



UNION OF SOUTH AFRICA
UNIE VAN SUID-AFRIKA

EXTRAORDINARY BUITENGEWONE Government Gazette Staatskoerant

(Registered at the Post Office as a Newspaper)

(As 'n Nuisblad by die Poskantoor Geregistreer)

VOL. CLXXII.]

PRICE 6d.

PRETORIA, 12 JUNE 1953.
12 JUNIE

PRYS 6d.

[No. 5079.]

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 linker-bohoek met 'n * gemerk.

GOVERNMENT NOTICES.

The following Government Notices are published for general information:—

DEPARTMENT OF LABOUR.

* No. 1235.] [12 June 1953.
INDUSTRIAL CONCILIATION ACT, 1937.

BUILDING AND MONUMENTAL MASONRY
INDUSTRIES, TRANSVAAL.

MAIN AGREEMENT.

I, PAUL OLIVER SAUER, Acting Minister of Labour, do hereby declare—

(a) in terms of sub-section (1) of section *forty-eight* of the Industrial Conciliation Act, 1937, that all the provisions of the Agreement which appears in the Schedule hereto and which relates to the Building and Monumental Masonry Industries shall be binding from the second Monday after the date of publication of this notice and for the period ending three years from the said second Monday upon the employers' organisations and the trade unions which entered into the said Agreement and upon the employers and the 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, that the provisions contained in clauses 1, 3 to 23 (2) (inclusive), 25 and 27 to 31 (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 three years from the said second Monday, upon the other employers and employees engaged or employed in the said Industries in the Magisterial Districts of Benoni, Boksburg, Brakpan, Germiston, Heidelberg (Transvaal), Johannesburg, Nigel, Springs and Delmas and in the areas within radii of—

- 30 miles of the General Post Office at Krugersdorp;
- 20 miles of the General Post Offices at Vereeniging and Pretoria; and
- 10 miles of the General Post Offices at Klerksdorp, Potchefstroom, Witbank and Middelburg (Transvaal); and

GOEWERMENTSKENNISGEWINGS.

Onderstaande Goewermentskennisgewings word vir algemene inligting gepubliseer:—

DEPARTEMENT VAN ARBEID.

* No. 1235.] [12 Junie 1953.
NYWERHEID-VERSOENINGSWET, 1937.

BOU- EN MONUMENTKLIPMESSSELNYWERHEDE,
TRANSVAAL.

HOOFOOREENKOMS.

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 hiervan verskyn en op die Bou- en Monumentklipmesselnywerhede betrekking het, vanaf die tweede Maandag na die datum van bekendmaking van hierdie kennisgewing en vir die tydperk wat drie jaar vanaf die genoemde tweede Maandag eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en die werknemers wat lede van daardie organisasies of daardie verenigings is;

(b) kragtens subartikel (2) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings vervat in klousules 1, 3 tot en met 23 (2), 25 en 27 tot en met 31 van genoemde Ooreenkoms vanaf die tweede Maandag na die datum van bekendmaking van hierdie kennisgewing en vir die tydperk wat drie jaar vanaf genoemde tweede Maandag eindig, bindend is vir ander werkgewers en werknemers betrokke by of in diens in genoemde Nywerhede in die magistraatsdistrikte Benoni, Boksburg, Brakpan, Germiston, Heidelberg (Transvaal), Johannesburg, Nigel, Springs en Delmas en in die gebiede binne omtrekke van—

- 30 myl van die Hoofposkantoor, Krugersdorp;
- 20 myl van die Hoofposkantoor, Vereeniging en Pretoria; en
- 10 myl van die Hoofposkantore, Klerksdorp, Potchefstroom, Witbank en Middelburg (Transvaal); en

- (c) in terms of sub-section (4) of section forty-eight of the said Act, that in the Magisterial Districts of Benoni, Boksburg, Brakpan, Germiston, Heidelberg (Transvaal), Johannesburg, Nigel, Springs and Delmas and in the areas within radii of—

- 30 miles of the General Post Office at Krugersdorp;
- 20 miles of the General Post Offices at Vereeniging and Pretoria; and
- 10 miles of the General Post Offices at Klerksdorp, Potchefstroom, Witbank and Middelburg (Transvaal)

and from the second Monday after the date of publication of this notice and for the period ending three years from the said second Monday, the provisions contained in clauses 3 to 23 (2) (inclusive), 25 and 27 to 31 (inclusive) of the said Agreement shall *mutatis mutandis* apply in respect of such persons 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.

SCHEDULE.

INDUSTRIAL COUNCIL FOR THE BUILDING INDUSTRY (TRANSSVAAL)

AGREEMENT

In accordance with the provisions of the Industrial Conciliation Act, as amended, made and entered into between the

Master Builders' and Allied Trades Association (Witwatersrand);
Pretoria Master Builders' and Allied Trades Association;
Master Masons' and Quarry Owners Association (South Africa) representing its members in the monumental Masonry Industry;

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

Amalgamated Society of Woodworkers;
Amalgamated Union of Building Trade Workers of South Africa;
Operative Plasterers' Trade Union of South Africa;
South African Operative Masons' Society;

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

being the parties to the Industrial Council of the Building Industry (Transvaal).

1. SCOPE OF APPLICATION OF AGREEMENT.

The terms of this Agreement shall be observed in the Magisterial Districts of Benoni, Boksburg, Brakpan, Germiston, Heidelberg, Johannesburg, Nigel, Springs and Delmas together with an area within a radius of 30 miles of the General Post Office at Krugersdorp; the area within a radius of 20 miles of the General Post Office at Vereeniging; the area within a radius of 10 miles from the General Post Office of Klerksdorp and Potchefstroom respectively; the area within a 20 mile radius from the General Post Office, Pretoria; the area within a radius of 10 miles from the General Post Office of Witbank and Middelburg respectively; by all employers and employees in the Building and Monumental Masonry Industries who are members of the employers' organisations and the trade unions, provided that they shall—

- (a) apply to apprentices only in so far as they are not inconsistent with the provisions of the Apprenticeship Act, 1944, as amended, or any contract entered into or any conditions fixed thereunder;
- (b) not apply to learners in terms of Proclamation No. 8 of 1946, and
- (c) apply to trainees in terms of the training of Artisans' Act, 1951, only to the extent to which they are not inconsistent with the provisions of that Act or any conditions fixed thereunder.

2. PERIOD OF OPERATION OF AGREEMENT.

This Agreement shall come into operation on such date as may be fixed by the Minister and shall remain in force for a period of three 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, and any reference to an Act, shall include any amendment of such Act, further, unless inconsistent with the context—

"Act" means the Industrial Conciliation Act, 1937, as amended;

- (c) kragtens subartikel (4) van artikel *agt-en-veertig* van genoemde Wet, dat die bepalings vervat in klousules 3 tot en met 23 (2), 25 en 27 tot en met 31 van genoemde Ooreenkoms vanaf die tweede Maandag na die datum van bekendmaking van hierdie kennisgewing en vir die tydperk wat drie jaar vanaf genoemde tweede Maandag eindig, in die magistraatsdistrikte Benoni, Boksburg, Brakpan, Germiston, Heidelberg (Transvaal), Johannesburg, Nigel, Springs en Delmas en in die gebiede binne omtrekke van—

- 30 myl van die Hoofposkantoor, Krugersdorp;
- 20 myl van die Hoofposkantore, Vereeniging en Pretoria; en
- 10 myl van die Hoofposkantore, Klerksdorp, Potchefstroom, Witbank en Middelburg (Transvaal);

mutatis mutandis van toepassing is ten opsigte van persone in genoemde Nywerheid wat nie by die woordskrywing van die uitdrukking „werknemer”, vervat in artikel een van genoemde Wet, ingesluit is nie.

P. O. SAUER,
Waarnemende Minister van Arbeid.

BYLAE.

NYWERHEIDSRAAD VIR DIE BOUNYWERHEID (TRANSSVAAL).

OOREENKOMS

ingevolge die Nywerheid-versoeningswet, soos gewysig, gesluit deur die

„Master Builders' and Allied Trades Association (Witwatersrand);
Pretoria Master Builders' and Allied Trades Association;
Master Masons' and Quarry Owners' Association (South Africa);”

namens sy lede in die monumentklipnywerheid (hierna „die werkgewers” of „die werkgewersorganisasies” genoem), aan die een kant, en die

„Amalgamated Society of Woodworkers;
Amalgamated Union of Building Trade Workers of South Africa;
Operative Plasterers' Trade Union of South Africa;
South African Operative Masons' Society”

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

wat die partye is by die Nywerheidsraad vir die Bounywerheid (Transvaal).

1. TOEPASSING VAN OOREENKOMS.

Hierdie Ooreenkoms moet in die magistraatsdistrikte Benoni, Boksburg, Brakpan, Germiston, Heidelberg, Johannesburg, Nigel, Springs en Delmas, ook die gebied binne 30 myl van die hoofposkantoor Krugersdorp, binne 20 myl van die hoofposkantoor Vereeniging, binne 10 myl van die hoofposkantore Klerksdorp en Potchefstroom onderskeidelik, binne 20 myl van die hoofposkantoor Pretoria, en binne 10 myl van die hoofposkantore Witbank en Middelburg onderskeidelik, nagekom word deur alle werkgewers en werknemers in die bou- en monumentklipnywerhede wat lede van die werkgewersorganisasies en van die vakverenigings is; met dien verstande dat—

- (a) dit slegs op vakleerlinge van toepassing is vir sover dit nie met die Wet op Vakleerlinge, 1944, soos gewysig, of met 'n kontrak of voorwaardes daarkragtens vasgestel, strydig is nie;
- (b) dit nie geld vir leerlinge ingevolge Proklamasie No. 8 van 1946, nie; en
- (c) dit vir kwekelinge ingevolge die Wet op Opleiding van Ambagsmanne, 1951, van krag is slegs vir sover dit nie strydig is met die bepalings van die Wet of enige voorwaardes wat daarkragtens vasgestel word.

2. GELDIGHEIDSDUUR VAN OOREENKOMS.

Hierdie Ooreenkoms tree in werking op 'n datum wat die Minister vasstel en bly van krag vir drie jaar of vir 'n tydperk wat hy bepaal.

3. WOORDBEPALINGS.

Uitdrukkings in hierdie Ooreenkoms wat in die Nywerheid-versoeningswet, 1937, omskryf is, het dieselfde betekenis as in dié Wet, en verwysings na 'n wet sluit wysigings daarvan in; verder, tensy strydig met die samehang, beteken—

„Wet”, die Nywerheid-versoeningswet, 1937, soos gewysig;

"apprentice" means an employee serving under a written contract of apprenticeship registered or deemed to have been registered under the provisions of the Apprenticeship Act, 1944, as amended;

"Industry" means the Building Industry and the Monumental Masonry Industry;

"Building Industry" means, without in any way limiting the ordinary meaning of the expression, the Industry in which employer and employee are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings and structures and/or the making of articles for use in the erection, completion or alteration of buildings and structures, whether the work is performed, the material is prepared, or the necessary articles are made on the sites of the building or structures or elsewhere, and shall include all work executed or carried out by persons therein who are engaged in the following trades or subdivisions thereof, but shall not include clerical employees and administrative staffs, or the wiring of or installation in buildings of lighting, heating or other permanent electrical fixtures or the repair or maintenance of lifts in buildings:—

Asphalting, which includes covering floors, flat and/or sloping roofs, water proofing, or damp proofing of basements or foundations whether or not with prepared roll roofing or asphalt sheeting having glazed or unglazed surfaces, whether or not using tar, macadam, neuchatel, limmer or any other type of solid or semi-solid asphalt, mastic or emulsified asphalt or bitumens, applied either hot or cold to such roofs, floors, or basements, or foundations;

bricklaying, which includes concreting and the fixing of concrete blocks, slabs or plates, tiling of walls and floors, jointing of brick work, pointing, paving, mosaic work, facing work in slate, in marble, and in composition, drainlaying, slating, roof tiling and cement caulking of earthenware drains;

french polishing, which includes polishing with a brush or pad, and spraying with any composition;

glazing, which includes the cutting and/or fixing of all kinds of glass or other like products into rebates, formed in wood or metal doors, windows, frames or like fixtures, and all operations incidental thereto;

joinery, which includes the fixing of all wooden fittings and the manufacture of all articles of joinery incidental to such fitting whether or not the fixing in the building or structure is done by the person making or preparing the article used, and shall include cupboards, kitchen dressers or other kitchen fixtures, which accrue to the building as a permanent portion thereof;

light making, which includes the manufacture and/or fixing of lead and/or other metal lights and display signs (excluding electrical fittings incidental thereto), and the glazing relating thereto;

masonry, which includes stone cutting and building (also the cutting and building of ornamental, monumental and memorial stone work), concreting and the fixing or building of precast or artificial stone or marble, paving, mosaic work, pointing, wall and floor tiling, operating of a Mall and Biax or similar type of portable spinner, flexible, cutting, finishing and other stone working machinery, other than stone polishing machinery, and sharpening of masons' tools, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

metal work, which includes the fixing of steel ceilings, metal windows, metal doors, builders' smith work, metal frames and metal stairs and architectural metal work, the manufacture and/or fixing of drawn metal and sheet and extruded metal, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

painting, which includes decorating, paper-hanging, glazing, distemping, lime and colour washing, staining, varnishing, graining and marbling and spraying, spray painting, signwriting and wall decoration, the use of tar and its products, and shall include sandpapering and all work preparatory to the operations aforementioned, sandpapering of walls and woodwork, filling cracks in walls and putting of woodwork;

plastering, which includes modelling, model making, mould making, facing of casts to moulds, making and fixing plaster board ceilings and fibrous plaster or other compositions, granolithic, terrazzo, and composition floor-laying, composition wall covering and polishing, operating a Mall and Biax or similar type of portable spinner, flexible, cutting and finishing machine, precast or artificial stone work, wall and floor tiling, paving and mosaic work, metal lathing, acoustic spraying and all processes incidental to the completion of ceilings and walls, whether or not the fixing in the building or structure is done by the person making or preparing the articles used;

plumbing, which includes brazing and welding, lead burning, gas fitting, sanitary and domestic engineering, drain-laying, caulking, ventilating, heating, hot and cold water fitting, fire installation and the manufacture and fitting of all sheet metal work, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

"vakleerling", 'n werknemer in diens kragtens 'n geskrewe leerkontrak wat geregistreer is of as geregistreer beskou word kragtens die Wet op Vakleerlinge, 1944, soos gewysig;

"nywerheid", die bounywerheid en die monumentklipnywerheid;

"bounywerheid", sonder om die gewone betekenis daarvan enigins te beperk, die nywerheid waarin werkgewer en werknemer verbonde is vir die oprigting, voltooiing, opknapping, herstel, instandhouding of verandering van geboue en bouwerk en/of die maak van artikels vir gebruik by die oprigting, voltooiing of verandering van geboue en bouwerk, of die werk gedoen, die materiaal voorberei of die artikels gemaak word op die bouterrein of elders, en sluit alle werk in wat gedoen word deur persone wat in die volgende bedrywe of afdelings van bedrywe werksaam is, buiten klerlike en administratiewe werk of die bedrading van geboue of installering van ligte, verhitting of ander vaste elektriese installasies of die herstel of instandhouding van hysbakke:—

asfaltwerk, ook die bedekking van vloere, plat of skuinsdakke, waterdigting of vogdigting van kelders of fondamente met of sonder voorbereide rolle dakbedekking of asfaltplate met of sonder geglaseerde oppervlaktes, met of sonder die gebruik van teer, macadam, neuchatel, limmer of enige ander soliede of half-soliede asfalt, mastic of emulsie-asfalt of bitumen wat of warm of koud op die dakke, vloere, kelders of fondament aangebring word;

messelwerk, ook betonwerk en die aanbring van betonblokke of -plate, muur- en vloerbeteëling, verbandle van messelwerk, voeg-, plavei- en mosaïekwerk, sigwerk in leiklip, marmer en komposisie, rioolaanleg, leibedekking en dakpanne lê en sementkalfater van aardriole;

vernis, ook vernis met 'n kwas of kussinkie en bespuiting met komposisie;

glasering, ook die sny en aanbring van alle soorte glas of soortgelyke produkte in paneellyste in hout- of metaaldeure, -vensters en -rame of dergelyke plekke, en al die werksaamhede wat daarmee saamgaan;

skrynwerk, ook die aanbring van alle houttoebehore en die vervaardiging van alle skrynwerkartikels wat met die toebehore saamgaan, of die aanbring in die gebou of bouwerk gedoen word deur die persoon wat die betrokke artikel gemaak of voorberei het of nie, en sluit in kaste, kombuisaste en ander kombuis-toebehore wat 'n vaste deel van die gebou vorm;

vervaardiging en/of aanbring van glas-in-lood en/of ander metale en reklametekens (buiten die elektriese toebehore wat daarmee saamgaan) en die glasering wat daarmee gepaard gaan;

klipmesselwerk, ook klipbeitelwerk en klipbouwerk (met inbegrip van die uitbeitel en oprigting van ornamentele en monumentklipwerk), betonwerk en aanbring of bou van voorafgevormde en/of kunsklip of marmer, plaveiwerk, mosaïekwerk, voegwerk, beteëling van mure en vloere, bedien van 'n Mall en Biax of soortgelyke tipe draagbare draaiskuurskyf of buigbare sny- en afwerkmasjien en die skerpmaak van klipmesselgereedskap, of die betrokke artikel deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie;

metaalwerk, ook die aanbring van staalplafonne, metaalvensters en -deure, bouersmidswerk, metaalrame en -trappe en boukundige metaalwerk, die maak en/of aanbring van getrokke metaal, metaalplate en uitgedrukte metaal, of dit deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie;

skilderwerk, ook versier, plak, ruite insit, distemper, wit- en kleurkalk, beits, vernis, houtvlam- en marmerwerk en spuit, verfbespuiting, reklameskildering en muurversiering, die gebruik van teer en teerprodukte, met inbegrip van bewerking met skuurpapier en alle werk wat bogaande werksaamhede voorafgaan, skuurpapierbewerking van mure en houtwerk, vul van krake in mure en aanbring van stopverf in houtwerk;

pleisterwerk, ook modelleer, maak van modelle, gietsels in gietvorms trek, maak en aanbring van pleisterbordplafonne en veselpleister of ander komposisies, granolitiese, terrazzo- en komposisievloere, mure met komposisie bedek en polys, bediening van 'n Mall en Biax of soortgelyke tipe draagbare draaiskuurskyf of buigbare sny- en afwerkmasjien, voorafgevormde of kunsklipwerk, muur- en vloerbeteëling, plavei- en mosaïekwerk, metaallatwerk, akoestiekbespuiting en alle werk wat met die voltooiing van plafonne en mure saamgaan, of dit in die gebou of bouwerk aangebring word deur die persoon wat dit gemaak of voorberei het, of nie;

loodgieterswerk, ook hardsoldeerwerk en sweis, loodsweis, gasaanleg, sanitêre en huishoudelike ingenieurswerk, rioolaanleg, kalfaatwerk, ventilasie, verwarming, aanleg van warm en koue water, brandblusinstallasie en die maak en aanbring van alle plaatmetaalwerk, of dit in die gebou of bouwerk aangebring word deur die persoon wat dit gemaak of voorberei het of nie;

shop, office and bank fittings, which includes the manufacture and/or fixing of shop fronts, window enclosures, show cases, counter screens and interior fittings and fixtures;

steel reinforcing and/or steel construction, which includes the fixing of all classes of steel or other metal columns, girders, steel joists, sheeting or metal in any form which form part of a building or structure;

woodworking, which includes carpentry, veneer panelling and polishing and sandpapering of same, woodworking machining, turning, carving, fixing of corrugated iron, sound and acoustic material, cork and asbestos insulation, woodlathing, composition ceiling and wall covering, drilling and plugging of walls, covering of woodwork with metal, block and other flooring, including wood, linoleum, rubber composition, asphalt based floor coverings or cork, including the sandpapering of same, operating a Mall and Biax or similar type of portable spinner, flexible, cutting, finishing and polishing machine, shuttering and/or preparation of forms or moulds for concrete; whether or not the fixing in the building or structure is done by the person making or preparing the article used, provided, however, that the laying of linoleum by a supplier whose main business is in the commercial distributive trade shall be excluded from this definition when such laying is incidental to the sale of such linoleum and forms no portion of the direct cost to the customer;

"Council" means the Industrial Council of the Building Industry (Transvaal), registered in terms of section *nineteen* of the Industrial Conciliation Act, 1937, as amended;

"licensing authority" means any authority empowered by law to issue licences in respect of vehicles and/or trailers;

"lock up" means any shed, room, workshop, factory or similar place, constructed of four walls and roof, composed of concrete, brickwork, wood, iron or any combination thereof, which can be securely locked, the whole to be so constructed to provide a place for the safe keeping of employees' tools and clothes at any time;

"piece work" means any system of work under which an employee's earnings are partly or wholly based on quantity or output of work done;

"structure" includes, walls, boundary, garden and retaining walls, monuments, grave stones and cemetery memorials of all types;

"suitable sleeping accommodation" means a waterproof shelter capable of being securely locked, with a wooden floor and the necessary washing accommodation, stretchers, mattress and lavatory accommodation;

"unskilled labour" means an employee engaged on any or all of the following:—

- (a) Digging or taking out stone or soil for foundations, trenches, drains, channels;
- (b) removing excavated stone and soil;
- (c) shovelling materials into or removing them from mortar or concrete mixing machines, and mixing mortar or concrete by hand with shovels;
- (d) loading or unloading materials;
- (e) carrying mortar, bricks, stone, concrete or other materials;
- (f) cleaning used bricks;
- (g) lime-washing and the use of tar or similar products on buildings and latrines occupied and used by natives and rough timber such as joists and underside of floors, and provided, however, that lime-washing in connection with buildings and/or latrines during their erection or within sixty days of the completion of any building shall be excluded from this definition;
- (h) chasing and cutting of walls and concrete floors for conduits, drilling concrete and brickwork;
- (i) binding or tying with wire, steel reinforcing materials and cutting, bending and assembling, erecting and fixing such materials under constant supervision of an artisan;
- (j) scaffold erecting under constant supervision of an artisan;
- (k) operating swing saws and stone polishing machinery (other than a Mall and Biax or similar type of portable spinner, flexible cutting and finishing machine) under the constant supervision of an artisan;
- (l) levelling concrete and operating a concrete vibrator under the constant supervision of an artisan;
- (m) threading of piping under the constant supervision of an artisan;
- (n)
 - (i) removing plaster from steel or wood surfaces in new buildings prior to painting;
 - (ii) washing down new galvanised surfaces with solutions provided brushes, blowlamps or paint removers are not used;
 - (iii) removing rust and scale from iron or steel surfaces, provided no chemicals are used;
 - (iv) cleaning down previously painted roofs including wirebrushing prior to repainting;
 - (v) removing loose and flaking paint from gutters, downpipes, or other surfaces, provided a blow-lamp or paint remover is not used;

winkel-, kantoor- en bankuitrusting, ook die maak en/of aanbring van winkelfronte, vensterafskortings, vertoonkaste, toonbankskerms en binnetoebehoere;

staalversterking en/of kons:ruksie, ook die aanbring van alle klasse staal- en ander metaalpilare, -hoofbalke, dwarsbalke, plate of enige vorm van metaal wat deel uitmaak van 'n gebou of bouwerk;

houtwerk, ook skrynerwerk, paneellaagwerk en die polys en skuurpapierbewerking daarvan, houtmasjienwerk, draai, snywerk, aansit van sinkplate, klank- en akoestiek materiaal, kurk- en asbesisolasië, houtlatwerk, komposisie-vloer- en muurbedekking, mure boor en muurproppe insit, bedekking van hout met metaal, blokkies- en ander vloere, met inbegrip van hout, linoleum, rubberkomposisie, vloerbekkings of kurk op 'n asfaltgrondslag, ook die skuurpapierbewerking daarvan, bediening van 'n Mall en Biax of soortgelyke tipe draagbare draaiskuurskyf of buigbare sny-, afwerk- en poleermasjien, betonbekisting en/of voorbereiding van vorms of gietvorms vir beton, of dit in die gebou of bouwerk aangebring word deur die persoon wat dit gemaak of voorberei het of nie; met dien verstande egter dat die lê van linoleum deur 'n leweransier wie se hoofbesigheid onder die kommersiële distribusiebedryf ressorteer, nie by hierdie woordbepaling ingesluit word wanneer die lê van die linoleum met die verskaffing daarvan gepaard gaan en nie deel vorm van die regstreekse koste vir die koper nie;

Raad", die Nywerheidsraad vir die Bounywerheid (Transvaal), geregistreer ingevolge artikel *negentien* van die Nywerheidsversoeningswet, 1937, soos gewysig;

"lisensieowerheid", 'n owerheid wat by wet bevoegd is om lisensies uit te reik ten opsigte van voertuie en/of sleepwaens;

"toesluitplek", 'n skuur, kamer, werkwinkel, fabriek of soortgelyke plek met vier mure en 'n dak, bestaande uit beton, steen, hout, yster of 'n samestelling daarvan, wat veilig toegesluit kan word sodat dit 'n veilige bēreplek uitmaak vir werknemers se gereedschap of klere;

"stukwerk", 'n stelsel waarkragtens 'n werknemer se verdienste geheel of gedeeltelik gebaseer word op die hoeveelheid werk wat hy doen;

"bouwerk", sluit in mure, grens-, tuin- en stutmure, monumente, grafstene en kerkhofgedenktekens van allerlei aard;

"geskikte slaapplek", 'n waterdigte skuiling wat dig gesluit kan word, met 'n houtvloer en die nodige wasgeriewe, kampbeddens, matrasse en sanitêre geriewe;

"ongeskoolde arbeid", 'n werknemer wat een of meer van die volgende werksaamhede verrig:—

- (a) Uitgraaf of uithaal van klip of grond vir fondamente, vore, riole en kanale;
- (b) verwyder van uitgegraaide klip en grond;
- (c) materiaal met skopgrawe in dagha- of betonmengmasjiene ingooi of daaruit verwyder, en dagha of beton met skopgrawe meng;
- (d) materiaal laai en aflaai;
- (e) dagha, stene, klip, beton of ander materiaal dra;
- (f) gebruikte stene skoonmaak;
- (g) afwit en die gebruik van teer of soortgelyke produkte op geboue of latrines wat deur natuurlike gebruik word, en growwe hout soos dwarsbalke en die onderkant van vloere; met dien verstande egter dat die afwit van geboue en/of latrines terwyl hulle gebou word of binne sesig dae na voltooiing nie by hierdie woordbepaling ingesluit word nie;
- (h) uitbeitel en uitpak van mure en betonvloere vir pype, boor van beton en baksteenwerk;
- (i) staalversterkings met draad vasbind en sulke versterkings onder voortdurende toesig van 'n ambagsman sny, buig, aanmekeer, oprig en vassit;
- (j) steiers oprig onder voortdurende toesig van 'n ambagsman;
- (k) slingersaag- en klippoleermasjiene (buiten 'n Mall en Biax of soortgelyke draagbare draaiskuurskyf of buigbare sny- en afwerkmasjiene) onder voortdurende toesig van 'n ambagsman bedien;
- (l) beton gelykmaak en 'n betonvibrator onder voortdurende toesig van 'n ambagsman bedien;
- (m) skroefdraad in pype sny onder voortdurende toesig van 'n ambagsman;
- (n)
 - (i) pleister van staal- of houtoppervlaktes in nuwe geboue verwyder voordat daar geverf word;
 - (ii) nuwe gegalvaniseerde oppervlaktes met oplossings was; met dien verstande dat borsels, soldeerlampe en verfverwydermiddels nie gebruik word nie;
 - (iii) roes en aanpaksel van yster- of staaloppervlaktes verwyder; met dien verstande dat geen chemikalieë gebruik word nie;
 - (iv) geverfde dakke skoonmaak, ook met die gebruik van draadborsels, voordat hulle weer geverf word;
 - (v) los en afgeskilferde verf van geute, pype of ander oppervlaktes verwyder; met dien verstande dat daar nie 'n soldeerlamp of verfverwydermiddel gebruik word nie;

- (vi) assisting skilled artisans in the cleaning or washing down of any surfaces, provided that no tools ordinarily employed by painters are used or artisans' work is done by the unskilled labourer;
- (vii) scraping and rubbing down previously lime-washed surfaces and not to include repairing of surfaces;
- (viii) sandpaper of a grade not finer than Oakey's No. Strong 2, or equivalent may be used for any of the above cleaning processes, but no brushes other than scrubbing brushes or wire brushes may be used;

(o) assisting artisans wherever necessary, but not to perform skilled work;

"unladen weight" means the weight of any vehicle and/or trailer as expressed in a licence or certificate issued by a licensing authority in respect of such vehicle or trailer;

"wage" means that portion of the remuneration payable in money to an employee in respect of the ordinary hours of work laid down in clause 10;

"wet weather shelter" means a shelter constructed of weather-proof materials in such manner, that the occupants will be kept dry and comfortable in any circumstances;

"working employer" or "partner" means an employer or any partner in a partnership who himself performs work similar to that carried out by employees in the industry;

"working day" means any day other than Saturday, Sunday, Good Friday, Easter Monday, May Day (in the event of the 1st of May falling on a Saturday or Sunday, then the first succeeding Monday) and the annual holiday prescribed in clause 25 of this Agreement;

"essential services" means any work which must necessarily be performed in order to ensure the health and safety of the public or the carrying on of any other industry, business or undertaking;

"monumental masonry industry" means the industry in which employers and employees are associated for the purpose of making and/or erecting tombstones or other monuments over graves and/or building up of graves.

4. WAGES.

(1) No employer shall pay and no employee shall accept wages at rates lower than the following, read with the remaining provisions of this clause:—

	Per Hour.
	s. d.
(a) Operator of sandpapering and spinning machine on on flooring, and operator of a hoist	2 5
(b) Driver of a mechanical vehicle other than a steam wagon, the unladen weight of which, together with the unladen weight of any trailer or trailers, attached to or drawn by such vehicle is—	
up to and including 1 ton	2 5
over 1 ton, up to and including 3 tons	2 9½
over 3 tons, up to and including 5 tons	2 11½
over 5 tons	3 3
Driver of a steam wagon	3 5½
(c) Subject to the provisions of clause 4 (6) (c) (iii) employees in all other trades or occupations, excluding apprentices under the Apprenticeship Act, 1944, unskilled labourers and operators of concrete mixers, mortar or other mixing machines	3 9

(2) *Differential Rates.*—An employee who, on any day performs two or more classes of work for which different rates of wages are prescribed in sub-clause (1) shall be paid at the higher rate for all hours worked on that day, provided that if an employee who normally performs the work of an unskilled labourer performs the work of a—

(a) *Hoist Operator.*—Such employee shall be paid at the higher rates only in respect of time actually occupied in operating a hoist, except that if such employee operates a hoist for more than three hours in any one day, he shall be paid at the higher rate for the whole of such day.

(b) *Driver of a Mechanical Vehicle.*—Such employee shall be paid at the higher rates only in respect of time actually occupied in driving a mechanical vehicle; except that if such employee performs the work of a driver of a mechanical vehicle for more than three hours in any one day, he shall be paid at the higher rates for the whole of such day. Provided further that an employee shall not be required to perform the work of a driver of a mechanical vehicle in connection with the provision of transport by the employer in terms of clauses 9 and 10 unless such employee is wholly or mainly engaged as a driver of a mechanical vehicle.

(3) *Shortage of Material.*—An employer shall pay to any of his employees, whom he has temporarily suspended from work owing to shortage of material, an amount equivalent to the wages and allowances which any such employee would have received had he worked all the ordinary hours of work which occurred during such period of suspension.

(4) *Payment of Work on Certain Days.*—When exemption has been granted from the provisions of clause 10 of this Agreement, double the actual rate of wages of an employee shall be paid by an employer for all time worked on Saturdays [subject to clause 11 (3) of this Agreement], Sundays, Good Friday, Easter Monday, May Day (in the event of the 1st of May falling on a Saturday or Sunday, then the first succeeding Monday), and during the Annual Holiday period prescribed in clause 25 of this Agreement.

(vi) geskoolde ambagsmanne help met die was of skoonmaak van oppervlaktes; met dien verstande dat geen gereedskap gebruik word wat gewoonlik deur skilders gebruik word nie of ambagsmans-werk deur die ongeskoolde arbeider verrig word nie;

(vii) skraap en afvryf van oppervlaktes wat tevore afgewit was, buiten herstel van die oppervlaktes;

(viii) skuurpapier hoogstens so fyn as Oakey's No. Strong 2 of 'n gelykstaande fynheid mag gebruik word, maar geen borsels, buiten skropborsels of draadborsels nie;

(o) ambagsmanne bystaan waar nodig, maar nie met geskoolde werk nie;

„ongelaaide gewig”, die gewig van 'n voertuig en/of sleepwa soos aangegee op die lisensie of sertifikaat wat ten opsigte van die voertuig of sleepwa deur 'n lisensieowerheid uitgereik word;

„loon”, dié gedeelte van 'n werknemer se besoldiging wat in geld betaalbaar is ten opsigte van die gewone werkure wat in klousule 10 voorgeskryf word;

„natweerskuiling”, 'n skuiling van weerdigte materiaal wat die persone daarinne in alle omstandighede droog en gerieflik hou;

„werkende werkgewer of vennoot”, 'n werkgewer of 'n vennoot in 'n vennootskap wat self werk doen soos dié wat deur werknemers in die nywerheid uitgevoer word;

„werkdag”, 'n dag buiten Saterdag, Sondag, Goëie-Vrydag, Paasmaandag, Meidag (as 1 Mei op 'n Saterdag of Sondag val, dan die eerste Maandag daarna) en die jaarlikse vakansie wat in klousule 25 van hierdie Ooreenkoms voorgeskryf word;

„noodsaaklike dienste”, werk wat verrig moet word om die gesondheid of veiligheid van die publiek of die voortgaan van 'n ander nywerheid, besigheid of onderneming te verseker;

„monumentklipnywerheid”, die nywerheid waarin werkgewers en werknemers verbonde is vir die maak en/of oprig van grafstene of ander monumente oor grafte en/of die opbou van grafte.

4. LONE.

(1) Laer lone as die volgende, saam met die ander bepalings van hierdie klousule gelees, mag deur geen werkgewer betaal en deur geen werknemer aangeneem word nie:—

	Per uur.
	s. d.
(a) Bediener van 'n skuurpapiermasjiene en draaiskyf vir vloere, en bediener van 'n hystoestel	2 5
(b) Bestuurder van 'n meganiese voertuig buiten 'n stoomwa, waarvan die ongelaaide gewig, saam met die ongelaaide gewig van sy sleepwa (sleepwaens)—	
tot en met 1 ton is	2 5
bo 1 ton tot en met 3 ton is	2 9½
bo 3 ton tot en met 5 ton is	2 11½
bo 5 ton is	3 3
Bestuurder van 'n stoomwa	3 5½
(c) Onderworpe aan klousule 4 (6) (iii), werknemers in alle ander ambagte buiten vakleerlinge, kragtens die Wet op Vakleerlinge, 1944, ongeskoolde arbeiders en bedieners van beton-, dagha- of ander mengmasjiene	3 9

(2) *Differensiële lone.*—'n Werknemer wat op 'n bepaalde dag meer as een soort werk verrig waarvoor verskillende lone in sub-klousule (1) voorgeskryf word, moet vir alle werkure op dié dag teen die hoër loon betaal word; met dien verstande dat as 'n werknemer wat gewoonlik die werk van 'n ongeskoolde arbeider verrig, die werk verrig van 'n—

(a) *hystoestelbediener*, hy slegs teen die hoër loon betaal word vir die tyd wat hy werklik die hystoestel bedien, buiten dat as hy die hystoestel vir meer as drie uur per dag bedien, hy besoldig moet word teen die hoër loon vir die hele dag;

(b) *motorvoertuigbestuurder*, hy slegs teen die hoër loon betaal word vir die tyd wat hy werklik die motorvoertuig bestuur, buiten wanneer hy die motorvoertuig vir meer as drie uur per dag bestuur; met dien verstande verder dat 'n werknemer nie verplig kan word om 'n motorvoertuig vir voerdoeleindes ingevolge klousules 9 en 10 te bestuur nie tensy hy voltyds of hoofsaaklik as motorvoertuigbestuurder in diens is.

(3) *Tekort aan materiaal.*—'n Werkgewer moet 'n werknemer wie se diens hy tydelik opgeskort het weens 'n tekort aan materiaal, die loon en toelae betaal wat hy sou verdien het as hy gedurende dié tydperk al sy gewone ure gewerk het.

(4) *Betaling vir werk op sekere dae.*—Wanneer vrystelling by klousule 10 van hierdie Ooreenkoms verleen is, moet tweemaal 'n werknemer se werklike loon betaal word vir alle werk op Saterdag [onderworpe aan klousule 11 (3) van hierdie Ooreenkoms], Sondag, Goëie-Vrydag, Paasmaandag, Meidag (as 1 Mei op 'n Saterdag of Sondag val, dan die eerste Maandag daarna), en gedurende die jaarlikse vakansie wat by klousule 25 van hierdie Ooreenkoms voorgeskryf word.

(5) *Dangerous Work.*—On all jobs of a dangerous nature wages in excess of the minimum prescribed shall be paid, the amount to be mutually agreed upon between individual employers and employees. In the case of dispute, the amount to be paid shall be determined by the Council.

(6) *Cost of Living Allowance.*—In addition to wages payable under this Agreement to employees cost of living allowances shall be paid to such employees, specified in clause 4 (1) hereof, and calculated on the ordinary hours of work exclusive of overtime and in accordance with the following scale and/or provisions:—

(a) *Operator of a Sandpapering Machine and Spinning Machine on Flooring and Operator of a Hoist.*

- (i) The allowance shall be at the rate of 6d. per hour which shall be adjusted upwards or downwards at the rate of ½d. per hour as each notch of 1.75 points is traversed by the retail price index figure.
- (ii) Any increase or decrease in the allowance in terms of these provisions shall become effective on the first pay day after the publication of the census monthly press release statement reflecting the change in the index figure, necessitating such increase or decrease.
- (iii) For the purpose of this sub-clause—

(a) "notch" means each completed stage of 1.75 points variation in the index figure upwards or downwards from 142.0 viz., upwards 143.75, 145.50, 147.25, etc., and downwards 140.25, 138.50, 136.75, etc.; and

(b) "retail price index figure" or "index figure" means the average between the figures for the Witwatersrand and Pretoria relating to food, fuel, light, rent and sundries as published by the Director of Census and Statistics in the census monthly press release statement in respect of each area compared with itself in 1938.

(b) *Driver of a Mechanical Vehicle including a Steam Wagon.*—An allowance in accordance with War Measure No. 43 of 1942, as amended from time to time shall be paid.

(c) *Employees in all other trades or occupations, excluding apprentices under the Apprenticeship Act, 1944.*

- (i) The allowance shall be at the rate of 1s. 5½d. per hour which shall be adjusted upwards or downwards at the rate of ½d. per hour as each notch of 1.2 points is traversed by the retail price index figure.
- (ii) Any increase or decrease in the allowance in terms of these provisions shall become effective on the first pay day after the publication of the census monthly press release statement reflecting the change in the index figure necessitating such increase or decrease.
- (iii) If the cost of living allowance payable in terms of paragraph (i) drops to 1s. 6d. per hour or less, an amount of 6d. shall be added to the basic wage. After the amount of 6d. has been added to the basic wage in terms of this paragraph, the cost of living allowance payable for the purpose of this Agreement shall be reduced by an amount of 6d. per hour.
- (iv) For the purpose of this sub-clause—

(a) "notch" means each completed stage of 1.2 points variation in the index figure upwards or downwards from 142.0, viz., upwards 143.2, 144.4, 145.6, etc., and downwards 140.8, 139.6, 138.4, etc.; and

(b) "retail price index figure" or "index figure" means the average between the figures for the Witwatersrand and Pretoria relating to food, fuel, light, rent and sundries as published by the Director of Census and Statistics in the census monthly press release statement in respect of each area compared with itself in 1938.

(7) *Tool Allowance.*—An employer shall pay to an employee who—

- (a) is required to do the work of a bench-hand in the process of making or manufacturing any item of joinery and/or shop, office, and bank fittings; or
- (b) is engaged in the fixing of wrought woodwork fittings on the site of a building or structure, excluding the fixing of floors, ceilings and roofs—

an allowance of 1½d. per hour for each hour or part of an hour during which he is so employed. The allowance payable in terms of this sub-clause shall be paid weekly.

(8) The cost of living allowance due to an employee in terms of this clause shall include any allowance payable to such employee under War Measure No. 43 of 1942, as amended or as may be amended, and where the cost of living allowance payable under the War Measure is higher than that due in terms of this clause, the War Measure allowance shall be paid.

5. PIECEWORK.

(1) The giving out by employers or the performance by employees of work on a piece-work basis is prohibited or any system of payment of labour by which earnings of an employee are based or calculated partly or wholly upon quantity or measurement of the work performed. The provisions of this clause shall apply notwithstanding the fact that the employee may supply a small quantity of the material or plant required.

(5) *Gevaarlike werk.*—Vir gevaarlike werk moet meer as die voorgeskrewe minimum loon betaal word, en werkgewers en werknemers moet onderling ooreenkom oor die juiste bedrag. As daar 'n geskil ontstaan, stel die Raad die bedrag vas wat betaal moet word.

(6) *Lewenskostoelae.*—Benewens die lone wat ingevolge hierdie Ooreenkoms aan werknemers betaalbaar is, moet 'n lewenskostoelae betaal word aan die werknemers wat in klousule 4 (1) genoem word, gebaseer op die gewone werkure buiten oortyd, volgens onderstaande skaal en/of voorwaardes:—

(a) *Bediener van 'n skuurpapiermasjiën en draaiskyf op vloere en 'n hystoestel.*—

- (i) Die toelae is 6d. per uur wat boontoe of ondertoe aangepas word teen ½d. per uur namate die kleinhandelprysindekssyfer met 'n kerf van 1.75 punte styg of daal.
- (ii) 'n Styging of daling in die toelae ingevolge hierdie Ooreenkoms word van krag op die eerste betaaldag na publikasie van die maandelikse sensuspersverklaring waarin die verandering van indekssyfer voorkom waardeur die aanpassing genoodsaak word.
- (iii) Vir die toepassing van hierdie subklousule beteken—

(a) „kerf”, 'n volle 1.75 punte verandering in die indekssyfer bo of onder 142.0, nl. boontoe 143.75, 145.50, 147.25, ens., en ondertoe 140.25, 138.50, 136.75, ens.; en

(b) „kleinhandelprysindekssyfer” of „indekssyfer”, die gemiddelde van die syfers vir die Witwatersrand en Pretoria ten opsigte van kos, brandstof, lig, huur en diverse soos deur die Direkteur van Sensus en Statistiek gepubliseer in die maandelikse sensuspersverklaring vir elke gebied vergeleke met homself in 1938.

(b) *Bestuurder van 'n meganiese voertuig met inbegrip van 'n stoomwa.*—Lewenskostoelae moet betaal word volgens Oorlogsmaatreël No. 43 van 1942, soos van tyd tot tyd gewysig.

(c) *Werknemers in alle ander ambagte of hoedanighede, buiten vakleerlinge ingevolge die Wet op Vakleerlinge, 1944:—*

- (i) Die toelae is 1s. 5½d. wat boontoe of ondertoe aangepas word teen ½d. per uur vir elke kerf van 1.2 punte wat die kleinhandelprysindekssyfer styg of daal.
- (ii) 'n Styging of daling in hierdie toelae ingevolge hierdie Ooreenkoms word van krag op die eerste betaaldag na publikasie van die maandelikse sensuspersverklaring wat die verandering van indekssyfer aangee waardeur die aanpassing genoodsaak word.
- (iii) As die lewenskostoelae ingevolge paragraaf (i) daal na 1s. 6d. of minder, moet 6d. by die basiese loon gevoeg word. Hierna word die lewenskostoelae vir die toepassing van die Ooreenkoms met 6d. per uur verminder.

(iv) Vir die toepassing van hierdie subklousule beteken—

(a) „kerf”, 'n volle 1.2 punte verandering in die indekssyfer bo of onder 142.0, nl. boontoe 143.2, 144.4, 145.6, ens., en ondertoe 140.8, 139.6, 138.4, ens.; en

(b) „kleinhandelprysindekssyfer” of „indekssyfer”, die gemiddelde van die syfers vir die Witwatersrand en Pretoria ten opsigte van kos, brandstof, lig, huur en diverse soos deur die Direkteur van Sensus en Statistiek gepubliseer in die maandelikse sensuspersverklaring vir elke gebied vergeleke met homself in 1938.

(7) *Gereedskaptoelae.*—'n Werkgever moet 'n toelae van 1½d. per uur of gedeelte van 'n uur waarin hy in dié hoedanigheid in diens is, betaal aan 'n werknemer wat—

- (a) bankwerk moet doen by die vervaardiging van enige skrynwerkartikels en/of -stuk, winkel-, kantoor- of bank-uitrusting; of
- (b) verwerkte houttoebehore aanbring op 'n bouterrein, buiten vloere, plafonne en dakke.

Hierdie toelae moet weekliks betaal word.

(8) Die lewenskostoelae wat 'n werknemer ingevolge hierdie subklousule toekom, sluit 'n toelae in wat kragtens Oorlogsmaatreëls No. 43 van 1942, soos gewysig of soos dit gewysig mag word, aan hom betaalbaar mag wees, en waar die toelae ingevolge die Oorlogsmaatreël hoër is as dié ingevolge hierdie klousule, moet die toelae ingevolge die Oorlogsmaatreël betaal word.

5. STUKWERK.

(1) Die uitgee van stukwerk deur werkgewers en die verrigting daarvan deur werknemers is verbode, ook enige betalingstelsel waarvolgens die werknemer se verdienste geheel of gedeeltelik afhang van die hoeveelheid werk wat hy doen. Hierdie klousule is van toepassing selfs waar die werknemer 'n klein gedeelte van die nodige materiaal of installasie verskaf.

(2) Notwithstanding the provisions of sub-clause (1) and subject to the condition that no employee may be paid less than the amount he would be entitled to in terms of clauses 4, 8, 9, 11 or any other Agreement entered into between the parties, an employer may base an employee's remuneration on the quantity or output of work done, provided that no such system of remuneration shall be permissible except in the form of an incentive scheme, the terms of which have been agreed upon as set out in sub-clauses (3) and (4) hereunder. Provided further that apprentices shall not be allowed to participate in such incentive schemes.

(3) Any employer who wishes to introduce an incentive scheme shall set up a joint committee of representatives of the management and the employees which may agree upon the terms of any such scheme.

(4) The terms of any such incentive scheme and any subsequent alteration thereto which may have been agreed upon by the Committee shall be reduced to writing and be signed by the members of the Committee, and shall not be varied by the Committee or terminated by either party unless the party wishing to vary or terminate the agreement has, in writing, given the other party such notice as may be agreed upon by the parties when entering into such agreement.

6. LABOUR ONLY CONTRACT.

No employer shall give out work on a labour only contract basis.

No employee shall accept or perform work on such a basis.

7. PAYMENT OF WAGES, ALLOWANCES AND OVERTIME.

(1) Wages, earnings for overtime, allowances and all other remunerations due shall be paid in cash weekly not later than finishing time on Friday or on termination of employment if this takes place before the ordinary pay day of the employee.

Payment may, however, be made on days prior to Friday if agreed to by employer and employee provided the employer notifies the Council. When a Friday is a holiday in the Industry, payment shall be made on the Thursday preceding. In the case of noncompliance with this sub-clause, on termination of employment, an employer shall pay such an employee all wages, allowances and other remuneration right up to the time such payment is made, in respect of every working hour or part of working hour from the time of termination of employment till the time of final payment.

(2) Wages, earnings for overtime, allowances and all other remuneration shall be handed to employees in sealed envelopes, endorsed with the name and address of the employer, the name of the employee and a statement of the hours worked, overtime, authorised deductions, and the amount enclosed. The envelope shall be endorsed as follows:—

Employee's name.....		Week ending.....	
Name and address of employer	Wages.....	hours at	
	C.O.L.A.....	hours at	
	Holiday.....	hours at	
	Overtime.....	hours at	
	Walking time.....	half miles at	
	Country allowance.....	days at	
	Tool allowance.....	hours at	
	TOTAL.....		
Less deductions:—			
Benefit Fund.....			
Unemployment Insurance Fund.....			
Industrial Council Levy.....			
Holiday Fund.....			
Amount enclosed (cash).....£			
Holiday voucher.....		enclosed.	

(3) Subject to the provisions of clause 21 or any other Agreement entered into between the parties, no deductions of any kind shall be made from amounts due to an employee in respect of wages, earnings for overtime and/or any other form of remuneration other than any amount which an employer by any law or any order of any competent court is required or permitted to make.

8. WALKING TIME AND TRANSPORT.

(1) Whenever a job is situated within an area to which this Agreement relates, and not within a radius of three miles, but within a radius of eight miles from the principal post office of the town in which the head office of the employer is situated, the said employer shall pay to any employee who is working on such a job an allowance of fourpence for every half mile or portion of half mile of the distance beyond such three-mile radius. The allowance shall be payable for both ways daily; provided that in the case of an employer who undertakes work in a town not being the town in which he had his place of business prior to the commencement of the job, the site of such work shall for the duration thereof be deemed to be his head office in relation to any employee engaged in such town.

(2) Níteenstaande subklousule (1) en onderworpe aan die voorwaarde dat geen werknemer minder betaal mag word as waartoe hy ingevolge klousules 4, 8, 9, 11 of 'n ander ooreenkoms tussen die partye geregtig is nie, kan 'n werkgewer 'n werknemer se besoldiging baseer op die hoeveelheid werk wat hy doen; met dien verstande dat so 'n stelsel slegs in die vorm van 'n aansporingstelsel toegelaat word waarvan die voorwaardes vasgestel is soos in subklousules (3) en (4) voorgeskryf word; met dien verstande verder dat vakleerlinge nie aan 'n aansporingstelsel mag deelneem nie.

(3) 'n Werkgewer wat 'n aansporingsstelsel wil invoer, moet 'n gesamentlike komitee aanstel wat die bestuur en die werknemers verteenwoordig en wat die voorwaardes van so 'n stelsel moet vastel.

(4) Die voorwaardes van so 'n aansporingstelsel en wysigings daarvan waarvoor die komitee besluit moet op skrif gestel en deur die komiteedele onderteken word, en kan nie deur die komitee gewysig of deur een van die partye beëindig word nie tensy daar aan die ander party kennis gegee is soos by die aangaan van die Ooreenkoms vasgestel is.

6. KONTRAK SLEGS VIR ARBEID.

Geen werkgewer mag werk uitgee op 'n kontrak slegs vir arbeid nie. Geen werknemer mag werk op dié basis verrig nie.

7. BETALING VAN LONE, OORTYD EN TOELAES.

(1) Lone, oortydverdienste, toelaes en alle ander verskuldigde besoldiging moet weekliks voor of by sluitingstyd op Vrydag, of by diensbeëindiging indien dit voor die werknemer se gewone betaaldag plaasvind, in kontant betaal word.

Betaling kan egter voor Vrydag gedoen word as werkgewer en werknemer so ooreenkoms, mits die werkgewer die Raad daarvan in kennis stel. Wanneer Vrydag 'n vakansiedag in die nywerheid is, moet betaling op die vorige Donderdag gedoen word. Indien daar by diensbeëindiging nie aan hierdie subklousule voldoen word nie, moet 'n werkgewer 'n werknemer alle lone, toelaes en ander besoldiging betaal vir elke werkuur of gedeelte van 'n werkuur van die tydstop van diensbeëindiging af totdat finale betaling gedoen word.

(2) Lone, oortydverdienste, toelaes en alle ander besoldiging moet aan werknemers oorhandig word in verseelde koeferte waarop geskryf staan die naam en adres van die werkgewer, die naam van die werknemer en 'n opgawe van die ure gewerk, oortyd, gemagtigde aftrekkings en ingeslote bedrag. Dié gegewens moet soos volg op die koefert voorkom:—

Werknemer se naam.....		Week geëindig.....	
Naam en adres van werkgewer	Lone.....	uur @	
	Lkt.....	uur @	
	Vakansie.....	uur @	
	Oortyd.....	uur @	
	Staptyd.....	halfmyl @	
	Plattelandtoelae.....	dae @	
	Gereedskaptoelae.....	uur @	
	TOTAAL.....		
Min aftrekkings:—			
Bystandfonds.....			
Werkloosheidsversekeringsfonds.....			
Nywerheidsraadheffing.....			
Vakansiefonds.....			
Ingeslote bedrag (kontant)....£			
Vakansiefondsbeuys.....		ingeslote.	

(3) Behoudens klousule 21 of 'n ander ooreenkoms tussen die partye mag geen aftrekkings gemaak word van die bedrae wat 'n werknemer by wyse van loon, oortydverdienste en/of ander besoldiging toekom nie, buiten bedrae wat 'n werkgewer ingevolge 'n wet of bevel van 'n bevoegde hof verplig of toegelaat word om af te trek.

8. STAPTYD EN VERVOER.

(1) Wanneer 'n werk geleë is in 'n gebied waarvoor hierdie Ooreenkoms geld en meer as drie myl maar binne agt myl van die hoofposkantoor van die dorp waarin die werkgewer sy hoofkantoor het, moet die werknemer by so 'n werk 'n toelae van 4d. per halfmyl of gedeelte van 'n halfmyl bo die drie myl betaal word. Die toelae moet daagliks in albei rigtings betaal word; met dien verstande dat in die geval van 'n werkgewer wat werk onderneem in 'n dorp waar hy nie voor die aanvang van die werk sy besigheidsplek gehad het nie, die werkterrein vir die duur van die betrokke werk as sy hoofkantoor beskou word met betrekking tot werknemers in dié dorp.

(2) An employer shall be entitled to provide suitable transport both ways in lieu of foregoing or pay for transport in respect of the said distance, as described in sub-clause (1) of this clause. Suitable transport shall have weatherproof covering, planed wooden seating, and facilities for entering and leaving the vehicle, and shall be subject to the approval of the Council.

(3) Any time occupied by an employee in proceeding to or from work, shall be outside the ordinary working hours as prescribed in clause 10.

(4) An employer shall pay any employee entitled to walking time and/or transport allowances, same weekly.

9. COUNTRY JOBS.

Subject to the provisions of sub-clause (4), the following transport allowances and/or allowances for sleeping accommodation shall be paid by an employer to an employee sent by him to work away from his ordinary town or residence on a job situated within an area to which this Agreement applies but beyond a radius of 8 miles from the general post office of the town where the employer had his place of business prior to the commencement of the job:—

- (1) Where the employee can reasonably be said to be able to and does return to his home every day, return second class railway or bus fare daily. Only time worked on job shall be paid for.
- (2) Where the employee can reasonably be said to be unable to return to his home daily—
 - (a) second class railway fare to and from the place of work at the beginning and termination of such work respectively; time occupied in travelling during the ordinary working hours shall be paid for at the hourly rate of wages of the employee concerned as prescribed in clause 4, and half the hourly rate of wages for time travelling outside the ordinary working hours;
 - (b) suitable sleeping accommodation, in proximity to the place of work or an allowance of 12s. 6d. in respect of every night such employee spends away from home.
- (3) Where an employee can reasonably be said to be able to proceed to his home at the week-ends and return by the ordinary starting time on Monday or Tuesday, if Monday is a holiday, he shall be entitled to second class railway return fare at week-ends, but no payment in lieu of such fare shall be made if the journey is not undertaken; an employee shall not be entitled to any remuneration in respect of the time spent in travelling during such week-ends.
- (4) In the case of an employer who undertakes work in a town not being the town in which he had his place of business prior to the commencement of the job, such town shall, for the duration of such work, be deemed to be the town in which the employer had his place of business prior to the commencement of the job in relation to any employee engaged in such town.

10. DAYS AND HOURS OF WORK.

- (1) Subject to the provisions of clause 11 no employer shall require or permit an employee other than an employee for whom wages are prescribed in clause 4 (1) (b) to work, and no such employee shall work—
 - (a) for more than 40 hours in any one week or for more than 8 hours in any one day;
 - (b) for more than 5 days in any one week—Mondays to Fridays;
 - (c) on a Saturday, Sunday, Good Friday, Easter Monday, May Day (in the event of the 1st May falling on a Saturday or a Sunday, then the first succeeding Monday), or during the annual holiday period prescribed in clause 25 of this Agreement;
 - (d) before 7.30 a.m. or after 4.30 p.m.;
 - (e) between 12 noon and 1 p.m. on any day from Monday to Friday inclusive;
 - (f) for longer than 5 hours without a break of at least one hour.
- (2) Subject to the provisions of clause 11 no employer shall require or permit an employee, for whom wages are prescribed in clause 4 (1) (b) to work and no such employee shall work—
 - (a) for more than 43 hours in any one week or for more than 8 hours 36 minutes in any one day;
 - (b) for more than 5 days in any one week—Mondays to Fridays;
 - (c) on a Saturday, Sunday, Good Friday, Easter Monday, May Day (in the event of 1st May falling on a Saturday or a Sunday then the first succeeding Monday), or during the annual holiday period prescribed in clause 25 of this Agreement;
 - (d) subject to provisions of paragraph (a) of this sub-clause before 7 a.m. or after 5 p.m.;
 - (e) between 12 noon and 1 p.m. on any day from Monday to Friday inclusive;
 - (f) for longer than 5 hours without a break of at least one hour.
- (3) All working employers and partners shall observe the provisions of sub-clauses (1) and (2).
- (4) No employee whilst in the employ of an employer shall solicit, undertake or perform any work in the Industry, whether for remuneration or not, on the days specified in clause 4 (4) during the holiday period referred to in clause 25, and outside the ordinary hours of work prescribed in sub-clauses (1) and (2), save that such employee may perform work for himself only.

(2) 'n Werkgewer is geregtig om, in plaas van bogenoemde toelaes te betaal, geskikte vervoer in albei rigtings te verskaf, of om daarvoor te betaal ten opsigte van genoemde afstand soos in subklousule (1) omskryf. Geskikte vervoer moet voorsien wees van weerdige bedekking, geskaafde huisplekke, en plekke om in die voertuig in te gaan en dit te verlaat, en is onderworpe aan die Raad se goedkeuring.

(3) Tyd wat die werknemer nodig het om na en van sy werk te gaan, val buite die gewone werkure soos in klousule 10 omskryf.

(4) Verskuldigde staptid en/of vervoertoeleas moet weekliks betaal word.

9. PLATTELANDSE WERK.

Onderworpe aan subklousule (4) moet onderstaande vervoer-en/of slaapplektoelaes betaal word aan 'n werknemer wat van sy gewone dorp of woonplek af weggestuur word na 'n werk in die gebied waarop hierdie Ooreenkoms van toepassing is maar meer as agt myl van die hoofskantoor van die dorp waar die werk-gewer sy hoofkantoor voor die aanvang van die werk gehad het:—

- (1) Wanneer die werknemer redelikerwys elke dag huis toe kan gaan en dit ook doen, tweedeklas-retoertrein- of busgeld daagliks. Daar word slegs vir werktid betaal.
- (2) Wanneer die werknemer redelikerwys nie elke dag huis toe kan gaan nie—
 - (a) tweedeklas-retoertreingeld van en na die werkplek by die aanvang en beëindiging van die werk; vir reistyd gedurende gewone werkure moet die gewone uurloon betaal word soos in klousule 4 vir die betrokke werknemer voorgeskryf, en helfte van die voorgeskrewe uurloon vir reistyd buite gewone werkure;
 - (b) geskikte slaapplek naby die werkplek, en 'n toelae van 12s. 6d. vir elke nag wat hy weg van die huis af deurbreng.
- (3) Wanneer 'n werknemer redelikerwys vir naweke huis toe kan gaan en betyds vir werk op Maandag terug kan wees, of op Dinsdag as Maandag 'n vakansiedag is, tweedeklas-retoertreingeld vir naweke, maar geen betaling in plaas daarvan as die reis nie onderneem word nie; 'n werknemer is ook nie geregtig tot betaling vir tyd wat in die loop van so 'n naweek deur 'n reis in beslag geneem word nie.
- (4) Wanneer 'n werkgewer werk onderneem in 'n ander dorp as dié waarin hy sy besigheidsplek het, word die dorp waarin die werk is, vir die duur daarvan met betrekking tot werknemers wat daar in diens geneem word, beskou as dié waarin hy sy besigheidsplek het.

10. WERKDAE EN -URE.

- (1) Behoudens klousule 11 mag geen werkgewer 'n werknemer buiten een vir wie lone in klousule 4 (1) (b) voorgeskryf word, verplig of toelaat om soos volg te werk nie, en geen werknemer mag soos volg werk nie—
 - (a) vir meer as 40 uur per week of vir meer as 8 uur per dag;
 - (b) vir meer as vyf dae per week van Maandag tot en met Vrydag;
 - (c) op 'n Saterdag, Sondag, Goeie-Vrydag, Paasmaandag, Meidag (of as 1 Mei op 'n Saterdag of Sondag val, dan die eerste Maandag daarna) of gedurende die jaarlikse vakansie wat in klousule 25 van hierdie Ooreenkoms voorgeskryf word;
 - (d) voor 7.30 v.m. of na 4.30 n.m.;
 - (e) tussen 12-uur middag en 1 n.m. op enige dag van Maandag tot en met Vrydag;
 - (f) vir meer as vyf uur sonder 'n pouse van minstens een uur.
- (2) Onderworpe aan klousule 11 mag geen werkgewer 'n werknemer vir wie lone in klousule 4 (1) (b) voorgeskryf word, verplig of toelaat om soos volg te werk nie, en geen sodanige werknemer mag soos volg werk nie—
 - (a) vir meer as 43 uur per week of vir meer as 8 uur 36 minute per dag;
 - (b) vir meer as 5 dae per week van Maandag tot en met Vrydag;
 - (c) op 'n Saterdag, Sondag, Goeie-Vrydag, Paasmaandag, Meidag (of as 1 Mei op 'n Saterdag of Sondag val, dan die eerste Maandag daarna), of gedurende die jaarlikse vakansie wat in klousule 25 van hierdie Ooreenkoms voorgeskryf word;
 - (d) behoudens paragraaf (a) van hierdie subklousule, voor 7 v.m. of na 5 n.m.;
 - (e) tussen 12-uur middag en 1 n.m. op enige dag van Maandag tot en met Vrydag;
 - (f) vir meer as 5 uur sonder 'n pouse van minstens een uur.
- (3) Alle werkende werkgewers en vennote moet die bepalings van subklousules (1) en (2) nakom.
- (4) Geen werknemer in diens van 'n werkgewer mag werk in die nywerheid werf, aanneem of verrig nie, hetsy vir of sonder besoldiging, op die dae wat in klousule 4 (4) genoem word, gedurende die vakansie wat in klousule 25 genoem word en buite die gewone werkure wat in subklousules (1) en (2) voorgeskryf word nie, buiten dat hy werk slegs vir homself mag verrig.

11. OVERTIME.

(1) An employer shall not require or allow an employee to work overtime. Permission to work overtime on essential services shall first be obtained in writing by the employer from the Council except in cases of emergency, in which event the employer shall report same to the local committee of the Council in the area concerned within four hours of the time such emergency has arisen.

(2) Any employee who is required to work any time outside the hours as prescribed in clause 10 of this Agreement, shall be paid at the rate of time and half his ordinary rate of wages for every hour or part of an hour, for the first three hours after the ordinary hours of work, and thereafter double his ordinary rate of wages for every hour or part of an hour.

(3) One and half times the actual rate of wages of an employee shall be paid for the first four hours worked on a Saturday morning prior to 12 noon; provided that where overtime was worked on the Friday previous, double the actual rate of wages of an employee shall be paid in respect of such hours worked on a Saturday.

(4) No employer shall permit an employee to work, and no employee shall work more than 15 hours overtime in any one week.

12. TERMINATION OF EMPLOYMENT.

(1) An employee desirous of terminating his employment with his employer, and an employer desirous of terminating the services of an employee, shall give not less than two working days' notice of such termination of employment to the employer or the employee as the case may be.

(2) An employer may give an employee two working days' pay in lieu of the notice to which the employee is entitled.

(3) An employee may pay to his employer two working days' pay in lieu of the notice to which such employer is entitled.

(4) An employee shall, during the period of notice referred to in sub-clause (1) of this clause, be allowed fifteen minutes before finishing time on the day of termination of employment to pack his tools away.

(5) No notice of termination of employment shall be required if the employee concerned has worked for less than twelve hours with the same employer.

13. STORAGE AND PROVISION OF TOOLS.

(1) (a) An employer shall provide a lock-up on all jobs, jobbing work, sheds and workshops, for locking up employees' tools at any time.

(b) An employer shall be responsible for keeping lock-ups properly and/or securely locked outside normal working hours.

(c) An employer shall insure the tools of an employee against loss by fire.

(d) If an employer fails to provide a lock-up in terms of paragraph (a), or if an employer after normal working hours fails to keep a lock-up properly and/or securely locked in terms of paragraph (b), or if an employer fails to insure the tools of an employee against loss by fire, such employer, shall, if an employee loses his tools as a result of such act or omission, be responsible for the loss of such tools.

(2) (a) There is hereby established a "Tool Insurance Fund for the Building Industry (Transvaal)", hereinafter referred to as the fund, for the purpose of compensating employees for the loss of tools by theft.

(b) The fund shall consist of contributions from employers paid into the fund in accordance with paragraphs (g) and (j) and interest derived from the investment of any moneys of the fund, and any other sums to which the fund may become entitled.

(c) All moneys accruing to the fund shall be deposited in a separate account with a bank to the credit of the fund within two days after receipt thereof.

(d) The moneys of the fund shall be applied to the payment of compensation as prescribed in paragraph (k), and to payment of any expenditure incurred in connection with the administration of the fund.

(e) Any moneys belonging to the fund may be invested from time to time in Government securities or on fixed deposit, or on call with a bank or registered building society in the discretion of the Council, or with such other institutions, and on such conditions as the Council may decide; provided sufficient money is kept in such liquid form as will enable the Council to meet its liabilities immediately it is called upon to do so.

(f) All payments from the fund shall be made by cheque signed by the Chairman or Vice-Chairman of the Council, or such other members of the Council as the Council may from time to time decide, and countersigned by the Secretary.

(g) The moneys of the fund shall be acquired by means of a contribution by an employer of 1d. per week in respect of each employee employed by such employer for whom wages are prescribed in clause 4 (1) (c).

(h) No payment in terms of paragraph (g) shall be made by an employer in respect of an employee who works less than eight hours for him in any week.

(i) Where an employee is employed by two or more employers during the same week, the payment in terms of paragraph (g) for that week shall be made by the employer by whom such employee was first employed during that week for not less than eight hours.

(j) The contribution referred to in paragraph (g) shall be paid by an employer to the fund, *mutatis mutandis*, in the manner and in accordance with the procedure and conditions laid down in clause 21 (2) to 21 (10) inclusive; provided that the value of the voucher issued on each pay day to each of the employees concerned in respect of the fund shall be one penny.

11. OORTYD.

(1) Geen werkgever mag 'n werknemer verplig of toelaat om oortyd te werk nie. Toestemming om vir noodsaaklike dienste oortyd te werk moet vooraf skriftelik van die Raad verkry word buiten in noodgevalle, wanneer die werkgever die geval binne vier uur moet rapporteer aan die Raad se plaaslike komitee in die gebied waarin dit voorkom.

(2) 'n Werknemer wat buite die voorgeskrewe ure in klousule 10 van hierdie Ooreenkoms moet werk, moet betaal word teen 1½ maal sy gewone loon per uur of gedeelte van 'n uur vir die eerste drie uur na gewone werkure en daarna dubbel sy gewone loon per uur of gedeelte van 'n uur.

(3) 'n Werknemer moet 1½ maal sy gewone loon ontvang vir die eerste vier uur werk op 'n Saterdagmôre voor 12-uur, met dien verstande dat, as daar oortyd gewerk is op die vorige Vrydag, hy dubbel sy gewone loon moet ontvang vir die werk op 'n Saterdag.

(4) Geen werkgever mag 'n werknemer toelaat om meer as 15 uur oortyd per week te werk nie, en geen werknemer mag meer as dié hoeveelheid oortydwerk verrig nie.

12. DIENSBEËINDIGING.

(1) 'n Werkgever of werknemer wat 'n dienskontrak wil beëindig, moet minstens twee werkdade kennis van sy voorneme aan die ander party gee.

(2) 'n Werkgever kan 'n werknemer twee werkdade se loon betaal in plaas van die kennis waartoe hy geregtig is.

(3) 'n Werknemer kan sy werkgever twee werkdade se loon betaal in plaas van die kennis waartoe hy geregtig is.

(4) Gedurende die tydperk van kennisgewing wat in subklousule (1) van hierdie klousule genoem word, moet 'n werknemer 15 minute voor sluitingstyd op die dag van diensbeëindiging toegestaan word om sy gereedskap weg te pak.

(5) Geen kennisgewing word vereis as die betrokke werknemer nog nie twaalf uur by die werkgever werksaam is nie.

13. BÊRE EN VERSKAFFING VAN GEREEDSKAP.

(1) (a) Werkgevers moet toesluitplekke verskaf by alle werkplekke, skure en werkinkels waarin werknemers se gereedskap te eniger tyd toegesluit kan word.

(b) Die werkgever is daarvoor verantwoordelik dat die toesluitplekke buite gewone werkure behoorlik toegesluit is.

(c) Werkgevers moet werknemers se gereedskap verseker teen beskadiging deur brand.

(d) As 'n werkgever versuim om ingevolge paragraaf (a) 'n toesluitplek te verskaf, of om dit ná gewone werkure behoorlik gesluit te hou ingevolge paragraaf (b), of om die gereedskap teen verlies weens brand te verseker, en as die werknemer sy gereedskap as gevolg van die versuim verloor, is die werkgever vir die verlies aanspreeklik.

(2) (a) Hierby word 'n „gereedskapversekeringsfonds vir die bouwyerheid (Transvaal)" in die lewe geroep, hierna die fonds genoem, om werknemers te vergoed vir die verlies van gereedskap weens diefstal.

(b) Die fonds bestaan uit bydraes wat ingevolge paragrawe (g) en (j) in die fonds inbetaal word deur werkgevers, die rente op die belegging van gelde uit die fonds, en ander bedrae waartoe die fonds geregtig word.

(c) Fondsgelde moet in 'n aparte bankrekening op naam van die fonds geplaas word binne twee dae na ontvangs daarvan.

(d) Fondsgelde moet aangewend word vir die betaling van vergoeding soos in paragraaf (k) voorgeskryf, en vir die betaling van koste in verband met die administrasie van die fonds.

(e) Fondsgelde kan van tyd tot tyd in Staatsekeriteite, as vaste deposito of in 'n opvragingsrekening by 'n bank of geregistreerde beugenoetskapselê word, na goeddunke van die Raad, of by ander inrigtings of op ander voorwaardes namate die Raad besluit; met dien verstande dat genoeg kontant voorhande gehou word om die Raad in staat te stel om onmiddellik op aanvraag aan eise te voldoen.

(f) Betalings uit die fonds moet gedoen word per tjek wat deur die voorsitter of ondervoorsitter van die Raad of ander lede, soos die Raad van tyd tot tyd besluit, onderteken en deur die sekretaris mede-onderteken moet word.

(g) Fondsgelde bestaan uit 'n weeklikse werkgeversbydrae van 1d. per week per werknemer in sy diens vir wie lone in klousule 4 (1) (c) voorgeskryf word.

(h) Geen betaling moet ingevolge paragraaf (g) gemaak word ten opsigte van 'n werknemer wat in enige week minder as 8 uur by 'n werkgever in diens is nie.

(i) Wanneer 'n werknemer in dieselfde week by twee of meer werkgevers in diens is, moet dié week se betaling ingevolge paragraaf (g) gemaak word deur die eerste werkgever by wie hy in die loop van die week vir meer as agt uur in diens was.

(j) 'n Werkgever moet die bydrae in paragraaf (g) aan die fonds betaal, *mutatis mutandis* volgens die prosedure en voorwaardes wat in klousule 21 (2) tot en met 21 (10) voorgeskryf word; met dien verstande dat die bewys wat elke betaaldag aan elke betrokke werknemer uitgereik word ten opsigte van die fonds, een pennie werd is.

(k) The objects of the fund shall be to compensate employees for the loss of their tools by theft from lock-ups; provided that, subject to the provisions of paragraph (1), an employer shall, in respect of each claim, irrespective of the number of artisans concerned in each claim admitted by the Council be responsible for the first £3 or any lesser amount should the total value of the claim as admitted by the Council not exceed £3; and provided further that if an employee loses his tools due to the acts and/or omissions of an employer as described in paragraph (d) of sub-clause (1), the employer of such employee shall be responsible for the whole amount of such lost tools.

(l) An employee, wishing to claim compensation from the fund for lost tools, shall lodge a written application with the Council in such manner as determined by the Council. No payment shall be made by the fund unless an applicant has reported the theft of his tools to the police as soon as practicable or if an applicant fails to supply the Council with any relevant information which the Council may require. Payments from the fund are at the absolute discretion of the Council, whose decision shall be final, and the Council shall not be obliged to give any reason for any decision; provided that the payments from the fund shall cease whenever the amount standing to the credit of the fund falls below £50 and further payments shall not be resumed until the amount standing to the credit of the fund has reached the sum of £200.

(3) (a) The provisions of sub-clauses (1) and (2) relating to the loss of tools, other than the loss of tools by fire, shall not apply in respect of an employee unless tools placed in a lock-up for safe keeping are stored in a tool box which is capable of being securely locked, and is kept properly locked at all times, except when opened for the purpose of providing access for an employee to his own tools; provided that the placing by an employee in lock-ups of tools which are not normally stored in boxes by reason of their length, shape, size, or any other similar feature, shall be deemed to be in compliance with the requirements of this Agreement, and, in the event of such tools being lost by theft, an employee shall not, by reason of the fact that he has not placed and locked such tools in a box, be deprived of his rights and privileges in terms of this Agreement.

(b) Subject to the foregoing proviso, an employee shall be responsible for placing his tools in a tool box and for keeping such tool box properly locked.

(c) An auditor or auditors, whose remuneration shall be fixed by the Industrial Council, shall be appointed annually by the Council. The auditor or auditors shall audit the accounts of the fund at least once annually and not later than 30th June in each year prepare a statement showing—

(aa) all moneys received—

- (i) in terms of sub-clause (2) hereof;
- (ii) from other sources (if any);

(bb) expenditure incurred under all headings, during the 12 months ended the 31st December preceding, together with a balance sheet showing the assets and liabilities of the fund as at that date. The audited statement and the balance sheet shall thereafter lie for inspection at the office of the Council and copies thereof shall be transmitted to the Secretary for Labour, Pretoria, not later than the 30th June.

(d) Should this Agreement expire through effluxion of time or for any other reason, the fund shall continue to be administered by the Council until liquidated or transferred by the Council to any other fund established for the same purpose as that for which this fund was created.

(e) In the event of the dissolution of the Council or in the event of it ceasing to function, during the currency of this Agreement, the Minister shall appoint a committee consisting of an equal number of representatives of employers and employees in the Industry for the purpose of administering the fund. Any vacancies occurring on the committee shall be filled by the Minister from amongst employers or employees in the Industry, as the case may be. Where the committee is unable or unwilling to discharge its duties the Minister shall appoint a trustee or trustees to administer the fund. The committee or trustees so appointed shall have the powers vested in the Council for the purpose of this clause. Upon the expiration of the Agreement, the fund shall be liquidated and any unexpended amount disposed of in accordance with paragraph (f) of this sub-clause.

(f) Upon liquidation of the fund in terms of paragraph (d) or (e) of this sub-clause the moneys remaining to the credit of the fund, after payment of all claims against the fund, including administration and liquidation expenses, shall, in the event of the Council being in existence as at the time of liquidation, be paid into the general funds of the Council.

In the event of the Council not being in existence as at the time of liquidation, the unexpended funds shall be distributed in accordance with the following provisions:—

- (aa) Two-thirds of such funds shall be paid to the employers' organisations who were parties to the Council at its dissolution;
- (bb) One-third of such funds shall be paid over to the Public Debt Commissioners for disposal in terms of sub-section 34 (4) (b) of the Act.

(4) An employee shall at any time during the course of employment be entitled to reasonable time to put his tools in working order. An employer shall provide such employee with facilities to put his tools in working order.

(k) Die doel van die fonds is om werknemers te vergoed vir die verlies van gereedskap uit toesluitplekke weens diefstal; met dien verstande dat 'n werkgever, onderworpe aan paragraaf (1), in elke eis wat deur die Raad goedgekeur word vir die eerste £3 of minder aanspreeklik is, afgesien van die getal ambagsmanne wat by elke eis betrokke is, of vir die hele bedrag as die Raad 'n eis van minder as £3 goedkeur; met dien verstande verder dat, indien 'n werknemer sy gereedskap verloor deur die toedoen of versuim van 'n werkgever soos in paragraaf (d) van subklousule (1) omskryf, die werkgever vir die hele waarde van die verlore gereedskap aanspreeklik is.

(l) Indien 'n werknemer van die fonds vergoeding wil eis vir verlore gereedskap, moet hy 'n geskrewe aansoek aan die Raad rig in die vorm wat deur die Raad vasgestel word. Geen betaling word deur die fonds gedoen nie tensy die aansoeker die diefstal so gou doenlik by die polisie aangemeld het nie, of indien 'n aansoeker versuim om inligting in die verband te verstrek wat die Raad nodig het. Betalings uit die fonds geskied geheel-en-al na goeddunke van die Raad, wie se beslissing afdoende is en waarvoor hy geen rede hoef te verstrek nie; met dien verstande dat betalings uit die fonds gestaak word sodra daar minder as £50 in die fonds is en slegs hervat word wanneer daar weer £200 in die fonds is.

(3) (a) Die bepalinge van subklousules (1) en (2) met betrekking tot die verlies van gereedskap, buiten weens brand, is nie van toepassing nie tensy die gereedskap veiligheidshalwe in 'n gereedskapkas binne-in die toesluitplek geplaas is, en die kis te alle tye behoorlik gesluit gehou word buiten wanneer 'n werknemer sy eie gereedskap wil bykom; met dien verstande dat daar beskou word dat aan hierdie bepaling voldoen is wanneer gereedskap wat weens lengte, grootte, fatsoen of 'n dergelyke kenmerk nie gewoonlik in kiste gehou word nie, los in die toesluitplek geplaas word, en indien 'n werknemer die gereedskap weens diefstal verloor, verbeur hy nie sy regte en voorregte ingevolge hierdie Ooreenkoms omdat hy dit nie in 'n kis toegesluit het nie.

(b) Behoudens bostaande voorbehoud is die werknemer daarvoor verantwoordelik om sy gereedskap in 'n kis te plaas en die kis behoorlik gesluit te hou.

(c) Die Nywerheidsraad moet jaarliks 'n ouditeur of ouditeurs aanstel en hulle salarisse vasstel. Die ouditeur of ouditeurs moet die fonds se rekeninge minstens een maal per jaar nagaan en voor of op 30 Junie elke jaar 'n verklaring opstel wat die volgende aantoon:—

(aa) ontvangte gelde—

- (i) ingevolge subklousule (2) hiervan;
- (ii) uit ander bronne (as daar is);

(bb) uitgawes onder alle hoofde gedurende die 12 maande geëindig die vorige 31 Desember, saam met 'n balansstaat wat die fonds se bates en laste op dié datum aantoon. Daarna moet die gouditeerde verklaring en balansstaat by die Raad se kantoor ter insae lê, en kopieë daarvan moet voor of op 30 Junie aan die Sekretaris van Arbeid, Pretoria, gestuur word.

(d) Indien hierdie Ooreenkoms weens tydsverloop of 'n ander rede ongeldig word, moet die Raad die fonds administreer totdat dit gelikwyder of deur die Raad oorgedra word aan 'n ander fonds met dieselfde doelstellings as die oorspronklike.

(e) Indien die Raad ontbind word of uit werking tree, gedurende die geldigheid van hierdie Ooreenkoms, moet die Minister 'n komitee benoem waarop werkgewers en werknemers in die nywerheid gelyke verteenwoordiging het, en wat die fonds moet administreer. Vakatures in die komitee moet deur die Minister gevul word uit die geledere van werkgewers of werknemers, na gelang van die geval. Indien die komitee hom nie van sy pligte kan of wil kwyt nie, moet die Minister 'n kurator of kuratore benoem om die fonds te administreer. Hierdie kurator of kuratore het vir die toepassing van hierdie klousule al die bevoegdhede van die Raad. By verstryking van die Ooreenkoms moet die fonds gelikwyder en oorblywende bedrae ooreenkomstig paragraaf (f) van hierdie subklousule bestee word.

(f) By likwidasië van die fonds ingevolge paragraaf (d) of (e) van hierdie subklousule moet die gelde wat in die fonds oorbly na betaling van alle skulde, met inbegrip van administrasie- en likwidasiëkoste, in die algemene fondse van die Raad inbetaal word as die Raad ten tye van likwidasië nog bestaan.

As die Raad nie meer bestaan nie, moet die oorblywende gelde bestee word volgens onderstaande bepalinge:—

- (aa) Twee-derdes moet betaal word aan die werkgewersorganisasies wat by ontbinding van die Raad lede daarvan was;
- (bb) Een-derde moet betaal word aan die Staatsskuldkommissarisse om bestee te word ooreenkomstig subartikel 34 (4) (b) van die Wet.

(4) 'n Werknemer is te eniger tyd gedurende sy diens geregtig tot 'n redelike tyd om sy gereedskap in orde te bring. 'n Werkgever moet sy werknemers voorsien van geriewe om hul gereedskap in orde te bring.

(5) Employers shall supply grindstones for sharpening tools. Where no grindstone is provided on a job, suitable time and facilities shall be granted to carpenters and joiners prior to termination of employment to put their tools in order.

(6) Employers shall provide in the case of—

(a) *Bricklayers.*

- (i) All cutting tools used for cutting silica bricks or any other kind of brick of a similar hardness.
- (ii) All cutting tools used for cutting reinforced concrete.
- (iii) A competent toolsmith or suitable means and equipment for sharpening tools.

(b) *Carpenters.*—All cramps, handscrews, glue brushes, wrenches, crowbars, augers and bits over 12 inches long, and all hammers 3 lb. and over and all saws and/or cutting tools used for cutting corrugated asbestos or other material of similar hardness.

(c) *Masons and Stone Cutters.*

- (i) Tools for working granite or hard stone, and claws.
- (ii) Suitable sheds for stone-cutters, the roof of which must be not less than 10 feet high. This rule shall not apply to small jobs on building sites.
- (iii) A competent toolsmith or suitable means and equipment for sharpening tools.

(d) *Painters and Paperhangers.*—All tools, except putty knives, dusters and paperhangers' brushes and scissors.

(e) *Plasterers.*—Mortar boards and stands of suitable height, rollers, straight edges, and all tools used exclusively for laying granolithic.

(f) *Plumbers and Gas Fitters.*

- (i) Machines used in shop or on job.
- (ii) Stake and riveting bars and drills of all sizes.
- (iii) Screwing tackle, such as stock, dies, taps and ratchets.
- (iv) Pipe cutting tools and vices.
- (v) Special and heavy caulking irons and firepots.
- (vi) Metal pots and large ladles.
- (vii) Chisels, punches, and wall pins over 9 inches in length.
- (viii) Soldering irons and blow lamps.
- (ix) Files and hacksaw blades.
- (x) Mandrills over two inches in diameter.
- (xi) Rivet sets from No. 12 rivet and over, and grooving tools.
- (xii) Sheet metal workers' mallets and heavy dressers.
- (xiii) Punches over $\frac{1}{4}$ (quarter) inch in diameter, hollow or solid.
- (xiv) Wrenches and tongs over 12 inches in diameter.

14. SPECIAL PROVISIONS GOVERNING THE PERFORMANCE OF CERTAIN CLASSES OF WORK.

Employers and employees shall observe the following rules:—

(1) *Concrete Work.*—Every employer shall employ an employee at the scale of payment as laid down in clause 4 (1) (c) of this Agreement, who shall be continuously employed whilst concrete is being placed *in situ* and it shall be the sole duty of this employee to supervise other persons doing this class of work.

(2) *Stonework.*

- (a) An employer shall not employ any person other than a mason as an operator of a stone turning and planing machine and/or a diamond and carborundum sawing machine.
- (b) An employer shall not employ any person other than a qualified mason on work usually performed by masons, which includes the working and fixing of slate other than roofing with slate or facing work in slate or gravestones.
- (c) An employer shall pay an employee, who is a mason, to fix saw blades, set stone ready for sawing and/or fix and level all stones for polishing machines, wages and allowances according to clause 4 (1) (c).
- (d) An employer shall not permit masons' bankers to be less than six feet apart. An employee shall be prohibited from blowing off dust with exhaust or other air during working hours.
- (e) An employer shall not utilise in the Industry or in the area to which this Agreement relates grave stones or cemetery memorials or stone of any type manufactured, dressed, or partly dressed, as the case may be, in any area in the Union of South Africa in which a scale of wages for the work involved is lower than that laid down for such work in any statutory wage regulating instrument applicable to the Industry in that area, or, in the absence of any such instrument in such area, than the rate laid down in any statutory wage regulating instrument operating nearest to such area.
- (f) All squared and/or hammer-dressed stone shall be worked in the employer's yard or on the job, but may be reduced in size at the quarry by the use of a spall hammer only. When the employer's yard is situated at the quarry, it must be a reasonably safe distance from the working face of the quarry.

(5) Werkgewers moet slypstene verskaf vir die skerpmaak van gereedskap. Wanneer geen slypstene by 'n werkplek verskaf word nie, moet timmermans en skrynwerkers by diensbeëindiging die tyd en geriewe gegee word om hul gereedskap in orde te bring.

(6) Werkgewers moet die volgende verskaf in die geval van—

(a) *Messelaars.*—

- (i) Snygereedskap vir die sny van silikastene of ander stene van dieselfde hardheid;
- (ii) snygereedskap vir die sny van versterkte beton;
- (iii) 'n bevoegde gereedskapsmid of geskikte toerusting vir die skerpmaak van gereedskap.

(b) *Timmermans.*—Klemme, handskroewe, lymkwaste, skroef-sleutels, koevoete, houtbore en boorysters van meer as 12 duim, hamers van oor die 3 lb. en alle sae en/of snygereedskap vir geriffelde asbes en ander materiaal wat ewe hard is.

(c) *Klipmesselaars en -kappers.*—

- (i) Gereedskap vir die bewerking van graniet of harde klip, en klouhamers;
- (ii) geskikte afdakke vir klipkappers, waarvan die dak nie nie minder as 10 voet hoog mag wees nie. Hierdie bepaling geld nie vir klein werksies op bouterreine nie;
- (iii) 'n Bevoegde gereedskapsmid of geskikte toerusting vir die skerpmaak van gereedskap.

(d) *Skilders en plakkers.*—Alle gereedskap buiten stopverfmesse, stoffers en plakkerskwaste en -skêre.

(e) *Pleistersaars.*—Daghaborde en bokke van geskikte hoogte, rollers, reiplanke en alle gereedskap wat uitsluitlik vir die lê van granoliet bedoel is.

(f) *Loodgieters en gasaanlêers.*—

- (i) Masjiene vir gebruik in die werkwinkel of by die werk;
- (ii) handaambeelde, klinkboute en bore van alle groottes;
- (iii) alle skroefsnijgereedskap soos snyblokke en tappe, ens.;
- (iv) pypsnijgereedskap en skroewe;
- (v) spesiale en swaar kalfaterysters en vuurpotte;
- (vi) metaalpotte en groot gietlepel;
- (vii) beitels, deurslae en muurpenne van oor die 9 duim;
- (viii) soldeerboute en -lampe;
- (ix) vyle en ystersaaglemme;
- (x) skroefspille van meer as 2 duim in deursnee;
- (xi) klinknaelstelle van No. 12-klinael en meer, en dryf-beitels;
- (xii) metaalplaatwerkers se ligte en swaar dryfhamers;
- (xiii) deurslae van meer as $\frac{1}{4}$ -duim in deursnee, hol of solied;
- (xiv) skroef-sleutels en tange van meer as 12 duim.

14. SPESIALE BEPALINGS VIR BESONDERE KLASSE WERK.

Werkgewers en werknemers moet onderstaande reëls nakom:—

(1) *Betonwerk.*—Elke werkgever moet 'n werknemer teen die betaling wat in kłousule 4 (1) (c) van hierdie Ooreenkoms voorgeskryf word, in diens hê om voltyds toesig te hou terwyl beton *in situ* gestort word. Hy moet onafgebroke in diens wees terwyl hierdie klas werk aan die gang is.

(2) *Klipwerk.*

- (a) 'n Werkgever mag niemand anders as 'n klipmesselaar in diens hê vir die bediening van 'n klipdraai- en skaaf-masjiene en/of 'n diamant- en karborundumsaagmasjiene nie.
- (b) 'n Werkgever mag niemand anders as 'n gekwalifiseerde klipmesselaar in diens hê vir werk wat gewoonlik deur klipmesselaars gedoen word nie, met inbegrip van die bewerking en vassit van lei buite dakbedekking met lei of sigwerk met lei of grafsene.
- (c) 'n Werkgever moet 'n klipmesselaar wat saagblaaië stel, klippe reël, vir saag en gelykstel vir die poleermasjiene, die loon en toelaes betaal wat in kłousule 4 (1) (c) voorgeskryf word.
- (d) 'n Werkgever mag nie toelaat dat klipmesselaars-stellasië minder as ses voet uitmekaar is nie. Geen werknemer mag stof gedurende werkure met die uitblaaspyp of ander lug afblaas nie.
- (e) Geen werkgever mag in die nywerheid of in die toepassingsgebied van hierdie Ooreenkoms grafstene, kerkhofgedenktekens of enige soort klip gebruik wat vervaardig, bewerk of deels bewerk is in 'n deel van die Unie waar laer loon vir die betrokke werk betaal word as wat voorgeskryf word in 'n statutêre loon-maatreël wat vir die nywerheid in dié gebied geld of, as daar nie so 'n maatreël bestaan nie, in 'n statutêre loonmaatreël wat naasle aan so 'n gebied van toepassing is nie.
- (f) Vierkantige of gehamerde klip moet in die werkgever se werf of by die werkplek bewerk word, maar kan by die gruisgat kleiner gemaak word deur slegs 'n breekhamer te gebruik. Wanneer die werkgever se werf by die gruisgat geleë is, moet dit op 'n veilige afstand van die werkvlak wees.

- (g) An employer shall ensure that the dunter machine shall not be worked in the shed where men are employed cutting stone, and that such machine shall not be worked within thirty yards of any mason whilst cutting stone, unless other adequate protection is provided for employees working in the vicinity of the said dunter machine; nor shall an employee so operate such machine in breach hereof.
- (h) Carborundum and diamond cutting machines shall not be worked unless adequate protection is provided for employees working in the vicinity of the said machines, nor shall any employee so operate such machines in breach hereof.
- (3) *Woodwork.*—An employer shall not utilise in the erection of buildings or structures within the area to which this Agreement relates, joinery made for erection in a particular building and which has been manufactured or prepared, in any area in the Union of South Africa, in which a scale of wages for the work involved in such operation or process is lower than that laid down for such work in any statutory wage regulating instrument applicable to the Industry in that area or in the absence of any such instrument in such area, than the rate laid down in any statutory wage regulating instrument operating nearest to such area.
- (4) *Scaffolding.*—An employer shall ensure that a scaffold shall be provided for workmen for all work that cannot safely be done from a ladder or by other means, and that all scaffolding is properly constructed of suitable and sound material, that it is erected under the supervision of an artisan to whom the employer shall pay not less than the rate of pay and allowances as laid down in clause 4 (1) (c) of this Agreement.

A. Maintenance and Alteration of Scaffolds.—An employer shall ensure that all scaffolding shall be maintained in a good and safe condition, and shall not be taken down or substantially altered except under the direction of an artisan to whom the employer shall pay not less than the rate of pay and allowances as laid down in clause 4 (1) (c) of this Agreement.

B. Quality of Materials.—(i) All scaffolds and appliances connected therewith and all ladders shall be of sound material and be of adequate strength having regard to the loads and strains to which they will be subjected, and shall at least conform to the following requirements:—

(ii) The wooden parts used for scaffolds, gangways, runs and ladders shall be of good quality, shall have long fibres, shall be in good condition, and shall not be painted or treated in a manner likely to hide defects.

(iii) Timber used for scaffolds shall have the bark completely stripped off.

(iv) Where necessary, boards and planks used for scaffolds shall be protected against splitting.

(v) Metal parts of scaffolds shall have no cracks and shall be free from any corrosion or other defect likely to affect their strength.

(vi) Cast-iron nails shall not be used.

C. Inspection and Storage of Materials.—(i) Scaffold parts, including scaffolding machines and ropes and cables, shall be examined by a responsible person to whom the employer shall pay not less than the rate of pay and allowances as laid down in clause 4 (1) (c) of this Agreement, on each occasion before erection and shall not be used on any occasion unless in every respect they possess the qualities required for their purpose.

(ii) Any rope that has been in contact with acids or other corrosive substances or is defective shall not be used.

(iii) Unsuitable scaffolding material shall be discarded and not stacked with materials used for scaffolding.

D. Supply and Use of Material and Maintenance of Scaffolds.—(i) Sufficient materials shall be provided for and shall be used in the construction of scaffolds.

(ii) (a) Every scaffold shall be maintained in good and proper condition and every part shall be kept fixed or secured so that no part can be displaced in consequence of normal use.

(b) No scaffold shall be partly dismantled and left so that it is capable of being used unless it continues to comply with these regulations.

E. Pole and Gabbard Scaffolds.—(i) Pole standards and the legs of gabbard scaffolds shall be—

(a) vertical or slightly inclined towards the building; and
(b) fixed sufficiently close together to secure the stability of the scaffolds.

(ii) The stability of pole standards shall be secured—

(a) by letting the pole the necessary distance into the ground according to the nature of the soil; or

(b) by placing the pole on a suitable plank, adequate sole plate, or in a drum in such a manner as to prevent slipping; or

(c) in any other sufficient way.

(iii) When two scaffolds meet at the corner of a building a pole standard shall be placed at the corner on the outside of the scaffolds.

(iv) (a) Ledgers shall be practically level and securely fastened to the uprights by bolts, dogs, ropes or other efficient means.

(b) The ends of two consecutive ledgers at the same level shall be securely joined together at an upright except when special devices are used which ensure equivalent strength.

(v) (a) Putlogs shall be straight and securely fastened to the ledgers.

(b) If ledgers are not used the putlogs shall be fastened to the uprights and supported by securely fastened cleats.

(g) Die werkgewer moet seker maak dat die klipwerk-masjien nie gebruik word in die afdak waar werkmense besig is om klip te kap nie, ook nie binne dertig tree van 'n klipmesselaar wat klip kap nie tensy ander toereikende beskerming verskaf word vir werknemers wat naby die masjiene werk. Ook mag geen werknemer die klipwerkmasjien in weerwil van hierdie bepalinge gebruik nie.

(h) Karborundum- en diamantsnymasjiene mag nie gebruik word nie tensy toereikende beskutting verskaf word vir werknemers wat daar naby besig is, en geen werknemer mag sulke masjiene in weerwil hiervan gebruik nie.

Houtwerk.—Geen werkgewer mag binne die toepassings-gebied van hierdie Ooreenkoms by die oprigting van geboue of bouwerke skrynwerk gebruik wat vir 'n besondere gebou gemaak is en wat vervaardig of voorberei is in 'n gebied in die Unie waar laer lone vir dié werk betaal word as wat voorgeskryf word in 'n statutêre loon-maatreël wat op die nywerheid in die betrokke gebied van toepassing is nie, of by gebrek aan so 'n loonmaatreël in 'n statutêre loonmaatreël wat naas'te aan so 'n gebied van toepassing is.

Steiers.—'n Werkgewer moet seker maak dat steiers vir werkmense verskaf word vir werk wat nie met veiligheid van lere of andersins gedoen kan word nie, dat alle steiers behoorlik gemaak is uit geskikte en goeie materiaal, en dat dit opgerig word onder toesig van 'n ambagsman aan wie die werkgewer minstens die loon en toelaes moet betaal wat in klousule 4 (1) (c) van hierdie Ooreenkoms voorgeskryf word.

A. Instandhouding en verandering van steiers.—Werkgewers moet sorg dat steiers in 'n veilige toestand gehou word, en hulle mag nie afgehaal of wesenlik verander word nie buiten onder toesig van 'n ambagsman aan wie die werkgewer minstens die loon en toelaes moet betaal wat in klousule 4 (1) (c) van hierdie Ooreenkoms voorgeskryf word.

B. Gehalte van materiaal.—(i) Alle steiers en toebehore en alle lere moet van goeie materiaal wees en sterk genoeg vir die gewigte en las'e wat hulle moet dra, en moet aan minstens die volgende vereistes voldoen:—

(ii) Die houtgedeeltes van steiers, loopplanke en lere moet van goeie gehalte wees, met 'n lang draad, in goeie kondisie, en moet nie gevef of andersins behandel word op 'n manier wat gebreke kan wegsteek nie.

(iii) Alle bas moet afgestroop word van hout wat vir steiers gebruik word.

(iv) Indien nodig moet planke vir steiers teen barste gevrywaar word.

(v) Metaalgedeeltes van steiers moet vry wees van barste, korrosie of ander gebreke wat hulle kan verswak.

(vi) Potysterspykers mag nie gebruik word nie.

C. Inspeksie en berging van materiaal.—(i) Gedeeltes van steiers, met inbegrip van steiermasjiene, toue en kabels moet deur 'n verantwoordelike persoon aan wie die werkgewer minstens die loon en toelaes moet betaal wat in klousule 4 (1) (c) van hierdie Ooreenkoms voorgeskryf word, ondersoek word voordat hulle opgerig word, en mag nie gebruik word nie tensy hulle in elke opsig aan die vereistes voldoen.

(ii) Tou wat met sure of ander bytstowwe in aanraking was of andersins ongeskik is, mag nie gebruik word nie.

(iii) Ongeskikte steiermateriaal moet opgesig en nie saam met steiermateriaal wat in gebruik is, geplaas word nie.

D. Verskaffing en gebruik van materiaal en instandhouding van steiers.—(i) Genoeg materiaal moet verskaf en by die oprigting van steiers gebruik word.

(ii) (a) Steiers moet in goeie kondisie gehou en alle onderdele vasgemaak word sodat hulle nie in die normale loop van sake kan verskuif nie.

(b) Geen seier mag deels uitmekaargehaal en dan laat staan word sodat dit nog gebruik kan word nie, tensy dit nog steeds aan hierdie regulasie voldoen.

E. Paal- en gabbardsteiers.—(i) Paalstaanders en die pote van gabbardsteiers moet—

(a) vertikaal wees of effens na die gebou toe oorleun;

(b) naby genoeg aan mekaar wees om die steier stewig te maak.

(ii) Die stewigheid van paalstaanders moet verseker word—

(a) deur die paal sover nodig in die grond in te slaan, na gelang van die aard van die grond; of

(b) deur die plank op 'n geskikte plank of stutvoet of in 'n vat te plaas om te verhinder dat dit gly; of

(c) op enige ander doeltreffende manier.

(iii) Wanneer twee steiers by die hoek van 'n gebou bymekaar-kom, moet 'n paalstaander by die buitehoek van die twee steiers geplaas word.

(iv) (a) Die dwarsbalke moet feitlik gelyk wees en moet stewig aan die staanders vasgesit wees met bout, klemhake, tou of op 'n ander doeltreffende manier.

(b) Die ente van twee dwarsbalke wat op dieselfde peil in 'n reguit lyn onmoet, moet stewig by die staander vasgemaak word tensy daar van spesiale metodes gebruik gemaak word wat net so veilig is.

(v) (a) Kortelings moet reguit wees en stewig aan dwarsbalke vasgemaak word.

(b) As dwarsbalke nie gebruik word nie, moet die kortelings aan die staanders vasgemaak en met stewige draagklosse versterk word.

(c) Putlogs which have one end supported by a wall shall have at that end a plane supporting surface at least four inches deep.

(d) The dimensions of the putlogs shall be appropriate to the load to be borne by them and the distance between two consecutive putlogs on which a platform rests shall be fixed with due regard to the anticipated load and the nature of the platform flooring.

(e) The distance between two consecutive putlogs shall not exceed 5 feet with planks not less than 1½ inches thick.

(f) The requirements of paragraph (v) (e) of this regulation shall not apply in the case of platforms used for carrying light building materials only, but in the case of such platforms, the distance between the putlogs shall not exceed 6 feet 6 inches.

(vi) No plank used for a platform shall be less than 1½ inch thick.

F. *Ladder Scaffolds*.—(i) Ladder scaffolds shall be used for light work requiring little material (renovation, painting and the like).

(ii) The ladders serving as the uprights of ladder scaffolds—

(a) shall be of adequate strength; and

(b) shall either—

(1) be let into the ground to the necessary depth according to the nature of the soil; or

(2) be placed on sole plates or boards so that the two uprights of each ladder rest evenly on the base, and shall be fastened at the feet in such a manner as to prevent them from slipping.

(iii) If a ladder is used to extend another, the two shall overlap at least 5 feet and shall be securely fastened together.

G. *Stability of Pole, Gabbard and Ladder Scaffolds*.—(i) Every scaffold shall be sufficiently and properly braced.

(ii) Every scaffold shall, unless it is an independent scaffold, be rigidly connected with the building at suitable vertical and horizontal distances.

(iii) If the scaffold is an independent scaffold, at least one-third of the putlogs shall remain in position until the scaffold is finally dismantled and remain securely fastened to the ledgers or the uprights as the case may be.

(iv) All the structures and appliances used as supports for working platforms shall be of sound construction, having a firm footing and be suitably strutted and braced to make them stable.

(v) Loose bricks, drain pipes, chimney pots or other unsuitable material shall not be used for the construction or support of scaffolds.

H. *Cantilever or Jib Scaffolds*.—(i) Cantilever or jib scaffolds shall—

(a) be securely fixed and anchored from the inside;

(b) have outriggers of adequate length and cross-section to ensure their solidity and stability; and

(c) be properly braced and supported.

(ii) Only solid parts of the building shall be used as supports for scaffold parts.

(iii) If working platforms rest on bearers let into the wall the bearers shall be efficiently braced, shall go right through the wall and shall be securely fastened on the far side.

I. *Bracket Scaffolds*.—No figure or bracket scaffold supported or held by dogs or spikes driven into the wall shall be used unless the brackets are of suitable strength, are made of suitable metal and are securely anchored in the wall.

J. *Heavy Suspended Scaffolds with Movable Platforms*.—(i) Heavy suspended scaffolds shall comply with provisions of this regulation.

(ii) Outriggers shall be—

(a) of adequate strength and cross-section to ensure the solidity and stability of the scaffold;

(b) installed at right angles to the building face; and

(c) carefully spaced to suit the putlogs or deck irons.

(iii) The overhang of the outriggers from the building shall be such that the platform is fixed to hang not more than 4 inches from the building face.

(iv) (a) The outriggers shall be securely anchored to the building by bolts or other equivalent means.

(b) Anchor bolts shall be properly tightened and shall securely tie down the outriggers to the framework of the building.

(v) No counterweight shall be used as a means of securing the outriggers of such scaffolds.

(vi) Stop bolts shall be placed at the end of each outrigger.

(vii) The shackles serving to fasten the cables to the outriggers shall be placed vertically above the drum centres of the winches on the movable platforms. The eye of the cable shall be placed in the centre of the bent shackle belt.

(viii) Putlogs or deck irons shall be used to support the platforms and shall be suitably fastened so as to prevent displacement. Deck irons shall be adequately jointed by fish plates.

(ix) The cables or wire ropes used for suspension shall—

(a) have at all times a factor of safety of at least ten, based on the maximum load that the ropes may have to support; and

(b) be of such length that at the lowest position of the platform there are at least two turns of rope on each drum.

(x) The scaffolding machines shall be so constructed and installed that their moving parts are readily accessible for inspection.

(xi) For any variation from the fixing of Swing Scaffolds as laid down in the Agreement, permission must be obtained in writing from the Council, and such scaffold must be inspected by the Council or by such person or persons appointed for that purpose before any workmen are allowed to work thereon.

(c) Kortelings wat aan die een kant deur 'n muur opgehou word, moet daar 'n plat steunvlak van minstens 4 duim diep hê.

(d) Die afmetings van die kortelings moet geskik wees vir die gewig wat hulle gaan dra, en die afstand tussen kortelings waarop 'n platform rus moet verband hou met die gewig wat dit moet dra en die aard van die platformvloer.

(e) Kortelings mag nie meer as 5 voet uitmekaar wees, met planke minstens 1½ duim dik.

(f) Paragraaf (v) (e) van hierdie regulasie geld nie vir platforms wat slegs ligte boumateriaal moet dra nie, maar in dié geval mag die kortelings nie meer as 6 voet 6 duim uitmekaar wees nie.

(vi) Geen platvormplank mag minder as 1½ duim dik wees nie.

F. *Leersteiers*.—(i) Leersteiers moet gebruik word vir ligte werk waarby min materiaal nodig is (bv. opknop, skilder, ens.).

(ii) Die lere wat as staanders vir leersteiers dien moet—

(a) sterk genoeg wees

(b) of—

(1) so diep soos nodig in die grond ingelaat word, na gelang van die aard van die grond;

(2) op stutvoete of planke geplant word sodat die twee staanders van elke leer stewig op die grondslag rus, en moet by die voet vasgebund word sodat hulle nie kan gly nie.

(iii) Indien 'n leer met 'n ander leer verleng word, moet hulle minstens 5 voet oormekaar lê en stewig vasgebund word.

G. *Stewigheid van paal-, gabbard- en leersteiers*.—(i) Steiers moet sterk genoeg verspan word.

(ii) Tensy dit 'n onafhanklike steier is, moet dit onbeweeglik aan die gebou vasgemaak word op geskikte vertikale en horisontale afstande.

(iii) As dit 'n onafhanklike steier is, moet minstens 'n derde van die kortelings in posisie bly totdat die steier finaal afgehaal word, en moet stewig aan die dwarsbalke of aan die staanders, na gelang van die geval, vas bly.

(iv) Alle strukture en uitrusting wat gebruik word om werkplatforms te ondersteun, moet stewig inmekaargesit wees op 'n vaste grondslag en moet deeglik gestut en verspan wees om hulle stewig te maak.

(v) Los stene, rioolpype, skoorsteenpype of ander ondoelmatige materiaal mag nie gebruik word by die oprig of stut van steiers nie.

H. *Vrydraende of kraansteiers*.—(i) Vrydraende of kraansteiers moet—

(a) deeglik van die binnekant af vasgesit en geanker wees;

(b) kraanbalke hê wat lank genoeg en dik genoeg is om hulle solied en stewig genoeg te maak; en

(c) behoorlik gestut en verspan wees.

(ii) Slegs soliede dele van geboue mag as steunpunte vir steiers gebruik word.

(iii) Indien werkplatforms rus op draers wat in die muur ingelaat is, moet die draers behoorlik verspan wees, dwarsdeur die muur gaan en stewig vasgemaak wees aan die ander kant.

I. *Klampsteiers*.—'n Klampsteier wat vasgehou word deur klemhake of lang spykers mag nie gebruik word nie tensy die klampe sterk genoeg is, van 'n geskikte metaal gemaak en stewig in die muur vasgesit is.

J. *Swaar hangsteiers met beweegbare platforms*.—(i) Swaar hangsteiers moet aan hierdie regulasie voldoen.

(ii) Kraanbalke moet—

(a) sterk genoeg en dik genoeg wees om die soliedheid en stewigheid van die steier te verseker;

(b) reghoekig met die bouvlak aangebring wees; en

(c) sorgvuldig gespaseer wees na gelang van kortelings of vloerysters.

(iii) Die draagarms moet só van die gebou af oorhang dat die platform nie meer as 4 duim van die bouvlak af hang nie.

(iv) (a) Die draagarms moet stewig aan die gebou vasgesit wees met boue of op 'n soortgelyke wyse.

(b) Ankerboue moet behoorlik aangedraai wees en moet die draagarms stewig aan die gebouaamwerk vashou.

(v) Draagarms mag nie deur middel van teengewigte vasgemaak word nie.

(vi) Stopboue moet aan die ent van elke draagarm geplaas word.

(vii) Die skakels wat die kables aan die draagarms vasmaak, moet vertikaal bokant die dromsentrum van die windas op die beweegbare platforms geplaas word. Die oog van die kabel moet in die middel van die gebuigde skakelband geplaas word.

(viii) Kortelings of vloerysters moet die platforms ondersteun en moet só vasgemaak word dat hulle nie kan verskuif nie. Vloerysters moet behoorlik gelas word deur middel van lasplate.

(ix) Die kables of draadtoue waaraan die steiers hang moet—

(a) te alle tye 'n veiligheidsfaktor van minstens 10 hê met betrekking tot die maksimum drag wat die toue moet dra;

(b) só lank wees dat daar by die laagste stand van die platform minstens twee windsels tou op elke drom oor is.

(x) Die steiermasjiene moet so saamgestel en geïnstalleer wees dat die bewegende dele maklik nagegaan kan word.

(xi) Skriftelike toestemming moet van die Raad verkry word vir alle afwykings van die bepalinge ten opsigte van swaasteiers wat in die Ooreenkoms voorgeskryf word, en so 'n steier moet ondersoek word deur die Raad of deur iemand wat die Raad vir dié doel aanstel, voordat werkmense daarop mag werk.

K. Light Suspended Scaffolds with Movable Platforms.—(i) Light suspended scaffolds shall comply with the provisions of this regulation.

(ii) The outriggers shall be of adequate length and cross-section and shall be properly installed and supported.

(iii) (a) The inside ends of the outriggers shall be firmly secured.
(b) The suspension ropes shall have a factor of safety of at least ten.

(iv) The maximum length of the platform shall be 26 feet.

(v) The platform shall hang on at least three ropes which shall not be more than ten feet apart. No intermediate rope shall at any time be tauter or slacker than either of the end ropes.

(vi) The pulley blocks shall be fastened to the platforms by stout iron bands which shall be properly secured, shall be continued round the sides and bottom of the platform, and shall have eyes in the iron to receive the ropes.

(vii) Suspended scaffolds on which the workers sit to work shall be provided with devices to keep the platform at a distance of at least 12 inches from the wall and to prevent the workers from knocking their knees against the wall if the scaffold swings.

L. Other Suspended Scaffolds.—(i) A skip, large basket, boat-swain's chair or similar equipment shall only be used as a suspended scaffold in exceptional circumstances for work of short duration; and under the supervision of a responsible person.

(ii) When such equipment is used as a suspended scaffold—

(a) it shall be supported by ropes having a safety factor of at least ten; based on the total load including the dead weight; and

(b) adequate precautions shall be taken to prevent the workers from falling out.

(iii) When a skip or large basket is used as a suspended scaffold—

(a) it shall be at least 2 ft. 6 in. deep; and

(b) it shall be carried by two strong iron bands which shall be securely fastened, shall be continued round the sides and bottom, and shall have eyes in the iron to receive the ropes.

M. Transport and Storage of Materials on Scaffolds. Distribution of the Load.—(i) In transferring heavy loads on or to a scaffold no sudden shock shall be transmitted to the scaffold.

(ii) The load on the scaffold shall be evenly distributed as far as is practicable and in any case shall be so distributed as to avoid any dangerous disturbance of the equilibrium.

(iii) During the use of a scaffold care shall constantly be taken that it is not overloaded and that materials are not unnecessarily kept upon it.

N. Installation of Lifting Gear on Scaffolds.—(i) When lifting gear is to be used on a scaffold—

(a) the parts of the scaffold shall be carefully inspected, and if need be, adequately strengthened;

(b) any movement of the putlogs shall be prevented; and

(c) if possible the uprights shall be rigidly connected to a solid part of the building at the place where the lifting gear is erected.

(ii) When the platform of the lifting gear does not move in guides or when the load is liable to come into contact with the scaffold during hoisting or lowering, a vertical hoarding shall be erected to the full height of the scaffold to prevent loads from being caught in the scaffold.

O. Examination of Scaffolds before use, especially Scaffolds Constructed by other Contractors.—Every scaffold, whether or not it has been erected by the employer whose workmen are about to use it:—

(a) shall before use be examined by a responsible person to whom the employer shall pay not less than the rate of pay and allowances as laid down in clause 4 (1) (c) to ensure more particularly—

(1) that it is in a stable condition;
(2) that the materials used in its construction are sound;
(3) that it is adequate for the purpose for which it is to be used; and

(4) that the necessary safeguards as laid down in this Agreement are in position; and

(b) shall during use be maintained in good condition.

P. Working Platforms.—(i) Every working platform which is more than 6 feet 6 inches above the ground or floor shall be closely boarded or planked.

(ii) (a) The width of the platform shall be adequate having regard to the nature of the work, and shall be such that at every part there is not less than 1 foot 6 inches clear passage free from fixed obstacles and deposited material.

(b) In no case shall the width of the platforms be less than—

(1) 1 foot 6 inches if the platform is used as a footing only and not for the deposit of any material;

(2) 3 feet if the platform is used for the deposit of material;

(3) 3 feet 9 inches if the platform is used for the support of any higher platform;

(4) 4 feet 6 inches if the platform is one upon which stone is dressed or roughly shaped;

(5) 5 feet if the platform is used for the support of any higher platform and is one upon which stone is dressed or roughly shaped.

(iii) The maximum width of a platform supported on putlogs shall not exceed 5 feet 6 inches.

(iv) Every working platform shall, if part of a pole or gabbard scaffold, be at least 3 feet 3 inches below the top of the standards.

K. Ligte hangsteiers met beweegbare platforms.—(i) Ligte hangsteiers moet aan hierdie regulasie voldoen.

(ii) Die draagarms moet lank en dik genoeg wees en moet behoorlik geïnstalleer en gestut wees.

(iii) (a) Die binne-ente van die draagarms moet stewig vasgemaak wees.

(b) Die hangtoue moet 'n veiligheidsfaktor van minstens 10 hê.

(iv) Die platform mag hoogstens 26 voet lank wees.

(v) Die platform moet hang aan minstens drie toue wat hoogstens tien voet uitmekaar mag wees. Die tou tussenin mag nooit stywer of slapper as die endtoue wees nie.

(vi) Die katrolblokke moet aan die platform vas wees met sterk ysterbande wat behoorlik vasgesit moet wees, moet om die kante en onderkant van die platform loop en moet oë in die yster hê vir die toue.

(vii) Hangsteiers waarop werkmense sit en werk moet toerusting hê wat die platform minstens 12 duim van die muur afhou en sodoende verhinder dat werkmense sul knieë teen die muur stamp as die steier swaai.

L. Ander hangsteiers.—(i) Hysbakke, groot mandjies, bootsmanstoele en dergelike uitrusting kan slegs in uitsonderlike gevalle, vir kort tydperke en onder toesig van 'n verantwoordelike persoon as hangsteiers gebruik word.

(ii) Wanneer sulke uitrusting as hangsteiers gebruik word—

(a) moet dit hang aan toue met 'n veiligheidsfaktor van minstens 10 met betrekking tot die totale drag, die dooie gewig inbegrepe;

(b) moet doeltreffende maatreëls getref word om te verhinder dat werkmense uitval.

(iii) Wanneer 'n hysbak of groot mandjie as hangsteier gebruik word—

(a) moet dit minstens 2 vt. 6 dm. diep wees; en

(b) gedra word deur twee sterk, deeglik vasgemaakte ysterbande, om die kante en onderkant loop en oë in die yster hê vir die toue.

M. Vervoer en berging van materiaal op steiers. Verspreiding van gewig.—(i) Swaar dragte moet nie op so 'n manier op steiers geplaas word dat dit 'n skielike skok veroorsaak nie.

(ii) Die gewig op die steier moet suver doenlik eweredig versprei word en moet in elk geval nie die ewewig in 'n gevaarlike mate versteur nie.

(iii) By gebruik van 'n steier moet daar voortdurend gewaak word teen oorlaaiing en daar moet sorg gedra word dat daar nie onnodige materiaal op die steier gehou word nie.

N. Installering van hystoerusting op 'n steier.—(i) Wanneer hystoerusting op 'n steier gebruik gaan word—

(a) moet die dele van die steier sorgvuldig ondersoek en, indien nodig, genoegsaam versterk word;

(b) alle bewegings van die kortelings moet verhoed word;

(c) indien moontlik moet die standers onbeweeglik vasgesit word aan 'n soliede gedeelte van die gebou op die plek waar die hystoerusting aangebring word.

(ii) Wanneer die platform van die hystoerusting nie met 'n lei-katrol beweeg nie of wanneer die vraag maklik met die steier in aanraking kan kom terwyl dit gehys of laat sak word, moet 'n vertikale afskorting aangebring word tot die volle hoogte van die steier om te verhoed dat vragte daarin vas raak.

O. Nagaan van steiers vóór gebruik, veral steiers wat deur ander kontrakteurs opgerig is.—Elke steier, hetsy dit opgerig is deur die werkgewer wie se werkmense dit gaan gebruik of nie—

(a) moet vóór gebruik ondersoek word deur 'n verantwoordelike persoon wat minstens die loon en toelae moet ontvang wat in klousule 4 (1) (c) voorgeskryf word, om in die besonder seker te maak dat—

(1) dit stewig is;

(2) goeie materiaal daarvoor gebruik is;

(3) dat dit beantwoord aan die doel waarvoor dit gebruik gaan word;

(4) dat die nodige veiligheidsmaatreëls getref is, soos in hierdie Ooreenkoms voorgeskryf;

(b) dit gedurende gebruik in goeie kondisie gehou word.

P. Werkplatforms.—(i) Werkplatforms meer as 6 voet 6 duim bo die grond moet van digte planke wees.

(ii) (a) Die wydte van die platform moet aangepas wees by die aard van die werk, en daar moet op elke deel minstens 1 voet 6 duim vrye deurgang wees waar daar nie vaste struikelblokke of materiaal is nie.

(b) Die wydte van die platform mag in geen geval minder as die volgende wees nie:—

(1) 1 voet 6 duim as die platform slegs as staanplek gebruik word en nie vir die neersit van materiaal nie;

(2) 3 voet as die platform vir die neersit van materiaal gebruik word;

(3) 3 voet 9 duim as die platform 'n hoër platform steun;

(4) 4 voet 6 duim as klip op die platform bewerk of rofweg gevorm word;

(5) 5 voet as die platform 'n hoër platform steun en klip boon-op daarop bewerk of rofweg gevorm word.

(iii) 'n Platform wat deur kortelings gesteun word, mag nie meer as 5 voet 6 duim wyd wees nie.

(iv) 'n Werkplatform wat deel uitmaak van 'n paal- of gabbardsteier moet minstens 3 voet 3 duim onderkant die top van die standers wees.

(v) Boards or planks which form part of a working platform or which are used as toe-boards shall—

- (a) be of a thickness which is such as to afford adequate security having regard to the distance between the putlogs which shall in no case be less than 1½ inches; and
- (b) be of a width not less than six inches.

(vi) No board or plank which forms part of a working platform shall project beyond its end support to a distance exceeding four times the thickness of the board or plank.

(vii) Where barrows are being used on a scaffold or platform, boards or planks shall not overlap one another unless precautions such as the provision of bevelled pieces are taken to facilitate the movement of barrows.

(viii) Every board or plank which forms part of a working platform shall rest on at least three supports, unless the distance between the putlogs and the thickness of the board or plank are such as to exclude all risk of tipping or undue sagging.

(ix) Platforms shall be so constructed that the boards or planks cannot be displaced in consequence of normal use.

(x) Whenever possible a platform shall extend at least two feet beyond the end of the wall of the building.

(xi) Every part of a working platform or working place from which a person is liable to fall a distance exceeding 15 feet shall be provided—

- (a) with a suitable guard-rail or guard-rails having a cross-section of at least 9 square inches fixed at least 3 feet 3 inches above the platform or above any raised standing place on the platform and so that the vertical opening below any guard-rail does not exceed 3 feet 3 inches. In the case of a tubular scaffold a tubular guard-rail shall be provided and fixed at least 3 feet 3 inches above the platform or above any raised standing place on the platform so that the vertical opening below any guard-rail does not exceed 3 feet 3 inches.
- (b) With toe-boards which are of sufficient height to prevent the fall of materials and tools from the platform and in no case less than 6 inches high and are as close as possible to the platform.

(xii) Guard-rails, toe-boards and other safeguards used on a scaffold platform shall be maintained in position, except that they may be removed for the time and to the extent required to allow the access of persons or the transport or shifting of materials.

(xiii) The guard-rail and toe-boards used on a scaffold platform shall be placed on the inside of the uprights.

(xiv) The platforms of suspended scaffolds shall be provided with guard-rails and toe-boards on all sides, subject to the reservations that—

- (a) on the side facing the wall the guard-rail need not be at a height of more than 2 feet 6 inches if the work does not allow a greater height;
- (b) the guard-rail and toe-boards shall not be compulsory on the side facing the wall if the workers sit on the platform to work; but in such case the platform shall be provided with cables, ropes or chains affording the workers a firm handhold and capable of holding any worker who may slip.

(xv) The space between the wall and the platform shall be as small as practicably possible except where workmen sit on the platform during their work, in which case it shall not exceed 1 foot 6 inches.

Q. Gangways, Runs and Stairs.—(i) Every gangway or run any part of which is more than 6 feet 6 inches above the ground or floor shall be—

- (a) closely boarded or planked; and
- (b) at least 1 foot 9 inches wide.

(ii) The maximum slope of any gangway or run shall be 1 foot 6 inches per 3 feet.

(iii) Where the gangway or run is used for the passage of materials there shall be maintained a clear passageway which—

- (a) is adequate in width for transport of materials without the removal of the guard-rails and toe-boards; and
- (b) is in any case of a width not less than 2 feet.

(iv) All planks forming a gangway or run shall be so fixed and supported as to prevent undue or unequal sagging.

(v) When the slope renders additional foothold necessary, and in every case where the slope is more than 10 inches per yard, there shall be proper stepping laths which shall—

- (a) be placed at suitable intervals; and
- (b) be the full width of the gangway, except that they may be interrupted over a breadth of 4 inches to facilitate the movement of barrows.

(vi) Stairs shall be provided with guard-rails throughout their length.

(vii) Gangways, runs and stairs from which a person is liable to fall a distance exceeding 6 feet 6 inches shall be provided—

- (a) with a suitable guard-rail or guard-rails having a cross-section of at least 9 square inches fixed at least 3 feet 3 inches above the gangway, run or stair and so that the vertical opening below any guard-rail does not exceed 3 feet 3 inches; and
- (b) with toe-boards which are of sufficient height to prevent the fall of material and tools from the gangway, run or stair and in no case less than 6 inches high, and are as close as possible to the gangway, run or stair.

(v) Planke wat deel uitmaak van 'n werkplatform of wat as vastrapplekke gebruik word, moet—

- (a) dik genoeg wees om veiligheid te verseker met betrekking tot die afstand tussen die kortelings, en in geen geval minder as 1½ duim nie;
- (b) minstens 6 duim wyd wees.

(vi) Geen plank wat deel uitmaak van 'n werkplatform mag meer as viermaal sy dikte anderkant sy eindsteunpunt uitsteek nie.

(vii) Wanneer kruitwaens op 'n steier of platform gebruik word, mag die planke nie oormekaar lê nie tensy voorsorgsmaatreëls, bv. die verskaffing van skuins kante, getref word om die stoot van kruitwaens te vergemaklik.

(viii) Elke plank wat deel uitmaak van 'n werkplatform moet op minstens drie steunpunte rus tensy die afstand tussen die kortelings en die dikte van die plank só is dat daar geen gevaar bestaan dat die planke sal wip of te veel buig nie.

(ix) Platforms moet só gemaak wees dat die planke onmoontlik tydens normale gebruik kan verskuif.

(x) Indien moontlik moet 'n platform minstens twee voet uitsteek anderkant die end van die muur.

(xi) By alle dele van 'n werkplatform of werkplek waar 'n persoon meer as 15 voet kan val, moet die volgende aangebring word:—

- (a) 'n Geskikte leuning of leunings minstens 9 vk. dm. in deursnee en minstens 3 voet 3 duim bokant die platform of 'n hoër staanplek daarop, sodat die vertikale opening onderkant die leuning hoogstens 3 voet 3 duim is. In die geval van 'n pypsteier moet 'n pypleuning minstens 3 voet 3 duim bokant die platform of 'n hoër staanplek daarop aangebring word sodat die vertikale opening onderkant die leuning hoogstens 3 voet 3 duim is;
- (b) vastrapplekke wat hoog genoeg is om te verhoed dat materiaal of gereedskap van die platform afval, altyd minstens 6 duim hoog en so naby moontlik aan die platform.

(xii) Leunings, vastrapplekke en ander voorsorgsmaatreëls op 'n steierplatform moet in posisie gehou word, buiten vir net so lank as wat nodig is om persone te laat opklim of om materiaal te vervoer of verskuif.

(xiii) Die leunings en vastrapplekke op 'n steierplatform moet binnekant die staanders geplaas word.

(xiv) Die platforms van hangsteiers moet aan alle kante leunings en vastrapplekke hê, met die volgende voorbehoude:—

- (a) Aan die muurkant hoef die leuning nie meer as 2 voet 6 duim hoog te wees as die werk nie 'n hoër leuning toelaat nie;
- (b) die leuning en vastrapplekke aan die muurkant is nie verpligtend wanneer die werkmense op die platform sit en werk nie, maar in dié geval moet die platform voorsien wees van kables, toue of kettings waaraan die werkmense kan vashou en wat 'n werksman wat gly, kan vashou.

(xv) Die ruimte tussen die muur en die platform moet so klein as moontlik wees, buiten wanneer die werkmense op die platform sit om hul werk te verrig; in dié geval mag dit hoogstens 1 voet 6 duim wees.

Q. Loopplanke en trappe.—(i) Loopplanke waarvan enige deel meer as 6 voet 6 duim bo die grond is, moet—

- (a) met planke toegemaak; en
- (b) minstens 1 voet 9 duim wyd wees.

(ii) 'n Skuins loopplank mag nie meer as 1 voet 6 duim per 3 voet val nie.

(iii) Wanneer materiaal langs die loopplank vervoer word, moet 'n oop gang gelaat word wat—

- (a) wyd genoeg is om materiaal deur te vervoer sonder om leunings of vastrapplekke te verwyder;
- (b) in elke geval minstens 2 voet wyd is.

(iv) Planke waaruit 'n loopplank bestaan, moet op so 'n wyse vasgesit en gestut word dat hulle nie te veel of oneweredig buig nie.

(v) Wanneer dit so skuins is dat ekstra vastrapplek nodig is, en in alle gevalle waar die val meer as 10 dm. per jaart is, moet daar behoorlike trapplankies wees—

- (a) op geskikte afstande;
- (b) die volle wydte van die loopplank, buiten dat hulle 'n opening van 4 duim mag hê om die stoot van kruitwaens te vergemaklik.

(vi) Trappe moet leunings hê langs hulle hele lengte.

(vii) Loopplanke en trappe waarvandaan iemand meer as 6 voet 6 duim kan val, moet van die volgende voorsien word:—

- (a) 'n Geskikte leuning/s van minstens 9 vk. dm. deursnee, minstens 3 voet 3 duim bokant die loopplank of trap sodat die vertikale opening onderkant die leuning hoogstens 3 voet 3 duim is; en
- (b) vastrapplekke wat hoog genoeg is om te verhinder dat materiaal of gereedskap van die loopplank of trap afval, en in geen geval minder as 6 duim hoog, en so na-aan die loopplank of trap as moontlik.

R. General Provisions Concerning Platforms, Gangways, Runs and Stairs.—(i) Every platform, gangway, run or stairway shall be kept free from any unnecessary obstruction, rubbish, etc.
(ii) Precautions shall be taken to prevent any platform, gangway, run or stairway from becoming slippery.

(iii) No part of a working platform, gangway or run shall be supported by loose bricks, drain pipes, chimney pots or other loose or unsuitable material.

(iv) No working platform, gangway or run shall be supported by an eaves gutter, a balcony or its coping, a lightning conductor or other unsuitable parts of a building.

(v) No working platform, gangway or run shall be used for working upon until its construction is complete according to these regulations and the prescribed safeguards properly fixed.

S. Trestle Scaffolds.—(i) There shall not be used any trestle scaffold which—

- (a) is of more than two tiers; or
- (b) exceeds a height of 10 feet from the ground or floor; or
- (c) is erected on a suspended scaffold.

(ii) The width of a trestle scaffold erected on a platform shall be such as to leave sufficient unobstructed space on the platform for the transport of materials or the passage of persons.

(iii) Trestles shall be firmly fixed so as to prevent displacement.

T. Ladders.—(i) Every ladder used as a means of communication shall rise at least 3 feet 3 inches above the highest point to be reached by any person using the ladder or one of the up-rights shall be continued to that height to serve as a hand-rail at the top.

(ii) Ladders shall not stand on loose bricks or other loose packing but shall have a level and firm footing.

(iii) Every ladder—

- (a) shall be securely fixed so that it cannot move from its top or bottom points of rest; or
- (b) if it cannot be secured at the top, shall be securely fastened at the base; or
- (c) if fastening at the base is also impossible, shall have a man stationed at the foot to prevent slipping.

(iv) The undue sagging of ladders shall be prevented.

(v) Ladders shall be equally and securely supported on each upright.

(vi) Where ladders connect different floors—

- (a) the ladders shall be staggered; and
- (b) a protective landing with the smallest possible opening shall be provided at each floor.

(vii) A ladder having a missing or defective rung shall not be used.

(viii) No ladder having any rung which depends for its support on nails, spiked or other similar fixing shall be used.

(ix) Wooden ladders shall be constructed with—

- (a) uprights of adequate strength, made of wood free from visible defects and having the grain of the wood running lengthwise; and
- (b) rungs made of wood free from visible defects and mortised into the uprights, to the exclusion of any rungs fixed only by nails.

U. Fencing of Openings.—(i) Every opening left in a floor of a building or in a working platform for an elevator shaft or stairway, or for the hoisting of material, or for access by workmen or for any other purpose shall be provided—

- (a) with a suitable guard-rail or guard-rails having a cross-section of at least 9 square inches fixed at least 3 feet 3 inches above the floor or platform, and so that the vertical opening below any guard-rail does not exceed 3 feet;

- (b) with toe-boards which are of sufficient height to prevent the fall of materials and tools from the floor or platform and in no case less than 6 inches high and are as close as possible to the floor or platform.

(ii) Every opening in a wall which is less than 3 feet from the floor or platform shall be provided—

- (a) with a suitable guard-rail or guard-rails, having a cross-section of at least 9 square inches and fixed at least 3 feet 3 inches above the floor or platform; and so that the vertical opening below any guard-rail does not exceed 3 feet; and

- (b) when necessary, with toe-boards which are of sufficient height to prevent the fall of material and tools and in no case less than 6 inches high and are as close as possible to the floor or platform or to the lower side of the opening.

(iii) The fencing of openings shall, except in so far as its removal is permitted by the following paragraph, remain in position until it becomes necessary to remove it in order to complete the permanent enclosure.

(iv) The fencing of openings shall not be removed except for the time and to the extent required to allow the access of persons or the transport or shifting of materials and shall be replaced immediately after.

(v) When work is done on or over open joisting, the joisting shall be securely boarded over or other effective measures shall be taken to prevent falls of persons.

V. Roof Work.—(i) No person shall be employed on any roof on which, by reason of the pitch, the nature of the surface, or the state of the weather, there is a risk of falling, unless suitable precautions are taken to prevent the fall of persons or materials.

R. Algemene bepalingen vir platforms, loopplanke, en trappe.—(i) Daar moet gewaak word teen onnodige versperrings, rommel, ens., op platforms, loopplanke en trappe.

(ii) Voorsorgsmaatreëls moet getref word om te verhinder dat 'n platform, loopplank of trap glierig word.

(iii) Geen deel van 'n werkplatform of loopplank mag deur middel van los stene, rioolpype, skoorsteenpotte of ander los of ongeskikte materiaal gestut word nie.

(iv) Geen werkplatform of loopplank mag gestut word op 'n geut, balkon of balkonleuning, weerligafleier of deur 'n ander ongeskikte deel van die gebou gestut word nie.

(v) Geen werkplatform of loopplank mag in gebruik geneem word totdat die konstruksie daarvan volgens hierdie regulasies voltooi en al die voorgeskrwe veiligheidsroerusting aangebring is nie.

S. Boksteiers.—(i) Geen boksteiers mag gebruik word wat—

- (a) meer as twee lae hoog is; of
- (b) meer as 10 voet van die grond of vloer af is; of
- (c) op 'n hangsteier opgerig is nie.

(ii) As 'n boksteier op 'n platform opgerig word, moet dit genoeg ruimte laat vir die deurgang van materiaal of persone.

(iii) Bokke moet stewig vasgesit word om verskuiwing te verhoed.

T. Lere.—(i) 'n Verbindingsleer moet minstens 3 voet 3 duim uitsiy bo die hoogste punt wat bereik moet word deur die persoon wat dit gebruik, of een van die staanders moet tot dié hoogte verleng word om bo as handleuning te dien.

(ii) Lere moet nie op los stene of ander los materiaal staan nie, maar op 'n vaste en gelyke oppervlakte.

(iii) 'n Leer moet—

- (a) stewig vasgemaak word sodat dit nie bo of onder kan verskuif nie;
- (b) as dit nie bo vasgemaak kan word nie, dan baie stewig onder;
- (c) as dit onder ook nie vasgemaak kan word nie, aan die voet deur iemand opgepas word sodat dit nie gly nie.

(iv) Lere mag nie te veel buig nie.

(v) Die twee staanders van 'n leer moet sterk, en ewe sterk wees.

(vi) Wanneer 'n leer van een verdieping na 'n ander lei—

- (a) moet die lere verspring word;
- (b) moet 'n beskermende trappertaal, met die opening so klein as moontlik, by elke verdieping aangebring word.

(vii) Lere met ontbrekende of swak sporte mag nie gebruik word nie.

(viii) 'n Leer met 'n sport wat met spykers, tande of soortgelyke middels vasgesit is, mag nie gebruik word nie.

(ix) Houtlere moet bestaan uit—

- (a) sterk staanders gemaak van hout sonder sigbare defekte en met die draad van die hout in die lengte; en
- (b) sporte van hout sonder sigbare defekte en met tappe in die staanders vasgesit, nooit net met spykers nie.

U. Afsluiting van openings.—(i) Openings in die vloer van 'n gebou of in 'n werkplatform vir die durgang van 'n hysbakskag of trap, vir die ophys van materiaal, toegang deur werksmense of enige ander doel, moet van die volgende voorsien wees—

- (a) 'n geskikte leuning of leunings met 'n deursnee van minstens 9 vierkante duim; vasgesit minstens 3 voet 3 duim bokant die vloer of platform sodat die vertikale opening onderkant die leuning nie meer as 3 voet is nie;

- (b) vastrapplekke wat hoog genoeg is om te verhinder dat materiaal en gereedskap van die vloer of platform afval, in geen geval minder as 6 duim hoog nie en so naby die vloer of platform as moontlik.

(ii) Openings in 'n muur minder as 3 voet van die vloer of platform af, moet van die volgende voorsien wees:—

- (a) 'n Geskikte leuning of leunings met 'n deursnee van minstens 9 vierkante duim, vasgesit minstens 3 voet 3 duim bokant die vloer of platform sodat die opening onderkant die leuning hoogstens 3 voet is; en

- (b) indien nodig, vastrapplekke wat hoog genoeg is om te verhinder dat materiaal en gereedskap van die vloer of platform afval, in geen geval minder as 6 duim hoog nie en so naby die vloer, platform of onderkant van die opening as moontlik.

(iii) Die afsluiting voor 'n opening moet, buiten waar dit kragtens die volgende paragraaf verwyder kan word, in posisie gelaat word totdat dit weggeneem moet word om die vaste bouwerk te voltooi.

(iv) Die afsluiting voor 'n opening mag slegs verwyder word vir sover dit nodig is om persone of materiaal deur te laat, en moet onmiddellik daarna teruggeplaas word.

(v) Wanneer daar op of bokant oop steunbalke gewerk word, moet planke dig oor die steunplanke geplaas of ander paslike maatreëls getref word om te verhoed dat enigiemand deurval.

V. Dakwerk.—(i) Niemand mag toegelaat word om te werk op 'n dak waarop daar weens die skuinste, aard van die oppervlakte of weersomstandighede gevaar is om te val nie, tensy paslike voorsorgsmaatreëls getref is om te verhoed dat persone of materiaal afval.

(ii) On glass roofs, or on asbestos roofs, or roofs covered with fragile materials special precautions shall be taken to prevent the workers from inadvertently stepping on them and to facilitate the safe carrying out of repairs.

(iii) (a) When work is performed on any roof extensively, which has a pitch of over 34 (2:3) or is slippery, the following provisions whenever possible shall apply:—

- (1) Suitable guard-rails shall be provided.
- (2) A suitable working platform securely supported and of a width of not less than 1 foot 6 inches shall be provided; and
- (3) suitable, sufficient and properly secured ladders, duck ladders or crawling boards shall be provided.

(b) Whenever it is impossible in the opinion of the Council to provide the facilities specified in sub-paragraph (a)—

- (1) safety belts with ropes enabling the wearers to lash themselves to a solid structure shall be supplied to the worker and used by them; and
- (2) if the safety rope cannot be fixed to a solid structure, a second person shall be provided to hold the rope in a secure manner.

W. Miscellaneous Provisions.—(i) Any part of the premises where any person at work or passing is liable to be struck by materials, tools, or other articles falling more than 11 feet shall be covered in such a manner as to protect such persons, unless other effective steps are taken to prevent falls of objects from such heights.

(ii) Scaffold materials, tools, or other objects shall not be thrown down but shall be properly lowered.

(iii) Safe means of access shall be provided to all working platforms and other working places.

(iv) Every working-place and other place to which access is required for any person and every means of approach thereto shall be efficiently lighted.

(v) When necessary, special lighting shall be provided at all parts of scaffolds and structures where materials are hoisted.

(vi) During all construction, repair, alteration, maintenance or demolition of buildings, all necessary precautions shall be taken to prevent the workers from coming into contact with live electric wires or equipment, including low tension wires and equipment.

(vii) Protruding nails shall be knocked in or removed from all materials used in the construction of scaffolding or falsework.

(viii) No materials on the site shall be so stacked or placed as to cause danger to any person.

X. General Provisions.—(i) Every part of the structure, working gear and anchoring and fixing appliances of every crane, crab and winch and of all other hoisting machines and tackle shall—

- (a) be of good mechanical construction, sound material and adequate strength and substance and free from defect;
- (b) be kept in good repair and in good working order; and
- (c) as far as the construction permits be examined in position at least one in every week by the driver or other competent person.

(ii) Adequate steps shall be taken to ascertain the safe working load of every hoisting appliance.

(iii) The maximum safe working load shall be plainly marked—

- (a) upon every crab, winch and pulley block used in the hoisting or lowering of any load;
- (b) upon every derrick, pole or mast used in the hoisting or lowering of any load weighing 2,000 lb. or more; and
- (c) upon every crane.

(iv) In the case of a crane fitted with a derricking jib, the safe working load at various radii of the jib shall be plainly marked upon it.

(v) A crane, crab, winch or any other hoisting appliance or any part of such appliance, shall not, except as permitted by the following paragraph, be loaded beyond the safe working load.

(vi) For the purpose of making tests of a crane or other hoisting appliances or gear the safe working load may be exceeded by such amount as the competent person appointed to carry out the tests may authorise.

(vii) During hoisting operations effective precautions shall be taken to prevent any person from standing or passing under the load.

(viii) No load shall be left suspended from a hoisting appliance unless there is a competent person actually in charge while the load is so suspended.

(ix) No person under 18 years of age shall be in control of any hoisting machine, including any scaffold winch, or give signals to the operator.

(x) Under normal working conditions one person only shall be appointed as being responsible for the giving of all signals to the crane driver.

(xi) When any hoisting or lowering is performed by means of a crane and the crane driver or person operating the crane is unable to see the load in all its positions, one or more lookout or signal men shall be stationed so as to see the load throughout its travel and give the necessary signals to the crane driver or person operating the crane.

(xii) (a) For each operation to be performed there shall be a distinctive signal of such a character that the person to whom it is given shall be able to hear or see it easily.

(b) Where a sound, colour or light signal is used, it shall be made by an efficient device.

(c) Every signal wire shall be adequately protected from accidental interference.

(ii) Op glas- of asbesdakke of dakke wat bedek is met breekbare materiaal moet spesiale voorsorgsmaatreëls getref word om te verhinder dat werksmense per ongeluk daarop trap en om te verseker dat herstelwerk met veiligheid uitgevoer kan word.

(iii) (a) Wanneer werk oor 'n uitgebreide oppervlakte uitgevoer word op 'n dak wat baie skuins is [meer as 34 (2:3)] of wat glierig is, moet onderstaande bepalings vir sover moontlik nagekom word:—

- (1) Geskikte leunings moet verskaf word.
- (2) 'n Geskikte werkplatform, stewig gestut en minstens 1 voet 6 duim wyd, moet verskaf word; en
- (3) genoeg geskikte, stewig vasgemaakte lere, planklere en kruipplanke moet verskaf word.

(b) Wanneer dit na die Raad se mening onmoontlik is om die geriewe te verskaf wat in subparagraaf (a) voorgeskryf word—

- (1) moet werkers voorsien word van reddingsgordels met toue waarmee die werker hom aan 'n soliede punt moet vasmaak en wat hy verplig word om te gebruik; en
- (2) indien die veiligheidstou nie aan 'n soliede punt vasgemaak kan word nie, moet 'n tweede persoon aangesê word om die tou veilig vas te hou.

W. Ander bepalings.—(i) Plekke waar werkers of verbygangers beseer kan word deur materiaal, gereedskap of ander artekeis wat meer as 11 voet val, moet bedek word om dié persone te beskerm tensy ander doeltreffende stappe gedoen kan word om te verhoed dat voorwerpe van sulke hoogtes afval.

(ii) Steiermateriaal, gereedskap en ander voorwerpe mag nie afgegooi word nie, maar moet behoorlik neergelaat word.

(iii) Veilige toegang moet verskaf word tot werkplatforms en ander werkplekke.

(iv) Werkplekke waartoe enigiemand toegang moet hê en alle toegangspunte daartoe moet genoegsaam verlig wees.

(v) Indien nodig moet spesiale beligting verskaf word by dele van steiers en bouwerke waar materiaal opgeheys word.

(vi) Gedurende die bou, herstel, verandering, instandhou en sloop van geboue moet alle nodige voorsorgsmaatreëls getref word om te verhoed dat werkers met lewendige elektriese drade en toerusting in aanraking kom, met inbegrip van laagspanning-drade en -toerusting.

(vii) Uitstekende spykers in materiaal wat vir steiers of ryswerk gebruik word, moet of ingeslaan of verwyder word.

(viii) Materiaal op die bouterrein mag nie so geplaas of opgestapel word dat dit vir enigiemand gevaarlik is nie.

X. Algemene bepalings.—(i) Alle dele van die struktuur, werk- en ankertoerusting van elke hyskraan, loopkat en windas en alle ander hystoerusting moet—

- (a) meganies deeglik en foutloos, van goeie materiaal en sterk genoeg wees;
- (b) in goeie orde gehou word;
- (c) sover die konstruksie dit toelaat, minstens een maal per week waar dit staan, ondersoek word deur die bediener of 'n ander bevoegde persoon.

(ii) Betroubare stappe moet gedoen word om vas te stel wat die veilige werkvrage van elke stuk hystoerusting is.

(iii) Die maksimum veilige werkvrage moet duidelik aangeteken word—

- (a) op elke loopkat, windas en katrolblok wat by die ophys of neerlaat van vrage gebruik word;
- (b) op elke kraan, paal of mas wat gebruik word vir die ophys of neerlaat van vrage van 2,000 lb. of meer;
- (c) op elke hyskraan.

(iv) In die geval van 'n hyskraan wat 'n laai-arm het, moet die veilige werkvrage by verskillende straallengtes van die draagarm duidelik daarop aangeteken word.

(v) Buiten soos in die volgende paragraaf toegelaat word, mag geen hyskraan, loopkat, windas of ander hystoerusting of deel daarvan bo die veilige werkvrage gelaai word nie.

(vi) Vir toetsdoeleindes kan die veilige werkvrage van 'n hyskraan of ander hystoestel oorskry word met die hoeveelheid wat toegelaat word deur die bevoegde persoon wat die toets uitvoer.

(vii) Tydens hyswerk moet doeltreffende stappe gedoen word om te verhoed dat iemand onder die vrage staan of verbygaan.

(viii) Geen vrage mag aan 'n hystoestel gelaat word nie tensy 'n bevoegde persoon in beheer is terwyl die vrage daar hang.

(ix) Niemand onder 18 jaar mag 'n hystoestel, met inbegrip van 'n steierwindas, beheer of tekens aan die bediener gee nie.

(x) In normale werksomstandighede mag slegs een verantwoordelike persoon benoem word om alle tekens aan die hyskraanbediener te gee.

(xi) Wanneer die hyskraanbediener tydens hyswerk nie die vrage in alle posisies kan sien nie, moet een of meer wagte aangestel word om die vrage die hele tyd in die oog te hou om die nodige tekens aan die hyskraanbediener te gee.

(xii) (a) Vir elke hyswerksaamheid moet daar 'n onderskeidende teken wees van so 'n aard dat die persoon aan wie dit gegee word, dit maklik kan sien of hoor.

(b) Wanneer 'n klank-, kleur- of ligteken gebruik word, moet dit deur 'n betroubare toestel gegee word.

(c) Sinjaaldrade moet behoorlik beskerm word teen ongelukke.

(xiii) Motors, gearing, transmissions, electric wiring and other dangerous parts of hoisting appliances shall be provided with efficient safeguards which shall not be removed while the machine or apparatus is in use. If the safeguards have to be removed they shall be replaced as soon as possible by the persons removing them and in any case before the machines and apparatus are again taken into normal service.

(xiv) The driver of every crane or similar hoisting appliance shall be provided with a safe and covered stand, cab or cabin.

(xv) (a) Where reasonably practicable the driver's cab on every crane or other hoisting machine shall, before the crane or other hoisting machine is put into general use, be completely erected or adequate provision made for the protection of the driver from the weather.

(b) During cold weather the cabin of every power-driven crane or other hoisting appliance in use shall be adequately heated by suitable means.

Y. Winches, Crabs and Pulleys.—(i) Every part of the framework of every crab or winch, including the bearers, shall be of metal.

(ii) When wire ropes are used, the diameter of the pulleys or drums shall not be less than 400 times the diameter of the wires in the rope excluding the core of the rope.

(iii) When winch drums are grooved—

(a) the radius of the grooves shall be approximately the same as, but not less than, the radius of the rope; and

(b) the pitch of the grooves shall not be less than the diameter of the rope.

(iv) Winch drums shall be provided with flanges that prevent the rope from slipping off the drum.

(v) Every crane, crab and winch shall be provided with an efficient brake or brakes and with any other safety device required to prevent the fall of the load when suspended.

(vi) On every crab or winch the control lever shall be provided with a suitable locking device.

(vii) On steam-driven lifting engines the lever controlling the link motion reversing gear shall be provided with a suitable spring-lock arrangement.

Z. Suspension and Attachment.—(i) All cables or ropes used on hoisting appliances for raising or lowering materials shall be long enough to leave at least two turns on the drum at every operating position of the appliance.

(ii) No rope shall be used over a groove drum or pulley if its diameter exceeds the pitch of the drum grooves or the width of the pulley groove.

(iii) Wire ropes shall be such as to have a factor of safety of at least six under the maximum load. In calculating the dimensions of wire ropes the ropes shall be assumed to be under tensile stress only.

(iv) No chain or wire rope which has a knot tied in it shall be used for raising or lowering any load.

(v) Every hoisting or derricking rope or chain shall be securely fastened to the barrel or the crane, crab or winch with which it is used.

(vi) Every temporary attachment or connection of a rope, chain or other appliance used in the erection or dismantling of a crane shall be adequate and secure.

(vii) Every rope used in hoisting or lowering or as a means of suspension shall be of suitable quality and adequate strength and in good condition.

(viii) Every chain, ring, hook, shackle, swivel and pulley block used for hoisting or lowering, or as a means of suspension shall have been tested and be marked in plain figures and letters with the safe working load and an identification mark.

(ix) No gear used for attachment or as a means of suspension shall be loaded beyond its safe working load, except for the purpose of making tests.

(x) Every chain, ring, hook, shackle and swivel used in hoisting or lowering or as a means of suspension which has been lengthened, altered or repaired by welding shall be adequately tested and examined before being again taken into use.

(xi) Every hook used for hoisting or lowering shall either—

(a) be provided with an efficient catch to prevent the displacement of the sling or load from the hook; or

(b) be of such shape as to reduce as far as possible the risk of such displacement.

(xii) The parts of hooks liable to come into contact with ropes or chains during the raising or lowering of loads shall be rounded.

(xiii) Where double or multiple slings are used for hoisting or lowering purposes the upper ends of the slings shall be connected by means of a shackle or ring and not be put separately into a lifting hook; this requirement shall not apply when the total load lifted is less than one-half of the safe working load of the hook.

(xiv) When bulky objects are being raised or lowered the maximum safe load of slings shall be determined with reference, not only to their strength, but also to the angle of the legs.

(xv) Sharp edges of a load shall not be in contact with slings, ropes or chains.

(xvi) All chains, ropes, slings and other gear used for hoisting or lowering or as a means of suspension shall be periodically examined by a competent person and this person's findings shall be entered on a certificate or in a special register; which shall be in a log book accessible for scrutiny by the Council or its appointee.

Aa. Cranes.—(i) The stage for every crane shall be built of sound material and be of good mechanical construction having regard to its height and position and to the lifting and reaching capacity of the crane.

(xiii) Motors, ratwerk, transmissie, elektriese bedrading en ander gevaaropunte aan 'n hystoestel moet beskerm word, en die beskerming mag nie verwyder word terwyl die toestel in werking is nie. Indien dit verwyder moet word, moet dit so gou moontlik teruggeplaas word deur dieselfde persoon, in elk geval voordat die toestel weer in normale gebruik geneem word.

(xiv) Die bediener van 'n hyskraan of soortgelyke hystoestel moet 'n veilige, bedekte staanplek of hokkie hê.

(xv) (a) Waar doenlik moet die bedienershokkie op 'n hyskraan of ander hystoestel voltooi word, of ander voorsorg teen weersomstandighede gemaak word, voordat die hyskraan in algemene gebruik geneem word.

(b) Tydens koue weer moet die bedienershokkie van 'n krag-hyskraan of ander hystoestel doeltreffend verwarm word terwyl die toestel in gebruik is.

Y. Windasse, loopkatte en katrolle.—(i) Die hele raamwerk van 'n loopkat of windas, ook die draagarms moet van metaal wees.

(ii) Wanneer draadtoue gebruik word, moet die katrolle of dromme minstens 400 maal die deursnee van die draad in die tou hê, met uitsondering van die kern van die tou.

(iii) Wanneer windas dromme gleuwe het—

(a) moet die groewe ongeveer, en minstens, dieselfde deursnee hê as die tou;

(b) die steeklyn van die groewe moet minstens dieselfde wees as die deursnee van die tou.

(iv) Windas dromme moet uitstaande rande hê sodat die tou nie kan afgly nie.

(v) Elke hyskraan, loopkat en windas moet 'n doeltreffende rem/me hê en enige ander veiligheidsmaatreël om te verhinder dat die wag val wanneer dit in die lug is.

(vi) Die beheerhefboom aan 'n loopkat of windas moet 'n geskikte sluittoestel hê.

(vii) By stoomhystoestelle moet die hefboom wat die omkeering rigting beheer, voorsien wees van 'n geskikte sluitveertoestel.

Z. Bepalings i.s. hang en vasmaak.—(i) Kabels en dromme aan hystoerusting vir die hys of neerlaat van materiaal moet lank genoeg wees om minstens twee windsels tou op die drom te laat in elke posisie.

(ii) Geen tou mag oor 'n gegroefde drom of katrol gebruik word as die deursnee daarvan meer as die steeklyn van die dromgroewe of die wydte van die katrolgroef is nie.

(iii) Draadtoue moet onder die maksimum wag 'n veiligheidsfaktor van minstens ses hê. By die berekening van die afmetings van draadtoue moet aangeneem word dat hulle slegs aan trekspanning onderworpe is.

(iv) Geen ketting- of draadtou met 'n knoop daarin mag vir die hys of neerlaat van 'n wag gebruik word nie.

(v) 'n Hys- of kraantou of ketting moet deeglik vasgemaak word aan die drom of die kraan, loopkat of windas waaraan dit gebruik word.

(vi) Tydelike laste in 'n tou, ketting of ander artikel wat gebruik word by die oprig of uitmekaarhaal van 'n kraan, moet stewig en sterk genoeg wees.

(vii) Alle toue waaraan iets opgehys of neergelaat word of hang, moet van goeie gehalte, sterk genoeg en in goeie kondisie wees.

(viii) Alle kettings, ringe, hake, skakels, werwels en katrolblokke vir ophys- en neerlaat- of hangdoeleindes moet eers getoets word, en die veilige werkvrage en 'n identifikasiemerke moet in duidelike letters en syfers daarop aangebring word.

(ix) Buiten vir toetsdoeleindes mag geen vasmaak- of hanggerei bo sy veilige werkvrage gelaai word nie.

(x) Wanneer 'n ketting, ring, haak, skakel of werwel wat vir ophys- neerlaat- of hangdoeleindes gebruik word, gesweis is om dit te verleng, verander of herstel, mag dit nie weer in gebruik geneem word voordat dit deeglik getoets is nie.

(xi) Elke haak wat vir ophys- of neerlaatdoeleindes gebruik word, moet of—

(a) 'n stewige sluithaak hê om te verhoed dat die wag of slinger van die haak afgly; of

(b) so 'n fatsoen hê dat daar so min gevaar as moontlik is vir afgly.

(xii) Die dele van hake wat gedurende die ophys of neerlaat van vrage met die toue of kettings in aanraking kan kom moet gerond wees.

(xiii) Wanneer dubbele of veelvoudige slingers vir ophys- of neerlaat gebruik word, moet die bo-ente van die slingers deur middel van skakels of ringe gekoppel word en nie een-een in die hyshaak geplaas word nie; hierdie vereiste geld nie wanneer die totale wag minder as die helfte van die veilige werkvrage van die haak is nie.

(xiv) Wanneer groot voorwerpe opgehys of neergelaat word, moet die maksimum veilige wag van die slingers nie bloot met betrekking tot hul krag bepaal word nie, maar ook met betrekking tot die hoek wat die bene vorm.

(xv) Skerp kante van 'n wag mag nie met slingers, toue of kettings in aanraking kom nie.

(xvi) Kettinge, toue, slingers en ander hys-, neerlaat- of hanggerei moet van tyd tot tyd deur 'n bevoegde persoon ondersoek word, en sy bevindings moet aangeteken word op 'n sertifikaat of in 'n spesiale register in 'n logboek wat ter insae beskikbaar moet wees by die Raad of sy benoemde.

Aa. Hyskrane.—(i) 'n Kraansteier moet van goeie materiaal en van goeie konstruksie wees met betrekking tot sy hoogte en posisie en die hys- en bykomvermoë van die kraan.

(ii) The platform of every crane shall—

- (a) be close-planked or plated;
- (b) be securely fenced according to these regulations;
- (c) be provided with safe means of access; and
- (d) be of sufficient area—

- (1) in all cases, for the driver or operator and signalman; and
- (2) in the case of a guy derrick crane, also for the operator of the slewing mechanism.

(iii) (a) Every fixing crane shall either be securely anchored or be adequately weighted by suitable ballast firmly secured to ensure stability.

(b) When a crane is weighted by ballast a diagram showing the position and size of the counterweights shall be posted up in the driver's cab.

(c) Every travelling crane shall be provided with a device for anchoring it to the rails of the crane track.

(iv) On every stage, gantry or other place on which a crane moves there shall, in so far as practicable, be maintained at every position of the crane an unobstructed passageway of a width of at least two feet between the moving parts of the crane and the fixed parts or edge of such stage gantry or place.

(v) If at any time it is impracticable to maintain a passageway of a width of at least 2 feet at any place or point, all reasonable steps shall be taken to prevent the access of any person to such place or point at such time.

(vi) All rails on which a travelling crane moves shall be of adequate section and have an even running surface.

(vii) The following requirements shall apply to every track of a travelling crane, whether resting on the ground or raised above the ground—

- (a) the whole track shall be properly laid;
- (b) all the supports shall be of sufficient strength and be maintained in good condition; and
- (c) the ends of the track shall be provided with shoes or buffers.

(viii) All rails on which a travelling crane moves, shall, unless other adequate steps are taken to ensure the proper junction of, and to prevent any material alteration in the gauge of the rails—

- (a) be jointed by fish-plates or double chairs; and
- (b) be securely fastened to sleepers.

(ix) The track and turntable of every travelling crane shall be installed with the greatest care and in conformity with sound technical principles.

Bb. *Derrick Cranes*.—(i) The maximum radius at which the jib may be worked shall be clearly indicated on every derrick crane.

(ii) When the jib is at the maximum radius there shall not be less than two dead turns of rope on the derricking drum.

(iii) The jig of a Scotch derrick crane shall not be erected between the back stays of the crane.

(iv) Every crane having a derricking jib shall be provided with an effective interlocking arrangement between the derricking clutch and the pawl sustaining the derricking drum, except where—

- (a) the hoisting drum and the derricking drum are independently driven; or
- (b) the mechanism driving the derricking drum is self-locking.

(v) Where the guys of a guy derrick crane cannot be fixed at approximately equal spacing, such other measures shall be taken as will ensure the safety of the crane.

(vi) The whole of the appliances for the anchorage of a crane shall be examined on each occasion before the crane is erected.

(vii) The erection of cranes shall be supervised by a competent person.

(viii) Each crane shall after each erection on a building site and before use be tested *in situ* for anchorage, by a competent person.

(ix) Cranes shall be tested for anchorage by the imposition on each anchorage of the maximum uplift or pull exerted either—

- (a) by a load of 25 per cent above the maximum load to be lifted by the crane as erected; or
- (b) by a less load arranged to exert an equivalent pull on the anchorage.

(x) If the pull applied by the test to any anchorage is less than 25 per cent in excess of the pull which would be exerted by the maximum safe working load, a loading diagram appropriate to the crane anchorage shall be affixed in a position where it can readily be seen by the crane driver.

Cc. *Automatic Safe Load Indicator*.—(i) No jib crane whether having a fixed jib or a derricking jib shall be used unless it is fitted with an automatic indicator which—

- (a) indicates clearly to the driver or person operating the crane when the load being moved approaches the safe working load of the crane at any inclination of the jib; and
- (b) given an efficient sound signal when the load being moved is in excess of the safe working load of the crane at any inclination of the jib.

(ii) The preceding paragraph does not apply to—

- (a) any guy derrick crane;
- (b) any hand crane which is being used solely for erecting or dismantling another crane; or
- (c) any crane having a maximum safe working load of 2,000 lb. or less,

but in all such cases a table showing the safe working loads at various radii of the jib shall be kept attached to the crane.

(ii) 'n Kraansteier moet—

- (a) van digte planke of metaalplate wees;
- (b) stewig toegemaak wees volgens hierdie regulasies;
- (c) veilig toeganklik wees; en
- (d) genoeg ruimte hê—

- (1) in alle gevalle, vir die bestuurder of bediener en sinjaalman; en
- (2) in die geval van 'n ankerlaaikraan, ook vir die bediener van die swaaimeganisme.

(iii) (a) 'n Vashegkraan moet of deeglik geanker of vasgehou word met genoeg geskikte ballas, stewig vasgemaak, om stabiliteit te verseker.

(b) Wanneer 'n kraan met ballas beswaar word, moet 'n diagram in die bedienersshokkie die grootte en posisie van die teengewigte aandui.

(c) 'n Loopkraan moet 'n ankertoerusting hê om dit aan die kraanspoor vas te maak.

(iv) Op elke steier, bok of ander plek waarop 'n kraan beweeg, moet daar vir sover moontlik by elke posisie van die kraan 'n oop deurgang, minstens 2 voet wyd, tussen die bewegende dele van die kraan en die vaste dele of kant van die steier of bok gelaat word.

(v) As dit te eniger tyd ondoenlik is om 'n oop deurgang van minstens 2 voet by enige punt te handhaaf, moet alle redelike stappe gedoen word om te verhoed dat enigiemand op dié tydstip tot dié plek toegang het.

(vi) 'n Loopkraan se spoor moet 'n genoegsame deursnee en 'n gelyke loopoppervlakte hê.

(vii) Onderstaande vereistes geld vir elke loopkraanspoor, sowel bokant die grond as daarop—

- (a) die hele spoor moet behoorlik gelê wees;
- (b) die stutte moet sterk genoeg wees en in goeie kondisie gehou word;
- (c) die ente van die spoor moet van 'n remskoen of stootblok voorsien wees.

(viii) Tensy ander doeltreffende stappe gedoen word om die laste in loopkraanspoore dig en die wydte van die spore konstant te hou, moet hulle—

- (a) deur middel van spalk- of dubbelpate gelas word;
- (b) stewig aan die dwarslêers vasgesit word.

(ix) Die spoor en draaiskyf van 'n loopkraan moet met die grootste sorg en in ooreenstemming met gesonde tegniese beginsels aangebring word.

Bb. *Laaikrane*.—(i) Die maksimum straal van die kraanarm moet duidelik op elke laaikraan aangegee word.

(ii) Die arm van 'n Skotse laaikraan mag nie tussen die agterste ankers van die kraan aangebring word nie.

(iii) Wanneer die arm by sy maksimum straal is, moet daar minstens twee slap windsels tou op die drom oor wees.

(iv) Elke kraan met 'n laaiarm moet voorsien wees van 'n doeltreffende grendelinrigting tussen die laaiarmkoppelaar en die pal van die laaidrom, buiten waar—

- (a) die hysdrom en die laaidrom afsonderlik aangedryf word; of
- (b) die meganisme wat die laaidrom aandryf, selfsluitend is.

(v) Waar die ankers van 'n ankerlaaikraan nie ongeveer ewe ver van mekaar geplaas kan word nie, moet ander maatreëls getref word vir die veiligheid van die kraan.

(vi) Al die toerusting vir die anker van 'n kraan moet nagegaan word elke keer voordat die kraan opgerig word.

(vii) Die oprig van kraane moet onder toesig van 'n bevoegde persoon geskied.

(viii) Elke kraan moet na oprigting op 'n bouterrein en voor gebruik *in situ* deur 'n bevoegde persoon getoets word met betrekking tot die ankering daarvan.

(ix) Die ankers van 'n kraan moet getoets word deur elke anker te onderwerp aan die maksimum spanning wat daarop uitgeoefen word deur of—

- (a) 25 persent meer as die maksimum vrag wat deur die kraan gelig hoef te word; of
- (b) 'n mindere vrag wat so geplaas is dat dit dieselfde spanning op die ankers uitoefen.

(x) As die toetsspanning minder as 25 persent meer is as dié wat deur die maksimum veilige werkvrage uitgeoefen word, moet 'n laaiadiagram ten opsigte van die ankers vertoon word waar die kraanbediener dit maklik kan sien.

Cc. *Automatiese indikator van veilige vrag*.—(i) Geen swaalkraan, hetsy met 'n vaste of 'n laaiarm, mag gebruik word nie, tensy dit 'n outomatiese indikator het wat—

- (a) die kraanbediener duidelik wys wanneer die vrag as gevolg van 'n besondere stand van die arm besig is om die maksimum veilige werkvrage te nader; en
- (b) 'n doeltreffende klanksinjal gee wanneer die vrag as gevolg van 'n stand van die arm die veilige werkvrage van die kraan te bowe gaan.

(ii) Die vorige paragraaf geld nie vir die volgende nie:—

- (a) 'n Ankerlaaikraan;
- (b) 'n handkraan wat slegs gebruik word om 'n ander kraan op te rig of uitmekaar te haal; of
- (c) 'n kraan met 'n maksimum veilige werkvrage van 2,000 lb. of minder;

maar in sulke gevalle moet 'n tabel van die veilige werkvrage by verskillende strale van die arm op die kraan vertoon word.

Dd. Various Rules Concerning Crane Operation.—(i) (a) A crane shall not be used otherwise than for direct lifting or lowering of a load unless its stability is not thereby endangered.

(b) No load which lies in the angle between the back stays of a Scotch derrick crane shall be moved by that crane.

(ii) Where more than one crane or winch is required to lift or lower one load—

(a) the machinery, plant and appliances used shall be so arranged and fixed that no such crane or winch shall at any time be loaded beyond its safe working load or be rendered unstable in the hoisting or lowering of the load; and

(b) a person shall be specially appointed to co-ordinate the operation of the appliances working together.

(iii) When a load is thought to approach the maximum safe working load a trial shall be made by raising the load a short distance to ensure that the hoisting appliances can carry it safely.

Ee. Hoists.—(i) Hoists (i.e. lifting appliances provided with a cage or platform that runs in guides) used for raising and lowering materials shall satisfy the requirement of this regulation.

(ii) (a) Hoist shafts shall be provided with solid walls or other equally effective fencing—

(1) at the ground level on all sides; and

(2) at all other levels on all sides to which access is provided.

(b) The walls of hoist shafts, except at approaches, shall extend at least 6 feet 6 inches above the floor, platform or other place to which access is provided.

(iii) Approaches to hoists shall be provided with solid grates or other equally effective fencing which—

(a) are at least 3 feet high; and

(b) close automatically when the hoist platform leaves the landing.

(iv) Approaches to hoists shall be adequately lighted.

(v) The guides of hoist platforms shall offer sufficient resistance to bending and, in the case of jamming by a safety catch, to buckling.

(vi) The platform shall be so constructed that safe transport is ensured.

(vii) On platforms for truck transport the trucks shall be efficiently blocked in a safe position on the platform.

(viii) Counterweights consisting of an assemblage of several parts shall be made of specially constructed parts rigidly connected together.

(ix) The counterweight shall run in guides.

(x) If two or more wire ropes are used the load shall be equally distributed between them.

(xi) Each suspension rope shall be in one piece.

(xii) The rope ends shall be fastened to the platform attachment by splicing and tight binding with steel wire, by sealing or by clamping with the aid of rope clamps; wherever possible, thimbles shall be used.

(xiii) Drum anchorages of suspension ropes shall be adequate and secure.

(xiv) Ropes shall be long enough to leave at least two turns on the drum when the cage or platform is at its lowest position, and be of such diameter as to have a safety factor of at least eight under the maximum load.

(xv) When wire ropes are used, the diameter of the pulley or drums shall not be less than 400 times the diameter of the wires in the rope.

(xvi) When winch drums are grooved—

(a) the radius of the grooves shall be approximately the same as, but not less than, the radius of the rope; and

(b) the pitch of the grooves shall not be less than the diameter of the rope.

(xvii) Winch drums shall be provided with flanges that prevent the rope from slipping off the drum.

(xviii) It shall not be possible to reverse the motion of the hoist without first bringing it to rest.

(xix) It shall not be possible to set the hoist in motion from the platform.

(xx) Pawls and ratchet wheels with which the pawl must be disengaged before the platform is lowered shall not be used.

(xxi) Where the person operating the hoist cannot see clearly every position of the platform, arrangements shall be made for effective signals to be given to the hoist operator by a responsible person who can see the platform at each position.

(xxii) (a) When the platform is at rest the brake shall be applied automatically.

(b) During loading and unloading the platform shall be blocked by catches or other devices in addition to the brake.

(xxiii) Hoists shall be provided with devices that stop the winding engine as soon as the platform reaches its highest stopping-place.

(xxiv) Above the highest stopping-place a clearance shall be provided high enough to allow sufficient unobstructed travel of the cage or platform in case of overwinding.

(xxv) No hoist shall be used unless it has been tested and examined by a competent person.

(xxvi) (a) The above provisions apply only to hoists used for raising or lowering materials.

Dd. Verskillende reëls vir kraanbediening.—(i) (a) 'n Kraan mag slegs vir die regstreekse ophys of neerlaat van 'n vrag gebruik word, tensy sy stabiliteit nie daardeur in gevaar kom nie.

(b) Geen vrag in die hoek tussen die agterste ankers van 'n Skotse laaikraan mag deur dié kraan beweeg word nie.

(ii) Wanneer meer as een kraan of windas nodig is om 'n vrag op te hys of neer te laat—

(a) moet dié masjinerie, installasie en toerusting wat gebruik word, so gerangskik en vasgemaak word dat so 'n kraan of windas nooit meer as sy veilige werkvrug dra of onstabiel raak by dié hys of neerlaat van dié vrag nie;

(b) iemand moet spesiaal aangestel word om die verskillende stukke toerusting te koördineer.

(iii) Wanneer daar gemeen word dat 'n vrag die maksimum veilige werkvrug nader, moet dit getoets word deur dié vrag 'n entjie op te lig om seker te maak dat die hystoerusting dit veilig kan dra.

Ee. Hystoestelle.—(i) Hystoestelle (wat 'n hok of platform het wat met leikatrolle werk) wat vir dié hys of neerlaat van materiaal gebruik word, moet aan hierdie regulasie voldoen.

(ii) (a) Hysskagte moet soliede mure of ander ewe doeltreffende omheining hê—

(1) op dié grond aan alle kante;

(2) by alle ander hoogtes aan alle kante waar toegang verleen word.

(b) Buiten by toegangspunte moet dié mure van hysskagte minstens 6 voet 6 duim uitsteek bo dié grond, platform of ander plek waartoe toegang verleen word.

(iii) Toegangspunte moet voorsien wees van soliede tralies of ander ewe doeltreffende omheining wat—

(a) minstens 3 voet hoog is; en

(b) outomaties toegaan wanneer dié hysplatform dié bordes verlaat.

(iv) Toegangspunte tot hystoestelle moet doeltreffend verlig wees.

(v) Dié leikatrolle van hysplatforms moet genoeg weerstand bied aan dié gevaar vir buig of, indien 'n veiligheidsknip vashaak, vir kromtrek.

(vi) Dié platform moet so gemaak wees dat dié veilige vervoer verseker.

(vii) Op platforms vir dié vervoer van trokke moet dié trokke doeltreffend geblok word in 'n veilige posisie op dié platform.

(viii) Teengewigte moet gemaak word uit verskeie spesiaal vervaardigde dele wat onbeweeglik aanmekaar vasgesit is.

(ix) Dié teengewig moet in 'n leikatrol beweeg.

(x) As twee of meer draadtoue gebruik word, moet dié vrag eweredig tussen hulle verdeel word.

(xi) 'n Hangtou moet uit een stuk bestaan.

(xii) Dié tou-ente moet aan dié platform vasgemaak word deur hulle te splits en styf vas te bind met staaldraad, te lak of te klamp met touklampe. Waar moontlik moet oorginge gebruik word.

(xiii) Dié dromankers van hangtoue moet sterk genoeg en stewig wees.

(xiv) Tou moet lank genoeg wees om minstens twee windsels op dié drom te laat wanneer dié hok of platform in sy onderste posisie is, en moet dik genoeg wees om met 'n maksimum vrag 'n veiligheidsfaktor van minstens agt te hê.

(xv) Wanneer draadtoue gebruik word, moet dié katrol of dromme minstens 400 maal dié deursnee van dié toue hê.

(xvi) Wanneer windasdromme groewe het—

(a) moet dié groewe ongeveer, en minstens, dieselfde deursnee hê as dié tou;

(b) moet dié steeklyn van dié groewe minstens dieselfde wees as dié deursnee van dié tou.

(xvii) Windasdromme moet uitstaande rande hê sodat dié tou nie kan afgly nie.

(xviii) Dit moet onmoontlik wees om dié hystoestel in dié teenoorgestelde rigting te laat beweeg sonder om dié eers tot stilstand te bring.

(xix) Dit moet onmoontlik wees om dié hystoestel van dié platform af in beweging te bring.

(xx) Palle en palratte waaruit dié pal uitgetrek moet word voordat dié platform laat sak word, mag nie gebruik word nie.

(xxi) As dié persoon wat dié hystoestel bedien, nie elke plek op dié platform duidelik kan sien nie, moet reëlins getref word dat doeltreffende tekens gegee word aan dié hysbediener deur 'n verantwoordelike persoon wat dié platform op elke plek kan sien.

(xxii) (a) Wanneer dié platform tot rus gekom het, moet dié rem outomaties aangeslaan wees.

(b) Wanneer dié platform gelaai of afgelaai word, moet dié, benewens dié rem, versper word deur knippe of ander toestelle.

(xxiii) Hystoestelle moet voorsien wees van toestelle wat dié opwenmotor tot stilstand bring sodra dié platform sy hoogste stopplek bereik.

(xxiv) Bokant dié hoogste stopplek moet daar 'n vry ruimte wees wat so hoog is dat dié bak of platform ongehinderd daar kan ingaan ingeval van oorwinding.

(xxv) Geen hystoestel mag gebruik word wat nie deur 'n bevoegde persoon getoets en ondersoek is nie.

(xxvi) (a) Bostaande bepalings is slegs van toepassing op hystoestelle wat gebruik word om materiaal op te hys of neer te laat.

(b) No hoist shall be used for the conveyance of persons unless—

- (1) such use has been authorised by the competent authority or
- (2) the hoist complies with the conditions laid down for the installation and operation of lifts used for the conveyance of persons in industrial undertakings.

(xxvii) The following notices shall be posted up in a conspicuous place and in very legible characters in both official languages and also in Zulu and Sesutho:—

(a) On all hoists—

- (1) on the platform; the carrying capacity in lb. or other appropriate standard terms of weight; and
- (2) on the winding engine; the lifting capacity in lb. or other appropriate standard terms of weight.

(b) On hoists authorised or certified for the conveyance of persons: on the platform or cage; the maximum number of persons to be carried at one time.

(c) On hoists for goods only; on every approach to the hoist: "Goods Hoist! Use by persons prohibited". („Goederehyser! Gebruik deur persone verbode".)

Ff. Miscellaneous Provisions.—(i) Precautions shall be taken to safeguard the workmen examining or lubricating a crane or hoist. Examinations shall not be conducted whilst such crane or hoist is in operation.

(ii) No person shall be lifted or carried by a crane except on the driver's platform, or ride in a barrow hoist or in a hod hoist.

(iii) Every part of a load in course of being hoisted or lowered shall be adequately suspended and supported so as to prevent danger to persons.

(iv) (a) Every receptacle used for hoisting bricks, tiles, slates or other material shall be so closed as to prevent the fall of any of the material.

(b) If loose materials or loaded wheelbarrows are placed directly on a platform for raising or lowering, the platform shall be closed in.

(c) Materials shall not be raised, lowered or slowed in such a way as to cause sudden jerks.

(v) In hoisting a barrow, the wheel shall not be used as a means of support unless efficient steps are taken to prevent the axle from slipping out of the bearings.

(vi) When a special ginpole is used, it shall be secured by ropes in such a way that it cannot knock against the scaffolds.

(vii) Jibs for hoisting materials shall not be attached to standard or extension poles.

(viii) When no jib but only a rope pulley is used the latter may be attached to a cross-beam if the cross-beam—

- (a) has sufficient strength and is fixed to at least two standards or extensions in the way prescribed for ledgers; and
- (b) does not at the same time serve as a ledger for the scaffold.

(ix) If a hoisting appliance or any part thereof moves along a scaffold, adequate measures shall be taken to prevent persons on the scaffold from being struck by the appliance or any part of it.

(x) The hoisting of loads at points where there is a regular flow of traffic shall be carried out in an enclosed space, or if this should be impossible (e.g. in the case of bulky objects), measures shall be taken to hold up or divert the traffic for the time being.

(xi) Adequate steps shall be taken to prevent a load in course of being hoisted or lowered from coming into contact with any objects in such manner that part of the load or object may become displaced.

Gg. Safety Equipment.—(i) Where necessary the employer shall provide the workmen with a sufficient number of respirators, goggles and safety belts of approved types.

(ii) Safety belts shall have life lines of sufficient length and strength.

Hh. Rescue Equipment.—When work is carried on in proximity to any place where there is a risk of drowning, all necessary equipment shall be provided and kept ready for use, all necessary steps taken for the prompt rescue of any person in danger.

Ii. First-aid Equipment.—(i) On every place where building work is carried on, first-aid boxes or cupboards readily accessible and clearly marked shall be provided for the prompt treatment of all injuries sustained in the course of the work.

(ii) Such first-aid boxes or cupboards shall be placed under the charge of a responsible person.

Jj. Communication of Regulations to Workers.—Copies of these regulations or such extracts thereof as may be prescribed by the Council, shall be handed to the workers or conspicuously posted up and maintained at suitable places.

Kk. Duty of Employers to Comply with these Regulations.—It shall be the duty of the employer to comply with these regulations.

Ll. Co-operation of Workers and Other Persons with the Employer.—(i) Every person employed and every person in or upon the work shall co-operate with the employer in carrying out these regulations.

(ii) Every person employed shall forthwith remedy or report to the employer or foreman any defect that he may discover in the plant or appliances, or any action by any person liable to cause an accident.

(b) Geen hystoestel mag vir die vervoer van persone gebruik word nie, tensy—

- (1) die gebruik vir dié doel deur 'n bevoegde owerheid gemagtig is; of
- (2) die hystoestel voldoen aan die voorwaardes bepaal vir die installering en werking van hystoestelle vir vervoer van persone in nywerheidsondernemings.

(xxvii) Onderstaande kennisgewings moet op 'n opvallende plek en met baie duidelik leesbare letters in albei amptelike tale asook in Zulu en Sesutho opgeplak word:—

(a) Op alle hystoestelle—

- (1) op die platform; die dravermoeë in lb. of ander toepaslike standaardterme van gewig; en
- (2) op die opwenmotor; die hysvermoeë in lb. of ander paslike standaardterme van gewig;

(b) Op hystoestelle gemagtig of gesertifiseer vir die vervoer van persone: Op die platform of hysbak, die maksimum getal persone wat gelyktydig vervoer mag word.

(c) Op hystoestelle vir goedere alleen bedoel, op elke toegang na die hystoestel toe: „Goederehyser! Gebruik deur persone verbode." („Goods Hoist! Use by persons prohibited.".)

Ff. Diverse bepalinge.—(i) Voorsorgsmaatreëls moet getref word om werklui te beskerm wat 'n kraan of hystoestel ondersoek of olie. In dié geval moet kraan of hystoestel nie ondersoek word terwyl hulle werk nie.

(ii) Niemand mag deur 'n kraan vervoer of opgehef word nie tensy hy op die drywer se platform ry; ook mag niemand in 'n kruiwahystoestel of in 'n kalktrog ry nie.

(iii) Elke deel van 'n vrag moet, terwyl dit gelig of laat sak word, reg hang en gestut wees ten einde gevaar vir persone te voorkom.

(iv) (a) Elke houer wat gebruik word om stene, dakpanne, lei-teëls of ander materiaal op te trek, moet so toe wees dat daar niks van die materiaal kan uitval nie.

(b) As los materiaal of gelaai kruiwans regstreeks op 'n platform geplaas word om opgetrek of laat sak te word, moet die platform ingesluit wees.

(c) Materiaal moet nie met rukkerige bewegings opgehef, laat sak of stadiger beweeg word nie.

(v) Wanneer 'n kruiwa opgehef word, moet die wiel nie as stutmiddel gebruik word nie tensy doeltreffende maatreëls getref word om te verhoed dat die as uit die busse gly.

(vi) As 'n spesiale katrolpaal gebruik word moet dit so met toue vasgemaak word dat dit nie teen die steiers kan stamp nie.

(vii) Hysarms bedoel om materiaal te hys moet nie aan staanders of verlengpale vasgemaak wees nie.

(viii) As geen hysarm maar slegs 'n toukatrol gebruik word, kan laasgenoemde aan 'n dwarsbalk vasgemaak wees as die dwarsbalk—

- (a) sterk genoeg is en aan minstens twee staanders of verlengings vasgemaak is op die wyse voorgeskryf vir steierbalk; en
- (b) nie terselfdertyd as 'n steierbalk vir die steier dien nie.

(ix) As 'n hystoestel of gedeelte daarvan langs 'n steier beweeg, moet voldoende maatreëls getref word om te verhoed dat persone op die steier deur die toestel of 'n gedeelte daarvan getref word.

(x) Die hys van vragte op plekke waar daar 'n gereelde verkeer voorkom, moet in 'n geslote ruimte uitgevoer word, of as dit onmoontlik is (bv. in die geval van groot voorwerpe) moet reëlings getref word om die verkeer stop te sit of langs ander roetes te stuur.

(xi) Doeltreffende stappe moet gedoen word om te verhoed dat 'n vrag met voorwerpe in aanraking kom terwyl dit opgehef of laat sak word, op so 'n wyse dat 'n gedeelte van die vrag of voorwerp uit sy plek gestamp word.

Gg. Veiligheidstoestelle.—(i) Waar dit nodig is moet die werkgewer die werklui voorsien van genoeg respirators, stofbrille en veiligheids gordels, almal van goedgekeurde ontwerp.

(ii) Veiligheids gordels moet voorsien wees van lewenslyne wat lank en sterk genoeg is.

Hh. Reddingstoestelle.—Waar daar naby plekke gewerk word waar daar gevaar van verdrinking is, moet alle nodige uitrusting beskikbaar wees en gereed vir gebruik gehou word, en alle nodige stappe gedoen word vir die onmiddellike redding van enigiemand wat in gevaar is.

Ii. Eerstehulpuitrusting.—(i) Op Elke plek waar bouwerk gedoen word, moet eerstehulpkissies of kas'e wat maklik bekombaar is en duidelik gemerk is, gereed vir gebruik gehou word vir die onmiddellike behandeling van alle beserings wat in die loop van die werk opgedoen word.

(ii) Hierdie eerstehulpkissies of kaste moet onder toesig van 'n verantwoordelike persoon geplaas word.

Jj. Bekendmaking van regulasies aan werkers.—Eksemplare van hierdie regulasies of uittreksels daarvan soos deur die Raad voorgeskryf, moet aan werklui oorhandig word of op opvallende en geskikte plekke opgeplak en so gehou word.

Kk. Plig van werkgewers om aan hierdie regulasies te voldoen.—Dis die plig van werkgewers om aan hierdie regulasies te voldoen.

Ll. Samewerking tussen werklui en ander persone met die werkgewer.—(i) Elke persoon in diens en elke persoon in of aan die werk moet met die werkgewer saamwerk om hierdie regulasies uit te voer.

(ii) Elke persoon in diens moet onmiddellik enige defek wat hy in die installasie of toestel ontdek, of enige daad deur enigiemand wat 'n ongeluk kan veroorsaak, aan die werkgewer of voorman rapporteer.

(iii) No person shall interfere with, displace, take away, damage or destroy any of the plant or safeguards required by the foregoing regulations without the authority of the employer or his responsible foreman.

(iv) Every person employed shall make proper use of all safeguards, safety devices or other appliances furnished for his protection and shall obey all safety instructions pertaining to his work.

(v) Every worker shall take the necessary precautions for his own safety and for the safety of any person on the site and abstain from any action which might endanger him or other persons.

(vi) No employed person shall go to or from his workplace otherwise than by the safe means of access and egress provided.

15. WET WEATHER SHELTER.

At any site where building operations are being conducted, employers shall provide suitable accommodation in which employees may take shelter during wet weather.

16. LATRINES.

Proper sanitary accommodation shall be provided by employers on all jobs for Europeans and non-Europeans separately, and wherever sewerage points exist, lavatories must be connected thereto before the job is started and to comply with the municipal by-laws. In other cases where other systems have to be used, proper and daily supervision must be carried out so as to ensure cleanliness. The provisions to sewerage points shall not apply to the municipal area of Pretoria, where the by-laws in regard to temporary latrines must be observed.

17. REFRESHMENTS.

Every employer shall provide a person for the preparation of tea for his employees in the morning, at noon and in the afternoon. The duration of a tea interval shall not exceed five minutes. On jobs where not less than 25 employees are ordinarily employed the employer shall provide a mess room, with planed tables and benches, which shall be supervised daily to ensure cleanliness, and this shall not be available for tea intervals or during working hours.

18. WORKING EMPLOYER.

Any working employer shall, in respect of the trade at which he is working, observe all the provisions of this Agreement relating to hours of work.

19. ADMINISTRATION OF AGREEMENT.

The Council shall be responsible for the administration of this Agreement and it may issue expressions of opinion not inconsistent with the provisions thereof for the guidance of employers and employees, and all matters on which a sub-committee is required or permitted to reach a decision shall be capable of being referred by any person aggrieved by a decision, to the Council by way of appeal.

20. EXEMPTIONS.

(1) The Council may, in writing, grant an exemption to any person or persons from any of the provisions of this Agreement for any good and sufficient reason.

(2) The Council shall fix, in respect of any person granted exemption under the provisions of this section, the conditions subject to which such exemption is granted and the period during which such exemption shall operate; provided that the Council may, if it deems fit, after notice in writing has been given to the person or persons concerned, withdraw any certificate of exemption whether or not the period for which exemption was granted has expired.

(3) A certificate of exemption under the signature of the Secretary of the Council shall be issued to every person exempted. A certificate shall not be valid in an area other than that for which it was granted.

(4) A certificate of exemption may be amended or withdrawn at any time by the Council without assigning any reason, during the period for which it was granted.

(5) An employer shall observe the modified conditions created by any certificate of exemption granted in accordance with the provisions of this clause.

21. EXPENSES OF THE COUNCIL.

(1) For the purpose of meeting the expenses of the Council, each employer shall deduct 6d. per week from the earnings of each of his employees, for whom wages are prescribed in clause 4 of this Agreement; provided that where an employee is employed by two or more employers during the same week, the deduction for that week shall be made by the employer by whom he was first employed during the week for not less than eight hours. No deduction shall be made in respect of an employee who works less than 8 hours of any week from Monday to Friday (inclusive) for an employer. To the amount deducted in terms hereof an employer shall add an amount of 6d. per week and the said amounts shall be paid to the Council in accordance with the procedure prescribed in this clause.

(2) The employer shall on each pay day issue to each employee concerned a voucher to the value of 1s. which the employer shall cancel with the name and address of the firm and each employee shall affix such voucher in his contribution book, supplied to him by the employer which shall be retained by the employee.

(iii) Niemand mag sonder magtigings van die werkgewer of sy verantwoordelike voorman aan die installasie of beskermings-toestelle wat deur hierdie regulasies vereis word, peuter, dit versit, verwyder, beskuldig of vernietig nie.

(iv) Elke persoon in diens moet behoorlik gebruik maak van alle veiligheidsmaatreëls, veiligheids-toestelle of ander toestelle wat vir sy eie veiligheid en die veiligheid van enige ander persoon op die bouterrein verskaf word en moet hom onthou van enige draad wat sy lewe of die lewe van ander persone in gevaar kan stel.

(v) Elke werker moet die nodige voorsorg neem vir die veiligheid en die veiligheid van enige ander persoon op die bouterrein, en hom weerhou van enige daad wat sy lewe of dié van ander in gevaar kan stel.

(vi) Geen persoon in diens mag van of na sy werkplek gaan nie behalwe langs die veilige toegangs- en uitgangsweg wat verskaf word.

15. SKUILPLEK TEEN NAT WEER.

Werkgewers moet op alle terreine waarop bouwerkzaamhede verrig word, behoorlike geleentheid vir die skuiling van werknemers gedurende nat weer verskaf.

16. LATRINES.

Werkgewers moet op alle werke behoorlike afsonderlike sanitêre gemakke vir blankes en nie-blankes verskaf en waar rioolpunte bestaan, moet, voordat met die uitvoering van die werk begin word, latrines daarop aangesluit word ooreenkomstig die betrokke munisipale regulasies. In ander gevalle waar van ander stelsels gebruik gemaak word, moet behoorlike daelike toesig so gehou word dat reinheid verseker is. Die bepalings van hierdie klousule met betrekking tot die aansluiting op rioolpunte, is nie in die munisipale gebied Pretoria, waar die regulasies betreffende tydelike latrines nagekom moet word, van toepassing nie.

17. VERVERSINGS.

Elke werkgewer moet 'n persoon verskaf wat in die oggend, die middag en die namiddag vir sy werknemers tee kan maak. Die duur van 'n teepouse mag nie meer as vyf minute wees nie. Op werke waar gewoonlik minstens 25 werknemers werk, moet die werkgewer 'n eetkamer met geskaafde tafels en banke verskaf, wat elke dag geïnspekteer moet word om reinheid te verseker, maar dit sal nie vir die tee-ruspose gedurende werkure beskikbaar wees nie.

18. WERKENDE WERKNEMER.

Elke werkende werknemer moet ten opsigte van die vak waarin hy werksaam is, al die bepalings van hierdie Ooreenkoms met betrekking tot werkure nakom.

19. TOEPASSING VAN OOREENKOMS.

Die Raad is verantwoordelik vir die toepassing van hierdie Ooreenkoms en kan vir die leiding van werkgewers en werknemers menings uitvaardig wat nie met die bepalings hiervan strydig is nie en alle sake in verband waarmee 'n sub-komitee vereis of hom toegestaan word om 'n uitspraak te gee, kan deur die persoon wat hom deur die besluit verongelyk voel, by wyse van appèl na die Raad verwys word.

20. VRYSTELLINGS.

(1) Die Raad kan weens goeie en afdoende rede aan 'n persoon, op persone, skriftelike vrystelling van enigen van die bepalings van hierdie Ooreenkoms verleen.

(2) Die Raad moet ten opsigte van die persoon aan wie vrystelling kragtens die bepalings van hierdie artikel verleen word, die voorwaardes waarop die vrystelling verleen word, vasstel en ook die termyn wat die vrystelling van krag sal wees; met dien verstande dat die Raad na goeddunke en nadat aan die betrokke persoon op persone skriftelik kennis gegee is, 'n vrystellingsertifikaat kan herroep, of die termyn waarvoor dit verleen was, verskrik het of nie.

(3) 'n Vrystellingsertifikaat wat deur die Sekretaris van die Raad geëken is, moet aan elke vrygestelde persoon uitgereik word. 'n Vrystellingsertifikaat is in geen ander gebied as dié waarvoor dit uitgereik is geldig nie.

(4) 'n Vrystellingsertifikaat kan gedurende die termyn waarvoor dit uitgereik is te eniger tyd deur die Raad, sonder opgawe van redes, gewysig of herroep word.

(5) 'n Werkgewer moet die gewysigde voorwaardes, wat ontstaan deur 'n vrystellingsertifikaat wat ooreenkomstig die bepalings van hierdie klousule uitgereik is, nakom.

21. UITGAWES VAN DIE RAAD.

(1) Ten einde die onkosse van die Raad te dra, moet elke werkgewer 6d. per week aftrek van die verdienste van elkeen van sy werknemers vir wie lone in klousule 4 van hierdie Ooreenkoms voorgeskryf word; met dien verstande dat waar 'n werknemer by twee of meer werkgewers in dieselfde week in diens is, die aftrekking vir daardie week gedoen moet word deur die werkgewer by wie hy eerste in diens was vir minstens 8 uur. Geen aftrekking mag gemaak word ten opsigte van 'n werknemer wat minder as 8 uur in 'n week van Maandag tot en met Vrydag vir 'n werkgewer werk nie. By die bedrag wat hiervolgens afgetrek word, moet 'n werkgewer die bedrag van 6d. per week voeg en genoemde bedrae moet aan die Raad betaal word ooreenkomstig die handelwyse in hierdie klousule verduidelik.

(2) Op elke betaaldag moet die werkgewer aan elke betrokke werknemer 'n bewys ter waarde van 1s. uitreik wat die werkgewer moet roeier met die naam en adres van die firma en elke werknemer moet die bewys in sy bydraeboek plak wat deur die werkgewer aan hom verskaf word en wat deur die werknemer gehou moet word.

(3) An employer shall in respect of each employee, employed by him, keep in a safe place a duplicate contribution book, which he shall retain, and at the end of each week affix therein the duplicate voucher issued to an employee in terms of sub-clause (2) on the space in such duplicate contribution book on which appears a similar date as to that on which the voucher is issued; provided that the employer shall detach from such duplicate contribution book each page on the date specified thereon and forward same to the Secretary of the Council by registered post within three days; provided further that upon termination at any time of any employee's service with him, an employer shall hand over to such employee, his duplicate contribution book. In case an employer should fail to hand over to the employee his duplicate contribution book on termination of employment, an employer shall pay such an employee all wages, allowances and other remunerations right up to the time that an employer actually hands over to such employee his duplicate contribution book in respect of every working hour or part of a working hour from the time of termination of employment to the time when such duplicate contribution book is handed over to such employee by an employer.

(4) The Secretary of the Council shall in respect of each page of the duplicate contribution book, forwarded to him in terms of sub-clause (3) keep such page in a proper filed order.

(5) The vouchers and duplicates thereof referred to in sub-clause (2) and sub-clause (3) respectively, shall be purchased by the employer from the Secretary of the Council and an adequate supply thereof shall at all times be maintained by the employer; provided that an employer may obtain a refund from the Council of the value of any unused vouchers. An application for such refund shall be made to the Council not later than six months after the expiration date of this Agreement.

(6) Application for a contribution book and a duplicate thereof shall be made by the employer on a form to be obtained from the Secretary of the Council.

An employer shall pay the amount of one shilling and eightpence in respect of each contribution book together with the duplicate thereof, to the Secretary of the Council and shall be entitled to deduct the amount so paid by him from the wage of the employee concerned. The funds derived from the sale of contribution books shall accrue to the general funds of the Council.

(7) The closing date in a contribution book in each year shall be the second Friday in November, and all vouchers issued to an employee in terms hereof together with the duplicate thereof, subsequent to the second Friday in November, shall be affixed in the contribution book and duplicate contribution book respectively for the ensuing year.

(8) As early as possible after the second Friday in November in each year, and not later than the last pay day preceding the commencement of the annual holiday prescribed in clause 25, each employee shall deposit his contribution book with the Secretary of the Council in exchange for a receipt card. Each employer shall within three days after the second Friday in November of each year, forward by registered post to the Secretary of the Council all duplicate contribution books held by him in respect of employees. Should an employee be in possession of a duplicate contribution book, he shall deposit same with the Secretary of the Council at the time he deposits his contribution book in terms hereof.

(9) Contribution books, vouchers and duplicates thereof are not transferable, nor can they be ceded or pledged.

(10) The Council may at its discretion combine the voucher, contribution books and duplicates thereof referred to in this clause, with any other vouchers or contribution books issued by the Council in respect of any other fund administered by the Council.

22. REGISTRATION OF EMPLOYERS.

(1) (a) Every employer in the Industry at the date on which this Agreement comes into operation, who has not already done so in pursuance of a previous Agreement, shall within three months, forward to the Secretary of the Council, the following particulars:—

- (i) Full name.
- (ii) Business address.
- (iii) The trade or trades which he is carrying on in the Industry.

(b) The particulars required under paragraph (a) of this sub-clause shall also be furnished by all employers entering the Industry after the date on which this Agreement comes into operation within one month of commencing operations.

(c) Where the employer is a partnership or company information in accordance with paragraph (1) (a) of this sub-clause shall be furnished in respect of each partner, director, etc. The title under which the partnership or company is operating shall also be furnished.

(2) The Secretary of the Council shall maintain a register of all employers referred to in sub-clause (1) hereof.

(3) Every registered employer shall forthwith notify the Council in writing of any change in the particulars furnished on registration.

23. NOTICE BOARD.

(1) Every employer and all employers working in partnership shall, wherever building operations are being carried out by him or them, display in a conspicuous place, accessible to the public, a notice board of a size not less than 2 feet by 1½ feet or a notice board approved by the Council, showing the business name and business address of such employer or partnership.

(3) Ten opsigte van elke werknemer by hom in diens moet 'n werkgewer in 'n veilige plek 'n duplikaatbydraeboek bêre wat hy moet hou en waarin hy aan die einde van elke week die duplikaatbewys moet plak wat deur 'n werknemer ooreenkomstig subklousule (2) geplak moet word in die ruimte in die duplikaatbydraeboek waarin dieselfde datum voorkom as dié waarop die bewys uitgereik is; met dien verstande dat die werkgewer uit die duplikaatbydraeboek elke bladsy moet uitskeur op die datum daarop genoem en dit binne drie dae per aangetekende pos aan die Sekretaris van die Raad stuur; met dien verstande verder dat by beëindiging te eniger tyd van 'n werknemer se diens by hom, die werkgewer die werknemer se duplikaatbydraeboek aan hom moet oorhandig. Ingeval die werkgewer versuim om die werknemer se duplikaatbydraeboek aan hom te oorhandig by diensbeëindiging, moet 'n werkgewer aan dié werknemer alle lone, toelae en ander besoldiging betaal tot op die tydstop waarop 'n werkgewer werklik aan die werknemer sy duplikaatbydraeboek oorhandig ten opsigte van elke werkuur of gedeelte van 'n werkuur van die tyd van diensbeëindiging af tot op die tyd waarop die duplikaatbydraeboek deur die werkgewer aan die werknemer oorhandig word.

(4) Die Sekretaris van die Raad moet, ten opsigte van elke bladsy van die duplikaatbydraeboek wat kragtens subklousule (3) aangestuur is, elke bladsy in behoorlik geliasseerde volgorde hou.

(5) Die bewyse en duplikate daarvan onderskeidelik genoem in subklousules (2) en (3) moet deur die werknemer van die Sekretaris van die Raad gekoop word en 'n voldoende voorraad daarvan moet te alle tye deur die werkgewer voorhande gehou word; met dien verstande dat 'n werkgewer van die Raad terugbetaling kan kry van die waarde van ongebruikte bewyse. Aansoeke om so 'n terugbetaling moet binne ses maande na die vervaldatum van hierdie Ooreenkoms gedoen word.

(6) Aansoek om 'n bydraeboek en 'n duplikaat daarvan moet deur die werkgewer gedoen word op 'n vorm wat van die Sekretaris van die Raad verkry kan word.

'n Werkgewer moet die bedrag van 1s. 8d. aan die Sekretaris van die Raad betaal ten opsigte van elke bydraeboek, tesame met die duplikaat daarvan, en het reg om die bedrag aldus betaal van die loon van die betrokke werknemer af te trek.

(7) Die sluitingsdatum in 'n bydraeboek elke jaar moet die tweede Vrydag in November wees, en alle bewyse wat na die tweede Vrydag in November kragtens hierdie klousule aan 'n werknemer uitgereik word, tesame met die duplikaat daarvan, moet vir die daaropvolgende jaar onderskeidelik in die bydraeboek en duplikaatbydraeboek ingeplak word.

(8) So gou moontlik na die tweede Vrydag in November elke jaar en op of voor die laaste betaaldag voor die aanvang van die jaarlikse vakansie voorgeskryf by klousule 25 moet elke werknemer sy bydraeboek by die Sekretaris van die Raad inlewer in ruil vir 'n kwitansiekaartjie. Elke werknemer moet binne drie dae na die tweede Vrydag in November van elke jaar per aange-tekende pos alle duplikaatbydraeboeke wat deur hom namens werknemers gehou word, aan die Sekretaris van die Raad stuur. Ingeval 'n werknemer in besit is van 'n duplikaatbydraeboek, moet hy dit by die Sekretaris van die Raad inlewer wanneer hy sy bydraeboek kragtens hierdie klousule inlewer.

(9) Bydraeboeke, bewyse en duplikate daarvan is nie oordraagbaar nie; ook kan hulle nie gesedeer of verpand word nie.

(10) Die Raad kan na goeddunke die bewyse, bydraeboek en duplikate daarvan wat in hierdie klousule genoem word, saamvat met enige ander bewyse of bydraeboeke wat deur die Raad uitge-reik word ten opsigte van enige ander fonds wat deur die Raad geadministreer word.

22. REGISTRASIE VAN WERKGEWERS.

(1) (a) Elke werkgewer in die bounywerheid op die datum waarop hierdie Ooreenkoms in werking tree, moet binne drie maande die volgende besonderhede aan die Sekretaris van die Raad verstrek:—

- (i) Volle naam.
- (ii) Besigheidsadres.
- (iii) Die bedryf, of bedrywe wat hy in die bounywerheid uitoefen.

(b) Die besonderhede wat ingevolge paragraaf (a) van hierdie subklousule vereis word, moet ook deur alle werkgewers wat na die datum van inwerkingtreding van hierdie Ooreenkoms besigheid in die bounywerheid begin, binne een maand na hulle besigheid begin, verstrek word.

(c) As die werkgewer 'n vennootskap of maatskappy is, moet die inligting kragtens paragraaf (1) (a) van hierdie subklousule, ten opsigte van elke vennoot, of direkteur, ens. verstrek word. Die naam waaronder die vennootskap, of maatskappy, besigheid dryf, moet ook verstrek word.

(2) Die Sekretaris moet 'n register byhou van al die werkgewers na wie in subklousule (1) hiervan verwys word.

(3) Elke werkgewer moet die Raad onmiddellik skriftelik in kennis stel van enige verandering van die besonderhede wat by registrasie verstrek is.

23. KENNISGEWINGBORD.

(1) Elke werkgewer en alle werkgewers wat in vennootskap werk, moet waar ook al bouwerksaamhede deur hom of hulle uitgevoer word, op 'n opvallende plek wat maklik vir die publiek toeganklik is, 'n kennisgewingbord van 'n afmeting van minstens 2 voet by 1½ voet, of 'n kennisgewingbord wat deur die Raad goedgekeur is, vertoon, wat die besigheidsnaam en besigheidsadres van die werkgewer, of vennootskap, vermeld.

(2) This clause shall only apply to jobs of seven days' duration and over.

(3) The name of the employers' organisation of which the employer is a member shall also be shown on the notice board referred to in sub-clause (1).

24. AGENTS.

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

- enter any premises or place in which the Industry is carried on at any time when he has reasonable cause to believe that any person is employed therein;
- orally examine, either alone or in the presence of any other persons he thinks fit with respect to matters relating to this Agreement, every person whom he finds in or about the premises or place and require such person to answer the question put;
- require the production of, and inspect, examine and copy such books, time sheets, records and documents as may be necessary for ascertaining whether the provisions of this Agreement are being complied with.

(2) The agent when entering, inspecting or examining, may take with him an interpreter.

(3) Every person upon whom the provisions of this Agreement are binding shall grant the agent all the facilities referred to.

25. ANNUAL LEAVE AND PUBLIC HOLIDAYS.

(1) No work shall be performed in the Industry during the periods stated hereunder:—

1953: Between 4.30 p.m., 11th December, 1953, and 7.30 a.m., 4th January, 1954.

1954: Between 4.30 p.m., 10th December, 1954, and 7.30 a.m., 3rd January, 1955.

1955: Between 4.30 p.m., 9th December, 1955, and 7.30 a.m., 2nd January, 1956.

or on Good Friday, Easter Monday and May Day (in the event of the 1st of May falling on a Saturday or Sunday then the first succeeding Monday) each year.

(2) No employer shall require any employee to perform, and no employee shall perform any work in the Industry during the holiday period prescribed in sub-clause (1), nor on the holidays referred to in the said sub-clause.

26. TRADE UNION OFFICIALS.

Officials of the trade unions shall in the ordinary course of their duties have access to building sites and workshops during working hours, but shall not be allowed to interfere with the continued performance of work by any employee without the prior consent of the employer or his duly authorised representative.

27. PROHIBITION OF PRIVATE TRANSPORT.

No employer shall make it a condition of employment of an employee that such employee shall use his motor-car or other vehicle in connection with the employer's business.

28. FIRST AID.

(1) An employer shall provide and maintain in good condition a satisfactorily equipped first-aid box on all jobs and in all workshops.

(2) On all jobs and in all workshops where more than one hundred persons are employed, an additional box for every additional one hundred persons shall be provided. The number of first-aid boxes shall be calculated on the largest number of persons employed at any one time and any fraction of one hundred shall be reckoned as one hundred.

(3) Each first-aid box shall contain suitable appliances and requisites in accordance with the nature of activities carried on.

(4) Nothing except appliances and requisites for first-aid shall be kept in the first-aid box.

(5) Each first-aid box shall be kept in a place readily accessible in case of accident, and there shall be at least one such box on each floor of a building, if the Council so requires.

(6) A notice shall be fixed in a prominent and accessible place indicating where a first-aid box is placed and the name of the person in charge of such box.

29. EXHIBITION OF AGREEMENT.

Each employer shall exhibit a legible copy of this Agreement in both official languages and in the form prescribed by the regulations under the Act, in every workshop, job or yard where he carries on his business, in a conspicuous position easily accessible to all his employees.

30. EMPLOYMENT OF JUVENILES.

No minors under the age of 15 years shall be employed in the Industry.

(2) Hierdie klousule is alleen van toepassing op werke wat sewe dae of langer duur.

(3) Die naam van die werkgewersorganisasie waarvan die werkgewer lid is, moet ook op die kennisgewingsbord verskyn waarna in subklousule (1) verwys word.

24. AGENTE.

(1) Die Raad moet een of meer persone aanstel as agente om te help by die toepassing van hierdie Ooreenkoms. 'n Agent het die reg om—

- alle persele of plekke, waar die bounwyerheid uitgeoefen word, te eniger tyd te betree as hy redelike aanleiding het om te veronderstel dat 'n persoon daar in diens is.
- enige persoon wat hy in of by die perseel aantref, ditsy alleen of in teenwoordigheid van 'n ander persoon wat hy geskik ag, mondelings te ondervra, in verband met sake wat op hierdie Ooreenkoms betrekking het, en van daardie persoon te vereis dat hy die vrae wat gestel word, beantwoord;
- te eis dat die boeke, tydstate, aantekeninge en dokumente wat nodig mag wees om vas te stel of die bepalings van hierdie Ooreenkoms nagekom word voor te lê en hulle te inspekteer, ondersoek en afskrifte daarvan te maak.

(2) Die agent kan by sy betreding, inspeksie of ondersoek 'n tolk saamneem.

(3) Elke persoon op wie die bepalings van die Ooreenkoms bindend is, moet die agent al die fasiliteite waarna verwys word, verleen.

* 25. JAARLIKSE VERLOF EN OPENBARE VAKANSIEDAE.

(1) Geen werk mag gedurende die ondergenoemde tydperke in die nywerheid verrig word nie:—

1953: Tussen 4.30 nm. op 11 Desember 1953 en 7.30 vm. op 4 Januarie 1954.

1954: Tussen 4.30 nm. op 10 Desember 1954 en 7.30 vm. op 3 Januarie 1955.

1955: Tussen 4.30 nm. op 9 Desember 1955 en 7.30 vm. op 2 Januarie 1956.

of op Goeie-Vrydag, Paasmaandag en Meidag (as 1 Mei op 'n Saterdag of Sondag val, dan die eersvolgende Maandag) van elke jaar.

(2) Geen werkgewer kan van 'n werknemer vereis om gedurende die verloftydperk wat in subklousule (1) voorgeskryf word of op die vakansiedae waarna in die genoemde subklousule verwys word, werk in die nywerheid te verrig nie en geen werknemer mag gedurende die genoemde tydperke en vakansiedae werk in die nywerheid verrig nie.

26. VAKBOND BEAMPTES.

Beamptes van die vakbonde moet in die gewone loop van hul werksaamhede toegang hê tot bouterreine en werkwinkels gedurende werke, maar word nie toegelaat om in te meng met die ononderbroke verrigting van werk deur 'n werknemer nie, tensy hulle vooraf toestemming van die werkgewer of sy behoorlik gemagtigde verteenwoordiger ontvang het.

27. VERBOD OP PRIVATE VERVOER.

Geen werkgewer mag dit 'n diensvoorwaarde van 'n werknemer maak dat die werknemer sy eie motor of ander voertuig in verband met die werkgewer se besigheid moet gebruik nie.

28. EERSTEHULP.

(1) 'n Werkgewer moet 'n eerstehulpkissie, bevredigend toegerus, by alle werke en in alle werkwinkels verskaf en in goeie toestand hou.

(2) By alle werke en in alle werkwinkels waar daar meer as 100 persone in diens is, moet 'n ekstra kissie verskaf word vir elke bykomende 100 persone. Die getal eerstehulpkissies moet bereken word volgens die grootste aantal persone wat te eniger tyd in diens is en 'n breuk van 100 moet as 100 bekou word.

(3) Elke eerstehulpkissie moet geskikte toestelle en benodigdhede bevat ooreenkomstig die aard van die werksaamhede wat uitgevoer word.

(4) Niks behalwe toestelle en benodigdhede vir eerstehulp mag in die eerstehulpkissie gehou word nie.

(5) Elke eerstehulpkissie moet in 'n plek gehou word wat maklik bekom kan word ingeval van ongelukke, en daar moet minstens een dergelike kissie op elke vloer van 'n gebou wees, as die Raad dit verlang.

(6) 'n Kennisgewing moet op 'n opvallende en toeganklike plek wees wat aandui waar 'n eerstehulpkissie te vind is asook die naam van die persoon wat vir die kissie verantwoordelik is.

29. VERTONING VAN OOREENKOMS.

Elke werkgewer moet in elke werkwinkel, werk of werf waar hy sy bedryf uitoefen, op 'n opvallende plek wat maklik vir al sy werknemers toeganklik is, 'n leesbare eksemplaar van die Ooreenkoms in beide die offisiële tale en in die vorm soos by die regulasies ooreenkomstig die Wet voorgeskryf, vertoon hou.

30. IN DIENS HÊ VAN JEUGDIGES.

Geen jeugdige onder die ouderdom van 15 jaar mag in die nywerheid in diens wees nie.

31. GENERAL.

No employer or employee may waive the provisions of this Agreement whether or not the said provisions create a benefit or obligation upon the employer or employee concerned. Each provision, sub-section or section shall create a right or obligation, as the case may be, independently of the existence of other provisions. In the event of any provisions, sub-section or section of this Agreement being inoperative or *ultra vires*, the powers of the parties or the Minister, either before or after publication of this Agreement in the *Government Gazette* by the Minister under the provisions of the Act, this shall in no way affect the remainder of the Agreement, which shall in that event constitute the Agreement.

Signed at Johannesburg, on behalf of the parties to the Council, on this 16th day of April, 1953.

F. L. A. BUCHANAN,
Chairman of the Council.
G. DE C. MALHERBE,
Vice-Chairman of the Council,
F. C. MARTIN,
Secretary of the Council.

These three signatures were duly authorised by resolution of the Council.

* No. 1236.] [12 June 1953.
FACTORIES, MACHINERY AND BUILDING WORK
ACT, 1941.

BUILDING AND MONUMENTAL MASONRY
INDUSTRIES, TRANSVAAL.

I, PAUL OLIVER SAUER, Acting Minister of Labour, hereby in terms of sub-section (1) of section *twenty-two* of the Factories, Machinery and Building Work Act, 1941, declare the provisions of the Agreement and notice relating to the Building and Monumental Masonry Industries, published under Government Notice No. 1235 of the 12th June, 1953, to be not less favourable to the persons whose hours of work are regulated thereby than the relative provisions of the said Act.

P. O. SAUER,
Acting Minister of Labour.

* No. 1237.] [12 June 1953.
WAR MEASURES ACT, 1940.

SUSPENSION OF PAYMENT OF COST OF LIVING
ALLOWANCES PAYABLE UNDER WAR
MEASURE No. 43 OF 1942, AS AMENDED.

BUILDING AND MONUMENTAL MASONRY
INDUSTRIES, TRANSVAAL.

I, PAUL OLIVER SAUER, Acting Minister of Labour, acting in terms of sub-regulation (1) of regulation 4 of the regulations published under War Measure No. 43 of 1942, as amended, hereby suspend the operation of sub-regulation (1) of regulation 2 and sub-regulation (2) of regulation 3 in respect of employees for whom wages are prescribed in clause 4 (1) (a) and (c) of the Agreement for the Building and Monumental Masonry Industries published under Government Notice No. 1235 of the 12th June, 1953.

P. O. SAUER,
Acting Minister of Labour.

31. ALGEMEEN.

Geen werkgewer of werknemer kan die bepalings van hierdie Ooreenkoms tersydestel nie hetsy die genoemde bepalings 'n voordeel of 'n verpligting vir die betrokke werkgewer of werknemer verteenwoordig. Elke bepaling, subartikel of artikel skep, na gelang van die geval, 'n reg of verpligting onafhanklik van die bestaan van ander bepalings. Ingeval enige bepaling, subartikel of artikel van hierdie Ooreenkoms buite werking of *ultra vires* die bevoegdheid van die partye of die Minister gestel word, ditsy voor of na publikasie van hierdie Ooreenkoms deur die Minister in die *Staatskoerant* ooreenkomstig die bepalings van die wet, sal dit in geen enkele opsig die orige gedeelte van die Ooreenkoms, wat dan die Ooreenkoms sal wees, raak nie.

Namens die partye by die Raad, hede die 16de dag van April 1953, in Johannesburg onderteken.

F. L. A. BUCHANAN,
Voorsitter van die Raad.
G. DE C. MALHERBE,
Ondervoorsitter van die Raad.
C. F. MARTIN,
Sekretaris van die Raad.

Hierdie naamtekenings is behoorlik by Raadsbesluit gemagtig.

* No. 1236.] [12 Junie 1953.
WET OP FABRIEKE, MASJINERIE EN BOUWERK,
1941.

BOU- EN MONUMENTKLIPMESSSELNYWERHEDE,
TRANSVAAL.

Ek, PAUL OLIVER SAUER, Waarnemende Minister van Arbeid, verklaar hierby, ingevolge subartikel (1) van artikel *twee-en-twintig* van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, dat die bepalings van die Ooreenkoms en kennisgewing in verband met die Bou- en Monumentklipmesselnywerhede, bekendgemaak by Goewermentskennisgewing No. 1235 van 12 Junie 1953, vir die persone wie se werke daardeur gereël word, nie minder gunstig as die ooreenstemmende bepalings van genoemde Wet is nie.

P. O. SAUER,
Waarnemende Minister van Arbeid.

* No. 1237.] [12 Junie 1953.
WET OP OORLOGSMAATREËLS, 1940.

SKORSINGS VAN BETALING VAN LEWENS-
KOSTETOELAE BETAALBAAR INGEVOLGE
OORLOGSMAATREËL No. 43 VAN 1942, SOOS
GEWYSIG.

BOU- EN MONUMENTKLIPMESSSELNYWERHEDE,
TRANSVAAL.

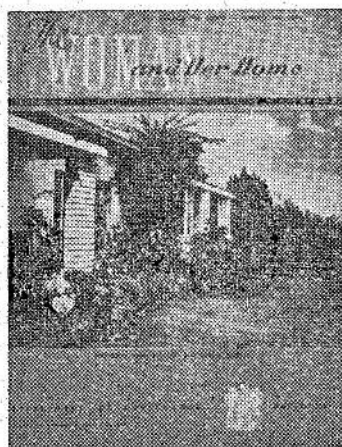
Ek, PAUL OLIVER SAUER, Waarnemende Minister van Arbeid, skors hierby kragtens die bepalings van sub-regulasie (1) van regulasie 4 van die regulasies bekendgemaak by Oorlogsmaatreël No. 43 van 1942, soos gewysig, die bepalings van subregulasie (1) van regulasie 2 en subregulasie (2) van regulasie 3 ten opsigte van werknemers vir wie lone voorgeskryf is in klousule 4 (1) (a) en (c) van die Ooreenkoms vir die Bou en Monumentklipmesselnywerhede wat by die Goewermentskennisgewing No. 1235 van 12 Junie 1953, afgekondig is.

P. O. SAUER,
Waarnemende Minister van Arbeid.

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