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UNIE VAN SUID-AFRIKA

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GOVERNMENT NOTICES.

DEPARTMENT OF LABOUR.

No. 2008.] [9 Desember 1960.

INDUSTRIAL CONCILIATION ACT, 1956, AS AMENDED.

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

MAIN AGREEMENT.

I, JOHANNES DE KLERK, Minister of Labour, do hereby—

(*a*) in terms of paragraph (*a*) of sub-section (1) of section *forty-eight* of the Industrial Conciliation Act, 1956, as amended, declare that all the provisions of the Agreement which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industry, shall be binding from the first Monday after the date of publication of this notice and for the period ending two years from the said first Monday, upon the employers' organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of those organisations or those unions;

(*b*) in terms of paragraph (*b*) of sub-section (1) of section *forty-eight* of the said Act, declare that the provisions contained in Parts I (excluding sections 2, 24 and 29), II and III of the said Agreement, shall be binding from the first Monday after the date of publication of this notice and for the period ending two years from the said first Monday, upon all employers and employees other than those referred to in paragraph (*a*) of this notice, engaged or employed in the said Industry in the Union of South Africa; and

(*c*) in terms of paragraph (*a*) of sub-section (3) of section *forty-eight* of the said Act, declare that in the Union of South Africa and from the first Monday after the date of publication of this notice and for the period ending two years from the said first Monday, the provisions contained in Parts I [excluding sections 2, 8 (3) (*e*) and (*h*), 24, 26, 28 and 29], II and III of the said Agreement, shall *mutatis mutandis* be binding upon all Natives employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees, and upon those employers in respect of Natives in their employ.

J. DE KLERK,
Minister of Labour.

GOEWERMENTSKENNISGEWINGS.

DEPARTEMENT VAN ARBEID.

No. 2008.] [9 December 1960.

WET OP NYWERHEIDSVERSOENING, 1956, SOOS GEWYSIG.

YSTER-, STAAL-, INGENIEURS- EN METAALNYWERHEID, UNIE VAN SUID-AFRIKA.

HOOFOOREENKOMS.

Ek, JOHANNES DE KLERK, Minister van Arbeid, verklaar hierby—

(*a*) kragtens paragraaf (*a*) van subartikel (1) van artikel *agt-en-veertig* van die Wet op Nywerheidsversoening, 1956, soos gewysig, dat al die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metaalnywerheid betrekking het, vanaf die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat 2 jaar vanaf genoemde eerste Maandag eindig, bindend is vir die werkgewersorganisasies en vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van daardie organisasies of daardie vakverenigings is;

(*b*) kragtens paragraaf (*b*) van subartikel (1) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings van Dele I (uitgesonderd artikels 2, 24 en 29), II en III van genoemde Ooreenkoms vanaf die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat 2 jaar vanaf genoemde eerste Maandag eindig, bindend is vir alle ander werkgewers en werknemers as dié vermeld in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die Unie van Suid-Afrika; en

(*c*) kragtens paragraaf (*a*) van subartikel (3) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings van Dele I [uitgesonderd artikels 2, 8 (3) (*e*) en (*h*), 24, 26, 28 en 29], II en III van die genoemde Ooreenkoms vanaf die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat 2 jaar vanaf genoemde eerste Maandag eindig, in die Unie van Suid-Afrika *mutatis mutandis* bindend is vir alle Naturelle in diens in genoemde Nywerheid by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Naturelle in hul diens.

J. DE KLERK,
Minister van Arbeid.

SCHEDULE.

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

AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, 1956, made and entered into between the—

Cape Engineers' and Founders' Association;
Constructional Engineering Association;
East London Engineers' and Founders' Employers' Association;
Edge Hand and Small Tool Manufacturers' Association;
Electrical Engineering and Allied Industries Association;
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape);
Gate and Fence Manufacturers' Association of the Transvaal;
Heavy Engineering Manufacturers' Association;
Lift Engineering Association of South Africa;
Light Engineering Industries Association of South Africa;
Materials Handling and Construction Plant Association of South Africa;
Natal Engineering Industries Association;
Non-Ferrous Metal Industries Association of South Africa;
Plastics Manufacturers' Association of South Africa;
Port Elizabeth Engineers' Association;
Precision Manufacturing Engineers' Association;
Sheetmetal Industries Association of S.A.;
S.A. Agricultural and Irrigation Machinery Manufacturers' Association;
S.A. Electro Plating Industries Association;
S.A. Fasteners Manufacturers' Association;
S.A. Production Founders' Association;
S.A. Reinforced Concrete Engineers' Association;
S.A. Association of Shipbuilders and Repairers;
S.A. Tube Makers' Association;
S.A. Wire and Wire Rope Manufacturers' Association;
S.A. Wrought Non-Ferrous Metal Manufacturers' Association;
Transvaal and Orange Free State Foundry Association;

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

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

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

being parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries.

PART I.

1. Scope of Application of Agreement.

(1) The terms of this Agreement shall be observed throughout the Union of South Africa by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisation and trade unions respectively, but shall not apply to—

(i) members of the Iron and Steel Producers' Association of South Africa and their subsidiaries in the Magisterial Districts of Benoni, Germiston, Pretoria, Vereeniging and Vanderbijlpark except for foundries operated by members of the said Association in the Magisterial Districts of Benoni, Germiston and Vereeniging, to which the provisions of Section 24 of Part I of the Agreement and Section (*a*)—Definitions—of Division D/7 (Foundry and Castings General and Manufacturing Division) shall apply;
(ii) installation, repair and servicing of radios and domestic electrical appliances and the manufacture of radios;
(iii) incandescent lamp manufacture;
(iv) welding electrode manufacture;
(v) the manufacture of aluminium sheet and/or foil and interrelated operations;
(vi) electrical cable manufacture;
(vii) lock and latch manufacture;
(viii) the installation and/or repair and/or maintenance of electrical lifts and escalators;
(ix) the production of iron and/or steel and/or ferro-alloys in the provinces of the Cape, Natal and Orange Free State;
(x) the installation, maintenance and repair of electrical equipment referred to in paragraph (*a*) of the definition of "electrical engineering industry" in Section 3 of Part I of the Agreement, in the Provinces of the Cape, Orange Free State and Natal;

BYLAE.

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

OOREENKOMS

ingevolge die bepalings van die Wet op Nywerheidsversoening, 1956, gesluit en aangegaan tussen die—

Cape Engineers' and Founders' Association;
Constructional Engineering Association;
East London Engineers' and Founders' Employers' Association;
Edge Hand and Small Tool Manufacturers' Association;
Electrical Engineering and Allied Industries Association;
Engineer's and Founders' Association (Transvaal, Orange Free State and Northern Cape);
Gate and Fence Manufacturers' Association of the Transvaal;
Heavy Engineering Manufacturers' Association;
Lift Engineering Association of South Africa;
Light Engineering Industries Association of South Africa;
Materials Handling and Construction Plant Association of South Africa;
Natal Engineering Industries Association;
Non-Ferrous Metal Industries Association of South Africa;
Plastics Manufacturers' Association of South Africa;
Port Elizabeth Engineers' Association;
Sheetmetal Industries Association of S.A.;
Precision Manufacturing Engineers' Association;
S.A. Agricultural and Irrigation Machinery Manufacturers' Association;
S.A. Electro Plating Industries Association;
S.A. Fasteners Manufacturers' Association;
S.A. Production Founders' Association;
S.A. Reinforced Concrete Engineers' Association;
S.A. Association of Shipbuilders and Repairers;
S.A. Tube Makers' Association;
S.A. Wire and Wire Rope Manufacturers' Association;
S.A. Wrought Non-Ferrous Metal Manufacturers' Association;
Transvaal and Orange Free State Foundry Association;

aan die een kant (hieronder die „werkgewers" of die „werkgewersorganisasies" genoem, en die

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

aan die ander kant (hieronder die „werknemers" of die „vakverenigings" genoem),

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid.

DEEL I.

1. Bestek van toepassing van Ooreenkoms.

(1) Die bepalings van hierdie Ooreenkoms moet dwarsdeur die Unie van Suid-Afrika nagekom word deur alle werkgewers en werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede wat onderskeidelik lede van die werkgewersorganisasies en die vakverenigings is, maar is nie van toepassing nie op—

(i) lede van die Iron and Steel Producers' Association of South Africa en hul dogtermaatskappye in die landdrosdistrikte Benoni, Germiston, Pretoria, Vereeniging en Vanderbijlpark, behalwe wat betref gieterye gedryf deur lede van die genoemde vereniging in die landdrosdistrikte Benoni, Germiston en Vereeniging, op wie die bepalings van artikel 24 van Deel I van die Ooreenkoms en artikel (*a*)—Woordomskrywings—van Afdeling D/7 (Afdeling vir Smelt- en Gietwerk—Algemeen en Vervaardiging) van toepassing is;
(ii) die installering, herstel van en diens aan radio's en huishoudelike elektriese toestelle en die vervaardiging van radio's;
(iii) die vervaardiging van gloeilampe;
(iv) die vervaardiging van elektrodes deur sweising;
(v) die vervaardiging van aluminiumplaat en/of -foelie en bedrywighede wat in verband daarmee staan;
(vi) die vervaardiging van elektriese kabels;
(vii) die vervaardiging van slotte en knippe;
(viii) die installering en/of herstel en/of onderhoud van elektriese hysers en roltrappe;
(ix) die produksie van yster en/of staal en/of ferro-allooie in die provinsies die Kaap, Natal en die Oranje-Vrystaat;
(x) die installering, onderhoud en herstel van elektriese uitrusting genoem in paragraaf (*a*) van die woordomskrywing van „elektrotegniese ingenieursnywerheid" in artikel 3 van Deel I van die Ooreenkoms, in die provinsies die Kaap, die Oranje-Vrystaat en Natal;

(xi) the manufacture of motor vehicle parts and/or accessories and/or spares and/or components, other than castings, for so long as Government Notice No. 596 of the 24th April, 1959, or any extension thereof is binding under the Industrial Conciliation Act, 1956, and in which wages are prescribed for employees engaged in such manufacture as carried on in the motor industry; or during any period during which no agreement or award under the said Act prescribing wages for such employees engaged in such manufacture in the motor industry in the areas referred to in the said Government notice is binding under the said Act.

(2) Notwithstanding the provisions of sub-section (1) the terms of this Agreement shall apply to—

(*a*) apprentices only to the extent to which they are not inconsistent with the provisions of the Apprenticeship Act, 1944, as amended, or any contract entered into or any conditions fixed thereunder; and

(*b*) trainees under the Training of Artisans Act, 1951, only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed thereunder;

and notwithstanding the limitation of the Agreement to the operations therein scheduled, the provisions of sections 12, 13, 14 and 15 of Part I of the Agreement shall apply to all employees employed in operative processes receiving a rate of pay equivalent to that prescribed in this Agreement for a Rate 7 employee or paid at a rate not less than £55 (R.110), including cost of living allowance but excluding overtime, per month.

2. Period of Operation of Agreement.

The terms of this Agreement shall come into operation on such date as may be fixed by the Minister of Labour, in terms of section *forty-eight* of the Act, and shall remain in force for a period of two years from that date or such period as may be determined by the Minister.

3. Definitions.

Any expressions used in this Agreement which are defined in the Industrial Conciliation Act, 1956, shall have the same meaning as in that Act, and any reference to an act shall include any amendments to such act; further, unless inconsistent with the context—

"abnormally dirty work" means work in connection with diesel engines from the cross-head down, used marine boilers, furnaces, combustion chambers, smoke boxes, in bilges and in fuel tanks, performed on board ship;

"Act" means the Industrial Conciliation Act, 1956, as amended;

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

"Council" means the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries;

"day shift" means, subject to the definition herein covering "two shift system" and "three shift system", any period of not more than 8½ hours ordinarily worked by an employee between the hours of 6 a.m. and 6 p.m., on Mondays to Fridays inclusive, or any period not exceeding five hours worked between the hours of 6 a.m. and 12 noon on Saturdays, provided that when an employer does not require his employees to work on more than five days in any week, it means any such period of not more than 9¼ hours between 6 a.m. and 6 p.m. on Mondays to Fridays inclusive;

"employee" means an employee whose minimum rate of pay is scheduled in this Agreement or an employee employed under exemption from this Agreement or under conditions determined by the Council, or an apprentice;

"establishment" means any premises wherein or whereon the industries, or part thereof, as herein defined, is carried on;

"hourly rate" means the rate per hour for the class of work scheduled in this Agreement or, whichever is the greater, the actual rate per hour the employee is receiving; provided that where a "rate per week" is specified, the hourly rate of the employee shall be his rate per week for his class of work scheduled in this Agreement or the actual weekly rate of the employee, whichever is the greater, divided by the number of ordinary hours worked in the establishment concerned;

"ordinary hourly rate" means the hourly rate for ordinary time;

"Iron, Steel, Engineering and Metallurgical Industries" or "Industries" means the industries concerned with the production of iron, and/or steel and/or alloys and/or the processing and/or recovery and/or refining of metals (other than precious metals) and/or alloys from dross and/or scrap and/or residues; the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than precious metal) or parts or components thereof and structural metal work, including steel re-inforcement work; the manufacture of metal goods principally from such iron and/or steel and/or

(xi) die vervaardiging van motorvoertuigdele en/of toebehore en/of reserwedele en/of onderdele, uitgesonderd gietstukke, vir so lank as wat Goewermentskennisgewing No. 596 van 24 April 1959, of enige verlenging daarvan bindend is kragtens die Wet op Nywerheidsversoening, 1956, en waarin lone voorgeskryf word vir werknemers in diens in die vervaardiging wat in die motornywerheid uitgevoer word; of gedurende enige tydperk waarin 'n ooreenkoms of arbitrasietoekenning ingevolge die genoemde Wet wat lone vir sulke werknemers voorskryf wat in diens is in sodanige vervaardiging in die motornywerheid in die gebiede genoem in die genoemde Goewermentskennisgewing, nie bindend is kragtens die genoemde Wet nie;

(2) Ondanks die bepalings van subartikel (1) is die bepalings van hierdie Ooreenkoms van toepassing—

(*a*) vakleerlinge alleenlik in die mate waarin dit nie strydig met die bepalings van die Wet op Vakleerlinge, 1944, soos gewysig, is nie, en ook nie met enige kontrak daarkragtens aangegaan of voorwaardes daarkragtens vasgestel nie; en

(*b*) kwekelinge kragtens die Wet op Opleiding van Ambagsmanne, 1951, vir so ver alleenlik as wat dit nie strydig met die bepalings van daardie Wet is nie en ook nie met enige voorwaardes daarkragtens vasgestel nie;

en ondanks die beperkings van die Ooreenkoms tot die werksaamhede daarin ingelys, is die bepalings van artikels 12, 13, 14 en 15 van Deel I van die Ooreenkoms van toepassing op alle werknemers in werkprosesse wat 'n loon ontvang wat gelykstaan met dié wat in die Ooreenkoms voorgeskryf word vir 'n Tarief 7-werknemer of besoldig teen 'n loon van minstens £55 (R110), met inbegrip van lewenskostetoelae, maar met uitsluiting van oortyd, per maand.

2. Geldigheidsduur van Ooreenkoms.

Die bepalings van hierdie Ooreenkoms tree in werking op sodanige datum as wat deur die Minister van Arbeid ingevolge artikel *agt-en-veertig* van die Wet vasgestel mag word, en bly twee jaar van krag vanaf daardie datum of vir sodanige tydperk as wat deur die Minister bepaal mag word.

3. Woordomskrywings.

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

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

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

„vakleerling", 'n werknemer in diens kragtens 'n skriftelike vakleerlingskapkontrak wat deur die Raad erken word of 'n vakleerlingskapkontrak geregistreer ingevolge die Wet op Vakleerlinge, 1944;

„Raad", die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede;

„dagskof", behoudens die woordomskrywings hierin wat „tweeskoftestelsel" en „drieskoftestelsel" dek—enige tydperk van hoogstens 8½ uur gewoonlik deur 'n werknemer gewerk tussen die ure 6 vm. en 6 nm. van Maandae tot en met Vrydae of enige tydperk van hoogstens vyf uur gewerk tussen die ure 6 vm. en 12-uur middag op Saterdag; met dien verstande dat as 'n werkgewer nie van sy werknemers vereis om op meer as vyf dae gedurende enige week te werk nie, dit enige sodanige tydperk van hoogstens 9¼ uur tussen besoldiging in die loontabelle van hierdie Ooreenkoms 6 vm. en 6 nm. van Maandag tot en met Vrydag beteken;

„werknemer", 'n werknemer wie se minimum skaal van besoldiging in die loontabelle van hierdie Ooreenkoms verskyn, 'n werknemer wat ingevolge vrystelling van hierdie Ooreenkoms of op voorwaardes deur die Raad vasgestel in diens is, of 'n vakleerling;

„inrigting", enige perseel waarin of waarop die Nywerhede, of enige gedeelte daarvan, soos hierin omskryf, uitgeoefen word;

„uurskaal", die skaal per uur vir die klas werk in hierdie Ooreenkoms ingelys, of, na gelang van die grootste, die werklike skaal per uur wat die werknemer ontvang; met dien verstande dat waar „skaal per week" gespesifiseer word, die uurskaal van die werknemer sy skaal per week is vir sy klas werk in hierdie Ooreenkoms ingelys of die werklike skaal van die werknemer, na gelang van die grootste, gedeel deur die getal gewone ure in die betrokke inrigting gewerk;

„gewone uurskaal", die uurskaal vir gewone tyd;

„Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede," of „Nywerhede", die nywerhede wat te doen het met die vervaardiging van yster en/of staal en/of allooie en/of die verwerking en/of herwinning en/of raffinering van metale (uitgesonderd edelmetale) en/of allooie uit metaalskuim en/of afval en/of oorblyfsels; die onderhoud, fabrisering, oprigting of inmekaarsit, bou, verandering, vervanging of herstel van enige masjien, voertuig (uitgesonderd 'n motorvoertuig) of artikel hoofsaaklik van metaal (uitgesonderd edelmetale) of dele of bestanddele daarvan en metaalbouwerk, met inbegrip van staalversterkings; die vervaardiging van metaalgoedere, hoofsaaklik van sodanige yster en/of staal

other metals (other than precious metals) and/or alloys and/or the finishing of metal goods; the building and/or alteration and/or repair of boats and/or ships including the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships and general woodwork undertaken in connection with ship repairs, and includes the Electrical Engineering Industry, Lift and Escalator Industry and Plastics Industry but does not include the Motor Industry;

" Electrical Engineering Industry " means—

(*a*) the manufacture and/or assembly from component parts of electrical equipment namely, generators, motors, converters, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment, signalling equipment, radio or electronic equipment and other equipment utilising the principles used in the operation of radio and electronic equipment, incandescent lamps and electric cables and domestic electrical appliances, and includes the manufacture of component parts of the aforementioned equipment;

(*b*) the installation, maintenance and repair of the equipment referred to in paragraph (*a*) above, but does not include the Electrical Contracting Industry;

" Electrical Contracting Industry " means the design, preparation (other than manufacture for sale) and erection of electrical installations forming an integral and permanent portion of buildings and the repair and/or maintenance of such installations, including any cable jointing and electrical wiring associated therewith;

" Lift and Escalator Industry " means the manufacture and/or assembly and/or installation and/or repair of electrical lifts and escalators;

" Plastics Industry " means the manufacture of articles or parts of articles wholly or mainly from plastics, but does not include the manufacture of the following articles made from plastic sheeting material, viz.—

Wearing apparel, bags and handbags, boots, shoes, overshoes, *upholstery* coverings and plastic venetian blinds;

" plastics " means any one of the group of materials which consists of or contains as an essential ingredient an organic substance of a large molecular weight and which while solid in the finished state, at some stage in its manufacture has been or can be forced, i.e. cast, calendered, extruded or moulded into various shapes by flow, usually through the application, singly or together, of heat and pressure;

" precious metals " means the precious metals, gold, silver, platinum and/or palladium and/or any alloy containing the said precious metals or any of these in such proportion with any other metals to be the greater part in value of such alloy;

" Motor Industry " means—

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

(i) chassis and/or the bodies of motor vehicles;
(ii) internal combustion engines and transmission components of motor vehicles;
(iii) the electrical equipment connected with motor vehicles, including radios;

(*b*) automotive engineering;
(*c*) repairing, vulcanising and/or retreading tyres;
(*d*) repairing, servicing and reconditioning batteries for motor vehicles;
(*e*) the business of parking and/or storing motor vehicles;
(*f*) the business conducted by filling and/or service stations;
(*g*) the business carried on mainly or exclusively for the sale of motor vehicles or motor vehicle parts and/or spares and/or accessories (whether new or used) pertaining thereto whether or not such sale is conducted from premises which are attached to a portion of an establishment wherein is conducted the assembly of or repairs to motor vehicles;
(*h*) the business of motor graveyards;
(*i*) the business of assembly establishments;
(*j*) the business of manufacturing establishments wherein are fabricated motor vehicle parts and/or spares and/or accessories and/or components thereof;
(*k*) vehicle body building;

for the purpose of this definition—

" automotive engineering " means the reconditioning of internal combustion engines or parts thereof for use in motor vehicles in establishments mainly or exclusively so engaged whether such establishment is engaged in the dismantling and repair of motor vehicles or not;

" motor vehicle " means any wheeled conveyance propelled by electrical or mechanical power (other than steam) and designed for haulage and/or for the transportation of persons and/or goods and/or loads, including trailers and caravans, but shall not include any equipment designed to run on fixed tracks, trailers designed to transport loads of 20 tons or cover or aircraft;

en/of ander metale (uitgesonderd edelmetale) en/of allooie en/of die afwerking van metaalgoedere; die bou en/of verandering en/of herstel van bote en/of skepe, met inbegrip van die afskraap, afkap en/of afskaal en/of verf van die rompe van bote en/of skepe en algemene houtwerk wat in verband met skeepsherstelwerk onderneem word, en dit omvat die elektrotegniese ingenieursnywerheid, hyser- en roltrapnywerheid en die plastieknywerheid, maar nie die motornywerheid nie;

„ elektrotegniese ingenieursnywerheid "—

(*a*) die vervaardiging en/of inmekaarsit van elektriese uitrusting, nl. dinamo's, motore, konvertors, skakelaar- en kontrole-uitrusting uit onderdele (met inbegrip van relais, kontaktors, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese beligtings-, verhittings-, kook-, bevriesings- en verkoelingsuitrusting, transformators, oonduitrusting, seinuitrusting, radio- of elektroniese uitrusting en ander uitrusting wat die beginsels wat gebruik word in die bediening van radio- en elektroniese uitrusting aanwend, gloeilampe en elektriese kabels en huishoudelike elektriese toestelle, en omvat die vervaardiging van onderdele van bogenoemde uitrusting;

(*b*) die installering, onderhoud en herstel van die uitrusting in paragraaf (*a*) hierbo genoem, maar sluit nie die elektrotegniese kontraknywerheid in nie.

„ elektrotegniese kontraknywerheid ", die ontwerp, voorbereiding (uitgesonderd die vervaardiging vir verkoop) en oprigting van elektriese installasies wat 'n integrerende en permanente deel van geboue uitmaak, en die herstel en/of onderhoud van hierdie installasies, met inbegrip van kabellaswerk en elektriese bedrading wat daarmee in verband staan;

„ hyser- en roltrapnywerheid ", die vervaardiging en/of inmekaarsit en/of installering en/of herstel van elektriese hysers en roltrappe;

„ plastieknywerheid ", die vervaardiging van artikels of gedeeltes van artikels heeltemal of hoofsaaklik van plastiek, maar omvat nie die volgende artikels wat van plastiese materiaal gemaak word nie, nl. klerasie, sakke en handsakke, stewels, skoene, oorskoene, stoffeermateriaal en plastiese hortjiesblindings;

„ plastika ", enigeen van die groep stowwe wat, as 'n essensiële bestanddeel, 'n organiese stof van 'n groot molekulêre gewig bevat of daaruit bestaan, en wat in die een of ander stadium in die vervaardiging daarvan geforseer is of kan word deur te vloei, d.i. gegiet, gekalandeer, uitgestoot of gevorm kan word in verskillende vorms, gewoonlik deur die aanwending van slegs hitte en slegs drukking of albei tesame, terwyl dit in die afgewerkte staat solied is;

„ edelmetale ", die edelmetale goud, silwer, platina en/of palladium en/of enige allooi wat genoemde edelmetale of enige daarvan in sodanige verhouding tot enige ander metale bevat om die grootste deel in die waarde van daardie allooi te wees;

„ motornywerheid "—

(*a*) inmekaarsit, oprigting, toets, hervervaardiging, herstel, verstel, nasien, bedrading, stoffering, bespuiting, verf en/of vernuwing uitgevoer in verband met—

(i) die onderstel en/of die bakke van motorvoertuie;
(ii) binnebrandmasjiene en transmissie-onderdele van motorvoertuie;
(iii) die elektriese uitrusting in verband met motorvoertuie, met inbegrip van radio's;

(*b*) motoringenieurswerk;
(*c*) herstel, vulkanisering en/of versoling van buitebande;
(*d*) herstel, bediening en vernuwing van batterye vir motorvoertuie;
(*e*) die besigheid van motorvoertuie parkeer en/of opberg;
(*f*) die besigheid gedryf deur vul- en/of diensstasies;
(*g*) die besigheid hoofsaaklik of uitsluitlik gedryf vir die verkoop van motorvoertuie of motorvoertuigonderdele en/of reserwedele en/of toebehore (hetsy nuut of gebruik) wat daarby hoort, ongeag of dié verkoop bestuur word van persele af wat verbonde is aan 'n gedeelte van 'n inrigting waarin die inmekaarsit van of herstelwerk aan motorvoertuie uitgevoer word, of nie;
(*h*) die besigheid van motorsloopplekke;
(*i*) die besigheid van monteerinrigtings;
(*j*) die besigheid van vervaardigingsinrigtings waarin motorvoertuigonderdele en/of reserwedele en/of toebehore en/of onderdele daarvan vervaardig word;
(*k*) die bou van motorvoertuie.

Vir die toepassing van hierdie woordomskrywing, beteken—

„ motoringenieurswerk ", die vernuwing van binnebrandmasjiene of onderdele daarvan vir gebruik in motorvoertuie in inrigtings hoofsaaklik of uitsluitlik aldus werksaam, ongeag of dié inrigting hom besig hou met die uitmekaarhaal van en herstelwerk aan motorvoertuie, of nie;

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

" vehicle body building " means any or all of the following activities carried on in a vehicle body building establishment:—

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

(*b*) the manufacture or repair of component parts for cabs and/or bodies and/or any superstructure and the assembling, adjusting and installation of parts in cabs, bodies or on the superstructure of vehicles;

(*c*) fixing cabs and/or bodies and/or any superstructure to the chassis of any type of vehicle;

(*d*) coating and/or decorating cabs and/or bodies and/or any superstructure with any preservative or decorative substance;

(*e*) equipping, furnishing and finishing off the interior of cabs and/or bodies and/or superstructures;

(*f*) building of trailers, but not including the manufacture of wheels or axles therefor;

(*g*) all operations incidental to or consequent upon the activities referred to in paragraphs (*a*), (*b*), (*c*), (*d*), (*e*) and (*f*).

For the purpose of this definition " vehicle " does not include an aircraft, and " Motor Industry " as defined above shall not include the following:—

(i) The manufacture of motor vehicle parts and/or accessories and/or spares and/or components in establishments laid out for and normally producing metal and/or plastic goods of a different character on a substantial scale;

(ii) the assembling, erecting, testing, repairing, adjusting, overhauling, wiring, spraying, painting and/or reconditioning of agricultural tractors except where carried on in establishments rendering similar service in respect of motor cars, motor lorries or motor trucks;

(iii) the manufacture and/or maintenance and/or repair of—

(*a*) civil and mechanical engineering equipment and/or parts thereof whether or not mounted on wheels;

(*b*) agricultural equipment or parts thereof; or

(*c*) equipment designed for use in factories and/or workshops;

provided that for the purposes of (*a*), (*b*) and (*c*) above, " equipment " shall not be taken to mean motor cars, motor lorries and/or motor trucks;

(*d*) motor vehicle or other vehicle bodies and/or superstructure and/or parts of components thereof made of steel plate of one-eighth of an inch thickness or thicker when carried on in establishments laid out for and normally engaged in the manufacture and/or maintenance and/or repair of civil and/or mechanical engineering equipment on a substantial scale;

" machine " means any appliance, irrespective of the material of which it is made, but does not include an agricultural tractor;

" metal goods " does not include agricultural tractors;

" military training " means continuous training which an employee is required to undergo in terms of section *twenty-one* (1), read with sub-sections (1) and (2) of section *twenty-two*, of the Defence Act, 1957, but does not include any training he may elect to undergo in terms of section *twenty-three* of the said Act, nor any other training or service for which he volunteers or which he elects to undergo;

" jig or fixture or stop " means a device which definitely locates the work with respect to a tool and/or a tool to the work and/or the relative position of parts while being joined together, so as to produce articles that are interchangeable within certain tolerance;

" journeyman " means an employee who has completed a contract of apprenticeship under the Apprenticeship Act or a contract of apprenticeship recognised by the Council in any one of the classes of work specified under Rate 1 in Schedule A of Part III of this Agreement, or an employee who is over 21 years of age in possession of a certificate recognised or issued by the Council enabling him to be employed as a journeyman;

" juvenile " means an employee between the age of 16 and 19 years employed on any of the classes of work specified in clause (*c*) of Schedule A of Part III of this Agreement;

" n.e.s." means not elsewhere specified;

" night shift " means, subject to the definition herein covering " two shift system " and " three shift system ", any period of not more than 9¼ hours ordinarily worked by an employee between the hours of 6 p.m. and 6 a.m., from starting time on Monday until starting time on Saturday, except in marine work where any three or more nights worked consecutively may constitute night shift work;

" probationer " means a person who has had no previous experience in any of the classes of work specified in clause (*b*) of Schedule A of Part III of this Agreement, or a person who has been previously employed as a probationer but who has not completed the period of service stipulated for probationers in terms of this Agreement;

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

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

(*b*) die vervaardiging of herstel van onderdele vir kappe en/of bakke en/of enige bobou en die inmekaarsit, verstel en installering van onderdele in kappe, bakke of op die bobou van voertuie;

(*c*) kappe en/of bakke en/of enige soort bobou aan die onderstel van enige tipe voertuig monteer;

(*d*) kappe en/of bakke en/of enige soort bobou met enige soort beskermingsmiddel dek of versier;

(*e*) die binnewerk van kappe en/of bakke en/of bobou uitrus, toerus en afwerk;

(*f*) sleepwaens bou, maar met uitsluiting van die vervaardiging van wiele of aste daarvan;

(*g*) alle werksaamhede wat hoort by of wat voortvloei uit die werksaamhede genoem in paragrawe (*a*), (*b*), (*c*), (*d*), (*e*) en (*f*).

Vir die toepassing van hierdie woordomskrywing omvat „ voertuig " nie 'n vliegtuig nie, en „ motornywerheid ", soos omskryf, mag nie die onderstaande omvat nie:—

(i) Die vervaardiging van motorvoertuigonderdele en/of toebehore en/of reserwedele en/of onderdele in inrigtings wat beplan is vir en wat gewoonlik metaal en/of plastiese goedere van 'n ander aard op aansienlike skaal produseer;

(ii) die inmekaarsit, oprigting, toets, herstel, verstelling, nasien, bedrading, bespuiting, verf en/of vernuwing van landboutrekkers uitgesonderd as dit gedoen word in inrigtings wat dergelike dienste lewer ten opsigte van motorkarre, motorvragwaens of motortrokke;

(iii) die vervaardiging en/of onderhoud en/of herstel van—

(*a*) siviele en werktuigkundige ingenieursuitrusting en/of onderdele daarvan ongeag of dit op wiele gemonteer is of nie;

(*b*) landbou-uitrusting of onderdele daarvan; of

(*c*) uitrusting bedoel vir gebruik in fabrieke en/of werkswinkels;

met dien verstande dat dit vir die toepassing van (*a*), (*b*) en (*c*) hierbo, dit nie beskou mag word dat „ uitrusting " motorkarre, motorvragwaens en/of motortrokke beteken nie;

(*d*) motorvoertuig- of ander voertuigbakke en/of bobou en/of onderdele of dele daarvan gemaak van plaatstaal van een-agtste van 'n duim dik of dikker wanneer uitgevoer in inrigtings wat beplan is vir en wat hulself gewoonlik besighou met die vervaardiging en/of onderhoud en/of herstel van siviele en/of werktuigkundige ingenieursuitrusting op 'n aansienlike skaal;

„ masjien ", enige toestel ongeag die materiaal waarvan dit gemaak is;

„ militêre opleiding ", ononderbroke opleiding wat 'n werknemer verplig is om te ondergaan kragtens artikel *een-en-twintig* (1), gelees met subartikels (1) en (2) van artikel *twee-en-twintig* van die Verdedigingswet, 1957, maar sluit nie opleiding in nie wat hy mag verkies om te ondergaan kragtens artikel *drie-en-twintig* van die genoemde Wet of enige ander opleiding of diens wat hy vrywillig ondergaan of wat hy verkies om te ondergaan;

„ metaalgoedere " omvat nie landboutrekkers nie;

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

„ vakman ", 'n werknemer wat 'n vakleerlingskapkontrak ingevolge die Wet op Vakleerlinge, of 'n vakleerlingskapkontrak wat deur die Raad erken word en enige van die klasse werk soos in Tarief 1 in Lys A van Deel III van hierdie Ooreenkoms genoem, gedien het, of 'n werknemer oor 21 jaar en wat die houer is van 'n sertifikaat wat deur die Raad erken is en hom in staat stel om as vakman in diens te wees;

„ jeugdige ", 'n werknemer tussen 16 en 19 jaar oud wat enigeen van die soorte werk in klousule (*c*) van Bylae B van Deel III van hierdie Ooreenkoms genoem, verrig;

„ n.e.v.", nie elders vermeld nie;

„ nagskof ", behoudens die woordomskrywings hierin wat „ tweeskofte-stelsels " en „ drieskofte-stelsels " dek, enige tydperk van hoogstens 9¼ uur wat gewoonlik tussen die ure 6 nm. en 6 vm. van die begintyd Maandag tot die begintyd Saterdag deur 'n werknemer gewerk word, behalwe in skeepswerk waar enige drie of meer nagte ononderbroke gewerk, nagskofwerk mag uitmaak;

„ proefwerker ", 'n persoon wat geen vorige ondervinding in enigeen van die soorte werk genoem in klousule (*b*) van Lys B van Deel III van hierdie Ooreenkoms het nie, of 'n persoon wat voorheen as proefwerker in diens was, maar wat nie die dienstyd voltooi het wat in hierdie Ooreenkoms vir proefwerkers vasgestel is nie;

"pupil engineer and/or approved student" means a person who is in possession of educational qualifications recognised by the Council and obtained through an educational institution likewise recognised by the Council, but shall not include a person undergoing prescribed vacational training in the course of his studies;

"Region A" means the Magisterial Districts of Beaufort West, Bellville, Bredasdorp, Caledon, Calvinia, the Cape, Carnarvon, Clanwilliam, Ceres, Fraserburg, George, Heidelberg (Cape), Hopefield, Knysna, Ladismith (Cape), Laingsburg, Malmesbury, Montagu, Mossel Bay, Namaqualand, Paarl, Piquetberg, Prince Albert, Riversdale, Robertson, Simonstown, Somerset West, Stellenbosch, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria West, Wellington, Williston, Worcester and Wynberg, and for the purposes of these particular areas the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Cape Regional Council)", P.O. Box 4012, Cape Town;

"Region B" means the Magisterial Districts of Albert, Aliwal North, Barkly East, Butterworth, Cathcart, St. Marks (Cofimvaba), East London, Elliot, Elliotdale, Engcobo, Fort Beaufort, Glen Grey (Lady Frere), Herschel, Idutywa, Indwe, Kentani, Keiskammahoek, King William's Town, Komgha, Lady Grey, Libode, Maclear, Middledrift, Molteno, Mqanduli, Mount Fletcher, Mount Frere, Ngqeleni, Nqamakwe, Port St. Johns, Peddie, Queenstown, Qumbu, Sterkstroom, Stockenstroom, Stutterheim, Tarka, Tsomo, Tsolo, Umtata, Victoria East, Willowvale, Wodehouse and Xalanga (Cala), and for the purposes of these particular areas, the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Border Regional Council)", P.O. Box 27, East London;

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

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

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

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

"templet" means a device for indicating the position of holes and/or attachments on the work and/or the form and/or contour of the work;

"two shift and/or three shift system" means the method of operation in establishments working two or three shifts in any period of 24 hours for not less than three months in a single period;

"watchman's work" means guarding and/or patrolling property and/or premises.

4. HOURS OF WORK.

(1) (*a*) The ordinary hours of work shall not exceed 45 in any one week for—

(i) employees on day shift and/or night shift;

(ii) employees working on the two and/or three shift systems.

(*b*) The ordinary hours per shift shall not exceed those specified in the relevant definitions of "day shift" and/or "night shift" in section 3 of the Agreement.

(2) An employer may, to facilitate the keeping of a record of the starting and stopping time and hours of work of his employees require them to clock in and out of work, and may, before paying to any employee any wages and/or remuneration for any period not recorded by the clock, require that employee to show satisfactory proof of having been at work; provided that an employee shall be paid in terms of this Agreement for all time recorded by the clock which falls within the starting and stopping time of the shift for that day of the week as notified by the employer to his employees in terms of sub-section (8) of this section and for all time which he is required by the employer to work which does not fall within such starting and stopping times.

(3) An employee engaged on incentive bonus work shall be allowed a rest period of ten minutes at as near as possible to the middle of the morning and afternoon work periods, such rest periods to be reckoned as working time and paid for at the hourly rate for that class of work scheduled in this Agreement.

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

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

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

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

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

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

„herhalingswerk", werk wat verrig word deur 'n werknemer wat voortdurend een of meer herhalingsprosesse uitvoer;

„leipatroon", 'n toestel om die plekke van gate en/of aanhegtings op die werkstuk en/of die vorm en/of die buitelyn van die werkstuk aan te dui;

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

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

4. WERKURE.

(1) (*a*) Die gewone werkure is hoogstens 45 in 'n week vir—

(i) werknemers op dagskof en/of op nagskof;

(ii) werknemers wat volgens die twee- en drieskoftestelsels werk.

(*b*) Die gewone ure per skof moet hoogstens dié wees soos bepaal in die betrokke woordomskrywing van „dagskof" en/of „nagskof" in artikel 3 van hierdie Ooreenkoms.

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

(3) Aan 'n werknemer wat op prestasiebonuswerk in diens is, moet tien minute rus toegestaan word so na as moontlik aan die middel van elke voor- en namiddag-werktydperk, en sodanige rustye moet as werktyd beskou en daarvoor betaal word teen die uurskaal vir daardie klas werk soos in die Ooreenkoms ingelys.

(4) Unless otherwise authorised by the Council, the maximum overtime that may be worked shall not exceed ten hours per week.

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

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

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

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

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

(*a*) for more than two hours on any day;
(*b*) on more than three consecutive days;
(*c*) on more than sixty days in any year;
(*d*) after completion of her ordinary working hours for more than one hour on any day unless she has—
  (i) been given notice thereof before midday; or
  (ii) been provided with an adequate meal before she has to commence overtime; or
  (iii) has been paid an allowance in sufficient time to enable her to obtain a meal before the overtime is due to commence.

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

5. Overtime and Payment for Work on Sundays.

(1) Except as provided for in sub-section (5) of section 6 of this part of the Agreement, time worked by employees after the completion of the usual shift in the establishment concerned shall be regarded as overtime and be paid for as follows:—

(*a*) At one and one-half times the hourly rate for the first six hours;
(*b*) thereafter—at double the hourly rate until the usual starting time of the employee's next normal shift; provided that in the case of establishments working a five-day week, time worked on Saturdays shall be paid for at one and one-half times the hourly rate for the first six hours reckoned from the usual starting time on an ordinary working day and at double the hourly rate thereafter.

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

(3) Whenever an employee is required to report for work before the usual starting time for that day of the week, he shall be paid at double his hourly rate for time worked until the usual starting time of the shift.

(4) In any case in which an employee starts work on Saturday earlier than the usual starting time at his own request, an employee working a five-day week shall be paid at one and one-half times his hourly rate for the first six hours reckoned from when he starts work and at double his hourly rate thereafter, and an employee working a six-day week shall be paid at his ordinary hourly rate for the period of the ordinary hours of work on a Saturday and be paid thereafter as provided for in sub-section (1) of this section; provided that if the employee starts more than two hours earlier than the usual starting time, any time worked up to two hours before the usual starting time shall be paid for at double the hourly rate of the employee. For purposes of this sub-section, "usual starting time" means the usual starting time on an ordinary working day.

(5) Whenever an employee (other than an employee engaged in urgent maintenance and/or urgent repairs) works on a Sunday he shall be paid at double the hourly rate for time worked with a minimum of double payment for the hours of a normal shift; provided that where the employer provides work to occupy the employee for the hours of a normal shift and the employee fails or refuses to work the full period required of him, such employee shall be entitled to payment only for the period actually worked.

(6) Employees engaged on urgent maintenance and/or urgent repairs (referred to hereafter as "urgent work") shall be paid for work on Sundays at not less than double the hourly rate for the hours worked with a minimum payment of not less than four hours pay at double the hourly rate in respect of hours worked prior to noon. Where such work extends into the afternoon period a minimum payment of 8 hours at double the hourly rate shall apply.

"Urgent work" means and shall be limited to urgent maintenance or repair work in connection with an employer's own plant and/or machinery and/or Sunday work in connection with ships, where such repairs are necessary to avoid delay to the ship or are essential to the proper functioning thereof.

(4) Tensy dit anders deur die Raad gemagtig word, mag die maksimum oortyd wat gewerk mag word, hoogstens tien uur per week wees.

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

(6) 'n Werknemer kan nie verplig of toegelaat word om 'n ononderbroke tydperk van meer as vyf uur sonder 'n ononderbroke pouse van minstens een uur te werk nie. Vir die toepassing van hierdie artikel moet werktydperke onderbreek deur 'n pouse van minder as een uur, as ononderbroke beskou word.

(7) (i) Geen vroulike werknemer kan verplig of toegelaat word om te werk nie—

(*a*) tussen 6-uur namiddag en 6-uur voormiddag; of
(*b*) na 1-uur namiddag op meer as vyf dae in enige week;

(ii) Geen vroulike werknemer kan verplig of toegelaat word om oortyd soos volg te werk nie—

(*a*) langer as twee uur op 'n dag;
(*b*) op meer as drie opeenvolgende dae;
(*c*) op meer as 60 dae in 'n jaar;
(*d*) na voltooiing van haar gewone werkure vir meer as een uur op 'n dag, tensy sy—
  (i) voor 12-uur middag daarvan in kennis gestel is; of
  (ii) van 'n toereikende ete voorsien is voordat sy met oortyd moet begin; of
  (iii) betyds 'n toelae betaal is om haar in staat te stel om 'n ete te verkry voordat die oortyd 'n aanvang moet neem.

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

5. Oortyd en besoldiging vir werk op Sondae.

(1) Behalwe soos anders in hierdie artikel en in artikel 6 van hierdie deel van die Ooreenkoms bepaal, moet tyd wat werknemers na die beëindiging van die gewone skof in die betrokke inrigting werk, as oortyd beskou word, en daarvoor moet soos volg betaal word:—

(*a*) Teen 1½ maal die gewone loon vir die eerste ses uur;
(*b*) daarna teen dubbel die uurskaal tot die gewone begintyd van die werknemer se volgende gewone skof;

met dien verstande dat in die geval van inrigtings wat 'n vyfdaagse week werk, vir tyd wat op Saterdag gewerk word, teen die skaal van 1½ maal die uurskaal betaal moet word vir die eerste ses uur gereken van die begintyd op 'n gewone werkdag af en daarna teen dubbel die uurskaal loon.

(2) Wanneer 'n werknemer enige tyd na 6 uur nadat hy sy gewone skof voltooi het, op dringende werk uitgeroep word, moet hy teen dubbel sy uurskaal betaal word vir tyd gewerk van die tyd af waarop hy begin werk het tot die gewone begintyd van sy volgende gewone skof; met dien verstande dat 'n werknemer wat op dringende werk uitgeroep word, in allegeval teen dubbel sy uurloon betaal moet word vir tyd gewerk van middernag af tot die gewone begintyd van sy volgende gewone skof.

(3) Wanneer 'n werknemer verplig is om hom voor die gewone begintyd vir daardie dag van die week vir werk aan te meld, moet hy teen dubbel sy uurskaal betaal word vir tyd gewerk tot die gewone begintyd van die skof.

(4) In enige geval waarin 'n werknemer op eie versoek vroeër as die gewone begintyd op Saterdag begin werk, moet 'n werknemer wat 'n vyfdagweek werk, teen 1½ maal sy uurtarief betaal word vir die eerste ses uur gereken vanaf die tyd waarop hy begin werk en teen dubbel sy uurtarief daarna, en 'n werknemer wat 'n sesdagweek werk, moet teen sy gewone uurtarief betaal word vir die tydperk van die gewone werkure op 'n Saterdag en daarna betaal word soos in subartikel (1) van hierdie artikel bepaal; met dien verstande dat as die werknemer meer as twee uur vroeër as die gewone begintyd begin werk, vir enige tyd gewerk tot twee uur voor die gewone begintyd, teen dubbel die uurtarief van die werknemer betaal moet word. Vir die toepassing van hierdie subartikel beteken „gewone tyd" die gewone begintyd op 'n gewone werkdag.

(5) Wanneer 'n werknemer (uitgesonderd 'n werknemer wat dringende onderhouds- en/of dringende herstelwerk uitvoer) op 'n Sondag werk, moet hy teen dubbel die uurtarief betaal word vir tyd gewerk, met 'n minimum van dubbele betaling vir die ure van 'n gewone skof; met dien verstande dat waar die werkgewer werk verskaf om die werknemer besig te hou vir die ure van 'n gewone skof, en die werknemer versuim of weier om die volle tyd wat van hom verwag word, te werk, sodanige werknemer slegs geregtig is op betaling vir die tydperk wat werklik gewerk is.

(6) Werknemers op dringende onderhouds- en/of dringende herstelwerk (hieronder „dringende werk" genoem) moet vir werk op Sondae betaal word teen minstens dubbel die uurskaal vir die ure gewerk, met 'n minimum betaling van minstens vier uur se loon teen dubbel tarief. Waar sodanige werk in die agtermiddagperiode in strek is 'n minimum betaling van 8 uur teen dubbel die uurskaal van toepassing.

„Dringende werk" beteken, en moet beperk word tot dringende onderhouds- en/of herstelwerk in verband met die werkgewer se eie installasie en/of masjinerie en/of Sondagwerk in verband met skepe, waar sodanige herstelwerk nodig is om oponthoud vir die skip te voorkom of noodsaaklik is vir die behoorlike werking daarvan.

(7) The provisions of this section relating to payment for work on Sundays shall not apply in respect of shifts commencing on Sunday night in establishments working a two shift or three shift system, which shall be paid for as follows:—

(*a*) For the hours worked before midnight—at double the ordinary hourly rate plus 8 per cent;

(*b*) after midnight until completion of the shift—at the ordinary hourly rate plus 8 per cent.

(8) For the purposes of this section—

"a normal shift" is one-fifth of the ordinary weekly hours of work of an establishment working a five-day week or one-sixth of the ordinary weekly hours of work of an establishment working a six-day week;

"usual starting time" means the starting time on an ordinary working day.

6. Shift Work.

(1) Night shift work shall be paid at the hourly rate applicable plus eight per cent.

(2) In order to be on night shift work an employee must work three or more consecutive nights between 6 p.m. on Monday and 6 a.m. on Sunday of the same week, except in marine work where any three or more nights worked consecutively may constitute night shift work.

(3) Not less than six hours shall elapse between the employment of an employee on night shift and on day shift; provided that an employee may work during such interim period of six hours if overtime is paid at one and one-half times the hourly rate.

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

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

(i) when the hours for the complete shift fall wholly within any period from 6 p.m. to 6 a.m., at the ordinary hourly rate plus 8 per cent;

(ii) when the hours for the complete shift do not fall wholly within any period from 6 p.m. to 6 a.m. at the ordinary hourly rate plus 4 per cent until midnight, and after midnight, at the ordinary hourly rate plus 8 per cent.

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

(i) second shift, at the ordinary hourly rate plus 4 per cent;

(ii) third shift, at the ordinary hourly rate plus 8 per cent.

(5) Time worked by employees on shift systems after the completion of the usual shift in the establishment concerned, shall be regarded as overtime and be paid for as follows:—

(*a*) At one and one-half times the increased hourly rate for the first six hours;

(*b*) thereafter, at double the increased hourly rate until the usual starting time of the employee's next normal shift.

For the purposes of the above, "increased hourly rate" means the ordinary hourly rate plus the amount per cent payable thereon at the concluding time of the shift.

7. Short Time.

(1) An employer may work his employees for a lesser number of hours than the ordinary hours of work of his establishment, due to—

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

(*b*) unforeseen contingencies and/or circumstances beyond the control of the employer. In the event of the foregoing circumstances arising an employer shall not be required to pay wages to his employees, except for the periods actually worked; provided that where the employer believes that resumption of work can be effected and expressly instructs his employees to present themselves for employment on a particular day, they shall receive not less than four hours' work or pay in lieu thereof, in respect of such day.

(2) Subject to notification thereof being given by the employer to the Council, not less than 48 hours before going on to short time under clause (1) (*a*) or within 24 hours after short time has been worked under clause (1) (*b*), the cost of living allowance payable in terms of section 30 of this Part of the Agreement may be reduced *pro rata* to the number of hours worked or payable under this section.

(3) Short shifts worked while working short time shall count as shifts actually worked for purposes of the qualification for the paid holiday referred to in section 12 of this Part of the Agreement.

(7) Die bepalings van dié artikel, betreffende betaling vir werk op Sondag, is nie van toepassing ten opsigte van skofte wat of op Sondagnag begin in inrigtings wat 'n tweeskof- of drieskofstelsel werk nie, waarvoor soos volg betaal moet word:—

(*a*) Vir die ure voor middernag gewerk—teen dubbel die gewone uurtarief, plus 8 persent;

(*b*) Na middernag tot die voltooiing van die skof—teen die gewone uurtarief, plus 8 persent;

(8) Vir die toepassing van hierdie artikel is—

'n „gewone skof" een-vyfde van die gewone weeklikse werkure van 'n inrigting wat 'n vyfdag week werk of een-sesde van die gewone weeklikse werkure van 'n inrigting wat 'n sesdagweek werk;

„gewone begintyd" beteken die begintyd op 'n gewone werkdag.

6. Skofwerk.

(1) Vir nagskofwerk moet teen die gewone uurtarief plus 8 persent betaal word.

(2) Ten einde op nagskofwerk te wees, moet 'n werknemer drie of meer opeenvolgende nagte tussen 6 nm. op Maandag en 6 vm. op Sondag van dieselfde week werk, behalwe in skeepswerk waar enige drie of meer nagte wat opeenvolgend gewerk word, nagskofwerk mag uitmaak.

(3) Daar moet minstens ses uur verloop tussen 'n werknemer se diens op nagskof en dié op dagskof; met dien verstande dat 'n werknemer tydens sodanige tussentyd van ses uur mag werk indien hy oortyd teen 1½ maal die uurskaal betaal word.

(4) In inrigtings wat volgens die tweeskofte- of drieskoftestelsel werk, moet besoldiging soos volg wees:—

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

(i) teen die gewone uurskaal plus 8 persent as die ure vir die volle skof geheel en al gedurende enige tydperk vanaf 6 nm. tot 6 vm. val;

(ii) teen die gewone uurskaal as die ure vir die volle skof nie geheel en al gedurende enige tydperk vanaf 6 nm. tot 6 vm. val nie, plus 4 persent tot middernag, en na middernag teen die gewone uurskaal plus 8 persent.

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

(i) tweede skof—teen die gewone uurskaal plus 4 persent;

(ii) derde skof—teen die gewone uurskaal plus 8 persent.

(5) Tyd deur werknemers op skofstelsels gewerk na die voltooiing van die gewone skof in die betrokke inrigting moet as oortyd gereken word en daarvoor moet soos volg betaal word:—

(*a*) Teen 1½ maal die verhoogde uurskaal vir die eerste ses uur;

(*b*) daarna teen dubbel die verhoogde uurskaal tot die gewone begintyd van die werknemer se gewone skof.

Vir die toepassing van bostaande beteken „verhoogde uurskaal" die gewone uurtarief plus die bedrag persent daarop betaalbaar aan die einde van die skof.

7. Korttyd.

(1) 'n Werkgewer mag sy werknemers 'n kleiner aantal ure as die gewone werkure van sy inrigting laat werk, as gevolg van—

(*a*) 'n tekort aan werk en/of materiaal, en in dié geval moet 'n werkgewer sy werknemers twee volle werkdae kennis gee van sy voorneme om korttyd te werk en vir sover moontlik die beskikbare werk onder die betrokke werknemers verdeel. As die werkgewer van die werknemer uitdruklik verlang om op enige dag by die inrigting te verskyn om vas te stel of daar werk beskikbaar gemaak sal word, moet hy ten opsigte van so 'n dag minstens besoldiging vir vier uur se werk of besoldiging in plaas daarvan ontvang. As dit nie van die werknemer vereis word om by die inrigting te verskyn nie, moet die werkgewer die werknemer op die werkdag onmiddellik voor die dag waarop hy nie hoef te verskyn nie in kennis stel; of

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

(2) Mits die werkgewer die Raad minstens 48 uur kennis gee voordat na korttyd oorgeskakel word ingevolge klousule (1) (*a*) of binne 24 uur nadat korttyd ingevolge klousule (1) (*b*) gewerk is, mag die lewenskostetoelae betaalbaar kragtens artikel 30 van hierdie deel van die Ooreenkoms eweredig aan die getal ure gewerk of ingevolge hierdie artikel betaalbaar, verminder word.

(3) Kort skofte gewerk terwyl korttyd gewerk word, moet vir doeleindes van kwalifikasie vir die betaalde verlof, genoem in artikel 12 van hierdie deel van die Ooreenkoms, gereken word as skofte wat werklik gewerk is.

8. Payment of Earnings.

(1) (*a*) Except as otherwise provided, any amount due to an employee in terms of this Agreement shall be paid weekly, in cash, on Friday. Payment shall be made not later than fifteen minutes after the ordinary stopping time, and shall include all payments due to the employee calculated up to and including the shift completed on the preceding Tuesday of the same week; provided that where employment terminates before the ordinary pay day, all payments due to the employee in terms of this Agreement, shall be paid to him upon his employment so terminating.

(*b*) Each employee shall be given a statement on payment showing his total earnings, ordinary time and overtime payments, allowances and deductions.

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

(3) Except as otherwise provided in this Agreement, no deduction of any description, other than the following, may be made from the amounts payable in terms of this Agreement to any employee:—

(*a*) For board or lodging or both in accordance with clause (1) of Part III of this Agreement;

(*b*) for canteen services where the deduction is authorised by stop-order, terminable by the employee at not more than twenty-eight days' notice of termination of his agreement to this deduction;

(*c*) where an employee is absent from work, including absence during any unpaid holiday granted in extension of the paid holidays provided for in this Agreement, a *pro rata* amount for the period of such absence;

(*d*) with the written consent of the employee, deductions for sick benefit, insurance, for the purchase of income tax redemption certificates, pension and provident funds or contributions to recreation funds;

(*e*) with the written consent of the employee, deductions in respect of subscriptions to a trade union which is a party to this Agreement;

(*f*) contributions to the funds of the Council in terms of section 23 of this Agreement;

(*g*) any amount paid by an employer, compelled by law, ordinance or legal process, to make payment on behalf of an employee;

(*h*) where an employer, due to clerical or accounting or administrative error, or miscalculations, pays an employee any remuneration in excess of the amount legally payable, the employer shall be entitled to recover the amount of the overpayment by deduction from subsequent wages or earnings subject to the following provisions:—

(i) The deductions may be made from one or more payments of wages or earnings, but no one deduction may exceed 15 per cent of the wages or earnings from which it is deducted.

(ii) No such deduction shall be made from any holiday pay or holiday bonus payable under this Agreement either to the employee or to the Council.

(iii) No such deduction or deductions shall be made unless the employer, in writing, notifies the employee at the time of the first deduction, and the Council within seven days of the first deduction, of the circumstances under which the overpayment was made, the amount thereof, and the amount of the proposed deduction or deductions.

(4) Where in any establishment or place work is performed by employees organised in sets or teams, each employee shall be paid his earnings by the employer.

9. Closing of Establishments on an Ordinary Working Day.

(1) Notwithstanding anything in this Agreement, an establishment may be closed during any period of work specified for that establishment in terms of sub-section (8) of section 4 of this part of the Agreement by a mutual arrangement between the employer and not less than 75 per cent of his employees, where such an arrangement is come to for each specific closing of the establishment.

(2) Whenever an employee is not required to work resultant on the closing of the establishment by a mutual arrangement in terms of sub-section (1), a deduction *pro rata* for the hours not worked may be made from the amounts payable in terms of this Agreement.

(3) Having regard to the provisions of the Apprenticeship Act of 1944, as amended, the provisions of this section shall not apply to apprentices.

10. Incentive Bonus Work.

Subject to the general conditions hereafter set out, an employee may work for his employer under the following system of incentive bonus work:—

(i) The conditions contained in this Agreement relating to overtime, night shift work and work on Sundays and certain public holidays shall apply and be calculated at the hourly rate for that class of work scheduled in this Agreement.

8. Betaling van Verdienste.

(1) (*a*) Behalwe soos anders bepaal moet enige bedrag wat aan 'n werknemer kragtens hierdie Ooreenkoms verskuldig is, weekliks in kontant op Vrydag betaal word. Betaling moet geskied nie later nie as vyftien minute na die gewone ophoutyd, en moet alle betalings insluit wat aan die werknemer verskuldig is bereken tot en met die skof wat op die vorige Dinsdag van dieselfde week voltooi is; met dien verstande dat waar diens voor die gewone betaaldag eindig, alle betalings wat aan die werknemer kragtens hierdie Ooreenkoms verskuldig is, aan hom betaal moet word wanneer sy diens aldus eindig.

(*b*) Elke werknemer moet by betaling 'n staat gegee word wat aantoon: Sy totale verdienste, besoldiging vir gewone tyd en oortyd, toelaes en aftrekkings.

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

(3) Behalwe soos anders in hierdie Ooreenkoms bepaal, mag geen aftrekking van enige aard, uitgesonderd die volgende, gedoen word van die bedrae wat kragtens hierdie Ooreenkoms aan enige werknemer verskuldig is nie—

(*a*) vir losies of inwoning, of albei, ooreenkomstig klousule (1) van Deel III van hierdie Ooreenkoms;

(*b*) vir eethuisdienste waar die aftrekking by aftrekorder gemagtig is wat deur die werknemer op kennisgewing van hoogstens 28 dae van beëindiging van sy ooreenkoms ten opsigte van hierdie aftrekking beëindig kan word;

(*c*) ingeval 'n werknemer van die werk afwesig is, insluitende afwesigheid gedurende enige verdere onbetaalde verlof toegestaan afgesien van dié waarvoor voorsiening gemaak is in hierdie Ooreenkoms, 'n *pro rata* bedrag vir die duur van die afwesigheid;

(*d*) met die skriftelike toestemming van die werknemer, aftrekking vir skei siektebystand, versekering, vir die koop van belastingdelgingsertifikate, pensioen- en voorsieningsfondse of bydraes tot ontspanningsfondse;

(*e*) met die skriftelike toestemming van die werknemer, aftrekkings ten opsigte van ledegeld aan 'n vakvereniging wat 'n party by hierdie Ooreenkoms is;

(*f*) bydraes aan die fonds van die Raad kragtens artikel 23 van hierdie Ooreenkoms;

(*g*) enige bedrag betaal deur 'n werkgewer wat by wet, ordonnansie of regsgeding, verplig is om betaling namens 'n werknemer te maak;

(*h*) waar 'n werkgewer, as gevolg van 'n klerklike of boekhoufout of administratiewe fout, of foutiewe berekenings, aan 'n werknemer besoldiging betaal wat groter is as die bedrag wat wetlik betaalbaar is, is die werkgewer daarop geregtig om die bedrag van die oorbetaling terug te vorder deur aftrekkings van latere lone en of verdienste, behoudens die volgende bepalings:—

(i) Die aftrekkings mag van een of meer betalings van lone of verdienste gemaak word, maar nie een aftrekking mag meer as 15 persent wees van die lone of verdienste waarvan dit afgetrek word nie.

(ii) Geen sodanige aftrekking mag gemaak word nie van enige vakansiebetaling of verlofbonus wat kragtens hierdie Ooreenkoms of aan die werknemer of aan die Raad betaalbaar is.

(iii) Geen sodanige aftrekking of aftrekkings mag gemaak word nie tensy die werkgewer die werknemer ten tyde van die eerste aftrekking, en die Raad binne sewe dae van die eerste aftrekking in kennis stel van die omstandighede waaronder die oorbetaling gemaak is, die betrokke bedrag, en die bedrag van die voorgestelde aftrekking of aftrekkings.

(4) Indien werk in 'n inrigting of plek verrig word deur werknemers wat in spanne of ploeë georganiseer is, moet die loon van elke werknemer deur die werkgewer aan hom betaal word.

9. Die Sluiting van Inrigtings op 'n Gewone Werkdag.

(1) Ondanks enigiets in hierdie Ooreenkoms mag 'n inrigting gesluit word gedurende enige werktydperk wat vir dié inrigting kragtens subartikel (8) van artikel 4 van hierdie deel van die Ooreenkoms gespesifiseer word, by onderlinge Ooreenkoms tussen die werkgewer en minstens 75 persent van sy werknemers, waar sodanige reëling vir elke spesifieke sluiting van die inrigting getref is.

(2) Wanneer daar nie van 'n werknemer vereis word om te werk nie, weens die sluiting van die inrigting by onderlinge ooreenkoms kragtens subartikel (1), kan 'n eweredige vermindering vir die ure wat nie gewerk is nie, gedoen word van die bedrae betaalbaar kragtens hierdie Ooreenkoms.

(3) Met inagneming van die bepalings van die Wet op Vakleerlinge, 1944, soos gewysig, is die bepalings van hierdie artikel nie op vakleerlinge van toepassing nie.

10. Prestasiebonuswerk.

Onderworpe aan die algemene voorwaardes hieronder uiteengesit, kan 'n werknemer met sy werkgewer ooreenkom om kragtens 'n stelsel van betaling volgens resultate te werk:—

(i) Die voorwaardes in hierdie Ooreenkoms genoem ten opsigte van oortydwerk, nagskofwerk en werk op Sondae en sekere openbare vakansiedae is van toepassing en moet bereken word teen die uurtarief vir daardie klas werk wat in die Ooreenkoms ingelyf is.

(ii) Incentive bonus work rates shall be fixed by mutual arrangement between the employer and the employee who is to perform the work, the shop steward to be consulted if desired by either of the parties; provided that incentive bonus work rates in foundries shall be fixed by mutual arrangement by a pricing committee which shall consist of the employer and/or his representative and three employees, one of whom shall be the shop steward and one an employee who is engaged or is to engage on the incentive bonus work.

(iii) In the event of a dispute concerning the incentive bonus work rate and failing an arrangement being come to in settlement between the parties, the matter shall forthwith be referred by one or both of the aggrieved parties to the Industrial Council.

(iv) Pending an arrangement being come to on the incentive bonus work rate, or in the event of the incentive bonus work rate being referred to the Council in terms of clause (iii) the employee shall proceed with the job in accordance with the incentive bonus work rate allowed by the management.

(v) Any adjustment resulting from the Council's decision which is in favour of the employee shall be applicable to him as from the date on which the matter was referred to the Council.

(vi) Time during which an employee is abnormally prevented from proceeding with his work, shall, if the employee is required to stand by, be paid for at the hourly rate for that class of work scheduled in this Agreement with Agreement conditions in respect of overtime and night shift when applicable. Time during which an employee is standing by shall not be taken into account in calculating bonus earnings.

(vii) No payment shall be made for delays which are normal in the establishment concerned and which have been considered when fixing the time allowance.

(viii) No rate agreed upon between an employer and an employee shall be considered satisfactory if such rate does not enable an average employee engaged on the particular bonus rated work to earn not less than 15 per cent above the rate for that class of work scheduled in this Agreement, adjusted as follows:—

* Rates 1 to 7 inclusive—less 1s. or 10c per hour.
* Rates 7 (*a*) and (*b*) inclusive—less 6d. or 5c.

(* Amount consolidated from cost of living allowance at retail price index figure of 205·5 in the Schedule to Government Notice, dated the 29th October, 1956.)

(ix) In all cases the employee shall be guaranteed the hourly rate for his class of work, irrespective of earnings, for the hours worked.

(x) An employee working on incentive bonus work shall be paid on the normal pay day of each week.

(xi) Incentive bonus work rates or basis times once established may not be altered except for the following reasons:—

(1) A mistake in the calculation of either side; or
(2) the material, means or method of production or the quantities are changed; or
(3) a mutual arrangement has been come to between the employer and the employee in the same way as a new bonus work rate is arranged.

(xii) The Council may, for any reason it deems fit, prohibit any establishment from working incentive bonus work or from working under any system which the Council considers to be a system of incentive bonus work.

11. Payment for Certain Public Holidays.

(1) If an employee does not work on Good Friday, Ascension Day, the Day of the Covenant, Christmas Day or New Year's Day, he shall be paid at his ordinary hourly rate for the ordinary working hours for that day of the week; provided that whenever the Day of the Covenant, Christmas Day or New Year's Day falls on a Saturday, an employee who does not work on such day shall be paid at his ordinary hourly rate for the number of hours he would have been paid if the holiday had fallen within the period Monday to Friday inclusive. For purposes of this sub-section, the ordinary hourly rate of employees employed on incentive bonus work shall be the hourly rate for the class of work scheduled in this Agreement.

(2) The provisions of sub-section (1) shall not apply to an employee who is on the paid holiday provided for in this part of the Agreement.

(3) Whenever an employee works on Good Friday, Ascension Day, the Day of the Covenant, Christmas Day or New Year's Day, he shall be paid for the number of hours payable in terms of sub-section (1) hereof to an employee who does not work on such day, and shall be paid in addition at one and one-half times the hourly rate for time worked up to the said number of hours; thereafter, he shall be paid at treble the hourly rate until the usual starting time next day.

12. Holiday Pay.

(1) Except in the case of employees employed on incentive bonus work, holiday payments provided for in this section shall be computed at the "hourly rate" as defined in this Agreement which the employee is receiving at the date of qualification for his paid holiday.

(ii) Die prestasiebonusskale moet by onderlinge ooreenkoms vasgestel word tussen die werkgewer en die werknemer wat die werk moet verrig, en die werkwinkelverteenwoordiger moet geraadpleeg word indien enigeen van die partye dit verlang; met dien verstande dat prestasiebonusskale in gieterye by onderlinge ooreenkoms vasgestel moet word deur 'n bonusvasstellingskomitee wat uit die werkgewer en/of sy verteenwoordiger en drie werknemers moet bestaan, een waarvan die werkwinkelverteenwoordiger moet wees, en een 'n werknemer wat op prestasiebonuswerk in diens is of daarvolgens in diens geneem moet word.

(iii) Ingeval van 'n geskil ten opsigte van die prestasiebonusskaal, en by gebrek aan die bereiking van 'n ooreenkoms vir die skikking daarvan tussen die partye, moet die saak onmiddellik deur een of albei die veronregte partye by die Nywerheidsraad aangegee word.

(iv) Tot tyd en wyl 'n ooreenkoms bereik word ten opsigte van die prestasiebonuswerk, of ingeval die prestasiebonusskaal ingevolge die bepalings van klousule (iii) hiervan by die Nywerheidsraad aangegee is, moet die werknemer voortgaan met die werk ooreenkomstig die prestasiebonusskaal wat deur die bestuur toegelaat word.

(v) Enige aanpassing wat deur die Raad vasgestel word ten gunste van die werknemer is van toepassing op hom met ingang van die datum waarop die saak by die Raad aangemeld is.

(vi) Vir tyd wanneer 'n werknemer deur abnormale omstandighede verhinder word om met sy werk voort te gaan, moet hy, as dit van hom vereis word om gereed te staan vir werk, teen die gekonsolideerde skaal betaal word vir daardie klas werk wat in die Ooreenkoms ingelys is, met Ooreenkomsvoorwaardes ten opsigte van oortydwerk en nagskofwerk, wanneer dit van toepassing is. Tyd wanneer 'n werknemer gereed staan, moet nie by die berekening van bonusverdienste in aanmerking geneem word nie.

(vii) Geen betaling word gedoen ten opsigte van vertragings wat normaal in die betrokke inrigting voorkom en wat by die vasstelling van die tydtoelae in aanmerking geneem is nie.

(viii) Geen skaal waaroor 'n werkgewer en 'n werknemer ooreengekom het, word as bevredigend beskou as so 'n skaal 'n gemiddelde werknemer op 'n prestasiebonusstelsel in diens, nie in staat stel om minstens 15 persent meer te verdien as die basiese loon wat hierin vir die betrokke werk vasgestel is nie, soos volg aangepas:—

* Tariewe 1 tot en met 7—min 1s. of 10c per uur.
* Tariewe 7 (*a*) tot en met (*b*)—min 6d. of 5c.

(* Bedrag gekonsolideer van lewenskostetoelae teen kleinhandelprysindekssyfer van 205·5 in die Bylae tot Goewermentskennisgewing van 29 Oktober 1956.)

(ix) Die werknemer moet in elke geval die uurskaal gewaarborg word, afgesien van verdienste, vir die ure gewerk.

(x) 'n Werknemer indiens op 'n prestasiebonusstelsel moet op die gewone betaaldag van elke week betaal word.

(xi) Geen prestasiebonusskaal of basiese tye wat eenmaal vasgestel is, mag gewysig word nie uitgesonderd om ondervermelde redes:—

(1) 'n Fout in die berekening aan enige kant; of
(2) verandering van die materiaal, wyse of metode van produksie, of die hoeveelhede; of
(3) 'n onderlinge ooreenkoms aangegaan tussen die werkgewer en werknemer op dieselfde wyse as wat 'n nuwe loonskaal vasgestel word.

(xii) Om enige rede wat hy goedvind, kan die Raad enige inrigting verbied om prestasiebonuswerk te laat verrig of om enige stelsel te werk wat die Raad as 'n stelsel van prestasiebonuswerk beskou.

11. Betaling vir sekere openbare vakansiedae.

(1) As 'n werknemer nie op Goeie Vrydag, Hemelvaartdag, Geloftedag, Kersdag of Nuwejaarsdag werk nie, moet hy teen sy gewone uurtarief vir die gewone werkure vir daardie dag van die week betaal word; met dien verstande dat so dikwels as wat Geloftedag, Kersdag of Nuwejaarsdag op 'n Saterdag val, moet 'n werknemer wat nie op sodanige dag werk nie, teen sy gewone uurtarief betaal word vir die getal ure waarvoor hy betaal sou geword het as die vakansiedag binne die tydperk van Maandag tot en met Vrydag geval het. Vir die toepassing van hierdie subartikel is die gewone uurtarief van werknemers op prestasiebonuswerk die uurtarief vir die klas wat in hierdie Ooreenkoms ingelys is.

(2) Die bepalings van subartikel (1) is nie van toepassing op 'n werknemer wat op die betaalde vakansie is waarvoor voorsiening in hierdie deel van die Ooreenkoms gemaak word nie.

(3) So dikwels as wat 'n werknemer op Goe'e Vrydag, Hemelvaartdag, Geloftedag, Kersdag of Nuwejaarsdag werk, moet hy betaal word vir die aantal ure wat betaalbaar is ingevolge subartikel (1) hiervan aan 'n werknemer wat nie op sodanige dag werk nie, en hy moet daarbenewens teen 1½ maal die uurtarief betaal word vir tyd tot die genoemde aantal ure gewerk; daarna moet hy teen driemaal die uurloon betaal word tot die gewone begintyd die volgende dag.

12. Verlofbetaling.

(1) Behalwe in die geval van werknemers op prestasiebonuswerk, moet die verlofbetalings waarvoor voorsiening in hierdie artikel gemaak word, bereken word teen die „uurskaal" soos in hierdie Ooreenkoms omskryf, wat die werknemer ontvang op die datum waarop hy vir sy betaalde verlof kwalifiseer.

(2) Holiday payments of employees employed on incentive bonus work shall be computed on the average weekly earnings exclusive of overtime over the last three months actually worked on incentive bonus work prior to the holiday becoming due or, whichever is the lesser period, over the number of weeks actually worked during the period of employment on incentive bonus work.

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

(*a*) The qualification for the paid holiday (whether worked for one or more employers) shall be 291 shifts, exclusive of overtime, actually worked on a six-day week basis, or 242 shifts exclusive of overtime, actually worked on a five-day week basis; provided that—

(i) except as is otherwise provided for in paragraph (ii), employment with the same employer for less than 30 shifts on a six-day week basis or 25 shifts on a five-day week basis, as the case may be, shall not count for the paid holiday; provided that an employee whose employment is terminated after working 18 shifts on a six-day week basis or 15 shifts on a five-day week basis, as the case may be, shall be credited for purposes of the paid holiday with the number of shifts he has actually worked for that employer, and provided further that where an employee's service is broken in terms of this paragraph and he resumes work for the same employer he shall, if he does not work for another employer in the interim, be credited for purposes of the paid holiday with the total number of shifts worked for such employer.

(ii) when in the case of employees employed in marine work, the employment is terminated by the employee, employment with the same employer for less than 30 shifts on a six-day week basis or 25 shifts on a five-day week basis, as the case may be, shall not count for the paid holiday, but where the employment is terminated by the employer, all shifts worked and/or as allowed for in terms of paragraph (ii) shall count for the paid holiday;

(iii) periods of absence on account of sickness aggregating not more than 52 shifts on a six-day week basis or 43 shifts on a five-day week basis, as the case may be, in any one qualifying period for paid leave, shall count for the paid holiday provided that an employer shall be entitled to call upon the employee for a medical certificate in proof of cause of absence. Periods of absence on account of an accident arising out of and in the course of the employee's employment shall count for holiday purposes if such accident has been admitted as falling within the provisions of the Workman's Compensation Act, and the periods of absence counting for purposes of the paid holiday shall be the periods of disablement admitted by the said Act;

(iv) provided notification of such absence is given by the employer in writing to the Council within seven days of such absence, any employee who absents himself from work without adequate reason satisfactory to his employer shall, in respect of each shift lost by him during such absence, forfeit five shifts on a six-day week basis or four and one-sixth on a five-day week basis, as the case may be, worked towards his paid holiday qualification, with a maximum penalty in any one qualifying period for paid leave of 30 shifts on a six-day week basis or 25 shifts on a five-day week basis, as the case may be.

(v) periods of absence on the additional week's leave or accumulation thereof provided for in section 13 of this part of the Agreement shall count for purposes of the paid holiday to the extent of the number of shifts which would normally have been worked during those periods by the employee concerned.

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

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

(*d*) Should an employee who is required by his employer to work away from his usual place of domicile be about to take his paid holiday, the holiday shall, provided the employee returns to his place of domicile, commence and terminate at the place of domicile of that employee.

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

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

(2) Verlofbetalings vir werknemers op prestasiebonuswerk moet bereken word op die gemiddelde weeklikse verdienste, oortyd uitgesonderd, oor die laaste drie maande wat werklik op prestasiebonuswerk gewerk is voordat die verlof verskuldig geword het of, na gelang van die kortste tydperk, oor die aantal weke werklik gewerk gedurende die dienstyd op prestasiebonuswerk.

(3) Elke werknemer is kragtens hierdie Ooreenkoms en met inagneming van onderstaande bepalings, geregtig op drie agtereenvolgende weke verlof met volle besoldiging:—

(*a*) Die kwalifikasie vir die betaalde verlof (hetsy vir een of meer werkgewers gewerk) is 291 skofte, uitgesonderd oortyd, werklik gewerk op die basis van 'n week van ses dae, of 242 skofte, uitgesonderd oortyd, wat werklik op 'n basis van 'n week van vyf dae gewerk is, met dien verstande dat—

(i) behoudens paragraaf (ii) hiervan, diens by dieselfde werkgewer van minder as 30 skofte op 'n basis van 'n week van ses dae, of 25 skofte op 'n basis van 'n week van vyf dae, na gelang van die geval, nie vir verlofdoeleindes gereken word nie; met dien verstande dat 'n werknemer wat na 18 skofte op 'n basis van 'n week van ses dae, of na 15 skofte op 'n basis van 'n week van vyf dae, na gelang van die geval, geskors word, gekrediteer moet word met die aantal skofte wat hy werklik gewerk het vir daardie werkgewer, en voorts met dien verstande dat waar 'n werknemer se diens kragtens hierdie paragraaf gebreek word en hy weer by dieselfde werkgewer begin werk, hy, indien hy nie vir 'n ander werkgewer in die tussentyd werk nie, vir die doeleindes van die betaalde verlof, gekrediteer moet word met die totale getal skofte vir sodanige werknemer gewerk;

(ii) wanneer in die geval van werknemers in diens in skeepswerk die diens deur die werknemer beëindig word, moet diens by dieselfde werkgewer vir minder as 30 skofte op grondslag van 'n sesdagweek of 25 skofte op grondslag van 'n vyfdagweek, na gelang van die geval, nie vir die betaalde vakansie meetel nie, maar waar die diens deur die werkgewer beëindig word moet alle skofte gewerk en/of toegelaat kragtens paragraaf (iii) vir die betaalde vakansie meetel;

(iii) tydperke van afwesigheid weens siekte wat in die geheel nie 52 skofte op grond van 'n week van ses dae of 43 skofte op grond van 'n week van vyf dae, na gelang van die geval, in enige afsonderlike kwalifiseertyd vir betaalde verlof te bowe gaan nie, word vir doeleindes van die betaalde verlof meegereken; met dien verstande dat 'n werkgewer daarop geregtig is om van 'n werknemer 'n doktersertifikaat te eis ter staving van die oorsaak van die afwesigheid. Tydperke van afwesigheid as gevolg van 'n ongeluk wat ontstaan uit of in die loop van die werknemer se diens, moet vir verlof doeleindes meegereken word; met dien verstande dat aangeneem word dat die ongeluk binne die bepalings van die Ongevallewet val en die tydperke van afwesigheid wat vir verlofdoeleindes meegereken word, is die tydperke van onbekwaamheid wat kragtens genoemde Wet erken word;

(iv) mits kennis van sodanige afwesigheid skriftelik binne sewe dae van sodanige afwesigheid deur die werkgewer aan die Raad gegee word, moet 'n werknemer wat sonder voldoende rede ter bevrediging van sy werkgewer van die werk wegbly, ten opsigte van elke skof of werkdag wat hy gedurende sodanige afwesigheid verloor, vyf skofte verbeur op grond van 'n week van ses dae of 4⅙ op grond van 'n week van vyf dae, na gelang van die geval, wat hy vir sy betaalde verlofkwalifikasie gewerk het, met 'n maksimum straf van 30 skofte in enige kwalifiseertydperk vir verlof met besoldiging van 30 skofte op grond van 'n week van ses dae of 25 skofte op grond van 'n week van vyf dae, na gelang van die geval;

(v) tye van afwesigheid ten opsigte van die bykomende week verlof of ophopings daarvan, waarvoor voorsiening in artikel 13 van hierdie deel van die Ooreenkoms gemaak is, tel vir doeleindes van verlofkwalifikasie ten getalle van die skofte wat gewoonlik gedurende hierdie tydperke deur die betrokke werknemer gewerk sou geword het.

(*b*) Die verlof moet vier naweke insluit en moet nie onderbreek word nie.

(*c*) Ingeval òf Goeie Vrydag, Hemelvaartdag, Geloftedag, Kersdag òf Nuwejaarsdag binne die verloftyd val, word die tyd verleng met een dag teen volle besoldiging vir elk van daardie dae.

(*d*) Ingeval 'n werknemer wat deur sy werkgewer verplig word om weg van sy gewone woonplek af te werk, op die punt staan om sy betaalde verlof te neem, moet die verlof, mits die werknemer na sy woonplek teruggaan, by die woonplek van daardie werknemer begin en eindig.

(*e*) 'n Werknemer moet binne een maand vanaf die datum waarop hy op verlof geregtig word, aansoek daarom doen.

(*f*) Die verlof moet binne vier maande vanaf die datum waarop dit verskuldig word deur die werkgewer toegestaan word.

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

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

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

(*b*) The employer shall at the time of making the payment referred to in (*a*) and in sections 13 and 14 of this part of the Agreement, forward to the Council a holiday receipt voucher drawn up in a form acceptable to the Council and containing the employee's signature as a receipt for the payment.

(5) When the employment of an employee terminates before he becomes entitled to a paid holiday in terms of sub-section (3) of this section, he shall be credited according to whether the establishment works a six-day week or a five-day week with the proportionate number of shifts worked. The employer shall furnish the employee, at the time he leaves his service, with a voucher setting out the number of shifts which count for holiday purposes, and immediately forward to the Secretary of the Council the money equivalent of the holiday to which the employee is so entitled computed as provided for in sub-section (1) or sub-section (2) of this section, whichever is applicable.

(6) When an employee dies or is, in the course of his work, incapacitated from continuing at his trade, the amount which is due in respect of holiday pay shall be payable to his estate or himself, as the case may be.

(7) (*a*) After not less than 49 weeks have elapsed, reckoned from the date upon which the period of employment covered by the voucher commenced, any employee who has been furnished with a voucher in terms of sub-section (5) of this section and is no longer employed in the Industries shall be entitled, subject to paragraph (*b*) of this sub-section, on presenting the voucher to the Council in the Region of origin, to payment thereon of any unpaid balance standing to his credit on the books of the Council.

(*b*) Any voucher issued to an employee in terms of sub-section (5) of this section shall be valid for a period of two years from the date of the last shift worked by such employee, and amounts standing to the credit of an employee in the books of the Council shall on the expiration of such period accrue to the funds of the Council; provided, however, that the Council shall consider any claim that may be made by any such employee after the expiration of the said period, and may in its discretion make *ex gratia* payment from the funds of the Council to such employees as are referred to herein.

(8) Except as otherwise provided herein, employment for purposes of this section shall be deemed to commence from the date on which an employee enters the employer's service or, whichever is the later, the date on which he last became entitled to a paid holiday, and includes any period of military training as defined in this Agreement.

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

13. Additional Holiday Pay.

(1) Subject to sub-section (3) hereof, an employee qualifying after the date of coming into operation of this Agreement for his tenth or subsequent consecutive paid holiday deriving from continuous employment with the same employer as provided for in terms of section 12 (3) of Part I of the Agreement shall, at that date and each year thereafter, whilst in the employ of the same employer, be entitled to an extra week's paid leave at the employer's convenience or to the equivalent value thereof, provided that by mutual arrangement between the employer and employee—

(i) the paid holiday referred to in section 12 (3) of this Part of the Agreement may be extended by an extra week; or

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

(2) Whenever the employer and employee come to the arrangement provided for in paragraph (1) (ii) and the employee has qualified for three such extra weeks' paid holiday (hereinafter referred to as "the accumulated leave"), the employer shall grant and the employee shall take the accumulated leave when he is given and takes the paid holiday provided for in section 12 (3) of this Part of the Agreement, unless, as may be, the employer and employee agree to the accumulated leave being taken at a different time; provided that the employer shall in any case enable the employee to take the accumulated leave in the period before he next qualifies for a paid holiday, and if the employee fails to take the accumulated leave within such period his title thereto shall cease.

(3) Where an employee qualifying for his tenth paid holiday in terms of sub-section (1) was in the employ of the employer concerned for part only of the qualifying period for the first paid holiday, he shall be entitled to a proportion of the extra week's leave or the equivalent value thereof *pro rata* to the holiday

(*g*) 'n Werknemer moet sy verlof neem en is daarop geregtig binne 'n tydperk van vier maande vanaf die datum waarop dit aan hom toekom, tensy vrystelling deur die Raad verleen is.

(*h*) Geen werknemer mag, solank hy op verlof is, enige loontrekkende werk verrig nie.

(4) (*a*) As 'n werknemer op die punt staan om met betaalde verlof te gaan, moet die geld aan hom verskuldig vir doeleindes van die verlof, onmiddellik voordat hy met sy werk ophou om met verlof te gaan, deur sy werkgewer in kontant aan hom betaal word.

(*b*) Wanneer die besoldiging in (*a*) en in artikels 13 en 14 van hierdie deel van die Ooreenkoms voorgeskryf, betaal word, moet die werkgewer aan die Raad 'n bewys van verlofbesoldiging stuur, opgestel in 'n vorm aanneemlik vir die Raad en deur die werknemer onderteken as 'n bewys vir bogenoemde betaling.

(5) Indien die diens van 'n werknemer eindig voordat hy op verlof met betaling ingevolge subartikel (3) van hierdie artikel geregtig is, moet hy volgens die vraag of die inrigting 'n sesdag- of 'n vyfdagweek werk, gekrediteer word met die eweredige aantal skofte gewerk. Die werkgewer moet, wanneer die werknemer sy diens verlaat, hom van 'n bewys voorsien waarin die getal skofte gewerk wat vir verlofdoeleindes gereken word, aangedui is, en onmiddellik aan die Sekretaris van die Raad die geldekwivalent van die verlof stuur waarop die werknemer reg het, bereken soos bepaal in subartikel (1) of subartikel (2) van hierdie artikel, naamlik met dié een wat van toepassing is.

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

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

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

(8) Behalwe soos anders hierin bepaal, moet dit vir die toepassing van hierdie artikel beskou word dat diens begin van die datum af waarop 'n werknemer in die werkgewer se diens gaan of, na gelang van die jongste, die datum waarop hy laas geregtig geword het op betaalde verlof, en omvat enige tydperk van militêre opleiding soos in hierdie Ooreenkoms omskryf.

(9) Die Raad kan wederkerige reëlings met enige ander nywerheid tref vir die uitruil van verlofbewyse tot voordeel van werknemers wat die nywerhede verlaat.

13. Bykomende verlofbetaling.

(1) Behoudens subartikel (3) hiervan moet 'n werknemer wat na die inwerkingtreding van hierdie Ooreenkoms kwalifiseer vir sy tiende of daaropvolgende betaalde verlof wat hom toekom uit hoofde van ononderbroke diens by dieselfde werkgewer soos bepaal kragtens artikel 12 (3) van Deel I van die Ooreenkoms, op daardie datum en elke jaar daarna, terwyl hy in diens by dieselfde werkgewer is, geregtig op 'n ekstra week se betaalde verlof wanneer dit vir die werkgewer gerieflik is of op die ekwivalente waarde daarvan, met dien verstande dat daar by onderlinge ooreenkoms tussen die werkgewer en die werknemer—

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

(ii) die ekstra week verlof vir die kwalifiseerjaar uitgestel kan word en die werknemer dit kan laat oploop totdat hy vir drie van daardie ekstra weke verlof met besoldiging kwalifiseer.

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

(3) Waar 'n werknemer wat vir sy tiende betaalde verlof kragtens subartikel (1) kwalifiseer, slegs vir 'n gedeelte van die kwalifiseertydperk vir die eerste betaalde verlof by die betrokke werkgewer in diens was, is hy geregtig op 'n eweredige deel van die ekstra week se verlof of die ekwivalente waarde daarvan in verhouding tot die verlofkwalifikasie wat by daardie

qualification completed with that employer in respect of the first paid holiday. On qualification for any subsequent consecutive paid holiday, the provisions of sub-sections (1) and (2) of this section shall *mutatis mutandis* apply.

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

14. HOLIDAY AND SPECIAL BONUS.

For purposes of this section—

"holiday qualification" shall be the qualification for the paid holiday prescribed in section 12 of this Part of the Agreement;

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

(1) Whenever an employee to whom this section applies is paid his holiday leave pay he shall at the same time be paid a bonus in accordance with the following table:—

werkgewer voltooi is ten opsigte van die eerste betaalde verlof. Wanneer hy vir enige daaropvolgende betaalde verlof kwalifiseer moet die bepalings van subartikels (1) en (2) van hierdie artikel *mutatis mutandis* van toepassing wees.

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

14. VERLOF EN SPESIALE BONUS.

Vir die toepassing van hierdie artikel is—

„verlofkwalifikasie", die kwalifikasie vir die besoldigde verlof voorgeskryf in artikel 12 van dié deel van die Ooreenkoms, en beteken;

„gekwalifiseerde werknemers" werknemers wat nie as leerlinge in diens is nie, of wat vir die loonskaal vir sy klas werk wat as betaalbaar „daarna" gespesifiseer is, gekwalifiseer het, indien hy volgens ondervinding besoldig word.

(1) Wanneer sy verlofbesoldiging aan 'n werknemer betaal word op wie hierdie artikel van toepassing is, moet 'n bonus soos volg terselfdertyd aan hom betaal word:—

Class.	Bonus Payable—Regions A. B. C. D.	Bonus Payable—Region E.
Class A.— (i) Qualified employees whose hourly rate specified in this Agreement is the equivalent of 3·493s. (34.93c) per hour or more at date of qualification for their paid holiday. (ii) Employees employed at the date of coming into operation of this Agreement as learners or employed in occupations remunerated according to experience whose hourly rate specified in this Agreement is the equivalent of 3·493s. (34.93c) per hour or more at date of qualification for their paid holiday (iii) Employees (other than newcomers) employed as probationers in metal window and/or door and/or flyscreen manufacture on work classified at Rates 2, 3 or 4	A holiday bonus of £40 (R80) per annum calculated pro rata to the holiday qualification completed after the date on which the employee last qualified for holiday leave or, whichever is the later, from the date of his engagement.	A holiday bonus of £45 (R90) per annum calculated pro rata to the holiday qualification completed after the date on which the employee last qualified for holiday leave or, whichever is the later, from the date of his engagement.
Class B.—All other employees not included in Class A hereof (other than apprentices, employees employed on work classified at Rates 8 to 11 or watchmen)	An amount calculated at the rate of 6½ per cent of the employee's hourly rate for his occupation scheduled in this Agreement for the hours, exclusive of overtime, he has actually worked towards his holiday qualification after the date on which he last qualified for holiday leave or the date of his engagement, whichever is the later.	An amount calculated at the rate of 8 per cent of the employee's hourly rate for his occupation scheduled in this Agreement for the hours, exclusive of overtime, he has actually worked towards his holiday qualification after the date on which he last qualified for holiday leave or the date of his engagement, whichever is the later.

NOTE.—Shifts or periods of absence which count for holiday purposes in terms of section 12 (3) (*a*) (iii) of this part of the Agreement must be included in the calculation of the bonus due.

Klas.	Bonus betaalbaar Gebiede A, B, C, D.	Bonus betaalbaar Gebied E.
Klas A.— (i) Gekwalifiseerde werknemers wie se basiese skaal in hierdie Ooreenkoms gespesifiseer, gelykstaan met 3·493s. (34·93c) per uur of meer op die datum van kwalifikasie vir hulle betaalde vakansie; (ii) werknemers as leerlinge in diens op die datum waarop hierdie Ooreenkoms van krag word, of in diens in bedrywe waarvoor besoldiging volgens ondervinding geskied, wie se basiese loonskaal in hierdie Ooreenkoms gespesifiseer, gelykstaan met 3·493s. (34·93c) per uur of meer op die datum waarop hulle vir hulle besoldigde vakansie kwalifiseer; (iii) werknemers (uitgesonderd nuwelinge) in diens as proefwerkers in die vervaardiging van metaalvensters en/of -deure en/of gaasskerms, op werk geklassifiseer teen Tariewe 2, 3 of 4	'n Vakansiebonus van £40 (R80) per jaar bereken *pro rata* teen die verlofkwalifikasie voltooi na die datum waarop die werknemer laas vir verlof gekwalifiseer het of, na gelang van die jongste datum, van die datum van sy indiensneming af.	'n Vakansiebonus van £45 (R90) per jaar bereken eweredig met die vakansiekwalifikasie voltooi na die datum waarop die werknemer laas vir vakansie gekwalifiseer het of, na gelang van die jongste datum, van die datum van sy indiensneming af.
Klas B.—Alle ander werknemers wat nie by Klas A hiervan ingesluit is nie (uitgesonderd vakleerlinge, werknemers in diens op werk geklassifiseer in Tariewe 8 tot 11, of wagte)	'n Bedrag bereken teen die tarief van 6½ persent van die werknemer se basiese tarief vir sy bedryf ingelys in hierdie Ooreenkoms vir die ure, uitgesonderd oortyd, wat hy werklik gewerk het vir sy verlofkwalifikasie na die datum waarop hy laas vir verlof gekwalifiseer het, of die datum van sy indiensneming, na gelang van die jongste.	'n Bedrag bereken teen 8 persent van die werknemer se uurskaal vir sy beroep in hierdie Ooreenkoms ingelys vir die ure, oortyd uitgesonderd, wat hy werklik vir sy vakansiekwalifikasie gewerk het na die datum waarop hy laas vir vakansie gekwalifiseer het of die datum van sy indiensneming, na gelang van die jongste.

Opmerking.—Skofte of tydperke van afwesigheid wat ingevolge artikel 12 (3) (*a*) (iii) van dié deel van die Ooreenkoms tel, moet by die berekening van die verskuldigde bonus ingesluit word.

(2) Whenever the employment of an employee terminates before he becomes entitled to a paid holiday, the employee shall be credited with a share of the bonus specified for his class proportionate to the number of shifts credited to him for holiday purposes or, as the case may be, an amount calculated at the percentage rate specified in the preceding table of the employee's basic rate for his occupation scheduled in this Agreement for the hours exclusive of overtime, he has actually worked towards his holiday qualification. The employer shall enter the amount thereof on the voucher to be furnished to the employee setting out the number of shifts which count for holiday purposes, and immediately forward the money equivalent of the bonus to the Secretary of the Council together with the money equivalent of the paid holiday entitlement.

(3) Whenever the bonus is remitted to the Council in terms of sub-section (2), the provisions of sub-sections (6) and (7) of section 12 and of section 15 of this Part of the Agreement relating to the money equivalent of the paid holiday entitlement shall *mutatis mutandis* apply.

(4) No bonus shall be credited for periods of employment which in terms of section 12 (3) (*a*) (i) and (ii) of this Part of the Agreement do not count towards the paid holiday.

(5) This section shall not apply to apprentices, employees employed on work classified at Rates 8 to 11 inclusive or watchmen.

15. PAYMENT DURING UNEMPLOYMENT.

(1) Whenever an employee is unemployed and the period of unemployment between one engagement and another is more than six days, an employee on presenting his voucher or vouchers to the Council, shall be entitled during each week of unemployment to payment from the amount standing to his credit of such sum as may be determined by the Council from time to time, or, whichever is the lesser, the amount standing to his credit; provided that unless the amount standing to his credit is a lesser amount, the sum an employee shall be entitled to receive under this section shall be not less than half of the ordinary weekly remuneration he was receiving when unemployment started. Should the employee obtain employment before the amount standing to his credit has been exhausted, the unpaid amount shall remain to his credit in the books of the Council and shall be available to him either when he next qualifies for leave or becomes unemployed for a longer period than six days.

(2) An employee claiming and receiving payment in terms of sub-section (1) shall, on obtaining further employment in the Industries, commence to qualify for leave as from the date of such employment; provided that if there is any unclaimed balance standing to his credit in terms of sub-section (1), the leave equivalent of such balance shall be credited to him.

16. ALLOWANCES.

(A) *Travelling and Subsistence Allowance.*—(1) Where work is done away from the employer's establishment or the employee's usual working place necessitating travelling, the employee sent to do such work shall be provided with air or second-class rail transport except over suburban lines, when the accommodation shall be first-class, or other suitable transport to and from the job. In the case of employees whose work is scheduled in this Agreement at Rates 8 to 11 inclusive, third-class accommodation may be provided.

(2) Where an employee is required to travel in terms of sub-section (1), he shall be paid at ordinary rates during ordinary hours of work and at half rates outside of ordinary hours of work; provided that where by mutual arrangement the employee uses his own transport, he shall be paid not less than the equivalent second-class rail fare, and shall in addition be paid the travelling allowance in terms of this sub-section in respect of that period only which would ordinarily have been taken had he travelled by rail.

(3) An employee shall be paid for meals and bed on the train.

(4) Where an employee by reason of his employment away from his usual working place is required by his employer to live away from his usual domicile, board and lodging shall be paid or provided on the job. Where no hotel or other suitable accommodation is available within a reasonable distance of the working place and accommodation is supplied on site, the employee shall be paid a subsistence allowance of not less than 12·5s. (R1.25) per day, and such accommodation shall include a bed and mattress on site. Where board is supplied by the employer on site he shall not be required to pay a subsistence allowance but the standard of meals provided shall be commensurate with the allowance that would have been paid. Employees whose work is scheduled in this Agreement at Rates 8 to 11 inclusive shall be provided with board and lodging accommodation which shall include sleeping bunks.

The provisions of this sub-section shall not apply where it has been mutually agreed in writing between the employer and the employee that the employee's place of domicile has changed to that of the new working place.

(5) For the purpose of this Part (A) of this section, Saturday and Sunday shall be treated as ordinary working days.

(6) Whenever employment terminates while at the requirement of the employer an employee is working away from his usual place of domicile, he shall be entitled to be provided with the air or rail accommodation specified in sub-section (1) to his place of domicile, or suitable transport thereto.

(2) Wanneer die diens van 'n werknemer eindig voordat hy geregtig word op verlof met besoldiging moet die werknemer met 'n aandeel van die bonus vir sy klas gespesifiseer, gekrediteer word in verhouding tot die getal skofte wat vir verlofdoeleindes aan hom gekrediteer word, of, na gelang van die geval, 'n bedrag bereken teen die persentasie tarief gespesifiseer in die voorgaande tabel van die werknemer se basiese tarief vir sy bedryf soos in die lys opgegee in hierdie Ooreenkoms vir die ure, uitgesonderd oortydure, wat hy werklik vir sy verlofkwalifikasie gewerk het. Die werkgewer moet die betrokke bedrag op die bewys inskryf wat aan die werknemer gegee moet word, waarop die getal skofte wat vir verlofdoeleindes tel, aangedui word en onmiddellik die geldekwivalent van die bonus aan die Sekretaris van die Raad, tesame met die geldekwivalent van die betaalde verlofkredit stuur.

(3) Wanneer die bonus ingevolge die bepalings van subartikel (2) aan die Raad gestuur word, is die bepalings van subartikels (6) en (7) van artikel 12 en van artikel 15 van dié deel van die Ooreenkoms met betrekking tot die geldekwivalent van die verlofkredit met bsoldiging, *mutatis mutandis* van toepassing.

(4) Geen bonus moet gekrediteer word vir dienstydperke wat ingevolge artikel 12 (3) (*a*) (i) van hierdie deel van die Ooreenkoms nie vir die betaalde verlof tel nie.

(5) Hierdie artikel is nie op vakleerlinge, werknemers in diens op werk geklassifiseer teen Tariewe 8 tot en met 11 of wagte van toepassing nie.

15. BETALING TYDENS WERKLOOSHEID.

(1) Wanneer 'n werknemer werkloos is en die tyd van werkloosheid tussen een indiensneming en 'n ander langer as ses dae duur, is 'n werknemer, wanneer hy sy bewys of bewyse aan die Raad voorlê, geregtig gedurende elke week van werkloosheid op betaling uit die bedrag in sy kredit van sodanige bedrag as wat die Raad van tyd tot tyd oor kan besluit of, na gelang van die kleinste, die bedrag in sy kredit; met dien verstande dat tensy die bedrag in sy kredit 'n kleiner bedrag is, die bedrag waarop 'n werknemer kragtens hierdie artikel geregtig is, nie minder moet wees as helfte van die gewone weeklikse besoldiging wat hy ontvang het toe die werkloosheid begin het nie. Indien die werknemer werk kry voordat die bedrag in sy kredit uitgeput is, moet die onbetaalde bedrag in sy kredit in die boeke van die Raad bly staan en beskikbaar wees vir hom, òf wanneer hy die volgende keer vir verlof kwalifiseer òf vir 'n langer tydperk as ses dae werkloos word.

(2) Enige werknemer wat betaling ingevolge subartikel (1) eis en ontvang, moet, wanneer hy weer werk in die nywerhede kry, begin om te kwalifiseer vir verlof van die datum van sodanige werkverkryging af; met dien verstande dat as daar enige onopgeeiste balans in sy kredit ingevolge subartikel (1) staan, die verlofekwivalent van sodanige balans aan hom gekrediteer moet word.

16. TOELAES.

(A) *Toelaes vir reis- en verblyfkoste.*—(1) Waar werk weg van die werkgewer se inrigting of van die werknemer se gewone werkplek verrig word, sodat dit 'n reis noodsaaklik maak, moet die werknemer wat gestuur word om die werk te verrig, voorsien word van 'n tweedeklas-treinkaartjie, uitgesonderd oor voorstedelike lyne waarvoor die akkommodasie eersteklas of behoorlike vervoer na en van die werk moet wees; met dien verstande dat 'n derdeklas-treinkaartjie verskaf kan word in die geval van werknemers wie se werk in hierdie Ooreenkoms by tariewe 8 tot en met 11 ingelys is.

(2) Wanneer van 'n werknemer ingevolge subartikel (1) hiervan vereis word om te reis, moet hy gedurende gewone werkure teen die gewone loonskaal besoldig word en teen die helfte van die gewone loonskaal buite die gewone werkure: Met dien verstande dat waar daar by onderlinge ooreenkoms die werknemer sy eie vervoer gebruik, hy minstens die ekwivalente tweedeklas-spoorwegkaartjie betaal moet word, en daarbenewens moet hy die reistoelae kragtens hierdie subartikel betaal word slegs ten opsigte van daardie tydperk wat hy gewoonweg sou geneem het indien hy per spoor gereis het.

(3) 'n Werknemer moet vir etes en slaapplek op die trein betaal word.

(4) As 'n werkgewer van 'n werknemer vereis om, aangesien sy werk van sy gewone werkplek verwyder is, weg van sy gewone woonplek te woon, moet vir losies en inwoning betaal word of dit moet by die werk verskaf word. Waar daar geen hotel- of ander geskikte huisvesting binne redelike afstand van die werkplek beskikbaar is nie en huisvesting op die terrein verskaf word, moet die werknemer 'n onderhoudstoelae betaal word van minstens 12·5s. (R1.25) per dag, en sodanige huisvesting moet 'n bed en matras op die terrein insluit. Waar losies deur die werkgewer op die terrein verskaf word moet dit nie van hom vereis word om onderhoudstoelae te betaal nie, maar die gehalte van die etes wat verskaf word moet pas by die toelae wat betaal sou geword het. Werknemers wie se werk in hierdie Ooreenkoms ingelys is teen Tariewe 8 tot en met 11 moet voorsien wees van losies en huisvesting wat slaapbanke moet insluit.

Die bepalings van hierdie subartikel is nie van toepassing nie waar daar skriftelik onderling ooreengekom is tussen die werkgewer en die werknemer dat die werknemer se woonplek verander is na die nuwe werkplek.

(5) Vir die toepassing van hierdie deel (A) van hierdie artikel moet Saterdag en Sondag as gewone werkdae beskou word.

(6) Wanneer diens eindig terwyl van 'n werknemer deur 'n werkgewer vereis word om weg van sy gewone woonplek te werk, is hy daarop geregtig om voorsien te word van die treinkaartjie genoem in subartikel (1) na sy woonplek toe, of geskikte vervoer soontoe.

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

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

(i) advise the employee, in writing, that further employment is available at a different place;

(ii) at the completion of one month of employment or the completion of the job, whichever is the sooner, refund to an employee presenting himself for employment in terms of clause (i) the cost of rail accommodation for the journey undertaken on the basis set out in (A) (1) of this section.

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

(B) *Abnormally Dirty Work Allowance* (for "abnormally dirty work" as in this Agreement defined).—(1) Where an employee (other than an employee expressly engaged as a cleaner) is required to work on abnormally dirty work, he shall be paid an allowance in addition to any other remuneration to which he is entitled under this Agreement of 2s. (R0.20) per shift or part thereof.

(2) Where an employee has completed the hours of an ordinary shift or on abnormally dirty work, he shall, when he works overtime on abnormally dirty work for not less than four hours, be paid a further 2s. (R0.20).

(C) *Height Allowance.*—Whenever an employee who does not customarily work aloft is required to work on ships at a height of over 20 feet above top deck level in circumstances necessitating the use of a safety belt, he shall, in addition to any other remuneration to which he is entitled under this Agreement, and for the period for which he is so occupied or for one hour, whichever is the greater, be paid an allowance of 8 per cent of his hourly rate.

17. Termination of Employment.

(1) Not less than one clear working day's notice shall be given by the employer or employee to terminate a contract of service; provided that this shall not affect—

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

(*b*) any agreement between an employer and employee providing for a longer period of notice than one clear working day;

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

(2) Whenever the contract of service is terminable by one clear working day's notice and the employee fails to give the notice or work such notice period, the employer may deduct pay and cost of living allowance for the hours of an ordinary shift in the establishment concerned.

(3) For the purpose of this section, Saturday shall not be considered as a clear working day. Notice to terminate a contract of service at finishing time on Saturday shall be given prior to midday on Friday.

18. Outwork.

No employer shall require or allow an employee to undertake any class of work covered by this Agreement elsewhere than in his establishment except where such work is in execution or completion of any order placed with that employer, and no employee shall solicit or take orders for or undertake any class of work covered by the Agreement for sale and/or for gain either on his own account or on behalf of any other persons or firm whilst he is in the service of an employer engaged in the Industries.

19. Employment of Juveniles and Issue of Certificates, etc.

(1) No employer shall employ a juvenile under clause (*c*) of Schedule A of Part III of this Agreement without obtaining the prior approval of the Council, and a certificate from the Council in such form as it may prescribe.

(2) Any permission given in terms of sub-section (1) may be withdrawn by the Council for any good and sufficient reason it deems fit, and on receipt of notification from the Council the employer shall forthwith dispense with the services of the juvenile to whom the notification refers or, as the case may be, retain the juvenile's service at the full rate prescribed for the class of work performed.

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

(4) No employer shall after one month from the date of coming into operation of this Agreement employ any person on work classified at Rate 1 other than an employee who has completed his apprenticeship under a contract in terms of the

(7) Onderstaande spesiale bepalings is, ondanks bostaande, van toepassing in gevalle waar 'n werknemer in diens geneem word op die besondere perseel of werkplek van die werk wat onderneem word—

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

(i) die werknemer skriftelik in kennis stel dat verdere werk op 'n ander plek verkrygbaar is;

(ii) by beëindiging van een maand diens of voltooiing van die werk, na gelang van die eerste, aan 'n werknemer wat hom ingevolge klousule (i) vir diens aanbied, die koste van 'n treinkaartjie terugbetaal vir die reis wat onderneem is, op die basis in (A) (1) van dié artikel verduidelik.

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

(B) *Toelae vir buitengewone vuil werk* (vir „buitengewone vuil werk" soos in die Ooreenkoms omskryf).—(1) As 'n werknemer (uitgesonderd 'n werknemer wat uitdruklik as 'n skoonmaker in diens is) buitengewone vuil werk moet verrig, moet hy, benewens enige ander besoldiging waarop hy kragtens hierdie Ooreenkoms reg het, 'n toelae van 2s. (R0.20) per skof of gedeelte daarvan betaal word.

(2) As 'n werknemer die ure van 'n gewone skof aan buitengewone vuil werk gewerk het, moet hy, as hy minstens vier uur oortyd aan buitengewone vuil werk werk, nog 2s. (R0.20) betaal word.

(C) *Hoogtetoelae.*—Wanneer 'n werknemer wat gewoonlik nie bo die begane grond werk nie, op skepe moet werk op 'n hoogte van 20 voet bo die bodek en onder omstandighede wat die gebruik van 'n veiligheidsgordel nodig maak, moet hy, benewens die besoldiging waarop hy kragtens hierdie Ooreenkoms reg het en vir die tydperk wat hy aldus werksaam is, of, na gelang van die langste, een uur, 'n toelae van 8 persent van sy uurloon betaal word.

17. Diensbeëindiging.

(1) 'n Werkgewer of werknemer moet minstens een volle dag vooraf die diens opsê; met dien verstande dat dit geen inbreuk op die volgende maak nie:—

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

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

en voorts met dien verstande dat 'n werkgewer aan 'n werknemer 'n loon kan betaal in plaas van die diensopseggingstyd waarvoor ooreengekom is, na te kom.

(2) Wanneer die kontrak beëindig kan word deur een volle werkdag se kennis te gee, en die werknemer versuim om die kennis te gee of sodanige opseggingstyd te werk, kan die werkgewer loon en lewenskostetoelae vir die ure van 'n gewone skof in die betrokke inrigting aftrek.

(3) Vir die toepassing van hierdie artikel moet Saterdag nie as 'n volle werkdag beskou word nie. Opsegging om 'n dienskontrak te beëindig by die ophoutyd op Saterdag moet voor 12-uur middag op Vrydag gegee word.

18. Buitewerk.

Geen werkgewer mag 'n werknemer verplig of toelaat om enige klas werk, deur hierdie Ooreenkoms gedek, op enige ander plek as in sy inrigting te onderneem nie, behalwe waar sodanige werk gedoen word ter uitvoering of voltooiing van enige bestelling wat by daardie werkgewer geplaas is, en geen werknemer mag bestellings werf of neem vir enige klas werk, deur die Ooreenkoms gedek, vir verkoop en/of vir wins nie, hetsy vir eie rekening of ten behoewe van enige ander persone of firma terwyl hy in die diens is van 'n werkgewer in die nywerhede.

19. Indiensneming van jeugdiges en uitreiking van sertifikate, ens.

(1) Geen werkgewer mag 'n jeugdige ingevolge klousule (*c*) van Lys A van deel III van hierdie Ooreenkoms in diens neem alvorens hy die toestemming van die Raad en 'n sertifikaat van die Raad in die vorm wat hy voorskryf, verkry het nie.

(2) Enige toestemming ingevolge subartikel (1) hiervan kan deur die Raad om enige goeie en genoegsame rede na goeddunke ingetrek word en die werkgewer moet by ontvangs van kennisgewing van die Raad onmiddellik die jeugdige, na wie die kennisgewing verwys, uit diens ontslaan, of na gelang van die geval, die jeugdige in diens hou teen die volle loon wat vir die betrokke klas werk voorgeskryf is.

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

(4) Geen werknemer mag na een maand van die datum waarop hierdie Ooreenkoms in werking tree, enige persoon op werk teen Tarief 1 geklassifiseer, in diens neem nie, uitgesonderd 'n werknemer wat sy vakleerlingskap in enigeen van die soorte werk in

Apprenticeship Act or any other contract recognised by the Council in any one of the classes of work specified under Rate 1 unless such employee is in possession of a certificate recognised or issued by the Council enabling him to be employed as a journeyman; provided that an employee shall be entitled to apply to the Council for a certificate enabling him to be employed as a journeyman, and he may, if granted such certificate, be employed thereafter on the work classified at Rate 1 appearing in his certificate.

20. Employment of Persons under 15 Years of Age.

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

21. Insurance of Tools.

Every employer shall take out an insurance policy with a registered insurance company insuring tools which are the private property of his journeyman, apprentice and machinist employees, against damage or destruction on the employer's premises by fire. The maximum cover under this section for insurance of tools shall be £25 (R50) per employee stated above.

22. Exemptions.

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

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

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

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

(4) The Council shall cause—

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

23. Expenses of the Council.

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

(1) From the payments to be made to each of his employees affected by this Agreement (other than employees employed on work classified at Rates 8 to 11 inclusive, watchmen, apprentices or minors during the period such minors may be employed without a contract of apprenticeship under the Apprenticeship Act, 1944, as amended) and at the time of payment thereof, every employer shall deduct an amount of 3d. (2½c) per week including weeks on which an employee is absent on paid leave. To the amount thus deducted the employer shall add an equal amount and forward the total sum for each month to the Council.
(2) In any establishment in which the amount payable to the Council in terms of sub-section (1) is less than 10s. (R1) per month, the employer shall make the amount up to 10s. (R1) per month and forward that sum to the Council.
(3) In addition to the amount payable in terms of sub-section (1) or sub-section (2), as the case may be, every employer shall, for employees employed on work classified at Rates 8 to 11 inclusive and/or employed on watchmen's work, pay on a monthly basis an annual contribution towards the expenses of the Council calculated according to the number of such employees employed by him as set forth in the following table. Such contributions shall be paid monthly in accordance with the amount "per month" specified for the number of employees;

No. Rates 8 to 11 Employees and/or Employees employed on Watchman's Work.	Per Annum.						Per Month.					
	£	s.	d.	R	c*		£	s.	d.	R	c*	
Up to 5 employees.....	3	0	0	6	0		0	5	0	0	50	
From 6 to 25 employees.	12	0	0	24	0		1	0	0	2	00	
26 to 50 employees.....	24	0	0	48	0		2	0	0	4	00	
51 to 100 employees....	48	0	0	96	0		4	0	0	8	00	
101 to 250 employees...	96	0	0	192	0		8	0	0	16	00	
Over 250 employees....	144	0	0	288	0		12	0	0	24	00	

* Rand/cents.

Tarief 1 genoem, voltooi het onder 'n kontrak ingevolge die Wet op Vakleerlinge, of enige ander kontrak deur die Raad erken, tensy die werknemer 'n sertifikaat besit wat deur die Raad uitgereik is en wat hom toelaat om as 'n vakman in diens te wees; met dien verstande dat 'n werkgewer geregtig is om by die Raad aansoek te doen om 'n sertifikaat wat hom sal toelaat om as 'n vakman in diens te wees, en as daardie sertifikaat aan hom uitgereik word, kan hy daarna vir die werk wat in die sertifikaat onder Tarief 1 geklassifiseer is, in diens wees.

20. Indiensneming van persone onder 15 jaar.

Geen werkgewer mag 'n persoon onder die ouderdom van 15 jaar in diens neem nie.

21. Versekering van gereedskap.

Elke werkgewer moet by 'n geregistreerde versekeringsmaatskappy 'n polis uitneem vir versekering teen skade of vernietiging, deur brand op die werkgewer se persele, van gereedskap wat die eiendom van sy vakman-, vakleerling- en masjiniswerknemers is. Die maksimum dekking vir versekering van gereedskap kragtens hierdie artikel is £25 (R50) per bogenoemde werknemer.

22. Vrystelling.

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

(2) Die Raad moet die voorwaardes vasstel waarop vrystelling verleen word; met dien verstande dat die Raad, na goeddunke en nadat kennis een week vooraf aan die betrokke persoon skriftelik gegee is, 'n vrystellingsertifikaat kan intrek, of die tydperk waarvoor vrystelling verleen was, verstryk het of nie.

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

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

(4) Die Raad moet—

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

23. Uitgawes van die Raad.

Voorsiening vir die fondse van die Raad wat berus by en beheer word deur die Raad, moet soos volg gemaak word:—

(1) Van die betalings wat gemaak moet word aan elkeen van sy werknemers wat deur hierdie Ooreenkoms geraak word, (uitgesonderd werknemers op werk geklassifiseer by Tariewe 8 tot en met 11, wagte, vakleerlinge of minderjariges gedurende die tydperk waarin sodanige minderjariges sonder 'n vakleerlingskapkontrak onder die Wet op Vakleerlinge, 1944, soos gewysig, in diens geneem kan word) en wanneer dit betaal word, moet elke werkgewer 'n bedrag van 3d. (2½c.) per week aftrek, met inbegrip van weke waarin die werknemer met betaalde verlof afwesig is. By die bedrag aldus afgetrek moet die werkgewer 'n gelyke bedrag voeg en die totale bedrag vir elke maand aan die Raad stuur.
(2) In enige inrigting waarin die bedrag wat ingevolge subartikel (1) aan die Raad betaalbaar is, minder as 10s. (R1) per maand is, moet die werkgewer die bedrag tot 10s. (R1) vir elke maand aanvul en dié bedrag aan die Raad stuur.
(3) Benewens die bedrag betaalbaar kragtens subartikel (1) of subartikel (2), na gelang van die geval, moet elke werkgewer, vir werknemers in diens op werk geklassifiseer teen Tariewe 8 tot en met 11 en/of in diens as wagte, op 'n maandelikse basis 'n jaarlikse bydrae betaal tot die uitgawes van die Raad bereken volgens die getal van sodanige werknemers deur hom in diens geneem soos in onderstaande tabel uiteengesit. Sodanige bydrae moet maandeliks betaal word ooreenkomstig die bedrag „per maand" vir die getal werknemers gespesifiseer:—

Getal Tariewe 8 tot 11 werknemers en/of werknemers in diens as wagte.	Per jaar.						Per maand.					
	£	s.	d.	R	c*		£	s.	d.	R	c*	
Tot en met 5 werknemers	3	0	0	6	0		0	5	0	0	50	
Van 6 tot 25 werknemers	12	0	0	24	0		1	0	0	2	00	
26 tot 50 werknemers...	24	0	0	48	0		2	0	0	4	00	
51 tot 100 werknemers..	48	0	0	96	0		4	0	0	8	00	
101 tot 150 werknemers	96	0	0	192	0		8	0	0	16	00	
Meer as 250 werknemers	144	0	0	288	0		12	0	0	24	00	

* Rand/sent.

(4) The amount payable each month in terms of sub-section (1), (2) or (3) shall be forwarded to the Council not later than the fifteenth day of the month immediately following, as follows:—

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

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

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

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

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

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

(5) Regardless of whether any amount is payable to the Council in terms of this Section, every employer shall, by not later than the 15th day of each month, forward to the Council in respect of the preceding month and in the manner indicated therein, the statement referred to in sub-section (4).

24. Employment of Trade Union Labour.

(1) Save as is provided for in sub-section (2) and (3) hereof, no employee who is not a member of one of the trade unions shall be employed by an employer who is a member of one of the employers' organisations and no employee who is a member of one of the trade unions shall work for an employer who is not a member of one of the employers' organisations; provided that this sub-section shall be limited in its application to—

(*a*) employees performing work scheduled in this Agreement at Rate 1 and/or Rate 1A, and

(*b*) employees for whom Rate 7 per hour or more is specified in this Agreement, if such employees have been employed in the Industries for a period of not less than six months and are eligible for membership of one of the trade unions in accordance with their respective constitutions.

(2) No employer in the foundry trade shall employ any person on any of the classes of work marked with an asterisk thus(*) in Wage Division D/7 (Foundry and Castings General and Manufacturing Division) who is not a member of the Iron Moulders' Society of South Africa, and no person who is a member of the Iron Moulders' Society of South Africa shall work for an employer in the foundry trade who is not a member of one of the employers' organisations; provided that these provisions shall not apply to employees other than journeyman for the first three months of employment in the Industries.

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

(4) Apart from any person's rights in terms of section 51 (10) of the Act the Council may grant exemption from the provisions of sub-sections (1) and (2) hereof for any good and sufficient reason, and further, the said sub-section shall not apply to persons who in the opinion of the Council are refused membership of a party to this Agreement without reasonable cause, and the applicant has reported such refusal to the Council.

25. Exhibition of Agreement.

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

26. Registration of Employers.

In addition to complying with the provisions of section 59 of the Act:—

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

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

(i) Full name;

(ii) address;

(iii) trades or operations carried out by him.

(4) Die bedrag wat iedere maand ingevolge subartikel (1), (2) of (3) betaalbaar is, moet op of voor die 15de dag van die maand wat onmiddellik volg, soos volg aan die Raad gestuur word:—

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

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

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

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

Elke werkgewer in streek E, aan die Sekretaris, Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Transvaalse Streekraad), Posbus 3998, Johannesburg;

tesaam met 'n staat in 'n vorm wat van tyd tot tyd voorgeskryf kan word.

(5) Ongeag die feit of enige bedrag ingevolge hierdie artikel aan die Raad betaalbaar is, moet elke werkgewer op of voor die 15de dag van elke maand, die staat genoem in subartikel (4) aan die Raad stuur ten opsigte van die vorige maand en op die wyse daarin verduidelik.

24. Indiensneming van Vakverenigingarbeiders.

(1) Behoudens soos bepaal in subartikels (2) en (3) hiervan, mag geen werknemer wat nie lid van een van die vakverenigings is nie, deur 'n werkgewer wat lid van een van die werkgewersorganisasies is, in diens geneem word nie en mag geen werknemer wat lid van een van die vakverenigings is, by 'n werkgewer wat nie lid van een van die werkgewersorganisasies is, in diens tree nie; met dien verstande dat die toepassing van hierdie subartikel in sy bestek beperk is tot—

(*a*) werknemers wat werk verrig wat in hierdie Ooreenkoms onder Tarief 1 en/of Tarief 1A ingelys is; en

(*b*) ander werknemers vir wie Tarief 7 per uur of meer in die Ooreenkoms voorgeskryf is as sodanige werknemers vir 'n tydperk van minstens ses maande in die nywerhede in diens was en vir lidmaatskap van een van die vakverenigings in aanmerking kom in ooreenstemming met hul onderskeidelike konstitusies.

(2) Geen werkgewer in die gietbedryf mag enige persoon in enigeen van die klasse werk wat met 'n sterretjie, in Loonafdeling D/7 (Afdeling vir smelt en giet, algemeen en vervaardiging) aldus * gemerk is, wat nie 'n lid van die Ironmoulders' Society of South Africa is nie, in diens neem nie, en niemand wat lid is van die Iron Moulders' Society of South Africa mag vir 'n werkgewer in die gietbedryf werk wat nie lid van een van die werkgewersorganisasies is nie; met dien verstande dat hierdie bepalings nie van toepassing is op werknemers, uitgesonderd vakmanne, vir die eerste drie maande diens in die nywerhede nie.

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

(4) Afgesien van enige persoon se regte kragtens artikel *een-en-vyftig* (10) van die Wet, kan die Raad vrystelling van die bepalings van subartikels (1) en (2) hiervan om enige goeie en voldoende rede verleen en verder is genoemde subartikels nie van toepassing op persone aan wie lidmaatskap van 'n party by hierdie Ooreenkoms na die Raad se mening sonder grondige rede geweier is nie en die applikant sodanige weiering aan die Raad gerapporteer het.

25. Vertoning van Ooreenkoms.

Elke werkgewer moet in of by die plek waar sy werknemers werk 'n leesbare kopie van hierdie Ooreenkoms in albei amptelike tale aanplak en aangeplak hou.

26. Registrasie van Werkgewer.

Benewens nakoming van die bepalings van artikel *nege-en-vyftig* van die Wet moet:—

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

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

(i) Naam voluit;

(ii) adres;

(iii) bedrywe of werksaamhede deur hom uitgeoefen.

(c) (i) Every employer engaged in the Industries at the date of coming into operation of this Agreement and every employer entering the Industries after such date shall, prior to applying the special conditions relating to manufacturing activities contained in Schedules "C" and "D" of Part III of this Agreement, make application to and obtain from the Council a certificate of registration of his establishment or part thereof, as the case may be, as a "manufacturing engineering establishment" specifying the Wage Schedule(s) or Wage Division(s) applicable to that establishment or part thereof. Such certificate shall be displayed in the establishment concerned or that part thereof in respect of which it was obtained from the Council.

For purposes of this section—

"manufacturing engineering" means the production of articles or parts or components thereof by means of tools and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in separate manufacturing establishments or departments or annexes separated from general engineering activities by effective enclosures.

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

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

27. ADMINISTRATION OF AGREEMENT.

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

28. WORKING PARTNERS.

All working employers and/or working partners who are employers in the industries shall observe the hours of work prescribed for employees in this Agreement.

29. AGENTS.

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

30. COST OF LIVING ALLOWANCE.

(1) (i) The hourly rates scheduled in this Agreement shall be deemed to include any cost of living allowance payable in accordance with the provisions of War Measure No. 43 of 1942 as continued by the War Measures Continuation Amendment Act (Act No. 39 of 1959) and amended, in addition to which and to any other remuneration to which the employee is entitled, every employer shall pay to each of his employees (other than apprentices serving under contracts registered under the Apprenticeship Act of 1944, as amended, and employees for whom special provisions have been made in Port II of this Agreement) a cost of living allowance as follows: —

Class.	Wage Group.	Allowance per Week when Index = 92·9.	Adjustments.
I	Exceeding 146s. or R14.60 per week	75·083s. or R7.508	± ·583s. or 5.83c for each ± completed ·226 of a point variation in index above or below 92·9.
II	Exceeding 108·33s. or R10.833 per week but not exceeding 146s. or R14.60 per per week	65·666s. or R6·566	± ·5s. or 5c for each ± completed ·226 of a point variation in index above or below 92·9.
III	Exceeding 63s. or R6.30 per week but not exceeding 108·33s. or R10.83 per week	33·5s. or R3.35	± ·25s. or 2.5c for each ± completed ·226 of a point variation in index above or below 92·9.
IV	63s. or R6.30 per week and under	32·5s. or R3.25	·25s. or 2.5c for each completed ·226 of a point variation in index above or below 92·9.

(ii) The weekly allowance payable to an employee under this section may be reduced pro rata according to any period of absence from work; provided that if the absence is due to illness or a disablement falling within the provisions of the Workmen's Compensation Act and the employee concerned is not covered by the Iron, Steel, Engineering and Metallurgical Industry Sick Pay Fund, no reduction shall be made in respect of the first week of such absence.

(c) (i) Elke werkgewer wat op die datum van inwerkingtreding van hierdie Ooreenkoms die nywerhede uitoefen en dit nie reeds kragtens enige vorige ooreenkoms gedoen het nie, en elke werkgewer wat na die datum van inwerkingtreding van hierdie Ooreenkoms in die nywerheid begin werk, moet, voor hy die bepaalde voorwaardes met betrekking tot die vervaardigingsbedrywighede vervat in Lyste C en D van deel III van hierdie Ooreenkoms toepas, by die Raad aansoek doen om en van hom 'n sertifikaat van registrasie van sy besigheid verkry, of, na gelang van die geval, van 'n gedeelte daarvan as 'n „ingenieursvervaardigingsinrigting". Aansoek om hierdie registrasie moet by die Sekretaris van die Streeksraad vir die betrokke gebied gedoen word.

Vir die toepassing van hierdie artikel beteken—

„ingenieursvervaardigingswerk", die vervaardiging van enige masjien, voertuig (uitgesonderd 'n motorvoertuig) en/of artikels hoofsaaklik uit metaal (uitgesonderd edelmetale) of dele of bestanddele daarvan en/of metaalbouwerk wat op 'n produksiebasis van hoeveelheid in afsonderlike vervaardigingsinrigtings deur middel van bepaalde aanpassingsmetodes van die werk, of in afsonderlike afdelings of bygeboue van algemene ingenieursinrigtings uitgevoer word.

(ii) Dit word beskou dat enige werkgewer wat versuim om kragtens paragraaf (i) by die Raad te registreer, 'n „algemene ingenieursinrigting" bestuur.

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

27. TOEPASSING VAN DIE OOREENKOMS.

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

28. WERKENDE VENNOTE.

Alle werkende vennote en/of werkende werkgewers in die nywerhede moet die erkende werkure in hierdie Ooreenkoms vir werknemers voorgeskryf, nakom.

29. AGENTE.

Die Raad moet een of meer aangewese persone aanstel as agente om by die uitvoering van die bepalings van hierdie Ooreenkoms behulpsaam te wees. 'n Agent is geregtig om enige inrigting te betree en enige werkgewer of werknemer te ondervra en die aantekenings van lone wat betaal, tyd wat gewerk en bedrae wat vir oortyd en prestasiebonuswerk betaal word, na te sien ten einde te kan bepaal of aan die bepalings van hierdie Ooreenkoms voldoen word.

30. LEWENSKOSTETOELAES.

(1) (i) Dit moet beskou word dat die uurtariewe wat in hierdie Ooreenkoms ingelys is, die lewenskostetoelae insluit wat betaalbaar is ingevolge die bepalings van Oorlogsmaatreël No. 43 van 1942, soos voortgesit by die Wysigingswet op die Voortsetting van Oorlogsmaatreëls (Wet No. 39 van 1959), soos gewysig, en benewens dié en benewens enige ander besoldiging waarop die werknemer reg het, moet elke werkgewer aan elkeen van sy werknemers (uitgesonderd vakleerlinge wat onder 'n kontrak dien wat by die Wet op Vakleerlinge, 1944, soos gewysig, geregistreer is, en werknemers vir wie spesiale bepalings in deel II van hierdie Ooreenkoms gemaak is), 'n lewenskostetoelae soos volg betaal:—

Klas.	Loongroep.	Toelae per week wanneer Indeks = 92·9	Aanpassings.
I	Bo 146s. of R14.60 per week	75·083s. of R7.508	± ·583s. of 5·83c vir elke ± voltooide ·226 van 'n punt verskil in indeks bo of onder 92·9.
II	Bo 108·33s. of R10.833 per week maar nie oor 146s. of R14.60 per week	65·666s. of R6.566	± ·5s. of 5c vir elke ± voltooide ·226 van 'n punt verskil in indeks bo of onder 92·9.
III	Bo 63s. of R6.30 per week maar nie meer as 108·33s. of R10.83 per week	3·5s. of R3.35	± ·25s. of 2·5c vir elke ± voltooide ·226 van 'n punt verskil in indeks bo of onder 92·9.
IV	63s. of R6.30 per week en minder	32·5s. of R3.25	± ·25s. of 2·5c vir elke ± voltooide ·226 van 'n punt verskil in indeks bo of oner 92·9.

(ii) Die weeklikse toelae betaalbaar aan 'n werknemer onder hierdie artikel kan eweredig verminder word volgens enige afwesigheid van werk; met dien verstande dat as die afwesigheid te wyte is aan siekte of 'n arbeidsongeskiktheid wat binne die bestek van die bepalings van die Ongevallewet val en die betrokke werknemer nie deur die siektebystandsfonds van die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid gedek is nie, geen vermindering ten opsigte van die eerste week van sodanige afwesigheid gemaak moet word nie.

(iii) No employee to whom the Iron, Steel, Engineering and Metallurgical Industry Sick Pay Fund applies shall be entitled to cost of living allowance in terms of this section in respect of any period in which he is absent from work due to illness or disablement; provided that in the case of an employee whose absence from work is due to a disablement falling within the provisions of the Workmen's Compensation Act, cost of living allowance shall be payable pro rata for any day or days not recognised as compensable in terms of the said Act up to a maximum of three days cost of living allowance.

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

(v) Cost of living allowances shall be payable—

(*a*) during any period of paid annual leave, each employer during the qualifying period paying a pro rata proportion thereof; and

(*b*) for Good Friday, Ascension Day, the Day of the Covenant, Christmas Day and New Year's Day pro rata to the ordinary hours of work of the establishment for that day of the week.

(vi) When an employee leaves one employer any holiday leave credit of that employee shall include a credit of the cost of living allowance payable in respect of that portion of the period of annual leave covered by the holiday leave credit, calculated at the rate payable at the date when the employment terminates.

(2) Any adjustment in the rate of the cost of living allowance consequent upon a variation of the index shall be effected on the first pay day in the month after publication in the *Government Gazette* of the Notice reflecting such variation.

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

(4) "Index" means the weighted average Consumer Price Index number of the nine areas for all items as assessed and published from time to time by the Director of Census and Statistics in the *Government Gazette*.

(5) For the purpose of ascertaining into which wage group an employee shall be deemed to fall, the hourly rate scheduled for the class of work of that employee multiplied by 45 shall be his wage.

31. UNAUTHORISED EMPLOYMENT.

Notwithstanding anything to the contrary in this Agreement no provision which prohibits the engagement or employment of an employee on any class of work or on any conditions shall be deemed to relieve the employer from paying the remuneration and observing the conditions which he would have had to pay or observe had such engagement or employment not been prohibited, and the employer shall continue to pay such remuneration and observe such conditions as if such engagement or employment had not been prohibited.

32. PROHIBITION OF CESSION AND/OR SET-OFF.

No claim whatever by any employee against the Council shall be capable of being ceded, and no purported cession thereof shall be binding upon the Council.

Set-off shall not operate and is expressly excluded as between any amounts payable to an employee as referred to in section 8 (3) and any amount payable by such employee, the deduction of which is prohibited by that section; and this provision shall be deemed to be a term of every contract of employment between employer and employee.

33. CERTIFICATE OF SERVICE.

An employer shall, when requested by an employee upon the termination of his employment, supply such employee with a certificate of service showing full names of the employer and employee, the nature of the employment, the dates of commencement and termination of the contract and the rate of remuneration at the date of such termination; provided that where in this Agreement the wage of any employee is determined by length of service it shall be incumbent on the employee to produce a certificate of service to his new employer on change of employment, in order to become entitled to such remuneration prescribed for length of service.

PART II.

SPECIAL CONDITIONS RELATING TO CERTAIN CLASSES OF LABOUR HEREIN SPECIFIED.

Notwithstanding anything in these provisions contained the provisions relating to "Hours of Work" (section 4), "Overtime and Payment for Work on Sundays" (section 5), "Shift Work" (section 6), "Payment for Certain Public Holidays" (section 11), "Holiday Pay" (section 12), "Additional Holiday Pay" (section 13), "Payment during Unemployment" (section 15) and "Cost of Living Allowances" (section 30) of Part I of this Agreement shall not apply to employees employed on work classified at Rates 8 to 11 inclusive and/or employed on watchman's work, to whom, except as otherwise provided therein, the remaining provisions of Part I and the following special provisions shall apply. (The special provisions to obtain and have preference in the event of any conflict between them and the said remaining provisions of Part I).

(iii) Geen werknemer op wie die siektebystandsfonds van die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid van toepassing is, is geregtig op 'n lewenskostetoelae ingevolge hierdie artikel ten opsigte van enige tydperk waarin hy van sy werk afwesig is as gevolg van siekte of ongeskiktheid nie; met dien verstande dat in die geval van 'n werknemer wie se afwesigheid van werk te wyte is aan 'n ongeskiktheid wat binne die bepalings van die Ongevallewet val, lewenskostetoelae eweredig betaalbaar is vir enige dag of dae wat nie erken word as vergoedbaar ingevolge genoemde Wet tot 'n maksimum van drie dae se lewenskostetoelae nie.

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

(v) Lewenskostetoelaes is betaalbaar—

(*a*) gedurende enige tydperk van jaarlikse verlof, en elke werkgewer betaal 'n eweredige gedeelte daarvan gedurende die kwalifiseertyd;

(*b*) vir Goeie Vrydag, Hemelvaartdag, Geloftedag, Kersdag en Nuwejaarsdag eweredig met die gewone werkure van die inrigting vir daardie dag van die week.

(vi) Wanneer 'n werknemer een werkgewer verlaat, moet enige verlofkredit van daardie werknemer 'n kredit van die lewenskostetoelae insluit wat betaalbaar is ten opsigte van daardie gedeelte van die tydperk van jaarlikse verlof wat deur die verlofkredit gedek word, bereken teen die tarief betaalbaar op die datum wanneer die diens eindig.

(2) Enige aanpassing in die skaal van lewenskostetoelaes wat voortspruit uit 'n wysiging van die indeks, moet toegepas word van die eerste betaaldag af wat volg op die publikasie in die *Staatskoerant* van die kennisgewing wat hierdie wysiging aantoon.

(3) Die toelae genoem in subartikel (1) moet terselfdertyd betaal word as wat die werknemer gewoonlik sy ander besoldiging ontvang.

(4) „Indeks" beteken die beswaarde gemiddelde verbruikersprysindekssyfer van die nege vernaamste gebiede vir alle items soos bepaal en van tyd tot tyd deur die Direkteur van Sensus en Statistiek in die *Staatskoerant* gepubliseer.

(5) Ten einde vas te stel in welke loongroep dit beskou moet word dat 'n werknemer val, moet die gekonsolideerde tarief, ingelys vir die klas werk van daardie werknemer, vermenigvuldig deur 46, sy loon wees.

31. ONGEMAGTIGDE INDIENSNEMING.

Ondanks andersluidende bepalings in hierdie Ooreenkoms, word geen bepalings wat die indiensneming van 'n werknemer in enige klas werk of op enige voorwaardes verbied, beskou dat dit die werkgewer onthef van die betaling van die besoldiging en die nakoming van die voorwaardes wat hy sou moes betaal of nagekom het as die indiensneming nie verbied was nie, en die werkgewer moet voortgaan om die besoldiging te betaal en die voorwaardes na te kom asof die indiensneming nie verbied was nie.

32. VERBOD OF AFSTAND.

Geen eis hoegenaamd deur enige werknemer teen die Raad mag oorgemaak word nie en geen voorgenome oormaking daarvan is vir die Raad bindend nie.

Aftrekkings mag nie van toepassing wees nie en word uitdruklik uitgesluit soos tussen enige bedrae betaalbaar aan 'n werknemer, soos na verwys in artikel 8 (3), en enige bedrag aan sodanige werknemer betaalbaar, waarvan die aftrekking deur daardie artikel verbied word; en hierdie bepaling word geag 'n bepaling te wees van elke kontrak van diens tussen werkgewer en werknemer.

33. DIENSSERTIFIKAAT.

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

DEEL II.

SPESIALE VOORWAARDES MET BETREKKING TOT BEPAALDE SOORTE ARBEID HIERIN GENOEM.

Ondanks enigiets in hierdie bepalings, is die bepalings met betrekking tot „Werkure" (artikel 4), „Oortyd en besoldiging vir werk op Sondae" (artikel 5), „Skofwerk" (artikel 6), „Betaling vir sekere Openbare Vakansiedae" (artikel 11), „Verlofbetaling" (artikel 12), „Bykomende verlofbetaling" (artikel 13), „Betaling gedurende Werkloosheid" (artikel 15) en „Lewenskostetoelaes" (artikel 30) van deel I van die Ooreenkoms nie van toepassing nie op werknemers wat in diens is op werk geklassifiseer teen Tariewe 8 tot en met 11 en/of die werk van 'n wag op wie, behoudens soos andersins hierin bepaal, die orige bepalings van deel I en die volgende spesiale bepalings toegepas moet word. (Die spesiale bepalings het voorrang, en moet voorrang geniet, ingeval van teenstrydigheid tussen hulle en genoemde orige bepalings van deel I.)

1. HOURS OF WORK.

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

(*a*) to work for more than 45 hours, excluding meal times, in any one week; or

(*b*) to work more than eight hours, excluding meal times, on any one day; provided that in any establishment in which—

(i) on one day in every week the ordinary hours of work are not more than five, an employee may be required or permitted to work for an additional period not exceeding half an hour on each of the remaining days of the week; or

(ii) the employees do not ordinarily work on more than five days in the week, an employee may on any work-day be required or permitted to work for an additional period not exceeding one and a quarter hours.

(2) Unless otherwise authorised by the Council, the maximum overtime that may be worked shall not exceed ten hours per week.

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

(4) Notwithstanding the provisions of this section—

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

(*a*) between six o'clock p.m. and six o'clock a.m.; or

(*b*) after one o'clock p.m. on more than five days in any week;

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

(*a*) for more than two hours on any day;

(*b*) on more than three consecutive days;

(*c*) on more than sixty days in any year;

(*d*) after completion of her ordinary working hours for more than one hour on any day unless she has—

(i) been given notice thereof before midday; or

(ii) been provided with an adequate meal before she has to commence overtime; or

(iii) been paid an allowance in sufficient time to enable her to obtain a meal before the overtime is due to commence.

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

2. OVERTIME AND PAYMENT FOR WORK ON SUNDAYS.

(1) Time worked by employees after the completion of the usual shift shall be regarded as overtime and be paid for at not less than one and one-half times the ordinary rate per hour of the employee concerned.

(2) Whenever an employee works on a Sunday, his employer shall—

(*a*) pay to the employee—

(i) if he so works for a period not exceeding four hours, not less than the ordinary remuneration payable in respect of the period ordinarily worked by him on a weekday; or

(ii) if he so works for a period exceeding four hours, remuneration, at a rate not less than double his ordinary rate of remuneration, in respect of the total period worked on such Sunday, or remuneration which is not less than double the ordinary remuneration payable in respect of the period ordinarily worked by him on a week-day, whichever is the greater, or

(*b*) pay the employee remuneration at a rate not less than one and one-third times his ordinary rate of remuneration in respect of the total period worked on such Sunday and grant him within seven days of such Sunday one day's holiday and pay him in respect thereof remuneration at a rate not less than his ordinary rate of remuneration as if he had on such holiday worked his average ordinary working hours for that day of the week;

provided that where the employer provides work to occupy the employee for the hours of a normal shift and the employee fails or refuses to work the full period required of him or works a lesser period at his own request, such employee shall receive payment at double rates only for the period actually worked.

1. WERKURE.

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

(*a*) langer as 45 uur, uitgesonderd etenstye, in 'n week te werk; of

(*b*) langer as agt uur, uitgesonderd etenstye, op 'n dag te werk; met dien verstande dat in 'n inrigting waarin—

(i) die gewone werkure op een dag per week hoogstens vyf is, 'n werknemer verplig of hy toegelaat kan word om vir 'n verdere tyd van hoogstens 'n halfuur op elkeen van die ander dae van die week te werk; of

(ii) die werknemers gewoonlik of hoogstens vyf dae per week werk, 'n werknemer op enige werkdag verplig of toegelaat kan word om vir 'n verdere tydperk van hoogstens 1½ uur te werk.

(2) Die maksimum oortyd wat gewerk kan word, mag nie tien uur per week te bowe gaan nie, tensy magtiging anders deur die Raad gegee word.

(3) 'n Werknemer kan nie verplig of toegelaat word om vir 'n ononderbroke tyd van langer as vyf uur sonder 'n onafgebroke pouse van minstens een uur te werk nie; met dien verstande dat werktye wat deur 'n pouse van minder as een uur onderbreek word, vir die toepassing van hierdie artikel as onafgebroke beskou word.

(4) Ondanks die bepalings van hierdie artikel—

(i) kan 'n vroulike werknemer nie verplig of toegelaat word om—

(*a*) tussen 6-uur nm. en 6-uur vm.; of

(*b*) na 1-uur nm. op meer as vyf dae per week te werk nie;

(ii) kan 'n vroulike werknemer nie verplig of toegelaat word om oortyd soos volg te werk nie—

(*a*) as twee uur op 'n dag;

(*b*) op meer as drie agtereenvolgende dae;

(*c*) op meer as 60 dae in 'n jaar;

(*d*) na voltooiing van haar gewone werkure vir meer as een uur op 'n dag tensy sy—

(i) voor 12-uur middag daarvan in kennis gestel is, of

(ii) van 'n toereikende ete voorsien is voordat sy met oortyd moet begin;

(iii) betyds 'n toelae betaal is om haar in staat te stel om 'n ete te verkry voordat die oortydwerk 'n aanvang neem.

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

2. OORTYD EN BESOLDIGING VIR WERK OP SONDAE.

(1) Tyd gewerk deur werknemers na voltooiing van die gewone skof moet as oortyd beskou en daarvoor moet betaal word teen minstens 1½ maal die gewone skaal per uur van die betrokke werknemer.

(2) Wanneer 'n werknemer op 'n Sondag werk moet sy werkgewer—

(*a*) aan die werknemer betaal—

(i) as hy aldus vir 'n tydperk van hoogstens vier uur werk, minstens die gewone besoldiging betaalbaar ten opsigte van die tydperk gewoonlik deur hom op 'n weekdag gewerk; of

(ii) as hy aldus vir 'n tydperk van meer as vier uur werk, teen 'n tarief van minstens dubbel sy gewone skaal van besoldiging, ten opsigte van die totale tydperk op sodanige Sondag gewerk, of besoldiging wat minstens dubbel die gewone besoldiging is betaalbaar ten opsigte van die tydperk gewoonlik deur hom op 'n weekdag gewerk, na gelang van die grootste, of

(*b*) die werknemer besoldiging betaal teen 'n skaal van minstens een en 'n derde maal sy gewone skaal van besoldiging ten opsigte van die totale tydperk op sodanige Sondag gewerk en hom binne sewe dae van sodanige Sondag een dag verlof toestaan en hom ten opsigte daarvan besoldiging betaal teen 'n skaal van minstens sy gewone skaal van besoldiging asof hy op sodanige verlof sy gewone gemiddelde werkure vir daardie dag van die week gewerk het;

met dien verstande dat waar die werkgewer werk verskaf om die werknemer vir die ure van 'n gewone skof besig te hou en die werknemer versuim of weier om die volle tydperk wat van hom vereis word, te werk, of op eie versoek 'n korter tydperk werk, sodanige werknemer betaling teen dubbele tariewe slegs vir die tydperk wat werklik gewerk is, moet ontvang.

(3) The provisions of sub-section (2) relating to payment for work on Sundays shall not apply in respect of shifts commencing on Sunday night in establishments working a two-shift or three-shift system, which shall be paid for as follows:—

(*a*) For the hours worked before midnight—at double the ordinary hourly rate plus 8 per cent;

(*b*) after midnight until completion of the shift—at the ordinary hourly rate plus 8 per cent.

(4) The provisions of this section shall not apply to employees employed on watchmen's work; provided that whenever a watchman works longer than a shift of twelve hours at a time or works for seven consecutive days, time so worked after completion of a twelve-hour shift and all time worked on a seventh consecutive day shall be regarded as overtime for which the watchman shall be paid at the rate of not less than one and one-third times his normal rate calculated on an hourly basis.

3. SHIFT WORK.

(1) Night shift work shall be paid at the hourly rate applicable plus eight per cent.

(2) In order to be on night shift work an employee must work three or more consecutive nights between 6 p.m. on Monday and 6 a.m. on Sunday of the same week, except in marine work where any three or more nights worked consecutively may constitute night shift work.

(3) Not less than six hours shall elapse between the employment of an employee on night shift and on day shift; provided that an employee may work during such interim period of six hours if overtime is paid at one and one-half times the hourly rate.

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

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

(i) when the hours for the complete shift fall wholly within any period from 6 p.m. to 6 a.m., at the ordinary hourly rate plus 8 per cent;

(ii) when the hours for the complete shift do not fall wholly within any period from 6 p.m. to 6 a.m. at the ordinary hourly rate plus 4 per cent until midnight, and after midnight, at the ordinary hourly rate plus 8 per cent.

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

(i) second shift, at the ordinarily hourly rate plus 4 per cent;

(ii) third shift, at the ordinary hourly rate plus 8 per cent.

(5) Time worked by employees on shift systems after the completion of the usual shift in the establishment concerned shall be regarded as overtime and be paid for at one and one-half times the increased hourly rate until the usual starting time of the employee's next normal shift.

For purposes of the above, "increased hourly rate" means the ordinary hourly rate plus the amount per cent payable thereon at the concluding time of the shift.

4. PAYMENT FOR CERTAIN PUBLIC HOLIDAYS.

(1) If an employee does not work on Good Friday, Ascension Day, the Day of the Covenant, Christmas Day or New Year's Day, his employer shall pay him in respect of such day remuneration at a rate not less than his ordinary rate of remuneration as if he had on such day worked his average ordinary working hours for that day of the week.

(2) Whenever an employee works on Good Friday, Ascension Day, the Day of the Covenant, Christmas Day or New Year's Day, he shall receive not less than the ordinary rates for one shift for that particular day of the week and in addition shall receive ordinary rates for time actually worked until the completion of the shift, whereafter the overtime rate prescribed in sub-section (1) of section 2 of this Part of the Agreement shall apply.

5. PAID LEAVE.

(1) (*a*) An employer shall grant, in accordance with the provision of paragraphs (*b*), (*c*) and (*d*), to every employee employed by him in respect of each period of twelve months' employment with him, leave of absence on full pay of not less than two consecutive weeks.

(*b*) An employer shall grant such leave as from a date fixed by him but not later than four months after the termination of the said period of twelve months' employment: Provided that if an employee has agreed thereto in writing before the expiration of the said period of four months, his employer may grant such leave to him as from a date not later than two months after the expiration of the said period of four months.

(*c*) an employer shall not grant such leave to be concurrent with any period during which the employee is under notice of termination of employment or (except at the written request of the employee) to be concurrent with any period during which the employee is undergoing military training as defined in this Agreement.

(*d*) For every public holiday referred to in section 7 of this Agreement that falls within the period of such leave, the employer shall add a work-day to the said period as a further period of leave of absence on full pay.

(2) Every employee to whom leave is granted under sub-section (1) shall receive payment from the employer in respect of such leave not later than the last working day before the commencement of the said period.

(3) Die bepalings van subartikel (2) betreffende betaling vir werk op Sondae is nie van toepassing ten opsigte van skofte wat op Sondagnag begin in inrigtings wat 'n tweeskof- of drieskofstelsel werk nie, waarvoor soos volg betaal moet word:—

(*a*) Vir die ure voor middernag gewerk—teen dubbel die gewone uurtarief plus 8 persent;

(*b*) Na middernag tot voltooiing van die skof—teen die gewone uurtarief plus 8 persent.

(4) Die bepalings van hierdie artikel is nie van toepassing op werknemers wat wagte se werk doen nie; met dien verstande dat wanneer 'n wag langer as 'n skof van 12 uur op 'n slag werk of sewe agtereenvolgende dae werk, tyd aldus gewerk na voltooiing van 'n 12-uurskof en alle tyd gewerk op 'n sewende agtereenvolgende dag, as oortyd beskou moet word waarvoor die wag teen minstens 1½ maal sy gewone tarief, bereken op 'n uurbasis, betaal moet word.

3. SKOFWERK.

(1) Vir nagskofwerk moet betaal word teen die uurtarief van toepassing plus 8 persent.

(2) Ten einde op nagskofwerk te wees moet 'n werknemer drie of meer opeenvolgende nagte tussen 6 nm. op Maandag en 6 vm. op Sondag van dieselfde week gewerk het, behalwe in skeepswerk waar enige drie of meer nagte wat agtereenvolgend gewerk is, nagskofwerk mag uitmaak.

(3) Minstens ses uur moet verloop tussen die indiensneming van 'n werknemer op nagskofwerk en op dagskofwerk; met dien verstande dat 'n werknemer gedurende sodanige onderbreking van ses uur mag werk indien daar vir oortyd betaal word teen een en 'n halfmaal die uurtarief.

(4) In inrigtings waar 'n tweeskofstelsel of drieskofstelsel gewerk word, moet betaling soos volg geskied:—

(*a*) Tweeskofstelsel: Werk gewoonlik op die tweede skof verrig—

(i) wanneer die ure vir die voltooide skof binne enige tydperk van 6 nm. en 6 vm. val, teen die gewone uurtarief plus 8 persent;

(ii) wanneer die ure vir die voltooide skof nie geheel binne enige tydperk van 6 nm. tot 6 vm. val nie, teen die gewone uurtarief plus 4 persent tot middernag, en na middernag, teen die gewone uurtarief plus 8 persent.

(*b*) Drieskofstelsel: Werk gewoonlik verrig in die—

(i) tweede skof, teen die gewone uurtarief plus 4 persent;

(ii) derde skof, teen die gewone uurtarief plus 8 persent.

(5) Tyd gewerk deur werknemers op skofstelsels na voltooiing van die gewone skof in die betrokke inrigting moet beskou word as oortyd en daar moet voor betaal word teen een en 'n halfmaal die verhoogde uurtarief tot die gewone begintyd van die werknemer se volgende gewone skof.

Vir die toepassing van bogenoemde beteken „verhoogde uurtarief" die gewone uurtarief plus die bedrag persent betaalbaar daarop aan die ophoutyd van die skof.

4. BETALING VIR SEKERE OPENBARE VAKANSIEDAE.

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

(2) As 'n werknemer op Goeie Vrydag, Hemelvaartdag, Geloftedag, Kersdag en Nuwejaarsdag werk, moet hy minstens die gewone tariewe vir een skof vir daardie besondere dag van die week ontvang, en hierbenewens moet hy die gewone tariewe vir tyd werklik gewerk tot die voltooiing van die skof ontvang, en daarna is die oortydtarief voorgeskryf in subartikel (1) van artikel 2 van hierdie deel van die Ooreenkoms van toepassing.

5. BETAALDE VERLOF.

(1) (*a*) 'n Werkgewer moet, ooreenkomstig die bepalings van paragrawe (*b*), (*c*) en (*d*), aan elke werknemer by hom in diens ten opsigte van elke tydperk van twaalf maande diens by hom, verlof toestaan met volle betaling van minstens twee opeenvolgende weke;

(*b*) 'n Werkgewer moet sodanige verlof toestaan vanaf 'n datum deur hom bepaal maar nie later nie as vier maande na die einde van die genoemde tydperk van twaalf maande diens: Met dien verstande dat as 'n werknemer daartoe skriftelik ingestel het voor die einde van genoemde tydperk van vier maande, sy werkgewer sodanige verlof aan hom mag toestaan vanaf 'n datum nie later nie as twee maande na die einde van die genoemde tydperk van vier maande.

(*c*) 'n Werkgewer mag sodanige verlof nie toestaan om saam te val met enige tydperk waarin die werknemer onder kennisgewing van diensbeëindiging staan nie of (behalwe op die skriftelike versoek van die werknemer) om saam te val met enige tydperk waarin die werknemer militêre opleiding, soos in hierdie Ooreenkoms omskryf, ondergaan nie.

(*d*) Vir elke openbare vakansiedag in artikel 7 van hierdie Ooreenkoms genoem wat binne die tydperk van sodanige verlof val, moet die werkgewer 'n werkdag by die genoemde tydperk voeg as 'n verdere tydperk van verlof met volle betaling.

(2) Elke werknemer aan wie verlof toegestaan word kragtens subartikel (1) moet betaling van die werkgewer ontvang ten opsigte van sodanige verlof op of voor die 1ste werkdag voor die aanvang van die genoemde tydperk.

(3) Upon termination of an employee's employment his employer shall pay to him—

(*a*) his full pay in respect of any period of leave which has accrued to him but was not granted to him before the date of termination of the employment; and

(*b*) one-twelfth of his full pay for two weeks in respect of each completed month of employment with the employer after the date on which he last became entitled to leave in terms of sub-section (1) or, in the case of an employee who has been employed for less than twelve months, after the date of commencement of his employment.

(4) Any period during which an employee—

(*a*) is on leave in terms of sub-section (1); or

(*b*) is undergoing military training as defined in this Agreement; or

(*c*) is absent from work on the instructions or at the request of the employer; or

(*d*) is absent from work owing to illness;

shall be deemed to be employment for the purposes of sub-sections (1) and (3): Provided that—

(i) the provisions of paragraph (*d*) shall not apply in respect of any period of absence owing to illness of more than three consecutive days if the employee fails after request for such certificate by the employer to submit to the employer a certificate by a medical practitioner that he was prevented by illness from doing his work, or in respect of that portion of any total period of absence on account of illness during twelve months of employment which is in excess of thirty days;

(ii) any employee whose employer is by any law required to provide for the care and treatment of employees while sick or injured shall not be required to submit a certificate by a medical practioner in respect of any period of absence referred to in sub-paragraph (i).

(5) Any amount paid to an employee in terms of sub-section (2) or sub-section (3) of this section shall be calculated at the rate of remuneration which the employee was receiving immediately prior to the date upon which the leave became due or his employment terminated, as the case may be. For purpose of this section "pay" or "remuneration" includes any cost of living allowance which is paid or payable to an employee in terms of any law or otherwise.

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

6. Cost of Living Allowance.

(1) Every employer shall pay to each of his employees in addition to any other remuneration to which the employees is entitled and at the same time the employee ordinarily receives his other remuneration, a cost of living allowance calculated on his ordinary weekly remuneration in accordance with the following tables:—

(*a*) Where board is supplied by the employer and an amount is deducted from the employee's remuneration in payment therefor:—

Total Ordinary Weekly Remuneration after Deduction for Board only.	Weekly Cost of Living Allowance.	
	s.*	R c†
Up to and including 20s. or R2	9·25	0 92½
Above 20s. or R2 but not exceeding 25s. or R2.50	11·5	1 15
Above 25s. or R2.5 but not exceeding 30s. or R3.00	12·25	1 22½
Above 30s. or R3.00 but not exceeding 35s. or R3.50	15·25	1 52½
Above 35s. or R3.50 but not exceeding 40s. or R4.00	17·25	1 72½
Above 40s. or R4.00 but not exceeding 45s. or R4.50	19·25	1 92½
Above 45s. or R4.50 but not exceeding 50·6s. or R5.06	23·25	2 32½
Above 50·6s. or R5.06 but not exceeding 59·8s. or R5.98	28·4	2 84
Above 59·8s. or R5.98 but not exceeding 69s. or R6.90	33·0	3 30
Above 69s. or R6.90 but not exceeding 75s. or R7.50	35·25	3 52½
Above 75s. or R7.50 but not exceeding 80s. or R8.00	38·5	3 85
Above 80s. or R8.00 but not exceeding 90s. or R9.00	42·5	4 25
Above 90s. or R9.00 but not exceeding 100s. or R10.00	46·5	4 65
Above 100s. or R10.00 but not exceeding 110s. or R11.00	50·5	5 05
Above 110s. or R11.00 but not exceeding 120s. or R12.00	55·0	5 50
Above 120s. or R12.00 but not exceeding 130s. or R13.00	59·5	5 95
Above 130s. or R13.00	66·5	6 65

* Shillings. † Rand/cents.

(3) By die beëindiging van 'n werknemer se diens moet sy werkgewer aan hom betaal—

(*a*) sy volle loon ten opsigte van enige tydperk van verlof wat aan hom toegeval het maar nog nie aan hom toegestaan is nie voor die datum van diensbeëindiging; en

(*b*) een-twaalfde van sy volle loon vir twee weke ten opsigte van elke voltooide maand diens by die werkgewer na die datum waarop hy laas op verlof geregtig geword het kragtens subartikel (1) of, in die geval van 'n werknemer wat minder as twaalf maande in diens was, na die datum van die aanvang van sy diens.

(4) Enige tydperk waarin 'n werknemer—

(*a*) met verlof is kragtens subartikel (1); of

(*b*) militêre opleiding ondergaan soos omskryf in heirdie Ooreenkoms; of

(*c*) van sy werk afwesig is op las of op versoek van die werkgewer; of

(*d*) van sy werk afwesig is weens siekte—

moet beskou word as diens vir die toepassing van subartikels (1) en (3): Met dien verstande dat—

(i) die bepalings van paragraaf (*d*) nie van toepassing is nie ten opsigte van enige tydperk van afwesigheid weens siekte van meer as drie opeenvolgende dae as die werknemer versuim, na 'n versoek om sodanige sertifikaat deur die werkgewer, om aan die werkgewer 'n sertifikaat voor te lê van 'n mediese praktisyn dat hy deur siekte verhinder was om sy werk te doen, of ten opsigte van daardie deel van enige totale tydperk van afwesigheid weens siekte gedurende twaalf maande diens wat meer as dertig dae is;

(ii) enige werknemer wie se werkgewer by wet verplig word om voorsiening te maak vir die sorg en behandeling van werknemers terwyl hulle siek of beseer is, moet nie verplig word om 'n sertifikaat van 'n mediese praktisyn voor te lê ten opsigte van enige tydperk van afwesigheid genoem in subparagraaf (1).

(5) Enige bedrag aan 'n werknemer betaal ingevolge subartikel (2) of (3) van hierdie artikel moet bereken word teen die loonskaal wat die werknemer ontvang het onmiddellik voor die datum waarop die verlof verskuldig geword het of sy diens beëindig is, na gelang van die geval. Vir die toepassing van hierdie artikel sluit „loon" of „besoldiging" enige lewenskostetoelae in wat betaal word of betaalbaar is aan 'n werknemer ingevolge enige wet of andersins.

(6) Vir die berekening van verlof wat kragtens hierdie artikel verskuldig is word dit geag dat verlof begin op die datum waarop 'n werknemer tot 'n werkgewer se diens toetree of vanaf die datum waarop hy laas op jaarlikse verlof geregtig geword het, na gelang van die jongste.

6. Lewenskostetoelae.

(1) Elke werkgewer moet aan elkeen van sy werknemers, benewens enige ander besoldiging waarop die werknemer geregtig is en terselfdertyd as wat die werknemer gewoonlik sy ander besoldiging ontvang, 'n lewenskostetoelae betaal wat bereken is op sy gewone weeklikse besoldiging ooreenkomstig die volgende tabelle:—

(*a*) Waar losies deur die werkgewer verskaf word en 'n bedrag daarvoor van die werknemer se besoldiging ter vergoeding daarvoor afgetrek word—

Totale gewone weeklikse besoldiging na aftrekking slegs vir losies.	Weeklikse Lewenskostetoelae.	
	*s.	†R c
Tot en met 20s. of R2	9·25	0 92½
Oor 20s. of R2 maar hoogstens 25s. of R2.50	11·5	1 15
Oor 25s. of R2.5 maar hoogstens 30s. of R3.00	12·25	1 22½
Oor 30s. of R3.00 maar hoogstens 35s. of R3.50	15·25	1 52½
Oor 35s. of R3.50 maar hoogstens 40s. of R4.00	17·25	1 72½
Oor 40s. of R4.00 maar hoogstens 45s. of R4.50	19·25	1 92½
Oor 45s. of R4.50 maar hoogstens 50·6s. of R5.06	23·25	2 32½
Oor 50·6s. of R5.06 maar hoogstens 59·8s. of R5.98	28·4	2 84
Oor 59·8s. of R5.98 maar hoogstens 69s. of R6.90	33·0	3 30
Oor 69s. of R6.90 maar hoogstens 75s. of R7.50	35·25	3 52½
Oor 75s. of R7.50 maar hoogstens 80s. of R8.00	38·5	3 85
Oor 80s. of R8.00 maar hoogstens 90s. of R9.00	42·5	4 25
Oor 90s. of R9.00 maar hoogstens 100s. of R10.00	46·5	4 65
Oor 100s. of R10.00 maar hoogstens 110s. of R11.00	50·5	5 05
Oor 110s. of R11.00 maar hoogstens 120s. of R12.00	55·0	5 50
Oor 120s. of R12.00 maar hoogstens 130s. of R13.00	59·5	5 95
Oor 130s. of R13.00	66·5	6 65

* Sjielings. † Rand/sent.

(*b*) Where board is not supplied by employer:—

Total Ordinary Weekly Remuneration before Deductions, if any, are made.	Weekly Cost of Living Allowance.	
	s.*	R c†
Up to and including 20s. or R2	10·75	1 7½
Above 20s. or R2 but not exceeding 25s. or R2.50	13·0	1 30
Above 25s. or R2.5 but not exceeding 30s. or R3.00	13·75	1 37½
Above 30s. or R3.00 but not exceeding 35s. or R3.50	16·75	1 67½
Above 35s. or R3.50 but not exceeding 40s. or R4.00	18·75	1 87½
Above 40s. or R4.00 but not exceeding 45s. or R4·50	20·75	2 07½
Above 45s. or R4.50 but not exceeding 50·6s. or R5.06	24·75	2 47½
Above 50·6s. or R5.06 but not exceeding 59·8s. or R5.98	29·75	2 97½
Above 59·8s. or R5.98 but not exceeding 69s. or R6.90	34·5	3 45
Above 69s. or R6.90 but not exceeding 75s. or R7.50	36·75	3 67½
Above 75s. or R7.50 but not exceeding 80s. or R8.00	40·0	4 00
Above 80s. or R8.00 but not exceeding 90s. or R9.00	44·0	4 40
Above 90s. or R9.00 but not exceeding 100s. or R10.00	48·0	4 80
Above 100s. or R10.00 but not exceeding 110s. or R11.00	52·0	5 20
Above 110s. or R11.00 but not exceeding 120s. or R12.00	56·5	5 65
Above 120s. or R12.00 but not exceeding 130s. or R13.00	61·0	6 10
Above 130s. or R13.00	68·0	6 80

* Shillings. † Rand/cents.

Provided that—

(i) Where an employee of the above classes has agreed to accept board from his employer the employer may deduct not more than 8·5s. (85c) per week for board only, and this is the maximum deduction which may be made under table (*a*) above;

(ii) in any case in which an employee is supplied with board free of charge, cost of living allowance shall be payable at the rate prescribed in table (*a*) for the wage group in which such an employee falls;

(iii) No deduction may be made on account of lodging in determining an employee's wage group, and where an employee is provided by his employer with lodging only, cost of living allowance shall be payable at the rate prescribed in Table (*b*) for the wage group in which such an employee falls;

(iv) The weekly wage group in tables (*a*) and (*b*) shall exclude overtime.

(2) The regulations regulating the payment of cost of living allowances proclaimed as payable in terms of War Measure No. 43 of 1942 as continued by the War Measures Continuation Amendment Act (Act No. 39 of 1959), and amended, shall, where not inconsistent herewith, *mutatis mutandis* apply to and regulate the payment of cost of living allowances under this section.

PART III.

WAGES AND/OR EARNINGS.

(1) No employee shall be required as part of his contract of service to accept board or lodging or both from his employer or to purchase any goods or hire any property from his employer, but where an employee agrees to accept board or lodging or both from his employer, the employer may deduct not more than 12·5s.-(R1·25) per week when board and lodging is provided or not more than 8·5s.-(85c.) per week for board only or 4·0s.-(40c.) per week for lodging only, provided such lodging has been approved by the Council and the local authority concerned.

(2) No employee shall be employed on more than one occupation scheduled in this Agreement at different rates of pay in any one week unless payment is made as if such employee had been employed for the whole of that week on the highest-paid occupation; provided that where a lower-paid employee is temporarily substituted for a higher-paid employee who is absent from his work and not employed elsewhere in the establishment, such substituted employees shall be paid at the higher rate only for the period he actually worked at the higher-paid occupation. Any period of substitution of less than one-half shift in the aggregate in any one week shall not count for payment at the higher rate.

(3) Any employee who at the date of coming into operation of this Agreement was in receipt of a higher rate than that prescribed in the Agreement for the class of work upon which he is employed shall continue to receive not less than such higher rate while he is employed by the same employer on the same work or any other work for which a lower rate is prescribed.

(*b*) Waar losies nie deur werkgewer verskaf word nie—

Totale gewone weeklikse besoldiging voor aftrekkings, as daar is, gemaak word.	Weeklikse Lewenskostetoelae.	
	*s.	†R c
Tot en met 20s. of R2	10·75	1 7½
Oor 20s. of R2.00 maar hoogstens 25s. of R2.50	13·0	1 30
Oor 25s. of R2.50 maar hoogstens 30s. of R3.00	13·75	1 37½
Oor 30s. of R3.00 maar hoogstens 35s. of R3.50	16·75	1 67½
Oor 35s. of R3·50 maar hoogstens 40s. of R4.00	18·75	1 87½
Oor 40s. of R4.00 maar hoogstens 45s. of R4.50	20·75	2 07½
Oor 45s. of R4.50 maar hoogstens 50·6s. of R5.06	24·75	2 47
Oor 50·6s. of R5.06 maar hoogstens 59·8s. of R5.98	29·75	2 97½
Oor 59·8s. of R5.98 maar hoogstens 69s. of R6.90	34·5	3 45
Oor 69s. of R6.90 maar hoogstens 75s. of R7.50	36·75	3 67½
Oor 75s. of R7.50 maar hoogstens 80s. of R8.00	40·0	4 00
Oor 80s. of R8.00 maar hoogstens 90s. of R9.00	44·0	4 40
Oor 90s. of R9.00 maar hoogstens 100s. of R10.00	48·0	4 80
Oor 100s. of R10.00 maar hoogstens 110s. of R11.00	52·0	5 20
Oor 110s. of R11.00 maar hoogstens 120s. of R12.00	56·5	5 65
Oor 120s. of R12.00 maar hoogstens 130s. of R13.00	61·0	6 10
Oor 130s. of R13.00	68·0	6 80

* Sjielings. † Rand/sent.

Met dien verstande dat—

(i) Waar 'n werknemer van bogenoemde klasse ingestem het om losies van sy werkgewer aan te neem kan die werkgewer hoogstens 8·5s. (85c) per week slegs vir losies aftrek, en dit is die maksimum aftrekking wat onder tabel (*a*) hierbo gemaak mag word;

(ii) In elke geval waarin 'n werknemer kosteloos van losies voorsien word moet lewenskostetoelae betaalbaar wees teen die skaal voorgeskryf in tabel (*a*) vir die loongroep waarin sodanige werknemer val;

(iii) Geen aftrekking mag gemaak word om rede van huisvesting wanneer 'n werknemer se loongroep bepaal word nie, en waar 'n werknemer deur sy werkgewer slegs van huisvesting voorsien word, is lewenskostetoelae betaalbaar teen die skaal voorgeskryf in tabel (*b*) vir die loongroep waarin sodanige werknemer val;

(iv) Die weeklikse loongroep in tabelle (*a*) en (*b*) moet oortyd uitsluit.

(2) Die regulasies wat die betaling reël van lewenskostetoelae afgekondig as betaalbaar ingevolge Oorlogsmaatreël No. 43 van 1942, soos voortgesit deur die Wysigingswet op die Voortsetting van Oorlogsmaatreëls (Wet No. 39 van 1959) en gewysig, is, *mutatis mutandis* van toepassing, waar dit nie strydig hiermee is nie, en moet die betaling reguleer van lewenskostetoelaes kragtens hierdie artikel.

DEEL III.

LONE EN/OF VERDIENSTE.

(1) Van geen werknemer kan dit as deel van sy dienskontrak vereis word om losies en inwoning of albei van sy werkgewer aan te neem of om goedere van sy werkgewer te koop of eiendom van hom te huur nie, maar ingeval 'n werknemer instem om losies of inwoning of albei van sy werkgewer aan te neem, mag sy werkgewer, behoudens subartikel (3) hiervan, hoogstens 12·5s. (R1.25) per week aftrek wanneer losies en inwoning verskaf word of hoogstens 8·5s. (85c) per week slegs vir losies of 4s. (40c) per week slegs vir inwoning mits sodanige inwoning deur die Raad of die betrokke plaaslike owerheid goedgekeur is;

(2) Geen werknemer mag in 'n week teen verskillende skale in diens wees op meer as een bedryf wat in hierdie Ooreenkoms ingelys is nie, tensy besoldiging betaal word asof so 'n werknemer vir daardie hele week in diens was op die hoogste besoldigde bedryf; met dien verstande dat ingeval 'n laer besoldigde werknemer tydelik die plaasvervanger is van 'n hoër besoldigde werknemer wat van sy werk afwesig is en nie elders in die inrigting in diens is nie, moet die plaasvervangende werknemer teen die hoër tarief besoldig word vir slegs die tyd wat hy werklik op die hoër besoldigde bedryf gewerk het. Enige plaasvervangende tyd van minder as helfte van 'n skof altesaam in 'n week word nie gereken vir besoldiging teen die hoër tarief nie.

(3) 'n Werknemer wat op die datum van die inwerkingtreding van hierdie Ooreenkoms 'n hoër loon ontvang het as dié wat in die Ooreenkoms voorgeskryf word vir die klas werk waarop hy in diens is, moet steeds minstens die hoër tarief ontvang terwyl hy by dieselfde werkgewer in diens is op dieselfde werk of enige ander werk waarvoor 'n laer tarief voorgeskryf word.

(4) No employer shall pay to employees (other than apprentices) engaged on any of the classes of work hereinafter specified in the following wage schedules wages and/or earnings lower than those stated against such classes as specified in the Table of Wage Rates annexed to this Agreement, and no employee shall accept wages and/or earnings lower than those stated against such classes.

SCHEDULE A.

GENERAL WAGE SCHEDULE APPLICABLE TO CERTAIN CLASSES OF WORK THROUGHOUT THIS AGREEMENT (N.E.S.).

No person other than a journeyman or an apprentice may be employed on work classified at Rate 1 without the prior permission of the Council.

(a) General.

Rate 1 (n.e.s.).	
Angle and plate smithing Architectural and/or ornamental metal working Assembling requiring the use of instruments in making fitting adjustments Blacksmithing Boilermaking Bricklaying and/or refractory bricklaying and/or masonry work Building up by metal spraying Carpentry and/or joinery (excluding the preparation of packaging and rough crating) Caulking pressure vessels Constructional steelworking Coppersmithing Cropping and/or punching and/or shearing and/or guillotine shearing Die/and or jig and/or tool and/or gauge making and/or repairing Diesel fitting Electrical maintenance work and/or installation and/or repair Electroplating Fitting and/or turning and/or machining Inspecting when performed by inspectors having journeyman qualifications Instrument making and/or repairing Locksmithing Machine tool setting up and/or tool setting Marking out Metal spinning Millwrighting Motor vehicle repairing Plating Plumbing Rigging Roll turning Scale making and/or repairing Sheetmetal working Shipwrighting Signwriting Templet making Testing (pressure vessels) Vehicle body building and/or repairing Operating arc and/or gas welding machines on pressure vessels Welding and/or brazing (n.e.s.) Woodmachining (excluding the preparation of packaging and rough crating) Woodworking (excluding the preparation of packaging and rough crating)	Rate per hour for work classified at Rate 1 in Table of Wage Rates.
Rate 1A.	
*Machinist's work (n.e.s.) viz.—shaping, slotting, planing, milling (excluding universal milling), grinding (excluding universal grinding) and the operation of gear cutting and rotary machine tools, excluding centre lathes (with or without copying and/or profiling attachments), boring mills (vertical, horizontal and turret type—with or without copying or profiling attachments), die-sinking machines and universal machining	Rate per hour for work classified at Rate 1A in Table of Wage Rates.
Rate 2.	
Supervisory work in case and/or tool hardening	Rate per hour for work classified at Rate 2 in Table of Wage Rates.

* Employees employed on machinist's work shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments including rules, calipers and the like.

(4) Geen werkgewer mag aan werknemers (uitgesonderd vakleerlinge) wat in diens is op enigeen van die klasse werk wat hieronder in die volgende loonskale genoem word, lone en/of verdienste betaal wat laer is as dié genoem teenoor hierdie klasse, en geen werknemer mag lone en/of verdienste aanneem wat laer is as dié wat teenoor hierdie klasse genoem word nie.

BYLAE A.

ALGEMENE LOONLYS VAN TOEPASSING OP SEKERE KLASSE WERK DWARSDEUR DIE OOREENKOMS (N.E.V.).

Niemand, 'n vakman of 'n vakleerling uitgesonderd, kan in diens wees op werk in skaal 1 sonder die voorafgaande toestemming van die Raad te verkry nie.

(a) Algemeen.

Tarief 1 (n.e.v.)—	
Hoek- en plaatsmidwerk Boukundige en/of siermetaalwerk Inmekaarsit, wat die gebruik van instrumente vereis om vasstellings te doen Grofsmidwerk Ketelmakery Baksteenwerk en/of messel met vuurvaste stene en/of klipmesselwerk Opbouwerk deur middel van spuitwerk Skrynwerk en/of timmerwerk (die bereiding van in pakke opmaak of ruwe kratwerk uitgesonderd) Kalfaterwerk aan druktoestelle Staalkonstruksiewerk Kopersmidswerk Afsny en/of ponswerk en/of afskeer en/of met valbyl afskeer Stempels en/of stelmasjien en/of gereedskap en/of meters maak en/of herstel Dieselmonteerwerk Elektriese onderhoudswerk en/of installering en/of herstelwerk Elektroplateerwerk Pas- en/of draaiwerk en/of masjienbewerking Inspeksiewerk wanneer dit gedoen word deur inspekteurs met vakmansbevoegdheid Instrumente maak en/of herstel Slotte maak Masjiengereedskap opstel en/of gereedskap stel Afmerk Metaalspinwerk Meulens maak Motorvoertuie herstel Plaatwerk Loodgieterswerk Touwerk Roldraaiwerk Skale maak en/of herstel Plaatmetaalwerk Skeepstimmerwerk Letterskilderwerk Leipatrone maak Toets (druktoestelle) Voertuigbakbou en/of herstelwerk Bediening van boog- en/of gassweismasjiene aan druktoestelle Sweis en/of hardsoldeer (n.e.v.) Houtmasjienwerk (die bereiding van in pakke opmaak en ruwe kratwerk uitgesonderd) Houtwerk (die bereiding van n pakke opmaak en ruwe kratwerk uitgesonderd)	Skaal per uur vir werk ingedeel teen Tarief 1 in loontabelle.
Tarief 1A—	
*Masjinistewerk (n.e.v.) nl. fatsoeneer, gleuwe boor, skaaf, uitslyp (behalwe met universele slypers), slyp (behalwe met universele slypers), en die bediening van ratsny- en rolmasjiengereedskap, behalwe met senterdraaibank (met of sonder kopieer- en/of profielsnyhulpstukke), boormeulens (vertikaal, horisontaal en rewolwertipe—met of sonder kopieer- en/of profielsnyhulpstukke), stempelsnywerkmasjiene en universele masjienwerk	Skaal per uur vir werk ingedeel teen Tarief 1A in loontabelle.

* Werknemers op masjinistewerk moet toegelaat word om hul eie werk op te stel, hul eie gereedskap te slyp en te stel en volgens en met fynmeetinstrumente werk, met inbegrip van liniale, passers en dergelike instrumente.

Tarief 2—	
Werk van toesighouers in dop- en/of gereedskapverharding	Tarief per uur vir werk ingedeel teen Tarief 2 in loontabelle.

Rate 5.

Machining on repetition work by means of jigs and/or stops and/or fixtures and/or trips and/or cut-outs on Turret and/or Capstan Lathes and/or milling and/or planing and/or slotting machines and/or semi-automatic copying machines (excluding setting-up)	Rate per hour for work classified at Rate 5 in Table of Wage Rates.

Rate 8.

Bossing employees employed on classes of work scheduled below Rate 8 (when so appointed)	Rate per hour for work classified at Rate 8 in in Table of Wage Rates.

Rate 11.

General labouring.....	Rate per hour for work classified at Rate 11 in Table of Wage Rates.

(*b*) *Probationers.*

	Rate per Hour.		
	s.*	R	c†
Rate 3 (sheeters only).			
First three months of experience.....	3·578	0	35·78
Second three months of experience....	4·004	0	40·04
Thereafter Rate 3.....	4·515	0	45·15
Rate 4 (riveting n.e.s. and riveting and/or caulking—liquid vessels)—			
First three months of experience.....	3·322	0	33·22
Second three months of experience....	3·663	0	36·63
Thereafter Rate 4.....	4·259	0	42·59
Rate 5—			
First three months of experience.....	2·896	0	28·96
Second three months of experience.....	3·407	0	34·07
Thereafter Rate 5.....	4·004	0	40·04
Rate 6—			
First three months of experience.....	2·556	0	25·56
Second three months of experience.....	2·981	0	29·81
Thereafter Rate 6.....	3·748	0	37·48
Rate 7—			
First three months of experience.....	2·555	0	25·55
Thereafter Rate 7.....	3·493	0	34·93

* Shillings. † Rand/cents.

Provided that—

(1) No employee may be engaged upon incentive bonus work during the probationary period.

(2) An employer who wishes to train an employee for any of the classes of work scheduled at Rate 2 or classes of work scheduled at Rates 3 and 4 for which no learnership or probationary period is provided may do so only with the prior approval of the Council, which shall prescribe the conditions under which permission for such employment is granted.

(*c*) *Juveniles.*

Wage rates payable according to ages of juveniles (n.e.s.).—

Class of Work.	*Rate per Hour.*		
	s.*	R	c†
Rate 5—			
Sixteen years and over but not exceeding 17 years.....	2·556	0	25·56
Seventeen years and over but not exceeding 19 years.....	3·067	0	30·67
Thereafter Rate 5.....	4·004	0	40·04
Rate 6—			
Sixteen years and over but not exceeding 17 years.....	2·044	0	20·44
Seventeen years and over but not exceeding 19 years.....	2·896	0	28·96
Thereafter Rate 6.....	3·748	0	37·48
Rate 7—			
Sixteen years and over but not exceeding 17 years.....	1·874	0	18·74
Seventeen years and over but not exceeding 19 years.....	2·726	0	27·26
Thereafter Rate 7.....	3·493	0	34·93

* Shillings. † Rand/cents.

Provided that—

(1) No juvenile may be employed without the prior consent of the Council (see Section 19 of Part I of the Agreement).

(2) No juvenile may be engaged upon incentive bonus work.

(*d*) *Cranes and Hoists.*

	Rate per Hour.		
	s.*	R	c†.
Rate 3—			
Crane driving—power-operated jib cranes and/or cab-operated overhead cranes—			
First three months of experience.....	4·089	0	40·89
Second three months of experience.....	4·217	0	42·17
Thereafter Rate 3.....	4·515	0	45·15

* Shillings. † Rand/cents.

Tarief 5—

Masjienbewerking by herhaling deur middel van stelmasjiene en/of stoppe en/of skoorstukke en/of uitskakelaars en/of afsluiters op rewolwer- en/of kaapstaanderdraaibanke en/of uitslyp- en/of skaaf- en/of gleufsnymasjiene en/of halfoutomatiese kopieermasjiene (opstelwerk uitgesonderd)	Tarief per uur vir werk ingedeel teen Tarief 5 in loontabelle.

Tarief 8—

Toesig hou oor werknemers op werk van 'n laer klas as Tarief 8 (wanneer as sulks aangestel)	Tarief per uur vir werk ingedeel teen Tarief 8 van loontabelle.

Tarief 11—

Algemene werk van arbeiders.....	Tarief per uur vir werk ingedeel teen Tarief 11 in loontabelle.

(*b*) *Proefwerkers.*

	Skaal per uur.		
	s.*	R	c†
Tarief 3 (slegs plaatwerkers)—			
Eerste drie maande ondervinding.....	3·578	0	35·78
Tweede drie maande ondervinding.....	4·004	0	40·04
Daarna Tarief 3.....	4·515	0	45·15
Tarief 4 (klinkwerk, n.e.v. en klink- en/of kalfaterwerk—vloeistofhouers)—			
Eerste drie maande ondervinding.....	3·322	0	33·22
Tweede drie maande ondervinding.....	3·663	0	36·63
Daarna Tarief 4.....	4·259	0	42·59
Tarief 5—			
Eerste drie maande ondervinding.....	2·896	0	28·96
Tweede drie maande ondervinding.....	3·407	0	34·07
Daarna Tarief 5.....	4·004	0	40·04
Tarief 6—			
Eerste drie maande ondervinding.....	2·556	0	25·56
Tweede drie maande ondervinding.....	2·981	0	29·81
Daarna Tarief 6.....	3·748	0	37·48
Tarief 7—			
Eerste drie maande ondervinding.....	2·555	0	25·55
Daarna Tarief 7.....	3·493	0	34·93

* Sjielings. † Rand/sent.

Met dien verstande dat—

(1) geen werknemer gedurende die proeftyd op aansporingsbonuswerk in diens kan wees nie;

(2) 'n werkgewer wat 'n werknemer wil oplei vir enigeen van die klasse werk ingelys onder Tarief 2 of klasse werk ingelys onder Tariewe 3 en 4 waarvoor geen leer- of proeftyd bepaal is nie, dit slegs mag doen met voorafgaande toestemming van die Raad wat die voorwaardes moet voorskryf waarkragtens toestemming vir sodanige indiensneming verleen word.

(*c*) *Jeugdiges.*

Loonskale betaalbaar volgens ouderdom van jeugdiges (n.e.v.).

Klas werk.	*Skaal per uur.*		
	s.*	R	c†
Tarief 5—			
Sestien jaar en ouer, maar nie ouer as 17 jaar nie.....	2·556	0	25·56
Sewentien jaar en ouer, maar nie ouer as 19 jaar nie.....	3·067	0	30·67
Daarna Tarief 5.....	4·004	0	40·04
Tarief 6—			
Sestien jaar en ouer, maar nie ouer as 17 jaar nie.....	2·044	0	20·44
Sewentien jaar en ouer, maar nie ouer as 19 jaar nie.....	2·896	0	28·96
Daarna Tarief 6.....	3·748	0	37·48
Tarief 7—			
Sestien jaar en ouer, maar nie ouer as 17 jaar nie.....	1·874	0	18·74
Sewentien jaar en ouer, maar nie ouer as 19 jaar nie.....	2·726	0	27·26
Daarna Tarief 7.....	3·493	0	34·93

* Sjielings. † Rand/sent.

Met dien verstande dat—

(1) geen jeugdige sonder die voorafgaande toestemming van die Raad in diens geneem kan word nie (kyk artikel 19 van Deel I van die Ooreenkoms);

(2) geen jeugdige volgens aansporingsbonuswerk in diens geneem kan word nie.

(*d*) *Hyskrane en -toestelle.*

	Skaal per uur.		
	s.*	R	c†
Tarief 3—Hyskrane bedien—kraghyskrane met arm en/of bogrondse krane vanuit kappe bedien—			
Eerste drie maande ondervinding.....	4·089	0	40·89
Tweede drie maande ondervinding.....	4·217	0	42·17
Daarna Tarief 3.....	4·515	0	45·15

* Sjielings. † Rand/sent.

Rate 5—

Crane driving — floor-operated power crane, powered in all three directions and controlled by one man so employed	Rate per hour for work classified at Rate 5 in Table of Wage Rates.

Rate 9—

Crane operating (n.e.s.) Operating power-driven hoist fixed or moved by hand or power (not under supervision)	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

(*e*) *Vehicle Driving.*

	Rate per Week. s.*	R	c†
Driving of steam wagon	202·917	20	29·17
Driving of any other vehicle authorised to carry a pay load up to and including—			
One ton	83·00	8	30·00
Over one ton and up to three tons.	93·00	9	30·00
Over three tons and up to five tons	135·333	13	53·33
Over five tons and up to seven tons..	172·166	17	21·66
Over seven tons	182·916	18	29·16

* Shillings. † Rand/cents.

For purposes of this sub-section—

(*a*) the hourly rate shall be calculated by dividing the weekly wage therein specified by 45;

(*b*) " pay load " means the net carrying capacity or the net load which a vehicle may carry or haul in terms of any Motor Carrier's Certificate or Certificate of Exemption issued in respect of such vehicle by a Local Road Transportation Board in terms of the Motor Carrier Transportation Act, 1930, including any trailer while attached thereto, or in the absence of such stipulation in any such Certificate, the load specified in a Certificate issued by the Council;

(*c*) " vehicle " means a conveyance propelled by other than human or animal power and includes a tractor, but does not include mechanised internal transporters and/or stackers and/or handling equipment not requiring a licence.

Rate 5—

(*f*) *Locomotive Engine Driver.*

	Rate per Hour. s.*	R	c†
Where labourers are employed as firemen and shunters (driver to be responsible for duties of traffic control)—			
(i) Government Certificated	5·026	0	50·26
(ii) Not Government Certificated—			
First three months of experience	3·578	0	35·78
Thereafter	4·770	0	47·70
Where other than labourers are employed as firemen and shunters—			
(i) Government Certificated	4·770	0	47·70
(ii) Not Government Certificated	4·515	0	45·15

* Shillings. † Rand/cents.

(*g*) *Stationary Engines.*

	Rate per Hour. s.*	R	c†
Attendant employed in full-time capacity in charge of hydraulic and/or compressor plant or plants over 10 horsepower—			
(i) Government Certificated	4·770	0	47·70
(ii) Not Government Certificated—			
First three months of experience	3·322	0	33·22
Second three months of experience	3·578	0	35·78
Third three months of experience	3·833	0	38·33
Fourth three months of experience	4·089	0	40·89
Thereafter	4·515	0	45·15

* Shillings. † Rand/cents.

(*h*) *Pupil Engineers and/or Approved Students.*

	Rate per Week. s.*	R	c†
First year of pupilage	83·00	8	30·00
Second year of pupilage	118·333	11	83·33
Third year of pupilage and thereafter	138·333	13	83·33

* Shillings. † Rand/cents.

(*i*) *Watchman's Work.*

	Rate per Week. s.*	R	c†
Watchman's work	50	5	0

* Shillings. † Rand/cents.

(*a*) The ordinary hours of work shall not exceed 12 hours per shift per day for a six-day week.

(*b*) In the event of a lesser number of hours being worked than prescribed in (*a*) above, the rate per week shall be reduced pro rata.

Tarief 5—

Hyskrane bedien—kraghyskraan van vloer af bedien, met kragvermoë in aldrie rigtings en beheer deur een man aldus aangestel	Skaal per uur vir werk ingedeel onder Tarief 5 van loontabelle.

Tarief 9—

Hyskrane bedien (n.e.v.) Kraghystoestel bedien, vas of met die hand beweeg of met krag (nie onder toesig nie)	Skaal per uur vir werk ingedeel onder Tarief 9 van loontabelle.

(*e*) *Voertuie bestuur.*

	Skaal per week. s.*	R	c†
'n Stoomwa bestuur	202·917	20	29·17
Enige ander voertuig bestuur wat gelisensieer is om 'n winsvrag tot en met die volgende grense te vervoer—			
Een ton	83·00	8	30·00
Oor een ton en tot en met 3 ton	93·00	9	30·00
Oor drie ton en tot en met 5 ton	135·333	13	53·33
Oor vyf ton en tot en met 7 ton	172·166	17	21·66
Oor sewe ton	182·916	18	29·16

* Sjielings. † Rand/sent.

Vir die doel van hierdie subartikel—

(*a*) moet die uurloon bereken word deur die hieringenoemde weekloon deur 45 te deel;

(*b*) „ loonvrag " beteken die netto draagvermoë of die netto vrag wat 'n voertuig mag dra of trek ooreenkomstig die bepalings van enige motorvervoersertifikaat of vrystellingsertifikaat wat ten opsigte van so 'n voertuig deur 'n plaaslike motortransportraad uitgereik is ingevolge die Motortransportwet, 1930, met inbegrip van enige sleepwa daaraan vas, of by gebrek aan so 'n bepaling in enige sodanige sertifikaat, die vrag soos in 'n deur die Raad uitgereikte sertifikaat bepaal;

(*c*) „ voertuig " beteken enige vervoermiddel wat deur ander krag as menslike of dierlike krag voortbeweeg word, met inbegrip van 'n trekker, maar sluit nie binnenshuise gemeganiseerde vervoerders en/of opstapelaars en/of hanteeruitrusting in wat nie 'n lisensie nodig het nie.

(*f*) *Lokomotief-masjinis.*

	Skaal per uur. s.*	R	c†
Waar arbeiders as stokers en rangeerders in diens is (masjinis moet verantwoordelik wees vir pligte i.v.m. verkeersbeheer)—			
(i) Met Goewermentsertifikaat	5·026	0	50·26
(ii) Sonder Goewermentsertifikaat—			
eerste drie maande ondervinding	3·578	0	35·78
daarna	4·770	0	47·70
Waar ander werknemers as arbeiders as stokers en rangeerders in diens is—			
(i) Goewermentsertifikaat	4·770	0	47·70
(ii) Sonder Goewermentsertifikaat	4·515	0	45·15

* Sjielings. † Rand/sent.

(*g*) *Vaste enjins.*

	Skaal per uur. s.*	R	c†
Bediener in voltydse hoedanigheid in diens in beheer van 'n hidrouliese en/of kompressorinstallasie of -installasies van oor 10 perdekrag—			
(i) Goewermentsertifikaat	4·770	0	47·70
(ii) Sonder Goewermentsertifikaat—			
Eerste drie maande ondervinding	3·322	0	33·22
Tweede drie maande ondervinding	3·578	0	35·78
Derde drie maande onderving	3·833	0	38·33
Vierde drie maande ondervinding	4·089	0	40·89
Daarna	4·515	0	45·15

* Sjielings. † Rand/sent.

(*h*) *Leerling-ingenieurs en/of goedgekeurde studente.*

	Skaal per week. s.*	R	c†
Eerste jaar van leerlingskap	83·00	8	30·00
Tweede jaar van leerlingskap	118·333	11	83·33
Derde jaar van leerlingskap en daarna	138·333	13	83·33

* Sjielings. † Rand/sent.

(*i*) *Werk van 'n wag.*

	Skaal per week. s.*	R	c†
Werk van 'n wag	50·00	5	00·00

* Sjielings. † Rand/sent.

(*a*) Die gewone werkure mag nie 12 uur per skof per dag vir 'n sesdagweek oorskry nie.

(*b*) Indien minder ure gewerk word as wat in (*a*) hierbo voorgeskryf word, moet die skaal per week eweredig verminder word.

(*j*) *Employment of persons under* 21 *years of age on work classified at Rates* 8A *and* 8 *to* 11 *inclusive.*

Notwithstanding the wages prescribed for employees employed on work classified at Rates 8A and 8 to 11 inclusive, employers shall be permitted to employ persons under 21 years of age on work so classified at wages expressed as a percentage of the rate for the class of work concerned, as follows:—

Age.	First Year of Experience.	Second Year of Experience.	Third Year of Experience.	Fourth Year of Experience.
	Per cent.	Per cent.	Per cent.	Per cent.
Under 16 years....	50	60	75	Full Wage.
Under 17 years....	55	70	85	Full Wage.
Under 18 years....	65	80	Full Wage	—
Under 19 years....	75	90	Full Wage	—
Under 20 years....	85	Full Wage	—	—
Under 21 years....	90	Full Wage	—	—

Provided that persons employed by an employer in terms of this sub-section shall at no time exceed 15 per cent of the total number of other employees employed by that employer on classes of work scheduled at Rates 8A and 8 to 11 inclusive.

(*k*) *Electroplating.*

The following operations in the depositing of metal coatings and/or electropolishing by electrolytic process:—

Rate 1 (n.e.s.)—

Electroplating (supervisory and technical work)	Rate per hour for work classified at Rate 1 in Table of Wage Rates.

Rate 10—

The following operations must be performed under full-time supervision of a Rate 1 employee as above:—

Attending electroplating bath..... Attending stripping and/or pickling tank (other than general labouring) Boiler attending (other than general labouring)..... Metal buffing and/or polishing.....	Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Rate 11—

The following operations must be performed under full-time supervision of a Rate 1 employee as above:—

Loading and/or unloading of plating racks Preparation of Buffs..... Scouring and/or scratch brushing..... Vat decreasing..... Wiring and/or unwiring of articles for immersion in baths.....	Rate per hour for work classified at Rate 11 in Table of Wage Rates.

(*l*) *Vitreous Enamelling.*

Application of enamel by means of dusting or sieving dry enamel on to heated ware, viz.—

	Rate per Hour. s.*	R	c†
(*a*) First duster—			
First year of experience—			
First six months.....	2·896	0	28·96
Second six months.....	3·322	0	33·22
Second year of experience.....	3·578	0	35·78
Third year of experience.....	4·344	0	43·44
Thereafter Rate 2.....	4·770	0	47·70
(*b*) Second duster (including direct dusting on enamel work other than baths)—			
First year of experience—			
First six months.....	2·896	0	28·96
Second six months.....	3·322	0	33·22
Second year of experience.....	3·578	0	35·78
Thereafter Rate 5.....	4·004	0	40·04

* Shillings. † Rand/cents.

Rate 2—

	Rate per Hour. s.*	R	c†
Vitreous enamelling (general supervisory work)—			
First year of experience—			
First six months.....	2·896	0	28·96
Second six months.....	3·322	0	33·22
Second year of experience.....	3·578	0	35·78
Third year of experience.....	4·344	0	43·44
Thereafter Rate 2.....	4·770	0	47·70

* Shillings. † Rand/cents.

Rate 3—

Furnacemen (supervisory work)..... Mill Room Supervisor.....	Rate per hour for work classified at Rate 3 in Table of Wage Rates.

(*j*) *Indiensneming van persone onder* 21 *jaar op werk ingedeel teen skale tariewe* 8*A en* 8 *tot en met* 11.

Ondanks die lone voorgeskryf vir werknemers in diens op werk geklassifiseer onder Tariewe 8A en 8 tot en met 11, word werkgewers toegelaat om werknemers onder 21 jaar in diens te neem op werk aldus geklassifiseer teen lone uitgedruk as 'n persentasie van die skaal vir die betrokke klas werk, soos volg:—

Ouderdom.	Eerste jaar ondervinding.	Tweede jaar ondervinding.	Derde jaar ondervinding.	Vierde jaar ondervinding.
	Persent.	Persent.	Persent.	Persent.
Onder 16 jaar	50	60	75	Volle loon.
Onder 17 jaar	55	70	85	Volle loon.
Onder 18 jaar	65	80	Volle loon	—
Onder 19 jaar	75	90	Volle loon	—
Onder 20 jaar	85	Volle loon	—	—
Onder 21 jaar	90	Volle loon	—	—

Met dien verstande dat persone in diens van 'n werkgewer kragtens hierdie subartikel nooit te eniger tyd die totale getal ander werknemers mag oorskry wat deur daardie werkgewer in diens geneem is op klasse werk ingelys onder Tariewe 8A en 8 tot en met 11.

(*k*) *Elektroplateerwerk* (*n.e.v.*).

Die volgende werksaamhede in die afsetting van metaallae en/of elektroplateerpoleerwerk deur middel van die elektrolitiese proses—

Tarief 1—

Elektroplateerwerk (toesighoudende en tegniese werk)	Skaal per uur vir werk onder Tarief 1 in loontabelle.

Tarief 10—

Die volgende werksaamhede moet onder voltydse toesig van 'n Tarief 1-werknemer soos hierbo verrig word—

Bediening van elektroplateerbad..... Bediening van oplos- en/of suurbadtenk (algemene arbeid uitgesonderd) Bediening van ketels (algemene arbeid uitgesonderd)..... Metaal polys en/of poets.....	Skaal per uur vir werk onder Tarief 10 in loontabelle.

Tarief 11—

Die volgende werksaamhede moet onder voltydse toesig van 'n Tarief 1-werknemer soos hierbo verrig word—

Laai- en aflaai van plaatrakke..... Bereiding van poleerskywe..... Skuur- en/of krapborselwerk..... Trôe ontvet..... Bedrading en/of ontdrading van artikels vir indoping in baddens.....	Skaal per uur vir werk onder Tarief 11 in loontabelle.

(*l*) *Glasuuremaljering.*

Emalje aanbring deur middel van bestuiwing of deur droë emaljepoeier deur 'n sif op verhitte artikels te strooi, nl.:—

	Skaal per uur. s.*	R	c†
(*a*) Eerste bestuiwer—			
Eerste jaar ondervinding—			
Eerste ses maande.....	2·896	0	28·96
Tweede ses maande.....	3·322	0	33·22
Tweede jaar ondervinding.....	3·578	0	35·78
Derde jaar ondervinding.....	4·344	0	43·44
Daarna Tarief 2.....	4·770	0	47·70
(*b*) Tweede bestuiwer (met inbegrip bestuiwing direk op emaljewerk, baddens uitgesonderd)—			
Eerste jaar ondervinding—			
Eerste ses maande.....	2·896	0	28·96
Tweede ses maande.....	3·322	0	33·22
Tweede jaar ondervinding.....	3·578	0	35·78
Daarna Tarief 5.....	4·004	0	40·04

* Sjielings. † Rand/sent.

Tarief 2—

Glasuuremaljering (algemene toesighoudende werk)—	*Skaal per uur.* s.*	R	c†
Eerste jaar ondervinding—			
Eerste ses maande.....	2·896	0	28·96
Tweede ses maande.....	3·322	0	33·22
Tweede jaar ondervinding.....	3·578	0	35·78
Derde jaar ondervinding.....	4·344	0	43·44
Daarna Tarief 2.....	4·770	0	47·70

* Sjielings. † Rand/sent.

Tarief 3—

Oondmanne (toesighoudende werk)..... Meulkamertoesighouer.....	Skaal per uur vir werk onder Tarief 3 in loontabelle.

Rate 6—	
Overseeing (overseer of any one of the following operations or plant where so appointed), viz.— Pickling and/or degreasing and/or de-enamelling plant Brushing Dipping and/or slushing Spraying Sign brushing Silk screening	Rate per hour for work classified at Rate 6 in Table of Wage Rates.
Rate 8—	
Individual sign brushing (removal of surplus material on edges) and/or silk screening	Rate per hour for work classified at Rate 8 in in Table of Wage Rates.
Rate 9—	
Spraying under supervision Charging fork operating Repetition edge brushing, other than hollowware Stoning and/or filling of enamelware in process	Rate per hour for work classified at Rate 9 in Table of Wage Rates.
Rate 10—	
Application of ground and/or cover coating by dipping and/or slushing, brushing and/or beading hollowware Dipping and/or slushing enamelware to be finished in ground coat only First six months of experience Thereafter Rate 10 Metal cleaning by pickling and/or degreasing	Rate per hour for work classified at Rate 10 in Table of Wage Rates.
Rate 11—	
Furnace loading and/or unloading	Rate per hour for work classified at Rate 11 in Table of Wage Rates.

SCHEDULE "B".

WAGE PROVISIONS APPLICABLE IN GENERAL ENGINEERING.

For the purpose of this Schedule—

"general engineering" means the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than precious metal) or parts or components thereof and structural metal work, including finishing thereof, and includes the installation, maintenance and repair of the equipment referred to in paragraph (*a*) of the definition of "Electrical Engineering Industry" and the building and/or alteration and/or repair of boats and/or ships, including the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships and general wood work undertaken in connection with ship repairs, but does not include work defined as "Manufacturing Engineering" in Section 26 of Part I of this Agreement;

"structural metal work" means the fabrication, erection or assembly, construction, alteration, replacement or repair of metal structures (including metal structures of boats and/or ships) and/or pressure vessels and/or other components made in whole or in part of metal plate and/or metal sections (n.e.s.).

No person other than a journeyman or an apprentice may be employed on work classified at Rate 1 without the prior permission of the Council.

(a) General.

Rate 1 (n.e.s.)—	
Angle and plate smithing Architectural and/or ornamental metal working Assembling requiring the use of instruments in making fitting adjustments Blacksmithing Boilermaking Bricklaying and/or refractory bricklaying and/or masonry work Building up by metal spraying Carpentry and/or joinery (excluding the preparation of packaging and rough crating) Caulking pressure vessels Constructional steelworking Coppersmithing Cropping and/or punching and/or shearing and/or guillotine shearing Die and/or jig and/or tool and/or gauge making and/or repairing Diesel fitting Electrical maintenance work and/or installation (Marine work) Electroplating Erecting and/or assembling (supervisory work in the field and on site) (structural metal work) Fitting and/or turning and/or machining Inspecting when performed by inspectors having journeyman qualifications	Rate per hour for work classified at Rate 1 in Table of Wage Rates.

Tarief 6—

Kontroleer (kontroleur van enigeen van die volgende werksaamhede of installasie waar aldus aangestel, nl.):—	
Installasie vir skoonbyt en/of ontvetting en/of de-emaljering Borseling Indompel en/of spoel Bespuit Letterborselwerk Syskerms	Skaal per uur vir werk onder Tarief 6 in loontabelle.
Tarief 8—	
Individuele letterborselwerk (verwydering van oortollige stof aan rande) en/of syskermwerk	Skaal per uur vir werk onder Tarief 8 in loontabelle.
Tarief 9—	
Spuit onder toesig Laaivurkwerk Rande borsel by herhaling, holware uitgesonderd Emaljeware in die proses met steen skuur en/of opvul	Skaal per uur vir werk onder Tarief 9 in loontabelle.
Tarief 10—	
Grond- en/of buitenste laag aanbring deur indompeling en/of daaroor te giet, borsel- en/of omlystingwerk Indompeling en/of afspoel van emaljeware wat net grondlaag moet kry— Eerste ses maande ondervinding Daarna Tarief 10 Metaal skoonmaak deur skoonbyt en/of ontvetting	Skaal per uur vir werk onder Tarief 10 in loontabelle.
Tarief 11—	
Vuuroond laai en/of leegmaak	Skaal per uur vir werk onder Tarief 11 in loontabelle.

BYLAE B.

LOONBEPALINGS VAN TOEPASSING IN ALGEMENE INGENIEURSWERK.

Vir die toepassing van hierdie bylae beteken—

„algemene ingenieurswerk", die onderhoud, fabrisering, oprigting of inmekaarsit, konstruksie, verandering, vervanging of herstel van enige masjien, voertuig ('n motorvoertuig uitgesonderd) of artikel hoofsaaklik van metaal (edelmetale uitgesonderd) of dele of bestanddele daarvan en metaalbouwerk, met inbegrip van die afwerking daarvan, en sluit in die installering, onderhoud en herstel van die uitrusting genoem in paragraaf (*a*) van die woordomskrywing van „Elektriese ingenieursnywerheid" en die bou en/of verandering en/of herstel van bote en/of skepe, insluitende die afskraap, afbeitel en/of afskaal en/of die verf van die rompe van bote en/of skepe en algemene houtwerk onderneem in verband met skeepsherstelwerk, maar sluit nie werk in soos omskryf as „Ingenieursvervaardigingswerk" in artikel 26 van Deel I van hierdie Ooreenkoms;

„boukundige metaalwerk" beteken die fabrisering, oprigting of inmekaarsit, bou, verandering, vervanging en/of herstel van metaalkonstruksies (met inbegrip van metaalbouwerk van bote en/of skepe) en/of druktoestelle en/of ander onderdele in die geheel of gedeeltelik gemaak van metaalplate en/of metaalprofiele (n.e.v.).

Niemand, 'n vakman of 'n vakleerling uitgesonderd, mag in diens geneem word op werk ingedeel teen Tarief 1 sonder die voorafgaande toestemming van die Raad nie.

(a) Algemeen.

Tarief 1 (n.e.v.)—	
Hoek- en plaatsmidswerk Boukundige en/of ornamentele metaalwerk Inmekaarsit, wat die gebruik van instrumente vereis om verstellings te maak Grofsmidswerk Ketelmakery Baksteenmesselwerk en/of messel met vuurvaste stene en/of klipmesselwerk Opbouwerk deur middel van spuitwerk Skrynwerk en/of timmerwerk (die bereiding van inpakke opmaak of ruwe kratwerk uitgesonderd) Kalfaterwerk aan druktoestelle Staalkonstruksiewerk Kopersmidswerk Afsny en/of ponswerk en/of afskeer en/of met valbyl afskeer Stempels en/of stelmasjien en/of gereedskap en/of meters maak en/of herstel Dieselmonteerwerk Elektriese onderhoudswerk en/of installering en/of herstelwerk (skeepswerk) Elektroplatering Oprigting en/of inmekaarsit (toesighoudende werk in die veld en op terrein) (boukundige metaalwerk) Pas- en/of draai- en/of masjienwerk Inspeksiewerk wanneer dit gedoen word deur inspekteurs met vakmansbevoegdheid	Skaal per uur vir werk onder Tarief 1 in loontabelle.

Instrument making and/or repairing Locksmithing Machine tool setting-up and/or tool setting Marking out Metal spinning Millwrighting Motor vehicle repairing Painting and/or signwriting and/or polishing and/or staining and/or varnishing and/or veneering for interior finishing and/or decorating (marine work) Plating Plumbing Rigging Rigging and/or splicing (marine work) Roll turning Scale making and/or repairing Sheetmetal working * Ships plumbing * Ships plumbing means work on ships for all sanitary purposes and/or water services and/or domestic heating, washing or drinking purposes. Shipwrighting Signwriting Templet making Testing (pressure vessels) Vehicle body building and/or repairing Operating arc and/or gas welding machines on pressure vessels Welding and/or brazing (n.e.s.) Wood machining (excluding the preparation of packaging and rough crating) Woodworking (excluding the preparation of packaging and rough crating)	Rate per hour for work classified at Rate 1 in Table of Wage Rates.

Rate 1A—

* Machinist's work (n.e.s.) viz.—shaping, slotting, planing, milling (excluding universal milling), grinding (excluding universal grinding) and the operation of gear cutting and rotary machine tools excluding centre lathes (with or without copying and/or profiling attachments), boring mills (vertical, horizontal and turret type—with or without copying or profiling attachments), die-sinking machines and universal machining	Rate per hour for work classified at Rate 1A in Table of Wage Rates.

* Employees employed on machinist's work shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments including rules, calipers and the like.

Rate 2—

Boiler tube fitting and/or expanding excluding repair work Cold sawing where sawyer marks direct from cutting list (structural metal work) Drilling machine work (n.e.s.) Operating broaching machine Operating scarfing and/or ending machine Re-lining where original marking is done by a journeyman or apprentice (structural metal work) Riveting pressure vessels Supervisory work in case and/or tool hardening and/or heat treatment	Rate per hour for work classified at Rate 2 in Table of Wage Rates.

Rate 3—

Operating multi-head oxy-acetylene cutting machines and/or flame planing and/or bevel cutting machines including setting up Platelaying to S.A.R. gauge, including supervisory work Rough painting of deck bulkheads Sheeting	Rate per hour for work classified at Rate 3 in Table of Wage Rates.

Rate 4—

Arc and/or gas cutting by hand (n.e.s.) Chipping for welding and/or caulking Flattening and/or straightening only Hand and/or machine welding by mechanically-fed electrodes Hot and/or cold bending and/or forming to jigs and/or stops in press brake and/or folding machine Metal spraying for decorative and protective purposes Operating power-driven or hydraulic press (including the removal and/or affixing of dies where there is positive location)—(excluding structural metal work) Oxy-acetylene cutting (marine work) Riveting (n.e.s.) Riveting and/or caulking (marine work) Riveting and/or caulking liquid vessels	Rate per hour for work classified at Rate 4 in Table of Wage Rates.

Instrumente maak en/of herstel Slotte maak Masjiengereedskap opstel en/of gereedskap stel Afmerk Metaalspinwerk Meulens maak Skilder en/of letterskilderwerk en/of poleer en/of beits en/of vernis en/of fineer vir binnenshuise afwerking en/of versiering (skeepswerk) Plaatwerk Loodgieterswerk Touwerk Tou- en/of splitslaswerk (skeepswerk) Roldraaiwerk Skale maak en/of herstel Plaatmetaalwerk * Skeepsloodgieterswerk * Skeepsloodgieterswerk op skepe beteken werk op skepe vir alle sanitêre doeleindes en/of waterverskaffing en/of huishoudelike verwarming, was en drink Skeepsbouwerk Letterskilderwerk Leipatrone maak Toets (druktoestelle) Voertuigbakbou en/of -herstelwerk Boog- en/of gassweismasjiene aan druktoestelle bedien Sweis en/of hardsoldeer (n.e.v.) Houtmasjienwerk (die bereiding van in pakke opmaak en ruwe kratwerk uitgesonderd) Houtmasjienwerk (die bereiding van in pakke opmaak en ruwe kratwerk uitgesonderd)	Skaal per uur vir werk onder Tarief 1 in loontabelle.

Tarief 1A—

* Masjinistewerk (n.e.v.) nl. fatsoeneer, gleuwe boor, skaaf, uitslyp (behalwe met universele slypers), slyp (behalwe met universele slypers), en die bediening van ratsny- en rolmasjiengereedskap, behalwe met senterdraaibank (met of sonder kopieer- en/of profielsnyhulpstukke), boormeulens (vertikaal, horisontaal en rewolwertipe—met of sonder kopieer- en/of profielsnyhulpstukke, stempelsnywerkmasjiene en universele masjienwerk	Skaal per uur vir werk onder Tarief 1A in loontabelle.

* Werknemers op masjienistewerk moet toegelaat word om hul eie werk op te stel, hul eie gereedskap te slyp en te stel en volgens en met fynmeetinstrumente werk, met inbegrip van liniale, passers en dergelike instrumente.

Tarief 2—

Ketelpype aanbring en/of uitrol, herstelwerk uitgesonderd Koudsaag waar saer direk vanaf snylys afmerk (boumetaalwerk) Boormasjienwerk (n.e.v.) Profielruimmasjien Lipvoeg en/of endmasjien Hervoering waar oorspronklike afmerkwerk deur vakman of vakleerling gedoen word (boumetaalwerk) Klinkwerk van druktoestelle Toesighoudende werk in dop- en/of gereedskapverharding en/of hittebehandeling	Skaal per uur vir werk onder Tarief 2 in loontabelle.

Tarief 3—

Bediening van veelkoppige oksiasetileensnymasjiene en/of vlamskaaf- en/of skuinssnymasjiene, met inbegrip van opstelwerk Spoorstawe lê volgens S.A.S. se mate, met inbegrip van toesighoudende werk Ruwe skilderwerk aan dekbeskotte Plaatwerk	Skaal per uur vir werk onder Tarief 3 in loontabelle.

Tarief 4—

Boog- en/of gassweiswerk met die hand Afbeitel vir sweis en/of kalfater Slegs platmaak en/of reguitmaak Hand- en/of masjiensweiswerk met meganies gevoerde elektrodes Warm en/of koud buig en/of fatsoeneer volgens stelmasjiene en/of stoppe in persrem- en/of voumasjien Metaalspuitwerk vir sier- en beskermingsdoeleindes Bediening van krag- of hidrouliese pers (met inbegrip van verwydering en/of aanbring van stempels waar daar positiewe plasing is) (boumetaalwerk uitgesonderd) Oksiasetileensnywerk (skeepswerk) Klink Klink en/of kalfater (skeepswerk) Klink en/of kalfater van vloeistofhouers	Skaal per uur vir werk onder Tarief 4 in loontabelle.

Rate 5—

Drilling and/or countersinking including sharpening of drills (n.e.s.) Marking off to templets (machine shop work) Machining on repetition work by means of jigs and/or stops and/or fixtures and/or trips and/or cut-outs on turret and/or capstan lathes, and/or milling, and/or planing and/or slotting machines and/or semi-automatic copying machines (excluding setting-up) Operating cold circular saw to marks and/or stops (structural metal work) n.e.s. Operating drop forging machine, including the removal and/or affixing of dies where there is positive location Operating power saw, including marking off with tape and/or rule only and setting of stops (machine shop work) Operating roll forging machine Operating single head oxy-acetylene profiling machine and/or straight line cutting machine Preliminary tack welding for positioning of jobs prior to welding, riveting or bolting up (runs of not more than one inch in length) Rough grinding to marks, templets, gauges and sizes (structural metal work) Tool grinding in jigs Welding in jigs involving no change in procedure in respect of amperage, size or type of rod or rate of deposition	Rate per hour for work classified at Rate 5 Table of Wage in Rates.

Rate 7—

Drilling and/or countersinking with jigs and/or fixtures Drill sharpening by machine Hydraulic machine riveting (cold) Repetition operation of or attending machines adapted for semi-automatic operations, where the work cycle is power driven and the end point is controlled by automatically operating stops so that manual operations are limited to loading, unloading, setting the machine in motion, stopping and advancing or retracting the tools before and after the power driven cycle takes over (excluding setting-up) Reaming holes using bridge reamers	Rate per hour for work classified at Rate 7 in Table of Wage Rates.

Rate 7A—

Repetition operation of or attending on semi-automatic machines where the work cycle is power-driven and the end point is controlled by automatically operating stops (excluding setting-up)	Rate per hour for work classified at Rate 7A in Table of Wage Rates.

For purposes of the above, "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools before and after the power cycle takes over and stopping and unloading the machine.

Repetition operation of or attending on machines designed for or permanently adapted for a single tool operation where it is not necessary to centralise or true the work by hand and where manual operations are limited to loading the work piece into the chuck or holding device of the machine operating, stopping and unloading the machine (excluding setting up)	Rate per hour for work classified at Rate 7A in Table of Wage Rates.

Rate 8—

Bossing employees employed on classes of work scheduled below Rate 8 (when so appointed) Sharpening and/or straightening of used agricultural implement parts	Rate per hour for work classified at Rate 8 in Table of Wage Rates.

Rate 9—

Attending fully automatic machines, including random checking with fixed gauges For purposes of the above "fully-automatic machine" is a bar-fed machine or a machine fitted with an automatic chucking device (i.e. magazine	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Tarief 5—

Boor en/of versink, met inbegrip van die skerpmaak van bore (n.e.v.) Afmerk volgens stelmasjiene (masjienwerkswinkel) Masjienwerk op herhalingswerk deur middel van stelmasjiene en/of stoppe en/of skoorstukke en/of uitskakelaars en/of afsluiters op rewolwer- en/of kaapstaanderdraaibanke en/of uitslyp- en/of skaaf- en/of gleufmasjiene en/of halfoutomatiese kopieermasjiene (opstelwerk uitgesonderd) Bediening van koue sirkelsaag volgens merke en/of stoppe (boumetaalwerk) n.e.v. Bediening van valsmeemasjien, met inbegrip van die afhaal en/of aanbring van stempels waar daar positiewe plasing is Kragsaag bedien, met inbegrip van afmerk slegs met maatband en/of liniaal en die stel van stoppe (masjienwerkwinkel) Bediening van rolsmeemasjien Bediening van eenkoppige oksiasetileenprofielmasjien en/of lynsnymasjien Voorlopige hegsweising vir plasing van werk voor sweiswerk, klinkwerk of vasbout plaasvind (afstande van hoogstens een duim) Ruwe slypwerk volgens merke, stelmasjiene, meters en groottes (boumetaalwerk) Gereedskap in stelmasjiene slyp Sweis in stelmasjiene waar geen verandering in werkwyse nodig is nie ten opsigte van ampéretal, grootte en tipe stafie of snelheid van afsetting	Skaal per uur vir werk onder Tarief 5 in loontabelle.

Tarief 7—

Boor en/of versink met stelmasjiene en/of skoorstukke Bore met masjien skerpmaak Klink met hidrouliese masjien (koud) Herhalingsbediening of bediening van halfoutomatiese masjiene waar die werksiklus kragaangedrewe is en die eindpunt beheer word deur stoppe outomaties te bedien sodat handwerksaamhede beperk is tot laai, ontlaai, die masjien aan die gang sit, die gereedskap stop en vooruitstel of terugstel voor en nadat die kragaangedrewe siklus oorneem (opstelwerk uitgesonderd) Gate met brugruimers ruim	Skaal per uur vir werk onder Tarief 7 A in loontabelle.

Tarief 7 A—

Herhalingsbediening of bediening van halfoutomatiese masjiene waar die werksiklus kragaangedrewe is en die eindpunt beheer word deur stoppe outomaties te bedien sodat handwerksaamhede beperk is tot laai, ontlaai, die masjien aan die gang sit, die gereedskap stop en vooruitstel of terugstel voor en nadat die kragaangedrewe siklus oorneem (opstelwerk uitgesonderd) Gate met brugruimers ruim	Skaal per uur vir werk onder Tarief 7 A in loontabelle.

Vir die doeleindes van die bogenoemde beteken „ halfoutomatiese masjien " 'n masjien waarop dit nie nodig is om die werk met die hand te sentraliseer of in lyn te stel nie en handwerk beperk word tot die insit van die werk in die klembus of die houmeganisme van die masjien, die masjien aan die gang sit, die gereedskap stop of vooruitstel of terugstel voor en nadat die kragsiklus oorneem en die masjien stop en ontlaai.

Herhalingsbediening of bediening van masjiene ontwerp vir en permanent aangepas vir 'n enkele gereedskapshandeling waar dit nie nodig is om die werk met die hand te sentraliseer of in lyn te stel nie en handwerk beperk word tot die insit van die werk in die klembus of houmeganisme van die masjien, die masjien bedien, stop en ontlaai (opstelwerk uitgesonderd)	Skaal per uur vir werk onder Tarief 7 A in loontabelle.

Tarief 8—

Toesig hou oor werknemers op klasse werk laer as Tarief 8 (wanneer aldus aangestel) Gebruikte landbou-implemente se onderdele skerpmaak en/of reguitmaak	Tarief per uur vir werk onder Tarief 8 in loontabelle.

Tarief 9—

Bediening van voloutomatiese masjiene, met inbegrip van willekeurige kontrolering van vaste meters Vir die doeleindes van bogenoemde beteken „ voloutomatiese masjiene " masjiene met armvoeding of masjiene met 'n outomatiese klembusinrigting (d.w.s. deur magasyn gevoer) en waarin	Skaal per uur vir werk onder Tarief 9 in loontabelle.

fed) and the manual operations are limited to setting the machine in motion and stopping and feeding a new bar into the machine or loading the magazine as the case may be.
Cutting of scrap other than in workshop
Dressing by hand and/or by grinding and/or by portable power tools.....
Operating drop hammer (drop hammer driving).....
Operating hand portable and/or pedestal grinding machine where the operator is not required to grind to marks, templets, gauges or sizes.....
Operating power hammer (hammer driving) under direction of a Rate 1 employee.....
Operating power saw for repetitive cutting off to stops and/or length gauges other than setting of stops—(machine shop work)—other than in toolroom.....
Operating screwing machine (excluding setting-up).....
Operating spot welding machine.....
Repetition cutting to stops on reciprocating and/or friction saws (structural metal work).....
Repetition shearing and/or cropping to stops (machine shop work).....
Riveting (rivets $\frac{3}{8}$-in. diameter and less)..
Operating manual machines designed for or permanently adapted for one only operation where it is not necessary to centralise or true the work by hand..
Striking by hand hammer under direction of a Rate 1 employee.....

} Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10—

Affixing of slings under supervision of a Rate 1 to 5 employee.....
Application of anti-corrosive and/or anti-fouling and/or protective coatings (n.e.s.).....
Boiler stoking.....
Descaling by chipping and/or scraping of ships and/or boilers.....
Heat treatment furnace loading and/or unloading under supervision of a Rate 2 employee.....
Holding up for riveting.....
Hydraulic testing and/or testing by air, other than preparatory work.....
Metal cleaning by pickling and/or degreasing.....
Metal buffing and/or polishing.....
Reclaiming and/or rethreading of nuts and bolts with die nuts and/or taps..
Rivet heating.....
Straightening and/or flattening of gussets and/or cleats.....
Stripping forgings using dies.....

} Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Rate 11—

Dipping in enamel and/or paint.....
Removal of rust and/or coatings.....
Routine bolting up under supervision of an employee in receipt of not less than Rate 1 remuneration (structural metal work)
General labouring including assisting employees employed on work classified at Rates 1 to 7.....

} Rate per hour for work classified at Rate 11 in Table of Wage Rates.

(*b*) *Electrical installation, maintenance, repair and/or servicing work*

Rate 1 (n.e.s.)—

Armature winding.....
Assembling and/or erecting overhead power lines including prefabricated towers and/or poles and/or conductors (supervisory work in the field).....
Balancing machine work.....
Cable jointing.....
Electrical wiremen's work.....
Electrician's work.....
Electrician's (engineering) work.....

} Rate per hour for work classified at Rate 1 in Table of Wage Rates.

Rate 1A (n.e.s.)—

Installing and/or wiring and/or servicing and/or repairing of burglar and other similar alarm systems—

Intercommunication telephone installing (excluding electronic equipment)—

	Rate per Hour. s.*	R	c†
First six months of experience....	4·089	0	40·89
Second six months of experience..	4·344	0	43·44
Third six months of experience....	4·60	0	46·60

Thereafter Rate 1A.

* Shillings. † Rand/cents.

die handwerk beperk is tot die opstel van die masjien aan die gang sit en stop en 'n nuwe arm in die masjien voer en die magasyn laai, na gelang van die geval.....
Afval opsny, maar nie in werkswinkel...
Met die hand en/of met skuur- en/of draagbare kraggereedskap afpoets.....
Valhamer bedien (valhamerdryfwerk)....
Bediening van handdraagbare en/of voetstukskuurmasjien waar bediener nie volgens merke, stelmasjiene, meters of groottes hoef te skuur nie.....
Bediening van kraghamer (hamerdryfwerk) onder leiding van 'n Tarief 1-werknemer
Bediening van kragsaag vir herhalingsafsnywerk volgens stoppe en/of lengtenate, maar nie die stel van stoppe—(masjienwerkwinkel)—behalwe in gereedskapkamer.....
Bediening van skroefmasjien (maar nie die masjien opstel nie).....
Bediening van puntsweismasjien.....
Herhalingsnywerk volgens stoppe op heen-en-weer gaande en/of wrywingsaag (boumetaalwerk).....
Herhalingafskeer en/of -afknip volgens stoppe (masjienwerkwinkel).....
Klinkwerk (naels $\frac{3}{8}$-duim diameter of minder).....
Bediening van handmasjiene ontwerp vir of permanent aangepas vir slegs een werksaamheid waar dit nie nodig is om die werk met die hand te sentraliseer of in lyn te stel.....
Met handhamer onder leiding van 'n Tarief 1-werknemer slaan.....

} Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10—

Slingers aansit onder toesig van 'n Tarief 1- tot 5-werknemer.....
Aanbring van roeswerende en/of aanwaswerende en/of beskermende lae (n.e.v.)
Ketels stook.....
Skaal verwyder met beitels en/of skepe en/of ketels afskraap.....
Hittebehandeling by laai van oonde en/of ontlaai onder toesig van 'n Tarief 2-werknemer.....
Vir klinkwerk vashou.....
Hidrouliese toetswerk en/of met lug toets, maar nie voorbereidende werk nie....
Metaal skoonmaak deur skoonbyt en/of ontvetting.....
Metaal polys en/of poleer.....
Boute en moere herwin en/of weer skroefdraad aansny met snyboute en/of tappe
Klinknaels verhit.....
Hoekplate en/of klampe reguitmaak en/of platmaak.....
Smeestukke met stempels afstroop.....

} Skaal per uur vir werk onder Tarief 10 in loontabelle.

Tarief 11—

In emalje en/of verf indoop.....
Verwydering van roes en/of lae.....
Roetinevasboudwerk onder toesig van 'n werknemer wat minstens die besoldiging genoem onder Tarief 1 ontvang (boumetaalwerk).....
Algemene arbeid met inbegrip van werknemers help wat op werk is onder Tariewe 1 tot 7.....

} Skaal per uur vir werk onder Tarief 11 in loontabelle.

(*b*) *Elektriese installering, onderhoud, herstel en/of diens.*

Tarief 1 (n.e.v.)—

Ankerwikkeling.....
Montering en/of oprigting van bogrondse kraglyne, met inbegrip van voorafvervaardigde torings en/of pale en/of geleiers (toesigwerk in die veld).....
Balansmasjienwerk.....
Kabellaswerk.....
Elektriese bedrading.....
Elektrisiën se werk.....
Elektrisiën (ingenieurswese) se werk.....

} Skaal per uur vir werk onder Tarief 1 in loontabelle.

Tarief 1 A (n.e.v.)—

Installering en/of bedrading en/of diens en/of herstel van diefalarmstelsels—

Installering van interkomtelefoonstelsels (maar nie elektroniese uitrusting nie)—

	Skaal per uur. s.*	R	c†
Eerste ses maande ondervinding..	4·089	0	40·89
Tweede ses maande ondervinding..	4·344	0	43·44
Derde ses maande ondervinding..	4·60	0	46·00

Daarna Tarief 1 A.

* Sjielings. † Rand/sent.

Telephone and/or intercommunication electrician's work	Rate per hour for work classified at Rate 1A in Table of Wage Rates.

Rate 2—

Assembling and/or erecting overhead power lines in field or on site (Linesmen) Wire drawing including supervisory work on wire drawing machines and setting up	Rate per hour for work classified at Rate 2 in Table of Wage Rates.

Rate 3—

Repetitive balancing machine work in the shop where the machine is preset by a Rate 1 employee and where the weight of the article being balanced does not exceed 250 lbs.	Rate per hour for work classified at Rate 3 in Table of Wage Rates.

Rate 7—

* All armature winding operations using preformed coils (excluding connecting up and/or testing) in the rewinding of generators and motors whose horse-power shall not be greater than determined by the expression " H.P. = $\frac{\text{R.P.M.}}{30}$ ", the horse-power applying at the undermentioned speeds, lower speeds being pro rata:—	Rate per hour for work classified at Rate 7 in Table of Wage Rates.

Speed R.P.M...	3,000	1,500	1,000	750
Max H.P. Allowed	100	50	33	25

Rate 7A—

* All armature winding operations in the rewinding of generators and motors whose horse-power shall not be greater than determined by the expression " H.P. = $\frac{\text{R.P.M.}}{100}$ ", the horse-power applying at the undermentioned speeds, lower speeds being pro rata:—	Rate per hour for work classified at Rate 7A in Table of Wage Rates.

Speed R.P.M...	3,000	1,500	1,000	750
Max. H.P. Allowed	30	15	10	7·5

"* *Ratio.*—Employees may only be employed on the operations set out in Rates 7 and 7A of this Schedule provided the ratio of employees in the establishment is not less than four Armature Winders at Rate 1 to one employee employed on armature winding operations under Rates 7 and/or 7A ".

Cutting of insulations by hand and/or machine	Rate per hour for work classified at Rate 7A in Table of Wage Rates.

Rate 7B—

Taping and/or wrapping of coils and/or tubes	Rate per hour for work classified at Rate 7B in Table of Wage Rates.

Rate 9—

Winding and/or pulling of stator and/or rotor loops by hand and/or by power-driven machines where the machine is preset by a Rate 1 Employee	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10—

Annealing and/or varnishing of covered wire Baking and/or pressing mica and/or insulation tubes and/or bars and/or coils Cotton and/or glass and/or paper covering of conductors Minding copper wire drawing machine Minding cotton and/or glass brading machine Spraying of motors and/or coils with prepared insulating and/or protective coating material	Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Rate 11—

Bending of copper clips on formers by hand Cleaning and dip tinning of coil ends and/or leads Varnishing laminations by brushing and/or dipping Varnishing of coils by brushing and/or dipping General labouring including— Cleaning of machines Cleaning of laminations Stripping insulation from wire ends Stripping of old windings Tinning in solder pot	Rate per hour for work classified at Rate 11 in Table of Wage Rates.

Telefoon- en/of interkommunikasie, elektrisiën se werk	Skaal per uur onder Tarief 1 A in loontabelle.

Tarief 2—

Monteer en/of oprigting van bogrondse kraglyne in die veld of op terrein (lynmanne) Draadtrekwerk, met inbegrip van toesigwerk op draadtrekmasjiene en oprigting	Skaal per uur onder Tarief 2 in loontabelle.

Tarief 3—

Herhalende weegmasjienwerk in die werkwinkel waar die masjien vooraf gestel word deur 'n Tarief 1-werknemer en waar die gewig van die artikel wat geweeg word, nie meer as 250 lb. is nie	Skaal per uur vir werk onder Tarief 3 in loontabelle.

Tarief 7—

*Alle ankerwikkeling met gebruik van voorafgevormde spoele (maar nie verbindings maak en toets nie) in die herwikkeling van generators en motors waarvan die perdekrag hoogstens die is vasgestel deur die uitdrukking „ P.K. = $\frac{\text{O.P.M.}}{30}$" terwyl die perdekrag van toepassing is teen die snelhede hieronder, wanneer laer snelhede eweredig is:—	Skaal per uur vir werk onder Tarief 7 in loontabelle.

Snelheid O.P.M.	3,000	1,500	1,000	750
Maks. P.K. toegelaat	100	50	33	25

Tarief 7 A—

*Alle ankerwikkeling in die herwikkeling van generators en motors waarvan die perdekrag nie meer mag wees nie as die vasgestel deur die uitdrukking „ P.K. = $\frac{\text{O.P.M.}}{100}$" terwyl die perdekrag van toepassing is teen ondergenoemde snelhede, en laer snelhede is eweredig:—	Skaal per uur vir werk onder Tarief 7 A in loontabelle.

Snelheid O.P.M.	3,000	1,500	1,000	750
Maks. P.K. toegelaat	30	15	10	7·5

„*Verhouding: Werknemers mag slegs in diens wees op die werksaamhede uiteengesit in Tariewe 7 en 7 A van hierdie Bylae, met dien verstande dat die verhouding van werknemers in die inrigting nie minder is nie as vier ankerwikkelaars teen Tarief 1 tot een werknemer in diens op ankerwikkeling onder Tariewe 7 en/of 7 A."

Isoleermiddels met die hand en/of masjien sny	Skaal per uur vir werk onder Tarief 7 A in loontabelle.

Tarief 7 B—

Spoele en/of buise met die hand toedraai	Skaal per uur vir werk onder Tarief 7 B in loontabelle.

Tarief 9—

Oprol en/of trek van stator en/of rotoroë met die hand en/of kragmasjiene waar die masjien vooraf gestel is deur 'n Tarief 1-werknemer	Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10—

Uitgloei en/of vernis van bedekte draad Mika- en/of isoleerpype en/of stange en/of spoele bak en/of pers Geleiers met katoen en/of glas en/of papier bedek Bediening van koperdraadtrekmasjien Bediening van katoen- en/of glasvlegmasjien Motors en/of spoele met bereide isoleer- en/of beskermende bedekking bespuit	Skaal per uur vir werk onder Tarief 10 in loontabelle.

Tarief 11—

Koperknippe op vorms met die hand buig Spoelente en/of geleidings skoonmaak en met indompeling vertin Lamellerings vernis deur dit te borsel en/of in te doop Spoele vernis deur dit te borsel en/of in te doop Algemene arbeid, met inbegrip van— skoonmaak van masjiene skoonmaak van lamellerings isoleermateriaal van draadente afstroop ou wikkelings afstroop in soldeerpot vertin	Skaal per uur vir werk onder Tarief 11 in loontabelle.

(c) Boatbuilding and/or Shipwrighting (n.e.s.).

1.—*Definitions.*

For purposes of this Division—

" Boatbuilding and/or shipwriting " means the work performed in connection with the construction, alteration and repair of boats and/or ships, either in part or whole, using hand, mechanical or power tools, i.e.—

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

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

including general woodwork undertaken in connection with ship repairs.

" Sailmaking " means the designing, cutting by hand or with band knife, sewing by palm and needle or by machine, boat or ship sails, covers and deck awnings.

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

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

2.—*Wages and/or Earnings.*

Rate 1—	
Boatbuilding and/or shipwrighting Rigging and/or splicing Woodworking machinist	Rate per hour for work classified at Rate 1 in Table of Wage Rates.
Rate 1A—	
Sailmaking	Rate per hour for work classified at Rate 1A in Table of Wage Rates.
Rate 3—	
Painting and/or polishing and/or staining and/or varnishing and/or veneering for interior finishing and/or decorating	Rate per hour for work classified at Rate 3 in Table of Wage Rates.

SCHEDULE " C ".

WAGE PROVISIONS APPLICABLE IN RESPECT OF MANUFACTURING ACTIVITIES NOT SPECIFICALLY LISTED IN SCHEDULE " D ".

Rate 1A (n.e.s.)—

Down hand mild steel welding under supervision on material 3/16 inch thick or over in a single finished run, involving no change in procedure in respect of amperage (which shall not exceed 300) or rate of deposition or size and type of rod; provided that rods shall be of a proprietary brand and not exceed No. 6 S.W.G.

* Machinist's work (n.e.s.) viz.—shaping, slotting, planing, milling (excluding universal milling), grinding (excluding universal grinding) and the operation of gear cutting and rotary machine tools, including vertical turret machine but excluding Centre Lathes (with or without copying and/or profiling attachments), Boring Mills (vertical and horizontal type—with or without copying and/or profiling attachments), Die-sinking machines and universal machining	Rate per hour for work classified at Rate 1A in Table of Wage Rates.

* Employees employed on machinist's work shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments including rules, calipers and the like.

Rate 2—	
Riveting pressure vessels	Rate per hour for work classified at Rate 2 in Table of Wage Rates.
Rate 3—	
Supervisory work (not less than one employee with supervisory knowledge to be employed in each department Operating multi-head oxy-acetylene cutting machines and/or flame planing and/or bevel cutting machine including setting up	Rate per hour for work classified at Rate 3 in Table of Wage Rates.

(c) Boot- en/of skeepsbou (n.e.v.).

1.—*Woordbepalings.*

Vir die toepassing van hierdie afdeling, beteken—

„ bootbou en/of skeepsbou ", die werk wat hoofsaaklik met hout gedoen word in verband met die bou, ombou en herstel van bote en/of skepe, ditsy gedeeltelik of geheel, met behulp van hand-, meganiese of kraggereedskap nl.—

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

ii) montering van voorafgevormde houtdele ooreenkomstig tekenings of planne wat verskaf word vir die maak van die geraamte of samestellende dele van skepe of bote; syplanke en dekplanke aan geraamte aanbring en/of kalfaterwerk daaraan; toesig hou op die onderstutting van skepe in droogdok of op sleephelling; toesig hou op die lê van afloopbeddings of die van stapel laat loop en algemene uitrusting van boot of skip; toesig hou op die oprigting en instandhouding van steierwerk;

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

„ seilmaakwerk ", ontwerp, uitsny met die hand of met bandmes, naai met die leerpalm of met masjien, van seile, dekseile en dektente vir boot of skip;

„ takelwerk ", hennep- of draadtou, lopende en staande want, vallyne, ankertoue en loopplanktoue met die hand, tange of marlprieme, sjorseile en takels vir gebruik op bote en/of skepe;

„ houtbewerkingsmasjinis ", 'n werknemer wat hout met 'n kragmasjien saag en/of vorm en/of fatsoeneer.

2.—*Lone en/of verdienste.*

Tarief 1—	
Boot- en/of skeepsbou Tou- en/of tousplitswerk Houtbewerkingsmasjinis	Skaal per uur vir werk onder Tarief 1 in loontabelle.
Tarief 1 A—	
Seilmakery	Skaal per uur vir werk onder Tarief 1 A in loontabelle.
Tarief 3—	
Skilder en/of poleer en/of beits en/of vernis en/of fineer vir binnenshuise versiering en/of afwerking	Skaal per uur vir werk onder Tarief 3 in loontabelle.

BYLAE C.

LOONBEPALINGS VAN TOEPASSING TEN OPSIGTE VAN VERVAARDIGINGSWERK WAT NIE IN BYLAE „ D " GESPESIFISEER IS NIE.

Tarief 1 A (n.e.v.)—

Afwaartse sweiswerk met die hand onder toesig op sagte staal 3/16 duim dik of dikker in 'n enkele voltooide ent wat geen verandering van werkwyse ten opsigte van stroomsterkte meebring (wat 300 ampères nie moet oorskry nie), nog tempo van afsetting of grootte en tipe stafie, met dien verstande dat stafies van eiendomsmerk moet wees en No. 6 S.W.G. nie te bowe gaan nie.

Tarief 1 A—	
*Masjinistewerk (n.e.v.) nl. fatsoeneer, gleuwe boor, skaaf, uitslyp (behalwe met universele slypers), slyp (behalwe met universele slypers), en die bediening van ratsny- en rolmasjiengereedskap, behalwe met senterdraaibank (met of sonder kopieer- en/of profielsnyhulpstukke), boormeulens (vertikaal, horisontaal en rewolwertipe) met of sonder kopieer- en/of profielsnyhulpstukke, stempelsnywerkmasjiene en universele masjienwerk	Skaal per uur vir werk onder Tarief 1 A in loontabelle.

*Werknemers op masjinistewerk moet toegelaat word om hule eie werk op te stel, hul eie gereedskap te slyp en te stel en volgens en met fynmeetinstrumente werk, met inbegrip van liniale, passers en dergelike instrumente.

Tarief 2—	
Klinkwerk aan druktoestelle	Skaal per uur vir werk onder Tarief 2 in loontabelle.
Tarief 3—	
Toesigwerk (nie minder nie as een werknemer met toesighoudende kennis moet in elke afdeling in diens wees Bediening van veelkoppige oksiasetileensnymasjiene en/of vlamskaaf- en/of skuinssnymasjien insluitende opstelwerk	Skaal per uur vir werk onder Tarief 3 in loontabelle.

Rate 4—

Arc and/or gas cutting by hand (n.e.s.) Hand welding by mechanically fed electrodes Hot and/or cold bending and/or forming to jigs and/or stops in press brake and/or folding machine Riveting and/or caulking (n.e.s.) Roller bending other than repetition bending	Rate per hour for work classified at Rate 4 in Table of Wage Rates.

Rate 5—

Arc and/or gas cutting to marks and/or templets Drilling and/or countersinking (n.e.s.) including drill sharpening Machining on repetition work by means of jigs and/or stops and/or fixtures and/or trips and/or cut-outs on turret and/or capstan lathes and/or milling and/or planing and/or slotting machines and/or semi-automatic copying machines (excluding setting-up) Operating single-head oxy-acetylene profiling machine and/or straight line cutting machine Operating power saw including marking off with tape and/or rule only and including setting of stops Preliminary tack welding for positioning of jobs prior to welding, riveting or bolting up (runs not more than one inch in length)	Rate per hour for work classified at Rate 5 in Table of Wage Rates.

Rate 6—

Assembly (wagon manufacture) Bending of tubes and/or sections in manually operated machine to sketch Punching and/or shearing and/or cropping to jigs and/or stops Operating automatic arc and/or gas welding machine (n.e.s.) Repetition roller forming of plate with preset rolls Repetition welding in jigs and/or gas welding where the weld is effected by fusion of the parts to be joined and/or bronze welding and/or brazing	Rate per hour for work classified at Rate 6 in Table of Wage Rates.

Rate 7—

Drilling with jigs and/or fixtures Drill sharpening by machine Hydraulic machine riveting Repetition operation of or attending machines adapted for semi-automatic operations (including programme controlled copying lathes) where the work cycle is power driven and the end point is controlled by automatically operating stops, so that manual operations are limited to loading, unloading, setting the machine in motion, stopping and advancing or retracting the tools before and after the power-driven cycle takes over (excluding setting up) Reaming using bridge reamers	Rate per hour for work classified at Rate 7 in Table of Wage Rates.

Rate 7A—

Repetition operation of or attending semi-automatic machines where the work cycle is power-driven and the end point is controlled by automatically operating stops (excluding setting-up) For purposes of the above, "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools before and after the power cycle takes over and stopping and unloading the machine Repetition operation of or attending machines designed for or permanently adapted for a single tool operation where it is not necessary to centralise or true the work by hand and where manual operations are limited to loading the work piece into the chuck or holding device of the machine, operating, stopping and unloading the machine (excluding setting-up)	Rate per hour for work classified at Rate 7A in Table of Wage Rates.

Tarief 4—

Boog- en/of gassny met die hand (n.e.v.) Handsweis met meganies gevoerde elektrodes Warm- en/of koud buig en/of vorm volgens stelmasjiene en/of stoppe in persrem en/of voumasjien Klink en/of kalfater (n.e.v.)	Skaal per uur vir werk onder Tarief 4 in loontabelle.

Tarief 5—

Boog- en/of gassny volgens merke en/of stelmasjiene Boor- en/of versinkboor (n.e.v.) met inbegrip van bore skerpmaak Masjienbewerking op herhalingswerk deur middel van stelmasjiene en/of stoppe en/of skoorstukke en/of uitskakelaars en/of afsluiters op rewolwer- en/of kaapstaanderdraaibanke, en/of uitslyp- en/of skaaf- en/of gleufmasjiene en/of halfoutomatiese kopieermasjiene (opstel van masjiene uitgesonderd) Bediening van eenkoppige oksiasetileen-profielmasjien en/of reguitlynsnymasjien Bediening van kragsaag, ook afmerk met maatband en/of liniaal en ook die stel van stoppe Voorlopige hegsweiswerk vir plasing van werk voordat gesweis word, of klinkwerk gedoen of boute vasgedraai word (afstande van nie meer as een duim lank nie)	Skaal per uur vir werk onder Tarief 5 in loontabelle.

Tarief 6—

Inmekaarsit (wamakery) Pype en/of seksies in handmasjien volgens skets buig Pons en/of afknip en/of afskeer volgens stelmasjiene en/of stoppe Bediening van outomatiese sweis- en/of gassweismasjien (n.e.v.) Herhalende rolvorming van plaat met voorafgestelde rolle Herhalende sweiswerk in setmate en/of gassweis waar sweislas gemaak word deur smelting van die dele wat saamgevoeg moet word en/of bronssweis- en/of hardsoldeerwerk	Skaal per uur vir werk onder Tarief 6 in loontabelle.

Tarief 7—

Met setmate en stelmasjiene boor Bore met masjien skerpmaak Hidrouliese masjienklinkwerk Herhalingsbediening of bediening van halfoutomatiese masjiene waar die werksiklus kragaangedrewe is en die eindpunt beheer word deur stoppe outomaties te bedien sodat handwerksaamhede beperk is tot laai, ontlaai, die masjien aan die gang sit, die gereedskap stop en vooruitstel of terugstel voor en nadat die kragaangedrewe siklus oorneem (opstelwerk uitgesonderd) Gate met brugruimers ruim	Skaal per uur vir werk onder Tarief 7 in loontabelle.

Tarief 7 A—

Herhalende bediening of bediening van halfoutomatiese masjiene waar die werksiklus deur krag aangedryf word en die eindpunt deur outomatiese stoppe beheer word (maar nie opstel nie) Vir die doeleindes van die bogenoemde beteken "halfoutomatiese masjien" 'n masjien waarop dit nie nodig is om die werk met die hand te sentraliseer of in lyn te stel nie en handwerk beperk word tot die insit van die werk in die klembus of die houmeganisme van die masjien, die masjien aan die gang sit, die gereedskap stop of vooruitstel of terugstel voor en nadat die kragsiklus oorneem en die masjien stop en ontlaai. Herhalingsbediening of bediening van masjiene ontwerp vir en permanent aangepas vir 'n enkele gereedskapshandeling waar dit nie nodig is nie om die werk met die hand te sentraliseer of in lyn te stel nie en handwerk beperk word tot die insit van die werk in die klembus of houmeganisme van die masjien, die masjien bedien, stop en ontlaai (opstelwerk uitgesonderd)	Skaal per uur vir werk onder Tarief 7 A in loontabelle.

Rate 9—

Automatic straightening and/or rounding and/or reducing and/or expanding and/or extracting Cold hand bending and/or forming to jigs and/or dies and/or stops Fly and/or treadle and/or manual pressing and/or notching and/or power pressing where the work is operated upon with preset dies other than setting of dies Hand and/or machine riveting (rivets $\frac{3}{8}$ inch diameter and less) Attending fully-automatic machines including random checking with fixed gauges For the purpose of the above "fully-automatic machine" is a bar-fed machine or a machine fitted with an automatic chucking device (i.e. magazine fed) and the manual operations are limited to setting the machine in motion and stopping and feeding a new bar into the machine or loading the magazine as the case may be Operating a butt and/or flash and/or spot welding machine Operating manual machines designed for or permanently adapted for one only operation where it is not necessary to centralise or true the work by hand Operating power saw for repetitive cutting off to stops and/or length gauges other than setting of the stops (other than in toolroom) Repetition marking off to jigs and/or templets Striking by hand hammer under the direction of a Rate 1 employee	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10—

Application of anti-corrosive coatings Holding up for riveting Metal buffing and/or polishing Metal cleaning by pickling and/or degreasing Operating hand portable and/or pedestal grinding machine where the operator is not required to grind to marks, templets, gauges or sizes Rivet heating Repetition roller bending of material not exceeding 10 gauge Screwing machine operating (excluding setting-up) Spraying of enamel and/or paint	Rate per hour for work classified at Rate 10 in Table of Wage Rates.

SCHEDULE "D".

DIVISION D/O.

LIGHT FABRICATED AND/OR MANUFACTURING DIVISION (N.E.S.).

Wage Schedule applicable to manufacturing activities wherein any plate utilised in the manufacture of products does not exceed 3/16 inch thickness and metal sections do not exceed $\frac{1}{4}$ inch thick.

Rate 1A (n.e.s.).—

Down hand mild steel welding under supervision on material 3/16 inch thick or over in a single finished run involving no change in procedure in respect of amperage (which shall not exceed 300), or rate of deposition or size and type of rod; provided that rods shall be of a proprietary brand and not exceed No. 6 S.W.G. * Machinist's work (n.e.s.), viz. shaping, slotting, planing, milling (excluding universal milling), grinding (excluding universal grinding) and the operation of gear cutting and rotary machine tools including vertical turret machines but excluding centre lathes (with or without copying and/or profiling attachments), boring mills (vertical and horizontal type with or without copying and/or profiling attachments), die-sinking machines and universal machining	Rate per hour for work classified at Rate 1A in Table of Wage Rates.

* Employees employed on machinist's work shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments including rules, calipers and the like.

Rate 2—

Riveting (pressure vessels)	Rate per hour for work classified at Rate 2 in Table of Wage Rates.

Tarief 9—

Outomatiese reguit- en/of rondmaak en/of verkleining en/of uitrol en/of uithaal (uittrek) Koudbuig met die hand en/of vorm volgens setmate en/of stempels en/of stoppe Hefboom- en/of trap- en/of hand- en/of keep- en/of kragperswerk, waar die werk verrig word met gestelde stempels maar nie die stel van stempels nie Hand- en/of masjienklinkwerk (naels $\frac{3}{8}$ duim diameter of minder) Bediening van voloutomatiese masjiene, ook willekeurige kontrolering met vaste meters Vir die doeleindes van bogenoemde beteken "voloutomatiese masjiene" masjiene met armvoeding of masjiene met 'n outomatiese klembusinrigting (d.w.s. deur magasyn gevoer) en waarin die handwerk beperk is tot die opstel van die masjien aan die gang sit en stop en 'n nuwe arm in die masjien voer en die magasyn laai, na gelang van die geval. Bediening van stuik- en/of flits- en/of puntsweismasjien Bediening van handmasjiene ontwerp vir of permanent aangepas vir slegs een werksaamheid waar dit nie nodig is nie om die werk met die hand te sentraliseer of dit in lyn te stel nie Bediening van kragsaag vir herhalende afsnywerk volgens stoppe en/of lengtemeters, maar nie stoppe stel nie (uitgesonderd in gereedskapkamer) Herhalende afmerk volgens setmate en/of stelmasjiene Met hamer onder leiding van 'n Tarief 1-werknemer slaan	Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10—

Aanbring van roeswerende lae Vir klinkwerk vashou Metaal polys en/of poleer Metaal skoonmaak met skoonbyt en/of ontvetting Bediening van handdraagbare en/of voetstukskuurmasjien waar bediener nie volgens merke, stelmasjiene, meters of groottes hoef te skuur nie Klinknaels verhit Herhalende rolbuig van materiaal nie oor 10 maat nie Bediening van skroefsnymasjien (maar nie masjien opstel nie) Met emalje en/of verf spuit	Skaal per uur vir werk onder Tarief 10 in loontabelle.

BYLAE D.

AFDELING D/O.

AFDELING LIGTEVERVAARDIGING (N.E.V.).

Loonbylae van toepassing op vervaardigingswerk waarin plate wat in die vervaardiding van produkte gebruik word, nie dikker as $\frac{3}{16}$ duim moet wees nie, en metaalprofiele nie dikker as $\frac{1}{4}$ duim nie.

Tarief 1 A (n.e.v.)—

Afwaarstse sweiswerk met die hand onder toesig, op sagte staal $\frac{3}{16}$ duim dik of dikker in 'n enkele voltooide afstand wat geen verandering van werkwyse ten opsigte van stroomsterkte meebring (wat 300 ampères nie moet oorskry nie), nog tempo van afsetting of grootte en tipe stafie, met dien verstande dat stafies van eiendomsmerk moet wees en No. 6 S.W.G. nie te bowe moet gaan nie *Masjinistewerk (n.e.v.) nl. fatsoeneer, gleuwe boor, skaaf, uitslyp (behalwe met universele slypers), slyp (behalwe met universele slypers), en die bediening van ratsny- en rolmasjiengereedskap, behalwe met senterdraaibank (met of sonder kopieer- en/of profielsnyhulpstukke), boormeulens (vertikaal, horisontaal en rewolwertipe) met of sonder kopieer- en/of profielsnyhulpstukke, stempelsnywerkmasjiene en universele masjienwerk	Skaal per uur vir werk onder Tarief A A in loontabelle.

* Werknemers op masjinistewerk moet toegelaat word om hul eie werk op te stel, hul eie gereedskap te slyp en te stel en volgens en met fynmeetinstrumente werk, met inbegrip van liniale, passers en dergelike instrumente.

Tarief 2—

Klinkwerk (aan druktoestelle)	Skaal per uur vir werk onder Tarief 2 in loontabelle.

Rate 3—	
Operating multi-head oxy-acetylene cutting machines and/or flame planing and/or bevel cutting machines including setting-up	Rate per hour for work classified at Rate 3 in Table of Wage Rates.
Supervisory work (n.e.s.) (not less than one employee with supervisory knowledge to be employed in each specific department)	
Rate 4—	
Arc and/or gas cutting by hand	Rate per hour for work classified at Rate 4 in Table of Wage Rates.
Hand welding by mechanically-fed electrodes	
Hot and/or cold bending and/or forming to jigs and/or stops in press brake and/or power folding machine	
Riveting and/or caulking (n.e.s.)	
Roller bending other than repetition bending	
Rate 5—	
Arc and/or gas cutting to marks and/or templets	Rate per hour for work classified at Rate 5 in Table of Wage Rates.
Drilling and/or countersinking (n.e.s.)	
Drill sharpening by hand	
Machining on repetition work by means of jigs and/or stops and/or fixtures and/or trips and/or cut-outs on turret and/or capstan lathes and/or milling and/or planing and/or slotting machines and/or semi-automatic copying machines (excluding setting-up)	
Operating extrusion press to preset dies	
Operating power saw including marking off with tape and/or rule only and including setting of stops	
Operating single-head oxy-acetylene profiling machine and/or straight line cutting machine	
Preliminary tack welding for positioning of jobs prior to welding, riveting or bolting up (runs of not more than one inch in length)	
Tool grinding in jigs	
Rate 6—	
Assembling to jigs	Rate per hour for work classified at Rate 6 in Table of Wage Rates.
Continuous roller forming with preset rolls	
Hot and/or cold forming of bars not exceeding 2 inches by ¼ inch into rings	
Operating automatic arc and/or gas welding machine (n.e.s.)	
Repetition welding and/or brazing and/or bronze welding in jigs or of parts so formed and/or located as to obviate the need for a jig	
Rate 7—	
Drill sharpening by machine	Rate per hour for work classified at Rate 7 in Table of Wage Rates.
Reamering using bridge reamers	
Repetition operation of or attending machines adapted for semi-automatic operations (including programme controlled copying lathes) where the work cycle is power-driven and the end point is controlled by automatically operating stops, so that manual operations are limited to loading, unloading, setting the machine in motion, stopping and advancing or retracting the tools before and after the power-driven cycle takes over (excluding setting up)	
Repetition drilling to marks and/or fixtures and/or pops and/or templets	
Soldering and/or sweating by hand	
Rate 8A—	
Repetition production machining on Capstan Lathes of bar not exceeding 2 inch nominal diameter, where the setting-up has been performed by a Rate 1 employee and where the work is held by devices not necessitating any centralising or truing	Rate per hour for work classified at Rate 8A in Table of Wage Rates.
Rate 8—	
Application of anti-corrosive or protective coatings, applied for protective and/or finishing purposes	Rate per hour for work classified at Rate 8 in Table of Wage Rates.
Repetition operation of or attending semi-automatic machines where the work cycle is power-driven and the end point is controlled by automatically operating stops (excluding setting-up)	

For the purpose of the above "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools before and after the power cycle takes over and stopping and unloading the machine.

Tarief 3—	
Bediening van veelkoppige oksiasetileen snymasjiene en/of vlamskaaf- en/of skuinssnymasjiene, ook die masjiene opstel	Skaal per uur vir werk onder Tarief 3 in loontabelle.
Toesigwerk (n.e.v.) (nie minder nie as een werknemer met toesighoudende kennis moet in elke spesifieke afdeling in diens wees)	
Tarief 4—	
Boog- en/of gassweissny met die hand	Skaal per uur vir werk onder Tarief 4 in loontabelle.
Handsweis met meganies gevoerde elektrodes	
Warm en/of koud buig en/of vorm volgens setmate en/of stoppe in persrem- en/of kragvoumasjien	
Klink en/of kalfater (n.e.v.)	
Rolbuig, maar nie met herhaling nie	
Tarief 5—	
Boog- en/of gassweissny volgens merke en/of stelmasjiene	Skaal per uur vir werk onder Tarief 5 in loontabelle.
Boor en/of versinkboor (n.e.v.)	
Bore met die hand skerpmaak	
Masjienbewerking op herhalingswerk deur middel van setmate en/of stoppe en/of skoorstukke en/of uitskakelaars en/of afsluiters op rewolwer en/of kaapstaanderdraaibanke, en/of uitslyp en/of skaaf- en/of gleufmasjiene en/of half-outomatiese kopieermasjiene (ook die opstel van die masjiene)	
Bediening van uitstootpers volgens gestelde stempels	
Bediening van kragsaag, ook afmerk slegs met maatband en/of liniaal, ook die stel van stoppe	
Bediening van eenkoppige oksiasetileen-profielmasjien en/of reguitlynsnymasjien	
Voorlopige hegsweiswerk vir plasing van werk voor sweiswerk gedoen word, klinkwerk en vasbout (afstande moet nie meer as een duim in lengte wees nie)	
Gereedskap in setmate skerpmaak	
Tarief 6—	
Volgens setmate monteer	Skaal per uur vir werk onder Tarief 6 in loontabelle.
Deurlopende rolvorming met gestelde rolle	
Warm en/of koud vorm van stange van hoogstens 2 duim by ¼ duim in ringe	
Bediening van outomatiese boog- en/of gassweismasjien (n.e.v.)	
Herhalende sweis en/of hardsoldeer en/of bronssweis in setmate of van onderdele aldus gevorm en/of geplaas ten einde die nodigheid van 'n setmaat uit te skakel	
Tarief 7—	
Bore met masjien skerpmaak	Skaal per uur vir werk onder Tarief 7 in loontabelle.
Met brugruimers ruim	
Herhalende bediening van of bediening van masjiene aangepas vir halfoutomatiese werk (insluitende programbeheerde kopieerdraaibanke) waar die werksiklus kragaangedrewe is en die entpunt beheer word deur outomatiese stoppe, sodat handwerk beperk is tot laai, ontlaai, die masjien aan die gang sit, die gereedskap stop en vooruitstel of terugstel voor en nadat die kragsiklus oorneem (maar nie die masjiene opstel nie)	
Herhalingsboorwerk volgens merke en/of skoorstukke en/of ponsmerke en/of stelmasjiene	
Soldeer en/of aansweet met die hand	
Tarief 8 A—	
Herhalingsproduksie in masjienwerk op kaapstaanderdraaibanke of arm van hoogstens 2 duim nominale diameter, waar die opstelwerk uitgevoer is deur 'n Tarief 1-werknemer en waar die werk vasgehou word deur toestelle wat dit nie nodig maak om dit te sentraliseer of in lyn te stel nie	Skaal per uur vir werk onder Tarief 8 A in loontabelle.
Tarief 8—	
Aanbring van roeswerende of beskermende lae, aangebring vir doeleindes van beskerming en/of afwerking	Skaal per uur vir werk onder Tarief 8 in loontabelle.
Herhalende bediening of bediening van halfoutomatiese masjiene waar die werksiklus deur krag aangedryf word en die entpunt deur outomatiese stoppe beheer word (maar nie die opstel van die masjiene nie)	

Vir die doeleindes van bogenoemde beteken „ halfoutomatiese masjiene " masjiene waarop dit nie nodig is nie om die werk te sentraliseer of in lyn op te stel nie en handwerk beperk word tot die vassit van die werk in die klembus of vashoutoestel van die masjien, die masjien aan die gang sit, die gereedskap vooruit stel of terug stel voor en nadat die kragsiklus oorneem en die masjien stop en ontlaai.

Rate 9—

- Assembling of pre-manufactured components from stock requiring no fitting or adjustment but including deburring
- Attending fully-automatic machines including random checking with fixed gauges
  For the purpose of the above "fully-automatic machine" is a bar-fed machine or a machine fitted with an automatic chucking device (i.e. magazine-fed) and the manual operations are limited to setting the machine in motion and stopping and feeding a new bar into the machine or loading the magazine as the case may be.
- Beading and/or trimming and/or seaming and/or grooving and/or locking double side top and bottom
- Cold hand bending and/or forming to jigs and/or dies and/or stops
- Driving power hammer
- Drop forging and/or stamping using dies
- Fly and/or treadle and/or manual pressing and/or notching and/or power pressing where the work is operated upon with pre-set dies other than setting of the dies
- Hand and/or machine riveting (rivets $\frac{3}{8}$ inch diameter and less)
- Hot dip coating and/or galvanising, excluding supervisory work
- Operating of tube and/or rod and/or wire straightening machine
- Operating power saw for repetitive cutting off to stops and/or length gauges other than setting of stops (other than tool room)
- Repetition brazing and/or bronze welding by preset automatic machine not involving use of filler rods
- Repetition countersinking with twist drill and/or rosebit and/or reamering to stops
- Repetition drilling to jigs (other than radial drilling
- Repetition hot and/or cold blanking and/or piercing by press, using guides and/or jigs and/or stops and/or dies
- Repetition machine punching to jigs and/or stops and/or gauges and/or marks
- Repetition marking off to templets
- Repetition machine swaging and/or forging using dies, other than power hammer
- Repetition operation of or attending machines designed or permanently adapted for a single tool operation where it is not necessary to centralise or true the work by hand and where manual operations are limited to loading the work piece into the chuck or holding device of the machine, operating, stopping and unloading the machine
- Repetitive operating nibbling machine to jigs and/or templets 16 gauge
- Repetition rolling in forging rolls using half rolls
- Repetition spinning using formers
- Repetition spot and/or seam and/or projection welding by machine, 8 gauge and thinner
- Repetition threading and/or tapping
- Soldering and/or sweating and/or dipping by machine
- Operating manual machines designed for or permanently adapted for one only operation where it is not necessary to centralise or true the work by hand (n.e.s.)

Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10—

- Affixing slings (employees exclusively so employed) under supervision of Rate 1 to 7 employee
- Baling of scrap
- Bending to stops of pipes and/or tubes and/or sections in manually and/or power operated bending machine
- Dressing by hand or by grinding and/or by portable power tool
- Boiler stoking
- Holding up for riveting
- Metal buffing and/or polishing

Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Tarief 9—

- Monteer van voorafvervaardigde onderdele uit voorraad wat geen pas- of aanpaswerk vereis nie, maar afbraming insluit
- Bediening van voloutomatiese masjiene, met inbegrip van willekeurige kontrolering van vaste meters
  Vir die doeleindes van bogenoemde beteken „voloutomatiese masjiene" masjiene met armvoeding of masjiene met 'n outomatiese klembusinrigting (d.w.s. deur magasyn gevoer) en waarin die handwerk beperk is tot die opstel van die masjien aan die gang sit en stop en 'n nuwe arm in die masjien voer en die magasyn laai, na gelang van die geval.
- Kraallyswerk en/of afwerking en/of naatvorming en/of groefwerk en/of dubbele kante bo en onder sluit
- Koud buig met die hand en/of vorm volgens setmate en/of stempels en/of stoppe
- Kraghamer dryf
- Valsmeewerk en/of stamp met gebruik van stempels
- Hefboom- en/of trap- en/of keep- en/of kragperswerk, as die werk met gestelde stempels gedoen word, maar nie die stempels stel nie
- Hand- en/of masjienklinkwerk (naels $\frac{3}{8}$ duim diameter of minder)
- Warm indompeling en/of galvaniseer, maar nie toesigwerk nie
- Bediening van pyp- en/of stang- en/of draadreguitmaker
- Kragsaag bedien vir herhalende afsny volgens stoppe en/of lengtemate, behalwe stoppe stel (maar nie in gereedskapkamer nie)
- Herhalende hardsoldeer en/of bronssweis met gestelde outomatiese masjien wat nie die gebruik van sweisstafies nodig maak nie
- Herhalende versinkboor met spiraalboor en/of roosboor en/of volgens stoppe ruim
- Herhalende boor volgens setmate, maar nie radiale boorwerk nie
- Herhalende warm en/of koud uitsny van blinde stukke en/of met pers deursteek, met gebruik van leistukke en/of setmate en/of stoppe en/of stempels
- Herhalende masjienpons volgens setmate en/of stoppe en/of meters en/of merke
- Herhalende afmerk volgens stelmasjiene
- Herhalende masjiensaalsmee en/of smee met gebruik van stempels, maar nie kraghamer nie
- Herhalende bediening of bediening van masjiene ontwerp of permanent aangepas vir werk met een stuk gereedskap waar dit nie nodig is nie om die werk met die hand te sentraliseer of in lyn op te stel nie en waar handwerk beperk is tot die vassit van die werk in die klembus of die vashoutoestel van die masjien, die masjien, bedien, stop en ontlaai
- Herhalende bediening van plaatknipmasjien volgens setmate en/of stelmasjiene van 16 grootte
- Herhalende rol in smeerolle deur gebruik van halfrolle
- Herhalende spin, met gebruik van vormers
- Herhalende punt- en/of naat- en/of projeksiesweis met masjien, 8 grootte en dunner
- Herhalende draadsny en/of moerdraadsny
- Soldeer en/of aansweet en/of indompel met masjien
- Bediening van handmasjiene ontwerp vir of permanent aangepas vir slegs een werksaamheid waar dit nie nodig is nie om werk met die hand te sentraliseer of in lyn op te stel nie (n.e.v.)

Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10—

- Slingers aansit (werknemers uitsluitlik so in diens) onder toesig van Tarief 1- tot 7-werknemer
- Afval baal
- Buig volgens stoppe van pype en/of buise en/of profiele in hand- en/of kragbuigmasjiene
- Bewerking met die hand deur skuur- en/of draagbare kraggereedskap
- Ketels stook
- Vir klinkwerk vashou
- Metaal polys en/of poleer

Skaal per uur vir werk onder Tarief 10 in loontabelle.

Metal cleaning by pickling and/or degreasing
Metal coating by dipping under supervision
Oiling and/or greasing
Operating tumbling machine
Rethreading and/or retapping
Repetition cutting and/or cropping and/or shearing to templets and/or marks and/or stops and/or length gauges
Repetition hydraulic testing and/or testing by air excluding setting-up of testing equipment
Repetition roller bending not exceeding 10 gauge
Rivet heating
Sand and/or shot and/or hydro blasting
Screwing machine operating, excluding setting up
Straightening and/or flattening of gussets and/or cleats
Stretching and/or rough straightening of bars by hand and/or machine
Stripping forgings and/or stampings using dies
Spraying of enamel and/or paint other than blending and/or mixing
} Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Rate 11—

Dipping in enamel or paint
Stamping metal labels
} Rate per hour for work classified at Rate 11 in Table of Wage Rates.

DIVISION D/1.

AGRICULTURAL IMPLEMENT AND/OR IRRIGATION MACHINERY (INCLUDING WINDMILLS) MANUFACTURING, ERECTING AND ASSEMBLING DIVISION.

The following operations in the manufacturing and/or assembling and/or erecting in the factory of agricultural implements and/or irrigation machinery and/or windmills but does not include general engineering as defined:—

Rate 1A (n.e.s.)—

Assembling of premanufactured components from stock where fitting is required
* Machinist's work (n.e.s.) viz. shaping, slotting, planing, milling (excluding universal milling), grinding (excluding universal grinding) and the operation of gear cutting and rotary machine tools, including vertical turret machines and pump body line boring and facing machines but excluding centre lathes (with or without copying and/or profiling attachments), boring mills (vertical and horizontal type—with or without copying and/or profiling attachments) and die-sinking machines
* Employees employed on machinist's work shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments, including rules, calipers and the like
* Marking out and setting out—
* "Marking out" means the marking out with instruments of the centres and working lines of articles and/or material preparatory to machining and/or processing and/or fabricating.
"Setting out" means the setting out of work on the floor or on the bench to sketch and/or drawings and/or dimensions
Metal spinning
Repetition filing of keys
Repetition measuring with precision instruments
Tool-setting for machining on repetition work by means of jigs and/or stops and/or fixtures and/or trips and/or cut-outs on turret and/or capstan lathes and/or milling and/or planing and/or slotting machines and/or semi-automatic copying machines
Working supervisor, supervising two or more sectional supervisors
} Rate per hour for work classified at Rate 1A in Table of Wage Rates.

Rate 2—

Drilling machine work (n.e.s.)
} Rate per hour for work classified at Rate 2 in Table of Wage Rates.

Rate 3—

Production electric welding of tubular mounted disc plough frames after preliminary welding in jigs, where amperage, size and type of rod and rate of deposition is predetermined
Repetition measuring of agricultural discs with precision instruments
Supervising (sectional) (n.e.s.)
} Rate per hour for work classified at Rate 3 in Table of Wage Rates.

Metaal skoonmaak deur skoonbyt en/of ontvetting
Metaal bedek deur onder toesig in te doop
Olie en/of smeer
Tuimelaar bedien
Nuwe skroef- en/of moerdraad insny
Herhalende afsny en/of afsny van spoorstawe en/of afskeer volgens stelmasjiene en/of merke en/of stoppe en/of lengtemate
Herhalende hidrouliese toets en/of met lug toets, maar nie die opstel van toetsuitrusting nie
Herhalende rolbuig van nie meer as 10 grootte nie
Klinknaels verhit
Sand- en/of hael- en/of waterblaaswerk
Skroefsnymasjien bedien, maar nie die masjien opstel nie
Hoekplate en/of klampe reguit- en/of platmaak
Stange met die hand en/of masjien rek en/of ru reguitmaak
Smeestukke afstroop en/of stampwerk met gebruik van stempels
Spuit van emalje en/of verf, maar nie versny en/of meng nie
} Skaal per uur vir werk onder Tarief 10 in loontabelle.

Tarief 11—

In emalje of verf indoop
Metaaletikette stempel
} Skaal per uur vir werk onder Tarief 11 in loontabelle.

AFDELING D/1.

AFDELING VIR DIE VERVAARDIGING, OPRIGTING EN MONTEER VAN LANDBOUWERKTUIE EN/OF BESPROEIINGSMASJINERIE (MET INBEGRIP VAN WINDMEULENS).

Die volgende werksaamhede in die vervaardiging en/of monteer en/of oprigting in die fabriek van landbouwerktuie en/of besproeiingsmasjinerie en/of windmeulens, maar sluit nie algemene ingenieurswerk soos omskryf, in nie:—

Tarief 1A (n.e.v.)—

Monteer van vooraf vervaardigde onderdele uit voorraad waar paswerk nodig is
* Masjinistewerk (n.e.v.) nl. fatsoeneer, gleuwe boor, skaaf, uitslyp (behalwe met universele slypers), slyp (behalwe met universele slypers), en die bediening van ratsny- en rolmasjiengereedskap, behalwe met senterdraaibank (met of sonder kopieer- en/of profielsnyhulpstukke), boormeulens (vertikaal, horisontaal en rewolwertipe) met of sonder kopieer- en/of profielsnyhulpstukke, stempelsnywerkmasjiene en universele masjienwerk
* Werknemers op masjinistewerk moet toegelaat word om hul eie werk op te stel, hul eie gereedskap te slyp en te stel en volgens en met fynmeetinstrumente werk, met inbegrip van liniale, passers en dergelike instrumente
* Afmerk en opstel
* „ Afmerk " beteken die afmerk met instrumente van die middelpunte en werklyne van artikels en/of materiaal voordat masjienwerk en/of proseswerk en/of fabriseerwerk begin;
„ Opstel " beteken die uitsit van werk op die vloer of op die bank volgens sketse en/of tekenings en/of dimensies.
Metaalspin
Herhalende vyl van sleutels of spye
Herhalende meet met fynmeetinstrumente
Gereedskap stel vir masjienwerk op herhalende werk deur middel van stelmasjiene en/of stoppe en/of skoorstukke en/of uitskakelaars en/of afsluiters op kaapstaander- en/of rewolwerdraaibanke en/of uitslyp en/of skaaf- en/of gleufmasjiene en/of halfoutomatiese kopieermasjiene
Werkende toesighouer, wat toesig oor twee of meer afdelingstoesighouers het
} Skaal per uur vir werk onder Tarief 1 A in loontabelle.

Tarief 2—

Boormasjienwerk (n.e.v.)
} Skaal per uur vir werk onder Tarief 2 in loontabelle.

Tarief 3—

Elektriese produksiesweis van skottelploegrame op pype gemonteer na voorlopige sweis in setmate, waar stroomsterkte, grootte en tipe staaf en tempo van afsetting vooraf bepaal word
Herhalende meet van skottels met fynmeetinstrumente
Toesig (afdelings) (n.e.v.)
} Skaal per uur vir werk onder Tarief 3 in loontabelle.

Rate 4—

Die, jig and fixture setting on production machines (excluding toolsetting) Repetition drill sharpening by hand Repitition measuring of batch machined agricultural implement components by means of verniers and/or rules and/or tape measures against drawings and/or samples Repetition operation of multi-head oxy-acetylene profiling and/or cutting machine Repetition shearing and/or trimming of angle shares to marks after forging Repetition swaging under hammer without dies Resetting of distorted components to gauges and/or jigs and/or fixtures (other than by the original process)	Rate per hour for work classified at Rate 4 in Table of Wage Rates.

Rate 5—

Galvanising (supervisory work) Heat treatment (supervisory work) Machining on repetition work by means of jigs and/or stops and/or fixtures and/or trips and/or cut-outs on Turret and/or Capstan Lathes, and/or milling and/or planing and/or slotting and/or semi-automatic copying machines (excluding setting-up) but including the use of fixed gauges * Marking off material * " Marking off " means marking off material to given lengths for cutting off purposes only, by means of length gauges and/or rule and/or tape measure and marking material. Operating power saw (n.e.s.) Operating radial drilling machine to jigs and/or fixtures and/or marks Production electric welding in jigs and/or assemblies already partly welded in jigs so as to minimise the effect of distortion and where the amperage, size or type of rod or rate of deposition is predetermined (n.e.s.) Production gas welding and/or brazing in jigs and/or assemblies already partly gas welded and/or brazed in jigs so as to minimise the effect of distortion and where a Rate 1 employee sets the regulators and jets Repetition forge welding by hammer using dies Repetition hardness testing by machine Repetition machine punching (n.e.s.) Repetition measuring of batch unmachined agricultural implement components by means of verniers and/or rules and/or tape measures against drawings and/or samples Repetition operation of single headed oxy-acetylene profiling and/or cutting machine to templets Repetition swaging and pointing, using toggle and/or spring and/or pneumatic hammers with dies Repetition sizing of keys on key-grinding machines in assembling of components from stock Repetition tapering of plough beams by machine	Rate per hour for work classified at Rate 5 in Table of Wage Rates.

Rate 6—

Drill sharpening by machine	Rate per hour for work classified at Rate 6 in Table of Wage Rates.

Rate 7—

Operation of or attendance on machines adapted for semi-automatic operations, where the work cycle is power driven and the end point is controlled by automatically operating stops, so that the manual operations are limited to loading, unloading, setting the machine in motion, stopping and advancing or retracting the tools before and after the power driven cycle takes over (excluding setting up) Operating automatic submerged and/or gas shielded arc welding machine, where the operator is confined to starting, loading, unloading and stopping the machine and where the setting of the machine is done by a Rate 1A employee	Rate per hour for work classified at Rate 7 in Table of Wage Rates.

Tarief 4—

Die stel van stempels, setmate en stelmasjiene op produksiemasjiene (maar nie die stel van gereedskap nie) Herhalende skerpmaak van bore met die hand Herhalende meet van lot masjienbewerkte landbouwerktuie se onderdele deur middel van verniers en/of liniale en/of maatbande teen tekenings en/of monsters Herhalende bediening van veelkoppige oksiasetilenprofiel- en/of snymasjien Herhalende skuinssny en/of afwerking van hoekskare volgens merke na smeewerk Herhalende saalsmee onder hamer sonder stempels Weereens stel van skewe onderdele volgens meters en/of setmate en/of skoorstukke, maar nie volgens die oorspronklike proses nie	Skaal per uur vir werk onder Tarief 4 in loontabelle.

Tarief 5—

Galvaniseer (toesig) Hittebehandeling (toesig) Herhalende masjienbewerking deur middel van setmate en/of stoppe en/of skoorstukke en/of uitskakelaars en/of afsluiters op rewolwer- en/of kaapstaanderdraaibanke, en/of uitslyp- en/of skaaf- en/of gleuf- en/of halfoutomatiese kopieermasjiene (maar nie opstel nie) maar met inbegrip van die gebruik van vaste meters *Materiaal afmerk *„ Afmerk " beteken materiaal afmerk volgens gegewe lengtes slegs vir doeleindes van afsny, deur middel van lengtemate en/of liniaal en/of maatband en merkmateriaal Kragsaag bedien (n.e.v.) Bediening van radiale boormasjien volgens setmate en/of skoorstukke en/of merke Elektriese produksiesweis in setmate en/of montasie-inrigtings wat reeds in setmate gedeeltelik gesweis is ten einde die uitwerking van skeeftrek teë te gaan en waar die stroomsterkte, grootte of tipe stafie of tempo van afsetting vooraf bepaal is (n.e.v.) Produksiegassweis en/of hardsoldeer en setmate en/of montasie-inrigtings wat reeds gedeeltelik met gas gesweis is en/of hardsoldeer in setmate ten einde die uitwerking van skeeftrek teë te gaan en waar 'n Tarief 1-werknemer die reëlaars en straalpype stel Herhalende smeesweis met hamer deur stempels te gebruik Herhalende toets van hardheid met 'n masjien Herhalende masjienpons (n.e.v.) Herhalende meet van onderdele van lotte landbouwerktuie, nie met masjien bewerk nie, deur middel van verniers en/of liniale en/of maatbande teen tekenings en/of monsters Herhalende bediening van eenkoppige oksiasetileenprofiel- en/of -snymasjien volgens stelmasjien Herhalende saalsmee en skerpmaak met gebruik van knikhamer en/of veer en/of lugdrukhamers met stempels Herhalende slyp van spye op spyslypmasjiene by montering van onderdele van voorraad Herhalende taps maak van ploegbalke met masjien	Skaal per uur vir werk onder Tarief 5 in loontabelle.

Tarief 6—

Boor met masjien skerpmaak	Skaal per uur vir werk onder Tarief 6 in loontabelle.

Tarief 7—

Bediening van masjiene aangepas vir halfoutomatiese werk waar die werksiklus met krag aangedryf word en die eindpunt beheer word deur stoppe wat outomaties werk, sodat die handwerk beperk is tot laai, ontlaai, die masjien aan die gang sit, die gereedskap vooruit stel of terug stel voor en nadat die kragsiklus oorneem (maar nie opstel nie) Bediening van outomatiese ondergedompelde en/of afgeskermde boogsweismasjien, waar die bediener slegs die masjien aan die gang sit, dit laai en ontlaai en stop en waar die stel van die masjien deur 'n Tarief 1-werknemer gedoen word	Skaal per uur vir werk onder Tarief 7 in loontabelle.

Rate 8*—

Repetition operation of or attending semi-automatic machines where the work cycle is power driven and the end point is controlled by automatically operating stops	Rate per hour for work classified at Rate 8* in Table of Wage Rates.

For the purpose of the above "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and where the manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion advancing or retracting tools before and after the power cycle takes over and stopping and unloading the machine.

Rate 8—

Repetition operation of or attending machines designed or permanently adapted for a single tool operation where it is not necessary to centralise or true the work by hand and where manual operations are limited to loading the work piece into the chuck or holding device of the machine, operating, stopping and unloading the machine	Rate per hour for work classified at Rate 8 in Table of Wage Rates.
Operating hand portable and/or pedestal grinding machine to templets and/or fixed gauges	
Repetition batch checking of agricultural implement components by means of fixed gauges and/or samples and/or jigs and/or checking fixtures	
Supervising employees employed on classes of work scheduled below Rate 8 when so appointed	

Rate 9—

Attending fully-automatic machines including random checking with fixed gauges	Rate per hour for work classified at Rate 9 in Table of Wage Rates.
For the purpose of the above "fully-automatic machine" is a bar-fed machine or a machine fitted with an automatic chucking device (i.e. magazine fed) and the manual operations are limited to setting the machine in motion and stopping and feeding a new bar into the machine or loading the magazine as the case may be.	
Assembling of premanufactured components from stock requiring no fitting or adjustment but including deburring	
Attending electroplating bath when appointed as electroplating bath attendant	
Attending automatic soldering machine	
Automatic straightening and/or rounding and/or reducing and/or expanding and/or extracting (n.e.s.)	
Beading and/or seaming and/or grooving and/or locking double side top or bottom by machine	
Circular cutting and/or flanging and/or slitting by machine	
Driving power hammer	
Drop forging using dies (excluding setting of dies)	
Fly and/or treadle and/or manual pressing where the work is operated upon with pre-set dies other than setting of dies	
Hot dip coating and/or galvanising	
Jennying (by machine)	
Operating manual machines designed for or permanently adapted for one only operation where it is not necessary to centralise or true the work by hand (n.e.s.)	
Operating power saw for repetitive cutting off to stops and/or length gauges other than setting of stops (other than toolroom)	
Operating seamwelding machine	
Operating upset forging machine	
Power pressing where the work is operated upon with pre-set dies other than setting of dies	
Repetition bending of plough beams under full-time supervision of a Rate 5 employee	
Repetition drilling and/or countersinking and/or reaming using jigs and/or to marks and/or gauges and/or stops	
Repetition edge-forming of discs by machine	
Repetition operation of flash and/or butt and/or spot welding machines	
Repetition frazing and/or pointing machine work	
Repetition hot and/or cold bending and/or bending and/or forming to jigs and/or dies and/or stops	

Tarief 8*—

Herhalende bediening van halfoutomatiese masjiene waar die werksiklus deur krag aangedryf word en die eindpunt deur outomatiese stoppe beheer word	Skaal per uur vir werk onder Tarief 8* in loontabelle.

Vir die doeleindes van bogenoemde beteken „halfoutomatiese masjiene" masjiene waarop dit nie nodig is nie om die werk te sentraliseer of in lyn op te stel nie en handwerk beperk word tot die vassit van die werk in die klembus of vashoutoestel van die masjien, die masjien aan die gang sit, die gereedskap vooruit stel of terug stel voor en nadat die kragsiklus oorneem en die masjien stop en ontlaai.

Tarief 8—

Herhalende bediening of bediening van masjiene ontwerp of permanent aangepas vir werk met een gereedskapstuk waar dit nie nodig is om die werk met die hand te sentraliseer of in lyn op te stel nie en waar handwerk beperk is tot die laai, van die werkstuk in die klembus of vashoutoestel van die masjien, die masjien bedien, stop en ontlaai	Skaal per uur vir werk onder Tarief 8 in loontabelle.
Bediening van draagbare hand- en/of voetstukskuurmasjien volgens stelmasjiene en/of vaste meters	
Herhalende lot-nasien van landbouwerktuie se onderdele deur middel van vaste meters en/of monsters en/of setmate en/of skoorstukke	
Toesig oor werknemers in diens op klasse werk hieronder laer as Tarief 8 ingelys wanneer aldus aangestel	

Tarief 9—

Bediening van voloutomatiese masjiene, met inbegrip van willekeurige kontrolering van vaste meters	Skaal per uur vir werk onder Tarief 9 in loontabelle.
Vir die doeleindes van bogenoemde beteken „voloutomatiese masjiene" masjiene met armvoeding of masjiene met 'n outomatiese klembusinrigting (d.w.s. deur magasyn gevoer) en waarin die handwerk beperk is tot die opstel van die masjien aan die gang sit en stop en 'n nuwe arm in die masjien voer en die masjien laai, na gelang van die geval	
Monteer van voorafvervaardigde onderdele van voorraad waar geen pas- of verstelwerk nodig is nie, maar afbraming wel	
Bediening van elektroplateerbad wanneer as bediener van elektroplateerbad aangestel	
Bediening van outomatiese soldeermasjien	
Outomaties reguitmaak en/of rondmaak en/of verklein en/of uitrol en/of uittrek (n.e.v.)	
Omkraling en/of naatvorming en/of uithol en/of sluit, dubbele kant bo of onder met masjien	
Sirkelvormig sny en/of flense maak en/of splits, met masjien	
Kraghamer dryf	
Valsmee met stempels (maar nie stempels stel nie)	
Hefboom- en/of trap- en/of handperswerk waar werk met voorafgestelde stempels gedoen word, maar nie stempels stel nie	
Lae aansit met warm indompeling en/of galvaniseer	
Flense buig (met masjien)	
Bediening van handmasjiene ontwerp of permanent aangepas vir slegs een werk waar dit nie nodig is om die werk met die hand te sentraliseer of in lyn op te stel nie (n.e.v.)	
Kragsaag bedien vir herhalende afsnywerk volgens stoppe en/of lengtemate, maar nie stoppe stel nie (behalwe in gereedskapkamer)	
Naatsweismasjien bedien	
Bediening van stuiksmeemasjien	
Kragperswerk waar die werk beheer word met gestelde stempels, maar nie stempels stel nie	
Herhalende buig van ploegbalke onder die voltydse toesig van 'n Tarief 5-werknemer	
Herhaler de boor en/of versinkboor en/of ruim met gebruik van setmate en/of merke en/of meters en/of stoppe	
Herhalende snykantvorming van skottels met masjien	
Herhalende bediening van flits- en/of stuik- en/of puntsweismasjiene	
Herhalende warmfrees- en/of puntmasjienwerk	
Herhalende warm en/of koud buig en/of vorm volgens setmate en/of stempels en/of stoppe	

Repetition hot and/or cold blanking on presses Repetition hot and/or cold riveting by machine Repetition machine punching to jigs and/or dies and/or stops and/or gauges and/or marks * Repetition marking to jigs and/or templets * " Templet marking " means the marking of material with the aid of a templet and scriber or marking material. Repetition shearing and/or trimming to pre-set dies of plough shares after forging Repetition spinning using formers Repetition visual batch checking of unmachined agricultural implement components Roller bending by machine Soldering and/or sweating by hand Striking by hand hammer under direction of blacksmith Trimming and/or rolling and/or corrugating and/or body forming by machine	Rate per hour for work classified at Rate 0 in Table of Wage Rates.
Rate 10— Application of anti-corrosive coatings by means of brush Cutting off to jigs and/or stops and/or length gauges and/or marks and/or cutting of scrap by machine Dressing and/or deburring by hand and/or by portable power tools Metal buffing and/or polishing Oiling and/or greasing machinery Operating hand portable and/or pedestal grinding machine, where the operator is not required to grind to marks, templets, gauges and/or sizes Repetition hand riveting Repetition screwing with die heads and/or taps by machine and/or by hand Sand and/or shot blasting Spraying of enamel and/or paint Straightening Stripping of and/or punching forgings using dies	Rate per hour for work classified at Rate 10 in Table of Wage Rates.
Rate 11— Dipping in enamel and/or paint Touching up with paint and/or prime coating Metal cleaning by pickling and/or degreasing by vat and/or tank	Rate per hour for work classified at Rate 11 in Table of Wage Rates.

DIVISION D/2.

CHAIN MANUFACTURING DIVISION.

The following operations n the manufacture and/or fabrication of chains and/or attachments, viz.:—

(a) Fire Welding Department.

Rate 1A (n.e.s.)— (i) Forge welding of chains, rings and/or attachments (ii) Manufacture of links and/or rings and/or attachments under hammer without using any preset dies (iii) Setting of dies in power press and/or drop and/or mechanical and/or air and/or steam and/or pneumatic hammers	Rate per hour for work classified at Rate 1A in Table of Wage Rates.

(b) Automatic Forming and/or Welding Department.

Rate 2— Operating of automatic forming and/or welding machines and/or semi-automatic hot link bending and/or flash welding machines, including setting up of machines and/or operations incidental thereto	Rate per hour for work classified at Rate 2 in Table of Wage Rates.

(c) Chain Processing Department.

Rate 4— (i) Welding of chain links and/or attachments on manual operated welding machines including arc welding of links and/or attachments (ii) Twisting of chain above ⅜ inch diameter on special purpose lathe-type twisting machine (iii) Setting up of automatic twisting and/or fourslide and/or knotted chain machines and/or semi-automatic forming and/or welding and/or testing and/or gauging machines (iv) Supervising preset furnaces for case-hardening and/or heat-treatment of chains and/or attachments (v) Final visual inspection of chain after proof testing	Rate per hour for work classified at Rate 4 in Table of Wage Rates.

Herhalende warm en/of koud uitsny van blinde stukke op perse Herhalende warm en/of koue klinkwerk met masjien Herhalende masjienpons volgens setmate en/of stempels en/of stoppe en/of meters en/of merke * Herhalende afmerk volgens setmate en/of stelmasjiene * „ Afmerk met stelmasjien " beteken die merk van materiaal met behulp van 'n stelmasjien en kraspen of merkmateriaal Herhalende knip en/of afwerk volgens gestelde stempels van ploegskare na smeewerk Herhalende spinwerk deur gebruik van vormers Herhalende visuele lot-kontrolering van onderdele van landbouwerktuie wat nie met masjien bewerk is nie Rolbuig met masjien Soldeer en/of aansweet met die hand Met handhamer onder leiding van 'n grofsmid slaan Trim en/of rol en/of golf en/of lyfvorming met masjien	Skaal per uur vir werk onder Tarief 9 in loontabelle.
Tarief 10— Aanbring van roeswerende lae met kwas Afsny volgens setmate en/of stoppe en/of lengtemate en/of merke en/of afval met masjien opsny Bewerking en/of afbraming met die hand en/of draagbare kraggereedskap Metaal polys en/of poleer Masjinerie olie en/of smeer Bediening van draagbare hand- en/of voetstukskuurmasjien, waar dit nie vereis word dat die bediener volgens merke, stelmasjiene, meters en/of groottes skuur nie Herhalende klinkwerk met die hand Herhalende skroefsny met stempelkoppe en/of tappe met masjien en/of hand Sand- en/of skrootblaaswerk Emalje en/of verf spuit Reguitmaak Smeewerk afstroop en/of pons met gebruik van stempels	Skaal per uur vir werk onder Tarief 10 in in loontabelle.
Tariff 11— In emalje en/of verf indoop Met verf en/of met grondlaag opknap Metaal skoonmaak deur skoonbyt en/of ontvetting in bak en/of tenk	Skaal per uur vir werk onder Tarief 11 in loontabelle.

AFDELING D/2.

VERVAARDIGING VAN KETTINGS.

Die volgende werksaamhede in die vervaardiging en/of fabrisering van kettings en/of aanhegtings, nl.:—

(a) Vuursweisafdeling.

Tarief 1 A (n.e.v.)— (i) Smeesweis van kettings, ringe en/of aanhegtings (ii) Vervaardiging van skakels en/of ringe en/of aanhegtings onder hamer sonder gebruik van gestelde stempels (iii) Stel van stempels en kragpers en/of val- en/of meganiese en/of lug- en/of stoom en/of lugdrukhamers	Skaal per uur vir werk onder Tarief 1 (*a*) in loontabelle.

(b) Afdeling vir Outomatiese Vorming en Sweis.

Tarief 2— Bediening van outomatiese vorm- en/of sweismasjiene en/of halfoutomatiese warmskakelbuig- en/of flitssweismasjiene, met inbegrip van die opstel van masjiene en/of werksaamhede wat daaruit voortvloei	Skaal per uur vir werk onder Tarief 2 in loontabelle.

(c) Afdeling vir die prosesbewerking van kettings.

Tarief 4— (i) Smee van kettingskakels en/of aanhegtings op handsweismasjiene met inbegrip van boogsweis van skakels en/of aanhegtings (ii) Draai van ketting bo ⅜ duim diameter op spesiale draaibanktipe draaimasjien (iii) Opstel van outomatiese draai- en/of vierskyf- en/of knoopkettingmasjien en/of halfoutomatiese vorm- en/of sweis en/of toets- en/of meetmasjiene (iv) Toesig oor gestelde oonde vir dopverharding en/of hittebehandeling van kettings en/of aanhegtings (v) Finale visuele inspeksie van ketting na proeftoetse	Skaal per uur vir werk onder Tarief 4 in loontabelle.

Rate 8—

Bossing employees employed on classes of work scheduled below Rate 8 when so appointed	Rate per hour for work classified at Rate 8 in Table of Wage Rates.

Rate 9—

Attending pickling plant Attending only on automatic fourslide and/or knotted chain and/or twisting and/or testing and/or gauging machines Driving of power hammer under the direction of a Rate 1A employee Drop forging using dies Routine testing and/or visual inspection of chain and/or attachments Repetition production drilling in jigs	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10—

Assisting operatives in automatic forming and/or welding departments Attending resistance bar heater Dressing by hand and/or by grinding and/or by portable power tools Hand feeding of links and/or rings and/or attachments to semi-automatic forming and/or welding machine Power pressing where the work is operated upon with preset dies (other than setting of the dies) Repetition cutting off to stops with friction and/or power saw and/or bar cropping machine and/or power press Repetition sawing of rings and/or attachments by hand and/or power saw Stretching of chain and/or attachments in semi-automatic machines to predetermined stops Stripping drop forgings and/or similar parts using dies	Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Rate 11—

Attending on tumblers and/or coppering plant Attending furnaces, other than general labouring Hand bending of chain links and/or rings and/or hooks and/or attachments to jigs Marking of chains and/or attachments under supervision of qualified operators employed under (*a*), (*b*) and (*c*) of this schedule Operating coke crushing machine	Rate per hour for work classified at Rate 11 in Table of Wage Rates.

DIVISION D/3.

COMMERCIAL HARDWARE AND/OR IRONMONGERY MANUFACTURING DIVISION (N.E.S.).

The following operations (n.e.s.) in the manufacture of commercial hardware and/or ironmongery where the complete article manufactured does not exceed 5 lb. in weight.

Rate 3—

Supervisory work (not less than one employee with supervisory knowledge to be employed in each department	Rate per hour for work classified at Rate 3 in Table of Wage Rates.

Rate 8A—

Repetition production machining on capstan lathes of bar not exceeding 2 inch nominal diameter, where the setting-up has been performed by a Rate 1 employee and where the work is held by devices not necessitating any centralising or trueing Repetition operation of or attending semi-automatic machines where the work cycle is power-driven and the end point is controlled by automatically operating stops	Rate per hour for work classified at Rate 8A in Table of Wage Rates.

For the purpose of the above "semi-automatic machine" is a machine on which it is not necessary to centralise or true the work by hand and manual operations are limited to loading the work piece into the chuck or holding device of the machine, setting the machine in motion, advancing or retracting the tools before and after the power cycle takes over and stopping and unloading the machine.

Rate 9—

Attending fully-automatic machines including random checking with fixed gauges For purposes of the above "fully-automatic machine" is a bar-fed machine or a machine fitted with an automatic chucking device (i.e., magazine fed) and the manual operations are limited to setting the machine in motion and stopping and feeding a new bar into the machine or loading the magazine as the case may be.	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Tarief 8—

Toesig oor werknemers op klasse werk laer as Tarief ingelys wanneer aldus aangestel	Skaal per uur vir werk onder Tarief 8 in loontabelle.

Tarief 9—

Bediening van skoonbytinstallasie Slegs bediening van outomatiese vierskyf- en/of knoopketting- en/of draai- en/of meetmasjiene Dryf van kraghamer onder leiding van 'n Tarief 1 A-werknemer Valsmee met gebruik van stempels Roetinetoets en/of visuele inspeksie van kettings en/of aanhegtings Herhalende produksieboorwerk in setmate.	Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10—

Werkmanne met outomatiese vorm- en/of sweisafdelings help Bediening van weerstandstangverhitter Afwerking met die hand en/of skuur en/of met draagbare kraggereedskap Skakels en/of ringe en/of aanhegtings met die hand voer aan halfoutomatiese vorm en/of sweismasjien Kragperswerk waar die werk gedoen word met gestelde stempels (maar nie die stempels stel nie) Herhalende afsny volgens stoppe met wrywing- en/of kragsaag en/of afknipmasjien en/of kragpers Herhalende afsaag van ringe en/of aanhegtings met die hand en/of kragsaag Kettings en/of aanhegtings in halfoutomatiese masjiene met gestelde stoppe rek Valsmeestukke en/of dergelike onderdele afstroop met gebruik van stempels	Skaal per uur vir werk onder Tarief 10 in loontabelle.

Tarief 11—

Bediening van tuimelaars en/of soldeerinstallasie Bediening van oonde, maar nie algemene arbeid nie Kettingskakels en/of ringe en/of hake en/of aanhegtings met die hand buig Kettings en/of aanhegtings merk onder toesig van gekwalifiseerde werknemers in diens kragtens (*a*), (*b*) en (*c*) van hierdie Bylae Bediening van kooksvergruismasjien	Skaal per uur vir werk onder Tarief 11 in loontabelle.

AFDELING D/3.

AFDELING VIR KOMMERSIËLE HARDEWARE EN/OF YSTERWARE (N.E.V.).

Die volgende werksaamhede (n.e.v.) in die vervaardiging van kommersiële hardeware en/of ys erware waar die voltooide vervaardigde artikel hoogstens 5½ lb. weeg.

Tarief 3—

Toesigwerk (minstens een werknemer met toesighoudende kennis moet in elke afdeling in diens wees)	Skaal per uur vir werk onder Tarief 3 in loontabelle.

Tarief 8 (*a*)—

Herhalende produksiemasjienwerk op kaapstaanderdraaibank met stand van hoogstens 2 duim nominale diameter, waar die opstelwerk gedoen is deur 'n Tarief 1-werknemer en waar die werk vasgehou word deur toestelle wat dit nie nodig maak om die werk te sentraliseer of in lyn op te stel nie Herhalende bediening of bediening van halfoutomatiese masjiene waar die werksiklus deur krag aangedryf word en die eindpunt deur outomatiese stoppe beheer word	Skaal per uur vir werk onder Tarief 8 (*a*) in loontabelle.

Vir die doeleindes van bogenoemde beteken „ halfoutomatiese masjiene " masjiene waarop dit nie nodig is nie om die werk te sentraliseer of in lyn op te stel nie en handwerk beperk word tot die vassit van die werk in die klembus of vashoutoestel van die masjien, die masjien aan die gang sit, die gereedskap vooruit stel of terug stel voor en nadat die kragsiklus oorneem en die masjien stop en ontlaai.

Tarief 9—

Bediening van voloutomatiese masjiene, met inbegrip van willekeurige kontrolering met vaste meters Vir bogenoemde doeleindes beteken „ voloutomatiese masjiene " masjiene met stang gevoer of masjiene met outomatiese klembustoestel (d.w.s. met magasyn gevoer) en die handwerk daaraan beperk is tot die masjien aan die gang sit en stop en 'n nuwe stang in die masjien voer of die magasyn laai, na gelang van die geval.	Skaal per uur vir werk onder Tarief 9 in loontabelle.

Fly and/or treadle and/or manual pressing and/or notching and/or power pressing where the work is operated upon with pre-set dies other than setting of dies..	Rate per hour for work classified at Rate 9 in Table of Wage Rates.
Drop stamping using dies.....	
Operating manual machines designed for or permanently adapted for one only operation where it is not necessary to centralise or true the work by hand..	
Repetition operating of drilling machine	
Repetition spinning where the employee is exclusively so engaged on quantity production of standard manufacturing lines	
Screw and/or pin slotting.....	
Soldering.....	
Spot and/or flash and/or resistance welding	
Trimming and/or beading and/or rolling	
Rate 10—	
Application of anti-corrosive coatings...	Rate per hour for work classified at Rate 10 in Table of Wage Rates.
Assembling components and/or affixing with rivets or screws.....	
Bending and/or forming to jigs and/or stops and/or fixtures.....	
Coating with metal by hot dipping.....	
Coating and/or galvanising.....	
Metal buffing and/or polishing.....	
Metal cleaning by pickling and/or degreasing.....	
Repetition cutting off to jigs and/or stops and/or length gauges and/or marks and/or templets.....	
Rethreading with die-nuts and/or taps..	
Screwing machine operating, excluding setting up.....	
Spraying of enamel and/or paint.....	
Rate 11—	
Dipping in enamel and/or paint.....	Rate per hour for work classified at Rate 11 in Table of Wage Rates.

DIVISION D/4.

CYCLE MANUFACTURING DIVISION.

The following operations in cycle manufacture, viz.:—

Rate 1 (n.e.s.)—	
Supervisory work inclusive of toolsetting	Rate per hour for work classified at Rate 1 in Table of Wage Rates.
Rate 8—	
Brazing and/or track welding bridges and/or loop lugs and/or struts in jigs.....	Rate per hour for work classified at Rate 8 in Table of Wage Rates.
Brazing pre-loading forks and/or handlebars on hearth.....	
Dip brazing.....	
Final adjustment to finished cycles.....	
Operating and/or minding a machine designed for or adapted for a single operation where the operator only has to load, operate and unload.....	
Repetition oxy-acetylene profile cutting or rear plate working to templets.....	
Repetition lining with lining box.....	
Tack welding of frame tubing and/or bottom bracket shell and/or back plate using jigs.....	
Trueing wheels to jigs.....	
Rate 9—	
Affixing name plates.....	Rate per hour for work classified at Rate 9 in Table of Wage Rates.
Assembling (n.e.s.).....	
Assembling and pegging frames and/or forks and/or handle-bars in jigs.....	
Attending automatic grinding machine....	
Attending cold heading machine.....	
Buffing and/or mopping and/or abrasive polishing by machine and/or hand....	
Butt and/or flash and/or spot welding..	
Fettling and/or filing and/or removing surplus brass by machine and/or hand	
Machine riveting.....	
Operating forging machine.....	
Power and/or manual pressing and/or notching with pre-set dies, other than setting of dies.....	
Repetition operation and/or attending on automatic or semi-automatic machines or machines adapted for automatic or semi-automatic operations where the tools operate according to stops or are mechanically or electrically controlled or are stationary, and where no measuring or gaugingis performed and where the operative's duties are confined to loading and unloading and stop/start.	

Hefboom- en/of trap- en/of handpers- en/of keep- en/of kragperswerk waar die werk met gestelde stempels gedoen word, maar nie die stempels stel nie.....	Skaal per uur vir werk onder Tarief 9 in loontabelle.
Valhamerwerk met gebruik van stempels..	
Handmasjiene bedien wat ontwerp is vir of permanent aangepas vir slegs een handeling waar dit nie nodig is nie om die werk te sentraliseer of in lyn op te stel nie.....	
Herhalende bediening van boormasjien....	
Herhalende spinwerk waar die werknemer uitsluitlik aldus diens doen op hoeveelheidsproduksie van standaardvervaardigingslyne.....	
Gleufwerk aan skroewe en/of penne.....	
Soldeer.....	
Punt- en/of flits en/of weerstandsweis.....	
Trim en/of kraallyswerk en/of rol.....	
Tarief 10—	
Aanbring van roeswerende lae.....	Skaal per uur vir werk onder Tarief 10 in loontabelle.
Monteer van onderdele en/of aansit van klinknaels of skroewe.....	
Buig en/of vorm volgens setmate en/of stoppe en/of skoorstukke.....	
Met metaal bedek deur warm in te dompel	
Bedek en/of galvaniseer.....	
Metaal polys en/of poleer.....	
Metaal skoonbyt en/of ontvet.....	
Herhalende afsny volgens setmate en/of stoppe en/of lengtemate en/of merke en/of stelmasjiene.....	
Nuwe skroefdraad aansny met snymoere en/of tappe.....	
Skroefsnymasjien bedien, maar nie die opstel daarvan nie.....	
Emalje en/of verf spuit.....	
Tarief 11—	
In emalje en/of verf indoop.....	Skaal per uur vir werk onder Tarief 11 in loontabelle.

AFDELING D/4.

AFDELING VIR DIE VERVAARDIGING VAN TRAPFIETSE.

Die volgende werksaamhede in die vervaardiging van trapfietse, nl.:—

Tarief 1 (n.e.v.)—	
Toesigwerk, met inbegrip van gereedskap stel.....	Skaal per uur vir werk onder Tarief 1 in loontabelle.
Tarief 8—	
Hardsoldeer en/of hegsweising van brûe en/of lis-ore en/of stutte in setmate....	Skaal per uur vir werk onder Tarief 8 in loontabelle.
Hardsoldeer van gevulde vurke en/of stuurstange op herd.....	
Hardsoldeer deur middel van indompeling	
Finale afwerking van voltooide fietse....	
Bediening van masjien ontwerp of aangepas vir 'n enkele werksaamheid waar bediener slegs moet laai, bedien en ontlaai	
Herhalende oksiasetileen-profielmasjiensny of agterplaatwerk volgens stelmasjiene.....	
Herhalende voeringwerk met voeringkas	
Hegsweis van raampype en/of onderste klampdop en/of agterplaat met gebruik van setmate.....	
Wiele met setmate suiwer rond maak of laat spoor.....	
Tarief 9—	
Naamplate aansit.....	Skaal per uur vir werk onder Tarief 9 in loontabelle.
Inmekaarsitwerk (n.e.v.).....	
Rame en/of vurke en/of stuurstange in stelmasjiene inmekaarsit en met penne vassit.....	
Outomatiese slypmasjien bedien.....	
Koudkopmasjien bedien.....	
Met masjien en/of hand polys en/of dweil en/of poleer deur te skuur.....	
Stomp- en/of flits- en/of puntsweiswerk..	
Poets en/of afvyl en/of oortollige geelkoper met masjien en/of hand verwyder	
Klinknaels met masjien aansit.....	
Smeemasjien bedien.....	
Krag- en/of handperswerk en/of kepe met gestelde stempels sny, uitgesonderd stempels stel.....	
Herhalingsbediening en/of -oppas van outomatiese of halfoutomatiese masjiene of masjiene wat vir outomatiese en halfoutomatiese werk verander is as die gereedskap volgens stoppe werk of meganies of elektries beheer word of vas staan, en as geen meetwerk gedoen word nie en as die bediener se pligte beperk is tot laai en ontlaai en aansit/tot stilstand bring.....	

Repetition coning of tube bends in drilling machine to jigs Repetition drilling and/or tapping and/or countersinking using jigs and/or marks and/or gauges and/or pops in the mass production of cycle components and/or accessories Repetition welding of tacked frame and/or bottom bracket shell and/or back plate, using jigs Repetition welding of seat pillars in jigs Running up nipples and tensioning of spokes in jigs Spraying of enamel and/or paint Tube bending to formers and stops	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10—

Application of transfers Assembly of mudguard components Assembling and nailing in crates (in jigs) Cleaning and/or degreasing and/or etching bath attendant Debrassing vat attendant Dip enamelling and stove attendant Fitting tyres and/or inflating Frame flatting (1st and 2nd coats enamel) Grinding ends of spokes in jigs Loading and unloading annealing furnace Loading and unloading hardening furnace Plating bath attendant Repetition stamping of manufacturer's numbers in sequence Rust-proofing vat attendant Shot blasting	Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Rate 11—

Cleaning frames for enamelling Crating and/or wrapping for despatch Inserting liners in tubes Tubling barrel attendant Wiring and/or unwiring (plating operations)	Rate per hour for work classified at Rate 11 in Table of Wage Rates.

DIVISION D/5.

EDGE HAND AND/OR SMALL TOOLS (OTHER THAN PRECISION AND/OR MACHINE TOOLS) AND/OR SAW MANUFACTURING DIVISION.

PART A.

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

Rate 1A (n.e.s.)—

Working supervisor—at least one on each shift—supervising two or more sections	Rate per hour for work classified at Rate 1A in Table of Wage Rates.

Rate 4—

Repetition sharpening of drills by hand	Rate per hour for work classified at Rate 4 in Table of Wage Rates.

Rate 5—

Assistant supervisory work—at least one on each shift in each section Die and/or knife and/or cutter setting on production machines Drawing of edge hand and/or small tools under mechanised hammer Heat treatment of edge hand and/or small tools (supervisory work)	Rate per hour for work classified at Rate 5 in Table of Wage Rates.

Rate 6—

Drill sharpening by machine	Rate per hour for work classified at Rate 6 in Table of Wage Rates.

Rate 7—

Preparation of saws, other than tensioning and/or cutters used in manufacturing the products and packings of this Division Repetition production hand tack welding of edge hand and/or small tools	Rate per hour for work classified at Rate 7 in Table of Wage Rates.

Herhalingskeëlwerk aan pypbuigings in boormasjiene met stelmasjiene Herhalingsboor en/of tap en/of versinkboor met gebruik van stelmasjiene en/of merke en/of mate en/of kort boorgate in die massavervaardiging van fietsonderdele en/of -toebehore Herhalingsweis van gehegte raam en/of onderste klampdop en/of agterplaat met stelmasjiene Herhalingsweis van saalpilare met stelmasjiene Nippels opdraai en speke met stelmasjiene styftrek Enemmel en/of verf aanspuit Pype in vormers en stoppe buig	Skaal per uur vir werk onder Tarief 0 in loontabelle.

Tarief 10—

Sjablone gebruik Modderskermonderdele inmekaarsit Inmekaarsitwerk en in kratte toespyker (met stelmasjiene) Bediener by skoonmaakwerk en/of vetverwydering en/of etsbad Bediener van ontkoperingsvat Bediener van enemmelproses met indompeling en van stoof Buitebande aansit en/of oppomp Dowwe laag aan raam verf (eerste en tweede lae enemmel) Speekente met stelmasjiene afslyp Uitgloei-oond laai en leegmaak Temperoond laai en leegmaak Bediening van vertinningsvat Herhalingsinstampwerk van fabrikante se nommers in volgorde Bediening van vat vir roesvrymaakproses Skrootblaaswerk	Skaal per uur vir werk onder Tarief 10 in loontabelle.

Tarief 11—

Rame vir enemmelwerk skoonmaak Vir versending in kratte toespyker en/of toedraai Voerings in pype insit Bediening van tuimelaarvat Bedrading en/of draad afhaal (vertinningsproses)	Skaal per uur vir werk onder Tarief 11 in loontabelle.

AFDELING D/5.

AFDELING VIR DIE VERVAARDIGING VAN HANDSNY- EN/OF KLEIN GEREEDSKAP (UITGESONDERD FYN- EN/OF MASJIENGEREEDSKAP) EN/OF SAE.

DEEL A.

Die volgende werksaamhede in die vervaardiging van handsny- en/of klein gereedskap, maar nie fynmeet- en/of masjiengereedskap nie:—

Tarief 1 A (n.e.v.)—

Werkende toesighouer—minstens een per skof—wat toesig hou oor twee of meer afdelings	Skaal per uur vir werk onder Tarief 1 A in loontabelle.

Tarief 4—

Herhalende skerpmaak van bore met die hand	Skaal per uur vir werk onder Tarief 4 in loontabelle.

Tarief 5—

Assistent-toesighouer—minstens een op elke skof in elke afdeling Stel van stempels en/of messe en/of beitels op produksiemasjiene Trek van handsny- en/of klein gereedskap onder meganiese hamer Hittebehandeling van handsny- en/of klein gereedskap (toesigwerk)	Skaal per uur vir werk onder Tarief 5 in loontabelle.

Tarief 6—

Bore met masjien skerpmaak	Skaal per uur vir werk onder Tarief 6 in loontabelle.

Tarief 7—

Bereiding van sae, maar nie span en/of messe gebruik in die vervaardiging van die produkte en verpakking van hierdie afdeling Herhalende produksie in handhegsweis van handsny- en of klein gereedskap	Skaal per uur vir werk onder Tarief 7 in loontabelle.

Rate 9—
Production checking with or without fixed gauges
Repetition hot and/or cold bending and/or forming to jigs and/or dies and/or stops
Repetition frazing and/or pointing machine work
Repetition hot and/or cold blanking and/or slitting, using guides and/or jigs and/or stops and/or dies
Repetition hot and/or cold punching, using guides and/or jigs and/or stops and/or dies
Repetition drilling and/or countersinking, using jigs and/or marks and/or gauges and/or pops (pedestal drill)
Repetition hot riveting
Repetition marking to jigs and/or templets
— Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 9—
Repetition operating electric butt and/or spot welding machines
Repetition hot straightening by hand
— Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10—
All handle-making operations
Grinding and/or polishing of edge hand and/or small tools, other than precision and/or machine tools
Scrap cutting other than oxy-acetylene
— Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Rate 11—
All tool assembling operations
Applications of paints and/or lacquers by means of dipping and/or spraying and/or brushing
All packaging operations including and incidental to addressing, labelling and marking for transport
— Rate per hour for work classified at Rate 11 in Table of Wage Rates.

PART B.

The following operations in saw manufacture, viz.—

Rate 2—

	Rate per Hour. s.*	R	c†
Smithing and blocking of saws—			
First year of experience—			
First six months	2·160	0	21·60
Second six months	2·790	0	27·90
Second year of experience	3·510	0	35·10
Third year of experience	4·050	0	40·50
Thereafter Rate 2	4·770	0	47·70

* Shillings. † Rand/cents.

Rate 3—
Grinding to fixed gauges
Supervisory work sectional n.e.s. (supervising all operations below Rate 3
— Rate per hour for work classified at Rate 3 in Table of Wage Rates.

Rate 5—
Hardening and tempering (supervisory work) — Rate per hour for work classified at Rate 5 in Table of Wage Rates.

Rate 9—
Operating butt welding machine
Operating routers to templets excluding setting up
Operating spot welding machine
Production checking with or without fixed gauges
Repetition blanking on presses excluding setting of dies and/or tools
Repetition fly and/or treadle and/or manual power pressing where the work is operated upon with preset dies, other than the setting of dies and/or tools n.e.s.
Repetition machine punching to stops and/or jigs and/or dies and/or gauges
Repetition manual and/or automatic setting and/or sharpening of all types of wood-working saws
Repetition marking to jigs and/or templets
— Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10—
All handle-making operations (n.e.s.)
Buffing and/or polishing
Grinding (n.e.s.) excluding precision grinding
Repetition manual cutting off to stops and/or jigs
— Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Tarief 9—
Produksiekontrolering met of sonder vaste meters
Herhalende warm en/of koud buig en/of vorm volgens setmate en/of stempels en/of stoppe
Herhalende warmfrees- en/of puntmasjienwerk
Herhalende warm en/of koud uitsny van blinde stukke en/of splits met gebruik van leistukke en/of setmate en/of stoppe en/of stempels
Herhalende warm en/of koud pons met gebruik van leistukke en/of setmate en/of stoppe en/of stempels
Herhalende boor- en/of versinkboorwerk met gebruik van setmate en/of merke en/of meters en/of ponsgate (voetstukboor)
Herhalende warm klinkwerk
Herhalende afmerk volgens setmate en/of stelmasjiene
Herhalende bediening van elektriese stomp- en/of puntsweismasjien
Herhalende warm reguitmaak met die hand
— Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10—
Alle werk i.v.m. handvatsels maak
Skuur en/of poleer van handsny- en/of klein gereedskap, maar nie fynmeet- en/of masjiengereedskap nie
Afval opsny, maar nie met oksiasetileen nie
— Skaal per uur vir werk onder Tarief 10 in loontabelle.

Tarief 11—
Alle werk i.v.m. monteer van gereedskap
Aansit van verf en/of lakverf deur middel van indompeling en/of spuit en/of met kwas
Alle verpakwerk, met inbegrip van en behorende by adresseer, etiketteer en merk vir vervoer
— Skaal per uur vir werk onder Tarief 11 in loontabelle.

DEEL B.

Die volgende werksaamhede in die vervaardiging van sae:—

Tarief 2—

	Skaal per uur. *s.	R	c†
Smids- en blokwerk aan sae—			
Eerste jaar ondervinding—			
Eerste ses maande	2·160	0	21·60
Tweede ses maande	2·790	0	27·90
Tweede jaar ondervinding	3·510	0	35·10
Derde jaar ondervinding	4·050	0	40·50
Daarna, Tarief 2	4·770	0	47·70

* Sjielings. † Rand/sent.

Tarief 3—
Skuur volgens vaste meters
Toesigwerk oor seksies n.e.v. (toesig oor alle werksaamhede onder Tarief 3)
— Skaal per uur vir werk onder Tarief 3 in loontabelle.

Tarief 5—
Hardmaak en temper (toesigwerk) — Skaal per uur vir werk onder Tarief 5 in loontabelle.

Tarief 9—
Bediening van stompsweismasjien
Bediening van verdiepers volgens stelmasjiene, maar nie opstel nie
Bediening van puntsweismasjien
Produksiekontrolering met of sonder vaste meters
Herhalende uitsny van blinde stukke op perse, maar nie stempels en/of gereedskap stel
Herhalende hefboom- en/of trap- en/of handperswerk waar die werk met gestelde stempels gedoen word, maar nie die stel van die stempels en/of gereedskap n.e.v.
Herhalende masjienpons volgens stoppe en/of setmate en/of stempels en/of meters
Herhalende hand- en/of outomatiese stel en/of skerpmaak van alle soorte houtwerksae
Herhalende afmerk volgens setmate en/of stelmasjiene
— Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10—
Alle werk i.v.m. die maak van handvatsels (n.e.v.)
Polys en/of poleer
Skuur (n.e.v.) maar nie fynskuurwerk nie
Herhalende afsny met die hand volgens stoppe en/of setmate
— Skaal per uur vir werk onder Tarief 10 in loontabelle.

Rate 11—

All packaging operations including and incidental to addressing, labelling and marking for transport Application of anti-corrosive and/or protective coatings Assembling saw components Etching saw blades Loading and unloading in oil stiffening operations Pin fixing in saw blades	Rate per hour for work classified at Rate 11 in Table of Wage Rates.

DIVISION D/6.

FOOTWEAR PRESS KNIFE AND CUTTER AND FOOTWEAR TACK AND NAIL MANUFACTURING DIVISION.

(A) The following operations in the manufacture of footwear press knives and cutters:—

Rate 1 (n.e.s.)—

Knife forging and/or fire welding	Rate per hour for work classified at Rate 1 in Table of Wage Rates.

Rate 3—

	Rate per Hour. s.*	R	c†
Knife and tool hardening and heat treatment, knife filing to templet, special design knives—			
First three months of experience	3·578	0	35·78
Second three months of experience	4·809	0	40·89

* Shillings. † Rand/cents.

Rate 6—

Knife filing to templet, standard knives Knife grinding, including tool grinding to jigs Knife profiling and/or machine broaching Bending to templet only but not fire welding Making from 22 gauge flat sheet iron patterns to paper templets	Rate per hour for work classified at Rate 6 in Table of Wage Rates.

Rate 10—

Buzzing and/or buffing and/or polishing	Rate per hour for work classified at Rate 10 in Table of Wage Rates.

(B) The following operations in the manufacture of footwear tacks and nails:—

Rate 3—

	Rate per Hour. s.*	R	c†
Supervisory work (supervisory machine operations)—			
First six months of learnership	1·789	0	17·89
Second six months of learnership	2·044	0	20·44
Second year of learnership	2·896	0	28·96
Third year of learnership	3·833	0	38·33
Thereafter Rate 3.			

Rate 9—

Operating tack and nail machines	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

* Shillings. † Rand/cents.

DIVISION D/7.

FOUNDRY AND CASTINGS GENERAL AND MANUFACTURING DIVISION.

(*a*) *Definitions.*

For the purposes of this Division of the Agreement—

"moulding and/or coremaking (n.e.s.) means and includes the following, wherein moulders or apprentices are employed to make the complete job—

- placing of patterns in position, including strickle board spindle and cross setting and the cutting and sweeping in strickle and/or loam work;
- assembling of multi-part boxes;
- application of parting agents (n.e.s.);
- placing into position and tucking of any loose pieces forming part of the pattern and their extraction after the main pattern has been drawn;
- ramming of sands either manually or by machine, including the blowing or extruding of sands and gravity ramming;
- placing of and extraction of down-gates, runners and/or risers;
- hooking and reinforcing of the mould;
- scraping off and flat ramming of the moulds (n.e.s.);
- venting of moulds;
- application of damping agents to the mould;
- drawing or extraction of the pattern from the mould including loose pieces, either manually or by mechanical means;

Tarief 11—

Alle verpakking met inbegrip van en voortvloeiende uit adresseer, etiketteer en merk vir vervoer Aanbring van roeswerende en/of beskermende lae Monteer van saagonderdele Saagblaaie ets Laai en ontlaai in olieverstywingswerk Penne in saagblaaie vassit	Skaal per uur vir werk onder Tarief 11 in loontabelle.

AFDELING D/6.

AFDELING VIR VERVAARDIGING VAN SKOEISELDRUKMESSE EN -DRUKSNYERS EN SKOEISELSPYKERS EN -HEGSPYKERS.

A.—Die volgende werksaamhede in die vervaardiging van skoeiseldrukmesse en -snyers:—

Tarief 1 (n.e.v.)—

Messe smee en/of met vuur sweis	Skaal per uur vir werk onder Tarief 1 in loontabelle.

Tarief 3—

	Skaal per uur. *s.	R	c†
Messe en gereedskap hardmaak en met hitte behandel, messe vyl volgens stelmasjien, messe van spesiale ontwerp—			
Eerste drie maande ondervinding	3·578	0	35·78
Tweede drie maande ondervinding	4·089	0	40·89
Daarna, Tarief 3	—		—

* Sjielings. † Rand/sent.

Tarief 6—

Messe slyp volgens leipatroon, standaardmesse Messe slyp, insluitende gereedskap slyp, volgens stelmasjiene Messe profileer en/of met masjien ruim Slegs volgens leipatroon buig, maar nie met vuur sweis nie Modelle van plat plaatyster, van 22 dikte, volgens papierleipatrone maak	Skaal per uur vir werk onder Tarief 6 in loontabelle.

Tarief 10—

Glad vryf en/of poets en/of poleer	Skaal per uur vir werk onder Tarief 10 in loontabelle.

B.—Die volgende werksaamhede by die vervaardiging van skoeiselnaels en -spykers:—

Tarief 3—

	Skaal per uur. s.*	R	c†
Opsigterswerk (toesighou oor masjienwerk)—			
Eerste ses maande van leerlingskap	1·789	0	17·89
Tweede ses maande van leerlingskap	2·044	0	20·44
Tweede jaar van leerlingskap	2·896	0	28·96
Derde jaar van leerlingskap	3·833	0	38·33
Daarna Tarief 3			

Tarief 9—

Bediening van nael- en spykermasjien	Skaal per uur vir werk onder Tarief 9 in loontabelle.

* Sjielings † Rand/sent.

AFDELING D/7.

AFDELING VIR SMELT- EN GIETWERK.—ALGEMEEN EN VERVAARDIGING.

(*a*) *Woordomskrywings.*

Vir die toepassing van hierdie afdeling van die Ooreenkoms beteken en omvat—

„Vorms en kerns maak" (n.e.v.) die volgende, waarin vormgieters of vakleerlinge in diens is om die voltooide werk te maak—

- patrone in posisie plaas, insluitende strykelspil en dwarssetting en die sny en vee in strykel- en of kleiwerk;
- inmekaarsit van meerdelige kaste;
- aanbring van skeimiddels (n.e.v.);
- in posisie plaas en invou van enige los stukke wat deel van die patroon vorm en dit verwyder nadat die hoofpatroon getrek is;
- sand in stamp, of met die hand of masjien, insluitende sand blaas of uitstoot en instamp met swaartekrag;
- giettregters, lopers en/of styglopers plaas en of uithaal;
- die gietvorm vashaak en versterk;
- die gietvorms afskraap en/of plat stamp (n.e.v.);
- luggaatjies in gietvorms insit;
- vogmiddels in gietvorm aanbring;
- trek of uithaal van die patroon uit die gietvorm, insluitende los stukkies, of met die hand of meganies;

brushing and/or cleaning and/or blowing off of moulds and/or cores;
sleeking, patching, nailing, rodding, hooking, reinforcing, making up and/or parting of the moulds and/or cores;
making of sand cast core irons;
bending and shaping of core irons (n.e.s.);
direct supervision of loading, stacking and unloading of cores strung from crane (n.e.s.);
removal of sand fins from cores;
parting or drawing of the core box from the core and including the placing of the carrier plates;
application of refractory material to the mould or core including final finishing;
injecting of hardening agents;
application of joining materials and/or joining of cores;
placing of chaplets, cores (n.e.s.) or chills, screws, nuts, splitting plates and pins;
closing and clamping of moulds;
cleaning of moulds prior to closing;
sconcing of cores after the closing of the mould, making up and patching of lifters in the cores or moulds;
making and/or placing of runner cups and/or heads;
teeming including bottom pouring steel ladles;
pouring and/or casting from ladles strung from cranes and/or monorails (n.e.s.);
supervision of hand ladle pouring and casting from hand shank ladles;
feeding of metal after casting;

"production moulding and/or production coremaking (n.e.s.)", means the production of castings by special application to the job using greensand and/or CO_2 on a quantity production basis in a production plant which is a separate establishment or department or section of a department, or in such manner on a separate part of the foundry floor so that the employer or his representative is able to show at any time the part of the floor on which jobbing moulding and/or coremaking is carried on and the separate part devoted to production moulding, including plate moulding and/or coremaking and/or corelaying and/or closing, and includes the following:—

Assembling of multi-part moulding boxes (n.e.s.);
application of parting agents (n.e.s.);
placing into position and tucking of any loose pieces forming part of the pattern and their extraction after the main pattern has been drawn;
ramming of sands either manually or by machine, including the blowing or extruding of sands and gravity ramming;
placing of and extraction of down-gates, runners and/or risers;
hooking and reinforcing of the mould;
scraping off and flat ramming of the moulds (n.e.s.);
venting of moulds;
application of damping agents to the mould;
drawing or extraction of the pattern from the mould including loose pieces, either manually or by mechanical means;
brushing and/or cleaning and/or blowing off of moulds and/or cores;
sleeking, patching, nailing, rodding, hooking, reinforcing, making up and/or parting of the moulds and/or cores;
making of sand cast core irons;
bending and shaping of core irons (n.e.s.);
direct supervision of loading, stacking and unloading of cores strung from crane (n.e.s.);
removal of sand fins from cores;
parting or drawing of the core box from the core and including the placing of carrier plates;
application of refractory material to the mould or core including final finishing;
injecting of hardening agents;
application of joining material and/or joining of cores;
placing of chaplets or chills, screws, nuts, splitting plates and pins;
placing and/or centering of self-locating cores;
closing and clamping of moulds;
cleaning of moulds prior to closing;
sconcing of cores after the closing of the mould, making up and patching of lifters in the cores or moulds;
making and/or placing of runner cups and/or heads;
teeming including bottom pouring steel ladles;
pouring and/or casting from ladles strung from cranes and/or monorails (n.e.s.);
supervision of hand ladle pouring and casting from hand shank ladles;
feeding of metal after castings;

"special application to the job" means the utilisation of purpose-made plate patterns and purpose-made moulding boxes, having machined pins and drilled lug holes, and adapted to the moulding machine, but includes plate moulding;

"production plant" means a plant wherein moulding is performed by mechanical aids and/or manual means wherein plate patterns only are employed and wherein Production Moulders and/or Learner Production Moulders are employed to make the complete job;

Provided, that an employer may elect to employ a Journeyman Moulder on production moulding in a production plant when the provisions relating to the complete job will not apply.

gietvorms en/of kerns afborsel en/of skoonmaak en/of afblaas;
gietvorms en/of kerns blink maak, lap, bespyker, met stange vasheg, vashaak, versterk, oopmaak en/of skei;
maak van kernysters (in sand gegiet);
kernysters buig en fatsoeneer (n.e.v.);
direkte toesig van laai, opstapel en aflaai van kerns wat van kraan hang (n.e.v.);
verwydering van sandvinne van kerns;
die kernkas van die kern verwyder of trek, ook die plasing van die draerplate;
aanbring van vuurvaste materiaal aan die gietvorm of kern, insluitende finale afwering;
inspuit van verhardingsmiddels;
aanbring van bindstowwe en/of verbinding van kerns;
plasing van die kranslysies, kerns (n.e.v.) of gietvorms;
skroewe, moere, splitsplate en penne;
sluit en vasklamp van gietvorms;
gietvorms skoonmaak voordat dit gesluit word;
blakering van kerns na gietvorm gesluit is, opmaak en lap van ligters in die kerns of gietvorms;
maak en/of plaas van loperkoppies en/of koppe;
uitgiet, insluitende met bodemgietlepels;
giet en/of vormgiet van lepels wat van krane en/of monospore hang (n.e.v.);
toesig oor handlepelgiet en vormgiet van handsteellepels;
metaal voer na gietwerk;

„produksiegietwerk en/of produksiekernmakery (n.e.v.)" beteken die produksie van gietstukke spesiaal bestem vir die werk met gebruik van groensand en/of CO_2 op die grondslag van hoeveelheidsproduksie in 'n produksie-installasie wat 'n afsonderlike inrigting is of afdeling of seksie van 'n afdeling, of op so 'n wyse op 'n afsonderlike deel van die gieteryvloer sodat die werkgewer of sy verteenwoordiger in staat is om te eniger tyd daardie deel van die vloer te wys waarop los gietwerk en/of kernmakery gedoen word en die aparte deel waar produksiegietwerk aangaan, insluitende plaatgietwerk en/of kernmakery en/of kernlegging en/of sluitwerk, en omvat die volgende:—

Monteer van meerdelige gietkaste (n.e.v.);
aanbring van skeimiddels (n.e.v.);
in posisie plaas en invou van enige los stukke wat deel uitmaak van die patroon en dit verwyder nadat die hoofpatroon getrek is;
sand instamp, of met die hand of masjien, insluitende sand blaas of uitstoot en instamp met swaartekrag;
giettregters, lopers en/of styglopers plaas en/of uithaal;
die gietvorm vashaak en versterk;
die gietvorm afskraap en/of plat stamp (n.e.v.);
luggaatjies in gietvorms aanbring;
vogmiddels in gietvorms aanbring;
trek of uithaal van die patroon uit die gietvorm, insluitende los stukkies, of met die hand of meganies;
gietvorms en/of kerns afborsel en/of skoonmaak en/of afblaas;
gietvorms en/of kerns blink maak, lap, bespyker, met stange vasheg, vashaak, versterk, opmaak en/of skei;
maak van kernysters (in sand gegiet);
kernysters buig en fatsoeneer (n.e.v.);
direkte toesig oor laai, opstapel en aflaai van kerns wat van kraan hang (n.e.v.);
verwydering van sandvinne van kerns;
die kernkas van die kern verwyder of trek, ook die plasing van die draerplate;
aanbring van vuurvaste materiaal aan die gietvorm of kern, insluitende finale afwerking;
inspuit van verhardingsmiddels;
aanbring van bindmiddels en verbinding van kerns;
plasing van kranslysies, kerns (n.e.v.) of gietvorms;
skroewe, moere, splitsplate en penne;
plaas en/of sentreer van selfbepalende kerns;
sluit en vasklamp van gietvorms;
gietvorms skoonmaak voordat gesluit word;
blakering van kerns na gietvorms gesluit is, opmaak en lap van ligters in die kerns of gietvorms;
maak en/of plaas van loperkoppies en/of koppe;
uitgiet, insluitende bodemgietlepels;
giet en/of vormgiet van lepels wat van krane en/of monospore hang (n.e.v.);
toesig oor handlepelgiet en vormgiet van handsteellepels;
metaal voer na gietwerk;

„spesiaal bestem vir die werk" beteken die gebruikmaking van spesiaal ontwerpte plaatpatrone en spesiaal ontwerpte gietkaste, met masjienvervaardigde penne en geboorde oorgate, en aangepas by die gietmasjien, maar sluit nie plaatgietwerk in nie;

„produksie-installasie" beteken 'n installasie waarin gietwerk gedoen word met meganiese hulpmiddels en/of handewerk waarin slegs plaatpatrone gebruik word en waarin produksiegieters en/of leerling-produksiegieters in diens is om die werk te voltooi;

met dien verstande egter dat 'n werkgewer kan verkies om 'n vakman-gieter in 'n produksie-installasie in diens te hê, wanneer die bepalings betreffende die voltooide werk nie van toepassing is nie;

"plate patterns" are patterns so constructed that the pattern, ingates and runners, other than downgates, are mounted and fixed to the plates or are an integral part of the plates;

"production moulder" is an employee employed on production moulding who is not less than 19 years of age.

No employer shall employ any person on production moulding and/or production coremaking at a lesser rate of pay than the rate for production moulding and/or coremaking in the establishment concerned, except with the prior consent of the Council and under a learnership contract in such form as may be determined by the Council from time to time;

"learner production moulder" is an employee over 18 years of age employed in a production plant learning production moulding and/or coremaking and/or corelaying for a period of 12 months, provided that such learner shall be employed for the first nine months of the learnership exclusively on hand production moulding work;

"shell moulding and/or coremaking" (or the process of "shell moulding") means the manufacture of metal goods utilising resin-bonded sand moulds, cores, biscuits, inserts or shells processed by the application of heat and/or pressure and includes the manufacture or production of such resin-bonded moulds, cores, biscuits, inserts or shell processed by the application of heat and/or pressure, whether or not the manufacturer or producer utilises the said article or articles for the manufacture of metal goods;

"supervision" or "under supervision" means that the operation to be supervised must be performed in the vicinity of the moulder, production moulder, corelayer or chargehand who has to exercise such supervision so that the person who has to exercise the supervision is able to sight the operation in question.

(b) General.

Rate 1 (n.e.s.)—	
* Moulding and/or coremaking	Rate per hour for work classified at Rate 1 in Table of Wage Rates.
Pattern making	
Pattern filing and/or mounting	
Welding of defective castings	
Rate 1A (n.e.s.)—	
* Production moulding and/or production coremaking	Rate per hour for work classified at Rate 1A in Table of Wage Rates.
* Spin-casting machines—where sand is included (supervisory work)	
Teeming in Steel Foundries	
Rate 2—	
Smelting and/or melting (other than in steelworks production)—supervisory work	Rate per hour for work classified at Rate 2 in Table of Wage Rates.
Rate 3—	
Die-casting machines where sand is excluded—supervisory work	Rate per hour for work classified at Rate 3 in Table of Wage Rates.
* Spin-casting machines where sand is excluded—supervisory work	
Rate 4—	
Arc and/or gas cutting by hand (n.e.s.)	Rate per hour for work classified at Rate 4 in Table of Wage Rates.
Rate 5—	
Annealing heat treating furnace—supervisory work	Rate per hour for work classified at Rate 5 in Table of Wage Rates.
Cupola attendant—supervisory work	
Rate 8—	
Bending and/or shaping core irons to jigs (excluding welding and/or tying)	Rate per hour for work classified at Rate 8 in Table of Wage Rates.
Rate 9—	
Hand shank pouring and/or casting under supervision where the metal content of the ladle does not exceed 200 lb.	Rate per hour for work classified at Rate 9 in Table of Wage Rates.
Operating pressure die-casting and/or spin-casting machine (excluding setting up)	
Pouring and/or casting from ladles strung from monorail under supervision where the ladle content does not exceed 600 lb.	
Pouring and/or casting of ferrous metals into permanent moulds including coating	
Repetition arc and/or gas cutting off runners and/or risers for castings which are produced on a quantity production basis	
Repetition inserting of metal cores into metal moulds using fixed locating devices (n.e.s.)	

„plaatpatrone" is patrone so gemaak dat die patroon, gietgate en lopers, maar nie giettregters nie, op die plate gemonteer of daaraan geheg is of 'n integrale deel van die plate vorm;

„produksiegieter" is 'n werknemer in diens op produksiegietwerk wat nie jonger as 19 jaar is nie.

Geen werkgewer mag 'n persoon op produksiegietwerk en/of produksiekernmakery in diens neem nie teen 'n loonskaal laer as die loonskaal vir produksiegietwerk en/of kernmakery in die betrokke inrigting, behalwe dat met die voorafgaande toestemming van die Raad en kragtens 'n leerlingskapkontrak in so 'n vorm as wat van tyd tot tyd deur die Raad bepaal kan word;

„leerling-produksiegieter" is 'n werknemer oor 18 jaar wat in diens is in 'n produksie-installasie en produksiegietwerk en/of -kernmakery en/of -kernlegging vir 'n tydperk van 12 maande; met dien verstande dat sodanige leerling vir die eerste nege maande van die leerlingskap uitsluitlik in diens moet wees op handproduksiegietwerk;

„dopgietwerk en/of kernmakery" (of die proses „dopgietwerk") beteken die vervaardiging van metaalgoedere deur middel van harsgebinde sandgietvorms, kerns, beskuit, invoegsels of doppe gemaak deur die aanwending van hitte en/of drukking en sluit in die vervaardiging of produksie van sodanige harsgebinde gietvorms, kerns, beskuit, invoegsels of doppe gemaak deur aanwending van hitte en/of drukking, hetsy die vervaardiger of produsent die genoemde artikel of artikels vir die vervaardiging van metaalgoedere gebruik of nie;

„toesig" of „onder toesig" beteken dat die werk waaroor toesig gehou moet word, in die nabyheid van die gieter uitgevoer moet word, of van die produksiegieter, kernlegger of onderbaas wat sodanige toesig moet uitvoer sodat die persoon wat toesig moet hou, die betrokke werksaamheid kan sien.

(b) Algemeen.

Tarief 1 (n.e.v.)—	
* Gietwerk en/of kernmakery	Skaal per uur vir werk onder Tarief 1 in loontabelle.
Patrone maak	
Patrone vul en/of monteer	
Sweis van defekte gietstukke	
Tarief 1 A (n.e.v.)—	
* Produksiegietwerk en/of produksiekernmakery	Skaal per uur vir werk onder Tarief 1 A in loontabelle.
* Spingietmasjiene—waar sand ingesluit is (toesigwerk)	
Uitgietwerk in gieterye	
Tarief 2—	
Uitsmelt- en/of smeltwerk (maar nie staalwerkeproduksie)—toesig	Skaal per uur vir werk onder Tarief 2 in loontabelle.
Tarief 3—	
Stempelgietmasjiene waar sand uitgesluit is—toesig hou	Skaal per uur vir werk onder Tarief 3 in loontabelle.
* Spingietmasjiene waar sand uitgesluit is—toesig hou	
Tarief 4—	
Boog- en/of gassnywerk met die hand (n.e.v.)	Skaal per uur vir werk onder Tarief 4 in loontabelle.
Tarief 5—	
Uitgloei van hittebehandelingsoond—toesig hou	Skaal per uur vir werk onder Tarief 5 in loontabelle.
Koepelbediener—toesig hou	
Tarief 8—	
Kernysters volgens setmate buig en/of fatsoeneer (maar nie sweis of bind)	Skaal per uur vir werk onder Tarief 8 in loontabelle.
Tarief 9—	
Handsteeluitgiet en/of giet onder toesig waar die metaalinhoud van die lepel nie 200 lb. oorskry nie	Skaal per uur vir werk onder Tarief 9 in loontabelle.
Bediening van drukstempelgiet- en/of spingietmasjien (maar nie opstel nie)	
Uitgiet en/of giet van lepels wat van monospoor hang onder toesig waar inhoud van lepel nie 600 lb. oorskry nie	
Uitgiet en/of giet van ysterhoudende metale in permanente gietvorms met inbegrip van bedekking	
Herhalende boog- en/of gasafsnywerk aan giet- en/of stygkanale vir gietstukke wat op 'n hoeveelheidsgrondslag geproduseer word	
Herhalende insit van metaalkerns in metaalgietvorms deur gebruik van plekbepalingstoestelle (n.e.v.)	

Rate 10—

Closing of moulding boxes fitted with selflocating pins in production foundries under the supervision of the production moulder or moulder who made the mould, a moulder or production moulder employed for the purpose, corelayer or chargehand	Rate per hour for work classified at Rate 10 in Table of Wage Rates.
Cupola patching—i.e., repairing of the inner lining of Cupolas in the area between the base and the top of the melting zone	
* Fettling and/or dressing operations by hand and/or machine	
Hand tightening of purpose-made clamps on specially adapted moulding boxes, excluding bolts and spanner tightening or hammer tightening	
Operating cupola automatic and/or semi-automatic hoist	
Polishing and/or buffing	
Sand and/or shot and/or hydro blasting	
Scrap cutting for remelting purposes other than in workshop	

* " Dressing or Fettling operations " means the stripping and removal of adherent runners and risers and adherent sand and cores, flash and other surplus metal from a casting and the production of a reasonably clean smooth surface but does not include (*a*) the removal of metal from a casting when performed incidentally in connection with the machining or assembling of castings after they have been dressed or fettled, or (*b*) any operation which is a knock-out operation within the meaning of this definition.

* " Knock-out operations " means all methods of removing castings from moulds and the following operations when done in connection therewith namely, stripping, removal of cores and the removal of runners and risers (n.e.s.).

Rate 11—

General Labourer's work including the following—	Rate per hour for work classified at Rate 11 in Table of Wage Rates.
Application of liquid parting agents to patterns	
Assembling of special purpose moulding boxes in production foundries	
Loading, stacking (but excluding cleaning, dressing and fin-removal and patching), and/or unloading of cores other than by crane under supervision	
Scraping off moulds fitted with bars where bars guide the shovel and where hooks are excluded	

(*c*) *Learnership Conditions for Production Moulding.*

	Rate per Hour.	
	s.*	R c†.
First six months of experience	3·75	0 37·5
Second six months of experience	4·25	0 42·5
Thereafter	4·9167	0 49·167

* Shillings. † Rand/cents.

Provided that—

(1) No person other than a moulder or production moulder may be employed on production moulding except under a Learnership Contract and with the prior permission of the Council. Such contracts, which shall be in the form prescribed by the Council from time to time, shall prescribe the aspects of production moulding on which any such learner production moulder shall be trained.

(2) The minimum age for a learner production moulder shall be 18 years of age and no employer shall employ any person under the age of 19 years as a production moulder.

(*d*) *Shell Moulding and/or Coremaking (Production Moulder's work).*

Rate 1—

* Production moulder's work, viz.:—	
Inserting of cores	Rate per hour for work classified at Rate 1 in Table of Wage Rates.
Applying parting agents	
Manual stripping of patterns and/or core boxes	

Rate 11—

General labouring including the following:—	
Closing of biscuits under supervision	Rate per hour for work classified at Rate 11 in Table of Wage Rates.
Backing up	
Investing	
Placing of plates in oven	
Removing plates from oven	
Turning of dump boxes	

Tarief 10—

Sluit van gietkaste uitgerus met plek bepalende penne in produksiegieterye onder toesig van die produksiegieter of gieter wat vir die doel in diens is, of van 'n kernlegger of onderbaas	Skaal per uur vir werk onder Tarief 10 in loontabelle.
Koepellapwerk, d.w.s. herstel van binnenste voering van koepels in die gebied tussen die voetstuk en die top van die smeltsone	
* Poets en/of afwerk met die hand en/of masjien	
Spesiaal gemaakte klampe aan spesiaal aangepaste gietkaste met die hand vasdraai, maar nie boute met sleutel of met hamer vasdraai nie	
Bediening van outomatiese en/of half-outomatiese hystoestel aan koepel	
Poleer en/of polys	
Sand- en/of skroot- en/of waterblaaswerk	
Afval opsny om weer gesmelt te word maar nie in werkswinkels nie	

* „ Afwerking of poetswerk " beteken die afstroop en verwydering van aanklewende giettregters en stygkanale en aanklewende sand en kerns, vinne en ander oortollige metaal van 'n gietstuk en die produksie van 'n redelike skoon, gladde oppervlakte, maar sluit nie in (*a*) die verwydering van metaal van 'n gietstuk wanneer dit deel uitmaak van die werk in verband met die masjienbewerking of inmekaarsit van gietstukke nadat dit afgewerk of gepoets is, of (*b*) enige werk wat 'n uitslaanwerksaamheid binne die betekenis van hierdie woordomskrywing is.

* „ Uitslaanwerksaamheid " beteken alle metodes om gietstukke uit vorms uit te haal en die volgende werksaamhede wanneer dit in verband daarmee gedoen word, nl. afstroop, verwydering van kerns en die verwydering van giettregters en stygkanale (n.e.v.).

Tarief 11—

Algemene arbeid, insluitende die volgende:—	Skaal per uur vir werk onder Tarief 11 in loontabelle.
Aanbring van vloeibare skeimiddels aan patrone; inmekaarsit van spesiaal ontwerpte gietkaste in produksiegieterye	
Kerns laai, opstapel (maar nie skoonmaak, afwerk, die verwydering van vinne en lap nie), en/of ontlaai, maar nie met kraan onder toesig	
skraap van gietvorms met stange uitgerus waar stange die skopgrawe stuur en waar nie hake gebruik word nie	

(*c*) *Leervoorwaardes vir Produksiegietery.*

	Skaal per uur.		
	s.*	R	c†
Eerste ses maande ondervinding	3.75	0	37.5
Tweede ses maande ondervinding	4.25	0	42.5
Daarna	4.9167	0	49.167

* Sjielings. † Rand/sent.

Met dien verstande dat—

(1) Niemand, uitgesonderd 'n gieter of produksiegieter, in diens geneem kan word op produksiegietwerk nie, behalwe kragtens 'n leerkontrak en met die voorafgaande toestemming van die Raad. Sodanige kontrakte, wat in die vorm moet wees soos van tyd tot tyd deur die Raad voorgeskryf word, moet die aspekte van produksiegietery voorskryf waarop enige sodanige leerling-produksiegieter opgelei moet word.

(2) Die minimum ouderdom vir 'n leerling-produksiegieter moet 18 jaar wees en geen werkgewer mag enigiemand onder die ouderdom van 19 jaar in diens neem as produksiegieter nie.

(*d*) *Dopgietwerk en of Kernmakery (Produksiegieter se werk).*

Tarief 1—

* Produksiegeieter se werk, nl.—	Skaal per uur vir werk onder Tarief 1 in loontabelle.
Invoeging van kerns	
Aansit van skeimiddels	
Patrone met die hand afstroop en/of van kernkaste	

Tarief 11—

Algemene arbeid, met inbegrip van die volgende—	Skaal per uur vir werk onder Tarief 11 in loontabelle.
Beskuitesluit onder toesig	
Rugwerk	
Bekleding	
Plate in oond plaas	
Plate uit oond uithaal	
Stortkaste draai	

DIVISION D/8.

GATE AND/OR FENCE MANUFACTURING AND ERECTING DIVISION.

The following operations in the manufacture and/or fabrication of wrought iron and/or tubular gates and/or fencing components and/or burglar proofing, and/or wire-screening and/or garden furniture:—

(a) Manufacturing and/or Fabricating Operations.

Rate 1 (n.e.s.)—	
Blacksmithing	Rate per hour for work classified at Rate 1 in Table of Wage Rates.
Welding	
Rate 2—	
Marking out and/or setting up of bench work from drawings and/or dimensional sketches	Rate per hour for work classified at Rate 2 in Table of Wage Rates.
Supervisory work (manufacturing and/or fabricating operations)	
Rate 5—	
Drilling (n.e.s.) including sharpening of drills	Rate per hour for work classified at Rate 5 in Table of Wage Rates.
Marking off material to given lengths for cutting purposes using only rule and/or tape measure and/or marking off material	
Marking out and/or setting up of bench work to templets	
Operating power saw (n.e.s.)	
Supervisory work other than manufacturing and/or fabricating	
Welding by hand of tubular gates and/or fittings	
Rate 6—	
Arc and/or gas welding in jigs and/or arc and/or gas welding of parts so formed and/or located to obviate the need for a jig	Rate per hour for work classified at Rate 6 in Table of Wage Rates.
Operating automatic arc or gas welding machine	
Rate 7—	
Hot making in jigs of eyes, collars and hangers	Rate per hour for work classified at Rate 7 in Table of Wage Rates.
Rate 7A—	
Hand electric welding of framework and/or scrolls to framework in jigs where welds do not exceed ½ inch in length	Rate per hour for work classified at Rate 7A in Table of Wage Rates.
Hand electric welding where welds do not exceed ½ inch in length	
Rate 8—	
Automatic and/or semi-automatic chain link and/or diamond mesh machine operating (including machine running adjustments when necessitated by the manufacturing process)	Rate per hour for work classified at Rate 8 in Table of Wage Rates.
Bossing employees employed on classes of work scheduled below Rate 8 when so appointed	
Electric welding of base plate and cap to fencing posts and joining of pipes therefor	
Rate 9—	
Attending fully-automatic machine including random checking with fixed gauges For the purpose of the above "fully-automatic machine" is a bar-fed machine or a machine fitted with an automatic chucking device (i.e., magazine fed) and the manual operations are limited to setting the machine in motion and stopping and feeding a new bar into the machine or loading the magazine as the case may be.	Rate per hour for work classified at Rate 9 in Table of Wage Rates.
Cold riveting	
Fly and/or treadle and/or manual pressing and/or notching where the work is operated upon with preset dies, other than the setting of dies	
Operating spot and/or butt welding machine (n.e.s.)	
Operating power saw for repetitive cutting off to stops and/or length gauges other than setting of stops (other than toolroom)	
Power pressing where the work is operated upon with preset dies other than the setting of dies	
Repetition drilling to pops and/or marks and/or countersinking	
Repetition drilling with jigs and/or fixtures	
Repetition drilling with templets	
Repetition frazing and/or pointing machine work	
Striking by hand hammer for Rate 1 employee	

AFDELING D/8.

AFDELING VIR DIE VERVAARDIGING VAN HEKKE EN/OF OMHEININGS EN OPRIGTING DAARVAN.

Die volgende werksaamhede in die vervaardiging en/of fabrisering van gesmede yster- en/of pyphekke en/of omheiningsonderdele en/of diefwering en/of draadskerms en/of tuinmeubels:—

(A).—Vervaardiging.

Tarief 1 (n.e.v.)—	
Grofsmidswerk	Skaal per uur vir werk onder Tarief 1 in loontabelle.
Sweis	
Tarief 2—	
Afmerk en/of opstel van bankwerk vanaf tekenings en/of dimensionale sketse	Skaal per uur vir werk onder Tarief 2 in loontabelle.
Toesigwerk (vervaardigingswerk)	
Tarief 5—	
Boor (n.e.v.), met inbegrip van die skerpmaak van bore	Skaal per uur vir werk onder Tarief 5 in loontabelle.
Materiaal na gegewe lengtes afmerk om gesny te word deur gebruik van slegs liniale en/of maatbande en/of materiaal afmerk	
Bediening van kragsaag (n.e.v.)	
Toesig, behalwe oor vervaardigingswerk	
Pyphekke en/of toebehore met die hand sweis	
Tarief 6—	
Boog- en/of gassweiswerk in setmate en/of boog en/of gassweis van onderdele aldus gevorm en/of geplaas om die nodigheid van 'n setmaat uit te skakel	Skaal per uur vir werk onder Tarief 6 in loontabelle.
Bediening van outomatiese boog- en/of gassweismasjien	
Tarief 7—	
Warmvervaardiging in setmate van oë, krae en hangers	Skaal per uur vir werk onder Tarief 7 in loontabelle.
Tarief 7 A—	
Elektriese sweiswerk met die hand aan rame en/of krulle aan raamwerk in setmate waar sweisafstande nie meer as ½ duim is nie	Skaal per uur vir werk onder Tarief 7 A in loontabelle.
Elektriese sweiswerk met die hand waar sweisafstande nie meer as ½ duim is nie	
Tarief 8—	
Outomatiese en/of halfoutomatiese kettingskakel- en/of diamantmaasmasjien bedien (met inbegrip van lopende verstelwerk aan masjien indien nodig gemaak deur vervaardigingsproses)	Skaal per uur vir werk onder Tarief 8 in loontabelle.
Beheer oor werknemers in diens op klasse werk onder Tarief 8 ingelys wanneer aldus aangestel	
Elektriese sweis van grondplaat en kap aan heiningpale en pype daarvoor verbind	
Tarief 9—	
Bediening van voloutomatiese masjien, met inbegrip van willekeurige kontrolering met vaste meters:— Vir die doeleindes van bogenoemde is 'n „ voloutomatiese masjien " 'n masjien met stangvoeding of 'n masjien uitgerus met 'n outomatiese klembustoestel (d.w.s. deur magasyn gevoed) en die handwerk beperk is tot die masjien aan die gang sit en stop en 'n nuwe stang in die masjien voer of die magasyn laai, na gelang van die geval	Skaal per uur vir werk onder Tarief 9 in loontabelle.
Koue klinkwerk	
Hefboom- en/of trap- en/of handpers- en/of keepwerk waar die werk deur gestelde stempels gedoen word, maar nie die stel van die stempels nie	
Bediening van punt- en/of stompsweismasjien (n.e.v.)	
Bediening van kragsaag vir herhalende afsnywerk volgens stoppe en/of lengtemeters, maar nie die stoppe stel nie (behalwe in gereedskapkamer)	
Kragperswerk waar die werk gedoen word met gestelde stempels, maar nie die stel van die stempels nie	
Herhalende boorwerk volgens ponsgate en/of merke en/of versinkboorwerk	
Herhalende boorwerk met setmate en/of skoorstukke	
Herhalende boorwerk volgens stelmasjiene	
Herhalende warmfrees- en/of puntmasjienwerk	
Met handhamer vir Tarief 1-werknemer slaan	

Rate 10—

Rate per hour for work classified at Rate 10 in Table of Wage Rates.

- Application of anti-corrosive and/or protective coatings (n.e.s.)
- Bending to stops of piping and/or tubing by power-operated bending machine
- Bending and/or forming to jigs and/or dies and/or stops and/or marks
- Cold bending to stops and/or marks by manual bending machine of tubes and/or piping marked to size
- Cropping and/or shearing and/or cutting to templets and/or marks and/or stops and/or jigs and/or length gauges
- Making screens to size already drawn by a Rate 2 employee
- Operating screwing machine excluding setting up
- Operating automatic straightening machine
- Repetition machine punching to stops and/or jigs and/or gauges and/or dies and/or marks
- Repetition marking off to jigs and/or templets
- Rethreading with die-nuts and/or taps
- Repetition wire working and/or fabricating (n.e.s.) to jigs
- Spraying of enamel and/or paint
- Square and/or other mesh screen weaving on manual and/or treadle operated machines
- Wiring of gates

Rate 11—

Rate per hour for work classified at Rate 11 in Table of Wage Rates.

- Application of anti-corrosive and/or protective coatings and/or paint by dipping
- Attending automatic crimping machine
- Operating wire butt welding machine
- Operating hand portable or pedestal grinding machine where the operator is not required to grind to marks, templets, gauges or sizes
- Weaving square and/or other mesh screening by hand
- General labouring including—
  - Assisting with manual bending lever
  - Assisting in wiring gates
  - Operating handle of hand-shearing machine and/or handle of pipe-cutter
  - Cutting off waste wire and/or locking and/or clinching (screening and/or diamond mesh)
  - Assisting machine operatives

(*b*) *Erecting Work.*

Rate 4—

Erector of burglar proofing and/or fencing in the field or on site—

	Rate per Hour.		
Learnership—	s.*	R	c†.
First three months under supervision	3·067	0	30·67
Probationary period of six months—			
First three months	3·493	0	34·93
Second three months	4·004	0	40·04

Thereafter, Rate 4.

* Shillings. † Rand/cents.

DIVISION D/9.

INDUSTRIAL FASTENERS MANUFACTURING DIVISION.

The following operations in the manufacture of Bolts and/or Nuts and/or Screws and/or Rivets and/or Nails and/or Tacks and/or Pins and/or Cotters and/or Studs—

Rate f (n.e.s.)—

Rate per hour for work classified at Rate 1 in Table of Wage Rates.

- Repairing and/or overhauling machines (other than operating adjustments)
- Inspecting—Toolroom work

Rate 1A (n.e.s.)—

Rate per hour for work classified at Rate 1A in Table of Wage Rates.

- * Machinist's work (n.e.s.) viz.—shaping, slotting, planing, milling (excluding universal milling), grinding (excluding universal grinding) and the operation of gear cutting and rotary machine tools, including vertical turret machine but excluding centre lathes (with or without copying and/or profiling attachments), boring mills (vertical and horizontal type—with or without copying and/or profiling attachments), die-sinking machines and universal machining
  - * Employees employed on machinist's work shall be permitted to set up their own work, grind and set their own tools and work to and with precision measuring instruments including rules, calipers and the like.
- Repetition final inspecting using precision instruments
- Dismantling and erecting of single-purpose wood screw making machine and attachments

Tarief 10—

Skaal per uur vir werk onder Tarief 10 in loontabelle.

- Aansit van roeswerende en/of beskermende lae (n.e.v.)
- Pype en/of buise volgens stoppe buig deur middel van kragbuigmasjien
- Buig en/of vorm volgens setmate en/of stempels en/of stoppe en/of merke
- Koue buigwerk volgens stoppe en/of merke met handbuigmasjien, van buise en/of pype volgens grootte afgemerk
- Afknip en/of afsny en/of sny volgens stelmasjiene en/of merke en/of stoppe en/of setmate en/of lengtemate
- Skerms volgens grootte maak wat reeds deur 'n Tarief 2-werknemer geteken is
- Bediening van skroefsnymasjien, maar nie masjien opstel nie
- Bediening van outomatiese reguitmaakmasjien
- Herhalende masjienponswerk volgens stoppe en/of setmate en/of meters en/of stempels en/of merke
- Herhalende afmerkwerk volgens setmate en/of stelmasjiene
- Nuwe skroefdraad sny met snymoere en/of tappe
- Herhalende draadwerk en/of vervaardiging (n.e.v.) volgens setmate
- Met emalje en/of verf spuit
- Vierkantige en/of ander tipes maasskermweef
- Vierkantige en/of ander tipes maasskermweef op hand- en/of trapmasjiene
- Bedrading van hekke

Tarief 11—

Skaal per uur vir werk onder Tarief 11 in loontabelle.

- Aanbring van roeswerende en/of beskermende lae en/of verf deur indoping
- Bediening van outomatiese krimpmasjien
- Bediening van draadstompsweismasjien
- Bediening van draagbare hand- of voetstukskuurmasjien waar bediener nie volgens merke, stelmasjiene, meters of groottes moet skuur nie
- Vierkantige en/of ander tipes maasskerms met die hand weef
- Algemene arbeid, met inbegrip van—
  - Help met handbuighefboom
  - Help om hekke te bedraad
  - Bediening van slinger van handafskeermasjien en/of slinger van pypsnyer
  - Afvaldraad afsny en/of sluit en/of omklink (skerms en/of diamantmaas)
  - Masjienwerkmanne help

(*b*) *Oprigtingswerk.*

Tarief 4—

Oprigter van diefwering en/of omheinings in die veld of op terrein—

	Skaal per uur.		
Leerlingskap—	s.*	R	c†
Eerste drie maande onder toesig	3·067	0	30·67
Proeftydperk van ses maande—			
Eerste drie maande	3·493	0	34·93
Tweede drie maande	4·004	0	40·04

Daarna Tarief 4.

* Sjielings. † Rand/sent.

AFDELING D/9.

AFDELING VIR DIE VERVAARDIGING VAN KOMMERSIËLE BEVESTIGINGSMIDDELS.

Die volgende werksaamhede in die vervaardiging van boute en/of moere en/of skroewe en/of klinknaels en/of spykers en/of hegspykers en/of penne en/of spye en/of tapboute:—

Tarief 1 (n.e.v.)—

Skaal per uur vir werk onder Tarief 1 in loontabelle.

- Herstel en/of opknapping van masjiene (maar nie lopende verstellings nie)
- Inspeksiewerk—gereedskapkamer

Tarief 1 A (n.e.v.)—

Skaal per uur vir werk onder Tarief 1 A in loontabelle.

- *Masjinistewerk (n.e.v.) nl. fatsoeneer, gleuwe boor, skaaf, uitslyp (behalwe met universele slypers), slyp (behalwe met universele slypers), en die bediening van ratsny- en rolmasjiengereedskap, behalwe met senterdraaibank (met of sonder kopieer- en/of profielsnyhulpstukke), boormeulens (vertikaal, horisontaal en rewolwertipe) met of sonder kopieer- en/of profielsnyhulpstukke, stempelsnywerkmasjiene en universele masjienwerk

*Werknemers op masjinistewerk moet toegelaat word om hul eie werk op te stel, hul eie gereedskap te slyp en te stel en volgens en met fynmeetinstrumente werk, met inbegrip van liniale, passers en dergelike instrumente.

Skaal per uur vir werk onder Tarief 1 A in loontabelle.

- Herhalende finale inspeksie, deur gebruik van fynmeetinstrumente
- Aftakeling en oprigting van eendoelhoutskroefmasjien en -aanhegtings

Rate 3—

Heat treatment—supervisory work
Setting-up and operating Chaser sharpening machine
Setting up and/or adjusting on the following machines, including periodic production checking with precision measuring instruments:—
Bolt and/or nut and/or screw and/or rivet forging machine
Bolt and/or rivet trimming machine
Thread forming machine
Shank sizing machine
Bolt and/or rivet cropping machine
Bolt pointing machine
Bolt facing machine
Nut frazing machine
Production drilling machine (n.e.s.)
Production milling machine
Automatic nutting machine
Automatic slotting machine
Nail making machine
Floor nail making machine
Wire Staple making machine
Tack making machine

Rate per hour for work classified at Rate 3 in Table of Wage Rates.

Rate per Hour.

	*s	R	c†
First three months of experience	3·322	0	33·22
Second three months of experience	3·578	0	35·78
Third three months of experience	3·833	0	38·33
Fourth three months of experience	4·089	0	40·89

Thereafter Rate 3.

* Shillings † Rand/cents.

Rate 5—

Jig grinding of woodscrew form-cutting tools
Operating of Power Saw including use of rule and tape
Repetition complete machining of fasteners on Capstan and Turret Lathes only to jigs and/or stops and/or fixtures and/or trips and/or cut-outs where the setting up of the machine and/or tools is done by a Rate 1 employee

Rate per hour for work classified at Rate 5 in Table of Wage Rates.

Rate 8A—

Operating manual special purpose power driven machine, n.e.s. (set up by a Rate 1 employee) designed for or permanently adapted for two only operations and three stages in the part production of fasteners where no centralising or trueing of work is required

Rate per hour for work classified at Rate 8A in Table of Wage Rates.

Rate 9—

Attending automatic machines, including random checking with fixed gauges (n.e.s.)
Operating manual machines designed for or permanently adapted for one only operation where the operator is not called upon to centralise or true the work by hand (n.e.s.)
Operating nail and/or tack and/or wire and/or staple making machines including cutting off by wire cutters and random checking with fixed gauges
Operating wire forming and/or serrating machine
Operating a wire drawing bench under supervision, including butt welding of rod and wire by machine
Repetition cutting to stops on reciprocating and/or friction saws and/or band saws

Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10—

Drilling on a pedestal drilling machine using jigs
Feeding thread forming machine
Forging and/or trimming and/or punching by machine
Galvanising bath attendant under supervision of a Rate 3 employee
Removing and replacing dies and/or tools other than the independent use of tools (excluding setting up)
Shanksizing by dies and/or die-heads prior to thread rolling

Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Tarief 3—

Hittebehandeling—toesigwerk
Oprigting en bediening van snymasjien
Masjien skerpmaak
Oprigting en/of verstel van die volgende masjiene met inbegrip van periodieke kontrolering van produksie met fynmeetinstrumente:—
Boute en/of moere en/of skroewe en/of klinknaels
Boute en/of klinknaels afwerk
Skroefdraad vorm
Stele vorm
Boute en/of klinknaels afknip
Boute punt
Boute afwerk
Moere warmfrees
Produksieboorwerk (n.e.v.)
Produksiepletmasjien
Outomaties boute maak
Outomaties gleuwe sny
Spykers maak
Vloerspykers maak
Draadkramme maak
Hegsweis

Skaal per uur vir werk onder Tarief 3 in loontabelle.

Skaal per uur.

	s.*	R	c†
Eerste drie maande ondervinding	3·322	0	33·22
Tweede drie maande ondervinding	3·578	0	35·78
Derde drie maande ondervinding	3·833	0	40·89
Vierde drie maande ondervinding	4·089	0	40·89

Daarna Tarief 3.

* Sjielings. † Rand/sent.

Tarief 5—

Gereedskap om houtskroewe te vorm in setmaat slyp
Bediening van kragsaag, met inbegrip van gebruik van liniaal en maatband
Herhalende volledige masjienbewerking van bevestigingsmiddels slegs op kaapstaander- en rewolwerdraaibanke volgens setmate en/of stoppe en/of skoorstukke en/of uitskakelaars en/of afsluiters waar die opstel van die masjien en/of gereedskap deur 'n Tarief 1-werknemer gedoen word

Skaal per uur vir werk onder Tarief 5 in loontabelle.

Tarief 8A—

Bediening met die hand van spesiale kragmasjien (n.e.v.) (opgestel deur Tarief 1-werknemer) ontwerp vir en permanent aangepas vir slegs twee werksaamhede en drie stappe in die gedeeltelike produksie van bevestigingsmiddels waar dit nie nodig is nie om werk te sentraliseer of in lyn op te stel nie

Skaal per uur vir werk onder Tarief 8 A in loontabelle.

Tarief 9—

Bediening van outomatiese masjiene, insluitende willekeurige kontrolering met vaste meters (n.e.v.)
Bediening van handmasjiene ontwerp of permanent aangepas vir slegs een werksaamheid waar die bediener nie die werk moet sentraliseer of in lyn opstel nie
Bediening van masjiene wat spykers en/of hegspykers en/of draad en/of kramme maak, insluitende met draadsnyer afsny en willekeurige kontrolering met vaste meters
Bediening van draadvorm- en/of kartelingsmasjien
Bediening van draadtrekbank onder toesig, met inbegrip van stompsweis van stang en draad met masjien
Herhalende afsny volgens stoppe op heen-en-weer gaande en/of wrywingsae en/of bandsae

Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10—

Boor op voetstukboormasjien met gebruik van setmate
Skroefdraadvormmasjien voer
Smee en/of afwerk en/of pons met masjien
Bediening van galvaniseerbad onder toesig van Tarief 3-werknemer
Verwyder en terugsit van stempels en/of gereedskap, maar nie onafhanklike gebruik van gereedskap nie (uitgesonderd opstel)
Steelvorming met stempels en/of setkoppe voor skroefdraadrolwerk

Skaal per uur vir werk onder Tarief 10 in loontabelle.

Rate 11—

Automatic slotting, nicking and profiling by special purpose machine Automatic and/or semi-automatic machine nutting Bar heating Batch sorting and/or checking including the use of fixed devices Operating automatic thread forming machine Operating bolt and/or nut facing machine Operating frazing and/or pointing machine Operating tumbling barrel Repetition cropping off by machine to stops Weighing, packing and preparing despatch containers	Rate per hour for work classified at Rate 11 in Table of Wage Rates.

DIVISION D/10.

LEAD PRODUCTS MANUFACTURING DIVISION.

The following operations in lead products manufacture, viz:—

Rate 3—

Supervisory work including setting up (at least one employee with supervisory knowledge of the following operations to be employed in each establishment) Operating power-driven mill rolling sheet lead from slabs	Rate per hour for work classified at Rate 3 in Table of Wage Rates.

Rate 7—

Operating extrusion press	Rate per hour for work classified at Rate 7 in Table of Wage Rates.

Rate 8—

Repetition fusing other than soldering bolt of components in jigs in the manufacture of lead pipes and/or traps and/or stair treads Machine wiping of lead joints in the manufacture of standard lines	Rate per hour for work classified at Rate 8 in Table of Wage Rates.

Rate 9—

Permanent mould casting, wherein sand is entirely excluded Hand and/or power pressing Manufacturing jig drilling of traps Trimming and/or cutting off to stops and/or marks Repetition lead soldering by soldering bolt and/or assembling components in the manufacture of lead pipes and/or traps and/or stair treads Operating extrusion press to pre-set dies	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

DIVISION D/11.

MANUFACTURE OF CARBON BRUSHES.

The following operations in carbon brush manufacture, viz.:—

Rate 6—

Carbon grinding using " go " and " no go " gauges	Rate per hour for work classified at Rate 6 in Table of Wage Rates.

Rate 8—

Block and brush grinding by machine to stops excluding setting up	Rate per hour for work classified at Rate 8 in Table of Wage Rates.

Rate 9—

Operating drilling machine to jigs, fixtures and stops Shaping of brushes on special purpose tool Spinning rivets Tamping by machine	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10—

Block cutting by machine Tamping by hand	Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Rate 11—

Trade symbol and grade marking Metal coating of brushes Sweating of terminals by dipping Fixing flexible insulation, springs and terminal ends Cutting and/or cropping flexible connections by manual guillotine	Rate per hour for work classified at Rate 11 in Table of Wage Rates.

Tarief 11—

Outomatiese gleufwerk, inkeping en profilering met spesiaal ontwerpte masjien Moere met outomatiese en/of halfoutomatiese masjien maak Stange verhit Lotsortering en/of -kontrolering, ook deur middel van vaste toestelle Bediening van outomatiese skroefdraadmasjien Bediening van bout en/of moerafwerkmasjien Bediening van warmfrees en/of puntmasjien Bediening van tuimelaarvat Herhalende afknip met masjien volgens stoppe Weeg, verpak en berei van houers bedoel vir versending	Skaal per uur vir werk onder Tarief 11 in loontabelle.

AFDELING D/10.

Afdeling vir die vervaardiging van loodprodukte.

Ondergemelde werksaamhede in die vervaardiging van loodprodukte—

Tarief 3—

Opsigterswerk met inbegrip van opstel (minstens een werknemer met kennis van opsigterswerk in ondergenoemde werksaamhede wat in elke inrigting plaasvind) Bediening van kragwals wat loodvelle van platstukke uit rol	Skaal per uur vir werk onder Tarief 3 in loontabelle.

Tarief 7—

Bediening van uitstootpers	Skaal per uur vir werk onder Tarief 7 in loontabelle.

Tarief 8—

Aanmekaarsmeltwerk by herhaling, uitgesonderd met soldeerbout, van onderdele in stelmasjiene in die vervaardiging van loodpype en/of valle en/of traploopvlakke Lood aan loodlasse met masjien aansit in vervaardiging van standaardartikels	Skaal per uur vir werk onder Tarief 8 in loontabelle.

Tarief 9—

Die giet van vaste vorms as sand geheel en al uitgesluit is Hand- en/of kragperswerk Valle met stelmasjiene vervaardig Volgens stoppe en/of merke afwerk en/of afsny Herhalingsloodsoldeerwerk met soldeerbout en/of inmekaarsit van onderdele in vervaardiging van loodpype en/of valle en/of traploopvlakke Bediening van uitdrukpers met gestelde stempels	Skaal per uur vir werk onder Tarief 9 in loontabelle.

AFDELING D/11.

VERVAARDIGING VAN KOOLBORSELS.

Ondergenoemde werksaamhede in die vervaardiging van koolborsels:—

Tarief 6—

Kool skuur met behulp van „ gaan "- en „ stop "-mate	Skaal per uur vir werk onder Tarief 6 in loontabelle.

Tarief 8—

Blok- en borsel uitslyp met masjien volgens stoppe, uitgesonderd opstel	Skaal per uur vir werk onder Tarief 8 in loontabelle.

Tarief 9—

Boormasjien volgens stelmasjiene, skoor stukke en stoppe bedien Borsels en spesiale gereedskap vorm Klinknaels uitspin Met masjien vasstamp	Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10—

Blokke met masjien sny Met die hand vasstamp	Skaal per uur vir werk onder Tarief 10 in loontabelle.

Tarief 11—

Bedryfsimbool- en graadmerkwerk Borsels met metaal bedek Eindpunte deur indompeling aansweet Elastiese isolering, vere en eindpunte vassit Elastiese verbindings met handvalmes sny en/of afknip	Skaal per uur vir werk onder Tarief 11 in loontabelle.

DIVISION D/12.

MANUFACTURE AND/OR REMANUFACTURE OF ELECTRICAL EQUIPMENT.

The following operations in the manufacture and/or remanufacture of electrical equipment, viz., electric motors, transformers, switch and/or control and/or fuse gear and/or accessories:—

Rate 1 (n.e.s.)—	
Armature winding	Rate per hour for work classified at Rate 1 in Table of Wage Rates.
Electrical fitting	
Rate 2—	
Supervisory work in case and/or tool hardening	Rate per hour for work classsified at Rate 2 in Table of Wage Rates.
Rate 5—	
Brazing of located parts	Rate per hour for work classified at Rate 5 in Table of Wage Rates.
Setting up of guillotine and/or power saw and/or tube bending machine	
Die-setting	
Drilling (n.e.s.)	
Rate 6—	
Automatic machine welding and/or repetition welding to jigs and/or welding parts so formed and/or located as to obviate the need for a jig	Rate per hour for work classified at Rate 6 in Table of Wage Rates.
Repetitive production balancing	
Operating oxy-acetylene profiling machine and/or straight line cutting machine	
Repetition wiring where the course of the wires is marked by cleats and/or lines and/or saddles and/or fixtures and where no wiring diagram is used	
Coupling up standard machines on running test beds	
Setting up of pipe bending machines	
Undercutting commutators (excluding turning)	
Rate 7—	
Assembling (n.e.s.)	Rate per hour for work classified at Rate 7 in Table of Wage Rates.
Cutting up material for insulating and packing	
Cutting to jigs and/or fixtures and/or templets (n.e.s.)	
Repetition pressing together of gauged pieces	
Operating radial drill to pops and/or marks and/or with jigs and/or fixtures including countersinking	
Rate 7B—	
All operations in the manufacture and assembly of windings and/or insulations and connecting and/or sweating of leads and/or ends, including routine testing (n.e.s.)	Rate per hour for work classified at Rate 7B in Table of Wage Rates.
Capstan and/or wire feed machine operating where the setting up is done by a Rate 1 employee—all operations involving the use of non-ferrous bar and/or mild steel rod up to $\frac{5}{8}$-inch diameter or the equivalent cross sectional area for the making of screws and/or pins and/or nuts and/or pinions and/or blocks	
Gauging with "go" and/or "no go" and/or fixed gauges	
Operating engraving machine	
Repetition wiring with pre-formed wires	
Routine testing (n.e.s.)	
Rate 9—	
Assembling parts (excluding fitting)	Rate per hour for work classified at Rate 9 in Table of Wage Rates.
Assembling to jigs and/or fixtures and/or assembling self-locating parts	
Attending die-casting machine	
Hand and/or machine tapping	
Hand and/or machine riveting (rivets $\frac{3}{8}$-inch diameter and less)	
Machine broaching	
Operating single-purpose machines other than machine tools	
Operating spot welding machine	
Repetition drilling to pops and/or marks and/or with jigs and/or fixtures including countersinking	
Repetition marking to templets	
Repetition operation on automatic or semi-automatic machines or machines adapted for automatic or semi-automatic operations, where the tools operate according to stops or are mechanically or electrically controlled or are stationary and where no measuring or gauging is performed and the operative's duties are confined to loading and unloading and stop/start (n.e.s.)	
Soldering by machine	
Spinning, using formers	
Stamping name plates	

AFDELING D/12.

ELEKTRIESE UITRUSTING VERVAARDIG EN HERVERVAARDIG.

Die volgende werk in die vervaardiging en/of hervervaardiging van elektriese uitrusting, nl. elektriese motore, transformators, skakelaar en/of kontrole en/of sekeringstoestelle en/of -toebehore—

Tarief 1—	
Ankerwikkeling	Skaal per uur vir werk onder Tarief 1 in loontabelle.
Elektriese paswerk	
Tarief 2—	
Toesig hou oor dop- en/of gereedskapverharding	Skaal per uur vir werk onder Tarief 2 in loontabelle.
Tarief 5—	
Bepaalde plekke hardsoldeer	Skaal per uur vir werk onder Tarief 5 in loontabelle.
Valmestoestel en/of kragsaag en/of pypbuigmasjien opstel	
Stempels stel	
Boorwerk (n.e.v.)	
Tarief 6—	
Sweiswerk met outomatiese masjien en/of herhalingsweis met stelmasjiene en/of sweisdele aldus gevorm en/of die plek daarvan bepaal om die gebruik van 'n stelmasjien uit te skakel	Skaal per uur vir werk onder Tarief 6 in loontabelle.
Herhalingsvervaardiging van balanseertoestelle	
Bediening van oksiasetileen-profielsnymasjien en/of reguitlynsnymasjien	
Herhalingsbedrading waar die baan van die drade deur klampe en/of lyne en/of saalklampe en/of skoorstukke gemerk is, en waar geen bedradingsdiagram gebruik word nie	
Standaardmasjiene op lopende toetsbanke verbind	
Pypbuigmasjiene opstel	
Kommutators ondersny (uitgesonderd draaiwerk)	
Tarief 7—	
Inmekaarsitwerk (n.e.v.)	Skaal per uur vir werk onder Tarief 7 in loontabelle.
Materiaal vir isolering en verpakking opsny	
Volgens stelmasjiene en/of skoorstukke en/of leipatrone (n.e.v.) sny	
Afgemete stukke by herhaling saampers	
Bediening van radiale boor volgens ponsgate en/of merke en/of setmate en/of skoorstukke, insluitende versinkwerk	
Tarief 7 B—	
Alle werk in verband met die vervaardiging en inmekaarsit van windsels en/of isolerings en die verbinding en/of las van geleiding en/of eindpunte met inbegrip van roetine-toets (n.e.v.)	Skaal per uur vir werk onder Tarief 7 B in loontabelle.
Bediening van kaapstaander en/of draadvoermasjien wanneer dit opgestel word deur werknemer onder Tarief 1—alle werk waarby die gebruik van nie-ysterhoudende staaf en/of sagte staalstang tot $\frac{5}{8}$" deursnit ingesluit word, of die ekwivalent-deursneegebied vir die maak van skroewe en/of penne en/of boute en/of dryfrat en/of blokke	
Mate met „gaan"- en/of „stop"- en/of vasgestelde mate meet	
Bediening van graveermasjien	
Herhalingsbedrading met voorafgevormde drade	
Roetine-toetswerk (n.e.v.)	
Tarief 9.	
Dele inmekaarsit (uitgesonderd monteerwerk)	Skaal per uur vir werk onder Tarief 9 in loontabelle.
Volgens stelmasjiene en/of skoorstukke inmekaarsit en/of selfbepalende plekke inmekaarsit	
Stempelgietmasjien oppas	
Met die hand of masjien tap	
Met die hand of masjien klink (klinknaels $\frac{3}{8}$ duim deursnit en minder)	
Met masjien ruim	
Eendoelmasjiene uitgesonderd masjiengereedskap bedien	
Puntswysmasjien bedien	
Herhalingsboor volgens vlak boorgate en/of merke en/of met stelmasjiene en/of skoorstukke met inbegrip van versinkboor	
Herhalingsmerk volgens leipatrone	
Herhalingsmerk op outomatiese of halfoutomatiese masjiene of masjiene wat verander is vir outomatiese of halfoutomatiese werk, waar die gereedskap volgens stoppe werk of wat meganies of elektries beheer word of wat vas is en waar geen meetwerk gedoen of mate geneem word nie, en die werksman se pligte beperk word tot die laai en aflaai en stop/aansit (n.e.v.)	
Met die hand of masjien soldeer	
Spin, met die gebruik van vormers	
Naamplaatjies instamp	

Rate 10—	
Cutting to marks and/or stops and/or length gauges	Rate per hour for work classified at Rate 10 in Table of Wage Rates.
Clearing threads with die-heads and/or taps	
Despatch packing	
Hot and/or cold bending and/or forming to jigs and/or dies and/or stops	
Machine punching with pre-set dies to marks and/or stops and/or jigs and/or gauges	
Making springs to formers	
Manual straightening	
Metal buffing and/or polishing	
Metal coating and/or plating	
Operating power and/or hand press to pre-set dies excluding setting of the dies	
Operating screwing machine, excluding setting up	
Operating wire-covering machine	
Oven attendant	
Pressing winding insulation in moulds	
Repetition cutting and pre-forming sets of wires to jigs and/or fixtures	
Repetition sweating on of thimbles to attachments	
Routine leak testing	
Sand and/or shot blasting	
Spraying of enamel and/or paints and/or insulating medium and/or anti-corrosive coatings	
Varnishing machine attendant	
Winding and/or bending and/or stretching coils	
Rate 11—	
Applying transfers	Rate per hour for work classified at Rate 11 in Table of Wage Rates.
Attending straightening machine	
Bedding brushes to jigs	
Boiler stoking	
Cleaning and/or tinning conductors	
Compound filling	
Deburring and/or dressing laminations by hand and/or machine	
Dipping and/or impregnating in insulating medium and/or enamel and/or paint	
Fettling by hand and/or grinding and/or by portable power tools	
Forming insulations by machine	
Inserting bars in squirrel-cage rotors	
Making connector clips by hand in jigs	
Stacking laminations	

DIVISION D/13.

METAL WINDOWS AND/OR DOOR AND/OR FLYSCREEN AND/OR LOUVRE MANUFACTURING DIVISION.

Scope.—The word " doors " in the above heading is restricted to doors made from standard rolled steel window sections and/or extruded sections.

The division is also intended to cover window walling and/or curtain walling made mainly of rolled steel or extruded sections.

(1) The following operations viz:—

Rate 1A (n.e.s.)—	
Setting out and/or marking off (n.e.s.)	Rate per hour for work classified at Rate 1A in Table of Wage Rates.
Rate 2—	
Assembling universal windows and assembling doors	Rate per hour for work classified at Rate 2 in Table of Wage Rates.
Inspecting and/or supervising	
Final straightening and/or adjusting by use of hammer and/or dolly and/or wrench bar	
Outside serviceman	
Repairing and/or altering and/or adjusting and/or erecting windows on site or built in	
Rate 3—	
Arc welding (n.e.s.)	Rate per hour for work classified at Rate 3 in Table of Wage Rates.
Setting gauges and/or stops	
Setting tools and/or dies (n.e.s.) including running adjustments	
Rate 4—	
Assembling finished component parts into complete flyscreens including inserting gauze by hand	Rate per hour for word classified at Rate 4 in Table of Wage Rates.
Coupling completed windows and/or bays (n.e.s.) including setting out and/or marking off when necessary	
Fitting of glazing beads and all operations incidental thereto including marking for mitering and pop marking prior to drilling	
Roller bending	
Setting of margins of vents and/or sashes of cottage windows and/or cliscoe surrounds prior to arc welding	
Squaring frames and/or vents and/or sashes before positioning	

Tarief 10—	
Volgens merke en/of stoppe en/of lengtemate sny	Skaal per uur vir werk onder Tarief 10 in loontabelle.
Skroefdrade weereens met stempelkoppe en/of tappe sny	
Verpakking vir wegstuur	
Warm- en/of koudbuig en/of fatsoeneer met stelmasjiene en/of stempels en/of stoppe	
Deurslaan met masjien met gestelde stempels volgens merke en/of stoppe en/of stelmasjiene en/of meters	
Vere volgens vormers maak	
Met die hand reguit maak	
Metaal poets en/of poleer	
Metaal bedek en/of plateer	
Krag- en/of handpers volgens gestelde stempels bedien, uitgesonderd die stel van stempels	
Skroefmasjien bedien, behalwe opstel	
Draadbekledingsmasjien bedien	
Oondoppasser	
Isolering in vorms pers	
Herhalingsny- en voorafvormwerk van stelle drade in stelmasjiene en/of skoorstukke	
Herhalingsaansweet van vingerhoede aan aanhegsels	
Roetinetoetse vir lekke	
Sand- en/of skrootblaaswerk	
Enemmel en/of verf en/of isoleringsmedium en/of roeswerende lae aanspuit	
Vernismasjienbediener	
Spoele wikkel en/of buig en/of rek	
Tarief 11—	
Sjablone gebruik	Skaal per uur vir werk onder Tarief 11 in loontabelle.
Reguitmaakmasjien oppas	
Ryvlakke aan borsels volgens stelmasjiene sit	
Stoomketels stook	
Geleiers skoonmaak en/of vertin	
Met komposisie vul	
Lamellerings met die hand of masjien afhaal of afwerk	
In isoleermiddel en/of enemmel en/of verf indoop en/of deurwerk	
Met die hand en/of met slyp- en/of draagbare kraggereesdkap gelykskuur	
Isolering met die masjien vorm	
Stawe in kooirotors insit	
Verbindingsklemme met die hand volgens stelmasjiene maak	
Lamellerings opmekaarpak	

AFDELING D/13.

AFDELING VIR DIE VERVAARDIGING VAN METAALVENSTERS EN/OF DEURE EN/OF VLIEGSKERMS EN/OF GAASSKERMS.

Bestek.—In bostaande opskrif is die woord „ deur " beperk tot deure gemaak van standaardrolstaal in profiele gesny en/of uitgedrukte profiele.

Die afdeling is ook bedoel om venstermuurwerk en/of gordynmuurwerk te dek wat hoofsaaklik gemaak is van rolstaal of uitgedrukte profiele.

(1) Die volgende werksaamhede, nl.:—

Tarief 1 A (n.e.v.)—	
Uitsit en/of afmerk (n.e.v.)	Skaal per uur vir werk onder Tarief 1 A in loontabelle.
Tarief 2—	
Universele vensters inmekaarsit en deure inmekaarsit	Skaal per uur vir werk onder Tarief 2 in loontabelle.
Inspekteer en/of toesig hou	
Finale reguitmaak en/of verstel deur gebruik van hamer en/of sethamer en/of wigyster	
Buitewerkers	
Herstel en/of verandering en/of verstel en/of oprig van vensters op terrein of ingebou	
Tarief 3—	
Boogsweiswerk (n.e.v.)	Skaal per uur vir werk onder Tarief 3 in loontabelle.
Meters en/of stoppe stel	
Gereedskap en/of stempels stel (n.e.v.), insluitende lopende verstellings	
Tarief 4—	
Volledige vliegskerms uit voltooide onderdele met die hand inmekaarsit, met inbegrip van insteek van gaas	Skaal per uur vir werk onder Tarief 4 in loontabelle.
Voltooide vensters en/of nisse koppel (n.e.v.) met inbegrip van uitsit en/of afmerk wanneer nodig	
Aansit van ruitkrale en alle werksaamhede wat daarby hoort, met inbegrip van afmerk vir verstekwerk en gate afmerk voor geboor word	
Rollers buig	
Stel van grense van luggate en/of rame van woonhuisvensters en/of cliscoe-onhulsels voor boogsweising	
Rame en/of skuiframe haaks maak voordat dit ingesit word	

Rate 5—

Assembling (n.e.s.) Press operating (n.e.s.) Removing and/or inserting of glazing bars in completed windows including riveting by hand	Rate per hour for work classified at Rate 5 in Table of Wage Rates.

Rate 6—

Cold sawing (n.e.s.) Countersinking (n.e.s.) Cutting gauze by hand Drilling (n.e.s.) Operating automatic and/or semi-automatic welding machines (n.e.s.) Recessing for cup pivots	Rate per hour for work classified at Rate 6 in Table of Wage Rates.

Rate 7—

Affixing by hand burglar bars and/or weather bars including pop marking using component as a templet and/or positioning and/or drilling Affixing and/or positioning of ventilators into industrial windows and/or windows into surrounds and/or screwing and/or riveting including clamping and/or positioning Hand riveting (n.e.s.) Springing in only of glazing bars and/or meeting rails under supervision excluding fitting and/or adjusting and excluding universal windows	Rate per hour for work classified at Rate 7 in Table of Wage Rates.

Rate 8—

Inserting gauze by press Metal spraying for anti-corrosive purposes under effective supervision	Rate per hour for work classified at Rate 8 in Table of Wage Rates.

Rate 9—

Clamping mitre and/or butt joints into jigs on welding tables Coupling of standard windows previously prepared Drilling to jigs and/or fixtures (pedestal drill) Machine riveting (¼ inch diameter and under) Manually operating machines, other than power-driven, designed for or permanently adapted for one only operation where the operator is not called upon to centralise or true the work by hand Operating spot and/or projection welding machine Operating tenon riveting machine Press operating where the whole die completes its function in one stroke Repetition countersinking to stops Repetition hand and/or machine tapping	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10—

Attaching fittings to windows already prepared and/or removing and/or replacing fittings on site or buit in, under supervision but excluding remote control gearing Bending of wire and/or forming same to jigs and/or stops and/or fixtures in flyscreen manufacture Crimping and/or pinning up of hinge pins to cottage and industrial windows under effective supervision, excluding lining up of hinge leaves Metal Polishing and/or buffing Metal pickling by dipping and/or degreasing and/or galvanising under supervision Retapping of holes Removing rust and/or scale by wire wheels and/or abrasives and/or sand and/or shot blasting Removing welding burrs and/or scarf and/or sprue by hand and/or grinding and/or portable power tools and/or by machine Repetition cold sawing to stops other than setting of stops Repetition cutting through of faulty mitre joints after welding Roll forming of metal sections Screwing on burglar bars and/or weather bars Stretching and/or rough straightening of bars by hand and/or machine Threading and/or closing of fenestra joints excluding universal windows	Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Tarief 5—

Inmekaarsit (n.e.v.) Bediening van pers (n.e.v.) Verwydering en/of insit van ruitbalkies in voltooide vensters insluitende klinkwerk met die hand	Skaal per uur vir werk onder Tarief 5 in loontabelle.

Tarief 6—

Koudsaagwerk (n.e.v.) Versinkwerk (n.e.v.) Gaas met die hand sny Boor (n.e.v.) Bediening van outomatiese en/of halfoutomatiese sweismasjiene (n.e.v.) Uitholwerk vir koppiespille	Skaal per uur vir werk onder Tarief 6 in loontabelle.

Tarief 7—

Aansit van dieftralies en/of waterkeerders insluitende ponsgate merk deur gebruik van onderdeel as 'n stelmasjien en/of insit en/of boor Aansit en/of op plek insit van ventilators in nywerheidsvensters en/of vensters in omhulsels en/of vasskroef en/of klink met inbegrip van vasklamp en/of op plek insit Handklinkwerk (n.e.v.) Ruitbalkies en/of sluitrelings slegs laat inspring onder toesig, maar nie pas en/of aanpas en ook nie universele vensters nie	Skaal per uur vir werk onder Tarief 7 in loontabelle.

Tarief 8—

Gaas met pers insit Metaal met roeswerende middels bespuit onder doeltreffende toesig	Skaal per uur vir werk onder Tarief 8 in loontabelle.

Tarief 9—

Verstek- en/of stomvoeë in setmate op sweistafels vasklamp Standaard-vensters, voorheen berei, koppel Boor volgens setmate en/of skoorstukke (voetstukboor) Met masjien klink (¼-duim diameter) Handbediening van masjiene, maar nie kragmasjiene nie, ontwerp vir of permanent aangepas vir slegs een werk waar die bediener nie die werk met die hand moet sentraliseer of in lyn opstel nie Bediening van punt- en/of projeksiesweismasjien Bediening van tapklinkmasjien Bediening van pers waar hele stempel sy werk met een slag voltooi Herhalende versinkwerk volgens stoppe	Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10—

Toebehore aan bereide vensters aansit en/of toebehore verwyder en/of terugsit op terrein of ingebou, onder toesig maar nie afstandbeheerde ratwerk Draad met setmate en/of stoppe en/of skoorstukke buig en/of vorm in vervaardiging van vliegskerms Krimp en/of insit van skarnierpenne aan woonhuis- en/of nywerheidsvensters onder doeltreffende toesig, maar nie skarnierblaaie in lyn sit nie Metaal polys en/of poleer Metaal skoonbyt deur indoping en/of ontvetting en/of galvaniseer onder toesig Nuwe moerdraad in gate maak Roes en/of skaal verwyder met draadwiele en/of skuurmiddels en/of sand- en/of skrootblaaswerk Verwydering van sweisbaard en/of -lippe en/of -sproei met die hand en/of skuur- en/of draagbare kraggereedskap en/of masjien Herhalende koudsaag volgens stoppe maar nie die stoppe stel nie Herhalende deursny van defekte verstekvoeë na sweiswerk Rolvorming van metaalprofiele Diefstange en/of waterkeerders aanskroef Stange rek en/of ruweg reguitmaak, met die hand en/of masjien Fenestravoeë, uitgesonderd universele vensters, slegs van skroefdraad voorsien en/of sluit	Skaal per uur vir werk onder Tarief 10 in loontabelle.

Rate 11—
- Cutting gauze to jigs and/or stops by machine
- Labelling
- Lifting and replacing of stops into position where positive location is provided, excluding setting
- Painting and/or spraying and/or dipping and/or brushing of anti-rust coatings
- Puttying and/or wood and/or other filling of frames and/or surrounds previously prepared
- Sorting of scrap material

Rate per hour for work classified at Rate 11 in Table of Wage Rates.

Tarief 11—
- Gaas volgens setmate en/of stoppe met masjien sny
- Etiketteer
- Stoppe optel en weer in posisie plaas waar positiewe plekbepaling verskaf word, maar nie stel nie
- Roeswerende lae aanverf en/of aanspuit en/of doop en/of aansmeer
- Voltooide rame en/of omhulsels met stopverf en/of hout en/of ander vulsel bewerk
- Afvalmateriaal sorteer

Skaal per uur vir werk onder Tarief 11 in loontabelle.

(2) Probationary period and Rate of Pay therefor:—

Class of work.	Experience						Thereafter.	
	First six months.		Second six months.		Third six months.			
	Rate per hour.		Rate per hour.		Rate per hour.		Rate per hour.	
	s.	c	s.	c	s.	c	s.	c
Rate 2—								
Newcomers	3·322	33·22	3·578	35·78	4·089	40·89	4·770	47·70
Employees promoted from Rate 3	4·515	45·15	—	—	—	—	4·770	47·70
Employees promoted from Rates 4, 5 or 6	4·259	42·59	4·344	43·44	—	—	4·770	47·70
Employees promoted from Rate 7	3·493	34·93	3·578	35·78	4·089	40·89	4·770	47·70
Rate 3—								
Newcomers	3·322	33·22	3·578	35·78	4·089	40·89	4·515	45·15
Employees promoted from Rate 4	4·259	42·59	—	—	—	—	4·515	45·15
Employees promoted from Rates 5 or 6	4·004	40·04	4·089	40·89	—	—	4·515	45·15
Employees promoted from Rate 7	3·493	34·93	3·578	35·78	4·089	40·89	4·515	45·15
Rate 4—								
Newcomers	3·322	33·22	3·578	35·78	—	—	4·259	42·59
Employees promoted from Rates 5 or 6	—	—	—	—	—	—	4·259	42·59
Employees promoted from Rate 7	3·578	35·78	—	—	—	—	4·259	42·59
Rate 5—								
Newcomers	3·322	33·22	—	—	—	—	4·004	40·04
Rate 6—								
Newcomers	3·322	33·22	—	—	—	—	3·748	37·48
Rate 7—								
Newcomers	3·067	30·67	—	—	—	—	3·493	34·93

(2) Proeftydperk en loonskaal daarvoor.

Klas werk.	Ondervinding.						Daarna.	
	Eerste ses maande.		Tweede ses maande.		Derde ses maande.			
	Loon per uur.		Loon per uur.		Loon per uur.		Loon per uur.	
	s.	c	s.	c	s.	c	s.	c
Tarief 2—								
Nuwelinge	3·322	33·22	3·578	35·78	4·089	40·89	4·770	47·70
Werknemers bevorder van Tarief 3	4·515	45·15	—	—	—	—	4·770	47·70
Werknemers bevorder van Tariewe 4, 5 of 6	4·259	42·59	4·344	43·44	—	—	4·770	47·70
Werknemers bevorder van Tarief 7	3·493	34·93	3·578	35·78	4·089	40·89	4·770	47·70
Tarief 3—								
Nuwelinge	3·322	33·22	3·578	35·78	4·089	40·89	4·515	45·15
Werknemers bevorder van Tarief 4	4·259	42·59	—	—	—	—	4·515	45·15
Werknemers bevorder van Tarief 5 of 6	4·004	40·04	4·089	40·89	—	—	4·515	45·15
Werknemers bevorder van Tarief 7	3·493	34·93	3·578	35·78	4·089	40·89	4·515	45·15
Tarief 4—								
Nuwelinge	3·322	33·22	3·578	35·78	—	—	4·259	42·59
Werknemers bevorder van Tarief 5 of 6	—	—	—	—	—	—	4·259	42·59
Werknemers bevorder van Tarief 7	3·578	35·78	—	—	—	—	4·259	42·59
Tarief 5—								
Nuwelinge	3·322	33·22	—	—	—	—	4·003	40·03
Tarief 6—								
Nuwelinge	3·322	33·22	—	—	—	—	3·747	37·47
Tarief 7—								
Nuwelinge	3·067	30·67	—	—	—	—	3·493	34·83

DIVISION D/14.

NEON SIGNS AND HOT AND COLD CATHODE FLUORESCENT LIGHTING MANUFACTURING, ASSEMBLING, INSTALLATION, REPAIR AND SERVICING DIVISION.

The following operations in the manufacture, assembling, installation, repair and servicing of neon signs and hot and cold cathode fluorescent lighting:—

Rate 1 (n.e.s.)—
- Bending glass tubes
- Erection of signs on site
- Final wiring and/or assembling of signs
- Layout work
- Servicing and/or maintaining of signs
- Sheet metal working
- Signwriting

Rate per hour for work classified at Rate 1 in Table of Wage Rates.

AFDELING D/14.

AFDELING VIR DIE VERVAARDIGING, INMEKAARSIT, INSTALLERING, HERSTEL EN BEDIENING VAN NEONREKLAMEBORDE EN WARM EN KOUE FLUORESSERENDE KATODEBELIGTING.

Die volgende werksaamhede in die vervaardiging, inmekaarsit, installering, herstel en bediening van neonreklameborde en warm en koue fluoresserende katodebeligting.

Tarief 1 (n.e.v.)—
- Glasbuise buig (n.e.v.)
- Reklameborde op persele oprig
- Reklameborde finaal bedraad en/of inmekaarsit
- Rangskikking
- Reklameborde bedien en/of onderhou
- Plaatmetaalwerk
- Letterskilderwerk

Skaal per uur vir werk onder Tarief 1 in loontabelle.

Learnership in respect of the above (other than designated trades), viz.:—	*Rate per Week.* s*	R	c†
First year of experience	39·167	3	91·67
Second year of experience	49·167	4	91·67
Third year of experience	68·000	6	80·00
Fourth year of experience	88·000	8	80·00
Thereafter Rate 1.			

* Shillings. † Rand/cents.

Rate 6—

Baking coated glass tubes
Evacuating and/or filling glass tubes (n.e.s.)
Final wiring and/or assembling and/or testing of hot and cold cathode fluorescent lighting units
Welding to jigs and/or welding parts so formed and/or located as to obviate the need for a jig

} Rate per hour for work classified at Rate 6 in Table of Wage Rates.

Rate 7—

Applying fluorescent coating to glass tubes
Assembling electrodes
Bending of glass tubes to jigs and/or moulds
Evacuating and/or filling of prepared glass tubes by automatic or semi-automatic machine
Sealing machine operating
Sign face masking
Tracing in the lay-out department
Welding of electrodes to glass tubes

} Rate per hour for work classified at Rate 7 in Table of Wage Rates.

Rate 9—

Beading and/or seaming and/or grooving and/or locking double side top or bottom
Circular cutting and/or flanging and/or slitting by machine
Cutting and/or cropping and/or shearing to templets and/or marks and/or stops and/or jigs and/or length gauges
Cutting glass tubes to length
Hot and/or cold bending and/or forming to jigs and/or dies and/or stops
Hot and/or cold blanking by press
Operating press
Operating spot and/or butt welding machine
Preparing and/or spraying of sign boxes for reception of sign faces
Punching to marks and/or stops and/or jigs and/or gauges by hand and/or machine
Repetition operation of a drilling machine
Riveting by hand and/or machine
Roller bending
Seam welding
Soldering
Spraying of vitreous enamel (sign faces)

} Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10—

Assembling connector blocks
Cutting wiring connections to set lengths and fitting eyelits
Fixing ballasts to wiring channels
Dismantling of old signs (in shop)
Metal cleaning by pickling and/or degreasing by vat and/or tank

} Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Rate 11—

Dipping in enamel and/or paint
Washing and/or rinsing and/or drying of glass tubes

} Rate per hour for work classified at Rate 11 in Table of Wage Rates.

DIVISION D/15.

PLASTICS MANUFACTURING DIVISION.

The following operations, viz.:—

Rate 3—

Setting up and adjusting pelleting machines (including changing of punches and/or dies and/or adjustments for different sized pellets)
Attaching and/or removing pre-set plastic moulds in moulding machine

} Rate per hour for work classified at Rate 3 in Table of Wage Rates.

Rate 8—

Bossing employees employed on classes of work scheduled below Rate 8 when so appointed

} Rate per hour for work classified at Rate 8 in Table of Wage Rates.

Leerlingskap t.o.v. bogenoemde (behalwe aangewese bedrywe), nl.—

	Skaal per week. *s.	R	c†
Eerste jaar ondervinding	39·167	3	91·67
Tweede jaar ondervinding	49·167	4	91·67
Derde jaar ondervinding	68·00	6	80·00
Vierde jaar ondervinding	88·00	8	80·00
Daarna Tarief 1.			

* Sjielings. † Rand/sent.

Tarief 6—

Bedekte glasbuise bak
Glasbuise leeg en/of volmaak
Warm en koue fluoresserende katodeligeenhede finaal bedraad en/of inmekaarsit en/of toets
In stelmasjiene en/of sweisdele sweis wat aldus gevorm is en/of waarvan die plek bepaal is om die noodsaaklikheid van 'n stelmasjien uit te skakel

} Skaal per uur vir werk onder Tarief 6 in loontabelle.

Tarief 7—

Fluoresserende lae aan glasbuise aansit
Elektrodes inmekaarsit
Glasbuise in stelmasjiene en/of gietvorms buig
Voorbereide glasbuise met outomatiese of halfoutomatiese masjien leeg- en/of volmaak
Verseëlmasjien bedien
Vooraansig van reklameteken maskeer
Natrek in die tekenafdeling
Elektrodes aan glasbuise sweis

} Skaal per uur vir werk onder Tarief 7 in loontabelle.

Tarief 9—

Dubbele kante en bo- en onderkante omkraal en/of omsoom en/of groef en/of sluit
Rondsny en/of fiense sny en/of oopsny met masjien
Volgens leipatrone en/of merke en/of stoppe en/of stelmasjiene en/of lengtemeters sny en/of kortsny en/of skuinssny
Glasbuise in lengtes sny
Warm- en/of koudbuig en/of vormwerk met stelmasjiene en/of stempels en/of stoppe
Blinde stukke warm en/of koud met perse uitslaan
Perse bedien
Punt- en/of stompsweismasjiene bedien
Neonkiste voorberei en/of spuit om die reklametekens daarop te monteer
Met die hand en/of masjien volgens merke en/of stoppe en/of stelmasjiene en/of meters pons
Herhalingsbediening van boormasjiene
Klinkwerk met die hand en/of masjien doen
Rolbuigwerk
Naatsweiswerk
Soldeerwerk
Verglasing spuit (reklametekens)

} Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10—

Verbindingsblokke inmekaarsit
Bedradingsverbindings volgens vasgestelde lengtes sny en ogies monteer
Ballas aan bedradingskanale vasmaak
Ou reklameborde (in werkwinkel) uitmekaarhaal
Metaal met suur skoonmaak en/of verwydering van vetterigheid in vat en/of tenk

} Skaal per uur vir werk onder Tarief 10 in loontabelle.

Tarief 11—

In enemmel en/of verf indoop
Glasbuise was en/of uitspoel en/of droogmaak

} Skaal per uur vir werk onder Tarief 11 in loontabelle.

AFDELING D/15.

AFDELING VIR DIE VERVAARDIGING VAN PLASTIEKGOED.

Die volgende werksaamhede, nl.:—

Tarief 3—

Korrelmasjiene opstel en verstel (met inbegrip van persers en/of stempels en/of die verstellings verander vir korrels van verskillende groottes)
Gestelde gietvorms vir plastiekgoed in vormmasjiene vassit en/of verwyder

} Skaal per uur vir werk onder Tarief 3 in loontabelle.

Tarief 8—

Toesig hou oor werknemers in diens op klasse werk laer as Tarief 8 aangegee, wanneer aldus aangestel

Skaal per uur vir werk onder Tarief 8 in loontabelle.

Rate 9—

Assisting chemical compounding of plastic materials and the application of such compounds Automatic machine operating Calendering machine operating Closure lining machine operating Extrusion machine operating Heat seaming and/or heat jointing by hand and/or machine Injection moulding machine operating Moulding press operating-compression and/or transfer Mixing and/or rolling machine operating Repetitive cutting and/or machining of plastic materials Scrap grinding machine operating	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10—

Assembling components and/or affixing with rivets and/or screws Buffing and/or polishing by hand and/or power Cementing Colour filling embossed or de-bossed moulding Trimming by hand and/or power tools Guillotine operating Hand and/or power press operating R.F. heater operating Repetition drilling and/or tapping and/or thread clearing	Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Rate 11—

Tablet machine operating, including running adjustments Inserting linings in closures Operating shaking barrel	Rate per hour for work classified at Rate 11 in Table of Wage Rates.

DIVISION D/16.

SPRING MANUFACTURING DIVISION.

The following operations in the manufacture of springs:—

(1) *Cold Spring Making.*

Rate 1 (n.e.s.)—

Supervisory work	Rate per hour for work classified at Rate 1 in Table of Wage Rates.

Rate 4—

	Rate per Hour.		
Springmakers—	s.*	R	c.†
First three months of experience	2·726	0	27·26
Second three months of experience	3·322	0	33·22
Third three months of experience	3·833	0	38·33

Thereafter, Rate 4.

* Shillings. † Rand/cents.

Rate 8—

Bomb and/or shell fuse making	Rate per hour for work classified at Rate 8 in Table of Wage Rates.

Rate 9—

Drilling with jigs and/or fixtures and/or templets and/or to pops and/or marks Hand coiling and/or machine minding and/or bending and/or straightening and/or crimping and/or trimming Grinding	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 11—

Dipping in enamel and/or paint	Rate per hour for work classified at Rate 11 in Table of Wage Rates.

(2) *Hot Spring Making* (*Laminated Springs*).

Rate 1 (n.e.s.)—

Forging main blades and/or buckles Hammer work—nibbing and/or ribbing and/or spear pointing and/or scarfing including setting and/or assembling	Rate per hour for work classified at Rate 1 in Table of Wage Rates.

Rate 4—

	Rate per Hour.		
Machine work—ribbing and/or nibbing and/or spear pointing and/or scarfing and/or forging main blades—	s.*	R	c.†
First three months of experience	2·726	0	27·26
Second three months of experience	3·322	0	33·22
Third three months of experience	3·833	0	38·33

Thereafter, Rate 4.

* Shillings. † Rand/cents.

Tarief 9—

Help met chemiese samestelling van plastiese stowwe en die aanwending van hierdie samestellings Outomatiese masjien bedien Kalandeermasjien bedien Masjien om sluiters uit te voer, bedien Uitstootmasjien bedien Met hitte by nate las en/of hittelaswerk met die hand en/of masjien doen Injeksiegietmasjien bedien Vormpers bedien—kompressie en/of sjablone Meng- en/of rolmasjien bedien Herhalingsafsnywerk en/of masjienbewerking van plastiese stowwe Afvalmeule bedien	Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10—

Onderdele inmekaarsit en/of vassit met klinknaels en/of skroewe Poets en/of poleer met die hand en/of krag Aanmekaarlymwerk Geëmbosseerde of reliëfgietvorms met kleure opvul Afwerking met die hand en/of kraggereedskap Valmes bedien Hand- en/of kragpers bedien R.F.-verwarmer bedien Herhalingsboor en/of tap en/of skroefdraad weereens sny	Skaal per uur vir werk onder Tarief 10 in loontabelle.

Tarief 11—

Tabletmasjien bedien met inbegrip van lopende verstelwerk Voerings in sluiters insit Tuimelaarvat bedien	Skaal per uur vir werk onder Tarief 11 in loontabelle.

AFDELING D/16.

AFDELING VIR DIE VERVAARDIGING VAN VERE.

Die volgende werksaamhede by die vervaardiging van springvere:—

(1) *Koudvervaardiging van vere.*

Tarief 1 (n.e.v.)—

Toesigwerk	Skaal per uur vir werk onder Tarief 1 in loontabelle.

Tarief 4—

	Skaal per uur.		
Veermakers—	s.*	R	c†
Eerste drie maande ondervinding	2·726	0	27·26
Tweede drie maande ondervinding	3·322	0	33·22
Derde drie maande ondervinding	3·833	0	38·33

Daarna Tarief 4.

* Sjielings. † Rand/sent.

Tarief 8—

Vervaardiging van bom- en/of granaatbuise	Skaal per uur vir werk onder Tarief 8 in loontabelle.

Tarief 9—

Volgens stelmasjiene en/of skoorstukke en/of leipatrone en/of kort boorgate en/of merke boor Met die hand opdraai en/of 'n masjien bedien en/of buig en/of reguitmaak en/of krimp en/of afwerk Slypwerk	Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 11—

In emalje en/of verf indoop	Skaal per uur vir werk onder Tarief 11 in loontabelle.

(2) *Hittevervaardiging van vere* (*bladvere*).

Tarief 1 (n.e.v.)—

Hoofblaaie en/of beuels smee Hamerwerk—penne en/of ribbes en/of speerpunte vorm en/of swaelsterte maak met inbegrip van stel en/of inmekaarsit	Skaal per uur vir werk onder Tarief 1 in loontabelle.

Tarief 4 (n.e.v.)—

	Skaal per uur.		
	s.*	R	c†
Masjienwerk—penne en/of ribbe en/of speerpunte en/of swaelsterte en/of hoofblaaie vorm—			
Eerste drie maande ondervinding	2·726	0	27·26
Tweede drie maande ondervinding	3·322	0	33·22
Derde drie maande ondervinding	3·833	0	38·33

Daarna Tarief 4.

* Sjielings. † Rand/sent.

Rate 9—

Drilling with jigs and/or fixtures and/or templets and/or to pops and/or marks Driving power hammer Grinding Making and/or attending fires Striking by hand hammer under direction of spring maker	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

(3) *Hot Spring Making (Coil Springs).*

Rate 1 (n.e.s.)—

Pointing under hammer	Rate per hour for work classified at Rate 1 in Table of Wage Rates.

Rate 4—

	Rate per Hour.		
	s.*	R	c.†
Machine work—			
First three months of experience	2·726	0	27·26
Second three months of experience	3·322	0	33·22
Third three months of experience	3·833	0	38·33
Thereafter, Rate 4.			

* Shillings. † Rand/cents.

Rate 9—

Drilling with jigs and/or fixtures and/or templets and/or to pops and/or marks Driving power hammer Grinding Striking by hand hammer under direction of spring maker Making and/or attending fires	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

DIVISION D/17.

STEEL REINFORCEMENT DIVISION.

Rate 2—

Bending (n.e.s.), fixing, supervisory work and/or setting up of machines to carry out operations scheduled below	Rate per hour for work classified at Rate 2 in Table of Wage Rates.

	Rate per Hour.		
	s.*	R	c.†
Employees under 21 years of age—			
First year of experience	2·044	0	20·44
Second year of experience	2·896	0	28·96
Third year of experience	3·578	0	35·78
Thereafter, Rate 2.			
Employees over 21 years of age—			
First year of experience	2·896	0	28·96
Second year of experience	3·578	0	35·78
Thereafter, Rate 2.			

* Shillings. † Rand/cents.

Provided that no employer shall employ any person at a rate of pay less than 4·77s. (47·7c) per hour in the occupations set out above without obtaining the prior consent of the Council, which shall prescribe the conditions under which permission for such employment is granted.

Rate 7—

Welding for the positioning of reinforcing rods for purposes of transportation	Rate per hour for work classified at Rate 7 in Table of Wage Rates.

Rate 9—

Bending slab rods to jigs and/or stops Cranking (offsetting) only of column rods to jigs and/or stops Hooking only of beam rods to jigs and/or stops Repetition bending of stirrups and/or repetitive automatic spiralling to jigs and/or stops Repetition cutting off to jigs and/or stops Applicable to all the above operations:— First six months of experience Thereafterer, Rate 9.	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

DIVISION D/18.

TUNGSTEN CARBIDE TIPPED DRILLING EQUIPMENT MANUFACTURING DIVISION.

Rate 1A (n.e.s.)—

General supervisory work including setting up of production machines (at least one supervisor must be employed in each establishment and be in charge of operations on each shift) Machine tool grinding for production machines	Rate per hour for work classified at Rate 1A in Table of Wage Rates.

Tarief 9—

Volgens stelmasjiene en/of skoorstukke en/of leipatrone en/of kort boorgate en/of merke boor Kraghamerwerk Slypwerk Vure maak en/of aan die gang hou Met handhamer slaan onder bevel van veremaker	Skaal per uur vir werk onder Tarief 9 in loontabelle.

(3) Hittevervaardiging van vere (spiraalvere).

Tarief 1 (n.e.v.)—

Puntwerk onder hamer	Skaal per uur vir werk onder Tarief 1 in loontabelle.

Tarief 4—

	Skaal per uur.		
	s.*	R	c†
Masjienwerk—			
Eerste drie maande ondervinding	2·762	0	27·26
Tweede drie maande ondervinding	3·322	0	33·22
Derde drie maande ondervinding	3·833	0	38·33
Daarna Tarief 4.			

* Sjielings. † Rand/sent.

Tarief 9—

Volgens stelmasjiene en/of skoorstukke en/of leipatrone en/of kort boorgate en/of merke boor Kraghamer laat werk Slypwerk Met handhamer slaan onder bevel van veermaker Vure maak en/of aan die gang hou	Skaal per uur vir werk onder Tarief 9 in loontabelle.

AFDELING D/17.

AFDELING STAALVERSTERKING.

Tarief 2 (n.e.v.)—

Buig (n.e.v.), vasmaak, opsigterswerk en/of opstel van masjiene om die volgende lys werksaamhede uit te voer—	Skaal per uur vir werk onder Tarief 2 in loontabelle.

	Skaal per uur.		
	s.*	R	c†
Werknemers onder 21 jaar—			
Eerste jaar ondervinding	2·044	0	20·44
Tweede jaar ondervinding	2·896	0	28·96
Derde jaar ondervinding	3·578	0	35·78
Daarna Tarief 2.			
Werknemers oor 21 jaar—			
Eerste jaar	2·896	0	28·96
Tweede jaar	3·578	0	35·78
Daarna.			

* Sjielings. † Rand/sent.

Met dien verstande dat geen werkgewer enige persoon teen 'n tarief van minder as die gekonsolideerde skaal van 4s. 5d. per uur in diens neem in die bedrywe wat hierbo genoem word sonder om vooraf die toestemming van die Raad te kry nie, wat die voorwaardes waaronder toestemming vir sodanige indiensneming gegee word, moet voorskryf.

Tarief 7—

Sweis vir plasing van versterkingstawe vir doeleindes van vervoer	Skaal per uur vir werk onder Tarief 7 in loontabelle.

Tarief 9—

Plaatstange volgens stelmasjiene en/of stoppe buig Kolomstange slegs draai (buig) volgens stelmasjiene en/of stoppe Balkstange slegs haak volgens stelmasjiene en/of stoppe Beuels by herhaling buig en/of herhalende outomatiese spiraalvorming volgens stelmasjiene en/of stoppe Herhalingsafsnywerk, volgens stelmasjiene en/of stoppe Van toepassing op al bogenoemde werksaamhede:— Eerste ses maande ondervinding Daarna Tarief 9	Skaal per uur vir werk onder Tarief 9 in loontabelle.

AFDELING D/18.

AFDELING VIR DIE VERVAARDIGING VAN STAAL VIR BORE MET PUNTE VAN WOLFRAMKARBIED.

Tarief 1 A (n.e.v.)—

Algemene toesighoudende werk met inbegrip van die opstel van produksiemasjiene (minstens een opsigter moet in elke inrigting in diens wees en moet toesig hou oor werksaamhede in elke skof) Slyp van masjiengereedskap vir produksiemasjiene	Skaal per uur vir werk onder Tarief 1 A in loontabelle.

Rate 3—

Heat treatment (supervisory work).....	Rate per hour for work classified at Rate 3 in Table of Wage Rates.

Rate 4—

* Repetition inserting of tips to jigs and grinding and/or finishing of same prior to bonding, including the use of fixed gauges.....	Rate per hour for work classified at Rate 4 in Table of Wage Rates.
* Supervising forging operations including setting up (at least one supervisor to be employed in each establishment on each shift).....	

	Rate per Hour. s.*	R c.†
* First six months..... Thereafter, Rate 4.	3·748	0 37·48

* Shillings. † Rand/cents.

Rate 5—

Machining on repetition work by means of jigs and/or stops and/or fixtures and/or trips and/or cut-outs on turret and capstan lathes and/or milling and/or planing and/or slotting machines and/or threading machines where the setting up of the machine and/or tools is done by a Rate 1 employee, including the use of fixed gauges	Rate per hour for work classified at Rate 5 in Table of Wage Rates.

Rate 9—

Bonding of tip to shank by pre-set static heating unit.....	Rate per hour for work classified at Rate 9 in Table of Wage Rates.
Drilling of the flush or water hole, on angle or pedestal machine.....	
Operating butt and/or spot welding machine.....	
Operating forging machine.....	
Operating machine (n.e.s.) set up for and performing one operation (excluding setting up).....	

Rate 10—

Cutting off drill steel to stops with friction saw.....	Rate per hour for work classified at Rate 10 in Table of Wage Rates.
Inserting tungsten carbide tips into head for brazing.....	
Marking trade symbols.....	
Metal buffing and/or polishing.....	
Operating hand portable and/or pedestal grinding machine where the operator is not required to grind to marks, templets, gauges or sizes.....	
Operating sand and/or shot blasting machine.....	
Spray and/or dip painting.....	

Rate 11—

Loading and/or unloading of furnaces..	Rate per hour for work classified at Rate 11 in Table of Wage Rates.

DIVISION D/19.

WIRE DRAWING AND/OR WEAVING AND/OR FORMING MANUFACTURING DIVISION.

The following operations in wire drawing and/or weaving and/or forming manufacture:—

(1) *Wire Drawing Plant.*

Rate 2—

Supervisory work, including setting adjustments and changing of attachments	Rate per hour for work classified at Rate 2 in Table of Wage Rates.

Rate 4—

Work in any of the following operations (n.e.s.) and/or assisting in the supervision thereof, including setting up and/or adjustments and changing of attachments—	Rate per hour for work classified at Rate 4 in Table of Wage Rates.

Assembly, cutting and/or polishing; wire drawing, including cleaning and heat treatment plants; wire testing—	*Rate per Hour.* s.*	R c.†
First year of experience.....	3·322	0 33·22
Second year of experience.....	3·578	0 35·78
Third year of experience.....	3·833	0 38·33
Thereafter, Rate 4.		

* Shillings. † Rand/cents.

Rate 9—

Attending rod pickling plant when appointed as rod pickling plant attendant	Rate per hour for work classified at Rate 9 in Table of Wage Rates.
Operating a rod and wire straightening machine.....	
Operating a wire drawing bench under supervision, including butt welding of rod and wire by machine.....	

Tarief 3—

Hittebehandeling (toesigwerk).....	Skaal per uur vir werk onder Tarief 3 in loontabelle.

Tarief 4—

*Herhalende insteek van punte in setmate en hulle slyp en/of afwerk voor bindwerk, insluitende die gebruik van vaste meters.....	Skaal per uur vir werk onder Tarief 4 in loontabelle.
*Toesig oor smeewerk, met inbegrip van opstel (minstens een toesighouer moet in diens wees in elke inrigting op elke skof)	

	Skaal per uur. s.*	R c†
*Eerste ses maande..... Daarna Tarief 4.	3·748	0 37·48

* Sjielings. † Rand/sent.

Tarief 5—

Masjienbewerking op herhalende werk deur middel van setmate en/of stoppe en/of skoorstukke en/of uitskakelaars en/of afsluiters op rewolwer- en/of kaapstaanderdraaibanke en/of freeswerk en/of skaaf- en/of gleuf en/of skroefdraad-masjiene waar die opstel van die masjiene en/of gereedskap deur 'n Tarief 1-werknemer gedoen word, met inbegrip van die gebruik van vaste meters.....	Skaal per uur vir werk onder Tarief 5 in loontabelle.

Tarief 9—

Punt met skag verbind deur gestelde statiese hitte-eenheid.....	Skaal per uur vir werk onder Tarief 9 in loontabelle.
Boor van die verkoelkanaal of watergat, op hoek- en/of voetstukmasjien.....	
Bediening van stomp- en/of puntsweismasjien.....	
Bediening van smeemasjien.....	
Bediening van masjien (n.e.v.) opgestel vir en wat een werksaamheid uitvoer (maar nie opstel nie).....	

Tarief 10—

Boorstaal volgens stoppe afsny met wrywingsaag.....	Skaal per uur vir werk onder Tarief 10 in loontabelle.
Wolframkarbiedpunte insit in kop vir hardsoldeer.....	
Handelsmerke merk.....	
Metaal polys en/of poleer.....	
Bediening van draagbare en/of voetstukslypmasjien waar bediener nie volgens merke stelmasjiene, setmate of groottes moet slyp nie.....	
Bediening van sand- en/of skrootblaasmasjien.....	
Verf deur spuit en/of indoop.....	

Tarief 11—

Oonde laai en leegmaak.....	Skaal per uur vir werk onder Tarief 11 in loontabelle.

AFDELING D/19.

VERVAARDIGINGSAFDELING VIR DRAADTREK EN/OF -WEEF EN/OF -VORM.

Ondergenoemde vervaardigingswerksaamhede by draadtrek en/of -weef en/of -vorm—

(1) *Draadtrekinstallasie.*

Tarief 2—

Toesigwerk, met inbegrip van verstellings maak en aanhegtings verander	Skaal per uur vir werk onder Tarief 2 in loontabelle.

Tarief 4—

Werk in enigeen van die volgende werksaamhede (n.e.v.) en/of help met die toesig daaroor, met inbegrip van die opstel en/of verstel en verander van aanhegsels—	Skaal per uur vir werk onder Tarief 4 in loontabelle.

Inmekaarsit, sny en/of poleer; draadtrek, met inbegrip van installasies vir skoonmaak en hittebehandeling; draad toets—	*Skaal per uur.* s.*	R c†
Eerste jaar ondervinding.....	3·322	0 33·22
Tweede jaar ondervinding.....	3·578	0 35·78
Derde jaar ondervinding.....	3·833	0 38·33
Daarna Tarief 4.		

* Sjielings. † Rand/sente.

Tarief 9—

Stangsuurbadinstallasie bedien indien aangestel as bediener van stangsuurbadinstallasie.....	Skaal per uur vir werk onder Tarief 9 in loontabelle.
'n Stang- en draadreguitmaakmasjien bedien.....	
'n Draadtrekbank onder toesig bedien, met inbegrip van stang en draad met masjien stomplas.....	

Rate 10—	
Attending heat treatment plant when appointed as heat treatment plant attendant Rough grinding of die polishing needles and buffing of dies Operating of die battering hammer	Rate per hour for work classified at Rate 10 in Table of Wage Rates.
Rate 11—	
Operating rod and wire torsion testing machine	Rate per hour for work classified at Rate 11 in Table of Wage Rates.

(2) *Wire Netting Plant.*

Rate 3—	
Supervisory work, including setting up and/or adjustments	Rate per hour for work classified at Rate 3 in Table of Wage Rates.
Rate 9—	
Operating wire netting plant	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

(3) *Barbed Wire Plant.*

Rate 3—	
Supervisory work, including setting up and/or adjustments	Rate per hour for work classified at Rate 3 in Table of Wage Rates.
Rate 9—	
Operating barbed wire plant	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

(4) *Wire Nail Plant.*

Rate 3—	
Supervisory work, including setting up and/or adjustments	Rate per hour for work classified at Rate 3 in Table of Wage Rates.
Rate 9—	
Operating nail making machine	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

(5) *Automatic Wire Forming Machine Plant.*

Rate 3—	
Supervisory work, including setting up and/or adjustments	Rate per hour for work classified at Rate 3 in Table of Wage Rates.
Rate 9—	
Operating wire forming machine	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

(6) *Wire Coiling, Braiding and Preparing Plant.*

Rate 3—	
Supervisory work, including setting up and/or adjustments	Rate per hour for work classified at Rate 3 in Table of Wage Rates.
Rate 10—	
Coiling and reeling Operating wire and strand winding and measuring machine, including welding and brazing of wire by machine Stranding wires, including welding and brazing of wire by machine	Rate per hour for work classified at Rate 10 in Table of Wage Rates.
Rate 11—	
Operating braiding machine	Rate per hour for work classified at Rate 11 in Table of Wage Rates.

(7) *Wire Working and/or Weaving and/or Fabricating by Machine.*

Rate 3—	
Supervisory work	Rate per hour for work classified at Rate 3 in Table of Wage Rates.
Rate 8—	
Chain link and/or diamond mesh machine operating (including machine running adjustments when necessitated by the manufacturing process)	Rate per hour for work classified at Rate 8 in Table of Wage Rates.
Rate 9—	
Automatic chain link and/or diamond mesh machine operating (including machine running adjustments when necessitated by the manufacturing process)	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Tarief 10—	
Hittebehandelingsinstallasie bedien indien aangestel as bediener van hittebehandelingsinstallasie Poleernaalde ru-slyp en stempels opvryf Stempelbreekhamer bedien	Skaal per uur vir werk onder Tarief 10 in loontabelle.
Tarief 11—	
Stang- en draadtorsietoetsmasjien bedien	Skaal per uur vir werk onder Tarief 11 in loontabelle.

(2) *Ogiesdraadinstallasie.*

Tarief 3—	
Opsigterswerk met inbegrip van opstelling en/of verstelling	Skaal per uur vir werk onder Tarief 3 in loontabelle.
Tarief 9—	
Ogiesdraadinstallasie bedien	Skaal per uur vir werk onder Tarief 9 in loontabelle.

(3) *Doringdraadinstallasie.*

Tarief 3—	
Oprigterswerk met inbegrip van opstelling en/of verstelling	Skaal per uur vir werk onder Tarief 3 in loontabelle.
Tarief 9—	
Doringdraadinstallasie bedien	Skaal per uur vir werk onder Tarief 9 in loontabelle.

(4) *Draadspykerinstallasie.*

Tarief 3—	
Opsigterswerk met inbegrip van opstelling en verstelling	Skaal per uur vir werk onder Tarief 3 in loontabelle.
Tarief 9—	
Draadspykermasjien bedien	Skaal per uur vir werk onder Tarief 9 in loontabelle.

(5) *Outomatiese draadvormmasjieninstallasie.*

Tarief 3—	
Opsigterswerk met inbegrip van opstelling en verstelling	Skaal per uur vir werk onder Tarief 3 in loontabelle.
Tarief 9—	
Draadvormmasjien bedien	Skaal per uur vir werk onder Tarief 9 in loontabelle.

(6) *Draadrol-, vleg- en bereidingsinstallasie.*

Tarief 3—	
Opsigterswerk met inbegrip van opstelling en verstelling	Skaal per uur vir werk onder Tarief 3 in loontabelle.
Tarief 10—	
Oprol- en opdraaiwerk Draad- en stringopwen- en meetmasjien bedien, met inbegrip van draad met 'n masjien sweis en hardsoldeer Drade vleg, met inbegrip van draad met masjien sweis en hardsoldeer	Skaal per uur vir werk onder Tarief 10 in loontabelle
Tarief 11—	
Vlegmasjien bedien	Skaal per uur vir werk onder Tarief 11 in loontabelle.

(7) *Draad met 'n masjien bewerk en/of weef en/of vervaardig.*

Tarief 3—	
Opsigterswerk	Skaal per uur vir werk onder Tarief 3 in loontabelle.
Tarief 8—	
Kettingskakel- en/of diamantmaasmasjien bedien (met inbegrip van lopende verstelwerk wanneer vervaardigingsproses dit nodig maak)	Skaal per uur vir werk onder Tarief 8 in loontabelle.
Tarief 9—	
Outomatiese kettingskakel- en/of diamantmaasmasjien bedien (met inbegrip van lopende verstelwerk wanneer vervaardigingsproses dit nodig maak)	Skaal per uur vir werk onder Tarief 9 in loontabelle.

(8) *Wire Weaving—Automatic Looms.*

Rate 3—	
Supervisory work, including setting up and/or adjustments	Rate per hour for work classified at Rate 3 in Table of Wage Rates.
Rate 9—	
Loom operating.....	Rate per hour for work classified at Rate 9 in Table of Wage Rates.
Rate 10—	
Warp beam filling.....	Rate per hour for work classified at Rate 10 in Tabel of Wage Rates.
Pirn filling.....	
Rate 11—	
Bobbin filling.....	Rate per hour for work classified at Rate 11 in Table of Wage Rates.
Warp beam minding.....	

(9) *Wire Weaving—Semi-Automatic Looms.*

Rate 3—	
Supervisory work, including setting up and/or adjustments	Rate per hour for work classified at Rate 3 in Table of Wage Rates.
Rate 9—	
Loom operating.....	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

(10) *Wire Weaving—Hand-operated Machines.*

Rate 3—	
Supervisory work, including setting up and/or adjustments	Rate per hour for work classified at Rate 3 in Table of Wage Rates.
Rate 10—	
Square and/or other mesh screen weaving into rolls and/or sheets on hand operated machine, i.e. feeding machine	Rate per hour for work classified at Rate 10 in Table of Wage Rates.

(11) *Crimping Wire for Semi-Automatic and Hand-Operated Loom.*

Rate 3—	
Supervisory work, including setting up and/or adjusting crimping rollers	Rate per hour for work classified at Rate 3 in Table of Wage Rates.
Rate 11—	
Swift minding, including stopping and/or starting machine	Rate per hour for work classified at Rate 11 in Table of Wage Rates.

(12) *Welding when performed in Wire Working and/or Weaving and/or Fabricating Operations.*

Rate 9—	
Spot and/or butt and/or tack welding...	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

(13) *Metal Coating.*

Rate 3—	
Supervisory work.....	Rate per hour for work classified at Rate 3 in Table of Wage Rates.
Rate 9—	
Attending metal coating plant other than general labouring	Rate per hour for work classified at Rate 9 in Table of Wage Rates.
Rate 11—	
General labouring including—	
(*a*) Assisting operators.....	Rate per hour for work classified at Rate 11 in Table of Wage Rates.
(*b*) Locking, clinching and/or selvedging	
(*c*) Cutting of waste wire.....	
(*d*) Operating handle of shearing machine.....	

Probationary periods in current Agreement to apply to operations classified at Rate 8 to 10 inclusive.

DIVISION D/20.

WIRE AND WIRE ROPE MANUFACTURING DIVISION.

(1) *Cable Stranding Plant.*

Rate 1 (n.e.s.)—	
* Supervisory work, including setting up and/or adjustments and changing of attachments	Rate per hour for work classified at Rate 1 in Table of Wage Rates.

(8) *Draadweef—Outomatiese weeftoestelle.*

Tarief 3—	
Opsigterswerk met inbegrip van opstel en/of verstel	Skaal per uur vir werk onder Tarief 3 in loontabelle.
Tarief 9—	
Weefstoel bedien.....	Skaal per uur vir werk onder Tarief 9 in loontabelle.
Tarief 10—	
Kettingboom van draad voorsien.....	Skaal per uur vir werk onder Tarief 10 in loontabelle.
Spoele vul.....	
Tarief 11—	
Spoel met draad vul.....	Skaal per uur vir werk onder Tarief 11 in loontabelle.
Kettingboom oppas.....	

(9) *Draadweef—Halfoutomatiese weeftoestelle.*

Tarief 3—	
Opsigterswerk met inbegrip van opstelling en/of verstelling.....	Skaal per uur vir werk onder Tarief 3 in loontabelle.
Tarief 9—	
Weeftoestel bedien.....	Skaal per uur vir werk onder Tarief 9 in loontabelle.

(10) *Draadweef—Handmasjiene.*

Tarief 3—	
Opsigterswerk met inbegrip van opstelling en/of verstelling.....	Skaal per uur vir werk onder Tarief 3 in loontabelle.
Tarief 10—	
Vierkantige en/of ander maasvorms in rolle en/of plate weef met handmasjien, d.i. masjien voer	Skaal per uur vir werk onder Tarief 3 in loontabelle.

(11) *Draad krimp vir halfoutomatiese en handweeftoestelle.*

Tarief 3—	
Opsigterswerk met inbegrip van krimprollers opstel en/of verstel.....	Skaal per uur vir werk onder Tarief 3 in loontabelle.
Tarief 11—	
Drom bedien, met inbegrip van masjien stop en/of aansit	Skaal per uur vir werk onder Tarief 3 in loontabelle.

(12) *Sweis wanneer die verrig word by draadwerk en/of -weef en/of vervaardig.*

Tarief 9—	
Punt- en/of stomplas- en/of hegsweiswerk	Skaal per uur vir werk onder Tarief 9 in loontabelle.

(13) *Metaallae aansit.*

Tarief 3—	
Opsigterswerk.....	Skaal per uur vir werk onder Tarief 3 in loontabelle.
Tarief 9—	
Metaallaaginstallasie bedien, behalwe algemene arbeid	Skaal per uur vir werk onder Tarief 9 in loontabelle.
Tarief 11—	
Algemene arbeid, insluitende—	
(*a*) Bedieners help.....	Skaal per uur vir werk onder Tarief 11 in loontabelle.
(*b*) Beveiliging, klink en/of selfkante maak.....	
(*c*) Afvaldraad afsny.....	
(*d*) Slinger van afsnymasjien draai.....	

OPMERKING.—Proeftye in lopende Ooreenkoms moet van toepassing wees op werksaamhede ingedeel onder Tarief 8 tot en met Tarief 10.

AFDELING D/20.

AFDELING VIR DIE VERVAARDIGING VAN DRAAD EN DRAADTOU.

Die volgende werksaamhede in die vervaardiging van draad en/of draadtou:—

(1) *Kabelvleginstallasie.*

Tarief 1 (n.e.v.)—	
Opsigterswerk, met inbegrip van opstel en/of verstel en verandering van aanhegsels	Skaal per uur vir werk onder Tarief 1 in loontabelle.

Rate 4—

Work in cable stranding plant (n.e.s.) and/or assisting in the supervision thereof, including setting up and/or adjustments and changing of attachments— Rate per hour for work classified at Rate 4 in Table of Wage Rates.

	Rate per Hour.		
	s.*	R	c†
First year of experience	3·322	0	33·22
Second year of experience	3·578	0	35·78
Third year of experience	3·833	0	38·33

Thereafter Rate 4.

* Shillings. † Rand/cents.

Rate 10—

Operating a wire stranding machine, including butt welding or brazing of wire by machine — Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Rate 11—

Operating an automatic wire winding machine, including butt welding of wire by machine
Operating hand-fed wire winding plant — Rate per hour for work classified at Rate 11 in Table of Wage Rates.

(2) *Fibre Core Making Plant.*

Rate 3—

* Supervisory work, including setting up and/or adjustments and changing of attachments — Rate per hour for work classified at Rate 3 in Table of Wage Rates.

Rate 10—

Operating a fibre rope house machine
Operating a fibre yarn preparing machine (goods machine and drawing frame)
Operating a fibre yarn spinning machine — Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Rate 11—

Operating a fibre yarn winding machine — Rate per hour for work classified at Rate 11 in Table of Wage Rates.

(3) *Wire Drawing Plant.*

Rate 1 (n.e.s.)—

* Supervisory work, including setting up and/or adjustments and changing of attachments — Rate per hour for work classified at Rate 1 in Table of Wage Rates.

Rate 1A (n.e.s.)—

Die Box assembly, grinding and/or polishing (n.e.s.)—

	Rate per Hour.		
	s*	R	c†
First year of experience	4·259	0	42·59
Second year of experience	4·515	0	45·15
Third year of experience	4·770	0	47·70

Thereafter Rate 1A.

* Shillings. † Rand/cents.

Rate 4—

Work in any of the following operations (n.e.s.) and or assisting in the supervision thereof, including setting up and/or adjustments and changing attachments— Rate per hour for work classified at Rate 4 in Table of Wage Rates.

Wire drawing, including cleaning and heat treatment plants; wire testing

Rate 9—

Attending rod pickling plant when appointed as rod pickling plant attendant
Operating rod and wire straightening machine
Operating a wire drawing bench under supervision, including butt welding of rod and wire by machine — Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10—

Attending heat treatment plant when appointed as heat treatment plant attendant
Rough grinding of die polishing needles and buffing dies
Operating of die battering hammer — Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Rate 11—

Operating steel rod and wire torsion testing machine and/or copper wire testing machine — Rate per hour for work classified at Rate 11 in Table of Wage Rates.

(4) *Wire Galvanising Plant.*

Rate 3—

* Supervisory work including setting up and/or adjustments and changing of attachments— Rate per hour for work classified at Rate 3 in Table of Wage Rates.

	Rate per Hour.		
	s.*	R	c†
First three months of experience	3·748	0	37·48
Second three months of experience	4·259	0	42·59

Thereafter, Rate 3.

* Shillings. † Rand/cents.

Tarief 4—

In kabelvleginstallasie (n.e.v.) werk en/of met toesig daaroor help, met inbegrip van opstel en/of verstel en verander van aanhegsels— Skaal per uur vir werk onder Tarief 4 in loontabelle.

	Skaal per uur.		
	*s.	R	c†
Eerste jaar ondervinding	3·322	0	33·22
Tweede jaar ondervinding	3·578	0	35·78
Derde jaar ondervinding	3·833	0	38·33

Daarna Tarief 4

* Sjielings. † Rand/sent.

Tarief 10—

'n Draadvlegmasjien bedien insluitende stompsweis- of hardsoldeerwerk aan draad met masjien — Skaal per uur vir werk onder Tarief 10 in loontabelle.

Tarief 11—

'n Outomatiese draadopwenmasjien bedien, met inbegrip van stompsweiswerk aan draad met masjien
Handgevoerde draadopwenmasjien bedien — Skaal per uur vir werk onder Tarief 11 in loontabelle.

(2) *Installasie vir vervaardiging van veselkerns.*

Tarief 3—

Opsigterswerk, insluitende die opstelling en/of verstelling en verandering van aanhegsels — Skaal per uur vir werk onder Tarief 3 in loontabelle.

Tarief 10—

Veseldraadhuismasjien bedien
Veseldraadbereidingmasjien bedien (artikelmasjien en trekraam)
Veseldraadspinmasjien bedien — Skaal per uur vir werk onder Tarief 10 in loontabelle.

Tarief 11—

Veseldraadopwenmasjien bedien — Skaal per uur vir werk onder Tarief 11 in loontabelle.

(3) *Draadtrekinstallasie.*

Tarief 1 (n.e.v.)—

Opsigterswerk, insluitende aanhegsels opstel en/of verstel en verander — Skaal per uur vir werk onder Tarief 1 in loontabelle.

Tarief 1 A (n.e.v.)—

Stempelkasuitrigting, skuur en/of poleer (n.e.v.)—

	Skaal per uur.		
	*s.	R	c†
Eerste jaar ondervinding	4·259	0	42·59
Tweede jaar ondervinding	4·515	0	45·15
Derde jaar ondervinding	4·770	0	47·70

Daarna Tarief 1A.

* Sjielings. Rand/sent.

Tarief 4—

Werk in enigeen van die volgende werksaamhede (n.e.v.) en/of met toesig daaroor help, met inbegrip van opstelling en/of verstelling en verandering van aanhangsels — Skaal per uur vir werk onder Tarief 4 in loontabelle.

Tarief 9—

Suurbadinstallasie vir stange bedien wanneer as bediener van suurbadinstallasie aangestel
Masjien vir stange en draad reguitmaak, bedien
Draadtrekbank onder toesig bedien, met inbegrip van stompsweis van stang- en draadmasjien — Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10—

Hittebehandelingsinstallasie bedien wanneer as bediener van hittebehandelingsinstallasie aangestel
Stempelpolleernaalde ru slyp en stempels opvryf
Stempelbreekmasjien bedien — Skaal per uur vir werk onder Tarief 10 in loontabelle.

Tarief 11—

Staalstand- en draadtorsietoetsmasjien en/of koperdraadtoetsmasjien bedien — Skaal per uur vir werk onder Tarief 11 in loontabelle.

(4) *Draadgalvaniseerinstallasie.*

Tarief 3—

Opsigterswerk, met inbegrip van aanhegsels opstel en/of verstel en verander— Skaal per uur vir werk onder Tarief 3 in loontabelle.

	*s.	R	c†
Eerste jaar ondervinding	3·748	0	37·48
Tweede drie maande ondervinding	4·259	0	42·59

Daarna Tarief 3.

* Sjielings. † Rand/sent.

Rate 9—

Attending galvanising plant when appointed as galvanising plant attendant	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

(5) *Wire Rope Making Plant.*

Rate 1 (n.e.s.)—

* Supervisory work, including setting up and/or adjustments	Rate per hour for work classified at Rate 1 in Table of Wage Rates.

Rate 3—

Assisting in the supervision of all or any of the operations classified at Rates 4, 9, 10 and 11 hereinafter set out, including setting up and/or adjustments and changing of attachments Crane operating—loading and/or unloading	Rate per hour for work classified at Rate 3 in Table of Wage Rates.

Rate 4—

Operating stranding and closing machine including setting up and/or adjustments and changing of attachments (n.e.s.) — Rate per hour for work classified at Rate 4 in Table of Wage Rates.

	Rate per Hour, s.*	R	c†
First year of experience	3·322	0	33·22
Second year of experience	3·578	0	35·78
Third year of experience	3·833	0	38·33

Thereafter, Rate 4.

* Shillings. † Rand/cents.

Rate 9—

Operating a "round strand" closing machine for ropes up to and including ⅜ inches in diameter Operating a "round strand" stranding machine for ropes not exceeding 1¼ inch in diameter, including butt welding or brazing of wire by machine Swaging, using dies	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10—

Operating an automatic wire winding machine including butt welding of wire by machine and/or brazing Operating a strand winding machine	Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Rate 11—

Application of rope dressing Assisting operator of a "triangular or flattened strand stranding machine" Attending grease plant when appointed as grease plant attendant Operating a hand-fed wire winding machine	Rate per hour for work classified at Rate 11 in Table of Wage Rates.

(6) *Wire Rope Splicing Plant.*

Rate 3—

* Supervisory work including operation of taluric or superloop press	Rate per hour for work classified at Rate 3 in Table of Wage Rates.

Rate 9—

Assisting in rope splicing	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

(7) *Drum Making Plant.*

Rate 1A (n.e.s.)—

Cutting of timber for drums, battons, segments and flanges on woodworking machines — Rate per hour for work classified at Rate 1A in Table of Wage Rates.

	Rate per Hour. s.*	R	c†
First year of experience	4·259	0	42·59
Second year of experience	4·515	0	45·15
Third year of experience	4·770	0	47·70

Thereafter, Rate 1A.

* Shillings. † Rand/cents.

Rate 10—

Bolt and/or rod screwing by machine and/or hand Assembling, reconditioning, painting and spraying of wooden drums under supervision Punching and shearing of drum washers	Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Tarief 9—

Galvaniseerinstallasie bedien wanneer aangestel as bediener van galvaniseerinstallasie	Skaal per uur vir werk onder Tarief 9 in loontabelle.

(5) *Installasie vir vervaardiging van draadtou.*

Tarief 1 (n.e.v.)—

Opsigterswerk met inbegrip van opstel en/of verstelwerk	Skaal per uur vir werk onder Tarief 1 in loontabelle.

Tarief 3—

Help met toesig oor almal of enigeen van die werksaamhede ingedeel in die volgende Tariewe hieronder vermeld: 4, 9, 10 en 11, met inbegrip van aanhegsels opstel en/of verstel en verander	Skaal per uur vir werk onder Tarief 3 in loontabelle.

Tarief 4—

Vesel- en afsluitmasjiene bedien, met inbegrip van aanhegsels opstel en/of verstel en verander (n.e.v.)— — Skaal per uur vir werk onder tarief 4 in loontabelle.

	Skaal per uur. *s	R	c†
Eerste jaar ondervinding	3·322	0	33·22
Tweede jaar ondervinding	3·578	0	35·78
Derde jaar ondervinding	3·833	0	38·33

Daarna Tarief 4.

* Sjielings. † Rand/sent.

Tarief 9—

'n „ Rondestring"-afsluitmasjien bedien vir toue tot en met ⅜ duim deursnee 'n „ Rondestring"-vlegmasjien bedien vir toue van hoogstens 1¼ duim in deursnee, met inbegrip van stompsweis van draad met masjien en/of hardsoldeer Saalsmeer met behulp van stempels	Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10—

'n Outomatiese draadopwenmasjien bedien, met inbegrip van stompsweis van draad met masjien en/of hardsoldeer 'n stringopwenmasjien bedien	Skaal per uur vir werk onder Tarief 10 in loontabelle.

Tarief 11—

Tousmeersel aansit Bediener van „ driehoekige of plat"-stringmasjien help Smeerinstallasie bedien wanneer aangestel as bediener van smeerinstallasie Handgevoerde draadopwenmasjien bedien	Skaal per uur vir werk onder Tarief 11 in loontabelle.

(6) *Installasie vir die splits van draadtou.*

Tarief 3—

Toesigwerk met inbegrip van bediening van taluriese of „ superloop "-pers	Skaal per uur vir werk onder Tarief 3 in loontabelle.

Tarief 9—

Met tousplitswerk help	Skaal per uur vir werk onder Tarief 9 in loontabelle.

(7) *Installasie vir die vervaardiging van dromme.*

Tarief 1 (A) (n.e.v.)—

Hout vir dromme, dwarsplankies, stukke en flense op houtwerkmasjiene sny:— — Skaal per uur vir werk onder Tarief 1 (A) in loontabelle.

	Skaal per uur. *s.	R	c†
Eerste jaar ondervinding	4·259	0	42·59
Tweede jaar ondervinding	4·515	0	45·15
Derde jaar ondervinding	4·770	0	47·70

Daarna Tarief 1A.

* Sjielings. † Rand/sent.

Tarief 10—

Draadsny aan boute en/of stange met masjien en/of die hand Houtdromme onder toesig inmekaarsit, vernuwe, verf en spuit Dromwasters pons en skuins sny	Skaal per uur vir werk onder Tarief 10 in loontabelle.

(8) *Miscellaneous.*

Rate 11—

Operating a scrap material baling press and/or bundling machine Stamping metal labels General labouring including loading and/or unloading and transporting of materials by hand and/or mechanical appliances	Rate per hour for work classified at Rate 11 in Table of Wage Rates.

* "Supervisory work".—Not less than one employee with supervisory knowledge to be employed in each department.

DIVISION D/21.

TUBE AND/OR PIPE MANUFACTURING DIVISION.

The following operations in the manufacture of tubes and/or pipes, viz.:—

Rate 1A (n.e.s.)—

Hand bending of tubes ..... Rate per hour for work classified at Rate 1A in Table of Wage Rates.

	Rate per Hour.		
	s.*	R	c†
First six months of experience	4·004	0	40·04
Second six months of experience	4·259	0	42·59
Third six months of experience	4·515	0	45·15
Fourth six months of experience	4·770	0	47·70
Thereafter, Rate 1A.			

* Shillings. † Rand/cents.

Reconditioning of mandrel bars and/or press punches Reconditioning radiusing of reducing mill and/or push bench rolls on machine specially designed therefor Rough grinding of push bench dies in machines specially designed therefor and using vernier scales	Rate per hour for work classified at Rate 1A in Table of Wage Rates.

Rate 2—

* Attending ring bed using vernier scales and including roll changing * Push bench driving	Rate per hour for work classified at Rate 2 in Table of Wage Rates.

	Rate per Hour.		
	s.*	R	c†
* First six months of experience	4·259	0	42·59
Second six months of experience	4·515	0	45·15
Thereafter, Rate 2.			

* Shillings. † Rand/cents.

Part 3—

Annealing boiler tubes (supervisory work) Attending pumphouse (employees employed as pumphouse attendants Billet-heating furnace supervisor Case and/or tool hardening and/or heat treatment (supervisory work) Drop forging Finished tube inspection by visual means and/or fixed gauges and/or gap gauges pre-set by toolroom Non-ferrous smelting and/or melting (charge-hand and/or supervisory work) Operating multi-head oxy-acetylene cutting machines and/or flame planing and/or bevel cutting machine including setting up Repetition metal spinning as applied to tubular products Supervisory work (draw bench) using micrometer Supervisory work (reducing mills) including roll changing Supervisory work—supervising operations classified at Rates 4 to 7 inclusive	Rate per hour for work classified at Rate 3 in Table of Wage Rates.

Learnership—	*Rate per Hour.*		
	s.*	R	c†
First year of experience—			
First six months	3·748	0	37·48
Second six months	3·918	0	39·18
Second year of experience—			
First six months	4·089	0	40·89
Second six months	4·259	0	42·59
Thereafter Rate 3.			

* Shillings. † Rand/cents.

Rate 4—

Repetitive weld inspection of standard fabricated pipes and fittings	Rate per hour for work classified at Rate 3 in Table of Wage Rates.

(8) *Diverse.*

Tarief 11—

Baalpers vir afvalmateriaal en/of 'n bondelmasjien bedien Metaaletikette stempel Algemene arbeid, met inbegrip van op- en/of aflaai en vervoer van materiaal met die hand en/of werktuigkundige toestelle	Skaal per uur vir werk onder Tarief 11 in loontabelle.

* „Toesigwerk": Minstens een werknemer met kennis van opsigterswerk moet in elke afdeling in diens wees.

AFDELING D 21.

AFDELING VIR DIE VERVAARDIGING VAN BUISE EN/OF PYPE.

Die volgende werksaamhede in die vervaardiging van buise en/of pype, nl.:—

Tarief 1 (A) (n.e.v.)—

Buise met die hand buig— Skaal per uur vir werk onder Tarief 1 (A) in loontabelle.

	Skaal per uur.		
	*s	R	c†
Eerste ses maande ondervinding	4·004	0	40·04
Tweede ses maande ondervinding	4·259	0	42·59
Derde ses maande ondervinding	4·515	0	45·15
Vierde ses maande ondervinding	4·770	0	47·70
Daarna, 1 A.			

* Sjielings. † Rand/sent.

Hernuwing van draaibankspille en/of persponse Hernuwing van straalmate van reduseermeule en/of stootbankrolle op masjien spesiaal daarvoor ontwerp Stootbankstempels ru slyp in masjiene spesiaal daarvoor ontwerp deur gebruik van vernierskale	Skaal per uur vir werk onder Tarief 1 (A) in loontabelle.

Tarief 2—

*Bediening van ringbed deur gebruik van vernierskale en met inbegrip van rolverandering	Skaal per uur vir werk onder Tarief 2 in loontabelle.

*Stootbanke dryf—

	Skaal per uur.		
	*s	R	c†
*Eerste ses maande ondervinding	4·259	0	42·59
Tweede ses maande ondervinding	4·515	0	45·15
Daarna, Tarief 2.			

* Sjielings. † Rand/sent.

Tarief 3—

Stoomketelpype uitgloei (toesigwerk) Pomphuis oppas (werknemers in diens as pomphuisoppassers) Toesighouer by oond vir blokverhitting Dop- en/of gereedskapverharding en/of hittebehandeling (toesig) Valsmeewerk Inspeksie met die oog van voltooide buise en/of met vaste meters en of spleetmeters vooraf deur gereedskapkamer gestel Uitsmelte en of smelt van nie-ysterhoudende metale (onderbaas en/of toesigwerk) Bediening van veelkoppige oksiasetileensnymasjiene en/of vlam- en/of skuinssnymasjien met inbegrip van opstel Herhalende metaalspinwerk soos van toepassing op produkte van buise gemaak Toesigwerk (trekbank) met gebruik van mikrometer Toesigwerk (reduseermeulens) met inbegrip van rolverandering Toesigwerk—toesig oor werk geklassifiseer teen Tariewe 4 tot en met 7	Skaal per uur vir werk onder Tarief 3 in loontabelle.

Leerlingskap—	*Skaal per uur.*		
	*s	R	c†
Eerste jaar ondervinding—			
Eerste ses maande	3·748	0	37·48
Tweede ses maande	3·918	0	39·18
Tweede jaar ondervinding—			
Eerste ses maande	4·089	0	40·89
Tweede ses maande	4·259	0	42·59
Daarna, Tarief 3.			

* Sjielings. † Rand/sent.

Tarief 4—

Herhalende inspeksie van sweiswerk aan standaard vervaardigde pype en toebehore	Skaal per uur vir werk onder Tarief 4 in loontabelle.

Rate 5—

- Assembling by means of jigs and/or templets
- Assembling and/or tacking by means of oxy-acetylene and/or electric welding
- Assembling of expansion joints and pipe fittings for hydraulic testing
- Assistant supervisory work in respect of the following plant and/or operations—
  - Billet furnace heating
  - Draw and/or push bench
  - Galvanising
  - Reducing Mills
  - Screwing and/or cutting tubes and/or tapping of tube fittings (including die and/or cutter setting)
  - Extrusion presses
  - Continuous Tube welding machines
  - Tube straightening machines
- Bend dressing by hand
- Bending of tubes in manually and/or power-operated machines to sketch other than marking out and setting out
- Cold sawing other than repetition cutting off
- Drilling with templets and/or without templets where marking off is done by a Rate 1 employee (including the sharpening of drills up to $1\frac{1}{16}$ inch diameter)
- Hot and/or cold forming of flat bars into ring flanges, including hand peak trueing (excluding setting up of machines)
- Metal spraying for anti-corrosive purposes
- Operating flanged pipe facing machine (excluding setting up)
- Operating plate edge planing machine (excluding setting up)
- Operating repetition and/or continuous automatic welding machines, gas and/or electric
- Operating single-head oxy-acetylene profiling machine and/or straight line cutting machine
- Patching of seam welds in pipe or tube manufacture on continuous automatic gas and/or electric welding machine, where the patching is done horizontally by gas welding on material less than $\frac{3}{16}$ inch thick and involving no change in procedure in respect of tip size, pressures and size and type of rod
- Punching and/or shearing and/or cropping to jigs and/or stops
- Repetition forming of plate and/or strip in rolls or press brake
- Rough grinding, including tool grinding in jigs
- Supervising shot blasting machine
- Welding in jigs involving no change in procedure in respect of amperage size or type of rod or rate of deposition

Rate per hour for work classified at Rate 5 in Table of Wage Rates.

Rate 6—

- Assistant supervisory work in respect of the following operations:—
  - Dipping of steel pipes in hot bitumastic solution
  - External sheathing of steel pipes with hot bitumastic coating, including changing of sheathing ends
  - Hydraulic testing machine work, including changing of test ends
  - Hydraulic and/or mechanical press work and/or roll forming of pipe ends and/or collar type joints
- Spun lining with bitumen, including changing of lining ends
  - Spun lining with concrete
  - Preparation of pipes for welding by means of pneumatic tools
- Supervising slinging
- Butt welding of flange collars and/or metal sections by machine

Rate per hour for work classified at Rate 6 in Table of Wage Rates.

Rate 7—

- Saw sharpening on fully automatic machine excluding machine setting

Rate per hour for work classified at Rate 7 in Table of Wage Rates.

Rate 8—

- Assembling of premanufactured components from stock requiring no fitting and/or adjustment
- Lining of specials by hand with mastic
- Stress normalising welded joints
- Trueing of pipes and/or sections longitudinally by means of hydraulic presses.
- Wrapping specials with mastic by hand

Rate per hour for work classified at Rate 8 in Table of Wage Rates.

Tarief 5—

- Monteer deur middel van setmate en/of stelmasjiene
- Monteer en/of heg deur middel van oksiasetileen- en/of elektriese sweiswerk
- Monteer van uitsitvoeë en pyptoebehore vir hidrouliese toetse
- Help met toesigwerk ten opsigte van die volgende installasies en/of werksaamhede—
  - Blokoondverhitting
  - Trek- en/of stootbank
  - Galvaniseer
  - Reduseermeulens
  - Skroefdraad sny en/of buise sny en/of buistoebehore tap en/of snyers stel
  - Uitstootperse
  - Masjiene vir ononderbroke sweis van buise
  - Masjiene vir reguitmaak van buise
- Buigplakke met die hand afwerk
- Buise buig in hand- en/of kragmasjiene volgens skets maar nie afmerk en uitsit nie
- Koud saag maar nie herhalende afsny nie
- Boor met stelmasjiene en/of sonder stelmasjiene waar afmerkwerk deur Tarief 1-werknemer gedoen word (met inbegrip van skerpmaak van bore tot en met $1\frac{1}{16}$ duim diameter)
- Warm en/of koud vorm van plat stawe in ringflense, met inbegrip van met die hand in lyn stel van punte (maar nie masjiene opstel nie)
- Metaal bespuit vir roeswerende lae
- Bediening van pypflensmasjien (maar nie opstel)
- Bediening van plaatrandskaafmasjien (maar nie opstel)
- Herhalings- en/of ononderbroke outomatiese sweismasjiene, gas en/of elektries, bedien
- Bediening van eenkoppige oksiasetileenprofielmasjien en/of masjien vir reguit lyne sny
- Lap van naatsweisplakke in pyp- en/of buisvervaardiging op ononderbroke outomatiese gas- en/of elektriese sweismasjien, waar die lapwerk horisontaal gedoen word deur gassweiswerk op materiaal van minder as $\frac{3}{16}$ duim dik en waar geen verandering van werkwyse nodig is by puntgrootte en grootte en tipe stafie nie
- Volgens sentrale en/of stoppe pons en/of afsny en/of afknip
- Herhalende vorm van plate en/of stroke in rolle of persrem
- Ruwe slypwerk, met inbegrip van gereedskap in setmate slyp
- Toesig oor skrootblaasmasjien
- In setmate sweis waar geen verandering nodig is in werkwyse ten opsigte van stroomsterkte of tipe stafie of tempo van afsetting

Skaal per uur vir werk onder Tarief 5 in loontabelle.

Tarief 6—

- Assistent-toesigwerk ten opsigte van die volgende werksaamhede—
  - Staalpype in warm bitumastiekoplossing indoop
  - Staalpype aan die buitekant met warm bitumastieke lae omhul
  - Hidrouliese toetsmasjien bedien
  - Hidrouliese en/of meganiese perswerk en/of pypente en/of kraagringlasse in rolle vorm
  - Draaibekleding met bitumen
  - Draaibekleding met beton
- Pype vir sweiswerk deur middel van lugdrukgereedskap voorberei
- Toesig oor slingerwerk hou
- Stompsweis van flenskrae en of metaalprofiele met masjien

Skaal per uur vir werk onder Tarief 6 in loontabelle.

Tarief 7—

- Sae skerpmaak op voloutomatiese masjien maar nie masjien opstel

Skaal per uur vir werk onder Tarief 7 in loontabelle.

Tarief 8—

- Monteer van vooraf vervaardigde onderdele uit voorraad waar geen pas- en/of verstelwerk
- Spesiale voorwerpe met bitumastiekoplossing met die hand beklee
- Sweislasse onder druk normaliseer
- Pype en/of seksies in die lengte en/of in deursnit reguitmaak met die hand en/of deur middel van hidrouliese perse
- Spesiale werk met mastiek met die hand toedraai

Skaal per uur vir werk onder Tarief 8 in loontabelle.

Rate 9—	
Affixing slings under supervision (employees exclusively so employed) Assisting in drop forging using dies Driving power hammer Expanding of tubes Feeding cold draw bench, including removing cleaning and replacing dies Hydraulic and/or pneumatic and/or mechanical staving Hydraulic testing and/or testing by air—under supervision Operating repetition cold bending machine where machine is set up by a Rate 1 employee Operating seam-forming machine Operating spot welding machine Operating tagger hammer Paraffin testing Piercing press work using preset dies Power pressing where the work is operated upon with preset dies other than the setting of dies Repetition boring and/or bevelling of sockets and/or flanges prior to tapping Repetition drilling to jigs and/or countersinking Repetition Screwing with die heads and/or taps	Rate per hour for work classified at Rate 9 in Table of Wage Rates.
Resistance butt welding (joining rods up to ¾ inch diameter) Screeding in the application of bitumastic sheathing Setting sections on submerged arc automatic welding machine Skimming of non-ferrous billets excluding setting-up	Rate per hour for work classified at Rate 9 in Table of Wage Rates.
Rate 10—	
Application of anti-corrosive coatings Attending automatic straightening and/or rounding and/or reducing and/or extracting and/or reaming machine Boiler stoking and/or attending stokers Dismantling of assembly rings Draw bench operating (n.e.s.) Dressing by hand and/or by grinding and/or by portable power tools for inspection Flux drying Gasket cutting using templets Hot stripping and punching of drop forging Metal buffing and/or polishing Metal coating by dipping and/or galvanising Oiling and greasing of plant and machinery Operating flux coating machine Operating rod mill in electrode manufacture Operating tube cutting machine excluding setting -up Repetition sawing and/or cutting Sand and/or shot blasting Striking by hand hammer for blacksmith's work	Rate per hour for work classified at Rate 10 in Table of Wage Rates.
Rate 11—	
General labouring, including— Assisting the operator of a tacking machine Attending tube pickling tank Charging pots for the melting of bitumen Dipping in enamel and/or paint Furnace reheating Opening and/or closing dies in socket forming	Rate per hour for work classified at Rate 11 in Table of Wage Rates.

DIVISION D/22.

MANUFACTURE AND ASSEMBLY OF COOKING AND HEATING APPLIANCES (EXCLUDING PRESSURE HEATERS).

For the purposes of this Division—

"assembling (n.e.s.)" means the uniting of sub-assemblies to form a complete appliance;

"sub-assembly" means the performance of any or all operations listed hereunder. For electrical wiring operations associated with sheetmetal products manufacturing see Section E of Division D/23.

The following operations in the manufacture and assembly of cooking and heating appliances (excluding pressure heaters), viz.:—

Rate 6—	
Assembling (n.e.s.) Standard electrical testing of equipment and/or components during and after assembly	Rate per hour for work classified at Rate 6 in Table of Wage Rates.

Tarief 9—	
Slingers onder toesig aanbring (werknemers uitsluitlik so in diens) Help met valsmeewerk deur gebruik van stempels Kraghamer dryf Buise uitsit Koue trekbank voer met inbegrip van stempels skoonmaak en terugsit Hidrouliese en/of lugdruk- en/of meganiese buigwerk Hidrouliese toetswerk en/of met lug toets, onder toesig Herhalende bediening van loue buigmasjien waar masjien opgestel word deur Tarief 1-werknemer Bediening van naatvormmasjien Bediening van puntsweismasjien Bediening van saalsmeehamer Met paraffien toets Ponsperswerk deur gebruik van gestelde stempels Kragdrukwerk waar die werk gedoen word deur gestelde stempels maar nie stempels stel nie Herhalende boor- en/of skuinssny van mowwe en/of flense voor tapwerk Herhalende boorwerk volgens setmate en/of versink Herhalende skroefsny met stempelkoppe en/of tappe Weerstandstompsweis (stawe tot ¾ duim saamvoeg) Versnippering by aanbring van bituminastiekbekleding Seksies op versonke outomatiese boogsweismasjien plaas Nie-ysterhudende blokke afskuim, maar nie opstel nie	Skaal per uur vir werk onder Tarief 9 in loontabelle.
Tarief 10—	
Aansit van roeswerende lae Bediening van outomatiese masjien vir reguitmaak en/of rondmaak en/of reduseer en/of uittrek en/of ruim Stoomketels stook en of stokers oppas Uitmekaarhaal van monteerringe Trekbankwerk (n.e.v.) Afwerk met die hand en/of skuur en/of met draagbare kraggereedskap vir inspeksie Smeltmiddels droogmaak Pakkings met stelmasjiene sny Warm afstroop en pons van valsmeewerk Metaal polys en/of poleer Metaal bedek deur indoping en/of galvaniseer Installasie en masjinerie olie en smeer Masjien vir bedekking met smeltmiddels bedien Staafmeul vir vervaardiging van elektrodes bedien Bediening van buissnymasjien behalwe masjien opstel Herhalende saag- en/of snywerk Sand- en/of skrootblaaswerk Met handhamer in grofsmidswerk slaan	Skaal per uur vir werk onder Tarief 10 in loontabelle.
Tarief 11—	
Algemene arbeid, met inbegrip van— Bediener van hegmasjien help Bediening van skoonbyttenk Potte volmaak vir die smelt van bitumen In emalje en/of verf indoop Oonde weer verhit Stempels oop- en/of toemaak in maak van mowwe	Skaal per uur vir werk onder Tarief 11 in loontabelle.

AFDELING D/22.

VERVAARDIGING EN INMEKAARSIT VAN KOOK- EN VERHITTINGSTOESTELLE (UITGESONDER DRUKVERWARMERS).

Vir die toepassing van hierdie afdeling beteken—

„ inmekaarsitwerk (n.e.v.)", die inmekaarsit van onderdele gedeeltelik inmekaargesit, om 'n volledige toestel te vorm.

„ onderdele gedeeltelik inmekaarsit", die verrigting van enigeen of al die soorte werksaamhede in die volgende lys.

Die volgende werksaamhede in die vervaardiging en inmekaarsit van kook- en verhittingsuitrusting (behalwe drukverwarmers), nl.—

Tarief 6—	
Inmekaarsitwerk (n.e.v.) Uitrusting en/of onderdele aan elektriese standaardtoetse onderwerp terwyl of nadat dit inmekaargesit is	Skaal per uur vir werk onder Tarief 6 in loontabelle.

Rate 8—

Sub-assembly, namely Mica type elements winding and/or assembling and/or cutting mica shapes to odd types and forms Repetition high voltage " no load " (neon type tester) earth testing to present point	Rate per hour for work classified at Rate 8 in Table of Wage Rates.

Rate 9—

Sub-assembly, namely:— Assembling and/or wiring mica type elements (n.e.s.) Assembling components and/or affixing with rivets and/or screws Assembling and/or wiring resistance onto or into insulated bases Assembling and/or winding resistance spirals Bending and/or forming wire to jigs Drilling and/or countersinking, threading and tapping to jigs, stops or predetermined marks or gauges Eyeletting Operating a spot welding machine Preparation and assembly of components before final assembly Packing or filling cavities or double-walled sections with heat insulating material Repetition Ohm testing of elements to preset setting of Ohmmeter Soldering by hand or machine Wiring and/or connecting of preformed wire or element leads to terminal blocks and/or fuses and/or switches Winding single resistance direct onto pre-designed spaced ceramic and/or porcelain	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10—

Application of anti-corrosive coatings Filling and/or topping of ceramic insulating paste into and/or onto preformed housing by gauge Forming grooves into ceramic paste and/or covering by dies to jigs or stops by means of a press	Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Rate 11—

Cutting and/or stripping wire Cleaning and/or tapping holes already drilled and tapped Cleaning, scraping and/or spraying of preformed resistance housings Dressing by hand and/or by grinding and/or polishing by machine and/or hand. Preparation and/or mixing of ceramic constituents to gauge Stamping and/or affixing identification plates and labels Sub-assembly, namely:— (1) Inserting screws and nuts to ceramics and nut retainers to other metal parts (excluding connecting of leads) (2) Placing into position of base plates and terminal blocks into and/or onto heating units (excluding connecting of leads) (3) Reinforcing element lead wires (4) Threading insulators to lead wires	Rate per hour for work classified at Rate 11 in Table of Wage Rates.

DIVISION D/23.

SHEETMETAL MANUFACTURING DIVISION.

All operations in the manufacture (as defined) of sheetmetal products and/or tubular furniture involving the use of metal of 10 gauge and thinner and which may include integral light metal sections of material not exceeding ¼-inch thickness and up to and including ½-inch round attachments to hollowware but excluding lines manufactured principally from tinplate and—

(i) the manufacture by mass production methods from sheetmetal of a gauge not heavier than 14 Birmingham wire gauge of—

(*a*) commercial, plain or lithographed containers for the packaging of general merchandise and the manufacture of such containers by any person for the packaging of his own products;
(*b*) bottle, jar and other container closures;
(*c*) plain or lithographed metal toys; and
(*d*) plain or lithographed display tablets;

(ii) the manufacture by mass production methods of other commodities, plain or lithographed, and including the manufacfacture of trunks and other containers designed to hold personal effects, sporting kit, tools and documents, from tinplate not heavier than 27 standard gauge;

(iii) the manufacture of plain or lithographed collapsible tubes from non-ferrous metal slugs.

Tarief 8—

Onderdele gedeeltelik inmekaarsit, nl.— Mika-tipe elemente—mikavorms volgens buitengewone tipes en vorms wikkel en/of inmekaarsit en/of sny Aardingstoetse by herhaling van hoë voltspanning sonder belasting (neon-tipe toetstoestel) tot huidige punt)	Skaal per uur vir werk onder Tarief 8 in loontabelle.

Tarief 9—

Onderdele gedeeltelik inmekaarsit, nl.— Mike-tipe elemente inmekaarsit en/of bedraad (n.e.v.) Onderdele inmekaarsit en/of met klinknaels en/of skroewe vassit Weerstandstoestelle op of in geïsoleerde voetstukke inmekaarsit en/of bedraad Weerstandspirale inmekaarsit en/of wikkel Draad met stelmasjiene buig en/of vorm Volgens stelmasjiene, stoppe of voorafbepaalde merke of mate boor en/of versink, skroefdraad sny en tap Ogies insit 'n Puntsweismasjien bedien Onderdele voorberei en inmekaarsit voor finale inmekaarsit daarvan Holtes of afdelings of dubbele mure met warmte-isoleringsmateriaal toepak of opvul Ohm-toets van elemente by herhaling volgens gestelde stel van Ohmmeter Met die hand of masjien soldeer Voorafgevormde draad of elementgeleiers bedraad en/of verbind met eindpuntblokke en/of sekerings en/of skakelaars Enkele weerstandstoestelle regstreeks op voorafontwerpte gespasieerde keramiek en/of porselein wikkel	Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10—

Roeswerende lae aansit Keramiekisoleerpasta in en/of op gevormde hulsels volgens mate volmaak en/of aanvul Gleuwe in keramiekpasta vorm en/of toemaak deur stempels in stelmasjiene of stoppe deur middel van 'n pers	Skaal per uur vir werk onder Tarief 10 in loontabelle.

Tarief 11—

Draad sny of strook Gate reeds geboor en getap, weereens sny en/of tap Gevormde weerstandhulsels skoonmaak, skraap en/of spuit Met die hand poets en/of met 'n masjien en/of die hand skuur en/of poleer Keramiekbestanddele volgens mate voorberei en/of meng Identifikasieplaatjies en -etikette stempel en/of vassit Onderdele gedeeltelik inmekaarsit, nl.— (1) Skroewe en moere in keramiek insit en moerhouers in ander metaaldele (uitgesonderd die verbinding van loodsoorte) (2) Grondplate en eindblokke in en/of op verhittingseenhede in posisie plaas (uitgesonderd die verbinding van geleiers) (3) Geleiers van elemente versterk (4) Isolators volgens geleiers sny	Skaal per uur vir werk onder Tarief 11 in loontabelle.

AFDELING D/23.

AFDELING VIR DIE VERVAARDIGING VAN PLAATMETAAL.

Alle werksaamhede in die vervaardiging (soos omskryf) van plaatmetaalprodukte en/of meubels van metaalbuise gemaak wat die gebruik meebring van metaal van 10 dikte en dunner en wat ligte metaalprofiele kan insluit van materiaal van hoogstens ¼ duim in dikte en tot en met ½ duim ronde aanhegtings aan holware maar met uitsluiting van lyne wat hoofsaaklik gemaak word van tinplaat en—

(i) die massavervaardiging van plaatmetaal van 'n gewig van hoogstens 14-Birminghamdraaddikte van—

(*a*) handels-, blanko- of gelitografeerde houers vir die verpakking van algemene handelsware, en die vervaardiging van hierdie houers deur enigiemand vir die verpakking van sy eie ware;
(*b*) bottel-, kruik- en ander houers se sluitmiddels;
(*c*) blanko- of gelitografeerde metaalspeelgoed;
(*d*) blanko- of gelitografeerde vertoonplate.

(ii) die massevervaardiging van ander kommoditeite, blanko of gelitografeer, van tin nie swaarder as 27-standaarddikte nie, en met inbegrip van die vervaardiging van reiskoffers en ander houers wat ontwerp is om persoonlike besittings, sportgerei, gereedskap en dokumente te bevat;

(iii) die vervaardiging van blanko- of gelitografeerde opvoubare buise uit nie-ysterhoudende metaalstukke.

(A) (i) General.

Wage provisions of general application to all Sections throughout this Division unless otherwise provided for therein:—

Rate 1 (n.e.s.):—	
Sheetmetal working Metal spinning Templet making Welding and/or brazing Coppersmithing	Rate per hour for work classified at Rate 1 in Table of Wage Rates.
Rate 1A (n.e.s.)—	
Down hand mild steel welding under supervision on material $^{3}/_{16}$-inch thick or over in a single finished run involving no change in procedure in respect of amperage (which shall not exceed 300), or rate of deposition or size and type of rod, provided that rods shall be of a proprietary brand and not exceed No. 6 S.W.G. Setting out * Marking out	Rate per hour for work classified at Rate 1A in Table of Wage Rates.

* For the purpose of the above " marking out " means the marking out with measuring instruments of the centres and working lines of articles and/or material preparatory to machining and/or processing and/or fabricating.

Rate 3—	
Supervisory work (not less than one employee with supervisory knowledge to be employed in each specific department on each shift) Setting of dies and/or guides and/or stops on production machinery Arc and/or gas welding by hand of pressed metal door frames, pressed metal window surrounds, transformer doors and pressed metal native housing doors and curtain walling manufactured mainly of pressed metal Preparing completed door frames and/or window surrounds for special fittings Operating guillotine and/or press brake and/or folding machine for pressed metal door frames, pressed metal window surrounds, transformer doors and pressed metal native housing doors and curtain walling manufactured mainly of pressed metal	Rate per hour for work classified at Rate 3 in Table of Wage Rates.
Rate 4—	
Fitting of glazing beads and all operations incidental thereto including marking for mitreing and pop marking prior to drilling Arc and/or oxy-acetylene cutting	Rate per hour for work classified at Rate 4 in Table of Wage Rates.
Rate 5—	
Drilling and/or countersinking (n.e.s.) Final knocking out of dents or straightening by use of hammer, spoon, dolly or wrench bar (n.e.s.) Press operating (n.e.s.) Operating power saw including marking off with tape and/or rule only and including setting of stops	Rate per hour for work classified at Rate 5 in Table of Wage Rates.
Rate 6—	
Spray painting (n.e.s.) Assembling of completed fixed louvre stiles into metal frames Welding and/or brazing including hard and/or silver soldering of parts located in jigs and/or parts so located so as to obviate the need for a jig Assembling (n.e.s.) Operating automatic welding machine on corners of door frames and window surrounds excluding setting up)	Rate per hour for work classified at Rate 6 in Table of Wage Rates.
Rate 7—	
Affixing or positioning vents into metal surrounds of cliscoe windows Operating nibbling machine (n.e.s.) Repetition drilling to marks and/or pops Hand riveting of door frames, surrounds and louvres * Marking off (n.e.s.)	Rate per hour for work classified at Rate 7 in Table of Wage Rates.

* " Marking off " means marking off material to given lengths for cutting off purposes using only length gauges and/or rule and/or tape measure and marking material.

Rate 8—	
Metal spraying for anti-corrosive purposes under effective supervision Repetitive operation of hand portable nibbling machine using templets	Rate per hour for work classified at Rate 8 in Table of Wage Rates.

(A) (i) Algemeen.

Loonbepalings van algemene toepassing op alle seksies dwarsdeur die Afdelings tensy anders hierin bepaal.

Tarief 1 (n.e.v.)—	
Plaatmetaalwerk Metaalspinwerk Stelmasjiene maak Sweis en/of hardsoldeer Kopersmidswerk	Skaal per uur vir werk onder Tarief 1 in loontabelle.
Tarief 1A (n.e.v.)—	
Afwaartse sweis met sagte staal onder toesig aan materiaal $\frac{3}{16}$ duim dik of dikker in 'n enkele voltooide afstand wat geen verandering van handelwyse meebring ten opsigte van stroomsterkte (wat hoogstens 300 moet wees), of tempo van afsetting of grootte en tipe stafie, met dien verstande dat stafies van van eiendomsmerk moet wees en nie No. 6 S.W.G. moet oorskry nie Uitsit *Afmerk	Skaal per uur vir werk onder Tarief 1A in loontabelle.

* Vir die doel van bogenoemde beteken „ afmerk " die afmerk met meetinstrumente van die middelpunte en werklyne van artikels en/of materiaal voor masjienbewerking en/of proseswerk en/of vervaardiging.

Tarief 3	
Toesigwerk (minstens een werknemer met toesighoudende kennis moet in diens wees in elke spesifieke afdeling op elke skof Stel van stempels en/of leistukke en/of stoppe op produksiemasjinerie Boog- en/of gassweis met die hand van geperste metaaldeurkosyne, geperste metaaldeuromhulsels, transformatordeure en geperste metaaldeure vir naturellehuise en gordynmuurwerk wat hoofsaaklik uit geperste metaal vervaardig is Bereiding van voltooide deurkosyne en/of vensteromhulsels vir spesiale passings Bediening van valmes- en/of persrem- en/of voumasjien vir geperste metaaldeurkosyne, geperste metaalvensteromhulsels, transformatordeure en gordynmuurwerk wat hoofsaaklik van geperste metaal vervaardig word	Skaal per uur vir werk onder Tarief 3 in loontabelle.
Tarief 4—	
Inpas van ruitkrale en alle werksaamhede wat daarby hoort met inbegrip van afmerk van verstekwerk en gate merk voor daar geboor word Boog- en/of oksiasetileensnywerk	Skaal per uur vir werk onder Tarief 4 in loontabelle.
Tarief 5—	
Boor en/of versinkboor (n.e.v.) Finale uitklop van duike of reguitmaak met hamer, lepel, wigyster of sleutelstaaf (n.e.v.) Bediening van kragsaag met inbegrip van slegs afmerk met maatbank en/of liniaal en insluitende stel van stoppe	Skaal per uur vir werk onder Tarief 5 in loontabelle.
Tarief 6—	
Spuitverf (n.e.v.) Monteer van voltooide vaste luggatstyle in metaalrame Sweis en of hardsoldeer en/of silwersoldeerwerk aan dele in setmate en of dele so geplaas dat die gebruik van setmaat uitgeskakel is Monteer (n.e.v.) Bediening van outomatiese sweismasjien aan hoeke van deurkosyne en vensteromhulsels maar nie opstel nie	Skaal per uur vir werk onder Tarief 6 in loontabelle.
Tarief 7—	
Aansit of plasing van luggate in metaalomhulsels van cliscoevensters Bediening van plaatafknipmasjien Herhalende boorwerk volgens merke en/of ponsgate Handklinkwerk aan deurkosyne, -omhulsels en luggate *Afmerk (n.e.v.)	Skaal per uur vir werk onder Tarief 7 in loontabelle.

* „ Afmerk " beteken materiaal volgens gegewe lengtes afmerk met die doel om af te sny met slegs gebruik van lengtemate en of liniaal en/of maatband en merkmateriaal.

Tarief 8—	
Metaal bespuit om roes te voorkom onder doeltreffende toesig Herhalende bediening van draagbare afknipmasjien met gebruik van stelmasjiene	Skaal per uur vir werk onder Tarief 8 in loontabelle.

Rate 9—
- Spray painting for prime and/or single coating
- Assembly of pre-manufactured components from stock requiring no fitting or adjusting, but including deburring
- Beading and/or seaming and/or grooving and/or locking double side top or bottom
- Repetition spinning using formers
- Operating tube and/or rod and/or wire straightening machine
- Hot dip coating in tinning and/or galvanising bath excluding supervisory work
- Assisting Rate 6 employee in the assembly of refrigerators and/or stoves (not more than two Rate 9 employees to one Rate 6 employee)
- Repetition soft soldering and/or sweating
- Fly and/or treadle and/or manual pressing and/or notching where the work is operated on with preset dies (other than the setting of dies)
- Repetition machine punching and/or slotting and/or notching to jigs and/or guides and/or stops (other than notching for mitres) in door frames and/or window surrounds
- Repetition marking off to templets and/or jigs
- Repetition hot and/or cold blanking and/or piercing by press using guides and/or jigs and/or stops
- Operating power saw for repetitive cutting off to stops and/or length gauges (other than setting of stops) (other than in toolroom)
- Repetition spot and/or seam and/or projection welding by machine
- Repetitive riveting of rivets, $\frac{3}{8}$-inch and under
- Repetitive threading and/or tapping
- Repetitive countersinking with twist drill and/or rose bit and/or reamering to stops
- Repetitive drilling to jigs and/or prelocated parts
- Operating butt and/or flash welding machine
- Cutting and/or cropping and/or shearing to stops and/or templets and/or jigs and/or length gauges (other than with guillotine)
- Hot and/or cold bending and/or forming to jigs and/or dies and/or stops (excluding press brake and/or folding machine)
- Operating power press (excluding press brake) to pre-set dies and/or stops and/or guides (excluding setting)
- Repetition roller bending
- Operating screwing machine excluding setting-up
- Repetitive rolling and/or corrugating and/or forming of tank bodies
- Operating manual machine designed for or permanently adapted for one only operation where it is not necessary to centralise or true the work by hand
- Repetitive operating pedestal nibbling machine using jigs and/or templets
- Operating wire fed stitching machine

} Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10—
- Sand and/or shot blasting
- Application by brush of anti-corrosive and/or protective coatings
- Dipping in enamel and/or paint
- Dressing by hand
- Furnace loading and/or unloading
- Repetition hydraulic and/or air testing (excluding preparatory work)
- Metal buffing and/or polishing
- Metal cleaning by pickling and/or degreasing by vat and/or tank
- Oiling and greasing
- Operating hand portable or pedestal grinding machines where the operator is not required to grind to marks, templets, gauges or sizes
- Preparing work for painting and/or soldering and/or brazing
- Re-threading with die-nuts and/or taps
- Scrap cutting and/or baling
- Testing finished products other than by pressure
- Holding up for riveting
- Lifting and/or placing of stops into position where positive location is provided excluding setting of stops
- Attaching fittings on prepared door frames and/or window surrounds

} Rate per hour for work classified at Rate 10 in Table of Wage Rates.

Tarief 9—
- Spuitverf vir onderlaag en/of enkele laag
- Monteer van klaar vervaardigde onderdele uit voorraad wat geen pas en/of stel nodig maak nie, maar insluitende afbraming
- Omkraling en of naatwerk en/of groewe maak en of sluit, bo- en onderkante
- Herhalende spinwerk deur gebruik van vormers
- Bediening van pyp-en/of stang en/of draadreguitmaakmasjien
- Warm indompel vir bedekking in vertin- en of galvaniseerbad, maar nie toesigwerk.
- Tarief 6-werknemer help met die inmekaarsit van koelkaste en of stowe (hoogstens twee Tarief 9-werknemers vir een Tarief 6-werknemer)
- Herhalende sagte soldeerwerk en/of aansweet
- Hefboom- en/of trap- en/of handpers- en/of keepmasjien waar werk met gestelde skale gedoen word (maar nie stempels stel nie)
- Herhalende masjienpons- en/of gleuf- en/of keepwerk volgens setmate en/of leistukke en of stoppe (maar nie kepe vir verstekwerk) in deur kosyne en/of vensteromhulsels
- Herhalende afmerk volgens stelmasjiene
- Herhalende warm en/of koud uitsny van blinde stukke en/of deursteek met pers deur gebruik van leistukke en/of setmate en/of stoppe
- Bediening van kragsaag vir herhalende sny volgens stoppe en/of lengtemate (maar nie stoppe stel nie) (behalwe in gereedskapkamer)
- Herhalende punt- en/of naat- en/of projeksiesweiswerk met masjien
- Herhalende klinkwerk met naels $\frac{3}{8}$ duim en kleiner
- Herhalende skroefsny en/of moerdraad sny
- Herhalende versinkboor met draaiboor en of roosboor en/of ruim volgens stoppe
- Herhalende boorwerk volgens setmate en/of vooraf bepaalde dele
- Bediening van punt- en/of flitssweismasjien.
- Afsny en of afknip en/of afskeer volgens stoppe en/of stelmasjiene en/of setmate en/of lengtemate (maar nie met valmes)
- Warm en/of koud buig en/of vorm volgens setmate en/of stempels en/of stoppe (maar nie persrem en/of voumasjien)
- Bediening van kragpers (maar nie persrem) volgens gestelde stempels en/of stoppe en/of leistukke (maar nie stel nie)
- Herhalende rolbuig
- Bediening van skroefsnymasjien, maar nie opstel nie
- Herhalende rol- en/of riffel en/of vormwerk aan tanklywe
- Bediening van handmasjien ontwerp vir/of permanent aangepas vir slegs een werksaamheid waar dit nie nodig is om die werk met die hand te sentraliseer of in lyn op te stel nie
- Herhalende bediening van voetstuk afknipmasjien deur gebruik van setmate en/of stelmasjiene
- Bediening van draadgevoerde stikmasjien

} Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10—
- Sand- en/of skrootblaas
- Aanbring van roeswerende en/of beskermende lae met kwas
- In emalje en/of verf indoop
- Afwerking met die hand
- Oond laai en/of ontlaai
- Herhalende hidrouliese en/of lugtoetswerk (maar nie voorbereidende werk)
- Metaal polys en/of poleer
- Metaal skoonbyt en/of ontvet in vat en/of tenk
- Olie en smeer
- Bediening van draagbare hand- of voetstukskuurmasjien waar bediener nie volgens merke, stelmasjiene, meters of groottes moet skuur nie
- Bereiding van werk vir verf en/of soldeer en/of hardsoldeer
- Nuwe skroefdraad sny met stempelmoere en/of tappe
- Afval opsny en/of baal
- Voltooide produkte toets maar nie deur drukking
- Vir klinkwerk vashou
- Stoppe oplig en/of in posisie plaas waar positiewe plekbepaling verskaf word, maar nie stoppe stel
- Toebehore aansit aan bereide deurkosyne en/of vensteromhulsels

} Skaal per uur vir werk onder Tarief 10 in loontabelle.

(A) (ii) *Guillotines and/or Press Brakes and/or Folding Machines.*

Operating power-driven guillotine and/or press brake and/or folding machine (n.e.s.).....	Rates per hour for work classified at Rates 6 and 9 in Table of Wage Rates.
First six months of operation of Agreement, Rate 9.....	
Thereafter, Rate 6.	
Operating hand operated guillotine and/or press brake and/or finger bending brake (n.e.s.):—	Rates per hour for work classified at Rates 7 and 9 in Table of Wage Rates.
First six months of operation of Agreement, Rate 9.....	
Thereafter, Rate 7.....	

(A) (iii) *Outwork.*

Rate 1A (n.e.s.)—

Repairing and/or erection of garage doors on site	Rate per hour for work classified at Rate 1A in Table of Wage Rates.

Rate 3—

Repairing and/or altering and/or adjusting and/or erecting on site or built in of door frames, window surrounds and curtain walling (n.e.s.)	Rate per hour for work classified at Rate 3 in Table of Wage Rates.

(B) (i) *Tubular Furniture Manufacturing Operations.*

Rate 8—

Boiler attending.....	Rate per hour for work classified at Rate 8 in Table of Wage Rates.
Manual bending of tubes to jigs and/or stops (n.e.s.).....	

Rate 9—

Frazing and/or pointing and/or swaging by machine	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

Rate 10—

Hand trueing of tubular frames to jigs and/or templets and/or fixtures	Rate per hour for work classified at Rate 10 in Table of Wage Rates.

(B) (ii) *Tube-bending Machines.*

Operating semi-automatic tube bending machine—	Rate per hour for work classified at Rates 7A and 8 of Table of Wage Rates.
First year of operation of Agreement Rate 8.....	
Second year of operation of Agreement Rate 8 plus 6d. per hour.....	
Thereafter Rate 7A.	

(B) (iii) *Out Work.*

Rate 9—

Assisting a Rate 1 employee in assembling and/or installing seating on site not more than four Rate 9 employees to one Rate 1 employee	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

(C) *Hollowware Manufacturing Operations.*

Rate 7—

Welding of stainless steel products.....	Rate per hour for work classified at Rate 7 in Table of Wage Rates.

Rate 7B—

Inspection of finished enamelled and aluminium hollowware.....	Rate per hour for work classified at Rate 7B in Table of Wage Rates.
Free hand gas welding of seams of milk cans.....	

Rate 8—

Welding in manufacture of spouts and handles.....	Rate per hour for work classified at Rate 8 in Table of Wage Rates.
Welding of hoop seams.....	
Welding of milk can neck to body (10 gallon).....	
Attaching handles and/or spouts and/or hoops and/or lugs and/or fittings by gas welding process.....	
Re-shaping and/or straightening products damaged or distorted in production...	

Rate 9—

Operating hand folder.....	Rate per hour for work classified at Rate 9 in Table of Wage Rates.
Operating guillotine to jigs and/or stops and/or fixtures.....	
Visual inspection.....	

(D) *Rainwater Goods Manufacturing Operations.*

Rate 9—

Operating guillotine and press brake....	Rate per hour for work classified at Rate 9 in Table of Wage Rates.

(A) (ii) *Valmesse en/of Persremme en/of Voumasjiene.*

Bediening van kragvalmes en/of persrem en/of voumasjien (n.e.v.)—	Skaal per uur vir werk onder Tarief 6 en 9 in loontabelle.
Eerste ses maande waarin Ooreenkoms van krag is, Tarief 9.....	
Daarna Tarief 6.....	
Bediening van handvalmes en/of persrem en/of vingerbuigrem (n.e.v.).....	Skaal per uur vir werk onder Tarief 7 en 9 in loontabelle.
Eerste ses maande waarin Ooreenkoms van krag is, Tarief 9.....	
Daarna Tarief	

(A) (ii) *Buitewerk.*

Tarief 1A (n.e.v.)—

Herstel en/of oprig van garagedeure op terrein.....	Skaal per uur vir werk onder Tarief 1A in loontabelle.

Tarief 3—

Herstel en/of verander en/of verstel en/of oprig op terrein of ingeboude deurkosyne, vensteromhulsels en gordynmuurwerk (n.e.v.)	Skaal per uur vir werk onder Tarief 3 in loontabelle.

(B) (i) *Vervaardiging van Meubels uit pype gemaak.*

Tarief 8—

Bediening van stoomketels.....	Skaal per uur vir werk onder Tarief 8 in loontabelle.
Buise volgens setmate en/of stoppe met die hand buig (n.e.v.).....	

Tarief 9—

Warmfrees en/of punt en/of smaalsmee met masjien	Skaal per uur vir werk onder Tarief 9 in loontabelle.

Tarief 10—

Buisrame met die hand haaks maak volgens setmate en/of stelmasjiene en/of skoorstukke	Skaal per uur vir werk onder Tarief 10 in loontabelle.

B (ii) *Buisbuigmasjiene.*

Bediening van halfoutomatiese buisbuigmasjiene—	Skaal per uur vir werk onder Tarief 7A en 8 in loontabelle.
Eerste jaar van Ooreenkoms, Tarief 8	
Tweede jaar van Ooreenkoms, Tarief 8 plus 6d. per uur.....	
Daarna Tarief 7A.....	

(B) (iii) *Buitewerk.*

Tarief 9—

Tarief 1-werknemer help monteer en/of installeer van sitplekke op terrein, hoogstens 4 Tarief 9-werknemers tot een Tarief 1-werknemer.....	Skaal per uur vir werk onder Tarief 9 in loontabelle.

(C) *Vervaardiging van holware.*

Tarief 7—

Sweis van vleklose staalprodukte.....	Skaal per uur vir werk onder Tarief 7 in loontabelle.

Tarief 7B—

Inspeksie van voltooide emalje- en aluminiumholware.....	Skaal per uur vir werk onder Tarief 7B in loontabelle
Met vry hand melkkanne se nate sweis....	

Tarief 8—

Sweiswerk in vervaardiging van tuite en handvatsels.....	Skaal per uur vir werk onder Tarief 8 in loontabelle.
Hoepelnate sweis.....	
Melkkanne se nekke aan lyf soldeer (10 gelling).....	
Handvatsels en/of tuite en/of hoepels en/of ore en/of toebehore met gassweiswerk vassit.....	
Produkte wat in proses van vervaardiging beskadig of skeefgetrek is, weer vorm gee en/of reguitmaak.....	

Tarief 9—

Bediening van handvouer.....	Skaal per uur vir werk onder Tarief 9 in loontabelle.
Bediening van valmes volgens setmate en/of stoppe en/of skoorstukke.....	
Inspeksie met die oog.....	

(D) *Vervaardiging van reënwatergoedere.*

Tarief 9—

Bediening van valmes en persrem.....	Skaal per uur vir werk onder Tarief 9 in loontabelle.

(E) *Electrical Wiring Operations.*

Rate 5—	
Standard electrical testing and/or inspecting of equipment and/or components during and after assembly	Rate per hour for work classified at Rate 5 in Table of Wage Rates.
Rate 6—	
Assembling (n.e.s.).....	Rate per hour for work classified at Rate 6 in Table of Wage Rates.
Rate 8—	
Repetition high voltage "no load" (neon type tester) earth testing under supervision	Rate per hour for work classified at Rate 8 in Table of Wage Rates.
Rate 9—	
Assembling and/or wiring resistance onto or into insulated bases.....	Rate per hour for work classified at Rate 9 in Table of Wage Rates.
Assembling and/or winding resistance spirals.....	
Eyeletting.....	
Packing or filling cavities or double-walled sections with heat insulating material	
Winding single resistance direct onto pre-designed spaced ceramic and/or porcelain.....	
Rate 10—	
Filling and/or topping of ceramic insulating paste into and/or onto preformed housing by gauge.....	Rate per hour for work classified at Rate 10 in Table of Wage Rates.
Forming grooves into ceramic paste and/or covering by dies to jigs or stops by means of a press.....	
Rate 11—	
Cutting wire to gauges and/or stripping insulation.....	Rate per hour for work classified at Rate 11 in Table of Wage Rates.
Preparation and/or mixing of ceramic constituents to gauge.....	
Stamping and/or affixing identification plates and/or labels.....	

Signed at Johannesburg for and on behalf of the parties on this the Thirty-first day of October, 1960.

C. H. CROMPTON, Chairman.
J. M. RUSSELL, Vice-chairman.
W. R. GLASTONBURY, General Secretary.

ANNEXURE.

TABLE OF WAGE RATES.

1. Wage Rates applicable throughout this Agreement (n.e.s.):—

Rate Classification.	*Rate per Hour.* Sh.*	Cents.
Rate 1.....	5·026	50·26
Rate 1A.....	5·026	50·26
Rate 2.....	4·77	47·7
Rate 3.....	4·515	45·15
Rate 4.....	4·259	42·59
Rate 5.....	4·004	40·04
Rate 6.....	3·748	37·48
Rate 7.....	3·493	34·93
Rate 7A.....	2·47	24·7
Rate 7B.....	2·13	21·3
Rate 8A.....	1·533	15·33
Rate 8—		
First six months of experience.....	1·431	14·31
Thereafter.....	1·533	15·33
Rate 9—		
First six months of experience.....	1·176	11·76
Thereafter.....	1·278	12·78
Rate 10—		
First six months of experience.....	1·022	10·22
Thereafter.....	1·124	11·24
Rate 11.....	1·022	10·22

2. Certain Wage Rates applicable in Wage Divisions as hereinafter specified:—

Division D/1.	*Rate per Hour.* Sh.*	Cents.
Work classified at Rate 8—		
For the first twelve months from date of coming into operation of this Agreement	1·822	18·22
Thereafter.....	2·222	22·22

(E) *Elektriese bedrading.*

Tarief 5—	
Standaardtoetse op elektriese werk en/of inspeksie van uitrusting en/of onderdele gedurende en na montering.....	Skaal per uur vir werk onder Tarief 5 in loontabelle.
Tarief 6—	
Monteer (n.e.v.).....	Skaal per uur vir werk onder Tarief 6 in loontabelle.
Tarief 8—	
Herhalende aardingstoetse by hoogspanning „geen belasting" (neon-tipe toetser)	Skaal per uur vir werk onder Tarief 8 in loontabelle.
Tarief 9—	
Monteer en/of bedraad van weerstand op of in geïsoleerde voetstukke.....	Skaal per uur vir werk onder Tarief 9 in loontabelle.
Monteer en/of wikkeling van weerstandspirale.....	
Ogies insit.....	
Gate of dubbelmuurseksies met hitte-isolerende materiaal verpak en/of vul.....	
Enkelweerstand direk aan vooraf gespasieerde keramiek en/of porselein wikkel.....	
Tarief 10—	
Voorafgevormde hulses met keramiek-isoleerpasta met behulp van meters vul en/of aanvul.....	Skaal per uur vir werk onder Tarief 10 in loontabelle.
Groewe in keramiekpasta maak en/of bedek met stempels volgens setmate of stoppe met 'n pers.....	
Tarief 11—	
Draad volgens meters afsny en/of isolasie afstroop.....	Skaal per uur vir werk onder Tarief 11 in loontabelle.
Keramiekbestanddele voorberei en/of meng, volgens meters.....	
Uitkenningsplaatjies stempel en/of aansit	

Namens die partye op hede die een-en-dertigste dag van Oktober 1960 in Johannesburg onderteken.

C. H. CROMPTON, Voorsitter.
J. M. RUSSELL, Ondervoorsitter.
W. R. GLASTONBURY, Sekretaris.

AANHANGSEL.

TABEL VAN LOONSKALE.

1. Loonskale van toepassing dwarsdeur hierdie Ooreenkoms (n.e.v.):—

Loonindeling.	*Skaal per uur.* s.	c
Tarief 1.....	5·026	50·26
Tarief 1 A.....	5·026	50·26
Tarief 2.....	4·770	47·70
Tarief 3.....	4·515	45·15
Tarief 4.....	4·259	42·59
Tarief 5.....	4·004	40·04
Tarief 6.....	3·748	37·48
Tarief 7.....	3·493	34·93
Tarief 7 A.....	2·470	24·70
Tarief 7 B.....	2·130	21·30
Tarief 8 A.....	1·533	15·33
Tarief 8—Eerste ses maande ondervinding..	1·431	14·31
Daarna.....	1·533	15·33
Tarief 9—Eerste ses maande ondervinding..	1·176	11·76
Daarna.....	1·278	12·78
Tarief 10—Eerste ses maande ondervinding	1·022	10·22
Daarna.....	1·124	11·24
Tarief 11.....	1·022	10·22

2. Sekere loonskale van toepassing in loonafdelings soos hieronder gespesifiseer:—

Afdeling D/1.	*Skaal per uur.* s.	c
Werk geklassifiseer teen Tarief 8—		
Vir die eerste twaalf maande vanaf datum van inwerkingtreding van die Ooreenkoms.....	1·822	18·22
Daarna.....	2·222	22·22

No. 2009.] [9 December 1960.

FACTORIES, MACHINERY AND BUILDING WORK ACT, 1941, AS AMENDED.

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

I, JOHANNES DE KLERK, Minister of Labour, in terms of sub-section (1) of section *twenty-two* of the Factories, Machinery and Building Work Act, 1941, as amended, declare the provisions of the Agreement and notice relating to the Iron, Steel, Engineering and Metallurgical Industry, published under Government Notice No. 2008 of the 9th December, 1960, to be, on the whole, not less favourable to the persons whose hours of work and remuneration in respect of overtime, public holidays and work on Sundays and public holidays are regulated thereby, than the relative provisions of the said Act, as amended.

J. DE KLERK,
Minister of Labour.

No. 2010.] [9 December 1960.

WAR MEASURE ACT, 1940.

SUSPENSION OF PAYMENT OF COST OF LIVING ALLOWANCES PAYABLE UNDER WAR MEASURE No. 43 OF 1942, AS AMENDED.

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.

I, JOHANNES DE KLERK, 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 the said regulations—

(*a*) in respect of all employees who are entitled to a cost of living allowance in terms of clause 30 of the Agreement for the Iron, Steel, Engineering and Metallurgical Industry, published under Government Notice No. 2008 of the 9th December, 1960; and

(*b*) to the extent to which a cost of living allowance is payable in terms of the said regulations on the remuneration payable to any employee in terms of clause 16 of Part I and clause 3 of Part II of the said Agreement.

J. DE KLERK,
Minister of Labour.

No. 2009.] [9 Desember 1960.

WET OP FABRIEKE, MASJINERIE EN BOUWERK, 1941, SOOS GEWYSIG.

YSTER-, STAAL-, INGENIEURS- EN METAALNYWERHEID, UNIE VAN SUID-AFRIKA.

Ek, JOHANNES DE KLERK, Minister van Arbeid, verklaar kragtens subartikel (1) van artikel *twee-en-twintig* van die Wet op Fabrieke, Masjinerie en Bouwerk, 1941, soos gewysig, dat die bepalings van die Ooreenkoms en kennisgewing in verband met die Yster-, Staal-, Ingenieurs- en metaalnywerheid, gepubliseer by Goewermentskennisgewing No. 2008 van 9 Desember 1960 oor die algemeen vir persone wie se werkure en besoldiging ten opsigte van oortyd, openbare feesdae en werk op Sondae en openbare feesdae daarby gereël word, nie minder gunstig is nie as die ooreenstemmende bepalings van genoemde Wet, soos gewysig.

J. DE KLERK,
Minister van Arbeid.

No. 2010.] [9 Desember 1960.

WET OP OORLOGSMAATREËLS, 1940.

OPSKORTING VAN BETALING VAN LEWENSKOSTETOELAE BETAALBAAR INGEVOLGE OORLOGSMAATREËL No. 43 VAN 1942, SOOS GEWYSIG.

YSTER-, STAAL-, INGENIEURS- EN METAALNYWERHEID.

Ek, JOHANNES DE KLERK, Minister van Arbeid, handelende kragtens die bepalings van subregulasie (1) van regulasie *vier* van die regulasies gepubliseer by Oorlogsmaatreël No. 43 van 1942, soos gewysig, skort hierby die bepalings van genoemde regulasies op—

(*a*) ten opsigte van alle werknemers wat kragtens klousule 30 van die Ooreenkoms vir die Yster-, Staal-, Ingenieurs- en Metaalnywerheid gepubliseer by Goewermentskennisgewing No. 2008 van 9 Desember 1960 op 'n lewenskostetoelae geregtig is; en

(*b*) in die mate waarin 'n lewenskostetoelae ingevolge genoemde regulasies betaalbaar is op die besoldiging betaalbaar aan enige werknemer kragtens klousule 16 van Deel I en klousule 3 van Deel II van genoemde Ooreenkoms.

J. DE KLERK,
Minister van Arbeid.

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