



All Proclamations, Government and General Notices published for the first time, are indicated by a * in the left-hand upper corner.

PROCLAMATION

By His Excellency the Right Honourable Sir Patrick Duncan, a Member of His Majesty's Most Honourable Privy Council, Knight Grand Cross of the Most Distinguished Order of Saint Michael and Saint George, One of His Majesty's Council Learned in the Law, Doctor of Laws, Governor-General of the Union of South Africa.

* No. 103 of 1943.]

Under and by virtue of the powers vested in me by section one bis of the War Measures Act, 1940 (Act No. 13 of 1940), as inserted by section one of the War Measures (Amendment) Act, 1940 (Act No. 32 of 1940), I do hereby make the regulations set forth in the Annexure to this Proclamation, to be in force throughout the Union.

This Proclamation shall be called War Measure No. 37 of 1943.

GOD SAVE THE KING.

Given under my Hand and the Great Seal of the Union of South Africa at Pretoria this 29th day of May One thousand Nine hundred and Forty-three.

PATRICK DUNCAN,

Governor-General.

By Command of His Excellency the Governor-General-in-Council.

WALTER B. MADELEY.

ANNEXURE.

REGULATIONS FOR THE PROTECTION OF LESSEES AND PROSPECTIVE LESSEES OF DWELLINGS.

1. Notwithstanding anything contained in the Magistrates' Courts Act, 1917 (Act No. 32 of 1917), as amended, and the rules made thereunder, the Rents Act, 1942 (Act No. 33 of 1942), and the Defence Special Pensions and Moratorium Act, 1940 (Act No. 29 of 1940), as amended—

- (1) service of a summons which includes a claim for ejectment from a dwelling shall not be deemed to be a good service unless such summons has been served on the lessee personally or on some member of his household who is apparently not less than sixteen years of age; Provided that if the messenger of the court is unable, after diligent endeavour, to effect service as aforementioned, the magistrate may, upon the application of the plaintiff, authorize the service of the summons in one or other of the manners provided for in Order VI of the Magistrates' Courts Rules;
- (2) whenever in terms of Order X of the Magistrates' Courts Rules, a lessor has lodged with the clerk of the court a request for judgment for the ejectment of a lessee from a dwelling, or whenever in terms of the said Order a lessee consents to such a judgment, the clerk of the court shall not, in either case, enter judgment as provided in Rule 4 (1) of the said Order, but shall refer the matter to a magistrate for decision;
- (3) whenever such a matter has been referred to a magistrate in terms of paragraph (2), the magistrate may—
 - (a) by notice sent by post call upon the lessee or any other person who in his opinion may be able to give material information concerning the subject matter of the proceedings, to appear before him sitting as a court in chambers, at a stated time, and, if the person so called upon appears in response to the notice, may interrogate such person under oath in regard to any matter connected with or arising out of, the proceedings for ejectment: Provided that if the magistrate calls upon the lessee or other person aforementioned, to

Alle Proklamasies, Goewerments- en Algemene Kennisgewings, wat vir die eerste maal gepubliseer word, is in die linkerbahoek met 'n * gemerk.

PROKLAMASIE

VAN SY EKSELLENSIE DIE HOOGHEDELGABARE SIR PATRICK DUNCAN, LID VAN DIE MEES EERVOLLE GEHEIME RAAD VAN SY MAJESTEIT, GROOTKRUISRIDDER VAN DIE MEES ONDER-SKEIE ORDE VAN SINT MICHEL EN SINT JORIS, EEN VAN SY MAJESTEIT SE ADVOKATE BELESE IN DIE REG, DOKTOR IN DIE REGTE, GOEWERNEUR-GENERAAL VAN DIE UNIE VAN SUID-AFRIKA.

* No. 103 van 1943.]

Kragtens die bevoegdheid my verleen by artikel een bis van die Wet op Oorlogsmaatreëls, 1940 (Wet No. 13 van 1940), soos ingevoeg deur artikel een van die Oorlogsmaatreëls-Wysigingswet, 1940 (Wet No. 32 van 1940), vaardig ek hierby die regulasies uit, soos aangegee in die Aanhangsel van hierdie Proklamasie, om van krag te wees dwarsdeur die Unie.

Hierdie proklamasie staan bekend as Oorlogsmaatreël No. 37 van 1943.

GOD BEHOEDE DIE KONING.

Gegee onder my Hand en die Grootseël van die Unie van Suid-Afrika te Pretoria, op hede die Nege-en-twintigste dag van Mei Eenduisend Negehonderd Drie-en-veertig.

PATRICK DUNCAN,

Goewerneur-generaal.

Op las van Sy Eksellensie die Goewerneur-generaal-in-rade.

WALTER B. MADELEY.

AANHANGSEL.

REGULASIES VIR DIE BESKERMING VAN HUURDERS EN VOORNEMENDE HUURDERS VAN WONINGS.

1. Ondanks enige bepaling van die Magistraatshoven Wet, 1917 (Wet No. 32 van 1917), soos gewysig, en die reëls ingevolge daardie Wet opgestel, die Wet op Huurgelde, 1942 (Wet No. 33 van 1942), en die Verdediging Spesiale Pensioen-en Moratoriumwet, 1940 (Wet No. 29 van 1940), soos gewysig—

- (1) word diening van 'n dagvaarding wat 'n eis om die uitsetting uit 'n woning insluit, nie as 'n goeie diening beskou nie, tensy sodanige dagvaarding op die huurder persoonlik gedien is, of op 'n lid van sy huishouding wat skynbaar nie jonger as 16 jaar is nie: met dien verstande dat as die geregsbode na vlytige pogings nie in staat is om die dagvaarding te dien soos hierbo uiteengesit is nie, die magistraat op aansoek van die eiser die diening van die dagvaarding op een of ander van die maniere waarvoor in Order VI van die Magistraatshof-reëls voorsiening gemaak word, mag magtig;
- (2) wanneer ooreenkomstig Order X van die Magistraatshof-reëls 'n verhuurder aansoek gedoen het by die Klerk van die Hof om vonnis vir die uitsetting van 'n huurder uit 'n woning, of wanneer 'n huurder ooreenkomstig genoemde Order tot sodanige vonnis toestem, mag die Klerk van die Hof in geen van beide gevalle vonnis ooreenkomstig reël 4 (1) van genoemde Order aanteken nie, maar moet die saak na 'n magistraat vir beslissing verwys;
- (3) wanneer so'n saak ooreenkomstig paragraaf (2) na 'n magistraat verwys is, kan die magistraat—
 - (a) by wyse van kennisgewing deur die pos die huurder of iemand anders wat na sy mening ter sake dienende inligting kan gee betreffende die onderwerp van die geding, gelas om op 'n bepaalde tyd voor hom sittende as 'n hof in camera te verskyn, en, as die aldus gelaste persoon in antwoord op die kennisgewing verskyn, kan hy so iemand onder eed ondervra oor enige saak in verband met of betreffende die uitsettingsgeding: met dien verstande dat as die magistraat die huurder of iemand anders soos voornoem gelas om voor hom ooreenkomstig hierdie subparagraaf te verskyn, hy

appear before him in terms of this sub-paragraph, he shall send a copy of the notice to the lessor and invite him or his duly authorized agent to appear at the same time and to be heard in regard to any matter emerging from the interrogation of the lessee (or other person aforementioned or otherwise relevant to the proceedings);

(b) after having acted in terms of sub-paragraph (a) (but whether or not any person referred to in that sub-paragraph has appeared before him)—

- (i) postpone judgment for such a reasonable period and on such terms as in his opinion the equities of the case demand;
- (ii) grant judgment, but suspend the issue of a warrant of ejectment for such a period and on such terms as in his opinion the equities of the case demand;
- (iii) make such order as to the costs (if any) involved in any proceedings under this paragraph (3), as he may under all the circumstances deem just.

2. The powers conferred upon a magistrate by paragraph (3) of regulation 1 shall be in addition to and not in substitution for the powers conferred upon a court by Order X, Rule 4 (6) of the said Magistrates' Courts Rules: Provided that the magistrate shall not act in terms of paragraph (c), (d) or (f) of the said Rule 4 (6) unless he has in terms of paragraph 3 (a) of regulation 1, called upon the lessee or other person therein referred to, to appear before him, and the lessee or such person has either been interrogated by him or has failed to appear in response to the notice.

3. Notwithstanding anything contained in the Rents Act, 1942 (Act No. 33 of 1942), or the Defence Special Pensions and Moratorium Act, 1940 (Act No. 29 of 1940), as amended, but subject to the provisions or regulation 4, a court shall not by virtue of paragraph (c) of sub-section (2) of section fourteen of the said Rents Act, make an order for the recovery of possession of a dwelling or for the ejectment of the lessee therefrom—

- (a) on the ground that the dwelling is reasonably required by the lessor for the personal occupation of his major or married child or children or of any person in his employ; or
- (b) on the ground that the dwelling is reasonably required by the lessor for his personal occupation, unless—
 - (i) the dwelling was occupied by the lessor personally immediately before he let it to that lessee; and
 - (ii) the lessor satisfies the court that there were good and sufficient reasons which made it necessary for him to vacate the dwelling; and
- (c) the lessee agreed in writing, before he entered into occupation of the dwelling, to vacate it on or before a specified date and that date has arrived.

4. (1) Notwithstanding the provisions of paragraph (b) of regulation 3, it shall be competent for a court to make an order for recovery of possession of a dwelling or for the ejectment therefrom of a lessee by virtue of paragraph (c) of sub-section (2) of section fourteen of the said Rents Act on the ground that the lessor reasonably requires the dwelling for his personal occupation, if the court is satisfied—

- (a) that the lessee is not a soldier or a dependant of a soldier;
- (b) that the lessor became the owner of the dwelling in question before the first day of April, 1943, but, for reasons which the court deems adequate, was never able to occupy the dwelling personally after he became the owner thereof;
- (c) that, if such an order is granted, no substantial injustice will be done to the lessee;
- (d) that the lessor has given the lessee at least three months' notice to vacate (the period of such notice commencing to run as from a date subsequent to the commencement of these regulations) and that the said period of notice has expired.

(2) The court may, in granting an order under sub-regulation (1) of this regulation, order the lessor to pay to the lessee the amount of the costs (not exceeding an amount fixed by the court) involved in removing his (the lessee's) household effects from the dwelling in question to any other dwelling or place to which it may be necessary for the lessee to remove such effects. Such an order shall, as to the amount of the costs actually involved, or as to the maximum amount fixed by the court (whichever may be the lesser) have the effect of and may be executed as if it were, a civil judgment in favour of the lessee.

5. (1) No person who has in any manner whatever made known that he has a dwelling to let (in this regulation referred to as a lessor), shall either personally or through his agent—

- (a) refuse to let such dwelling to any other person merely on the ground that such other person intends to permit a child to reside therein;

'n afskrif van die kennisgewing aan die verhuurder moet stuur en hom of sy behoorlik gemagtigde agent versoek om terselfdertyd te verskyn om verhoor te word in verband met enige saak wat ontstaan uit die ondervraging van die huurder (of ienand anders soos voornoem) of andersins betreffende die geding;

(b) nadat hy ooreenkomstig subparagraaf (a) gehandel het (maar ongeag of iemand na wie in genoemde subparagraaf verwys word, voor hom verskyn het)—

- (i) vonnis uitstel vir so'n redelike tyd of op sulke voorwaardes as wat hy as billik in die saak beskou;
- (ii) vonnis toestaan, maar die uitreiking van die uitsettingslasbrief vir so'n tyd en op sulke voorwaardes opskort as wat hy as billik in die saak beskou;
- (iii) so'n bevel gee betreffende die koste (indien enige) betrokke by 'n geding ingevolge hierdie paragraaf (3) as wat hy onder al die omstandighede van die saak as billik beskou.

2. Die bevoegdhede wat aan 'n magistraat by paragraaf (3) van regulasie 1 verleen word, is 'n toevoeging aan en nie 'n vervanging van die bevoegdhede wat by Order X, reël 4 (6) van genoemde Magistraatshofreëls aan 'n hof verleen word: met dien verstande dat die magistraat nie ooreenkomstig paragraaf (c), (d) of (f) van genoemde reël 4 (6) mag handel nie tensy hy ingevolge paragraaf 3 (a) van regulasie 1 die huurder of iemand anders na wie daarin verwys word gelas het om voor hom te verskyn en die huurder of so iemand of deur hom ondervra is of in gebreke gebly het om in antwoord op die kennisgewing te verskyn.

3. Ondanks enige bepaling van die Wet op Huurgelde, 1942 (Wet No. 33 van 1942), of die Verdediging Spesiale Pensioen- en Moratorium Wet, 1940 (Wet No. 29 van 1940), soos gewysig, maar behoudens die bepalings van regulasie 4, mag 'n hof nie kragtens paragraaf (c) van subartikel (2) van artikel veertien van genoemde Wet op Huurgelde 'n bevel om in die besit van 'n woning herstel te word of om die huurder daaruit uit te sit, gee nie—

- (a) op grond daarvan dat die verhuurder die woning op redelike gronde nodig het vir persoonlike bewoning deur sy mondige of getroude kind of kinders of deur enigeen in sy diens; of
- (b) op grond daarvan dat die woning op redelike gronde deur die verhuurder vir bewoning deur homself nodig is, tensy—
 - (i) die woning deur die verhuurder persoonlik bewoon is onmiddellik voordat hy dit aan daardie huurder verhuur het; en
 - (ii) die verhuurder die hof oortuig het dat daar goeie en afdoende redes was wat hom genoodsaak het om die woning te ontruim; en
 - (iii) die huurder skriftelik toegestem het, voordat hy die woning begin bewoon het, om die woning op of voor 'n bepaalde dag te ontruim, en daardie dag aangebreek het.

4. (1) Ondanks die bepalings van paragraaf (b) van regulasie 3, is 'n hof bevoeg om kragtens paragraaf (c) van subartikel (2) van artikel veertien van genoemde Wet op Huurgelde te beveel dat iemand in die besit van 'n woning herstel of dat 'n huurder daaruit uitgesit word op grond daarvan dat die verhuurder die woning op redelike gronde vir bewoning deur homself nodig het, as die hof oortuig is dat—

- (a) die huurder nie 'n soldaat of 'n afhanklike van 'n soldaat is nie;
- (b) die verhuurder voor die eerste dag van April 1943 eienaar van die betrokke woning geword het, maar om redes wat die hof as voldoende beskou, nooit in staat was om die woning persoonlik te bewoon nadat hy die eienaar daarvan geword het nie;
- (c) as so'n bevel toegestaan word, dit die huurder nie wesenlik onbillik sal tref nie;
- (d) die verhuurder die huurder minstens drie maande kennis gegee het om te ontruim (die tydperk van so'n kennisgewing moet 'n aanvang neem vanaf 'n datum nadat hierdie regulasies in werking getree het) en dat die genoemde tydperk van kennisgewing verloop het.

(2) By die toestaan van 'n bevel ingevolge subregulasie (1) van hierdie regulasie, kan die hof die verhuurder beveel om aan die huurder die bedrag van die koste (hoogstens 'n bedrag vasgestel deur die hof) wat aangegaan is om sy (die huurder se) huishoudelike besittings te vervoer van die betrokke woning na 'n ander woning of plek waarheen dit vir die huurder nodig mag wees om sulke besittings te vervoer, te betaal. Wat betref die bedrag van die werklike koste of wat betref die maksimum bedrag soos vasgestel deur die hof (wat ook al die minste is) het so'n bevel die uitwerking van en kan dit ten uitvoer gelê word asof dit 'n siviele vonnis ten gunste van die huurder is.

5. (1) Niemand wat op watter wyse ook al bekendgemaak het dat hy 'n woning te huur het (in hierdie regulasie 'n verhuurder genoem) mag, ditsy persoonlik of deur sy agent—

- (a) weier om sodanige woning aan iemand anders te verhuur nie bloot op grond daarvan dat so iemand voornemens is om 'n kind daarin te laat woon;

(b) declare (whether expressly or by implication) in any notice issued by him or on his behalf, by way of advertisement or otherwise, that he is not prepared to let such dwelling to any person who intends to permit a child to reside therein;

(c) enquire from any prospective lessee of such dwelling whether he intends to permit a child to reside therein.

(2) Any agent of a lessor as herein defined, who does any act which would render the lessor guilty of an offence under this regulation, shall himself be guilty of an offence and may be charged jointly with the lessor in respect thereof.

(3) If in any prosecution for a contravention of paragraph (a) of sub-regulation (1), it is proved that the lessor or his agent refused to let a dwelling to a prospective lessee after he became aware of the fact that that prospective lessee intended to permit a child to reside therein, it shall be presumed, until the contrary is proved, that such refusal was based solely on the ground mentioned in the said paragraph (a).

6. (1) Any person who by means of a notice published by way of advertisement or otherwise makes known that he or any other person whose duly authorized agent he is, has a dwelling to let, shall include in such notice full and accurate information regarding the matters specified hereunder; that is to say—

(a) whether the dwelling is to let unfurnished, partly furnished or fully furnished;

(b) the total amount charged as rent for the dwelling, and how such amount is made up, namely—

(i) the amount charged in respect of the dwelling unfurnished;

(ii) the amount charged for the use of any furniture to be supplied by the lessor;

(iii) the amount charged in respect of any services to be supplied by the lessor;

(c) whether the rent for such dwelling has been determined by a rent board, and if so, what the amount of the rent so determined is.

(2) Any person who has in any manner whatever made known that he or any other person whose duly authorized agent he is, has a dwelling to let, shall furnish any prospective lessee of such dwelling with all the information referred to in sub-regulation (1), whether or not such prospective lessee has asked to be furnished therewith.

(3) No person shall in respect of any dwelling, demand or accept from the lessee or a prospective lessee of such dwelling, payment of more than one month's rent in advance, or any payment as a deposit in addition to the rent: Provided that this sub-regulation shall not apply in respect of any lease of a dwelling which was entered into before the twenty-sixth day of March, 1943.

7. Any person who contravenes or fails to comply with any provision of regulation 5 or 6 shall be guilty of an offence and liable on conviction to a fine not exceeding fifty pounds.

8. (1) The operation of the words "or on some other ground which, regard being had to all the circumstances, the court deems to be sufficient" appearing at the end of sub-section (2) of section fourteen of the Rents Act, 1942, are hereby suspended.

(2) The regulations promulgated by War Measure No. 128 of 1942 (Proclamation No. 302 of 1942), as amended by War Measure No. 21 of 1943 (Proclamation No. 61 of 1943), are hereby repealed.

9. In these regulations, unless the context indicates otherwise—

"dependant" means the wife or the parent of a soldier and any person who is solely dependent for maintenance on such soldier;

"soldier" means any person who is on whole-time service with the military, naval or air forces of the Union or of any Government allied with the Union in the present war, and includes a person who was discharged from such service less than six months prior to the date upon which summons for ejectment is issued against him or his dependant;

"dwelling", "lessor", "lessee" and "rent" shall have the meanings respectively assigned to them in section one of the Rents Act, 1942 (Act No. 33 of 1942); and any reference to the Magistrates' Courts Act, 1917 (Act No. 32 of 1917), or to any Order or Rule thereunder, shall be deemed to include a reference to Proclamation No. 145 of 1923 of the Transkeian Territories or to the corresponding Order or Rule thereunder.

GOVERNMENT NOTICES.

The following Government Notices are published for general information:—

DEPARTMENT OF DEFENCE.

* No. 1033.]

[4 June 1943.

His Excellency the Governor-General has been pleased, under the provisions of sections seven and one hundred and sixteen (t) of the South Africa Defence Act, 1912 (Act No.

(b) in enige kennisgewing deur of namens hom by wyse van advertensie of andersins uitgereik verklaar (ditsy uitdruklik of stilswygend) dat hy nie bereid is sodanige woning aan iemand wat voornemens is om 'n kind daarin te laat woon, te verhuur nie;

(c) van enige voornemende huurder van sodanige woning verneem of hy voornemens is om 'n kind daarin te laat woon nie.

(2) 'n Agent van 'n verhuurder, soos hierin omskryf, wat 'n handeling verrig wat die verhuurder aan 'n oortreding kragtens hierdie regulasie skuldig sou maak is self aan 'n oortreding skuldig en kan, tesame met die verhuurder, ten opsigte daarvan aangekla word.

(3) As daar by enige vervolging weens 'n oortreding van paragraaf (a) van subregulasie (1) bewys word dat die verhuurder of sy agent geweier het om 'n woning aan 'n voornemende huurder te verhuur nadat hy te wete gekom het dat so'n voornemende huurder voornemens was om 'n kind daarin te laat woon, word dit vermoed, totdat die teendeel bewys word, dat sodanige weiering uitdruklik op die in genoemde paragraaf (a) vermelde grond gebaseer was.

6. (1) Iemand wat per kennisgewing gepubliseer by wyse van 'n advertensie of andersins bekendmaak dat hy of iemand anders wie se behoorlik gemagtigde agent hy is, 'n woning te verhuur het, moet in sodanige kennisgewing volledige en juiste besonderhede betreffende ondervermelde sake aangee, naamlik:—

(a) Of die woning ongemeubileerd, gedeeltelik gemeubileerd of ten volle gemeubileerd te huur is;

(b) die totale bedrag wat as huur vir die woning gevra word, en hoe daardie bedrag saamgestel is, naamlik:—

(i) Die bedrag gevra ten opsigte van die woning ongemeubileerd;

(ii) die bedrag gevra vir die gebruik van menbels wat deur die verhuurder verskaf sal word;

(iii) die bedrag gevra ten opsigte van dienste wat deur die verhuurder gelewer sal word;

(c) of die huur vir sodanige woning deur 'n huurraad vasgestel is, en so ja, wat die bedrag van die aldus vasgestelde huur is.

(2) Enigeen wat op watter wyse ook al bekendgemaak het dat hy of iemand anders wie se behoorlik gemagtigde agent hy is, 'n woning te verhuur het, moet aan 'n voornemende huurder van so'n woning al die in subregulasie (1) vermelde besonderhede verstrek, of so'n voornemende huurder nou al om die verstrekking daarvan gevra het of nie.

(3) Niemand mag ten opsigte van 'n woning van die huurder of voornemende huurder van sodanige woning betaling van meer as een maand se huur vooruit of enige betaling as 'n deposito bo die huur eis of ontvang nie: met dien verstande dat hierdie subregulasie nie van toepassing is op 'n ooreenkoms vir die verhuur van 'n woning wat voor die ses-en-twintigste dag van Maart 1943 aangegaan is.

7. Enigeen wat 'n bepaling van regulasie 5 of 6 oortree of versuim om daaraan te voldoen, begaan 'n oortreding en is by skuldigebevinding strafbaar met 'n boete van hoogstens vyftig pond.

8. (1) Die werking van die woorde „of om enige ander rede wat die hof, met inagneming van al die omstandighede, as genoegsaam beskou" wat aan die end van subartikel (2) van artikel veertien van die Wet op Huurgelde, 1942, voorkom, word hierby opgeskort.

(2) Die regulasies afgekondig by Oorlogsmaatreël No. 128 van 1942 (Proklamasie No. 302 van 1942), soos gewysig by Oorlogsmaatreël No. 21 van 1943 (Proklamasie No. 61 van 1943), word hierby herroep.

9. In hierdie regulasies, tensy uit die samehang anders blyk, beteken—

„afhanklike", die vrou of die ouer van 'n soldaat, of enigeen wat geheel en al van sodanige soldaat vir sy onderhoud afhanklik is;

„soldaat", enigeen wat voltyds in diens is by die militêre, see- of lugmagte van die Unie, of van enige regering wat in die huidige oorlog 'n bondgenoot van die Unie is, en sluit in iemand wat uit sodanige diens ontslaan is minder as ses maande voor die datum waarop die dagvaarding vir uitsetting teen hom of sy afhanklike uitgereik word;

„woning", „verhuurder", „huurder" en „huur" het die betekenisse wat onderskeidelik daaraan toegeken is in artikel een van die Wet op Huurgelde, 1942 (Wet No. 33 van 1942), en

enige verwysing na die Magistraatshoven Wet, 1917 (Wet No. 32 van 1917) en na 'n Order of Reël ingevolge daarvan uitgevaardig, word geag 'n verwysing na Proklamasie No. 145 van 1923 van die Transkeigebied of na die ooreenstemmende Order of Reël ingevolge daarvan, in te sluit.

GOEWERMENSKENNISGEWINGS.

Onderstaande Goewermentskennisgewings word vir algemene informasie gepubliseer:—

DEPARTEMENT VAN VERDEDIGING.

* No. 1033.]

[4 Junie 1943.

Dit het Sy Eksellensie die Goewerneur-generaal behaag om, kragtens die bepalings van artikels sewe en honderd-en-sestien (t) van die Zuid-Afrika Verdedigings Wet, 1912 (Wet No. 13

13 of 1912), as amended, to make the amendments to the regulations for the Non-European Army Services as set out in the Annexure hereto:—

ANNEXURE.

AMENDMENTS TO THE REGULATIONS FOR THE NON-EUROPEAN ARMY SERVICES.

The regulations for the Non-European Army Services are hereby amended by—

- (1) the deletion of the words "Indian and Malay Corps" and/or the authorised abbreviation therefor, namely, "I.M.C." where they appear in regulations 3, 8 (ii), 46, 54 and 55;
- (2) repealing regulations 21 to 29;
- (3) the addition of the following new sub-paragraph (x) after sub-paragraph (ix) of regulation 47 under the heading "Reason for Discharge":—
" (x) In the interests of the Service ".

DEPARTMENT OF COMMERCE AND INDUSTRIES.

* No. 1034.] [4 June 1943.]

PRICE CONTROL.

AMENDMENT OF MAXIMUM PRICES OF LARD.

In terms of regulation 3 of War Measure No. 100 of 1942, I, EDWARD JAMES CREAN, Price Controller, do hereby amend the Annexure to Government Notice No. 1756 of the 28th August, 1942, as follows:—

- (1) Substitute the word "Containers" for the word "Cartons" appearing in sub-section (1) of section 9 of Part II and increase the price thereof from 9s. to 10s. per dozen;
- (2) substitute the word "Containers" for the word "Cartons" appearing in sub-section (1) of section 9 of Part III and increase the price thereof from 10s. to 11s. per dozen; and
- (3) substitute the words "Per Container of 1 lb." for the words "Per Carton of 1 lb." appearing in the first column of section 10 of Part IV and increase the price of sub-section (1) appearing under the said column from 11d. to 1s. and the price of sub-section (2) appearing under the same column from 1s. to 1s. 1d.

E. J. CREAN,
Price Controller.

* No. 1035.] [4 June 1943.]

PRICE CONTROL.

MAXIMUM PRICES OF USED BAGS AND POCKETS.

In terms of sub-regulation (1) of regulation 3 of War Measure No. 100 of 1942, I, EDWARD JAMES CREAN, Price Controller, hereby amend Government Notice No. 1759 of 28th August, 1942, by the deletion of the word "Bloemfontein" from sub-paragraph (a) of the first paragraph thereof and from definition (1) of the Schedule thereto.

NOTE.—The effect of this amendment is to permit sellers of second-hand bags at Bloemfontein to sell such bags on the basis of maximum prices determined under sub-paragraph (b) of the first paragraph of the abovequoted notice.

E. J. CREAN,
Price Controller.

DEPARTMENT OF LABOUR.

* No. 1036.] [4 June 1943.]

WAR MEASURE No. 9 of 1942.

BOOT AND SHOE REPAIRING INDUSTRY.

In terms of regulation 7 of War Measure No. 9 of 1942, the following Award is published for general information:—

I, THOMAS FREESTONE, duly appointed by the Minister of Labour, in terms of regulation 2 of the regulations published under War Measure No. 9 of 1942, as Arbitrator in the dispute in the Boot and Shoe repairing industry in the Municipal Area of Cape Town, make the following award:—

1. SCOPE OF APPLICATION OF AWARD.

The terms of this Award shall be observed by all employers in the Municipal area of Cape Town engaged in carrying on the Industry in a factory as defined in the Factories, Machinery and Building Work Act, 1941.

2. PERIOD OF OPERATION OF AWARD.

The Award shall come into operation as from the 21st April, 1943, and shall remain in force for 12 months ending at midnight on the 20th April, 1944.

van 1912), soos gewysig, die regulasies betreffende die Leërdienste vir Nie-Blankes te wysig soos in die Bylae hiervan uiteengesit is:—

BYLAE.

WYSIGING VAN DIE REGULASIES VIR DIE LEERDIENSTE VIR NIE-BLANKES.

Die regulasies vir die leërdienste vir nie-blankes word hierby gewysig deur—

- (1) die woorde „Indiër- en Maleierkorps" en/of die gemagtigde afkorting daarvoor, naamlik, „I.M.K." waar hulle in regulasies 3, 8 (ii), 46, 54 en 55 voorkom, te skrap;
- (2) regulasies 21 tot 29 te herroep;
- (3) in regulasie 47 onderstaande nuwe punt (x) na punt (ix) onder die hoof „Rede van Ontslag" in te voeg:—
„ (x) In belang van die diens ".

DEPARTEMENT VAN HANDEL EN NYWERHEID.

* No. 1034.]

[4 Junie 1943.]

PRYSBEHEER.

WYSIGING VAN DIE MAKSIMUM PRYSE VAN VARKVET.

Ek, EDWARD JAMES CREAN, Pryscontroleur, handelende kragtens regulasie 3 van Oorlogsmaatreeël No. 100 van 1942, wysig hierby die Bylae van Goewermentskennisgewing No. 1756 van 28 Augustus 1942 as volg:—

- (1) Vervang die woord „kartonne" wat in subartikel (1) van artikel 9 van deel II voorkom deur die woord „houers" en verhoog die prys daarvan van 9s. tot 10s. per dosyn;
- (2) vervang die woord „kartonne" wat in subartikel (1) van artikel 9 van deel III voorkom deur die woord „houers" en verhoog die prys daarvan van 10s. tot 11s. per dosyn; en
- (3) vervang die woorde „Per karton van 1 pond" wat in die eerste kolom van artikel 10 van deel IV voorkom deur die woorde „Per houer van 1 pond" en verhoog die prys van subartikel (1) wat onder gemelde kolom voorkom van 11d. tot 1s. en die prys van subartikel (2) wat onder dieselfde kolom voorkom van 1s. tot 1s. 1d.

E. J. CREAN,
Pryscontroleur.

* No. 1035.]

[4 Junie 1943.]

PRYSBEHEER.

MAKSIMUM PRYSE VAN GEBRUIKTE (TWEDE-HANDSE) SAKKE EN SAKKIES.

Ek, EDWARD JAMES CREAN, Pryscontroleur, handelende kragtens subregulasie (1) van regulasie 3 van Oorlogsmaatreeël No. 100 van 1942, wysig hierby Goewermentskennisgewing No. 1759 van 28 Augustus 1942, deur die woord „Bloemfontein" in subparagraaf (a) van die eerste paragraaf daarvan en in woordbepaling (1) van die Bylae daarvan te skrap.

LET WEL.—Die uitwerking van hierdie wysiging is dat verkopers van tweedehandse sakke in Bloemfontein veroorloof word om sodanige sakke op die basis van maksimum pryse ooreenkomstig subparagraaf (b) van die eerste paragraaf van die hierbo aangehaalde kennisgewing vasgestel, te verkoop.

E. J. CREAN,
Pryscontroleur.

DEPARTEMENT VAN ARBEID.

* No. 1036.]

[4 Junie 1943.]

OORLOGSMAATREEËL No. 9 VAN 1942.

STEWEL- EN SKOENHERSTELLINGSNYWERHEID.

Ingevolge regulasie 7 van Oorlogsmaatreeël No. 9 van 1942, word onderstaande Uitspraak vir algemene inligting bekendgemaak:—

Ek, THOMAS FREESTONE, behoorlik deur die Minister van Arbeid, kragtens regulasie 2 van die regulasies wat by Oorlogsmaatreeël No. 9 van 1942 bekendgemaak is, as skeidsregter in die geskil in die Stewel- en Skoenherstellingsnywerheid in die munisipale gebied Kaapstad aangestel, gee hierby as volg Uitspraak:—

1. BESTEK VAN TOEPASSING VAN UITSpraak.

Die bepalinge van hierdie Uitspraak moet deur alle werkgewers in die munisipale gebied Kaapstad wat die nywerheid beoefen in 'n fabriek, soos bepaal in die Wet op Fabriek, Masjinerie en Bouwerk, 1941, nagekom word.

2. TOEPASSINGSTYPERE VAN UITSpraak.

Die Uitspraak tree in werking vanaf 21 April 1943 en bly van krag vir 12 maande wat eindig om middernag op 20 April 1944.

3. DEFINITIONS.

In the Shoe Repairing Industry—

“experience” means the total period or periods of employment, not broken by a period of more than three months, prior to or subsequent to the date on which this Award comes into force, which an employee has had in the department in which he has been employed in the Industry. It shall include the period of the annual paid leave in terms of the Factories, Machinery and Building Work Act, 1941, and the period of normal defence force training, but shall exclude any period or periods in excess of three consecutive weeks during which an employee has been absent from work through no fault of the employer;

“labourer” means an employee employed exclusively in one or more of the following operations:—

- (1) Cleaning premises, machinery, plant, tools, utensils, animals, furniture and other articles;
- (2) washing or cleaning containers;
- (3) carrying, moving and/or stacking raw materials, manufactured or semi-manufactured products, machinery, plant, tools, utensils or other articles;
- (4) loading or unloading vehicles or receptacles;
- (5) making and/or maintaining fires;
- (6) removing refuse or ashes;
- (7) opening or closing boxes, packages, bales or parcels;
- (8) branding, marking, stencilling boxes, packages or bales;
- (9) making tea, coffee, cocoa or similar beverages;
- (10) assisting on delivery vans or vehicles;
- (11) delivering letters, messages or goods on foot or by means of a bicycle or any manually propelled vehicle;

“learner” means a male employee engaged to learn one or more operations in the industry; specified in Section 4 (1);

“press-cutter” means an employee who is in charge of and supervises press-cutting operations;

“assistant press-cutter” means an employee who cuts soles and heels of shoes from leather or other substance by a press-cutting machine under the supervision of a press-cutter;

“shoe repairing industry” or “industry” means the repairing of footwear of all types, irrespective of the materials used in their construction or repair.

4. WAGES.

(1) Subject to the provisions of Sections 6 and 7 of this Award no employer shall pay and no employee shall accept wages less than scheduled in this section for his class:—

Per Week.
£ s. d.

1. General operations—

Employees engaged to perform all of the following operations:—

Channelling;
channel-closing;
rough trimming of soles;
sole stripping;
heel stripping;
heel building;
heel covering, attaching and shanking (ladies);
welt repairing and fixing new welts;
sole attaching and padding;
patching;
fitting in stiffeners;
edge trimming;
waist riveting;
slugging;
hand stitching;
fitting insoles;
sole cutting by hand—

for the first year of experience	1	3	0
for the second year of experience	1	14	6
for the third year of experience	2	11	9
thereafter	3	14	9

2. Machine sole stitching ... 4 12 0

3. Edge setting ... 3 3 3

4. Heel scouring ... 2 11 9

5. Channelling; channel closing; rough trimming of soles; sole stripping; heel stripping, patching and/or waist riveting; where employees engaged to perform one or more of these operations only ... 2 6 0

6. Bottom scouring ... 1 14 6

7. Press-cutting of soles—

Press-cutter ... 4 12 0

Assistant press-cutter ... 2 17 6

8. Staining, bottom polishing, cleaning, dyeing and eyeletting ... 1 14 6

9. Hand-cutting of soles (where engaged to perform this operation only) ... 3 11 10

10. Making alterations ... 3 14 9

3. WOORDBEPALINGS.

In die Skoenerstellingsnywerheid beteken—

„ervaring”, die totale dienstydperk of -tydperke, nie onderbreek deur ’n tydperk van langer as drie maande nie, voor of na die datum waarop hierdie Uitspraak van krag word, wat ’n werknemer opgedoen het in die afdeling waarin hy in die nywerheid werksaam is. Dit sluit die tydperk van die jaarlikse verlof teen betaling ingevolge die Wet op Fabriek, Masjinerie en Bouwerk, 1941, in, asook die tydperk van normale verdedigingsmagopleiding, maar sluit enige tydperk of tydperke uit van langer as drie opeenvolgende weke wanneer ’n werknemer sonder ’n fout van die werkgever van werk afwesig was;

„arbeider”, ’n werknemer uitsluitlik in een of meer van ondervermelde werksaamhede werksaam:—

- (1) Persele, masjinerie, installasie, gereedskap, werktuie, diere, meubels en ander artikels skoonmaak;
- (2) houters was of skoonmaak;
- (3) grondstowwe, vervaardigde of halfvervaardigde produkte, masjinerie, installasie, gereedskap, werktuie of ander artikels dra, verskuif en/of opstapel;
- (4) voertuie of houters laai of aflaai;
- (5) vuurmaak en/of aan die brand hou;
- (6) vuilgoed of as verwyder;
- (7) kassies, pakkies, bale of pakkette oop- of toemaak;
- (8) kassies, pakkies of bale stempel, merk en sjabloner;
- (9) tee, koffie, kakao of soortgelyke drankke maak;
- (10) by afleweringsswaans of voertuie behulpsaam wees;
- (11) briewe, boodskappe of goedere te voet of deur middel van ’n fiets of enige handvoertuig aflewer;

„leerling” ’n manlike werknemer in diens om een of meer werksaamhede in die nywerheid, wat in artikel 4 (1) genoem word, te leer;

„perssnyer”, ’n werknemer wat toesig het en hou oor perssnywerksaamhede;

„assistent-perssnyer”, ’n werknemer wat onder toesig van ’n perssnyer sole en hakke van skoene uit leer of ander stof deur middel van ’n perssnymasjien sny;

„skoenerstellingsnywerheid” of „nywerheid”, die herstel van enige soort skoel, afgesien van die materiaal waaruit dit saamgestel is of wat by die herstelproses gebruik word.

4. LONE.

(1) Onderhewig aan die bepalinge van artikels 6 en 7 van hierdie Uitspraak mag geen werkgewer laer lone betaal as wat in hierdie artikel vir sy kategorie vasgestel is, en geen werknemer mag laer lone aanneem nie:—

Per week.
£ s. d.

1. Algemene werksaamhede—

Werknemers wat in diens geneem is om al die volgende werksaamhede te verrig:—

Groefsnijwerk;
groefsluitwerk;
ruwe afwerking van sole;
afstroping van sole;
afstroping van hakke;
hakbouwerk;
hakbedekking, aanhegting en middelbewerking (dames);
randsoolherstelling en die aanbring van nuwe randsole;
aanbring van sole en stopwerk;
lapwerk;
verstewers aanbring;
gladsny van rante;
brugklinkwerk;
polydraad-inslaanwerk;
handstikwerk;
binnesole aanbring;
sool met die hand sny—

eerste jaar ervaring	1	3	0
tweede jaar ervaring	1	14	6
derde jaar ervaring	2	11	9
daarna	3	14	9

2. Masjinaal sole aannaai ... 4 12 0

3. Rantstelwerk ... 3 3 3

4. Hakskuurwerk ... 2 11 9

5. Groefsnijwerk; groefsluitwerk; ruwe afwerking van sole; afstroping van sole; afstroping van hakke; lapwerk en/of middelklinkwerk; waar werknemer in diens is om alleenlik een of meer van hierdie werksaamhede te verrig ... 2 6 0

6. Onderdeel-skuurwerk ... 1 14 6

7. Perssny van sole:—

Perssnyer ... 4 12 0

Assistent-perssnyer ... 2 17 6

8. Tint, poleer van onderwerk, skoonmaak, kleur en van ogies voorsien ... 1 14 6

9. Sool met die hand sny indien in diens om alleen hierdie werk te verrig ... 3 11 10

10. Aanbring van verandering ... 3 14 9

11. Labouring:—	Per Week. £ s. d.
Labourer, up to and including the age of 18 years, employed solely in delivering letters, messages or goods on foot or by means of a bicycle or any manually propelled vehicle	1 5 10
All other labourers	1 14 6

12. Other operations not elsewhere specified 2 6 0

(2) Nothing in this Award shall operate to reduce the wage which was paid to an employee on the date on which this Award comes into operation.

5. RATIO.

The first person in any establishment to be employed on press-cutting shall be a press-cutter. Thereafter the ratio of press-cutters to assistant press-cutters shall be one to one.

6. COST OF LIVING PAYMENT.

(1) In addition to the actual earnings of an employee in any week, he shall be paid each week a cost of living bonus of not less than 7½ per cent. of such weekly earnings, provided that—

(i) such bonus shall be deemed to include any cost of living allowance payable in terms of War Measure No. 43, published under Proclamation No. 110 of 1942; and

(ii) should such cost of living allowance exceed the bonus payable in terms of this section, such bonus shall be increased to the amount payable under the said War Measure.

(2) The amount of the bonus payable under this section shall be adjusted from time to time in accordance with amendments to War Measure No. 43 of 1942, and shall be made from the first pay-day in the week following the official publication of the notice reflecting the change in the percentage payable.

(3) When a public holiday falls in any one week, an employer shall pay an employee his full week's cost of living allowance.

(4) If the employment of an employee commences after the beginning of any week, or is terminated by the employee or by his employer before the completion of any week, the cost of living allowance payable to such employee shall be the pro rata amount of the full week's allowance.

(5) When an employee is absent from work on account of sickness, for a period not exceeding one week, the cost of living allowance shall, for such period, be paid to such employee, provided a medical certificate is supplied in support where the employer requires same.

(6) When an employee absents himself from work with the permission of his employer during the course of any one week, the employer shall pay the full cost of living allowance for that week; where the employee absents himself without the permission of the employer, the employer shall pay not less than a pro rata amount of the cost of living allowance for the period worked during that particular week.

7. SHORT TIME.

(1) Notwithstanding anything to the contrary in this Award, and subject to the provisions of sub-section (2) of this Section, an employer may, on account of slackness of work or the exigencies of trade, work his employees short time and pay such employees the hourly rates for each hour or part of an hour worked.

(2) Where short time is worked in any establishment, employees who in any one day attend at the establishment on the instructions of the employer or his representative shall be entitled to be employed for at least half his ordinary working hours on such day, and if he is not so employed he shall, in lieu thereof, receive a minimum of half the wages payable for all the hours normally worked by him on such day. If employees are not required to attend on any day they must be informed on the previous day that their services will not be required, otherwise they shall be deemed to be attending on the instructions of the employer; provided that when a stoppage of the supply of power to, or a breakdown of, or accident to, the machinery used by the employer, or other adverse conditions over which the employer has no control, necessitate the stoppage of work for more than one continuous hour, wages for the period so lost may be deducted from the employees' wages.

8. PAYMENT OF EARNINGS.

(1) All earnings shall be paid weekly or monthly as arranged between the employer and the employee concerned.

(2) Where earnings are paid weekly, such earnings shall be paid on the ordinary pay-day of the establishment or on termination of employment if this takes place before the ordinary pay-day of the establishment. If wages are paid monthly the rate shall be 4½ times the weekly rate.

(3) No deductions of any description other than the following shall be made from or against the amounts due to an employee:—

(a) Where an employee is absent from work—a pro rata amount for the period of such absence;

11. Arbeiderswerk:—	Per week. £ s. d.
Arbeider, tot en met die ouderdom van 18 jaar, uitsluitlik werksaam om briewe, boodskappe of goedere te voet af te lewer of deur middel van 'n fiets of enige hand-voertuig	1 5 10
Alle ander arbeiders	1 14 6

12. Ander beroepe nie elders vermeld nie 2 6 0

(2) Niks in hierdie Uitspraak mag die uitwerking hê om die loon te verminder wat aan 'n werknemer betaal is op die datum waarop hierdie Uitspraak in werking tree.

5. VERHOUDING.

Die eerste persoon wat in enige inrigting in verband met perssnywerk in diens geneem moet word, is 'n perssnyer. Daarna is die verhouding van perssnyers tot assistent-perssnyers een tot een.

6. BETALING VAN LEWENSKOSTE.

(1) Behalwe die werklike verdienste van 'n werknemer in enige week, moet hy elke week 'n lewenskostebonus van minstens 7½ persent van sodanige weeklikse verdienste betaal word; met dien verstande dat—

(i) sodanige bonus beskou moet word dat dit enige lewenskostetoelae insluit wat ingevolge Oorlogsmaatreël No. 43, bekendgemaak by Proklamasie No. 110 van 1942, betaalbaar is; en

(ii) as sodanige lewenskostetoelae die bonus betaalbaar ingevolge hierdie artikel oorskry, sodanige bonus verhoog moet word tot die bedrag wat ingevolge genoemde Oorlogsmaatreël betaalbaar is.

(2) Die bedrag van die bonus wat ingevolge hierdie artikel betaalbaar is, moet van tyd tot tyd in ooreenstemming met wysigings aan Oorlogsmaatreël No. 43 van 1942 verander word, en moet aangebring word vanaf die eerste betaaldag in die week wat volg op die amptelike bekendmaking van die kennisgewing wat die verandering in die betaalbare persentasie weergee.

(3) As 'n openbare vakansiedag in enige afsonderlike week val, moet 'n werkgewer aan 'n werknemer sy volle weeklikse lewenskostetoelae betaal.

(4) Indien 'n werknemer na die begin van enige week in diens geneem word, of indien sy diens deur die werknemer of sy werkgewer beëindig word voor die voltooiing van enige week, is die lewenskostetoelae aan sodanige werknemer betaalbaar die pro rata bedrag van die hele week se toelae.

(5) As 'n werknemer weens siekte vir 'n tydperk van langer as een week van werk afwesig is, moet die lewenskostetoelae vir sodanige tydperk aan die werknemer betaal word; met dien verstande dat 'n doktersertifikaat as bewys getoon word indien die werkgewer sodanige doktersertifikaat eis.

(6) As 'n werknemer met die toestemming van sy werkgewer in die loop van enige afsonderlike week van werk wegbly, moet die werkgewer die volle lewenskostetoelae vir daardie week betaal; waar die werknemer sonder toestemming van die werkgewer wegbly moet die werkgewer minstens die pro rata bedrag van die lewenskostetoelae vir die tydperk gedurende daardie besondere week gewerk, betaal.

7. KORTTYD.

(1) 'n Werkgewer mag ondanks enige teenstrydige bepalings van hierdie Uitspraak en ingevolge die bepalings van subartikel (2) van hierdie artikel, sy werknemers, weens werkskaarte of weens bedryfsbehoefes, korttyd laat werk en sodanige werknemers teen die uurloon vir elke uur of deel van 'n uur gewerk, betaal.

(2) Waar in enige inrigting korttyd gewerk word, is 'n werknemer, wat op enige afsonderlike dag op bevel van die werkgewer of sy verteenwoordiger by die inrigting opdaag, daarop geregtig om vir minstens die helfte van sy gewone werkure op sodanige dag in diens geneem te word, en indien hy nie so in diens geneem word nie, moet hy in plaas daarvan 'n minimum van die helfte van die loon betaalbaar vir alle ure gewoonlik deur hom op sodanige dag gewerk, ontvang. As werknemers se teenwoordigheid op enige afsonderlike dag nie vereis word nie, moet hulle die vorige dag in kennis gestel word dat hul dienste nie vereis sal word nie, anders word dit beskou dat hulle op bevel van die werkgewer aanwesig is; met dien verstande dat waar staking van werk vir langer as een opeenvolgende uur genoodsaak word weens afsluiting van die kragtoevoer tot, of defek aan, of ongeval met die masjinerie deur die werkgewer gebruik, of ander ongunstige omstandighede waarvoor die werkgewer geen beheer het nie, lone vir die tydperk wat so verloor is van die werknemer se lone afgetrek mag word.

8. BETALING VAN VERDIENSTE.

(1) Alle verdienste moet weekliks of maandeliks betaal word soos die betrokke werkgewer en die werknemer dit reël.

(2) As die verdienste weekliks betaal word, moet sodanige verdienste op die gewone betaaldag van die inrigting betaal word of by diensbeëindiging as dit voor die gewone betaaldag van die inrigting plaasvind. As lone maandeliks betaal word is die loon 4½ maal die weeklikse loon.

(3) Hoegenaam geen kortings, behalwe onderstaande, mag van die verskuldigde bedrag aan 'n werknemer afgetrek word nie:—

(a) As 'n werknemer van werk afwesig is—'n pro rata bedrag vir die tydperk van sodanige afwesigheid;

- (b) with the written consent of the employee—deductions for holiday, sick, insurance or pension funds;
- (c) any amount paid by an employer compelled by any law, Ordinance or legal process to make payment on behalf of an employee;
- (d) pro rata deductions in terms of Section 6 in cases of short time.

(4) All wages must be handed to employees in sealed containers stating thereon the number of hours worked, the prescribed wage, the deduction taken from such wage in terms of sub-section (3) of this Section, the name of the employee and employer, and the date up to which the wage shown thereon is paid.

(5) Payment of wages shall take place during the ordinary working hours.

9. DIFFERENTIAL RATES.

(1) An employee who is on any one day required or allowed to perform two or more classes of work for which different wages are payable, shall for the time worked at each such class be paid at the hourly rates applicable to each class of work performed; provided, however, that if the time occupied on the work to which the higher wage applies exceeds four hours on any one day, the employee shall be paid at the higher or highest wage for all the hours worked on that day.

(2) This provision shall not apply to an employee who acts as substitute for another employee while such other employee is absent through accident, sickness or on holiday leave with full pay, subject to the condition that such period of absence shall not exceed 14 days.

(3) The employer shall provide every employee to whom this section applies with a record book in the form shown in Annexure "A" to this Award, in which the employer shall enter such operation performed and the times of beginning and finishing such operation. The entries shall be signed by the employee, who shall retain the book, but which he shall hand to the employer when required for the purpose of his records.

10. HOURS OF WORK.

(1) The weekly wages prescribed in Section 4 are in respect of the usual working hours in an establishment which shall not exceed 45 hours in any one week spread over 5 days and not more than 9 hours on any one day:—

- (a) The ordinary hours of work shall be completed between 7.30 a.m. and 6 p.m.
- (b) Overtime shall become payable after the completion of the normal daily hours of work.
- (c) A rest interval of 10 minutes as near the middle of the morning and afternoon periods as possible shall be observed in all establishments.

(2) No employer shall employ any employee, other than those exclusively engaged in the delivery of goods or messages—

- (a) subject to the provisions of section 11, for more than 45 hours, excluding meal times, in any one week; or
- (b) for more than five hours continuously without an uninterrupted interval of at least one hour, provided that for the purposes of this paragraph periods of work interrupted by an interval of less than one hour shall be deemed to be continuous.

(3) Notwithstanding the provisions of sub-sections (1) and (2) of this section, no female employee shall be required or permitted to work—

- (a) between 6 p.m. and 6 a.m.; or
- (b) after 1 p.m. on more than five days in any week.

(4) For the purposes of sub-section (1) of this section an employee who does not work on any public holiday referred to in section 12, or who on such holiday works less than his average ordinary working hours for the day of the week on which such holiday falls, shall be deemed to have worked his average ordinary working hours on that day.

11. OVERTIME.

(1) An employee working in any establishment who is required or allowed to work for more than 45 hours in any week or nine hours on any one day shall be paid for each hour or portion of an hour so worked at one and one-third times his hourly rate.

Provided that no employer shall, without the consent of the Divisional Inspector, Department of Labour, Cape Town, permit any employee to work more than 10 hours' overtime in any week.

(2) Whenever an employee referred to in section 4 works upon a Sunday, he shall be paid not less than double the wages payable in respect of the period ordinarily worked by him on a week-day.

(3) Where overtime calculated on a daily basis differs from that calculated on a weekly basis, the basis more favourable to the employee concerned shall be adopted.

(4) Notwithstanding the provisions of sub-section (1) of this section, no employer shall require or permit a female employee to work overtime—

- (a) for more than two hours on any day;
- (b) on more than three consecutive days;

- (b) met skriftelike toestemming van die werknemer—kortings vir vakansie-, siekte-, versekering- of pensioen-fondse;
- (c) enige bedrag wat 'n werkgewer ingevolge enige Wet, Ordonnansie of regsgeeding namens die werknemer verplig is om te betaal.
- (d) *pro rata* kortings ingevolge artikel 6 in gevalle van korttyd.

(4) Alle lone moet aan werknemers oorhandig word in verselde houers waarop die volgende aangegee word—die getal ure gewerk, die voorgeskrewe loon, die kortings van sodanige loon gemaak ingevolge subartikel (3) van hierdie artikel, die naam van die werknemer en werkgewer, en die datum tot wanneer die loon daarop gewys betaal word.

(5) Betaling van lone moet gedurende die gewone werkure geskied.

9. VERSKILLENDSE LONE.

(1) 'n Werknemer van wie op enige afsonderlike dag verlang of wat toegelaat word om twee of meer soorte werk te verrig waarvoor verskillende lone betaalbaar is, moet vir die tyd gewerk aan elkeen van sodanige soorte werk teen die uurloon betaal word wat op elke verrigte soort werk van toepassing is; met dien verstande egter dat as die tyd bestee aan die werk waarop die hoër loon van toepassing is meer as vier uur enige dag is, die werknemer teen die hoogste loon betaal moet word vir al die ure wat op daardie dag gewerk is.

(2) Hierdie bepaling is nie op 'n werknemer van toepassing wat as plaasvervanger vir 'n ander werknemer optree nie, terwyl sodanige ander werknemer weens ongeval of siekte afwesig is of met vakansieverlof teen volle betaling is, onderhewig aan die voorwaarde dat sodanige afwesigheidstydperk nie 14 dae te bowe mag gaan nie.

(3) Die werkgewer moet elke werknemer op wie hierdie artikel van toepassing is met 'n aantekeningboek voorsien in die vorm wat in Aanhangsel A van hierdie Uitspraak getoon word, waarin die werkgewer elke werk wat verrig is, moet aanteken en die tye wanneer sodanige werk begin en beëindig is. Die inskrywings moet deur die werknemer onderteken word, wat die boek moet hou, maar wat hy aan die werkgewer moet oorhandig as dit vir die doel van sy aantekeninge nodig is.

10. WERKURE.

(1) Die weeklikse loon voorgeskryf by artikel 4 is ten opsigte van die gewone werkure in 'n inrigting wat hoogstens 45 uur in enige afsonderlike week mag wees, en is oor 5 dae van hoogstens 9 uur op enige afsonderlike dag versprei.

- (a) Die gewone werkure moet tussen 7.30 v.m. en 6 n.m. voltooi word.
- (b) Oortyd word betaalbaar na voltooiing van die gewone daaglikse werkure.
- (c) 'n Ruspouse van 10 minute so na as moontlik aan die middel van die môre- en middagtydperke moet in alle inrigtings nagekom word.

(2) Geen werkgewer mag 'n werknemer, behalwe dié wat uitsluitlik werksaam is met die aflewering van goedere of boodskappe, in diens neem nie—

- (a) onderworpe aan die bepalings van artikel 11, vir meer as 45 uur, behalwe etenstye, in enige afsonderlike week; of
- (b) vir meer as vyf opeenvolgende uur sonder 'n ononderbroke pouse van minstens een uur; met dien verstande dat vir die toepassing van hierdie paragraaf tydperke van werk deur 'n pouse van minder as een uur onderbroke, as aaneenlopend beskou word.

(3) Ondanks die bepalings van subartikels (1) en (2) van hierdie artikel mag geen vroulike werknemer vereis of toegelaat word om gedurende die volgende tye te werk nie:—

- (a) Tussen 6 n.m. en 6 v.m.; of
- (b) na 1 n.m. op meer as vyf dae in enige week.

(4) Vir die toepassing van subartikel (1) van hierdie artikel word beskou dat 'n werknemer, wat nie op enige openbare vakansiedag, waarna in artikel 12 verwys word, werk nie, of wat op sodanige vakansiedag minder as sy gemiddelde gewone werkure werk vir die dag van die week waarop sodanige vakansiedag val, sy gemiddelde gewone werkure op daardie dag gewerk het.

11. OORTYD.

(1) 'n Werknemer in enige inrigting werksaam van wie vereis of wat toegelaat word om vir langer as 45 uur in enige week of negu uur op enige afsonderlike dag te werk, moet vir elke uur of deel van 'n uur aldus gewerk teen een-en-een-derdemaal sy gewone uurloon betaal word.

Met dien verstande dat geen werkgewer sonder die toestemming van die Afdelingsinspekteur, Departement van Arbeid, Kaapstad, enige werknemer mag toelaat om vir langer as 10 uur in enige week oortyd te werk nie.

(2) Wanneer 'n werknemer wat in artikel 4 genoem is op 'n Sondag werk, moet hy minstens dubbel die loon ten opsigte van die tydperk gewoonlik op 'n weekdag deur hom gewerk, betaal word.

(3) Waar oortyd volgens 'n daaglikse basis bereken, verskil van dié op 'n weeklikse basis bereken, moet die voordeligste basis vir die betrokke werknemer gevolg word.

(4) Ondanks die bepalings van subartikel (1) van hierdie artikel mag geen werkgewer van 'n vroulike werknemer vereis of haar toelaat om oortyd te werk nie—

- (a) vir langer as 2 uur op enige dag;
- (b) vir meer as drie opeenvolgende dae;

- (c) on more than sixty days in any year; or
- (d) after completion of her ordinary working hours for more than one hour on any day, unless he has—
 - (i) given notice thereof to such employee before midday; or
 - (ii) provided such employee with an adequate meal before she has to commence overtime; or
 - (iii) paid such employee an allowance of 1s. 6d. in sufficient time to enable the employee to obtain a meal before the overtime is due to commence.

12. HOLIDAYS.

A. Payment for Public Holidays.

- (1) All employees shall be granted leave on full pay on New Year's Day, Good Friday, Dingaan's Day and Christmas Day.
- (2) Whenever an employee works on a public holiday referred to in sub-section (1), his employer shall either—
 - (a) pay the employee not less than double the remuneration payable in respect of the period ordinarily worked by him on a week-day; or
 - (b) pay the employee remuneration at a rate not less than one and one-third times his ordinary rate of remuneration in respect of the total period worked on such holiday and grant him, within seven days of such holiday, one day's holiday and pay him in respect thereof remuneration at a rate not less than his ordinary rate of remuneration as if he had on such holiday worked his average ordinary working hours for that day of the week.
- (3) If an employee does not work on Good Friday, Dingaan's Day, Christmas Day or New Year's Day, his employer shall pay him in respect of such day, remuneration at a rate not less than his ordinary rate of remuneration as if he had on such day worked his average ordinary working hours for that day of the week.
- (4) Remuneration payable in terms of any provision of this section shall be paid to the employee concerned not later than the pay-day next succeeding the period in respect of which such remuneration became payable.

B. Paid Leave.

- (1) Every employer shall grant to every employee employed by him, in respect of each period of twelve months' employment with him, and so as to commence not later than two months after the termination of the said period, leave of absence for two consecutive weeks on full pay, provided that—
 - (a) the period of such leave shall not be concurrent with any period during which the employee is under notice of termination of employment, or is undergoing peace training under the South Africa Defence Act, 1912 (Act No. 13 of 1912); and
 - (b) if any public holiday referred to in sub-section A (3) of this section falls within the period of such leave, such holiday shall be added to the said period as a further period of leave of absence on full pay.
- (2) Every employer shall pay to an employee to whom leave is granted under sub-section (1) his pay in respect of the period of leave not later than the last working day before the commencement of the said period.
- (3) Upon termination of employment the employer shall pay to an employee his full pay—
 - (a) in respect of any period of leave which has accrued to him but was not granted before the date of termination of the employment; and
 - (b) for one day in respect of each completed month of employment with the employer after the date on which he last became entitled to leave in terms of sub-section (1), or in the case of an employee who has been employed for less than twelve months after the date of commencement of his employment.
- (4) Any period during which the employee—
 - (a) is on leave in terms of sub-section (1); or
 - (b) undergoes peace training under the South Africa Defence Act, 1912; or
 - (c) is absent from work on the instructions or at the request of the employer; or
 - (d) is absent from work owing to illness;
 shall be deemed to be employment for the purposes of sub-sections (1) and (3); provided that—
 - (i) the provisions of sub-paragraph (d) shall not apply in respect of any period of absence owing to illness of more than three consecutive days, if the employee not being an employee referred to in proviso (ii) fails, after request for such a certificate by the employer, to submit to the employer a certificate by a medical practitioner that he was prevented by illness from doing his work, or in respect of that portion of any total period of absence during any twelve months of employment which is in excess of thirty days;

- (c) op meer as sestig dae in enige jaar; of
- (d) na voltooiing van haar gewone werkure vir langer as een uur op enige dag tensy hy—
 - (i) aan sodanige werknemer voor die middag twaalfuur daarvan kennis gegee het; of
 - (ii) sodanige werknemer van 'n voldoende maaltyd voorsien het alvorens sy met oortyd moet begin; of
 - (iii) aan sodanige werknemer vroegtydig genoeg om die werknemer in staat te stel om 'n maaltyd te verkry voordat die oortyd 'n aanvang moet neem, 'n toelae van 1s. 6d. betaal het.

12. VAKANSIES.

A. Betaling vir openbare vakansiedae.

- (1) Aan alle werknemers moet verlof met volle betaling toegestaan word op Nuwejaarsdag, Goeie-Vrydag, Dingaansdag en Kersdag.
- (2) Wanneer 'n werknemer op 'n openbare vakansiedag, wat in subartikel (1) genoem word, werk, moet sy werkgever of—
 - (a) aan die werknemer minstens dubbel die loon, betaalbaar ten opsigte van die tydperk gewoonlik deur hom gewerk op 'n weekdag, betaal; of
 - (b) aan die werknemer besoldiging betaal teen minstens een-en-een-derdemaal sy gewone loon ten opsigte van die gehele tydperk op sodanige vakansiedag gewerk en hom binne sewe dae vanaf sodanige vakansiedag een dag vakansie toestaan en hom ten opsigte daarvan besoldig teen minstens sy gewone loon asof hy op sodanige vakansiedag sy gemiddelde gewone werkure vir daardie dag van die week gewerk het.
- (3) As 'n werknemer nie op Goeie-Vrydag, Dingaansdag, Kersdag of Nuwejaarsdag werk nie, moet sy werknemer hom ten opsigte van sodanige dag besoldiging betaal teen minstens sy gewone loon asof hy op sodanige dag sy gemiddelde gewone werkure vir daardie dag van die week gewerk het.
- (4) Besoldiging ingevolge enige bepaling van hierdie artikel betaalbaar moet aan die betrokke werknemer betaal word nie later nie as op die betaaldag wat volg op die tydperk ten opsigte waarvan sodanige besoldiging betaalbaar geword het.

B. Verlof met besoldiging.

- (1) Elke werkgever moet aan iedere werknemer by hom in diens ten opsigte van elke tydperk van twaalf maande diens by hom, en nie later nie as twee maande na verstryking van bedoelde tydperk, verlof van minstens twee agtereenvolgende weke met volle besoldiging toestaan; met dien verstande dat—
 - (a) die tydperk van sodanige verlof nie saamval nie met enige tydperk gedurende welke die werknemer onder kennis van beëindiging van diens staan of opleiding in vredestryd ingevolge die Zuid Afrika Verdedigings Wet, 1912 (Wet No. 13 van 1912), ondergaan; en
 - (b) indien enige openbare vakansiedag in subartikel A (3) van hierdie artikel genoem binne die tydperk van die verlof val, daardie vakansiedag aan bedoelde tydperk toegevoeg word, as 'n verdere tydperk van verlof met volle besoldiging.
- (2) Iedere werkgever moet aan 'n werknemer aan wie verlof ingevolge subartikel (1) toegestaan word, sy besoldiging ten opsigte van die verloftydperk nie later nie as die laaste werkdag voor die aanvang van bedoelde tydperk uitbetaal.
- (3) By beëindiging van sy diens, moet die werkgever aan die werknemer sy volle besoldiging uitbetaal—
 - (a) ten opsigte van enige verloftydperk wat hom toegeval het maar nie voor die datum van beëindiging van die diens aan hom toegestaan is nie; en
 - (b) vir een dag ten opsigte van elke volle maand diens by die werkgever na die datum waarop hy laas ingevolge subartikel (1) op verlof geregtig geword het, of in die geval van 'n werknemer wat vir minder as twaalf maande in diens was, na die aanvangsdatum van sy diens.
- (4) Enige tydperk gedurende welke 'n werknemer—
 - (a) ingevolge subartikel (1) met verlof is; of
 - (b) oefening in vredestryd ondergaan ingevolge die Zuid Afrika Verdedigings Wet, 1912; of
 - (c) op las of versoek van die werkgever van sy werk afwesig is; of
 - (d) weens siekte van werk afwesig is;
 word by die toepassing van subartikels (1) en (3) geag in diens te wees; met diens verstande dat—
 - (i) die bepalings van subparagraaf (d) nie van toepassing is nie ten opsigte van 'n tydperk van afwesigheid weens siekte van meer as drie agtereenvolgende dae, indien die werknemer [behalwe 'n in voorbehoedsbepaling (ii) bedoelde werknemer], nadat hy deur die werkgever om so'n sertifikaat versoek is, versuim om 'n doktersertifikaat dat hy deur siekte verhinder is om sy werk te doen, aan die werkgever voor te lê of ten opsigte van daardie gedeelte van 'n gehele tydperk van afwesigheid gedurende enige twaalf maande diens, wat meer is as dertig dae;

(ii) an employee whose employer is required, in terms of any Act of Parliament, to provide for the care and treatment of such employees when sick or injured, shall not be required to submit a certificate by a medical practitioner in respect of any period of absence referred to in proviso (i).

(5) Any amount paid to an employee in terms of paragraph (2) or paragraph (3) shall be calculated at the rate of remuneration which the employee was receiving immediately prior to the date upon which the leave became due or his employment terminated, as the case may be.

(6) For the purposes of this section employment shall be deemed to commence from—

- (a) the date on which the employee entered the employer's service; or
 - (b) the date on which an employee last became entitled to leave on full pay;
- whichever is the later.

13. TERMINATION OF SERVICE.

(1) Subject to the provisions of sub-section (2) of this section, not less than one week's notice, to commence to run from the ordinary pay-day of the employee, shall be given by an employer or an employee to terminate the contract of service; provided that this shall not affect—

- (a) the right of an employer or employee to terminate the contract of service without notice for any good cause recognised by law as sufficient;
- (b) any agreement between the employer and the employee providing for a longer period of notice than one week; and provided, further, that an employer may pay to an employee a week's remuneration at the rate prescribed for his class in lieu of the prescribed period of notice, unless a longer period of notice is agreed upon in terms of paragraph (b) of this section, in which event remuneration in lieu of notice shall be correspondingly increased.

(2) An employee who is working short-time may terminate his employment at one day's notice.

14. LEARNERSHIP.

If an employee is recruited from an occupation for which a lower wage is prescribed, he shall be promoted at a wage not less than he was receiving on the date of his promotion, and shall—

- (a) if employed on general operations after one year, be advanced according to the next succeeding notches in the learnership scale, and thereafter be remunerated in accordance with such scale;
- (b) if employed on any other operation for which a wage in excess of £1. 14s. 6d. per week is prescribed, be advanced, after 6 months' experience in the new occupation, by two equal six monthly instalments to the full rate for the occupation.

15. CERTIFICATES OF SERVICE.

Every employer shall issue to every employee leaving his service "service certificate" as set out in Annexure "B" to this Award. Such certificate shall be numbered consecutively and a duplicate of each shall be retained by the employer. Before engaging an employee every employer shall require the applicant to state whether he has been previously employed in the industry, and if he has to require him to produce a "service certificate" signed by his previous employer or his authorised deputy, specifying the previous experience of the applicant. No person under the age of 15 years shall be employed in the industry.

16. EXEMPTIONS.

(1) Subject to the provisions of sub-section (2) of this section, the Divisional Inspector, Department of Labour, Cape Town, may grant exemption from any of the provisions of this Award to or in respect of any person for any good or sufficient reason.

(2) The Divisional Inspector, Department of Labour, Cape Town, shall fix, in respect of any person granted exemption, the conditions subject to which such exemption is granted and the period during which such exemption shall operate, provided that the Divisional Inspector may, if he deems fit, after one week's notice in writing has been given to the person concerned, withdraw any exemption licence whether or not the period for which exemption was granted has expired.

(3) The Divisional Inspector, Department of Labour, Cape Town, shall issue to every person granted exemption a licence, signed by him, setting out—

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

(ii) 'n werknemer wie se werkgever ingevolge enige Wet van die Parlement vereis word om voorsiening te maak vir die sorg en behandeling van bedoelde werknemers in geval van siekte of ongeval, is nie verplig om 'n doktersertifikaat voor te lê ten opsigte van 'n in voorbehoudsbepaling (i) bedoelde tydperk van afwesigheid nie.

(5) Enige bedrag wat ingevolge paragraaf (2) of paragraaf (3) aan 'n werknemer uitbetaal word, word bereken teen die skaal van besoldiging wat die werknemer ontvang het onmiddellik voor die datum waarop die verlof verskuldig geword of sy diens geëindig het, na gelang van die geval.

(6) By die toepassing van hierdie artikel word diens geag 'n aanvang te neem vanaf—

- (a) die datum waarop die werknemer by die werkgever in diens getree het; of
- (b) die datum waarop die werknemer laas op verlof met volle betaling geregtig geword het; na gelang van die jongste datum.

13. DIENSBEEÏNDIGING.

(1) Onderworpe aan die bepalinge by subartikel (2) van hierdie artikel moet deur 'n werkgever of werknemer met minstens een week diens opgesê word (te begin vanaf die gewone betaaldag van die werknemer) om die dienskontrak te beëindig; met dien verstande dat dit die volgende nie sal raak nie:—

- (a) Die reg van 'n werkgever of van 'n werknemer om die dienskontrak te beëindig sonder diensopsegging om enige goeie rede by Wet as voldoende erken;
- (b) enige ooreenkoms tussen die werkgever en die werknemer wat voorsiening maak vir 'n diensopseggingstermyn van langer as een week;

en met dien verstande verder dat 'n werkgever aan 'n werknemer in plaas van sodanige diensopsegging die loon van 'n week vir 'n werknemer van sy kategorie voorgeskryf, kan betaal, tensy tot 'n langer diensopseggingstermyn ooreengekom word ingevolge paragraaf (b) van hierdie artikel, wanneer besoldiging in plaas van diensopsegging ooreenkomstig vermeerder moet word.

(2) 'n Werknemer wat korttyd werk mag sy diens met een dag van diensopsegging beëindig.

14. LEERLINGSKAP.

As 'n werknemer aangewerf word uit 'n beroep waarvoor 'n laer loon voorgeskryf is, moet hy bevorder word teen 'n loon van minstens die wat hy op die datum van sy bevordering ontvang het, en moet—

- (a) as hy na een jaar algemene werksaamhede verrig, volgens die daaropvolgende kerwe in die leerlingskapskaal bevorder word en daarna in ooreenstemming met sodanige skaal besoldig word;
- (b) as hy enige ander werksaamheid verrig waarvoor 'n loon van meer as £1. 14s. 6d. per week voorgeskryf is, na 6 maande ervaring in die nuwe beroep met twee gelyke sesmaandelikse paaiemente bevorder word na die volle skaal vir die beroep.

15. DIENSSERTIFIKATE.

Elke werkgever moet aan elke werknemer wat sy diens verlaat, 'n „dienssertifikaat“ uitreik soos uiteengesit in Aanhangsel B van hierdie Uitspraak. Sodanige sertifikaat moet opeenvolgend genommer word en 'n duplikaat van elkeen moet deur die werkgever gehou word. Voordat 'n werknemer in diens geneem word, moet elke werkgever van die applikant eis om te meld of hy voorheen in die nywerheid in diens was, en indien wel, van hom verlang om 'n „dienssertifikaat“ te toon wat deur die vorige werkgever of sy gemagtigde verteenwoordiger onderteken is, wat die vorige ervaring van die applikant spesifiseer. Geen persoon onder 15 jaar oud mag in die nywerheid te werk gestel word nie.

16. VRYSTELLINGS.

(1) Onderhewig aan die bepalinge van subartikel (2) van hierdie artikel mag die Afdelingsinspekteur, Departement van Arbeid, Kaapstad, aan of ten opsigte van enige persoon vir enige goeie of voldoende rede, vrystelling van enige van die bepalinge van hierdie Uitspraak verleen.

(2) Die Afdelingsinspekteur, Departement van Arbeid, Kaapstad, moet, ten opsigte van enige persoon aan wie vrystelling verleen word, die voorwaardes waaronder sodanige vrystelling toegestaan word en die tydperk gedurende welke sodanige vrystelling in werking bly vasstel; met dien verstande dat die Afdelingsinspekteur, as hy dit goeddink, nadat een week skriftelike kennis aan die betrokke persoon gegee is enige vrystellingsertifikaat mag intrek of die tydperk waarvoor vrystelling toegestaan is verstreke is of nie.

(3) Die Afdelingsinspekteur, Departement van Arbeid, Kaapstad, moet aan elke persoon aan wie vrystelling verleen is 'n sertifikaat uitreik wat deur hom geteken is en waarop die volgende aangegee is:—

- (a) Die volle naam van die betrokke persoon;
- (b) die bepalinge van die Uitspraak waarvan vrystelling verleen is;
- (c) die voorwaardes waaronder sodanige vrystelling verleen word; en
- (d) die tydperk gedurende welke die vrystelling in werking bly.

17. INTERPRETATION OF AWARD.

The Divisional Inspector, Department of Labour, Cape Town, shall be responsible for the administration of this Award.

18. EXISTING CONTRACTS.

Any contract of service in operation at the date of commencement of this Award shall be subject to the provisions of this Award.

T. FREESTONE,
Arbitrator.

12th May, 1943.

17. VERTOLKING VAN UITSpraak.

Die Afdelingsinspekteur, Departement van Arbeid, is verantwoordelik vir die uitvoering van hierdie Uitspraak.

18. BESTAANDE KONTRAKTE.

Enige dienskontrak, wat in werking is by die aanvangsdatum van hierdie Uitspraak, is onderhewig aan die bepalings van hierdie Uitspraak.

T. FREESTONE,
Skeidsregter.

12 Mei 1943.

ANNEXURE "A".

(Vide Section 9.)

DIFFERENTIAL WAGE BOOK.

No. _____

Week Ending _____

Name _____

Day.	Operation.	Time Started.		Time Finished.		Total Time.		Rate per Hour.	Wages Payable.	Employees' Initials.	Remarks.
		Hours.	Mins.	Hours.	Mins.	Hours.	Mins.	s. d.	£ s. d.		

TOTAL WAGES EARNED £ _____

NOTE.—Entries must be made in ink or indelible pencil.

AANHANGSEL A.

(Slaan artikel 9 na.)

BOEK VAN VERSKILLENDIGE LONE.

No. _____

Week eindigende _____

Naam _____

Dag.	Beroep.	Tyd begin.		Tyd opgehou.		Totale tyd.		Tarief per uur.	Lone betaalbaar.	Werknemer se voorletters.	Opmerkings.
		Ure.	Min.	Ure.	Min.	Ure.	Min.	s. d.	£ s. d.		

TOTALE LOON VERDIEN £ _____

OPMERKING.—Inskrywings moet met ink of inktlood gedoen word.

ANNEXURE B.

(Vide section 15.)

CERTIFICATE OF SERVICE.
SHOE REPAIRING INDUSTRY.

No. of Certificate.....

Name and address of employee.....

I hereby certify that the undermentioned person was employed by me and that the particulars given hereunder are correct:—

1. Full name of employee.....
2. Address.....
3. Operations on which employed.....
4. Wage paid at date of leaving.....
5. Date of entering service.....
6. Date of leaving service.....
7. Reason for leaving.....
8. Date of last increase (if any) in terms of Agreement.....

This certificate is issued at.....this
.....day of.....19.....

This certificate shall be retained by the employee and a copy by the employer.

Signature of employer or authorised deputy.

* No. 1037.]

[4 June 1943.

WAR MEASURES ACT, 1940.

SUSPENSION OF PAYMENT OF COST OF LIVING ALLOWANCES PAYABLE UNDER WAR MEASURE No. 43 of 1942.

I, WALTER BAYLEY MADELEY, Minister of Labour, acting in terms of sub-regulation (1) of regulation 4, of the regulations published under War Measure No. 43 of 1942, hereby suspend the operation of the said regulations in respect of all employees who are entitled to a cost of living allowance in terms of the Agreement for the Wholesale Meat Trade, Witwatersrand and Pretoria, published under Government Notice No. 1029 of the 4th June, 1943.

WALTER B. MADELEY,
Minister of Labour.

AANHANGSEL B.

(Slaan artikel 15 na.)

DIENSSERTIFIKAAT.

SKOENHERSTELLINGSNYWERHEID.

Sertifikaat No.....

Naam en adres van werkgewer.....

Hierby verklaar ek dat ondervermelde persoon by my werksaam was en dat die besonderhede wat hieronder aangegee word, waar is, naamlik:—

1. Volle naam van werknemer.....
2. Adres.....
3. Beroepe waarin hy werksaam is.....
4. Loon betaal op datum van uitdienstreding.....
5. Datum in diens geneem.....
6. Datum uit diens getree.....
7. Rede van uitdienstreding.....
8. Datum van laaste verhoging (indien enige) ingevolge Ooreenkoms.....

Hierdie sertifikaat is op.....uitgereik,
hede die.....dag van.....19.....

Hierdie sertifikaat moet deur die werknemer gehou word en 'n afskrif deur die werkgewer.

Handtekening van werkgewer of gemagtigde verteenwoordiger.

* No. 1037.]

[4 Junie 1943.

WET OP OORLOGSMAATREELS, 1940.

SKORSING VAN BETALING VAN LEWENSKOSTETOELAE BETAALBAAR INGEVOLGE OORLOGSMAATREEL No. 43 VAN 1942.

Ek, WALTER BAYLEY MADELEY, Minister van Arbeid, handelende ooreenkomstig die bepalings van subregulasie (1) van regulasie 4, van die regulasies bekendgemaak by Oorlogsmatreel No. 43 van 1942, skors hierby die werking van genoemde regulasies ten opsigte van alle werknemers wat geregtig is op 'n lewenskostetoelaag ingevolge die ooreenkoms vir die Groothandel Vleisbedryf, Witwatersrand en Pretoria, afgekondig by Goewermentskennisgewing No. 1029 van 4 Junie 1943.

WALTER B. MADELEY,
Minister van Arbeid.