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VAN DIE UNIE VAN SUID-AFRIKA

THE UNION OF SOUTH AFRICA

Government Gazette

[As 'n Nuusblad by die Poskantoor Geregistreer.]

[Registered at the General Post Office as a Newspaper.]

VOL. CLXIII.] PRYS 6d. PRETORIA, 16 MAART 1951. PRICE 6d. [No. 4562.
16 MARCH

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

GOEWERMENSKENNISGEWINGS.

Onderstaande Goewermementskennisgewings word vir algemene inligting gepubliseer:—

DEPARTEMENT VAN ARBEID.

* No. 615.] [16 Maart 1951.

NYWERHEID-VERSOENINGSWET, 1937.

YSTER-, STAAL-, INGENIEURS- EN METAAL-
NYWERHEID, UNIE VAN SUID-AFRIKA.

Ek, BAREND JACOBUS SCHOEMAN, Minister van Arbeid, verklaar hierby—

- (a) kragtens subartikel (1) van artikel *agt-en-veertig* van die Nywerheid-versoeningswet, 1937, dat al die bepalings van die Ooreenkoms (hierna genoem die wysigingsooreenkoms) wat in die Bylae verskyn en op die Yster-, Staal-, Ingenieurs- en Metaalnywerheid betrekking het vanaf die tweede Maandag na die datum van bekendmaking van hierdie kennisgewing en vir die tydperk wat eindig op die 17de dag van April 1951 bindend is op die werkgewers-organisasies en vakverenigings wat genoemde wysigingsooreenkoms aangegaan het en op die werkgewers en werknemers wat lede is van daardie organisasies of daardie vakverenigings;
- (b) kragtens subartikel (2) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings vervat in die genoemde wysigingsooreenkoms uitgesonderd artikels 1 (2), 20 en 25 van Deel I en 5 van Deel III vanaf die tweede Maandag na datum van bekendmaking van hierdie kennisgewing en vir die tydperk wat eindig op die 17de dag van April 1951 bindend is op die ander werkgewers en werknemers betrokke by of in diens in genoemde Nywerheid in die Unie van Suid-Afrika; en
- (c) kragtens subartikel (4) van artikel *agt-en-veertig* van genoemde Wet dat bepalings vervat in genoemde wysigingsooreenkoms uitgesonderd artikels 1 (2), 20, 22, 24 en 25 van Deel I en 5 van Deel III vanaf die tweede Maandag na datum van bekendmaking van hierdie kennisgewing en vir die tydperk wat eindig op die 17de dag van April 1951, in die Unie van Suid-Afrika *mutatis mutandis* van toepassing is ten opsigte van persone in diens in genoemde Nywerheid wat nie by die woordskrywing van die uitdrukking „werknemer” vervat in artikel *een* van genoemde Wet ingesluit is nie.

B. J. SCHOEMAN,
Minister van Arbeid.

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

GOVERNMENT NOTICES.

The following Government Notices are published for general information:—

DEPARTMENT OF LABOUR.

* No. 615.] [16 March 1951.

INDUSTRIAL CONCILIATION ACT, 1937.

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY, UNION OF SOUTH AFRICA.

I, BAREND JACOBUS SCHOEMAN, Minister of Labour, do hereby—

- (a) in terms of sub-section (1) of section *forty-eight* of the Industrial Conciliation Act, 1937, declare that all the provisions of the Agreement (hereinafter called the amending agreement) which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industry shall be binding from the second Monday after the date of publication of this notice and for the period ending the 17th day of April, 1951, upon the employers' organisations and the trade unions which entered into the said amending agreement and upon the employers and employees who are members of those organisations or those unions;
- (b) in terms of sub-section (2) of section *forty-eight* of the said Act, declare that the provisions contained in the said amending agreement, excluding sections 1 (2), 20 and 25 of Part I and 5 of Part III shall be binding from the second Monday after date of publication of this notice and for the period ending the 17th day of April 1951, upon the other employers and employees engaged or employed in the said Industry in the Union of South Africa; and
- (c) in terms of sub-section (4) of section *forty-eight* of the said Act, declare that in the Union of South Africa and from the second Monday after date of publication of this notice and for the period ending the 17th day of April, 1951, the provisions contained in the said amending agreement, excluding sections 1 (2), 20, 22, 24 and 25 of Part I and 5 of Part III shall *mutatis mutandis* apply in respect of such persons employed in the said industry as are not included in the definition of the expression “employee” contained in section *one* of the said Act.

B. J. SCHOEMAN,
Minister of Labour.

NASIONALE NYWERHEIDSRAAD VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.

OOREENKOMS

kragtens die bepalings van die Nywerheid-versoeningswet, 1937, gesluit en aangegaan deur die—

„Boatbuilders' and Shipwrights' Association of South Africa”;
„Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)”;

„Erection Engineers' Association”;
„Gate and Fence Manufacturers' Association of the Transvaal”;
„Light Metal Products Association of South Africa”;
„Non-Ferrous Metal Smelters' Association of South Africa”;
„Precision Manufacturing Engineers' Association”;
„Sheet Metal Industries Association of South Africa”;
„S.A. Agricultural and Irrigation Machinery Manufacturers' Association”;

„S.A. Cable and Wire Rope Manufacturers' Association”;
„S.A. Reinforced Concrete Engineers' Association”;
„S.A. Tube Makers' Association”;
„Cape Engineers' and Founders' Association”;
„East London Engineers' and Founders' Employers' Association”;

„Natal Engineers' and Founders' Federation”;
„Port Elizabeth Engineers' Association”;
„Transvaal Foundry Association”;
„Transvaal Heavy Engineering Manufacturers' Association”;
„Transvaal Iron and Steel Manufacturers' Association”;
„Transvaal Structural Engineering Association”;

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

„Amalgamated Engineering Union”;
„Amalgamated Society of Woodworkers”;
„S.A. Boilermakers', Iron and Steel Workers' and Shipbuilders' Society”;

„S.A. Electrical Workers' Association”;
„S.A. Engine Drivers' and Firemen's Association”;
S.A. Yster en Staalbedryfsvereniging;

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

wat partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, om die Ooreenkoms by Goewermetskennisgewing No. 641 van 8 April 1949 (soos gewysig by die Ooreenkoms gepubliseer by Goewermetskennisgewing No. 965 van 28 April 1950), bekendgemaak is, asook die Ooreenkoms gepubliseer by Goewermetskennisgewing No. 1174 van 17 Junie 1949 (soos gewysig by die Ooreenkoms wat by Goewermetskennisgewing No. 507 van 10 Maart 1950 bekendgemaak is), soos volg aan te vul en te vervang:—

BYLAE.

DEEL I.

1. BESTEK VAN TOEPASSING VAN OOREENKOMS.

(1) Die bepalings van hierdie Ooreenkoms moet in die Unie van Suid-Afrika nagekom word deur alle werkgewers en werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid wat onderskeidelik lede is van die werkgewersorganisasies en die vakverenigings; met dien verstande dat dit op vakleerlinge van toepassing is alleen vir sover dit nie met die Wet op Vakleerlinge, 1944, in stryd is nie, en voorts met dien verstande dat die bepalings van hierdie onderneming nie van toepassing op die ondergenoemde is nie—

(a) ondernemings van die S.A. Yster en Staal Industriële Korporasie, Bpk., en die ondernemings van die „African Metals Corporation, Limited”, wat te Vereeniging geleë is;

(b) die afdeling van die Nywerheid betrokke by die vervaardiging van metaalvensters en/of -deure en/of vlieëskryms in die Provinsie Transvaal, die Provinsie Oranjerivierstaat en die magistraatsdistrikte Barkly-Wes, Britstown, De Aar, Gordonia, Herbert, Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Philipstown, Prieska, Taungs en Vryburg;

en is, wat toepassing op die nywerheid betrokke by die produksie van yster en staal betref, tot die Provinsie Transvaal beperk.

(2) Hierdie Ooreenkoms tree in werking op 'n datum wat kragtens artikel agt-en-veertig van die Wet bepaal word, en bly van krag tot die 18de dag van April 1951, of vir 'n tydperk wat die Minister vasstel.

2. WOORDBEPALINGS.

Enige uitdrukkings wat in hierdie Ooreenkoms gebesig word en waarvan die betekenis in die Nywerheid-versoeningswet, 1937, bepaal is, het dieselfde betekenis as in daardie Wet, en by 'n verwysing na 'n wet is ook enige wysiging van sodanige wet inbegrepe; verder tensy dit in stryd is met die sinsverband, beteken—

„buitengewone vuil werk”, werk wat in verband met dieselmasjiene van die suierjuk na ondertoe, gebruikte skeepsketels, vlamkaste, inwendige verbrandingskamers, rookkaste, skeepsholtes en in brandstoftanks verrig word;

„Wet”, die Nywerheid-versoeningswet, 1937;

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.

AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, 1937, made and entered into between the—

Boatbuilders' and Shipwrights' Association of South Africa;
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape);

Erection Engineers' Association;
Gate and Fence Manufacturers' Association of the Transvaal;
Light Metal Products Association of South Africa;
Non-Ferrous Metal Industries Association of South Africa;
Precision Manufacturing Engineers' Association;
Sheet Metal Industries Association of South Africa;
S.A. Agricultural and Irrigation Machinery Manufacturers' Association;

S.A. Cable and Wire Rope Manufacturers' Association;
S.A. Reinforced Concrete Engineers' Association;
S.A. Tube Makers' Association;
The Cape Engineers' and Founders' Association;
The East London Engineers' and Founders' Employers' Association;

The Natal Engineers' and Founders' Federation;
The Port Elizabeth Engineers' Association;
Transvaal Foundry Association;
Transvaal Heavy Engineering Manufacturers' Association;
Transvaal Iron and Steel Manufacturers' Association;
Transvaal Structural Engineering Association;

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

Amalgamated Engineering Union;
Amalgamated Society of Woodworkers;
Ironmoulders' Society of South Africa;
S.A. Boilermakers', Iron and Steel Workers' and Shipbuilders' Society;
S.A. Electrical Workers' Association;
S.A. Engine Drivers' and Firemen's Association;
S.A. Yster en Staalbedryfsvereniging;

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

being Parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry, to augment and replace the Agreement published under Government Notice No. 641 of the 8th April, 1949 (as amended by the Agreement published under Government Notice No. 965 of the 28th April, 1950) and the Agreement published under Government Notice No. 1174 of the 17th June, 1949 (as amended by the Agreement published under Government Notice No. 507 of the 10th March, 1950), as follows:—

SCHEDULE.

PART I.

1. SCOPE AND PERIOD OF APPLICATION OF AGREEMENT.

(1) The terms of this Agreement shall be observed throughout the Union of South Africa by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industry who are members of the employers' organisations and trade unions respectively; provided that they shall apply to apprentices only insofar as they are not inconsistent with the provisions of the Apprenticeship Act, 1944, and provided further that the terms of this Agreement shall not apply to the—

(a) undertakings of the S.A. Iron and Steel Industrial Corporation, Limited, and to the undertaking, situated at Vereeniging, of the African Metals Corporation, Limited;

(b) the section of the Industry concerned with metal window and/or door and/or flyscreen manufacture in the Province of the Transvaal, the Province of the Orange Free State and the Magisterial Districts of Barkly West, Britstown, De Aar, Gordonia, Herbert, Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Philipstown, Prieska, Taungs and Vryburg,

and shall be limited in its application to the Industry concerned with the production of iron and steel to the Province of the Transvaal.

(2) This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section forty-eight of the Act, and shall remain in force until the 18th day of April, 1951, or for such period as the Minister may determine.

2. DEFINITIONS.

Any expressions used in this Agreement which are defined in the Industrial Conciliation Act, 1937, 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, smoke boxes, in bilges and in fuel tanks, performed on board ship;

“Act” means the Industrial Conciliation Act, 1937;

„vakleerling”, ’n werknemer wat onder ’n skriftelike vakleerling-skapkontrak wat deur die Raad erken word of ’n vakleerling-skapkontrak geregistreer ingevolge die Wet op Vakleerlinge, 1944, dien;

„boot- en skeepsbou”, sonder om die gewone betekenis van die uitdrukking op watter wyse ook al te beperk, die bou en/of verandering van en/of herstelwerk aan alle soorte bote en/of skepe, en dit sluit algemene houtwerk in wat in verband met skeepsherstelwerk onderneem word;

„Raad”, die „National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry”;

„dagskof”—onderworpe aan die woordbepalings hierin wat „tweeskofstelsel” en „drieskofstelsel” dek—enige tydperk van hoogstens 8½ uur gewoonlik deur ’n werknemer gewerk tussen die ure 6 vm. en 6 nm. vanaf Maandag tot en met Vrydag of enige tydperk van hoogstens vyf uur gewerk tussen die ure 6 vm. en 12-uur middag op Saterdag; met dien verstande dat as ’n werkgewer nie van sy werknemers vereis om op meer as vyf dae gedurende enige week te werk nie, dit enige sodanige tydperk van hoogstens 9½ uur tussen 6 vm. en 6 nm. vanaf Maandag tot en met Vrydag beteken;

„werknemer”, ’n werknemer wie se minimum skaal van betaling in die loontabelle van hierdie Ooreenkoms verskyn, ’n werknemer wat ingevolge vrystelling van hierdie Ooreenkoms, of op voorwaardes soos deur die Raad vasgestel in diens is, of ’n werknemer wat kragtens ’n deur die Raad erkende vakleerling-skapkontrak in diens is;

„inrigting”, enige perseel waarin of waarop die Nywerheid, of enige gedeelte daarvan, soos hierin omskryf, voortgesit word;

„yster-, staal-, ingenieurs- en metallurgiese nywerheid”, of „nywerheid” sonder in enige opsig die gewone betekenis van die uitdrukking te beperk, die nywerheid waarin yster en/of staal en/of ander metale en/of allooië geproduseer word of enige werktuigkundige masjiene herstel, hernu, gemonteer of gebou en waar metaalstruktuurwerk (met inbegrip van staal versterkingswerk) verrig word en waarin metaalgoedere, hoofsaaklik van sodanige yster en/of staal en/of ander metale en/of allooië deur middel van die ononderbroke en/of herhalingswerkprosesse vervaardig word en die vervaardiging van metaalgoedere met gereedskap wat deur meganiese en/of elektriese en/of handkrag gedryf word en die bou van en/of herstelwerk aan bote en/of skepe met inbegrip van die afskraap, afkap of afskaal en/of verf van die rompe van bote en/of skepe, maar dit sluit nie die elektrotegniese ingenieurs- of die motornywerheid in nie;

„motornywerheid”, sonder om die gewone betekenis van die woord enigins te beperk—

(a) inmeekaarsit, oprig, toets, hervervaardiging, herstel, verset, nasien, bedraad, stoffeer, spuit, verf en/of vernuwing uitgevoer in verband met—

(i) onderstel en/of die bakke van motorvoertuie;

(ii) binnebrandmasjiene en transmissie-onderdele van motorvoertuie;

(iii) die elektriese uitrusting in verband met motorvoertuie, met inbegrip van radio's;

(b) motoringenieurswerk;

(c) herstel, vulkaniseer en/of versool van buitebande;

(d) herstel, bediening en vernuwing van batterye vir motorvoertuie;

(e) die besigheid van motorvoertuie parkeer en/of opberg;

(f) die besigheid gevoer deur vul- en/of diensstasies;

(g) die besigheid hoofsaaklik of uitsluitlik gevoer vir die verkoop van motorvoertuie of motorvoertuigonderdele en/of reserwedele en/of toebehore (hetsy nuut of gebruik) wat daarby behoort, hetsy dié verkoop bestuur word van persele af wat verbonde is aan ’n gedeelte van ’n inrigting waarin die inmeekaarsit van of herstelwerk aan motorvoertuie uitgevoer word of nie; ;

(h) die besigheid van motorsloopplekke;

(i) die besigheid van monteerinrigtings;

(j) die besigheid van vervaardigingsinrigtings waarin motorvoertuigonderdele en/of reserwedele en/of toebehore en/of onderdele daarvan vervaardig word;

(k) bou van motorvoertuie.

Vir die toepassing van hierdie woordbepaling, beteken—

„motoringenieurswerk” die vernuwing van binnebrand-masjiene of onderdele daarvan vir gebruik in motorvoertuie in inrigtings hoofsaaklik of uitsluitlik aldus werkzaam, hetsy dié inrigting hom besig hou met die uitmeekaarhaal van en herstelwerk aan motorvoertuie of nie;

„motorvoertuig”, enige voertuig op wiele met maganiese krag (behalwe stoom) of elektrisiteit gedryf en bedoel vir trekdoeleindes, of die vervoer van persone en/of goedere en/of vragte en dit sluit sleepwaens en karavane in maar sluit nie uitrusting in wat bedoel is om op vaste spore te loop nie, ook nie sleepwaens bedoel om vragte van oor 20 ton te sleep nie; ook nie vliegtuie nie;

„voertuigbakbou”, enigeen of almal van ondergenoemde werksaamhede wat in ’n inrigting vir die bou van voertuigbakke uitgevoer word:—

(a) Die bou, herstel of vernuwing van kappe en/of bakke en/of enige tipe bobou vir enige soort voertuig;

„apprentice” means an employee serving under a written contract of apprenticeship recognised by the Council, or a contract of apprenticeship registered under the Apprenticeship Act, 1944;

„boatbuilding and shipwrighting” means, without in any way limiting the ordinary meaning of the expression, the construction, and/or alteration and/or repair of all types of boats and/or ships and includes general woodwork undertaken in connection with ship repairs;

„Council” means the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry;

„day shift” means, subject to the definition herein covering “two shift system” and “three shift system”, any period of not more than 8½ hours ordinarily worked by an employee between the hours of 6 a.m. and 6 p.m. on Mondays to Fridays inclusive, or any period not exceeding 5 hours worked between the hours of 6 a.m. and 12 noon 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 9½ hours between 6 a.m. and 6 p.m. on Mondays to Fridays inclusive;

„employee” means an employee whose minimum rate of pay is scheduled in this Agreement, an employee employed under exemption from this Agreement or under conditions determined by the Council, or an employee employed under a contract of apprenticeship recognised by the Council;

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

„Iron, Steel, Engineering and Metallurgical Industry” or

„industry” means, without in any way limiting the ordinary meaning of the expression, the industry concerned with the production of iron and/or steel and/or other metals and/or alloys, repairs, replacements, assembling or erecting of any mechanical machines and structural metal work (including steel reinforcement work); the manufacture of metal goods principally from such iron and/or steel and/or other metals and/or alloys by continuous and/or repetitive process operations, the manufacture of metal goods with tools operated by mechanical and/or electrical and/or hand power, and the building and/or repair of boats and/or ships including the scraping, chipping or scaling and/or painting of the hulls of boats and/or ships, but does not include the electrical engineering industry or the motor industry;

„Motor Industry” means, without in any way limiting the ordinary meaning of the expression—

(a) assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wiring, upholstering, spraying, painting and/or reconditioning carried on in connection with—

(i) chassis and/or the bodies of motor vehicles;

(ii) internal combustion engines and transmission components of motor vehicles;

(iii) the electrical equipment connected with motor vehicles, including radios;

(b) automotive engineering;

(c) repairing, vulcanising and/or retreading tyres;

(d) repairing, servicing and reconditioning batteries for motor vehicles;

(e) the business of parking and/or storing motor vehicles;

(f) the business conducted by filling and/or service stations;

(g) the business carried 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 portion of an establishment wherein is conducted the assembly of or repairs to motor vehicles;

(h) the business of motor graveyards;

(i) the business of assembly establishments;

(j) the business of manufacturing establishments wherein are fabricated motor vehicle parts and/or spares and/or accessories and/or components thereof;

(k) vehicle body building.

For the purpose of this definition—

„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;

„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 shall not include any equipment designed to run on fixed tracks, trailers designed to transport loads of 20 tons or over or aircraft;

„vehicle body building” means any or all of the following activities carried on in vehicle body building establishments:—

(a) The construction, repair, or renovation of cabs and/or bodies and/or any super structure, for any type of vehicle;

- (b) die vervaardiging of herstel van onderdeel vir kappe en/of bakke en/of enige bobou en die inmeekaarsit, verstel en installering van onderdele in kappe, bakke of op die bobou van voertuie;
- (c) kappe en/of bakke en/of enige soort bobou die onderstel van enige tipe voertuig monteer;
- (d) kappe en/of bakke en/of enige soort bobou met enige soort beskermingsmiddel dek of versier;
- (e) die binnewerk van kappe en/of bakke en/of bobou uitrus, toerus en afwerk;
- (f) sleepwaens bou, maar met uitsluiting van die vervaardiging van wiele of aste daarvan;
- (g) alle werksaamhede wat hoort by of wat voortvloei uit die werksaamhede genoem in paragrawe (a), (b), (c), (d), (e) en (f).

Vir die toepassing van hierdie woordbepaling sluit „voertuig” nie ’n vliegtuig in nie, en „motornywerheid”, soos omskryf, mag nie die onderstaande insluit nie:—

- (i) die vervaardiging van motorvoertuigonderdele en/of toebehore en/of reserwedele en/of onderdele in inrigtings wat beplan is vir en wat gewoonlik metaal en/of kunsharsgoedere van ’n ander aard op aansienlike skaal produseer;
- (ii) die inmeekaarsit, oprig, toets, herstel, verstel, nasien bedrading, spuit, verf en/of vernuwing van landbou-trekkers behalwe as dit gedoen word in inrigtings wat dergelike dienste lewer ten opsigte van motorkarre, motorvragwaens of motortrokke;
- (iii) die vervaardiging en/of onderhoud en/of herstel van—
 - (a) siviele en werktuigkundige ingenieursuitrusting en/of onderdele daarvan hetsy dit op wiele gemonteer is of nie;
 - (b) landbou-uitrusting of onderdele daarvan; of
 - (c) uitrusting bedoel vir gebruik in fabriek en/of werksinkels:
Met dien verstande dat vir die toepassing van (a), (b) en (c) hierbo, dit nie beskou mag word dat „uitrusting” motorkarre, motorvragwaens en/of motortrokke beteken nie;
 - (d) motorvoertuig- of ander voertuigbakke en/of bobou en/of onderdele of dele daarvan gemaak van plaatstaal van een-agste van ’n duim dik of dikker wanneer uitgevoer in inrigtings wat beplan is vir en wat hulle gewoonlik besig hou met die vervaardiging en/of onderhoud en/of herstel van siviele en/of werktuigkundige ingenieursuitrusting op ’n aansienlike skaal.

„algemene ingenieursnywerheid”, die instandhouding, vervaardiging, oprigting of inmeekaarsit, bou, wysiging, of herstel van enige masjien, skip, bouwerk, voertuig, apparaat of artikels wat hoofsaaklik uit metaal bestaan, met inbegrip van enige gedeelte daarvan, maar sluit nie die vervaardiging van elektriese masjinerie en toestelle en/of sodanige werk waarvoor in die woordbepaling „vervaardigingsingenieursnywerheid” hierin voorsiening gemaak word, in nie; „Vervaardigingsingenieurswese”,—onderworpe aan registrasie ingevolge die bepalings van subartikel (1) (c) van artikel 22 van Deel I van die Ooreenkoms—die maak en/of vervaardiging en/of inmeekaarsit van masjiene, bouwerke, voertuie en toestelle en/of artikels wat hoofsaaklik uit metaal of bestanddele daarvan bestaan wat op ’n hoeveelhedsproduksiebasis in afsonderlike vervaardigingsinrigtings, of in afsonderlike afdelings van, of bygeboue van algemene ingenieursinrigtings vervaardig word deur spesiale aanpassingsmetodes van die werk;

„masjien”, enige toestel afgesien van die materiaal waarvan dit gemaak is;

„metaalgoedere” sluit nie landboutrekkers in nie;

„stelmasjien of skoorstuk”, ’n toestel wat die stand van die werk met betrekking tot die gereedskap of die gereedskap tot die werk en/of die betreklike stande van onderdele terwyl hulle verbind word suiwer stel ten einde artikels te vervaardig wat binne sekere toleransies omruilbaar is;

„vakman”, ’n werknemer wat ’n vakleerlingskapkontrak ingevolge die Wet op Vakleerlinge, of ’n vakleerlingskapkontrak wat deur die Nywerheidsraad erken word in enige van die klasse werk soos in artikel 3 (1) (a) van Deel I van hierdie Ooreenkoms genoem, uitgedien het, of ’n werknemer oor 21 jaar en wat die houer is van ’n sertifikaat wat deur die Raad erken is en hom in staat stel om vir vakmanswerk in diens te wees;

„jeugdige”, ’n werknemer tussen 16 en 19 jaar oud wat engeen van die soorte werk in subartikel (1) (i) van artikel 3 van hierdie Ooreenkoms verrig en ten opsigte van wie se diens die Raad ’n sertifikaat ingevolge subartikel (1) van artikel 15 van Deel I van hierdie Ooreenkoms uitgereik het;

- (b) the manufacture or repair of component parts for cabs and/or bodies and/or any super structure and the assembling, adjusting and installation of parts in cabs, bodies or on the super structure of vehicles;
- (c) fixing cabs and/or bodies and/or any super structure to the chassis of any type of vehicle;
- (d) coating and/or decorating cabs and/or bodies and/or any super structure with any preservative or decorative substance;
- (e) equipping, furnishing and finishing off the interior of cabs and/or bodies and/or super structures;
- (f) building of trailers, but not including the manufacture of wheels or axles therefor;
- (g) all operations incidental to or consequent upon the activities referred to in paragraphs (a), (b), (c), (d), (e) and (f).

For the purpose of this definition “vehicle” does not include and aircraft, and “motor industry” as defined above shall 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 any 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 motor cars, motor lorries or motor trucks;
- (iii) the manufacture and/or maintenance and/or repair of—
 - (a) civil and mechanical engineering equipment and/or parts thereof whether or not mounted on wheels;
 - (b) agricultural equipment or parts thereof; or
 - (c) equipment designed for use in factories and/or workshops:
Provided that for the purposes of (a), (b) and (c) above, “equipment” shall not be taken to mean motor cars, motor lorries and/or motor trucks;
 - (d) motor vehicle or other vehicle bodies and/or super structures and/or parts or components thereof made of steel plate of one-eighth of an inch 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;

“general engineering” means the maintenance, fabrication, erection or assembly, construction, alteration or repair of any machine, ship, structure, vehicle, apparatus or articles consisting mainly of metal, including any part thereof, but does not include the manufacture of electrical machinery apparatus and/or such work as is provided for in the definition of “manufacturing engineering” herein;

“manufacturing engineering” means, subject to registration in terms of the provisions of sub-section (1) (c) of section 22 of Part I of this Agreement, the manufacture and/or fabrication and/or assembly of machines, structures, vehicles and apparatus and/or articles consisting mainly of metal, or components thereof, carried out on a quantity production basis in separate manufacturing establishments, by methods of special application to the job, or in separate departments or or annexes to general engineering establishments;

“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;

“jig or fixture” 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 Apprenticeship Act or a contract of apprenticeship recognised by the Council in any one of the classes of work enumerated in section 3 (1) (a) of Part I 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 on journeyman’s work;

“juvenile” means an employee between the age of 16 and 19 years, employed on any of the classes of work in sub-section (1) (i) of section 3 of this Agreement, and in respect of whose employment a certificate has been issued by the Council in terms of sub-section (1) of section 15 of Part I of this Agreement;

„N.E.V.N.”, nie elders vermeld nie;

„nagskof”, onderworpe aan die woordbepalings hierin wat „tweeskofte-stelsels” en „drieskofte-stelsels” dek, enige tydperk van hoogstens 9½ uur wat gewoonlik tussen die ure 6 nm. en 6 v.m. vanaf die begintyd Maandag tot die begintyd Saterdag deur ’n werknemer gewerk word;

„werkman”, enige werknemer (behalwe ’n jeugdige of proefwerker) wat werk verrig wat in hierdie Ooreenkoms by die werk van werksmanne ingedeel is;

„premiebonusstelsel”, werk waarvoor betaal word ingevolge die bepaling van artikel 9 van Deel I van hierdie Ooreenkoms;

„proefwerker”, ’n persoon wat geen vorige ervaring as operateur in engeen van die soorte werk in subartikel (1) (h) van artikel 3 van hierdie Ooreenkoms het nie, of ’n persoon wat voorheen as proefwerker in diens was, maar wat nie die dienstyl voltooi het wat in hierdie Ooreenkoms vir proefwerkers neergelê is nie;

„leerling-ingenieur en/of erkende student”, ’n persoon wat in besit is van onderwyskwalifikasies wat deur die Raad erken word en behaal is aan ’n onderwysinrigting wat eweneens deur die Raad erken word, maar nie ’n persoon wat in die loop van sy studies die voorgeskrewe vakkundige opleiding ondergaan nie;

„gebied A”, die magistraatsdistrikte Beaufort-Wes, Bellville, Bredasdorp, Caledon, Calvinia, die Kaap, Carnarvon, Clanwilliam, Ceres, Fraserburg, George, Heidelberg (Kaap), Hopefield, Knysna, Ladismith (Kaap), Laingsburg, Malmesbury, Montagu, Mosselbaai, Namakwaland, Paarl, Piketberg, Prins Albert, Riversdal, Robertson, Simonstad, Somerset-Wes, Stellenbosch, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria-Wes, Wellington, Williston, Worcester en Wynberg en vir die doeleindes van hierdie besondere gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Kaapse Streeksraad), Posbus 4012, Kaapstad;

„gebied B”, die magistraatsdistrikte Albert, Aliwal-Noord, Barkly-Oos, Butterworth, Cathcart, St. Marks (Cofimvaba), Oos-Londen, Elliot, Elliotdale, Engcobo, Fort Beaufort, Glen Grey (Lady Frere), Herschel, Idutywa, Indwe, Kentani, Keiskamahoe, Kingwilliamstown, Komgha, Lady Grey, Libode, Maclear, Middledrift, Molteno, Mqanduli, Mount Fletcher, Mount Frere, Ngqeleni, Nqamakwe, Port St. Johns, Peddie, Queenstown, Qumbu, Sterkstroom, Stockenstroom, Stutterheim, Tarka, Tsomo, Tsoelo, Umtata, Victoria-Oos, Willowvale, Wodehouse en Xalanga (Cala) en vir die doeleindes van hierdie besondere gebiede, is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grensdistrikraad), Posbus 27, Oos-Londen;

„gebied C”, die Provinsie Natal met inbegrip van die magistraatsdistrikte: Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie, Tabankulu en Umzimkulu en vir die doeleindes van hierdie besondere gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Natale Distrikraad), Posbus 2778, Durban;

„gebied D”, die magistraatsdistrikte Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Calitzdorp, Colesberg, Cradock, Graaff-Reinet, Hanover, Humansdorp, Jansenville, Maraisburg, Middelburg (Kaap), Murraysburg, Oudtshoorn, Pearston, Port Elizabeth, Richmond (Kaap), Somerset-Oos, Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad en Willowmore en vir die doeleindes van hierdie besondere gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Middellandse Streeksraad), Posbus 3051, Port Elizabeth;

„gebied E”, die Provinsie Transvaal, die Provinsie die Oranje-Vrystaat en die magistraatsdistrikte Barkly-Wes, Britstown, De Aar, Gordonia, Herbert, Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Philipstown, Prieska, Taungs en Vryburg en vir die doeleindes van hierdie besondere gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Transvaalse Streeksraad), Posbus 3998, Johannesburg;

„herhalingswerk”, die werk wat verrig word deur ’n werknemer wat voortdurend een of meer herhalingsprosesse uitvoer;

„leipatroon”, ’n toestel om die plekke van gate en/of aanhegtings op die werkstuk en/of die vorm en/of die buite-lyen van die werkstuk aan te dui;

„tweeskofte- en/of drieskoftestelsel”, die werkmetode in inrigtings wat vir minstens drie maande in ’n enkele tydperk twee of drie skofte in enige tydperk van 24 uur werk.

„wag se werk”, die bewaking en/of patrollering van eiendom en/of persele.

„N.E.S.” means not elsewhere specified;

„night shift” means, subject to the definitions herein covering „two shift system” and „three shift system”, any period not more than 9½ hours ordinarily worked by an employee between the hours of 6 p.m. and 6 a.m. from starting time on Monday until starting time on Saturday;

„operative” means any employee (other than a juvenile or probationer) performing work categorised as as operative work in this Agreement;

„premium bonus system” means work paid for in accordance with the provisions of section 9 of Part I of this Agreement;

„probationer” means a person who has had no previous experience as an operator in any of the classes of work in sub-section (1) (h) of section 3 of this Agreement, or a person who has been previously employed as a probationer, but who has not completed the period of service stipulated for probationers in terms of this Agreement;

„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, the Cape, Carnarvon, Clanwilliam, Ceres, Fraserburg, George, Heidelberg (Cape), Hopefield, Knysna, Ladismith (Cape), Laingsburg, Malmesbury, Montagu, Mossel Bay, Namaqualand, Paarl, Piquetberg, Prince Albert, Riversdale, Robertson, Simonstown, Somerset West, Stellenbosch, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria West, Wellington, Williston, Worcester and Wynberg, and for the purposes of these particular areas the address of the Council shall be the “National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Cape Regional Council)”, P.O. Box 4012, Cap Town;

„Region B” means the Magisterial Districts of Albert, Aliwal North, Barkly East, Butterworth, Cathcart, St. Mark (Cofimvaba), East London, Elliott, Elliotdale, Engcobo, Fort Beaufort, Glen Grey (Lady Frere), Herschel, Idutywa, Indwe, Kentani, Keiskama Hoek, Kingwilliamstown, Komgha, Lad Grey, Libode, Maclear, Middledrift, Molteno, Mqanduli, Mount Fletcher, Mount Frere, Ngqeleni, Nqamakwe, Port St. Johns, Peddie, Queenstown, Qumbu, Sterkstroom, Stockenstroom, Stutterheim, Tarka, Tsomo, Tsoelo, Umtata, Victoria East, Willowvale, Wodehouse and Xalanga (Cala), and for the purposes of these particular areas the address of the Council shall be the “National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Border Regional Council)”, P.O. Box 27, East London;

„Region C” means the Province of Natal including the Magisterial Districts of Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie, Tabankulu and Umzimkulu and for the purposes of these particular areas the address of the Council shall be the “National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Natal Regional Council)”, P.O. Box 2778, Durban;

„Region D” means the Magisterial Districts of Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Calitzdorp, Colesberg, Cradock, Graaff-Reinet, Hanover, Humansdorp, Jansenville, Maraisburg, Middelburg (Cape), Murraysburg, Oudtshoorn, Pearston, Port Elizabeth, Richmond (Cape), Somerset East, Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad and Willowmore, and for the purposes of these particular areas the address of the Council shall be the “National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Midland Regional Council)”, P.O. Box 3051, Port Elizabeth;

„Region E” means the Province of the Transvaal, the Province of the Orange Free State, and the Magisterial Districts of Barkly West, Britstown, De Aar, Gordonia, Herbert, Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Philipstown, Prieska, Taungs and Vryburg, and for the purpose of these particular areas the address of the Council shall be the “National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Transvaal Regional Council)”, P.O. Box 3998, Johannesburg;

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

„emplet” means a device for indicating the position of hole and/or attachments on the work and/or the form and/or contour of the work;

„two shift and/or three shift system” means the method 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;

„watchman’s work” means guarding and/or patrolling property and/or premises.

3. LONE EN/OF VERDIENSTE.

Geen werkgever mag aan werknemers, behalwe vakleerlinge, in diens vir enigeen van die soort werk hierna genoem, laer lone en/of verdienste betaal as wat teenoor sodanige soorte werk vermeld word nie, en geen werknemer mag laer lone en/of verdienste aanneem as wat teenoor sodanige soorte werk vermeld word nie.

(1) *Algemene loonbepaling van toepassing op alle afdelings van die Nywerheid, tensy dit elders bepaal is—*

(a) *Vakmanswerk (N.E.V.N.)*—Geen persoon, behalwe 'n vakman of vakleerling, mag vakmanswerk verrig alvorens die Nywerheidsraad sy goedkeuring verleen het nie—

Hoeksmidwerk.....	
Grofsmid- en/of vuurwerk en/of vuursweiswerk en/of ornamentele werk.....	
Ketelmaak.....	
Geelkoper afwerk, masjien en/of bankwerk.....	
Baksteenmesselwerk en/of klipmesselwerk.....	
Houtwerk.....	
Kalfaatwerk—water- en/of gas- en/of olie- en/of stoom- en/of lug-digte werk.....	
Kopersmid- en/of loodgieters- en/of skeepsloodgieters- en/of loodswaiswerk en/of skeepsmetaalplaatwerk	
Maak van stempels en/of stelmasjiene en/of gereedskap en/of meetinstrumente.....	
Elektro-galvaniseer.....	
Elektriese instandhoudingswerk en/of installerings.....	3s. 3d. per uur.
Oprigting- en/of inmeekaarsitwerk (opsigterswerk).....	
Monteur- en/of draai- en/of masjienwerk en/of presiesslypwerk.....	
Instrumente maak en/of herstel.....	
Slotte maak.....	
Masjiengereedskap stel.....	
Afmerk, behalwe van leipatrone af..	
Metaalspinwerk.....	
Masjienselwerk.....	
Modelmaak.....	
Deurslag- en/of skuinssny- en/of kortsnywerk.....	
Takelwerk.....	
Roldraaiwerk.....	
Weegskale maak en/of herstel.....	
Leipatrone maak.....	
Las- en/of gas- en/of gas- en boogsnyswerk.....	

(a) (i) *Masjinstewerk (N.E.V.N. en as dit deur 'n ander werknemer as 'n vakman verrig word)*.—Fatsoeneer, langgatmaak, skaaf, uitslyp (behalwe met universal-uitslypers), slypsteenwerk (behalwe met universal-slypstene) en die bedien van ratfreesmasjienwerk- en rotasiemasjiengereedskap (uitgesonderd senterdraaibanke en/of boormasjiene).

	Skaal per uur.
Eerste leerjaar—	s. d.
Eerste ses maande.....	1 3
Tweede ses maande.....	1 6½
Tweede leerjaar.....	1 10
Derde leerjaar.....	2 7½
Daarna.....	3 1

LET WEL.

- (i) Werknemers wat kragtens hierdie bepaling in diens is, moet toegestaan word om werk op te sit, hul eie gereedskap te stel en te slyp, en volgens en met presiesmeetinstrumente te werk, met inbegrip van maatstokke, krompassers en dergelike. Leerlinge moet geleer word om werk op te sit, hul eie gereedskap te slyp en te stel en om volgens en met presiesmeetinstrumente te werk.
- (ii) Geen werkgever mag onder hierdie bepalings enige persoon teen 'n laer loonskaal as 3s. 1d. per uur in diens hê nie, tensy met voorafgaande toestemming van die Raad en onder 'n Vakleerlingskapkontrak. Sulke kontrakte moet in die vorm wees wat van tyd tot tyd deur die Raad voorgeskryf word en moet op die Hoofkantoor van die Raad geregistreer wees en moet die groep masjiengereedskap in die gebruik waarvan die leerling opgelei moet word, vermeld. Leerlinge moet sulke tegniese opleiding wat deur die Raad vasgestel word, dwarsdeur die termyn van vakleerlingskap ondergaan en dit is 'n vooropgestelde voorwaarde van goedkeuring van enige kontrak dat die leerling die geleentheid verskaf moet word om sulke tegniese opleiding te ondergaan.

3. WAGES AND/OR EARNINGS.

No employer shall pay to employees (other than apprentices) engaged on any of the classes of work hereinafter specified 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.

(1) *General Wage Provisions applicable throughout all Divisions of the Industry, unless elsewhere specified—*

(a) *Journeyman's Work (N.E.S.)*—No person other than a journeyman or apprentice may be employed on journeyman's work, without the prior permission of the Industrial Council:

Anglesmithing.....	
Blacksmithing and/or forging and/or firewelding and/or ornamental metal working.....	
Boilermaking.....	
Brass finishing—machine and/or bench work.....	
Bricklaying and/or masonry.....	
Carpentering.....	
Caulking—water and/or gas and/or oil and/or steam and/or airtight work.....	
Coppersmithing and/or plumbing and/or ships' plumbing and/or lead burning and/or marine sheetmetal work.....	
Die and/or jig and/or tool and/or gauge-making.....	
Electro-plating.....	
Electrical maintenance work and/or installation.....	3s. 3d. per hour.
Erecting and/or assembling (supervisory work) in the field.....	
Fitting and/or turning and/or machining and/or precision grinding.....	
Instrument making and/or repairing.....	
Locksmithing.....	
Machine tool setting up.....	
Marking out—other than from templates.....	
Metal spinning.....	
Millwrighting.....	
Patternmaking.....	
Punch and/or shearing and/or cropping.....	
Rigging.....	
Roll turning.....	
Scale making and/or repairing....	
Templet making.....	
Welding and/or gas and/or gas and arc cutting.....	

(a) (i) *Machinists' Work (N.E.S. and when performed by an employee other than a journeyman)*.—Shaping, slotting, planing, milling (excluding universal millers), grinding (excluding universal grinders), and the operation of gear cutting and rotary machine tools (excluding centre lathes and/or boring mills).

	Rate per Hour.
First year of learnership—	s. d.
First six months.....	1 3
Second six months.....	1 6½
Second year of learnership.....	1 10
Third year of learnership.....	2 7½
Thereafter.....	3 1

NOTES.

- (i) Employees employed in terms hereof 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. Learners shall be trained to set up their own work, grind and set their own tools and work to and with precision measuring instruments.
- (ii) No employer shall employ any person under these provisions at a rate of pay of less than 3s. 1d. per hour, except with the prior consent of the Council and under a Learnership Contract. Such Contracts, which shall be in the form prescribed by the Council from time to time and shall be registered with and at the Head Office of the Council, shall prescribe the group of machine tools in the use of which a learner shall be trained. Learners shall undergo such approved technical instruction as may be determined by the Council throughout the period of learnership, and it shall be a condition precedent in the approval of any Contract that the learner shall be given facilities to undergo such approved technical instruction.

	Besoldiging.			Remuneration.		
	Tyd- loonskaal per uur.	Premie-bonus- loonskaal Basies + Bonus.		Time Rate per hour.	Premium Rates per hour. Basic + Bonus.	
	s. d.	s. d.	s. d.	s. d.	s. d.	s. d.
(b) Werk vir graad A-werksmanne (N.E.V.N.)—						
Oppervlakte- en/of gereed- skapverharding en/of hittebehandeling.....						
Bedien van krane—krag- armkrane en bo-grondse kapkrane.....						
Stempelgiemasjienerker (opsigterswerk).....	2 11½	2 8	*	2 11½	2 8	*
Plaatwerkers.....						
Uitsmelt en/of smelt, be- halwe by produksie in staalfabrieke, onderbaas- en/of opsigterswerk.....						
L.W.—Minstens een werk- nemer met kennis van op- sigterswerk moet in elke afdeling in diens wees						
en/of						
Opsigterswerk in vervaar- digingsingenieursinrigtings	2 11½	2 8	*	2 11½	2 8	*
L.W.—Minstens een werk- nemer met kennis van opsig- terswerk moet in elke afde- ling in diens wees.						
(b) (i) Werk vir graad AA-werks- manne—						
Klinkwerk en/of kalfater- werk.....	2 9	2 6	*	2 9	2 6	*
(c) Werk vir graad B-werksmanne (N.E.V.N.)—						
Brand met asetileentoestel (marinewerk).....						
Inmekaarsit met behulp van stelmasjiene en/of leipa- trone.....						
Metaal in vaste vorms waar kerns geplaas is, giet....						
Koudsaag—behalwe herha- lingsafsaag en koudsaag soos by produksie in staal- fabrieke toegepas.....						
Bedien van krane—krag- krane wat van die vloer af bedien word (bediener in voltydse kapasiteit).....						
Koepeloondwerker (opsig- terswerk).....						
Boor met of sonder leipa- trone as 'n vakman dit afmerk.....	2 3½	2 1	*	2 3½	2 1	*
Ruimmasjienerker.....						
Masjienerker op herhalings- werk met behulp van stel- masjiene en/of stoppe en/ of skoorstukke as die mas- jiene en/of gereedskap deur vakman gestel word.						
Metaalspuit.....						
Profielwerk met behulp van leipatrone en/of as vak- man dit afmerk.....						
Ru-slyp, met inbegrip van gereedskap in stelmasjiene						
Skroefmasjienerker behalwe in inrigtings wat uitsluitlik skroewe en/of staalpype en/of buise en/of swart- boute vervaardig.....						
en/of die volgende werksaam- hede in die vervaardigings- ingenieursnywerheid:—						
Inmekaarsit van masjiener- werkte dele.....						
Buig van buise en/of stukke in handmasjiene, volgens tekening.....						
Deurslaan en/of skuinsny en/of kortsny volgens stel- masjiene en/of stoppe.....						
Herhalingswerk met plate- walsmasjiene.....	2 3½	2 1	*	2 3½	2 1	*
Herhalingsglaswerk met be- hulp van stelmasjiene en/of las met of in outomatiese masjiene en/of toestelle en/of met gas las as die las verkry word deur ineen- smelt van die dele of deel wat gelas moet word en/of met brons las.....						
(b) Grade "A" Operative's work (N.E.S.)—						
Case and/or tool hardening and/or heat treatment....						
Crane driving—power ope- rated jib cranes and/or cab operated overhead cranes.....						
Die casting machine opera- tive (supervisory work)...						
Sheeters.....						
Smelting and/or melting— other than in steel works production—charge hand and/or supervisory work. Note.—At least one em- ployee with supervisory knowledge to be employed in each department.						
and/or						
Supervisory work in manu- facturing engineering establishments.....				2 11½	2 8	*
Note.—Not less than one employee with supervisory knowledge to be employed in each department.						
(b) (i) Grade "AA" Operative's work—						
Riveting and/or caulking...	2 9	2 6	*	2 9	2 6	*
(c) Grade "B" Operative's work (N.E.S.)—						
Acetylene burning (marine work).....						
Assembling by means of jigs and/or templates.....						
Casting of metal into perma- nent moulds where cores are placed.....						
Cold sawing—other than repetition cutting off and other than cold cutting as applied to steel works production.....						
Crane driving—floor ope- rated power cranes (opera- tor employed in a full-time capacity).....						
Cupola attendant (super- visory work).....						
Drilling with templates or without templates where the marking off is done by a journeyman.....				2 3½	2 1	*
Machine broaching.....						
Machining on repetition work by means of jigs and/or stops and/or fix- tures where the setting up of the machines and/or tools is done by a jour- neyman.....						
Metal spraying.....						
Profiling work to templates and/or where marking off is done by a journeyman						
Rough grinding, including tool grinding in jigs.....						
Screwing machine work other than in those estab- lishments engaging exclu- sively in screwmaking and/or steel pipe and/or tube and/or black bolt manufacture.....						
and/or the following opera- tions in manufacturing engi- neering:—						
Assembling of machined parts.....						
Bending of tubes and/or sections in manually operated machine to sketch.....						
Punching and/or shearing and/or cropping to jigs and/or stops.....						
Repetition roller forming of plate.....				2 3½	2 1	*
Repetition welding to jigs and/or welding in and/or on automatic machines and/or apparatus and/or gas welding where the weld is effected by fusion of the parts or part to be joined and/or bronze welding.....						

	Besoldiging.		
	Tyd- loonskaal	Premiebonus- loonskaal	per uur. Basic + Bonus.
	s. d.	s. d.	s. d.

(d) Werk vir graad C-werksmanne (N.E.V.N.)—

Boor met stelmasjiene en/of skoorstukke.....			
Opsigter—opsig oor enige of alle werksaamhede in graad-D en/of arbeiders.			
Deurslaan en/of skuinsny en/of kortsny met behulp van stelmasjiene en/of stoppe (10-dikte en dunner).....	1 11	1 9	*
Herhalingsbuigwerk en/of vorm van metaalplaat van 10-dikte en dunner met behulp van stelmasjiene en/of stoppe.....			
Klinkwerk (behalwe onder druk—as die klinknaels ½ dm. deursny en dunner is Saagskerpmaak in volkome outomatiese masjien.....			
Puntswearing.....			

en/of die volgende werksaamhede in die vervaardigings-ingenieursnywerheid—

Werk met gereedskap vir spesiale doel op 'n masjien spesiaal ontwerp vir en verrigting van slegs een bewerking.....	1 11	1 9	*
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* L.W.—Bonus vir werk van graad A-, AA-, B- en C-werksmanne moet so bereken word dat dit 'n gemiddelde werknemer in staat stel om minstens 25 persent bo die basiese loonskaal van die premiebonus soos in die Graad vir die bepaalde soort werk wat verrig word, voorgeskryf, te verdien.

(e) Werk vir graad D-werksmanne (N.E.V.N.)—

Graad D/0.

Besoldiging.

Toesig hou oor ander graad D-werksmanne en werksnemers in diens as algemene arbeiders wanneer as „baasjong” aangestel.....	† Skaal per uur
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Graad D/1.

Outomaties reguitmaak en/of rondmaak en/of verklein en/of uitsit en/of uittrek.....	
Bediener van outomatiese masjien..	
Bediener van stempelgietmasjien....	
Smee met stamphamer en behulp van stempels.....	
Hefboom- en/of pedaal- en/of handpers- en/of keepwerk as die werk met gestelde stempels verrig word, behalwe die stel van die stempels..	† Skaal per uur.
Klinknaels verhit.....	
Bediener van kraghamer.....	
Bedien van 'n kraggedrewe hystoestel, sonder opsig.....	
Gietwerk in permanente vorms waarby sand geheel uitgeskakel is.....	
Kragperswerk as die werk met voorafgestelde stempels verrig word, maar nie stel van stempels nie....	
Met handhamer onder toesig van grof-smid of hoeksmid slaan (behalwe in produksie-afdeling van staalfabrieke).....	

Graad D/2.

Aanbring van anti-korrosielae.....	
Beskermingslae aan bote en/of skepe aanbring en/of bote en/of skepe afkap en/of afskaal en/of afskraap	
Slingers aansit (werknemers uitsluitlik so in diens).....	
Stoomketels skoonmaak en/of afskaal en/of afskraap (marinewerk).....	
Stook van stoomketels.....	
Metaalbekleding deur heet-indoop..	
Bekleding en/of galvaniseer.....	† Skaal per uur.
Afsny en soos toegepas in produksie-afdelings van staalfabrieke en opсны van afval.....	
Verhitte materiaal aan hidrouliese perse voer.....	
Skoonslyp met die hand en/of slypen/of draagbare kraggereedskap..	
Hidroulies toets en/of lugdruktoets..	
Metaalwryf en/of poleer.....	

(d) Grade “C” Operative's work (N.E.S.)—

	Remuneration.		
	Time Rate per hour.	Premium Rates per hour. Basic + Bonus.	Bonus.
	s. d.	s. d.	s. d.
Drilling with jigs and/or fixtures.....			
Overseer—supervising any or all operations in Grade “D” and/or labourers..			
Punching and/or shearing and/or cropping to jigs and/or stops (10 gauge and thinner).....	1 11	1 9	*
Repetition bending and/or forming sheet metal of 10 gauge and thinner to jigs and/or stops.....			
Riveting (other than pressure—where the rivets are ½ diameter and less)....			
Saw sharpening in full automatic machine.....			
Spot welding.....			

and/or the following operations in manufacturing engineering:

Special purpose tool operation on machine specially designed for and performing one only operation...	1 11	1 9	*
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* Note.—Bonus for Grades “A”, “AA”, “B” and “C” Operative's Work to be calculated to enable an average employee to earn not less than 25 per cent. above the premium bonus basic rate prescribed in the Grade for the particular class of work being performed.

(e) Grade “D” Operative's work (N.E.S.).

Grade “D”/0.

Remuneration.

Bossing other Grade “D” Operatives and employees employed as general labourers when appointed as “boss boy”.....	† Rate per hour.
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Grade “D”/1.

Attending automatic machine (automatic machine operator).....	
Automatic straightening and/or rounding and/or reducing and/or expanding and/or extracting.....	
Driving power hammer.....	
Drop forging using dies.....	
Fly and/or treadle and/or manual pressing and/or notching where the work is operated upon with pre-set dies other than setting of dies....	
Heating rivets.....	
Operating die-casting machine.....	† Rate per hour.
Operating power driven hoist not under supervision.....	
Permanent mould casting wherein sand is entirely excluded.....	
Power pressing where the work is operated upon with pre-set dies, other than setting of dies.....	
Striking by hand hammer under direction of blacksmith or angle-smith (other than in steel works production department).....	

Grade “D”/2.

Application of anti-corrosive coatings (N.E.S.).....	
Application to boats and/or ships of protective coatings and/or chipping and/or scaling and/or scraping of boats and/or ships.....	
Affixing slings (employees exclusively so employed).....	
Boiler cleaning and/or scaling and/or scraping (marine work).....	
Boiler stoking.....	
Coating with metal by hot dipping..	† Rate per hour.
Coating and/or galvanising.....	
Cutting off and as applied to steel works production departments and cutting of scrap.....	
Feeding hot material to hydraulic presses.....	
Fettling by hand and/or by grinding and/or portable power tools.....	
Hydraulic testing and/or testing by air.....	
Metal buffing and/or polishing.....	

Graad D/2.

Olie en/of smeer van masjinerie as dit in voltydse kapasiteit gedoen word
 Uitgiet en/of afskep by deurlopende gietwerksaamhede.....
 Herhalingswerk met skroefsnijgereedskap.....
 Sand- en/of skrootblaaswerk.....
 Enemmel en/of verf spuit.....
 Stroke maak met dryfhamerwerk met hulp van stempels.....

Besoldiging.

† Skaal per uur.

Graad D/3.

In enemmel en/of verf indoop..... † Skaal per uur.

† Skaal per uur—Werk vir Graad D-werksmanne—

	KOLOM I.	KOLOM II.
	In die magistraatsdistrikte die Kaap, Wynberg, Simonstad, Bellville, Stellenbosch en die munisipale gebiede van Paarl, Wellington, Somerset-Strand en Somerset-Wes.	In alle ander gebiede van die Unie van Suid-Afrika, behalwe dié in kolom I genoem.
(i) Werk vir graad D/0-werksmanne—	s. d.	s. d.
Eerste ses maande ervaring.....	0 10½	0 10½
Daarna.....	1 1	1 1
Premiebonus-skaal.....	0 10½	0 10½
(ii) Werk vir graad D/1-werksmanne—		
Eerste ses maande ervaring.....	0 10	0 9½
Daarna.....	0 10½	0 10½
(iii) Werk vir graad D/2-werksmanne—		
Eerste ses maande ervaring.....	0 9½	0 8½
Daarna.....	0 10	0 9½
(iv) Werk vir graad D/3-werksmanne—		
Eerste drie maande ervaring.....	0 9	0 7½
Daarna.....	0 9½	0 8½

Besoldiging.

(f) Algemene arbeiders.... 7½d. per uur, met uitsondering van die magistraatsdistrikte die Kaap, Wynberg, Simonstad, Bellville, Stellenbosch en die munisipale gebiede Paarl, Wellington, Somerset-Strand en Somerset-Wes, waar die skaal 9d. per uur moet wees.

(g) Minderjariges in diens in bedrywe wat kragtens die Wet of Vakleerlinge, 1944, aangewys is, gedurende die voor-leertyd van hul diens..... 5½d. per uur.

(h) Proefwerkers—

Vak.	Eerste drie maande ervaring.	Tweede drie maande ervaring.	Daarna.		
			Tyd-loon-skaal per uur.	Premiebonus-skaal per uur.	Basies + Bonus.
	Per uur.	Per uur.	s. d.	s. d.	s. d.
(i) Plaatwerkers (werk vir graad A-werksmanne)	2 3½	2 7½	2 11½	2 8	*
(ii) Klinkwerk en/of kalfater (werk vir graad AA-werksmanne)...	2 0	2 4½	2 9	2 6	*
(iii) Werk vir graad B-werksmanne..	1 5½	1 11	2 3½	2 1	*
(iv) Werk vir graad C-werksmanne.	1 5½	—	1 11	1 9	*

Grade "D"/2.

Oiling and/or greasing of machinery, where so employed in a full-time capacity.....
 Pouring and/or skimming in continuous casting operations.....
 Repetition screwing with die heads and/or taps.....
 Sand and/or shot blasting.....
 Spraying of enamel and/or paint....
 Stripping drop forgings using dies...

Remuneration.

† Rate per hour.

Grade "D"/3.

Dipping in enamel and/or paint.... † Rate per hour.

† Rate per hour—Grade "D" Operative's work—

	COLUMN I.	COLUMN II.
	In the Magisterial Districts of the Cape, Wynberg, Simonstown, Bellville, Stellenbosch and the Municipal Areas of Paarl, Wellington, Somerset Strand and Somerset West.	In all other Areas in the Union of South Africa excluding those specified in Column I.
(i) Grade "D"/0 Operative's work—	s. d.	s. d.
First six months of experience..	0 10½	0 10½
Thereafter.....	1 1	1 1
Premium bonus basic rate.....	0 10½	0 10½
(ii) Grade "D"/1 Operative's work—		
First six months of experience..	0 10	0 9½
Thereafter.....	0 10½	0 10½
(iii) Grade "D"/2 Operative's work—		
First six months of experience..	0 9½	0 8½
Thereafter.....	0 10	0 9½
(iv) Grade "D"/3 Operative's work—		
First three months of experience.....	0 9	0 7½
Thereafter.....	0 9½	0 8½

Remuneration.

(f) General labouring..... 7½d. per hour, excluding the Magisterial Districts of the Cape, Wynberg, Simonstown, Bellville, Stellenbosch and the Municipal Areas of Paarl, Wellington, Somerset Strand and Somerset West, where the rate shall be 9d. per hour.

(g) Minors employed in trades designated under the Apprenticeship Act, 1944, during the pre-apprenticeship period of employment..... 5½d. per hour.

(h) Probationers—

Occupation.	First three months of experience. Per Hour.	Second three months of experience. Per Hour.	Thereafter.		
			Time Rate per Hour.	Premium Bonus Rates per Hour.	Basic + Bonus.
	s. d.	s. d.	s. d.	s. d.	s. d.
(i) Sheetters (Grade "A" Operative's Work)....	2 3½	2 7½	2 11½	2 8	*
(ii) Riveting and/or Caulking (Grade "AA" Operative's Work)....	2 0	2 4½	2 9	2 6	*
(iii) Grade "B" Operative's Work.....	1 5½	1 11	2 3½	2 1	*
(iv) Grade "C" Operative's Work.....	1 5½	—	1 11	1 9	*

LET WEL.

- (i) Waar in die kolom in die bostaande tabel geen loon vermeld word nie, is die loon wat in die laaste kolom (hofsie „Daarna”) vermeld staan, van toepassing.
- (ii) Geen werknemer mag gedurende die proeftydperk volgens 'n premiebonusstelsel aangeneem word nie.
- (iii) As ten opsigte van werk vir graad A-werksmenne geen voorsiening vir 'n proeftydperk gemaak is nie, kan die werkgewer wanneer hy 'n werknemer in enigeen van die daarin genoemde vakke wil oplei, dit alleen doen met 'n voorafgaande toestemming van die Raad, wat die voorwaardes waarop sulke toestemming vir sulke diens verleen word, moet vasstel.

(i) Jeugdiges—

Vak.	Loonskaal van toepassing volgens ouderdom van jeugdiges.		Daarna.		
	16 jaar en ouer maar nie oor 17 jaar nie.	17 jaar en ouer maar nie oor 19 jaar nie.	Tyd-loon-skaal per uur.	Premiebonus-skaal per uur. Basics + Bonus.	
(i) Werk vir graad-B-werksmenne..	Per uur. s. d. 1 4½	Per uur. s. d. 1 10	s. d. 2 3½	s. d. 2 1	s. d. *
(ii) Werk vir graad-C-werksmenne..	1 1¼	1 6½	1 11	1 9	*

LET WEL.

- (i) Geen jeugdige mag sonder voorafgaande toestemming van die Raad in diens geneem word nie (sien bepalinge van artikel 15 van Ooreenkoms).
- (ii) Geen jeugdige mag volgens 'n premiebonusstelsel aangeneem word nie.

* L.W.—Bonus vir werk vir graad A-, AA-, B- en C-werksmenne moet so bereken word dat dit 'n gemiddelde werknemer in staat stel om minstens 25 persent bo die basiese loonskaal van die premiebonus soos in die Graad vir die bepaalde soort werk wat verrig word, voorgeskryf te verdien.

(j) Diverse—

	Per week.
(i) Bestuur van voertuie—	£ s. d.
(a) Bestuur van 'n stoomwa.....	6 0 0
(b) Bestuur van enige ander voertuig wat gemagtig is om vragte tot die volgende grense te vervoer—	
1 ton.....	3 0 0
Oor 1 ton en met 3 ton.....	3 10 0
Oor 3 ton tot en met 5 ton....	4 10 0
Oor 5 ton tot en met 7 ton....	5 10 0
Oor 7 ton.....	6 0 0

L.W.—Vir die doel van hierdie subartikel—

- (a) moet die uurloon bereken word deur die hierin genoemde weekloon deur 46 te deel;
- (b) „vragvermoë” beteken die netto draagvermoë of die netto vrag wat 'n voertuig mag dra of trek ooreenkomstig die bepalinge van enige Motorvervoersertifikaat, of Vrstellingssertifikaat wat ten opsigte van sulke voertuig deur 'n Plaaslike Motortransportraad uitgereik is ingevolge die Motortransportwet, 1930, met inbegrip van enige sleepwa daaraan vas, of by gebrek aan sulke bepaling in enige sulke sertifikaat, die vrag soos in 'n deur die Raad uitgereikte sertifikaat bepaal;
- (c) „voertuig” beteken enige vervoermiddel wat deur ander as menslike of dierlike krag voortbeweeg word, met inbegrip van 'n trekker.

(ii) Lokomotief-masjinis—

- (a) Waar arbeiders as stokers en rangeerders in diens is (masjinis moet verantwoordelik wees vir pligte van verkeersbeheer)—

	Per uur. s. d.
(i) met 'n Regeringssertifikaat..	3 3
(ii) Sonder 'n Regeringssertifikaat—	
Eerste drie maande ervaring.....	2 3
Daarna.....	2 11½

- (b) Waar persone, behalwe arbeiders, as stokers en rangeerders in diens is—

(i) met 'n Regeringssertifikaat..	2 11½
(ii) sonder 'n Regeringssertifikaat	2 9

NOTES.

- (i) Where no wage is indicated in the column in the foregoing table, the wage indicated in the last column (headed “Thereafter”) shall apply.
- (ii) No employee may be engaged upon a premium bonus system during the probationary period.
- (iii) Where no probationary period is provided for in respect of Grade “A” Operative's Work, an employer wishing to train an employee for any of the occupations scheduled therein, may do so only with the prior approval of the Council, which shall prescribe the conditions under which permission for such employment is granted.

(i) Juveniles—

Occupation.	Wage Rates payable according to ages of Juveniles.		Thereafter.	
	16 years and over but not exceeding 17 years.	17 years and over but not exceeding 19 years.	Time Rate per Hour.	Premium Bonus Rates per Hour. Basic + Bonus.
(i) Grade “B” Operative's Work.....	Per Hr. s. d. 1 4½	Per Hr. s. d. 1 10	s. d. 2 3½	s. d. 2 1 *
(ii) Grade “C” Operative's Work.....	1 1¼	1 6½	1 11	1 9 *

NOTES.

- (i) No juvenile may be employed without the prior consent of the Council (see provisions of section 15 of Agreement).
- (ii) No juvenile may be engaged upon a premium bonus system.

* Note.—Bonus for Grades “A”, “AA”, “B” and “C” Operative's Work to be calculated to enable an average employee to earn not less than 25 per cent. above the premium bonus basic rate prescribe in the Grade for the particular class of work being performed.

(j) Miscellaneous—

	Per Week. £ s. d.
(i) Vehicle Driving—	
(a) Driving of steam wagon.....	6 0 0
(b) Driving of any other vehicle authorized to carry a pay load up to and including—	
1 ton.....	3 0 0
Over 1 ton and up to 3 tons....	3 10 0
Over 3 tons and up to 5 tons..	4 10 0
Over 5 tons and up to 7 tons ..	5 10 0
Over 7 tons.....	6 0 0

Note.—For the purposes of this sub-section—

- (a) the hourly rate shall be calculated by dividing the weekly wage herein specified by 46;
- (b) “pay load” means the net carrying capacity or the net 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.
- (c) “vehicle” means a conveyance propelled by other than human or animal power and includes a tractor.

(ii) Locomotive Engine Driver—

- (a) Where labourers are employed as firemen and shunters (driver to be responsible for duties of traffic control):—

	Per Hour. s. d.
(i) Government Certificated....	3 3
(ii) Not Government Certificated—	
First three months of experience.....	2 3
Thereafter.....	2 11½

- (b) Where other than labourers are employed as firemen and shunters—

(i) Government Certificated....	2 11½
(ii) Not Government Certificated.....	2 9

	Per uur. s. d.
(iii) Vaste masjiene (bediener in 'n voltydse hoedanigheid in diens in beheer van 'n hidroliese en/of perser-installasie of installasies bo 10 perdekras)—	
(a) Met 'n Regeringsertifikaat.....	2 11½
(b) Sonder 'n Regeringsertifikaat—	
Eerste drie maande ervaring....	1 10½
Tweede drie maande ervaring...	2 1
Derde drie maande ervaring...	2 3
Vierde drie maande ervaring...	2 6
Daarna.....	2 9

OPMERKING.—Vir die doeleindes van subartikel (j) (ii) en (iii) word dit beskou dat ervaring diens as 'n lokomotief-masjinis of bediener van 'n vaste masjien in die Nywerheid of elders insluit.

	Per week.
(iv) Leerling-ingenieur en/of erkende student.	£ s. d.
Eerste jaar van leerlingskap.....	2 10 0
Tweede jaar van leerlingskap.....	3 10 0
Derde jaar van leerlingskap.....	4 10 0
Daarna.....	4 10 0
(v) Werk van 'n wag.....	2 10 0

Vir die doeleindes van (v) hierbo—

- Die gewone werkure is hoogstens 12 uur per skof per dag vir 'n week van sewe dae.
- Indien minder ure gewerk word as wat in (a) voorgeskryf word, moet die loonskaal per week *pro rata* verlaag word.
- Die Ooreenkomsvoorwaardes met betrekking tot werkure, oortydure en betaling vir werk op Sondag en bepaalde openbare vakansiedae en nagskofwerk is nie op hierdie klas werknemer van toepassing nie.

(2) Ondanks enigiets strydigs in hierdie Ooreenkomms, kan geen bepaling waarby die indiensneem van 'n werknemer vir enige klas werk of op enige voorwaarde verbied word, beskou word as die werkgewer te onthef nie van betaling van die besoldiging en nalewing van die voorwaardes wat hy sou moet betaal en nalewe as sulke indiensneming of diensverrigting nie verbied was nie en die werkgewer moet voortgaan met sulke besoldiging te betaal en sulke voorwaardes na te lewe asof sulke indiensneming of diensverrigting nie verbied was nie.

(3) Geen werknemer kan gedurende enige week in meer as een van die werksaamhede wat in hierdie Ooreenkomms genoem word teen verskillende loonskaale diens doen nie, tensy betaling gedoen word asof sulke werknemer gedurende sulke gehele week teen die hoër betaalde werksaamheid in diens was. Met dien verstande dat as 'n laerbetaalde werknemer tydelik waarneem vir 'n hoërbetaalde werknemer wat van sy werk afwesig is en nie elders in die inrigting werksaam is, nie, sulke waarnemende werknemer vir die tydperk wat hy werklik in die hoërbetaalde werksaamheid waarneem teen die hoër skaal betaal moet word, enige tydperk van waarneming van minder as in totaal 'n halwe skof in enige week word nie vir betaling teen die hoër skaal gereken nie.

(4) Van geen werknemer kan vereis word om as deel van sy dienskontrak kos, of huisvesting, of altwee van sy werkgewer aan te neem, of om enige goedere van sy werkgewer te koop, of enige eiendom van sy werkgewer te huur nie. As 'n werknemer toestem om kos, of huisvesting, of altwee van sy werkgewer aan te neem, kan die werkgewer hoogstens ses sjielings per week vir verskaffing van kos en huisvesting, en hoogstens drie sjielings en ses pennies alleen vir kos, of twee sjielings per week alleen vir huisvesting, aftrek, met dien verstande dat sulke huisvesting deur die Raad en die betrokke plaaslike owerheid goedgekeur is.

4. WERKURE.

- (a) Die gewone werkure is hoogstens 46 in 'n week vir—
 - werknemers op dagskof en/of op nagskof;
 - werknemers wat volgens die twee- en drieskofstelsels werk.
- (b) Die gewone ure per skof moet hoogstens die wees soos bepaal in die betrokke woordomskrif van „dagskof” en/of „nagskof” in artikel 2 van hierdie Ooreenkomms.

(2) 'n Werkgewer kan vir vergemakliking van die hou van aantekening van die begin- en stakingstye van die werkure van sy werknemers, van hulle vereis om in en uit te klok en kan voor betaling aan enige werknemer van enige loon en/of besoldiging vir enige tydperk wat nie deur die klok geregistreer is nie, van sulke werknemer vereis om bevredigende bewys dat hy gewerk het, te lewer; met dien verstande dat 'n werknemer ooreenkomstig hierdie Ooreenkomms betaal moet word vir elke tyd wat deur die klok geregistreer is en binne die begintyd en stakingstyd van die skof vir daardie dag van die week val waarvan die werkgewer sy werknemers in kennis gestel het ooreenkomstig subartikel (8) van hierdie artikel en vir alle tyd wat deur sy werkgewer van hom vereis word om te werk en wat nie binne daardie begintyd en stakingstyd val nie.

	Per Hour. s. d.
(iii) Stationary engines (attendant employed in a full-time capacity in charge of a hydraulic and/or compressor plant or plants over 10 horsepower)—	
(a) Government Certificated.....	2 11½
(b) Not Government Certificated—	
First three months of experience	1 10½
Second three months of experience.....	2 1
Third three months of experience.....	2 3
Fourth three months of experience.....	2 6
Thereafter.....	2 9

Note.—For the purposes of sub-sections (j) (ii) and (iii), experience shall be deemed to include employment as a locomotive engine driver or stationary engine attendant in the industry or elsewhere.

	Per Week. £ s. d.
(iv) Pupil Engineers and/or Approved Students—	
First year of pupilage.....	2 10 0
Second year of pupilage.....	3 10 0
Third year of pupilage.....	4 10 0
Thereafter.....	4 10 0
(v) Watchman's Work.....	2 10 0

For purposes of (v) above—

- The ordinary hours of work shall not exceed 12 hours per shift per day for a seven-day week.
- In the event of a lesser number of hours than prescribed in (a) being worked, the rate per week shall be reduced *pro rata*.
- The Agreement conditions relating to hours of work overtime and payment for work on Sundays and certain public holidays and night shiftwork, shall not apply to this class of employee.

(2) 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.

(3) No employee shall be employed on more than one occupation scheduled in this Agreement at different rates of pay in any one week 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) No employee shall be required as part of his contract of service to accept board or lodging or both from his employer or 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 not more than six shillings per week when board and lodging is provided or not more than three shillings and sixpence per week for board only or two shillings and sixpence per week for lodging only provided such lodging has been approved by the Council and the local authority concerned.

4. HOURS OF WORK.

- (a) The ordinary hours of work shall not exceed 46 in any one week for—
 - employees on day shift and/or on night shift;
 - employees working on the two and/or three shift systems
- (b) The ordinary hours per shift shall not exceed those specified in the relevant definitions of “day shift” and/or “night shift” in section 2 of the Agreement.

(2) An employer may, to facilitate the keeping of a record of the starting and stopping time and hours of work of his employees, require them to clock in and out of work, and may before paying to an 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 time of the shift for that day of the week as notified by the employer to his employees in terms of sub-section (8) of this section, and for all time which he is required by the employer to work which does not fall within such starting and stopping times.

(3) Aan 'n werknemer wat op 'n premie-bonus-stelsel in diens is, moet tien minute rus toegestaan word so na as moontlik aan die middel van elke voor- en namiddag-werktydperk, en sodanige rustye moet as werktyd beskou en vir betaal word en die uurlikse tydloonskaal voorgeskryf vir 'n werknemer wat dieselfde soort of soorte werk as sodanige werknemer verrig.

(4) Die maksimum oortyd, wat gewerk mag word, mag hoogstens tien uur per week wees.

(5) In enige inrigting waar die twee- en/of drieskiftstelsel gewerk word, mag geen werknemer vir meer as 12 agtereenvolgende werkdag snags werk nie, en geen werknemer werk-aan in sodanige inrigtings mag meer as een skof in enige tydperk van 24 uur werk nie, behalwe waar 'n verandering in die kringloop van skofte dit nodig maak.

(6) Van 'n werknemer kan nie vereis of hom toegestaan word om vir 'n ononderbroke tydperk van meer as vyf uur te werk nie sonder 'n ononderbroke pouse van minstens een uur; met dien verstande dat vir die toepassing van hierdie klousule werktydperke onderbreek deur 'n pouse van minder as een uur is ononderbroke beskou moet word.

(7) (i) Van geen vroulike werknemer kan vereis of haar toegestaan word om te werk nie—

(a) tussen sesuur namiddag en sesuur voormiddag; of
(b) na eenuur namiddag op meer as vyf dae in enige week;
(ii) van geen vroulike werknemer kan vereis of haar toegestaan word om oortyd te werk nie—

(a) vir meer as twee uur op enige dag;
(b) op meer as drie opeenvolgende dae;
(c) op meer as sestig dae in enige jaar;
(d) na voltooiing van haar gewone werkure vir meer as een uur op enige dag, tensy sy—
(i) voor 12-uur middag daarvan in kennis gestel is; of
(ii) van 'n toereikende ete voorsien is voordat sy met oortyd moet begin; of
(iii) betyds 'n toelae betaal is om haar in staat te stel om 'n ete te verkry voordat die oortyd 'n aanvang moet neem.

(8) Elke werkgewer moet in sy inrigting in 'n plek wat vir sy werknemers maklik toeganklik is 'n kennisgewing vertoon waarop die begin- en sluitingstyd van werk vir elke skof of skofte van die week en die etensure aangegee is.

5. OORTYD EN BETALING VIR WERK OP SONDAE EN BEPAALDE OPENBARE VAKANSIEDAE.

(1) Behoudens die bepalinge van subartikels (2) en (3) van hierdie artikel, moet tyd wat werknemers na die beëindiging van die gewone skof in die betrokke inrigting werk as oortyd beskou word, en daarvoor moet soos volg betaal word:—

(a) Die eerste ses uur teen anderhalfmaal die gewone loon;
(b) daarna teen dubbel die gewone loon tot die gewone begintyd van die werknemer se volgende normale skof; met dien verstande dat in die geval van inrigtings wat 'n vyfdaagse week werk, vir tyd wat op Saterdag gewerk word, teen die skaal van anderhalfmaal die gewone skaal betaal moet word vir die eerste ses uur gereken vanaf die begintyd op 'n gewone werkdag en daarna teen dubbel die gewone loon;

(2) Wanneer 'n werknemer enige tyd na 6-uur vanaf die beëindiging van sy normale skof uitgeroep word vir dringende werk, moet hy teen dubbel die gewone loonskaal betaal word vir tyd gewerk vandat hy begin werk tot die gewone begintyd van sy volgende skof; met dien verstande dat 'n werknemer wat vir dringende werk uitgeroep word, in elk geval teen dubbel die gewone loon betaal moet word vir die tyd wat vanaf middernag tot die gewone begintyd van sy volgende skof gewerk word.

(3) As 'n werknemer—

(i) op 'n Sondag werk, moet hy vir alle ure wat gewerk word teen die skaal van minstens dubbeltyd ten opsigte van die ure wat hy gewoonlik op 'n weekdag werk, betaal word; met dien verstande dat die voorgaande nie van toepassing is nie op werknemers wat onderhoudswerk en/of dringende herstel werk verrig nie in welke geval sulke werknemers teen minstens dubbel tyd vir die ure wat gewerk is betaal moet word en verder met dien verstande dat hy in geen geval minder as drie uur se betaling teen dubbel tyd moet ontvang nie;

(ii) op Goeie-Vrydag, Dinsdag, Kersdag en Nuwejaarsdag werk, moet hy betaal word vir die ure waarvoor hy betaling sou ontvang het kragtens subartikel (2) van artikel 10 van hierdie Ooreenkoms as hy nie aldus gewerk het nie en moet boonop teen die skaal van anderhalfmaal die gewone loon betaal word vir die tyd wat tot op die genoemde getal ure gewerk word en daarna moet teen driemaal die gewone loon betaal word tot op die gewone begintyd op die volgende dag;

(iii) waar die werkgewer werkvoorsiening maak om die werknemer besig te hou vir die ure van 'n normale skof en sodanige werknemer in gebreke bly, of weier, om die volle tydperk te werk wat van hom vereis word, moet sodanige werknemer, ondanks die bepalinge van (i) hiervan, slegs dubbel die gewone loon ontvang vir die tydperk wat werklik gewerk is.

(3) An employee engaged on a premium bonus system shall be allowed a rest period of ten minutes at as near as possible the middle of the morning and afternoon work periods, such rest periods to be reckoned as working time, and paid for at the hourly time rate of wages prescribed for an employee performing the same classes of work as such employee.

(4) The maximum overtime that may be worked shall not exceed ten hours per week.

(5) In any establishment engaged in the two and/or three shift systems, no employees shall work at night time for more than 12 consecutive working days, and no employee engaged in such establishment shall work more than one shift in any period of 24 hours, except when a change in the rotation of shifts makes this necessary.

(6) An employee shall not be required or permitted to work for a continuous period of more than five hours, without an uninterrupted interval of at least one hour; provided that for the purpose of this clause periods of work interrupted by an interval of less than one hour shall be deemed to be continuous.

(7) (i) No employee who is a female shall be required or permitted to work—

(a) between six o'clock p.m. and six o'clock a.m.; or
(b) after one o'clock p.m. on more than five days in any week.

(ii) No employee who is a female shall be required or permitted to work overtime—

(a) for more than two hours on any day;
(b) on more than three consecutive days;
(c) on more than sixty days in any year;
(d) after completion of her ordinary working hours for more than one hour on any day unless she has—

(i) been given notice thereof before midday; or
(ii) been provided with an adequate meal before she has to commence overtime; or
(iii) has been paid an allowance in sufficient time to enable her to obtain a meal before the overtime is due to commence.

(8) Every employer shall display in his establishment in a place readily accessible to his employees a notice specifying the starting and finishing time of work for each shift or shifts of the week and the meal hours.

5. OVERTIME AND PAYMENT FOR WORK ON SUNDAYS AND CERTAIN PUBLIC HOLIDAYS.

(1) Save as is provided in sub-sections (2) and (3) of this section, time worked by employees after the completion of the usual shift in the establishment concerned, shall be regarded as overtime and be paid for as follows:—

(a) The first six hours, at the rate of time and one half.
(b) Thereafter, at the rate of double time 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 the rate of time and one half for the first six hours reckoned from the starting time on an ordinary working day and at the rate of double time thereafter.

(2) Whenever an employee is called out on urgent work any time after 6 hours or having completed his normal shift, he shall be remunerated at the rate of double time for time worked from the time he commences work until the usual starting time of his next shift; provided that an employee who is called out on urgent work shall in any case be paid at the rate of double time for time worked from midnight until the usual starting time of his next shift.

(3) Whenever an employee works on a—

(i) Sunday, he shall be paid at the rate of double time for all hours worked, with a minimum payment of double the amount payable to him in respect of the hours ordinarily worked by him on a week day; provided that the foregoing shall not apply to employees engaged on maintenance and/or urgent repairs when such employees shall be paid at not less than double time for the hours worked, provided further, in no case shall he receive less than three hours' pay at double time;

(ii) Good Friday, Dinsdag's Day, Christmas Day and New Year's Day, he shall be paid for the hours for which, had he not worked, he would be paid in terms of sub-section (2) of section 10 of this Agreement, and shall be paid in addition at the rate of time and one half for time worked up to the said number of hours; thereafter, treble time shall be paid until the usual starting time next day;

(iii) notwithstanding the provisions of (i) hereof, where the employer provides work to occupy the employee for the hours of a normal shift and such employee fails or refuses to work the full period required of him, such employee shall only receive double time for the period actually worked.

6. NAGSKOFWERK.

(1) Nagskofwerk moet teen die gewone loonskaal plus 10 persent besoldig word.

(2) Vir die toepassing van subartikel (1) van hierdie artikel, moet 'n werknemer, tensy hy minstens drie opeenvolgende nagte tussen Maandag en begintyd op Saterdag werk, nie beskou word dat hy op nagskofwerk is nie.

(3) Daar moet minstens ses uur verloop tussen 'n werknemer se diens op nagskof en dié op dagskof; met dien verstande dat 'n werknemer tydens sodanige tussentydperk van ses uur mag werk indien hy oortyd teen anderhalfmaal die gewone loon betaal word.

(4) In inrigtings wat volgens die tweeskofte- of drieskofte-stelsel werk, moet betaling as volg wees:—

(a) Tweeskofte-stelsel: Werk wat gewoonlik op die tweede skof verrig word—

(i) teen die gewone loonskaal plus 10 persent as die ure vir die volle skof geheel en al gedurende enige tydperk vanaf 6 namiddig tot 6 voormiddag val;

(ii) teen die gewone loonskaal as die ure vir die volle skof nie geheel en al gedurende enige tydperk vanaf 6 namiddig tot 6 voormiddag val nie, plus 5 persent tot middernag en teen die skaal van die gewone loon plus 10 persent, na middernag.

(b) Drieskofte-stelsel: Werk wat gewoonlik verrig word op—

(i) tweede skof—teen die gewone loonskaal plus 5 persent;

(ii) derde skof—teen die gewone loonskaal plus 10 persent.

(5) Tyd wat deur werknemers gewerk word na beëindiging van die gewone skof in die betrokke inrigting moet as oortyd beskou word en daarvoor moet betaal word teen anderhalfmaal die uurloon vir die skof vir die eerste ses uur en daarna teen dubbel die gewone loon tot die aanvang van die werknemer se volgende gewone skof.

7. KORTTYDWERK.

'n Werkgewer kan sy werknemers 'n minder getal ure as wat in hierdie Ooreenkoms vasgestel is, laat werk as gevolg van—

(1) tekort aan werk en/of materiaal, in welke geval 'n werkgewer sy werknemers twee volle werkdag kennis moet gee van sy voorneme om korttyd te werk en vir soveel as dit moontlik is die beskikbare werk onder die betrokke werknemers moet verdeel. As die werkgewer van die werknemer uitdruklik verlang om op enige dag by die inrigting te verskyn om uit te vind of daar werk beskikbaar gemaak sal word, moet hy ten opsigte van sulke dag minstens betaling vir vier uur se werk of betaling in plaas daarvan ontvang. As nie van die werknemer vereis word om by die inrigting te verskyn nie, moet die werkgewer die werknemer op die werkdag onmiddellik voor die dag waarop hy nie behoeft te verskyn nie in kennis stel; of

(2) onvoorsiene noodgevalle en/of omstandighede buite die werkgewer se beheer. Ingeval die voornoemde omstandighede ontstaan, moet nie van die werkgewer vereis word om lone aan sy werknemers te betaal nie, behalwe vir die tydperke wat werklik gewerk is; met dien verstande dat as 'n werkgewer glo dat werk hervat kan word en hy sy werknemers uitdruklik gelas om op 'n bepaalde dag vir werk by die inrigting te verskyn, hulle ten opsigte van sulke dag ten minste vir vier uur se werk of betaling in plaas daarvan moet ontvang.

8. BETALING VAN VERDIENSTE.

(1) (a) Lone, premiebonuslone en oortyd moet weekliks op Vrydag, binne 15 minute na die gewone stakingtyd in kontant betaal word; en die voornoemde besoldiging moet alle besoldiging insluit wat aan die werknemer verskuldig is, bereken tot en met die skof wat op die voorgaande Dinsdag van dieselfde week voltooi is; met dien verstande dat by beëindiging van diens voor die gewone betaaldag alle betalings wat kragtens hierdie Ooreenkoms aan die werknemer verskuldig is, by daardie diensbeëindiging aan hom uitbetaal moet word.

(b) Elke werknemer moet by betaling 'n staat gegee word wat aantoon: Sy totale verdienste, betalings vir gewone tyd en oortyd, toelaes en kortings. Daardie staat moet besonderhede bevat van die betaling van die spesiale bonus by beëindiging van diens ooreenkomstig subartikel (3) (b) van artikel 11 van Deel I van hierdie Ooreenkoms.

(2) Vir die opleiding van 'n werknemer mag deur 'n werkgewer geen premie bereken of aangeneem word nie.

(3) Van die bedrae aan 'n werknemer betaalbaar ooreenkomstig hierdie Ooreenkoms, mag geen ander bedrae van watter aard ook, behalwe die onderstaande, gekort word nie:—

(a) Vir kos, of huisvesting, of altwee, ooreenkomstig subartikel (4) van artikel 3 van Deel I van hierdie Ooreenkoms.

(b) Ingeval 'n werknemer van die werk afwesig is, insluitende afwesigheid gedurende enige verder verlof toegestaan afgesien van dié waarvoor voorsiening gemaak is in artikel 10 van hierdie Ooreenkoms, 'n pro rata bedrag vir die duur van sodanige afwesigheid.

(c) Met die skriftelike toestemming van die werknemer, kortings vir siekte, versekerings-, of pensioen-, of ontpanningsfondse, of bydraes aan 'n vakvereniging wat 'n party is by hierdie Ooreenkoms.

(d) Bydraes aan die Raadsfonds ingevolge artikel 19 van hierdie Ooreenkoms.

6. NIGHT SHIFT WORK.

(1) Night shift work shall be paid at the rate of ordinary time plus 10 per cent.

(2) For the purposes of sub-section (1) of this section, unless an employee works not less than three consecutive nights between Monday and starting time on Saturday, he shall not be regarded as being on 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 the rate of time and one half.

(4) In establishments working the two shift system or the three shift system, payment shall be as follows:—

(a) Two shift system: Work ordinarily performed on the second shift—

(i) when the hours for the complete shift fall wholly within any period from 6 p.m. to 6 a.m.—at the rate of ordinary time plus 10 per cent.;

(ii) when the hours for the complete shift do not fall wholly within any period from 6 p.m. to 6 a.m.—at the rate of ordinary time plus 5 per cent. until midnight, and after midnight, at the rate of ordinary time plus 10 per cent.

(b) Three shift system: Work ordinarily performed on the—

(i) second shift—at the rate of ordinary time plus 5 per cent.;

(ii) third shift—at the rate of ordinary time plus 10 per cent.

(5) Time worked by employees after the completion of the usual shift in the establishment concerned shall be regarded as overtime and be paid for at the rate of time and one-half of the hourly rate for the shift for the first six hours, thereafter at the rate of double time until the commencement of the employee's next normal shift.

7. SHORT TIME.

An employer may work his employees a lesser number of hours as laid down in this Agreement, due to a—

(1) shortage of work and/or materials, in which case an employer shall give his employees two clear working days' notice of his intention to work short time, and shall, as far as practicable, spread the work available among the employees affected. Where the employee is expressly required by the employer to report at the establishment on any one day for the purpose of ascertaining if work will be made available, he shall receive not less than four hours' work or pay in lieu thereof, in respect of such day. If the employee is not required to attend the establishment, the employer shall advise the employee on the working day immediately preceding the day on which he is not required to attend; or

(2) unforeseen contingencies and/or circumstances beyond the control of the employer. In the event of the foregoing circumstances arising, an employer shall not be required to pay wages to his employees, except for the periods actually worked, provided that where the employer believes that resumption of work can be effected 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.

8. PAYMENT OF EARNINGS.

(1) (a) Wages, premium bonus rates and overtime shall be paid weekly, in cash, on Friday, within fifteen minutes of the ordinary stopping time, and the aforesaid remuneration 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 pay day, all payment due to the employee in terms of this Agreement shall be paid to him upon his employment so terminating.

(b) Each employee shall be given a statement on payment showing his total earnings, ordinary time and overtime payments, allowances and deductions. Such statement shall include details of the special bonus payment made upon termination of employment in terms of sub-section (3) (b) of section 11 of Part I of this Agreement.

(2) No premium for the training of an employee shall be charged or accepted by an employer.

(3) No deductions of any description other than the following may be made from the amounts payable in terms of this Agreement to any employee:—

(a) For board or lodging or both in accordance with sub-section (4) of section 3 of Part I of this Agreement.

(b) Where an employee is absent from work, including absence during any holiday granted in extension of the holiday provided for in section 10 of this Agreement, a pro rata amount for the period of such absence.

(c) With the written consent of the employee, deductions for sick benefit, insurance, pension funds or contributions to recreation funds or to a trade union which is a party to this Agreement.

(d) Contributions to the funds of the Council in terms of section 19 of this Agreement.

- (e) Enige bedrag wat deur 'n werkgewer, ingevolge 'n verpligting hom opgelê deur enige Wet, Ordonnansie of regs-geding, ten behoeve van 'n werknemer, betaal is.
- (f) Waar 'n werknemer van werk afwesig is as gevolg van die sluiting van 'n inrigting deur onderlinge ooreenkoms tussen die werkgewer en minstens 75 persent van sy werknemers, 'n *pro rata* bedrag vir die tydperk van sodanige afwesigheid.
- (4) Indien in 'n inrigting of plek werk verrig word deur werknemers wat in spanne of ploë georganiseer is, dan moet die lone van elke werknemer deur die werkgewer aan hom uitbetaal word.

9. PREMIEBONUSSTELSEL.

'n Werknemer kan, onderworpe aan die voorwaardes hieronder bepaal, met sy werkgewer ooreenkoms om onder 'n stelsel van betaling volgens resultaat te werk:—

- (i) Ooreenkomsvoorwaardes ten opsigte van oortyd, nagskof-werk en werk op Sondae en op openbare vakansiedae genoem in die Ooreenkoms, is van toepassing.
- (ii) Die premiebonusloonskaal moet deur onderlinge ooreenkoms geskik word tussen die werkgewer en die werknemer wat die werk moet verrig; en indien deur enigeen van die partye verlang, kan die werkwinkelvertegenwoordiger geraadpleeg word.
- (iii) In die geval van 'n geskil ten opsigte van die premiebonus-prys en by gebrek aan 'n reëling ter skikking, daarvan tussen die partye moet die saak onmiddellik deur een of albei van die veronregte partye by die Nywerheidsraad aangegee word; laasgenoemde se beslissing sal terugwerkend tot die datum van klage en finaal wees; die Raad moet sodanige beslissing maak binne sewe dae nadat die klage ingedien is.
- (iv) Hangende 'n ooreenkoms ten opsigte van die premiebonus-prys, of ingeval die premiebonusprys ingevolge (iii) na die Nywerheidsraad verwys word, moet die werknemer met die werk voortgaan in ooreenstemming met die premiebonus prys wat deur die bestuur toegelaat word.
- (v) Vir tyd wanneer 'n werknemer deur abnormale omstandighede verhinder word om met sy werk voort te gaan, moet, indien die werknemer vereis word om op sy pos te bly, betaal word teen „tydloonskale” met ooreenkomsvoorwaardes ten opsigte van oortyd en nagskof wanneer dit van toepassing is.
- (vi) Geen betaling word gedoen nie ten opsigte van vertragsings wat normaal in die betrokke inrigting voorkom en wat by die vaststelling van die tydtoelae in aanmerking geneem is.
- (vii) Geen skaal waartoe 'n werkgewer en 'n werknemer ooreengekom het, word as bevredigend beskou as sodanige skaal 'n gemiddelde werknemer op 'n premiebonusstelsel in diens nie in staat stel om minstens 25 persent meer te verdien nie as die basiese loon wat hierin vir die betrokke werksaamheid vasgestel is.
- (viii) Die werknemer moet in elke geval „tydloonskaal”-lone gewaarborg word, afgesien van verdienste vir die ure gewerk.
- (ix) 'n Werknemer op 'n premiebonusstelsel in diens moet op die gewone betaaldag van elke week betaal word.
- (x) Geen premiebonuspryse of basiese tye wat eenmaal vasgestel is, mag gewysig word nie behalwe om ondervermelde redes:—
 - (1) 'n Fout in die berekening aan enige kant; of
 - (2) verandering van die materiaal, wyse, of metode van produksie, of die hoeveelhede; of
 - (3) 'n onderlinge ooreenkoms tussen die werkgewer en werknemer op dieselfde wyse as 'n nuwe loonskaal vasgestel word;
 - (4) 'n uitspraak van die Nywerheidsraad ingevolge klousule (iii) hiervan.
- (xi) Die Nywerheidsraad kan om enige rede na goeddunke enige inrigting verbied om volgens die premiebonusstelsel te werk.

10. BETALING GEDURENDE VAKANSIE EN WERKLOOSHEID.

- (1) Behoudens soos bepaal in subartikel (2) van hierdie artikel, moet vakansiebetaling waarvoor in hierdie artikel voorsiening gemaak word, teen die kontrakskaal van betaling wat die werknemer ontvang op die datum van kwalifikasie, bereken word, behalwe vir werknemers wat op 'n premiebonusstelsel in diens is vir se vakansiebetaling op die gemiddelde weeklikse verdienste onder oortyd oor die laaste drie maande voor die vakansie verskuldig geword het, of na gelang van die kortste tydperk, oor die tydperk van diens, bereken moet word.
- (2) As 'n werknemer nie op Goeie-Vrydag, Dingaansdag, Kersdag of Nuwejaarsdag werk nie, moet sy werkgewer hom ten opsigte van sulke dag besoldiging betaal teen 'n skaal van minstens sy gewone skaal van besoldiging asof hy op sulke dag sy gemiddelde aan gewone werke vir daardie dag van die week gewerk het; net dien verstande dat wanneer Dingaansdag, Kersdag of Nuwejaarsdag op 'n Saterdag val, 'n werknemer wat nie op daardie dag werk, sy gewone uurloon betaal moet word vir die getal ure wat hy vir betaal sou word as die vakansiedag binne die tydperk maandag tot en met Vrydag geval het en voorts met dien verstande dat hierdie subartikel nie op 'n werknemer wat met verlof net betaling kragtens subartikel (3) van hierdie artikel afwesig is, van toepassing is nie. Vir die doeleindes van hierdie subartikel, s die „uurskale van werknemers wat ooreenkomstig die premiebonusstelsel in diens is die „tydskaal” vir die klas werk wat verrig word.

- (e) Any amount paid by an employer, compelled by law, Ordinance or legal process, to make payment on behalf of an employee.
- (f) Where an employee is absent from work, resultant on the closing of an establishment by mutual arrangement between the employer and not less than 75 per cent. of his employees, a *pro rata* amount for the period of such absence.
- (4) 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. PREMIUM BONUS SYSTEM.

Subject to the conditions hereunder set out, an employee may agree with his employer to work under a system of payment by result:—

- (i) The conditions specified in this Agreement in respect of overtime, night shift work and work performed on Sundays and on the public holidays enumerated in the Agreement shall apply.
- (ii) Premium bonus prices shall be fixed by mutual arrangement between the employer and the employee who is to perform the work, the shop steward to be consulted, if desired by either of the parties.
- (iii) In the event of a dispute in the premium bonus price and failing an arrangement being come to in settlement between the parties, the matter shall forthwith be referred by one or both of the aggrieved parties to the Industrial Council, whose decision shall be made retrospective to the date of complaint and be final; such decision shall be made by the Council within seven days of the complaint being lodged with it.
- (iv) Pending an arrangement being come to regarding the premium bonus price, or in the event of the premium bonus price being referred to the Industrial Council in terms of (iii), the employee shall proceed with the job in accordance with the premium bonus price allowed by the management.
- (v) Time during which an employee is abnormally prevented from proceeding with his work, shall, if the employee be required to stand by, be paid for at “time rates” with Agreement conditions in respect of overtime and night shift when applicable.
- (vi) No payment shall be made for delays which are normal in the establishment concerned, and which have been considered when fixing the time allowance.
- (vii) No rate agreed upon between an employer and an employee shall be considered to be satisfactory if such rate does not enable an average employee employed on a premium bonus system to earn not less than 25 per cent. above the basic rate herein laid down for the occupation concerned.
- (viii) In all cases the employee shall be guaranteed “time rate” wages irrespective of earnings for the hours worked.
- (ix) An employee engaged on a premium bonus system shall be paid on the normal pay day of each week.
- (x) No premium bonus prices or basis times once established may be altered except for the following reasons:—
 - (1) a mistake in the calculation on either side; or
 - (2) the material, means or method of production or the quantities are changed; or
 - (3) a mutual arrangement has been come to between the employer and employee in the same way as a new price is arranged;
 - (4) an award is made by the Industrial Council in terms of clause (iii) hereof.
- (xi) The Industrial Council may, for any reason which it deems fit, prohibit any establishment from working under premium bonus system.

10. HOLIDAY AND UNEMPLOYMENT PAY.

- (1) Subject to sub-section (2) of this section, holiday payments provided for in this section shall be computed at the contract rate of pay of which the employee is in receipt at the date of qualification, except in the case of employees employed on a premium bonus system, whose holiday payments shall be computed on the average weekly earnings exclusive of overtime over the last three months actually worked prior to the holiday becoming due, or, whichever is the lesser, for the weeks actually worked during the period of employment.
- (2) If an employee does not work on Good Friday, Dingaansdag, 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, provided that whenever Dingaansdag, Christmas Day or New Year's Day fall on a Saturday an employee who does not work on such day shall be paid at his ordinary hourly rates for the number of hours he would have been paid if the holder fell within the period Monday to Friday inclusive, and provided further that this sub-section shall not apply to an employee who is on paid holiday in terms of sub-section (3) of this section. For purposes of this sub-section, the ordinary hourly rates of employees employed on the premium bonus system shall be at the “time rate” for the class of work being performed.

(3) Elke werknemer is, ooreenkomstig hierdie Ooreenkoms en behoudens onderstaande bepalings, geregtig op drie agtereenvolgende weke verlof met volle betaling:—

(a) Die kwalifikasie vir sodanige verlof is 292 skofte met uitsondering van oortyd, werklik gewerk op die basis van 'n sesdaagse werkweek of 49 kalenderweke diens in die geval van 'n werknemer wat op die basis van 'n vyfdaagse werkweek werk: Met dien verstande dat—

(i) behoudens die bepalings van subparagraaf (ii) hiervan, diens by dieselfde werkgever van minder as 30 skofte of 5 kalenderweke, na gelang van die geval, nie vir verlofdoeleindes gereken word nie; met dien verstande dat 'n werknemer wat na 18 skofte of 3 kalenderweke, na gelang van die geval, tydelik geskors word, met die aantal skofte of kalenderweke werklik gewerk vir verlofdoeleindes gekrediteer moet word;

(ii) wanneer 'n werknemer se diens by dieselfde werkgever ingevolge (i) hiervan onderbreek is en hy by dieselfde werkgever werk hervat, hy vir verlofdoeleindes met die totale skofte of kalenderweke, na gelang van die geval, by sodanige werkgever gewerk, gekrediteer moet word, mits hy in die tussentyd nie vir 'n ander werkgever werk nie;

(iii) enige tydperke van afwesigheid weens siekte wat in die geheel nie 52 skofte of 8½ kalenderweke, na gelang van die geval, in enige afsonderlike jaar te bowe gaan nie, word vir vakansiedoeleindes meegereken; met dien verstande dat 'n werkgever geregtig is om van 'n werknemer 'n doktersertifikaat te eis ter staving van die oorsaak van die afwesigheid. Tydperke van afwesigheid as gevolg van 'n ongeval wat ontstaan uit of in die loop van die werknemer se diensverrigting, moet vir vakansiedoeleindes meegereken word; met dien verstande dat sulke ongeval erken moet word as binne die bepalings van die Ongevalwet te val en die tydperke van afwesigheid wat vir vakansiedoeleindes meegereken word is die tydperke van onbekwaamheid wat kragtens die genoemde Wet erken word;

(iv) 'n werknemer wat sonder voldoende rede tot bevrediging van sy werkgever van die werk wegbly, moet ten opsigte van elke skof of werkdag wat hy gedurende sodanige afwesigheid verloor 5 skofte of ⅓ week, na gelang van die geval, wat hy vir verlof-kwalifikasie gewerk het, verbeur, met 'n maksimum straf van 30 skofte of 5 kalenderweke in enige kwalifikasie tydperk vir verlof; met dien verstande dat die werkgever binne sewe dae vanaf sodanige afwesigheid die Raad skriftelik daarvan in kennis moet stel;

(v) tye van afwesigheid op die bykomende week verlof of ophopings daarvan, waarvoor voorsiening in sub-artikel (9) van hierdie artikel gemaak is, tel vir doeleindes van vakansiekwalifikasie ten getalle van die skofte wat gewoonlik gedurende hierdie tydperke deur die betrokke werknemer gewerk sou geword het.

(b) die vakansie moet vier naweke insluit en moet nie onderbreek word nie;

(c) ingeval òf Goede Vrydag, Dinsdag, Kersdag òf Nuwejaarsdag binne die vakansie tydperk val, word sodanige tydperk verleng met een dag teen volle betaling vir elk van daardie dae.

(d) 'n werknemer moet binne een maand vanaf die datum waarop hy tot verlof geregtig word daarom aansoek doen;

(e) die verlof moet binne vier maande vanaf die datum waarop dit verskuldig word deur die werkgever toegestaan word;

(f) 'n werknemer moet sy verlof neem en is daartoe geregtig binne 'n tydperk van vier maande vanaf die datum waarop dit aan hom toekom, tensy vrystelling deur die Raad toegestaan is;

(g) geen werknemer mag solank hy op verlof is enige loontrekkende werk verrig nie.

(4) (a) As 'n werknemer op die punt staan om met verlof te gaan, moet die gelde aan hom verskuldig vir doeleindes van sodanige verlof onmiddellik voor hy met sy werk ophou om met verlof te gaan deur sy werkgever in kontant aan hom uitbetaal word.

(b) Wanneer die betalings in (a) hierbo voorgeskryf, gedoen word, moet die werkgever aan die Raad 'n bewys van vakansiebetaling, opgestel in 'n vorm aanneembaar vir die Raad en deur die werknemer onderteken as 'n bewys vir die bogenoemde betaling, stuur.

(5) Indien die diens van 'n werknemer eindig voordat hy tot betaalde verlof ooreenkomstig subartikel (3) van hierdie artikel geregtig is, moet hy met die proporsionele aantal skofte of kalenderweke diens, na gelang van die geval, gekrediteer word. Die werkgever moet, wanneer die werknemer sy diens verlaat, hom van 'n bewys voorsien waarin die aantal skofte gewerk of die kalenderweke diens, na gelang van die geval, wat vir vakansiedoeleindes gereken moet word, uiteengesit is, en onmiddellik aan die Sekretaris van die Raad die geldekwivalent van die verlof waarop die werknemer reg het, stuur.

(6) (a) Indien die tydperk van werkloosheid tussen twee diens-tye meer as ses dae is, dan is 'n werknemer om vertoon van sy bewys of bewyse aan die Nywerheidsraad, gedurende elke week van sy werkloosheid geregtig om van die bedrag wat hy te goed het 'n bedrag te ontvang van minstens £2 of die bedrag wat hy te goed het, na gelang van die kleinste bedrag, of

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

(a) The qualification for such holiday shall be 292 shifts (whether worked for one or more employer), exclusive of overtime, actually worked on a six-day working week basis, or 49 calendar weeks of employment in the case of an employee working on a five-day week basis; provided that—

(i) subject to sub-paragraph (ii) hereof, employment for less than 30 shifts or five calendar weeks, as the case may be, with the same employer shall not count for leave purposes; provided that an employee who is laid off, after working 18 shifts or three calendar weeks, as the case may be, shall be credited with the number of shifts or calendar weeks actually worked for leave purposes;

(ii) where an employee's service with the same employer is broken in terms of (i) hereof, and he resumes work for the same employer, he shall be credited for holiday leave purposes with the total number of shifts or calendar weeks, as the case may be, worked with such employer, provided that he does not work for another employer in the interim;

(iii) any period of absence on account of sickness aggregating not more than 52 shifts or eight and two-thirds calendar weeks, as the case may be, in any one year of service, shall count for holiday purposes, provided that an employer shall be entitled to call upon an 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 holiday purposes, provided such accident has been admitted as falling within the provisions of the Workmen's Compensation Act and the periods of absence counting for holiday purposes shall be the periods of disablement admitted by the said Act;

(iv) any employee who absents himself from work without adequate reason satisfactory to his employer shall, in respect of each shift or working day lost by him during such absence, forfeit five shifts or five-sixths of a week, as the case may be, worked toward his holiday qualification, with a maximum penalty of 30 shifts or five calendar weeks, in any one qualifying period for paid leave, provided that notification of such absence shall be made by the employer in writing to the Council within seven days of such absence;

(v) periods of absence on the additional week's leave or accumulations thereof provided for in sub-section (9) of this section shall count for holiday qualification purposes to the extent of the number of shifts which would normally have been worked during those periods by the employee concerned.

(b) The holiday shall include four weekends and be for one unbroken period.

(c) Should either Good Friday, Dinsdag's Day, Christmas Day or New Year's Day fall within the period of the holiday, the holiday period shall be extended by one day with full pay for each such day.

(d) Application for holiday shall be made by an employee within one month of the date he becomes entitled thereto.

(e) The holiday shall be granted by the employer so as to commence within a period of four months of due date.

(f) An employee shall be entitled to and shall take his holiday within a period of four months from due date, unless exemption be granted by the Council.

(g) No employee shall engage in any employment for gain during the period of his holiday.

(4) (a) When an employee is about to take his leave, the moneys payable to him for the purpose of such leave shall be paid to him in cash by his employer on his ceasing work to go on holiday.

(b) The employer shall at the time of making the payment referred to in (a) or in sub-section (6) bis forward to the Council a holiday receipt voucher 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 a paid holiday in terms of sub-section (3) of this section, he shall be credited with the proportionate number of shifts or calendar weeks of employment, as the case may be. The employer shall furnish the employee, at the time he leaves his service, with a voucher setting out the number of shifts or calendar weeks of employment, as the case may be, which count for holiday purposes, and immediately forward to the Secretary of the Council the money equivalent of the holiday to which the employee is so entitled.

(6) (a) Where the period of unemployment between one engagement and another is more than six days, an employee on presenting his voucher or vouchers to the Industrial Council shall be entitled during each week of his unemployment to the payment from the amount standing to his credit of a sum not less than £2 or the amount standing to his credit, whichever is the lesser, but not

hoogstens die helfte van die loon wat hy ontvang het, toe hy werkloos geword het, watter ook al die grootste mag wees tot tyd en wyl die tegoed wat in die bewys of bewyse aangedui is, uitgeput is. Ingeval die werknemer werk kry voordat sodanige tegoed uitgeput is, moet hy in die boeke van die Raad gekrediteer word met die bedrag wat nog nie uitbetaal is nie, en dit is vir hom beskikbaar ooreenkomstig die voorafgaande bepalings, wanneer hy of weer vir verlof kwalifiseer, of vir 'n tydperk van meer as ses dae werkloos word.

(b) 'n Werknemer wat betaling ooreenkomstig paragraaf (a) van hierdie subartikel eis en ontvang, moet, wanneer hy weer in die nywerheid werk kry, vanaf die datum waarop hy sodanige werk aanvaar, vir verlof begin kwalifiseer; met dien verstande dat as daar enige onopgeëiste saldo is, waartoe hy geregtig is om gekrediteer te word ooreenkomstig hierdie artikel, hy gekrediteer moet word met verlof gelykstaande aan sodanige saldo.

(7) Ingeval 'n werknemer sterf, of in die loop van sy diens onbekwaam raak om sy beroep uit te oefen, is die bedrag, aan hom verskuldig ten opsigte van verlof, betaalbaar aan sy boedel of aan homself, na gelang van die geval.

(8) (a) Na verloop van minstens 49 weke, gereken vanaf die datum waarop die tydperk van diens wat deur die bewys gedek word, het enige persoon aan wie 'n bewys kragtens subartikel (5) van hierdie artikel uitgereik is en wat nie langer in die nywerheid in diens is nie, reg op aanbidding van die bewys aan die Raad in die streek van oorsprong vir betaling daarteen van enige onbetaalde saldo waarmee hy in die Raad se boeke gekrediteer staan.

(b) 'n Bewys wat kragtens subartikel (5) van hierdie artikel aan 'n werknemer uitgereik is, is geldig vir 'n tydperk van twee jaar van die datum van die laaste skof wat deur dié werknemer gewerk is, en bedrae op krediet van 'n werknemer in die boeke van die Raad moet na verstryking van dié tydperk aan die fondse van die Raad toekom. Met dien verstande egter dat die Raad enige eis wat deur so'n werknemer na die verstryking van die genoemde tydperk in oorweging moet neem, en kan hy na goeddunke 'n *ex gratia* betaling aan dié werknemers wat hierin genoem word, van die fondse van die Raad maak.

(9) (a) 'n Werknemer wat by die volgende maal wat hy vir verlof met betaling kragtens subartikel (3) van hierdie artikel kwalifiseer, minstens twaalf jaar diens by dieselfde werkgever voltooi het, het ooreenkomstig die werkgever se gerief en solank as hy by dieselfde werkgever in diens bly, elke jaar reg op 'n ekstra week verlof met betaling, of op uitbetaling van die gelyke waarde daarvan; met dien verstande dat by onderlinge ooreenkoms tussen die werkgever en die werknemer—

(i) die verlof met betaling soos in subartikel (3) van hierdie artikel voorgeskryf, met 'n ekstra week verleng kan word; of

(ii) die ekstra week verlof vir die jaar van kwalifisering ingestel kan word en die werknemer dit kan laat ooploop totdat hy vir drie van daardie ekstra weke verlof met betaling kwalifiseer.

(b) Wanneer die werkgever en werknemer die ooreenkoms aangaan soos in paragraaf (a) (ii) bepaal, en die werknemer vir drie van daardie ekstra weke van verlof met betaling (hierna genoem „die opgeloopte verlof”) gekwalifiseer het, moet die opgeloopte verlof deur die werkgever toegestaan en deur die werknemer geneem word wanneer hy sy verlof met betaling, soos in subartikel (3) van hierdie artikel voorgeskryf, neem, tensy, na gelang van wat die werkgever en werknemer ooreenkoms, die opgeloopte verlof op 'n ander tyd geneem word; met dien verstande dat die werkgever die werknemer in elk geval in staat moet stel om die opgeloopte verlof te neem in die tydperk voordat hy vir sy volgende verlof met betaling kwalifiseer en wanneer die werknemer versuim om die opgeloopte verlof binne daardie tydperk te neem, verbeur hy sy reg daarop.

(c) By beëindiging van die diens van 'n werknemer wat geregtig geword het op die gelyke waarde van die ekstra verlof met betaling soos voorgeskryf in hierdie subartikel, maar dit nog nie ontvang het nie, moet hy by sodanige diensbeëindiging betaal word vir die ekstra verlof met betaling waarvoor hy gekwalifiseer het, maar nog nie ontvang het nie.

(10) Behoudens soos andersins hierin bepaal, word dit vir die doeleindes van hierdie artikel beskou dat diens begin op die datum waarop 'n werknemer by die werkgever in diens tree, of, na gelang van die jongste datum, die datum waarop hy laas op verlof geregtig geword het.

(11) Dié Raad kan met enige ander nywerheid wederkerige reëling tref vir die uitwisseling van verlofbewyse ten bate van die werknemers wat uit die nywerheid uittree.

11. SPESIALE BONUS.

(1) Elke werkgever moet aan elkeen van sy werknemers vir wie in hierdie Ooreenkoms, of in die Spesiale Loonafdelings, lene voorgeskryf word, 'n spesiale bonus betaal. Vakleerlinge, graad D-werkmanne, algemene arbeiders en wagte is nie op betaling van hierdie spesiale bonus geregtig nie.

(2) Die genoemde spesiale bonus word verskuldig en bereken teen die skaal van 7½ persent van die werknemer se basiese minimum tydloon vir sy vak soos in hierdie Ooreenkoms genoem vir die ure wat hy werklik gewerk het, met uitsondering van oortyd, na die datum waarop hy laas vir verlof gekwalifiseer het, of, na gelang van die jongste datum, van die datum waarop hy in diens geneem is. Tydperke van afwesigheid van werk kragtens artikel 10 (3) (a) (iii) vir vakansiedoeleindekwalifikasie erken word, word nie vir die berekening van die genoemde bonus in aanmerking geneem nie.

exceeding half pay at the rate he was receiving when unemployment started, whichever is the greater, until such time as the credit indicated in the voucher or vouchers is exhausted. Should the employee obtain employment before such credit has been exhausted, the unpaid amount shall be credited to him in the books of the Council and shall be available to him in accordance with the foregoing provisions, either when next he qualifies for leave or becomes unemployed for a longer period than six days.

(b) Any employee claiming and receiving payment in terms of paragraph (a) of this sub-section shall, on obtaining further employment in the Industry, commence to qualify for leave as from the date of such employment, provided that if there is any unclaimed balance to which he is entitled to be credited in terms of this section, the leave equivalent of such balance shall be credited to him.

(7) 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 holiday pay shall be payable to his estate or himself, as the case may be.

(8) (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 sub-section (5) of this section and is no longer employed in the Industry shall be entitled, subject to paragraph (b) of this sub-section, on presenting the voucher to the Council in the Region of origin to payment thereon of any unpaid balance standing to his credit on the books of the Council.

(b) Any voucher issued to an employee in terms of sub-section (5) of this section 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 funds of the Council. Provided, however, that the Council shall consider any claim that may be made by any such employee after the expiration of the said period, and may in its discretion make *ex gratia* payment from the funds of the Council to such employees as are referred to herein.

(9) (a) An employee who, when he next qualifies for a paid holiday in terms of sub-section (3) of this section, has completed not less than 12 years' service with the same employer shall be entitled each year at the employer's convenience whilst employed by the same employer to an extra week's paid holiday or the equivalent value thereof; provided that by mutual arrangement between the employer and employee—

(i) the paid holiday referred to in sub-section (3) of this section may be extended by an extra week; or

(ii) the extra week's leave may be deferred from the year of qualification and accumulated by the employee until he qualifies for three such extra weeks' paid holiday.

(b) Whenever the employer and employee come to the arrangement provided for in paragraph (a) (ii) and the employee has qualified for three such extra weeks' paid holiday (hereinafter referred to as „the accumulated leave”), the employer shall grant and the employee shall take the accumulated leave when he is given and takes the paid holiday provided for in sub-section (3) of this section, unless, as may be, the employer and employee agree to the accumulated leave being taken at a different time; provided that the employer shall in any case enable the employee to take the accumulated leave in the period before he next qualifies for a paid holiday, and if the employee fails to take the accumulated leave within such period his title thereto shall cease.

(c) Whenever the employment of an employee terminates who has become entitled to but has not yet received the equivalent value of the additional paid leave provided for in this sub-section, he shall be paid upon his employment so terminating for such extra paid leave as he has qualified for and not received.

(10) Saving as is otherwise provided herein, employment for purposes of this section shall be deemed to commence from the date on which an employee enters the employer's service or the date on which he last became entitled to holiday leave, whichever is the later.

(11) The Council may make reciprocal arrangements with any other Industry for the interchange of leave vouchers to the benefit of the employee leaving the Industry.

11. SPECIAL BONUS.

(1) Every employer shall pay to each of his employees for whom wages are scheduled in this Agreement, a special bonus. Apprentices, grade D operatives, general labourers and watchmen shall not be entitled to receive this special bonus.

(2) The special bonus shall accrue and be calculated at the rate of 7½ per cent. of the employee's basic minimum time rate for his occupation scheduled in this Agreement for the hours he has actually worked, exclusive of overtime, after the date upon which he last qualified for holiday leave or from the date of his engagement, whichever is the later. Periods of absence from work recognised in terms of section 10 (3) (a) (iii) for holiday leave qualification purposes shall not be taken into account for the purpose of calculating the said bonus.

(3) Die spesiale bonus moet as volg betaal word:—

(a) Wanneer die werknemer sy verlofbetaling kragtens artikel 10 van hierdie Ooreenkoms uitbetaal word, moet hom tegelykertyd die volgende betaal word:—

- (i) Die bedrag van die spesiale bonus wat opgeloopt het in diens van sy huidige werkgever ooreenkomstig subartikel (2) van hierdie artikel vir die ure wat gewerk is, met uitsondering van oortyd, tot op die datum waarop hy vir die verlof kragtens artikel 10 (3) (a) van die Ooreenkoms gekwalifiseer het;
- (ii) 'n bedrag bereken teen die skaal van $7\frac{1}{2}$ persent van die basiese minimum tydskaal soos in die Ooreenkoms voorgeskryf vir sy vak, vir die gewone werkkure op die openbare vakansiedae waarvoor kragtens hierdie Ooreenkoms betaal moet word en wat binne die kwalifiseringstydperk wat in diens van sy huidige werkgever voltooi is, val;
- (iii) 'n bedrag bereken teen die skaal van $7\frac{1}{2}$ persent van die basiese minimum tydskaal soos in die Ooreenkoms voorgeskryf vir sy vak, vir die gewone werkkure wat binne die tydperk van verlof met betaling val waarvoor hy in die diens van sy huidige werkgever gekwalifiseer het.

(b) By beëindiging van 'n werknemer se diens, moet hom, tegelyk met alle ander betalings waarop hy reg het kragtens hierdie Ooreenkoms, by sodanige beëindiging die volgende betaal word:—

- (i) Die bedrag van die spesiale bonus wat gedurende sy diens by die werkgever opgeloopt het ooreenkomstig subartikel (2) van hierdie artikel, vir die ure wat gewerk is, met uitsondering van oortyd, tot op die datum van beëindiging;
- (ii) 'n bedrag bereken teen die skaal van $7\frac{1}{2}$ persent van die basiese minimum tydskaal soos in die Ooreenkoms voorgeskryf vir sy vak, vir die gewone werkkure op die openbare vakansiedae waarvoor kragtens hierdie Ooreenkoms betaal moet word en wat binne sy dienstydperk val, gereken vanaf die datum waarop hy laas vir verlof gekwalifiseer het, of, na gelang van die jongste, die datum van sy indiensneming;
- (iii) 'n bedrag bereken teen die skaal van $7\frac{1}{2}$ persent van die basiese minimum tydskaal soos in die Ooreenkoms voorgeskryf vir sy vak, vir die getal gewone werkkure wat val binne daardie tydperk van die verlof met betaling soos voorgeskryf in artikel 10 van hierdie Ooreenkoms waarvoor hy by beëindiging van sy diens in diens van die werkgever gekwalifiseer het; met dien verstande dat dit beskou moet word dat diens begin vanaf die datum waarop die werknemer by die werkgever in diens getree het, of, na gelang van die jongste, die datum waarop hy laas op verlof geregtig geword het.

(c) As 'n werknemer sterf, moet die bedrag van die genoemde spesiale bonus wat tot die datum van sy dood opgeloopt het, aan sy boedel betaal word.

12. TOELAES.

(A) Toelaes vir reis- en verblyfkoste.

(1) Waar werk weg van die werkgever se inrigting, of van die werknemer se gewone werkplek, verrig word, sodat dit 'n reis noodsaaklik maak, moet die werknemer wat gestuur word om sodanige werk te verrig, voorsien word van 'n tweede-klas-spoorwegkaartjie, behalwe in die geval van voorstedelike lyne waarvoor die akkommodasie eerste-klas of behoorlike vervoer na en van die werk moet wees.

(2) Wanneer van 'n werknemer ingevolge (1) hiervan vereis word om te reis, moet hy gedurende gewone werkkure teen die gewone loonskaal betaal word en teen die helfte van die gewone loonskaal buite die gewone werkkure; betaling moet in geen geval 12 uur se betaling gedurende 'n tydperk van 24 uur, of gedeelte daarvan, bereken vandat die reis begin, te bowe gaan nie; met dien verstande dat as 'n werknemer gewerk het op die dag waarop die reis begin, hy slegs daarop geregtig is om 'n maksimum van 12 uur se betaling te ontvang, insluitende die lene wat ten opsigte van sodanige dag deur hom verdien is.

(3) 'n Werknemer moet vir etes en slaapplek op die trein betaal word. As 'n werkgever van 'n werknemer vereis om, aangesien sy werk van sy gewone werkplek verwyder is, nie op sy gewone woonplek te woon nie, dan moet vir kos en inwoning betaal word of dit moet by die werk verskaf word.

(4) Vir die toepassing van hierdie artikel word Sondag as 'n gewone werkdag beskou.

(5) Onderstaande spesiale bepaling is, ondanks bostaande, van toepassing in gevalle waar 'n werknemer in diens geneem word by die besondere ligging, of werkplek, van die werk wat onderneem word:—

(a) indien die werkgever nie meer die werknemer se dienste by die betrokke werk vereis nie, maar bereid is om dieselfde werknemer op 'n ander werk op 'n ander plek in diens te neem, moet die werkgever—

- (i) die werknemer skriftelik in kennis stel dat verdere werk op 'n ander plek verkrygbaar is;
- (ii) vir beëindiging van een maand diens of voltooiing van die werk, na gelang van wat die eerste klaar is, aan 'n werknemer wat hom ingevolge (i) vir diens aanbied die koste van een enkel tweede-klas-treinkaartjie uitbetaal vir die reis aldus onderneem.

(3) Special bonus shall be paid as follows:—

(a) Whenever the employee is paid his holiday leave pay in terms of section 10 of this Agreement, he shall at the same time be paid—

- (i) the amount of the special bonus accrued whilst in the service of his present employer in terms of sub-section (2) of this section for the hours worked, exclusive of overtime, up to the date upon which he qualified for the holiday in terms of section 10 (3) (a) of the Agreement;
- (ii) an amount calculated at the rate of $7\frac{1}{2}$ per cent. of the basic minimum time rate scheduled in the Agreement for his occupation for the ordinary hours of work on the public holidays payable in terms of this Agreement falling in the qualifying period completed in the service of his present employer;
- (iii) an amount calculated at the rate of $7\frac{1}{2}$ per cent. of the basic minimum time rate scheduled in the Agreement for his occupation for the ordinary hours of work falling in the period of the paid holiday for which he has qualified in the service of his present employer.

(b) Whenever the employment of an employee terminates, he shall, simultaneously with any other payments to which he is entitled under this Agreement, be paid upon his employment so terminating as follows:—

- (i) the amount of the special bonus accrued whilst in the service of the employer in terms of sub-section (2) of this section for the hours worked, exclusive of overtime, up to the date of termination;
- (ii) an amount calculated at the rate of $7\frac{1}{2}$ per cent. of the basic minimum time rate scheduled in the Agreement for his occupation for the ordinary hours of work on the public holidays payable in terms of this Agreement falling in the period of his employment reckoned from the date upon which he last qualified for holiday leave or from the date of his engagement whichever is the later;
- (iii) an amount calculated at the rate of $7\frac{1}{2}$ per cent. of the basic minimum time rate scheduled in the Agreement for his occupation for the number of ordinary working hours falling within that period of the paid holiday provided for in section 10 of this Agreement for which he has qualified in the service of the employer when his employment terminates, provided that employer shall be deemed to commence from the date on which the employee enters the employer's service or the date on which he last became entitled to holiday leave whichever is the later.

(c) When an employee dies, the amount of the said special bonus accrued to the date of death shall be payable to his estate.

12. ALLOWANCES.

(A) Travelling and Subsistence Allowances.

(1) Where work is done away from the employer's establishment or the employee's usual working place necessitating travelling, the employee sent to do such work shall be provided with second-class rail accommodation except over suburban line when the accommodation shall be first-class, or suitable transport to and from the job.

(2) When an employee is required to travel in terms of (1) hereof, he shall be paid at ordinary rates during ordinary hours of work, and at half rates outside of ordinary hours of work pay in any circumstances not to exceed twelve hours' pay per cycle of 24 hours or part thereof reckoned from the time the journey commences; provided that if an employee has been working on the day on which the journey commences, he shall be entitled to receive only up to a maximum of 12 hours' full pay which shall include the wages earned by him in respect of such day.

(3) An employee shall be paid for meals and bed on the train. Where an employee by reason of his employment away from his usual working place, is required by his employer to live away from his usual domicile, board and lodging shall be paid or provided on the job.

(4) For the purposes of this section, Sunday shall be considered to be an ordinary working day.

(5) Notwithstanding the aforementioned, the following special provisions shall apply in cases where an employee engaged on the particular site or working place of the job being undertaken:—

(a) In the event of the employer no longer requiring the services of the employee on the job in question, but prepared to employ the same employee on another job at a different place, the employer shall—

- (i) advise the employee in writing that further employment is available at a different place;
- (ii) at the completion of one month of employment or the completion of the job, whichever is the sooner, refund to an employee presenting himself for re-employment in terms of (i), the cost of one single second-class rail accommodation for the journey undertaken.

(b) indien 'n werkgewer in gebreke bly om ingevolge (i) kennis te gee, maar die werknemer nietemin binne die tydperk van een maand op 'n ander plek in diens neem, is die werknemer geregtig op die uitbetaling soos in (ii) uiteengesit.

(B) *Toelae vir buitengewone vuil werk.*

(Vir buitengewone vuil werk soos in die Ooreenkoms omskryf.)

(1) As 'n werknemer, behalwe 'n werknemer wat uitdruklik as 'n skoonmaker beskryf word, buitengewone vuil werk moet verrig, moet hom benewens enige ander besoldiging waarop hy regtig is hierdie Ooreenkoms reg het, 'n toelae van 1s. 6d. per kof, of gedeelte daarvan, betaal word.

(2) As 'n werknemer die ure van 'n gewone skof aan buitengewone vuil werk gewerk het, moet hom, as hy minstens vier uur oortyd aan buitengewone vuil werk werk, nog 1s. 6d. betaal word.

(C) *Toelae vir hoogte.*

Wanneer ook al 'n werknemer wat gewoonlik nie bo die begane grond werk nie op skepe moet werk op 'n hoogte van 20 voet of die bo-dek en onder omstandighede wat die gebruik van 'n veiligheidsgordel nodig maak, moet hom benewens die besoldiging waarop hy kragtens hierdie Ooreenkoms reg het en vir die tydperk wat hy aldus werksaam is, of na gelang van die langste, en uur, 'n toelae van 10 persent bo sy uurloon betaal word.

13. DIENSBEÏNDIGING.

(1) 'n Werkgewer of werknemer moet minstens een volle dag ooraaf die diens opse; met dien verstande dat dit op—

(a) die reg van 'n werkgewer of 'n werknemer om die diens sonder opsegging te beëindig weens enige gegronde rede wat deur die Wet as voldoende erken word;

(b) enige ooreenkoms tussen 'n werkgewer en werknemer waarby vir 'n langer diensopseggingstermyn as een volle werkdag voorsiening gemaak word;

een inbreuk maak nie; en verder met dien verstande dat 'n werkgewer aan 'n werknemer lone kan betaal in plaas van diensopseggingstermyn waartoe ooreengekom is, na te kom.

(2) Vir die toepassing van hierdie artikel moet Saterdag nie s'n volle werkdag beskou word nie. Opsegging om 'n diens-ontrak te beëindig by die sluitingstyd op Saterdag moet voor 2-uur middag op Vrydag gegee word.

14. BUITEWERK.

(1) Geen werkgewer kan van eenen van sy werknemers ereis, of hom toestaan, om enige algemene, werktuigkundige, lektrotegniese of skeepsingenieurswerk, met inbegrip van herstel- of inmeekaarsit, elders as in sy inrigting te verrig nie, ensy sodanige werk verrig word vir uitvoering of voltooiing van 'n bestelling wat by die werkgewer geplaas is.

(2) Geen werknemer mag, solank as hy by 'n werkgewer in die nywerheid in diens is, bestellings vir algemene, werktuigkundige, lektrotegniese of skeepsingenieurswerk, met inbegrip van herstel- of inmeekaarsitwerk, vir eie rekening vir verkoop, u/of vir wins, en/of ten behoeve van enige ander persone of firma, aanvra, of aanneem, of sodanige werk onderneem nie.

15. INDIENSNEMING VAN JEUGDIGES EN UITREIKING VAN SERTIFIKATE, ENS.

(1) Geen werkgewer mag 'n jeugdige ingevolge artikel 3 (1) van hierdie Ooreenkoms in diens neem alvorens hy die toestemming van die Raad en 'n sertifikaat van die Raad in sodanige vorm as wat hy mag voorskryf, verkry het nie.

(2) Enige toestemming ingevolge (1) hiervan kan deur die Raad om enige goeie en genoegsame rede na goeddunke intrek word en die werkgewer moet by ontvangs van kennisgewing van die Raad onmiddellik die jeugdige na wie die kennisgewing verwys uit diens ontslaan, of die jeugdige in diens hou en die volle loon wat vir die betrokke graad werksman voorskryf is.

(3) Wanneer toestemming ingevolge (2) hiervan ingetrek word, moet die werkgewer onmiddellik die sertifikaat vir intrekking aan die Raad stuur.

(4) Geen werkgewer mag na drie maande vanaf die datum waarop hierdie Ooreenkoms in werking tree enige persoon op vakmanswerk soos voorgeskryf in artikel 3 (1) (a) van Deel I van hierdie Ooreenkoms in diens neem nie, behalwe 'n werknemer wat sy vakleerlingskap in enige afsonderlike soort werk voltooi in artikel 3 (1) (a) van Deel I van die Ooreenkoms of toe het onder 'n kontrak ingevolge die Wet op Vakleerlinge, of enige ander kontrak deur die Raad uitgereik of erken, tensy sodanige werknemer 'n sertifikaat besit wat deur die Raad uitgereik is en wat hom toestaan om „vakmanswerk” te verrig. Iet dien verstande wat 'n werknemer geregtig is om by die Raad insoek te doen om 'n sertifikaat wat hom sal toestaan om vir vakmanswerk in diens te wees en as daardie sertifikaat aan hom uitgereik word, kan hy daarna vir die werk wat in die sertifikaat as „vakmanswerk” bestempel word, in diens wees.

(b) In the event of an employer failing to give notification in terms of (i), but nevertheless re-employing the employee within a period of one month at a different place, the employee shall be entitled to the refund set out in (ii).

(B) *Abnormally Dirty Work Allowance.*

(For Abnormally Dirty Work as in this Agreement defined.)

(1) 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 1s. 6d. per shift or part thereof.

(2) 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 1s. 6d.

(C) *Height Allowance.*

Whenever an employee who does not customarily work aloft is required to work on ships at a height of over 20 feet 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 one hour, whichever is the greater, be paid an allowance of 10 per cent. of his hourly rate.

13. 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;

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

(2) For the purpose of this section, 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 midday on Friday.

14. OUTWORK.

(1) No employer shall require or allow any of his employees to undertake any general, mechanical, electrical or marine engineering work, including repairing or assembling, elsewhere than in his establishment, except when such work is in execution or completion of any order placed with such employer.

(2) No employee shall solicit or take orders for or undertake general, mechanical, electrical or marine engineering work, including repairing or assembling, on his own account for sale and/or for gain and/or on behalf of any other persons or firm whilst in the service of an employer engaged in the Industry.

15. EMPLOYMENT OF JUVENILES AND ISSUE OF CERTIFICATES, ETC.

(1) No employer shall employ a juvenile under section 3 (1) (i) 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 (1) hereof may be withdrawn by the Council for any good and sufficient reason which it deems fit, and the employer shall on receipt of notification from the Council, forthwith discontinue the services of the juvenile to whom the notification refers, or retain the juvenile's services at the full rate prescribed for the operative grade in question.

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

(4) No employer shall after one month from the date of coming into operation of this Agreement, employ any person on "journeyman's work" scheduled in section 3 (1) (a) of Part I of this Agreement, other than an employee who has completed his apprenticeship under a contract in terms of the Apprenticeship Act, or any other contract recognised by the Council, in any one of the classes of work scheduled in section 3 (1) (a) of Part I of the Agreement unless such employee is in possession of a certificate recognised or issued by the Council enabling him to be employed on "journeyman's work"; provided that an employee shall be entitled to apply to the Council for a certificate enabling him to be employed on "journeyman's work", and he may, if granted such certificate, be employed thereafter on the work scheduled as "journeyman's work" appearing in his certificate.

16. INDIENSNEMING VAN PERSONE ONDER 15 JAAR OUD.

Geen werkgever mag enige persoon onder die ouderdom van 15 jaar in diens neem nie.

17. VERSEKERING VAN GEREEDSKAP.

Elke werkgever moet by 'n geregistreerde versekeringsmaatskappy 'n polis uitneem vir versekering teen skade of vernietiging deur brand op die werkgever se persele van gereedskap wat die eiendom van sy vakman-, vakleerling- en masjiniwerknemers is. Die maksimum dekking vir versekering van gereedskap kragtens hierdie artikel is £25 (vyf-en-twintig pond) per bogenoemde werknemer.

18. VRYSTELLING.

(1) Die Raad kan aan enige werkgever of werknemer van enigen van die bepalings van hierdie Ooreenkoms vrystelling verleen. Aansoeke om vrystelling moet aan die Sekretaris van die Gebiedsraad vir die betrokke gebied gerig word.

(2) Die Raad moet die voorwaardes vasstel waarop sodanige vrystelling verleen word; met dien verstande dat die Raad, na goeie dunde en nadat aan die betrokke persoon een week vooraf skriftelik kennis gegee is, enige vrystellingssertifikaat kan intrek, of die termyn waarvoor sodanige vrystelling verleen was, verstryk het of nie.

(3) Die Sekretaris van die Raad moet aan elke persoon aan wie vrystelling verleen word, 'n behoorlik ondertekende sertifikaat uitreik waarin vermeld word—

- (a) die voluit naam van die betrokke persoon;
- (b) die bepalings van die ooreenkoms waarvan vrystelling verleen word;
- (c) die voorwaardes waarop sodanige vrystelling verleen word;
- (d) die tydperk waarvoor die vrystelling geldig is.

(4) Die Raad moet—

- (a) alle sertifikate wat uitgereik word in volgorde laat nommer;
- (b) 'n afskrif van elke sertifikaat wat uitgereik word laat behou, en 'n afskrif van elke sodanige uitgereikte sertifikaat aan die Afdelingsinspekteur van Arbeid vir die gebied ten opsigte waarvan die sertifikaat uitgereik is, laat stuur;
- (c) ingeval aan 'n werknemer vrystelling verleen word, 'n afskrif van die sertifikaat aan die betrokke werkgever laat stuur.

19. UITGAWES VAN DIE RAAD.

Vir die fondse van die Raad wat berus by en beheer word deur die Raad moet as volg voorsiening gemaak word:—

- (1) Elke werkgever moet van die lone van elk van sy werknemers wat deur hierdie Ooreenkoms geraak word (behalwe graad D-werkmanne, algemene arbeiders, wagte, vakleerlinge en minderjariges, gedurende die tydperk wat sodanige minderjariges sonder 'n leerlingskontrak ooreenkomstig die Wet op Vakleerlinge, 1944, in diens kan wees), 'n bedrag van 3d. per week aftrek.
- (2) By die bedrag wat aldus afgetrek word, moet die werkgever 'n gelyke bedrag voeg en die totale som uiterlik die vyftiende dag van elke maand aan die Raad opstuur, as volg:—

Elke werkgever in streek A, aan die Sekretaris, Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Kaapse Streeksraad), Posbus 4012, Kaapstad;

Elke werkgever in streek B, aan die Sekretaris, Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grensstreeksraad), Posbus 27, Oos-Londen;

Elke werkgever in streek C, aan die Sekretaris, Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Natalse Streeksraad), Posbus 2778, Durban;

Elke werkgever in streek D, aan die Sekretaris, Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Middellandse Streeksraad), Posbus 3051, Port Elizabeth;

Elke werkgever in streek E, aan die Sekretaris, Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Transvaalse Streeksraad), Posbus 3998, Johannesburg; tesaam met 'n staat in sodanige vorm wat van tyd tot tyd voorgeskryf kan word.

- (3) In elke inrigting waar geen werknemers wat vir die betaling van die bedrag soos gespesifiseer in (1) aanspreeklik is, in diens is nie, of waar die bedrag wat kragtens (1) en (2) aan die Raad betaal moet word tesaam minder as 10s. is, moet die werkgever vir elke maand waarin hy vyf of meer persone in diens het vir wie in hierdie Ooreenkoms, of in die Spesiale Loonafdelings, lone voorgeskryf word op die manier soos voorgeskryf in (2), aan die Raad die som van 10s. betaal, of, na gelang van die geval, boonop die bedrag wat tesame kragtens (1) en (2) betaal moet word, die verskil tussen daardie bedrag en die som van 10s.

16. EMPLOYMENT OF PERSONS UNDER 15 YEARS OF AGE.

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

17. 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 section for insurance of tools shall be £25 (twenty-five pounds) per employee stated above.

18. EXEMPTIONS.

(1) The Council may grant exemption from any of the provisions of this Agreement to any employer or employee. Applications for exemption shall be made to the Secretary of the Regional Council of the area concerned.

(2) The Council shall fix the conditions subject to which such exemption shall operate, provided that the Council may if it deems fit, after one week's notice has been given in writing to the person concerned, withdraw any licence of exemption even if the period for which such exemption was granted has not expired.

(3) The Council shall cause to be issued to every person to whom exemption has been granted, a licence, duly signed, setting out—

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

(4) The Council shall cause—

- (a) all licences issued to be numbered consecutively;
- (b) a copy of each licence issued to be retained and a copy of each licence issued to be forwarded to the Divisional Inspector of Labour of the area in respect of which the licence is issued;
- (c) a copy of the licence to be forwarded to the employer concerned when the exemption is granted to an employee.

19. EXPENSES OF THE COUNCIL.

The funds of the Council, which shall be vested in and administered by the Council, shall be provided for in the following manner:—

- (1) Every employer shall deduct from the wages of each of his employees affected by this Agreement (other than grade D operatives, general labourers, watchmen, apprentices or minors during the period such minors may be employed without a contract of apprenticeship under the Apprenticeship Act, 1944), an amount of 3d. per week.
- (2) To the amount thus deducted the employer shall add an equal amount and forward the total sum to the Council not later than the fifteenth day of each month as follows:—

Every employer in Region A to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Cape Regional Council), P.O. Box 4012, Cape Town;

Every employer in Region B to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Border Regional Council), P.O. Box 27, East London;

Every employer in Region C to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Natal Regional Council), P.O. Box 2778, Durban;

Every employer in Region D to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Midland Regional Council), P.O. Box 3051, Port Elizabeth;

Every employer in Region E to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Transvaal Regional Council), P.O. Box 3998, Johannesburg;

together with a statement in such form as may from time to time be prescribed.

- (3) In any establishment in which there are no employees liable to the payment of the amount specified in (1) or the amount payable to the Council in terms of (1) and (2) together is less than 10s., the employer shall, for each month in which he employs five or more persons whose wages are scheduled in this Agreement, pay to the Council in the manner prescribed in (2) the sum of 10s. or, in addition to the amount payable in terms of (1) and (2) together, the difference between that amount and the sum of 10s. as the case may be.

20. INDIENSNEEMING VAN VAKVERENIGINGSARBEID.

(1) Geen werknemer wat nie 'n lid van een van die vakverenigings is nie mag deur 'n werkgever wat 'n lid van een van die werkgeversorganisasies is in diens geneem word nie en geen werknemer wat 'n lid van een van die vakverenigings is mag by 'n werkgever wat nie 'n lid van een van die werkgeversorganisasies is in diens tree nie; met dien verstande dat, behoudens soos bepaal in subartikel (2) hiervan, die toepassing van hierdie klousule in sy bestek beperk is tot—

(a) werknemers wat werk verrig wat in artikel 3 (1) (a) van die Ooreenkoms (vakmanswerk) ingelys is; en

(b) ander werknemers vir wie 'n „tydloon” van 1s. 11d. per uur en meer in die Ooreenkoms of in die Spesiale Loonafdelings voorgeskryf is as sodanige werknemers vir 'n tydperk van minstens ses maande in die nywerheid in diens was en vir lidmaatskap van een van die vakverenigings verkiesbaar is in ooreenstemming met hul onderskeidelike konstitusies.

(2) Die bepalinge van hierdie artikel is nie gedurende die eerste jaar na die datum van sy binnekoms in die Unie van Suid-Afrika op 'n immigrant van toepassing nie: Met dien verstande dat wanneer die immigrant te eniger tyd na die eerste drie maande van sy diensneming in die nywerheid weier om 'n versoek van die betrokke vakvereniging aansoek om lidmaatskap daarvan te doen, die bepalinge van hierdie artikel onmiddellik van toepassing word.

(3) Die Raad kan vrystelling van die bepalinge van subartikel (1) om enige goeie en voldoende rede verleen en verder s die genoemde subartikel nie van toepassing nie op persone aan wie lidmaatskap van 'n party by hierdie Ooreenkoms na die Raad se mening sonder grondige rede geweier is en die applikant sodanige weiering aan die Raad gerapporteer het.

21. VERTONING VAN OOREENKOMS.

Elke werkgever moet in of by die plek waar sy werknemers werk 'n leesbare afskrif van hierdie Ooreenkoms en die Spesiale Loonafdelings in albei amptelike tale vertoon en vertoon hou.

22. REGISTRASIE VAN WERKGEWERS.

(1) (a) Elke werkgever wat dit nie reeds in ooreenstemming met enige vorige Ooreenkoms gedoen het nie, moet binne een maand na die datum waarop hierdie Ooreenkoms in werking tree; en

(b) elke werkgever wat na daardie datum in die nywerheid kom, moet binne een maand nadat hy met werksaamhede begin, op en behalwe nakoming van die regulasies van subartikel (c) (i) hiervan aan die Sekretaris van die Gebiedsraad vir die betrokke gebied onderstaande besonderhede verstrek:—

(i) Naam voluit;

(ii) adres;

(iii) bedrywe of werksaamhede deur hom uitgeoefen.

(c) (i) Elke werkgever wat op die datum van inwerking-treding van hierdie Ooreenkoms die nywerheid uitoefen en dit nie reeds kragtens enige vorige Ooreenkoms gedoen het nie, en enige werkgever wat na die datum van inwerking-treding van hierdie Ooreenkoms in die nywerheid begin werk, moet, voor hy die spesiale voorwaardes wat kragtens hierdie Ooreenkoms toegestaan word ingevolge „vervaardigingsingenieursnywerheid” toepas, by die Raad aansoek doen om en van hom 'n sertifikaat van registrasie van sy besigheid, of, na gelang van die geval, van 'n gedeelte daarvan as 'n „vervaardigingsingenieursinrigting” verkry. Aansoek om sulke registrasie moet by die Sekretaris van die Raad vir die betrokke gebied gedoen word.

(ii) Elke werkgever wat versuim om kragtens paragraaf (i) by die Raad te registreer, word beskou as 'n „algemene ingenieursinrigting” te dryf.

(2) Waar die werkgever 'n maatskappy is, moet inligting in ooreenstemming met subartikel (1) van hierdie artikel sowel as die naam waaronder die maatskappy werk, verstrek word.

23. UITVOERING VAN DIE OOREENKOMS.

Die Raad is die liggaam wat vir die uitvoering van hierdie Ooreenkoms verantwoordelik is.

24. WERKENDE VENNOTE.

Alle werkende vennote en/of werkgevers in die nywerheid moet die erkende werkure in hierdie Ooreenkoms vir werknemers voorgeskryf, betrag.

25. AGENTE.

Die Raad moet een of meer bepaalde persone aanstel as agente om by die uitvoering van die bepalinge van hierdie Ooreenkoms behulpsaam te wees. 'n Agent is geregtig om enige inrigting te betree en enige werkgever of werknemer te onder-vra en die aantekeninge van lone wat betaal, tyd wat gewerk en bedrae wat vir oortyd en premie-bonuswerk betaal word, na te sien ten einde te kan bepaal of aan die bepalinge van hierdie Ooreenkoms voldoen word.

20. EMPLOYMENT OF TRADE UNION LABOUR.

(1) No employee who is not a member of one of the trade unions shall be employed by an employer who is a member of one of the employers' organisations and no employee who is a member of one of the trade unions shall work for an employer who is not a member of one of the employers' organisations: Provided that, subject to sub-section (2) hereof, the application of this section shall be limited in its scope to—

(a) employees performing work scheduled in section 3 (1) (a) of the Agreement (journeyman's work); and

(b) other employees for whom a “time rate” of 1s. 11d. per hour and more is prescribed for in the Agreement, if such employees have been employed in the Industry for a period of not less than six months and are eligible for membership of one of the trade unions in accordance with their respective constitutions.

(2) The provisions of this section shall not apply in respect of an immigrant during the first year after the date of his entry into the Union of South Africa; provided that if any immigrant has at any time after the first three months of employment in the Industry refused any invitation from the trade union concerned to apply for membership thereof, the provisions of this section shall immediately come into operation.

(3) The Council may grant exemption from the provisions of sub-section (1) for any good and sufficient reason and further, the said sub-section shall not apply to persons who are in the opinion of the Council refused membership of a party to this Agreement without reasonable cause, and the applicant has reported such refusal to the Council.

21. EXHIBITION OF AGREEMENT.

Every employer shall affix and keep affixed in or at the place where his employees are working, a legible copy of this Agreement in both official languages.

22. REGISTRATION OF EMPLOYERS.

(1) (a) Every employer who has not already done so in pursuance of any previous Agreement, shall within one month from the date on which this Agreement comes into operation.

(b) Every employer entering the Industry after that date shall within one month of operation by him, in addition to complying with the provisions of sub-section (c) (i) hereof, forward to the Secretary of the Regional Council of the area concerned the following particulars:—

(i) Full name.

(ii) Address.

(iii) Trades or operations carried out by him.

(c) (i) Every employer engaged in the Industry at the date of coming into operation of this Agreement who has not already done so in pursuance of any previous Agreement and every employer entering the Industry after the date of coming into operation of this Agreement shall, prior to applying the special conditions permitted in this Agreement under “manufacturing engineering”, make application and obtain a certificate of registration for his establishment, or part thereof, as the case may be, as a “manufacturing engineering establishment”, from the Council. Applications for such registration shall be made to the Secretary of the Regional Council of the area concerned.

(ii) Any employer who fails to register with the Council in terms of paragraph (i) shall be deemed to be conducting a “general engineering establishment”.

(2) Where the employer is a partnership, information in accordance with sub-section (1) of this section, as well as the title under which the partnership operates, shall be furnished.

23. ADMINISTRATION OF AGREEMENT.

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

24. WORKING PARTNERS.

All working partners and/or employers in the Industry shall observe the recognised hours prescribed for employees in this Agreement.

25. AGENTS.

The Council shall appoint one or more specified persons as Agents to assist in giving effect to the terms of this Agreement. An Agent shall be entitled to enter any establishment and may question the employer or any employees and inspect the records of wages paid, time worked and payment made for overtime and premium bonus work, for the purpose of ascertaining whether or not the terms of this Agreement are being observed.

26. LEWENSKOSTETOELAES.

(1) (i) Elke werkgewer moet aan elk van sy werknemers (behalwe daardie werknemers vir wie spesiale bepalinge in Deel II van die Ooreenkoms vasgestel is) bo en behalwe enige ander besoldiging waarop die werknemer geregtig is, 'n lewenskostoelae as volg betaal:—

Klas.	Loongroep.	Toelae per week as indeksyfer =1405.	Aanpassings.
I	Bo £5 per Week— (i) In gebiede A, C en E (ii) In gebiede B en D	£ s. d. 2 5 3 2 1 6	± 7d. vir elke ± volle 5 punte verskil bo of onder 1405.
II	Bo £3. 10s. per week, maar nie bo £5 per week nie	1 19 0	± 6d. vir elke ± volle 5 punte verskil bo of onder 1405.
III	Bo £2 per week, maar nie bo £3. 10s. per week nie	1 4 0	± 3d. vir elke ± volle 5 punte verskil bo of onder 1405.
IV	£2 per week en minder	0 19 2	± 3d. vir elke ± volle 5 punte verskil bo of onder 1405.

(ii) Die toelaes wat ten opsigte van enige week aan 'n werknemer betaalbaar is, moet *pro rata* verminder word volgens enige tydperk van afwesigheid van werk sonder die werkgewer se toestemming, tensy sodanige afwesigheid aan siekte of onbekwaamheid binne die bepalinge van die Ongevallewet, te wyte is, wanneer geen korting ten opsigte van die eerste week van daardie afwesigheid afgetrek moet word nie.

(iii) Enige werkgewer van wie vereis word om enige toelaes ten opsigte van enige afwesigheidstydperk weens siekte te betaal, kan vereis, dat die werknemer 'n doktersertifikaat ten opsigte van sodanige afwesigheid moet vertoon voordat betaling gedoen word.

(iv) Lewenskostoelae is betaalbaar tydens enige tydperk van jaarlikse verlof met betaling; elke werkgewer moet gedurende die kwalifiseringstydperk 'n *pro rata* bedrag daarvan betaal. Wanneer 'n werknemer 'n werkgewer verlaat, moet enige betrokke vakansieverlof-saldo 'n saldo insluit van die lewenskostoelae betaalbaar ten opsigte van daardie gedeelte van die tydperk van jaarlikse verlof wat deur die vakansieverlof-saldo gedek word.

(2) Enige aanpassing in die skaal van lewenskostoelae wat volg uit 'n wysiging van die indeks, moet toegepas word vanaf die eerste betaaldag in die maand wat volg op die bekendmaking van die *Maandelikse Bulletin van Statistiek* waarin sodanige wysiging bekendgemaak word.

(3) Die toelaes wat in subartikel (1) voorgeskryf word moet op dieselfde tyd betaal word as wat die werknemer gewoonlik sy ander besoldiging ontvang.

(4) „Indeksyfer” beteken die beswaarde gemiddelde indeks met betrekking tot kos, brandstof, lig, huur en diverse vir die nege hoofstedelike gebiede in die Unie van Suid-Afrika soos vasgestel deur die Direkteur van Sensus en Statistiek op die 1938-basis van 1,000 punte en bekendgemaak in die *Maandelikse Bulletin van Statistiek*.

(5) Vir die doeleindes van vasstelling binne watter loongroep dit beskou word dat 'n werknemer val, is sy ingelyste uurlikse „tydloon” vermenigvuldig met 46 sy loon.

DEEL II.

SPESIALE VOORWAARDES MET BETREKKING TOT BEPAALDE SOORTE ARBEID HIERIN GENOEM.

Ondanks enigiets in hierdie bepalinge vervat, is die bepalinge met betrekking tot „Werkure” (artikel 4), „Oortyd en betaling vir werk op Sondae en bepaalde openbare vakansiedae” (artikel 5), „Nagskifwerk” (artikel 6), „Betaling gedurende vakansie en werkloosheid” (artikel 10) en „Lewenskostoelae” (artikel 26) van Deel I van die Ooreenkoms nie van toepassing nie op werknemers wat in diens is as graad D-werkmanne, algemene arbeiders en wagte, op wie, behoudens soos andersins hierin bepaal, die orige bepalinge van Deel I en die volgende Spesiale Bepalinge toegepas moet word. (Die Spesiale Bepalinge het voorrang, en moet voorrang geniet, ingeval van teenstrydigheid tussen hulle en die genoemde orige bepalinge van Deel I.)

26. COST OF LIVING ALLOWANCES.

(1) (i) Every employer shall pay to each of his employees (other than those employees for whom special provisions have been made in Part II of this Agreement), in addition to any other remuneration to which the employee is entitled, a cost of living allowance as follows:—

Class.	Wage Group.	Allowance per Week when Index Figure = 1405.	Adjustments.
I	Exceeding £5 per week— (i) In Regions “A”, “C” and “E” (ii) In Regions “B” and “D”	£ s. d. 2 5 3 2 1 6	± 7d. for each ± completed 5 points variation in Index above or below 1405.
II	Exceeding £3. 10s. per week but not exceeding £5 per week	1 19 0	± 6d. for each ± completed 5 points variation in Index above or below 1405.
III	Exceeding £2 per week but not exceeding £3. 10s. per week	1 4 0	± 3d. for each ± completed 5 points variation in Index above or below 1405.
IV	£2 per week and under	0 19 2	± 3d. for each ± completed 5 points variation in Index above and below 1405.

(ii) The allowances payable to an employee in respect of any week shall be reduced *pro rata* according to any period of absence from work without the employer's permission unless such absence is due to illness or a disablement falling within the provisions of the Workmen's Compensation Act, in which event no reduction shall be made in respect of the first week of such absence.

(iii) Any employer who is required to pay any allowances in respect of any period of absence due to illness may require the employee to produce a medical certificate in respect of such absence before payment is made.

(iv) Cost of living allowance shall be payable during any period of paid annual leave, each employer during the qualifying period paying a *pro rata* proportion thereof. When an employee leaves one employer any holiday leave credit concerned shall include a credit of the cost of living allowance payable in respect of that portion of the period of annual leave covered by the holiday leave credit.

(2) Any adjustment in the rate of cost of living allowance consequent upon a variation of the index shall be effected as from the first pay day in the month following publication of the *Monthly Bulletin of Statistics* reflecting such variation.

(3) The allowances referred to in sub-section (1) shall be paid at the same time as the employee ordinarily receives his other remuneration.

(4) “Index figure” means the weighted average index relating to food, fuel, light, rent and sundries for the nine principal urban areas in the Union of South Africa as assessed by the Director of Census and Statistics on the 1938 basis of 1,000 points and published in the *Monthly Bulletin of Statistics*, due regard being had to the fact that the 1938 basis of calculation has been altered from 1,000 to 100.

(5) For the purpose of ascertaining into which wage group an employee shall be deemed to fall, the hourly “time rate” scheduled for the class of work of that employee multiplied by 46 shall be his wage.

PART II.

SPECIAL CONDITIONS RELATING TO CERTAIN CLASSES OF LABOUR HEREIN SPECIFIED.

Notwithstanding anything in these provisions contained, the provisions relating to “Hours of Work” (section 4), “Overtime and Payment for Work on Sundays and Certain Public Holidays” (section 5), “Night Shift Work” (section 6), “Holiday and Unemployment Pay” (section 10), “Cost of Living Allowances” (section 26) of Part I of the Agreement shall not apply to employees employed on Grade “D” Operative's work watchman's work and general labouring, to whom, except as is otherwise provided therein, the remaining provisions of Part I and the following special provisions shall apply. (The special provisions to obtain and have preference in the event of any conflict between them and the said remaining provisions of Part I.)

1. WERKURE.

(1) Geen werkgever mag, behalwe soos andersins bepaal in hierdie Deel van die Ooreenkoms, van 'n werknemer (behalwe 'n wag), vereis, of hom toelaat nie om—

- (a) vir meer as 46 uur, behalwe etenstye, in enige week te werk; of
- (b) vir meer as agt uur, behalwe etenstye, op enige afsonderlike dag te werk; met dien verstande dat in enige inrigting waarin—
 - (i) die gewone werkure op een dag per week hoogstens vyf is, van 'n werknemer vereis of hom toegelaat kan word om vir 'n verdere tydperk van hoogstens 'n halfuur op elk van die ander dae van die week te werk; of
 - (ii) die werknemers gewoonlik op hoogstens vyf dae per week werk van 'n werknemer op enige werkdag vereis of hom toegelaat kan word om vir 'n verdere tydperk van hoogstens een en 'n kwartuur te werk.

(2) Die maksimum oortyd wat gewerk kan word, moet nie tien uur per week te bowe gaan nie.

(3) Van 'n werknemer kan nie vereis of hom toegelaat word om vir 'n ononderbroke tydperk van meer as vyf uur sonder 'n onafgebroke pouse van minstens een uur te werk nie; met dien verstande dat werksydperke wat deur 'n pouse van minder as een uur onderbreek word vir die toepassing van hierdie klousule as onafgebroke beskou word.

(4) Ondanks die bepalinge van hierdie artikel—

- (i) kan nie van 'n vroulike werknemer vereis of haar toegelaat word om—
 - (a) tussen sesuur nm. en sesuur vm.; of
 - (b) na eenuur nm. op meer as vyf dae per week te werk nie;
- (ii) kan nie van 'n vroulike werknemer vereis of haar toegelaat word om oortyd te werk nie—
 - (a) vir meer as twee uur op enige dag;
 - (b) op meer as drie opeenvolgende dae;
 - (c) op meer as sestig dae in enige jaar;
 - (d) na voltooiing van haar gewone werkure vir meer as een uur op enige dag tensy sy—
 - (i) voor 12-uur middag daarvan in kennis gestel is, of
 - (ii) van 'n toereikende ete voorsien is voordat sy met oortyd moet begin;
 - (iii) betyds 'n toelae betaal is om haar in staat te stel om 'n ete te verkry voordat sodanige oortyd 'n aanvang neem.

(5) Elke werkgever moet in sy inrigting op 'n plek wat vir sy werknemers maklik toeganklik is 'n kennisgewing vertoon waarop die begin- en stakingstyd van werk vir elke skof, of skofte, van die week en etenstye aangegee is.

2. OORTYD EN BETALING VIR WERK OP SONDAG EN SEKERE OPENBARE VAKANSIEDAE.

(1) Tyd gewerk deur werknemers na die voltooiing van die gewone skof moet as oortyd beskou en daar moet voor betaal word teen 1½ maal die gewone loon.

(2) As 'n werknemer, behalwe 'n wag, op—

- (a) (i) Sondag werk, moet hy minstens dubbel die loon ontvang wat betaalbaar is t.o.v. 'n skof wat gewoonlik op 'n weekdag gewerk word; of
- (ii) minstens 1½ maal sy gewone loon ontvang t.o.v. die totale tydperk op dié Sondag gewerk, plus een dag vakansie binne sewe dae met volle betaling bereken teen die skaal van een gewone skof vir daardie besondere dag van die week;
- (b) Goeie-Vrydag, Dinsdag, Kersdag en Nuwejaarsdag werk, moet hy minstens die gewone skaal vir een van daardie besondere dag van die week ontvang en daarbenewens moet hy die gewone skaal ontvang vir tyd werklik gewerk tot die voltooiing van die skof, en daarna is oortydskale soos voorgeskryf in (i) hiervan, van toepassing.

3. VERLOF MET BETALING.

(1) As 'n werknemer nie op Goeie-Vrydag, Dinsdag, Kersdag of Nuwejaarsdag werk nie, moet sy werkgever hom t.o.v. so'n dag besoldiging betaal teen 'n skaal van minstens sy gewone besoldiging asof hy op die dag sy gemiddelde gewone werkure vir daardie dag van die week gewerk het.

(2) Elke werkgever moet aan elke werknemer afwesighedsverlof met volle betaling van minstens twee agtereenvolgende weke toestaan t.o.v. elke tydperk van twaalf maande diens en nie later as twee maande na die beëindiging van die genoemde tydperk nie: Met dien verstande dat—

- (a) die tydperk van die afwesigheid nie mag saamval met enige tydperk waarin die werknemer onder diensopsegging staan opleiding kragtens die Zuid Afrika Verdedigings Wet, 1912 (Wet No. 13 van 1912), ondergaan nie; en
- (b) as Goeie-Vrydag, Dinsdag, Kersdag of Nuwejaarsdag binne die tydperk van dié verlof val, die dae by die genoemde tydperk as 'n verdere tydperk van verlof met volle betaling gevoeg moet word.

1. HOURS OF WORK.

(1) Save as is otherwise provided in this part of the Agreement, no employer shall require or permit an employee (other than a watchman)—

- (a) to work for more than 46 hours, excluding meal times, in any one week; or
- (b) to work more than eight hours, excluding meal times, on any one day: provided that in any establishment in which—
 - (i) on one day in every week the ordinary hours of work are not more than five, an employee may be required or permitted to work for an additional period not exceeding half an hour on each of the remaining days of the week; or
 - (ii) the employees do not ordinarily work on more than five days in the week, an employee may on any work-day be required or permitted to work for an additional period not exceeding one and a quarter hours.

(2) The maximum overtime that may be worked shall not exceed ten hours per week.

(3) An employee shall not be required or permitted to work for a continuous period of more than five hours, without a uninterrupted interval of at least one hour, provided that for the purpose of this section periods of work interrupted by an interval of less than one hour shall be deemed to be continuous.

(4) Notwithstanding the provisions of this section—

- (i) no employee who is a female, shall be required or permitted to work—
 - (a) between six o'clock p.m. and six o'clock a.m.; or
 - (b) after one o'clock p.m. on more than five days in any week;
- (ii) no employee who is a female, shall be required or permitted to work overtime—
 - (a) for more than two hours on any day;
 - (b) on more than three consecutive days;
 - (c) on more than sixty days in any year;
 - (d) after completion of her ordinary working hours for more than one hour on any day unless she has—
 - (i) been given notice thereof before midday; or
 - (ii) been provided with an adequate meal before she has to commence overtime; or
 - (iii) been paid an allowance in sufficient time to enable her to obtain a meal before the overtime is due to commence.

(5) Every employer shall display in his establishment in a place readily accessible to his employees a notice specifying the starting and finishing time of work for each shift or shifts of the week and the meal hour.

2. OVERTIME AND PAYMENT FOR WORK ON SUNDAYS AND CERTAIN PUBLIC HOLIDAYS.

(1) Time worked by employees after the completion of the usual shift shall be regarded as overtime and shall be paid for at the rate of time and one third.

(2) Whenever an employee other than a watchman works on—

- (a) (i) Sunday, he shall receive not less than double the rate payable in respect of a shift ordinarily worked on a weekday; or
- (ii) receive not less than time and one third of his ordinary rate in respect of the total period worked on such Sunday, plus one days' holiday within seven days on full pay calculated at the rate of one ordinary shift for that particular day of the week;
- (b) Good Friday, Dinsdag's Day, Christmas Day and New Year's Day, he shall receive not less than the ordinary rates for one shift for that particular day of the week and in addition shall receive ordinary rates for time actually worked until the completion of the shift, whereafter overtime rates as prescribed in (i) hereof shall apply.

3. PAID LEAVE.

(1) If an employee does not work on Good Friday, Dinsdag'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.

(2) Every employer shall grant to every employee leave of absence on full pay of not less than two consecutive weeks in respect of each period of twelve months' employment and not later than two months after the termination of the said period: 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 training under the South Africa Defence Act, 1912 (Act No. 13 of 1912); and
- (b) if Good Friday, Dinsdag's Day, Christmas Day or New Year's Day fall within the period of such leave, such days shall be added to the said period as a further period of leave on full pay.

(3) Elke werknemer aan wie verlof kragtens subartikel (2) toegestaan is, moet betaling van die werkgever t.o.v. dié verlof nie later as die laaste werkdag voor die aanvang van die genoemde tydperk ontvang nie.

(4) By beëindiging van diens moet die werkgever sy werknemer sy volle betaling betaal—

- (a) t.o.v. enige tydperk van verlof wat vir hom opgehoop het maar nie voor diensbeëindiging toegestaan is nie; en
- (b) vir een dag t.o.v. elke voltooide maand diens by die werkgever na die datum waarop hy laas tot verlof ingevolge subartikel (2) geregtig geword het, of in die geval van 'n werknemer wat minder as 12 maande na die aanvang van sy diens gewerk het.

(5) Enige tydperk waarin 'n werknemer—

- (a) met verlof ingevolge subartikel (2) is; of
- (b) vredestryd opleiding kragtens die Zuid Afrika Verdedigings Wet, 1912, ondergaan; of
- (c) op las of op versoek van die werkgever van werk afwesig; of

(d) as gevolg van siekte afwesig van werk is;

moet vir die toepassing van subartikels (2) en (4) as diens beskou word: Met dien verstande dat die bepaling van paragraaf (d) nie van toepassing is t.o.v. 'n tydperk van afwesigheid as gevolg van siekte van meer as drie agtereenvolgende dae nie, as die werknemer versuim om, op versoek om so'n sertifikaat deur die werkgever, aan die werkgever 'n sertifikaat van 'n mediese praktisyn voor te lê dat hy deur siekte verhinder is om sy werk te doen, t.o.v. daardie gedeelte van enige totale tydperk van afwesigheid as gevolg van siekte gedurende twaalf maande diens, wat meer as dertig dae is, met dien verstande dat as die werkgever by 'n wet verplig is om te sorg vir die versorging en behandeling van sy werknemers terwyl hulle siek is, dit nie van dié werknemers vereis word om 'n doktersertifikaat in te dien nie.

(6) Enige bedrag wat aan 'n werknemer ingevolge subartikel (3) of subartikel (4) betaal word, moet bereken word teen 'n besoldigingskaal wat lewenskostoelae moet insluit, ingevolge artikel 4 van deel II van hierdie Ooreenkoms betaalbaar, wat die werknemer ontvang het onmiddellik voor die datum waarop die verlof verskuldig geword het of sy diens beëindig is, al na die geval.

Vir die doeleindes van die berekening van verlof wat ingevolge hierdie artikel verskuldig is, moet diens beskou word dat dit begin van die datum af waarop die werknemer by sy werkgever in diens tree of van die datum af waarop hy laas tot jaarlikse verlof geregtig geword het, na gelang van die jongste.

4. LEWENSKOSTETOELAE.

Elke werkgever moet aan elkeen van sy werknemers, benewens enige ander besoldiging waardeur die werknemer geregtig is, en terselfdertyd as wat die werknemer gewoonlik sy ander besoldiging ontvang, 'n lewenskostoelae betaal wat bekend gemaak is as betaalbaar kragtens Oorlogsmaatregel No. 43 van 1942, soos voortgesit deur die Wet op die Voortsetting van Oorlogsmaatreëls (Wet No. 48 van 1948) en soos van tyd tot tyd gewysig mag word.

5. DIENSSERTIFIKAAT.

Wanneer deur 'n werknemer by die beëindiging van sy diens daarom versoek word, moet 'n werkgever dié werknemer van 'n dienssertifikaat voorsien wat die name van die werkgever en werknemer voluit aangee, die aard van die diens, die datums van aanvang en beëindiging van die kontrak en die besoldigingskaal op die datum van dié beëindiging: Met dien verstande dat as die loon van enige werknemer in hierdie Ooreenkoms deur duur van diens bepaal word, dit die plig van die werknemer is om 'n sertifikaat van diens aan sy nuwe werkgever by diensverandering voor te lê ten einde geregtig te word tot dié besoldiging wat vir duur van diens voorgeskryf word.

DEEL III.

SPEZIALE BEPALINGS VAN TOEPASSING OP DIE AFDELING GIETERY IN DIE NYWERHEID.

Behoudens vir sover hulle strydig is met hierdie Deel van die Ooreenkoms, in welke geval die hierna voorgeskrewe bepalinge van toepassing is en voorrang het, is die bepalinge soos gespesifiseer in Deel I van die Ooreenkoms van toepassing op die Afdeling Gietery in die Nywerheid.

1. WOORDBEPALINGS.

Vir die doeleindes van hierdie Ooreenkoms, beteken—
„vakman”, 'n persoon wat vakmanswerk verrig en wat—

- (a) 'n leerlingskontrak kragtens die Wet op Vakleerlinge in die bedryf van gietery uitgedien het, of
- (b) as 'n vakman-vormgieter in die Nywerheid in diens was gedurende die geldigheidstermyn van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. 1345 van die 4de Julie 1947; of
- (c) in besit is van 'n sertifikaat wat deur die Raad uitgereik is en hom in staat stel om as 'n vakman-vormgieter in diens te wees, of 'n bekwaamheid-sertifikaat wat kragtens Wet No. 40 van 1944 in die bedryf van gietwerk uitgereik is;

(3) Every employee to whom leave is granted under sub-section (2) shall receive payment from the employer in respect of such leave not later than the last working day before the commencement of the said period.

(4) Upon the termination of employment, the employer shall pay to the employee his full pay—

- (a) in respect of any period of leave which has accrued to him but was not granted before the 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 has become entitled to leave in terms of sub-section (2), or in the case of an employee who has been employed for less than twelve months after the commencement of his employment.

(5) Any period during which an employee—

- (a) is on leave in terms of sub-section (2); 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 (2) and (4): Provided that the provisions of paragraph (d) shall not apply in respect of any period of absence owing to illness of more than three consecutive days, if the employee fails after request for such 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 the portion of any total period of absence on account of illness during twelve months of employment, which is in excess of thirty days, provided that if the employer is by any law required to provide for the care and treatment of his employee while sick such employees shall not be required to submit a medical certificate.

(6) Any amount paid to an employee in terms of sub-section (3) or sub-section (4) shall be calculated at the rate of remuneration which shall include cost of living allowances payable in terms of section 4 of Part II of this Agreement 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.

For the purpose of calculating leave due under this section employment shall be deemed to commence from the date upon which an employee enters an employer's service or from the date on which he last became entitled to annual leave, whichever ever date is the later.

4. COST OF LIVING ALLOWANCE.

Every employer shall pay to each of his employees, in addition to any other remuneration to which the employee is entitled and at the same time the employee ordinarily receives his other remuneration, a cost of living allowance proclaimed as payable in terms of War Measure No. 43 of 1942, as continued by the War Measures Further Continuation Act (Act No. 48 of 1948) and as may be amended from time to time.

5. CERTIFICATE OF SERVICE.

An employer shall, when requested by an employee upon the termination of his employment, supply such employee 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; provided that where, in the 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.

PART III.

SPECIAL PROVISIONS APPLICABLE TO THE FOUNDRY SECTION OF THE INDUSTRY.

Save insofar as they are in conflict with this Part of the Agreement, in which case the terms hereinafter provided shall obtain and have preference, the conditions specified in Part of the Agreement shall apply to the Foundry Section of the Industry.

1. DEFINITIONS.

For the purposes of this Part of the Agreement—

“journeyman” means a person employed on journeyman work who—

- (a) has completed a contract of apprenticeship under the Apprenticeship Act at the trade of moulding; or
- (b) was employed in the Industry as a journeyman moulder during the period of currency of the Agreement published under Government Notice No. 1345 of the 4th July, 1947; or
- (c) is in possession of a Certificate issued by the Council enabling him to be employed as a journeyman in moulding, or a Certificate of Competency issued under Act No. 40 of 1944 in the trade of moulding;

„massagietwerk”, die produksie van groensandgietskukke op 'n hoeveelheidsproduksiebasis in 'n masjiënproduksie-installasie, of handproduksie-installasie, in 'n afsonderlike inrigting, of afdeling, of op sodanige wyse op 'n afsonderlike gedeelte van die gieteryvloer as dié waarop spesiale gietwerk verrig word, sodat die werkgewer, of sy verteenwoordiger, in staat is om enige tyd daardie gedeelte van die vloer waarop spesiale gietwerk verrig word en die afsonderlike gedeelte waarop masjiënproduksiegietwerk uitgevoer word, aan te wys en dit sluit in die produksie van die kerns vir daardie gietstukke;

„masjiënproduksie-installasie”, 'n installasie waarin of waarop masjiënproduksievormgieters die hele werk uitvoer en waarin masjiënvormgieterwerk, soos hierin uiteengesit, uitgevoer word, en wat uit—

(a) minstens vyf gietvormmasjiene moet bestaan waar die vormsand met die hand gevoer word; of

(b) 'n installasie wat gietvormmasjiene en/of 'n sand-slingerar gebruik waaraan die sand gevoer word deur 'n sandkondisioneringsinstallasie deur middel van vulregters wat bo die masjiën geplaas word deur 'n bo-grondse vervoerdersstelsel en toegerus is met 'n meganiese bewegende vervoerder wat so geplaas is dat dit die volledige gietvorm vanuit die masjiën ontvang en vervoer na 'n punt vir giet en uitslaan; met dien verstande dat sowel in (a) as (b) geen installasie 'n masjiënproduksie-installasie mag wees nie tensy die vormkaste wat gebruik word, van die soort is wat hierna omskryf word as kaste wat spesiaal vir die werk aangewend word en die sly van gietlopië uitgeskakel is en die patroon met 'n masjiën ingestamp en uitgetrek word. Kerns wat in die masjiënproduksie-installasie gebruik word, kan deur die masjiënproduksiegietvormer gemaak word wanneer dit op 'n hoeveelheidsproduksiebasis gemaak word deur kernblaasmasjiene en kan deur die masjiënproduksiegietvormer met die hand gemaak word wanneer die kerns gemaak word vir die doelgevormde kernkaste wat met gasgaatjiesdraad van gasgaatjies voorsien is en/of die gebruik van gefabriseerde gietkernysters en los dele as deel van die kern uitgeskakel is;

„masjiënproduksiegietvormer”, 'n werknemer wat met 'n masjiën massaproduksiegietvorms maak;

„masjiënproduksiegietwerk”, die produksie van groensandgietskukke in 'n masjiënproduksie-installasie wanneer die model meganies getrek en aangestamp word, die gietkaste vir spesiale aanpassing aan die werksstuk gemaak is en die vorming van gietlopië uitgeskakel is;

„handproduksie-installasie”, 'n gebou of 'n afdeling van 'n gietery wat bestem is vir massagietwerk waarin handproduksiegietvormers en/of leerling-handproduksiegietvormers die gietstuk maak en sluit in gietvormmasjiene wat tesame met plaatgietvorms gebruik word om die gietstuk te voltooi; met dien verstande dat los stukke in kernkaste getrek moet word voordat die kernkas oopgemaak word, en gegote of vervaardigde kernysters mag nie in 'n masjiënproduksie-installasie gebruik word nie. Gereedskap en droogswartel kan deur die handproduksiegietvormer, of leerling-handproduksiegietvormer gebruik word in handproduksie-installasies en hulle kan droogsandkerns indoop, of sproei. Los stukke in kernkaste moet getrek word voordat die kernkaste oopgemaak word;

„handproduksiegietvormer”, 'n werknemer wat handproduksiegietwerk verrig;

„leerling-handproduksiegietvormer”, 'n werknemer wat in diens is om handproduksiegietvormwerk te leer;

„handproduksiegietvormwerk”, groensandgietvormwerk en met die hand kerns maak van gietvorms wat aan plate bevestig is (genoem „plaatgietwerk”) waarby die gebruik van hake, sandlasplekke, die vorm van gietlopië en maak van gasgaatjies uitgeskakel is en sluit in vormmaak van kernkaste met masjiene wanneer dit gedoen word tesame met plaatgietwerk vir voltooiing van die gietstuk;

„spesiaal bestem vir die werksstuk”—

(a) splytbottels of doelgemaakte splytgietvormkaste met gedraaide penne en geboorde klouplaatgaatjies en aangepas aan die vormmasjiën waarin enige versterking van die gietvorm uitgevoer word deur die samestelling van die kaste;

(b) doelgemaakte modelle aan plate bevestig en so gemaak en deur die gietvormmasjiën getrek dat lapwerk en gladstryk onnodig is;

„doelgemaak”, vir die bepaalde installasie in die inrigting gemaak;

„premiebonusstelsel”, werk waarvoor betaal word ooreenkomstig die bepalings van artikel 3 van hierdie deel van die Ooreenkoms;

2. LONE EN/OF VERDIENSTE.

(1) Geen werkgewer mag aan werknemers, behalwe vakleerlinge, 'n diens vir enigeen van die klasse werk in hierdie Ooreenkoms genoem, laer lone en/of verdienste betaal as wat teenoor dié klasse vermeld word nie, en geen werknemer mag laer lone en/of verdienste aanneem as wat teenoor dié klasse vermeld word nie;—

(i) *Vakmanswerk N.E.G.N.*—

Geen persoon, behalwe 'n vakman of vakleerling, mag sonder die voorafgegewe toestemming van die Nywerheidsraad vir vakmanswerk in diens geneem word nie.

Spesiale gietwerk (met inbegrip van kernmaak), 3s. 3d. per uur.

„manufacturing moulding” means the production by special application to the job of green sand castings on a quantity production basis in a mechanical production plant or hand production plant in a separate establishment or department or in such a manner on a separate part of the foundry floor to that upon which jobbing moulding is carried on that the employer or his representative is able to show at any time the part of the floor on which jobbing moulding is carried on and the separate part devoted to manufacturing moulding, and includes the production of the cores for such castings;

„mechanical production plant” means a plant wherein or whereon mechanical production moulders make the complete job and wherein manufacturing moulding is carried out as defined herein, and shall consist of—

(a) not less than five moulding machines to which moulding sand is fed by hand; or

(b) a plant using moulding machines and/or sand slingers to which moulding sand is fed from a sand conditioning plant by means of an overhead conveyor system through hoppers placed above the machines and which is equipped with a mechanical moving conveyor so placed as to receive and convey the completed moulds from the moulding machines to a point for casting and knocking out; provided that in both (a) and (b) no plant shall be a mechanical production plant unless the moulding boxes used are of the type hereinafter defined as being of special application to the job and the cutting of runners is eliminated and the pattern is rammed and drawn mechanically. Cores used in a mechanical production plant may be made by the mechanical production moulder when produced on a quantity production basis by core-blowing machines, and may be made by hand by the mechanical production moulder when the cores are made from purpose made core boxes and vented by vent wire and/or where the use of fabricated or cast core irons and loose pieces left as part of the core are eliminated;

„mechanical production moulder” means an employee employed on mechanical production moulding;

„mechanical production moulding” means the production in a mechanical production plant of green sand castings where the pattern is drawn and rammed mechanically, the moulding boxes are of special application to the job and the cutting of runners is eliminated;

„hand production plant” means a building or section of a foundry devoted to manufacturing moulding wherein hand production moulders and/or learner hand production moulders make the complete job, and includes moulding machines used in conjunction with plate moulding; provided that loose pieces in core boxes must be drawn before the core box is opened and cast or fabricated core irons may not be used in a hand production plant. Tools and dry blacking may be used by the hand production moulder or learner hand production moulder in hand production plants, and they may dip or spray dry sand cores;

„hand production moulder” means an employee employed on hand production moulding;

„learner hand production moulder” means an employee employed on learning hand production moulding;

„hand production moulding” means green sand moulding and coremaking by hand from patterns fixed to plates (termed „plate moulding”) in which the use of hooks, sand joints, the cutting of runners and making up of vents are eliminated, and includes moulding or coremaking by machine when performed in conjunction with plate moulding.

„special application to the job” means—

(a) snap or pop-off flasks or purpose made moulding boxes having machined pins and drilled lug-holes and adapted to the moulding machine in which any reinforcement of the mould is effected by the construction of the boxes;

(b) purpose made patterns fixed to plates and so made and drawn by the moulding machine as to require no patching or sleeving;

„purpose made” means for the particular plant in the establishment;

„premium bonus system” means work paid for in accordance with the provisions of section 3 of this part of the Agreement.

2. WAGES AND/OR EARNINGS.

(1) No employer shall pay to employees (other than apprentices engaged on any of the classes of work hereinafter specified, wages and/or earnings lower than those stated against such classes and no employee shall accept wages and/or earnings lower than these stated against such classes:—

(i) *Journeyman's Work N.E.S.*

No person other than a journeyman or apprentice may be employed on journeyman's work without the prior permission of the Industrial Council.

Jobbing moulding (including coremaking).. 3s. 3d. per hour.

	Besoldiging.		
	Tyd- loonskaal per uur. s. d.	Premiebonus- skaal per uur. Basies + Bonus. s. d.	loonskaal per uur. s. d.
(ii) <i>Massagietwerk</i> —			
(a) <i>Handproduksievormgietwerk</i> —			
Eerste leerjaar—			
Eerste ses maande.....	1 6	—	—
Tweede ses maande.....	1 10	—	—
Tweede leerjaar.....	2 7½	—	—
Derde leerjaar.....	2 11½	—	—
Daarna.....	3 1	2 9	*
(b) <i>Masjienproduksiegietvormwerk</i> (met inbegrip van kernblaas- werk).....	2 11½	2 8	*
(c) <i>Werknemers wat uitsluitlik die</i> <i>ondervermelde werksaamhede</i> <i>verrig by die vervaardiging van</i> <i>geelkoperkrane met 'n gasdraad</i> <i>van hoogstens 1 duim—</i>			
Herhalingskernmaak met die hand.....	1 11	1 9	*
Herhalingskernskraap en/of -skoonmaak en/of in- spekteer.....			
Herhalingskernlegging in gietvorms.....			

* *L.W.*—Bonus moet so bereken word dat dit 'n gemiddelde werknemer in staat stel om minstens 27½ persent bo die basiese skaal van die premiebonus, soos voorgeskryf vir die bepaalde werk wat verrig word, te verdien.

(2) Geen werkgewer mag 'n persoon by handproduksiegietvormwerk in diens hê teen 'n loonskaal van minder as 3s. 1d. per uur nie, tensy die Raad vooraf sy toestemming daartoe verleen het en kragtens 'n leerlingkontrak in sodanige vorm as wat die Raad van tyd tot tyd kan vasstel en geen leerling-handproduksievormgieter mag tydens die leertyd op vormgietmasjiene en/of kernblasers in diens geneem word nie, tensy die Raad vooraf sy toestemming gegee het. Aansoeke om leerling-handproduksiegietvormers in diens te neem, moet aan die Gebiedsraad van die betrokke gebied gerig word.

(3) Kerns of gietvorms vir die masjienproduksie-installasie of handproduksie-installasie moet, na gelang van die geval, in die masjienproduksie-installasie deur masjienproduksiegietvormers of in die handproduksie-installasie deur handproduksiegietvormers en/of leerling-handproduksiegietvormers vervaardig word, en kerns of gietvorms vir die afdeling, inrigting of departement vir spesiale gietwerk moet deur vakmanne of vakleerlinggietvormers, na gelang van die geval, in die afdeling, inrigting of departement vir spesiale gietwerk vervaardig word.

(4) Gietlopies moet, na gelang van die geval, deur die gietvormer, leerlinggietvormer, handproduksiegietvormer, leerling-handproduksiegietvormer of masjienproduksiegietvormer wat die werkstuk maak, opgemaak en op die werkstuk geplaas word; met dien verstande dat vakleerlinge die gietlopiestregters vir die werk van vakmangietvormers mag vervaardig en leerling-handproduksiegietvormers vir die werk van handproduksiegietvormers; voorts met dien verstande dat in afdelings inrigtings of departemente vir spesiale gietwerk waarin 'n gietvormer uitsluitlik vir die toemaak van gietvorms in diens is, die gietlopies deur handproduksiegietvormers vervaardig mag word indien hulle in groot hoeveelhede weg van die spesiale gietwerkstuk gemaak word, en die gietlopies wat aldus vervaardig is, word na gelang van die geval, deur die vakmangietvormer of leerlinggietvormer op die spesiale gietwerkstuk geplaas.

(5) Arbeiders mag gebruik word om produksiegietvorms toe te maak en vas te klamp; met dien verstande dat inmeekaarsitpenne en -klemme wat korrekte lessings gee, gebruik word en dat die werk onder toesig van 'n produksiegietvormer uitgevoer word.

(6) Elke werkgewer moet afsonderlike loonboeke en/of aantekeninge hou ten opsigte van werknemers wat kragtens subartikel (1) (ii) van hierdie artikel in diens is.

3. PREMIEBONUSSTELSEL.

'n Werknemer kan, behoudens die voorwaardes hieronder bepaal, met sy werkgewer ooreenkom om ooreenkomstig 'n stelsel van betaling volgens resultate te werk:—

(i) Ten opsigte van oortyd, nagskofwerk en werk wat op Sondae en openbare vakansiedae gedoen word, is die bepalinge soos vervat in die Ooreenkomms van toepassing.

(ii) Die premiebonuspryse moet by onderlinge ooreenkomms deur 'n Prysvasstellingskomitee vasgestel word wat betsaan uit die werkgewer en/of sy verteenwoordiger en drie werknemers van wie een die werkwinkelvertegenwoordiger is en een 'n werknemer wat die premiebonuswerk verrig, of gaan verrig.

(iii) In die geval van 'n geskil ten opsigte van die premiebonusprys wat nie tussen die partye onderling gereël kan word nie, moet die saak onmiddellik deur een of albei van die verongelykte partye by die Nywerheidsraad aangegee word; laasgenoemde se beslissing is terugwerkend tot die datum van klage en finaal; die Raad moet sodanige beslissing gee binne sewe dae nadat die klage ingedien is.

	Remuneration.		
	Time Rate per Hour. s. d.	Premium Rates per Hou s. d.	Bonus s. d.
(ii) <i>Manufacturing moulding</i> —			
(a) <i>Hand production moulding</i> —			
First year of learnership—			
First six months.....	1 6	—	—
Second six months.....	1 10	—	—
Second year of learnership....	2 7½	—	—
Third year of learnership.....	2 11½	—	—
Thereafter.....	3 1	2 9	*
(b) <i>Mechanical production moulding</i> (including core-blowing).....	2 11½	2 8	*
(c) <i>Employees exclusively engaged</i> <i>on the undermentioned opera-</i> <i>tions in the manufacture of brass</i> <i>taps of a size not exceeding one</i> <i>inch gas thread—</i>			
Repetition coremaking by hand.....	1 11	1 9	*
Repetition core scraping and/or cleaning and/or inspecting.....			
Repetition core laying in moulds.....			

* *Note.*—Bonus to be calculated to enable an average employee earn not less than 27½ per cent. above the premium bonus basic rate prescribed for the particular class of work being performed.

(2) No employer shall employ any person on hand production moulding at a rate of pay less than 3s. 1d. per hour except with the prior consent of the Council and under a learnership contract in such form as may be determined by the Council from time to time, and no learner hand production moulder may be employed during the learnership period on moulding machine and/or core-blowers without the prior consent of the Council. Applications to employ learner hand production moulders shall be made to the Regional Council for the area concerned.

(3) Cores or moulds for the mechanical production plant or hand production plant shall be made, as the case may be, in the mechanical production plant by mechanical production moulder or in the hand production plant by hand production moulder and/or learner hand production moulders, and cores or moulds for the jobbing moulding section, establishment or department shall be made by journeyman or apprentice moulders, as the case may be, in the jobbing moulding section, establishment or department.

(4) Runner cups shall be made up and placed on the job by the moulder, apprentice moulder, hand production moulder, learner hand production moulder or mechanical production moulder making the job, as the case may be, provided that apprentices may make the runner cups for the work of journeyman moulders and learner hand production moulders for the work of hand production moulders, and provided further that in jobbing moulding sections, establishments or departments in which any moulder is exclusively employed on the closing of moulds, the runner cups may be made up by hand production moulders if made in large quantities away from the job and the runner cups so made are placed on the job by the journeyman moulder or apprentice moulder, as the case may be.

(5) Labourers may be used to close and clamp production moulds, provided that correctly registering assembly pins and clamps are used, and that the work is executed under the supervision of a production moulder.

(6) Every employer shall keep separate wage books and/or records in respect of employees employed in terms of sub-section (1) (ii) of this section.

3. PREMIUM BONUS SYSTEM.

Subject to the conditions hereunder set out, an employee may agree with his employer to work under system of payment by result:—

(i) The conditions specified in this Agreement in respect of overtime, night shift work and work performed on Sundays and on the public holidays enumerated in the Agreement shall apply.

(ii) Premium bonus prices 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 engage on the premium bonus work.

(iii) In the event of a dispute in the premium bonus price and failing an arrangement being come to in settlement between the parties, the matter shall forthwith be referred by one or both of the aggrieved parties to the Industrial Council, whose decision shall be made retrospective to the date of complaint and be final; such decision shall be made by the Council within seven days of the complaint being lodged with it.

- (iv) In afwagting van 'n ooreenkoms ten opsigte van die premiebonusprys of ingeval die premiebonusprys ingevolge (iii) na die Nywerheidsraad verwys word, moet die werknemer met die werk voortgaan in ooreenstemming met die premiebonusprys wat deur die bestuur toegelaat word.
- (v) Vir tyd wanneer 'n werknemer deur abnormale omstandighede verhinder word om sy werk voort te gaan, moet, indien van die werknemer vereis word om op sy pos te bly, betaal word teen die skale wat ingevolge hiervan op werknemers wat volgens werktijd besoldig word, van toepassing is, met voorwaardes soos bepaal in die Ooreenkoms waarvan in subartikel (i) verwys word, ten opsigte van oortyd en nagskof wanneer dit van toepassing is.
- (vi) Geen betaling word gedoen nie ten opsigte van vertraging wat normaal in die inrigting voorkom en wat by die vaststelling van die tydtoelae in aanmerking geneem is.
- (vii) Geen skaal waartoe 'n werkgewer en werknemer ooreengekom het, word as bevredigend beskou as sodanige skaal 'n gemiddelde werknemer wat op 'n premiebonusstelsel in diens is, nie in staat stel om minstens 27½ persent meer te verdien nie as die basiese loon wat hierin vir die betrokke werksaamheid vasgestel is.
- (viii) Die werknemer moet in elke geval „tydloonskaal”-loon gewaarborg word, afgesien van verdienste vir ure wat gewerk word.
- (ix) 'n Werknemer op 'n premiebonusstelsel in diens, moet op die gewone betaaldag van elke week betaal word.
- (x) Geen premiebonusprys of basiese tyd wat eenmaal vasgestel is, mag gewysig word nie, behalwe om ondervermelde redes:—
 - (1) 'n Fout in die berekening aan enige kant of;
 - (2) verandering van die materiaal, wyse of metode van produksie, of die hoeveelhede; of
 - (3) 'n onderlinge ooreenkoms tussen die werkgewer en die werknemer op dieselfde wyse as waarop 'n nuwe loonskaal vasgestel word; of
 - (4) 'n beslissing van die Nywerheidsraad ingevolge klousule (iii) hiervan.
- (xi) Die Nywerheidsraad kan om enige rede na goedgekeurde enige inrigting verbied om volgens die premiebonusstelsel te werk.

4. IN DIENS HÊ VAN PERSONE ONDER 19 JAAR OUD.

Die minimum ouderdom vir leerling-handproduksievormgieters is 17 jaar, en geen werkgewer mag 'n persoon onder 19 jaar oud vir masjienproduksiegietsvormwerk, of handproduksiegietsvormwerk in diens neem nie.

5. INDIENSNEMING VAN VAKVERENIGINGSARBEIDSKRAGTE.

Geen werkgewer mag 'n persoon vir die werksaamhede wat in artikel 2 hiervan genoem word, in diens neem nie, tensy die persoon lid is van die „Ironmoulders' Society of South Africa”; en geen persoon wat lid is van die „Ironmoulders' Society of South Africa” mag vir 'n werkgewer wat nie lid van een van die werkgewersorganisasies is, werk nie; met dien verstande dat hierdie bepaling nie van toepassing is op werknemers behalwe vakmanne, gedurende die eerste drie maande wat hulle in die nywerheid werksaam is nie.

6. REGISTRASIE VAN WERKGEWERS.

- (1) (a) Elke werkgewer wat dit nie reeds in ooreenstemming met enige vorige ooreenkoms gedoen het nie, moet binne een maand na die datum waarop hierdie Ooreenkoms in werking tree; en
- (b) elke werkgewer wat na daardie datum die gieterybedryf begin uitoefen, moet binne een maand nadat hy met werksaamhede begin het, bo en behalwe die bepalings van paragraaf (c) (i) hiervan na te kom, aan die Sekretaris van die Gebiedsraad vir die betrokke gebied onderstaande besonderhede verstrek:—
 - (i) Naam, voluit;
 - (ii) Adres;
 - (iii) Bedrywe of werksaamhede wat hy uitoefen.
- (c) (i) Elke werkgewer wat op die datum van inwerkingtreding van hierdie Ooreenkoms die Gieterybedryf uitoefen en elke werkgewer wat na die datum van inwerkingtreding van hierdie Ooreenkoms, die Gieterybedryf begin uitoefen, moet voordat hy die spesiale voorwaardes wat kragtens hierdie Ooreenkoms toegestaan word onder „massagietwerk” toepas, by die Raad aansoek om en van hom 'n sertifikaat van registrasie van sy inrigting, of na belang van die geval van 'n gedeelte daarvan as 'n inrigting waarin „massagietwerk” uitgevoer word, verkry. Aansoeke om sodanige registrasie moet aan die Sekretaris van die Gebiedsraad vir die betrokke gebied gerig word.
- (ii) Indien 'n werkgewer versuim om sy inrigting of gedeelte daarvan, na gelang van die geval, as 'n inrigting waarin „massagietwerk” uitgevoer word te registreer, of indien aan hom 'n registrasiesertifikaat vir sy inrigting as 'n inrigting waarin „massagietwerk” uitgevoer word, geweier word, sal die beskou word dat hy 'n inrigting beheer waarin spesiale gietwerk uitgevoer word, en 'n werkgewer aan wie sodanige sertifikaat toegestaan is, word, desnieteenstaande, beskou as spesiale gietwerk uit te voer in sy bedryf van enige „massagietwerk” werksaamhede ten opsigte waarvan hy versuim het om die voorwaardes wat in hierdie Ooreenkoms vir „massagietwerk” voorgeskryf word, na te kom.
- (2) In die gevalle waar die werkgewer 'n vennootskap is, moet, benewens die inligting ooreenkomstig subartikel (i) van hierdie artikel, ook die naam waaronder die vennootskap werk, verstrek word.

- (iv) Pending an arrangement being come to regarding the premium bonus price, or in the event of the premium bonus price being referred to the Industrial Council in terms of (iii), the employee shall proceed with the job in accordance with the premium bonus price allowed by the management.
- (v) 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 rates applicable in terms hereof to employees remunerated according to time worked, with conditions as laid down in the Agreement referred to in sub-section (i) in respect of overtime and night shift when applicable.
- (vi) No payment shall be made for delays which are normal in the establishment concerned, and which have been considered when fixing the time allowance.
- (vii) No rate agreed upon between an employer and an employee shall be considered to be satisfactory if such rate does not enable an average employee employed on a premium bonus system to earn not less than 27½ per cent. above the basic rate herein laid down for the occupation concerned.
- (viii) In all cases the employee shall be guaranteed “time rate” wages irrespective of earnings for the hours worked.
- (ix) An employee engaged on a premium bonus system shall be paid on the normal pay day of each week.
- (x) No premium bonus prices or basis times once established may be altered except for the following reasons:—
 - (1) A mistake in the calculation on either side; or
 - (2) the material, means or method of production or the quantities are changed; or
 - (3) a mutual arrangement has been come to between the employer and employee in the same way as a new price is arranged;
 - (4) An Award is made by the Industrial Council in terms of (iii) hereof.
- (xi) The Industrial Council may, for any reason which it deems fit, prohibit any establishment from working under premium bonus system.

4. EMPLOYMENT OF PERSONS UNDER 19 YEARS OF AGE.

The minimum age for learner hand production moulders shall be 17 years of age, and no employer shall employ any person under 19 years of age as a hand production moulder or mechanical production moulder.

5. EMPLOYMENT OF TRADE UNION LABOUR.

No employer shall employ any person on the occupations enumerated in section 2 hereof who is not a member of the Ironmoulders' Society of South Africa, and no person who is a member of the Ironmoulders' Society of South Africa shall work for an employer who is not a member of one of the employers' organisations; provided that this provision shall not apply to employees other than journeymen for the first three months of employment in the Industry.

6. REGISTRATION OF EMPLOYERS.

- (1) (a) Every employer who has not already done so in pursuance of any previous Agreement shall within one month from the date on which this Agreement comes into operation; and
- (b) every employer entering the Foundry trade after that date shall within one month of operation by him, in addition to complying with the provisions of paragraph (c) (i) hereof, forward to the Secretary of the Regional Council of the area concerned, the following particulars:—
 - (i) Full name.
 - (ii) Address.
 - (iii) Trades or operations carried out by him.
- (c) (i) Every employer engaged in the Foundry Trade at the date of coming into operation of this Agreement and every employer entering the Foundry Trade after the date of coming into operation of this Agreement shall, before putting into operation the special conditions permitted in this Agreement under “manufacturing moulding”, make application to and obtain from the Council a Certificate of Registration for the establishment, or part thereof, as the case may be, as an establishment in which “manufacturing moulding” is conducted. Applications for such registration shall be made to the Secretary of the Regional Council of the area concerned.
- (ii) Any employer who fails to register his establishment, or part thereof, as the case may be, as an establishment in which “manufacturing moulding” is conducted or who is refused a certificate of registration for his establishment as an establishment in which “manufacturing moulding” is conducted shall be deemed to be conducting an establishment in which jobbing moulding is carried on, and any employer who has been granted such certificate shall, notwithstanding, be deemed to be engaged in jobbing moulding in his conduct of any “manufacturing moulding” operations in respect of which he has failed to observe the conditions in this Agreement prescribed for “manufacturing moulding”.
- (2) Where the employer is a partnership, information in accordance with sub-section (1) of this section, as well as the title under which the partnership operates, shall be furnished.

DEEL IV.

Geen werkgewer mag aan werknemers (behalwe vakleerlinge) in diens vir enigeen van die klasse werk in hierdie Ooreenkoms genoem, laer lone en/of verdienste betaal as wat teenoor dié soorte vermeld word nie, en geen werknemer mag laer lone en/of verdienste aanneem as wat teenoor dié klasse vermeld word nie.

AFDELING 1.

Afdeling vervaardiging van landbouwerktuie en/of besproeiingsmasjinerie (met inbegrip van windpompe), oprigting en inmeekaarsit.

- (i) Vakmanswerk—
Monteer in die werkwinkel of op die veld 3s. 3d. per uur.
- (ii) Oprigting en inmeekaarsit op die veld van windpompe, tenkvoetstukke en ander landbou- en besproeiingsmasjinerie wat gemaak is uit voorafgevormde onderdele en/of saamgevoegde onderdele wanneer geen monteerwerk vereis word nie, vir landbou- en huishoudelike doeleindes..... 2s. 3½d. per uur.
- (iii) Die volgende werksaamhede wat verrig word by die vervaardiging van—
ploeg en/of ee en/of planters en/of ander grondbewerkingswerktuie (behalwe handsny- en/of ander klein gereedskap) en of dele daarvan en/of
windpompe en/of besproeiingsmasjinerie vir huishoudelike en landboudeleindes.

	Besoldiging.		
	Tyd- loonskaal per uur.	Premiebonus- loonskaal per uur. Basies + Bonus.	
	s. d.	s. d.	s. d.
(a) Werk vir graad A-werksmanne—			
Herhalingsmoe - sweiswerk met hamer.....	2 11½	2 8	*
Inspeksie-inspekteur in beheer van skof.....			
Afdelingstoesig, N.E.V.N			
(b) Werk vir graad B-werksmanne—			
Stel van stempels in produksie-masjinerie.....			
Boor met behulp van stelmasjiene, of merke op radiaal-boormasjiene..			
Masjienafwerking van herhalingswerk met behulp van stelmasjiene en/of stoppe en/of skoorstukke as die masjien en/of gereedskap deur 'n vakman gestel word.....			
Hittebehandeling - opsigterswerk.....			
Bediening van kragstapelaars.....			
Oxiasetileenvlam- en/of elektriese laswerk by produksie, behalwe vonk, stuike en/of kol-las.....			
Herhalingsbuig- en/of toespitsingswerk op ploegbome.....	2 3½	2 1	*
Herhalingsheet- of koudperswerk met perse van meer as 200 ton vermoë, met uitsondering van strookwerk.....			
Herhalingsmasjieneaal-deurslaan volgens merke.....			
Herhalings-oxiasetileen-profielwerk en/of -sny volgens leipatroon....			
Herhalingstoespits en met hamer stuiksmee van egtande en dergelike onderdele, in matryse.....			
Herhalingsafsnij en/of bywerk van hoekysters volgens merke na smeerwerk.....			
Herhalingstuiksmee met hamer sonder matryse			
Afdelingstoesig — behalwe graad A-werksmanne.....			
(c) Werk vir graad C-werksmanne—			
Toesig oor graad D-werksmanne en arbeiders.....	1 11	1 9	*

PART IV.

No employer shall pay to employees (other than apprentice engaged in any of the classes of work hereinafter specified) wage 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.

DIVISION 1.

Agricultural Implement and/or Irrigation Machinery (including Windmills) Manufacturing, Erecting and Assembling Division.

- (i) Journeyman's Work—
Fitting in the workshop or in the field... 3s. 3d. per hour.
- (ii) Erection and assembly in the field where no fitting is required for agricultural and domestic purposes of windmills, tank stands and other agricultural and irrigation machinery made up of prefabricated and/or fitted components and/or parts.... 2s. 3½d. per hour.
- (iii) The following operations when performed in the manufacture of—
ploughs and/or harrows and/or cultivators and/or planters and/or other tillage implements (other than edge-hand and/or small tools) and/or parts thereof and/or
windmills and/or irrigation machinery for domestic and agricultural purposes.

	Remuneration.		
	Time Rate per Hour.	Premium Rates per Hour. Basic + Bonus.	Bonus per Hour.
	s. d.	s. d.	s. d.
(a) Grade "A" Operative's Work—			
Repetition forge welding by hammer.....	2 11½	2 8	*
Inspection—Inspector in charge of shift.....			
Sectional Supervising N.E.S.....			
(b) Grade "B" Operative's Work—			
Die setting on production machinery.....			
Drilling to jigs or marks on radial drilling machines.....			
Machining on repetition work by means of jigs and/or stops and/or by fixtures where the setting up of the machines and/or tools is done by a journeyman			
Heat treatment—Supervisory work.....			
Operating power stackers			
Oxy-acetylene and/or electric welding on production, other than flash, butt and/or spot welding.....			
Repetition bending and/or tapering of plough beams.....	2 3½	2 1	*
Repetition hot or cold blanking on presses of greater than two hundred tons capacity, excluding stripping.....			
Repetition machine punching to marks...			
Repetition oxy-acetylene profiling and/or cutting to template.....			
Repetition pointing and swaging using dies of harrow teeth and similar parts under hammer.....			
Repetition shearing and/or trimming of angle shares to marks after forging.....			
Repetition swaging under hammer without dies..			
Section supervising — other than of Grade "A" Operatives.....			
(c) Grade "C" Operative's Work—			
Supervising Grade "D" Operatives and Labourers.....	1 11	1 9	*

(d) Werk vir graad D-werksmanne—

Graad D/0.

Besoldiging.

Toesig hou oor ander graad D-werksmanne en -werkgewers op algemene arbeiderswerk wanneer as „baasjong” aangestel.....

Herhalingsheet- of koudperswerk met perse van meer as 50 ton vermoë, maar nie meer as 200 ton vermoë nie (met uitsondering van strookwerk).....

Herhalingsafsny en/of bywerk van ploegskare na smeerwerk, volgens voorafgestelde stempels.....

Herhalingsinmeekaarsit van masjienbewerkte onderdele wat geen inmeekaarsit of verstelling vereis nie.....

† Skaal per uur.

Graad D/1.

Outomaties reguitmaak en/of rondmaak en/of kleiner maak en/of uitrek en/of uittrek, N.E.V.N.....

Kraghamerdryf.....

Stamphamerwerk met matryse, hefboom-en/of trap en/of handpersmasjien en/of keepwerk as die werk gedoen word met behulp van voorafgestelde stempels, maar nie stel van die stempels nie.....

Kragperswerk as die werk gedoen word met voorafgestelde stempels, maar nie stel van stempels nie.....

Herhalingsheet- en/of koudbuig en/of fatsoeneer met behulp van stelmasjiene en/of stempels en/of stoppe

Herhalingsboorwerk en/of versinkboorwerk met behulp van stelmasjiene en/of afmerkings en/of mate en/of kortboorgate.....

Herhalings frees- en/of puntmasjienwerk.....

Herhalingsheet- en/of -koudklink met masjiene.....

Herhalingsmasjiendeurslaanwerk volgens stoppe en/of stelmasjiene en/of stempels en/of meetinstrumente by die vervaardiging van ploë en/of ee en/of planters en/of ander grondbewerkingswerktuie en/of dele daarvan

Herhalingsmasjiendeurslaanwerk en/of sny volgens stelmasjiene en/of stoppe en/of lengtemate van materiaal tot op $\frac{1}{4}$ dm. dik by die vervaardiging van windpompe en/of ander landbouwerktuie en besproeiingsmasjinerie.....

Herhalingsafmerking volgens stelmasjiene en/of leipatrone.....

Herhalingsvonk- en/of stuike en/of lap- en/of puntsweis by die vervaardiging van ploë en/of ee en/of planters en/of ander grondbewerkingswerktuie en/of dele daarvan.....

† Skaal per uur.

(d) Grade “D” Operative’s Work—

Grade “D”/0.

Remuneration.

Bossing other Grade “D” operative and employees on general labouring when appointed “boss boy”.

Repetition hot or cold blanking on presses greater than 50 tons capacity, but not greater than 200 tons capacity (excluding stripping).....

Repetition shearing and/or trimming to pre-set dies of plough shares after forging.....

Repetition assembly of machined parts which require no fitting and/or adjustment.....

† Rate per hour.

Grade “D”/1.

Automatic straightening and/or rounding and/or reducing and/or expanding and/or extracting N.E.S.....

Driving power hammer..

Drop forging using dies, fly and/or treadle and/or manual pressing and/or notching where the work is operated upon with pre-set dies other than setting of dies.....

Power pressing where the work is operated upon with pre-set dies other than setting of dies....

Repetition hot and/or cold bending and/or forming to jigs and/or dies and/or stops....

Repetition drilling and/or countersinking using jigs and/or marks and/or gauges and/or pops.....

Repetition fraizing and/or pointing machine work.....

Repetition hot/or cold riveting by machine...

Repetition machine punching to stops and/or jigs and/or dies and/or gauges in the manufacture of ploughs and/or harrows and/or cultivators and/or planters and/or other tillage implements and/or parts thereof.....

Repetition machine punching and/or cutting to jigs and/or stops and/or length gauges of material up to $\frac{1}{4}$ ” thickness in the manufacture of windmills and/or other gation machinery.....

Repetition marking to jigs and/or templets..

Repetition flash and/or butt and/or scarf and/or spot welding in the manufacture of ploughs and/or harrows and/or cultivators and/or planters and/or other tillage implements and/or parts thereof.....

† Rate per hour.

Besoldiging.

Graad D/1.

Herhalingspuntsweis by die vervaardiging van windpompe en/of ander landbou- en besproeiingsmasjinerie. Bedien van handkraghyser, nie onder toesig nie. Herhalingsheet- of kouters met perse van 50 ton vermoë of minder, maar nie strokies nie. Met hamer onder toesig van grofsmid slaan... Alle ander masjienbediening N.E.V.N. in hierdie artikel, by die vervaardiging van ploë en/of ee en/of planters en/of ander grondbewerkingswerktuie en/of dele daarvan. Inmekaarsit van ander as masjienbewerkte dele en van bestanddele vanuit voorraad wat geen monteerwerk of stelwerk nodig het nie, by die vervaardiging van windpompe en van ander landbou- en besproeiingsmasjinerie, met inbedrip van ploë en/of ee en/of planters en/of grondbewerkingswerktuie behalwe handsnygereedskap en/of klein gereedskap en/of dele daarvan.....

† Skaal per uur.

Graad-D/2.

Met 'n kwas anti-korrosielae aansmeer..... Afsny volgens stelmasjiene en/of stoppe en/of lengtemate en/of merke..... Masjinerie olie en/of smeer in voltydse diens. Enemmel en/of verf spuit. Herhalingskroefwerk met snyblokke en/of tappe met masjien en/of hand..... Skoonvryf met die hand en/of deur slyp en/of met draagbare kraggereedskap..... Metaal opvryf en/of poleer..... Sand en/of skrootblaaswerk..... Strokies maak uit stamp-hamerpletwerk en dergelike dele met behulp van stempels..... Herhalingsklinkwerk met die hand..... Afvalmetaal opсны.....

† Skaal per uur.

Graad-D/3.

In enemmel en/of verf indoop..... † Skaal per uur.

† Skaal per uur soos vir graad D/0, D/1, D/2- en D/3-werksmenne se werk in artikel 3 (1) (e) van deel I van die Ooreenkoms.

* *Let Wel.*—Bonus vir graad A-, B- en C-werkmansk-werk moet so bereken word dat dit 'n gemiddelde werknemer in staat stel om minstens 25 persent bo die basiese premiebonusskaal voor voorgeskryf vir die graad in die bepaalde klas werk wat verrig word, te verdien.

LET WEL.—Ondanks enige ander bepalings in hierdie Ooreenkoms, kan 'n werkgewer 'n werknemer wat in diens is ooreenkomstig die bepalings van subartikels (i) of (ii), by die maand betaal in plaas van weekliks en op Vrydag, teen minstens 4½ maal die bedrag waarop daardie werknemer geregtig is per week kragtens die bepalings van hierdie Ooreenkoms aan lone en/of verdienste en lewenskostetoelae vir die ure wat tot op 'n maksimum van 200 ure in 'n kalendermaand gewerk is. Vir ure bo 200 in 'n kalendermaand gewerk, moet betaal word teen oortydskale.

Remuneration.

Grade D/1.

Repetition spot welding in the manufacture of windmills and/or other agricultural and irrigation machinery..... Operating power driven hoist if not under supervision..... Repetition hot or cold blanking on presses of 50 tons capacity and under (excluding stripping)..... Striking by hand hammer under direction of blacksmith..... All other machine operations N.E.S. in this section in the manufacture of ploughs and/or harrows and/or cultivators and/or planters and/or other tillage implements and/or parts thereof.. Assembling of other than machined parts and of components from stock requiring no fitting or adjustment, in the manufacture of windmills and of other agricultural and irrigation machinery, including ploughs and/or harrows and/or cultivators and/or planters and/or tillage implements (other than edge-hand and/or small tools and/or parts thereof).....

† Rate per hour.

Grade "D"/2.

Application of anti-corrosive coatings by means of brush..... Cutting off to jigs and/or stops and/or length gauges and/or marks.. Oiling and/or greasing of machinery where so employed in a full-time capacity..... Spraying of enamel and/or paint..... Repetition screwing with die heads and/or taps by machine and/or hand..... Fettling by hand and/or by grinding and/or by portable power tools.. Metal buffing and/or polishing..... Sand and/or shot blasting..... Stripping drop forgings and similar parts using dies..... Repetition hand-riveting Cutting of scrap.....

† Rate per hour.

Grade "D"/3.

Dipping in enamel and/or paint..... † Rate per Hour.

† Rate per hour as for Grade "D"/0, "D"/1, "D"/2 and "D"/3 Operative's Work in Section 3 (1) (e) of Part I of the Agreement.

* *Note.*—Bonus for Grades "A", "B" and "C" Operative's Work to be calculated to enable an average employee to earn not less than 25 per cent. above the premium bonus basic rate prescribed in the Grade for the particular class of work being performed.

NOTE.—Notwithstanding any other provisions in this Agreement, an employer may pay an employee employed in terms of the provisions of sub-section (i) or (ii) by the month, instead of weekly and on Fridays, at not less than four and one-third times the amount to which such employee would be entitled per week under the terms of this Agreement in Wages and/or Earnings and Cost of Living Allowance, for the hours worked in any one calendar month up to a maximum of 200 hours. Hours worked in any one calendar month in excess of 200 hours shall be paid for at overtime rates.

AFDELING 2.

Afdeling bootbou en/of skeepsbou.

Vir die doeleindes van hierdie afdeling, beteken—

„bootbou- en/of skeepsbou”, die werk wat hoofsaaklik uit hout verrig word in verband met die bou, verandering en herstel van bote en/of skepe, ditsy gedeeltelik of geheel, met behulp van kraggereedskap, nl.—

(i) saag, fatsoeneer, buig in stolpers, of met klampe, van die kiel en hoofbalke; samestelling van die geraamte en ribbes en aanbring van inwendige en uitwendige beplanking, dekplanke, dwarsbalke, en bedekking met behulp van klinknaels, skroewe, boute, of houtpenne; samestelling van roer, stuurstoele, sitplekke, voetstutte, skeerlatte, kajuite, ra's, maste en alle houtbestanddele en bybehore, los en vas, wat nodig is of vereis word vir 'n boot of skip; en

(ii) monteer van voorafgevormde houtdele ooreenkomstig tekenings, of planne wat verskaf word vir die maak van die geraamte of samestellende dele van skepe of bote; syplanke en dekplanke aan geraamte aanbring en/of kalfater daarvan; toesig hou op die stutting van skepe droogdok of op die helling; toesig hou op die lê van die afloopbedding of die van stapel laat loop en algemene uitrusting van boot of skip; toesig hou op die oprigting en instandhouding van steuerwerk;

met inbegrip van algemene houtbewerking wat in verband met skeepsherstellings onderneem word.

„ervaring”, die totale tydperk, of tydperke, van diens in die vak van „bootbou en/of skeepsbou” soos in hierdie Ooreenkoms bepaal, sowel voor as na die inwerkingtreding van hierdie Ooreenkoms en sluit in elke tydperk van ervaring en/of opleiding wat deur die werkgewer in aanmerking geneem is by die vaststelling van die werknemer se aanvangsloon;

„seilmaak”, ontwerp, uitsny met die hand of met bandmes, naai met die hand of met masjien, van seile, dekseile en dekte vir boot of skip;

„takelwerk en/of splitswerk”, splits van tou, of draad, lopende en staande want, vallyne, ankertoue en loopplanktoue met die hand, tange of marlprieme, sjorseile en takels vir gebruik op bote en/of skepe;

„houtbewerkingsmasjini”, 'n werknemer wat met 'n kraggedrewe masjiene hout saag en/of vorm en/of fatsoeneer.

1 (a)—

KOLOM I.	KOLOM II.
In die Kaapprovinsie: in die magistraats-distrikte die Kaap, Wynberg, Simonstad, Bellville en Stellenbosch en die munisipale gebiede van Paarl, Wellington, Somerset-Strand, Somerset-Wes, Port Elizabeth, Walmer, Uitenhage en Oos-Londen.	In alle ander gebiede van die Unie van Suid-Afrika, met uitsondering van die gebiede in kolom I genoem.
In Natal: in die munisipale gebiede van Durban en Pietermaritzburg en die Plaaslike Administrasie- en Gesondheidsraadsgebiede Westville, Malvern en Pinetown.	
In the Oranje-Vrystaat; in die munisipale gebied van Bloemfontein.	
In Transvaal: in die munisipale gebiede van Krugersdorp, Randfontein, Roodepoort, Maraisburg, Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs, Nigel, Pretoria en Hercules.	
<i>Skaal per uur.</i> s. d.	<i>Skaal per uur.</i> s. d.
(i) Bootbou en/of skeepsbou... Takelwerk en/of splitswerk. Seilmaak... Houtbewerkingmasjini..	3 0
(ii) Skilder en/of poleer en/of beits en/of vernis en/of fineer vir inwendige montering en/of versiering....	2 9

DIVISION 2.

Boatbuilding and/or Shipwrighting Division.

For purposes of this Division—

“boatbuilding and/or shipwrighting” means the work performed mainly in wood in connection with the construction, alteration and repair of boats and/or ships either in part or whole, using hand, mechanical or power tools, i.e.—

(i) cutting, shaping, bending in steam press or with clamps the keel and main timbers; constructing framework and ribs and affixing internal and external planking, decking, battens and covering by means of rivets, screws, bolts or treenails; constructing rudder, thwarts, seats, stretchers, coamings, cabins, spars, masts and all wooden components and accessories, movable and immovable, which go into or are required for a boat or ship; and

(ii) fitting prepared pieces of timber according to drawings or plans provided to form framework or structural part of ships or boats; putting side planks and deck timbers on framework, and/or caulking same; supervising shoring up ship in dry dock or slipway; supervising laying of launchways or launching and generally fitting out boat or ship; supervising erection and maintenance of staging,

including general woodwork undertaken in connection with ship repairs;

“experience” means the total periods of employment in the occupation of “boatbuilding and/or shipwrighting” as in this Agreement defined, both before and after the coming into force of this Agreement, and includes any period of experience and/or training which the employer took into account in fixing the commencing wage of an employee;

“sailmaking” means the designing, cutting by hand or with band knife, sewing by palm and needle or by machine, boat or ship sails, covers and deck awnings;

“rigging and/or splicing” means splicing hemp or wire running and standing rigging, falls, mooring and gangway ropes by hand, pliers or marlinspike, seizing sheets and tackle for use on or by boats and/or ships;

“woodworking machinist” means an employee engaged in the act of cutting and/or forming and/or shaping wood on power driven machines.

1 (a)—

	COLUMN I.	COLUMN II.
	In the Cape Province, in the magisterial districts of the Cape, Wynberg, Simonstown, Bellville and Stellenbosch and the municipal areas of Paarl, Wellington, Somerset Strand, Somerset West, Port Elizabeth, Walmer, Uitenhage and East London.	In all other areas in the Union of South Africa excluding those areas specified in Column I.
	In Natal, in the municipal areas of Durban, and Pietermaritzburg and the Local Administration and Health Board areas of Westville, Malvern and Pine-town.	
	In the Orange Free State, in the municipal area of Bloemfontein.	
	In the Transvaal in the municipal areas of Krugersdorp, Randfontein, Roodepoort, Maraisburg, Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs, Nigel, Pretoria and Hercules.	
	<i>Rate per Hour.</i> s. d.	<i>Rate per Hour.</i> s. d.
(i) Boatbuilding and/or shipwrighting... Rigging and/or splicing... Sailmaking... Woodworking machinist	3 3	3 0
(ii) Painting and/or polishing and/or staining and/or varnishing and/or veneering for interior finishing and/or decorating...	2 9	2 9

(b) Leerlinge in diens vir bootbou en/of skeepsbou—

Gedurende eerste jaar ervaring.....	25s. per week.
Gedurende tweede jaar ervaring.....	35s. per week.
Gedurende derde jaar ervaring.....	50s. per week.
Gedurende vierde jaar ervaring.....	70s. per week.
Gedurende vyfde jaar ervaring.....	90s. per week.
Daarna.....	Die skale van betaling soos vasgestel vir bootbou en/of skeepsbou in sub-artikel (a) hiervan in kolom I of kolom II, al na gelang van die geval.

LET WEL.

(1) Geen werkgewer kan na inwerkingtreding van hierdie Ooreenkoms 'n persoon as leerling in diens neem nie sonder voorafgaande toestemming van die Raad en 'n sertifikaat in sodanige vorm as wat die Raad kan voorskryf. Aansoek moet, na gelang van die geval, gedoen word by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Kaapse Streeksraad), Posbus 4012, Kaapstad; (Grensstreeksraad), Posbus 27, Oos-Londen; (Natale Streeksraad), Posbus 2778, Durban; (Middellandse Streeksraad), Posbus 3051, Port Elizabeth; of (Transvaalse Streeksraad), Posbus 3998, Johannesburg.

(2) 'n Werknemer wat op die datum van publikasie van hierdie Ooreenkoms loon ontvang, of in diens is op voorwaardes wat gunstiger is as dié wat in hierdie Ooreenkoms voorgeskryf word, moet verder daardie lone betaal en daardie voorwaardes toegeken word vir solank as wat hy by dieselfde werkgewer in diens bly.

AFDELING 3.

Afdeling vir die vervaardiging van boute en/of moere en/of spoorwaskroewe en/of los boorysters.

Die volgende werksaamhede by die vervaardiging van boute en/of moere en/of spoorwaskroewe en/of klinknaels en/of los boorysters—

(a) Graad A-werkmanswerk—

Opsigterswerk met inbegrip van stel vir enigeen van die volgende werksaamhede—

- (i) Boute en/of moere en/of klinknaels—
 Heet- of koudsmee van boute of klinknaels.
 Heet- of koudafwerk van boute of klinknaels.
 Draadsny op en afpunt van boute.
 Tap en/of frees van moere.
 Afsny van penne.

(ii) Los boorysters—

Afsny van ponsstukke.
 Smeec.
 Frees.
 Boor.
 Ru-slyp.

Rooster.	Besoldiging.		
	Tyd- loonskaal per uur.	Premie-bonus- loonskaal per uur. Basies + Bonus.	
s. d.	s. d.	s. d.	
Eerste ses maande ervaring...	1 6	—	—
Tweede ses maande ervaring	1 9	—	—
Derde ses maande ervaring...	2 0	—	—
Vierde ses maande ervaring..	2 6	—	—
Daarna.....	2 11½	2 8	*
Werknemers onder 21 jaar oud—			
Eerste ses maande ervaring.	1 3	—	—
Daarna.....	Soos per rooster.		

* L.W.—Bonus moet so bereken word dat dit 'n gemiddelde werknemer in staat stel om minstens 25 persent bo die basiese loonskaal van die premiebonus soos in die graad vir die bepaalde soort werk wat verrig word, voorgeskryf, te verdien.

(b) Werk vir graad D-werksmannne—

Graad D/1.

Besoldiging.

Smeec van boute en/of moere en/of klinknaels..... }
 Bout- en/of klinknaelkoppe } † Skaal per uur.
 smeec en/of koudafwerk.... }
 Smeec en/of frees en/of slyp }
 van los boorysters..... }

Graad D/2.

Heetstrook van boute en/of klinknaels..... }
 Tap van moere..... }
 Draadsny op boute en/of stange..... } † Skaal per uur.
 Pons en/of boor en/of blus }
 van los boorysters..... }

(b) Learners employed on Boatbuilding and/or Shipwrighting—

During the first year of experience..	25s. per week.
During the second year of experience	35s. per week.
During the third year of experience.	50s. per week.
During the fourth year of experience	70s. per week.
During the fifth year of experience..	90s. per week.
Thereafter.....	The rates of pay set out for boat building and/or shipwrighting in sub-section (a) hereof in Column I or Column II as the case may be.

NOTES.

(1) No employer shall engage any person as a learner after this Agreement comes into force without obtaining the prior approval of the Council and a Certificate from the Council in such form as it may prescribe. Application shall be made, as the case may be, to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Cape Regional Council), P.O. Box 4012, Cape Town; (Border Regional Council), P.O. Box 27, East London; (Natal Regional Council), P.O. Box 2778, Durban; (Midland Regional Council), P.O. Box 3051, Port Elizabeth; or (Transvaal Regional Council), P.O. Box 3998, Johannesburg.

(2) An employee who at the date of publication of this Agreement is in receipt of wages or employed under conditions which are more favourable than those prescribed in this Agreement, shall continue to receive such wages and enjoy such conditions so long as he remains in the employment of the same employer.

DIVISION 3.

Bolt and/or Nut and/or Coach Screw and/or Rivet and/or Detachable Bit Manufacturing Division.

The following operations in the manufacture of bolts and/or nuts and/or coach screws and/or rivets and/or detachable bits:—

(a) Grade A Operative's Work—

Supervisory work including setting up on any of the following operations:—

(i) Bolts and/or Nuts and/or Rivets—

Hot or cold forging of bolts or rivets.
 Not or cold trimming of bolts or rivets.
 Screwing or pointing bolts.
 Tapping or frazing nuts.
 Cropping pins.

(ii) Detachable Bits—

Cropping slugs.
 Forging.
 Frazing.
 Drilling.
 Rough grinding.

Remuneration.

Schedule.	Time Rate per Hour.			Premium Bonus Rates per Hour.	
	s. d.	s. d.	s. d.	Basic	+ Bonus.
First six months of experience	1 6	—	—	—	—
Second six months of experience.....	1 9	—	—	—	—
Third six months of experience.....	2 0	—	—	—	—
Fourth six months of experience.....	2 6	—	—	—	—
Thereafter.....	2 11½	2 8	*		
Employees under 21 years of age—					
First six months of experience.....	1 3	—	—		
Thereafter (as per Schedule).					

* Note.—Bonus to be calculated to enable an average employee to earn not less than 25 per cent. above the premium bonus basic rate prescribed in the Grade for the particular class of work being performed.

(b) Grade D Operative's Work—

Remuneration.

Grade D/1.

Bolt and/or nut and/or rivet forging..... }
 Bolt and/or rivet heading } † Rate per hour.
 and/or cold trimming.... }
 Detachable bit forging and/or frazing and/or grinding. }

Grade D/2.

Bolt and/or rivet hot stripping }
 Nut tapping..... } † Rate per hour.
 Bolt and/or rod screwing.... }
 Detachable bit punching and/or drilling and/or quenching..... }

Besoldiging.

Graad D/3.

Afsny van boute en/of klinknaels en/of los boorysters
Afpunt van boute.....
Moere frees.....
Ponsstukke vir los boorysters verhit.....
Oondvulling vir hittebehandeling.....
Verhitting van boute en/of moere en/of klinknaelstawe.....
Inspeksie van los boorysters.

† Skaal per uur.

† Skaal per uur soos vir graad D/1-, D/2- en D/3-werkmanne se werk in artikel 3 (1) (e) van deel I van die Ooreenkoms.

AFDELING 4.

Afdeling vervaardiging van kettings.

Die volgende werksaamhede vir die vervaardiging en/of fabriseer van kettings en/of vasmaakhake [met inbegrip van (a), (b) en (c) hiervan, vervanging en/of verandering en/of stel van gereedskap en onderdele wat by vervaardiging in hierdie afdeling hoort]:—

Besoldiging.

Tyd- Premie-bonus-
loonskaal loonskaal per uur.
per uur. Basies + Bonus.
s. d. s. d. s. d.

(a) Afdeling outomaties fatsoeneer en sweis—

Eerste jaar ervaring.....	1 3	—	—
Tweede jaar ervaring.....	1 9	—	—
Derde jaar ervaring.....	2 6	—	—
Daarna.....	3 0	2 8	*

(b) Afdeling vuursweis en smeewerk (kettings en/of vasmaakhake)—

Eerste jaar ervaring.....	1 3	—	—
Tweede jaar ervaring.....	1 9	—	—
Derde jaar ervaring.....	2 6	—	—
Daarna.....	3 0	2 8	*

(c) Afdeling prosesbewerking, inme-
kaarsit van kettings en/of inspek-
sie van kettings en/of vasmaak-
hake (N.E.V.N. hierdie afdeling)—

Eerste ses maande ervaring...	1 1	—	—
Tweede ses maande ervaring...	1 6	—	—
Derde ses maande ervaring...	2 0	—	—
Daarna.....	2 6	2 3	*

* L.W.—Bonusse vir gekwalifiseerde werksmanne kragtens (a), (b) of (c) van hierdie afdelings in diens, moet so bereken word dat dit 'n gemiddelde werknemer is staat stel om minstens 25 persent bo die basiese loonskaal te verdien van die premiebonus soos in die graad vir die bepaalde soort werk wat verrig word, voorgeskryf.

(d) Werk vir graad D-werksmanne—

Besoldiging.

Graad D/0.

Toesig hou oor ander graad D-werksmanne en -werknemers op algemene arbeiderswerk indien as „baasjong” aangestel....

† Skaal per uur.

Graad D/1.

Bediening van kraghamer....
Suurbadbewerking van draad en/of stange.....
Kragprosesbewerking as voorafgestelde stempels gebruik word (behalwe die stel van stempels).....

† Skaal per uur.

Graad D/2.

Bediening van outomatiese vorm- en/of sweismasjiene as opstel van masjiene gedoen word deur 'n gekwalifiseerde werksman wat kragtens (a), (b) of (c) van die afdeling in diens is....

† Skaal per uur.

† Skaal per uur soos vir graad D/0-, D/1- en D/2-werksmanne se werk in artikel 3 (1) (e) van deel I van die Ooreenkoms.

Grade D/3.

Remuneration.

Bolt and/or rivet and/or detachable bit cropping.....
Bolt pointing.....
Nut fraizing.....
Detachable bit slug heating..
Heating treatment furnace loading.....
Bolt and/or rivet and/or nut bar heating.....
Detachable bit inspection.....

† Rate per hour.

† Rate per hour as for Grade D/1, D/2 and D/3 Operative's Work in section 3 (1) (e) of Part I of the Agreement.

DIVISION 4.

Chain Manufacturing Division.

The following operations in the manufacture and/or fabrication of chains and/or attachments [including as for (a), (b) and (c) hereof, replacing and/or changing and/or adjusting tools and spare parts appertaining to manufacture in this Division]:—

Remuneration.

Time Premium Bonus
Rate Rates per Hour.
per Hour. Basic + Bonus.
s. d. s. d. s. d.

(a) Automatic Forming and/or Welding Department—

First year of experience.....	1 3	—	—
Second year of experience....	1 9	—	—
Third year of experience.....	2 6	—	—
Thereafter.....	3 0	2 8	*

(b) Fire Welding and Blacksmithing Department (Chain and/or Attachments)—

First year of experience.....	1 3	—	—
Second year of experience....	1 9	—	—
Third year of experience.....	2 6	—	—
Thereafter.....	3 0	2 8	*

(c) Chain processing, piece-welding welding and/or inspection of chain and/or attachments (N.E.S. this Division)—

First six months of experience	1 1	—	—
Second six months of experience.....	1 6	—	—
Third six months experience.	2 0	—	—
Thereafter.....	2 6	2 3	*

* Note.—Bonus for qualified Operatives employed in terms of (a), (b) or (c) of this Division to be calculated to enable an average employee to earn not less than 25 per cent. above the premium bonus basic rate prescribed in the Grade for the particular class of work being performed.

(d) Grade D Operative's Work—
Grade D/0.

Remuneration.

Bossing other Grade D Operatives and employees employed on general labouring when appointed “boss boy”.....

† Rate per hour.

Grade D/1.

Driving power hammer.....
Pickling of wire and/or rods
Power pressing where pre-set dies are used (other than the setting of dies).....

† Rate per hour.

Grade D/2.

Attendance on automatic forming and/or welding machines where the setting up of the machine is effected by a qualified operative employed in terms of (a), (b) or (c) of the Division..

† Rate per hour.

† Rate per hour as for Grade D/0, D/1 and D/2 Operative's Work in Section 3 (1) (e) of Part I of the Agreement.

AFDELING 5.

Afdeling vervaardiging van handelsysteryware.

Die volgende werksaamhede (N.E.V.N.) vir die vervaardiging van handelsysteryware—

(a) Werk vir vakmanne—

Stowe installeer en/of inme-
kaarsit..... 3s. 3d. per uur.

L.W.—Geen werkgewer mag sonder voorafgaande toestemming van die Raad, wat die voorwaardes waarop toestemming vir elke werkverrigting verleen word, moet voorskryf, enige persoon teen minder as 3s. 3d. per uur stowe laat installeer en/of inmekaar sit nie.

Besoldiging.

Tyd- loonskaal per uur.	Premie-bonus- skaal per uur.	Basies + Bonus.
s. d.	s. d.	s. d.

(b) Werk vir graad B-werksmanne—

Stowe inmeekaarsit.....

2 3½ 2 1 *

(c) Bedien van kaapstander- of draadvoermasjien — Skroefsnym- werk met snyblokke en tappe, oor ½ dm. stang.....

1 11 1 9 *

(d) Bedien van kaapstander- of draadvoermasjien — Skroefsnym- werk met snyblokke en tappe tot en met, maar nie oor ½ dm. stang nie.....

1 8 1 6 *

* L.W.—Bonus moet so bereken word dat dit 'n gemiddelde werknemer in staat stel om minstens 25 persent bo die basiese skaal van die premiebonus soos in die graad bepaalde soort werk wat verrig word, voorgeskryf, te verdien.

(e) Werk vir graad D-werksmanne—

As die hele artikel wat vervaardig en/of gefabriseer is nie meer as 10 pond weeg nie—

Graad D/1.

Herhalingsbediening van boormasjien.....
Herhalingsronddraai as die werknemer uitsluitlik aldus werksaam is vir kwantiteitsproduksie van standaard-vervaardigingsartikels.....
Gate vir skroewe en/of penne maak.....
Soldeer.....
Punt- en/of vonk- en/of weerstandsweis.....
Afwerk en/of buig en/of rol.....

Besoldiging.

† Skaal per uur.

Graad D/2.

Inmeekaarsit van onderdele en/of vasmaak met klinknaels en/of skroewe.....
Buig en/of fatsoeneer volgens stelmasjien en/of stoppe en/of skoorstukke.....
Skoonmaak van metaal in suurbad en/of ghriesverwydering.....

† Skaal per uur.

† Skaal per uur soos vir graad D/1- en D/2-werksmanne se werk in artikel 3 (1) (e) van deel I van die Ooreenkoms.

AFDELING 6.

Afdeling vervaardiging van handsnynmesse en/of klein gereedskap (behalwe fyn- en/of masjiengereedskap)—

Besoldiging.

Tyd- loonskaal per uur.	Premie-bonus- skaal per uur.	Basies + Bonus.
s. d.	s. d.	s. d.

(a) Werk vir graad A-werksmanne—

Opsigterswerk—algemeen....

2 11½ 2 8 *

(b) Werk vir graad B-werksmanne—

Assistent vir opsigterswerk—algemeen.....

Stel van stempele en/of messe en/of beitels op produksie-masjiene.....

Trek van handsnynmesse en/of klein gereedskap.....

2 3½ 2 1 *

Hittebehandeling van handsnynmesse en/of klein gereedskap—opsigterswerk.

Herhalings-vuursweis van handsnynmesse en/of klein gereedskap.....

DIVISION 5.

Commercial Hardware and/or Ironmongery Manufacturing Division.

The following operations (N.E.S.) in the manufacture of commercial hardware and/or ironmongery:—

(a) Journeyman's Work—

Range fitting and/or range assembling 3s. 3d. per hour

Note.—No employer shall employ any person on range fitting and/or range assembling at a rate of pay less than 3s. 3d. per hour without obtaining the prior consent of the Council, which shall prescribe the conditions under which permission for such employment is granted.

Remuneration.

Time Rate per Hour.	Premium Bonus Rates per Hour.
s. d.	s. d.

(b) Grade B Operative's Work—

Assembling stoves.....

2 3½ 2 1 *

(c) Capstan or wire feed machine operating—screwing operations with dies and/or die heads and taps, exceeding ½-in. rod.....

1 11 1 9 *

(d) Capstan or wire feed machine operating—screwing operations with dies and/or die heads and taps, up to and including ½-in. rod, not exceeding ½-in. rod.....

1 8 1 6 *

* Note.—Bonus to be calculated to enable an average employee to earn not less than 25 per cent. above the premium bonus basic rate prescribed for the particular class or work being performed.

(e) Grade D Operative's Work—

Where the complete article manufactured and/or fabricated does not exceed 10 lb. in weight—

Grade D/1.

Repetition operating of drilling machine.....
Repetition spinning where the employee is exclusively so engaged on quantity production of standard manufacturing lines.....
Screw and/or pin slotting...
Soldering.....
Spot and/or flash and/or resistance welding.....
Trimming and/or beading and/or rolling.....

Remuneration.

† Rate per hour.

Grade D/2.

Assembling components and/or affixing with rivets and/or screws.....
Bending and/or forming to jigs and/or stops and/or fixtures.....
Metal cleaning by pickling and/or degreasing.....

† Rate per hour.

† Rate per hour as for Grade D/1 and D/2 Operative's work in Section 3 (1) (e) of Part I of the Agreement.

DIVISION 6.

Edge-hand and/or Small Tool Manufacturing Division (other than precision and/or machine tools).

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

Remuneration.

Time Rate per Hour.	Premium Bonus Rates per Hour.
s. d.	s. d.

(a) Grade A Operative's Work—

Supervisory work—general....

2 11½ 2 8 *

(b) Grade B Operative's Work—

Assistant Supervisory work—general.....

Die and/or knife and/or cutter setting on production machines.....

Drawing of edge-hand and/or small tools.....

2 3½ 2 1 *

Heat treatment of edge-hand and/or small tools—supervisory work.....

Repetition fire welding of edge-hand and/or small tools.....

(c) Werk vir graad C-werksmanne—

Toesig oor enigeen of alle werksaamhede wat as werk vir graad D-werksmanne en/of algemene arbeider ingedeel. Las van handsnynmesse en/of klein gereedskap.....

Besoldiging.
Tyd- Premiebonus-
loon- loonskaal per uur.
skaal Basies + Bonus.
s. d. s. d. s. d.

1 11 1 9 *

* L.W.—Bonusse vir werk vir graad A-, graad B- en graad C-werksmanne moet so bereken word dat dit 'n gemiddelde werknemer in staat stel om minstens 25 persent bo die basiese skaal van die premiebonus soos in die graad vir die bepaalde soort werk wat verrig word, voorgeskryf, te verdien.

(d) Werk vir graad D-werksmanne—

Graad D/1.

Besoldiging.

Herhalingsheet- en/of koud-
buig en/of fatsoeneer met
behulp van stelmasjiene en/
of stempels en/of stoppe by
massaproduksie van hand-
snymesse en/of klein ge-
reedskap (behalwe fyn- en/
of masjiengereedskap).....
Herhalingsfrees- en/of af-
puntingsmasjiene werk.....
Herhalingsheet- en/of koud-
vormingswerk met behulp
van leidings en/of stel-
masjiene en/of stoppe en/
of stempels.....
Herhalingsheet- en/of koud-
pons met behulp van
leidings en/of stelmasjiene
en/of stoppe en/of stempels
Herhalingsboor- en/of ver-
sinkboorwerk met behulp
van stelmasjiene en/of af-
merkings en/of mate en/of
kortboorgate by die massa-
produksie - vervaardiging
van handsnymesse en/of
klein gereedskap (behalwe
fyn- en/of masjiengereed-
skap).....
Herhalingsafmerking volgens
stelmasjiene en/of lei patroon
Herhalings-elektriese stui- en/
of lap- en/of puntsweis...

† Skaal per uur.

Graad D/2.

Slyp en/of poleer van hand-
snymesse en/of klein ge-
reedskap (behalwe presies-
en/of masjiengereedskap...
Herhalingsafsnij volgens
stoppe en/of afmerkings...
Opsny van afvalmateriaal...

† Skaal per uur.

Graad D/3.

Alle handvatselverdaardi-
gingswerk.....
Alle gereedskapinmekarsit-
werk.....
Alle ander vervaardigings-
werk.....
Aanbring van verf en/of lak-
vernys deur indoop en/of
spuit en/of met 'n kwas...

† Skaal per uur.

† Skaal per uur soos vir graad D/1-, D/2- en D/3-werksmanne se werk in artikel 3 (1) (e) van deel I van die Ooreenkoms.

AFDELING 7.

Afdeling elektro-galvaniseer.

(a) Werk vir graad A-werksmanne—

Besoldiging.

Opsigterswerk — toesig oor
graad D-werksmanne en
algemene arbeiders.....

2s. 11½d. per uur.

(b) Werk vir graad D-werksmanne—

Graad D/2.

Bediener van elektro-galvani-
seerbath wanneer as bedie-
ner van elektro-galvaniseer-
bad aangestel.....
Metaalvryf en/of -poleer.....

† Skaal per uur.

(c) Grade C Operative's Work—

Supervising any or all of
operations scheduled as
Grade D Operative's Work
and/or general labourers...
Welding of edge-hand and/or
small tools.....

Remuneration.
Time Premium Bonus
Rate Rates per Hour.
per Hour. Basic + Bonus.
s. d. s. d. s. d.

1 11 1 9 *

* Note.—Bonus for Grades A, B and C Operative's Work to be calculated to enable an average employee to earn not less than 25 per cent. above the premium bonus basic rate prescribed in the Grade for the particular class of work being performed.

(d) Grade D Operative's Work—

Grade D/1.

Remuneration.

Repetition hot and/or cold
bending and/or forming to
jigs and/or dies and/or
stops in the mass pro-
duction manufacture of
edge hand and/or small
tools (other than precision
and/or machine tools)....
Repetition fazing and/or
pointing machine work....
Repetition hot and/or cold
blanking using guides and/
or jigs and/or stops and/or
dies.....
Repetition hot and/or cold
punching using guides and/
or jigs and/or stops and/or
dies.....
Repetition drilling and/or
countersinking using jigs
and/or marks and/or
gauges and/or pops in the
mass production manufac-
ture of edge-hand and/or
small tools (other than pre-
cision and/or machine tools
Repetition marking to jig
and/or templet.....
Repetition electric butt and/
or scarf and/or spot weld-
ing.....

† Rate per hour.

Grade D/2.

Grinding and/or polishing of
edge-hand and/or small
tools (other than precision
and/or machine tools)....
Repetition cutting off to stops
and/or marks.....
Scrap cutting.....

† Rate per hour.

Grade D/3.

All handmaking operations
All tool assembling operations
All other manufacturing
operations.....
Application of paints and/or
lacquers by means of dip-
ping and/or spraying and/
or brushing.....

† Rate per hour.

† Rate per hour as for Grade D/1, D/2 and D/3 Operative's Work in Section 3 (1) (e) of Part I of the Agreement.

DIVISION 7.

Electro-plating Division.

(a) Grade A Operative's Work—

Remuneration.

Supervisory work—supervis-
ing Grade D Operatives and
general labourers.....

2s. 11½d. per hour.

(b) Grade D Operative's Work—

Grade D/2.

Attending electro-plating bath
when appointed as electro-
plating bath attendant....
Metal buffing and or polishing

† Rate per hour.

<i>Graad D/3.</i>	<i>Besoldiging.</i>
Schoonmaak en/of bedraad en/of skuur.....	† Skaal per uur.
Skraapborsel.....	
Stroop en/of suurbad.....	
Algemene arbeiders met inbegrip van schoonmaak.....	Skaal per uur soos vir algemene arbeiders in artikel 3 (1) (f) van deel I van die Ooreenkoms.
† Skaal per uur vir graad D/2- en D/3-werkmanne se werk in artikel 3 (1) (e) van deel I van die Ooreenkoms.	

LET WEL.

- (1) Ten minste een Elektro-galvaniseerder kragtens artikel 3 (1) (a) van hierdie Ooreenkoms moet in elke inrigting in diens wees.
- (2) „Bediener van elektro-galvaniseerbath” beteken ’n ander werknemer as ’n elektro-galvaniseerder of ’n opsigter wat die elektriese stroom aanslaan en reguleer en die artikel wat gegalvaniseer word die regte tyd in die bad ingedompel hou.

AFDELING 8.

Afdeling vervaardiging van skoeiselpersmesse en beitels.

Die volgende werksaamhede by die vervaardiging van skoeiselpersmesse en beitels—

<i>(a) Vakmanswerk—</i>	<i>Per uur.</i>
Messe smee en/of vuursweis.....	s. d. 3 3
<i>(b) Werk vir graad A-werkmanne—</i>	
Messe en gereedskap verhard en hittebehandeling—	
Volgens leipatroon messe vyl wat spesiaal ontwerp is—	
Eerste drie maande ervaring.....	2 3½
Tweede drie maande ervaring.....	2 7½
Daarna.....	2 11½
<i>(c) Werk vir graad B-werkmanne—</i>	
Standaardmesse volgens leipatroon vyl.....	2 3½
Messe slyp met inbegrip van gereedskap slyp volgens stelmasjiën.....	
Mesprofielwerk en/of ruimwerk.....	
Slegs buig volgens leipatroon, maar nie vuursweis nie.....	
Maak van leipatrone uit 22-dikte plat ysterplaat volgens papierleipatrone.....	
<i>(d) Werk vir graad D/2-werkmanne—</i>	
„Buzzing” en/of opvryf en/of poleer—	
Eerste ses maande ervaring.....	0 8½
Daarna.....	0 9½

AFDELING 9.

Afdeling vervaardiging van hekke en/of heinings en/of kontrakwerk.

Die volgende werksaamhede by die vervaardiging en/of fabriseer van gesmede yster en/of buisvormige hekke en/of heiningpale en/of diefwering en/of tuinbanke:—

	<i>Besoldiging.</i>
	<i>Tyd- Premiebonus- loonskaal loonskaal per uur.</i>
	<i>per uur. Basies + Bonus.</i>
	<i>s. d. s. d. s. d.</i>
<i>(a) Grofsmidwerk en/of sweiswerk met inbegrip van afmerk, N.E.V.N.....</i>	3 3 — —
<i>(b) Werk vir graad B-werkmanne—</i>	
Buisvormige hekke en toebehore met die hand sweis...	2 3½ 2 1 *
<i>(c) Werk vir graad C-werkmanne—</i>	
Koudsaag—behalwe herhalings-afsnij.....	1 11 1 9 *
Boor.....	
Deurslaan van plat seksies..	
Afmerk volgens leipatroon..	
Ogies, kragies en hangers, N.E.V.N. maak.....	
<i>(d) Werk vir graad D-werkmanne—</i>	

Graad D/0.

Besoldiging.

Heiningpale met die hand sweis.....	† Skaal per uur.
Punt- en/of stui- en/of naelsweis.....	

Graad D/1.

Boor volgens setmasjiën....	† Skaal per uur.
Deurslaan met die hand en/of krag deurslaanmasjiën volgens setmasjiëne en/of stoppe.....	
L.W.—Graad C-werkman is verantwoordelik vir die stel van masjiën.	

<i>Grade D/3.</i>	<i>Remuneration.</i>
Cleaning and/or wiring up and/or scouring.....	† Rate per hour.
Scratch brushing.....	
Stripping and/or pickling...	
General labouring including preparation of buffs.....	Rate per hour as per general labouring in Section 3 (1) (f) of Part of Agreement.
† Rate per hour as for Grade D/2 and D/3 Operative Work in Section 3 (1) (e) of Part I of the Agreement.	

NOTES.

- (1) At least one electro-plater employed under section 3 (1) (a) of this Agreement must be employed in each establishment.
- (2) “Electro-plating bath attendant” means an employee, other than an electro-plater or a supervisor, who switches, on and regulate the current and times the immersion in the plating bath of the article being plated.

DIVISION 8.

Footwear Press Knife and Cutter Manufacturing Division.

The following operations in footwear press knife and cutter manufacture:—

<i>(a) Journeyman's Work—</i>	<i>Per Hour.</i>
Knife forging and/or fire welding.....	s. d. 3 3
<i>(b) Grade A Operative's Work—</i>	
Knife and tool hardening and heat treatment—	
Knife filing to templet special design knives—	
First three months of experience.....	2 3½
Second three months of experience.....	2 7½
Thereafter.....	2 11½
<i>(c) Grade B Operative's Work—</i>	
Knife filing to templet standard knives.....	2 3½
Knife grinding including tool grinding to jigs	
Knife profiling and/or machine broaching..	
Bending to templet only but not fire welding	
Making from 22 gauge flat sheet iron patterns to paper templates.....	
<i>(d) Grade D/2 Operative's Work—</i>	
Buzzing and/or buffing and/or polishing—	
First six months of experience.....	0 8½
Thereafter.....	0 9½

DIVISION 9.

Gate and/or Fence Manufacturing and Contracting Division.

The following operations in the manufacture and/or fabrication of wrought iron and/or tubular gates and/or fencing posts and/or burglar proofing and/or garden benches:—

and/or garden benches.

	Remuneration.					
	Time		Premium		Bonus	
	Rate		Rates		per Hour.	
	per		Basic		+ Bonus.	
	Hour.		s. d.		s. d.	
	s.	d.	s.	d.	s.	d.
(a) Blacksmithing and/or welding including marking off N.E.S...	3	3	—		—	
(b) Grade B Operative's Work—						
Welding by hand of tubular gates and fittings.....	2	3½	2	1	*	
(c) Grade C Operative's Work—						
Cold sawing—other than repetition cutting off.....	1	11	1	9	*	
Drilling.....						
Punching flat-sections.....						
Marking off to templates....						
Making of eyes, collars and hangers N.E.S.....						
(d) Grade D Operative's Work—						
Grade D/0.						
Hand welding of fencing poles	†	Rate	per	hour.		
Spot and/or butt and/or tack welding.....						
Grade D/1.						
Jig-drilling.....	†	Rate	per	hour.		
Punching with hand and/or power punching machine to jigs and/or stops.....						
Note.—Grade C Operative to be responsible for machine setting up.						

Besoldiging.

Graad D/2.

Herhalingsafsnijwerk, met die hand en/of kragystersaag, handsaag, krag- en/of handskermasjien.....

Met handbuigmasjien pype en/of buise buig wat op maat afgemerk is.....

Herhalingskroefdraadwerk met snyblokke en/of tappe

Buise en/of pype met kragmasjien buig.....

L.W.—Graad C-werksman is verantwoordelik vir stel van masjien.

Draad op hekke span.....

Herhalingsafmerking en/of boor van heiningpale volgens merke en/of punte en/of stelmasjien.....

Koudbuig en/of fatsoeneer volgens stelmasjien en/of stoppe met inbegrip van ogies, kragies en hangers fatsoeneer.....

Enemmel en/of verf spuit....

Alle ander vervaardigings-werksaamhede, N.E.V.N....

Graad D/3.

Verf en/of vernis aanbring deur indoop en/of met kwas.....

† Skaal per uur.

† Skaal per uur.

Besoldiging.

Tyd- Premiebonus-
loonskaal loonskaal per uur.
per uur. Basies + Bonus.
s. d. s. d. s. d.

(e) Draadbewerking en/of weef en/of fabriseer, met die hand.

Werk vir graad A-werksmanne—

Opsigterswerk—afmerk en/of opstel van bankwerk volgens tekenings en/of afmetingsketse.....

2 11½ 2 8 *

Werk vir graad B-werksmanne—

Assistent - opsigterswerk — afmerk en/of opstel van bankwerk volgens lei-patrone.....

2 3½ 2 1 *

Graad D/1.

Herhalingsdraadbewerking en/of fabriseer, N.E.V.N., met inbegrip van opstel van bankwerk volgens setmasjien.....

† Skaal per uur.

Graad D/2.

Skerms maak op maat soos reeds getrek deur graad A- of graad B-werksmanne....

† Skaal per uur.

Besoldiging.

Tyd- Premiebonus-
loonskaal loonskaal per uur.
per uur. Basies + Bonus.
s. d. s. d. s. d.

(f) Draadbewerking en/of weef en/of fabriseer, met masjien.

Werk vir graad A-werksmanne—

Opsigterswerk.....

2 11½ 2 8 *

Graad D/0.

Besoldiging.

Bediener van kettingskakel- en/of diamantmaasmasjien (met inbegrip van lopende verstellings doen wanneer die vervaardigingsproses dit vereis).....

† Skaal per uur.

Graad D/1.

Bediener van outomatiese kettingskakel- en/of diamantmaasmasjien (met inbegrip van lopende verstellings doen wanneer die vervaardigingsproses dit vereis).... Vierkantige en/of ander maasskerm in rolle en/of velle weef op 'n handmasjien, d.w.s. masjien voer....

† Skaal per uur.

(g) Sweis wanneer dit vir draadwerk verrig word en/of weef- en/of fabriseerwerksaamhede.

Graad D/0.

Punt- en/of stuike- en/of flits- en/of naelsweis.....

† Skaal per uur.

Remuneration.

Grade D/2.

Repetition cutting off with hand and/or power hacksaw, power and/or hand shearing machine.....

Bending of piping and/or tubing by manual bending machine of tubes and/or piping marked to size.....

Repetition screwing with die heads and/or taps.....

Bending of tubing and/or piping by power operated bending machine.....

Note.—Grade C Operative to be responsible for machine setting.

Wiring of gates.....

Repetition marking off and/or drilling to marks and/or pops and/or jigs of fencing poles.....

Cold bending and/or forming to jigs and/or stops, including forming of eyes, collars and hangers.....

Spraying of enamel and/or paint.....

All other manufacturing operations N.E.S.....

† Rate per hour.

Grade D/3.

Application of paints and/or lacquers by means of dipping and/or brushing.....

† Rate per hour.

Remuneration.

(e) Wire Working and/or Weaving and/or Fabricating by Hand.

Time Rate per Hour.	Premium Bonus Rates per Hour.	Basic + Bonus.
s. d.	s. d.	s. d.

Grade A Operative's Work—

Supervisory work—marking out and/or setting up of bench work from drawings and/or dimensional sketches.....

2 11½ 2 8 *

Grade B Operative's Work—

Assistant supervisory work—marking out and/or setting up of bench work to templates.....

2 3½ 2 1 *

Grade D/1 Operative's Work.

Remuneration.

Repetition wire working and/or fabricating N.E.S. including setting up of bench work to jigs.....

† Rate per hour.

Grade D/2 Operative's Work.

Making screens to size already drawn down by Grade A or B Operatives

† Rate per hour.

Remuneration.

(f) Wire Working and/or Weaving and/or Fabricating by Machines.

Time Rate per Hour.	Premium Bonus Rates per Hour.	Basic + Bonus.
s. d.	s. d.	s. d.

Grade A Operative's Work—

Supervisory work.....

2 11½ 2 8 *

Grade D/0 Operative's Work.

Remuneration.

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

† Rate per hour.

Grade D/1 Operative's Work.

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

† Rate per hour.

Square and/or other mesh screen weaving into rolls and/or sheets on hand operated machine, i.e. feeding machine.....

(g) Welding when performed in Wire Working and/or Weaving and/or Fabrication Operations.

Grade D/0 Operative's Work.

Spot and/or butt and/or flash and/or tack welding.

† Rate per hour.

	Besoldiging.		
	Tyd- loonskaal	Premiebonus- loonskaal	per uur.
	s. d.	s. d.	s. d.

(h) Oprigwerk vir hek- en/of heining
en/of diefwering kontrakwerk.

Werk vir graad B-werksmanne—

Opsigterswerk..... 2 3½ 2 1 *

* L.W.—Bonus vir werk vir graad A-, B- en C-werksmanne moet so bereken word dat dit 'n gemiddelde werknemer in staat stel om minstens 25 persent bo die basiese loonskaal van die premiebonus soos in die graad vir die bepaalde soort werk wat verrig word, voorgeskryf, te verdien.

Algemene arbeiderswerk sluit in—

- | | |
|---|------------------|
| (i) Met handbuighefboom help..... | † Skaal per uur. |
| (ii) Help met draadspan aan hekke..... | |
| (iii) Slinger van handsny-
masjien en/of slinger
van pypsnier bedien | |
| (iv) Afvaldraad afsny
en/of sluit en/of
klink (skerm-en-of
diamantgaas)..... | |
| (v) Masjienwerksmanne
help..... | |

† Skaal per uur soos vir graad D/0- en grade D/1-, D/2- en D/3-werksmanne se werk en algemene arbeiderswerk onderskeidelik in artikels 3 (1) (e) en 3 (1) (f) van deel I van die Ooreenkoms.

AFDELING 10.

Afdeling vir die vervaardiging van slotte.

Ondergenoemde werksaamhede by die vervaardiging van slotte:—

(a) Werk vir graad D-werksmanne—

Graad D/0.

- | | |
|---|------------------|
| Toesig hou oor ander graad
D-werksmanne en -werk-
nemers in diens vir alge-
mene arbeiderswerk indien
as „baasjong” aangestel.. | † Skaal per uur. |
| Groewe en langgate sny.... | |
| Stomp-en-of peemasjienwerk | |

Graad D/1.

- | | |
|---|------------------|
| Slotonderdele inmekaarsit en/
of met klinknaels en/of
skroewe aansit..... | † Skaal per uur. |
| Volgens leipatrone en/of
stoppe en/of merke syn en/
of afsny..... | |
| Bediening van outomatiese
masjien..... | |
| Bediening van stempelgiel-
masjien..... | |
| Bediening van baardsny-
masjien..... | |
| Herhalingsbediening van
boormasjien..... | |
| Herhalende ronddraai van
stompe..... | |
| Klinkwerk met masjien en/of
met die hand..... | |
| Met voorafgestelde stempels
stamp en/of keep en/of
pers..... | |
| Punt- en/of flits- en/of weer-
standsweising..... | |
| Tapwerk..... | |
| Afwerking..... | |

Graad D/2.

- | | |
|--|------------------|
| Elektro-galvaniseerbod be-
dien wanneer as elektro-
galvaniseerbodbediener
aangestel..... | † Skaal per uur. |
| Hittebehandelingsinstallasie
bedien wanneer as bedie-
ner van hittebehandelings-
installasie aangestel..... | |
| Met vernis spuit..... | |
| Metaal vryf en/of poleer.... | |

Graad D/3.

- | | |
|--|------------------|
| In enommel of verf inkoop.. | † Skaal per uur. |
| Skoonmaak en/of met draad
bework en/of skuur..... | |
| Skraapborselwerk..... | |
| Uitmekaarhaal en/of met
suur bewerk..... | |

(b) Algemene arbeiderswerk met in-
begrip van bereiding van poleer-
middels..... † Skaal per uur.

† Skaal per uur soos vir grade D/0-, D/1-, D/2- en D/3-werksmanne se werk en algemene arbeiderswerk onderskeidelik in artikels 3 (1) (e) en 3 (1) (f) van deel I van die Ooreenkoms.

	Remuneration.		
	Time Rate per Hour.	Premium Bonu Rates per Hou.	
	s. d.	s. d.	s. d.

(h) Erection Work in Gate and/or
Fence and/or Burglar Proofing
Contracting.

Grade B Operative's Work—

Supervisory work..... 2 3½ 2 1 *

* Note.—Bonus for Grades A, B and C Operative's Work to be calculated to enable an average employee to earn not less than 25 per cent. above the premium bonus basic rate prescribed in the Grade for the particular class of work being performed.

General labouring including—

- | | |
|--|------------------|
| (i) Assisting with manual
bending lever..... | † Rate per hour. |
| (ii) Assisting in wiring of
gates..... | |
| (iii) Operating handle of
hand shearing machine
and/or handle of pipe
cutter..... | |
| (iv) Cutting off waste wire
and/or locking and/or
clenching (screening
and/or diamond mesh) | |
| (v) Assisting machine op-
eratives..... | |

† Rate per hour as for Grade D/0 and Grades D/2 and D/3 Operative's Work and general labouring section 3 (1) (e) and 3 (1) (f) of Part I of the Agreement respectively.

DIVISION 10.

Lock Manufacturing Division.

The following operations in the manufacture of locks:—

(a) Grade D Operative's Work—

Grade D/0.

- | | |
|---|------------------|
| Bossing other Grade D
operatives and employees
employed on general lab-
ouring when appointed
“boss boy”..... | † Rate per hour. |
| Grooving and/or slotting.... | |
| Stump and/or pin machining | |

Grade D/1.

- | | |
|---|------------------|
| Assembling lock components
and/or affixing with rivets
and/or screws..... | † Rate per hour. |
| Cutting and/or shearing to
jigs and/or stops and/or
marks..... | |
| Operating automatic machine | |
| Operating die-casting machine | |
| Operating ward-cutting ma-
chine..... | |
| Repetition operating drilling
machine..... | |
| Repetition spinning of stumps | |
| Riveting by machine and/or
hand..... | |
| Stamping and/or notching
and/or pressing with pre-
set dies..... | |
| Spot and/or flash and/or
resistance welding..... | |
| Tapping..... | |
| Trimming..... | |

Grade D/2.

- | | |
|---|------------------|
| Attending electro-plating bath
when appointed as electro-
plating bath attendant.... | † Rate per hour. |
| Attending heat treatment
plant when appointed as
heat treatment plant atten-
dant..... | |
| Lacquer spraying..... | |
| Metal buffing and/or polish-
ing..... | |
| Wrapping and/or packing.... | |

Grade D/3.

- | | |
|---|------------------|
| Dipping in enamel or paint.. | † Rate per hour. |
| Cleaning and/or wiring and/
or scouring..... | |
| Scratch brushing..... | |
| Stripping and/or pickling.... | |

(b) General Labouring including
preparation of buffs..... † Rate per hour.

† Rate per hour as for Grades D/0, D/1, D/2 and D/3 Operative's work and general labouring in section 3 (1) (e) and 3 (1) (f) of Part I of the Agreement respectively.

AFDELING 11.

(afdeling vervaardiging van metaalvensters en/of -deure en/of -vlieëskerms.

Besoldiging.		
Tyd- per uur.	Premiebonus- loonskaal per uur. Basies + Bonus.	
s. d.	s. d.	s. d.
2 11½	2 8	*

(a) Buitebediendes.....

(a) (i) Werk vir graad A-werkmanne—

Inmeekaarsit van universaalvensters en inmeekaarsit van deure.....
 Inspekteer.....
 Met wals buig, maar nie herhalingsbuigwerk nie.....
 Stel van meetinstrumente en/of stoppe.....
 Opstel en/of afmerk.....
 Stel van gereedskap en/of stempels, maar nie lopende verstellers nie.....

2 11½ 2 8 *

(b) Werk vir graad A/2-werkmanne—

Inmeekaarsit van vensters N.E.V.N.....
 Outomaties en/of halfoutomaties en/of boogswais...
 Koppel van saamgestelde vensters en/of uitbouventers.
 Finale reguitmaak en/of aanpas met behulp van 'n hamer en/of sethamer en/of wringyster.....
 Finale plasing van luggate en raamwerk van gewone vensters.....
 Metaalspuit.....
 Regstel van raamwerk en/of vensters voor op plek sit..

2 9 2 6 *

(c) Werk vir graad B-werkmanne—

Inmeekaarsit van afgewerkte onderdele tot volledige vlieëskerms met inbegrip van insit van gaas met die hand
 Ventilators aanskroef en/of aanklink aan industriële vensters wat reeds voorberei is.....
 Koudsaag, behalwe herhalingsafsaagwerk.....
 Gaas afknip met die hand...
 Met die hand en/of masjien boor en/of versink en/of uithol vir koppiespille....
 Bedien van pers, behalwe perse wat gestel is vir en enkelvoudige bewerkings verrig.....

2 3½ 2 1 *

(d) Werk vir graad C-werkmanne—

Weerstawe aan venster vas-klink en/of vasskroef met die hand.....
 Diefstawe aan vensters vas-klink en/of vasskroef met die hand.....
 Versink.....
 Klink met die hand.....
 Indruk van ruitstange vir alle standaardvensters.....

1 11 1 9 *

(e) Werk vir graad D-werkmanne—
Graad D/1.

Vasklamp van verstek- en/of stuiklasse in stelmasjiene op lastafels.....
 Deurslaan met die hand en/of masjien.....
 Gaas insit met pers.....
 Masjien klinkwerk (¼ dm. en minder).....
 Rame reeds voorberei, met stopverf en/of hour opvul, met inbegrip van ru in posisie stel en vasklamp...
 Herhalingskoudsaag volgens stoppe.....
 Herhalingswerk met perse wat enkelvoudige bewerkings verrig.....
 Herhalingsbuigwerk met wals Puntswaising.....
 Tongklinkmasjienwerk.....
 Alleen draadsny van fenestra-verbinding vir standaardvensters sonder om op plek te sit.....

† Skaal per uur.

Besoldiging.

DIVISION 11.

Metal Window and/or Door and/or Flyscreen Manufacturing Division.
Remuneration.

Time Rate per Hour.	Premium Rates per Hour.	Bonus Basic + Bonus.
s. d.	s. d.	s. d.
2 11½	2 8	*

(a) Outside Serviceman.....

(a) (i) Grade A Operative's Work—

Assembling universal win-dows and assembling doors
 Inspecting.....
 Roller bending, other than repetition bending.....
 Setting gauges and/or stops.
 Setting out and/or marking off.....
 Setting tools and/or dies, other than running adjust-ments.....

2 11½ 2 8 *

(b) Grade A/2 Operative's Work—

Assembling windows N.E.S..
 Automatic and/or semi-automatic and/or arc weld-ing.....
 Coupling of composite win-dows and/or bays.....
 Final straightening and/or adjusting by use of hammer and/or dolly and/or wrench bar.....
 Final positioning of vents to frames of cottage windows
 Metal spraying.....
 Squaring frames and/or sashes before positioning...

2 9 2 6 *

(c) Grade B Operative's Work—

Assembling finished compo-nent parts into complete flyscreens including insert-ing gauze by hand.....
 Attaching ventilators by screws and/or rivets to industrial windows already prepared.....
 Cold sawing, other than repe-tition cutting off.....
 Cutting off gauze by hand...
 Hand and/or machine drilling and/or recessing for cup pivots.....
 Press operating, other than of presses set up for and per-forming single operations.

2 3½ 2 1 *

(d) Grade C Operative's Work—

Affixing by hand riveting and/or screwing weather bars to windows.....
 Affixing by hand riveting and/or screwing burglar bars to windows.....
 Countersinking.....
 Hand riveting.....
 Springing in of glazing bars for all standard windows.

1 11 1 9 *

(e) Grade D Operative's Work—
Grade D/1.

Clamping metre and/or butt joints into jigs on welding tables.....
 Hand and/or machine tap-ping.....
 Inserting gauze by press....
 Machine riveting (¼-in. and under).....
 Putting and/or woodfilling of frames previously pre-pared including rough positioning and clamping
 Repetition cold sawing to stops.....
 Repetition operation of presses performing single operations.....
 Repetition roller bending....
 Spot welding.....
 Tenon riveting machine work
 Threading only of fenestra joints for standard win-dows without positioning..

Remuneration.

† Rate per hour.

Graad D/2.	Besoldiging.	Grade D/2.	Remuneration.
Noodsaaklike toebehore aanbring aan vensters reeds voorberei..... Draagstang buig en/of vorm met stelmasjiene en/of stoppe en/of toebehore by die vervaardiging van vlieëskermes..... Gate reeds geboor en deurgeslaan is, skoonmaak en/of opnuut deurslaan..... Gaas met die hand afknip volgens stelmasjiene en/of stoppe..... Sweisbaard en/of braam en/of skerp gietkante met die hand afvyl en/of afskuur en/of met draagbare kraggereedskap en/of pers..... Met draadwiele en/of slypmiddels en/of sandblasers roes en/of skilfers verwyder §Ru reguitmaak van stange vir voorraad afgesaag..... Rek en reguitmaak van stange van walsmasjiene, met die hand en/of masjien..... Materiale en/of afgewerkte goedere weeg.....	† Skaal per uur.	Attaching essential fittings to windows already prepared. Bending of wire and/or forming same to jigs and/or stops and/or fixtures in flyscreen manufacture..... Clearing and/or retapping holes already drilled and tapped..... Cutting off gauze by hand to jigs and/or stops..... Removing welding burrs and/or scarf and/or sprue by hand and/or grinding and/or by portable power tools and/or by press..... Removing rust and/or scale by wire wheels and/or abrasives and/or sand sand blasting..... §Rough straightening of cut bars for stock..... Stretching and/or straightening by hand and/or machine of bars ex rolling mills..... Weighing materials and/or finished goods.....	† Rate per hour.
Graad D/3. Etiketteer en gradeer van afvalmetaal..... Verf en/of spuit en/of inkoop in en/of met kwas aan-smeer van roeswerende lae	† Skaal per uur.	Grade D/3. Labelling and grading of scrap metal..... Painting and/or spraying and/or dipping and/or anti-rust coating by brush.	† Rate per hour.

OPMERKINGS.

* Bonus vir grade A/1-, A/2, B- en C-werksmanne se werk moet bereken word ten einde 'n gemiddelde werksnemer in staat te stel om gemiddeld minstens 25 persent meer as die premiebonus se basiese skaal te verdien in die graad vir die besondere werk wat verrig word.

† Skaal per uur vir graad D/1-, D/2- en D/3-werksmanne se werk in artikel 3 (1) (e) van deel I van die Ooreenkoms.

‡ „Standaardvensters” beteken „vensters in woonhuis- of nywerheidseksies vervaardig”.

§ „Ru reguitmaak van stange vir voorraad afgesaag” beteken „met behulp van die oog reguitmaak uit masjiene van gesaagde seksies voordat dit in voorraad geplaas word”.

NOTES.

* Bonus for Grades A/1, A/2, B and C Operative's work to be calculated to enable an average employee to earn no less than 25 per cent. above the premium bonus basic rate prescribed in the Grade for the particular class of work being performed.

† Rate per hour as for Grade D/1, D/2 and D/3 Operative's work in section 3 (1) (e) of Part I of the Agreement.

‡ “Standard windows” means “windows constructed in cottage or industrial sections.”

§ “Rough straightening of cut bars for stock” means “visual straightening ex machines of cut sections before being placed into stock.”

(f) Leerlinge—Grade A/1- en A/2-werksmanne se werk.

LEERTYE EN LOONSKALE.

	ERVARING.				Daarna.
	Eerste ses maande. Per uur.	Tweede ses maande. Per uur.	Derde ses maande. Per uur.	Vierde ses maande. Per uur.	
Graad A/1-werksmanne se werk—	s. d.	s. d.	s. d.	s. d.	
(i) Werknemers in diens as graad B-werksmanne.....	2 4½	2 9	—	—	2s. 11½d. per uur of 2s. 8d. per uur plus bonus.*
(ii) Werknemers in diens as graad C-werksmanne.....	2 0	2 3½	2 9	—	2s. 11½d. per uur of 2s. 8d. per uur plus bonus.*
(iii) Nuwe werknemers.....	1 11	2 3½	2 6	2 9	2s. 11½d. per uur of 2s. 8d. per uur plus bonus.*
Graad A/2-werksmanne se werk—					
(i) Werknemers in diens as graad B-werksmanne.....	2 4½	—	—	—	2s. 9d. per uur of 2s. 6d. per uur plus bonus.*
(ii) Werknemers in diens as graad C-werksmanne.....	2 0	2 3½	—	—	2s. 9d. per uur of 2s. 6d. per uur plus bonus.*
(iii) Nuwe werknemers.....	1 11	2 3½	—	—	2s. 9d. per uur of 2s. 6d. per uur plus bonus.*

OPMERKINGS.

(i) Geen werkgewer mag 'n persoon vir graad A/1-, of graad A/2-werkmanswerk teen die leerlingloonskaal soos in (f) voorgeskryf in diens hê nie, of teen 'n loonskaal wat, na gelang van die geval minder is as dié wat vir graad A/1-, of graad A/2-werkmanswerk voorgeskryf word in subartikel (3) (a) en (b) van hierdie artikel, sonder om van die Raad voorafgaande toestemming te verkry, wat die voorwaardes waarop toestemming vir sodanige diens toegestaan word, moet voorskryf.

(ii) Geen werkgewer mag meer as een jeugdige vir elke twee graad B-werksmanne wat daardie klas werk verrig, vir graad B-werkmanswerk in diens hê nie en geen werkgewer mag meer as een jeugdige vir elke twee graad C-werksmanne wat daardie klas werk verrig, vir graad C-werkmanswerk in diens hê nie.

(iii) Geen werknemer mag volgens 'n premiebonusstelsel werk verrig solank as wat hy as 'n leerling, of gedurende die proeftydperk, in diens is nie en geen jeugdige mag volgens 'n premiebonusstelsel in diens wees nie.

* L.W.—Bonus vir grade A/1-, A/2-, B- en C-werkmanswerk moet so bereken word dat dit 'n gemiddelde werknemer in staat stel om minstens 25 persent bo die basiese skaal van die premiebonus wat die graad in die bepaalde klas werk wat verrig word, voorgeskryf word, te verdien.

(f) Learners—Grades A/1 and A/2 Operative's work.

LEARNERSHIP PERIODS AND RATES OF PAY.

	EXPERIENCE.				Thereafter.
	First Six Months. Per Hour.	Second Six Months. Per Hour.	Third Six Months. Per Hour.	Fourth Six Months. Per Hour.	
	s. d.	s. d.	s. d.	s. d.	
Grade A/1 Operative's Work—					
(i) Employees employed as Grade B Operatives.....	2 4½	2 9	—	—	2s. 11½d. per hour or 2s. 8d. per hour plus bonus.*
(ii) Employees employed as Grade C Operatives.....	2 0	2 3½	2 9	—	2s. 11½d. per hour or 2s. 8d. per hour plus bonus.*
(iii) New Employees.....	1 11	2 3½	2 6	2 9	2s. 11½d. per hour or 2s. 8d. per hour plus bonus.*
Grade A/2 Operative's Work—					
(i) Employees employed as Grade B Operatives.....	2 4½	—	—	—	2s. 9d. per hour or 2s. 6d. per hour plus bonus.*
(ii) Employees employed as Grade C Operatives.....	2 0	2 3½	—	—	2s. 9d. per hour or 2s. 6d. per hour plus bonus.*
(iii) New Employees.....	1 11	2 3½	—	—	2s. 9d. per hour or 2s. 6d. per hour plus bonus.*

NOTES.

(i) No employer shall employ any person on Grades A/1 or A/2 Operative's work at the learnership rates prescribed in (f) or at a rate of pay which is less than that prescribed for Grades A/1 or A/2 Operative's work, as the case may be, in sub-section (3) (a) and (b) of this section without obtaining the prior consent of the Council, which shall prescribe the conditions under which permission for such employment is granted.

(ii) No employer shall employ more than one juvenile on Grade "B" Operative's work to each two Grade B Operatives employed on that work, and no employer shall employ more than one juvenile on Grade C Operative's work to each two Grade C Operatives employed on that work.

(iii) No employee may be engaged upon a premium bonus system while he is employed as a learner or during the probationary period, and no juvenile may be engaged upon a premium bonus system.

* Note.—Bonus for Grades A/1, A/2, B and C Operative's work to be calculated to enable an average employee to earn not less than 25 per cent. above the premium bonus basic rate prescribed in the Grade for the particular class of work being performed.

AFDELING 12.

Afdeling vir die fabriseer en vervaardiging van metaalplaat.

Alle werksaamhede wat die gebruik van metal van 10-dikte en linner en /of ligte metaalseksies hoogstens ½-dm. dik en buisvormige seksies meebring, maar met uitsluiting van ware hoofsaaklik van plaat tin vervaardig en—

(i) die vervaardiging deur massaproduksiemetodes van metaalplaat van 'n dikte van hoogstens 14-Birminghamdraaddikte of

- (a) handels-, blanko- of gelitografeerde houers vir die verpakking van algemene handsware, maar met uitsluiting van die vervaardiging van sulke houers deur enigiemand vir die verpakking van sy eie ware;
- (b) bottel-, kruik- en ander houers se sluitmiddels;
- (c) blanko- of gelitografeerde metaalspeelgoed;
- (d) blanko- of gelitografeerde vertoonplatte;

(ii) die vervaardiging deur massaproduksiemetodes van ander kommoditeite, blanko of gelitografeer, van tin nie swaarder as 27-standaarddikte nie maar met uitsluiting van die vervaardiging van reiskoffers en ander houers bedoel om persoonlike besittings, sportgerei, gereedskap en dokumente te bevat;

(iii) die vervaardiging van blanko- of gelitografeerde, opvoubare buise van nie-metaalhoudende stukke.

(a) Vakmanswerk—

Metaalplaatwerker—

Besoldiging.

Ondergenoemde werksaamhede in die vervaardiging en/of fabriseer en/of inme-kaarsit en/of oprigting van nie-standaard-vervaardigde ware:—

Metaalplaatwerk (met inbegrip van toesig-werk) en/of afmerk en/of opstel van tekenings en afmetingsketse en/of opmeet en/of gas- en/of elektriese sweising en/of hard-soldeer en/of oksiasetileensnywerk.....

3s. 3d. per uur.

DIVISION 12.

Sheet Metal Fabricating and Manufacturing Division.

All operations involving the use of metal of 10 gauge and thinner and/or light metal sections not exceeding ½-in. in thickness and tubular sections, but excluding lines manufactured principally from tinplate and—

(i) the manufacture by mass production methods from sheetmetal of a gauge not heavier than 14 Birmingham wire gauge of—

- (a) commercial, plain or lithographed containers for the packaging of general merchandise but excluding the manufacture of such containers by any person for the packaging of his own products;
- (b) bottle, jar and other container closures;
- (c) plain or lithographed metal toys;
- (d) plain or lithographed display tablets;

(ii) the manufacture by mass production methods of other commodities, plain or lithographed, from tin plate not heavier than 27 standard gauge but excluding the manufacture of trunks and other containers designed to hold personal effects, sporting kit, tools and documents;

(iii) the manufacture of plain or lithographed collapsible tubes from non-ferrous metal slugs.

(a) Journeyman's Work—

Sheetmetal Worker—

Remuneration.

The following operations in the manufacture and/or fabrication and/or assembly and/or erection of non-standard manufactured lines:—

Sheetmetal working (including supervisory work) and/or setting out from drawings and/or dimensional sketches and/or measuring up and/or gas and/or electric welding and/or brazing and/or oxy-acetylene cutting.....

3s. 3d. per hour.

Besoldiging.		
Tyd- loonskaal	Premiebonus- loonskaal per uur.	Basies + Bonus.
s. d.	s. d.	s. d.

(b) Werk vir graad A-werksmanne—

Stel van gereedskap met inbegrip van stel van stempels, skoorstukke en lei-patrone, alle stempels of vormingsgereedskap verander en/of toesig hou oor ondergenoemde werksaamhede in die vervaardiging van massaproduksieonderdele, nl. bediening van valmesse, persremme, kragperse, puntsweising, gas-en/of elektriese sweising, hardsoldeer, oksii-asetileen-snywerk, inmeekaarsit en vertin en galvaniseer.....

2 11½ 2 8 *

(c) Werk vir graad B-werksmanne—

Ondergenoemde werksaamhede N.E.V.N. in die vervaardiging van alle artikels klomps- of massasgewys geproduseer en/of buise gevorm van bedekte en/of skoon plaatmetaal maar saamgeveoeg deur groefwerk, dubbele nate, klinknaels en/of soldeer werk:—

Herhalingsweiswerk volgens skoorstukke en/of sweis van onderdele so gevorm en/of geplaas dat dit die werk van 'n skoorstuk doen, boogsny, boor profielsny, herhalingshardmaak, knip en afsny.....

2 3½ 2 1 *

* L.W.—Bonus moet so bereken word dat dit 'n gemiddelde werknemer in staat stel om minstens 25 persent bo die basiese loonskaal te verdien van die premiebonus soos in die graad vir die bepaalde soort werk wat verrig word, voorgeskryf.

(d) Werk vir graad D-werksmanne—

Graad D/A.

Alle werksaamhede in die vervaardiging van sinkplaattekens, N.E.V.N.....

Graad D/O.

Draadweefmasjiën bedien....
Toesig hou oor ander graad D-werksmanne en -werknemers in diens vir algemene arbeiderswerk wanneer as „baasjong” aangestel.....

Graad D/1.

Outomatiese soldeermasjiën bedien maar nie voer en afneem nie.....
Kraalomlysting met masjiën doen.....
Met kragmasjiën rond sny en/of flense sny en/of oopsny.
Handsoldeerwerk.....
Klinkwerk met masjiën en/of met die hand.....
Herhalingsafmerk volgens patroon en met die hand uitsny.....
Kragvalmes volgens skoorstukke en/of stoppe bedien
Kragperswerk as werk met voorafgestelde stempels gedoen word, met inbegrip van pers-en/of stamp en/of drukwerk.....
Met kragmasjiën volgens voorafgestelde stempels deurslaan en keep.....
Herhalingsflits- en/of weerstandswesing by vervaardiging.....
Herhalingsronddraai as werknemer uitsluitlik aldus werksaam is op hoeveelhedsproduksie van standaard-vervaardigde ware...

Besoldiging per week.

£ s. d.

4 0 0

Besoldiging.

† Skaal per uur.

† Skaal per uur.

Remuneration.

Time Premium Bonus
Rate Rates per Hour
per

Hour. Basic + Bonus.
s. d. s. d. s. d.

(b) Grade A Operative's Work—

Toolsetting including setting of dies, jigs, fixtures, changing all dies or forming tools and/or supervising the following operations in the manufacture of mass-produced components, viz. operating guillotines, press-brakes, power-presses, spot welding, gas and/or electric welding, brazing oxy-acetylene cutting, assembling and and tinning and galvanising

2 11½ 2 8 *

(c) Grade B Operative's Work—

The following operations N.E.S. in the manufacture of all batch and/or mass produced articles and/or tubes formed of coated and/or plain metal sheet but jointed by grooving, double seaming, riveting and/or soldering:—

Repetition welding to jigs and/or welding of parts so formed and/or located so as to perform the function of a jig, arc cutting, drilling, profile cutting, repetition hardening, shearing and cutting off...

2 3½ 2 1 *

* Note.—Bonus to be calculated to enable an average employee to earn not less than 25 per cent. above the premium bonus basic rate prescribed for the particular class of work being performed.

Remuneration per Week.

£ s. d.

(d) Grade D Operative's Work—

Grade D/A.

All operations in the manufacture of corrugated tanks, N.E.S.....

4 0 0

Grade D/O.

Remuneration.

Operating wire weaving
Bossing other Grade D Operatives and employees employed on general labouring when appointed “boss boy”.....

† Rate per hour.

Grade D/1.

Attending automatic soldering machine but excluding feeding or taking off.....
Beading by machine.....
Circular cutting and/or flanging and/or slitting by power machine.....
Hand soldering.....
Machine an/or hand riveting
Repetition marking out by templet and cutting by hand
Operating power guillotine to jigs and/or stops.....
Power pressing where the work is operated upon with pre-set dies, including blanking and/or stamping and/or pressing.....
Punching and notching by power machine with pre-set dies.....
Repetition flash and/or resistance welding in manufacture.....
Repetition spinning where the employee is exclusively so engaged on quantity production of standard manufactured lines.....

† Rate per hour.

Graad D/1.

Besoldiging.

Herhalingsbediening van boormasjien.....
 Herhalingskoudsaag volgens stoppe.....
 Herhalingspypbuigwerk.....
 Naatsweiswerk.....
 Met kragmasjien plooi, groef of sluit (dubbele sy, bo of onder).....
 Verfspuit.....
 Puntswiswerk.....
 Strookrolwerk.....
 Tap en/of draadsny met masjien.....
 Tapklinkwerk met masjien.....
 Afgewerkte produkte toets, behalwe deur middel van drukking.....
 Met masjien afwerk.....
 Masjiendraadwerk.....
 Met masjien rol en/of golf en/of saalsmee en/of „jenny”.....
 Met kragmasjien rolbuig en/of vorming.....

† Skaal per uur.

Graad D/2.

Buig en/of vorm met hand masjien.....
 Opvryf en/of poleer.....
 Met die hand rond sny en/of flense sny.....
 In vertin- en/of galvaniseermiddels vir heetindooptreks verkoel.....
 Flenswerk met handmasjien.....
 Ponswerk met handmasjien.....
 Met handmasjien rol en/of golf en/of saalsmee en/of „jenny” en/of groef.....
 Tap en/of draadsny met die hand.....
 Reguitmaak.....
 Handdraadwerk.....

† Skaal per uur.

Graad D/3.

Metaal met suur skoonmaak.....
 Afvalmetaal met kragmasjien sny en/of baal.....
 Met verf opknep en/of indoop en/of grondlaag aansit.....
 Werk vir verf- en/of vir enemmel- en/of vir sweis- en/of vir soldeerwerk voorberei.....

† Skaal per uur.

† Skaal per uur soos vir graad D/0-, D/1-, D/2- en D/3-werksmanne se werk in artikel 3 (1) (e) van deel I van die Ooreenkoms.

Grade D/1.

Remuneration.

Repetition operating of drilling machine.....
 Repetition cold sawing to stops.....
 Repetition pipe bending.....
 Seam welding.....
 Seaming, grooving or locking by power machine (double side, top or bottom).....
 Spray painting.....
 Spot welding.....
 Strip rolling.....
 Tapping and/or threading by machine.....
 Tenon riveting by machine.....
 Testing finished products other than by pressure.....
 Trimming by machine.....
 Wiring by machine.....
 Rolling and/or corrugating and/or swaging and/or jenny by machine.....
 Roller bending and/or body forming by power machine.....

† Rate per hour.

Grade D/2.

Bending and/or body forming by hand operated machine.....
 Buffing and/or polishing.....
 Circular cutting and/or flanging by hand.....
 Cooling in tinning and/or galvanising for hot dipping process.....
 Flanging by hand operated machine.....
 Punching by hand operated machine.....
 Rolling and/or corrugating and/or swaging and/or jenny by hand operated machines.....
 Tapping and/or threading by hand.....
 Straightening.....
 Wiring by hand.....

† Rate per hour.

Grade D/3.

Metal cleaning by pickling.....
 Operating cutting and/or baling waste and/or scrap metal by power machine.....
 Touching up with paint and/or dipping and/or prime coating.....
 Preparing work for painting and/or for enamelling and/or welding and/or for soldering.....

† Rate per hour.

† Rate per hour as for Grade D/0, D/1, D/2 and D/3 Operative's Work in section 3 (1) (e) of Part I of the Agreement.

(e) Leerlinge—Grade A-, B- en D/A-werksmanne se werk.

LEERTYE EN LOONSKALE.

	ERVARING.				Daarna.
	Eerste ses maande. Per uur.	Tweede ses maande. Per uur.	Derde ses maande. Per uur.	Vierde ses maande. Per uur.	
(i) Graad A-werksmanne se werk.....	s. d. 1 6	s. d. 1 9	s. d. 2 0	s. d. 2 6	2s. 11d. per uur of 2s. 8d. plus bonus.*
(ii) Graad B-werksmanne se werk.....	1 1 Per week. £ s. d. 2 5 0	1 6 Per week. £ s. d. 3 5 0	1 11 Per week. £ s. d. —	— Per week. £ s. d. —	2s. 3½d. per uur of 2s. 1d. plus bonus.* £4 per week.
(iii) Graad D/A-werksmanne se werk.... (Alle werksaamhede in vervaardiging van sinkplaattekens N.E.V.N.)					

OPMERKINGS.

(i) As daar geen loon in enigeen van die kolomme in die bostaande tabel voorkom nie, is die loon in die laaste kolom (opskrif „Daarna”) van toepassing.

(ii) Geen werknemer mag op 'n premiebonusstelsel in diens wees terwyl hy diens as leerling doen nie.

(iii) Leerlinge mag in diens wees in die klasse werk wat in die voorgaande tabel voorkom sonder dat die Raad eers genader word, met dien verstande dat die werkgewer binne 30 dae van die indiensneming van enige sodanige leerling die Raad van die indiensneming moet verwittig en aansoek doen dat hy deur die Raad gemagtig word om die leerling in diens te hê. As hy aldus deur die Raad gemagtig word, is die lone en diensvoorwaardes wat in hierdie Ooreenkoms vir leerlinge in die betrokke bedrywe uiteengesit is, van toepassing, maar as die Raad sy magtiging om die leerling langer in diens te hê, weier, moet die werkgewer onmiddellik by ontvangs van die kennisgewing in diens voeg, afsien van die diens van die leerling op wie die kennisgewing betrekking het of hom behou teen minstens die volle loonskaal wat vir daardie klas werk voorgeskrif is.

(iv) 'n Werknemer wat op die datum van die inwerkingtreding van hierdie Ooreenkoms 'n hoër loon ontvang het as wat in hierdie afdeling voorgeskrif word vir die klas werk waarin hy diens doen, moet steeds die hoër loon ontvang terwyl hy by dieselfde werkgewer in diens is op dieselfde werk of enige ander werk waarvoor 'n laer loon voorgeskrif word.

* Die bonusse moet so bereken word dat dit 'n gemiddelde werknemer in staat stel om minstens 25 persent bo die basiese loonskaal te verdien vir die premiebonus soos in die graad vir die bepaalde soort werk verrig word, voorgeskrif.

(e) Learners—Grades A, B and D/A Operative's Work—

LEARNERSHIP PERIODS AND RATES OF PAY.

	EXPERIENCE.				
	First Six Months. Per Hour.	Second Six Months. Per Hour.	Third Six Months. Per Hour.	Fourth Six Months. Per Hour.	Thereafter.
(i) Grade A Operative's work.....	s. d. 1 6	s. d. 1 9	s. d. 2 0	s. d. 2 6	2s. 11½d. per hour or 2s. 8d. plus bonus.*
(ii) Grade B Operative's work.....	1 1	1 6	1 11	—	2s. 3½d. per hour or 2s. 1d. plus bonus.*
	Per Week. £ s. d. 2 5 0	Per Week. £ s. d. 3 5 0	Per Week. £ s. d. —	Per Week. £ s. d. —	£4 per week.
(iii) Grade D/A Operative's work..... (All operations in the manufacture of corrugated tanks, N.E.S.)					

NOTES.

(i) Where no wage is indicated in any column in the foregoing table, the wage indicated in the last column (headed "thereafter") shall apply.

(ii) No employee may be engaged upon a premium bonus system while he is employed as a learner.

(iii) Learners may be engaged in the classes of work specified in the foregoing table without prior reference to the Council, provided that within 30 days of the date of engagement of any such learner, the employer shall notify the Council of the engagement and make application for the learner to be authorized to him by the Council. If authorized to him by the Council, the wages and conditions specified in this Agreement for learners in the relevant occupations shall apply, but if authority to continue to employ the learner is refused by the Council, the employer shall forthwith on receipt of notification to that effect dispense with the services of the learner to whom the notification refers or retain him at not less than the full rate prescribed for that class of work.

(iv) Any employee who at the date of coming into operation of this Agreement was in receipt of a higher rate than that prescribed in this Division for the class of work upon which he is employed shall continue to receive 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.

* Bonus to be calculated to enable an average employee to earn not less than 25 per cent. above the premium bonus basic rate prescribed for the particular class of work being performed.

AFDELING 13.

Afdeling vervaardiging van springvere—

Die onderstaande werksaamhede by die vervaardiging van springvere:—

- (a) Koudvervaardiging— Besoldiging.
- (i) Opsigterswerk..... 3s. 3d. per uur.
- (ii) Veermakers—
- Eerste drie maande ervaring..... 1s. 5d. per uur.
- Tweede drie maande ervaring..... 1s. 10d. per uur.
- Derde drie maande ervaring..... 2s. 2½d. per uur.
- Daarna..... 2s. 6d. per uur.
- (iii) Vervaardiging van bom-en/of granaatontstekers.. 1s. 3d. per uur.
- (iv) Werk vir graad D-werksmanne—

Graad D/0.

Toesig hou oor graad D-werksmanne en -werknemers in diens op algemene arbeiderswerk indien as „baasjong” aangestel..... † Skaal per uur.

Graad D/2.

Met die hand opdraai en/of masjienbedien en/of buig en/of afwerk en/of reguitmaak en/of krimp..... † Skaal per uur.

Slypwerk.....

Graad D/3.

In eneniel en/of verf inoep..... † Skaal per uur.

(b) Heetvervaardiging (bladvere)—

- (i) Smeë van hoofblaaie en/of beuels.....
- Hamerwerk—pen en/of ribbe en/of speerpunte vorm en/of swaelsterte maak met inbegrip van stel en/of inmeekaarsit } 3s. 3d. per uur.
- (ii) Masjienwerk—pen en/of ribbes en/of speerpunte en/of swaelsterte en/of hoofblaaie vorm—
- Eerste drie maande ervaring..... 1s. 5d. per uur.
- Tweede drie maande ervaring..... 1s. 10d. per uur.
- Derde drie maande ervaring..... 2s. 2½d. per uur.
- Daarna..... 2s. 6d. per uur.

DIVISION 13.

Spring Manufacturing Division—

The following operations in the manufacture of springs:—

- (a) Cold Spring Making— Remuneration.
- (i) Supervisory work..... 3s. 3d. per hour.
- (ii) Springmakers—
- First three months of experience..... 1s. 5d. per hour.
- Second three months of experience..... 1s. 10d. per hour.
- Third three months of experience..... 2s. 2½d. per hour.
- Thereafter..... 2s. 6d. per hour.
- (iii) Bomb and/or shell fuse making..... 1s. 3d. per hour.
- (iv) Grade D Operatives' Work—

Grade D/0.

Bossing other Grade D Operatives and employees employed on general labouring when appointed "boss boy" † Rate per hour.

Grade D/2.

Hand coiling and/or machine minding and/or bending and/or trimming and/or straightening and/or crimping..... † Rate per hour.

Grinding.....

Grade D/3.

Dipping in enamel and/or paint..... † Rate per hour.

(b) Hot Spring Making (Laminated Spring)—

- (i) Forging main blades and/or buckles.....
- Hammer-work—Nibbing and/or ribbing and/or spear pointing and/or scarfing including setting and/or assembling } 3s. 3d. per hour.
- (ii) Machine-work—ribbing and/or nibbing and/or spear pointing and/or scarfing and/or forging main blades—
- First three months of experience..... 1s. 5d. per hour.
- Second three months of experience..... 1s. 10d. per hour.
- Third three months of experience..... 2s. 2½d. per hour.
- Thereafter..... 2s. 6d. per hour.

(iii) Werk vir graad D-werksmanne—

*Besoldiging.**Graad D/0.*

Toesig hou oor graad D-werksmanne en -werknemers in diens op algemene arbeiderswerk indien as „baasjong” aangestel.....

† Skaal per uur.

Graad D/2.

Slypwerk.....
Vure maak en aan die gang hou.....
Onder toesig van veermaker met handhamer slaan.....

† Skaal per uur.

(c) Heetvervaardiging (spiraalvere)—

(i) Puntwerk onder hamer..

3s. 3d. per uur.

(ii) Masjienwerk—

Eerste drie maande

ervaring..... 1s. 5d. per uur.

Tweede drie maande

ervaring..... 1s. 10d. per uur.

Derde drie maande

ervaring..... 2s. 2½d. per uur.

Daarna.....

2s. 6d. per uur.

(iii) Werk vir graad D-werksmanne—

Graad D/0.

Toesig hou oor graad D-werksmanne en -werknemers in diens vir algemene arbeiderswerk indien as „baasjong” aangestel.....

† Skaal per uur.

Graad D/2.

Slypwerk.....
Vure maak en aan die gang hou.....
Onder toesig van veermaker met handhamer slaan.....

† Skaal per uur.

† Skaal per uur soos vir graad D/0-, D/2- en D/3-werksmanne se werk in artikel 3 (1) (e) van deel I van die Ooreenkoms.

AFDELING 14.

Afdeling Staalversterking—

(a) Werk vir graad A-werksmanne.—Buig, N.E.V.N., vasmaak, opsigterswerk en/of stel van masjiene vir verrigting van die werksaamhede wat as werk vir graad D-werksmanne gespesifiseer is—

*Werknemers onder 21 jaar—**Per uur.*

	s.	d.
Eerste jaar ervaring.....	1	0
Tweede jaar ervaring.....	1	4
Derde jaar ervaring.....	1	8
Vierde jaar ervaring.....	2	0
Daarna.....	2	11½

Werknemers oor 21 jaar—

Eerste jaar ervaring.....	1	4
Tweede jaar ervaring.....	1	8
Derde jaar ervaring.....	2	0
Daarna.....	2	11½

L.W.—Geen werkgewer mag sonder voorafgaande toestemming van die Raad, wat die voorwaardes waarop toestemming vir daardie diensverrigting verleen word, moet vasstel, enige persoon teen 'n laer skaal van betaling as 2s. 11½d. per uur in die bogeneomde werksaamhede in diens hê nie.

(b) Werk vir graad D-werksmanne.—Die volgende werksaamhede wat met behulp van gestelde stelmasjiene en/of stoppe verrig word, as die masjiene gestel word deur 'n werknemer wat kragtens die bepalings van (a) hierbo in diens is—

Buig van plaatstange.....	} Skaal per uur soos vir werk vir graad D/1-werksmanne in artikel 3 (1) (e) van deel I van die Ooreenkoms.
Alleen draai (buig) van kolomstange.....	
Slegs haak van balkstange...	
Herhalingsbuig van beuels en/of herhalende outomatiese spiraalvorming.....	
Herhalingsafsny.....	

(iii) Grade D Operative's Work— *Remuneration.**Grade D/0.*

Bossing other Grade D operatives and employees employed on general labouring when appointed “boss boy”

† Rate per hour.

Grade D/2.

Grinding.....
Making and/or attending fires.....
Striking by hand hammer under direction of springmaker.....

† Rate per hour.

(c) Hot Springmaking (Coil Springs)—

(i) Pointing under hammer..

3s. 3d. per hour.

(ii) Machine work—

First three months of

of experience..... 1s. 5d. per hour.

Second three months of

experience..... 1s. 10d. per hour.

Third three months of

experience..... 2s. 2½d. per hour.

Thereafter.....

2s. 6d. per hour.

(iii) Grade D Operative's Work—

Grade D/0.

Bossing other Grade D operatives and employees employed on general labouring when appointed “boss boy”

† Rate per hour.

Grade D/2.

Grinding.....
Making and/or attending fires.....
Striking by hand hammer under direction of springmaker.....

† Rate per hour.

† Rate per hour as for Grade D/0, D/2 and D/3 Operative's work in section 3 (1) (e) of Part I of the Agreement

DIVISION 14.

Steel Reinforcement Division—

(a) Grade A Operative's Work.—Bending, N.E.S., fixing, supervisory work and/or setting up of machines to carry out operations specified as Grade D Operative's work—

*Employees under 21 years of age—**Per Hour.*

	s.	d.
First year of experience.....	1	0
Second year of experience.....	1	4
Third year of experience.....	1	8
Fourth year or experience.....	2	0
Thereafter.....	2	11½

Employees over 21 years of age—

First year of experience.....	1	4
Second year of experience.....	1	8
Third year of experience.....	2	0
Thereafter.....	2	11½

Note.—No employer shall employ any person at a rate of pay less than 2s. 11½d. per hour in the occupations set out above without obtaining the prior consent of the Council, which shall prescribe the conditions under which permission for such employment is granted.

(b) Grade D Operative's Work.—The following operations done to set jigs and/or stops, when the setting up of the machines is performed by an employee employed under the conditions set out in (a) above:—

Bending slab rods.....	} Rate per hour as for Grade D/1 Operative's Work in section 3 (1) (e) of Part I of the Agreement.
Cranking (offsetting) only of column rods.....	
Hooking only of beam rods..	
Repetition bending of stirrups and/or repetitive automatic spiralling.....	
Repetition cutting off.....	

AFDELING 15.

Afdeling vervaardiging van buise en/of pype.

Die volgende werksaamhede vir die vervaardiging van buise en/of pype:—

Besoldiging.

	Tyd- loonskaal per uur.	Premiebonus- loonskaal per uur. Basies + Bonus.	
	s. d.	s. d.	s. d.
(a) Werk vir graad A-werksmanne—			
Uitgloeiing van stoomketel- pype.....			
Buig.....			
Ononderbroke blokverhit- ting—onderbaas.....			
Stamphouerwerk.....			
Inspeksie van afgewerkte stoomketelpype.....	2 11½	2 8	*
Ketelhuis bedien indien as hetelhuisbediener aangestel			
Stootbankdrywer.....			
Ringbedbediener wat vernier- skale gebruik.....			

(b) Werk vir graad B-werksmanne—

Innekaarsit en/of saamvoeg met oksii-asetileen- en/of elektriese lassing.....			
Outomaties sny met oksii-aseti- leentoestel, met inbegrip van profielmasjien as die maak van die leipatroon en/of afmerking deur 'n vakman gedoen word.....			
Trek- en/of stootbank— assistenttoesighouer.....			
Galvaniseer — assistent-toe- sighouer.....			
Smeer (indien as smeeders aangestel in vervaardiging van getrokke pype).....	2 3½	2 1	*
Heet- en/of koudvorming van platstawe in ringflense....			
Reduseermoule — assistent- toesighouer.....			
Skroef en/of tap van buise— assistent-toesighouer.....			
Slingerwerk (toesig hou- krane, waar in diens)....			
Duigmasjien — assistent-toe- sighouer.....			
Nasien van sweiswerk.....			

(c) Werk vir graad C-werksmanne—

Maak van metaalstroke met stamphamer.....			
Met lugdrukgereedskap pype vir sweising reguitmaak en/ of berei.....			
Staalpype in warm bitumas- tieke oplossing inoep.....			
Hidrouliese en/of meganiese perswerk en/of rolvorming van pypente en/of kraag- ringlasse.....	1 11	1 9	*
Hidrouliese toetsmasjienwerk			
Draaibekleding met bitumen.			
Sweislasse onder druk nor- maliseer.....			
Staalpype met warm bitu- mastieke laag en/of met kouebitumastieke plate beklee.....			

* L.W.—Bonusse vir werk vir grade A-, B- en C-werksmanne moet so bereken word dat dit 'n gemiddelde werknemer in staat stel om minstens 25 persent bo die basiese loonskaal te verdien van die premiebonus soos in die graad vir die bepaalde soort werk wat verrig word, voorgeskryf.

(d) Werk vir graad D-werksmanne—

Graad D/O.	Besoldiging.
Smeehamer bedien.....	
Seksies op versoonke outoma- tiese boogswaismasjien plaas.....	† Skaal per uur.
Spesiale werk met mastiek met die hand toedraai.....	

DIVISION 15.

Tube and/or Pipe Manufacturing Division.

The following operations in the manufacture of tubes and/or pipes:—

Remuneration.

	Time Rate per Hour.	Premium Bonus Rates per Hour. Basic + Bonus.	
	s. d.	s. d.	s. d.
(a) Grade A Operative's Work—			
Annealing boiler tubes.....			
Bending.....			
Continuous billet heating— Chargehand.....			
Drop stamping.....			
Finished tube inspection (boiler tubes).....	2 11½	2 8	*
Attending pumphouse when appointed as pumphouse attendant.....			
Push bench driving.....			
Attending ring bed using vernier scales.....			

(b) Grade B Operative's Work—

Assembling and/or tacking with oxy-acetylene and/or electric welding.....			
Automatic cutting with oxy- acetylene apparatus, includ- ing profiling machine where templet making and/or marking off is done by a journeyman.....			
Draw and/or push bench— assistant supervisory work			
Galvanising—assistant super- visory work.....			
Greasing (where employed as greasers in solid drawn tube manufacture).....	2 3½	2 1	*
Hot and/or cold forming of flat bars into ring flanges..			
Reducing mills—assistant supervisory work.....			
Screwing and/or tapping of tubes — assistant super- visory work.....			
Sliding (supervisory work— cranes, where employed)...			
Staving machine—assistant supervisory work.....			
Weld inspecting.....			

(c) Grade C Operative's Work—

Drop stamp stripping.....			
Trueing and/or preparation of pipes for welding by use of pneumatic tools.....			
Dipping steel pipes into hot bitumastic solution.....			
Hydraulic and/or mechanical press work and/or roll forming of pipe-ends and/ or collar type joints.....	1 11	1 9	*
Hydraulic testing machine work.....			
Spun lining with bitumen....			
Stress normalising welded joints.....			
Wrapping steel pipes with hot bitumastic coating and/or with cold bitumastic sheet- ing.....			

* Note.—Bonus for Grades A, B and C Operative's Work to be calculated to enable an average employee to earn not less than 25 per cent. above the premium bonus basic rate prescribed in the Grade for the particular class of work being performed.

(d) Grade D Operative's Work—

Grade D/O.	Remuneration.
Driving forging hammer....	
Setting sections on submerged arc automatic welding machine.....	† Rate per hour.
Wrapping specials with mastic by hand.....	

Graad D/1.	Besoldiging.
Outomatiese verwyding van buise.....	† Skaal per uur.
Pons-perswerk met voorafgestelde stempels.....	
Herhalingskroefdraadsnywerk met snyblokke en tappe.....	
Weerstandstuiklas vir lasel-elektrodevervaardiging (enkelverrigtingstoestel) vir verbinding van stange tot ½-dm deursnee.....	
Bediener van naatvormer.....	
Koue trekbank voer insluitende stempels verwyder, skoonmaak en terugplaas..	
Hidroulies en/of pneumaties en/of meganies insit van duie.....	
Opskeur vir die aanbring van bitumastieke bekleding....	
„Tagger”-hamer bedien.....	

Graad D/2.	Besoldiging.
Outomaties reguitmaak en/of rondmaak en/of verklein en/of uittrek.....	† Skaal per uur.
Met die hand skoonvry en/of slyp en/of met draagbare kraggereedskap, maar nie die verwydering van sweisspatte nie.....	
Bediener van vloeibekleding-masjien.....	
Uitsny van pakkings met behulp van leipatrone.....	
Bediener van hidrouliese toetsmasjien.....	
Stootbankstempels skoonmaak.....	
Herhalingsaag en/of -sny, koud en/of heet.....	
Bediener van staafmeul vir elektrodevervaardiging....	
Afneem van vashouringe vir omtreksweising.....	
Oop- en/of toemaak van matryse by sokvervaardiging.....	

Graad D/3.	Besoldiging.
Bediener van spykermasjien help, behalwe algemene arbeiderswerk.....	† Skaal per uur.
Vuurpotte vir die smelt van bitumen stook.....	
Hidrouliese toetstrolle bedien (masjienwerk).....	
Herverhitting van oonde.....	

† Skaal per uur soos vir grade D/0-, D/1-, D/2- en D/3-werksmenne se werk in artikel 3 (1) (e) van deel I van die Ooreenkoms.

AFDELING 16.

Afdeling verglasing.	Besoldiging.		
	Tyd-loonskaal per uur.	Premiebonus-Basies + Bonus.	
	s. d.	s. d.	s. d.
(a) (i) Algemene opsigterswerk by die nat- en/of droë proses vir verglasing.....	3 3	—	—
Sjablone sny.....	2 11½	—	—
(ii) Opsigter-oondman.....	2 3½	2 1	*
(b) Aanbring van enommel deur bestuiwing of deur droë enommelpoeier deur 'n sif op verhitte artikels te strooi....			
Spuit en/of borsel—opsigterwerk.....			
(c) Merkborsel—			
Eerste drie maande ervaring..	1 0	—	—
Tweede drie maande ervaring	1 3	—	—
Derde drie maande ervaring..	1 6	—	—

* L.W.—Die bonusse moet so bereken word dat dit 'n gemiddelde werknemer in staat stel om minstens 25 persent bo die basiese loonskaal te verdien vir die premiebonus soos in die graad vir die bepaalde soort werk verrig word, voor- geskryf.

Grade D/1.	Remuneration.
Automatic expanding of tubes	† Rate per hour.
Piercing press work using pre-set dies.....	
Repetition screwing with die heads and/or taps.....	
Resistance butt welding in welding electrode manufacture (single purpose apparatus for joining rods up to ½-in. diameter).....	
Operating seam former.....	
Feeding cold draw bench including removing, cleaning and replacing dies....	
Hydraulic and/or pneumatic and/or mechanical staving	
Screeding in the application of bitumastic wrapping....	
Operating tagger hammer....	

Grade D/2.	Remuneration.
Automatic straightening and/or rounding and/or reducing and/or extracting.....	† Rate per hour.
Fettling by hand and/or by grinding and/or by portable power tools excluding the removal of weld splatter.....	
Operating flux coating machine.....	
Gasket cutting by use of templates.....	
Operating hydraulic testing machine.....	
Cleaning push bench dies...	
Repetition sawing and/or cutting cold and/or hot....	
Operating rod mill in electrode manufacture.....	
Dismantling of assembly rings for circumferential welding	
Opening and/or closing dies in socket forming.....	

Grade D/3.	Remuneration.
Assisting operator of tacking machine other than general labouring.....	† Rate per hour.
Firing pots for melting bitumen.....	
Operating hydraulic testing trolley (machine work)....	
Furnace re-heating.....	

† Rate per hour as for Grade D/0, D/1, D/2 and D/3 Operative's work in section 3 (1) (c) of Part I of the Agreement.

DIVISION 16.

Vitreous Enamelling Division.	Remuneration.		
	Time Rate per Hour.	Premium Basic + Bonus.	Bonus Rates per Hour.
	s. d.	s. d.	s. d.
(a) (i) General supervisory work in wet process and/or dry process vitreous enamelling Stencil cutting.....	3 3	—	—
(ii) Furnaceman (supervisory work).....	2 11½	—	—
(b) Application of enamel by dusting or sieving dry enamel powder on to heated ware....	2 3½	2 1	*
Spraying and/or brushing (supervisory work).....			
(c) Sign brushing—			
First three months of experience.....	1 0	—	—
Second three months of experience.....	1 3	—	—
Thereafter.....	1 6	—	—

* Note.—Bonus to be calculated to enable an average employee to earn not less than 25 per cent. above the premium bonus basic rate prescribed in the Grade for the particular class of work being performed.

(d) *Werk vir graad D-werksmanne—*

<i>Graad D/0.</i>	<i>Besoldiging.</i>
Toesig hou oor ander graad D-werksmanne of -werknemers in diens vir algemene arbeiderswerk indien as „baasjong” aangestel.	† Skaal per uur.
Metaalpanele met klinknaels en/of skroewe aanmekaar-sit.....	
Oonde bedien, behalwe algemene arbeiderswerk.....	
Kwas- en/of spuitwerk.....	
Enemmelware gedurende proses inspekteer.....	

<i>Graad D/1.</i>	† Skaal per uur.
Indoop.....	

<i>Graad D/2.</i>	† Skaal per uur.
Oonde laai en/of leegmaak..	
Hol ware inspekteer.....	
Hol ware met kwas afwerk en/of kraalomlysting aanbring.....	
Afwerk en/of kraalomlysting aanbring en/of rol.....	

† Skaal per uur soos vir grade D/0-, D/1- en D/2-werksmanne se werk in artikel 3 (1) (e) van deel I van die Ooreenkoms.

LET WEL.

(1) Ten minste een werknemer met kennis van algemene opsigterswerk moet in elke inrigting in diens wees en op elke skof in beheer van werksaamhede wees.

(2) Geen werknemer kan sonder die voorafgaande toestemming van die Raad algemene opsigterswerk teen 'n skaal van betaling van minder as 3s. 3d. per uur verrig nie, maar as 'n werkgewer wens om 'n werknemer vir algemene opsigterswerk op te lei, kan hy dit met toestemming van die Raad doen en op sulke voorwaardes wat deur die Raad vasgestel word, en sulke werknemer moet vir die doel van opmerking (1) hiervan as 'n werknemer met kennis van algemene opsigterswerk beskou word.

AFDELING 17.

Vervaardigingsafdeling vir draadtrek en/of -weef en/of-vorm.

Ondergenoemde werksaamhede by die vervaardiging van draadtrek en/of -weef en/of -vorm;—

(1) *Draadtrekinstallasie.*

<i>(a) Graad A.—</i>	<i>Besoldiging.</i>
<i>Opsigterswerk—</i>	
Installasie vir onafgebroke behandeling van draadstang..	2s. 11½d. per uur.
Stempelsny en/of poleer.....	
Stangskoonmaak en/of blou-maak.....	
Draadtrek.....	
Draad galvaniseer.....	

(b) *Draadtrek—**Assistent-opsigterswerk, N.E.G.N.—*

Eerste jaar ervaring.....	1s. 11d. per uur.
Tweede jaar ervaring.....	2s. 0d. per uur.
Derde jaar ervaring.....	2s. 1½d. per uur.
Vierde jaar ervaring.....	2s. 3½d. per uur.
Vyfde jaar ervaring.....	2s. 6d. per uur.
Daarna.....	2s. 9d. per uur.

(c) Laai en/of aflaai met 'n kapbestuurde kraggedrewe kraan..... 2s. 5d. per uur.

(d) *Werk vir graad D-werksmanne.—*

<i>Graad D/1.</i>	† Skaal per uur.
Bediener van galvaniseerinstallasie.....	
Bedien van 'n stang- en draadreguitmaakmasjiën.....	
Bedien van 'n draadtrekbank, onder toesig met inbegrip van stuiklas van stang en draad.....	
Bediener van stangsuurbadinstallasie.....	

(d) *Grade D Operative's Work—*

<i>Grade D/0.</i>	<i>Remuneration.</i>
Bossing other Grade D Operatives and employees employed on general labouring when appointed “boss boy”.....	† Rate per hour.
Assembling metal panels by rivets and/or screws.....	
Attending furnaces other than general labouring.....	
Brushing and/or spraying... ..	
Inspecting of enamelware in process.....	

<i>Grade D/1.</i>	† Rate per hour.
Dipping.....	

<i>Grade D/2.</i>	† Rate per hour.
Furnace loading and/or unloading.....	
Hollow-ware inspection.....	
Hollow-ware brushing and/or beading.....	
Trimming and/or beading and/or rolling.....	

† Rate per hour as for Grade D/0, D/1 and D/2 Operative's Work in section 3 (1) (e) of Part I of the Agreement.

NOTES.

(1) At least one employee with general supervisory knowledge must be employed in each establishment, and be in charge of operations on each shift.

(2) No employee shall be employed on general supervisory work at a rate of pay of less than 3s. 3d. per hour without the prior consent of the Council, but if an employer wishes to train an employee for general supervisory work he may do so with the consent of the Council and under such conditions as the Council may determine, and such employee shall be deemed for the purpose of Note (1) hereof to be an employee with supervisory knowledge.

DIVISION 17.

Wire Drawing and/or Weaving and/or Forming Manufacturing Division.

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

(1) *Wire Drawing Plant.*

<i>(a) Grade A Operative's Work—</i>	<i>Remuneration.</i>
<i>Supervisory work—</i>	
Continuous wire rod treatment plant.....	2s. 11½d. per hour.
Die cutting and/or polishing.....	
Rod cleaning and/or blueing.....	
Wire drawing.....	
Wire galvanising.....	

(b) *Wire Drawing—**Assistant supervisory work, N.E.S.—*

First year of experience..	1s. 11d. per hour.
Second year of experience..	2s. 0d. per hour.
Third year of experience..	2s. 1½d. per hour.
Fourth year of experience..	2s. 3½d. per hour.
Fifth year of experience..	2s. 6d. per hour.
Thereafter.....	2s. 9d. per hour.

(c) Loading and/or unloading by means of cab-operated power cranes..... 2s. 5d. per hour.

(d) *Grade D Operative's Work—*

<i>Grade D/1.</i>	† Rate per hour.
Attending galvanising plant other than general labouring.....	
Operating a rod and wire straightening machine....	
Operating a wire drawing bench under supervision, including butt-welding of rod and wire.....	
Attending rod pickling plant other than general labouring.....	

Graad D/2.		Besoldiging.
Inmeekaarsit, herstel, verf en spuit van houtdromme, onder toesig.....	† Skaal per uur.	
Bediener van hittebehandelinginstallasie.....		
Bedien van 'n outomatiese draadopwenmasjien met inbegrip van stuiklas.....		
Bedien van 'n stempelslaanhamer.....		
Bedien van 'n stringopwenmasjien.....		
Ru-slyp van stempelpoleernaalde en opvryf van stempels.....		
Graad D/3.		
Bedien van 'n handgevoerde draadopwenmasjien.....	† Skaal per uur.	
Bedien van 'n handmasjien vir toetsing van stang en draadtorsie.....		
Bedien van inbaalpers en/of ophondelmasjien vir afvalmateriaal.....		
Stempel van metaaletiketete....		
(2) Ogiesdraadinstallasie.		Besoldiging.
(a) Graad A—	Tyd-loon-skaal	Premiebonus-loonskaal per uur.
Opsigterswerk met inbegrip van opstel en/of verstel....	per uur.	Basies + Bonus.
	s. d.	s. d. s. d.
(b) Graad D/0—	Besoldiging.	
Bediener van ogies draadinstallasie.....	† Skaal per uur.	
(3) Doringdraadinstallasie.		Besoldiging.
(a) Graad A—	Tyd-loon-skaal	Premiebonus-loonskaal per uur.
Opsigterswerk met inbegrip van opstel en/of verstel....	per uur.	Basies + Bonus.
	s. d.	s. d. s. d.
(b) Graad D/1—	Besoldiging.	
Bediener van doringdraadinstallasie.....	† Skaal per uur.	
(4) Draadspykerinstallasie.		Besoldiging.
(a) Graad A—	Tyd-loon-skaal	Premiebonus-loonskaal per uur.
Opsigterswerk met inbegrip van opstel en/of verstel....	per uur.	Basies + Bonus.
	s. d.	s. d. s. d.
(b) Graad D/1—	Besoldiging.	
Bediener van draadspykermasjien.....	† Skaal per uur.	
(5) Outomatiese draadvormmasjieninstallasie.		Besoldiging.
(a) Graad A—	Tyd-loon-skaal	Premiebonus-loonskaal per uur.
Opsigterswerk met inbegrip van opstel en/of verstel....	per uur.	Basies + Bonus.
	s. d.	s. d. s. d.
(b) Graad D/1—	Besoldiging.	
Bediener van draadvormingsinstallasie.....	† Skaal per uur.	
(6) Draadrol- vleg- en bereidinginstallasie.		Besoldiging.
(a) Graad A—	Tyd-loon-skaal	Premiebonus-loonskaal per uur.
Opsigterswerk met inbegrip van opstel en/of verstel....	per uur.	Basies + Bonus.
	s. d.	s. d. s. d.

Grade D/2.		Remuneration.		
Assembling, reconditioning, painting and spraying of wooden drums under supervision.....	} † Rate per hour.			
Attending heat treatment plant when appointed as heat treatment plant attendant.....				
Operating an automatic wire winding machine, including butt-welding.....				
Operating a die battering hammer.....				
Operating a strand-winding machine.....				
Rough grinding of die polishing needles and buffing of dies.....				
Grade D/3.		Remuneration.		
Operating a hand fed wire-winding machine.....	} † Rate per hour.			
Operating a hand-operated rod and wire torsion testing machine.....				
Operating a scrap material baling press and/or bundling machine.....				
Stamping of metal labels....				
(2) Wire Netting Plant.		Remuneration.		
(a) Grade A Operative's Work—		Time Rate per Hour.	Premium Rates per Hour.	Bonus
Supervisory work including setting up and/or adjustments.....		s. d.	s. d.	s. d.
		2 11½	2 8	*
(b) Grade D/0 Operative's Work—		Remuneration.		
Operating wire netting plant		† Rate per hour.		
(3) Barbed Wire Plant.		Remuneration.		
(a) Grade A Operative's Work—		Time Rate per Hour.	Premium Rates per Hour.	Bonus
Supervisory work including setting up and/or adjustments.....		s. d.	s. d.	s. d.
		2 11½	2 8	*
(b) Grade D/1 Operative's Work—		Remuneration.		
Operating barbed wire plant		† Rate per hour.		
(4) Wire Nail Plant.		Remuneration.		
(a) Grade A Operative's Work—		Time Rate per Hour.	Premium Rates per Hour.	Bonus
Supervisory work including setting up and/or adjustments.....		s. d.	s. d.	s. d.
		2 11½	2 8	*
(b) Grade D/1 Operative's Work—		Remuneration.		
Operating nailmaking machine.....		† Rate per hour.		
(5) Automatic Wire Forming Machine Plant.		Remuneration.		
(a) Grade A Operative's Work—		Time Rate per Hour.	Premium Rates per Hour.	Bonus
Supervisory work including setting up and/or adjustments.....		s. d.	s. d.	s. d.
		2 11½	2 8	*
(b) Grade D/1 Operative's Work—		Remuneration.		
Operating wire forming machine.....		† Rate per hour.		
(6) Wire Coiling, Braiding and Preparing Plant.		Remuneration.		
(a) Grade A Operative's Work—		Time Rate per Hour.	Premium Rates per Hour.	Bonus
Supervisory work including setting up and/or adjustments.....		s. d.	s. d.	s. d.
		2 11½	2 8	*

(b) Graad D/2—

Besoldiging.

Inmeekaarsit van kabeldromme—onder toesig.....
 Bediener van bandmasjien...
 Oprol en afrol.....
 Bedien van draad- en stringopwen- en meetmasjien, met inbegrip van las en hardsoldeer.....
 Papieroorslagmasjienbediener
 Papierkerf.....
 Spuit en/of aansmeer van preservingslae op dromme
 Sjabloneer van dromme.....
 Drade vleg, met inbegrip van sweis en hardsoldeer.....
 Bediener van katoen- en/of asbes- en glasbekledingsmasjien.....

† Skaal per uur.

(c) Graad D/3—

Kabeldromme met flatwerk toespyker.....
 Vlegmasjienbediener.....

† Skaal per uur.

Besoldiging.

Tyd- Premiebonus-
 loonskaal loonskaal per uur.
 per uur. Basiese + Bonus.

s. d. s. d. s. d.

(7) Outomatiese kettingskakelinstallasie.

(a) Graad A—

Opsigterswerk met inbegrip van opstel en/of verstel....

2 11½ 2 8 *

(b) Graad D/1—

Besoldiging.

Bediener van kettingskakelinstallasie.....

† Skaal per uur.

Besoldiging.

Tyd- Premiebonus-
 loon- loonskaal per uur.
 skaal per uur. Basiese + Bonus.
 s. d. s. d. s. d.

(8) Outomatiese Draaddoekvervaardigingsinstallasie.

(a) Graad A—

Opsigterswerk met inbegrip van opstel en/of verstel....

2 11½ 2 8 *

(b) Graad D/1—

Besoldiging.

Installasiebediener.....

† Skaal per uur.

Besoldiging.

Tyd- Premiebonus-
 loon- loonskaal per uur.
 skaal per uur. Basiese + Bonus.
 s. d. s. d. s. d.

(9) Draadweef met Handmasjien.

(a) Graad A—

Opsigterswerk met inbegrip van opstel en/of verstel....

2 11½ 2 8 *

(b) Graad D/1—

Besoldiging.

Vierkantige en/of ander maasgaas in rolle en/of plate weef met handmasjien, d.w.s. voer van masjien....

† Skaal per uur.

L.W.—Werknemer wat die bediener help, moet as algemene arbeider geklassifiseer word.

* L.W.—Bonus moet so bereken word dat dit 'n gemiddelde werknemer in staat stel om minstens 25 persent bo die basiese skaal van die premiebonus soos voorgeskryf vir die bepaalde werk wat verrig word, te verdien.

† Skaal per uur, soos vir grade D/0-, D/1-, D/2- en D/3-werkmanswerk in artikel 3 (1) (e) van deel I van die Ooreenkoms.

(b) Grade D/2 Operative's Work—

Remuneration.

Assembling cable drums under supervision.....
 Operating taping machine...
 Coiling and reeling.....
 Operating wire and strand winding and measuring machine, including welding and brazing.....
 Operating paper lapping machine.....
 Paper slitting.....
 Spraying and/or applying preservative coating to drums.....
 Stencilling drums.....
 Stranding wires, including welding and brazing.....
 Operating cotton and/or asbestos and glass covering machine.....

† Rate per hour.

(c) Grade D/3 Operative's Work—

Battening up cable drums..
 Operating braiding machine

† Rate per hour.

Remuneration.

Time Rate per Hour.	Premium Rates per Hour.	Bonus Rates per Hour.
s. d.	s. d.	s. d.

(7) Automatic Chain Link Plant.

(a) Grade A Operative's Work—

Supervisory work including setting up and/or adjustments.....

2 11½ 2 8 *

(b) Grade D/1 Operative's Work—

Operating chain link plant.

Remuneration.

† Rate per hour.

Remuneration.

Time Rate per Hour.	Premium Rates per Hour.	Bonus Rates per Hour.
s. d.	s. d.	s. d.

(8) Automatic Wire Cloth Manufacturing Plant.

(a) Grade A Operative's Work—

Supervisory work including setting up and/or adjustments.....

2 11½ 2 8 *

(b) Grade D/1 Operative's Work—

Operating wire cloth manufacturing plant.....

Remuneration.

† Rate per hour.

Remuneration.

Time Rate per Hour.	Premium Rates per Hour.	Bonus Rates per Hour.
s. d.	s. d.	s. d.

(9) Wire Weaving on Hand-operated Machines.

(a) Grade A Operative's Work—

Supervisory work including setting up and/or adjustments.....

2 11½ 2 8 *

(b) Grade D/1 Operative's Work—

Square and/or other mesh screen weaving into rolls and/or sheets on hand-operated machine, i.e. feeding machine.....

Remuneration.

† Rate per hour.

Note.—Employee assisting operator to be classed as a general labourer.

* NOTE.—Bonus to be calculated to enable an average employee to earn not less than 25 per cent. above the premium bonus basic rate prescribed for the particular class of work being performed.

† Rate per hour as for Grade D/0, D/1, D/2 and D/3 Operative's Work in section 3 (1) (e) of Part I of the Agreement.

AFDELING 18.

Afdeling vir die vervaardiging van draad en draadtou.

(a) Werk van graad A-werksmanne—

Besoldiging.

Opsigterswerk in enigeen van ondergenoemde werksaamhede—

Kabels vleg.....	
Stempels sny en/of poleer	
Veselkern maak.....	
Staaloudraad toets.....	
Draadtrek, met inbegrip	
van installasies vir stang-	
skoonmaak en hittebe-	
handeling.....	2s. 11½d. per uur.
Draad galvaniseer.....	
Draadtou maak.....	

L. W.—Minstens een werknemer met kennis van opsigterswerk moet in elke afdeling in diens wees.

(b) Werk vir graad AA-werksmanne—

Besoldiging.

Werk in enigeen van die werksaamhede genoem in (a) N.E.V.N. en/of help met opsigterswerk in verband daarmee—

Eerste jaar ervaring.....	2s. 0d. per uur.
Tweede jaar ervaring.....	2s. 3d. per uur.
Derde jaar ervaring.....	2s. 6d. per uur.
Daarna.....	2s. 9d. per uur.

(c) Kraanbediening—laai en/of aflaai.....

2s. 5d. per uur.

(d) Werk vir graad -D werksmanne.

Graad D/1.

Galvaniseerinstallasie bedien wanneer as bediener van dié installasie aangestel.....
 Suurbadinstallasie vir stange bedien wanneer as bediener van dié installasie aangestel
 Onder toesig met tousplitslas help.....
 Stang- en draadreguitmaakmasjiën bedien.....
 Afsluitmasjiën vir ronde stringe vir tou tot en met ½-dm. deursnee bedien....
 Vlegmasjiën bedien—ronde stringe vir draadtou van hoogstens 1-dm. deursnee en ander stringe nie vir vervaardiging van draadtou gebruik nie, insluitende las van draad deur stuiksweis of hardsoldeer.....
 Masjiën vir driehoekige kern bedien, insluitende las van draad deur stuiksweis of hardsoldeer.....
 Draadtrekbank onder toesig bedien, insluitende stuiksweising van stang en draad

† Skaal per uur.

Graad D/2.

Installasie vir hittebehandeling bedien wanneer as bediener van dié installasie aangestel.....
 Inmekaarsit, vernuwe, verf en spuit van houtdromme onder toesig.....
 Bout- en/of stangskroefwerk met masjiën of met die hand
 Outomatiese opwenmasjiën bedien, met inbegrip van stuiksweising.....
 Stempelbreekmasjiën bedien.
 Veseldraadhuismasjiën bedien
 Veseldraadbereidingsmasjiën (artikelmasjiën en trekraam).....
 Veseldraadspinningsmasjiën bedien
 Stringopwenmasjiën bedien..
 Ru-slyp van stempelpoleernaalde en opvryf van stempels.....

† Skaal per uur.

DIVISION 18.

Wire and Wire Rope Manufacturing Division.

(a) Grade A Operative's Work—

Remuneration.

Supervisory work in any of the following operations—

Cable stranding.....	
Die cutting and/or polishing.....	
Fibre coremaking.....	
Testing steel roping wire..	2s. 11½d. per hour.
Wire drawing, including rod cleaning and heat treatment plants.....	
Wire galvanising.....	
Wire ropemaking.....	

Note.—Not less than one employee with supervisory knowledge to be employed in each Department.

(b) Grade AA Operative's Work—

Remuneration.

Work in any of the operations scheduled in (a) N.E.S. and/or assisting in the supervision thereof—

First year of experience...	2s. 0d. per hour.
Second year of experience.	2s. 3d. per hour.
Third year of experience...	2s. 6d. per hour.
Thereafter.....	2s. 9d. per hour.

(c) Crane operation—loading and/or unloading.....

2s. 5d. per hour.

(d) Grade D Operative's Work—

Grade D/1.

Attending galvanising plant when appointed as galvanising plant attendant...
 Attending rod pickling plant when appointed as rod pickling plant attendant...
 Assisting in rope splicing under supervision.....
 Operating a rod and wire straightening machine....
 Operating a round strand closing machine for ropes up to ½-in. diameter.....
 Operating a stranding machine — round strands for wire ropes not exceeding 1-in. in diameter and other strands not used in the manufacture of wire ropes including jointing of wire by butt welding or brazing
 Operating a triangular core machine, including jointing of wire by butt welding or brazing.....
 Operating a wire drawing bench under supervision, including butt welding of rod and wire.....

† Rate per hour.

Grade D/2.

Attending heat treatment plant when appointed as heat treatment plant attendant
 Assembling, reconditioning, painting and spraying of wooden drums under supervision.....
 Bolt and/or rod screwing by machine and/or hand.....
 Operating an automatic wire winding machine including butt welding.....
 Operating a die battering hammer.....
 Operating a fibre rope house machine.....
 Operating a fibre yarn preparing machine (goods machine and drawing frame).....
 Operating a fibre yarn spinning machine.....
 Operating a strand winding machine.....
 Rough grinding of die polishing needles and buffing of dies.....

† Rate per hour.

Graad D/3.

Besoldiging.

Smeerinstallasie bedien wanneer as bediener van dié installasie aangestel.....
 Bedienershulp van driehoekige stringmasjien.....
 Veseldraadopwenmasjien bedien.....
 Bediening van draadopwenmasjien met die hand-gevoer.....
 Bediening van stang-en draadtorsietoetsmasjien met die hand gewerk.....
 Pers vir baal en/of bondelmasjien vir afvalmateriaal bedien.....
 Metaaletikette stempel.....

† Skaal per uur.

† Skaal per uur soos vir grade D/1-, D/2- en D/3-werksmanne se werk in artikel 3 (1) (e) van deel I van die Ooreenkoms.

Namens, die partye hede die 14de dag van September 1950, soos gemagtig, in Johannesburg geteken.

C. H. CROMPTON,
Voorsitter.

J. M. RUSSELL,
Ondervoorsitter.

W. R. GLASTONBURY,
Sekretaris.

★ No. 616.]

[16 Maart 1951.]

WET OP FABRIEKE, MASJINERIE EN BOUWERK, 1941.

YSTER-, STAAL-, INGENIEURS- EN METAALNYWERHEID, UNIE VAN SUID-AFRIKA.

Ek, BAREND JACOBUS SCHOEMAN, Minister van Arbeid, handelende ingevolge subartikel (1) van artikel *twee-en-twintig* van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, verklaar hierby dat die bepalings van die Ooreenkoms en kennisgewing in verband met die Yster-, Staal-, Ingenieurs- en Metaalnywerheid, bekendgemaak by Goewermentskennisgewing No. 615 van 16 Maart 1951, vir die persone wie se werkure daarby gereël word nie minder gunstig is as die ooreenstemmende bepalings van genoemde Wet is nie.

B. J. SCHOEMAN,
Minister van Arbeid.

Grade D/3.

Remuneration.

Attending grease plant when appointed as grease plant attendant.....
 Assisting operator of triangular stranding machine.....
 Operating a fibre yarn winding machine.....
 Operating a hand fed wire winding machine.....
 Operating a hand operated rod and wire torsion testing machine.....
 Operating a scrap material baling press and/or bundling machine.....
 Stamping of metal labels.....

† Rate per hour.

† Rate per hour as for Grade D/1, D/2, and D/3 Operative's Work in section 3 (1) (e) of Part I of the Agreement.

Signed at Johannesburg as authorized for and on behalf of the parties on this 14th day of September, 1950.

C. H. CROMPTON,
Chairman.

J. M. RUSSELL,
Vice-Chairman.

W. R. GLASTONBURY,
Secretary.

★ No. 616.]

[16 March 1951.]

FACTORIES, MACHINERY AND BUILDING WORK ACT, 1941.

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY, UNION OF SOUTH AFRICA.

I, BAREND JACOBUS SCHOEMAN, Minister of Labour, hereby in terms of sub-section (1) of section *twenty-two* of the Factories, Machinery and Building Work Act, 1941, declare the provisions of the Agreement and notice relating to the Iron, Steel, Engineering and Metallurgical Industry published under Government Notice No. 615 of the 16th March, 1951, to be not less favourable to the persons whose hours of work are regulated thereby than the relative provisions of the said Act.

B. J. SCHOEMAN,
Minister of Labour.

Wette van die Unie van Suid-Afrika, 1949

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