2. Radiotrician's work.
3. Radio and television mechanician's and/or artisan's work.

RATE AA

1. Direct supervision of Rate B or lower-rated employees.
2. Location of electrical faults by predetermined symptom analysis, including repair of such faults by soldering or replacement of faulty components.

RATE B

1. Direct supervision of Rate C or lower-rated employees.

RATE C

1. Relief operating for Rates D to DDD employees.

RATE D

1. Final testing, electrical testing and mechanical alignment of circuits within predetermined limits, including immediate rectification of obvious faults.

RATE DD

1. Rectification and repair of major mechanical faults and defects on products.

RATE DDD

1. Operating all types of production machines, including adjustments and attachment of self-locating dies.
2. Electrical testing, including the use of jigs and instruments, of circuits to predetermined limits, but excluding repair work.
3. Relief operating for Rates E to H employees.
4. Operating soldering machines, including checking of solder temperature and maintaining solder-bath levels.

RATE E

1. Visual examination of products, including touching up of joints, cropping of leads, replacement of incorrect or damaged components and the rectification of minor mechanical defects.
2. Assembling and/or fixing and/or wiring in of components and/or wiring (using prepared wires) to set instructions and/or figures and/or model and/or sample, including soldering by hand.

RATE F

1. Operating all types of production machines, excluding setting and attachment of self-locating dies.
2. Functional checking of pre-tested components and assemblies.
3. Mounting and/or connecting of chassis and/or sub-assemblies and/or components and/or fitments into cabinets or chassis.
4. Inserting components into prepared printed circuit boards to set instructions and/or sample, including trimming of leads, but excluding soldering.
5. Operating a semi-automatic transfer printing machine, including the preparation and mixing of printing ink.

RATE G

1. Laying and binding of cable harnesses, including fitting terminations into housing and/or tinning by dipping.
2. Coding and/or silk screening to samples and/or instructions and/or pictorial sketches and/or photographs.

RATE H

1. Repetitive spray-painting or screening.
2. Product cleaning and packing.
3. General labouring.

SCHEDULE E/1**COACHING STOCK DIVISION**

The following operations in the assembling and/or manufacturing and/or renovation and/or repair of Coaching Stock: Work classified at Rate A not specified in this Division is subject to the general wage provisions of Schedule G.

WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN SCHEDULE E/1 ARE PRESCRIBED IN SECTION 3 (a) OF PART II OF THIS AGREEMENT

Section (a): Electrical work and related activities

RATE AA

1. Repetition making up of cable harnesses where the course of the wire is marked by cleats and/or lines and/or saddles and/or fixtures and where no wiring diagram is used.

RATE C

1. Repetition electrical assembly work, including connecting to terminal boards, but excluding connecting to control boxes under the supervision of a Rate A employee.

RATE DDD

1. Soft soldering and/or sweating.

RATE F

1. Repetition crimping of terminals and/or stripping ends of wires.
2. Repetition pulling through only of cables and/or wires to predetermined lengths.
3. Repetition tinning of earth straps connecting the frame of the bogey to the roller bearing housing pad and/or inter-connecting battery busbars and/or sweating of the battery lugs.
4. Tinning by hand.

RATE G

1. Repetition cutting and/or identification of wires to length gauges under the supervision of Rate D employee.

Section (b): Mechanical work and related activities**RATE A**

1. *Coaching plumbing.
* **"Coach plumbing"** means work on coaches for all sanitary purposes and/or water services and/or domestic heating, washing or drinking purposes.
2. Panelbeating.
3. Rigging and/or splicing.

RATE AA

1. Assembly of motors and/or gear cases to bogies.
2. Functional mechanical testing and/or fault localising to schematic drawings and/or specifications and/or rectifications other than final testing.
3. *Machinist's work (n.e.s.) viz, shaping, slotting, planing, milling (excluding universal milling), grinding (excluding universal grinding) and the operation of gear cutting and rotary machine tools, including vertical turret machine with built-in mono-slide turret and with a table diameter not exceeding 1 250 mm, but excluding centre lathes (with or without copying and/or profiling attachments), boring mills (vertical and horizontal type with or without copying and/or profiling attachments), die-sinking machines and universal machines.
* Employees employed on machinist's work shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments, including rules, callipers and the like.
4. Straightening of coach body side panels (free-hand work).

RATE B

1. Cold sawing where the sawyer marks direct from cutting list (structural metalwork).
2. Drilling machine work (n.e.s.).
3. Supervisory work (n.e.s.), including marking off and/or making adjustments to the assembly of underframes, bogies and components of underframes and/or bogies (n.e.s.).

RATE C

1. Operating multi-head oxyacetylene cutting machines and/or flame planing and/or bevel cutting machines (including setting up).
2. Riveting and/or caulking (n.e.s.).
3. Roller bending other than repetition roller bending (n.e.s.).
4. Setting (n.e.s.) (excluding tool setting) of dies and/or fixtures and/or guides on production machines, including drilling machines, but excluding all other rotary and reciprocating machines.

RATE D

1. Arc and/or gas cutting (n.e.s.).
2. Assembly work, where the components and/or subassemblies are positively located, including adjustments, but excluding marking off of components and/or subassemblies to drawings and/or the use of precision measuring instruments.
3. Bending and/or forming to jigs and/or stops in press-brake and/or power folding machine.
4. Bending of conduits and/or pipes and/or tubes by pipe-bending machine to data sheets and/or sketches.
5. Drilling and/or counter-sinking, including drill sharpening (n.e.s.).
6. Drilling on radial drilling machine to jigs and/or fixtures and/or marks (n.e.s.).
7. Hand welding by mechanically fed electrodes.
8. *Marking off material (n.e.s.).
* **"Marking off"** means marking off material to given lengths for cutting off purposes, using only length gauges and/or rule and/or tape measure and marking material.
9. Operating automatic arc and/or gas and/or foil welding machine.
10. Operating power saw (n.e.s.), including marking off with rule and/or tape only and including setting of stops (n.e.s.).
11. Operating single head oxyacetylene profiling and/or straightline cutting machine to templates.
12. Preliminary shrinking and/or straightening of interior panels by hand tools.
13. Preliminary shrinking of body ends by hand tools.

14. Preliminary welding for positioning of jobs prior to welding and/or riveting and/or bolting up (runs of not more than 40 mm in length).
15. Press operating (n.e.s.), including the affixing and/or removal of dies where there is a positive location but excluding setting up.
16. Repetition assembly of pre-prepared sets of pipes and/or tubes and/or conduits.
17. Repetition operation of templet copying punch machine.
18. Repetition roller bending and/or forming, involving the use of metal not exceeding 4 mm in thickness.

RATE DD

1. Operating mechanical bevelling machine.

RATE F

1. Attending automatic submerged arc and/or gas shielded wire and/or flux cored wire arc welding machine where the operator is confined to loading, starting, stopping and unloading the machine and the setting up of which is done by a Rate A or AA employee.
2. Repetition bending of conduits and/or pipes and/or tubes in manually operated machines to templates and/or stops (excluding setting of stops).
3. Repetition cutting and/or cropping of bars and/or billets to stops and/or length gauges and/or repetition cutting and/or cropping of scrap.
4. Supervising employees employed on classes of work scheduled below Rate F (when so appointed).

RATE G

1. Assisting a Rate D employee in the loading of pre-manufactured and/or subassemblies into jigs and/or underframes and/or shells and bolting up, excluding fitting and/or adjustment, but including deburring.
2. Fly and/or treadle and/or manual pressing and/or notching where the work is operated upon with pre-set dies (excluding setting of the dies) and/or to stops.
3. Hand bending and/or forming to jigs and/or stops.
4. Huck type fastening.
5. Operating hand portable and/or pedestal grinding machine where the operator is not required to grind to marks and/or gauges and/or templates.
6. Operating power saw for repetitive cutting off to stop and/or length gauges and/or graduated scales (other than the setting of stops and other than in toolroom).
7. Reaming, using non-adjustable reamers.
8. Repetition operating arc spot and/or butt and/or flash and/or projection and/or resistance and/or seam and/or spot and/or stud welding machine.
9. Repetition cutting and conduits and/or pipes and/or tubes to templates and/or fixtures and/or stops and/or length gauges.
10. Repetition drilling and/or counter-sinking to fixtures and/or gauges and/or jigs and/or stops and/or templates, excluding radial drill.
11. Repetition drilling of fixing holes-up to 16 mm holes-with portable drilling machines in connection with body sides and/or roofs and/or gutters and/or ends and/or underframes, using jigs and/or fixtures and/or templates.
12. Repetition threading and/or tapping by machine.
13. Re-threading and/or re-tapping.
14. Screwing machine operating, excluding setting up.
15. Shrinking of coach bodysides in a heating jig under supervision of a Rate A or AA employee.

RATE H

1. Affixing slings under supervision of a Rate A to D employee.
2. Holding up and/or backing up for riveting.
3. Lagging of pipes and/or securing of lagging by clips.
4. Repetition deburring and/or fettling by hand and/or by machine.
5. Stamping and/or affixing metal labels and/or name-plates.
6. Baling of scrap.
7. Boiler stoking and/or attending.
8. Descaling by chipping.
9. General labouring.
10. Rivet heating.

Section (c): Woodworking and related activities**RATE A**

1. *Coaching finishing.
* **"Coach finishing"** means the fitting and/or machining and/or assembly of exterior and/or interior fittings and/or components and/or assemblies and/or woodmachining and/or carpentry work from drawings.
2. Positioning, identification and fixing of timber furrings.

RATE C

1. Repetition assembly of pre-prepared interior fittings and/or components and/or subassemblies, including adjustments under the supervision of a Rate A or AA employee, but excluding lining up and/or the use of precision measuring instruments.

RATE D

1. Assembly of washbasin and/or metal door on bench (excluding alteration and/or fitting).
2. Woodmachining including setting up and including the use of hand tools.

RATE F

1. Floor sanding.
2. Glueing for and laying of anti-squeak strip (including preparation of underframe members by rough grinding and/or deburring).
3. Laying and/or marking to templets and/or drilling and/or countersinking for securing purposes of premanufactured machined floorboards under supervision of a Rate A to C employee.
4. Repetition marking to jigs and/or length gauges and/or templets for the drilling of mouldings.

RATE G

1. Cutting lino to templets.
2. Repetition drilling of mouldings to jigs and/or templets and/or stops and/or length gauges and/or marks on pedestal drill.
3. Repetition loading and/or unloading and/or starting and/or stopping of woodworking machines, excluding setting up.
4. Repetition sawing of mouldings to stops and/or templets and/or length gauges and/or marks.
5. Sandpapering of wooden parts by hand.

Section (d): Painting and related activities**RATE A**

1. Painting and/or signwriting and/or polishing and/or staining and/or vanishing and/or veneering for finishing and decorating (n.e.s.).

RATE AA

1. Applying transfers.

RATE D

1. Application of last two coats of paint and/or enamel prior to the finishing coat (n.e.s.).

RATE F

1. Preliminary stopping of bodysides and/or ends.

RATE G

1. Application of anti-corrosive and/or anti-fouling and/or protective coatings (n.e.s.).
2. Application of prime and/or anticorrosive coatings.
3. Application of sealing compounds and/or adhesives.
4. Application of sound deadening materials.
5. Attending, cleaning and/or degreasing of acid and/or rinsing and/or fluxing baths under the supervision of a rate A to D employee.
6. Hot dip coating and/or galvanising, under supervision.
7. Oiling and/or greasing machinery.
8. Rough masking for priming only.

9. Sand and/or shot and/or hydro and/or grit blasting.
10. Spraying of enamel and/or paint to bogey and/or underframe and/or pre-manufactured components under supervision of a Rate A to D employee.
11. Stencil painting.
12. Wet rubbing.

RATE H

1. Dipping in enamel and/or lacquer and or paint.

DIVISION E/2**BURGLAR AND OTHER SIMILAR ALARM SYSTEMS DIVISION**

The following operations in the installation and/or repair and/or servicing and/or manufacture of burglar and other similar alarm systems, viz:

**WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN DIVISION E/2 ARE PRESCRIBED
IN SECTION 3 (a) OF PART II OF THIS AGREEMENT**

Section (a): Manufacturing Section

RATE AA

1. Final testing.

RATE B

1. Supervisory work, including batch checking and/or grading.

RATE D

1. Repetition adjusting of cores and/or components and/or mechanically operated assemblies to pre-set limits by electrical measurements, including replacement of defective mechanically adjustable components identified by the test process.

RATE DD

1. Repetitive batch mechanical and/or electrical checking and/or adjusting of equipment and/or sub-units and/or components by comparison of fixed standards with predetermined limits by means of comparators and/or deviation meters and/or special purpose test gear, including replacement of defective components identified by the testing process, under supervision of a Rate AA employee.

RATE DDD

1. Wiring and/or assembling of alarm units and/or devices to instructions and/or running out lists and/or planning cards and/or pictorial sketches and/or samples and/or audio aids and/or photographs.

RATE F

1. Application of infra-red filter lacquer.
2. Laying and binding of cable forms from prepared running out lists on pre-prepared cable form boards.

RATE G

1. Affixing dust proof seals.
2. Application of anti-corrosive and/or protective coatings.
3. Assembling of pre-manufactured components from stock requiring no fitting or adjusting, but including deburring.
4. Dressing and deburring by hand and/or by grinding and/or by portable power tools.
5. Making of terminal boards by hand operated punch.
6. Manual and/or treadle pressing and/or notching and/or punching where the work is operated upon with dies and/or stops (excluding setting of dies).
7. Repetition cold bending and/or forming to jigs and/or length gauges and/or stops.
8. Repetition cutting to stops and/or templates and/or jigs and/or length gauges and/or fixtures and/or marks (excluding setting up).
9. Repetition drilling to fixtures and/or jigs and/or stops and/or templates.

Section (b): Installation work**RATE A1**

1. Final testing.
2. Installation and/or wiring and/or repairing and/or servicing of main alarm unit, alarm signalling devices, control equipment and any other specialised equipment involved (n.e.s.) (including leads from a plug point at normal mains voltage).
3. Indicating the actual wiring routes of the alarm system.
4. Marking out all attached points for alarm components on areas to be protected.
5. Supervising installation of all low-voltage electrical wiring.

Learnership rates in respect of Rate A1 work:

First twelve (12) months of experience.....	} Refer to table of wage rates Rate A1
Second twelve (12) months of experience	
Thereafter	

Operative Grade 1:**RATE D**

1. Range adjustment of volumetric detectors such as ultrasonic and microwave units under supervision of a Rate AA employee.
2. Setting up infra-red barriers by means of a test meter or the like to predetermined levels under supervision of a Rate AA employee.
3. Rectification of installation faults diagnosed by and under the supervision of a Rate AA employee, excluding repairs to electronic units.
4. Connecting of cables to pre-marked and/or predetermined positions between electronic detection devices and control panels.

Operative Grade 2:**RATE DDD**

1. Connecting cables to electro mechanical devices.
2. Adjustment of vibration contacts to pre-set limits.
3. Soft soldering by hand.
4. Foiling of windows.

Operative Grade 3 (under supervision of a Rate AA employee)**RATE F**

1. Affixing of pulleys, window switches, door contacts and similar minor components, excluding adjustments, but including the running out and connecting up of trip wiring.
2. Running low-voltage alarm leads.
3. Affixing of all electronic or electro-mechanical detection devices to predetermined positions.
4. Mounting of control panels.
5. Affixing of tension switches and the affixing of tension wire to such switches.
6. Chasing and/or plugging and/or drilling (n.e.s.) (not precision drilling) to marks and/or pops and/or dimples.

Operatives Grades 1, 2 and 3:

No person shall be permitted to perform operations in a higher Operative Grade than that at which he is rated unless he has served at least three months in the Grade immediately below that in which the higher operations are specified; unless he has served an equivalent period with any employer in this Industry: Provided that no employee shall be remunerated at a lower rate of pay than he is currently receiving as a result of this requirement.

RATE H

1. General labouring.

Section (c): Standby duty for employees engaged on Rate A1 work

[Operations 1, 2, 3, 4 and 5 in section (b)]

1. An employer may require a Rate A1 employee to do standby duty for one week at a time: Provided that should such employee be required to do standby duty, he must be in receipt of not less than the amount of money specified for Rate A1 after 24 months' experience: Provided further that the employee shall be given not less than one week's notice to that effect. At least one full week must elapse before an employee may be called upon to do standby duty again.

2. When an employee is required to do standby duty in terms of sub 1 above, he shall be paid a standby allowance of six hours at the highest Rate A1 rate of pay specified.
3. Where an employee is called out on a service when on standby duty, he shall receive a minimum payment of R4,00 per call except when the call is on a Sunday or a statutory holiday, when he shall be paid R6,00 per call, in addition to the allowance stated in subsection 2 above.
4. Where an employee uses his own transport, he shall be paid an allowance to be mutually agreed upon.

SCHEDULE E/3

INDUSTRIAL REFRIGERATION AND AIR-CONDITIONING INDUSTRY DIVISION

WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN SCHEDULE E/3 ARE PRESCRIBED IN SECTION 3 (a) OF PART II OF THIS AGREEMENT

For purposes of this Division the Industrial Refrigeration and Air-Conditioning Industry is defined as the industry concerned with manufacture, fabrication, assembly and installation (erection on site) of systems comprising ventilation, exhaust, filtration, refrigeration, heating, humidification, dehumidification, fluid reticulation (including controls), instrumentation and associated electrical works, which either in total combination or part thereof are applied to a building, structure, ship or any space where artificial environment is required. For ease of reference, the operations contained herein have been split into the following sections:

Section (a): Manufacture and fabrication section.

Section (b): Installation section.

Subsection (b) (i): General.

Subsection (b) (ii): Piping.

Subsection (b) (iii): Ductwork.

Subsection (b) (iv): Insulation.

Subsection (b) (v): Electrical.

Subsection (b) (vi): Pneumatic.

SECTION (a): MANUFACTURE AND FABRICATION (SHOPWORK)

Manufacture and fabrication involves the use of metal 4 mm and thinner and may include integral light metal sections of material not exceeding 7 mm thickness.

RATE A

The Rate A operations of Schedule G of this Agreement shall apply. (No person other than a journeyman or apprentice may be employed on work classified as Rate A without the prior permission of the Council.)

RATE AA

1. Marking out with tape and/or rule of centres and working lines of articles and/or material preparatory to machining and/or processing.
2. Setting out of stock on the floor or the bench to sketch and/or drawings and/or dimensions.
3. Assembly of pre-manufactured components from stock (including adjustment).

RATE C

1. Operating power-driven guillotine (n.e.s.).
2. Operating press-brake (n.e.s.).
3. Operating roller-bending and/or forming equipment (n.e.s.).
4. Setting (n.e.s.) of dies and/or fixtures and/or stops and/or jigs and/or guides and/or trips on production machines.

RATE D

1. Assembling of pre-manufactured components from stock where no fitting is required (n.e.s.).
2. Automatic welding where the welding head is automatically fed and speed of weld mechanically controlled.
3. Marking off material to given lengths for cutting-off purposes, using only rule and/or tape measure and marking material.
4. Operating power-driven folding machine (n.e.s.), including setting up.
5. Press operating (n.e.s.), excluding setting up.
6. Welding and/or brazing, including hard and/or silver soldering, of parts located in jigs and/or parts so located as to obviate the need for a jig (n.e.s.).
7. Operating a reciprocating and/or circular power saw, including marking off with a rule and/or tape (including setting of stops) (n.e.s.).

8. Cropping and/or shearing and/or punching to stops and/or templates and/or length gauges and/or marks (including the changing of composite dies).
9. Operating single-head gas profile machine and/or single and/or multi-head straight line cutting machine, including setting up.
10. Operating repetitive and/or continuous automatic welding machines, including adjustment due to voltage variation.
11. Operating continuous semi-automatic gas shielded and/or flux cored wire arc welding machine, excluding setting up.
12. Manufacture of brackets where used in piping and/or duct erection using angle iron up to 75 x 75 x 6 mm.
13. Manufacture of flanges where used in ducting systems and/or equipment.
14. Operating press-brake (n.e.s.) to stops and/or jigs and/or length gauges where the stroke is controlled by the operator, excluding setting up.

RATE DD

1. Welding and/or brazing to fixtures or parts so located as to obviate the need for a fixture (weld length not to exceed 55 mm and material thickness not to exceed 2,5 mm).
2. Repetitive soft soldering and/or sweating.

RATE E

1. Operating automatic duct making machines, excluding setting up. (Setting up to be carried out or supervised by a Rate A employee.)

RATE F

1. Operating reciprocating and/or circular power saw to stops and/or jigs and/or marks, excluding setting up.
2. Operating power-driven folding machine to stops and/or jigs, and/or fixtures and/or marks, excluding setting up.
3. Operating power-driven guillotine to stops, and/or marks, excluding setting up.
4. Repetition production screwing of bar and/or tube on screwing machines to stops where the work is held by devices not necessitating centralising or trueing (excluding setting up). This operation is limited to a machine not exceeding a 52 mm nominal bore diameter.)
5. Operating manually operated rollers—the setting and forming in the manufacture of round ducting, bends and spigots, including the adjustment of the rollers.
6. Insulating of ducting in general—using pinspotter, spray-gun, tape measure or any other tools used in the insulation of ducting.
7. Drilling by hand of holes in flanges to be fitted to ducts by rivets, pop rivets or tinman's rivets or other means of fastening, setting out holes by means of fixed gauges.
8. Assembling of pre-manufactured components from stock requiring no fitting and/or adjusting, but including drilling of holes with hand drill up to 6 mm and/or the use of hammer in knocking over the flange, i.e. Pittsburgh lock or spigot.
9. Spraypainting.

RATE G

1. Beading and/or seaming and/or grooving and/or trimming and/or curling and/or wiring and/or dishing and/or flanging and/or locking double side top and bottom.
2. Leak-testing of finished products, other than by pressure testing.
3. Loading of rolled sheet coils onto uncoiler and setting of uncoiler release under supervision of a Rate A to D employee.
4. Operating manually operated folding machine and/or brake and/or hand folder and/or finger bending brake to stops and/or jigs and/or fixtures and/or marks, excluding setting up.
5. Operating press-brake and/or guillotine to stops and/or jigs and/or length gauges where the stroke is not controlled by the operator.
6. Riveting (10 mm diameter or less).
7. Using lock forming machine and/or seaming machine in any of the operations used in the manufacture of rectangular or round duct, including "S" and drive cleats.
8. Random drilling with a hand-held drill where the location of the holes is not critical.
9. Repetition application of insulating materials, including cutting and/or marking to templates under supervision of a Rate A to D employee.
10. Repetition bending and/or forming by machine to jigs and/or dies and/or stops and/or length gauges and/or marks (excluding press-brake and excluding setting up).

11. Repetition butt and/or spot and/or flash and/or projection and/or resistance and/or percussion welding by machine.
12. Repetition cutting and/or cropping and/or shearing to stops and/or templates and/or jigs and/or length gauges and/or fixtures and/or marks (excluding power-driven guillotines and excluding setting up).
13. Repetition drilling to jigs and/or prelocated parts and/or templates and/or pops and/or fixtures and/or marks (excluding radial drilling machines).
14. Repetition machine punching and/or slotting and/or notching to jigs and/or guides and/or stops and/or marks. (Material not to exceed 7 mm in thickness.)
15. Repetition marking to templates and/or jigs.
16. Repetition operating nibbling machines and/or shears to jigs and/or stops and/or templates and/or marks in sheets of 4 mm and thinner, including repetition marking to templates and/or jigs.
17. Repetition pop marking to jigs and/or templates.
18. Repetition reaming with non-adjustable reamers.
19. Repetition roller bending and/or roller forming and/or re-rolling.
20. Repetitive counter-sinking to stops.
21. Repetitive threading and/or tapping.
22. Rough straightening of components and/or materials using tinman's hammer and/or mallet and/or pliers only.
23. Screwing on and/or riveting and/or clipping of assembled louvre stiles into metal frames.

RATE H

1. Application of adhesive and/or anti-corrosive and/or protective coatings.
2. Cutting timber by hand and/or machine for crating purposes and/or crate making.
3. Dressing and/or deburring by hand and/or grinding by portable power tools.
4. Re-threading and/or re-tapping.
5. Sand and/or shot blasting.
6. Scrap cutting and/or baling.
7. Preparing work for painting and/or soldering and/or brazing.
8. General labouring.

SECTION (b): INSTALLATION SECTION**Subsection (b) (i): General****RATE AA**

1. Installation and/or erecting of refrigeration and air-conditioning plant, including piping, ductwork and insulation equipment, in field or on site (erector) (n.e.s.).
2. Affixing of fan coil units, washers, coils and associated articles.
3. Setting out of equipment in position and the aligning of such equipment, including marking out by tape and/or rule.
4. Use of explosive tool for fixing or fastening.
5. Final knocking out of dents and/or final straightening by use of hammer spoon, dolly or wrench bar.
6. Repairing and/or altering and/or adjusting and/or erecting on site or building of doors and/or door frames, window surrounds and curtain walling.
7. Moving of all components used in refrigeration and air-conditioning plants without the use of rigging equipment.

RATE F

1. Supervising employees employed on classes of work scheduled below Rate F.
2. Spraypainting.

RATE G

1. Assembling of pre-manufactured components from stock requiring no fitting or adjustment, but including deburring.
2. Attending cleaning and/or degreasing and/or acid and/or rinsing and/or fluxing bath.
3. Metal cleaning and/or degreasing and/or pickling.
4. Operating hand portable and/or pedestal grinding machine where the operator is not required to grind to marks and/or gauges and/or sizes and/or templates.
5. Repetition marking off to jigs and/or length gauges under supervision of Rate A to D employee.
6. Rough straightening and/or rough flattening of material, excluding use of rules and straight edges.
7. Straightening and/or flattening of gussets and/or cleats.
8. Cutting openings in walls.
9. Repetition hand drilling and/or tapping and/or thread cleaning.

RATE H

1. Dressing and/or deburring and/or grinding by hand and/or portable power tools.
2. Application of anti-corrosive and/or protective coatings using brush or roller.
3. Affix name plates.
4. Buffing and/or finishing and/or polishing by hand and power tools.
5. Preparing work for painting.
6. Hand loading and/or unloading of materials.
7. General Labouring.
8. Oiling and/or greasing.
9. Removal of rust and/or coatings.

Subsection (b) (ii): Piping

Piping used not to exceed 200 mm diameter and 7 mm wall thickness.

RATE AA

1. Setting out of stock on floor or on bench to sketch and/or drawings and/or dimensions.
2. Assembling and installation of pre-manufactured components from stock, including adjustment.
3. Bending of tubes and/or pipes (n.e.s.).
4. Arc and/or gas welding of air-conditioning pipes, including light frames and brackets only.
5. Drilling machine work (n.e.s.).

RATE D

1. Screwing and/or cutting of pipes, including resetting and/or size changing of dies.
2. Bending, swaging, flaring of tubes and/or sections in manually operated machine.
3. Dismantling of structure and/or pipe installations, including use of gas and/or electric torch.
4. Arc and/or gas cutting (n.e.s.).
5. Operating power saw (n.e.s.), including marking off with rule and/or tape only and including setting of stops.
6. Preliminary tack welding of jobs prior to riveting or bolting up (runs of not more than 25 mm in length).
7. Assembling by means of jigs and/or templates (n.e.s.).
8. Operating single and/or double-headed oxyacetylene profiling machine and/or single and/or multi-head straight line cutting machine, including setting up.
9. Punching and/or shearing and/or cropping to jigs and/or stops, including marking off with rule and/or tape.
10. Welding and/or brazing, including hard and/or silver soldering of parts locating in jigs and/or parts so located as to obviate the need for a jig (n.e.s.).
11. Soldering (n.e.s.).
12. Soft soldering and/or sweating by hand.
13. Hand welding with mechanically fed electrodes (excluding pressure vessels) (including flanges as in piping).
14. Operating automatic arc and/or gas welding machine (excluding setting up).
15. Manufacture of brackets where used in piping and/or duct erection using angle iron up to 75 x 75 x 6 mm.
16. Manufacture of flanges where used in piping and/or equipment.

RATE G

1. Repetition bevelling of pipe ends.
2. Repetition random drilling by hand.
3. Repetition screwing and/or cutting of pipes and/or tubes with die heads and/or taps and/or cutters by machine, including mounting of pre-set screwing and/or cutter heads.
4. Repetition swaging and flaring of pipes.
5. Operating pipe cutting machine (excluding setting up).
6. Repetition threading and/or tapping by machine (n.e.s.).
7. Operating power saw for repetitive cutting off to stop and/or length gauges, excluding setting of stops.
8. Screwing machine operating, excluding setting up.
9. Repetition installation of straight pipework.
10. Application of preformed insulation material to pipework.

RATE H

1. Gasket cutting, using templets.
2. Sand and/or shot blasting.

Subsection (b) (iii): Ductwork**RATE AA**

1. Marking out with tape and/or rule of centres and working lines of articles and/or material preparatory to cutting out.
2. Setting out of stock on floor or on bench to sketch and/or drawings and/or dimensions.
3. Erection of manufactured and/or fabricated ductwork and/or associated articles from drawings using a tape measure (n.e.s.).
4. Modifying and cutting back of straight pre-manufactured ducts, excluding final connecting.

RATE D

1. Marking off of duct sections to given lengths for cutting off purposes, using only length gauges and/or tape measure and/or templets and marking material.
2. Marking and affixing of hangers from predetermined duct run positions (excluding use of explosive tools).
3. Erection of ducting and associated articles to predetermined positions under supervision of a Rate AA employee.
4. Cutting in and fixing of branches and spigots to predetermined positions.
5. Erection and affixing of fire dampers, volume dampers, attenuators, canvas connections, in-line coils and in-line fans to premarked positions under supervision of Rate AA employees.
6. Fixing of dampers, grilles, diffusers, constant volume boxes, fan air terminals and other air terminals to pre-marked positions (excluding setting out).

RATE G

1. Assisting Rate D employees on fixing of dampers, grilles, diffusers, constant volume boxes, fan air terminals and other air terminals.
2. Repetition hand riveting (10 mm diameter or less).
3. Erection of flexible connections between spigots and air terminals.

Subsection (b) (iv): Insulation**RATE D**

1. Application of insulating materials to pipe fittings, ductings and equipment using tape and or rule.
2. Cladding duct, pipe or equipment insulation with sheetmetal, aluminium or other rigid covering using tape and/or rule and under supervision of Rate AA employee.
3. Plastering of insulation applied to ducts, piping and equipment.
4. Application of insulation materials to walls, floors, and ceilings as used in plenums and/or plant rooms, using tape and/or rule and under supervision of Rate AA employee, including the fixing of branderling, metal sections and rigid covering or expanded metal cladding.

RATE G

1. Assist in the application of insulating materials, including trimming, to manufactured duct work or installed straight pipework using a spraygun or pinspotter or strapping under supervision of rate D employee.
2. Laying of fibreglass or other insulating materials on ceilings.
3. Applying sealant and/or adhesive.
4. Repetition hand riveting (10 mm diameter or less).
5. Touching up with paint and/or prime coating.
6. Repetition marking and/or tracing to templets.
7. Trimming by hand and/or power tools.
8. Application of polyurethane foam into enclosed spaces.
9. Application of vapour seal to pipe and/or duct insulation, including the application of canvas or other facings.
10. Buffing and/or finishing and/or polishing by hand and/or power tools.
11. Repetition hand drilling and/or tapping and/or thread clearing.

RATE H

1. Cementing of insulation.
2. Cleaning by hand.
3. Coating by brush and/or dipping.

Subsection (b) (v): Electrical**RATE AA**

1. Marking out by tape or rule of the centres and working lines of articles and material for erection of cable racks.
2. Modifications to pre-manufactured cable racks.
3. Fixing of cables and/or conduit to cable racks, excluding preparation of leads for fitting of glands.
4. Running of cables, excluding preparation of leads for fitting of glands.
5. Repetition making up of cable harnesses where course of wire is marked by cleats and/or lines and/or saddles and/or fixtures and where no wiring diagram is used.

RATE D

1. Erection of pre-manufactured and/or fabricated cable racks and associated articles using tape and/or rule and under supervision of Rate AA employee.
2. Bending of conduits by hand.
3. Repetition crimping of terminals and/or stripping ends of wires.
4. Repetition pulling through only of cables and/or wire pre-cut to predetermined lengths.
5. Installation of control components to predetermined positions.

Subsection (b) (vi): Pneumatic**RATE AA**

1. Marking out by tape and/or rule of centres and working lines of articles and material for erection of pneumatic lines.
2. Modification to racks.
3. Testing for leaks by air, including preparatory work.
4. Supervising Rate D employees on site.

RATE D

1. Erection of manufactured and/or fabricated racks and/or associated articles.
2. Fixing of pneumatic tubes to racks.
3. Installation of pneumatic controls.
4. Setting of pre-calibrated pneumatic controls under instruction of Rate A employee.
5. Testing for leaks by air under supervision of Rate AA employee.

SCHEDULE F**MANUFACTURE AND/OR REMANUFACTURE OF ELECTRIC CABLE AND/OR ELECTRICAL CONDUCTORS (EXCLUDING BUSBARS)**

Applicable to the operations specified herein in the manufacture and/or remanufacture of electric cable and/or electrical conductors (excluding busbars).

Section (a): Exceptions

Schedule G of this Agreement shall not apply to the manufacture or remanufacture of electric cable and/or electrical conductors (excluding busbars) provided for in this Schedule.

Section (b): Employment at Group Z work

No person, other than a journeyman or an apprentice, may be employed on work classified at Group Z without the prior permission of the Council.

The following operations in the manufacture and/or remanufacture of electric cable and/or electrical conductors (excluding busbars):

**WAGE RATES APPLICABLE TO OPERATIONS SCHEDULED IN SCHEDULE F ARE PRESCRIBED IN
SECTION 3 (d) OF PART II OF THIS AGREEMENT**

GROUP Z

1. Plant maintenance and/or installation and/or tool-room work, namely fitting, electrician's work, tool and jig making, plating and welding (n.e.s.).

GROUP Y

1. Crane driving (n.e.s.).
2. Supervisory work (other than group leaders).

GROUP IX

1. Group leader supervising operations in Wage Groups V and VI.

GROUP VIII**GROUP VII****GROUP VI**

1. Operating catenary or vertical continuous vulcanising extrusion line.
2. Operating composite armouring machine with bobbins over 410 mm in diameter.
3. Operating extrusion machine exceeding 120 mm diameter and/or horizontal CV line.
4. Operating laying-up machines on paper insulated cables-shaped conductors-bobbins over one meter in diameter.
5. Operating lead extruder.

GROUP V

1. Attending heat treatment and/or vulcanising and/or drying plant.
2. Cutting and/or screwing of piping and/or conduit.
3. Group leader supervising operations in Wage Group IV.
4. Operating composite armouring machine up to and including 410 mm diameter.
5. Operating extrusion machine up to and including 120 mm diameter.
6. Operating hand portable and/or pedestal grinding machine (where the operator is not required to grind to marks and/or gauges and/or sizes and/or templates).
7. Operating internal mixer, e.g. Banbury type.
8. Operating laying-up telephone cables machine more than 102 bobbins.
9. Operating rod break-down machine (inlet size 6 mm and above).
10. Operating stranding machine using over 22 bobbins.
11. Operating thermoplastic compounding and granulating plant.
12. Polishing and cleaning of wire-drawing dies (excluding setting up and adjusting).

GROUP IV

1. Attending cable impregnating plant.
2. Capping cable ends.
3. Crane driving (n.e.s.) power-operated jib cranes and/or cab-operated overhead cranes and/or floor-operated power cranes, powered in all three directions and controlled by one man so employed, and confined to the movement of drums and cablemaking materials.
4. Group leader supervising operations in Wage Groups I to III.
5. Mill mixing (open roll type).
6. Operating armouring machine (n.e.s.).
7. Operating calendaring machine.
8. Operating laying-up machines (shaped conductors) (n.e.s.).
9. Operating laying-up machine, more than seven circular cores (not more than 61 bobbins).
10. Operating laying-up machine on paper insulated cables-shaped conductors-bobbins one meter in diameter and smaller.
11. Operating laying-up telephone cables machine, up to and including 102 bobbins.
12. Operating longitudinal covering machine.
13. Operating paper impregnating machine.
14. Operating paper lapping machine (over 18 papers).
15. Operating stranding machine with more than seven bobbins and up to and including 22 bobbins.
16. Operating wire-drawing machine.
17. Winding, measuring, cutting and drumming cables.

GROUP III

1. Application of anti-corrosive and/or anti-fouling and/or protective coatings.
2. Assembling of cable drums.
3. Assistant to operator of composite armouring machine, at whose direction he is responsible for changing tapes and/or jutes and filling compound pots.

4. Assistant to continuous vulcanising extrusion line operator, at whose direction he is responsible for controlling water pressure and opening and shutting splice box.
5. Assistant to operator of lead extrusion machine, at whose direction he is responsible for flaking-filling containers and monitoring conditions of cable entering lead extruder.
6. Bituminising steel wire and/or tape and/or paper and/or jute and/or textiles.
7. Loading of insulation and/or sheathing materials into warming mill and unloading of same.
8. Mass-measuring of materials prior to the mixing process.
9. Operating braiding machine.
10. Operating bunching machine.
11. Operating hot dip and/or electrolytic tinning plant (excluding preparation and/or testing of chemicals).
12. Operating incinerators.
13. Operating laying-up machine, up to and including seven circular cores.
14. Operating sieving and/or straining machine.
15. Operating slitting machine for insulating, binding or screening materials.
16. Operating stranding machine with seven and less bobbins.
17. Operating stripping machine.
18. Packing and/or unpacking vulcanising trays and/or cylinders, including spark testing and repairing.
19. Preparing ends of insulated conductors and/or cables for testing.
20. Repetition cutting and/or planing and/or drilling of material for cable drums to stops and/or jigs.
21. Vertical and/or horizontal taping and/or lapping, up to and including 18 tapes and/or papers.
22. Winding and/or spark testing and/or repairing and/or measuring and/or marking of cores.

GROUP II

1. Assistants on machines with crews of more than one, who help on the machine as directed by the machine operator, and who are in attendance during machine running time, and who are engaged in loading and unloading the machine.
2. Boiler attendant.
3. Lagging of wooden drums.
4. Length measuring, winding and joining copper, aluminium, galvanised steel wire and/or strip.
5. Operating granulating machine.
6. Operating marking machine for single cores.
7. Operating twinning and/or quadding machine for control and/or telephone cables.
8. Sealing cable ends.
9. Stencil painting on drums.
10. Watchman's work.
11. Wrapping, packing and labelling of finished materials.

GROUP I

1. Baling of scrap.
2. General labouring.
3. Scrap recovery.
4. Spraying and/or applying preservative coating to drums.

ANNEXURE A**SECURITY OF EMPLOYMENT AND SEVERANCE PAY**

For the purpose of this Annexure, notwithstanding the definition of "employee" in clause 3 of the Main Agreement, "employee" shall include persons employed in terms of clause 1 (4) and (5) of Part I of the Main Agreement.

1. Retrenchments and/or redundancies**(a) Avoidance of retrenchments and/or redundancies**

An employer shall make every effort to avoid retrenchments and/or redundancies and to reduce their impact on employees.

(b) Notification

- (i) Where retrenchments and/or redundancies are perceived, become apparent or are contemplated by an employer, including those arising from the introduction of new technology, the employer shall notify the Regional Council, the party trade unions representing the employees who may be affected by the retrenchments and, in the case of other potentially affected employees, the representatives of such other employees, by means of fax or telegram or hand delivery, of the perceived need to implement retrenchments or redundancies. The notice shall be given as soon as possible but at least 21 days prior to the contemplated date of retrenchment or redundancy.

- (ii) The employees, through their representatives, shall be entitled to notify the employer and invoke the retrenchment consultation procedures where a retrenchment or redundancy is perceived or becomes apparent, including where the employees believe new technology is to be introduced which may result in retrenchments or redundancies.
- (c) *Good faith consultations in an endeavour to reach agreement*
 - (i) Following the notification referred to in paragraph (b), the employer shall offer to consult in good faith in an endeavour to reach agreement with representatives of the party trade unions representing the employees who may be affected by the retrenchment and who are members of such trade unions and, in the case of other potentially affected employees, with the representatives of such other employees over the matters listed below. Consultation on these matters will not be necessary where the employer confirms that retrenchments or redundancies are not contemplated. Where the consultations arise as a result of an intention by the employer to introduce new technology then the nature, extent and implications for the workforce of such introduction shall form part of such consultation process.
 - (ii) Consultation shall take place on the following:
 - (aa) The specific reason(s) for the proposed retrenchment or redundancy;
 - (ab) the need to effect the proposed retrenchment or redundancy;
 - (ac) measures taken or measures which may be taken, subject to operational requirements, to avoid or reduce the effect of the proposed retrenchment or redundancy;
 - (ad) the manner of the proposed retrenchment or redundancy;
 - (ae) the proposed number of employees to be retrenched;
 - (af) the proposed effective date of the retrenchment or redundancy;
 - (ag) the basis of selection of the employees to be retrenched; and
 - (ah) the means to be adopted to ameliorate the hardship of the retrenchment and/or redundancy.
 - (iii) The employer shall, during the consultation process, provide information on the need for retrenchment and information which will assist the party trade union(s) or employee representatives in making contributions on ways of avoiding retrenchments. The employer, however, shall not be expected to disclose information which—
 - (aa) is not reasonably available to the employer; or
 - (ab) is not relevant to the issues under discussion; or
 - (ac) could harm the employer's business interests, for example trade secrets and other confidential information.
 - (iv) The employer, following the consultation process, shall, not later than seven days after the date of retrenchment or redundancy, notify the Regional Council, in writing, of the following information relevant to the retrenchment or redundancy:
 - (aa) The date of the retrenchment or redundancy;
 - (ab) the number of employees retrenched;
 - (ac) the names and occupational categories of the retrenched employees.
- (d) *Closures and/or relocations*
 - (i) An employer wishing to close or relocate any factory, company, enterprise, or part thereof, shall provide the Regional Council and the party trade unions representing the affected employees with the following written information at least 30 days prior to the intended closure or relocation:
 - (aa) The proposed date of relocation and/or closure;
 - (ab) the proposed number of employees to be affected by such relocation or closure;
 - (ac) the specific reason(s) for the relocation or closure.
 - (ii) The employer and party trade unions concerned shall hold themselves available at all reasonable times within such 30-day period to consult in good faith in an endeavour to reach agreement on matters related to the proposed relocation or closure:

Provided that the provisions of (i) and (ii) above shall not apply in respect of a factory, enterprise, business or company which is placed in liquidation in terms of the Insolvency Act.
- (e) *Retrenchment and/or redundancy terminations*

An employer shall observe the provisions of clause 18 of this Agreement in the termination of the employment of retrenched employees.

(f) *Assistance to retrenched and/or redundant employees*

An employer shall assist retrenched or redundant employees in submitting claims for benefits of the applicable Funds in terms of Bargaining Council Agreements and shall ensure that the employees have been provided with their Unemployment Insurance Record Cards.

- (g) Clause 35 of the Main Agreement shall be complied with in determining the amount of severance pay to which an employee is entitled: Provided that employers and party trade unions, at either's request, consult in good faith at plant level with a view to reaching agreement on a higher severance payment. This shall not be read to imply that the parties must agree on a higher payment.

2. Re-employment of retrenched employees

Where an employer has retrenched employees he shall, if he engages additional employees during the subsequent 24 months, as far as is practicable, give preference to the re-engagement of those applicants who were retrenched from his establishment and thereafter to other applicants who have been retrenched in the Industry who are qualified and available to undertake the categories of work required by the employer.

3. Lay-offs(a) *Definition*

"**Lay-off**" means the temporary suspension, without pay, of employment for a minimum of five full consecutive shifts owing to a reduction in the volume of work in an establishment or section of an establishment or owing to other economic reasons.

(b) *Notification*

- (i) An employer wishing to implement the provisions of this section shall notify the Regional Council and any party trade unions representing the affected employees by registered mail to reach those organisations 14 days prior to the date of the intended lay-off.
- (ii) Notification by telephone, telegram or fax may be effected to reach these organisations 14 days prior to the layoff, and shall be confirmed in writing.
- (iii) Notification of lay-off, as set out above, shall include—
 - (aa) full details of the affected employees;
 - (ab) the reason(s) for the lay-off; and
 - (ac) the estimated period of the lay-off.

(c) *Consultation*

Following notification in terms of subsection (b) above the employer shall consult jointly with all party trade unions representing the affected employees who are members of such trade unions and, in the case of other employees, with representatives of such affected employees, on ways and means of avoiding or limiting lay-offs and on criteria for determining which employees are to be laid off.

(d) *Notification to employees*

An employer shall give affected employees a minimum of five full shifts' notice of intention to lay-off. Such notice shall include the specific date on which affected employees are to resume work.

(e) *General*

- (i) Employees on lay-off may elect in writing to have their services terminated, in which event the provisions of clause 18 of this Agreement shall apply.
- (ii) Notwithstanding the provisions of clause 19 of the Main Agreement, employees on lay-off may engage in any employment for remuneration during the lay-off period.
- (iii) Should an employee on lay-off not return to employment within three working days of the due date in terms of section 3 (d) above, such employee shall be deemed to have terminated employment with the employer unless such absence is condoned by the employer.
- (iv) Where an employee is expressly required by the employer to report at his place of employment on any day for the purpose of ascertaining whether work will be made available, the employee shall receive not less than four hours' work or pay in lieu thereof in respect of such day.
- (v) The provisions of clause 8 (1) (a) of this Agreement shall *mutatis mutandis* apply to payment of earnings in respect of lay-off.

4. Limited duration contracts of employment(a) *Definition*

An employer may employ an employee for a specified, limited contract period in terms of a limited duration contract of employment as per the Schedule hereto on the following specified categories of work:

(i) *Sitework*

Employment in terms of a contract which specifies that employment is in respect of a specific construction site for the duration of the site contract or a specific portion or section thereof: Provided that where such an employee is immediately re-employed on a different site such employee shall not be regarded as having been employed on a limited duration contract in respect of this section.

(ii) *Turnaround work*

Employment in terms of a contract of employment which specifies that employment is for the duration, or portion thereof, of—

- (aa) a contract secured by the employer to carry out specified installation, maintenance, overhaul or development work on existing equipment or on an installation not owned by the employer;
- (ab) major maintenance, overhaul or development work on equipment or an installation owned by the employer necessitating the recruitment of employees over and above the normal complement.

(iii) *Ship repair work*

Employment in terms of a contract of employment which specifies that employment is for the duration or portion thereof of a specific contract secured by the employer to carry out repairs on a particular vessel.

(iv) *Short-term fluctuations in workload*

Employment in terms of a contract of employment which arises out of a situation where the employer is necessitated to take on additional employees as a result of having secured additional work of a short-term nature. Such employment shall be limited in duration to a period not exceeding four months: Provided that should a longer period be required to complete a specific task or activity, the period of the specific task or activity shall be specified in the limited duration contract of employment.

(b) *General*

- (i) The provisions of the Main Agreement shall apply in respect of employees engaged on limited duration contracts of employment. The provisions of section 1 above shall not, however, apply to such employees: Provided the termination of such employees' services does not precede the agreed expiry date of the limited duration contract.
- (ii) An employer shall on engagement of an employee in terms of a limited duration contract of employment give the employee a signed copy of the contract which has been entered into.
- (iii) Every employer who has employees engaged in terms of a limited duration contract of employment shall each month, in such form as required by the Council from time to time, notify the Council of the number of such employees in his employ. The employer shall, at the request of the representatives of the trade unions represented at the company, make this information available to such representatives. This information shall include the names of the individual employees, if required.

Footnote: Whilst the provisions of this Annexure apply to party trade unions it is recommended that they also be observed in respect of non-party trade unions and any employee representative body elected in terms of an agreed procedure, unless such non-party trade union or employee representative body elects otherwise.

LIMITED DURATION CONTRACT OF EMPLOYMENT

Schedule referred to in section 4 (a) of Annexure A to the Main Agreement.

CONTRACT OF EMPLOYMENT

(The employer)..... agrees to engage the services of (the employee)..... and the employee hereby agrees to accept service with the employer on the following terms and conditions:

- (i) (a) The contract of employment in terms of section 4 of Annexure A to the Main Agreement shall be for a maximum period of months/weeks from date of employment, for the purpose of site work/turnaround work/ship repair work (delete whichever is not applicable) from to, or completion of the specific work detailed hereunder:

- (b) The contract of employment for short-term fluctuations in work-load, shall not exceed a period of four months from date of employment, viz from to, or completion of the specific work detailed hereunder:

(Note: Should a period longer than four months be required to complete a specific task or activity, the period and the specific task or activity must be specified hereunder):

- (ii) On completion of the contract detailed in (i) above, this contract shall automatically terminate. Such termination shall not be construed as being retrenchment but as completion of contract. The employee shall nonetheless still be given one shift's notice of expiry of the contract period.
- (iii) The remaining conditions of employment, not expressly detailed above, shall be existing employer policy, rules and regulations and the general conditions of employment as contained in the Main Agreement for the Metal and Engineering Industry, subject to the limitation set out in (ii) above.
- (iv) Where employment continues after completion of this contract in terms of (i) above this contract shall become null and void and the provisions of the Main Agreement shall apply.
- (v) Subject to the amendment of the general conditions of employment as set out in (ii) above, the engagement conditions shall be:
 - (a) Occupation.....
 - (b) Rate of pay.....
 (which shall not be less than the rate scheduled in the Main Agreement).

The employee acknowledges that he/she understands the contents of this contract and signifies acceptance thereof.

Signed at on 19.....

Employer

Employee.....

Witness.....

Note: The employer and employee shall, during the period of employment in terms of this contract, observe the provisions of the applicable Benefit Fund Agreements.

ANNEXURE B

FIVE-GRADE JOB AND WAGE STRUCTURE

1. Individual employers, together with worker representatives and/or registered trade unions recognised at establishment level, shall mutually agree on whether to adopt the new job and wage structure or to continue using the current thirteen grades and related arrangements.

2. It is the intention of the parties that the decision whether or not to adopt the new grading structure should be a voluntary one on both sides. However, where consensus on the matter cannot be reached between the parties at establishment level, the following disputes procedures shall apply:

Step 1:

The matter shall be referred to the relevant Regional Council for conciliation. Two assessors, one from the employer side and one from the trade union side may, by mutual agreement, be appointed to assist the conciliator. The assessors shall be selected from outside the establishment. Any cost arising from the use of assessors shall be borne by the parties concerned.

Step 2:

Where this is unsuccessful in resolving the dispute, both parties or either party may refer the matter to one of an agreed panel of Independent Mediation Services of SA (IMSSA) arbitrators who will attempt to conciliate the dispute. The costs of the conciliation and subsequent advisory arbitration process (where this is undertaken) shall be negotiated at establishment level. Two assessors, one from the trade union side and one from the employer side, will be appointed to assist the IMSSA arbitrator. The assessors shall be selected from outside the establishment. Any costs arising from the use of assessors shall be borne by the parties concerned.

Step 3:

Should this conciliation not be successful, the arbitrator will then decide the matter in terms of advisory arbitration.

Step 4:

Should the parties not have followed the conciliation/advisory arbitration process set out in Steps 2 and 3 above or should either party not be prepared to accept the advisory arbitration decision, they will be free to pursue the matter in terms of legal industrial action. Alternatively, the parties may agree in advance that the arbitration decision will be final and binding, in which case no legal industrial action may be implemented.

3. No party may adopt one element of this Agreement as set out below, without adopting all of the others, namely:

- (a) Multi-skilling/multi-tasking/flexibility.
- (b) The five-grade wage model.
- (c) Job security as set out elsewhere in this Agreement.

It is, however, recognised that any job requires a degree of flexibility to meet normal operational requirements and changes. This degree of flexibility, therefore, under normal circumstances, will not constitute an element of this Agreement as specified above. Should a dispute on this issue arise at a workplace then the dispute resolution process outlined in paragraph 4 of the Agreement shall be followed.

4. When agreement has been reached between the parties to adopt the new structure but where disputes arise regarding the grading of workers, the same procedure will be followed as outlined in paragraph 2 above, however, in this case the IMSSA arbitrator will decide the matter in terms of final binding arbitration.
5. Where establishments adopt the new grading structure, employees will be required to undertake any tasks or combination of tasks falling within the scope of that employee's job grade or any tasks or combination of tasks falling within any grade below this level: Provided that, if necessary, the employee has received or is receiving the necessary training to undertake the tasks in question. Employers will make the necessary mutually agreed training opportunities and assessment available to identified employees while employees will agree to attend the courses and undertake competency-based assessments in accordance with the relevant training requirements. No additional remuneration will be payable to the employee for such changes in area and scope of work over and above that set out under paragraph 8 of this Agreement.
6. The party trade unions undertake to use their best endeavours to ensure that their members are aware of the implications of the new job and wage structure and their obligation as employees, having agreed to enter the new structure, to undertake a broader range of work. To this end, where a decision has been taken in accordance with paragraph 1 above to implement the new job and wage structure, recognised shop stewards will be granted a minimum period of one day's leave, subject to reasonable operational requirements, as a contribution towards a training course for shop stewards to be conducted under the auspices of the unions concerned with regard to this Agreement.
7. The parties will review the five skill definitions with a view to amending these to ensure that they effectively meet the multi-skilling and flexibility objectives of the parties. They will also agree on the new technical schedules in accordance with these definitions and indicative tasks.
8. For those establishments that implement the new job and wage system the following minimum wages will apply for the new five-grade wage structure:

Grade 1: R9,59 (i.e. 55% of Grade 5).

Grade 2: R11,14.

Grade 3: R12,94.

Grade 4: R15,02.

Grade 5: R17,44.

Note: These amounts will be increased in line with the increases to be agreed in the 1997/98 and subsequent annual Main Agreement negotiations.

The new five-grade wage structure will be phased in, in equal increments, over a maximum period of five years. Individual establishments may agree to phase the new structure in over a shorter period.

9. The parties will consider the introduction of a sixth and seventh grade (above Rate A/Grade 5) during the course of 1997/98 Main Agreement.
 10. No employer who agrees to adopt the five-grade job and wage structure on a voluntary basis in terms of paragraph 1 above may retrench any worker as a direct result of any arrangements implemented in terms of this Agreement during the phasing-in period of the new wage structures, unless such retrenchment is on a voluntary basis, or unless external circumstances beyond either party's control impact upon the enterprise. Where jobs become redundant as a result of the process outlined in this Agreement during this period, the following options will be available to employers:
 - (a) Redeployment into other positions.
 - (b) Reduction in the size of the workforce through natural attrition.
 - (c) Voluntary retrenchment with or without further training.
 - (d) Voluntary early retirement.
- In all other circumstances and respects, the provisions of clause 36 of the Main Agreement will continue to apply.
11. The provisions of paragraph 10 above will also apply in the following circumstances:
 - (a) The employer has indicated that he is not prepared to adopt the new job and wage structure; and
 - (b) the matter has been referred to arbitration in terms of paragraph 2, Steps 3 or 4; and
 - (c) the arbitrator decides that the company has no valid reasons for refusing to adopt the new structure and has not been dealing with the matter in good faith.
 12. In all other cases where establishments adopt the five-grade job and wage structure following arbitration and/or industrial action or the threat of industrial action, the provisions of paragraph 10 above will not apply.

13. The period 1 July to 31 December 1996 will be used by the parties as a period of preparation to introduce the new job and wage structure and revised technical schedules and their benefits to the industry and to assess the likely usage of the new arrangements. Such assessment and introduction will be completed by 31 January 1997. Should the parties find that there are no establishments prepared to enter the new structure at this stage, negotiations will be re-opened. Parties at establishment level proposing to implement the new structure will notify one another of such proposal. The parties will then meet to discuss the proposal.

Should agreement be reached in principle, the parties will then discuss proposals relating to the method of introduction of the new structure and, in particular, how work will be restructured, which grades will apply and what training will be provided to employees to enable them to undertake a broader range of tasks.

The parties will also agree at establishment level on appropriate times and methods for worker representatives, shop stewards and management to communicate progress on and implementation of the new job and wage structure to the workforce. Establishments may decide to adopt the five-grade wage structure at any time, subject to the provisions of this paragraph.

14. The parties also agree to the following:

- (a) To meet with experienced arbitrators in order to develop a set of guidelines to assist arbitrators in facilitating in disputes and in reaching arbitral decisions. For example, one such guideline shall be that arbitrators should not decide in favour of the new structure where either side is able to show that the change would be to their material disadvantage.
- (b) To define the precise role of the two assessors referred to in paragraph 2 above.
- (c) To give further consideration to a mechanism for resolving disputes that may arise where employers who have adopted the new job and wage structure seek to retrench workers for reasons unrelated to this.
- (d) To finalise the proposed Productivity Framework Document by 31 December 1996 for inclusion in this document.

15. The parties acknowledge the necessity to generate employment opportunities in the industry, the importance of the acquisition of skills, and the need to create career opportunities for new workers. Accordingly, new entrants to Grade 1 at the company shall, for a maximum 12-month period—

- (a) be trained to perform the Grade 1 tasks required at the company concerned, with the training required for these employees to be agreed on at establishment level; and
- (b) be paid a wage rate of not less than Grade 1 less 20%.

16. The parties, in order to promote local employment opportunities on construction sites, agree to apply the wage structure specified in paragraph 15 above to those construction site employees who are not covered by Schedule G, section (d) of the Main Agreement and—

- (a) who are employed on fixed-term contracts of employment for the duration of the construction project or a lesser defined period; and
- (b) who are sourced from local communities; and
- (c) whose activities are confined to general labouring tasks.

17. Where employers wishing to implement the five-grade job and wage structure wish to exclude any employees or category of employees from these arrangements they must obtain agreement on these exclusions with the worker representatives, trade unions and workers concerned at establishment level. Workers excluded in terms of this paragraph will continue to receive their current rates of pay increased in line with the annual Main Agreement negotiations. The Regional Council must be notified of these exclusions.

18. In terms of the 1993 Main Agreement Settlement, none of the above arrangements will apply to Schedule G, Section (d): Structural Engineering (paragraph will be further debated with representatives of the Constructional Association).

ANNEXURE C

THE SKILL DEFINITIONS ACCOMPANYING THE NEW FIVE-GRADE STRUCTURE

The prime objective of the proposed definitions is to move from the current individual task descriptions to one which defines an employee's area and scope of work in terms of competently held skills. In other words, at the end of the restructuring period the only restriction on any employee's work is whether he or she is formally skilled to carry out a particular task. This situation currently only exists with artisans who can be legally asked to carry out any task that lies within their discipline.

The position cannot be achieved overnight, for a number of reasons. Firstly, it will take a few years to reorganise the training infrastructure to provide for standardised modular training at all levels of the new career structure. Even if such modules were available it would not be economically feasible to bring all engineering employees up to the levels of formal skill required by the grade in which they have been placed by virtue of the current wage level. Finally, it will take a considerable period of "cultural" adjustment for the industry to understand the new system and take maximum productivity advantage of it.

For these reasons, it is essential that the parties see the foreseeable future (i.e. until the new industry training framework is in place) as a period of transition where it will be necessary, because of the diversity of the industry, to live in both the new and old worlds. The definitions proposed below deal with this transition by providing some broad guidelines as to the work performed by employees at each level. It is for this reason that both a skill definition and a general scope of work definition appear at each level.

Workers will not be expected to be able to perform all of the indicative tasks in a particular grade to qualify as workers in that grade. Which particular tasks workers will be required to perform is a matter for discussion between management and workers and this will be one of the determining factors in deciding whether or not the establishment will adopt the new five-grade system.

In order to fully utilise manpower resources, all employees will perform work within their skills and capabilities. To this end, employees will accept any necessary training and be prepared, after consultation, to perform tasks within their grade as the needs of the operation require.

The requirements specified under each grade in this document will be revised and amended in line with the requirements of the to-be-agreed national training framework on an ongoing basis.

Definition of terms used in these levels

Where the expression "formally competent in X modules" appears, this shall mean the employee has completed training modules that are recognised by the Metal and Engineering Industry Education and Training Board and, where applicable, the Plastics Industry Training Board to the specified competency standard.

The indicative tasks associated with each of the five grades will be used by the parties and the Technical Work Group in restructuring the current Main Agreement technical operations into five grades.

However, specific operations that include these indicative tasks may, by agreement of the parties at central level, be graded into either a higher or lower grade, dependent upon particular circumstances.

Where agreement cannot be reached by the parties on the grading of particular operations the matter will be referred to an agreed arbitrator who will decide the matter on the basis of the skill definitions and indicative tasks contained in this document, taking into account any particular circumstances that may apply. The definitions will require examination to ensure that they conform with occupational health and safety legislation and relevant licensing arrangements.

The new skill definitions of the five-grade job structure are set out below. During the period September 1996 to January 1997 all the current job descriptions of the Main Agreement will be reclassified into five grades for utilisation by those companies where the new five-grade structure is to be implemented.

GRADE 1

An employee at this level will undergo an induction training period, including occupational health and safety, and perform duties that are essentially of a manual and/or repetitive nature. Minimal skill, discretion and judgement is required as set procedures generally apply and the employee works mainly under direct supervision. He or she has no supervisory responsibility.

Employees will not be expected to undertake all of the following indicative tasks to qualify as a Grade 1 worker. Which particular tasks employees will be required to perform at this level is a matter for discussion between management and the affected employee(s). These tasks should, within reason and subject to current operational practices, not be in unrelated areas.

Indicative tasks

The following indicative tasks apply to this grade:

- Operation of automatic machines requiring no setting beyond the location of material and running the machine. Able to carry out basic pre-start machine inspection and lubrication.
- Operation of machines where such operation is limited to loading, setting the machine in motion, stopping and unloading the machine.
- Drilling to jigs, fixtures, stops, templates or dimples.
- Operating automatic submerged arc or gas shielded wire or flux cored wire arc welding machines (excluding setting up), butt, flash, projection, resistance or spot or arc spot or seam stud welding machine.
- Cutting to pre-set stops, grinding and/or deburring.
- Assembly of pre-manufactured components from stock requiring no interpretation or adjustments, but including deburring.
- Identification of different products and materials used in the product process of the plant in the area in which the employee works.
- The use of basic measurement tools such as a rule, tape, slip and 'no go' gauges, etc.
- Write labels, weigh and record.
- Operate basic materials handling equipment such as pallet truck and mechanical and fixed pendant hoists.
- Packing, stocking, loading, unloading and cleaning duties in tool and/or stock and/or materials stores directly linked to the shopfloor and/or production process.
- Operating plastic production machines, including running adjustments.
- General labouring and cleaning duties, including removal of rust or coating and boiler cleaning and oiling and greasing on non-operating machinery.

GRADE 2

An employee at this level is formally competent in 'x' modules and carries out work within the area and scope of this training; or is required to exercise a limited degree of discretion and judgment that may become virtually automatic with practical experience. The employee—

1. works under direct supervision or functions as a member of a work team;
2. understands and utilises basic statistical process control procedures, including the measurement of output specifications; and
3. consistently meets the production and quality standards set for activities at this level.

Employees will not be expected to undertake all of the following indicative tasks to qualify as a Grade 2 worker. Which particular tasks employees will be required to undertake at this level is a matter for discussion between management and the affected employee(s). These tasks should, within reason and subject to current operational practices, not be in unrelated areas.

Indicative tasks

The following indicative tasks apply to this grade:

- Repetition work on semi-automatic or single purpose machines or equipment, including adjustment of material or tools within clearly defined limits.
- Assembles components using basic written, spoken and/or diagrammatic instruction in a mass production assembly environment, including mechanical adjustment and the identification of parts and their location.
- Basic gas welding skills not involving codes, or oxy-acetylene cutting of scrap.
- Hand-welding by mechanically fed electrodes or preliminary welding or welding in fixtures (and completion of weld when removed from the fixture).
- Operation of pre-set machines, including random checking with fixed gauges and replacement of tipped tooling.
- Use of measurement equipment related to the functions of this grade.
- Use of power-driven materials handling equipment such as a floor-operated crane, forklift and stacker (relevant license to be held where applicable).
- Use of computer to input data, produce reports and maintain database.
- Receiving locating preparing and issuing materials, tools and/or stock from requisition lists, in tool and/or stock and/or materials stores directly linked to the shopfloor and/or production process, including—
 - > picking of stock;
 - > checking and recording of stock; and
 - > operation of materials and handling equipment.

GRADE 3

An employee at this level is formally competent in 'x' modules and carries out work within the scope of this training; or is required to exercise a considerable degree of discretion and judgement and demonstrate a basic analytical ability. The employee—

1. works under routine supervision or functions as a member of a work team;
2. understands and can interpret statistical process control procedures, including the measurement of output specifications and the plotting of charts; and
3. consistently meets the production and quality standards set for activities at this level.

Employees will not be expected to undertake all of the following indicative tasks to qualify as a Grade 3 worker. Which particular tasks employees will be required to undertake at this level is a matter for discussion between management and the affected employee(s). These tasks should, within reason and subject to current operational practices, not be in unrelated areas.

Indicative tasks

The following indicative tasks apply to this grade:

- Use of drawings and written instructions to set up machines or installation of programs in the case of numerically controlled machines.
- Complex assembly of components or sub-assemblies that may require routine adjustment.
- Basic fault-finding, basic service and lubrication on machines or products with which the employee is familiar in line with maintenance and/or quality schedules.
- Use of keyboard or hard copy to compile statistics and records of activities up to this grade.
- Ability to measure accurately, including the use of precision-measuring instruments normally used in the particular work area.
- Down hand ferrous welding in a finished run.
- Operation of multi-head oxyacetylene cutting, profiling, flame planning or bevel cutting machine.
- Setting of plastic production machines.

GRADE 4

An employee at this level is formally competent in 'x' modules and carries out work within the area and scope of this training; or has the knowledge and skill to perform autonomous, non-routine tasks of some complexity and is required to exercise analytical, problem-solving and decision-making skills and exercise judgement acquired after considerable practice and experience. The employee—

1. works from complex instructions and procedures and can generate reports in a fixed format on activities up to level four when required;
2. may assist in the provision of on-the-job-training;
3. works under or functions as a leader of a work team, and plans and organises activity in his or her immediate area of work;
4. consistently meets the production and quality standards set for activities at this level; and
5. uses tools and equipment within the scope of his or her training or competency.

Employees will not be expected to undertake all of the following indicative tasks to qualify as a Grade 4 worker. Which particular tasks employees will be required to undertake at this level is a matter for discussion between management and the affected employee(s). These tasks should, within reason and subject to current operational practices, not be in unrelated areas.

Indicative tasks

The following indicative tasks apply to this grade:

- Measure and monitor production output and quality standards within a set area or plant with available resources and equipment.
- Machinist's work, including setting up and grinding own tools and maintaining a limited number of machines in terms of their operation and basic service (excluding toolroom).
- Marking and setting out.
- Using a computer to construct simple graphs and spreadsheets.
- Inventory and store control, including supervision of Grade 2 employees in tool and/or stock and/or material stores directly linked to the shopfloor and/or production process.

GRADE 5

An employee at this level is formally competent in 'x' modules and carries out work within the area and scope of this training; or is normally a qualified artisan (or the equivalent thereof) who is able to exercise the skills and knowledge of a trade. He or she—

1. understands and applies quality control techniques;
2. exercises good interpersonal and communication skills;
3. exercises discretion within the scope of this grade;
4. works under plant level supervision or a part of a team;
5. performs non-artisan tasks incidental and peripheral to his or her work, including the operation of materials handling equipment and the cleaning of work areas.

GRADING OF SUPERVISORS

Supervisors will be graded in the grade immediately above that of the employees whom they supervise.

Notes:

1. In due course it will be necessary to develop further criteria for production employees who operate at an equivalent level to the qualified artisan, i.e. Grade 5.
2. The tasks listed above are merely given as an initial guide as to the types of task that are general characteristics of that particular grade.
3. Employees in any given grade may also be required to undertake work in lower grades.
4. The parties will consider the introduction of a sixth and seventh grade (above Rate A/Grade 5) during the course of the 1997/98 Main Agreement.

Signed at Johannesburg, for and on behalf of the parties, this 17th day of October 1997.

W. D. DOYLE

Chairman

A. T. ALLEN

Vice-Chairman

D. G. LEVY

General Secretary

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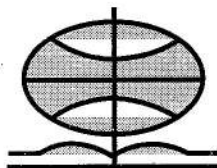
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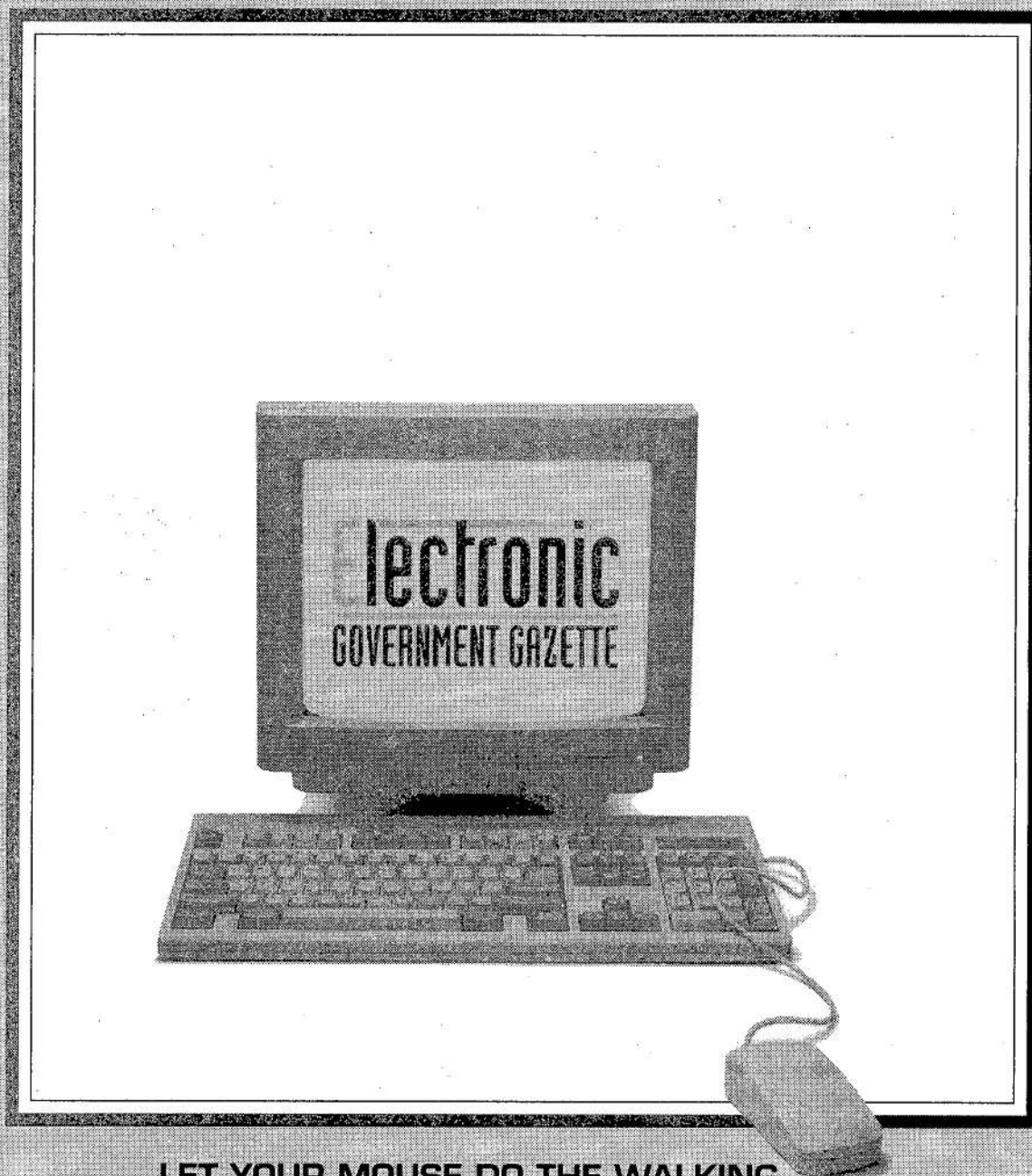
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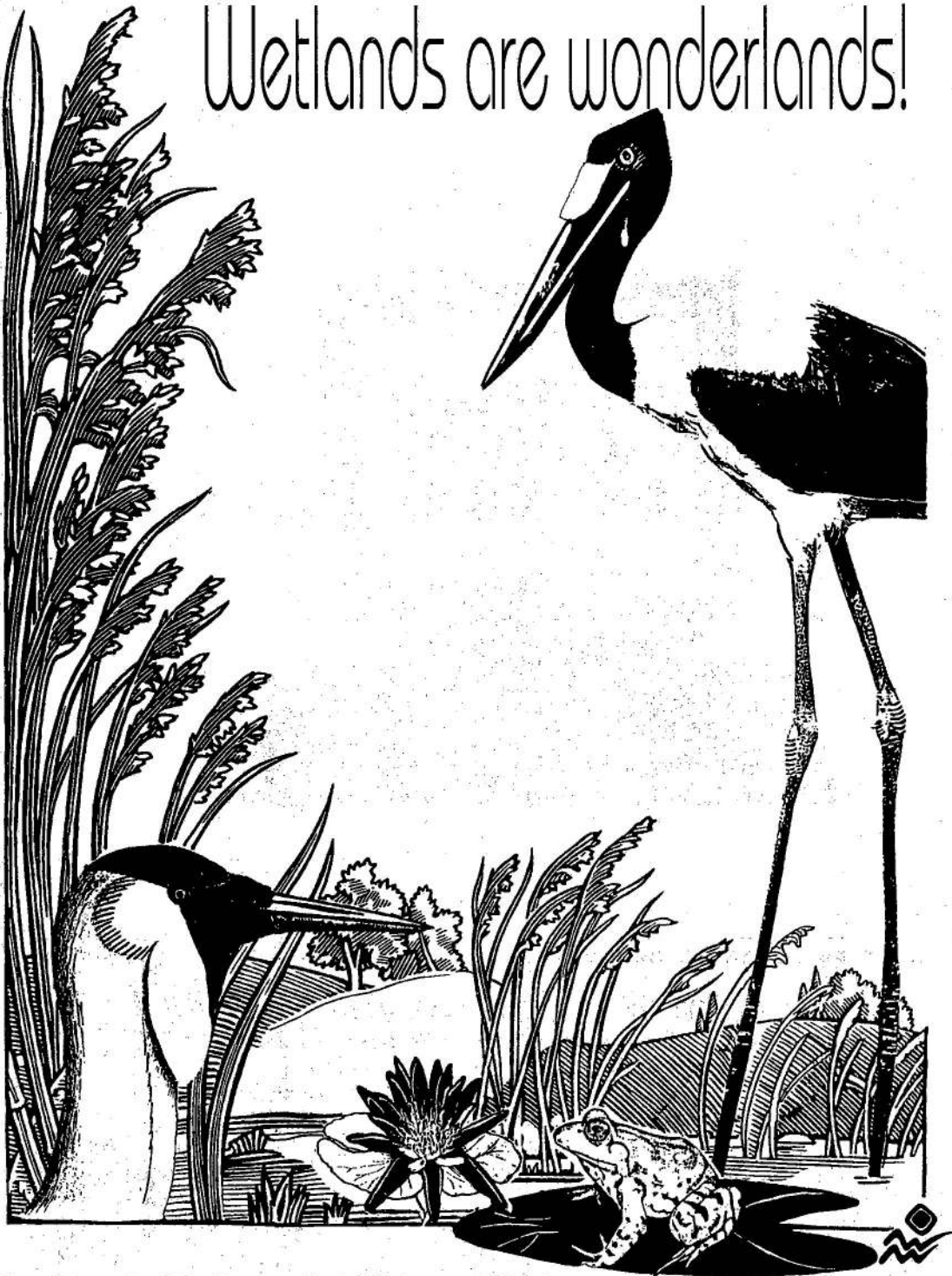
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