



Buitengewone
Staatskoerant
Government Gazette
Extraordinary

(As 'n Nuusblad by die Poskantoor Geregistreer)

(Registered at the Post Office as a Newspaper)

Vol. III.]

PRYS 5c.

PRETORIA,

5 JANUARIE
5 JANUARY

1962.

PRICE 5c.

[No. 148.]

GOEWERMENTSKENNISGEWING**DEPARTEMENT VAN ARBEID.**

No. 23.]

[5 Januarie 1962.

WET OP NYWERHEIDSVEROENING, 1956, SOOS
GEWYSIG.**VUURWERKVERVAARDIGINGSNYWERHEID.**Namens die Minister van Arbeid, verklaar ek, MARAIS
VILJOEN, Adjunk-minister van Arbeid, hierby—

- (a) kragtens paragraaf (a) van subartikel (1) soos toegepas by subartikel (9) van artikel *agt-en-veertig* van die Wet op Nywerheidsversoening, 1956, soos gewysig, dat al die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Vuurwerkvervaardigingsnywerheid betrekking het, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Januarie 1964 eindig, bindend is vir die werkgever en die vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werknemers wat lede van die vakvereniging is;
- (b) kragtens paragraaf (b) van subartikel (1) soos toegepas by subartikel (9) van artikel *agt-en-veertig* van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 en 2, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Januarie 1964 eindig, bindend is vir alle ander werkgevers en werknemers as dié vermeld in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Nywerheid in die landdrostdistrik Wynberg; en
- (c) kragtens paragraaf (a) van subartikel (3) soos toegepas by subartikel (9) van artikel *agt-en-veertig* van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1, 2 en 5 (3) (f), vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Januarie 1964 eindig, in die landdrostdistrik Wynberg *mutatis mutandis* bindend is vir alle Naturelle in diens in genoemde Nywerheid by dié werkgevers vir wie enigeen van genoemde bepalings bindend is ten opsigte van werknemers, en vir daardie werkgevers ten opsigte van Naturelle in hul diens.

M. VILJOEN,
Adjunk-minister van Arbeid.**GOVERNMENT NOTICE.****DEPARTMENT OF LABOUR.**

No. 23.]

[5 January 1962.

INDUSTRIAL CONCILIATION ACT, 1956,
AS AMENDED.**PYROTECHNICAL MANUFACTURING INDUSTRY.**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) as applied by sub-section (9) of section *forty-eight* of the Industrial Conciliation Act, 1956, as amended, declare that all the provisions of the Agreement which appears in the Schedule hereto and which relates to the Pyrotechnical Manufacturing Industry, shall be binding from the second Monday after the date of publication of this notice and for the period ending the 31st January, 1964, upon the employer who and the trade union which entered into the said Agreement and upon the employees who are members of that union;
- (b) in terms of paragraph (b) of sub-section (1) as applied by sub-section (9) of section *forty-eight* of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 and 2, shall be binding as from the second Monday after the date of publication of this notice and for the period ending the 31st January, 1964, upon all employers and employees other than those referred to in paragraph (a) of this notice who are engaged or employed in the said Industry in the Magisterial District of Wynberg; and
- (c) in terms of paragraph (a) of sub-section (3) as applied by sub-section (9) of section *forty-eight* of the said Act, declare that in the Magisterial District of Wynberg and as from the second Monday after the date of publication of this notice and for the period ending the 31st January, 1964, the provisions of the said Agreement, excluding those contained in clauses 1, 2 and 5 (3) (f), 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.

WET OP NYWERHEIDSVERSOENING, 1956.

VERSOENINGSRAADOOREENKOMS VIR DIE VUURWERKNYWERHEID.

OOREENKOMS

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

South African Pyrotechnical Workers' Union,

aan die een kant (hieronder „die werknemers” genoem), en die firma

Ronden Manufacturing Company (Pty.), Ltd.,

aan die ander kant (hieronder „die werkgever” genoem).

1. TOEPASSINGSGBIED EN -BESTEK VAN OOREENKOMS.

Die bepalings van hierdie Ooreenkoms moet in die landdrosdistrik Wynberg, K.P., nagekom word deur die werkgever en die werknemers wat lede van die Vakvereniging is en vir wie lône in klousule 4 (1) hiervan voorgeskryf word.

2. GELDIGHEIDSDUUR.

Hierdie Ooreenkoms tree in werking op 'n datum wat deur die Minister van Arbeid vasgestel word ooreenkomstig artikel agt-en-veertig van die Wet op Nywerheidsversoening, 1956, en bly van krag tot 31 Januarie 1964, of vir 'n tydperk wat deur hom bepaal kan word.

3. WOORDOMSKEYWINGS.

(1) Tensy die teenoorgestelde bedoeling blyk, het alle uitdrukings wat in hierdie Ooreenkoms gebesig word en in die Wet op Nywerheidsversoening, 1956, omskryf is, dieselfde betekenis as in dié Wet, en tensy dit onbestaanbaar met die samehang is, beteken—

- „ambagsman” 'n geskoolde vakman of ambagsman, en vir die toepassing van hierdie woordomskeywing beteken die uitdrukking „geskoolde vakman of ambagsman” 'n persoon wat sy leertyd gedien het in 'n bedryf wat ooreenkomstig die Wet op Vakleerlinge, 1944, soos gewysig, aan gewys is of wat geag word dien ooreenkomstig aangewys te wees, of wat in besit is van 'n sertifikaat van bekwaamheid deur die Registrateur van Vakleerlinge ingevolge artikel ses van die Wet op Opleiding van Ambagsmanne, 1951, aan hom uitgereik, of 'n sertifikaat wat deur genoemde Registrateur ingevolge of artikel twee (7) of artikel sewe (3) van genoemde Wet aan hom uitgereik is.
- „ambagsman se hulp” 'n werknemer wat nie 'n leertyd as ambagsman gedien het nie, wat pakkiste maak, deure en sluittoestelle aan deure heelmaak en 'n skrynwerker oor die algemeen help;
- „los werknemer” 'n werknemer wat hoogstens drie dae in 'n week by dieselfde werkgever in diens is;
- „onderbaas” 'n werknemer wat deur die fabrieksbestuurder of sy plaasvervanger aangestel is om sy voorman in toesighoudende hoedanigheid te help;
- „onderbaas, vervaardiging van blindemonsters,” 'n werknemer wat toesig hou oor die vervaardiging van blinde monsters en wat al die werksaamhede kan verrig in verband met die vervaardiging van blinde monsters;
- „chauffeur” 'n werknemer wat 'n motorvoertuig bestuur wat bedoel is vir die vervoer van passasiers en gebruik word vir die vervoer van sy werkgever, personeel, klante of besoekers;
- „nasiener” 'n werknemer wat goedere by werkers insamel, vervaardigde goedere verskuif, aantekening hou van goedere geproduseer, afskortinkies skoonmaak, leë geboue skoonmaak en bodedienste vir die voorman verrig;
- „vertoonafdelingwerker” 'n werknemer in diens in die vertoonafdeling van die fabriek wat die volgende werksaamhede in verband met vuurwerk verrig: Buise met komposisie volmaak; buise toemaak; sterre vervaardig; lonte in vuurwerk insit; onderdele inmeekaarsit; houtrame maak, en wat 'n kragaangedrewe sirkelsaag of bandsaag kan bedien, of 'n boormasjien, 'n skuurmasjien en 'n duco-spuitininstallasie;
- „ondervinding” die totale tydperk of tydperke diens wat 'n werknemer in sy of haar besondere werk in die Vuurwerknwyerheid gehad het;
- „Nywerheid” die Vuurwerknwyerheid;
- „graad I-werknemer, man,” 'n werknemer in diens in een of meer van die volgende hoedanighede of wat een of meer van die volgende werksaamhede verrig:—

- (1) Springmannetjies met die hand buig;
- (2) vonkelaars met die hand indooip;
- (3) vuurpyle met die hand of masjien volmaak;
- (4) vuurwerkkomposisies met die hand of masjien meng;
- (5) een of meer van ondergenoemde kragaangedrewe masjiene bedien en/of oppas:—
 - (a) Guillotine;
 - (b) papiermaalmasjien;
 - (c) rolmasjien (automatic);
 - (d) werkwinkelmasjien;
 - (e) trommelkruidmeul;
 - (f) roto-drukmasjien.

„graad I-werknemer, man, gekwalifiseer,” 'n graad I-werknemer, man, met minstens twee jaar ondervinding;

„graad I-werknemer, man, ongekwalifiseer,” 'n graad I-werknemer, man, met minder as twee jaar ondervinding;

INDUSTRIAL CONCILIATION ACT, 1956.

CONCILIATION BOARD AGREEMENT FOR THE PYROTECHNICAL MANUFACTURING INDUSTRY.

AGREEMENT

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

South African Pyrotechnical Workers' Union,

of the one part (hereinafter referred to as “the employees”); and

Ronden Manufacturing Company (Pty.), Ltd.,

of the other part (hereinafter referred to as “the employer”).

1. AREA AND SCOPE OF OPERATION OF AGREEMENT.

The terms of this Agreement shall be observed in the Magisterial District of Wynberg, C.P., by the employer and the employees who are members of the Trade Union and for whom wages are prescribed in clause 4 (1) hereof.

2. PERIOD OF OPERATION.

This Agreement shall come into operation on a date to be determined by the Minister of Labour in terms of section forty-eight of the Industrial Conciliation Act, 1956, and shall remain in operation until the 31st January, 1964, or such period as may be determined by him.

3. DEFINITIONS.

(1) Unless the contrary intention appears, any expression used in this Agreement which is defined in the Industrial Conciliation Act, 1956, shall have the same meaning as in that Act and unless inconsistent with the context—

- „Journeyman” means a skilled tradesman or artisan and for the purpose of this definition the expression “skilled tradesman or artisan” means a person who has served his apprenticeship in a trade designated or deemed to have been designated under the Apprenticeship Act, 1944, as amended, or who holds a certificate of proficiency issued to him by the Registrar of Apprenticeship in terms of section six of the Training of Artisans Act, 1951, or a certificate issued to him by the said Registrar in terms of either section two (7) or section seven (3) of the said Act;
- „Journeyman's assistant” means an employee who has not served an apprenticeship as a tradesman, makes packing cases, repairs doors and locking devices on doors and assists a carpenter generally;
- „casual employee” means an employee who is employed by the same employer on not more than three days in any week;
- „chargehand” means an employee who is appointed by the factory manager or his deputy to assist his foreman in a supervisory capacity;
- „chargehand dummy sample manufacturing” means an employee who supervises dummy sample manufacturing operations and who may perform all operations in connection with dummy sample manufacture;
- „chauffeur” means an employee who is engaged in driving a motor vehicle designed to carry passengers and used for the conveyance of his employer, personnel, clients or visitors;
- „checker” means an employee who collects goods from workers, moves goods produced, records quantities of goods produced, cleans cubicles, cleans empty buildings and performs messenger duties for the foreman;
- „display section worker” means an employee engaged in the display section of the factory, who performs the following operations in connection with pyrotechnics: Fills composition into tubes, covers tubes, manufactures stars, primes fireworks, assembles components, manufactures wooden frames and who may operate a power-driven circular or bandsaw, a drilling machine, a sanding machine and a duco spray plant;
- „experience” means the total period or periods of employment which an employee has had in his or her particular occupation in the pyrotechnical manufacturing industry;
- „Industry” means the pyrotechnical manufacturing industry;
- „grade I employee, male,” means an employee engaged in one or more of the following capacities or operations:—

- (1) Bending jumping jacks by hand;
- (2) dipping sparklers by hand;
- (3) filling rockets by hand or by machine;
- (4) mixing pyrotechnical compositions by hand or by machine;
- (5) operating and/or attending one or more of the following power-driven machines:—
 - (a) Guillotine;
 - (b) paper grinding;
 - (c) rolling machine (automatic);
 - (d) workshop machine;
 - (e) barrel powder mill;
 - (f) roto printing machine.

„grade I employee, male, qualified,” means a grade I employee, male, who has had not less than two years' experience;

„grade I employee, male, unqualified,” means a grade I employee, male, who has had less than two years' experience;

„graad I-werknemer, vrou,” ’n werknemer in diens in een of meer van die volgende hoedanighede of wat een of meer van die volgende werksaamhede verrig:—

- (1) Onderbaas, vervaardiging van blindemonsters;
- (2) met klei toestop, met die hand of masjien;
- (3) vuurwerk voltooi deur onderdele in mekaar te sit;
- (4) volgemaakte vuurwerk toemaak;
- (5) vertoonafdelingwerker;
- (6) buise vir vuurwerk met die hand rol;
- (7) springmannetjies met masjien volmaak en platdruk;
- (8) Romeinse kerse, fonteine en gekleurde vure met die hand volmaak;
- (9) vonkelaarrame met die hand laai;
- (10) verpakker;
- (11) verskeidenheidsdose verpak;
- (12) vuurwerk in pakkies opmaak;
- (13) beskermende klerse stik en heelmaak;

„graad I-werknemer, vrou, gekwalifiseer,” ’n werknemer met minstens 18 maande ondervinding;

„graad I-werknemer, vrou, ongekwalifiseer,” ’n werknemer met minder as 18 maande ondervinding;

„graad II-werknemer, man,” ’n werknemer in diens in een of meer van ondergenoemde hoedanighede of wat een of meer van die volgende werksaamhede verrig:—

- (1) Nasiener;
- (2) vertoonafdelingwerker;
- (3) fonteine en Romeinse kerse met die hand volmaak;
- (4) pakhuisassistent;
- (5) een of meer van die volgende kragaangedrewe masjiene bedien en/of oppas:—
 - (a) Bandsaag;
 - (b) randmeule;
 - (c) verdeler;
 - (d) splitsmasjien;

„graad II-werknemer, man, gekwalifiseer,” ’n werknemer met minstens 18 maande ondervinding;

„graad II-werknemer, man, ongekwalifiseer,” ’n werknemer met minder as 18 maande ondervinding;

„graad II-werknemer, vrou,” ’n werknemer in diens in een of meer van die volgende hoedanighede of wat een of meer van die volgende werksaamhede verrig:—

- (1) Leë buise vir vuurwerk toemaak;
- (2) vervaardiging van blindemonsters;
- (3) onderdele vir vuurwerk kleur;
- (4) lontpapier met die hand of masjien impregneer;
- (5) groot klappers met die hand volmaak;
- (6) lonte met die hand in binnelede insteek;
- (7) beskermende klerse, uniforms en oorpakke was en stryk;
- (8) platdose verpak;
- (9) vonkelaars verpak;
- (10) papier plak;
- (11) onderdele vir vuurwerk met die hand gereedmaak;
- (12) vuurwerk met die hand van lonte voorsien;
- (13) sunders met die hand van lont voorsien;
- (14) sterre uitpons;
- (15) vuurwerk oormerk;
- (16) met die hand verseël;
- (17) leë buise van lontpapier voorsien;
- (18) sunders met die hand van lontpapier voorsien;
- (19) vuurpyle met die hand van lontpapier voorsien;
- (20) smoorstukke van vuurwerk bind en tou afsny;
- (21) springmannetjies met die hand bind;
- (22) lontpapier draai;
- (23) chloraatvuurwerk vir verskeidenheidspakkies met die hand toedraai;

„graad II-werknemer, vrou, gekwalifiseer,” ’n werknemer met minstens 18 maande ondervinding;

„graad II-werknemer, vrou, ongekwalifiseer,” ’n werknemer met minder as 18 maande ondervinding;

„graad III-werknemer, man,” ’n werknemer in diens in een of meer van die volgende hoedanighede of wat een of meer van die volgende werksaamhede verrig:—

- (1) Blackmatch-bereiding met die hand en masjien;
- (2) vuurwerk met die hand verseël;
- (3) een of meer van die volgende kragaangedrewe masjiene bedien of oppas:—
 - (a) Smoormasjien;
 - (b) krimpmasjien;
 - (c) lontsnymasjien;
 - (d) gommengmasjien;
 - (e) halfoutomatiese rolmasjien;
 - (f) krammasjien;

„graad III-werknemer, man, gekwalifiseer,” ’n werknemer met minstens 12 maande ondervinding;

„graad III-werknemer, man, ongekwalifiseer,” ’n werknemer met minder as 12 maande ondervinding;

„faktotum” ’n werknemer wat geringe herstelwerk of verstellings aan masjinerie, installasie of ander uitrusting doen, uitgesoerd masjinerie, installasie of uitrusting wat regstreeks gebruik word by die vervaardiging van die produkte van ’n bedryfsinrigting, en wat herstel- of opknappingswerk aan geboue kan doen.

„Wet” ook die gemeenereg;

„lang diens” dat ’n werknemer vir ’n langdienstoelae kwalifiseer nadat hy vir ’n totale tydperk van minstens vyf jaar in diens van die maatskappy was;

„grade I employee, female,” means an employee engaged in one or more of the following capacities or operations:—

- (1) Chargehand, dummy sample manufacturing;
- (2) clay plugging by hand or machine;
- (3) completing fireworks by assembling components;
- (4) covering filled fireworks;
- (5) display section worker;
- (6) hand rolling tubes for fireworks;
- (7) “filling and flattening” Jumping Jacks by machine;
- (8) filling Roman Candles, Fountains and Coloured Fires by hand;
- (9) loading Sparkler frames by hand;
- (10) packer;
- (11) packing assorted boxes;
- (12) parcelling fireworks;
- (13) sewing and mending protective clothing;

„grade I employee, female, qualified,” means an employee who has had not less than eighteen months’ experience;

„grade I employee, female, unqualified,” means an employee who has had less than eighteen months’ experience;

„grade II employee, male,” means an employee engaged in one or more of the following capacities or operations:—

- (1) Checker;
- (2) display section worker;
- (3) filling Fountains and Roman Candles by hand;
- (4) stores assistant;
- (5) operating and/or attending one or more of the following power-driven machines:—
 - (a) Bandsaw;
 - (b) edge runner mill;
 - (c) parting-off;
 - (d) slittings;

„grade II employee, male, qualified,” means an employee who has had not less than eighteen months’ experience;

„grade II employee, male, unqualified,” means an employee who has had less than eighteen months’ experience;

„grade II employee, female,” means an employee engaged in one or more of the following capacities or operations:—

- (1) Covering empty tubes for fireworks;
- (2) dummy sample manufacturing;
- (3) dyeing components for fireworks;
- (4) impregnating touch paper by machine or by hand;
- (5) filling Bangs by hand;
- (6) filling fuses to inners by hand;
- (7) laundering protective clothing, uniforms and overalls;
- (8) packing trays;
- (9) packing Sparklers;
- (10) pasting papers;
- (11) preparation of components for fireworks by hand;
- (12) priming fireworks by hand;
- (13) priming fuses by hand;
- (14) punching stars;
- (15) remarking fireworks;
- (16) sealing by hand;
- (17) touch papering empty tubes;
- (18) touch papering fuses by hand;
- (19) touch papering rockets by hand;
- (20) tying chokes of fireworks and cutting string;
- (21) tying Jumping Jacks by hand;
- (22) twisting touch paper;
- (23) wrapping chlorate lines for assorted packs by hand;

„grade II employee, female, qualified,” means an employee who has had not less than eighteen months’ experience;

„grade II employee, female, unqualified,” means an employee who has had less than eighteen months’ experience;

„grade III employee, male,” means an employee engaged in one or more of the following capacities or operations:—

- (1) Blackmatch preparation by hand and machine;
- (2) sealing fireworks by hand;
- (3) Operating and/or attending one or more of the following power-driven machines:—
 - (a) Choking;
 - (b) crimping;
 - (c) fuse cutting;
 - (d) glue mixing;
 - (e) semi automatic rolling machine;
 - (f) stapling machine;

„grade III employee, male, qualified,” means an employee who has had not less than twelve months’ experience;

„grade III employee, male, unqualified,” means an employee who has had less than twelve months’ experience;

„law” includes the common law;

„long service” means an employee shall qualify for a long service allowance after being in the employment of the Company for a total period of not less than five years;

„machine or plant operator” means an employee who operates, attends, starts and stops a power-driven machine and who may make adjustments thereto and/or feed or take off from such machine; and the expression “operating or attending a machine” has a corresponding meaning;

„masjien- of installasiebediener” ’n werknemer wat ’n krag-aangedrewe masjien bedien, oppas, aan die gang sit of tot stilstand bring, en wat so ’n masjien kan stel en/of dit voer of daarvan afneem; en die uitdrukking „’n masjien bedien of oppas” het ’n ooreenstemmende betekenis;

„militêre opleiding” ononderbroke opleiding wat ’n werknemer ingevolge artikel *een-en-twintig* (1), gelees met subartikels (1) en (2) van artikel *twee-en-twintig* van die Verdedigingswet, 1957, verplig is om te ondergaan, maar omvat nie enige opleiding wat hy mag verkies om ooreenkomstig artikel *drie-en-twintig* van genoemde Wet te ondergaan nie of enige ander opleiding of diens wat hy vrywillig of uit eie keuse ondergaan nie;

„motorvoertuigbestuurder” ’n werknemer wat ’n motorvoertuig, met inbegrip van ’n passasiersbus bestuur, en vir die toepassing van hierdie woordskrywing sluit „’n motorvoertuig bestuur” alle tydperke van bestuur in asook enige tyd deur die bestuurder bestee aan werk in verband met die voertuig of die vrag en alle tydperke waarin hy verplig is om op sy pos te bly, gereed om te bestuur;

„Vuurwerknywerheid” die nywerheid waarin ’n werkgewer en sy werknemer met mekaar geassosieer is in die vervaardiging van vuurwerk;

„besoldiging” dieselfde as die betekenis wat daaraan geheg word in die woordskrywing daarvan in die Wet op Nywerheidsversoening, 1956;

„korttyd” ’n tydelike vermindering in die getal gewone werkkure weens ’n algemene onklaarraking van installasie of masjinerie, of ’n onklaarraking of dreigende onklaarraking van geboue veroorsaak deur ’n ongeluk of ander onvoorsiene noodgeval of weens slapte in die bedryf of ’n tekort aan grondstowwe;

„pakhuisassistent” ’n werknemer wat verantwoordelik is vir die ontvang, uitreiking, verskuiwing en verpakking van goedere in pakhuisgeboue, die skoonmaak van pakhuisgeboue en wat ’n etiketdrukkers kan bedien;

„onbelaste gewig” die gewig van enige voertuig en/of sleepwa soos uitgedruk in ’n lisensie of sertifikaat uitgerik deur ’n lisensieowerheid ten opsigte van sodanige voertuig of sleepwa;

„ongeskoolde werknemer, manlik.” ’n werknemer in diens in een of meer van ondergenoemde hoedanighede of wat een of meer van ondergenoemde pligte verrig:—

- (1) Ambagsman se hulp;
- (2) persele en gerei skoonmaak;
- (3) hekwaagter;
- (4) tuinjong;
- (5) tee en dergelike drank maak;
- (6) bode;
- (7) goedere verskuiw en opstape;
- (8) bale, pakkies, ens., oop- en toemaak;
- (9) sanitasiebediende;
- (10) tee en dergelike drank bedien;
- (11) afleweringswabediende;

„loon” die gekonsolideerde weekloon in kontant aan ’n werknemer betaalbaar ingevolge klousule 4 ten opsigte van die gewone werkkure in klousule 6 bepaal, of waar ’n werkgewer ’n werknemer ten opsigte van sodanige gewone werkkure gereeld ’n hoër bedrag betaal as dié aldus voorgeskryf, beteken dit sodanige hoër bedrag;

„wag” ’n werknemer wat persele en/of eiendom bedags of snags bewaak;

„bediener van werkwinkelmasjien” ’n werknemer wat ’n draaibank, slypmasjien en boormasjien bedien, solderwerk, loodgieterswerk en geringe elektriese werk verrig en wat alle handgereedskap van ingenieurs gebruik.

(2) By die indeling van ’n werknemer vir die toepassing van dié Ooreenkoms moet dit beskou word dat hy in die klas is waarin hy uitsluitlik of hoofsaaklik werk.

4. BESOLDIGING.

(1) Die minimum weekloon wat aan ondergenoemde klasse werknemers betaal moet word, is soos volg:—

(a) *Werknemers, uitgesonderd los werknemers.*

Mans.	Gekon- solideerde weekloon	R c
Ambagsman	27 00	
Onderbaas	12 71	
(lang diens na vyf jaar)	13 83	
Chaufeur	9 19	
(lang diens na vyf jaar)	10 19	
Bestuurder van ’n motorvoertuig waarvan die onbelaste gewig—		
(1) hoogstens 6,000 lb. is	13 18	
(lang diens na vyf jaar)	14 55	
(2) meer as 6,000 lb. is	16 03	
(lang diens na vyf jaar)	17 21	

„handyman” means an employee, who is engaged in making minor repairs or adjustments to machinery, plant or other equipment, other than machinery, plant or equipment directly used in the manufacture of the products of an establishment, and who may effect repairs or renovations on buildings;

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

„motor vehicle driver” means an employee engaged in driving a motor vehicle, which includes a passenger bus, and for the purposes of this definition “driving a motor vehicle” includes all periods of driving and any time spent by the driver on work connected with the vehicle or the load and all periods during which he is obliged to remain at his post in readiness to drive;

„Pyrotechnical Manufacturing Industry” means the Industry in which an employer and his employee are associated in the manufacturing of pyrotechnics;

„remuneration” shall have the same meaning prescribed to it as in its definition in the Industrial Conciliation Act, 1956;

„short-time” means a temporary reduction in the number of ordinary hours of work owing to a general breakdown of plant or machinery, or a breakdown or threatened breakdown of buildings caused by accident or other unforeseen emergency or owing to slackness of trade or shortage of raw materials;

„stores assistant” means an employee who is responsible for receiving, issuing, moving, and packing of goods in store buildings, the cleanliness of store buildings and who may operate a ticket printing machine;

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

„unskilled employee, male,” means an employee who is engaged in one or more of the following duties or capacities:—

- (1) Journeyman’s assistant;
- (2) cleaning premises and utensils;
- (3) gate attendant;
- (4) garden boy;
- (5) making tea and similar beverages;
- (6) messenger;
- (7) moving and stacking goods;
- (8) opening and closing bales, packages, etc.;
- (9) sanitation attendant;
- (10) serving tea and similar beverages;
- (11) van attendant;

„wage” means the consolidated weekly wage payable in money to an employee in terms of clause 4 in respect of the ordinary hours of work laid down in clause 6, or where an employer regularly pays an employee in respect of such Ordinary hours of work an amount higher than that so prescribed it means such higher amount;

„watchman” means an employee engaged in guarding premises and/or property by day or by night;

„workshop machine operator” means an employee who operates a lathe, grinding machine, drilling machine, does soldering work, plumbing work, minor electrical work and who uses all engineer’s hand tools.

(2) In classifying an employee for the purpose of this Agreement he shall be deemed to be in the class in which he is wholly or mainly employed.

4. REMUNERATION.

(1) The minimum weekly wage that shall be paid to the under-mentioned classes of employees shall be as follows:—

(a) *Employees Other than Casual Employees:—*

Male.	Consolidated Weekly Wage.	R c
Journeyman	27 00	
Chargehand	12 71	
(Long service after five years)	13 83	
Chaufeur	9 19	
(Long service after five years)	10 19	
Driver of a motor vehicle, the unladen weight of which—		
(1) does not exceed 6,000 lb.	13 83	
(Long service after five years)	14 55	
(2) exceeds 6,000 lb.	16 03	
(Long service after five years)	17 21	

Mans.	Gekon- solideerde weekloon.	
	R	c
Graad I-werknemer, gekwalifiseer	10	19
Graad I-werknemer, ongekwalifiseer—		
gedurende eerste ses maande ondervinding	7	89
gedurende tweede ses maande ondervinding	8	53
gedurende derde ses maande ondervinding	9	19
gedurende vierde ses maande ondervinding	9	55
(lang diens na vyf jaar)	11	58
Graad II-werknemer, gekwalifiseer	8	53
Graad II-werknemer, ongekwalifiseer—		
gedurende eerste ses maande ondervinding	6	93
gedurende tweede ses maande ondervinding	7	53
gedurende derde ses maande ondervinding	7	89
(lang diens na vyf jaar)	9	19
Graad III-werknemer, gekwalifiseer	7	89
Graad III-werknemer, ongekwalifiseer—		
gedurende eerste ses maande ondervinding	6	93
gedurende tweede ses maande ondervinding	7	53
(lang diens na vyf jaar)	8	53
Ongeskoolde werknemers	6	93
Wag, gedurende eerste vyf jaar ondervinding	7	89
Daarna	9	19

Vroue.

Graad I-werknemer, gekwalifiseer	7	89
Graad I-werknemer ongekwalifiseer—		
gedurende eerste ses maande ondervinding	6	41
gedurende tweede ses maande ondervinding	6	93
gedurende derde ses maande ondervinding	7	53
(lang diens na vyf jaar)	8	53
Graad II-werknemer, gekwalifiseer	7	53
Graad II-werknemer, ongekwalifiseer—		
gedurende eerste ses maande ondervinding	5	80
gedurende tweede ses maande ondervinding	6	41
gedurende derde ses maande ondervinding	6	93
(lang diens na vyf jaar)	7	89
Faktotum	20	00

(b) *Los werknemers*.—Vir elke dag of deel van 'n dag diens, een vyfde van die weekloon voorgeskryf vir die klas werk gedoen.

(2) Niks in hierdie Ooreenkoms kan die loon verminder wat aan 'n werknemer by die inwerkingtrekking van hierdie Ooreenkoms betaal word nie, en 'n werknemer wat op genoemde datum, 'n hoër loon ontvang as dié wat vir die betrokke klas in dié Ooreenkoms voorgeskryf word, moet steeds dié hoër loon ontvang terwyl hy in dieselfde beroep, werksaam is.

(3) *Lewenskostoelae*.—Die loon vir werknemers in subklousule (1) van hierdie Ooreenkoms voorgeskryf, omvat lewenskostoelae betaalbaar ingevolge Oorlogsmaatregel No. 43 van 1942, met dien verstande dat indien die lewenskostoelae ingevolge Oorlogsmaatregel No. 43 van 1942, soos van tyd tot tyd gewysig, of enige vervangende wetgewing verhoog word, die besoldiging van werknemers ooreenkomstig verhoog moet word; voorts met dien verstande dat die bedrag wat gekonsolideer is, vir die toepassing van genoemde Oorlogsmaatregel of enige vervangende wetgewing as lewenskostoelae sal tel.

(4) *Kontrakbasis*.—Die kontrakbasis van 'n werknemer, behalwe 'n los werknemer, is 'n weeklikse en behoudens soos in subklousule (5) hiervan en klousule 5, subklousule (3) bepaal, moet 'n werknemer ten opsigte van 'n week minstens die volle weekloon betaal word wat voorgeskryf word vir 'n werknemer van sy klas, hetsy hy in daardie week die maksimum getal gewone ure gewerk het wat voorgeskryf is, of minder.

(5) *Differensiële loon*.—'n Werkgever wat van 'n lid van een klas van sy werknemers vereis of hom toelaat om op 'n dag, ditsy bo en behalwe sy eie werk of in plaas daarvan, vir altesame meer as een uur werk van 'n ander klas te verrig, waarvoor of—

(a) 'n hoër loon as dié van sy eie klas; of

(b) 'n stygende loonskaal wat eindig op 'n hoër loon as dié van sy eie klas;

voorgeskryf word, moet die werknemer vir al die gewone werkeure van die fabriek op daardie dag die voorgeskrewe hoër loon betaal.

(6) *Verhogingsdatum*.—Verhogings betaalbaar ooreenkomstig hierdie Ooreenkoms val toe en moet betaal word vanaf die eerste volle betaalweek in die maande Januarie en Julie elke jaar sodat enige werknemer wat in diens geneem word na die eerste volle betaalweek in Januarie (of Julie) 'n verhoging in Julie (of Januarie) sou ontvang, selfs al is 'n halfjaar nie gewerk nie.

Male.

	Consolidated Weekly Wage.	
	R	c
Grade I employee, qualified	10	19
Grade I employee, unqualified—		
During first six months' experience	7	89
During second six months' experience	8	53
During third six months' experience	9	19
During fourth six months' experience	9	55
(Long service after five years)	11	58
Grade II employee, qualified	8	53
Grade II employee, unqualified—		
During first six months' experience	6	93
During second six months' experience	7	53
During third six months' experience	7	89
(Long service after five years)	9	19
Grade III employee, qualified	7	89
Grade III employee, unqualified—		
During first six months' experience	6	93
During second six months' experience	7	53
(Long service after five years)	8	53
Unskilled employees	6	93
Watchman, during first five years' experience	7	89
Thereafter	9	19

Female.

Grade I employee, qualified	7	89
Grade I employee, unqualified—		
During first six months' experience	6	41
During second six months' experience	6	93
During third six months' experience	7	53
(Long service after five years)	8	53
Grade II employee, qualified	7	53
Grade II employee, unqualified—		
During first six months' experience	5	80
During second six months' experience	6	41
During third six months' experience	6	93
(Long service after five years)	7	89
Handyman	20	00

(b) *Casual Employees*.—For each day or part of a day of employment, one-fifth of the weekly wage prescribed for the class of work performed.

(2) Nothing in this Agreement shall operate to reduce the wage which is being paid to an employee on the date on which this Agreement comes into force and any employee who, on the said date, is in receipt of wages in excess of those prescribed for the class concerned in the Agreement shall continue to receive such higher rates whilst employed in the same occupation.

(3) *Cost of Living Allowance*.—The wage prescribed for employees in sub-clause (1) of this Agreement includes cost of living allowance payable in terms of War Measure No. 43 of 1942; provided that if the cost of living allowance in terms of War Measure No. 43 of 1942, as amended from time to time or any substituting or superseding legislation is increased, the remuneration of employees shall be increased accordingly; provided further that the amount consolidated will for the purpose of the said War Measure or any substituting or superseding legislation count as cost of living allowance.

(4) *Basis of Contract*.—The basis of contract of employment of an employee other than a casual employee, shall be weekly and save as provided in sub-clause (5) hereof and clause 5, sub-clause (3), an employee shall be paid in respect of any week, not less than the full weekly wage prescribed for an employee of his class, whether he has in that week worked the maximum number of ordinary hours prescribed or less.

(5) *Differential Wage*.—An employer who requires or permits a member of one class of his employees to perform for longer than one hour in the aggregate on any day, either in addition to his own work or in substitution therefor, work of another class for which either—

(a) a wage higher than that of his own class; or

(b) a rising scale of wages terminating in a wage higher than that of his own class;

is prescribed, shall pay to such employee a wage for all the ordinary hours of work of the factory on that day, at the higher wage rate prescribed.

(6) *Incremental Date*.—Increments payable in terms of this Agreement shall accrue and shall be paid as from the first full pay week in the months of January and July of each year so that any employee engaged after the first full pay week in January (or July) would receive an increment in July (or January) even if a half-year had not been worked.

5. BETALING VAN BESOLDIGING.

(1) *Werknemer, uitgesonderd 'n los werknemer.*—Behoudens soos in klousule 7 (2) bepaal, moet lone en lewenskostoelae en ander bedrae wat aan 'n werknemer, uitgesonderd 'n los werknemer, verskuldig is, weekliks in kontant betaal word gedurende die werkure op Vrydag of by diensbeëindiging as dit voor Vrydag plaasvind. Lone en ander bedrae moet in 'n verseëlde koevert of ander houer wees en moet vergesel gaan van 'n skriftelike staat, wat deur die werknemer gehou moet word, waarop die volgende voorkom:—

- (a) Werknemer se naam of betaalstaatsnommer;
- (b) werknemer se beroep of graad;
- (c) basiese loon;
- (d) lewenskostoelae;
- (e) tydperk ten opsigte waarvan betaling gemaak word;
- (f) getal gewone en oortydure gewerk;
- (g) bedrae verskuldig vir gewone en oortydure gewerk—apart aangedui;
- (h) bykomende bedrae betaal (by. bonusse, ens.);
- (i) besonderhede van aftrekkings deur werkgever gemaak;
- (j) werklike bedrag aan die werknemer betaal.

(2) *Los werknemer.*—'n Werkgever moet die besoldiging wat aan sy los werknemer verskuldig is, by beëindiging van sy diens in kontant betaal.

(3) *Boetes en aftrekkings.*—'n Werkgever moet sy werknemer geen boetes opleë of enige bedrag van sy werknemer se besoldiging aftrek nie, behalwe die volgende:—

- (a) Met die skriftelike toestemming van sy werknemer, 'n aftrekking vir verlof-, spaar-, siekte-, versekerings-, voorsorgs-, of pensioenfonds; met dien verstande dat in die geval van 'n aftrekking vir siekte- of voorsorgsfonds dit onnodig is om die werknemer se skriftelike toestemming te verkry.
- (b) Behalwe waar dit anders in hierdie Ooreenkoms bepaal word, 'n aftrekking in verhouding tot die tydperk van sy afwesigheid, bereken op die basis van die weeklikse besoldiging wat sodanige werknemer daardie tyd ten opsigte van sy gewone werkure ontvang het, wanneer die werknemer van sy werk afwesig is.
- (c) 'n Aftrekking van 'n bedrag wat 'n werkgever ooreenkomstig 'n wet of 'n bevel van 'n bevoegde hof verplig is, of toegelaat word, om af te trek.
- (d) Ten opsigte van 'n openbare vakansiedag, uitgesonderd Nuwejaarsdag, Goeie Vrydag, Paasmaandag, Hemelvaartdag, Gelofte-dag, Kersdag of Tweede Kersdag, waarop van 'n werknemer vereis, of hy toegelaat word om nie te werk nie, 'n aftrekking van die besoldiging wat hy sou ontvang as hy op dié dag gewerk het.
- (e) Wanneer die gewone werkure wat voorgeskryf word, weens korttyd verminder word, ten opsigte van elke uur van daardie vermindering, 'n aftrekking van die werknemer se weekloon gedeel deur die getal gewone ure wat deur daardie werknemer in 'n week gewerk word: Met dien verstande dat geen aftrekking gemaak moet word nie—
 - (i) in die geval van korttyd wat veroorsaak word deur 'n tydelike slapte in die bedryf, of tekort aan grondstowwe of aan vervoer, tensy die werkgever op die vorige dag sy werknemer kennis gegee het van sy voorneme om die gewone werkure aldus te verminder;
 - (ii) in die geval van korttyd wat veroorsaak word deur ongunstige weersgesteldheid of 'n algemene onklaar-raking van installasie- of masjiene as gevolg van 'n ongeluk of ander onvoorsiene noodgeval, ten opsigte van die eerste uur wat nie gewerk word nie, tensy die werkgever sy werknemer op die vorige dag kennis gegee het dat geen werk beskikbaar sal wees nie.
- (f) Met die skriftelike toestemming van die werknemer, 'n aftrekking vir ledegeld verskuldig aan die South African Pyrotechnical Worker's Union.

6. WERKURE, GEWONE EN OORTYDWERKURE EN BETALING VIR OORTYDWERK.

(1) *Gewone werkure.*—Die gewone werkure van 'n werknemer, uitgesonderd 'n los werknemer, moet hoogstens die volgende wees:—

- (a) 43½ uur in 'n week van Maandag tot en met Vrydag.
- (b) 8 uur 40 minute op 'n dag.

(2) Die gewone werkure van 'n los werknemer mag hoogstens 8 uur 40 minute op 'n dag wees.

(3) *Etensonderbrekings.*—'n Werkgever kan nie van 'n werknemer vereis of hom toelaat om vir langer as vyf uur aaneen te werk nie sonder 'n pouse van minstens 45 minute waarin geen werk verrig mag word nie, en dié pouse moet nie as deel van die gewone werkure of oortydwerkure gereken word nie.

5. PAYMENT OF REMUNERATION.

(1) *Employee, Other than a Casual Employee.*—Save as provided in clause 7 (2) wages and cost of living allowances and other amounts due to an employee, other than a casual employee, shall be paid in cash weekly, during the hours of work on Friday or on termination of employment if this takes place before Friday. Wages and other amounts shall be contained in a sealed envelope or other container and shall be accompanied by a written statement, to be retained by the employee, showing—

- (a) employee's name or pay roll number;
- (b) employee's occupation, or grade;
- (c) basis wage;
- (d) cost of living allowance;
- (e) period in respect of which payment is made;
- (f) number of ordinary and overtime hours worked;
- (g) amounts due for ordinary hours and overtime worked—indicated separately;
- (h) additional amounts paid (e.g. bonuses, etc.);
- (i) details of deductions made by employer;
- (j) actual amount paid to the employee.

(2) *Casual Employee.*—An employer shall pay the remuneration due to his casual employee in cash on termination of his employment.

(3) *Fines and Deductions.*—An employer shall not levy any fines against his employee nor may he make any deductions from his employee's remuneration, other than the following:—

- (a) With the written consent of his employee, a deduction for holiday, savings, sick, insurance, provident or pension funds: Provided that in the case of a deduction for sick or provident funds the written consent of the employee need not be obtained.
- (b) Except where otherwise provided for in the Agreement whenever an employee is not at work, a deduction proportionate to the period of his absence calculated on the basis of his weekly remuneration which such an employee was receiving in respect of his ordinary hours of work at the time thereof.
- (c) A deduction of any amount which an employer by any law or any order of any competent court is required or permitted to make.
- (d) A deduction in respect of any public holiday, other than New Year's Day, Good Friday, Easter Monday, Ascension Day, Day of the Covenant, Christmas Day or Boxing Day, on which an employee is required or permitted not to work, of the remuneration which he would have received had he worked on such day.
- (e) Whenever the ordinary hours of work prescribed are reduced on account of short-time, a deduction in respect of each hour of such reduction of the employee's weekly wage divided by the number of ordinary hours worked by such employee in a week: Provided that no deduction shall be made—
 - (i) in the case of short-time arising out of temporary slackness of trade or shortage of raw material or transport, unless the employer has given his employee notice of his intention so to reduce the ordinary hours of work the previous day;
 - (ii) in the case of short-time arising out of vagaries of weather or a general breakdown of plant or machinery due to accident or other unforeseen emergency in respect of the first hour not worked unless the employer has given his employee notice on the previous day that no work will be available.
- (f) With the written consent of the employee a deduction for subscriptions due to the South African Pyrotechnical Workers Union.

6. HOURS OF WORK, ORDINARY AND OVERTIME AND PAYMENT FOR OVERTIME.

(1) The ordinary hours of work of an employee, other than a casual employee shall not exceed—

- (a) 43½ hours in any week from Monday to Friday inclusive;
- (b) 8 hours 40 minutes per day.

(2) The ordinary hours of work of a casual employee shall not exceed 8 hours 40 minutes in any day.

(3) *Meal Breaks.*—An employer shall not require or permit an employee to work for more than five hours continuously without an interval of not less than 45 minutes during which no work shall be performed and such interval shall not be deemed to be part of the ordinary hours of work or overtime.

(4) *Ruspouses.*—'n Werkgewer moet aan elkeen van sy werknemers wat in of by sy fabriek werk, 'n ruspouse van minstens 10 minute toestaan, so na as doenlik aan—

(a) die middel van elke eerste werktyd op 'n dag; en

(b) die middel van elke tweede werktyd op 'n dag,

waarin nie van die werknemer vereis of hy nie toegelaat moet word om werk te verrig nie en die ruspouse moet as deel van die gewone werkure geag word.

(5) *Werkure moet aaneenlopend wees.*—Behoudens soos in subklousules (3) en (4) bepaal, moet alle werkure aaneenlopend wees.

(6) *Oortyd.*—Alle tyd wat bo die getal ure ten opsigte van 'n dag of 'n week in subklousules (a) en (b) van klousule (1) voorgeskryf, gewerk word, moet as oortyd geag word.

(7) *Beperking van oortydwerk.*—'n Werkgewer kan nie van sy werknemer vereis of hom toelaat om meer as 10 uur oortyd in 'n week te werk nie.

(8) *Vroulike werknemers.*—'n Werkgewer moet nie van 'n vroulike werknemer vereis of haar toelaat om tussen 7.30 nm. en 7.30 vm. te werk nie.

(9) *Betaling vir oortydwerk.*—'n Werkgewer moet aan sy werknemer ten opsigte van alle oortyd deur hom gewerk, besoldiging betaal teen minstens een en eenderde maal sy voorgeskrywe loon vir oortyd van Maandae tot Vrydae gewerk en een en 'n half maal sy voorgeskrywe loon vir oortyd op Saterdag gewerk.

(10) *Voorbehoudsklousule.*—Die bepalings van hierdie klousule is nie op 'n wag van toepassing nie, en die bepalings van subklousules (3), (4), (5) en (6) is nie van toepassing op 'n werknemer wat noodsaaklike werk verrig as gevolg van 'n onklaar-raking van installasie of masjinerie of ander onvoorsiene nood-geval nie.

7. JAARLIKSE VERLOF.

(1) 'n Werkgewer moet sy werknemer, uitgesonderd 'n los werknemer, ten opsigte van elke voltooide jaar diens by hom—

(i) (a) in die geval van alle ander werknemers, uitgesonderd 'n wag, 12 werkdag verlov met volle besoldiging toestaan, wat tussen 15 Desember in enige jaar en die daaropvolgende 15 Januarie geneem moet word;

(b) in die geval van 'n wag, 21 opeenvolgende kalenderdae verlov toestaan, wat nie later nie as drie maande na 15 Januarie geneem moet word;

(ii) as Nuwejaarsdag, Goeie Vrydag, Paasmaandag, Geloftedag, Tweede Kersdag, Kersdag of Hemelvaartdag binne die tydperk van die verlov val, nog 'n dag ter vervanging van elkeen van dié dae by genoemde tydperk gevoeg moet word as 'n verdere tydperk van verlov met volle betaling;

(iii) die tydperk van dié verlov nie moet saamval met siekte-verlov wat kragtens klousule 8 toegestaan word nie, of met enige tydperk waarin die werknemer verplig is om militêre opleiding te ondergaan nie;

(iv) 'n werkgewer kan elke dag geleentheidsverlov met volle betaling wat gedurende die diensjaar waarop die tydperk van jaarlikse verlov betrekking het, op sy werknemer se skriftelike versoek aan sy werknemer toegestaan is, van die tydperk van verlov aftrek;

(v) ingeval 'n werknemer nie 12 maande aaneenlopende diens voltooi het op die datum waarop hy met verlov gaan nie, moet hy ten opsigte van elke voltooide maand diens tot op die datum waarop hy met verlov gaan, in die geval van 'n werknemer in paragraaf (i) (a) vermeld, minstens een vyfde van die weekloon betaal word wat hy onmiddellik voor sodanige datum ontvang het en in die geval van 'n werknemer in paragraaf (i) (b) vermeld, minstens 'n kwart van die weekloon wat hy onmiddellik voor sodanige datum ontvang het, met dien verstande dat as Kersdag, Tweede Kersdag, Geloftedag of Nuwejaarsdag in die tydperk val waarin die bedryfsinrigting gesluit is vir die jaarlikse verloftydperk, nog 'n dag ter vervanging van elke sodanige dag by genoemde tydperk gevoeg moet word as 'n verdere tydperk van verlov met volle betaling.

(2) *Verlofbesoldiging.*—Die besoldiging ten opsigte van die jaarlikse verlov in subklousule (1) genoem, moet voor of op die laaste werkdag voor die datum waarop daardie verlov begin, betaal word.

(3) 'n Werknemer wie se dienskontrak in die eerste of enige daarop volgende diensjaar by dieselfde werkgewer eindig voordat die tydperk van verlov wat in subklousule (1) genoem word, opge-loop het, moet, behoudens soos bepaal in die vierde voorbehoudsbepaling van subklousule (1) by dié beëindiging, in plaas van verlov en ten opsigte van elke volle maand diens in daardie tydperk van minder as 'n jaar, in die geval van 'n werknemer in paragraaf (i) (a) vermeld, een vyfde van die weekloon, wat hy onmiddellik voor dié datum van daardie beëindiging ontvang het, betaal word en in die geval van 'n werknemer in paragraaf (i) (b) vermeld, minstens 'n kwart van die weekloon wat hy onmiddellik voor die datum van sodanige beëindiging ontvang het.

(4) 'n Werknemer wat op 'n tydperk van verlov ingevolge subklousule (1) geregtig geword het, en wie se dienskontrak eindig voordat dié verlov toegestaan is, moet by beëindiging, die bedrae in subklousule (1) tot (3) ten opsigte van verlov genoem, betaal word.

(4) *Rest Intervals.*—An employer shall grant to each of his employees employed in or about his factory, a rest interval of not less than 10 minutes at as nearly as practicable—

(a) in the middle of each first work period in a day; and

(b) the middle of each second work period in a day;

during which the employee shall not be required or permitted to perform any work and such interval shall be deemed to be part of the ordinary hours of work.

(5) *Hours of Work to be Consecutive.*—Save as provided for in sub-clauses (3) and (4) all hours of work shall be consecutive.

(6) *Overtime.*—All time worked in excess of the number of hours prescribed in respect of a day of a week in sub-clauses (a) and (b) of clause (1) shall be deemed to be overtime.

(7) *Limitation of Overtime.*—An employer shall not require or permit his employee to work overtime for more than 10 hours in any week.

(8) *Female Employees.*—An employer shall not require or permit a female employee to work between 7.30 o'clock p.m. and 7.30 o'clock a.m.

(9) *Payment for Overtime.*—An employer shall pay to his employee in respect of all overtime worked by him remuneration at a rate of not less than one and one-third times his prescribed wage of overtime worked from Mondays to Fridays and one and one-half times his prescribed wage for overtime worked on Saturdays.

(10) *Savings Clause.*—The provisions of this clause shall not apply to a watchman and the provisions of sub-clauses (3), (4), (5) and (6) shall not apply to an employee employed on work necessitated by a breakdown of plant or machinery or by other unforeseen emergency.

7. ANNUAL LEAVE.

(1) An employer shall grant to his employee, other than a casual employee, in respect of each completed year of employment with him—

(i) (a) In the case of all other employees excluding a watchman; 12 working days leave on full pay to be taken between the 15th December in any year and the ensuing 15th January;

(b) in the case of a watchman, twenty-one consecutive calendar days leave to be taken not later than three months after the 15th January;

(ii) if New Year's Day, Day of the Covenant, Boxing Day, Christmas Day, Ascension Day, Good Friday or Easter Monday falls within the period of such leave another day shall, in substitution of each such day, be added to the said period as a further period of leave on full pay;

(iii) the period of such leave shall not be concurrent with sick leave granted in terms of clause eight nor with any period during which the employee is required to undergo military training;

(iv) an employer may set off against such period of leave any day of occasional leave granted on full pay to his employee at his employee's request made in writing during the year of employment to which the period of annual leave relates;

(v) in the event of any employee not having completed twelve month's continuous employment as at the date on which he proceeds on leave he shall be paid in respect of each completed month of employment up to the date on which he proceeds on leave, in the case of an employee mentioned in paragraph (i) (a), not less than one-fifth of the weekly wage which he was receiving immediately prior to such date and in the case of an employee mentioned in paragraph (i) (b) not less than one-fourth of the weekly wage which he was receiving immediately prior to such date provided that if Christmas Day, Boxing Day, Day of the Covenant or New Year's Day falls within the period during which the establishment is closed for the annual holiday period, another day shall in substitution for each day be added to the said period as a further period of leave on full pay.

(2) *Leave Remuneration.*—The remuneration in respect of annual leave referred to in sub-clause (1) shall be paid not later than the last work day before the date of commencement of such leave.

(3) An employee whose contract of employment terminates in the first or any subsequent year of employment with the same employer before the period of leave referred to in sub-clause (1) has accrued, shall save as provided in the fourth proviso to sub-clause (1), upon such termination be paid in lieu of leave and in respect of each completed month of such period of less than one year, in the case of an employee mentioned in paragraph (i) (a), not less than one-fifth of the weekly wage which he was receiving immediately prior to the date of such termination and in the case of an employee mentioned in paragraph (i) (b) not less than one-fourth of the weekly wage which he was receiving immediately prior to the date of such termination.

(4) An employee who has become entitled to a period of leave in terms of sub-clause (1) and whose contract of employment terminates before such leave has been granted shall, upon termination, be paid in respect of leave the amounts referred to in sub-clauses (1) to (3).

(5) Vir die toepassing van hierdie klousule word dit beskou dat die uitdrukking „diens” elke tydperk of alle tydperke insluit wanneer 'n werknemer—

- (a) met verlof kragtens subklousule (1) afwesig is;
- (b) verplig is om militêre opleiding mee te maak;
- (c) op las of op versoek van sy werkgever van sy werk afwesig is;
- (d) met siekteverlof kragtens klousule 8 afwesig is;

wat altesaam hoogstens 10 weke per jaar bedra ten opsigte van items (a), (c) en (d) plus die tydperk van enige opleiding genoem in item (b) wat in daardie jaar meegemaak is, en dit word beskou dat diens soos volg begin:—

- (i) In die geval van 'n werknemer wat voordat hierdie Ooreenkoms van krag geword het, op verlof ingevolge 'n wet geregtig geword het, van die datum af waarop die werknemer laas op verlof ingevolge die wet geregtig geword het;
- (ii) in die geval van 'n werknemer wat in diens was voor die datum waarop hierdie Ooreenkoms van krag geword het en op wie 'n wet wat vir jaarlikse verlof voorsiening maak, van toepassing was, maar wat nog nie ingevolge die bepalings daarvan op verlof geregtig geword het nie, van die datum af waarop sodanige diens begin het;
- (iii) in die geval van 'n werknemer wat kragtens subklousule (1) verlof toegestaan is tussen 15 Desember en die daaropvolgende 15 Januarie, van die datum af waarop die werknemer se diens by die werkgever begin het, of van die datum af waarop hy laas verlof ingevolge subklousule (1) gehad het, naamlik die jongste;
- (iv) in die geval van enige ander werknemer, van die datum af waarop die werknemer se diens by die werkgever begin het, of van die datum af waarop hierdie Ooreenkoms van krag geword het, naamlik die jongste.

8. SIEKTEVERLOF.

'n Werkgever moet aan elke werknemer wat weens siekte van sy werk afwesig is (uitgesonderd weens 'n ongeluk wat vergoedbaar is ingevolge die Ongevallewet, 1941), tien werkdag siekteverlof met halfbetaling in 'n jaar toestaan; met dien verstande dat—

- (i) geen eis oorweeg sal word ten opsigte van afwesigheid van twee dae of minder nie; en
- (ii) die werknemer 'n doktersertifikaat moet voorleë ter staving van alle eise ingestel.

9. AANSPORINGSLOONWERK.

(1) 'n Werkgever kan 'n stelsel van aansporingsloonwerk toepas, en hy moet aan elke sodanige werknemer wat enige tyd lank volgens so 'n stelsel in diens is, besoldiging betaal teen die aansporingsloon wat ingevolge die stelsel van toepassing is; met dien verstande dat, ongeag die hoeveelheid of omvang van gedane werk, die werkgever aan die werknemer minstens die weekloon moet betaal waarop hy geregtig sou gewees het ingevolge hierdie Ooreenkoms.

(2) Die werkgever moet op 'n opvallende plek in sy bedryfsinrigting 'n lys opgeplak hou van die aansporingslone genoem in subklousule (1) waarin genoemde aansporingslone uiteengesit word.

(3) Die werknemers wat volgens 'n aansporingskema werk, moet die geleentheid gegee word om 'n Werkekomitee aan te stel om enige aspek te bespreek wat hulle graag wil opper, en geen lone moet verminder word tot nadeel van enige werknemer nie, tensy sodanige Werkekomitee, as een aangestel is, geraadpleeg is.

10. OPENBARE VAKANSIEDAE EN SONDAE.

(1) *Openbare vakansiedae.*—'n Werknemer is geregtig op verlof met volle betaling wat hom toegestaan moet word op Nuwejaarsdag, Goeie Vrydag, Paasmaandag, Gelofte-dag, Hemelvaartdag, Tweede Kersdag en Kersdag; met dien verstande dat van 'n werknemer vereis kan word om op enige sodanige vakansiedag te werk: Voorts met dien verstande dat wanneer sodanige vakansiedag op 'n Saterdag val, die bepalings van hierdie subklousule nie van toepassing is nie.

(2) *Betaling vir werk op openbare vakansiedae.*—As 'n werknemer, uitgesonderd 'n los werknemer, op Nuwejaarsdag, Goeie Vrydag, Paasmaandag, Gelofte-dag, Hemelvaartdag, Tweede Kersdag of Kersdag werk, moet sy werkgever hom—

- (a) of minstens dubbel die loon aan hom betaalbaar, betaal ten opsigte van die tydperk wat gewoonlik deur hom op 'n weekdag gewerk word, of minstens dubbel sy gewone loon ten opsigte van die totale tydperk op sodanige openbare vakansiedag gewerk, naamlik die grootste;
- (b) of aan hom vir elke uur of gedeelte van 'n uur aldus gewerk, minstens een en 'n derde maal sy gewone loon betaal ten opsigte van die totale tydperk op sodanige openbare vakansiedag gewerk, en hom binne sewe dae van sodanige openbare vakansiedag een dag verlof toestaan en hom ten opsigte daarvan minstens sy gewone loon betaal asof hy op dié vakansiedag sy gewone gemiddelde werkure vir daardie dag van die week gewerk het.
- (c) Wanneer 'n los werknemer op 'n openbare vakansiedag ingevolge subklousule (1) werk, moet sy werkgever hom minstens dubbel die loon betaal wat vir 'n los werknemer voorgeskryf is, of minstens dubbel sy gewone loon ten opsigte van die totale tydperk op sodanige openbare vakansiedag gewerk, naamlik die grootste;

(5) For the purposes of this clause the expression “employment” shall be deemed to include any period or periods during which an employee is—

- (a) absent on leave in terms of sub-clause (1);
- (b) required to undergo military training;
- (c) absent from work on the instruction of or at the request of his employer;
- (d) absent on sick leave in terms of clause 8;

amounting in the aggregate in any year to not more than 10 weeks in respect of items (a), (c) and (d) plus the period of any training referred to in item (b) undergone in that year, and employment shall be deemed to commence—

- (i) in the case of an employee who had before the coming into force of this Agreement become entitled to leave in terms of any law, from the date on which such employee last became entitled to such leave under such law;
- (ii) in the case of an employee who was in employment before the date of commencement of this Agreement and to whom any law, providing for annual leave applied but who had not become entitled to leave in terms thereof, from the date on which such employment commenced;
- (iii) in the case of an employee who has, in terms of sub-clause (1) been granted leave between the 15th December and the ensuing 15th of January, from the date on which such employee entered his employer's service or from the date he last had leave in terms of sub-clause (1), whichever is the later;
- (iv) in the case of any other employee, from the date on which such employee entered his employer's service or from the date of coming into force of this Agreement, whichever is the later.

8. SICK LEAVE.

An employer shall grant to each employee who is absent from work through sickness (other than an accident compensable under the Workmen's Compensation Act, 1941) 10 working days sick leave on half pay in any one year; provided that—

- (i) no claim shall be considered in respect of absences of two days or less, and
- (ii) the employee shall produce a medical certificate, in support of all claims lodged.

9. INCENTIVE RATES WORK.

(1) An employer may apply an incentive rates work system and he shall pay to such employee employed on such system for any period remuneration at the incentive rates applicable under such system provided that, irrespective of the quantity or output of work done, the employer shall pay to such employee not less than the weekly wage to which he would be entitled in terms of this Agreement.

(2) The employer shall keep posted up in a conspicuous place in his establishment a schedule of the incentive rates referred to in sub-clause (1) setting out the said incentive rates.

(3) The employees working under an incentive scheme shall be given an opportunity to appoint a Works Committee to discuss any aspect they may wish to raise and no rates shall be reduced to the detriment of any employee unless such Works Committee (if appointed) has been consulted.

10. PUBLIC HOLIDAYS AND SUNDAYS.

(1) *Public Holidays.*—An employee shall be granted leave on full pay on New Year's Day, Good Friday, Easter Monday, Ascension Day, Day of the Covenant, Christmas Day, and Boxing Day; provided that an employee may be required to work on any such holiday: Provided further that when such holiday falls on a Saturday the provisions of this sub-clause shall not apply.

(2) *Payment for Work on Public Holidays.*—Whenever an employee, other than a casual employee, works on New Year's Day, Good Friday, Easter Monday, Ascension Day, Day of the Covenant, Christmas Day, or Boxing Day, his employer shall either—

- (a) pay him not less than double the wage payable to him in respect of the period ordinarily worked by him on a week day or not less than double his ordinary rate of wage in respect of the total period worked on such Public Holiday, whichever is the greater;
- (b) pay to him for each hour or part of an hour so worked not less than one and one-third times his ordinary wage in respect of the total period worked on such Public Holiday and grant to him within 7 days of such Public Holiday one day's holiday and pay him in respect thereof at a rate of not less than his ordinary wage as if he had on such holiday worked his average ordinary working hours for that day of the week;
- (c) whenever a casual employee works on a Public Holiday in terms of sub-clause (1) his employer shall pay to him not less than double the wage prescribed for a casual employee or not less than double his ordinary rate of wage in respect of the total period worked on such Public Holiday, whichever is the greater.

(3) *Betaling vir werk op Sondae.*—Wanneer 'n werknemer op 'n Sondag werk, moet sy werkgever:—

(a) aan die werknemer—

(i) indien hy aldus vir 'n tydperk van hoogstens vier uur werk, minstens die gewone besoldiging betaal wat betaalbaar is ten opsigte van die tydperk wat hy gewoonlik op 'n weekdag werk; of

(ii) indien hy aldus vir 'n tydperk van langer as vier uur werk, minstens dubbel sy gewone besoldiging betaal ten opsigte van die totale tydperk op sodanige Sondag gewerk, of besoldiging wat minstens dubbel die gewone besoldiging is, betaalbaar ten opsigte van die tydperk wat hy gewoonlik op 'n weekdag werk, na gelang van die grootste; of

(b) die werknemer minstens een en 'n derde maal sy gewone besoldiging betaal ten opsigte van die totale tydperk op sodanige Sondag gewerk en hom binne sewe dae vanaf sodanige Sondag een dag vakansie toestaan en hom ten opsigte daarvan minstens sy gewone besoldiging betaal, asof hy op sodanige vakansiedag sy gemiddelde gewone werkure vir dié dag van die week gewerk het.

11. UNIFORMS, OORPAKKE EN/OF BESKERMENDE KLERE.

'n Werkgever moet alle uniforms, oorpakke en/of beskermende kleren wat hy van sy werknemer kan vereis om te dra of wat hy by wet of regulasie verplig kan wees om aan sy werknemer te verskaf, kosteloos verskaf en in goeie toestand hou, en sodanige uniforms, oorpakke en/of beskermende kleren bly die eiendom van die werkgever.

12. VERBOD OP INDIENSNEMING VAN PERSONE ONDER 15 JAAR.

'n Werkgever moet geen persoon onder die ouderdom van 15 jaar in diens neem nie.

13. DIENSSERTIFIKAAT.

'n Werkgever moet by beëindiging van die dienskontrak van enigiemand van sy werknemers, uitgesonderd 'n los werknemer, aan die werknemer 'n dienssertifikaat uitreik wat die werkgever en werknemer se name voluit, die aard van die diens, die datums van indiensneming en van diensbeëindiging en die besoldiging op die datum van die diensbeëindiging vermeld.

14. BEËINDIGING VAN DIENSKONTRAK.

(1) 'n Werkgever, of sy werknemer, behalwe 'n los werknemer, moet gedurende die eerste vier weke diens minstens 24 uur kennis en daarna minstens een week kennis gee van sy voorneme om die dienskontrak te beëindig, of in plaas daarvan die volgende betaal, of verbeur—

(a) in die geval van 24 uur kennisgewing, die weekloon wat die werknemer onmiddellik voor die datum van dié beëindiging ontvang het, gedeel deur sewe in die geval van 'n wag, en vyf in die geval van 'n werknemer wat 'n vyf-daagse week werk;

(b) in die geval van 'n week kennisgewing, minstens die weekloon wat die werknemer onmiddellik voor die datum van dié beëindiging ontvang het;

met dien verstande dat dit nie inbreuk op onderstaande maak nie—

(i) die werkgever of die werknemer se reg om 'n dienskontrak sonder voorafgaande kennisgewing te beëindig weens 'n regsgeldige oorsaak;

(ii) 'n skriftelike ooreenkoms tussen die werkgever en sy werknemer wat vir 'n termyn van kennisgewing van gelyke duur vir albei partye en vir langer as een week.

(2) As 'n ooreenkoms ingevolge die bepalings van die tweede voorbehoudsbepaling van subklousule (1) gesluit word, moet die betaling of verbeuring in plaas van kennisgewing in verhouding wees tot die termyn van kennisgewing soos ooreengekom.

(3) Die kennisgewing in subklousule (1) genoem, tree in werking op die dag waarop dit gegee word; met dien verstande dat die kennisgewing nie mag saamval met, of kennisgewing gegee mag word gedurende die werknemer se afwesigheid met jaarlikse verlof ingevolge klousule 7, of met siekteverlof ingevolge klousule 8 of enige tydperk wat 'n werknemer verplig is om militêre opleiding mee te maak nie.

Op hede die 2de dag van Mei 1961, in Kaapstad onderteken.

H. W. KLERCK, *Voorsitter.*

J. A. LIEBENBERG,

Behoorlik gemagtigde verteenwoordiger (werkgever).

S. MOOS,

Behoorlik gemagtigde verteenwoordiger (werknemers).

A. I. FOSTER, *Sekretaris.*

Getuies.

(1) R. QUINTON.

(2) F. C. FOURIE.

(3) *Payment for Work on Sundays.*—Whenever an employee works on a Sunday his employer shall either—

(a) pay to the employee—

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

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

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

11. UNIFORMS, OVERALLS AND/OR PROTECTIVE CLOTHING.

An employer shall supply and maintain in good condition free of charge any uniforms, overalls and/or protective clothing which ever he may require his employee to wear or which by any law or regulation he may be compelled to provide for his employee, and such uniforms, overalls and/or protective clothing shall remain the property of the employer.

12. PROHIBITION OF EMPLOYMENT OF ANY PERSON UNDER THE AGE OF 15 YEARS.

An employer shall not employ any person under the age of 15 years.

13. CERTIFICATE OF SERVICE.

An employer shall upon termination of the contract of employment of any of his employees other than a casual employee, furnish such employee with a certificate of service showing the full names of the employer and employee, the nature of employment, the dates of commencement and termination of the contract and the rate of remuneration at the date of such termination.

14. TERMINATION OF CONTRACT OF EMPLOYMENT.

(1) An employer or his employee other than a casual employee shall give not less than 24 hours' notice during the first four weeks of employment and thereafter not less than one week's notice of his intention to terminate the contract of employment or shall pay or forfeit in lieu thereof not less than—

(a) in the case of 24 hours' notice the weekly wage which the employee was receiving immediately before the date of such termination divided by 7 in the case of a watchman and 5 in the case of an employee who works a 5-day week;

(b) in the case of a week's notice, not less than the weekly wage which the employee was receiving immediately before the date of such termination;

provided that this shall not affect—

(i) the right of employer or employee to terminate a contract of employment without notice for any cause recognised by law as sufficient;

(ii) any written agreement between an employer and his employee which provides for a period of notice of equal duration on both sides and for longer than one week.

(2) When an agreement is entered into in terms of the second proviso to sub-clause (1), the payment of forfeiture in lieu of notice shall be proportionate to the period of notice agreed upon.

(3) The notice referred to in sub-clause (1) shall take effect from the day on which it is given; provided that the period of notice shall not run concurrently with nor shall notice be given during the employee's absence on annual leave in terms of clause 7 or sick leave in terms of clause 8 or any period of military training the employee is required to undergo.

Signed at Cape Town this 2nd day of May, 1961.

H. W. KLERCK, *Chairman.*

J. A. LIEBENBERG,

Duly Authorised Representative (Employer).

S. MOOS,

Duly Authorised Representative (Employees).

A. J. FOSTER, *Secretary.*

Witnesses.

(1) R. QUINTON.

(2) F. C. FOURIE.

No. 24.] [5 Januarie 1962.
WET OP OORLOGSMAATREËLS, 1940.

OPSKORTING VAN BETALING VAN LEWENS-
KOSTETOELAE BETAALBAAR INGEVOLGE
OORLOGSMAATREËL No. 43 VAN 1942, SOOS
GEWYSIG.

VUURWERKVERVAARDIGINGSNYWERHEID.

Namens die Minister van Arbeid, skort ek, MARAIS
VILJOEN, Adjunk-minister van Arbeid, kragtens sub-
regulasie (1) van regulasie 4 van die regulasies wat by
Oorlogsmaatreël No. 43 van 1942, soos gewysig, gepubli-
seer is, hierby die bepalings van genoemde regulasie op
ten opsigte van alle werknemers vir wie lone voorgeskrif
word in die Ooreenkoms vir die Vuurwerkvervaardigings-
nywerheid, wat by Goewermenskennisgewing No. 23
van 5 Januarie 1962 gepubliseer is.

M. VILJOEN,
Adjunk-minister van Arbeid.

No. 24.] [5 January 1962.
WAR MEASURES ACT, 1940.

SUSPENSION OF PAYMENT OF COST OF LIVING
ALLOWANCE PAYABLE UNDER WAR
MEASURE No. 43 OF 1942, AS AMENDED.

PYROTECHNICAL MANUFACTURING INDUSTRY.

On behalf of the Minister of Labour, I, MARAIS
VILJOEN, Deputy-Minister of Labour, 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 provisions of the said regulations in respect
of all employees for whom wages are prescribed in the
Agreement for the Pyrotechnical Manufacturing Industry
published under Government Notice No. 23 of 5th
January, 1962.

M. VILJOEN,
Deputy-Minister of Labour.



Wapen van die Republiek van Suid-Afrika

In Kleure

Groot 11½ duim by 9 duim

+
Herdruk volgens plan opgemaak
deur die Kollege van Heraldiek

+
PRYS:

R1.10 per kopie, posvry in die Republiek
R1.15 per kopie, buite die Republiek

Verkrygbaar by die Staatsdrukker
Pretoria en Kaapstad



Republic of South Africa Coat of Arms

In Colours

Size 11½ inches by 9 inches

+
Reprinted to design prepared
by the College of Heraldry

+
PRICE:

R1.10 per copy, post free within the Republic
R1.15 per copy, outside the Republic

Obtainable from the Government Printer
Pretoria and Cape Town

TELEGRAAF TARIËWE

BINNELANDSE TELEGRAMME.—(Suid-Afrika, Basoe-
toland, Swaziland en Suidwes-Afrika):—

Gewone:—

Vir eerste 14 woorde of minder..... 20c
Vir elke bykomende woord..... 2c

INTERTERRITORIALE TELEGRAMME:—

Gewone na:—

Federasie van Rhodesië en Njassaland.—

Vir eerste 12 woorde of minder..... 36c
Vir elke bykomende woord..... 3c

Mosambiek.—

Vir eerste 12 woorde of minder..... 30c
Vir elke bykomende woord..... 2½c

TELEGRAPH TARIFFS

INLAND TELEGRAMS — (South Africa, Basutoland,
Swaziland and South West Africa):—

Ordinary:—

For first 14 words or less..... 20c
For each additional word..... 2c

INTERTERRITORIAL TELEGRAMS—

Ordinary to—

Federation of Rhodesia and Nyasaland:—

For first 12 words or less..... 36c
For each additional word..... 3c

Mozambique:—

For first 12 words or less..... 30c
For each additional word..... 2½c

Postariewe van Suid-Afrika na ander lande per—

See- of Landpos.

	Statebondslande en Britse Besittings.	Ander Lande.
Briewe.....	3½c vir eerste ons; 1½c vir elke bykomende ons	5c vir eerste ons; 3½c vir elke bykomende ons.
Poskaarte.....	2½c elk.....	3½c elk.
Nuusblaai.....	1½c per 2 onse.....	1½c per 2 onse.
Drukwerk.....	1½c per 2 onse.....	1½c per 2 onse.
Handelstukke.....	1½c per 2 onse (minimum 5c).....	1½c per 2 onse (minimum 5c).
Monsters.....	1½c per 2 onse (minimum 2½c).....	1½c per 2 onse (minimum 2½c).
Antwoordkoepons	10c elk.....	10c elk.

Lugpos.

Land van Bestemming.	Briewe per ½ ons.	Poskaarte elk.	Lugbriewe elk.	Tweede-klasposstukke per ½ ons.
AFRIKA. —(Behalwe lande van die Posunie van Afrika)	10c	5c	5c	4c
EUROPA. —				
(a) Verenigde Koninkryk, Noord-Ierland, Republiek Ierland, Ciprus en Malta	12½c	7c	5c	5c
(b) Alle ander lande, met inbegrip van die Unie van die Sosialistiese Sowjetrepublieke en eilande in die Middellandse See, behalwe Ciprus en Malta	15c	7½c	5c	6c
(c) Asore, Kanariese Eilande, Kaap-Verdiëse Eilande, Ysland, Madeira	15c	7½c	5c	6c
NABYE OOSIE. —				
Bahreineilande, Dubai, Iran, Irak, Israel, Jordanië (Hashemitiese Koninkryk), Koeweit, Libanon, Maskat, Saoedi-Arabië, Sjarja, Sirië, Turkye	12½c	7c	5c	5c
AMERIKA. —				
Kanada, Verenigde State van Amerika, Sentraal- en Suid-Amerika	22½c	12c	10c	10c
AUSTRALASIE. —				
Australië, Nieu-Seeland.....	25c	12½c	10c	10c
STILLE OSEAAN. —				
Eilande in die Noordeleike en Suidelike Stille Oseaan nie elders genoem nie	25c	12½c	10c	10c
OOSIERSE LANDE. —				
(a) Afganistan, Birma, Ceylon, Indië, Pakistan, Portugees-Indië, Thailand, Tibet	17½c	9c	5c	7½c
(b) Broenei, Sjina, Kokoseilande, Formosa, Hongkong, Indonesië, Korea, Macao, Maleise Federasie, Mantsjoerye, Noord-Borneo, Filippyne, Serawak, Timor	22½c	12c	10c	10c
(c) Japan.....	25c	12½c	10c	10c

(Nadere besonderhede word vervat in die pamflet PB7 wat by alle poskantore verkrygbaar is.)

Gewone pakkette na Suidwes-Afrika, Basoetoland, Swaziland en Mosambiek.

Tot 8 onse.....	5c.
Bo 8 onse tot 1 lb.....	7c.
Vir elke bykomende lb. of gedeelte daarvan....	7c.

PAKKETTARIEWE VAN SUID-AFRIKA NA ANDER LANDE KAN BY ALLE POSKANTORE VERNEEM WORD.

Rates of Postage from South Africa to other Countries by—

Surface Mail.

	Commonwealth Countries and British Possessions.	Other Countries.
Letters.....	3½c for first oz.; 1½c for each additional oz.	5c for first oz.; 3½c for each additional oz.
Postcards.....	2½c each.....	3½c each.
Newspapers.....	1½c per 2 oz.....	1½c per 2 oz.
Printed Papers...	1½c per 2 oz.....	1½c per 2 oz.
Commercial Papers	1½c per 2 oz.; (minimum 5c).....	1½c per 2 oz.; (minimum 5c).
Samples.....	1½c per 2 oz.; (minimum 2½c).....	1½c per 2 oz.; (minimum 2½c).
Reply Coupons...	10c each.....	10c each

Air Mail.

Country of Destination.	Letters per ½ ounce.	Postcards each.	Aerogrammes each.	Second-class mail, per ½ oz.
AFRICA. —(Excluding countries of the African Postal Union)	10c	5c	5c	4c
EUROPE. —				
(a) United Kingdom, Northern Ireland, Republic of Ireland, Cyprus and Malta	12½c	7c	5c	5c
(b) All other countries, including the Union of Soviet Socialist Republics and islands in the in the Mediterranean Sea except Cyprus and Malta	15c	7½c	5c	6c
(c) Azores, Canary Islands, Cape Verde Islands, Iceland, Madeira	15c	7½c	5c	6c
NEAR EAST. —				
Bahrain Islands, Dubai, Iran, Iraq, Israel, Jordan (Hashemite Kingdom of), Kuwait, Lebanon, Muscat, Saudi Arabia, Sharja, Syria, Turkey	12½c	7c	5c	5c
AMERICA. —				
Canada, United States of America, Central and South America	22½c	12c	10c	10c
AUSTRALASIA. —				
Australia, New Zealand.....	25c	12½c	10c	10c
PACIFIC. —				
Islands in the Northern and Southern Pacific Ocean not mentioned elsewhere	25c	12½c	10c	10c
EASTERN COUNTRIES. —				
(a) Afghanistan, Burma, Ceylon, India, Pakistan, Portuguese India, Thailand, Tibet	17½c	9c	5c	7½c
(b) Brunei, China, Cocos Islands, Formosa, Hong Kong, Indonesia, Korea, Macao, Malaya (Federation of), Manchuria, North Borneo, Philippines, Sarawak, Timor	22½c	12c	10c	10c
(c) Japan.....	25c	12½c	10c	10c

(A detailed list, pamphlet PB7, is obtainable free of charge from all post offices.)

Ordinary parcels to South West Africa, Basutoland, Swaziland and Mozambique.

Up to 8 ounces.....	5c.
Above 8 ounces up to 1 lb.....	7c.
For every additional lb. or fraction thereof....	7c.

PARCEL POST RATES FROM SOUTH AFRICA TO OTHER COUNTRIES CAN BE ASCERTAINED AT ALL POST OFFICES.

DIT BETAAL U OM TE SPAAR!

SPAAR

- ★ VIR U FAMILIE SE TOEKOMS!
- ★ VIR U EIE HUIS!
- ★ VIR U AFTREDE!
- ★ VIR ALLE GEVALLE VAN NOOD!

POSSPAARBANK

Die Posspaarbank verdien 3% rente op die maandelikse balans, waarvan tot R100 per jaar van die rente van *Inkomstebelasting Vrygestel* is.

Die eerste belegging hoef nie meer as 10c te wees nie. So 'n rekening is baie handig in tye van nood of wanneer met vakansie, omdat stortings en terugvorderings by enige Poskantoor in die Republiek gedoen kan word.

Nie meer as R4,000 mag gedurende 'n boekjaar deur een persoon ingelê word nie.

IT PAYS YOU WELL TO SAVE!

SAVE

- ★ FOR YOUR FAMILY'S FUTURE!
- ★ FOR YOUR OWN HOME!
- ★ FOR YOUR RETIREMENT!
- ★ FOR ALL EMERGENCIES!

POST OFFICE SAVINGS BANK

The Post Office Savings Bank earns 3% interest on the monthly balance, of which interest up to R100 per annum is *Free of Income Tax*.

The first deposit need to be no more than 10c. Such an account is very handy in times of emergency or when on holiday, as deposits or withdrawals can be made at any Post Office in the Republic.

Not more than R4,000 may be deposited by one person during a financial year.