



UNION OF SOUTH AFRICA
UNIE VAN SUID-AFRIKA

EXTRAORDINARY Gouvernement Gazette Staatskoerant

(Registered at the Post Office as a Newspaper)

(As 'n Nuusblad by die Poskantoor Geregistreer)

VOL. CCIL.]

PRICE 6d.

PRETORIA,

9 DECEMBER

9 DESEMBER

1960.

PRYS 6d.

[No. 6591.

GOVERNMENT NOTICES.

DEPARTMENT OF LABOUR.

No. 2011.] [9 December 1960.
INDUSTRIAL CONCILIATION ACT, 1956,
AS AMENDED.

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.

RADIO, REFRIGERATION AND DOMESTIC ELECTRICAL APPLIANCES DIVISION.

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 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' organisation and the trade union which entered into the said Agreement and upon the employers and employees who are members of that organisation or that union;
- (b) in terms of paragraph (b) of sub-section (1) of section *forty-eight* of the said Act, declare that the provisions contained in sections 2 to 9 (1) (e) (inclusive) and 9 (1) (g) to 9 (2) (inclusive) 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 Province of the Transvaal; and
- (c) in terms of paragraph (a) of sub-section (3) of section *forty-eight* of the said Act, declare that in the Province of the Transvaal 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 sections 2 to 9 (1) (a) (inclusive), 9 (1) (d) to 9 (1) (e) (inclusive), 9 (1) (g) to 9 (1) (h) (inclusive) and 9 (2) of the said Agreement shall *mutatis mutandis* be binding upon all Natives employed in the said Industry by 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.

A-783861

GOEWERMENTSKENNISGEWINGS.

DEPARTEMENT VAN ARBEID.

No. 2011.] [9 Desember 1960.
WET OP NYWERHEIDSVERSOENING, 1956, SOOS GEWYSIG.

YSTER-, STAAL-, INGENIEURS- EN METAALNYWERHEID.

AFDELING RADIO-, VERKOELINGS- EN HUISHOUDELIKE ELEKTRIESE TOESTELLE.

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 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 typerk wat twee jaar vanaf genoemde eerste Maandag eindig, bindend is vir die werkgewersorganisasie en vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van daardie organisasie of daardie vereniging is;
- (b) kragtens paragraaf (b) van subartikel (1) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings vervat in artikels 2 tot en met 9 (1) (e) en 9 (1) (g) tot en met 9 (2) van genoemde Ooreenkoms, vanaf die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die typerk wat twee 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 Provincie Transvaal; en
- (c) kragtens paragraaf (a) van subartikel (3) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings vervat in artikels 2 tot en met 9 (1) (a), 9 (1) (d) tot en met 9 (1) (e), 9 (1) (g) tot en met 9 (1) (h) en 9 (2) van genoemde Ooreenkoms, vanaf die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die typerk wat twee jaar vanaf genoemde eerste Maandag eindig, in die Provincie Transvaal, *mutatis mutandis* bindend is vir alle Naturelle in diens in genoemde Nywerheid by die 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

1-659

SCHEDULE.

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

AGREEMENT

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

Radio, Refrigeration and Electrical Appliance Association of South Africa

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

S.A. Electrical Workers' Association

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

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

1. SCOPE AND PERIOD OF APPLICATION OF AGREEMENT.

(1) The terms of this Agreement shall be observed throughout the Province of the Transvaal by all employers and employees engaged in the installation and/or repair and/or servicing of radios and/or refrigeration and/or domestic electrical appliances who are members of the employers' organisation and trade union respectively, provided that they 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.

(2) 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 run concurrently with the Agreement published under Government Notice No. 2008, dated the 9th December, 1960 (hereinafter referred to as "the Main Agreement"), so as expire simultaneously therewith.

2. WAGES AND/OR EARNINGS.

No employer shall pay to employees (other than apprentices) engaged on any of the classes of work hereinafter specified, wages and/or earnings lower than those stated against such classes, and no employee shall accept wages and/or earnings lower than those stated against such classes.

	Rate per hour. sh.* Cents.
Domestic appliance mechanic's work.....	5·026 50·26
Refrigerator mechanic's work.....	5·026 50·26
Radiotrician's work.....	5·026 50·26

*Shillings.

For purposes of this section—

"domestic appliance mechanic's work" or "radiotrician's work" or "refrigerator mechanic's work" means one or more of the following classes of work:—

Diagnosing of faults in, or directing or executing repairs or adjustments to, or servicing, erecting and/or installing or supervising the erection and/or installation of ranges, refrigerators and domestic electrical appliances, radio and/or wireless instruments and electrical sound-reproducing apparatus, and the carrying out of final tests or the supervision of such operations, but does not include connecting up to (or disconnecting from) existing outlets and/or the erection of radio aerials, or work done in connection with the manufacture of such appliances, apparatus and instruments;

"domestic electrical appliance" means any appliance designed to be used mainly for domestic household purposes, and operating by or using electricity.

RATE II.

	Rate per hours. sh.* Cents.
General Labouring.....	1·022 10·22

*Shillings.

3. PUBLIC HOLIDAYS.

(1) All proclaimed public holidays shall be paid holidays in respect of which an employee shall be paid at not less than his hourly rate as defined in the Main Agreement for the ordinary working hours of the establishment for that day of the week and, notwithstanding the provisions of paragraph (1) (v) (b) of section 30 of Part I of the Main Agreement as applied by section 9 of this Agreement, be paid cost of living allowance at the rate payable at the time, in terms of section 30 (1) (i) of Part I of the Main Agreement pro rata to the ordinary hours of work of the establishment for that day of the week. 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.

BYLAE.

NASIONALE NYWERHEIDSRAAD VIR DIE YSTER-, STAAL-, INGENIEURS- EN METAALNYWERHEID.

OOREENKOMS

ingevolge die bepalings van die Nywerheid-versoeningswet, 1937, gesluit en aangegaan tussen die

Radio, Refrigeration and Electrical Appliance Association of South Africa

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

S.A. Electrical Workers' Association

(hieronder „die werknemers" of „die vakvereniging" genoem), aan die ander kant, wat partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metaalnywerheid.

1. BESTEK EN GELDIGHEIDSDUUR VAN OOREENKOMS.

(1) Die bepalings van hierdie Ooreenkoms moet dwarsdeur die provinsie Transvaal nagekom word deur alle werkgewers en werknemers wat radio's en/of verkoelingstoestelle en/of huishoudelike elektriese toestelle installeer en/of heelmaak en/of bedien, en wat onderskeidelik lede is van die werkgewersorganisasie en vakvereniging; met dien verstande dat dit slegs van toepassing is op—

(a) vakleerlinge, vir sover dit nie met die bepalings van die Wet op Vakleerlinge, 1944, soos gewysig, of met voorwaardes wat daarkragtens vasgestel is of enige kontrak daarkragtens aangegaan, strydig is nie; en

(b) kwekelinge, kragtens die Wet op Opleiding van Ambagsmanne, 1951, slegs vir sover dit nie met die bepalings van daardie Wet of voorwaardes wat daarkragtens vasgestel is, strydig is nie.

(2) Die Ooreenkoms tree in werking op sodanige datum as wat die Minister van Arbeid ingevolge artikel agt-en-veertig van die Wet vasstel en bly van krag vir diesselfde tydperk as die Ooreenkoms wat by Goewermentskennisgiving No. 2008 van 9 Desember 1960 gepubliseer is (hieronder „die Hoofooreenkoms" genoem), sodat dit op diesselfde datum verstrek.

2. LONE EN/OF VERDIENSTE.

Geen werkgewer mag werknemers (uitgesonderd vakleerlinge) wat die klasse werk doen wat hieronder genoem word, kleiner lone en/of verdienste betaal as dié wat teenoor dié klasse aangegeef word nie, en geen werknemer mag 'n kleiner loon en/of verdienste aanneem as dié wat teenoor sodanige klasse genoem word nie.

<i>Skaal per uur.</i>	<i>sf.*</i>	<i>Sent.</i>
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Werktuigmiddige vir huishoudelike toestelle se werk.....	}	5·026	50·26
Koekaswerktuigmiddige se werk.....			

*Sjielings.

Vir die toepassing van hierdie artikel beteken—

„werkluigmiddige vir huishoudelike toestelle" of „koekaswerkluigmiddige" of „radiotriëns", 'n werknemer wat een of meer van die volgende klasse werk verrig:

Die diagnostering van defekte in of die aanwysing of uitvoer van herstelwerk of verstelwerk aan, die bediening, oprigting en/of installering van of toesig oor die oprigting en/of installering van stowe, koelkaste en huishoudelike elektriese toestelle, radio's en/of draadloosinstrumente en elektriese klanktoestelle, en die uitvoer van finale toets of toesig daaroor hou, maar omvat nie die verbinding met (of losmaak van) bestaande steeksokke en/of die oprigting van radioluggrade of werk in verband met die vervaardiging van sodanige toestelle, apparaat en instrumente nie;

„huishoudelike elektriese toestel", enige toestel wat hoofsaaklik vir huishoudelike doeleindes bedoel is en met elektrisiteit werk of elektrisiteit verbruik.

SKALA II.

	Skaal per uur. sf.* Sent.
Algemene arbeiderswerk.....	1·022 10·22

*Sjielings.

3. OPENBARE VAKANSIEDAE.

(1) Alle geproklameerde openbare vakansiedae is vakansiedae met besoldiging ten opsigte waarvan 'n werknemer minstens teen sy urskaal van besoldiging besoldig moet word soos in die Hoofooreenkoms vir die gewone werksure van die inrigting vir daardie dag van die week bepaal word en, nie teenstaande die bepalings van paragraaf (1) (v) (b) van artikel 30 van Deel I van die Hoofooreenkoms, soos toegespies by artikel 9 van hierdie Ooreenkoms, lewenskostetoelae betaal moet word op die skaal betaalbaar op daardie tydstip ingevolge artikel 30 (1) (i) van Deel I van die Hoofooreenkoms, in verhouding tot die gewone werksure van die inrigting vir daardie dag van die week. Vir die toepassing van hierdie subartikel is die gewone urskaal van werknemers betrokke by aansporingsbonuswerk die urskaal vir die klas werk soos ingelys in hierdie Ooreenkoms.

(2) The provisions of sub-section (1) shall not apply to an employee who is on the paid holiday provided for in section 4 of this Agreement.

4. 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 the Main Agreement which the employee is receiving at the date of qualification for his paid holiday.

(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.

(3) Each employee shall be entitled under this Agreement to two consecutive week's paid holiday, subject to the following conditions:—

(a) The qualification for such holiday shall be 290 shifts exclusive of overtime actually worked on a six-day working week basis, or 50 calendar weeks of employment in the case of an employee working on a five-day week basis; provided that—

(i) subject to paragraph (ii) hereof, employment for less than 30 shifts or five calendar weeks, as the case may be, shall not count for the paid holiday; provided that an employee who is laid off after working 18 shifts or three calendar weeks, as the case may be, shall be credited with the number of shifts or calendar weeks actually worked for leave purposes;

(ii) Where an employee's service is broken in terms of (i) hereof and he resumes work for the same employer, he shall be credited for purposes of the paid holiday with the total number of shifts or calendar weeks, as the case may be, worked with such employer, provided he does not work for another employer in the interim;

(iii) periods of absence on account of sickness aggregating not more than 52 shifts or 8½ calendar weeks, as the case may be, in any one qualifying period for paid leave, shall count for holiday purposes, provided that an employer shall be entitled to call upon an employee for a medical certificate in proof of the 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 Workmen's Compensation Act, and the periods of absence counting for holiday purposes 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 or working day lost by him during such absence, forfeit five shifts or ½ of a week, as the case may be, worked towards his paid holiday, with a maximum penalty of 30 shifts or five calendar weeks in any one qualifying period for paid leave;

(v) periods of absence on the additional week's leave or accumulations thereof provided for in section 5 of this Agreement shall count for purposes of the paid holiday to the extent of the number of shifts or calendar weeks of employment represented by such periods of absence.

(b) The holiday shall include three week-ends and be for one unbroken period.

(c) Should any proclaimed public holiday fall within the period of the holiday, such 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 holiday leave shall be made by an employee within one month prior to 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.

(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 leave the moneys payable to him for the purpose of such leave shall be paid to him in cash by his employer on his ceasing work to go on holiday.

(2) Die bepalings van subartikel (1) is nie van toepassing op 'n werknemer met verlof met besoldiging wat in artikel 4 van hierdie Ooreenkoms bepaal word nie.

4. VERLOFBETALING.

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

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

(3) Elke werknemer is kragtens hierdie Ooreenkoms en behoudens onderstaande bepalings, geregtig op twee agtereenvolgende weke verlof met besoldiging:—

(a) Die kwalifikasie vir die verlof is 290 skofte, uitgesonderd oortyd, werklik gewerk op die basis van 'n week van ses dae, of 50 kalenderweke diens in die geval van 'n werknemer wat op 'n basis van 'n week van vyf dae gewerk het; met dien verstande dat—

(i) behoudens paragraaf (ii) hiervan, diens van minder as 30 skofte of vyf kalenderweke, na gelang van die geval, nie vir betaalde verlofdoeleindes gereken word nie; met dien verstande dat 'n werknemer wat, na hy 18 skofte of drie kalenderweke gewerk het, na gelang van die geval, geskors word, gekrediteer moet word met die aantal skofte of kalenderweke wat hy werklik gewerk het vir verlofdoeleindes;

(ii) wanneer 'n werknemer se diens ingevolge (i) hiervan onderbreek is en hy by dieselfde werkgewer werk hervat, hy vir doeleindes van die betaalde verlof met die totale getal skofte of kalenderweke, na gelang van die geval, wat hy by dié werkgewer gewerk het, gekrediteer moet word; met dien verstande dat hy in die tussenval nie vir 'n ander werkgewer werk nie;

(iii) tydperke van afwesigheid weens siekte wat in die geheel 52 skofte of 8½ kalenderweke, na gelang van die geval, in enige afsonderlike kwalifiseertyd vir betaalde verlof nie te bowe gaan nie; word vir doeleindes van verlof meegerek; met dien verstande dat 'n werkgewer daarop geregtig is om van 'n werknemer 'n doktersertifikaat te eis ter stawing van die oorsaak van die afwesigheid. Tydperke van afwesigheid as gevold van 'n ongeluk wat ontstaan uit en in die loop van die werknemer se diens, moet vir verlofdoeleindes meegerek 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 meegerek word, is die tydperke van onbekwaamheid wat kragtens genoemde Wet erken word;

(iv) mits kennis van sodanige afwesigheid skriftelik binne sewe dae na sodanige afwesigheid deur die werkgewer aan die Raad gegee word, moet 'n werknemer wat sonder voldoende rede tot tevredenheid van sy werkgewer van die werk wegblê, ten opsigte van elke skof of werkdag wat hy gedurende sodanige afwesigheid verloof vyf skofte of ½ van 'n week, verheur na gelang van die geval, wat hy vir sy betaalde verlof gewerk het, met 'n maksimum straf van 30 skofte of vyf kalenderweke in enige kwalifiseertydperk vir betaalde verlof;

(v) tye van afwesigheid ten opsigte van die bykomende week verlof of ophopings daarvan, waarvoor voorstiening in artikel 5 van hierdie Ooreenkoms gemaak is, tel vir doeleindes van betaalde verlof ten getalle van die getal skofte of kalenderweke diens wat deur sodanige tydperke van afwesigheid verteenwoordig word.

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

(c) Ingeval enige geproklameerde openbare vakansiedag 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 voor die datum waarop hy op vakansieverlof 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) '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 wrystelling deur die Raad verleen word.

(h) Geen werknemer mag, solank hy met verlof is, enige loontrekende werk verrig nie.

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

(b) The employer shall at the time of making the payments referred to in (a) and in section 5 of this Agreement and section 14 of Part 1 of the Main Agreement, forward to the Council a holiday receipt voucher drawn up in the 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 with the proportionate number of shifts or calendar weeks of employment, as the case may be. The employer shall furnish the employee, at the time he leaves his service, with a voucher setting out the number of shifts or calendar weeks of employment, as the case may be, 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 50 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 the Main 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.

5. 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 derived from continuous employment with the same employer as provided for in terms of section 4 (3) 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 4 (3) of this 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 week's 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 week's 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 4 (3) 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 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.

(b) Wanneer die besoldiging in (a) en in artikel 5 van hierdie Ooreenkoms en artikel 14 van Deel I van die Hoofooreenkoms voorgeskryf, betaal word, moet die werkgever aan die Raad 'n bewys van verlofbesoldiging stuur, opgestel in 'n vorm aanneemlik vir die Raad en deur die werknemer onderteken as 'n ontvangsbewys 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 gekrediteer word met die eweredige aantal skofte of kalenderweke gewerk. na gelang van die geval. Die werkgever moet, wanneer die werknemer sy diens verlaat, hom van 'n bewys voorsien waarin die getal skofte of kalenderweke gewerk, na gelang van die geval, wat vir verlofdoeleindes gerekend word, vermeld is, en onmiddellik aan die Sekretaris van die Raad die geldekvalent van die verlof stuur waarop die werknemer geregtig is, bereken soos bepaal in subartikel (1) of subartikel (2) van hierdie artikel, naamlik 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 vakansieverlof, betaalbaar aan sy boedel of aan homself, na gelang van die geval.

(7) (a) Na verloop van minstens 50 weke, gerekken van die datum af waarop die tydperk van diens begin, wat deur die bewys gedeck word, het enige werknemer aan wie 'n gewys kragtens subartikel (5) van hierdie artikel uitgereik is en wat nie langer in die Nywerheid in diens is nie, reg, behoudens paraagraaf (b) van hierdie subartikel, by voorlegging van die bewys aan die Raad in die streek van oorsprong tot 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 in die kredit van die werknemer in die boeke van die Raad moet na verstyrking 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 verstyrking van genoemde tyd gemaak word, in oorweging moet neem, en kan hy na goedunke 'n *ex gratia* betaling aan dié werknemers wat hierin genoem word, uit die fondse van die Raad doen.

(8) Behalwe soos ander hierin bepaal, moet daar vir die toepassing van hierdie artikel beskou word dat diens begin van die datum af waarop 'n werknemer in die werkgever se diens tree 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 die Hoofooreenkoms 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.

5. EKSTRA VERLOFBETALING.

(1) Behoudens subartikel (3) hiervan, is 'n werknemer wat na die datum van die inwerkintreding van hierdie Ooreenkoms kwalifiseer vir sy tiende of daaropvolgende agtereenvolgende verlof met besoldiging aan hom verskuldig weens ononderbroke diens by dieselfde werkgever soos bepaal ingevolge artikel 4 (3) van hierdie Ooreenkoms, op daardie datum en elke jaar daarna, terwyl hy by dieselfde werkgever in diens is, geregtig op 'n ekstra week verlof met besoldiging wanneer dit vir die werkgever geleë is, of op die ekwivalente waarde daarvan; met dien verstande dat by onderlinge ooreenkoms tussen die werkgever en werknemer—

(i) die verlof met besoldiging in artikel 4 (3) van hierdie Ooreenkoms vermeld, met 'n ekstra week verleng kan word; of

(ii) die ekstra week verlof van die kwalifiseerjaar af 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 werkgever en werknemer die ooreenkoms aanvaan soos in paraagraaf (1) (ii) bepaal, en die werknemer vir drie van daardie ekstra weke verlof met besoldiging (nietonder genoem "die opgelepte verlof") gekwalifiseer het, moet die opgelepte verlof deur die werkgever toegestaan en deur die werknemer geneem word wanneer hy sy verlof met besoldiging, soos in artikel 4 (3) van hierdie artikel voorgeskryf, neem, tensy, na gelang van wat die werkgever en werknemer ooreenkom, die opgelepte verlof op 'n ander tyd geneem word; met dien verstande dat die werkgever die werknemer in elk geval in staat moet stel om die opgelepte verlof te neem in die tydperk voordat hy vir sy volgende verlof met besoldiging kwalifiseer, en wanneer die werknemer versuim om die opgelepte verlof binne daardie tydperk te neem, verbeur hy reg daarop.

(3) Ingeval 'n werknemer wat ingevolge subartikel (1) vir sy tiende verlof met besoldiging kwalifiseer, slegs vir 'n deel van die kwalifiseertydperk vir die eerste verlof met besoldiging by die betrokke werkgever in diens was, is hy geregtig op 'n gedeelte van die ekstra week se verlof of op die ekwivalente waarde daarvan, in verhouding tot die verlofkwaliifikasie by daardie werkgever voltooi ten opsigte van die eerste verlof met besoldiging. Wanneer hy vir enige daaropvolgende agtereenvolgende verlof met besoldiging kwalifiseer, is die bepalings van subartikels (1) en (2) van hierdie artikel *mutatis mutandis* van toepassing.

(4) By beëindiging van die diens van 'n werknemer wat geregtig geword het op die ekwivalente 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.

6. SUBSTITUTION OF CERTAIN MAIN AGREEMENT PROVISIONS.

(1) Notwithstanding the provisions of sections 3, 4 and 5 of this Agreement (hereinafter referred to as "the ordinary conditions") an employer and his employees to whom this Agreement applies may mutually agree that the provisions of sections 11, 12 and 13 and paragraph (1) (v) (b) of section 30 of Part I of the Main Agreement (hereinafter referred to as "the special conditions") shall be substituted therefor.

(2) Every employer in business at the time shall declare to the Council within one month from the date of coming into operation of this Agreement whether the ordinary provisions or the special provisions referred to in sub-section (1) will be observed in his establishment, and every employer commencing business after that date shall, when furnishing information to the Council in accordance with the provisions of section 8, declare to the Council whether the ordinary provisions or the special provisions referred to in sub-section (1) will be observed in his establishment.

7. EXPENSES OF THE COUNCIL.

The employers and employees shall contribute to the funds of the Council, which shall be vested in and be administered by the Council, as follows:—

- (1) From the payments to be made to each of his employees affected by this Agreement (other than employees employed on work classified at Rate II, apprentices and 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 addition to the amount payable in terms of sub-section (1), every employer shall, for employees employed on work classified at Rate II, 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:—

Rate II 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.

- (3) The amount payable each month in terms of the foregoing sub-section shall be forwarded to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Transvaal Regional Council), P.O. Box 3998, Johannesburg, by not later than the fifteenth day of the month immediately following, together with a statement in such form as may from time to time be prescribed.
- (4) Regardless of whether any amount is payable to the Council in terms of this Section, every employer shall, by not later than the fifteenth 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 (3).

8. REGISTRATION OF EMPLOYERS.

(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 starting business after that date shall within one month of the commencement of such business, forward to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Transvaal Regional Council), P.O. Box 3998, Johannesburg, the following particulars:—

(i) Full name;

(ii) address;

(iii) trades or operations carried on by him; in addition to the declaration referred to in sub-section (2) of section 6 of this Agreement.

6. VERVANGING VAN SEKERE HOOFOOREENKOMSBEPALINGS.

(1) Ondanks die bepalings van artikels 3, 4 en 5 van hierdie Ooreenkoms (hieronder die „gewone voorwaardes” genoem), kan 'n werkewer en sy werknemers op wie hierdie Ooreenkoms van toepassing is, onderling ooreenkom dat die bepalings van artikels 11, 12 en 13 en paragraaf 1 (v) (b) van artikel 30 van Deel 1 van die Hoofooreenkoms (hieronder „die spesiale voorwaardes” genoem) dit sal vervang.

(2) Elke werkewer wat op hierdie tydstip in die bedryf is, moet aan die Raad binne een maand na die inwerkingtreding van hierdie Ooreenkoms, mee deel of die gewone bepalings en of die spesiale bepalings, wat in subartikel (1) genoem is, in sy inrigting nagekom sal word, en enige werkewer wat na hierdie datum met sake begin, moet, wanneer hy inligting aan die Raad verstrek ooreenkomsdig die bepalings van artikel 8, aan die Raad mee deel of die gewone bepalings of die spesiale bepalings, wat in subartikel (1) genoem word, in sy inrigting nagekom sal word.

7. UITGAWES VAN DIE RAAD.

Die werkewers en werknemers moet soos volg bydra tot die fondse van die Raad, wat aan die Raad behoort en deur hom geadministreer 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 Tarief 12, vakleerlinge en minderjariges gedurende die tydperk waarin sodanige minderjariges sonder 'n vakleerlingskapkontrak kragtens die Wet op Vakleerlinge, 1944, soos gewysig, in diens geneem kan word) en wanneer dit betaal word, moet elke werkewer 'n bedrag van 3d. per week aftrek, met inbegrip van weke waarin die werknemer met betaalde verlof afwesig is. By die bedrag aldus afgentrek, moet die werkewer 'n gelyke bedrag voeg en die totale bedrag vir elke maand aan die Raad stuur.
- (2) Benewens die bedrag betaalbaar ingevolge subartikel (1), moet elke werkewer ten opsigte van werknemers in diens in werk ingedeel onder Skale 8 tot en met 11 en/of in diens in die werk van 'n wag, op 'n maandelikse basis 'n jaarlikse bydrae betaal ten opsigte van die uitgawes van die Raad, bereken volgens die getal van sodanige werknemers by hom in diens, soos in die volgende tabel uitgegesit. Sodanige bydraes moet maandeliks betaal word ooreenkomsdig die bedrag „per maand” vir die getal werknemers bepaal:—

Getal werknemers Skale 8 tot 11 en/of werknemers in diens in die werk van 'n wag.	Per jaar.		Per maand.	
	£ s. d.	R c*	£ s. d.	R c*
Tot 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 250 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.

- (3) Die bedrag elke maand betaalbaar ingevolge voorgaande subartikel moet voor of op die vyftiende dag van die eersvolgende maand aan die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metaalnywerheid (Transvaalse Streeksraad), Posbus 3998, Johannesburg, gestuur word, tesame met 'n staat in sodanige vorm soos wat van tyd tot tyd voorgeskryf kan word.
- (4) Ongeag of enige bedrag aan die Raad betaalbaar is ingevolge hierdie artikel, moet elke werkewer, voor of op die vyftiende dag van elke maand, aan die Raad ten opsigte van die voorgaande maand en op die wyse daarin aangedui, die staat in subartikel (3) genoem, stuur.

8. REGISTRASIE VAN WERKGEWERS.

(1) (a) Elke werkewer 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 werkewer wat na daardie datum met sake begin, moet binne een maand nadat hy met werkzaamhede begin, die volgende besonderhede aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metaalnywerheid (Transvaalse Streeksraad), Posbus 3998, Johannesburg, stuur:—

(i) Naam voluit;

(ii) adres;

(iii) bedrywe of werkzaamhede deur hom uitgeoefen; bo en behalwe die verklaring wat in subartikel (2) van artikel 6 van hierdie Ooreenkoms genoem word.

(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.

9. GENERAL CONDITIONS.

(1) Notwithstanding anything to the contrary in the Main Agreement, unless otherwise provided by this Agreement the following provisions of the Main Agreement shall *mutatis mutandis* apply:—

- (a) Sections 3 (excluding definition of "day shift"), 4, 5, 7, 8 (1), (2), and (3) (a), (b), (c), (d), (f) and (g), 8 (4), 9, 10, 14, 15, 16 (A), 17, 18, 20, 22, 25, 27, 30, 31, 32 and 33 of Part I.
- (b) Section 8 (3) (e) of Part I.
- (c) Section 8 (3) (h) of Part I.
- (d) Sections 11, 12 and 13 and paragraph (1) (v) (b) of section 30 of Part I (when the employer and his employees mutually agree to the substitution thereof for the provisions of sections 3, 4 and 5 of this Agreement).
- (e) Section 28 of Part I.
- (f) Section 24 [excluding sub-sections (1) (b) and (2) thereof] and 29 of Part I.
- (g) Part II (employees employed on work classified at Rate 11).
- (h) Sub-section (j) of Schedule "A" of Part III in respect of employees employed on work classified at Rate 11.

(2) For the purpose of this Agreement—

"day shift" means any period from Monday to Saturday of not more than 8½ hours ordinarily worked by an employee between the hours of 7 a.m. and 7 p.m. on five days, or any period not exceeding 5 hours worked between the hours of 7 a.m. and 1 p.m. on one day per week which shall be known as the short day. Employers may vary the day of the week that is to be observed as the short day, provided that a week's notice is given to the employee as to which day is to be observed as the short day and the resulting arrangement is not in conflict with the provisions of any law, by-law or Ordinance appertaining to the observance of a short day.

Signed as authorised on behalf of the parties at Johannesburg on this the 10th day of November, 1960.

C. H. CROMPTON, *Chairman.*

J. M. RUSSELL, *Vice-Chairman.*

W. R. GLASTONBURY, *Secretary.*

No. 2012.]

[9 December 1960.

FACTORIES, MACHINERY AND BUILDING WORK ACT, 1941, AS AMENDED.

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.

RADIO, REFRIGERATION AND DOMESTIC ELECTRICAL APPLIANCES DIVISION.

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. 2011 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.

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

9. ALGEMENE VOORWAARDEN.

(1) Ondanks andersluidende bepalings in die Hoofooreenkoms, tensy anders by hierdie Ooreenkoms bepaal, is die volgende bepalings van die Hoofooreenkoms *mutatis mutandis* van toepassing:—

- (a) Artikels 3 (uitgesonderd die woordomskrywing van "dag-skof"), 4, 5, 7, 8 (1), (2) en (3) (a) (b) (c) (d) (f) en (g), 8 (4), 9, 10, 14, 15, 16 (A), 17, 18, 20, 22, 25, 27, 30, 31, 32 en 33 van Deel I.
- (b) Artikel 8 (3) (e) van Deel I.
- (c) Artikel 8 (3) (h) van Deel I.
- (d) Artikels 11, 12 en 13 en paragraaf (1) (v) (b) van artikel 30 van Deel I (as die werkewer en sy werknemers onderling ooreenkom om dit te vervang deur die bepalings van artikels 3, 4 en 5 van hierdie Ooreenkoms).
- (e) Artikel 28 van Deel I.
- (f) Artikels 24 [uitgesonderd subartikels (1) (b) en (2) daarvan] en 29 van Deel I.
- (g) Deel II (werknemers in diens in werk ingedeel onder Skaal II).
- (h) Subartikel (j) van Bylae A van Deel III ten opsigte van werknemers in diens in werk ingedeel onder Skaal II.

(2) Vir die toepassing van hierdie Ooreenkoms beteken—

"dag-skof", 'n tydperk tussen Maandag en Saterdag van hoogstens 8½ uur, gewoonlik deur 'n werknemer gewerk tussen 7 v.m. en 7 n.m. op vyf dae, of 'n tydperk van hoogstens 5 uur gewerk tussen 7 v.m. en 1 n.m. op een dag per week wat as kort dag bekend staan. Werkewers mag verskillende dae van die week as 'n kort dag aanwys; met dien verstande dat werknemers 'n week vooruit daarvan in kennis gestel word en die reëling nie met enige wet, regulasie of ordonnansie oor die kort dag in stryd is nie.

Soos gemagtig namens die Partye, op hede die tiende dag van November 1960, in Johannesburg onderteken.

C. H. CROMPTON, *Voorsitter.*

J. M. RUSSELL, *Ondervorsitter.*

W. R. GLASTONBURY, *Sekretaris.*

No. 2012.]

[9 Desember 1960.

WET OP FABRIEKE, MASJINERIE EN BOUWERK, 1941, SOOS GEWYSIG.

YSTER-, STAAL-, INGENIEURS- EN METAALNYWERHEID.

AFDELING RADIO-, VERKOELINGS- EN HUISHOUDLIKE ELEKTRIESE TOESTELLE.

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 kennissgewing in verband met die Yster-, Staal-, Ingenieurs- en Metaalnywerheid, gepubliseer by Goewermentskennisgewing No. 2011 van 9 Desember 1960, oor die algemeen vir persone wie se werkure en beloning ten opsigte van oortyd, openbare feesdae en werk op Sondae en openbare feesdae daarby gereel word, nie minder gunstig is nie as die ooreenstemmende bepalings van genoemde Wet, soos gewysig.

J. DE KLERK,
Minister van Arbeid.

No. 2013.]

[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.

RADIO, REFRIGERATION AND DOMESTIC ELECTRICAL APPLIANCES DIVISION.

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 in respect of all employees who are entitled to a cost of living allowance in terms of sections 9 (1) (a) and 9 (1) (g) of the Agreement for the Iron, Steel, Engineering and Metallurgical Industry (Radio, Refrigeration and Domestic Electrical Appliances Division) published under Government Notice No. 2011 of the 9th December, 1960, read with clause 30 of the Main Agreement for the Iron, Steel, Engineering and Metallurgical Industry published under Government Notice No. 2008 of the 9th December, 1960.

J. DE KLERK,
Minister of Labour.

No. 2013.]

[9 Desember 1960.

WET OP OORLOGSMAATREËLS, 1940.

OPSKORTING VAN BETALING VAN LEWENS-KOSTETOELAES BETAAALBAAR INGEVOLGE OORLOGSMAATREËL N°. 43 VAN 1942, SOOS GEWYSIG.

YSTER-, STAAL-, INGENIEURS- EN METAALNYWERHEID.

AFDELING RÁDIO-, VERKOELINGS- EN HUIS-HOUDELIKE ELEKTRÍESE TOESTELLE.

EK, JOHANNES DE KLERK, Minister van Arbeid, handelende kragtens die bepalings van subregulasie (1) van regulasie 4 van die regulasies gepubliseer by Oorlogsmaatreël N°. 43 van 1942, soos gewysig, skort hierby die bepalings van genoemde regulasie op ten opsigte van alle werknemers wat kragtens artikels 9 (1) (a) en 9 (1) (g) van die Ooreenkoms vir die Yster-, Staal-, Ingenieurs- en Metaalnywerheid (Afdeling Radio-, Verkoelings- en Huis-houdelike Elektriese Toestelle), gepubliseer by Goewermentskennisgewing N°. 2011 van 9 Desember 1960, gelees met klosule 30 van die Hooforeenkoms vir die Yster-, Staal-, Ingenieurs- en Metaalnywerheid gepubliseer by Goewermentskennisgewing N°. 2008 van 9 Desember 1960, op 'n lewenskostetolae geregtig is.

J. DE KLERK,
Minister van Arbeid.

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