

EXTRAORDINARY



BUITENGEWONE

THE UNION OF SOUTH AFRICA
Government Gazette
Staatskroerant
VAN DIE UNIE VAN SUID-AFRIKA

[Registered at the Post Office as a Newspaper.]

[As 'n Nuusblad by die Poskantoor Geregistreer.]

VOL. CLXIV.] PRICE 6d. PRETORIA, 6 APRIL 1951. PRYS 6d. [No. 4574.

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

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

GOVERNMENT NOTICE.

The following Government Notice is published for general information:—

DEPARTMENT OF LABOUR.

* No. 811.] [6 April 1951.
INDUSTRIAL CONCILIATION ACT, 1937.

MOTOR TRANSPORT UNDERTAKING (GOODS),
WITWATERSRAND AND VEREENIGING.

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 which appears in the Schedule hereto and which relates to the Motor Transport Undertaking (Goods), shall be binding from the second Monday after the date of publication of this notice and for the period ending two years from the said second Monday, upon the employers' organisation and the trade union which entered into the said Agreement and upon the employers and employees who are members of that organisation of that trade union;
- (b) in terms of sub-section (2) of section forty-eight of the said Act, declare that the provisions contained in Clauses 3 to 14 (1) (i) (inclusive), 14 (1) (v) to 16 (inclusive), and 20 to 23 (inclusive) of the said Agreement shall be binding from the second Monday after the date of publication of this notice, and for the period ending two years from the said second Monday, upon the other employers and employees engaged or employed in the said undertaking in the Magisterial Districts of Krugersdorp, Roodepoort, Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs, Vereeniging and that portion of the Magisterial District of Randfontein which prior to the publication of Government Notice No. 2546 of the 5th December, 1947, as amended, fell within the Magisterial District of Krugersdorp, but excluding the farm Holfontein No. 17; and

GOEWERMENTSKENNISGEWING.

Onderstaande Goewermentskennisgewing word vir algemene inligting gepubliseer:—

DEPARTEMENT VAN ARBEID.

* No. 811.] [6 April 1951.
NYWERHEID-VERSOENINGSWET, 1937.

MOTORVERVOERONDERNEMING (GOEDERE),
WITWATERSRAND EN VEREENIGING.

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 wat in die Bylae herto verskyn en op die Motorvervoeronderneming (Goedere) betrekking het, vanaf die tweede Maandag na die datum van bekendmaking van hierdie kennisgewing en vir die tydperk wat eindig twee jaar vanaf die genoemde tweede Maandag bindend is op die werkgewersorganisasie en die vakvereniging wat genoemde Ooreenkoms aangegaan het en op die werkgewers en werknemers wat lede is van daardie organisasie of vereniging;
- (b) kragtens subartikel (2) van artikel *agt-en-veertig* van genoemde Wet, dat die bepalings vervat in klausules 3 tot en met 14 (1) (i), 14 (1) (v) tot en met 16 en 20 tot en met 23 van genoemde Ooreenkoms vanaf die tweede Maandag na die datum van bekendmaking van hierdie kennisgewing en vir die tydperk wat eindig twee jaar vanaf die genoemde tweede Maandag bindend is op die ander werkgewers en werknemers betrokke by of in diens in genoemde onderneming in die magistraatsdistrikte Krugersdorp, Roodepoort, Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs, Vereeniging en daardie deel van die magistraatsdistrikte Randfontein wat voor die bekendmaking van Goewermentskennisgewing No. 2546 van 5 Desember 1947, soos gewysig, binne die magistraatsdistrik Krugersdorp gevall het, maar uitgesonderd die plaas Holfontein No. 17; en

(c) in terms of sub-section (4) of section *forty-eight* of the said Act, declare that in the Magisterial Districts of Krugersdorp, Roodepoort, Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs, Vereeniging and that portion of the Magisterial District of Randfontein which prior to the publication of Government Notice No. 2546 of the 5th December, 1947, as amended, fell within the Magisterial District of Krugersdorp, but excluding the farm Holfontein No. 17, and from the second Monday after the date of publication of this notice and for the period ending two years from the said second Monday, the provisions contained in Clauses 3 to 14 (1) (i) (inclusive), 14 (1) (v) to 16 (inclusive) and 21 to 23 (inclusive), of the said Agreement shall *mutatis mutandis* apply in respect of such persons employed in the said undertaking 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.

SCHEDULE.

INDUSTRIAL COUNCIL FOR THE MOTOR TRANSPORT UNDERTAKING (GOODS) (WITWATERSRAND).

AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, 1937, as amended, made and entered between the Motor Transport Owners' Association of South Africa (hereinafter referred to as the "employers" or the "employers' association"), of the one part, and the Motor Transport Workers' Union (South Africa) (hereinafter referred to as the "employees" or the "trade union"), of the other part; being the parties to the Industrial Council for the Motor Transport Undertaking (Goods) (Witwatersrand).

1. SCOPE OF APPLICATION OF AGREEMENT.

The terms of this Agreement shall be observed in the Magisterial Districts of Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs, Krugersdorp, Roodepoort, Vereeniging and that portion of the Magisterial District of Randfontein which prior to the publication of Government Notice No. 2546 of the 5th December, 1947, as amended, fell within the Magisterial District of Krugersdorp, but excluding the farm Holfontein No. 17, by all employers and employees engaged in the Motor Transport Undertaking, who are members of the employers' association and the trade union.

2. PERIOD OF OPERATION OF AGREEMENT.

This Agreement shall come into operation on such date as may be specified by the Minister in terms of section *forty-eight* of the Act, and shall remain in force for two years or for such period as may be determined by him.

3. DEFINITIONS.

Any expressions used in this Agreement which are defined in the Industrial Conciliation Act, 1937, shall have the same meanings as in that Act, as amended; any reference to an Act shall include any amendment to such Act and, unless the contrary intention appears, words importing the masculine gender shall include females; further, unless inconsistent with the context—

"Act" means the Industrial Conciliation Act, 1937;
"Council" means the Industrial Council for the Motor Transport Undertaking (Goods), Witwatersrand;
"Secretary" means the Secretary of the Council;
"casual driver or casual vehicle attendant" means a driver or vehicle attendant who is employed by the same employer on not more than two days in any one week;
"driver" shall in respect of a motor vehicle, refer to the person having control of the steering apparatus thereof, and who may in addition perform one or more of the following duties:—

- (1) Upon taking charge of any vehicle, examine and correct tyre pressures, oil-levels, fuel, batteries and water-levels;
- (2) keep vehicles in a well-greased condition generally, tighten nuts and bolts, check and report oil-levels in gear boxes and differentials;
- (3) pay personal attention to the coupling up of articulated units or trailers;
- (4) bear responsibility for the goods on the motor vehicle whilst in charge of such motor vehicle;
- (5) check and properly secure all loads before departure from any depot or place; upon delivery or pick-up, enumerate all goods on a delivery or loading slip to be signed by both the driver and the consignee or consignor or despatcher at any depot or place;

(c) kragtens subartikel (4) van artikel *agt-en-veertig* van genoemde Wet, dat die bepalings vervat in klousules 3 tot en met 14 (1) (i), 14 (1) (v) tot en met 16 en 21 tot en met 23 van genoemde Ooreenkoms vanaf die tweede Maandag na die datum van bekendmaking van hierdie kennisgewing en vir die tydperk wat eindig twee jaar vanaf die genoemde tweede Maandag in die magistraatsdistrikte Krugersdorp, Roodepoort, Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs, Vereeniging en daardie deel van die magistraatsdistrik Randfontein wat voor die bekendmaking van Goewermentskennisgewing No. 2546 van 5 Desember 1947, soos gewysig, binne die magistraatsdistrik Krugersdorp gevall het, maar uitgesonderd die plaas Holfontein No. 17, *mutatis mutandis* van toepassing is ten opsigte van persone in diens in genoemde onderneming wat nie by die woordomskrywing van die uitdrukking „werknemer” vervat in artikel *een* van genoemde Wet, ingesluit is nie.

B. J. SCHOEMAN,
Minister van Arbeid.

BYLAE.

NYWERHEIDSRAAD VIR DIE MOTORVERVOERONDERNEMING (GOEDERE) (WITWATERSRAND).

OOREENKOMS

ingevolge die bepalings van die Nywerheid-versoeningswet, 1937, soos gewysig, aangegaan deur die „Motor Transport Owners' Association of South Africa" (hierna die „werkgewers" of die „werkgewersorganisasie" genoem), aan die een kant, en die „Motor Transport Workers' Union (South Africa)" (hierna die „werknemers" of die „vakvereniging" genoem), aan die ander kant, wat die partye is by die Nywerheidsraad vir die Motorvervoeronderneming (Goedere) (Witwatersrand).

1. BESTEK VAN TOEPASSING VAN OOREENKOMS.

Die bepalings van hierdie Ooreenkoms moet in die magistraatsdistrikte Krugersdorp, Roodepoort, Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs, Vereeniging en daardie gedeelte van die magistraatsdistrik Randfontein, wat voor die publikasie van Goewermentskennisgewing No. 2546 van 5 Desember 1947, soos gewysig, binne die magistraatsdistrik Krugersdorp gevall het, maar met uitsluiting van die plaas Holfontein No. 17, nagekom word deur alle werkgewers en werknemers wat in die motorvervoerbedryf werksaam is en lede is van die werkgewersorganisasie en die vakvereniging.

2. TERMYN VAN TOEPASSING VAN OOREENKOMS.

Hierdie Ooreenkoms tree in werking op 'n datum wat deur die Minister kragtens artikel *agt-en-veertig* van die Wet vasgestel word en bly vir twee jaar van krag of vir 'n termyn wat die Minister mag vasstel.

3. WOORDBEPALINGS.

Elke uitdrukking wat in hierdie Ooreenkoms gesig word en in die Nywerheid-versoeningswet, 1937, omskryf is, het dieselfde betekenis as in daardie Wet, soos gewysig; enige verwysing na 'n wet sluit enige wysiging van dié wet in en tensy 'n ander bedoeling blyk, sluit woorde wat die manlike geslag aandui ook vrouens in, verder, tensy strydig met die samehang, beteken—

"Wet", die Nywerheid-versoeningswet, 1937;
"Raad", die Nywerheidsraad vir die Motorvervoeronderneming (Goedere) (Witwatersrand);
"sekretaris", die sekretaris van die Raad;
"los bestuurder" of „los voertuigbediende", 'n bestuurder of voertuigbediende wat hoogstens twee dae in 'n week by dieselfde werkgever in diens is;
„bestuurder", met betrekking tot 'n motorvoertuig, die persoon wat oor die stuurtoestel daarvan beheer het en wat buiten dien een of meer van die volgende werksamhede kan verrig:—

- (1) Wanneer hy beheer oor enige voertuig aanvaar, die lugdruk in die bande, die oliepeil, brandstof-, battery- en waterpeil nagaan en regmaak;
- (2) voertuie algemeen goed gesmeer hou, moere en boute vasdraai; nagaan van en verslag doen oor die olie-peil in ratkaste en ewenaars;
- (3) persoonlike aandag skenk aan die vaskoppel van gekoppelde eenhede of sleepwaens;
- (4) vir die goedere op die motorvoertuig verantwoordelikheid dra terwyl in beheer oor dié motorvoertuig;
- (5) alle vrakte nagaan en behoorlik beveilig voor vertrek van enige dépot of plek; by aflevering, of afhaal, alle goedere aanteken op 'n afleverings- of laaibrief wat deur beide die bestuurder en die geadresseerde of adresseerde of versender by enige dépot of plek geteken moet word;

- (6) report all mechanical or other defects of the vehicle as soon as possible or not later than 24 hours to the employer, his duly accredited representative or any person appointed by the employer to receive such reports; such reports shall be recorded in the log-book herein defined;
- (7) supervise and control vehicle attendants herein defined;
- (8) under all circumstances have his moving vehicle under proper control;
- (9) complete log sheets after the completion of work and hand such log sheets to the employer or his duly designated representative;
- (10) be responsible for all running repairs which is defined herein;
- "essential services" means any work which, owing to causes such as fire, storm, accident, act of violence or theft, must be done without delay and work essential for the maintenance of light, power, water, sanitary and telephone services; the transportation of machinery or any other thing to prevent any serious dislocation in any trade, industry or undertaking, including transportation for the South African Police or purposes of national defence;
- "hourly rate" shall mean the weekly wage divided by 48;
- "hours of work" shall include all periods of the driving of any motor vehicle and any time spent by a driver on other work connected with a motor vehicle in terms of the definitions herein of "driver" and "running repairs," and includes all periods during which a driver is obliged to remain at his post in readiness to work when required to do so;
- "log-book" shall mean a book with duplicate pages. The said book is described in clause 13 herein;
- "motor vehicle" means a conveyance used for the transportation or haulage of goods and which is propelled by other than human or animal power and includes a tractor, a mechanical horse and a steam wagon;
- "Motor Transport Undertaking" means the undertaking in which employers and employees are associated for the transportation of goods for hire or reward by means of motor transport, and shall include all the transport activities of a vehicle for which a Motor Carrier Certificate has been issued;
- "piece-work or task-work" means any system under which an employee's earnings are based on the weight or volume or number of articles or goods conveyed, or on the number of journeys undertaken or on the mileage covered by any motor vehicle;
- "unladen weight" means the gross unladen weight of any motor vehicle together with its heaviest trailer, the weights of which are required to be displayed on the chassis of any vehicle in terms of the Transvaal Motor Vehicle Ordinance, No. II of 1934, as amended, or such gross unladen weight which shall be determined by the Council;
- "running repairs" means repairs to a vehicle and its component parts which can be effected by the driver and vehicle attendants with the tools normally carried on a vehicle for such purpose, and shall include the changing of wheels, repairs to punctures, external adjustment of brakes, but shall not include major mechanical repairs such as dismantling of engines or such other work usually performed by the skilled artisan known as a mechanic;
- "trailer" means any conveyance attached to and hauled by a motor vehicle;
- "vehicle attendant" means any employee engaged in the attendance of any motor vehicle and who loads and unloads and accompanies the vehicle on its journeys;
- "owner-driver" shall mean a person who is the owner or part owner operator of a motor vehicle and who himself drives the vehicle engaged in transportation of goods for hire or reward;
- "wages register" shall refer to the record required to be kept by the employer in terms of section fifty-seven (1) of the Industrial Conciliation Act, and shall reflect hours of work, wages, cost of living allowance, bonus, subsistence and deductions of all employees who fall within the jurisdiction of the Council.

4. WAGES.

The minimum rates at which wages in respect of ordinary hours of work shall be paid by an employer to each member of the undermentioned classes of his employees shall be as follows:

	Per Week. £ s. d.
(1) (a) Drivers of motor vehicles other than steam wagons of—	
(i) unladen weight, excluding weight of trailer, under 10,000 lb.	6 0 0
(ii) unladen weight, including unladen weight of heaviest trailer, under 10,000 lb.	6 0 0
(iii) unladen weight, excluding weight of trailer, 10,000 lb. and over	7 10 0
(iv) unladen weight, including weight of the heaviest trailer, 10,000 lb. and over	7 10 0
(v) all articulated units—irrespective of weight	7 10 0
(b) Steam wagon, with or without trailer	7 10 0

(6) so spoedig soos moontlik, of nie later as 24 uur nie, alle meganiese of ander foute van die voertuig rapporteer aan die werkewer, sy gemagtigde verteenwoordiger, of enige persoon wat deur die werkewer aangestel is om sulke rapporte te ontvang; van sulke rapporte moet in die „logboek” soos hierin bepaal, aantekening gehou word;

(7) toesig en kontrole hou oor voertuigbedienende soos hierin bepaal;

(8) onder alle omstandighede sy bewegende voertuig onder bevochtlike beheer moet hou;

(9) die logblaais na afloop van die werk invul en sulke logblaais aan sy werkewer of sy gemagtigde verteenwoordiger oorhandig;

(10) verantwoordelik wees vir alle „onderhoudsherstellings” soos hierin bepaal;

„onontbeerlike dienste”, enige werk wat weens oorsake soos brand, storm, ongeval, gewelddaad of diefstal sonder versuim verrig moet word en onontbeerlike werk vir die instandhou van lig-, krag-, water-, gesondheids- en telefoondienste, die vervoer van masjinerie of enige ander ding om enige ernstige ontwrigting van enige bedryf, nywerheid, of onderneming te voorkom, met inbegrip van vervoer vir die Suid-Afrikaanse Polisie vir doeleindes van nasionale verdediging;

„uurloon”, die weekloon gedeel deur 48;

„werkure”, dat alle tydperke van bestuur van enige motor en alle tyd wat 'n bestuurder aan ander werk in verband met die voertuig bestee, kragtens die bepalings hierin van „bestuurder” en „onderhoudsherstellings” inbegrepe is en ook alle tydperke wat 'n bestuurder verplig is om op sy pos te bly in gereedheid vir verrigting van werk as dit nodig mag wees;

„logboek”, 'n boek met blaais in duplo. Die genoemde boek word in klosule 13 hiervan beskryf;

„motorvoertuig”, 'n voertuig wat vir die vervoer of sleep van goedere gebruik word en wat deur ander as menslike of dierlike krag voortbeweeg word en dit sluit 'n „trekker”, 'n „meganiese perd” en 'n „stoomwa” in;

„motorvervoeronderneming”, 'n onderneming waarin werkewers en werknemers verbonde is vir die vervoer van goedere deur middel van motortransport teen huur of beloning en dit sluit al die vervoerbedrywigheids in van 'n voertuig waarvoor 'n motorvervoersertifikaat uitgereik is;

„stukwerk” of „taakwerk”, enige stelsel waarvolgens 'n werknemer se verdienste gebaseer is op die gewig, of die volume, of die getal artikels of goedere wat vervoer word, of op die getal reise wat onderneem word, of op die mylaastand wat deur enige voertuig afgelê word;

„gewig sonder vrag”, die bruto gewig sonder vrag van enige motor-tesam met sy swaarste sleepwa en hul gewigte moet op die onderstel van enige voertuig vermeld staan ooreenkomsdig die bepalings van die Transvaalse Motorvoertuigordonnansie, No. 11 van 1934, soos gewysig, of sulke bruto gewig sonder vrag soos deur die Raad vasgestel word;

„onderhoudsherstellings”, herstellings aan 'n voertuig en sy samstellende dele wat deur die bestuurder en voertuigbedienende uitgevoer kan word met die gereedskap wat gewoonlik vir sulke doeleindes op die voertuig saamgenem word, en dit sluit in die omruil van wiele, lekke heelmaak, aan buitekant remme stel, maar nie vername meganiese herstellings soos uitmekaaarm van die motor, of sulke ander werk wat gewoonlik deur 'n geskoonde vakman, wat as 'n werktuigkundige bekend staan, verrig word nie;

„sleepwa”, enige voertuig wat aan 'n motorvoertuig vasgemaak is en daardeur gesleep word;

„voertuigbedienende”, enige werknemer wat by enige motorvoertuig help en wat laai en aflaai, en met die voertuig op sy reise saam;

„eienaar-bestuurder”, enige werkewer wat die eienaar, of mede-eienaar-bestuurder van 'n motorvoertuig is en wat self die voertuig bestuur wat vir vervoer van goedere teen huur of beloning gebruik word;

„loonregister”, die aantekenings wat kragtens artikel sewe-en-vyftig (1) van die Nywerheid-versoeningswet deur die werkewer gehou moet word en werkure, lone, lewenskostetoelaes, bonusse, onderhoudstoelaes en kortings van al die werknemers wat binne die Raad se regsbepoeigheid val, moet aantoon;

4. LONE.

Die minimum skale waarteen 'n werkewer elke lid van die ondergenoemde klasse van sy werknemers lone ten opsigte van gewone werkure moet betaal, is as volg:—

	Per week. £ s. d.
(1) (a) Bestuurders van motorvoertuie, behalwe stoomwaens, van—	
(i) gewig sonder vrag, sonder gewig van sleepwa, onder 10,000 pd.	6 0 0
(ii) gewig sonder vrag tesaam met gewig sonder vrag van die swaarste sleepwa onder 10,000 pd.	6 0 0
(iii) gewig sonder vrag, sonder gewig van sleepwa, 10,000 pd. en meer	7 10 0
(iv) gewig sonder vrag, tesaam met gewig sonder vrag van die swaarste sleepwa, 10,000 pd. en meer	7 10 0
(v) alle geartikuleerde eenhede—afgesien van gewig	7 10 0
(b) Stoomwa, met of sonder sleepwa	7 10 0

Per

week.

f. s. d.

(2) *Casual Drivers.*—A casual driver shall be paid in respect of each day or part of a day, not less than one and one-fifth times the weekly wage prescribed in sub-clause (1) for a vehicle with the same unladen weight as that which the casual driver is required to drive, divided by six.

(3) (i) *Vehicle Attendants.*: £1. 7s. per week.

(ii) *Casual Vehicle Attendants.*—A casual vehicle attendant shall be paid in respect of each day or part of a day, not less than one and one-fifth times the weekly wage prescribed in sub-clause (3) (i) divided by six.

(4) Employees shall be paid cost of living allowances equal to those prescribed in War Measure No. 43 of 1942, as amended, or as may be amended.

(5) No employee shall accept wages and/or cost of living allowances less than the relative amounts specified.

5. REGISTRATION OF EMPLOYEES AND MOTOR VEHICLES.

(1) (a) Each employer or owner driver shall within one month from the date of the coming into operation of this Agreement, or within one month of commencement of operation, whichever is the later, forward to the Council in the form of Annexure A—

- (i) his full name and the name under which his business is conducted together with his business address;
- (ii) the names and addresses of each of his employees, both motor vehicle drivers and vehicle attendants, if any;
- (iii) the number of vehicles used in connection with his business, together with the registration number, Road Transportation Carrier Certificate number, and the registered unladen weight of each such vehicle.

(b) The information required to be furnished in terms of sub-clause (1) (a) (iii) shall be supplied to the Council by the employer in respect of each additional vehicle within one month from the date on which such vehicle is brought into operation.

(2) (a) Whenever any employer dismisses or engages any employee or whenever any employee leaves the services of any employer such employer shall within 24 hours notify the Council in writing of the following particulars in the form of Annexure B:—

- (i) The name and address of such employee.
- (ii) The full rate of wages paid or being paid to the employee, and in the case of the dismissal of an employee, the reasons for such dismissal.

(b) No employer shall engage any new employee who cannot produce a certificate of service from his previous employer unless such new employee is entering the undertaking for the first time.

(c) In the case of new employees the production of an up-to-date union membership card shall be sufficient.

(3) The Council shall register upon information being received from any employer—

- (i) each motor vehicle and its unladen weight with the weight of its trailers, together with the name and address of each employee, and notify such employer the rate of wages to be paid in respect of each employee engaged in driving such motor vehicle;
- (ii) if the Council has reason to believe that the registered unladen weight is not correctly registered, the Council shall require the owner of such vehicle to present such vehicle, at such place as the Council may decide, for the purpose of ascertaining the correct unladen weight of such vehicle.

6. CONTRACT OF EMPLOYMENT.

(1) Every employee shall be deemed to be a weekly employee and shall be paid not less than the full weekly wage prescribed for his class in clause 4 (1) (i), (ii), (iii), (iv) or (v) and clause 4 (3) (i) of this Agreement whether he has worked the full hours of work or less, and be subject to all other conditions prescribed herein.

(2) *Differential Rates of Wages.*—An employee who is permitted or required to perform work for which a higher rate of wages is prescribed in clause 4 (1) of this Agreement than his usual rate of wages shall be paid such higher rate in respect of the whole day irrespective of the number of hours worked on such work in any one day. A casual employee who is on any day required or permitted to perform work in respect of which different rates of remuneration are prescribed in clause 4 shall be paid the higher or highest rate.

(3) *Calculation of Monthly Wages.*—A monthly wage shall be calculated at four and one-third times the weekly wage prescribed for an employee of his class in clause 4.

(4) *Subsistence Allowance.*—Whenever the work of an employee precludes him from returning to his home for his night's rest he shall be paid, in addition to the wage prescribed in clause 4, a subsistence allowance of not less than:—

(a) Drivers of Motor Vehicles.

- (1) Where it is necessary for the employee to obtain an evening meal and bed: 17s. 6d.
- (2) Where it is necessary for the employee to obtain an evening meal, bed and breakfast: £1. 1s.
- (3) Where it is necessary for the employee to obtain bed, breakfast, lunch and evening meal: £1. 5s.
- (4) Such subsistence allowances are to be paid for individual journeys only.
- (5) Where the employer provides a bed and a room—10s. to be deducted, where necessary, from above rates. Subsistence allowances become payable for the evening meal and thereafter as required on the journey.

(2) *Los bestuurders.*—'n Los bestuurder moet ten opsigte van elke dag of gedeelte van 'n dag minstens een en een-vyfde maal die weekloon soos in subklousule (1) vir 'n voertuig van dieselfde gewig sonder vrag as wat van die los voertuigbestuurder vereis word om te bestuur, voorgeskryf is, gedeel deur ses, betaal word.

(3) (i) *Voertuigbediendes.*: £1. 7s. per week.

(ii) *Los voertuigbediendes.*—'n Los voertuigbediende moet ten opsigte van elke dag of gedeelte van 'n dag, minstens 1 1/5de maal die weekloon soos in subklousule (3) (i) voorgeskryf, gedeel deur ses, betaal word.

(4) Werknemers moet lewenskostetolaes betaal word wat gelyk is aan dié in Oorlogsmaatreël No. 43 van 1942, soos gewysig, of soos gewysig mag word, voorgeskryf.

(5) Geen werknemer mag laer lone en/of lewenskostetolaes as die betrokke gespesifieerde bedrae aanneem nie.

5. REGISTRASIE VAN WERKNEMERS EN MOTORVOERTUIE.

(1) (a) Elke werkewer moet binne een maand na die datum van inwerkingtreding van hierdie Ooreenkoms, of na gelang van die jongste datum binne een maand na hy met sy werkzaamhede begin, in die vorm van Aanhengsel A, die volgende inligting aan die Raad stuur:—

- (i) Sy naam voluit en die naam waaronder sy besigheid gedryf word, tesaam met sy besigheidsadres;
- (ii) Die name en adres van elkeen van sy werknemers, beide van motorvoertuigbestuurders en voertuigbediendes;
- (iii) die getal voertuie wat in verband met sy besigheid gebruik word, tesaam met die registrasienommer, die nommer van die padmotorvervoersertifikaat, en die geregtreerde gewig sonder vrag van elke sodanige voertuig.

(b) Die vereiste inligting wat kragtens subklousule (1) (a) (iii) verstrek moet word, moet deur die werkewer ten opsigte van elke bykomende voertuig binne een maand na die datum waarop sulke voertuig in bedryf geneem is, aan die Raad verstrek word.

(2) (a) Wanneer 'n werkewer ook al 'n werknemer in diens neem of ontslaan, of wanneer 'n werknemer ook al 'n werkewer se diens verlaat, moet die werkewer binne 24 uur die Raad van die volgende besonderhede skriftelik in kennis stel in die vorm van Aanhengsel B:—

- (i) Die naam en adres van sulke werknemer;
- (ii) Die volle loonskaal waarteen die werknemer betaal is of word, en in die geval van ontslag van 'n werknemer, die redes vir sulke ontslag.

(b) Geen werkewer mag 'n nuwe werknemer wat nie 'n dienssertifikaat van sy vorige werkewer kan voorlê in diens neem nie, tensy sulke werknemer vir die eerstemaal in die bedryf gaan werk.

(c) In die geval van nuwe werknemers is die voorlegging van 'n geldige lidmaatskapkaart van die vakvereniging voldoende.

(3) Die Raad moet ooreenkomsdig die inligting deur 'n werkewer verstrek, die volgende registreer:—

- (i) Elke motorvoertuig en sy gewig sonder vrag tesaam met die gewig van sy sleepwaens, tesaam met die naam en adres van elke werknemer en moet sulke werkewer in kennis stel van die loonskale wat ten opsigte van elke werknemer wat sulke motorvoertuig bestuur, betaal moet word;

- (ii) as die Raad rede het om te veronderstel dat die geregtreerde gewig sonder vrag nie juis geregtreer is nie, moet die Raad van sulke eienaar vereis om op sulke plek wat deur die Raad vasgestel word, sulke voertuig voor te bring vir die doel van vasselling van die gewig sonder vrag van sulke voertuig.

6. DIENSKONTRAK.

(1) Elke werknemer moet beskuif word as 'n werknemer by die week te wees en moet minstens die volle weekloon soos vir sy klas in klousule 4 (1) (i), (ii), (iii), (iv) of (v) en klousule 4 (3) (i) van hierdie Ooreenkoms voorgeskryf, betaal word, hetsy hy die volle getal ure of minder gerek het en onderworpe te wees aan alle ander diensvooraarde soos hierin voorgeskryf;

(2) *Differensiële loonskaal.*—'n Werknemer van wie vereis of wat toegestaan word om werk te verrig waarvoor in klousule 4 (1) van hierdie Ooreenkoms 'n hoër loonskaal as sy gewone loonskaal voorgeskryf word, moet ten opsigte van die hele dag teen sulke hoër skaal betaal word afgesien van die getal ure wat hy op enige dag aan sulke werk bestee het. 'n Los werkewer van wie vereis word, of wat toegestaan word om op enige dag werk te verrig waarvoor in klousule 4 verskillende skale van besoldiging voorgeskryf word, moet teen die hoër of hoogste skaal betaal word.

(3) *Berekening van maandloon.*—'n Maandloon moet bereken word teen vier en een-derde maal die weekloon wat vir 'n werknemer van sy klas in klousule 4 voorgeskryf word.

(4) *Onderhoudstoelaes.*—Wanneer 'n werknemer deur sy werk verhinder word om vir sy nagrus huistoe te gaan, moet hom boonop die loon soos voorgeskryf in klousule 4, 'n onderhoudstoelaes betaal word van minstens:—

(a) Motorvoertuigbestuurders.

- (1) As dit vir 'n werknemer nodig is om 'n aandete en bed te verkry: 17s. 6d.
- (2) As dit vir 'n werknemer nodig is om 'n aandete, bed en ontbyt te verkry: £1. 1s.
- (3) As dit vir 'n werknemer nodig is om 'n ontbyt, middagete, aandete en 'n bed te verkry: £1. 5s.
- (4) Hierdie onderhoudstoelaes moet slegs vir afsonderlike reise betaal word.
- (5) Wanneer die werkewer 'n bed en kamer verstrek, moet waar dit nodig is, 10s. van die bogenoemde skale afgetrek word. Onderhoudstoelaes word betaalbaar vir die aandmaaltyd en daarna soos vereis vir die reis.

(b) *Vehicle Attendants.*

- (1) Where it is necessary for an attendant to obtain an evening meal and bed: 2s. 6d.
 - (2) Where it is necessary for an attendant to obtain an evening meal, bed and breakfast: 3s. 6d.
 - (3) Where it is necessary for an attendant to obtain breakfast, midday meal, evening meal and a bed: 5s. 6d.
- (5) *Board and Lodging.*—When an employee agrees or is required under the Native (Urban Areas) Consolidation Act, 1945, as amended, to accept board and/or lodging from his employer, a deduction not exceeding the amounts specified hereunder:—

	Per Week.	Per Month.
	£ s. d.	£ s. d.
(i) Board	0 3 0	0 13 0
(ii) Lodging	0 2 0	0 8 8
(iii) Board and lodging	0 5 0	1 1 8

- (6) *Piece or Task Work.*—No employer shall require or permit his employee to perform piece or task work.

7. PAYMENT OF WAGES.

(1) *Employees Other than Casual Employees.*—Wages or any other earnings, overtime payments and the statutory cost of living allowances shall be paid weekly in cash not later than Friday or on the termination of service and not later than 20 minutes after completion of the day's work; provided an employer may, with the consent of the Council and upon agreement of the employee, pay the wages due monthly on the last working day of the month.

(2) *Casual Employees.*—A casual employee shall be paid his earnings in cash on termination of his contract of employment.

(3) *Method of Payment.*—All wages and earnings shall be paid weekly in cash and handed to the employee in a sealed envelope, setting out thereon the full particulars as per Annexure F. All queries regarding particulars on the envelope or of the amount enclosed must be made immediately to the person paying out or alternatively to the Council.

(4) *Premiums.*—No payment shall be made to or accepted by an employer, either directly or indirectly in respect of the employment or training of any employee.

(5) *Purchase of Goods.*—An employer shall not require his employee to purchase any goods from him or from any shop or person nominated by him.

(6) *Fines and Deductions.*—An employer shall not levy any fines against any employee, nor shall he make any deduction from his employee's wage or other payment due to such employee other than the following:—

- (i) With the written consent of his employee, deduction for holiday, sick, insurance, provident and/or pension funds;
- (ii) trade union dues in terms of clause 17 hereof;
- (iii) when an employee absents himself from work a deduction proportionate to the period of such absence;
- (iv) a deduction of any amount which an employer by any law or any competent court order is required or permitted to make;
- (v) any amount sanctioned by the Industrial Council after the consideration by the Council of the merits of the case in respect of the loss and/or damage of any goods in a driver's charge.

(7) *Leave Pay.*—The pay due to an employee in terms of clause 9 (1) shall be paid before the commencement of such annual leave and not later than thirty minutes after the last day's work before the employee proceeds on such leave.

(8) *Sick Leave.*—The wages due to an employee in terms of clause 10 (1) shall be paid on the usual pay day not later than one week after such sick leave has been taken.

8. HOURS OF WORK AND OVERTIME.

(1) *Ordinary Hours of Work.*—(a) The wages prescribed in clause (4) are in respect of the ordinary working hours of any employee which shall not exceed—

- (i) In the case of an employee, other than a casual employee, 48 in any one week from Monday to Saturday, inclusive, 9 hours per day on Monday to Friday, inclusive and 3 hours on Saturday: Provided that an employee shall not be required to commence work later than 9 a.m. on any one day; and if an employee is required on any day to commence later than 9 a.m., he shall for the purpose of calculating the usual working hours and overtime be deemed to have commenced work at 9 a.m.;
 - (ii) in the case of a casual employee, 9 hours on any one day.
 - (b) Subject to the provisions of sub-clause (7) all hours of work on any day shall be consecutive.
- (2) *Overtime.*—All hours worked in excess of the ordinary hours of work prescribed herein shall be deemed to be overtime.
- (3) *Payment of Overtime.*—An employee who works overtime shall be paid for each hour so worked not less than—
- (i) in case of a weekly employee, one-and-a-half times the weekly wage prescribed for an employee of his class in clause 4 divided by 48; and
 - (ii) in the case of a casual employee one-and-a-half times the daily wage prescribed for an employee of his class in clause 4 divided by nine.

(b) *Voertuigbediendes.*

- (1) As dit vir 'n voertuigbediende nodig is om 'n aandete en bed te verkry: 2s. 6d.
- (2) As dit vir 'n voertuigbediende nodig is om 'n aandete bed en ontbyt te verkry: 3s. 6d.
- (3) As dit vir 'n voertuigbediende nodig is om 'n ontbyt middagete, aandete en bed te verkry: 5s. 6d.

(5) *Kos en huisvesting.*—As 'n werkneem toestem, of kragtens die Naturelle (Stadsgebiede) Wysigingswet, 1945, soos gewysig, verplig is om van sy werkgever kos en/of huisvesting aan te neem, 'n korting van hoogstens die ondergenoemde bedrae:—

	Per week.	Per maand.
	£ s. d.	£ s. d.
(i) Kos	0 3 0	0 13 0
(ii) Huisvesting	0 2 0	0 8 8
(iii) Kos en huisvesting	0 5 0	1 1 8

(6) *Stukwerk of taakwerk.*—Geen werkgever kan van sy werkneem vereis of hom toestaan om stukwerk, of taakwerk te verrig nie.

7. BETALING VAN LONE.

(1) *Werknemers, behalwe los werkneemers.*—Lone, of enige ander verdienste, betaling vir oortyd en die statutêre lewenskoste-toelaes moet weekliks kontant nie later as Vrydag en nie later as 20 minute na die werk gestaak is, of by diensbeëindiging, betaal word nie; met dien verstande dat 'n werkgever met toestemming van die Raad en na ooreenkoms met sy werkneem, die verskuldigde lone maandeliks op die laaste werkdag van die maand kan betaal.

(2) *Los werkneemers.*—'n Los werkneem moet sy verdienste by beëindiging van sy dienskontrak kontant betaal word.

(3) *Wyse van betaling.*—Alle lone en verdienste moet weekliks kontant betaal word en aan die werkneem oorhandig word in 'n geslotte koevert waarop die volle besonderhede soos per Aanhanger F vermeld moet word. Alle navrae betreffende die besonderhede op die koevert, of die bedrag wat ingesluit is, moet onmiddellik aan die persoon wat uitbetaal gedoen word, of anders aan die Raad.

(4) *Premies.*—Geen betaling ten opsigte van diensverskaffing aan, of opleiding van enige werkneem mag, hetsy regstreeks of onregstreeks deur 'n werkgever bereken of aan hom betaal word nie.

(5) *Koop van goedere.*—'n Werkgever kan nie van sy werkneem vereis om van hom of van 'n winkel, of persoon, wat hy aangeeft, enige goedere te koop nie.

(6) *Boetes en kortings.*—'n Werkgever kan nie enige boetes van enige van sy werkneemers hef nie, nog enige korting van sy werkneem se loon of ander aan sulke werkneem verskuldigde betaling af trek nie, behalwe die onderstaande:—

- (i) Met skriftelike toestemming van sy werkneem kortings vir verlof-, siekte-, versekerings-, voorsorg- en/of pensioenfondse;
- (ii) vakverenigingsbydraes kragtens klousule 17 hiervan;
- (iii) as 'n werkneem van sy werk wegblly 'n eweredige korting vir die duur van sulke afwesigheid;
- (iv) korting van enige bedrag wat 'n werkgever kragtens enige wet of bevel van 'n bevoegde hof verplig, of toegestaan is om af te trek;
- (v) ten opsigte van die verlies van enige goedere onder beheer van die voertuigbestuurder, enige bedrag wat die Nywerheidssraad vassel na oorweging van die meriete van die saak deur die Raad.

(7) *Verlofbetaling.*—Die betaling wat kragtens klousule 9 (1) aan 'n werkneem betaal moet word voor die aanvang van sulke verlof en nie later as dertig minute na die laaste dag se werk voor die werkneem met sulke verlof gaan.

(8) *Siekteverlof.*—Die loon wat kragtens klousule 10 (1) aan 'n werkneem verskuldig is, moet op die gewone betaaldag en uiterlik een week na sulke siekteverlof geneem is, betaal word.

8. WERKURE EN OORTYDURE.

(1) *Gewone werkure.*—(a) Die lone in klousule 4 voorgeskryf, is ten opsigte van 'n werkneem se gewone werkure wat hoogstens die volgende moet wees:—

- (i) In die geval van 'n werkneem, behalwe 'n los werkneem, 48 in enige week van Maandag tot en met Saterdag; nege uur op vyf dae van die week en drie uur op die originele sesde dag; met dien verstande dat van geen werkneem vereis of hom toegestaan kan word, om op enige dag later as 9 v.m. te begin werk nie; en as van enige werkneem vereis word om later as 9 v.m. te begin werk, moet dit vir die doel van berekening van die gewone werkure beskou word asof hy om 9 v.m. begin werk het;
- (ii) in die geval van 'n los werkneem nege uur op enige dag.

(b) Behoudens soos bepaal in subklousule (7), is alle werkure op enige dag aaneenlopend.

(2) *Oortydure.*—Alle ure wat bo die gewone werkure soos hierin voorgeskryf, geverk word, moet as oortyd beskou word.

(3) *Betaling vir oortydwerk.*—'n Werkneem wat oortyd werk, moet vir elke uur aldus geverk minstens die volgende betaal word:—

- (i) In die geval van 'n werkneem by die week, anderhalfmaal die weekloon soos vir 'n werkneem van sy klas in klousule 4 voorgeskryf, gedeel deur 48; en
- (ii) in die geval van 'n los werkneem anderhalfmaal die dagloon soos vir 'n werkneem van sy klas in klousule 4 voorgeskryf, gedeel deur nege.

(4) *Limitations of Overtime.*—(a) An employer shall not require or permit any employee to work overtime for more than—

- (i) two hours in any one day;
- (ii) nine hours in any one week.

(b) *Essential Services.*—The provisions of sub-clause (4) shall not apply during the performance of essential services: Provided that an employee so engaged shall be paid, in respect of each hour or part thereof of overtime, in excess of the limitation referred to in sub-clause (4), at not less than the following rates:—

- (i) If a weekly employee, double the weekly remuneration prescribed for an employee of his class in clause 4 divided by forty-eight.
- (ii) If a casual employee, double the remuneration prescribed for an employee of his class in clause 4 divided by nine.

(c) *Calculation of Overtime.*—Overtime in respect of a weekly employee shall be calculated on the basis of the weekly total of overtime worked, and in cases of fractions of an hour the payment shall be pro rata.

(d) Overtime in respect of a casual employee shall be calculated on the basis of the daily total of overtime worked when any fraction of an hour shall be calculated on a pro rata basis.

(5) *Sunday Work and Payment for Sundays.*—(a) No work shall be performed on Sundays without prior permission being obtained in terms of clause 15 of this Agreement. Time worked on a Sunday shall not be reckoned as part of the normal hours of work or overtime.

(b) Time worked on a Sunday shall be paid for at not less than the following rates for 9 hours worked or less:—

- (i) In the case of a weekly employee at double the weekly wage so prescribed for his class divided by six;
- (ii) in the case of a casual employee at double the daily rate prescribed for his class in clause 4.

(c) Any time worked by an employee in excess of 9 hours on a Sunday shall be paid at double the Sunday rate of wages for his class and such excess shall not exceed two hours on any Sunday.

(6) *Payment for Public Holidays.*—(a) No work shall be performed on the public holidays specified in paragraph (b), except with prior permission in terms of clause 15 of this Agreement.

(b) An employee who works on Good Friday, Dingaan's Day, Christmas Day and on New Year's Day for 9 hours or less shall be paid not less than—

- (i) in the case of a weekly employee, double the weekly wage, prescribed for an employee of his class in clause 4, divided by six for each day or part thereof;
- (ii) in the case of a casual employee, double the daily wages prescribed for his class for each day or part thereof.

(c) Any time worked by an employee in excess of 9 hours on a public holiday prescribed in this sub-clause shall be paid for at not less than double the rate of wages prescribed for his class herein for public holidays and such overtime shall not exceed two hours on any one public holiday.

(7) *Meal Hours.*—An employee shall be allowed one hour for a meal after 5 hours work during which interval no work shall be performed: Provided that if an employer requires any employee to take more than one hour for a meal all time in excess of one hour shall be reckoned as part of the ordinary hours of work.

(8) *Rest Periods.*—No employer shall require or permit an employee to work so that the employee has not at least twelve consecutive hours for rest in any period of twenty-four hours calculated from the time the employee commences work on any day.

(9) Owner-drivers shall observe the same hours of work as are prescribed for drivers of vehicles.

9 ANNUAL LEAVE AND PUBLIC HOLIDAYS.

(1) An employee shall be granted two and a half consecutive weeks' leave (fifteen consecutive work days) on full pay in respect of each year of employment completed with the same employer, provided that—

- (i) the period of such leave shall not be concurrent with any period during which an employee is required to undergo training under the South Africa Defence Act, 1912;
- (ii) if Good Friday, Dingaan's Day, Christmas Day or New Year's Day fall within the period of such leave such day shall be added to the said period as a further period of leave of absence with pay; and
- (iii) an employer may set off against such period of annual leave any days of occasional leave with full pay granted to his employee at the employee's own request during the twelve months immediately preceding the date on which such employee became entitled to annual leave.

(4) *Beperking van oortydwerk.*—(a) 'n Werkewer kan nie van enige werknemer vereis, of hom toestaan, om meer oortyd te werk nie as—

- (i) twee uur op 'n dag;
- (ii) nege uur in 'n week.

(b) *Onontbeerlike dienste.*—Die bepalings van subklousule (4) is nie gedurende die verrigting van onontbeerlike werk van toepassing nie: met dien verstande dat 'n werknemer wat aldus werkzaam is, ten opsigte van elke uur of gedeelte van 'n uur bo die beperking wat in subklousule (4) genoem word, minstens teen die volgende skale betaal moet word:—

- (i) 'n Werkewer by die week, dubbel die weekloon soos vir 'n werknemer van sy klas in klousule 4 voorgeskryf, gedeel deur 48;
- (ii) 'n los werknemer, dubbel die besoldiging vir 'n werknemer van sy klas in klousule 4 voorgeskryf, gedeel deur nege.

(c) *Berekening van oortydloon.*—Oortydloon ten opsigte van 'n werknemer by die week moet bereken word op die basis van die werklike totaal aan oortyd gewerk en in die geval van breuke van 'n uur, moet die betaling na verhouding wees.

(d) Oortydloon ten opsigte van 'n los werknemer moet bereken word op die basis van die daagliks totaal aan oortyd gewerk en in die geval van 'n breuk van 'n uur moet dit na verhouding bereken word.

(5) *Sondagwerk en betaling vir Sondaes.*—(a) Op Sondag mag nie sonder voorafgaande toestemming wat verkry moet word ooreenkomsdig die bepalings van klousule 15 van hierdie Ooreenkoms, gewerk word nie. Tyd wat op Sondag gewerk word, word word as deel van die normale werkure, of as oortyd gereken nie.

(b) Vir tyd wat op Sondag gewerk word, moet teen minstens die volgende skale vir nege uur, of minder, gewerk, betaal word:—

- (i) In die geval van 'n werknemer by die week teen dubbel die weekloon wat aldus vir sy klas voorgeskryf is, gedeel deur ses;
- (ii) in die geval van 'n los werknemer teen dubbel die dagloon wat vir sy klas in klousule 4 voorgeskryf is.

(c) Enige tyd wat 'n werknemer vir meer as nege uur op 'n Sondag werk, moet teen dubbel die Sondags loonskaal vir sy klas betaal word en sulke ekstra tyd moet op enige Sondag nie meer as twee uur wees nie.

(6) *Betaling vir openbare vakansiedae.*—(a) Op die openbare vakansiedae wat in paragraaf (b) gespesifieer word, mag geen werk, tensy met voorafgaande toestemming ooreenkomsdig klousule 15 van hierdie Ooreenkoms, gewerk word nie.

(b) 'n Werkewer wat op Goeie-Vrydag, Dingaansdag, Kersdag en Nuwejaarsdag vir nege uur, of minder, werk, moet minstens die volgende betaal word:—

- (i) In die geval van 'n werknemer by die week, dubbel die weekloon soos vir 'n werknemer van sy klas in klousule 4 voorgeskryf, gedeel deur ses vir elke dag, of gedeelte van 'n dag;
- (ii) in die geval van 'n los werknemer dubbel die dagloon soos vir sy klas voorgeskryf vir elke dag of gedeelte van 'n dag.

(c) Enige tyd wat 'n werknemer vir meer as nege uur op 'n openbare vakansiedag soos voorgeskryf in hierdie subklousule werk, moet teen minstens dubbel die loonskaal hierin vir sy klas vir openbare vakansiedae voorgeskryf, betaal word, en sulke oortyd mag nie meer as twee uur op enige openbare vakansiedag bedra nie.

(7) *Etenisure.*—'n Werkewer moet na vyf uur werk een uur vir 'n ete toegestaan word en gedurende sulke onderbreking mag geen werk verrig word nie. Met dien verstande dat as 'n werkewer van enige werknemer vereis om langer as een uur vir 'n ete te neem, alle tyd oor een uur as deel van die gewone werkure gereken moet word.

(8) *Ruspose.*—Geen werkewer kan van 'n werknemer vereis, of hom toestaan, om op sulke manier te werk dat hy nie minstens 12 agtereenvolgende ure rus in enige tydperk van 24 uur, gereken van die tyd waarop die werknemer op enige dag begin werk, kan geniet nie.

(9) Eienaar-bestuurders moet dieselfde werkure wat vir voertuigbestuurders voorgeskryf is, nakom.

9. JAARLIKSE VERLOF EN OPENBARE VAKANSIEDAE.

(1) Aan 'n werknemer moet ten opsigte van elke volle diensijsaar by dieselfde werkewer twee en 'n halwe weke verlof (15 agtereenvolgende werkdae) met volle betaling toegestaan word; met dien verstande dat—

- (i) die tydperk van daardie verlof nie met 'n tydperk wanneer 'n werknemer verplig is om opleiding kragtens die Zuid-Afrika Werdedigings Wet, 1912, te ondergaan, mag saamval nie;
- (ii) as Goeie-Vrydag, Dingaansdag, Kersdag of Nuwejaarsdag binne die tydperk van sulke verlof val, sulke dag aan die genoemde tydperk toegevoeg moet word as 'n verdere tydperk van verlof met betaling;
- (iii) 'n werkewer enige geleenthedsverlof met volle betaling wat gedurende die 12 maande onmiddellik voor die datum waarop sulke werknemer op jaarlikse verlof aanspraak gekry het, op die werknemer se eie versoek aan die werknemer toegestaan is, van sulke tydperk van verlof kan aftrek.

(2) The leave referred to in sub-section (1) shall be granted at a time to be fixed by the employer, provided that—

- (i) an employer may require or permit his employee to take his annual leave before the completion of the year of employment to which it relates;
- (ii) if such leave has not been granted earlier, it shall be granted within two months of the year of employment to which it relates.

(3) An employee whose contract of employment terminates in the first or any subsequent year of employment with the same employer, before the completion of such year, shall upon such termination be paid in respect of each completed month of employment in such period of less than one year, not less than the weekly wage which the employee was receiving immediately prior to the date of such termination divided by five twenty-fourths.

(4) An employee who has become entitled to a period of leave in terms of sub-section (1) and whose employment terminates before such leave has been granted shall, upon such termination, be paid in lieu of such leave the amount referred to in sub-section (1).

(5) *Public Holidays.*—In addition to the leave prescribed in sub-clause (1) an employee shall be entitled to and be granted leave on Good Friday, Dingaan's Day, Christmas Day and New Year's Day, and shall be paid in respect of each day not less than full pay, and subject to the sanction of the Council an employee may be required to work on any such day.

(6) "Employment" shall be deemed to include any period or periods during which an employee is—

- (i) absent on leave in terms of sub-clause (1);
- (ii) required to undergo training under the South Africa Defence Act, 1912;
- (iii) absent from work on the instructions or at the request of his employer;
- (iv) absent on sick leave in terms of clause 10 amounting in the aggregate to not more than ten weeks in any year, and shall be deemed to commence—
 - (1) in the case of those employees who had before the coming into force of this Agreement become entitled to annual leave in terms of clause 7 of Wage Determination No. 75, or clause 6 of Determination No. 136 as the case may be, or clause 6 of Wage Determination No. 105 from the date on which such employee last became entitled to such leave;
 - (2) In the case of those employees who were in employment before the coming into force of this Agreement and to whom Wage Determination No. 75, or clause 6 of Determination No. 136 as the case may be, or Wage Determination No. 105 applied, but who had not become entitled to annual leave in terms thereof from the date on which such employment commenced;
 - (3) in the case of all other employees, from the date the employee enters his employer's service:

Provided that if in any year the period of training under the South African Defence Act, 1912, of any employee is for less than thirty days the period of ten weeks referred to in paragraph (6) shall be reduced in proportion to the shorter period of training.

(7) Annual leave and sick leave shall not run concurrently.

10. SICK LEAVE.

(1) An employee who has completed one month's employment with the same employer and who is absent from work through sickness, or accident, other than an accident compensable under the Workmen's Compensation Act, 1941, not caused by the employee's own neglect or misconduct, shall be granted sick leave not exceeding twelve working days in the aggregate in any one year of employment and shall be paid in respect of each day thereof an amount not less than the amount he would have received had he worked during that period: Provided that an employer may require his driver to produce a medical certificate in respect of any absence for which sick pay is claimed. In the case of a vehicle attendant who is claiming sick pay for one day's absence, the cost of any doctor's certificate demanded in support of such claim shall be borne by the employer concerned.

(2) An agent appointed under clause 18 shall on instruction from the Council investigate the cause of any employee's absence from work.

(3) For the purpose of this clause the expression "employment" shall have the same meaning as in clause 9 (6).

11. UNIFORMS.

An employer who requires his employees to wear a uniform shall provide and launder or clean the same free of charge and it shall remain the property of the employer.

12. CERTIFICATE OF SERVICE.

An employer shall upon termination of the contract of employment of any of his employees, other than a casual employee furnish such employee with a certificate of service in the form of Annexure C, showing the full name of the employer and of the employee, the date of commencement of the contract of employment, the date of termination thereof and the rate of remuneration at the date of such termination. A copy of this certificate shall be lodged with the Secretary of the Council within 3 days after termination of contract of employment.

(2) Die verlof wat in subartikel (1) genoem word, moet toegestaan word op 'n tyd wat deur die werkgever vasgestel word; met dien verstande dat—

- (i) 'n werkgever van sy werknemer kan vereis of hom toelaat om sy jaarlike verlof voor voltooiing van die diensjaar waarop dit betrekking het, te neem;
- (ii) as dié verlof nie eerder toegestaan is nie, dit binne twee maande na die diensjaar waarop dit betrekking het, toegestaan moet word.

(3) 'n Werknemer wie se dienskontrak eindig in die eerste jaar diens by dieselfde werkgever voor voltooiing van daardie jaar, moet by daardie beëindiging ten opsigte van elke volle maand diens in daardie jaar minstens die weekloon wat die werknemer onmiddellik voor die datum van daardie beëindiging ontvang het, gedeel deur vyf vier-en-twintigste betaal word.

(4) 'n Werknemer wat op 'n tydperk van verlof kragtens subartikel (1) gerégig geword het en wie se diens eindig voordat daardie verlof toegestaan is, moet in plaas van verlof en ten opsigte van elke volle maand van daardie tydperk van minder as een jaar, minstens vyf vier-en-twintigste van die weekloon wat hy onmiddellik voor die datum van daardie beëindiging ontvang het, betaal word.

(5) *Openbare vakansiedae.*—Boonop die verlof wat in subklousule (1) voorgeskryf word, het 'n werknemer reg op verlof wat hom op Goeie-Vrydag, Dingaansdag, Kersdag en Nuwejaarsdag toegestaan moet word, en moet ten opsigte van elk van daardie dae minstens vol betaal word en kan van hom vereis word om behoudens die toestemming van die Raad op enige van daardie dae te werk.

(6) „Diens" moet beskou word as in te sluit enige tydperk waarin die werknemer—

- (i) met verlof kragtens subklousule (1) afwesig is;
- (ii) opleiding kragtens die Zuid Afrika Verdedigings Wet, 1912, moet ondergaan;
- (iii) op las, of op versoek van sy werkgever, van sy werk afwesig is;
- (iv) met siekteverlof kragtens klousule 10 afwesig is, wat tesaam nie meer as tien weke in enige jaar bedra nie en beskou moet word as te begin—

- (1) in die geval van daardie werknemers wat voor die inwerkingtreding van hierdie Ooreenkoms op jaarlike verlof kragtens klousule 7 van Loonvasstelling No. 75, of na gelang, klousule 6 van Loonvasstelling No. 136, of na gelang, klousule 6 van Loonvasstelling No. 105, geregig geword het, vanaf die datum waarop daardie werknemer laas op daardie verlof geregig geword het;
- (2) in die geval van daardie werknemers wat voor die inwerkingtreding van hierdie Ooreenkoms in diens was en op wie Loonvasstelling No. 75, of na gelang, klousule 6 van Loonvasstelling No. 136, of Loonvasstelling No. 105 van toepassing was, maar wat nog nie op jaarlike verlof kragtens die bepalings daarvan geregig geword het nie, vanaf die datum waarop daardie diens begin het;

- (3) in die geval van alle ander werknemers, van die datum waarop die werknemer by die werkgever in diens gekom het.

Met dien verstande dat indien in enige jaar 'n werknemer se tydperk van opleiding kragtens die Zuid Afrika Verdedigings Wet, 1912, minder as dertig dae is, die in paragraaf (6) genoemde tydperk in verhouding tot sulke korter tydperk van opleiding verminder moet word.

(7) Jaarlike verlof en siekteverlof mag nie saamval nie.

10. SIEKTEVERLOF.

(1) 'n Werknemer wat een maand se diens by dieselfde werkgever voltooi het en wat weens siekte, of ongeval, behalwe 'n ongeval waaroor skadeloosstelling kragtens die Ongevallewet, 1941, betaalbaar is en nie deur die werknemer se eie nalatigheid of wangedrag veroorsaak is nie, moet siekteverlof van hoogstens in totaal twaalf werkdae in enige afsonderlike jaar toegestaan word en moet vir elke dag daarvan 'n bedrag betaal word van minstens die bedrag wat hy sou ontvang het as hy gedurende daardie tydperk gewerk het; met dien verstande dat 'n werkgever van sy bestuurder kan vereis om ten opsigte van afwesigheid waarnaar op siekbedeling aanspraak gemaak word, 'n doktersertifikaat voor te lê. In die geval van 'n voertuigbedienende wat op siekbedeling vir een dag afwesigheid aanspraak maak, moet die koste van die doktersertifikaat tot stawing van daardie aanspraak deur die betrokke werkgever betaal word.

(2) 'n Agent wat kragtens klousule 18 aangestel is, moet op las van die Raad die oorsaak van enige werknemer se afwesigheid van diens ondersoek.

(3) Vir die doel van toepassing van hierdie klousule, het die uitdrukking „diens" dieselfde betekenis as in klousule 9 (6).

11. UNIFORMS.

'n Werkgever wat van sy werknemers vereis om 'n uniform te dra, moet dit kosteloos verstrek, was, of skoonmaak en dit bly die werkgever se eiendom.

12. DIENSSERTIFIKAAT.

'n Werkgever moet by beëindiging van die dienskontrak van enige van sy werknemers, behalwe 'n los werknemer, aan sulke werknemer 'n dienssertifikaat in die vorm van Aanhangsel C uitrek, wat die volle name van die werkgever en van die werknemer, die datum van aanvang van die dienskontrak en die datum van beëindiging daarvan en die skaal van besoldiging op die datum van daardie beëindiging. 'n Afskrif van hierdie sertifikaat moet binne drie dae na beëindiging van die dienskontrak by die Sekretaris van die Raad ingediend word.

13. LOG-BOOK.

Particulars to be filed in as they occur.

(1) Every employer shall provide a log-book with duplicate folios for the use of each driver in his employ or for himself if he is the owner-driver of the vehicle, in the following form:—

.....Date.

(Delete whichever term does not apply.)

Name of employer or owner driver.....

Name of driver.....

Daily or weekly wage rate.....

Name and identification number of vehicle attendant(s).....

Vehicle, registration number and trailer.....

Unladen weight (vehicle and trailers combined).....

Time of starting work.....

Time of finishing work.....

Number of ordinary hours worked.....

Number of overtime hours worked.....

Meal hours from.....a.m./p.m. to.....a.m./p.m.

Mileage covered—commenced.....end.....Total.....

Breakdowns, accidents, defects, and other delays.....

.....Signature of Driver.

I, the undersigned, certify that I have carried out the provisions of clause 3 of the Industrial Agreement in respect of "driver".

.....Signature of driver.

The driver of the above-mentioned vehicle has been instructed by me to take the vehicle on the road in spite of defect reported/ the defects have been rectified (delete whichever does not apply.)

Signature of employer or duly authorised representative.....

Date.....Capacity.....

(2) Every driver or owner-driver, unless precluded from doing so by sickness or other unavoidable cause, shall keep the daily log-book in duplicate, in the form prescribed in respect of each day's work.

(3) Every driver shall after completion of the day's work to which it relates deliver a duplicate copy of the log-book record for that day to his employer.

(4) Duplicates of the daily log-book shall be retained by the employer or owner-driver, as the case may be, for a period of two years subsequent to the date of its completion.

(5) Once a defect has been entered by a driver in the log-book it shall be incumbent upon the employer or his duly accredited representative to enter his authority in the log-book for the further use of the vehicle.

(6) Log-book must be in possession of the driver whilst in charge of his vehicle and particulars must be recorded as they occur.

14. BASIS OF CONTRACT OF EMPLOYMENT AND TERMINATION OF CONTRACT OF EMPLOYMENT.

(1) *Engagement of Employees.*—(i) Employees shall be bound by the provisions of this Agreement and shall be subject to the jurisdiction of the Council.

(ii) Every driver shall produce to his employer on the date of coming into operation of this Agreement or as soon thereafter as possible, but not later than one month or upon engagement, his membership card of the trade union showing that the driver is a bona fide member of the trade union and that he is in financial standing with the said union.

(iii) Subject to sub-clause (1) (ii) of this clause every employer shall engage only those drivers who are members of the trade union.

(iv) Every driver who is a member of the trade union shall only accept employment from an employer who is a member of the employers' association.

(v) No driver shall be required by his employer to load or offload goods.

(vi) 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 commencement of his employment in the industry refused any invitation from the trade union concerned to become a member of it, the provisions of this section shall immediately come into operation.

(2) *Termination of Contract of Employment.*—(i) An employer or his employee, other than a casual employee, shall give not less than one week's notice, in writing, to terminate the contract of employment or shall pay or forfeit in lieu thereof an amount equal to the weekly remuneration which the employee was receiving during the week immediately preceding the termination of the contract of employment; provided that this shall not affect—

(a) the right of an employer or employee to terminate the contract of employment without notice for any cause recognised by law as sufficient;

(b) any agreement between an employer and his employee which provides for a period of notice of equal duration on both sides and for longer than one week;

13. LOGBOEK.

Besonderhede moet ingeval word soos hulle voorkom.

(1) Elke werkewer moet vir gebruik van elke voertuigbestuurder in sy diens, of van homself as hy die eienaarsbestuurder van die voertuig is, 'n logboek met duplikaatblaale in die volgende vorm verskaf:—

.....Datum.

(Skrap wat nie van toepassing is nie.)

Naam van werkewer, of werkewerbestuurder.....

Naam van bestuurder.....

Daagliks of weeklike loonskaal.....

Naam en identifikasienummer van voertuigbediende(s).....

Naam van bestuurder.....

Dagloon-, of weekloonskaal.....

Naam en identifikasienummer van voertuigbediende(s).....

Voertuig, registrasienummer en sleepwa.....

Gewig sonder vrag (voertuig en sleepwaens saam).....

Begintyd van werk.....

Stakingstyd van werk.....

Getal gewone ure gewerk.....

Getal oortydure gewerk.....

Etensure van.....vm./nm. tot.....vm./nm.

Mylaufstand gereis—Begin.....einde.....totaal.....

Onklaarrakings, ongevalle, gebreke en ander vertragings.....

.....Handtekening van voertuigbestuurder.

Ek, die ondergetekende, sertificeer dat ek die bepalings van klousule 3 van die Nywerheidsraadooreenkom met betrekking tot „bestuurder“ nagekom het.

.....Handtekening van voertuigbestuurder.

Die bestuurder van die bogenoemde voertuig het van my opdrag gekry om met die voertuig te ry ondanks die gerapporteerde gebrek/die gebreke is hersiel (skrap wat nie van toepassing is nie).

Handtekening van werkewer, of behoorlike gemagtigde verteenwoordiger

.....(Hoedanigheid).

Datum.....

(2) Elke bestuurder, of eienaarsbestuurder moet ten opsigte van elke dag se werk die daagliks logboek in tweevoud invul in die vorm soos voorgeskryf, tensy hy deur siekte of ander onvermydelike oorsaak verhinder is.

(3) Elke bestuurder moet na voltooiing van die dag se werk 'n duplike van die logboekantekening wat op daardie dag betrekking het, aflewier.

(4) Die werkewer, of na gelang van die geval, die eienaarsbestuurder, moet die duplike van die daagliks logboek vir 'n tydperk van twee jaar na die datum van invulling bewaar.

(5) As 'n defek eenmalig deur 'n voertuigbestuurder in die logboek aangeteken is, is die werkewer of sy behoorlik gevoldmagtige verteenwoordiger verplig om sy magtiging vir verdere gebruik van die voertuig in die logboek aan te teken.

(6) Die logboek moet in die bestuurder se besit wees terwyl hy in beheer van die voertuig is en besonderhede moet aangeteken word wanneer hulle voorval.

14. BASIS VAN DIENSKONTRAK EN BEËINDIGING VAN DIENSKONTRAK.

(1) *Indiensneming van werkewers.*—(i) Werkewers is deur die bepalings van hierdie Ooreenkoms gebonde en is aan die regsvoegdheid van die Raad onderworpe.

(ii) Elke bestuurder moet op die datum van inwerkingtreding van hierdie Ooreenkoms, of so spoedig soos moontlik daarna, maar uiterlik een maand later, of by indiensneming, aan sy werkewer sy lidmaatskapkaart van die vakvereniging wat vermeld dat die werkewer 'n bona fide lid van die vakvereniging is en 'n skoon rekening by die genoemde vakvereniging het, vertoon.

(iii) Behoudens subklousule (1) (ii) van hierdie klousule, moet elke werkewer slegs dié bestuurders in diens neem wat lid van die vakvereniging is.

(iv) Elke bestuurder wat lid van die vakvereniging is, moet slegs by 'n werkewer wat lid van die werkewersorganisasie is, in diens tree.

(v) Geen werkewer kan van sy bestuurder vereis om goedere te laai of te los nie.

(vi) Die bepalings 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 as 'n immigrant te enige tyd na die eerste drie maande van die begin van sy diensneming in die nywerheid weier om op versoek van die betrokke vakvereniging lid van daardie vakvereniging te word, die bepalings van hierdie artikel onmiddellik van toepassing word.

(2) *Beëindiging van dienskontrak.*—(i) 'n Werkewer, of sy werkewer, behalwe 'n los werkewer, moet vir beëindiging van die dienskontrak minstens een week skriftelik diensopseggeling gee, of moet in plaas daarvan betaal of verbeur 'n bedrag wat gelyk is aan die weeklikse besoldiging wat die werkewer gedurende die week onmiddellik voor die beëindiging van sy dienskontrak ontvang het; met dien verstande dat dit nie op onderstaande inbreuk maak nie:—

(a) 'n Werkewer, of 'n werkewer se reg om die dienskontrak om enige wetlik as voldoende erkende oorsaak sonder diensopseggeling te beëindig;

(b) enige ooreenkoms tussen 'n werkewer en sy werkewer wat vir 'n diensopseggelingstermyn van gelyke duur vir albei partye en vir langer as een week;

Provided further that if an agreement has been entered into in terms of paragraph (b) the payment or forfeiture in lieu of notice shall be proportionate to the period of the notice agreed upon.

(ii) Neither annual leave or sick leave and notice shall run concurrently.

15. EXEMPTIONS BY INDUSTRIAL COUNCIL.

(1) Upon application to it the Council may, on good cause shown, exempt any party to this Agreement from observing any provisions of this Agreement: Provided that any person who may be adversely affected by any exemption shall have the right to lodge with the Council any objection in writing within three days before such application is heard or an application for review of the Council's decision shall be lodged within seven days after the decision of the Council has been published.

(2) The Council shall fix in respect of any person who has been granted an exemption, in terms of clause 15 (1), the conditions subject to which such exemptions shall operate, and provided that the Council may, if it deems fit, after one week's notice in writing has been given to the person concerned, withdraw any exemption licence, whether or not the period for which exemption was granted has expired.

(3) The Council shall issue to every person who has been granted an exemption a licence, which shall be signed by the Chairman, and the Secretary of the Council, a certificate in the following terms:—

- (i) The full name of the person concerned;
 - (ii) trade name;
 - (iii) the provisions of the Agreement for which exemption is granted;
 - (iv) the period for which the exemption shall operate;
 - (v) date of issue;
 - (vi) the conditions of the exemption granted.
- (4) The Secretary of the Council shall:—
- (i) retain a copy of the licence issued and number each licence consecutively;
 - (ii) forward to the employer a copy of a licence issued to an employee.
- (5) The person to whom a licence has been issued shall display such licence in a conspicuous place on his business premises.

16. THE EXPENSES OF THE COUNCIL.

(1) The expenses of the Council shall be met in the following manner:—

- (i) 1s. per week shall be deducted by all employers from the wages of each driver, other than casual drivers, employed. To the amount so deducted all employers shall add a like amount and forward the total amount so deducted and added to, not later than the 15th day of each month, to the Secretary of the Council, 210/215, Portland Place, 37 Jorissen Street, Braamfontein, Johannesburg; and
- (ii) 1d. per week shall be deducted by all employers from the wages of each vehicle attendant, other than a casual vehicle attendant employed. To the amount so deducted all employers shall add a like amount, and forward the total amount so deducted and added to, not later than the 15th day of each month to the Secretary of the Council, 210/215, Portland Place, 37 Jorissen Street, Braamfontein, Johannesburg; and
- (iii) owner-drivers shall pay 1s. per week in respect of themselves as drivers and/or owners;
- (iv) each employer shall, when remitting the amount payable in terms of sub-sections (1) (ii) and (iii) submit a return to the Council in the form of Annexure D, setting out the names of each employee employed during that month.

17. TRADE UNION DUES.

(i) Every employer shall deduct from the wages of each of his motor vehicle drivers' weekly wage the amount of trade union dues payable to the trade union.

(ii) Every employer shall transmit such amount deducted in terms of this clause, together with the employees' membership card number and the name, not later than the 15th day of each month to the Secretary of the Council, 210/215, Portland Place, 37 Jorissen Street, Braamfontein, Johannesburg, in the form of Annexure E.

(iii) The Secretary of the Council shall before the 25th day of each month in a like manner transmit to the trade union the total trade union dues received by him.

18. EMPLOYERS' ASSOCIATION SUBSCRIPTIONS.

(1) Subscriptions to the employers' association which become due subsequent to the date upon which this Agreement comes into effect, shall be paid to the Industrial Council by those employers who are members of the employers' association.

(2) Upon notification by the Industrial Council, employers shall forward, upon due date, to the Secretary of the Council, such amounts as are due by them as subscriptions to the employers' association.

(3) The Secretary of the Council shall, not later than the 25th day of each month, transmit in full the total amount received by him, as under clause 18 (1), to the employers' association concerned.

voorts met dien verstande dat as 'n ooreenkoms kragtens paraaf (b) aangegaan is, die betaling van verbeuring in plaas van diensopseggeling in verhouding tot die termyn soos ooreenkomen moet wees.

(ii) Nog jaarlikse verlof nog siekterverlof mag met die termyn van diensopseggeling saamval nie.

15. VRYSTELLINGS DEUR NYWERHEIDSRAAD.

(1) As by hom aansoek gedoen word, kan die Raad weens enige goeie rede wat aangetoon word, enige party by hierdie Ooreenkoms van nakoming van enige bepalings van hierdie Ooreenkoms vrystel; met dien verstande dat enige persoon wat deur enige vrystelling nadelig geraak word die reg het om drie dae voor sulke aansoek gehoor word enige beswaar skriftelik in te dien, of om binne sewe dae na die Raad se besluit gepubliseer is, 'n aansoek om hersiening van die Raad se besluit in te dien.

(2) Die Raad moet ten opsigte van enige persoon aan wie kragtens klousule 15 (1) vrystelling verleen word, die voorwaardes waarop sulke vrystelling van krag is, vasstel; met dien verstande dat die Raad, na goeddunke, na aan die betrokke persoon een week skriftelike kennis gegee is, enige vrystellingsertifikaat kan intrek, hetsy die termyn waarvoor vrystelling verleen is, verloop het of nie.

(3) Die Raad moet aan elke persoon aan wie vrystelling verleen word, 'n sertifikaat wat deur die Voorsitter en die Sekretaris van die Raad onderteken is, uitreik; die sertifikaat moet die volgende vermeld:—

- (i) Naam van die betrokke persoon voluit;
 - (ii) vermelding van vak;
 - (iii) die bepalings van die Ooreenkoms waarvan vrystelling verleen word;
 - (iv) die termyn waarvoor die vrystelling van krag is;
 - (v) datum van uitreiking;
 - (vi) voorwaardes waarop vrystelling verleen word.
- (4) Die Sekretaris van die Raad moet—
- (i) 'n afskrif van die sertifikaat wat uitgereik word behou en elke sertifikaat in volgorde nommer;
 - (ii) aan die werkewer 'n afskrif van die sertifikaat wat aan 'n werknemer uitgereik word, stuur.

(5) Die persoon aan wie 'n sertifikaat uitgereik is, moet sulke sertifikaat op 'n opvallende plek in sy besigheidspersonele vertoon hou.

16. UITGAWES VAN DIE RAAD.

In die uitgawes van die Raad moet op die volgende manier voorsien word:—

- (i) Alle werkgewers moet van die loon van elke bestuurder, behalwe los bestuurders, in sy diens 1s. per week af trek. By die bedrag aldus afgetrek, moet alle werkgewers 'n gelyke bedrag voeg en die totale bedrag aldus afgetrek uiterlik die 15de dag van elke maand aan die Sekretaris van die Raad, Portland Place 210/215, Jorissenstraat 37, Braamfontein, Johannesburg, stuur; en
- (ii) alle werkgewers moet van die lone van elke voertuigbediende, behalwe 'n los voertuigbediende, 1d. per week af trek. By die bedrag aldus afgetrek moet alle werkgewers 'n gelyke bedrag voeg en die totale bedrag aldus afgetrek uiterlik die 15de dag van elke maand aan die Sekretaris van die Raad, Portland Place 210/215, Jorissenstraat 37, Braamfontein, Johannesburg, stuur; en
- (iii) eienaars-bestuurders moet per week 1s. ten opsigte van hulself as bestuurders en/of eienaars betaal;
- (iv) elke werkewer moet by die opstuur van die bedrag wat kragtens subartikels (i), (ii) en (iii) betaalbaar is, aan die Raad 'n opgawe in die vorm van Aanhengsel D stuur, waarop die name van alle werknemers wat gedurende die maand in diens was, vermeld word.

17. VAKVERENIGINGBYDRAES.

(i) Elke werkewer moet van die loon van elk van sy motorvoertuigbestuurders se weekloon die bedrag van die bydrae wat aan die vakvereniging verskuldig is, af trek.

(ii) Elke werkewer moet die bedrag aldus kragtens hierdie klousule afgetrek, tesaam met die werknemer se lidmaatskapkaartnommer en die naam uiterlik die 15de dag van elke maand aan die Sekretaris van die Raad, Portland Place 210/215, Jorissenstraat, Braamfontein, Johannesburg, stuur in die vorm van Aanhengsel E.

(iii) Die Sekretaris van die Raad moet voor die 25ste van elke maand op 'n selfde manier die Vakverenigingbydraes wat hy ontvang het aan die Sekretaris van die Vakvereniging stuur.

18. WERKGEWERSORGANISASIEBYDRAES.

(1) Bydraes aan die werkgewersorganisasie wat verskuldig word na die datum van inwerkingtreding van hierdie Ooreenkoms, moet deur sulke werkgewers wat lid van die werkgewersorganisasie is aan die Nywerheidsraad betaal word.

(2) Na kennisgiving deur die Nywerheidsraad, moet werkewers op die vervaldag sulke bedrae wat hulle vir bydraes aan die werkgewersorganisasie verskuldig is, aan die Sekretaris van die Raad stuur.

(3) Die Sekretaris van die Raad moet uiterlik op die 25ste dag van elke maand die volle totale bedrag wat hy kragtens klousule 18 (3) ontvang het aan die betrokke werkgewersorganisasie opstuur.

19. AGENTS TO THE COUNCIL.

(1) The Council shall appoint one or more persons as agents to the Council to assist in giving effect to the terms of this Agreement:—

- (i) An agent after having disclosed his identity and produced his authority may enter any establishment or board any stationary motor vehicle, may question any employee and employer and inspect any records, seize any book or thing, provided that he shall issue a receipt for any book or thing so seized. He shall also satisfy himself that the terms of this Agreement are observed by the contracting parties; and
- (ii) he shall carry out all instructions given him by the Council.

20. EMPLOYEES' REPRESENTATIVES ON THE COUNCIL.

Employees' representatives on the Council shall be given every facility by their employers to attend to their duties in connection with the work of the Council.

21. INTERPRETATION OF AGREEMENT.

The Council shall be the body responsible for the administration of this Agreement, and issue rulings not inconsistent with the provisions thereof for the guidance of employers and employees.

22. EXHIBITION OF AGREEMENT AND NOTICES.

(1) Every employer shall affix and keep affixed in a conspicuous place in the premises in which his motor vehicles are garaged and at the usual place of the payment of wages, readily accessible to his employees, a legible copy of this Agreement *in toto*, and in both official languages and in the form prescribed in the regulations under the Act.

(2) Every employer shall affix and keep affixed in a like manner a notice specifying the day of the week and time and place at which wages will ordinarily be paid weekly. If the wages are paid at more than one place, the notice shall specify such places.

(3) The owner of any vehicle used in the Motor Transport Undertaking within the jurisdiction of the Industrial Council, shall have his name and address legibly painted on the outside of such vehicle for identification purposes.

23. PROHIBITION OF EMPLOYMENT OF PERSONS UNDER THE AGE OF FIFTEEN YEARS.

An employer shall not employ any person under the age of fifteen (15) years.

Made and entered into at Johannesburg, this 15th day of January, 1951.

HENRY PEREIRA,
Chairman of the Council.

S. DE JONGH,
Vice-Chairman of the Council.

J. J. WEDDERBURN,
Secretary of the Council.

Annexure A.

INDUSTRIAL COUNCIL FOR THE MOTOR TRANSPORT UNDERTAKING (GOODS) (WITWATERSRAND).

Telephone 44-2181,
210-215 Portland Place,
37 Jorissen Street,
Braamfontein.

APPLICATION FOR REGISTRATION IN THE INDUSTRIAL COUNCIL FOR THE MOTOR TRANSPORT UNDERTAKING (GOODS) (WITWATERSRAND).

Date _____

Employer's Name (Block Letters) _____

Trade Name of Business _____

Address of Business _____

Vehicles Used and Registration Nos.	Unladen Weight.	Transportation Certificate No.
Trucks.		
Trailers.		
Mechanical Horses.		

19. AGENTE VAN DIE RAAD.

(1) Die Raad moet een of meer persone aanstel om as agente die Raad behulpsaam te wees by die toepassing van die bepalings van hierdie Ooreenkoms:—

- (i) Na 'n agent sy identiteit kenbaar gemaak en sy magtiging voorgelê het, kan hy enige inrigting betree, of enige stilstaande motorvoertuig beklim, enige werknemer en werkewer ondervra en enige aantekenings ondersoek, enige boek of ding saamval op voorwaarde dat hy vir enige boek of ding wat hy aldus saamval 'n ontvangsbewys uittreik. Hy moet homself ook oortuig dat die bepalings van hierdie Ooreenkoms deur die partye by die kontrak nagekom word; en
- (ii) hy moet alle opdragte wat die Raad hom gee, uitvoer.

20. WERKNEMERSVERTEENWOORDIGERS OP DIE RAAD.

Aan werknemersverteenwoordigers op die Raad, moet deur hul werkgewers alle faciliteite verleent word om hul pligte in verband met die Raad se werk na te kom.

21. VERTOLKING VAN OOREENKOMS.

Die Raad is die liggaam wat vir die toepassing van hierdie Ooreenkoms verantwoordelik is en moet vir die leiding van werkgewers en werknemers reëls uitvaardig wat nie met die bepalings hiervanstrydig is nie.

22. VERTONING VAN OOREENKOMS EN KENNISGEWINGS.

(1) Elke werkewer moet op 'n opvallende plek in die persele waarin sy motorvoertuie gebêre word en op die gewone plek vir uitbetaaling van lone, maklik toeganklik vir sy werknemers, 'n leesbare afskrif van hierdie Ooreenkoms in sy geheel en in beide offisiële tale en in die vorm soos kragtens die regulasies ingevolge die Wet voorgeskryf, vertoon en vertoon hou.

(2) Elke werkewer moet op ewe-eens 'n kennisgewing wat die dag van die week en die tyd en plek waar gewoonlik lone uitbetaal sal word, vermeld, vertoon en vertoon hou. As lone op meer as een plek uitbetaal word, moet die kennisgewing sulke plekke vermeld.

(3) Elke werkewer moet op 'n daidelike plek aan die buitenkant van elke motorvoertuig wat deur hom by die Raad geregister is, die registrasieplaatjie wat vir identifikasiedoeleindes aan hom uitgereik is, bevestig en bevestig hou.

23. VERBOD OP DIE IN DIENS HÈ VAN PERSONE ONDER VYFTIEN-JARIGE OUDERDOM.

Geen werkewer mag enige persoon onder die ouderdom van 15 (vyftien) jaar in diens hè nie.
Hede, die 15de dag van Januarie 1951, te Johannesburg ooreengekom.

HENRY PEREIRA,
Voorsitter van die Raad.

S. DE JONGH,
Ondervoorsitter van die Raad.

J. J. WEDDERBURN,
Sekretaris van die Raad.

Aanhangsel A.

NYWERHEIDSRAAD VIR DIE VERVOERONDERNEMING (GOEDERE) (WITWATERSRAND).

Telefoon 44-2181,
Portland Place 210-215,
Jorissenstraat 37,
Braamfontein.

VERSOEK OM REGISTRASIE IN DIE NYWERHEIDSRAAD VIR DIE MOTORVERVOERONDERNEMING (GOEDERE) (WITWATERSRAND).

Datum _____

Naam van werkewer _____ (BLOKLETTERS.)

Handelsnaam van die besigheid _____

Adres van besigheid _____

Voertuie in gebruik en registrasienommers.	Gewig sonder vrag.	Vervoer- sertifikaatnommers.
Trokke,		
Sleepwaens.		
Meganiese perde.		

Names of Drivers. (Block Letters).	Union Card No.	Wage.	Cost of Living.	Addresses of Drivers.

Names of Vehicle Attendants. (Block Letters).	Wage.	Cost of Living.	Addresses of Vehicle Attendants.

In the event of any of the above vehicles being replaced or additional vehicles brought into use, or the above drivers and/or vehicle attendants being replaced or added to, such information shall be forwarded to the Secretary of the Council, 210-215 Portland Place, 37 Jorissen Street, Braamfontein, Johannesburg, within seven days of such alteration.

Annexure B.

INDUSTRIAL COUNCIL FOR THE MOTOR TRANSPORT UNDERTAKING (GOODS) (WITWATERSRAND).

Telephone 44-2181,
210-215 Portland Place,
37 Jorissen Street,
Braamfontein.

NOTICE OF CHANGE OF EMPLOYEES TO BE SENT TO THE SECRETARY OF THE COUNCIL, 210-215 PORTLAND PLACE, 37 JORISSEN STREET, BRAAMFONTEIN, JOHANNESBURG.

Employer's Name _____

Name of Business _____

Address of Business _____

Name of Employee Driver.	Date Engaged.	Date of Termination.	Reasons for Termination.

Name of Vehicle Attendant.	Date Engaged.	Date of Termination.	Reasons for Termination.

Name of Employee Driver.	Date Engaged.	Date of Termination.	Reasons for Termination.

Number and date of:—
(Certificate of Service) (Termination of Contract) as issued by previous employer _____

Signature of Employer.

Date _____

Name van bestuurders. (blokletters.)	Vakverenigings-kaart-nommer.	Loon.	Lewens-koste.	Adresse van bestuurders.

Name van voertuigbediendes. (Blokletters.)	Loon.	Lewens-koste.	Adresse van voertuigbediendes.

Ingeval enigeen van die bogenoemde voertuie vervang word, of meer voertuie in gebruik geneem word, of die bogenoemde bestuurders en/of voertuigbediendes vervang of uitgebred word, moet sulke inligting binne sewe dae na sulke verandering aan die Sekretaris van die Raad, Portland Place, 210-215, Jorissenstraat 37, Braamfontein, Johannesburg, verstrek word.

Aanhangsel B.

NYWERHEIDSRAAD VIR DIE Vervoeronderneming (GOEDERE) (WITWATERSRAND).

Telefoon 44-2181,
Portland Place 210-215,
Jorissenstraat 37,
Braamfontein.

KENNISGEWING VAN VERANDERING VAN WERKNEMERS MOET AAN DIE SEKRETARIS VAN DIE RAAD, PORTLAND PLACE 210-215, JORISSENSTRATAAT 37, BRAAMFONTEIN, JOHANNESBURG, GESTUUR WORD.

Naam van werkewer _____

Naam van besigheid _____

Adres van besigheid _____

Naam van werknemerbestuurder.	Datum van diensienneming.	Datum van diensbeëindiging.	Rede van diensbeëindiging.

Naam van voertuigbediende.	Datum van diensienneming.	Datum van diensbeëindiging.	Rede van diensbeëindiging.

Naam van werkewerbestuurder.	Datum van diensienneming.	Datum van diensbeëindiging.	Rede van diensbeëindiging.

Nommer en datum van:—
(Dieassertifikaat) (Kontrakbeëindiging) soos deur vorige werkewer uitgereik _____

Handtekening van werkewer.

Datum _____

Annexure C.

INDUSTRIAL COUNCIL FOR THE MOTOR TRANSPORT
UNDERTAKING (GOODS) (WITWATERSRAND).

Telephone 44-2181,
210-215 Portland Place,
37 Jorissen Street,
Braamfontein.

CERTIFICATE OF SERVICE.

Date _____

Employer's Name _____
Business Name _____
Business Address _____
Driver's Name _____
Driver's Address _____
Union Card No. _____
Date Commenced Service _____
Date Terminated Service _____
Wages Paid (excluding Cost of Living) _____
Vehicle Attendant's Name _____
Vehicle Attendant's Pass No. _____
Vehicle Attendant's Address (if known) _____
Date Commenced Service _____
Date Terminated Service _____
Wages Paid (excluding Cost of Living) _____

Employer's Signature.

- (a) Original to be handed to Employee.
- (b) Duplicate to be kept by Employer.
- (c) Copy to be forwarded to the Secretary of the Industrial Council, 210-215 Portland Place, 37 Jorissen Street, Braamfontein, Johannesburg, within three days.

Annexure D.

INDUSTRIAL COUNCIL FOR THE MOTOR TRANSPORT
UNDERTAKING (GOODS) (WITWATERSRAND).

Telephone 44-2181,
210-215 Portland Place,
37 Jorissen Street,
Braamfontein.

RETURN OF LEVIES DUE TO THE INDUSTRIAL COUNCIL
FOR THE MOTOR TRANSPORT UNDERTAKING (GOODS)
(WITWATERSRAND).

For the month/s of _____

Name of Employer or Owner-driver _____

Name of Business _____

Address of Business _____

(1) Name of Employee.	(2) Occupation.	(3) Commence- ment.	(4) Termin- ation.	(5) Amount.

Employer's Contribution (Like Amount).....

Total Amount.....

Signature of Employer.

Date _____

N.B.

- (i) Count the number of Fridays in the month and then reckon each Friday as a week.
- (ii) For each week each driver in your employ pays 1s.
- (iii) For each week each vehicle attendant in your employ pays 1d.
- (iv) Owner-drivers pay 1s. per week for themselves.
- (v) In column (3) the date of commencement of employment for a new employee must be shown.
- (vi) In column (4) the date of termination of employment of the employee must be shown.

Aanhangsel C.

NYWERHEIDSRAAD VIR DIE VERVOERONDERNEMING
(GOEDERE) (WITWATERSRAND).

Telefoon 44-2181,
Portland Place 210-215,
Jorissenstraat 37,
Braamfontein.

DIENSSERTIFIKAAT.

Datum _____

Naam van werkewer _____
Naam van besigheid _____
Adres van besigheid _____
Bestuurder se naam _____
Bestuurder se adres _____
Nommer van vakverenigingkaart _____
Datum van diensaanvaarding _____
Datum van diensbeëindiging _____
Lone betaal (sonder lewenskoste) _____
Voertuigbediende se naam _____
Voertuigbediende se pasnommer _____
Voertuigbediende se adres (indien bekend) _____
Datum van diensaanvaarding _____
Datum van diensbeëindiging _____
Lone betaal (sonder lewenskoste) _____

Handtekening van werkewer.

- (a) Oorspronklike moet aan werknemer oorhandig word.
- (b) Duplikaat moet deur die werkewer behou word.
- (c) Afskrif moet binne drie dae aan die Sekretaris van die Raad, Portland Place 210-215, Jorissenstraat 37, Braamfontein, Johannesburg, gestuur word.

Aanhangsel D.

NYWERHEIDSRAAD VIR DIE VERVOERONDERNEMING
(GOEDERE) (WITWATERSRAND).

Telefoon 44-2181,
Portland Place 210-215,
Jorissenstraat 37,
Braamfontein.

OPGawe VAN HEFFINGS WAT AAN DIE NYWERHEIDS-
RAAD VIR DIE MOTORVERVOERONDERNEMING
(GOEDERE) (WITWATERSRAND) VERSKULDIG IS.

Vir die maand _____

Naam van werkewer of werkewerbestuurder _____

Naam van besigheid _____

Adres van besigheid _____

(1) Naam van werknemer.	(2) Vak.	(3) Aanvang.	(4) Beëindiging.	(5) Bedrag.

Werkewer se bydrae ('n gelyke bedrag).....

Totale bedrag.....

Handtekening van werkewer.

Datum _____

Let Wel.

- (i) Tel die getal Vrydae in die maand en reken dan elke Vrydag as een week.
- (ii) Elke bestuurder in u diens betaal vir elke week 1s.
- (iii) Elke voertuigbediende in u diens betaal vir elke week 1d.
- (iv) Werkewerbestuurders betaal elke week 1s. vir hulself.
- (v) In kolom (3) moet die datum van aanvang van 'n werknemer se diens ingevul word.
- (vi) In kolom (4) moet die datum van beëindiging van 'n werknemer se diens ingevul word.

Annexure E.

INDUSTRIAL COUNCIL FOR THE MOTOR TRANSPORT
UNDERTAKING (GOODS) (WITWATERSRAND).

Telephone 44-2181,
210-215 Portland Place,
37 Jorissen Street,
Braamfontein.

RETURN OF TRADE UNION DUES.

Payable to the Industrial Council for the Motor Transport Undertaking
(Goods) (Witwatersrand).

For the month/s of _____

Name of Employer _____
Name of Business _____
Address of Business _____

Name of Driver.	Union Card No.	Arrears.	Current.	Total.
Total Amount.....				

Date _____ *Signature of Employer.*

Annexure F.
INDUSTRIAL COUNCIL FOR THE MOTOR TRANSPORT
UNDERTAKING (GOODS) (WITWATERSRAND).

Telephone 44-2181,
210-215 Portland Place,
37 Jorissen Street,
Braamfontein.

Employer's Name and
Address _____ Employee's Name _____
Occupation _____ Week Ending

All queries regarding
particulars on pay envelope
or money enclosed in pay
envelope must be made
immediately to the person
paying out, or to the Indus-
trial Council within seven
days.

Wages.....	hrs.	£ s. d.
C.O.L.A.....	hrs.	
Overtime.....	hrs.	
Sunday and		
Holiday Time.....	hrs.	
Subsistence.....	hrs.	
Leave Pay.....	hrs.	
Total Amount Due....		

Less Deductions.
Unemployment Insurance.....
Industrial Council Levy.....
Trade Union Dues.....
Insurance.....
Board and Lodging.....
Staff Advances.....

Total Deductions.....

Amount Enclosed (Cash). £ _____

Aanhangsel E.
NYWERHEIDSRAAD VIR DIE VERVOERONDERNEMING
(GOEDERE) (WITWATERSRAND).

Telefoon 44-2181,
Portland Place 210-215,
Jorissenstraat 37,
Braamfontein.

OPGawe VAN BYDRAES AAN VAKVERENIGING.

Moet betaal word aan die Nywerheidsraad vir die Motorvervoer
onderneming (Goedere) (Witwatersrand).

Vir die maand/e _____

Naam van werkgewer _____
Naam van besigheid _____
Adres van besigheid _____

Naam van bestuurder.	Nommer van vakverenigingskaart.	Agterstallig.	Lopende.	Totaal.
Totale bedrag.....				

Datum _____ *Handtekening van werkgewer.*

Aanhangsel F.
NYWERHEIDSRAAD VIR DIE VERVOERONDERNEMING
(GOEDERE) (WITWATERSRAND).

Telefoon 44-2181,
Portland Place 210-215,
Jorissenstraat 37,
Braamfontein.

Werkgewer se naam en adres _____	Werknemer se naam _____
Vak _____	Vak _____
Week geëindig.....	Week geëindig.....
£ s. d.	£ s. d.
Alle navrae betreffende besonderhede op die betaalkoer- te, of geld in die be- taalkoer betrekking tot ingesluit, moet onmiddellik aan die per- soon wat uitbetaal, of binne sewe dae by die Nywerheidsraad, gedoen word.	Loon..... ure Lewenskoste..... ure Oortyd..... ure Tyd vir Sondag en verlof..... ure Onderhoudstoelae..... Verlofbetaling.....
Total bedrag verskuldig	Total bedrag verskuldig

<i>Min kortings:</i>	Werkloosheidsversekering.....
	Nywerheidsraadhelling.....
	Vakverenigingsheffing.....
	Versekerings.....
	Kos en huisvesting.....
	Personaalvoorskotte.....
Totaal van kortings.....	Totaal van kortings.....
Bedrag ingesluit..... £	Bedrag ingesluit..... £

CRIMINAL PROCEDURE AND EVIDENCE ACT, 1917

(Act No. 31 o 1917)

(With Amendments up to and
including 1933)

Price 2s. 6d

Obtainable from the Government Printer, Pretoria
and Cape Town

WET OP DIE KRIMINELE PROSEDURE EN BEWYS- LEWERING, 1917

(Wet No. 31 van 1917)

(Met Wysigings tot en met 1933)

Prys 2s. 6d.

Verkrybaar by die Staatsdrukker, Pretoria
en Kaapstad

IMPORTERS EXPORTERS INDUSTRIALISTS

subscribe to



“COMMERCE & INDUSTRY”

*The monthly Journal
of the Department of Commerce and Industries*

SUBSCRIPTION: In the Union of S.A., S.W.A., Bechuanaland Protectorate, Swaziland, Basutoland, Southern and Northern Rhodesia, Mocambique, Angola, Belgian Congo, Nyassaland, Tanganyika, Kenya and Uganda—6d per copy or 5/- (7/6 elsewhere) per annum, payable in advance to The Government Printer, Pretoria

PUBLISHED IN BOTH OFFICIAL LANGUAGES

INVOERDERS UITVOERDERS NYWERAARS

teken in op



“HANDEL EN NYWERHEID”

*Die maandblad
van die Departement van Handel en Nywerheid*

INTEKENGELD: In die Unie van S.A., Suidwes-Afrika, Betsjoeanaland-Protektoraat, Swasieland, Basoetoland, Suid- en Noord-Rhodesie, Mocambique, Angola, Belgiese Kongo, Niassaland, Tanganjika, Kenia en Oeganda teen 6d per eksemplaar, of teen 5/- per jaar (7/6 elders) vooruitbetaalbaar aan Die Staatsdrukker, Pretoria.

VERSKYN IN ALBEI AMPTELIKE TALE.

This Journal embodies *inter alia* a monthly economic review (with statistics) of business and industrial conditions in the Union, the latest Departmental information on market possibilities for Union products in countries at present covered by the Union's Overseas Trade Representatives, lists of trade enquiries, items of industrial activity in the Union, the latest information on price and commodity control, most reports (unabridged) of the Board of Trade and Industries, and articles of a general nature in connection with commerce and industry

Hierdie tydskrif bevat o.a. 'n maandelikse ekonomiese oorsig (met statistiek) van besigheids- en nywerheidstoestande in die Unie, die jongste departementele inligting oor afsetmoontlikhede vir Unie-produkte in lande waar die Unie oorsese handelsverteenvwoerdigers het, lyste van handelsnavrae, besonderhede in verband met nywerheidsbedrywighede in die Unie, die jongste aspekte van prys- en voorradebeheer, die meeste verslae (volledig) van die Raad van Handel en Nywerheid, en artikels van 'n algemene aard oor die handel en nywerheid

Reading matter for Farmers!

The Department of Agriculture, Pretoria, issues the following publication (in English and Afrikaans) in the interest of farmers and the agricultural industry generally—

FARMING in South Africa

S U B S C R I P T I O N S
In the Union, South West Africa, Bechuanaland Protectorate, Southern and Northern Rhodesia, and Moçambique, 5s. per annum, post free (otherwise 7s. 6d. per annum). Subscriptions may be posted direct to the Government Printer, Pretoria, or handed in at any Magistrate's Office or Post Office.

A monthly Journal of short practical articles, notes, etc., designed particularly for farmers who want sound, departmental advice in plain, non-technical language . . . Every farmer should keep in touch with his Department of Agriculture, and obtain the advice it is able to give by reading—

FARMING IN SOUTH AFRICA

Leesstof vir Boere!

Die Landboudepartement, Pretoria, gee die volgende blad uit (in Afrikaans en Engels) in belang van boere en die Landboubedryf in die algemeen—

BOERDERY in Suid-Afrika

I N T E K E N G E L D
in die Unie, Suidwes-Afrika, Bechuanaland Protektoraat, Suid- en Noord-Rhodesië en Mozambique, 5s. per jaar, posvry (anders 7s. 6d. per jaar).

Intekengeld kan direk aan die Staatsdrukker, Pretoria, gepos of in 'n magistraatskantoor of poskantoor oorhandig word.

'n Maandblad met kort, praktiese artikels, aanteeknings, ens., spesiaal bestem vir boere wat goeie, departementeel advies in eenvoudige, nie-tegniese taal wil hê . . . Elke boer behoort met sy landboudepartement in voeling te bly en die advies te verkry wat dit in staat is om te gee deur—

BOERDERY IN SUID-AFRIKA te lees