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[No. 6604.]

GOVERNMENT NOTICE.

DEPARTMENT OF LABOUR.

No. 2130.]

[30 December 1960.]

INDUSTRIAL CONCILIATION ACT, 1956,
AS AMENDED.

CLOTHING INDUSTRY (TRANSVAAL).

AMENDMENT OF MAIN AGREEMENT.

On behalf of the Minister of Labour, I, MARAIS VILJOEN, Deputy Minister of Labour, 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 (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Clothing Industry, shall be binding from the 1st January, 1961 and for the period ending 30th April, 1962, upon the employers' organisation and the trade union which entered into the said Amending Agreement and upon the employers and employees who are members of that organisation or that trade 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 the said Amending Agreement shall be binding from the 1st January, 1961 and for the period ending 30th April, 1962, 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 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 Transvaal and from the 1st January, 1961 and for the period ending 30th April, 1962, the Provisions contained in the said Amending 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.

M. VILJOEN,
Deputy Minister of Labour.

GOEWERMENTSKENNISGEWING.

DEPARTEMENT VAN ARBEID.

No. 2130]

[30 Desember 1960.]

WET OP NYWERHEIDSVERSOENING, 1956, SOOS
GEWYSIG.

KLERASIENYWERHEID (TRANSVAAL).

WYSIGING VAN HOOFOOREENKOMS.

Namens die Minister van Arbeid, verklaar ek MARAIS VILJOEN, Adjunk-Minister van Arbeid, hierby—

- (a) kragtens paragraaf (a) van subartikel (1) van artikel *agt-en-veertig* van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hieronder die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Klerasienywerheid betrekking het, vanaf 1 Januarie 1961 en vir die tydperk wat op 30 April 1962 eindig, bindend is vir die werkgewersorganisasie en vakvereniging wat genoemde Wysigingsooreenkoms 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 genoemde Wysigingsooreenkoms, vanaf 1 Januarie 1961 en vir die tydperk wat op 30 April 1962 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 Provinsie Transvaal; en
- (c) kragtens paragraaf (a) van subartikel (3) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings vervat in genoemde Wysigingsooreenkoms, vanaf 1 Januarie 1961 en vir die tydperk wat op 30 April 1962 eindig, in die Provinsie Transvaal *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.

M. VILJOEN,
Adjunk-Minister van Arbeid.

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (TRANSVAAL)

AGREEMENT

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

Transvaal Clothing Manufacturers' Association

(hereinafter called "the employers" or "employers' organisation") of the one part, and the

Garment Workers' Union of South Africa

(hereinafter called the "employees" or the "trade union") of the other part, being the parties to the Industrial Council for the Clothing Industry (Transvaal): to amend the Agreement between the said parties dated 9th October, 1956, and published under Government Notice No. 2360 of the 21st December, 1956, as amended by Government Notices Nos. 1119, 1337 and 1938 dated 8th August, 1958, 28th August, 1959 and 27th November, 1959 respectively as follows:—

1. (a) By inserting the following definition after the definition "Clothing Industry":

"consumer price index figure" means the index figure relating to all items for the Witwatersrand compared with itself in October, 1958 as published by the Director of Census and Statistics in the *Government Gazette*.

(b) By deleting the definition of "experience" in Clause 3 and substituting the following definition:

"experience" save for the purpose of Clause 21 means the total period or periods of employment of an employee in the Clothing Industry and/or bespoke tailoring industry and/or private dressmaking in any capacity or capacities other than a mechanic, driver of a vehicle, watchman or caretaker, boiler or lift attendant, clerical employee, despatch clerk, packer, vehicle greaser, or employee engaged in one or more of the operations enumerated under Clause 3 (1) (A) (xviii) (b) to (1) of Wage Determination No. 120, and shall be deemed in each contract of service to have been continuous from the time the employee enters his employer's service until the time such service is terminated; provided that, for the purpose of computing an employee's experience, employment for sixteen weeks in any half-year shall be deemed to have been employment for the whole half-year; and provided further that a learner in his first half-year of employment although having less than sixteen weeks' but more than thirteen weeks' experience on the last day of a half-year shall be deemed to have been in employment for the whole half-year; and provided further that the trial period of an employee in terms of Clause 14 (1) (e) shall be deemed to be experience only if the contract of service is confirmed.

(c) By inserting the following definition after the definition "general worker":

"half-year" means the six monthly periods commencing on the first day of January and July;

(d) By deleting the definition "quarter";

(e) By deleting the definition "retail price index".

2. By deleting Clause 4 and substituting the following Clause:

4. WAGES

(1) Subject to the provisions of sub-clauses (2), (4) and (6) of this Clause and of Clauses 6 and 7 the following minimum basic wages and cost-of-living allowances shall be paid per week to the undermentioned classes of employees:

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID (TRANSVAAL)

OOREENKOMS

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

Transvaal Clothing Manufacturers' Association

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

Garment Workers' Union of South Africa

(hieronder die „werknemers” of die „vakvereniging” genoem), aan die ander kant, wat die partye is by die Nywerheidsraad vir die Klerasienywerheid (Transvaal), om die Ooreenkoms tussen genoemde partye, gedateer 9 Oktober 1956 en gepubliseer by Goewermentskennisgewing No. 2360 van 21 Desember 1956, soos gewysig by Goewermentskennisgewings No. 1119, No. 1337 en No. 1938 van onderskeidelik 8 Augustus 1958, 28 Augustus 1959 en 27 November 1959 soos volg te wysig:—

1. (a) Deur onderstaande woordskrywing in te voeg na die woordskrywing van „Klerasienywerheid”:

„syfer van die verbruikersprysindeks” die indekssyfer wat betrekking het op alle items vir die Witwatersrand, vergeleke met die indekssyfer vir Oktober 1958 soos deur die Direkteur van Sensus en Statistiek in die *Staatskoerant* gepubliseer.

(b) Deur die woordskrywing van „ondervinding” in klousule 3 te skrap en dit te vervang deur die volgende woordskrywing:

„ondervinding”, behalwe vir die toepassing van klousule 21, die totale tydperk of tydperke wat ’n werknemer in die Klerasienywerheid en/of die kleremakery- of maat-nywerheid en/of ’n private kleremakery in dien was in enige hoedanigheid of hoedanighede uitgesonderd dié van ’n werktuigkundige, bestuurder van ’n voertuig, wag of oppasser, stoomketel- of hyserbediende, klerklike werknemer, versendingsklerk, verpakker, voertuigsmeeerder of ’n werknemer wat een of meer van die werksaamhede verrig wat in klousule 3 (1) (A) (xviii) (b) tot (1) van Loonvasstelling No. 120 genoem word, en sodanige ondervinding word ten opsigte van elke dienskontrak geag aaneenlopend te wees vanaf die tyd waarop die werknemer by ’n werkgewer in diens getree het tot die tyd waarop sodanige diens beëindig is; met dien verstande dat vir die berekening van ’n werknemer se ondervinding sestiën weke diens in enige halfjaar geag word dien vir die hele halfjaar te wees; en voorts met dien verstande dat ’n leerling wat in sy eerste halfjaar dien minder as sestiën weke maar meer as dertien weke ondervinding gehad het op die laaste dag van sodanig halfjaar, geag word in diens te gewees het vir die hele halfjaar; en voorts met dien verstande dat die proeftydperk van ’n werknemer soos voorgeskryf in klousule 14 (1) (e), alleenlik geag word ondervinding te wees as die dienskontrak bekragtig word.

(c) Deur onderstaande woordskrywing in te voeg na die woordskrywing van „algemene werker”:

„halfjaar” die tydperk van ses maande wat begin op die eerste dag van Januarie en Julie.

(d) Deur die woordskrywing van „kwartaal” te skrap

(e) Deur die woordskrywing van „Kleinhandelprysindekssyfer” te skrap.

2. Deur klousule 4 te skrap en dit deur die volgende klousule te vervang:

4. LONE

(1) Behoudens die bepalings van subklousules (2), (4) en (6) van hierdie klousule en van klousules 6 en 7, moet onderstaande minimum basiese lone en lewenskostetoelae per week aan die volgende klasse werknemers betaal word:

(a) Employees engaged on making and/or grading patterns:

(i) Category A Employee—

	Basic	Ordinary C.O.L.A.	Additional C.O.L.A.	Total
Qualified Employee	10 0 0	3 8 0	5 2 0	18 10 0
<i>Learners</i>				
1st half-year	2 0 0	18 3	15 9	3 14 0
2nd half-year	3 10 0	1 13 3	1 6 3	6 9 6
3rd half-year	4 5 0	2 4 0	1 8 3	7 17 3
4th half-year	5 5 0	2 12 0	1 17 3	9 14 3
5th half-year	6 5 0	3 1 0	2 5 3	11 11 3
6th half-year	7 5 0	3 8 0	2 15 3	13 18 3
7th half-year	8 2 6	3 8 0	3 10 2	15 0 8
8th half-year	8 12 6	3 8 0	3 18 7	15 19 1
9th half-year	9 2 6	3 8 0	4 7 0	16 17 6
10th half-year	9 12 6	3 8 0	4 15 9	17 16 3
Thereafter	10 0 0	3 8 0	5 2 0	18 10 0

(ii) Category B Employees—

	Basic	Ordinary C.O.L.A.	Total
Qualified Employee	10 0 0	3 8 0	13 8 0
<i>Learners</i>			
1st half-year	2 0 0	18 3	2 18 3
2nd half-year	3 9 2	1 13 3	5 2 5
3rd half-year	4 3 0	2 4 0	6 7 0
4th half-year	5 3 0	2 12 0	7 15 0
5th half-year	6 2 9	3 1 0	9 3 9
6th half-year	7 5 0	3 8 0	10 13 0
7th half-year	8 2 6	3 8 0	11 10 6
8th half-year	8 12 6	3 8 0	12 0 6
9th half-year	9 2 6	3 8 0	12 10 6
10th half-year	9 12 6	3 8 0	13 0 6
Thereafter	10 0 0	3 8 0	13 8 0

(b) Male Marker-in:

(i) Category A Employees—

	Basic	Ordinary C.O.L.A.	Additional C.O.L.A.	Total
Qualified Employee	8 10 0	3 8 0	3 16 6	15 14 6
<i>Learners</i>				
1st half-year	2 0 0	18 3	15 9	3 14 0
2nd half-year	2 15 0	1 4 9	1 2 0	5 1 9
3rd half-year	3 2 6	1 10 6	1 2 6	5 15 6
4th half-year	3 12 6	1 16 9	1 5 0	6 14 3
5th half-year	4 7 6	2 4 0	1 10 3	8 1 9
6th half-year	4 17 6	2 8 0	1 15 0	9 0 6
7th half-year	5 12 6	2 16 6	1 19 0	10 8 0
8th half-year	6 2 6	3 1 0	2 3 3	11 6 9
9th half-year	7 0 0	3 8 0	2 11 0	12 19 0
10th half-year	8 0 0	3 8 0	3 8 0	14 16 0
Thereafter	8 10 0	3 8 0	3 16 6	15 14 6

(ii) Category B Employees—

	Basic	Ordinary C.O.L.A.	Total
Qualified Employee	8 10 0	3 8 0	11 18 0
<i>Learners</i>			
1st half-year	2 0 0	18 3	2 18 3
2nd half-year	2 15 0	1 4 9	3 19 9
3rd half-year	3 1 0	1 10 6	4 11 6
4th half-year	3 10 9	1 16 9	5 7 6
5th half-year	4 7 6	2 4 0	6 11 6
6th half-year	4 17 6	2 8 0	7 5 6
7th half-year	5 10 3	2 16 6	8 6 9
8th half-year	6 0 3	3 1 0	9 1 3
9th half-year	7 0 0	3 8 0	10 8 0
10th half-year	8 0 0	3 8 0	11 8 0
Thereafter	8 10 0	3 8 0	11 18 0

(c) Female Marker-in:

(i) Category A Employees—

	Basic	Ordinary C.O.L.A.	Additional C.O.L.A.	Total
Qualified Employee	5 0 0	2 8 0	1 17 0	9 5 0
<i>Learners</i>				
1st half-year	1 10 0	13 9	11 9	2 15 6
2nd half-year	2 5 0	1 0 9	17 6	4 3 3
3rd half-year	2 12 6	1 4 9	19 9	4 17 0
4th half-year	3 2 6	1 10 6	1 2 9	5 15 9
5th half-year	3 12 6	1 16 9	1 4 11	6 14 2
6th half-year	4 5 0	2 4 0	1 8 3	7 17 3
Thereafter	5 0 0	2 8 0	1 17 0	9 5 0

(a) Werknemers wat patrone maak en/of gradeer:

(i) Groep A-werknemers—

	Basiese Loon	Gewone L.K.T.	Addisionele L.K.T.	Totaal
Gekwalifiseerde Werknemer	10 0 0	3 8 0	5 2 0	18 10 0
<i>Leerlinge</i>				
1ste halfjaar	2 0 0	18 3	15 9	3 14 0
2de halfjaar	3 10 0	1 13 3	1 6 3	6 9 6
3de halfjaar	4 5 0	2 4 0	1 8 3	7 17 3
4de halfjaar	5 5 0	2 12 0	1 17 3	9 14 3
5de halfjaar	6 5 0	3 1 0	2 5 3	11 11 3
6de halfjaar	7 5 0	3 8 0	2 15 3	13 18 3
7de halfjaar	8 2 6	3 8 0	3 10 2	15 0 8
8ste halfjaar	8 12 6	3 8 0	3 18 7	15 19 1
9de halfjaar	9 2 6	3 8 0	4 7 0	16 17 6
10de halfjaar	9 12 6	3 8 0	4 15 9	17 16 3
Daarna	10 0 0	3 8 0	5 2 0	18 10 0

(ii) Groep B-werknemers—

	Basiese Loon	Gewone L.K.T.	Totaal
Gekwalifiseerde Werknemer	10 0 0	3 8 0	13 8 0
<i>Leerlinge</i>			
1ste halfjaar	2 0 0	18 3	2 18 3
2de halfjaar	3 9 2	1 13 3	5 2 5
3de halfjaar	4 3 0	2 4 0	6 7 0
4de halfjaar	5 3 0	2 12 0	7 15 0
5de halfjaar	6 2 9	3 1 0	9 3 9
6de halfjaar	7 5 0	3 8 0	10 13 0
7de halfjaar	8 2 6	3 8 0	11 10 6
8ste halfjaar	8 12 6	3 8 0	12 0 6
9de halfjaar	9 2 6	3 8 0	12 10 6
10de halfjaar	9 12 6	3 8 0	13 0 6
Daarna	10 0 0	3 8 0	13 8 0

(b) Manlike afmerker:

(i) Groep A-werknemers—

	Basiese Loon	Gewone L.K.T.	Addisionele L.K.T.	Totaal
Gekwalifiseerde Werknemer	8 10 0	3 8 0	3 16 6	15 14 6
<i>Leerlinge</i>				
1ste halfjaar	2 0 0	18 3	15 9	3 14 0
2de halfjaar	2 15 0	1 4 9	1 2 0	5 1 9
3de halfjaar	3 2 6	1 10 6	1 2 6	5 15 6
4de halfjaar	3 12 6	1 16 9	1 5 0	6 14 3
5de halfjaar	4 7 6	2 4 0	1 10 3	8 1 9
6de halfjaar	4 17 6	2 8 0	1 15 0	9 0 6
7de halfjaar	5 12 6	2 16 6	1 19 0	10 8 0
8ste halfjaar	6 2 6	3 1 0	2 3 3	11 6 9
9de halfjaar	7 0 0	3 8 0	2 11 0	12 19 0
10de halfjaar	8 0 0	3 8 0	3 8 0	14 16 0
Daarna	8 10 0	3 8 0	3 16 6	15 14 6

(ii) Groep B-werknemers—

	Basiese Loon	Gewone L.K.T.	Totaal
Gekwalifiseerde Werknemer	8 10 0	3 8 0	11 18 0
<i>Leerlinge</i>			
1ste halfjaar	2 0 0	18 3	2 18 3
2de halfjaar	2 15 0	1 4 9	3 19 9
3de halfjaar	3 1 0	1 10 6	4 11 6
4de halfjaar	3 10 9	1 16 9	5 7 6
5de halfjaar	4 7 6	2 4 0	6 11 6
6de halfjaar	4 17 6	2 8 0	7 5 6
7de halfjaar	5 10 3	2 16 6	8 6 9
8ste halfjaar	6 0 3	3 1 0	9 1 3
9de halfjaar	7 0 0	3 8 0	10 8 0
10de halfjaar	8 0 0	3 8 0	11 8 0
Daarna	8 10 0	3 8 0	11 18 0

(c) Vroulike afmerker:

(i) Groep A-werknemers—

	Basiese Loon	Gewone L.K.T.	Addisionele L.K.T.	Totaal
Gekwalifiseerde Werknemer	5 0 0	2 8 0	1 17 0	9 5 0
<i>Leerlinge</i>				
1ste halfjaar	1 10 0	13 9	11 9	2 15 6
2de halfjaar	2 5 0	1 0 9	17 6	4 3 3
3de halfjaar	2 12 6	1 4 9	19 9	4 17 0
4de halfjaar	3 2 6	1 10 6	1 2 9	5 15 9
5de halfjaar	3 12 6	1 16 9	1 4 11	6 14 2
6de halfjaar	4 5 0	2 4 0	1 8 3	7 17 3
Daarna	5 0 0	2 8 0	1 17 0	9 5 0

(ii) Category B Employees—

	Basic	Ordinary C.O.L.A.	Total
Qualified Employee	5 0 0	2 8 0	7 8 0
<i>Learners</i>			
1st half-year	1 10 0	13 9	2 3 9
2nd half-year	2 5 0	1 1 0	3 6 0
3rd half-year	2 11 3	1 4 9	3 16 0
4th half-year	3 1 0	1 10 6	4 11 6
5th half-year	3 10 9	1 16 9	5 7 6
6th half-year	4 3 0	2 4 0	6 7 0
Thereafter	5 0 0	2 8 0	7 8 0

(d) (1) Male machinist engaged in setting in sleeves, sewing around men's and ladies' tailored coats and overcoats; male baster; male shaper; male fitter-up:

(i) Category A Employees—

	Basic	Ordinary C.O.L.A.	Additional C.O.L.A.	Total
Qualified Employee	8 10 0	3 8 0	3 16 6	15 14 6
<i>Learners</i>				
1st half-year	2 0 0	18 3	15 9	3 14 0
2nd half-year	2 15 0	1 4 9	1 2 0	5 1 9
3rd half-year	3 2 6	1 10 6	1 2 6	5 15 6
4th half-year	3 12 6	1 16 9	1 5 0	6 14 3
5th half-year	4 7 6	2 4 0	1 10 3	8 1 9
6th half-year	4 17 6	2 8 0	1 15 0	9 0 6
7th half-year	5 12 6	2 16 6	1 19 0	10 8 0
8th half-year	6 2 6	3 1 0	2 3 3	11 6 9
9th half-year	7 0 0	3 8 0	2 11 0	12 19 0
10th half-year	8 0 0	3 8 0	3 8 0	14 16 0
Thereafter	8 10 0	3 8 0	3 16 6	15 14 6

(ii) Category B Employees—

	Basic	Ordinary C.O.L.A.	Total
Qualified Employee	5 19 3	2 16 6	8 15 9
<i>Learners</i>			
1st half-year	2 0 0	18 3	2 18 3
2nd half-year	2 2 6	1 0 9	3 3 3
3rd half-year	2 5 0	1 0 9	3 5 9
4th half-year	2 10 0	1 2 3	3 12 3
5th half-year	2 16 2	1 7 6	4 3 8
6th half-year	3 6 1	1 13 3	4 19 4
7th half-year	3 15 11	2 0 0	5 15 11
8th half-year	4 7 6	2 4 0	6 11 6
9th half-year	4 17 6	2 8 0	7 5 6
10th half-year	5 10 3	2 16 6	8 6 9
Thereafter	5 19 3	2 16 6	8 15 9

(d) (2) Male machinist other than a male machinist referred to in Paragraph (d) (1) of this sub-clause:

(i) Category A Employees—

	Basic	Ordinary C.O.L.A.	Additional C.O.L.A.	Total
Qualified Employee	4 15 0	2 8 0	1 12 9	8 15 9
<i>Learners</i>				
1st half-year	2 0 0	18 3	15 9	3 14 0
2nd half-year	2 2 6	1 0 9	15 5	3 18 8
3rd half-year	2 5 0	1 0 9	17 6	4 3 3
4th half-year	2 10 0	1 2 3	1 0 3	4 12 6
5th half-year	2 17 6	1 7 6	1 1 5	5 6 5
6th half-year	3 7 6	1 13 3	1 4 1	6 4 10
7th half-year	3 17 6	2 0 0	1 5 11	7 3 5
8th half-year	4 7 6	2 4 0	1 10 4	8 1 10
Thereafter	4 15 0	2 8 0	1 12 9	8 15 9

(ii) Category B Employees—

	Basic	Ordinary C.O.L.A.	Total
Qualified Employee	4 16 0	2 8 0	7 4 0
<i>Learners</i>			
1st half-year	2 0 0	18 3	2 18 3
2nd half-year	2 2 6	1 0 9	3 3 3
3rd half-year	2 5 0	1 0 9	3 5 9
4th half-year	2 10 0	1 2 3	3 12 3
5th half-year	2 16 2	1 7 6	4 3 8
6th half-year	3 6 1	1 13 3	4 19 4
7th half-year	3 15 11	2 0 0	5 15 11
8th half-year	4 7 6	2 4 0	6 11 6
Thereafter	4 16 0	2 8 0	7 4 0

(ii) Groep B-werknemers—

	Basiese Loon	Gewone L.K.T.	Totaal
Gekwalifiseerde Werknemer	5 0 0	2 8 0	7 8 0
<i>Leerlinge</i>			
1ste halfjaar	1 10 0	13 9	2 3 9
2de halfjaar	2 5 0	1 1 0	3 6 0
3de halfjaar	2 11 3	1 4 9	3 16 0
4de halfjaar	3 1 0	1 10 6	4 11 6
5de halfjaar	3 10 9	1 16 9	5 7 6
6de halfjaar	4 3 0	2 4 0	6 7 0
Daarna	5 0 0	2 8 0	7 8 0

(d) (1) Manlike masjienbediener wat moue insit en getailleerde mans- en vroueabaadjies en oorjasse stik; manlike ryger; manlike fatsoeneerder; manlike passer:

(i) Groep A-werknemers—

	Basiese Loon	Gewone L.K.T.	Addisionele L.K.T.	Totaal
Gekwalifiseerde Werknemer	8 10 0	3 8 0	3 16 6	15 14 6
<i>Leerlinge</i>				
1ste halfjaar	2 0 0	18 3	15 9	3 14 0
2de halfjaar	2 15 0	1 4 9	1 2 0	5 1 9
3de halfjaar	3 2 6	1 10 6	1 2 6	5 15 6
4de halfjaar	3 12 6	1 16 9	1 5 0	6 14 3
5de halfjaar	4 7 6	2 4 0	1 10 3	8 1 9
6de halfjaar	4 17 6	2 8 0	1 15 0	9 0 6
7de halfjaar	5 12 6	2 16 6	1 19 0	10 8 0
8ste halfjaar	6 2 6	3 1 0	2 3 3	11 6 9
9de halfjaar	7 0 0	3 8 0	2 11 0	12 19 0
10de halfjaar	8 0 0	3 8 0	3 8 0	14 16 0
Daarna	8 10 0	3 8 0	3 16 6	15 14 6

(ii) Groep B-werknemers—

	Basiese Loon	Gewone L.K.T.	Totaal
Gekwalifiseerde Werknemer	5 19 3	2 16 6	8 15 9
<i>Leerlinge</i>			
1ste halfjaar	2 0 0	18 3	2 18 3
2de halfjaar	2 2 6	1 0 9	3 3 3
3de halfjaar	2 5 0	1 0 9	3 5 9
4de halfjaar	2 10 0	1 2 3	3 12 3
5de halfjaar	2 16 2	1 7 6	4 3 8
6de halfjaar	3 6 1	1 13 3	4 19 4
7de halfjaar	3 15 11	2 0 0	5 15 11
8ste halfjaar	4 7 6	2 4 0	6 11 6
9de halfjaar	4 17 6	2 8 0	7 5 6
10de halfjaar	5 10 3	2 16 6	8 6 9
Daarna	5 19 3	2 16 6	8 15 9

(d) (2) Manlike masjienbediener uitgesonderd 'n masjienbediener genoem in paragraaf (d) (1) van hierdie subklousule:

(i) Groep A-werknemers—

	Basiese Loon	Gewone L.K.T.	Addisionele L.K.T.	Totaal
Gekwalifiseerde Werknemer	4 15 0	2 8 0	1 12 9	8 15 9
<i>Leerlinge</i>				
1ste halfjaar	2 0 0	18 3	15 9	3 14 0
2de halfjaar	2 2 6	1 0 9	15 5	3 18 8
3de halfjaar	2 5 0	1 0 9	17 6	4 3 3
4de halfjaar	2 10 0	1 2 3	1 0 3	4 12 6
5de halfjaar	2 17 6	1 7 6	1 1 5	5 6 5
6de halfjaar	3 7 6	1 13 3	1 4 1	6 4 10
7de halfjaar	3 17 6	2 0 0	1 5 11	7 3 5
8ste halfjaar	4 7 6	2 4 0	1 10 4	8 1 10
Daarna	4 15 0	2 8 0	1 12 9	8 15 9

(ii) Groep B-werknemers—

	Basiese Loon	Gewone L.K.T.	Totaal
Gekwalifiseerde Werknemer	4 16 0	2 8 0	7 4 0
<i>Leerlinge</i>			
1ste halfjaar	2 0 0	18 3	2 18 3
2de halfjaar	2 2 6	1 0 9	3 3 3
3de halfjaar	2 5 0	1 0 9	3 5 9
4de halfjaar	2 10 0	1 2 3	3 12 3
5de halfjaar	2 16 2	1 7 6	4 3 8
6de halfjaar	3 6 1	1 13 3	4 19 4
7de halfjaar	3 15 11	2 0 0	5 15 11
8ste halfjaar	4 7 6	2 4 0	6 11 6
Daarna	4 16 0	2 8 0	7 4 0

(e) Interlining and trimming, marker-in; and/or chopper-out; finisher; female baster; female fitter-up; female shaper; female machinist; female presser of garments other than shirts, ties, pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls, and blouses without lace, embroidery, tucks and hand-made pleats:

(i) Category A Employees—

	Basic	Ordinary C.O.L.A.	Additional C.O.L.A.	Total
Qualified Employee	3 12 6	1 16 9	1 4 11	6 14 2
<i>Learners</i>				
1st half-year	1 10 0	13 9	11 9	2 15 6
2nd half-year	1 15 0	16 9	13 0	3 4 9
3rd half-year	1 18 9	18 3	14 9	3 11 9
4th half-year	2 6 3	1 2 3	17 1	4 5 7
5th half-year	2 12 6	1 4 9	19 11	4 17 2
6th half-year	3 2 6	1 10 6	1 2 7	5 15 7
Thereafter	3 12 6	1 16 9	1 4 11	6 14 2

(ii) Category B Employees—

	Basic	Ordinary C.O.L.A.	Total
Qualified Employee	3 10 0	1 13 3	5 3 3
<i>Learners</i>			
1st half-year	1 10 0	13 9	2 3 9
2nd half-year	1 15 0	16 9	2 11 9
3rd half-year	1 18 9	18 3	2 17 0
4th half-year	2 5 6	1 2 3	3 7 9
5th half-year	2 11 3	1 4 9	3 16 0
6th half-year	3 1 0	1 10 6	4 11 6
Thereafter	3 10 0	1 13 3	5 3 3

(f) Chopper-out, other than an interlining and/or trimming chopper-out; a male presser by hand of women's overcoats and/or jackets of costumes:

(i) Category A Employees—

	Basic	Ordinary C.O.L.A.	Additional C.O.L.A.	Total
Qualified Employee	4 15 0	2 8 0	1 12 9	8 15 9
<i>Learners</i>				
1st half-year	2 0 0	18 3	15 9	3 14 0
2nd half-year	2 8 9	1 2 3	19 3	4 10 3
3rd half-year	2 17 6	1 7 6	1 1 5	5 6 5
4th half-year	3 7 6	1 13 3	1 4 1	6 4 10
5th half-year	3 17 6	2 0 0	1 5 11	7 3 5
6th half-year	4 7 6	2 4 0	1 10 4	8 1 10
Thereafter	4 15 0	2 8 0	1 12 9	8 15 9

(ii) Category B Employees—

	Basic	Ordinary C.O.L.A.	Total
Qualified Employee	4 16 0	2 8 0	7 4 0
<i>Learners</i>			
1st half-year	2 0 0	18 3	2 18 3
2nd half-year	2 9 3	1 2 3	3 11 6
3rd half-year	2 16 2	1 7 6	4 3 8
4th half-year	3 6 1	1 13 3	4 19 4
5th half-year	3 15 11	2 0 0	5 15 11
6th half-year	4 7 6	2 4 0	6 11 6
Thereafter	4 16 0	2 8 0	7 4 0

(g) Male presser of garments other than a male presser by hand of women's overcoats and/or jackets of costumes; and other than a presser of shirts, ties, pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls, and blouses without lace, embroidery, tucks and hand-made pleats:

	Basic	Ordinary C.O.L.A.	Total
Qualified Employee	4 0 0	2 0 0	6 0 0
<i>Learners</i>			
1st half-year	1 10 0	13 9	2 3 9
2nd half-year	1 18 4	18 3	2 16 7
3rd half-year	2 6 8	1 2 3	3 8 11
4th half-year	2 15 0	1 4 9	3 19 9
5th half-year	3 3 4	1 10 6	4 13 10
6th half-year	3 11 8	1 16 9	5 8 5
Thereafter	4 0 0	2 0 0	6 0 0

(e) Tussenvoering en versiering, afmerker en/of uitkapper; afwerker; vroulike ryger; vroulike passer; vroulike fatsoeneerder; vroulike masjienbediener; vroulike perser van kledingstukke uitgesonderd hemde, dasse, slaappakke en ander nagklere, hoede, pette, onderklere, gebreide klere, voorskote, oorpakke en bloese sonder kant, borduurwerk, opnaaisels en handgemaakte plooië:

(i) Groep A-werknemers—

	Basiese Loon	Gewone L.K.T.	Addisionele L.K.T.	Totaal
Gekwalifiseerde Werknemer	3 12 6	1 16 9	1 4 11	6 14 2
<i>Leerlinge</i>				
1ste halfjaar	1 10 0	13 9	11 9	2 15 6
2de halfjaar	1 15 0	16 9	13 0	3 4 9
3de halfjaar	1 18 9	18 3	14 9	3 11 9
4de halfjaar	2 6 3	1 2 3	17 1	4 5 7
5de halfjaar	2 12 6	1 4 9	19 11	4 17 2
6de halfjaar	3 2 6	1 10 6	1 2 7	5 15 7
Daarna	3 12 6	1 16 9	1 4 11	6 14 2

(ii) Groep B-werknemers—

	Basiese Loon	Gewone L.K.T.	Totaal
Gekwalifiseerde Werknemer	3 10 0	1 13 3	5 3 3
<i>Leerlinge</i>			
1ste halfjaar	1 10 0	13 9	2 3 9
2de halfjaar	1 15 0	16 9	2 11 9
3de halfjaar	1 18 9	18 3	2 17 0
4de halfjaar	2 5 6	1 2 3	3 7 9
5de halfjaar	2 11 3	1 4 9	3 16 0
6de halfjaar	3 1 0	1 10 6	4 11 6
Daarna	3 10 0	1 13 3	5 3 3

(f) Uitskapper, met uitsondering van tussenvoering- en/of versieringuitskapper; 'n manlike handperser van vrouejasse en/of -baadjies van kostuums:

(i) Groep A-werknemers—

	Basiese Loon	Gewone L.K.T.	Addisionele L.K.T.	Totaal
Gekwalifiseerde Werknemer	4 15 0	2 8 0	1 12 9	8 15 9
<i>Leerlinge</i>				
1ste halfjaar	2 0 0	18 3	15 9	3 14 0
2de halfjaar	2 8 9	1 2 3	19 3	4 10 3
3de halfjaar	2 17 6	1 7 6	1 1 5	5 6 5
4de halfjaar	3 7 6	1 13 3	1 4 1	6 4 10
5de halfjaar	3 17 6	2 0 0	1 5 11	7 3 5
6de halfjaar	4 7 6	2 4 0	1 10 4	8 1 10
Daarna	4 15 0	2 8 0	1 12 9	8 15 9

(ii) Groep B-werknemers—

	Basiese Loon	Gewone L.K.T.	Totaal
Gekwalifiseerde Werknemer	4 16 0	2 8 0	7 4 0
<i>Leerlinge</i>			
1ste halfjaar	2 0 0	18 3	2 18 3
2de halfjaar	2 9 3	1 2 3	3 11 6
3de halfjaar	2 16 2	1 7 6	4 3 8
4de halfjaar	3 6 1	1 13 3	4 19 4
5de halfjaar	3 15 11	2 0 0	5 15 11
6de halfjaar	4 7 6	2 4 0	6 11 6
Daarna	4 16 0	2 8 0	7 4 0

(g) Manlike perser van kledingstukke met uitsondering van 'n manlike handperser van vrouejasse en/of -baadjies van kostuums; en met uitsondering van 'n perser van hemde, dasse, slaappakke en ander nagklere, hoede, pette, onderklere, gebreide klere, voorskote, oorpakke en bloese sonder kant, borduurwerk, opnaaisels en handgemaakte plooië:

	Basiese Loon	Gewone L.K.T.	Totaal
Gekwalifiseerde Werknemer	4 0 0	2 0 0	6 0 0
<i>Leerlinge</i>			
1ste halfjaar	1 10 0	13 9	2 3 9
2de halfjaar	1 18 4	18 3	2 16 7
3de halfjaar	2 6 8	1 2 3	3 8 11
4de halfjaar	2 15 0	1 4 9	3 19 9
5de halfjaar	3 3 4	1 10 6	4 13 10
6de halfjaar	3 11 8	1 16 9	5 8 5
Daarna	4 0 0	2 0 0	6 0 0

(h) Other pressers not referred to elsewhere in this clause; underpresser; machine belt fixer; maintenance assistant; layer-up; plain sewer:

	Basic	Ordinary C.O.L.A.	Total
Qualified Employee	3 0 0	1 7 6	4 7 6
<i>Learners</i>			
1st half-year	1 10 0	13 9	2 3 9
2nd half-year	1 15 0	16 9	2 11 9
3rd half-year	2 0 0	18 3	2 18 3
4th half-year	2 5 0	1 0 9	3 5 9
5th half-year	2 10 0	1 2 3	3 12 3
6th half-year	2 15 0	1 4 9	3 19 9
Thereafter	3 0 0	1 7 6	4 7 6

(i) General worker—

	Basic	Ordinary C.O.L.A.	Total
Qualified Employee	2 12 3	1 4 9	3 17 0
<i>Learners</i>			
1st two half-years	1 15 0	16 9	2 11 9
3rd half-year	2 0 0	18 3	2 18 3
4th half-year	2 5 0	1 0 9	3 5 9
5th half-year	2 10 0	1 2 3	3 12 3
Thereafter	2 12 3	1 4 9	3 17 0

(j) Other Category A employees—

	Basic	Ordinary C.O.L.A.	Additional C.O.L.A.	Total
Foreman	8 15 0	3 8 0	3 16 6	15 19 6
Forewoman	5 10 0	2 12 0	2 1 6	10 3 6
Supervisor	4 15 0	2 8 0	1 12 9	8 15 9
Checker	4 0 0	2 0 0	1 8 0	7 8 0

(k) Other Category B Employees—

	Basic	Ordinary C.O.L.A.	Total
Part-time Motor Vehicle Driver	3 0 0	1 7 6	4 7 6

(l) Set Leaders or Team-leaders—

Any employee when called upon to perform the duties of a set or team-leader shall whilst so employed, be paid in addition to the qualified total wage for an employee of his class, as provided for in this sub-clause an amount equal to 5 per cent of such qualified total wage, as extra cost-of-living allowance; provided that such additional amount shall not be subject to the provisions of clause 4 (3) (a) of this Agreement.

(2) Any increase in the ordinary cost-of-living allowance shall in the first instance be set off against the additional cost-of-living allowance prescribed in sub-clause (1) of this clause until such time as the additional allowance is fully absorbed, and thereafter any further increase shall be added to the ordinary cost-of-living allowance. Any reduction in the ordinary cost-of-living allowance shall in the first instance be set off against the ordinary cost-of-living allowance prescribed in the said sub-clause until such cost-of-living allowance is fully absorbed. Thereafter the additional cost-of-living allowance prescribed in the said sub-clause shall be reduced by 5 per cent for every 2 points fall in the consumer price index number reckoned from the date of the total abolition of the ordinary cost-of-living allowance, such reductions as may be necessary to be made shall be made on the pay day in the second week following the week in which the consumer price index is published in the *Government Gazette*.

(3) (a) Save as provided in sub-clause (2), (3) (b), (c) and (d) and (4) of this clause, nothing in this Agreement shall operate to reduce the total wage of an employee in the Industry, and such employee shall continue to be paid and be entitled to receive his total wage as if such total wage were the minimum total wage in respect of that employee.

(b) Notwithstanding the provisions of clause 4 (3) (a) a "category A employee" may be permitted to become a "category B employee" with the prior approval of the

(h) Ander persers wat nie elders in hierdie klousule gemeld word nie; onderperser; dryfbandhersteller; onderhoudsassistent; laemaker; gewone naaldwerker:

	Basiese Loon	Gewone L.K.T.	Totaal
Gekwalifiseerde Werknemer	3 0 0	1 7 6	4 7 6
<i>Leerlinge</i>			
1ste halfjaar	1 10 0	13 9	2 3 9
2de halfjaar	1 15 0	16 9	2 11 9
3de halfjaar	2 0 0	18 3	2 18 3
4de halfjaar	2 5 0	1 0 9	3 5 9
5de halfjaar	2 10 0	1 2 3	3 12 3
6de halfjaar	2 15 0	1 4 9	3 19 9
Daarna	3 0 0	1 7 6	4 7 6

(i) Algemene werker—

	Basiese Loon	Gewone L.K.T.	Totaal
Gekwalifiseerde Werknemer	2 12 3	1 4 9	3 17 0
<i>Leerlinge</i>			
1ste twee halfjare	1 15 0	16 9	2 11 9
3de halfjaar	2 0 0	18 3	2 18 3
4de halfjaar	2 5 0	1 0 9	3 5 9
5de halfjaar	2 10 0	1 2 3	3 12 3
Daarna	2 12 3	1 4 9	3 17 0

(j) Ander groep A-werknemers—

	Basiese Loon	Gewone L.K.T.	Addisionele L.K.T.	Totaal
Voorman	8 15 0	3 8 0	3 16 6	15 19 6
Voorvrou	5 10 0	2 12 0	2 1 6	10 3 6
Toesighouer	4 15 0	2 8 0	1 12 9	8 15 9
Nasiener	4 0 0	2 0 0	1 8 0	7 8 0

(k) Ander Groep B-werknemers—

	Basiese Loon	Gewone L.K.T.	Totaal
Deeltydse Motorvoer- tuigbestuurder	3 0 0	1 7 6	4 7 6

(l) Groepleiers of spanleiers—

Wanneer daar van 'n werknemer vereis word om die pligte van 'n groep- of spanleier te verrig, moet daar benewens die totale loon van 'n gekwalifiseerde werknemer van sy klas soos in hierdie subklousule bepaal, 'n bedrag gelyk aan 5 persent van sodanige totale loon van 'n gekwalifiseerde werknemer as 'n ekstra lewenskostoelae aan hom betaal word solank hy aldus diens doen; met dien verstande dat sodanige addisionele bedrag nie aan die bepalings van klousule 4 (3) (a) van hierdie Ooreenkoms onderworpe is nie.

(2) Enige styging in die gewone lewenskostoelae moet in die eerste plek teen die addisionele lewenskostoelae wat in subklousule (1) van hierdie klousule voorgeskryf word, in mindering gebring word totdat die addisionele toelae ten volle geabsorbeer is, en daarna moet enige verdere styging by die gewone lewenskostoelae gevoeg word. Enige daling in die gewone lewenskostoelae moet in die eerste plek teen die gewone lewenskostoelae wat in genoemde subklousule voorgeskryf word, in mindering gebring word totdat sodanige lewenskostoelae ten volle geabsorbeer is. Daarna moet die addisionele lewenskostoelae wat in genoemde subklousule voorgeskryf word, met 5 persent verminder word vir elke daling van twee punte in die syfer van die verbruikersprysindeks, gereken vanaf die datum waarop die gewone lewenskostoelae heeltemal afgeskaf is, en dié verminderings wat nodig mag wees, moet gemaak word op die betaaldag in die tweede week wat volg op die week waarin die verbruikersprysindeks in die *Staatskoerant* gepubliseer is.

(3) (a) Behoudens die bepalings van subklousule (2), (3) (b), (c) en (d) en (4) van hierdie klousule, mag niks in hierdie Ooreenkoms die uitwerking hê dat dit die totale loon van 'n werknemer in die Nywerheid verminder nie, en sodanige werknemer moet steeds sy totale loon betaal word en daartoe geregtig wees om dit te ontvang asof sodanige totale loon die minimum totale loon ten opsigte van daardie werknemer is.

(b) Ondanks die bepalings van klousule 4 (3) (a), kan 'n „groep A-werknemer” toegelaat word om 'n „groep B-werknemer” te word mits die goedkeuring van die Raad

Council; provided that he may be permitted to become a "category A employee" at any time with the consent of his employer, by notifying the Council.

(c) Notwithstanding the provisions of clause 4 (3) (a) an employer may be permitted, upon the written request of his employee and with the prior approval of the Council, to pay his employee a total wage which is not less than the minimum prescribed total wage for an employee of his class; provided that on leaving his employer's service the employee may revert to his actual total wage by notifying the Council.

(d) Notwithstanding the provisions of clause 4 (3) (a) and (c) an employer may employ an employee who has been unemployed for a period of *not less* than 13 weeks at a wage agreed upon between such employer and employee; provided that—

- (i) the agreed wage shall be not less than the prescribed wage for an employee of his class;
- (ii) application to the Council for the approval of the agreed wage be made during the first five working days of such employee's service; and provided further that—
- (iii) the agreed wage shall be the wage due to such employee until the employer has been notified by the Council that the application has been granted or refused.

(4) Notwithstanding anything to the contrary contained in this Agreement, an employee who is transferred to an occupation in the Industry in which he has not previously been engaged, shall, until the end of the half-year in which he was transferred, continue to be paid and be entitled to receive not less than the total wage he was being paid immediately prior to the transfer, provided that a general worker who is transferred during the first half-year of his experience shall continue to be paid and be entitled to receive not less than the total wage he was being paid until the end of the second half-year unless the prescribed wage for the first half-year in such occupation in the Industry in which he was not previously employed is higher than £2 11s. 9d. per week. On each pay day in the next half-year he shall receive a total wage of not less than the sum *next higher* than the total wage he was receiving appearing in the third column in the case of a category B employee, or the fourth column in the case of a category A employee of the tables in sub-clause (1) relating to his new occupation; on the first pay day of that half-year such employee shall solely for the purpose of calculating his wage, be deemed to be a learner starting with only that period of experience which would enable him to earn the same total wage. Should such an employee revert to his previous occupation his total actual experience shall again be regarded as his experience, and his total wage shall not be less than that which he received in that occupation, less any reductions in cost-of-living allowance that may have occurred in terms of sub-clause (2) of this clause.

(5) Notwithstanding anything to the contrary contained in this Agreement, the increase to which a learner may become entitled in terms of sub-clause (1) of this clause shall be paid on the first pay day of each half-year, on the basis of the learner's experience on the last working day of the previous half-year.

(6) Notwithstanding anything to the contrary contained in this Agreement the commencing wage of an employee who has *had only* bespoke dressmaking experience and/or experience in the Clothing Industry or bespoke tailoring industry *only* outside the Union of South Africa, shall be determined, after a trial period not exceeding two weeks, by the employer and employee concerned in conjunction with the Council. That employee shall then be deemed to be a learner starting with only that period of experience which could enable him to earn the total wage agreed by the employer, employee and the Council.

vooraf verkry is; met dien verstande dat hy met die toestemming van sy werkgever toegelaat mag word om te eniger tyd 'n „groep A-werknemer" te word deur die Raad daarvan in kennis te stel.

(c) Ondanks die bepalings van klousule 4 (3) (a), kan 'n werkgever toegelaat word om, op die skriftelike versoek van sy werknemer en met die goedkeuring van die Raad, wat vooraf verkry moet word, sy werknemer 'n totale loon te betaal wat nie minder is nie as die minimum totale loon wat vir 'n werknemer van sy klas voorgeskryf word; met dien verstande dat die werknemer, wanneer hy die diens van sy werkgever verlaat, weer sy werklike totale loon mag ontvang deur die Raad in kennis te stel.

(d) Ondanks die bepalings van klousule 4 (3) (a) en (c), mag 'n werkgever 'n werknemer wat vir 'n tydperk van minstens 13 weke werkloos was, in diens neem teen 'n loon waarvoor sodanige werkgever en werknemer ooreengekom het; met dien verstande dat—

- (i) die loon waarvoor daar ooreengekom word, nie minder mag wees nie as die voorgeskrewe loon vir 'n werknemer van sy klas;
- (ii) daar gedurende die eerste vyf werkdae van sodanige werknemer se diens aansoek by die Raad gedoen moet word om goedkeuring van die loon waarvoor daar ooreengekom is; en voorts met dien verstande dat—
- (iii) die loon waarvoor daar ooreengekom is, die loon moet wees wat aan sodanige werknemer verskuldig is totdat die werkgever deur die Raad in kennis gestel is dat die aansoek toegestaan of geweier is.

(4) Ondanks andersluidende bepalings in hierdie Ooreenkoms, moet 'n werknemer wat na 'n beroep in die Nywerheid oorgeplaas word waarin hy nie voorheen werksaam was nie, tot aan die einde van die halfjaar waarin hy oorgeplaas is, steeds minstens die totale loon betaal word wat hy onmiddellik voor die oorplasing ontvang het en is hy daartoe geregtig om dit te ontvang; met dien verstande dat 'n algemene werker wat gedurende die eerste halfjaar van sy ondervinding oorgeplaas word, steeds minstens die totale loon wat hy ontvang het, betaal moet word tot aan die einde van die tweede halfjaar en dat hy daartoe geregtig is om dit te ontvang, tensy die voorgeskrewe loon vir die eerste halfjaar in sodanige beroep in die Nywerheid waarin hy nie voorheen werksaam was nie, hoër as £2 11s. 9d. per week is. Op elke betaaldag gedurende die daaropvolgende halfjaar moet hy 'n totale loon ontvang van minstens dié bedrag wat die eersvolgende hoër bedrag as die totale loon wat hy ontvang het, is en wat in die derde kolom in die geval van 'n groep B-werknemer of in die vierde kolom in die geval van 'n groep A-werknemer in die tabelle in subklousule (1) voorkom en wat op sy nuwe beroep betrekking het; op die eerste betaaldag in daardie halfjaar moet sodanige werknemer, alleenlik met die doel om sy loon te bereken, geag word 'n leerling te wees wat begin met slegs daardie tydperk van ondervinding wat hom in staat sou stel om dieselfde totale loon te verdien. As so 'n werknemer terugkeer tot sy vorige beroep, moet sy totale werklike ondervinding weer geag word sy ondervinding te wees en mag sy totale loon nie minder wees nie as dié wat hy in daardie beroep ontvang het, min enige vermindering in die lewenskostoelae wat ooreenkomstig die bepalings van subklousule (2) van hierdie klousule mag geskied het.

(5) Ondanks andersluidende bepalings in hierdie Ooreenkoms, moet die verhoging waarop 'n leerling kragtens die bepalings van subklousule (1) van hierdie klousule geregtig mag word, op die eerste betaaldag van elke halfjaar betaal word op grondslag van die leerling se ondervinding op die laaste werkdag van die vorige halfjaar.

(6) Ondanks andersluidende bepalings in hierdie Ooreenkoms, moet die beginloon van 'n werknemer wat ondervinding van slegs rokmakery-op-maat en/of ondervinding in die Klerasienywerheid of kleremakery-op-maat-nywerheid buite die Unie van Suid-Afrika opgedoen het, na 'n proeftydperk van hoogstens 6 weke deur die betrokke werkgever en werknemer vasgestel word in oorleg met die Raad. Sodanige werknemer word dan geag 'n leerling te wees wat begin met slegs daardie tydperk van ondervinding wat hom in staat kon stel om die totale loon te verdien waarvoor die werkgever, die werknemer en die Raad ooreengekom het.

3. (i) By deleting the present sub-clause 13 (9) and inserting the following sub-clause 13 (9):

- (a) If an employee does not work on Ascension Day, his employer shall pay him in respect of such day a wage at a rate not less than his ordinary rate of total wage as if he had worked his average ordinary working hours for that day of the week.
- (b) Whenever an employee works on Ascension Day his employer shall pay him a wage at a rate not less than his ordinary rate of total wage in respect of the total period worked on such day, in addition to the wage to which he would have been entitled had he not so worked.

(ii) By inserting the following additional sub-clause 13 (10):

Notwithstanding the provisions of sub-clause (2) of clause 7 an employer may close his establishment on any statutory public holiday not mentioned in sub-clause (4) or (9) of this clause and in that event shall not be obliged to pay wages in respect of any such day; provided that he has notified his employees of his intention to close the establishment on such day, by a notice which shall be posted in a prominent place in his establishment at least 24 hours before the usual starting time.

4. By substituting for the amount of "one shilling and six pence" where it appears in sub-clause 21 (2) (a) the amount of "one shilling and eleven pence".

5. By inserting the following additional Clause 29:

29. CONVERSION TABLE.

The weekly wage, ordinary cost-of-living allowance, additional cost-of-living allowance and total wage prescribed in Clause 4 (1) shall in the case of payments being made in rand and cents be converted in accordance with the following conversion table:

(i) Category "A" wages:

BASIC				ORDINARY C.O.L.A.			
BASIESE LOON				GEWONE L.K.T.			
£	s.	d.	R	£	s.	d.	R
1	10	0	3.00		13	9	1.37½
1	15	0	3.50		16	9	1.67½
1	18	9	3.87½		18	3	1.82½
2	0	0	4.00		18	3	1.82½
2	2	6	4.25	1	0	9	2.07½
2	5	0	4.50	1	0	9	2.07½
2	6	3	4.62½	1	2	3	2.22½
2	8	9	4.87½	1	2	3	2.22½
2	10	0	5.00	1	2	3	2.22½
2	12	6	5.25	1	4	9	2.47½
2	12	6	5.25	1	4	9	2.47½
2	15	0	5.50	1	4	9	2.47½
2	17	6	5.75	1	7	6	2.75
3	2	6	6.25	1	10	6	3.05
3	2	6	6.25	1	10	6	3.05
3	2	6	6.25	1	10	6	3.05
3	7	6	6.75	1	13	3	3.32½
3	10	0	7.00	1	13	3	3.32½
3	12	6	7.25	1	16	9	3.67½
3	12	6	7.25	1	16	9	3.67½
3	17	6	7.75	2	0	0	4.00
4	0	0	8.00	2	0	0	4.00
4	5	0	8.50	2	4	0	4.40
4	7	6	8.75	2	4	0	4.40
4	7	6	8.75	2	4	0	4.40
4	15	0	9.50	2	8	0	4.80
4	17	6	9.75	2	8	0	4.80
5	0	0	10.00	2	8	0	4.80
5	5	0	10.50	2	12	0	5.20
5	10	0	11.00	2	12	0	5.20
5	12	6	11.25	2	16	6	5.65
6	2	6	12.25	3	1	0	6.10
6	5	0	12.50	3	1	0	6.10
7	0	0	14.00	3	8	0	6.80
7	5	0	14.50	3	8	0	6.80
8	0	0	16.00	3	8	0	6.80
8	2	6	16.25	3	8	0	6.80
8	10	0	17.00	3	8	0	6.80
8	12	6	17.25	3	8	0	6.80
8	15	0	17.50	3	8	0	6.80
9	2	6	18.25	3	8	0	6.80
9	12	6	19.25	3	8	0	6.80
10	0	0	20.00	3	8	0	6.80

3. (i) Deur die bestaande subklousule 13 (9) te skrap en dit te vervang deur die volgende subklousule 13 (9):

- (a) As 'n werknemer nie op Hemelvaartsdag werk nie, moet sy werkgever hom ten opsigte van sodanige dag 'n loon wat minstens gelyk is aan sy gewone totale loon, betaal asof hy sy gemiddelde gewone werkure vir daardie dag van die week gewerk het.
- (b) Wanneer 'n werknemer op Hemelvaartsdag werk, moet sy werkgever hom benewens die loon waarop hy geregtig sou gewees het as hy nie aldus gewerk het nie, 'n loon wat minstens gelyk is aan sy gewone totale loon, betaal ten opsigte van die totale tydperk op sodanige dag gewerk.

(ii) Deur onderstaande addisionele subklousule 13 (10) in te voeg:

Ondanks die bepalings van subklousule (2) van klousule 7, kan 'n werkgever sy inrigting sluit op enige wetteregterlike openbare vakansiedag wat nie in subklousule (4) of (9) van hierdie klousule gemeld word nie, en in so 'n geval is hy nie verplig om lone ten opsigte van sodanige dag te betaal nie; met dien verstande dat hy deur middel van 'n kennisgewing wat minstens 24 uur voor die gewone begintyd in 'n opvallende plek in sy inrigting opgeplak moet word, aan sy werknemers kennis gegee het van sy voorneme om die inrigting op sodanige dag te sluit.

4. Deur die bedrag van „een sjieling en ses pennies" waar dit in subklousule 21 (2) (a) voorkom, te vervang deur die bedrag van „een sjieling en elf pennies".

5. Deur onderstaande addisionele klousule 29 in te voeg:

29. OMREKENINGSTABEL.

Die weeklikse loon, gewone lewenskostoelae, addisionele lewenskostoelae en totale loon wat in klousule 4 (1) voorgeskryf word, moet in die geval van betalings wat in Rand en sent geskied, omgerekend word ooreenkomstig onderstaande omrekeningstabel:

(i) Groep „A"-lone:

ADD. C.O.L.A.			TOTAL				
ADDISIONELE L.K.T.			TOTALE LOON				
£	s.	d.	R	£	s.	d.	R
	11	9	1.17½	2	15	6	5.55
	13	0	1.30	3	4	9	6.47½
	14	9	1.47½	3	11	9	7.17½
	15	9	1.57½	3	14	0	7.40
	15	5	1.54½	3	18	8	7.87
	17	6	1.75	4	3	3	8.32½
	17	1	1.71	4	5	7	8.56
	19	3	1.92½	4	10	3	9.02½
1	0	3	2.02½	4	12	6	9.25
	19	9	1.97½	4	17	0	9.70
	19	11	1.99½	4	17	2	9.72
1	2	0	2.20	5	1	9	10.17½
1	1	5	2.14½	5	6	5	10.64½
1	2	6	2.25	5	15	6	11.55
1	2	7	2.26	5	15	7	11.56
1	2	9	2.27½	5	15	9	11.57½
1	4	1	2.41	6	4	10	12.48½
1	6	3	2.62½	6	9	6	12.95
1	4	11	2.49½	6	14	2	13.42
1	5	0	2.50	6	14	3	13.42½
1	5	11	2.59½	7	3	5	14.34½
1	8	0	2.80	7	8	0	14.80
1	8	3	2.82½	7	17	3	15.72½
1	10	3	3.02½	8	1	9	16.17½
1	10	4	3.03½	8	1	10	16.18½
1	12	9	3.27½	8	15	9	17.57½
1	15	0	3.50	9	0	6	18.05
1	17	0	3.70	9	5	0	18.50
1	17	3	3.72½	9	14	3	19.42½
2	1	6	4.15	10	3	6	20.35
1	19	0	3.90	10	8	0	20.80
2	3	3	4.32½	11	6	9	22.67½
2	5	3	4.52½	11	11	3	23.12½
2	11	0	5.10	12	19	0	25.90
2	15	3	5.52½	13	8	3	26.82½
3	8	0	6.80	14	16	0	29.60
3	10	2	7.02	15	0	8	30.07
3	16	6	7.65	15	14	6	31.45
3	18	7	7.86	15	19	1	31.91
3	16	6	7.65	15	19	6	31.95
4	7	0	8.70	16	17	6	33.75
4	15	9	9.57½	17	16	3	35.62½
5	2	0	10.20	18	10	0	37.00

(ii) Category "B" wages:

Basic				C.O.L.A.				Total			
£	s.	d.	R.	£	s.	d.	R.	£	s.	d.	R.
1	10	0	3.00	13	9		1.37½	2	3	9	4.37½
1	15	0	3.50	16	9		1.67½	2	11	9	5.17½
1	18	4	3.83½	18	3		1.82½	2	16	7	5.66
1	18	9	3.87½	18	3		1.82½	2	17	0	5.70
2	0	0	4.00	18	3		1.82½	2	18	3	5.82½
2	2	6	4.25	1	0	9	2.07½	3	3	3	6.32½
2	5	0	4.50	1	0	9	2.07½	3	5	9	6.57½
2	5	0	4.50	1	1	0	2.10	3	6	0	6.60
2	5	6	4.55	1	2	3	2.22½	3	7	9	6.77½
2	6	8	4.67	1	2	3	2.22½	3	8	11	6.89½
2	9	3	4.92½	1	2	3	2.22½	3	11	6	7.15
2	10	0	5.00	1	2	3	2.22½	3	12	3	7.22½
2	11	3	5.12½	1	4	9	2.47½	3	16	0	7.60
2	12	3	5.22½	1	4	9	2.47½	3	17	0	7.70
2	15	0	5.50	1	4	9	2.47½	3	19	9	7.97½
2	16	2	5.62	1	7	6	2.75	4	3	8	8.37
3	0	0	6.00	1	7	6	2.75	4	7	6	8.75
3	1	0	6.10	1	10	6	3.05	4	11	6	9.15
3	3	4	6.33½	1	10	6	3.05	4	13	10	9.38½
3	6	1	6.61	1	13	3	3.32½	4	19	4	9.93½
3	9	2	6.92	1	13	3	3.32½	5	2	5	10.24½
3	10	0	7.00	1	13	3	3.32½	5	3	3	10.32½
3	10	9	7.07½	1	16	9	3.67½	5	7	6	10.75
3	11	8	7.17	1	16	9	3.67½	5	8	5	10.84½
3	15	11	7.59½	2	0	0	4.00	5	15	11	11.59½
4	0	0	8.00	2	0	0	4.00	6	0	0	12.00
4	3	0	8.30	2	4	0	4.40	6	7	0	12.70
4	7	6	8.75	2	4	0	4.40	6	11	6	13.15
4	16	0	9.60	2	8	0	4.80	7	4	0	14.40
4	17	6	9.75	2	8	0	4.80	7	5	6	14.55
5	0	0	10.00	2	8	0	4.80	7	8	0	14.80
5	3	0	10.30	2	12	0	5.20	7	15	0	15.50
5	10	3	11.02½	2	16	6	5.65	8	6	9	16.67½
5	19	3	11.92½	2	16	6	5.65	8	15	9	17.57½
6	0	3	12.02½	3	1	0	6.10	9	1	3	18.12½
6	2	9	12.27½	3	1	0	6.10	9	3	9	18.37½
7	0	0	14.00	3	8	0	6.80	10	8	0	20.80
7	5	0	14.50	3	8	0	6.80	10	13	0	21.30
8	0	0	16.00	3	8	0	6.80	11	8	0	22.80
8	2	6	16.25	3	8	0	6.80	11	10	6	23.05
8	10	0	17.00	3	8	0	6.80	11	18	0	23.80
8	12	6	17.25	3	8	0	6.80	12	0	6	24.05
9	2	6	18.25	3	8	0	6.80	12	10	6	25.05
9	12	6	19.25	3	8	0	6.80	13	0	6	26.05
10	0	0	20.00	3	8	0	6.80	13	8	0	26.80

Signed at Johannesburg on behalf of the parties this eighteenth day of October, one thousand nine hundred and sixty.

MELVILLE FESTENSTEIN, *Chairman.*
P. ROSEN, *Vice-Chairman.*
J. H. THOMAS, *Secretary.*

(ii) Groep „B“-lone:

Basiese loon				L.K.T.				Totaal			
£	s.	d.	R.	£	s.	d.	R.	£	s.	d.	R.
1	10	0	3.00	13	9		1.37½	2	3	9	4.37½
1	15	0	3.50	16	9		1.67½	2	11	9	5.17½
1	18	4	3.83½	18	3		1.82½	2	16	7	5.66
1	18	9	3.87½	18	3		1.82½	2	17	0	5.70
2	0	0	4.00	18	3		1.82½	2	18	3	5.82½
2	2	6	4.25	1	0	9	2.07½	3	3	3	6.32½
2	5	0	4.50	1	0	9	2.07½	3	5	9	6.57½
2	5	0	4.50	1	1	0	2.10	3	6	0	6.60
2	5	6	4.55	1	2	3	2.22½	3	7	9	6.77½
2	6	8	4.67	1	2	3	2.22½	3	8	11	6.89½
2	9	3	4.92½	1	2	3	2.22½	3	11	6	7.15
2	10	0	5.00	1	2	3	2.22½	3	12	3	7.22½
2	11	3	5.12½	1	4	9	2.47½	3	16	0	7.60
2	12	3	5.22½	1	4	9	2.47½	3	17	0	7.70
2	15	0	5.50	1	4	9	2.47½	3	19	9	7.97½
2	16	2	5.62	1	7	6	2.75	4	3	8	8.37
3	0	0	6.00	1	7	6	2.75	4	7	6	8.75
3	1	0	6.10	1	10	6	3.05	4	11	6	9.15
3	3	4	6.33½	1	10	6	3.05	4	13	10	9.38½
3	6	1	6.61	1	13	3	3.32½	4	19	4	9.93½
3	9	2	6.92	1	13	3	3.32½	5	2	5	10.24½
3	10	0	7.00	1	13	3	3.32½	5	3	3	10.32½
3	10	9	7.07½	1	16	9	3.67½	5	7	6	10.75
3	11	8	7.17	1	16	9	3.67½	5	8	5	10.84½
3	15	11	7.59½	2	0	0	4.00	5	15	11	11.59½
4	0	0	8.00	2	0	0	4.00	6	0	0	12.00
4	3	0	8.30	2	4	0	4.40	6	7	0	12.70
4	7	6	8.75	2	4	0	4.40	6	11	6	13.15
4	16	0	9.60	2	8	0	4.80	7	4	0	14.40
4	17	6	9.75	2	8	0	4.80	7	5	6	14.55
5	0	0	10.00	2	8	0	4.80	7	8	0	14.80
5	3	0	10.30	2	12	0	5.20	7	15	0	15.50
5	10	3	11.02½	2	16	6	5.65	8	6	9	16.67½
5	19	3	11.92½	2	16	6	5.65	8	15	9	17.57½
6	0	3	12.02½	3	1	0	6.10	9	1	3	18.12½
6	2	9	12.27½	3	1	0	6.10	9	3	9	18.37½
7	0	0	14.00	3	8	0	6.80	10	8	0	20.80
7	5	0	14.50	3	8	0	6.80	10	13	0	21.30
8	0	0	16.00	3	8	0	6.80	11	8	0	22.80
8	2	6	16.25	3	8	0	6.80	11	10	6	23.05
8	10	0	17.00	3	8	0	6.80	11	18	0	23.80
8	12	6	17.25	3	8	0	6.80	12	0	6	24.05
9	2	6	18.25	3	8	0	6.80	12	10	6	25.05
9	12	6	19.25	3	8	0	6.80	13	0	6	26.05
10	0	0	20.00	3	8	0	6.80	13	8	0	26.80

Namens die partye te Johannesburg onderteken op hede die agtiende dag van Oktober eenduisend negehoonderd-en-sestig.

MELVILLE FESTENSTEIN, *Voorsitter.*
P. ROSEN, *Ondervoorsitter.*
J. H. THOMAS, *Sekretaris.*