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

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

GOEWERMENSKENNISGEWING.

Die volgende Goewermementskennisgewing word vir algemene inligting gepubliseer:—

DEPARTEMENT VAN ARBEID.

* No. 493.] [12 Maart 1954.
NYWERHEID-VERSOENINGSWET, 1937.

KLERASIENYWERHEID (KAAP).

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

- (a) kragtens subartikel (1) van artikel *agt-en-veertig* van die Nywerheid-versoeningswet, 1937, dat al die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Klerasienywerheid betrekking het vanaf die tweede Maandag na datum van publikasie van hierdie kennisgewing, en vir die tydperk wat op 4 Mei 1956 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van daardie organisasie of daardie vereniging is;
- (b) kragtens subartikel (2) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings vervat in artikels 3 tot en met 15, en 17 en 18 van genoemde Ooreenkoms vanaf die tweede Maandag na datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 4 Mei 1956 eindig, bindend is vir die ander werkgewers en werknemers betrokke by of in diens in genoemde nywerheid in die magistraatsdistrikte die Kaap, Wynberg, Simonstad, Bellville en Worcester;
- (c) kragtens subartikel (4) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings vervat in artikels 3 tot en met 15, en 17 en 18 van genoemde Ooreenkoms in die magistraatsdistrikte die Kaap, Wynberg, Simonstad, Bellville en Worcester vanaf die tweede Maandag na datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 4 Mei 1956 eindig, *mutatis mutandis* van toepassing is ten opsigte van persone in diens in genoemde nywerheid wat nie by die woordoms krywing van die uitdrukking „werknemer”, vervat in artikel een van genoemde Wet, ingesluit is nie.

B. J. SCHOEMAN,
Minister van Arbeid.

GOVERNMENT NOTICE.

The following Government Notice is published for general information:—

DEPARTMENT OF LABOUR.

* No. 493.] [12 March 1954.
INDUSTRIAL CONCILIATION ACT, 1937.

CLOTHING INDUSTRY (CAPE).

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

- (a) in terms of sub-section (1) of section *forty-eight* of the Industrial Conciliation Act, 1937, declare that all the provisions of the Agreement which appears in the Schedule hereto, and which relates to the Clothing Industry, shall be binding from the second Monday after date of publication of this notice and for the period ending the 4th May, 1956, upon the employers' organization and the trade union which entered into the said Agreement and upon the employers and employees who are members of that organization or that union;
- (b) in terms of sub-section (2) of section *forty-eight* of the said Act, declare that the provisions contained in sections 3 to 15 (inclusive), and 17 and 18 of the said Agreement shall be binding from the second Monday after date of publication of this notice and for the period ending the 4th May, 1956, upon the other employers and employees engaged or employed in the said industry in the Magisterial Districts of the Cape, Wynberg, Simonstown, Bellville and Worcester;
- (c) in terms of sub-section (4) of section *forty-eight* of the said Act, declare that in the Magisterial Districts of the Cape, Wynberg, Simonstown, Bellville and Worcester and from the second Monday after date of publication of this notice and for the period ending the 4th May, 1956, the provisions contained in section 3 to 15 (inclusive), and 17 and 18 of the said Agreement, shall, *mutatis mutandis*, apply in respect of such persons employed in the said industry as are not included in the definition of the expression "employee" contained in section one of the said Act.

B. J. SCHOEMAN,
Minister of Labour.

"Raad", die Nywerheidsraad vir die Klerasiennywerheid (Kaap), geregistreer kragtens artikel twee van Wet No. 11 van 1924, soos gewysig, en wat kragtens die Nywerheid-versoeningswet, 1937, as geregistreer beskou word;

"ondervinding"—

- (i) met betrekking tot werknemers, uitgesonderd klerklike werknemers, reisigers, arbeiders, dryfbandherstellers, werktuigkundiges, ketelbedieners, bestuurders van voertuie, wagte, bodes, boodskappers en teemaaksters—
 - (a) die totale dienstyd of -tye in enige tak van die Klerasiennywerheid in enige hoedanigheid, uitgesonderd dié van klerk, reisiger, arbeider, werktuigkundige, dryfbandhersteller, bode of boodskapper, ketelbediende, teemaakster, bestuurder van 'n voertuig, opsigter (of nagwag);
- (ii) met betrekking tot 'n dryfbandhersteller, 'n boodskapper en/of bode en 'n teemaakster—
 - (a) die totale dienstyd of -tye wat so 'n werknemer as dryfbandhersteller, boodskapper en/of bode en teemaakster, na gelang van omstandighede, in die Klerasiennywerheid gehad het,

en onderworpe aan die bepaling van artikel 4 (4) van hierdie Ooreenkoms, moet elke dienskontrak as ononderbroke beskou word van die tyd af waarop die werknemer by die werkgever in diens getree het, totdat dié diens wettiglik beëindig word; met dien verstande dat—

- (i) indien kleinhandel- of private kleremakers of kleinhandel- of private kostuummakers in die Klerasiennywerheid werk soek in enige hoedanigheid, uitgesonderd in dié van klerk, reisiger, arbeider, werktuigkundige, dryfbandhersteller, bode of boodskapper, ketelbediener, teemaakster, bestuurder van 'n voertuig, opsigter (of wag), hul totale ondervinding as eenhelfte moet tel vir die doel van berekening van die minimum loon waarteen hulle diens kan aanvaar;
- (ii) indien strykers en/of opvouers en/of bedieners van 'n Hoffmanpers, wat in die wasnywerheid werksaam was, in die Klerasiennywerheid werk soek as strykers en/of opvouers en/of persers, hul totale ondervinding as eenhelfte moet tel vir die doel van berekening van die minimum loon waarteen hulle diens kan aanvaar;

"fonds", die bystandfonds wat kragtens hierdie Ooreenkoms gestig is;

"fondswEEK", 'n week bereken van middernag af tussen Vrydag en Saterdag tot middernag tussen die daaropvolgende Vrydag en Saterdag;

"beroemde", enige persoon, wat deur 'n lid benoem is, aan wie enige bystand, wat aan sodanige lid ten tye van sy dood verskuldig is, betaal moet word;

"aftree-ouderdom", die ouderdom van 65 in die geval van manlike bydraers, en 60 in die geval van vroulike bydraers;

"sekretaris", die Sekretaris van die Raad, en omvat enige amptenaar wat aangestel is om die Sekretaris hulp te verleen;

"loon", die basiese weekloon (uitgesonderd lewenskostetoelae, oortyd- of enige aanvullende verdienste) wat in enige loonreëlingsinstrument in die Nywerheid voorgeskryf is of die gewone weeklikse besoldiging (uitgesonderd lewenskostetoelae, oortyd- of enige aanvullende verdienste) wat 'n werknemer ontvang, na gelang van die grootste.

4. BYSTANDFONDS:

Hiermee word 'n bystandfonds onder die naam Bystandfonds van die Klerasiennywerheid (Kaap) gestig, waarvan die doel is om voorsiening te maak vir die verskaffing van bystand aan bydraers.

Die fonds bestaan uit:—

- (a) Bydraes wat ooreenkomstig die bepalinge van hierdie Ooreenkoms in die fonds gestort word;
- (b) Rente wat uit die belegging van gelde van die fonds verkry word.
- (c) Enige ander bedrae waarop die fonds geregtig word.

5. STIGTING EN FUNKSIES VAN BESTUURSKOMITEE.

(i) Die administrasie van die fonds berus by 'n bestuurskomitee bestaande uit drie verteenwoordigers van die werkgevers en drie verteenwoordigers van die werknemers, wat deur die Nywerheidsraad vir die Klerasiennywerheid (Kaap) kragtens artikel 10 van die konstitusie van die Raad by 'n behoorlik saamgestelde byeenkoms van die Raad aangestel is, saam met die voorsitter en ondervoorsitter van die Raad, wat *ex officio*-lede van die bestuurskomitee is.

(ii) Vir elke verteenwoordiger moet 'n plaasvervanger aangestel word volgens die wyse waarop voorsiening in artikel 10 (1) van die konstitusie van die Raad, soos gewysig, gemaak is.

(iii) Twee verteenwoordigers van die werkgevers en twee verteenwoordigers van die werknemers vorm 'n kworum, en alle sake word deur 'n meerderheidstem beslis. Die voorsitter beskik slegs oor 'n beraadslagende stem. Plaasvervangers van lede wat afwesig is, kan as volle verteenwoordigers vir die doeleindes van 'n kworum beskou word, en indien daar geen kworum binne 30 minute na die vasgestelde tyd is nie, moet die vergadering tot 'n datum van hoogstens sewe dae daarna, soos deur die voorsitter vasgestel, verdaag word. By so 'n uitgestelde vergadering, waarvan lede skriftelik kennis moet ontvang, vorm die lede wat teenwoordig is 'n kworum. Vir die doel van 'n kworum moet die voorsitter en ondervoorsitter van die Raad, indien teenwoordig, as verteenwoordigers beskou word.

"council" means the Industrial Council for the Clothing Industry (Cape) registered in terms of section two of Act No. 11 of 1924, as amended, and deemed to have been registered under the Industrial Conciliation Act, 1937.

"experience" shall mean—

- (i) in relation to employees other than clerical, travellers, labourers, belt-boys, mechanics, boiler attendants, drivers, watchmen, messengers, errand boys and tea-girls—

(a) the total period or periods of employment of an employee in any branch of the Clothing Industry in any capacity other than that of a clerk, traveller, labourer, mechanic, belt-boy, messenger or errand boy, boiler attendant, tea-girl, driver of a vehicle, caretaker (or watchman);

- (ii) in relation to a belt-boy, and errand boy and/or messenger and a tea-girl—

(a) the total period or periods of employment which such employee has had as a belt-boy, errand boy and/or messenger and tea-girl, as the case may be, in the Clothing Industry;

and subject to the provisions of section 4 (4) of this Agreement, each contract of service shall be deemed to have been continuous from the time the employee entered the employer's service until the time such service is legally terminated; provided that—

- (i) where retail or private tailors or retail or private dressmakers seek employment in the Clothing Industry in a capacity other than clerk, traveller, labourer, mechanic, belt-boy, messenger or errand boy, boiler attendant, tea-girl, driver of a vehicle, caretaker (or watchman), their total experience shall be reckoned as one-half for the purpose of calculating the minimum wage at which they may commence service;

- (ii) where ironers and/or folders and/or operators of a Hoffman Press who have been employed in the laundry trade seek employment as ironers and/or folders and/or pressers in the Clothing Industry, their total experience shall be reckoned as one-half for the purpose of calculating the minimum wage at which they may commence service;

"fund" means the Provident Fund established under this Agreement;

"fund week" means a week calculated from midnight between Friday and Saturday to midnight between the next succeeding Friday and Saturday;

"nominee" means any person appointed by a member to whom any benefits accruing to such member at the time of his death shall be paid;

"retiral age" means the age of 65 in the case of male contributors and 60 in the case of female contributors;

"secretary" means the Secretary of the Council and includes any official appointed to assist the Secretary.

"wage" means the basic weekly wage (excluding cost of living allowance, overtime, or any supplementary earnings) prescribed in any wage regulating instrument in the industry or the ordinary weekly remuneration (excluding cost of living allowance, overtime or any supplementary wages) received by an employee, whichever is the greater.

4. PROVIDENT FUND.

There is hereby established a provident fund known as the Cape Clothing Industry Provident Fund, the purpose of which shall be the provision of benefits to contributors.

The fund shall consist of—

- (a) contributions paid into the fund in accordance with the provisions of this Agreement;
- (b) interest derived from the investment of any moneys of the fund;
- (c) any other sums to which the fund may become entitled.

5. ESTABLISHMENT AND FUNCTIONS OF MANAGEMENT COMMITTEE.

(i) The administration of the fund shall be vested in a management committee consisting of three employers' representatives and three employees' representatives appointed by the Industrial Council for the Clothing Industry (Cape) in terms of section 10 of the Constitution of the Council at a duly constituted meeting of the Council, together with the Chairman and Vice-Chairman of the Council who shall be *ex officio* members of the management committee.

(ii) For each representative an alternate shall be appointed in the manner provided for in section 10 (1) of the Constitution of the Council as amended.

(iii) Two employers' representatives and two employees' representatives shall constitute a quorum and all matters shall be determined by a majority vote. The chairman shall have a deliberative vote only. Alternates of members who are absent may be counted as full representatives for the purposes of quorum and if no quorum is present within 30 minutes of the time fixed, the meeting will stand adjourned to a date not later than seven days thereafter fixed by the Chairman. At such adjourned meeting of which members shall be given written notice, those present shall form a quorum. For the purpose of a quorum, the Chairman and Vice-Chairman of the Council shall, if present, be regarded as representatives.

(iv) Indien enige verteenwoordiger van 'n byeenkoms afwesig is, en nie deur 'n plaasvervanger verteenwoordig word nie, moet die stemkrag van die kant, wat hy verteenwoordig, 'n vermindering ondergaan, en 'n soortgelyke vermindering moet aan die ander kant geskied om die gelykheid van die stemkrag te bewaar. Geen voorstel kan oorweeg word nie, tensy dit gesekondeer is en alle sake wat die onderwerp van voorstelle uitmaak, moet deur 'n meerderheidstem van die aanwesiges beslis word.

(v) Alle onkoste van die administrasie moet deur die fonds gedra word.

(vi) Die bestuurskomitee beskik oor die mag om—

- Namens die fonds alle betalings en uitgawes goed te keur;
- amptenare van die fonds aan te stel en af te dank, hul besoldiging vas te stel en hul pligte te bepaal;
- oor die werk van enige aangestelde plaaslike komitees toesig te hou;
- subkomitees te benoem om met die administrasie van die fonds behulpzaam te wees;
- vir die uitbetaling van bystand, reëls op te stel, en die tyd en plek vir sulke uitbetalings vas te stel;
- alle ander sodanige pligte, soos die komitee vir die behoorlike administrasie van die fonds, nodig of wenslik ag, na te kom.

Twee eksimplare van die reëls van die fonds, en enige wysigings daarvan moet by die sekretaris van die Raad ingedien word, wat een kopie aan die Sekretaris van Arbeid moet besorg.

6. BYDRAES.

(i) Vir die doel van die fonds moet elke werkgewer van die lone van elkeen van sy werknemers, uitgesonderd klerklike werknemers en reisigers en wat gedurende enige week gewerk het, afgesien van die tyd aldus gewerk, die bedrae hieronder uiteengesit, aftrek:—

- Groep I: In die geval van 'n werknemer wat 'n basiese loon van £3 7s. 6d. per week of minder verdien, die som van ses pennies.
- Groep II: In die geval van 'n werknemer wat 'n basiese loon bo £3 7s. 6d. per week verdien, die som van nege pennies.

Met dien verstande dat sodanige aftrekkings slegs ten opsigte van werknemers moet geskied wie se totale ondervinding vir die doeleindes van die Klerasienywerheid (Kaap) een jaar oorskry.

(ii) By die bedrag wat aldus afgetrek is, moet die werkgewer 'n gelyke bedrag maand vir maand byvoeg, en voor of op die 14de dag van elke maand die totale bedrag aan die sekretaris van die Raad stuur.

(iii) Sodanige totale som moet vergesel gaan van 'n opsomming wat die naam en adres van die werkgewer, die getal bydraes wat t.o.v. elke groep tydens elke week van die betrokke maand afgetrek is, die totale bedrag van sodanige aftrekkings en die totale bedrag van die werkgewers se gelyke bydraes.

(iv) In die geval van die eerste sodanige betaling deur 'n werkgewer, moet die bedrag van die volgende bykomende inligting vergesel gaan:—

- Die volle naam en adres van elke bydraer.
- Die „groep” en dienskaartnommer van elke bydraer en die werkgewer moet daarna die fonds weekliks van alle veranderinge in die lys bydraers, en omtrent veranderinge van een groep na die ander, in kennis stel.
- Daarna moet die werkgewer voor of op 15 Februarie van elke jaar aan die fonds 'n jaarstaat van bydraers t.o.v. die laaste betaalweek in Januarie van daardie jaar lewer. Hierdie jaarstaat moet t.o.v. sodanige betaalweek die volgende aantoon:—

- Die naam en adres van die werkgewer.
- Die volle naam en adres van elke bydraer wat gedurende so 'n betaalweek in diens is.
- Die „groep” en dienskaartnommer en bystandfondsnommer (as daar een is) van elke bydraer.

(vi) Die werkgewer moet die fonds van alle bydraers, wat sonder betaling langer as vier of meer agtereenvolgende betaalweke afwesig was, in kennis stel.

(vii) 'n Werkgewer mag nie die hele of enige gedeelte van sy eie bydrae van die verdienstes van 'n lid aftrek nie, of enige vergoeding van die lid t.o.v. so 'n bydrae ontvang nie.

(viii) Wanneer 'n lid met verlof met volle besoldiging of minder as volle besoldiging afwesig is en/of wanneer 'n lid op korttyd is, moet beide sy en die werkgewer se bydraes voortgesit word.

(ix) Indien enige bydrae per abuis aan die fonds geskied, is die fonds nie aanspreeklik om daardie bydrae na verloop van ses maande na die datum van so 'n betaling, terug te betaal nie.

(x) Wanneer enige bystand per abuis aan 'n lid uitbetaal is as gevolg daarvan dat so 'n lid aan die fonds betalings gedoen het wat nie verskuldig was nie, kan die bestuurskomitee die bedrag van die bystand, wat aldus betaal is, aftrek:—

- van enige som wat van die fonds as 'n terugbetaling van sodanige bydraes geëis word, wat nie verskuldig was nie; en
- van enige toekomstige bystand wat aan genoemde lid deur die fonds verskuldig kan word.

7. GELDSAKE.

(i) Alle gelde wat deur die fonds ontvang word, moet namens die fonds in 'n bankrekening gestort word. 'n Amptelike bewys moet vir alle gelde wat deur die fonds ontvang is, uitgereik word, en trekkings uit die fonds moet per tjek geskied, onderteken deur sodanige persone as wat van tyd tot tyd deur die bestuurskomitee daartoe gemagtig word.

(iv) If any representative is absent from any meeting and is not represented by an alternate, the voting power of the side he represents shall be reduced and a similar reduction shall be made on the other side to preserve equality of voting power. No motion shall be considered unless seconded and all matters forming the subject of motions shall be decided by majority vote of those present.

(v) All expenses of administration shall be a charge on the fund.

(vi) The management committee shall have power to—

- sanction all payments and expenditure on behalf of the fund;
- engage and dismiss paid servants of the fund, fix their remuneration, and define their duties;
- supervise the working of any local committees appointed;
- appoint sub-committees to help in the administration of the fund;
- draft rules for the payment of benefits and fix the time and place for such payments.
- Perform all such other duties as the committee may deem necessary or desirable for the proper administration of the Fund.

Two copies of the rules of the fund and any amendments thereof shall be lodged with the Secretary of the Council who shall transmit one copy to the Secretary of Labour.

6. CONTRIBUTIONS.

(i) For the purpose of the fund, each employer shall deduct from the wages of each of his employees, other than clerical employees and travellers and who has worked during any week irrespective of the time so worked the amounts set out hereunder:—

- Group I: In the case of an employee earning a basic wage of £3 7s 6d. per week or less the sum of sixpence.
- Group II: In the case of an employee earning a basic wage in excess of £3 7s. 6d. per week, the sum of ninepence.

Provided that such deductions shall be made only in respect of employees whose total experience for the purposes of the Clothing Industry (Cape) exceeds one year.

(ii) To the amount so deducted the employer shall add a like amount and forward month by month, but not later than the fourteenth day of each month, the total sum to the Secretary of the Council.

(iii) Such total sum must be accompanied by a summary showing the name and address of the employer, the number of contributions deducted in respect of each group during each week of the month in question, the total amount of such deductions and the total amount of the employers' like contribution.

(iv) In the case of the first such payment by any employer the sum must be accompanied by the following additional information:—

- The full names and addresses of each contributor.
- The "group" and service record card number of each contributor and the employer shall thereafter notify the fund week by week of all changes in the list of contributors, and of changes from one group to another.

(v) Thereafter the employer shall not later than by the 15th February of each year render to the fund an annual return of contributors in respect of the last pay week in January of that year. This annual return shall, in respect of such pay week, show:—

- the name and address of the employer;
- the full names and addresses of each contributor employed during such pay week;
- the "group" and service record card number and provident fund number (if any) of each contributor.

(vi) The employer shall each month notify the fund of all contributors who have been absent without pay for four or more consecutive pay weeks.

(vii) An employer shall not deduct the whole or any part of his own contribution from the earnings of a member or receive any consideration from the member in respect of such contribution.

(viii) When a member is on leave on full pay or less than full pay and/or when a member is on short time, both his and the employer's contributions shall be continued.

(ix) If any contribution is made in error to the fund, the fund shall not be liable to repay that contribution after the lapse of six months from the date of such payment.

(x) Whenever any benefit has been mistakenly paid to a member as a result of such member having made to the fund payments which were not due, the management committee may set off the amount of benefit so paid:—

- against any sum claimed from the fund as a repayment of such contributions which were not due; and
- against any future benefits that may become due by the fund to the said member.

7. FINANCE.

(i) All moneys received by the fund shall be deposited in a banking account opened in the name of the fund. An official receipt shall be issued for all moneys received into the fund and withdrawals from the fund shall be by cheque signed by such persons as may, from time to time, be authorised by the management committee.

Enige gelde wat nie nodig is om lopende betalings te dek nie, moet belê of uitgeleen word in sekuriteite, wissels of lenings, wat deur die Unieregering of enige munisipaliteit of ander plaaslike bestuur uitgereik of gewaarborg word, in verband of sekuriteite van 'n openbare raad en in goedgekeurde trustbeleggings wat bekendgemaak is as goedgekeur deur die Meester van die Hooggeregshof na goeddunke van die bestuurskomitee, wat sodanige sekuriteite, soos dit van tyd tot tyd bepaal, kan wysig.

(ii) Die bestuurskomitee moet 'n ouditeur aanstel wie se besoldiging uit die fonds betaal moet word.

Die rekenings moet elke ses maande vir die tydperke, wat onderskeidelik op 30 Junie en 31 Desember eindig, geouditeer word, en aan die sekretaris van die Raad en die Sekretaris van Arbeid moet elk één afskrif gestuur word.

8. BYSTAND.

(i) Bystand moet aan bydraers verleen word wat—

(a) die nywerheid verlaat op die aftree-ouderdom van 60 in die geval van vroue en 65 in die geval van mans; of

(b) die bestuurskomitee tevredestel dat hulle die nywerheid voor die aftree-ouderdom permanent verlaat het.

(ii) *Benoeming van begunstigdes.*—Van elke bydraer word vereis om 'n begunstigde te benoem aan wie, ingeval van die dood van die bydraer, enige bystand, wat aan so 'n bydraer verskuldig is, betaal moet word. Ingeval die fonds nie oor so 'n benoemde persoon beskik nie, moet enige bystand wat tydens die bydraer se dood verskuldig is, in die boedel van sodanige gestorwe bydraer gestort word.

(iii) *Aansoekvorm.*—Die vorm waarin aansoeke ingedien moet word, is soos in Aanhangsel A hiervan uiteengesit.

(iv) *Benoeming van benoemdes.*—Van elke bydraer word vereis om 'n staat in die vorm van Aanhangsel B aan te stuur.

9. BEDRAG VAN BYSTAND.

Die minimum bystand wat aan bydraers betaal moet word (of in die geval van die dood van 'n bydraer aan sy benoemde) moet soos volg wees:—

(i) *Indien die totale bydraetydperk 104 weke of minder is:* Die totale bedrag wat daardie bydraer bygedra het, d.w.s., heeltemal afgesien van enige gelyke bedrag wat die werkgever bygedra het.

(ii) *Indien die totale bydraetydperk meer as 104 weke maar nie meer as 156 weke is nie:* Die totale bedrag wat deur so 'n bydraer bygedra is, plus 10 persent van die werkgever se gelyke bydrae.

(iii) *Indien die totale bydraetydperk meer as 156 weke, maar nie meer as 208 weke is nie:* Die totale bedrag wat so 'n bydraer bygedra het, plus 15 persent van die werkgever se gelyke bydrae.

(iv) Vir elke daaropvolgende 52 bydraeweke moet 'n bykomende 5 persent van die werkgever se bydrae aan die bydraer betaal word; met dien verstande dat die maksimum bedrag wat in gewone bystand betaalbaar is, nie die werknemer se eie bydraes, plus 100 persent van die werkgevers se gelyke bydrae, mag oorskry nie.

Ten einde die bydraetydperk te bereken, moet dit beskou word dat die bydraer gedurende die totale tydperke waarvan die fonds deur sy werkgevers van tyd tot tyd in kennis gestel is, bygedra het, en tydelike afwesighede van die werk vir tydperke van minder as vier agtereenvolgende betaalweke moet veronagsaam word, afgesien van die feit dat geen bydraes inderdaad t.o.v. sulke afwesighede ontvang kon gewees het nie.

Bowendien mag geen werknemer t.o.v. enige dienstydperk waarin hy tot die fonds moes bygedra het, maar ten opsigte waarvan sy werkgever in gebreke gebly het om bydraes te lewer, benadeel word nie.

10. BETALING VAN BYSTAND.

Eise wat deur bydraers ingestel word, moet so spoedig as wat dit prakties moontlik is, afhandeling geniet om snelle uitbetaling te verseker in alle gevalle waar die komitee tevrede voel dat die reëls van die fonds nagekom is.

Behalwe in die geval van aftreding of dood, moet geen bystand egter t.o.v. enige eis betaal word nie, totdat 'n tydperk van minstens een jaar verstryk het van die tyd af dat die betrokke persoon laas by die nywerheid in diens was; met dien verstande dat in die geval van persone wat minstens 10 jaar diens in die klerasiennywerheid in die regsgebied van die Nywerheidsraad vir die Klerasiennywerheid (Kaap) gehad het en wat 'n goedgekeurde sertifikaat voorlê dat hulle die nywerheid permanent verlaat het, die Komitee onmiddellike uitbetaling moet magtig.

Indien 'n bydraer tot die nywerheid terugkeer voordat so 'n eis uitbetaal is, moet die eis outomaties verval en bydraes onmiddellik weer 'n aanvang neem.

Ingeval 'n bydraer tot die nywerheid ná betaling van enige eis, terugkeer, moet hy as 'n nuwe bydraer beskou word en slegs toegelaat word om na verstryking van een jaar nadat hy tot die nywerheid teruggekeer het, weer by te dra.

11. BYKOMENDE BYSTAND.

(i) Die bestuurskomitee kan van tyd tot tyd die bystand, wat daarin vermeld is, vermeerder deur 'n bonus aan die hand van vooruitgang in die finansies van die fonds te verklaar deur:—

(a) Kweking van rente.

Any moneys not required to meet current payments shall be invested or lent out in securities, bills or loans issued or guaranteed by the Union Government or any municipal or other local authority, in bonds or securities of a public board and in approved trust investments published as accepted by the Master of a Supreme Court at the discretion of the management committee, which may vary such securities as it may from time to time determine.

(ii) The management committee shall appoint an auditor whose remuneration shall be paid out of the fund.

The accounts shall be audited every six months for the periods ended 30th June, and 31st December respectively and a copy shall be transmitted to the Secretary of the Council and a copy to the Secretary for Labour.

8. BENEFITS.

(i) Benefits shall be provided to contributors who—

(a) leave the industry on reaching the retiring age of 60 in the case of females and 65 in the case of males; or

(b) satisfy the management committee that they have left the industry permanently before such retiring age.

(ii) *Appointment of Beneficiaries.*—Every contributor shall be required to nominate a beneficiary to whom, in the event of the death of the contributor, any benefits due to such contributor should be paid. In the event of the fund not being in possession of any such nominee any benefits due at the time of a contributor's death, shall be paid into the estate of such deceased contributor.

(iii) *Form of Application.*—The form in which applications are submitted shall be as set out in Annexure A hereto.

(iv) *Appointment of Nominees.*—Each contributor shall be required to forward a statement in the form of Annexure B.

9. AMOUNT OF BENEFITS.

The minimum benefits that shall be paid to contributors (or in the case of death of a contributor to his nominee) shall be as follows:—

(i) *Where the total period of contribution is 104 weeks or less:* The total amount contributed by that contributor i.e., disregarding entirely any like amount contributed by the employer.

(ii) *Where the total period of contribution exceeds 104 weeks but does not exceed 156 weeks:* The total amount contributed by such contributor plus 10 per cent of the employers like contribution.

(iii) *Where the total period of contribution exceeds 156 weeks but does not exceed 208 weeks:* The total amount contributed by such contributor plus 15 per cent of the employers like contribution.

(iv) For each succeeding 52 weeks of contribution an additional 5 per cent of the employer's contribution will be paid to the contributor, provided that the maximum amount payable in ordinary benefits shall not exceed the employees own contributions plus 100 per cent of the employers like contribution.

For the purpose of calculating the period of contribution the contributor shall be deemed to have contributed during the entire periods notified to the fund by his employers from time to time and temporary absences from work for periods of less than four consecutive pay-weeks shall be disregarded irrespective of the fact that no contributions may actually have been received in respect of such absences.

Furthermore, no employee shall be prejudiced in respect of any period of employment during which he should have contributed to the fund but in respect whereof his employer failed to submit contributions.

10. PAYMENT OF BENEFITS.

Claims submitted by contributors shall be dealt with as expeditiously as practicable to ensure speedy payment in all cases where the committee is satisfied that the rules of the fund have been complied with.

Except in the case of retirement or death no benefits shall however, be paid in respect of any claim until a period of at least one year has elapsed from the time the person concerned was last employed in the industry, provided that in the case of persons who have had not less than ten years employment in the Clothing Industry in the area of jurisdiction of the Industrial Council for the Clothing Industry (Cape) and who furnish an approved certificate that they have left the industry permanently, the committee shall authorise immediate payment.

In the event of a contributor returning to the industry before such claim has been met the claim will automatically lapse and contributions forthwith be resumed.

Where a contributor returns to the industry after payment of any claim he shall be regarded as a new contributor and only permitted to contribute one year after returning to the industry.

11. ADDITIONAL BENEFITS.

(i) The management committee may from time to time, increase the benefits stated therein by declaration of a bonus in the light of improvement in the finances of the fund through:—

(a) Accrual of interest.

- (b) Bydraers wat die nywerheid verlaat voordat hulle vir die volle 100 persent van die werkgewer se gelyke bydraes kwalifiseer;

met dien verstande dat enige sodanige bonus vasgestel moet word slegs na 'n ondersoek deur 'n rekenmeester i.s. die laste van die fonds; en voorts met dien verstande dat sodanige bonus nie enige bedrag mag oorskry wat deur so 'n rekenmeester aanbeveel is nie. Enige sodanige bonus moet op krediet van die bydraers se rekening geplaas word en moet terselfdertyd, en benewens die bystand wat by artikel 9 voorgeskryf is, aan sodanige lede betaalbaar wees.

(ii) Die bestuurskomitee kan ook gelde gebruik wat uit (a) en (b) van subklousule (1) van hierdie klousule voortspruit, om bystand aan persone aan te vul wat minstens 10 jaar lank tot die fonds bygedra het en verplig word om die nywerheid permanent te verlaat voordat hulle die aftree-ouderdom weens swak gesondheid of ongeskiktheid bereik.

12. SPESIALE GEVALLE.

'n Bedrag van £24,000 of sodanige verminderde bedrag soos deur die Nywerheidsraad besluit, moet van die siektelonds oorgeplaas word—

- (i) om voorsiening te maak vir gevalle waar bydraers vertrek of die nywerheid gedurende die geldigheidsduur van hierdie Ooreenkoms verlaat het, en wat voorheen vir 'n tydperk van minstens 10 jaar in die Klerasiennywerheid in die regsgebied van die Nywerheidsraad vir die Klerasiennywerheid (Kaap) was;
- (ii) om bystand aan persone te vermeerder wat minder as 10 jaar tot die fonds bygedra het, maar wat die nywerheid weens swak gesondheid of ongeskiktheid permanent moes verlaat voordat hulle die normale aftree-ouderdom bereik het.

Enige geld wat van die siektelonds oorgeplaas word, moet in 'n afsonderlike rekening aangeteken word en kan aangewend word om bystand op 'n basis van tot £10 per jaar diens in die Klerasiennywerheid in die beheergebied van die Nywerheidsraad vir die Klerasiennywerheid (Kaap) in die geval van vroulike werknemers en £12 per jaar diens in die geval van mans te vermeerder. Aansoek om spesiale bystand moet in die vorm van Aanhangsel C ingedien word.

13. BYSTAND MAG NIE GESEDEER OF TOEGEKEN WORD NIE.

Bystand mag—

- (a) op generlei wyse gesedeer, oorgemaak, oorgeplaas of oordra word nie, nog in die algemeen, nog as sekuriteit vir enige skuld of verpligting wat deur die bydraer nagekom moet word. Die fonds moet onder geen verpligting verkeer om enige sodanige beweerde sedering, toekenning, oorplasing of oormaking te erken, te beantwoord of daaraan uitvoering te gee nie;
- (b) nie as gevolg van 'n hofbevel beslag op gelê word nie;
- (c) nie van enige skuld, aangegaan deur die persoon wat op sodanige bystand geregtig is, afgetrek word nie.

14. ONTBINDING VAN FONDS.

Ingeval die Raad tydens die loop van hierdie Ooreenkoms of enige verlenging daarvan of voor die verstryking van die tydperk van twee jaar, waarna in klousule 2 (2) verwys word, ontbind word, dan, afgesien van enige andersluidende bepaling in die Ooreenkoms, moet bydraes tot die fonds staak van die dag af na die datum van bekendmaking in die Staatskoerant van die kennisgewing van ontbinding van die Raad, kragtens artikel vier-en-dertig (2) van die Wet; en die fonds moet *mutatis mutandis* op die wyse wat in klousule 2 (2) van hierdie Ooreenkoms vasgestel is, gelikwideer word; met dien verstande dat die pligte in verband met sodanige likwidasië deur die Kaapse Kamer van Nywerhede of sodanige ander liggaam of persoon, wat die Minister kan benoem, verrig moet word.

15. LIKWIDASIE.

By likwidasië van die fonds kragtens artikel 14, en die uitbetaling van gelde wat aan lede kragtens daardie artikel verskuldig is, moet die gelde wat op krediet van die fonds oorbly, na uitbetaling van alle eise teen die fonds, met inbegrip van administrasie- en likwidasië-uitgawes, in die fondse van die Raad gestort word. Indien die sake van die Raad alreeds beredder en sy bates verdeel is, moet die balans van hierdie fonds, soos in artikel vier-en-dertig (4) van die Wet bepaal, verdeel word, asof dit deel van die algemene fondse van die Raad gevorm het.

16. AGENTE.

Die Raad kan een of meer persone as agente aanstel om hulp te verleen met die uitvoering van die bepalings van hierdie Ooreenkoms. Dit is die plig van elke werkgewer om sodanige persoon of persone toe te laat om sy inrigting binne te gaan en die ondersoeke in te stel en sulke dokumente, boeke, betaalstate en betaalkeuverte te ondersoek en die individue te ondervra, wat vir die doel nodig geag kan word om vas te stel of die bepalings van hierdie Ooreenkoms nagekom word.

17. VRYSTELLING.

Die Raad kan voorwaardelik of andersins vrystelling verleen van enigen van die bepalings van hierdie Ooreenkoms of t.o.v. enige persoon vir enige goeie of genoegsame rede.

(b) Contributors leaving the industry before qualifying for the full 100 per cent of the employer's like contributions; provided that any such bonus shall be determined only after an investigation by an accountant into the liabilities of the fund, and provided further that such bonus shall not be in excess of any amount recommended by such accountant. Any such bonus shall be credited to contributors' accounts and shall be payable to such members at the same time and in addition to the benefits prescribed in section 9.

(ii) The management committee may also use moneys arising out of (a) and (b) of sub-clause (1) of this clause, to augment benefits to persons who have contributed to the fund for not less than 10 years and who are compelled to leave the Industry permanently before reaching the retiring age, on account of ill health or incapacity.

12. SPECIAL CASES.

An amount of £24,000 or such lesser amount as may be decided by the Industrial Council shall be transferred from the sick fund—

- (i) to meet cases where contributors leave or have left the industry during the period of operation of this Agreement, and who have previously been in the Clothing Industry in the area of the jurisdiction of the Industrial Council for the Clothing Industry (Cape) for a period of not less than 10 years.
- (ii) to augment benefits to persons who have contributed to the fund for less than 10 years but who have to leave the industry permanently by reason of ill-health or incapacity, prior to reaching the normal age for retirement.

Any money transferred from the sick fund shall be recorded in a separate account and may be used to augment benefits on the basis of up to £10 per year of service in the Clothing Industry in the area of jurisdiction of the Industrial Council for the Clothing Industry (Cape) in the case of female employees and £12 per year of service in the case of males.

Application for special benefit shall be lodged in the form of Annexure C.

13. BENEFITS NOT TO BE CEDED OR ASSIGNED.

Benefits shall not be—

- (a) capable of being ceded, assigned, transferred, or made over, in any way, either generally, or as security for any debt or obligation due by the contributor. The fund shall be under no obligation to recognise, acknowledge, or act on any such purported cession, assignment, transfer or making over;
- (b) attached by order of process of any court.
- (c) set off against any debt due by the person entitled to such benefits.

14. DISSOLUTION OF FUND.

In the event of the Council being dissolved during the currency of this Agreement or any extension thereof or before the expiry of the period of two years referred to in clause 2 (2), then, notwithstanding anything to the contrary contained in this Agreement, contributions to the fund shall cease as from the day following the date of publication in the *Government Gazette* of the notice of dissolution of the Council in terms of section thirty-four (2) of the Act and the fund shall be liquidated *mutatis mutandis* in the manner laid down in clause 2 (2) of this Agreement; provided that the duties in connection with such liquidation shall be performed by the Cape Chamber of Industries or such other body or person as the Minister may appoint.

15. LIQUIDATION.

Upon liquidation of the fund in terms of section 14, and payment of moneys due to members in terms of that section, the moneys remaining to the credit of the fund after payment of all claims against the fund, including administration and liquidation expenses, shall be paid into the funds of the Council. If the affairs of the Council have already been wound up and its assets distributed, the balance of this fund shall be distributed as provided for in section thirty-four (4) of the Act, as if it formed part of the general funds of the Council.

16. AGENTS.

The Council may appoint one or more persons as agents to assist in giving effect to the terms of this Agreement. It shall be the duty of every employer to permit such person(s) to enter his establishment and to institute such enquiries, and to examine such documents, books, wage sheets and pay envelopes and to interrogate such individuals as may be necessary for the purpose of ascertaining whether the provisions of this Agreement are being observed.

17. EXEMPTIONS.

The Council may grant exemption, conditionally or otherwise from any of the provisions of this Agreement or in respect of any person for any good or sufficient reason.

18. VRYWARING.

Die lede van die bestuurskomitee en hul plaasvervangers en die lede van die uitvoerende komitee en die lede van die plaaslike komitee en die plaaslike verteenwoordigers mag nie vir enige verlies van die fonds aanspreeklik gehou word nie, wat ontstaan omdat enige onbehoorlike belegging te goeder trou aangegaan is of weens enige handelwyse in hul *bona fide* administrasie van die fonds of weens die nalatigheid of bedrog van enige agent of werknemer wat in diens is, ofskoon die indiensneming van sodanige agent of werknemer nie streng noodsaaklik was nie, of enige handelwyse of versuim wat te goeder trou deur sodanige lede of plaasvervangers of deur sulke plaaslike verteenwoordigers veroorsaak is of weens enige ander saak of ding behalwe individuele moedswillige of bedrieglike oortreding aan die kant van sodanige lede of plaasvervangers of aan die kant van sulke plaaslike verteenwoordigers wat aanspreeklik gemaak moet word. Enige sodanige lid of plaasvervanger en enige plaaslike verteenwoordiger moet deur die fonds vergoed word vir enige aanspreeklikheid wat deur hom aangegaan is om die sake te verdedig, hetsy siviël of krimineel, wat voortvloei uit 'n bewering te kwader trou gedoen waarin uitspraak ten gunste van hom gegee of waarin hy vrygespreek is.

Namens die Nywerheidsraad vir die Klerasienywerheid (Kaap), hede die 8ste dag van Desember 1953 in Kaapstad onderteken.

SIMON ROY, *Voorsitter*.

R. CRAWFORD, *Ondervoorsitter*.

F. K. LIGHTON, *Sekretaris*.

AANHANGSEL A.

Datum _____

SEKRETARIS,
DIE BESTUURSKOMITEE,
BYSTANDFONDS VAN DIE KLERASIENYWERHEID (KAAP),
POSBUS 1536,
KAAPSTAD.

Meneer,

Ek, (Mnr. Mev., Mej.) _____

(Naam in blokletters.)

dienskaartnommer _____ verklaar dat ek uit die diens van die firma _____ getree het en nie van voorneme is om elders in die klerasienywerheid in die Westelike Provinsie werk te verkry nie.

Hierby eis ek die gelde wat kragtens die Bystandfondsooreenkoms aan my verskuldig is en versoek dat sodanige gelde aan my by onderstaande adres uitbetaal word:—

of aan my aangestelde benoemde:—

Naam _____
Adres _____

Handtekening _____

(Of merk).

Getuie _____

L.W.—Die Bestuurskomitee moet van enige verandering in die adres van die bydraer of benoemde in kennis gestel word.

SLEGS VIR KANTOORGEBRUIK.

Tydperk waarin bygedra is:

Van _____ af tot _____	Totale Getal Weke		
	Groep I.	Groep II.	£ s. d.
Totale bydrae van werknemer...			
Bedrag verskuldig kragtens die Reëls.....			
Terugbetaling van werknemer se bydrae.....			
Terugbetaling van _____ persent van werkgewer se gelyke bedrag.....			
Bonus (as daar een is).....			
			£ _____

AANHANGSEL B.

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID (KAAP).

BYSTANDFONDS.

BENOEMING VAN BENOEMDE OM BYSTAND TE ONTVANG.

1. Ek, die ondergetekende lid _____ (Naam van bydraer in blokletters).

Dienskaartnommer _____
Fondsnummer (as daar een is) _____
stel hiermee as my benoemde aan _____

(Volle naam en adres van benoemde in blokletters).

Ingevolge die reëls van die Bystandfonds om enige bystand in ontvangs te neem, wat uit genoemde fonds as gevolg van my dood kan voortspruit, en ek is dit daarmee een dat geen wysiging in die aanstelling van die benoemde deur die Bystandfonds erkenning moet geniet nie, tensy skriftelike kennis daarvan aan die Sekretaris van die Fonds, Posbus 1536, Kaapstad, deur my gegee geword is.

18. INDEMNITY.

The members of the management committee and their alternates and the members of the executive committee and the members of any local committee and the local representatives shall not be liable for any loss to the fund arising by reason of any improper investment made in good faith or by reason of any act in their bona fide administration of the fund or by reason of the negligence or fraud of any agent or employee who may be employed although the employment of such agent or employee was not strictly necessary or by reason of any act or omission made in good faith by such members or alternates or by such local representatives or by reason of any other matter or thing save individual wilful or fraudulent wrongdoing on the part of such members or alternates or on the part of such local representatives who are sought to be made liable. Any such member or alternate and any such local representative shall be reimbursed by the fund for any liability incurred by him in defending any proceedings, whether civil or criminal, arising out of an allegation involving bad faith in which judgment is given in favour or in which he is acquitted.

Signed at Cape Town, this 8th day of December, 1953, on behalf of the Industrial Council for the Clothing Industry (Cape).

SIMON ROY, *Chairman*.

R. CRAWFORD, *Vice-Chairman*.

F. K. LIGHTON, *Secretary*.

ANNEXURE A.

Date _____

SECRETARY,
THE MANAGEMENT COMMITTEE,
CAPE CLOTHING INDUSTRY PROVIDENT FUND,
P.O. BOX 1536,
CAPE TOWN.

Dear Sir,

I, (Mr., Mrs., Miss) _____

(Name in block letters.)

Service Card No. _____ declare that I have left the employ of Messrs _____ and have no intention of obtaining employment elsewhere in the Clothing Industry in the Western Province.

I hereby claim the moneys due to me in terms of the Provident Fund Agreement and direct that such moneys shall be paid to me at the following address:—

or to my appointed nominee:—

Name _____
Address _____

Signature _____

(Or mark).

Witness _____

N.B.—The Management Committee must be advised of any change of address of Contributor or Nominee.

FOR OFFICE USE ONLY.

Period Contributed—		Total No. of Weeks	
From _____	To _____	Group I.	Group II.
			£ s. d.
Total Employee's Contribution...			
Amount due in terms of Rules...			
Refund of Employee's Contribution.....			
Refund of _____ per cent of Employer's like amount....			
Bonus (if any).....			£ _____

ANNEXURE B.

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (CAPE).

PROVIDENT FUND.

APPOINTMENT OF NOMINEE TO RECEIVE BENEFITS.

1. I, the undersigned member _____ (Name of Contributor in block letters.)

Service Card No. _____
Fund No. (if any) _____
hereby appoint as my Nominee _____

(Full name and address of Nominee in block letters.)

in terms of the Rules of the Provident Fund to receive any benefit which may accrue from the said Fund by reason of my death, and I agree that no alteration in the appointment of the Nominee shall be recognized by the Provident Fund unless notification thereof shall have been given by me in writing to the Secretary of the Fund, P.O. Box 1536, Cape Town.

2. Ek vrywaar die Raad, soos verteenwoordig deur die bestuurskomitee van genoemde Fonds, teen enige eis wat deur die verteenwoordiger van my uitgestorwe boedel ingestel word of deur enige persoon hoegenaamd vir die betaling uit genoemde fonds van enige bystand; met dien verstande dat die uitbetaling kragtens die bepalings hiervan aan my benoemde geskied.

3. Ingeval die bogenoemde benoemde persoon voor my te sterwe kom, verleen ek magtiging daarvoor dat uitbetaling aan 'n verteenwoordiger van my boedel moet geskied, en die Bystandfonds moet daarop geheel en al van alle aanspraaklikheid onthef word om uitbetaling van enige sodanige bystand aan enige benoemde of enige persoon hoegenaamd te laat geskied.

Getateer te _____
hede _____ dag van _____ 19____

Handtekening van Bydraer _____
Adres van Bydraer _____

As Getuies:

1 _____
2 _____

AANHANGSEL C.

BYSTANDFONDS VIR DIE KLARASIENYWERHEID (KAAP).

AANSOEK OM SPESIALE BYSTAND.

Applikant se familienaam (Mnr., Mev., Mej.) _____
(Blokletters)

Voorname _____
Fondsnummer (as daar een is) _____ Dienskaartnummer _____
Adres _____

Ek verklaar hiermee dat ek weens siekte/ongeskiktheid van 'n aard wat my sal belet om werk in die klarasienywerheid in die Westelike Provinsie te kry, uit die diens getree het van die firma _____

Hierby eis ek die gelde wat kragtens die bepalings van die Bystandfondsooreenkoms aan my verskuldig is en weens ongeskiktheid doen ek aansoek om bykomende bystand.

Die ongeskiktheid waaraan ek ly is soos volg (gee 'n beknopte beskrywing): _____

'n Doktersertifikaat ter staving van hierdie aansoek gaan hierby.

Geteken _____
Datum _____

SLEGS VIR KANTOORGEBRUIK.

Tydperk waarin bygedra is:
Van _____ af tot _____ Totale Getal Weke _____
Groep I. Groep II. £ s. d.

Totale bydrae van werknemer...	_____
Bedrag verskuldig kragtens die reëls.....	_____
Terugbetaling van werknemer se bydrae.....	_____
Terugbetaling van _____ persent van werkgewer se gelyke bedrag.....	_____
Bonus (as daar een is).....	_____
	£ _____

Verslag deur Ondersoeker.

Aanbeveling:

Bykomende bystand deur Komitee
gemagtig op _____
£ _____

Ondersoeker.

2. I indemnify the Council as represented by the Management Committee of the said Fund against any claim made by the representative of my deceased Estate or by any person whatsoever for payment of any benefits from the said Fund provided that payment is made to my Nominee in terms hereof.

3. In the event of the aforesaid Nominee predeceasing me then I authorize that payment be made to the representative of my Estate and the Provident Fund shall thereupon be discharged completely from liability to make payment of any such benefit to any Nominee or other person whatsoever.

Dated at _____ day of _____ 19____

Signature of Contributor _____

Address of Contributor _____

As Witness:

1 _____
2 _____

ANNEXURE C.

CAPE CLOTHING INDUSTRY PROVIDENT FUND

APPLICATION FOR SPECIAL BENEFITS.

Applicant's Surname (Mr., Mrs., Miss) _____
(Block letters.)

First Names _____
Fund No. (if any) _____ Service Card No. _____
Address _____

I hereby declare that I have left the employ of Messrs.

owing to ill-health/incapacity of a nature that will preclude me from obtaining employment in the Clothing Industry in the Western Province.

I hereby claim the moneys due to me in terms of the Provident Fund Agreement and on account of disabilities apply for additional benefits.

The disability I am suffering from is (give brief description): _____

A medical certificate in support of this application is attached.

Signed _____
Date _____

FOR OFFICE USE ONLY.

period Contributed:—

From _____ To _____ Total No. of Weeks _____
Group I. Group II. £ s. d.

Total Employee's Contribution.. _____

Amount due in terms of Rules.. _____

Refund of Employee's contribution..... _____

Refund of _____ per cent of Employer's like amount.... _____

Bonus (if any)..... _____

£ _____

Report by Investigator.

Recommendation:

Additional Benefit authorized by
Committee on _____
£ _____

Investigator.

Koop Unie-leningsertifikate

Buy Union Loan Certificates