

UITENGEWONE



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

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

GOEWERMENSKENNISGEWINGS.

DEPARTEMENT VAN ARBEID.

* No. 1873.] [20 Julie 1951.
NYWERHEID-VERSOENINGSWET, 1937.

ELEKTROTEGNIJSE NYWERHEDE.

Ek, PAUL OLIVER SAUER, Waarnemende 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 verskyn (hierna genoem die Wysigingsooreenkoms), en betrekking het op die Elektrotegniese Nywerhede vanaf die eerste Maandag na die datum van bekendmaking van hierdie kennisgewing en vir die tydperk wat eindig op die 30ste dag van Julie 1951, bindend is op die werkgewers organisasies en die vakverenigings wat genoemde Wysigingsooreenkoms aangegaan het en op die werkgewers en werknemers wat lede is van daardie organisasies of daardie verenigings;
- (b) kragtens subartikel (2) van artikel *agt-en-veertig* van genoemde Wet, dat die bepalings vervat in die genoemde Wysigingsooreenkoms vanaf die eerste Maandag na die datum van bekendmaking van hierdie kennisgewing en vir die tydperk wat eindig op die 30ste dag van Julie 1951, bindend is op die ander werkgewers en werknemers betrokke by of in diens in genoemde Nywerheid in die Provinsies Transvaal en Natal en die magistraatsdistrikte Kimberley, Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie, Tabankulu, Umzimkulu, die Kaap en Wynberg; en
- (c) kragtens subartikel (4) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings vervat in genoemde Wysigingsooreenkoms vanaf die eerste Maandag na die datum van bekendmaking van hierdie kennisgewing en vir die tydperk wat eindig op die 30ste dag van Julie 1951, in die Provinsies Transvaal en Natal en die magistraatsdistrikte Kimberley, Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie, Tabankulu, Umzimkulu, die Kaap en Wynberg, *mutatis mutandis* van toepassing is ten opsigte van persone in diens in genoemde Nywerheid, wat nie by die woordomschrywing van die uitdrukking „werknemer”, vervat in artikel *een* van genoemde Wet, ingesluit is nie.

P. O. SAUER,
Waarnemende Minister van Arbeid.

GOVERNMENT NOTICES.

DEPARTMENT OF LABOUR.

* No. 1873.] [20 July 1951.
INDUSTRIAL CONCILIATION ACT, 1937.

ELECTRICAL INDUSTRIES.

I, PAUL OLIVER SAUER, Acting 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 (hereinafter called the Amending Agreement) and which relates to the Electrical Industries, shall be binding from the first Monday after the date of publication of this notice and for the period ending the 30th day of July, 1951, upon the employers' organisations and the trade unions which entered into the said Amending Agreement and upon the employers and employees who are members of those organisations or those unions;
- (b) in terms of sub-section (2) of section *forty-eight* of the said Act, declare that the provisions contained in the said Amending Agreement shall be binding from the first Monday after the date of publication of this notice and for the period ending the 30th day of July, 1951, upon the other employers and employees engaged or employed in the said Industry, in the Provinces of the Transvaal and Natal, and the Magisterial Districts of Kimberley, Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie, Tabankulu, Umzimkulu, the Cape and Wynberg; and
- (c) in terms of sub-section (4) of section *forty-eight* of the said Act, declare that in the Provinces of the Transvaal and Natal, and the Magisterial Districts of Kimberley, Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie, Tabankulu, Umzimkulu, the Cape and Wynberg, and from the first Monday after the date of publication of this notice and for the period ending the 30th day of July, 1951, the provisions contained in the said Amending Agreement shall *mutatis mutandis* apply in respect of such persons employed in the said Industry as are not included in the definition of the expression “employee”, contained in section *one* of the said Act.

P. O. SAUER,
Acting Minister of Labour.

NASIONALE NYWERHEIDSRAAD VIR DIE ELEKTRO- TEGNIËSE NYWERHEDE.

OOREENKOMS

kragtens die bepalings van die Nywerheid-versoeningswet, 1937, gesluit deur die

„Electrical Engineering and Allied Industries Association”
en die

„Electronic and Electrical Appliance Association of South
Africa” (voorheen die „South African Association of
Radio and Refrigeration Industries”)

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

„Amalgamated Engineering Union”
en die

„South African Electrical Workers’ Association”

(hierna „die werknemers” of „die vakverenigings” genoem),
aan die ander kant, wat die partye is by die Nasionale Nywer-
heidsraad vir die Elektrotegniese Nywerhede van Suid-Afrika,
ten einde die Ooreenkoms wat bekendgemaak is by Goewer-
mentskennissgewing No. 78 van 21 Januarie 1949 (hierna die
„Hofooreenkoms” genoem), by Goewermentskennissgewing No.
233 van 26 Januarie 1951 verleng, soos volg aan te vul en te
wysig:—

BYLAE.

1. In artikel 4 van Deel I van die Hofooreenkoms—

(1) skrap klousule (2) (i), (ii), (iii), (iv) en (v) en vervang
deur—

(i) Werktuigkundige vir huishoudelike apparate se werk.....	} 3s. 6d. per uur.
(ii) Elektriese werk.....	
(iii) Vakmanswerk.....	
(iv) Radiotriëswerk.....	
(v) Verkoelerwerktuigkundige se werk....	

(2) skrap die skale per uur in klousule (2) (vi) daarvan
(masjiniëse se werk) en vervang deur—

	Skaal per uur.	
	s. d.	
Eerste leerjaar—	1	4½
Eerste ses maande.....	1	8
Tweede ses maande.....	1	11½
Tweede leerjaar.....	2	10
Derde leerjaar.....	3	3½
Daarna.....		

(3) In klousule 2 (xii)—Bestuur van voertuie—

	Per week.	
	£	s. d.
(a) skrap die loon per week vir „bestuur van stoomwa” en vervang deur.....	6	9 2
(b) skrap die loon per week vir bestuur van enige ander voertuig, slegs in die volgende klasse, en vervang deur—		
oor 3 ton tot en met 5 ton.....	4	16 11
oor 5 ton tot en met 7 ton.....	5	18 5
oor 7 ton.....	6	9 2

(4) In klousule 2 (xiii)—Leerling-ingenieurs en/of erkende
studente.—Skrap die klousule en vervang deur—

	Per week.	
	£	s. d.
Eerste leerlingsjaar.....	2	13 10
Tweede leerlingsjaar.....	3	15 4
Derde leerlingsjaar.....	4	16 11
Daarna.....	4	16 11

2. In Aanhangsels B tot L van die Hofooreenkoms (afde-
lings 1 tot 11)—

(1) skrap die tydskaal van „3s. 3d. per uur” waar dit ook
al voorkom en vervang deur 3s. 6d. per uur;

(2) skrap die „tyd-” en „basiese premiebonusskaal” per uur
vir grade A, B en C, werkmanswerk, waar dit ook al voor-
kom, en vervang deur—

	Tyd- skaal per uur.		Besoldiging. Premiebonusskaal per uur.	
	s. d.		Basies + Bonus.	s. d.
Graad A-werksmanne.....	3	2½	2	10½
Graad B-werksmanne.....	2	5½	2	3
Graad C-werksmanne.....	2	0½	1	10½

(3) skrap die tydloonskale per uur in klousule (i) van werks-
manne Graad C/1 in Aanhangel B (afdeling 1) en ver-
vang deur—

	Tydskaal per uur.	
	s. d.	
Gedurende die eerste drie maande ervaring	1	6½
Gedurende die tweede drie maande ervaring	1	8½
Gedurende die derde drie maande ervaring	1	11½
Daarna.....	2	0½

NATIONAL INDUSTRIAL COUNCIL FOR THE ELECTRICAL INDUSTRIES.

AGREEMENT

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

Electrical Engineering and Allied Industries Association
and the

Electronic and Electrical Appliance Association of South
Africa (formerly the South African Association of Radio
and Refrigeration Industries)

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

Amalgamated Engineering Union
and

South African Electrical Workers’ Association

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

being parties to the National Industrial Council for the Electrical
Industries of South Africa, to amend and augment the Agree-
ment published under Government Notice No. 78 of the 21st
January, 1949 (hereinafter referred to as “the Main Agree-
ment”) as extended by Government Notice No. 233 of the 26th
day of January, 1951, as follows:—

SCHEDULE.

1. In section 4 of Part I of the Main Agreement—

(1) delete clause (2) (i), (ii), (iii), (iv) and (v) and substitute the
following:—

(i) Domestic appliance mechanic’s work..	} 3s. 6d. per hour.
(ii) Electrician’s work.....	
(iii) Journeyman’s work.....	
(iv) Radiotriëswerk.....	
(v) Refrigerator mechanic’s work.....	

(2) delete the rates per hour in clause (2) (vi) thereof
(Machinists’ work) and substitute the following:—

	Rate per Hour.	
	s.	d.
First year of learnership—	1	4½
First six months.....	1	8
Second six months.....	1	11½
Second year of learnership.....	2	10
Third year of learnership.....	3	3½
Thereafter.....		

(3) In clause 2 (xii)—Vehicle Driving:—

	Per Week.	
	£	s. d.
(a) delete the wage per week for “driving of steam wagon” and substitute.....	6	9 2
(b) delete the wage per week for driving any other vehicle in the following categories only, and substitute:—		
Over 3 tons and up to 5 tons.....	4	16 11
Over 5 tons and up to 7 tons.....	5	18 5
Over 7 tons.....	6	9 2

(4) In clause 2 (xiii)—Pupil Engineers and/or Approved
Students.—Delete the clause and substitute—

	Per Week.	
	£	s. d.
First year of pupilage.....	2	13 10
Second year of pupilage.....	3	15 4
Third year of pupilage.....	4	16 11
Thereafter.....	4	16 11

2. In Annexures B to L of the Main Agreement (Divisions 1
to 11)—

(1) delete the time rate of “3s. 3d. per hour” wherever it
occurs and substitute 3s. 6d. per hour;

(2) delete the “time” and “premium bonus basic” rates per
hour for Grades A, B and C Operative’s work where-
ever they occur and substitute the following:—

	Time Rate per Hour.		Remuneration. Premium Bonus Rates per Hour. Basic + Bonus.	
	s. d.		s. d.	s. d.
Grade A—Operative’s work... 3	2½	2	10½	*
Grade B—Operative’s work... 2	5½	2	3	*
Grade C—Operative’s work... 2	0½	1	10½	*

(3) delete the time rates per hour in clause (i) of Grade C/1
Operative’s work in Annexure B (Division 1) and sub-
stitute the following:—

	Time Rate per Hour.	
	s.	d.
First three months of experience.....	1	6½
Second three months of experience.....	1	8½
Third three months of experience.....	1	11½
Thereafter.....	2	0½

- (4) skrap „2s. 3½d. per uur” vir manlike werknemers in „Finale inmeekaarsit” in Aanhangsel E (afdeling 4) en vervang deur 2s. 5½d. per uur;

- (5) skrap die uurloonskale vir leerlinge in diens in ander werk as dié van elektrisiëns of vakmanne, proefwerkers en minderjariges in Aanhangsel F (afdeling 5) en vervang deur—

Leerlinge in diens vir ander werk as elektrisiëns of vakmanswerk:—

	Per uur.	
	s.	d.
Proeftydtermyn van drie maande.....	0	6½
Leerlingtydperk:—		
Eerste drie maande.....	0	6½
Volgende twaalf maande.....	1	1
Volgende twaalf maande.....	1	7½
Volgende ses maande.....	2	5½

	Eerste drie maande		Tweede drie maande		Derde drie maande		Daarna.	
	ervaring.		ervaring.		ervaring.		ervaring.	
	Per uur.	s. d.	Per uur.	s. d.	Per uur.	s. d.	Per uur.	s. d.
Proefwerkers—								
Graad B.....	1	6½	2	0½	2	5½	2	5½
Graad C.....	1	6½	1	8½	2	11½	2	0½

	16 jaar maar nie oor 17 jaar nie.		Oor 17 jaar maar nie oor 19 jaar nie.	
	Per uur.		Per uur.	
	s.	d.	s.	d.
Jeugdiges—				
Graad B.....	1	5½	1	11½
Graad C.....	1	1	1	7½

- (6) skrap die uurloonskaal vir „batterywerktuigkundige” en weekloonskaal vir „leerling-werktuigkundige” in Aanhangsel G (afdeling 6) en vervang deur—

Batterywerktuigkundige..... 2s. 8½d. per uur.

	Eerste jaar			Tweede jaar			Derde jaar			Vierde jaar			Daarna.	
	ervaring.			ervaring.			ervaring.			ervaring.			ervaring.	
	Per week.			Per week.			Per week.			Per week.			Per uur.	
	£	s.	d.	£	s.	d.	£	s.	d.	£	s.	d.	s.	d.
Leerling- werktuig- kundige	2	3	1	2	13	10	3	15	4	5	7	8	2	8½

- (7) skrap die loonskaal per uur betaalbaar op verskillende ouderdomme in Aanhangsel H (afdeling 7) en vervang deur—

Loonskaal per uur betaalbaar op verskillende ouderdomme:—

	16 jaar tot 17 jaar.		17 jaar tot 19 jaar.		19 jaar tot 21 jaar.		Daarna.	
	s. d.		s. d.		s. d.		s. d.	
Graad B—								
Voorbereiding van sweisstaaf vir monster.....	—		1	7½	2	0½	2	5½
Graad C—								
Elektrode-uitstoot-masjien.....	1	1	1	7½	2	0½	2	5½

- (8) In Aanhangsel I (afdeling 8)—

- (a) skrap die „tyd-” en „basiese premiebonusskaal” per uur vir werksmanne graad B/1 en graad B/2 en vervang deur—

	Tyd-skaal		Besoldiging.	
	per uur.		Premiebonusskaal	
	s. d.	s. d.	Basies + Bonus.	s. d.
Graad B/1-werksmanne.....	2	6½	2	3
Graad B/2-werksmanne.....	2	3	1	10½

- (b) skrap die skale per uur vir „proefwerkers” en „jeugdiges” en vervang deur—

	Eerste jaar		Tweede jaar		Derde jaar		Daarna.	
	ervaring.		ervaring.		ervaring.		ervaring.	
	Per uur.	s. d.	Per uur.	s. d.	Per uur.	s. d.	Per uur.	s. d.
Proefwerkers—								
(a) Graad A-werkmanswerk.....	1	10½	2	1½	2	8½	3	2½
(b) Graad B/1-werkmanswerk	1	6½	2	0½	2	6½		
(c) Graad B/2-werkmanswerk	1	6½	2	0½	2	3		

- (4) delete “2s. 3½d. per hour” for male employees in “Final Assembly” in Annexure E (Division 4) and substitute 2s. 5½d. per hour;

- (5) delete the rates per hour for learners employed in other than electrician's work or journeyman's work, probationers and juveniles in Annexure F (Division 5) and substitute the following:—

Learners, employed on other than electrician's or journeyman's work—

	Per Hour.	
	s.	d.
Probationary period of three months.....	0	6½
Learnership period—		
First three months.....	0	6½
Next twelve months.....	1	1
Next twelve months.....	1	7½
Next six months.....	2	5½

	First Three Months		Second Three Months		Third Three Months		Thereafter.	
	of Experience.		of Experience.		of Experience.		of Experience.	
	Per Hour.	s. d.	Per Hour.	s. d.	Per Hour.	s. d.	Per Hour.	s. d.
Probationers—								
Grade B.....	1	6½	2	0½	2	5½	2	5½
Grade C.....	1	6½	1	8½	1	11½	2	0½

	16 Years and not over 17 Years.		Over 17 Years, but not over 19 Years.	
	Per Hour.		Per Hour.	
	s.	d.	s.	d.
Juveniles—				
Grade B.....	1	5½	1	11½
Grade C.....	1	1	1	7½

- (6) delete the rate per hour for “battery mechanic” and rates per week for “learner mechanic” in Annexure G (Division 6) and substitute the following:—

Battery mechanic..... 2s. 8½d. per hour

	First Year			Second Year of Experience.			Third Year			Fourth Year			There- after.	
	Per Week.			Per Week.			Per Week.			Per Week.			Per Hour.	
	£	s.	d.	£	s.	d.	£	s.	d.	£	s.	d.	s. d.	
Learner mechanic	2	3	1	2	13	10	3	15	4	5	7	8	2	8½

- (7) delete the wage rate payable per hour on different ages in Annexure H (Division 7) and substitute the following:—

Wage rate payable per hour on different ages:—

	16 Years to 17 Years.		17 Years to 19 Years.		19 Years to 21 Years.		Thereafter.	
	s. d.		s. d.		s. d.		s. d.	
Grade B—								
Deposit welding rod for sample.....	—		1	7½	2	0½	2	5½
Grade C—								
Electrode extrusion machine.....	1	1	1	7½	2	0½	2	5½

- (8) In Annexure I (Division 8)—

- (a) delete the “time” and “premium bonus basic” rates per hour for Grade B/1 and Grade B/2 Operative's work and substitute the following:—

	Time Rate		Premium Bonus	
	per Hour.		Rate per Hour.	
	s. d.	s. d.	s. d.	s. d.
Grade B/1 Operative's work...	2	6½	2	3
Grade B/2 Operative's work...	2	3	1	10½

- (b) delete the rates per hour for “probationers” and “juveniles” and substitute the following:—

	First Year		Second Year		Third Year		Thereafter.	
	of Experience.		of Experience.		of Experience.		of Experience.	
	Per Hour.	s. d.	Per Hour.	s. d.	Per Hour.	s. d.	Per Hour.	s. d.
Probationers—								
(a) Grade A Operative's work.....	1	10½	2	1½	2	8½	3	2½
(b) Grade B/1 Operative's work	1	6½	2	0½	2	6½		
(c) Grade B/2 Operative's work	1	6½	2	0½	2	3		

	16 jaar en ouer, maar nie oor 17 jaar nie. Per uur.	17 jaar en ouer, maar nie oor 19 jaar nie. Per uur.
<i>Jeugdige</i> —	s. d.	s. d.
Graad A-werkmanswerk.....	1 6 $\frac{5}{8}$	2 0 $\frac{7}{8}$
Graad B/1-werkmanswerk.....	1 5 $\frac{7}{8}$	1 11 $\frac{3}{8}$
Graad B/2-werkmanswerk.....	1 2 $\frac{7}{8}$	1 8

(9) skrap „proeftermyn” en „jeugdige” en loonskaal per uur daarvoor in Aanhangel K (afdeling 10) en vervang deur—

	Eerste drie maande.	Tweede drie maande.	Daarna.
<i>Proeftermyn</i> —	s. d.	s. d.	s. d.
Soort werk—			
Graad B-werkmanswerk...	1 6 $\frac{5}{8}$	2 0 $\frac{7}{8}$	2 5 $\frac{3}{8}$
Graad C-werkmanswerk...	1 6 $\frac{5}{8}$	2 0 $\frac{7}{8}$	2 0 $\frac{7}{8}$

	16 jaar en ouer, maar nie oor 17 jaar nie.	17 jaar en ouer, maar nie oor 19 jaar nie.
<i>Jeugdige</i> —	s. d.	s. d.
Soort werk—		
Graad B-werkmanswerk.....	1 5 $\frac{7}{8}$	1 11 $\frac{3}{8}$
Graad C-werkmanswerk.....	1 2 $\frac{7}{8}$	1 8

3. Skrap afdeling 14 van Deel I van die Hoofdooreenkoms en vervang deur—

14. VERLOF- EN SPESIALE BONUS.

(1) Hierdie artikel is nie van toepassing op werknemers in diens in die nywerheid se bedieningsafdeling vir radio's, koelkaste en/of huishoudelike toestelle nie, nog op vakleerlinge, alle klasse graad E-werksmenne, arbeiders, wagte of polisiejongens.

(2) Wanneer enige ander werknemer ook al sy verlofbetaling kragtens artikel 13 van Deel I van die Hoofdooreenkoms betaal word, moet hy terselfdertyd 'n bonus soos volg betaal word:—

Klas.	Bonus betaalbaar.
<i>Klas A.</i>	(a) en (b) hiervan tesame, nl.—
(i) gekwalifiseerde werknemers wie se minimum skaal, in hierdie Ooreenkoms genoem, gelykstaan aan 2s. 0 $\frac{3}{4}$ d. per uur of meer op die datum waarop hulle vir betaalde verlof kwalifiseer;	(a) 'n bedrag bereken teen agt persent van die werknemer se basiese minimum tydloon vir sy bedryf, in hierdie Ooreenkoms genoem, vir die ure werklik gewerk, behalwe oortyd, na die datum waarop hy laas vir verlof gekwalifiseer het of die datum van sy indiensneming, na gelang van die jongste, tot en met 17 April 1951; en
(ii) werknemers in diens op die datum van inwerkingtreding van hierdie Ooreenkoms as leerlinge of in diens in bedrywe besoldig volgens ervaring, wie se minimum loon, in hierdie Ooreenkoms genoem, gelykstaan aan 2s. 0 $\frac{3}{4}$ d. per uur of meer op datum van kwalifisering vir betaalde verlof.	(b) 'n verlofbonus van £32. 10s. per jaar bereken <i>pro rata</i> die verlofkwalifikasie voltooi na 17 April 1951, of, na gelang van die jongste, van die datum van sy indiensneming af.
<i>Klas B.</i>	'n Bedrag bereken teen die skaal van 8 persent van die werknemer se basiese minimum tydloon vir sy bedryf, in hierdie Ooreenkoms genoem, vir die ure werklik gewerk, behalwe oortyd, na die datum waarop hy laas vir verlof gekwalifiseer het of die datum van sy indiensneming, na gelang van die jongste.
Alle ander werknemers nie in klas A hiervan inbegrepe nie (behalwe vakleerlinge, alle klasse graad E-werksmenne, arbeiders, wagte of polisiejongens).	

Vir die toepassing van hierdie artikel—

moet „verlofkwalifikasie” die kwalifikasie vir betaalde verlof wees wat in artikel 13 (3) (a) van Deel I van die Hoofdooreenkoms voorgeskryf word;

beteken „gekwalifiseerde werknemer” 'n werknemer wat nie as 'n leerling in diens is nie, of wat, as hy volgens ervaring besoldig word, gekwalifiseer het vir die skaal vir sy klas werk genoem as betaalbaar „daarna”.

	16 Years and Over, but not Exceeding 17 Years. Per Hour.	17 Years and Over, but not Exceeding 19 Years. Per Hour.
<i>Juveniles</i> —	s. d.	s. d.
Grade A Operative's work.....	1 6 $\frac{5}{8}$	2 0 $\frac{7}{8}$
Grade B/1 Operative's work.....	1 5 $\frac{7}{8}$	1 11 $\frac{3}{8}$
Grade B/2 Operative's work.....	1 2 $\frac{7}{8}$	1 8

(9) delete “probationary period” and “juveniles” and rate per hour therefor in Annexure K (Division 10) and substitute the following:—

	First Three Months.	Second Three Months.	There- after.
<i>Probationary Period</i> —	s. d.	s. d.	s. d.
Occupation—			
Grade B Operative's work...	1 6 $\frac{5}{8}$	2 0 $\frac{7}{8}$	2 5 $\frac{3}{8}$
Grade C Operative's work...	1 6 $\frac{5}{8}$	2 0 $\frac{7}{8}$	2 0 $\frac{7}{8}$

	16 Years and Over, but not Exceeding 17 Years.	17 Years and Over, but not Exceeding 19 Years.
<i>Juveniles</i> —	s. d.	s. d.
Occupation—		
Grade B Operative's work.....	1 5 $\frac{7}{8}$	1 11 $\frac{3}{8}$
Grade C Operative's work.....	1 2 $\frac{7}{8}$	1 8

3. Delete section 14 of Part I of the Main Agreement and substitute:—

14. HOLIDAY AND SPECIAL BONUS.

(1) This section shall not apply to employees employed in the radio, refrigeration and/or domestic appliance servicing section of the Industry, apprentices, any category of Grade E Operative, labourers, watchmen or police boys.

(2) Whenever any other employee is paid his holiday leave pay in terms of section 13 of Part I of the Main Agreement, he shall at the same time be paid bonus as follows:—

Class.	Bonus Payable.
<i>Class A.</i>	(a) and (b) hereof together, viz.: (a) an amount calculated at 8 per cent. of the employees basic minimum time rate for his occupation scheduled in this Agreement for the hours he has actually worked, exclusive of overtime, after the date on which he last qualified for holiday leave or the date of his engagement, whichever is the later, up to and including the 17th day of April, 1951; and (b) a holiday bonus of £32. 10s. per annum calculated <i>pro rata</i> to the holiday qualification completed after the 17th day of April, 1951, or, whichever is the later, from the date of his engagement.
<i>Class B.</i>	An amount calculated at the rate of 8 per cent. of the employees basic minimum time rate for his occupation scheduled in this Agreement for the hours he has actually worked, exclusive of overtime, after the date on which he last qualified for holiday leave or the date of his engagement, whichever is the later.
All other employees not included in Class A hereof (other than apprentices, any category of Grade E Operative, labourers, watchmen or police boys)	

For purposes of this section—

“holiday qualification” shall be the qualification for the paid holiday prescribed in section 13 (3) (a) of Part I of the Main Agreement;

“qualified employees” means any employee who is not employed as a learner or who, if remunerated according to experience, has qualified for the rate for his class of work specified as payable “thereafter”.

(3) Ingeval die diens van 'n werknemer eindig voordat hy kragtens artikel 13 van Deel I van die Hoofdooreenkoms tot 'n betaalde verlof geregtig geword het, moet die werknemer gekrediteer word met 'n aandeel aan die bonus, vir sy klas genoem, in verhouding tot die getal skofte of kalenderweke diens wat vir hom vir verlofdoeleindes gekrediteer is. Die werkgever moet die bedrag daarvan inskryf op die betaalorder wat aan die werknemer verskaf moet word, en daarop moet die getal skofte of kalenderweke diens genoem word wat vir verlofdoeleindes tel, en die geldekwiwalent van die bonus aan die Sekretaris van die Raad gestuur word, tesame met die geldekwiwalent van die betaalde verlofkrediet.

(4) Wanneer die bonus aan die Raad ingevolge subartikel (3) gestuur word, is die bepaling van subartikels (6), (7) en (8) van artikel 13 van Deel I van die Hoofdooreenkoms betreffende die geldekwiwalent van die betaalde verlofkrediet *mutatis mutandis* van toepassing.

4. Voeg onderstaande bykomende artikel by Deel II van die Hoofdooreenkoms:—

4. VERLOF- EN SPESIALE BONUS VAN TOEPASSING OP DIE NYWERHEID SE BEDRIENINGSAFDELING VIR RADIO'S, KOELKASTE EN/OF HUISHOUELIKE TOESTELLE.

(1) Hierdie artikel is van toepassing op die klasse werknemers genoem in artikel 4 (2) van die Hoofdooreenkoms en in Aanhangsel C (afdeling 2) daarvan, in diens in die Nywerheid se bedieningsafdeling vir radio's, koelkaste en/of huishoudelike toestelle; met dien verstande dat dit nie van toepassing is op vakleerlinge, enige klas graad E-werksman, arbeiders, wagte of polisiejongens, nie.

(2) Wanneer 'n werknemer op wie hierdie artikel van toepassing is, sy verlofbesoldiging betaal word ingevolge artikel 3 van Deel II van die Hoofdooreenkoms of artikel 13 van Deel I daarvan, soos toegepas by subartikel (11) van artikel 3 van Deel II hierbo genoem, watter een ook al van toepassing is, moet hy terselfdertyd bonus soos volg betaal word:—

Klas.	Bonus betaalbaar.
Klas A.	(a) en (b) hiervan tesame, nl.:—
(i) gekwalifiseerde werknemers wie se minimum skaal, in hierdie Ooreenkoms genoem, gelykstaan aan 2s. 0½d. per uur of meer op die datum waarop hulle vir betaalde verlof kwalifiseer;	(a) 'n bedrag bereken teen agt persent van die werknemer se basiese minimum tydloon vir sy bedryf, in hierdie Ooreenkoms genoem, vir die ure werklik gewerk, behalwe oortyd, na die datum waarop hy laas vir verlof gekwalifiseer het of die datum van sy indiensneming, na gelang van die jongste, tot die datum waarop hierdie Ooreenkoms in werking tree; en
(ii) werknemers in diens op die datum van die inwerking-treding van hierdie Ooreenkoms as leerlinge of in diens in bedrywe besoldig volgens ervaring wie se minimum loon, in hierdie Ooreenkoms genoem, gelykstaan aan 2s. 0½d. per uur of meer op datum van kwalifisering vir betaalde verlof.	(b) 'n verlofbonus van £32. 10s. per jaar bereken <i>pro rata</i> die verlofkwalifikasie voltooi na die datum van die inwerking-treding van hierdie Ooreenkoms, of na gelang van die jongste, van die datum van sy indiensneming af.
Klas B.	'n Bedrag bereken teen die skaal van agt persent van die werknemer se basiese minimum tydloon vir sy bedryf, in hierdie Ooreenkoms genoem, vir die ure werklik gewerk, behalwe oortyd, na die datum waarop hy laas vir verlof gekwalifiseer het of die datum van sy indiensneming, na gelang van die jongste.
Alle ander werknemers nie in klas A hiervan inbegrepe nie (behalwe vakleerlinge, alle klasse graad E-werksmanne, arbeiders, wagte of polisiejongens).	

Vir die toepassing van hierdie artikel—

moet „verlofkwalifikasie” die kwalifikasie vir betaalde verlof wees wat in artikel 3 (3) (a) van Deel II van die Hoofdooreenkoms of artikel 13 (3) (a) van Deel I hiervan, watter een ook al van toepassing is, voorgeskryf word;

beteken „gekwalifiseerde werknemer” 'n werknemer wat nie as leerling in diens is nie, of wat, as hy volgens ervaring besoldig word, gekwalifiseer het vir die skaal vir sy klas werk genoem as betaalbaar „daarna”.

(3) Whenever the employment of an employee terminates before he becomes entitled to a paid holiday in terms of section 13 of Part I of the Main Agreement, the employee shall be credited with a share of the bonus specified for his class proportionate to the number of shifts or calendar weeks of employment credited to him for holiday purposes. The employer shall enter the amount thereof on the voucher to be furnished to the employee setting out the number of shifts or calendar weeks of employment which count for holiday purposes, and immediately forward the money equivalent of the bonus to the Secretary of the Council along with the money equivalent of the paid holiday entitlement.

(4) Whenever the bonus is remitted to the Council in terms of sub-section (3), the provisions of sub-sections (6), (7) and (8) of section 13 of Part I of the Main Agreement relating to the money equivalent of the paid holiday entitlement shall *mutatis mutandis* apply.

4. Add to Part II of the Main Agreement the following additional section:—

4. HOLIDAY AND SPECIAL BONUS APPLICABLE IN THE RADIO, REFRIGERATION AND/OR DOMESTIC APPLIANCE SERVICING SECTION OF THE INDUSTRY.

(1) This section shall apply to the classes of employee scheduled in section 4 (2) of the Main Agreement and in Annexure C (Division 2) thereto employed in the radio, refrigeration and/or domestic appliance servicing section of the Industry; provided that it shall not apply to apprentices, any category of Grade E Operative, labourers, watchmen or police boys.

(2) Whenever an employee to whom this section applies is paid his holiday leave pay in terms of section 3 of Part II of the Main Agreement or section 13 of Part I thereof as applied by sub-section (11) of section 3 of Part II aforesaid, whichever is applicable, he shall at the same time be paid bonus as follows:—

Class.	Bonus Payable.
Class A.	(a) and (b) hereof together, viz.:—
(i) qualified employees whose minimum rate specified in this Agreement is the equivalent of 2s. 0½d. per hour or more at the date of qualification for their paid holiday;	(a) an amount calculated at 8 per cent. of the employees basic minimum time rate for his occupation scheduled in the Main Agreement for the hours he has actually worked, exclusive of overtime, after the date on which he last qualified for holiday leave or the date of his engagement, whichever is the later, until the date of coming into operation of this Agreement; and
(ii) employees employed at the date of coming into operation of this Agreement as learners or employed in occupations remunerated according to experience whose minimum rate specified in this Agreement is the equivalent of 2s. 0½d. per hour or more at date of qualification for their paid holiday.	(b) a holiday bonus of £32. 10s. per annum calculated <i>pro rata</i> to the holiday qualification completed after the date of coming into operation of this Agreement or whichever is the later, from the date of his engagement.
Class B.	An amount calculated at the rate of 8 per cent. of the employees basic minimum time rate for his occupation scheduled in this Agreement for the hours he has actually worked, exclusive of overtime, after the date on which he last qualified for holiday leave or the date of his engagement, whichever is the later.
All other employees not included in Class A hereof (other than apprentices, any category of Grade E Operative, labourers, watchmen or police boys).	

For purposes of this section—

“holiday qualification” shall be the qualification for the paid holiday prescribed in section 3 (3) (a) of Part II of the Main Agreement or section 13 (3) (a) of Part I thereof, whichever is applicable.

“qualified employees” means any employee who is not employed as a learner or who, if remunerated according to experience, has qualified for the rate for his class of work specified as payable “thereafter”.

(3) Ingeval die diens van 'n werknemer eindig voordat hy kragtens artikel 3 van Deel II van die Hoofdooreenkoms of artikel 13 van Deel I daarvan, soos toegepas by subartikel (11) van artikel 3 van Deel II hierbo genoem, watter een ook al van toepassing is, tot betaalde verlof geregtig geword het, moet die werknemer gekrediteer word met 'n aandeel aan die bonus, vir sy klas genoem, in verhouding tot die getal skofte of kalenderweke diens wat vir hom vir verlofdoeleindes gekrediteer is. Die werkgever moet die bedrag daarvan inskryf op die betaalorder wat aan die werknemer verskaf moet word, en daarop moet die getal skofte of kalenderweke diens genoem word wat vir verlofdoeleindes tel, en die geldekwiwalent van die bonus aan die Sekretaris van die Raad gestuur word, tesame met die geldekwiwalent van die betaalde verlofkrediet.

(4) Wanneer die bonus aan die Raad ingevolge subartikel (3) gestuur word, is die bepalinge van subartikels (6), (7) en (8) van die betrokke artikel „verlof- en werkloosheidsbetaling” van die Hoofdooreenkoms betreffende die geldekwiwalent van die betaalde verlof *mutatis mutandis* van toepassing.

Hede die twaalfde dag van Junie 1951 namens en soos vir die partye gemagtig, in Johannesburg geteken.

L. BADHAM, *Voorsitter.*

B. TUDHOPE, *Ondervoorsitter.*

W. R. GLASTONBURY, *Sekretaris.*

(3) Whenever the employment of an employee terminates before he becomes entitled to a paid holiday in terms of section 3 of Part II of the Main Agreement or section 13 of Part I thereof as applied by sub-section (11) of section 3 of Part II aforesaid, whichever is applicable, the employee shall be credited with a share of the bonus specified for his class proportionate to the number of shifts or calendar weeks of employment credited to him for holiday purposes. The employer shall enter the amount thereof on the voucher to be furnished to the employee setting out the number of shifts or calendar weeks of employment which count for holiday purposes, and immediately forward the money equivalent of the bonus to the Secretary of the Council along with the money equivalent of the paid holiday entitlement.

(4) Whenever the bonus is remitted to the Council in terms of sub-section (3), the provisions of sub-sections (6), (7) and (8) of the relevant "holiday and unemployment pay" section of the Main Agreement relating to the money equivalent of the paid holiday shall *mutatis mutandis* apply.

Signed at Johannesburg as authorised for and on behalf of the parties on this twelfth day of June, 1951.

L. BADHAM, *Chairman.*

M. TUDHOPE, *Vice-Chairman.*

W. R. GLASTONBURY, *Secretary.*

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