

BUITENGEWONE



EXTRAORDINARY

STAATSKOERANT

VAN DIE REPUBLIEK VAN SUID-AFRIKA

REPUBLIC OF SOUTH AFRICA

GOVERNMENT GAZETTE

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GOEWERMENSKENNISGEWINGS.

DEPARTEMENT VAN ARBEID.

No. R. 126.] [26 Januarie 1968.
LOONWET, 1957.

LOONVASSTELLING No. 294.

GLAS- EN GLASWARENYWERHEID, REPUBLIEK VAN SUID-AFRIKA.

In opdrag van die Minister van Arbeid, word hierby ingevolge artikel 14 (2) van die Loonwet, 1957, bekendgemaak dat die Minister kragtens die bevoegdheid aan hom verleen by artikel 14 (1) van genoemde Wet, die Loonvasstelling wat in die Bylae hiervan verskyn ten opsigte van die Glas- en Glaswarenywerheid, Republiek van Suid-Afrika, gemaak en die 19de dag van Februarie 1968 bepaal het as die datum waarop die bepalings van genoemde Loonvasstelling bindend word.

BYLAE.

1. GEBIED EN BESTEK VAN VASSTELLING.

Hierdie Vasstelling is van toepassing op alle werknemers, uitgesonderd bestuurders, en op die werkgewers van sodanige werknemers, in die Glas- en Glaswarenywerheid in die Republiek van Suid-Afrika.

2. WOORDOMSKRYWING.

(1) Tensy die sinsverband anders aandui, het alle uitdrukkings wat in hierdie Vasstelling gebesig en in die Loonwet, 1957, omskryf word, dieselfde betekenis as in daardie Wet, en tensy onbestaanbaar met die sinsverband, beteken—

(A) In Alle Sektors van die Nywerheid.

(i) "Aaneenlopendeproseswerker", 'n werknemer wat werk verrig waarin aaneenlopende werk by wyse van 3 agtereenvolgende skofte per dag op 7 dae per week nodig is; (xvii)

(ii) "ambagsman" 'n werknemer wat werk doen wat in die reël deur 'n geskoolde ambagsman verrig word, en by die toepassing van hierdie woordomskrywing beteken die uitdrukking "geskoolde ambagsman" iemand wat sy leertyd uitgedien het in 'n bedryf wat kragtens die Wet op Vakleerlinge, 1944, aangewys is of geag word aangewys te wees, of wat in besit is van 'n vaardigheidsertifikaat aan hom uitgereik deur die Registrateur van Vakleerlinge ingevolge artikel 6 van die Wet op Opleiding van Ambagsmanne, 1951, of 'n sertifikaat deur genoemde Registrateur aan hom uitgereik ingevolge of artikel 2 (7) of artikel 7 (3) van genoemde Wet; (iv)

GOVERNMENT NOTICES.

DEPARTMENT OF LABOUR.

No. R. 126.] [26 January 1968.
WAGE ACT, 1957.

WAGE DETERMINATION No. 294.

GLASS AND GLASSWARE MANUFACTURING INDUSTRY, REPUBLIC OF SOUTH AFRICA.

By direction of the Minister of Labour it is hereby notified, in terms of section 14 (2) of the Wage Act, 1957, that the Minister, under the powers vested in him by section 14 (1) of the said Act, has made the Wage Determination in the Schedule hereto in respect of the Glass and Glassware Manufacturing Industry, Republic of South Africa, and has fixed the 19th day of February 1968, as the date from which the provisions of the said Wage Determination shall be binding.

SCHEDULE.

1. AREA AND SCOPE OF DETERMINATION.

This Determination shall apply to all employees, other than managers, in the Glass and Glassware Manufacturing Industry in the Republic of South Africa, and to the employers of such employees.

2. DEFINITIONS.

(1) Unless the context otherwise indicates, any expression which is used in this Determination and which is defined in the Wage Act, 1957, has the same meaning as in that Act and unless inconsistent with the context—

(A) In all Sections of the Industry.

(i) "Area A" means—

Transvaal.—The Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Nigel, Oberholzer, Pretoria, Randfontein, Roodepoort, Springs, Vanderbijlpark, Vereeniging and Westonaria;

Cape Province.—The Magisterial Districts of Bellville, the Cape, Simonstown and Wynberg, and the municipal areas of Kimberley, East London, Port Elizabeth and Uitenhage;

Natal.—The Magisterial Districts of Durban, Pinetown and Pietermaritzburg;

Orange Free State.—The municipal areas of Bloemfontein and Welkom; (xix)

(iii) "arbeider" 'n werknemer, uitgesonderd 'n werknemer in die Platwaresektor van die Nywerheid, wat een of meer van ondergenoemde werksaamhede verrig:—

- (1) Losmaakmiddel met die hand op drewels aanbring;
- (2) besweiste maaskratte aanmekearsit;
- (3) onderdele van flesses aanmekearsit;
- (4) op afleweringsvoertuie help maar nie bestuur of herstelwerk doen nie;
- (5) afvalkarton baal;
- (6) artikels, uitgesonderd glas, dra, verplaas of opstapel;
- (7) persele of voertuie of masjinerie, werktuie, gereedskap, gerei of ander artikels skoonmaak (uitgesonderd glas gedurende bewerking in die Veiligheidsglassektor van die Nywerheid);
- (8) bome of plantegroei afkap, vernietig of verwyder;
- (9) glasvesel volgens 'n vasgestelde maat sny;
- (10) geboue of ander bouwerke sloop;
- (11) puimsteenpoel of rougeermiddel op wiele voer;
- (12) sakke, bottels, sakkies of ander houers vul;
- (13) ente in splinterverpakkings soek;
- (14) tuinwerk verrig;
- (15) kartonhouers vaslym;
- (16) pakpapier vaslym;
- (17) kampongs, latrines, buitegeboue of dergelike geboue of bouwerke afwit;
- (18) laai of aflaai, uitgesonderd ruitglas;
- (19) isolasie-, vuurvaste of boumateriaal met die hand losmaak, breek of uithaal;
- (20) met die hand klip, grond, klei of sand losmaak, uithaal, breek of uitsprei of sote of fondamente graaf of ander uitgrawings maak;
- (21) vure maak of in stand hou, as of afval verwyder of klinkers sorteer;
- (22) glasmengsels met skopgrawe meng;
- (23) mortel, beton, klip of bitumen met die hand meng of beton of bitumen met 'n skopgraaf, hark, vork of kruiwa uitsprei;
- (24) sakke, kiste, pakkette of krane oop- of toemaak;
- (25) veselglas verpak;
- (26) onsuierhede uit gebreke glas uitsoek;
- (27) gesnyde glasvesel op 'n vervoerband plaas;
- (28) drewels in houers bo vaste profielmasjiene plaas;
- (29) voertuie stoot of trek, maar nie met 'n kragaangedrewe toestel nie en nie vir die verplasing van ruitglas nie;
- (30) sement of beton in gietvorms stamp of vasstamp of beton in fondamente stamp;
- (31) sanitêre emmers verwyder, leegmaak, skoonmaak of vervang;
- (32) drewels uit snedes verwyder;
- (33) karton- of veselbordhouers monteer of aanmekearsit;
- (34) sakke sorteer; uitskud of heelmaak;
- (35) stortregters dresseer;
- (36) veselglas in papier toedraai; (xxxiv)

(iv) "assistent-eerstehulpman" 'n werknemer wat, onder die leiding of toesig van 'n eerstehulpman, enigeen van die werksaamhede of pligte van 'n eerstehulpman verrig en wat gedurende sy afwesigheid in sy plek kan waarneem; (v)

(v) "assistent-voorman" 'n werknemer wat, onder die algemene toesig van 'n voorman, enigeen van die werksaamhede van 'n voorman verrig en wat gedurende sy afwesigheid in sy plek kan waarneem; (vi)

(vi) "bediener van 'n mobiele hystoestel" 'n werknemer wat 'n mobiele kragaangedrewe hystoestel bedien wat vir die laai, aflaai, verplasing of opstapel van goedere gebruik word, en omvat dit ook die bediener van 'n hyskraan en die bestuurder van 'n nywerheidstrekkers wat een of meer sleepwaens binne 'n bedryfsinrigting sleep; (xii)

(vii) "bedryfsinrigting" 'n perseel waarop of in verband waarmee een of meer werknemers in die Glas- en Glasware-nywerheid in diens is; (xxiii)

(viii) "bestuurder" 'n werknemer wat deur sy werkgever belas is met die algehele—

- (a) toesig oor,
- (b) verantwoordelikheid vir; en
- (c) leiding van

die werksaamhede van 'n bedryfsinrigting en die werknemers wat daarin werksaam is; (xxxix)

(ix) "bestuurder van 'n motorvoertuig" 'n werknemer, uitgesonderd 'n fabrieksvragmotorbestuurder, wat 'n motorvoertuig bestuur, en by die toepassing van hierdie woordskrywing omvat "motorvoertuig bestuur" alle tydperke wat hy bestuur, alle tyd wat hy bestee aan werk in verband met die voertuig of die vraag en alle tydperke wat hy verplig is om op sy pos gereed te bly om te bestuur; (xxi)

(x) "chauffeur" 'n werknemer (uitgesonderd 'n handelsreisiger se assistent) wat 'n motorvoertuig bestuur wat vir die vervoer van passasiers bedoel is en wat gebruik word vir die vervoer van sy werkgever of van personeel, klante of besoekers en waarmee ook dokumente of pakkette vervoer kan word; (x)

(ii) "Area B" means—

Transvaal.—The municipal areas of Nelspruit, Pietersburg, Potchefstroom and Witbank;

Cape Province.—The Magisterial Districts of George, Knysna, Mossel Bay, Oudtshoorn, Paarl, Stellenbosch, Wellington and Worcester and the municipal areas of Grahamstown, King William's Town, Queenstown, Somerset West and Strand;

Natal.—The Magisterial Districts of Camperdown, Dannhauser, Dundee, Estcourt, Eshowe, Glencoe, Inanda, Klip River, Lions River, Lower Tugela, Lower Umfolozi, Mtunzini, Newcastle, Port Shepstone and Umzimto;

Orange Free State.—The municipal areas of Bethlehem, Harrismith, Kroonstad, Odendaalsrus, Sasolburg and Virginia; (xx)

(iii) "Area C" means all areas other than those mentioned in the definitions "Area A" and "Area B"; (xxi)

(iv) "artisan" means an employee who is engaged in work normally performed by a skilled artisan, and for the purpose of this definition the expression "skilled artisan" means a person who has served his apprenticeship in a trade designated or deemed to have been designated under the Apprenticeship Act, 1944, or who holds a certificate of proficiency issued to him by the Registrar of Apprenticeship in terms of section 6 of the Training of Artisans Act, 1951, or a certificate issued to him by the said Registrar in terms of either section 2 (7) or section 7 (3) of the said Act; (ii)

(v) "assistant first-aid attendant" means an employee who, under the direction or supervision of a first-aid attendant, performs any of the activities or duties of a first-aid attendant and who may act for him during his absence; (iv)

(vi) "assistant foreman" means an employee who, under the general supervision of a foreman, performs any of the activities or duties of a foreman and who may act for him during his absence; (v)

(vii) "boiler attendant" means an employee who, under general supervision, maintains the water level and steam pressure in a boiler and who may make, maintain or draw the fire in such boiler; (xxvii)

(viii) "casual employee" means an employee who is employed by the same employer on not more than 3 days in any week; (xxxvii)

(ix) "chargehand" means an employee who is in charge of a group of labourers; (xli)

(x) "chauffeur" means an employee (other than a traveller's assistant) who is engaged in driving a motor vehicle which is intended to carry passengers and used for the convenience of his employer or of staff, clients or visitors and which may be used for the conveyance of documents or parcels; (x)

(xi) "clerk" means an employee who is engaged in writing, typing, filing or in any other form of clerical work and includes a cashier, demonstrator, despatch clerk, storeman and a telephone switchboard operator, but does not include any other class of employee elsewhere defined in this clause notwithstanding the fact that clerical work may form a portion of such employee's work; (xxviii)

(xii) "clerk, female, qualified," means a female clerk who has had not less than 4 years' experience; (xxxi)

(xiii) "clerk, female, unqualified," means a female clerk who has had less than 4 years' experience; (xxxii)

(xiv) "clerk, male, qualified," means a male clerk who has had not less than 5 years' experience; (xxix)

(xv) "clerk, male, unqualified," means a male clerk who has had less than 5 years' experience; (xxx)

(xvi) "commission work" means any system under which a traveller's remuneration is calculated on the value or number of orders submitted by him to, and accepted by, his employer; (xxxiii)

(xvii) "continuous-process worker" means an employee who is engaged in an activity in which continuous working by means of 3 consecutive shifts per day on 7 days per week is necessary; (i)

(xviii) "cratemaker" means an employee who is engaged in making or repairing wooden crates or pallets, other than the nailing together of ready-prepared timber into boxes; (xxxv)

(xix) "day" means the period of 24 hours from midnight to midnight: Provided that in the case of a continuous-process worker or a shift-worker it shall mean a period of 24 hours reckoned from the time such an employee commences work; (xi)

(xx) "despatch clerk" means an employee, other than a packer in the Hollow-ware Section of the Industry, who is responsible for the despatch or the packing of goods for transport or delivery and who may supervise the assembling, checking, weighing, packing, marking, addressing or despatching of goods or packages; (lviii)

(xi) "dag" die tydperk van 24 uur vanaf middernag tot middernag: Met dien verstande dat in die geval van 'n aaneenlopendeproseswerker of 'n skofwerker dit 'n tydperk van 24 uur beteken, gereken vanaf die tydskop waarop so 'n werknemer normaalweg begin werk; (xix)

(xii) "deelydse bestuurder van 'n motorvoertuig" 'n werknemer wat in die reël ander werk doen as om 'n motorvoertuig te bestuur maar wat op meer as 2 dae in 'n week 'n motorvoertuig vir altesaam hoogstens 3 uur op enige sodanige dag bestuur, en by die toepassing van hierdie woordskrywing omvat die uitdrukking "n motorvoertuig bestuur" alle tydperke wat hy bestuur en alle tyd wat die bestuurder terwyl hy in beheer van die voertuig is, aan werk in verband met die voertuig of die vraag bestee; (xlv)

(xiii) "eerstehulpman" 'n werknemer wat 'n geldende sertifikaat van bekwaamheid in eerstehulp besit wat deur enigene van ondergenoemde organisasies uitgereik is:—

- (a) Die Suid-Afrikaanse Rooikruisvereniging;
- (b) Die St. John Ambulance Association;
- (c) Suid-Afrikaanse Noodhulpiga;

en wat beheer het oor 'n eerstehulpkamer en beserings kan aantekene; (xxix)

(xiv) "fabrieksklerk" 'n werknemer wat onder die toesig van 'n kampongbestuurder, 'n voorman of 'n gekwalifiseerde manlike klerk, een of meer van die volgende werksaamhede verrig:—

- (1) Die getal sakke, bale, bottels, onderdele, glasplate, glasvierkante of pakke vir verbruik, oorging of versending nagaan;
- (2) Bantoe-werknemers se tydstaat byhou;
- (3) uit Bantoe-tale tolk of vertaal;
- (4) voorrade onder die toesig van 'n magasynman volgens skriftelike rekvisisies uitreik of dit ontvang;
- (5) voorraadregisters byhou;
- (6) aflewering- of spoorwegvragbriewe uitskryf;
- (7) bestellings vir bottelproppe uitskryf;
- (8) aantekeninge hou van produksie of die daaglikse werkopdragte bymekeer maak, opstel of uitreik;
- (9) tydkaarte stempel of nagaan of tydkaarte vir die byhouer van die tydregister uittees;
- (10) bottels toets en die bevindings aantekene;
- (11) artikels weeg en die gewig daarvan aantekene;
- (12) passe uitskryf;
- (13) kaartjies uitskryf, etikette adresseer of bestellings opmaak;
- (14) 'n tydregister byhou;
- (15) dokumente in verband met sy pligteliasseer of in veilige bewaring hou; (xxv)

(xv) "fabrieksklerk, gekwalifiseerd", 'n fabrieksklerk met minstens 12 maande ondervinding; (xxvi)

(xvi) "fabrieksklerk, ongekwalifiseerd", 'n fabrieksklerk met minder as 12 maande ondervinding; (xxvii)

(xvii) "fabrieksvragmotorbestuurder" 'n werknemer wat 'n motorvoertuig in 'n bedryfsinrigting bestuur, en by die toepassing van hierdie woordskrywing omvat "motorvoertuig bestuur" alle tydperke wat hy bestuur, alle tyd wat die bestuurder aan werk in verband met die voertuig of die vraag bestee en ook alle tydperke wat hy verplig is om op sy pos te bly, gereed te bestuur; (xxviii)

(xviii) "faktotum" 'n werknemer wat kleinere herstelwerk of verstellings doen aan masjinerie of uitrusting, uitgesonderd masjinerie of uitrusting wat regstreeks by die vervaardiging van die produkte van 'n bedryfsinrigting gebruik word, en wat kleinere herstelwerk of opknappings aan geboue mag doen, maar wat geen werk verrig wat gewoonlik deur 'n ambagsman gedoen word nie; (xxxiii)

(xix) "Gebied A" beteken—

Transvaal.—Die landdrostdistrikte Alberton, Benoni, Boksburg, Brakpan, Germiston, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Nigel, Oberholzer, Pretoria, Randfontein, Roodepoort, Springs, Vanderbijlpark, Vereeniging en Westonaria.

Kaapprovinsie.—Die landdrostdistrikte Bellville, die Kaap, Simonstad en Wynberg en die munisipale gebiede van Kimberley, Oos-Londen, Port Elizabeth en Uitenhage.

Natal.—Die Landdrostdistrikte Durban, Pinetown en Pietermaritzburg.

Oranje-Vrystaat.—Die munisipale gebiede van Bloemfontein en Welkom; (i)

(xx) "Gebied B" beteken—

Transvaal.—Die munisipale gebiede van Nelspruit, Pietersburg, Potchefstroom en Witbank.

Kaapprovinsie.—Die landdrostdistrikte George, Knysna, Mosselbaai, Oudtshoorn, Paarl, Stellenbosch, Wellington en Worcester en die munisipale gebiede van Grahamstad, King William's Town, Queenstown, Somerset-Wes en Strand.

(xxi) "driver of a motor vehicle" means an employee, other than a factory truck driver, who is engaged in driving a motor vehicle, and for the purpose of this definition the expression "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; (ix)

(xxii) "emergency work" means—

(1) any work which, owing to unforeseen circumstances such as fire, storm, accident, epidemic, act of violence, theft or a breakdown of plant or machinery, must be done without delay;

(2) any work in connection with the loading or unloading of—
(i) trucks or vehicles of the South African Railways and Harbours; or

(ii) vehicles used by a cartage contractor in the fulfilment of his contract as such with the South African Railways and Harbours; or

(3) any work in connection with the overhauling or repairing of plant or machinery which cannot be performed during ordinary working hours;

(4) any work in connection with machine setting or the changing of moulds or machinery or the repairing or re-building of furnaces;

(5) any work which a shift-worker or continuous-process worker is required to perform in substitution for any other shift-worker or continuous-process worker, as the case may be, who fails to report for duty; (xlv)

(xxiii) "establishment" means any premises in or in connection with which one or more employees are employed in the Glass and Glassware Manufacturing Industry; (vii)

(xxiv) "experience" means in relation to—

(a) a clerk or a factory clerk, the total period or periods of employment which an employee has had as a clerk or a factory clerk in any trade or in the service of the State;

(b) any other class of employee, the total period or periods of employment which an employee has had in his class in the Glass and Glassware Manufacturing Industry; (xlvii)

(xxv) "factory clerk" means an employee who, under the supervision of a compound manager, a foreman or a qualified male clerk, is engaged in any one or more of the following operations:—

(1) Checking the number of bags, bales, bottles, components, glass sheets, glass squares or packages for use, storage or despatch;

(2) entering up time-sheets of Bantu employees;

(3) interpreting or translating Bantu languages;

(4) handing out stores against written requisitions or receiving stores, under the supervision of a storeman;

(5) maintaining stock records;

(6) making out delivery or railway consignment notes;

(7) making up orders for bottle lids;

(8) recording production or collecting, compiling or issuing daily work papers;

(9) stamping or checking time tickets or calling out time tickets to the keeper of the time register;

(10) testing bottles and recording results;

(11) weighing and recording;

(12) writing out passes;

(13) writing out tickets, addressing labels or assembling orders;

(14) writing up a time register;

(15) filing or keeping in safe custody documents relating to his duties; (xiv)

(xxvi) "factory clerk, qualified," means a factory clerk who has had not less than 12 months' experience; (xv)

(xxvii) "factory clerk, unqualified," means a factory clerk who has had less than 12 months' experience; (xvi)

(xxviii) "factory truck driver" means an employee who is engaged in driving a motor vehicle within an establishment and for the purpose of this definition the expression "driving a motor vehicle" includes all periods of driving and any time spent by the driver on work connected with the vehicle or load and all periods during which he is obliged to remain at his post in readiness to drive; (xvii)

(xxix) "first-aid attendant" means an employee who holds a current certificate of competency in first-aid issued by any of the following organisations:—

(a) The Red Cross Society of South Africa;

(b) the St. John Ambulance Association;

(c) Suid-Afrikaanse Noodhulpiga;

and is in charge of a first-aid room and who may record injuries; (xiii)

Natal.—Die landdrosdistrikte Camperdown, Dannhauser, Dundee, Estcourt, Eshowe, Glencoe, Inanda, Kliprivier, Lion's-river, Lower Tugela, Lower Umfolozi, Mtunzini, Newcastle, Port Shepstone en Umzinto.

Oranje-Vrystaat.—Die munisipale gebiede van Bethlehem, Harrismith, Kroonstad, Odendaalsrus, Sasolburg en Virginia; (ii)

(xxi) "Gebied C" alle gebiede uitgesonderd dié genoem in die omskrywing van "Gebied A" en "Gebied B"; (iii)

(xxii) "Glas- en Glaswarenywerheid" die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in bedryfs-inrigtings wat ingevolge die Wet op Fabriek, Masjinerie en Bouwerk, 1941, geregistreer is of aan registrasie onderworpe is met die doel om een of meer van die volgende werksaamhede te verrig:—

(a) Die vervaardiging of smelt van glas;
(b) die maak van artikels uit glas deur werkgewers en werknemers wat betrokke is by die werksaamhede genoem in (a);
(c) die vervaardiging van veiligheidsglas, gelamelleerde glas of enige ander saamgestelde materiaal waarvan glas die hoofbestand-deel vorm;

(d) die sny, versilwering of afskuinsing van glas in standaard-vorms vir spieëls, motorvoertuie, vensters, prentframe, bostukke van tafels of ander dergelike doeleindes;

(e) die vervaardiging van mineraalwol, met inbegrip van vesel-glas, slakwol en rotswol en die vervaardiging van aaneenlopende filamentprodukte van veselglas;

en omvat dit alle werksaamhede wat met enigen van voornoemde bedrywighede in verband staan of daaruit voortspruit; (xxxii)

(xxiii) "handelsreisiger" 'n werknemer wat, as 'n reisende verteenwoordiger van 'n bedryfsinrigting, namens sodanige bedryfs-inrigting bestellings vra of werf; (lvi)

(xxiv) "handelsreisiger, gekwalifiseerd," 'n handelsreisiger met minstens 4 jaar ondervinding; (lvii)

(xxv) "handelsreisiger, ongekwalifiseerd," 'n handelsreisiger met minder as 4 jaar ondervinding; (lviii)

(xxvi) "handelsreisiger se hulp," 'n werknemer wat 'n handels-reisiger vergesel en hom help met die inpak, uitpak of vertoon van sy monsters en wat die motorvoertuig mag bestuur wat die handelsreisiger by die uitvoer van sy pligte gebruik; (lix)

(xxvii) "ketelbediener" 'n werknemer wat onder algemene toesig die waterpeil en stoomdruk in 'n stoomketel in stand hou en wat die vuur in so 'n stoomketel kan maak, stook of uithaal; (vii)

(xxviii) "klerk" 'n werknemer wat skryf-, tik-, liasseer- of enige ander soort klerklike werk verrig en omvat dit ook 'n kassier, demonstreerder, versendingsklerk, magasynman en 'n telefoonskakelbordoperateur, maar geen ander klas werknemer wat elders in hierdie klousule omskryf word nie, al maak klerk-like werk ook deel uit van so 'n werknemer se werk; (xi)

(xxix) "klerk, man, gekwalifiseerd," 'n manlike klerk met minstens 5 jaar ondervinding; (xiv)

(xxx) "klerk, man, ongekwalifiseerd," 'n manlike klerk met minder as 5 jaar ondervinding; (xv)

(xxxi) "klerk, vrou, gekwalifiseerd," 'n vroulike klerk met minstens 4 jaar ondervinding; (xii)

(xxxii) "klerk, vrou, ongekwalifiseerd," 'n vroulike klerk met minder as 5 jaar ondervinding; (xiii)

(xxxiii) "kommissiewerk," 'n stelsel waarvolgens 'n handels-reisiger se besoldiging bereken word ooreenkomstig die getal of waarde van die bestellings wat hy aan sy werkgewer voorleë en wat laasgenoemde aanvaar; (xvi)

(xxxiv) "korttyd" 'n tydelike vermindering van die getal gewone werkkure weens 'n lyste in die bedryf, 'n tekort aan grondstowwe of verpakkingsmateriaal, 'n onklaarraking van instal-lasie of masjinerie of 'n onklaarraking of dreigende onklaarraking van geboue of staking van produksie te wyte aan foutiewe grond-stowwe of devitrifikasie van glas; (ii)

(xxxv) "kratmaker," 'n werknemer wat houtkratte of draag-planke maak of herstel, maar nie iemand wat kiste uit vooraf bewerkte timmerhout aanmekeer spyker nie; (xviii)

(xxxvi) "loon" die bedrag wat ingevolge klousule 3 (1) aan 'n werknemer betaalbaar is ten opsigte van sy gewone werkkure soos by klousule 5 voorgeskryf; Met dien verstande—

(i) dat, as 'n werkgewer 'n werknemer ten opsigte van soda-nige gewone werkkure gereeld 'n hoër bedrag betaal as dié in klousule 3 (1) voorgeskryf, dit sodanige hoër bedrag beteken;

(ii) dat die eerste voorbehoudsbepaling nie so uitgelê mag word nie dat dit enige besoldiging bedoel of omvat wat 'n werknemer wat in diens is op enige grondslag waarvoor daar in klousule 9 voorsiening gemaak word, ontvang bo en behalwe die bedrag wat hy sou ontvang het as hy nie op sodanige grond-slag in diens was nie; (lxi)

(xxxvii) "los werknemer" 'n werknemer wat hoogstens 3 dae in 'n week by dieselfde werkgewer in diens is; (viii)

(xxx) "foreman" means an employee who is in charge of the employees in an establishment, who exercises control over such employees and who is responsible for the efficient perform-ance by them of their duties; (lix)

(xxxii) "Glass and Glassware Manufacturing Industry" means the industry in which employers and employees are associated in establishments which are registered or liable for registration in terms of the Factories, Machinery and Building Work Act, 1941, for the purpose of carrying on any one or more of the following activities:—

(a) The manufacture or smelting of glass;

(b) the production of articles from glass by employers and employees engaged in any of the activities referred to in (a);

(c) the manufacture of safety glass, laminated glass, or any other composite material of which glass forms the major component;

(d) the cutting, silvering or bevelling of glass in standard forms for mirrors, motor vehicles, windows, picture frames, table tops or other like purposes;

(e) the manufacture of mineral wools, including fibreglass, slag-wool and rockwool and the manufacture of fibreglass continuous filament products;

and includes all operations incidental to or consequent on any of the aforesaid activities; (xxii)

(xxxii) "grade A employee" means an employee, other than in the Flat-ware Section of the Industry, who is engaged in any one or more of the following capacities or operations:—

(1) Applying a gas burner to sheet glass;

(2) applying cement pigment or enamel powder to containers or insulators by hand;

(3) assisting an artisan by holding articles or tools or other-wise working with him other than by the independent use of tools;

(4) assisting a furnaceman;

(5) assisting a packer, other than in the Hollow-ware Section of the Industry;

(6) checking the number of articles packed into a container;

(7) cleaning articles or products by machine;

(8) cooking rations or making or serving tea or similar beverages;

(9) delivering or collecting messages, letters or goods on foot or by means of a bicycle or other non-power-driven vehicle;

(10) feeding into or taking off from machines; feeding into or drawing off from tanks;

(11) halting traffic by flag signalling;

(12) interleaving glass with paper, wood flour or similar separation material;

(13) keeping tallies;

(14) marking, stencilling or affixing labels on boxes, sacks or other containers or packages;

(15) mixing resin;

(16) nailing together ready prepared timber into boxes;

(17) oiling or greasing machinery or vehicles, other than motor vehicles;

(18) operating a goods lift or hand hoist, other than in the movement of sheet glass;

(19) operating a non-power-driven stapling machine;

(20) operating an office duplicating machine;

(21) operating a power-driven floor polisher, vacuum cleaner or lawn mower;

(22) operating a mechanical hammer used for testing glass;

(23) operating a sandblast branding machine;

(24) packing articles of a uniform size and number in containers specially designed to contain them;

(25) pin or cap waxing;

(26) placing or spreading mineral wool, slagwool or rockwool on a conveyor belt;

(27) stacking, carrying or moving glass or glassware, other than sheet glass;

(28) starting or stopping a vibrating screen by means of pressing a button under supervision;

(29) weighing to a set scale, measuring to a fixed gauge, cutting paper to set size;

(30) wrapping finished glass products, other than fibre glass or sheet glass; (lxi)

(xxxiii) "handyman" means an employee who is engaged in making minor repairs or adjustments to machinery or equipment, other than machinery or equipment directly used in the manu-facture of the products of an establishment, and who may effect minor repairs or renovations to buildings, but who does not do work normally performed by an artisan; (xviii)

(xxxviii) "magasynman" 'n werknemer wat beheer het oor die voorrade inkomende goedere of afgewerkte of gedeeltelik afgewerkte produkte en wat daarvoor verantwoordelik is om goedere in 'n magasyn of pakhuis te ontvang, op te berg, te verpak of uit te pak of om goedere uit 'n magasyn of pakhuis aan die verbruiksafdelings in 'n bedryfsinrigting of vir versending te lewer; (lii)

(xxxix) "masjiënbediener" 'n werknemer wat een of meer kragaangedrewe masjiëne bedien, beheer en oppas, wat kleiner herstelwerk en lopende verstellings daaraan kan doen en wat toesig oor 2 of meer masjiënoppassers kan hou, en die uitdrukking "n masjiën bedien" het 'n ooreenstemmende betekenis; (xxxviii)

(xl) "masjiënfaktotum" 'n werknemer wat kleinere herstelwerk of verstellings doen aan masjinerie of uitrusting verrig wat regstreeks by die vervaardiging van die produkte van 'n bedryfsinrigting gebruik word, maar wat geen werk verrig wat gewoonlik deur 'n ambagsman gedoen word nie; (xxxvii)

(xli) "masjiënoppasser" 'n werknemer wat 'n kragaangedrewe masjiën oppas en voer en wat sodanige masjiën onder toesig kan aansit of stopsit deur 'n koppie te druk of 'n hefboom te trek of te stoot, en die uitdrukking "n masjiën oppas" het 'n ooreenstemmende betekenis; (xxxvi)

(xlii) "motorvoertuig" 'n kragaangedrewe voertuig wat vir die vervoer van goedere, uitgesonderd 'n handelsreisiger se monsters, gebruik word, en ook 'n voorentlaaiër, voorhaker en 'n trekker, maar nie 'n mobiele hystoel of 'n nywerheidstrekker wat binne 'n bedryfsinrigting gebruik word nie; (xli)

(xliii) "nagskof" 'n werktidperk waarvan die grootste gedeelte tussen 8 nm. en 6 vm. val; (xlii)

(xliv) "noodwerk"—

(1) enige werk wat, weens onvoorsiene omstandighede soos byvoorbeeld 'n brand, storm, ongeluk, epidemie, gewelddaad, diefstal of 'n onklaarraking van installasie of masjinerie, sonder versuim verrig moet word;

(2) enige werk in verband met die laai of aflaai van—

(i) spoorwaens of voertuie van die Suid-Afrikaanse Spoorweë en Hawens; of

(ii) voertuie wat deur 'n vervoerkontraakteur gebruik word in die nakoming van sy kontrak as sodanig met die Suid-Afrikaanse Spoorweë en Hawens; of

(3) enige werk in verband met die opknapping of herstel van installasie of masjinerie wat nie gedurende gewone werkure verrig kan word nie;

(4) enige werk in verband met masjiëninstelling of die omruiling van gietvorms of masjinerie of die herstel of herbou van oonde;

(5) enige werk wat 'n skofwerker of aaneenlopendeproseswerker moet verrig ter vervanging van enige ander skofwerker of aaneenlopendeproseswerker, na gelang van die geval, wat nie vir werk aanmeld nie; (xxii)

(xlv) "onbelaste gewig" die gewig van 'n motorvoertuig of sleepwa soos aangeteken in 'n lisensie of sertifikaat wat ten opsigte van 'n motorvoertuig of sleepwa uitgereik is deur 'n owerheid wat by wet gemagtig is lisensies ten opsigte van motorvoertuie uit te reik: Met dien verstande dat in die geval van 'n twee- of drie-wielige motorfiets, bromponie of bromfiets of trapfiets met hulpmotor, die onbelaste gewig geag word hoogstens 1,000 lb te wees; (lx)

(xlii) "onderbaas" 'n werknemer wat oor 'n groep arbeiders beheer het; (ix)

(xlvii) "ondervinding" met betrekking tot—

(a) 'n klerk of fabrieksklerk, die totale tydperk of tydperke wat 'n werknemer as 'n klerk of 'n fabrieksklerk in enige bedryf of in die diens van die Staat werksaam was;

(b) alle ander klasse werknemers, die totale tydperk of tydperke wat 'n werknemer in sy klas in die Glas- en Glaswarenywerheid werksaam was; (xxiv)

(xlviii) "oortyd" dié gedeelte van enige tydperk wat 'n werknemer gedurende enige week of op enige dag vir sy werknemer werk; na gelang van die geval, en wat langer is as die onderskeie gewone werkure in subklousule (1), (2) en (3) van klousule 5 vir sodanige werknemer voorgeskryf, maar omvat dit nie enige tydperk waarin 'n werknemer—

(i) wie se gewone werkure in klousule 5 (1) voorgeskryf word, op 'n Sondag vir sy werkgever werk nie;

(ii) wie se gewone werkure in klousule 5 (2) voorgeskryf word, op die dag wat hy vry het, vir sy werkgever werk nie; (xliii)

(xxxiv) "labourer" means an employee, other than in the Flat-ware Section of the Industry, who is engaged in any one or more of the following activities:—

(1) Applying release agent by hand to mandrels;
(2) assembling weld-mesh crates;
(3) assembling component parts of jars;
(4) assisting on delivering vehicles, other than driving or effecting repairs;

(5) baling scrap cardboard;

(6) carrying, moving or stacking articles, other than glass;

(7) cleaning premises or vehicles or machinery, implements, tools, utensils or other articles or products (other than glass during processing in the Safety Glass Section of the Industry);

(8) cutting down, destroying or removing trees or vegetation;

(9) cutting glass fibre to set measure;

(10) demolishing buildings or other structures;

(11) feeding pumice powder or rouge on the wheels;

(12) filling bags, bottles, sacks or other containers;

(13) finding ends in sliver packages;

(14) gardening work;

(15) glueing cartons;

(16) glueing wrapping paper;

(17) limewashing compounds, latrines, outbuildings or similar buildings or structures;

(18) loading or unloading, other than sheet glass;

(19) loosening, breaking or taking out insulation, refractory or building material by hand;

(20) loosening, taking out, breaking or spreading stone, soil, clay or sand or digging trenches, foundations or other excavation by hand;

(21) making or maintaining fires, removing refuse or ash, sorting clinkers;

(22) mixing batches by means of a shovel;

(23) mixing mortar, concrete, stone or bitumen by hand or spreading concrete or bitumen by shovel, rake, fork or barrow;

(24) opening or closing bags, boxes, packages or taps;

(25) packing fibre glass;

(26) picking out foreign matter from broken glass;

(27) placing cut glass fibre on conveyor belt;

(28) placing mandrels in containers above rigid section machine;

(29) pushing or pulling vehicles, other than by means of a power-driven device (other than for the movement of sheet glass);

(30) ramming or tamping cement or concrete in moulds or ramming concrete in foundations;

(31) removing, emptying, cleaning or replacing sanitary pails;

(32) removing mandrels from sections;

(33) setting-up or assembling cardboard or fibre board containers;

(34) sorting, shaking out or mending sacks;

(35) trimming hoppers;

(36) wrapping fibre glass in paper; (iii)

(xxxv) "law" includes the common law; (lxii)

(xxxvi) "machine attendant" means an employee who attends and feeds a power-driven machine and who, under supervision, may start and stop such machine by means of pressing a button or working a lever, and the expression "attending a machine" has a corresponding meaning; (xli)

(xxxvii) "machine handyman" means an employee who is engaged in making minor repairs or adjustments to machinery or equipment used directly in the manufacture of the products of an establishment but who does not do work normally performed by an artisan; (xl)

(xxxviii) "machine operator" means an employee who operates, controls and attends one or more power-driven machines, who may make minor repairs and running adjustments thereto and who may supervise two or more machine attendants, and the expression "operating a machine" has a corresponding meaning; (xxxix)

(xxxix) "manager" means an employee who is charged by his employer with the overall—

(a) supervision over,

(b) responsibility for, and

(c) direction of,

the activities of an establishment and the employees engaged therein; (viii)

(xl) "mobile hoist operator" means an employee who is engaged in operating a mobile power-driven hoist used in the loading, unloading, moving or stacking of goods and includes the operator of a crane and the driver of an industrial tractor towing one or more trailers within an establishment; (vi)

(xlix) "sandstraler" 'n werknemer wat 'n sandstraalmasjien bedien; (xlv)

(i) "sandstraler, gekwalifiseerd," 'n sandstraler met minstens 6 maande ondervinding; (xlvii)

(ii) "sandstraler, ongekwalifiseerd," 'n sandstraler met minder as 6 maande ondervinding; (xlviii)

(iii) "senior bestuurs- of administratiewe werknemer" 'n werknemer wat deur die werkgever belas is met werk wat die verantwoordelikheid meebring om by die uitvoering van die bedryfsinrigting se werksaamhede besluite van 'n administratiewe aard te neem; (xlix)

(liii) "skofwerker" 'n werknemer wat skofwerk in 'n bedryfsinrigting verrig waarin 2 of 3 skofte per dag op 5 of 6 dae per week gewerk word; (l)

(liv) "sleepwa" 'n vervoermiddel wat deur 'n motorvoertuig getrek word; (lv)

(lv) "spanleier" 'n werknemer wat toesig hou oor die werk van 'n groep werknemers wat almal van dieselfde klas is en wat daarbenewens ook die werk van daardie klas verrig; (liii)

(lvi) "stukwerk" enige stelsel waarvolgens 'n werknemer se besoldiging gegrond word op die hoeveelheid werk wat verrig is; (xlv)

(lvii) "tegniese of professionele werknemer" 'n werknemer wat deur die werkgever belas is met werk van 'n tegniese of professionele aard; (lv)

(lviii) "versendingsklerk" 'n werknemer, uitgesonderd 'n verpakker in die Holwaresektor van die Nywerheid, wat verantwoordelik is vir die versending of verpakking van goedere vir vervoer of aflewering en wat toesig kan hou oor die byeenbring, nagaan, weeg, verpakking, merk, adresseer of versending van sodanige goedere of pakkette; (xx)

(lix) "voorman" 'n werknemer wat aan die hoof staan van die werknemers in 'n bedryfsinrigting, wat beheer oor sodanige werknemers uitoefen en wat daarvoor verantwoordelik is dat hulle hul pligte doeltreffend verrig; (xxx)

(lx) "wag" 'n werknemer wat 'n perseel of eiendom bewaak; (lxii)

(lxi) "werknemer graad A" 'n werknemer, uitgesonderd 'n werknemer in die Platwaresektor van die Nywerheid, wat in een of meer van die volgende hoedanighede in diens is of een of meer van die volgende werksaamhede verrig:—

(1) Ruitglas met 'n gasbrander sny;

(2) lymkleurstof of emaljepoeier met die hand op houers of isolators aanbring;

(3) 'n ambagsman behulpsaam wees deur artikels of gereedskap vas te hou of andersins met hom saam te werk, maar nie gereedskap selfstandig gebruik nie;

(4) 'n oondwerker help;

(5) 'n verpakker, uitgesonderd 'n verpakker in die Holwaresektor van die Nywerheid, help;

(6) die getal artikels wat in 'n houer verpak is, nagaan;

(7) artikels of produkte met 'n masjien skoonmaak;

(8) rantsoene kook of tee of ander soortgelyke drankie maak of bedien;

(9) boodskappe, briewe of goedere te voet, per fiets of met 'n ander nie-kragaangedrewe voertuig aflewer of afhaal;

(10) goedere in masjiene voer of dit daarvan afneem; tenskuld of daaruit aftap;

(11) verkeer deur middel van vlagseine stop;

(12) tussenlas papier, houtmeel of soortgelyke skeidingsmateriaal tussen glas plaas;

(13) telwerk verrig;

(14) kiste, sakke, ander houers of pakkette merk, sjabloneer of etiketteer;

(15) hars meng;

(16) kiste uit vooraf bewerkte timmerhout aanmeekerspyker;

(17) masjinerie of voertuie, uitgesonderd motorvoertuie, olie of smeer;

(18) 'n goederehyser of 'n handhystoestel bedien, maar nie ruitglas daarmee verplaas nie;

(19) 'n nie-kragaangedrewe krammasjien bedien;

(20) 'n kantoorafrolmasjien bedien;

(21) 'n kragaangedrewe vloerpoelmasjien, stofsuier of grasmaier bedien;

(22) 'n meganiese hamer bedien wat vir die toets van glas gebruik word;

(23) 'n sandstraal-brandmerkmasjien bedien;

(24) artikels van dieselfde grootte en getal in houers verpak wat spesiaal ontwerp is om dié artikels te bevat;

(xli) "motor vehicle" means any power-driven vehicle used for conveying goods, other than travellers' samples, and includes a front-end loader, a mechanical horse and a tractor but does not include a crane, a mobile hoist or an industrial tractor used within an establishment; (xlii)

(xliii) "night shift" means any period of work the major portion of which falls between 8 o'clock p.m. and 6 o'clock a.m.; (xliii)

(xliv) "overtime" means that portion of any period which an employee works for his employer during any week or on any day, as the case may be, and which is in excess of the respective ordinary hours of work prescribed for such employee in subclause (1), (2) or (3) of clause 5, but does not include any period during which an employee—

(i) whose ordinary hours of work are prescribed in clause 5 (1), works for his employer on a Sunday;

(ii) whose ordinary hours of work are prescribed in clause 5 (2), works for his employer on his day off; (xlviii)

(xlv) "part-time driver of a motor vehicle" means an employee who is ordinarily engaged on duties other than driving a motor vehicle but who on more than 2 days in any week is engaged in driving a motor vehicle for not more than 3 hours in the aggregate on any such day, and for the purpose of this definition the expression "driving a motor vehicle" includes all periods of driving and any time spent by the driver, while in charge of the vehicle, on work connected with the vehicle or the load; (xli)

(xlv) "piece-work" means any system under which an employee's remuneration is based on the quantity of work done; (lvi)

(xlvii) "sandblaster" means an employee who attends a sandblasting machine; (xlix)

(xlvii) "sandblaster, qualified," means a sandblaster who has had not less than 6 months' experience; (l)

(xlviii) "sandblaster, unqualified," means a sandblaster who has had less than 6 months' experience; (li)

(xlix) "senior managerial or administrative employee" means an employee who is charged by the employer with the performance of work entailing responsibility for taking decisions of an administrative character in the conduct of the activities of an establishment; (lii)

(i) "shift-worker" means an employee who is engaged on shift work in an establishment in which 2 or 3 shifts per day on 5 or 6 days per week are worked; (liii)

(ii) "short-time" means a temporary reduction in the number of ordinary hours of work owing to slackness of trade, shortage of raw or packing materials, a breakdown of plant or machinery or a breakdown or threatened breakdown of buildings or a cessation of production owing to faulty raw materials or devitrification of glass; (xxxiv)

(lii) "storeman" means an employee who is in charge of stocks of incoming goods or finished or partly finished products and who is responsible for receiving, storing, packing or unpacking goods in a store or warehouse or delivering goods from a store or warehouse to the consuming departments in an establishment or for despatch; (xxxviii)

(liii) "team leader" means an employee who is engaged in supervising the work of a group of employees all of the same class and who additionally performs the work of that class; (lv)

(liv) "technical or professional employee" means an employee who is charged by his employer with the performance of work of a technical or professional character; (lvii)

(lv) "trailer" means any conveyance drawn by a motor vehicle; (liv)

(lvi) "traveller" means an employee who, as a travelling representative of an establishment, invites, canvasses or solicits orders on behalf of such establishment; (xxiii)

(lvii) "traveller, qualified," means a traveller who has had not less than 4 years' experience; (xxiv)

(lviii) "traveller, unqualified," means a traveller who has had less than 4 years' experience; (xxv)

(lix) "traveller's assistant" means an employee who accompanies a traveller and assists him in packing, unpacking or displaying his samples and who may drive the motor vehicle used by the traveller in the performance of his duties; (xxvi)

(lx) "unladen weight" means the weight of any motor vehicle or trailer as recorded in a licence or certificate issued in respect of such motor vehicle or trailer by any authority empowered by law to issue licences in respect of motor vehicles: Provided that in the case of a two- or three-wheeled motor cycle, motor scooter or auto-cycle or a cycle fitted with an auxiliary engine the unladen weight shall be deemed not to exceed 1,000 lb; (xlv)

- (25) pen- of dubbewassing;
 (26) mineraalwol, slakwol of rotswol op 'n vervoerband plaas of uitsprei;
 (27) glas of glasware, uitgesonderd ruitglas, opstapel, dra of verplaas;
 (28) 'n trilsif onder toesig aan- of stopsit deur 'n knoppie te druk;
 (29) op 'n gestelde skaal afweeg; met 'n gestelde maat meet; papier volgens 'n vasgestelde grootte sny;
 (30) voltooide glasprodukte, uitgesonderd veselglas of ruitglas, toedraai; (xxxii)

(lxii) "wet" ook die gemene reg; (xxxv)

(B) *In die Mineraalwolsektor van die Nywerheid, Insluitende die Vervaardiging van Veselglas, Slakwol en Rotswol en die Vervaardiging van Aaneenlopende Filamentprodukte van Veselglas.*

- (i) "Draadmatrasmaker" 'n werknemer wat veselglaswol volgens 'n vaste patroon op 'n draadgaasmat vasstik; (xix)
 (ii) "glasmengselbereider" 'n werknemer wat verantwoordelik is vir die afweeg, uitmeet en meng van bestanddele in voorgeskrewe verhoudings; (i)
 (iii) "glasmengselbereider, gekwalifiseerd," 'n glasmengselbereider met minstens 6 maande ondervinding; (ii)
 (iv) glasmengselbereider, ongekwalifiseerd," 'n glasmengselbereider met minder as 6 maande ondervinding; (iii)
 (v) "oondvuller" 'n werknemer wat verantwoordelik is vir die vul van 'n oond met bepaalde verhoudings grondstowwe vir die bereiding van slakwol, rotswol of mineraalwol en wat, onder die toesig van 'n tolmasjienwerker, 'n konstante peil van die vulling in die oond handhaaf; (iv)
 (vi) "pypmasjienoppasser" 'n werknemer wat 'n pypvormmasjien oppas en vir die opwikkel van slakwol, rotswol of mineraalwol op 'n drewel verantwoordelik is; (xii)

(vii) "pypmasjienoppasser, gekwalifiseerd," 'n pypmasjienoppasser met minstens 3 maande ondervinding; (xiii)

(viii) "pypmasjienbediener, ongekwalifiseerd," 'n pypmasjienoppasser met minder as 3 maande ondervinding; (xiv)

(ix) "smelttenkbediener" 'n werknemer wat 'n glassmelttenk, 'n pluismasjien en harsproeiers bedien en wat verantwoordelik is vir die gehalte van die geproduseerde glasvesel; (ix)

(x) "smelttenkbediener, gekwalifiseerd," 'n smelttenkbediener met minstens 12 maande ondervinding; (x)

(xi) "smelttenkbediener, ongekwalifiseerd," 'n smelttenkbediener met minder as 12 maande ondervinding; (xi)

(xii) "toesighouer" 'n werknemer wat beheer het oor die werknemers in die vasteprofielafdeling of enige ander afdeling wat produkte uit glasvesel vervaardig en wat vir die doeltreffende verrigting deur hulle van hul pligte verantwoordelik is en wat ook vasteprofiel-, afsny-, lym- of vlakbankmasjiene kan stel; (xviii)

(xiii) "tolmasjienwerker" 'n werknemer wat, onder die toesig van 'n voorman, verantwoordelik is vir die regulering van die vloei van gesmelte materiaal vanaf die oond op die tolmasjiene en wat aan 'n oondvuller kan voorskryf met watter bestanddele die oond gevul moet word; (xv)

(xiv) "tolmasjienwerker, gekwalifiseerd," 'n tolmasjienwerker met minstens 6 maande ondervinding; (xvi)

(xv) "tolmasjienwerker, ongekwalifiseerd," 'n tolmasjienwerker met minder as 6 maande ondervinding; (xvii)

(xvi) "vervoerbandwerker" 'n werknemer wat in beheer van die verhardingsoond is, wat die snelheid van die vervoerband reguleer en oor die verpakking en etikettering van produkte toesig mag hou; (v)

(xvii) "vervoerbandwerker, gekwalifiseerd," 'n vervoerbandwerker met minstens 6 maande ondervinding; (vi)

(xviii) "vervoerbandwerker, ongekwalifiseerd," 'n vervoerbandwerker met minder as 6 maande ondervinding; (vii)

(xix) "werknemer graad I" 'n werknemer wat in een of meer van die volgende hoedanighede diens doen of wat een of meer van die volgende werksaamhede verrig:—

(1) Afwisselende lae hars in vloeistofvorm op 'n wasbestrykte gietvorm aanbring;

(2) 'n randsnymasjien of 'n lengtegroefmasjien bedien;

(3) holtes vul;

(4) die getal rolle veselglas of toegedraaide pakkette op 'n nie-kragaangedrewe voertuig in 'n bedryfsinrigting tel en aanteken;

(5) mineraalwol, slakwol of rotswol volgens 'n leipatroon sny;

(6) veselglas volgens 'n leipatroon sny en die gesnyde stukke tel;

(ix) "wage" means the amount of money payable to an employee in terms of clause 3 (1) in respect of his ordinary hours of work as prescribed in clause 5: Provided—

(i) that, if an employer regularly pays an employee in respect of such ordinary hours of work an amount higher than that prescribed in clause 3 (1), it means such higher amount;

(ii) that the first proviso shall not be construed so as to refer to or include any remuneration which an employee who is employed on any basis provided for in clause 9 receives over and above the amount which he would have received if he had not been employed on such a basis; (xxxvi)

(lxii) "watchman" means an employee who is engaged in guarding premises or property; (lx)

(B) *In the Mineral Wool Section of the Industry, Including the Manufacture of Fibreglass, Slagwool and Rockwool and the Manufacture of Fibreglass Continuous Filament Products.*

(i) "Batchman" means an employee who is responsible for the weighing, measuring and mixing of specified proportions of ingredients; (ii)

(ii) "batchman, qualified," means a batchman who has had not less than 6 months experience; (iii)

(iii) "batchman, unqualified," means a batchman who has had less than 6 months' experience; (iv)

(iv) "chargeman" means an employee who is responsible for charging a furnace with specified proportions of raw materials which go to make slagwool, rockwool or mineral wool and who, under the supervision of a spinnerman, maintains an even level of the charge in the furnace; (v)

(v) "conveyor attendant" means an employee who is in charge of the curing oven, who regulates the speed of the conveyor belt and who may supervise the packing and labelling of products; (xvi)

(vi) "conveyor attendant, qualified," means a conveyor attendant who has had not less than 6 months' experience; (xvii)

(vii) "conveyor attendant, unqualified," means a conveyor attendant who has had less than 6 months' experience; (xviii)

(viii) "grade I employee" means an employee who is engaged in any one or more of the following operations or capacities:—

(1) Applying alternate layers of liquid resin to a waxed mould;

(2) attending an edge-cutting or length-slitting machine;

(3) cavity fill attendant;

(4) counting and recording number of rolls of fibre glass or wrapped packages on a non-power-driven vehicle in an establishment;

(5) cutting mineral wool, slagwool or rockwool to templet;

(6) cutting fibre glass to templet and counting cut pieces;

(7) cutting or riveting rigid section bands by means of a non-power-driven machine;

(8) cutting canvas, oppanol, polythene or scrim to templet by means of a non-power-driven guillotine;

(9) drawing filament from the bushing and directing it over the gathering shoe to the minder attendant;

(10) feeding slagwool, rockwool or mineral wool on to a moving belt;

(11) glueing canvas to rigid sections;

(12) operating and feeding a winding machine or operating a roning machine;

(13) operating a hollow rod machine, solid rod machine, mandrel winding machine, mandrel pulling machine, cutting machine or a centreless grinding machine;

(14) placing packages of fibre glass filament on to a creel and feeding ends into a machine;

(15) putting waterproof covering on rigid sections;

(16) splitting rigid sections by means of a mechanical knife;

(17) trimming rigid sections by machine;

(18) trimming rough edges and smoothing completed moulding by means of power-driven tools;

(19) weighing to a set scale the raw materials for the production of mineral wool, slagwool or rockwool; (xix)

(ix) "melting tank operator" means an employee who is engaged in operating a glass melting tank, a fibrising machine and resin sprays and who is responsible for the quality of the glass fibre produced; (ix)

(x) "melting tank operator, qualified," means a melting tank operator who has had not less than 12 months' experience; (x)

(xi) "melting tank operator, unqualified," means a melting tank operator who has had less than 12 months' experience; (xi)

- (7) vasteprofielbande deur middel van 'n nie-kragaangedrewe masjien sny of vasklink;
- (8) seil, oppanol, politeen, of voeringlinne met 'n nie-kragaangedrewe guillotine volgens 'n leipatroon sny;
- (9) filant van die bus aftrek en dit oor die draplaat na die bedieneroppasser rig;
- (10) slakwol, rotswol of mineraalwol op 'n bewegende band roer;
- (11) seil aan vaste profiele vasplak;
- (12) 'n wikkelmajien bedien en voer of 'n „roning“-majien bedien;
- (13) 'n holstammajien, soliedestammajien, drowelwikkelmajien, droweltrekmajien, snymajien of 'n senterlose slypmajien bedien;
- (14) pakke veselglasfilament op 'n skeerbank plaas en ente in 'n majien voer;
- (15) 'n waterdigte bedekking op vaste profiele plaas;
- (16) vaste profiele met 'n meganiese mes kloof;
- (17) vaste profiele met 'n majien afwerk;
- (18) ruwe rande afwerk en voltooiende vormgiestukke met kraggereedskap glad maak;
- (19) die grondstowwe vir die produksie van mineraalwol, slakwol of rotswol met 'n gestelde skaal afweeg; (viii)

(C) In die Platwaresektor van die Nywerheid.

(i) "algemene werker" 'n werknemer wat een of meer van die volgende werksaamhede verrig:—

- (1) Artikels dra, verplaas of opstapel;
- (2) masjinerie, implemente, gereedskap, gerei of ander artikels of voertuie of persele of glas, voor of na bewerking of versilwering, skoonmaak;
- (3) boodskappe, briewe of goedere te voet of per fiets of ander nie-kragaangedrewe voertuig aflewer of afhaal; kontantgeld vir K.B.A.-bestellings invorder of skriftelike bestellings aanneem;
- (4) masjiene voer of van hulle afneem; tens vull of daaruit aftap;
- (5) puimsteenpoel of rougeermiddel op wiele voer;
- (6) tuinwerk;
- (7) laai- of aflaaiwerk doen;
- (8) vure maak of in stand hou;
- (9) kiste, sakke of ander houers of pakkette merk, sjabloneer of etiketteer;
- (10) masjinerie of voertuie, uitgesonderd motorvoertuie, olie of smeer;
- (11) kiste, bale, sakke of pakkette oop- of toemaak of karton- of veselbordhouers vir gebruik by verpakking gereedmaak of vaslym;
- (12) 'n goederehysbak of handhystoestel bedien;
- (13) 'n kantoorafrolmajien bedien;
- (14) 'n kragaangedrewe vloerpoelermajien, stofsuiers of gras-snyer bedien;
- (15) artikels van dieselfde grootte en getal in houers verpak wat spesiaal ontwerp is om hulle te bevat;
- (16) 'n voertuig stoot of trek, maar nie deur middel van 'n kragaangedrewe toestel nie;
- (17) ou verf van spieëls verwyder;
- (18) met 'n gestelde skaal weeg of met 'n gestelde maat meet;

(v) (ii) "boorwerk" 'n werknemer wat gate met die hand of 'n majien in glas boor; (i)

(iii) "boorwerker, gekwalifiseerd," 'n boorwerker met minstens 12 maande ondervinding; (ii)

(iv) "boorwerker, ongekwalifiseerd," 'n boorwerker met minder as 12 maande ondervinding; (iii)

(v) "glasafskuins" 'n werknemer, uitgesonderd 'n poleerder, wat glas afskuins in enigteen van of al die prosesse en wat sjablone vir versierwerk mag sny; (vi)

(vi) "glasafskuins, gekwalifiseerd," 'n glasafskuins met minstens 3 jaar ondervinding; (vii)

(vii) "glasafskuins, ongekwalifiseerd," 'n glasafskuins met minder as 3 jaar ondervinding; (viii)

(viii) "glassnyer" 'n werknemer wat glas sny en glas mag uitsoek; (ix)

(ix) "glassnyer, gekwalifiseerd," 'n glassnyer met minstens 3 jaar ondervinding; (x)

(x) "glassnyer, ongekwalifiseerd," 'n glassnyer met minder as 3 jaar ondervinding; (xi)

(xi) "glasversilweraar" 'n werknemer wat 'n versilwering-oplossing volgens 'n verstrekte formule berei en wat sodanige oplossing met die hand of 'n majien op glas mag aanbring of oor 'n dergelike aanwending toesig mag hou; (xii)

(xii) "glasversilweraar, gekwalifiseerd," 'n glasversilweraar met minstens 3 jaar ondervinding; (xiii)

(xii) "pipe machine attendant" means an employee who attends a pipe forming machine and is responsible for winding slagwool, rockwool or mineral wool on a mandrel; (vi)

(xiii) "pipe machine attendant, qualified," means a pipe machine attendant who has had not less than 3 months' experience; (vii)

(xiv) "pipe machine attendant, unqualified," means a pipe machine attendant who has had less than 3 months' experience; (viii)

(xv) "spinnerman" means an employee who, under the supervision of a foreman, is responsible for regulating the flow of molten material from the furnace on to the spinners and who may instruct a chargineman as to the ingredients to be charged into the furnace; (xiii)

(xvi) "spinnerman, qualified," means a spinnerman who has had not less than six months' experience; (xiv)

(xvii) "spinnerman, unqualified," means a spinnerman who has had less than 6 months' experience; (xv)

(xviii) "supervisor" means an employee who is in charge of the employees in the rigid section or any other section manufacturing products from glass fibre, who is responsible for the efficient performance by them of their duties and who may set rigid section, cutting, glueing or facing machines; (xii)

(xix) "wire mattress maker" means an employee who stitches fibre glass wool on to a wire mesh foundation to a fixed pattern; (i)

(C) In the Flat-ware Section of the Industry.

(i) "Driller" means an employee who drills holes in glass by hand or machine; (ii)

(ii) "driller, qualified," means a driller who has had not less than 12 months' experience; (iii)

(iii) "driller, unqualified," means a driller who has had less than 12 months' experience; (iv)

(iv) "examiner" means an employee who makes a final inspection of glass for defects prior to silvering and who determines which side is to be silvered; (xiv)

(v) "general worker" means an employee who is engaged in any one or more of the following operations:—

(1) Carrying, moving or stacking articles;

(2) cleaning machinery, implements, tools, utensils or other articles or vehicles or premises or cleaning off glass before or after processing or silvering;

(3) delivering or collecting messages, letters or goods on foot or by means of a bicycle or other non-power-driven vehicle; collecting cash on C.O.D. sales or accepting written orders;

(4) feeding into or taking off from machines, feeding into or drawing off from tanks.

(5) feeding pumice powder or rouge on to wheels;

(6) gardening work;

(7) loading or unloading;

(8) making or maintaining fires;

(9) marking, stencilling or affixing labels on boxes, sacks or other containers or packages;

(10) oiling or greasing machinery or vehicles, other than motor vehicles;

(11) opening or closing boxes, bales, bags or packages or preparing or glueing cardboard or fibre board containers for use in packing;

(12) operating a goods lift or hand hoist;

(13) operating an office duplicating machine;

(14) operating a power-driven floor polisher, vacuum cleaner or lawn mower;

(15) packing articles of uniform size and number into containers specially designed to contain them or assisting a packer;

(16) pushing or pulling any vehicle, other than by means of a power-driven device;

(17) removing old paint from mirrors;

(18) weighing to a set scale or measuring to a fixed gauge; (i)

(vi) "glass beveller" means an employee, other than a polisher, who is engaged in bevelling glass in any or all of its processes and who may cut stencils for decorative work; (v)

(vii) "glass beveller, qualified," means a glass beveller who has had not less than 3 years' experience; (vi)

(viii) "glass beveller, unqualified," means a glass beveller who has had less than 3 years' experience; (vii)

(ix) "glass cutter" means an employee who is engaged in cutting glass and who may select glass; (viii)

(x) "glass cutter, qualified," means a glass cutter who has had not less than 3 years' experience; (ix)

(xi) "glass cutter, unqualified," means a glass cutter who has had less than 3 years' experience; (x)

(xii) "glass silverer" means an employee who is engaged in the preparation of a silvering solution from a supplied formula and who may apply or supervise the application of such solution to glass by hand or machine; (xi)

(xiii) "glasversilweraar, ongekwalifiseerd," 'n glasversilweraar met minder as 3 jaar ondervinding; (xiv)

(xiv) "ondersoeker," 'n werknemer wat glas finaal ondersoek om vas te stel of daar defekte is voordat dit versilwer word en wat bepaal watter kant versilwer moet word; (iv)

(xv) "poleerder," 'n werknemer wat die kante van glas met die hand of met 'n masjien afskerp, fynskuur, uitgroef, poleer of rougeer; (xviii)

(xvi) "poleerder, gekwalifiseerd," 'n poleerder met minstens 2 jaar ondervinding; (xix)

(xvii) "poleerder, ongekwalifiseerd," 'n poleerder met minder as 3 jaar ondervinding; (xx)

(xviii) "spuitskilder, gekwalifiseerd," 'n spuitskilder met minstens 6 maande ondervinding; (xvi)

(xix) "spuitskilder, ongekwalifiseerd," 'n spuitskilder met minder as 6 maande ondervinding; (xvii)

(xx) "verpakker," 'n werknemer wat onder die toesig van 'n voorman of 'n gekwalifiseerde manlike klerk, goedere vir vervoer of aflewering verpak en wat kratte mag aanmeekaarsit en maak; (xv)

(D) *In die Holwaresektor van Nywerheid.*

(i) "Baasbediener van 'n houervervaardigingsmasjien," 'n werknemer in beheer van 2 of meer houervervaardigingsmasjiene; (xv)

(ii) "bediener van 'n houervervaardigingsmasjien, gekwalifiseerd," 'n bediener van 'n houervervaardigingsmasjiene met minstens 12 maande ondervinding; (xx)

(iii) "bediener van 'n houervervaardigingsmasjien, ongekwalifiseerd," 'n bediener van 'n houervervaardigingsmasjiene met minder as 12 maande ondervinding; (xxi)

(iv) "gietvormskoonmaker," 'n werknemer wat gietvorms skoonmaak deur middel van saamgeperste lug of kragaaangedrewe masjiene; (xvi)

(v) "gietvormhersteller," 'n werknemer wat gietvorms herstel; (xvii)

(vi) "gietvormhersteller, gekwalifiseerd," 'n gietvormhersteller met minstens 4 jaar ondervinding; (xviii)

(vii) "gietvormhersteller, ongekwalifiseerd," 'n gietvormhersteller met minder as 4 jaar ondervinding; (xix)

(viii) "glasmengselbereider," 'n werknemer wat, onder die toesig van 'n skeikundige of 'n voorman, verantwoordelik is vir die afweeg en meng van bestanddele, volgens bepaalde verhoudings, wat vir die vervaardiging van glas gebruik word, en wat oor skaalwerkers toesig mag hou; (i)

(ix) "glasmengselbereider, gekwalifiseerd," 'n glasmengselbereider met minstens 12 maande ondervinding; (ii)

(x) "glasmengselbereider, ongekwalifiseerd," 'n mengselbereider met minder as 12 maande ondervinding; (iii)

(xi) "indoena," 'n werknemer wat 'n kampongbestuurder help om orde of dissipline in 'n kampong te handhaaf; (xiv)

(xii) "kampongbestuurder," 'n werknemer wat in beheer is van 'n kampong en verantwoordelik is vir die sindelikeheid en dissipline van die persone wat daarin gehuisves is; (iv)

(xiii) "ondersoeker," 'n werknemer wat onder die toesig van 'n sorteerder houters of ander glasware ondersoek ten einde vas te stel of daar defekte is, en wat sodanige artikels mag verpak of sjabloneer; (vi)

(xiv) "oondwerker," 'n werknemer wat verantwoordelik is vir die instandhouding van die stoomdruk en die temperatuur van gasse wat deur die gasopwekkers geproduseer is, asook vir die temperatuur en die stand van die metaal in oonde; (vii)

(xv) "oondwerker, gekwalifiseerd," 'n oondwerker met minstens 12 maande ondervinding; (viii)

(xvi) "oondwerker, ongekwalifiseerd," 'n oondwerker met minder as 12 maande ondervinding; (ix)

(xvii) "skaalwerker," 'n werknemer wat, onder die toesig van 'n voorman of glasmengselbereider bestanddele vir die vervaardiging van glas afweeg; (xxiv)

(xviii) "sleepgraafbediener," 'n werknemer wat sand in stort-tregters bymeekaarskraap met behulp van 'n kragaaangedrewe windas en wat sodanige windas mag aansit en stopsit; (xxiii)

(xix) "sorteerder," 'n werknemer wat toesig hou oor ondersoekers en wat daarvoor verantwoordelik is dat hulle hul pligte op 'n doeltreffende wyse uitvoer; (xxv)

(xx) "sorteerder, gekwalifiseerd," 'n sorteerder met minstens 12 maande ondervinding; (xxvi)

(xxi) "sorteerder, ongekwalifiseerd," 'n sorteerder met minder as 12 maande ondervinding; (xxvii)

(xxii) "verpakker," 'n werknemer wat beheer het oor die verpakking van artikels in kratte, kiste, of ander houters vir vervoer of aflewering en wat sodanige artikels mag weeg; (xxii)

(xxiii) "versiermasjienvoerder," 'n werknemer wat bottels in 'n versiermasjien voer of dit daarvan afneem en wat sodanige masjiene mag aansit of stopsit; (v)

(xiii) "glass silverer, qualified," means a glass silverer who has had not less than 3 years' experience; (xii)

(xiv) "glass silverer, unqualified," means a glass silverer who has had less than 3 years' experience; (xiii)

(xv) "packer" means an employee who, under the supervision of a foreman or a qualified male clerk, is engaged in packing goods for transport or delivery and who may assemble and make crates; (xx)

(xvi) "paint sprayer, qualified," means a paint sprayer who has had not less than 6 months' experience; (xviii)

(xvii) "paint sprayer, unqualified," means a paint sprayer who has had less than 6 months' experience; (xix)

(xviii) "polisher" means an employee who is engaged in arising, buffing, grooving, polishing or roughing the edges of glass by hand or machine; (xv)

(xix) "polisher, qualified," means a polisher who has had not less than 2 years' experience; (xvi)

(xx) "polisher, unqualified," means a polisher who has had less than 2 years' experience; (xvii)

(D) *In the Hollow-ware Section of the Industry.*

(i) "Batchman" means an employee who, under the supervision of a chemist or a foreman, is responsible for the weighing and mixing of specified proportions of ingredients which go to make glass and who may supervise scalemen; (viii)

(ii) "batchman, qualified," means a batchman who has had not less than 12 months' experience; (ix)

(iii) "batchman, unqualified," means a batchman who has had less than 12 months' experience; (x)

(iv) "compound manager" means an employee who is in charge of a compound and responsible for the cleanliness and discipline of the persons housed in the compound; (xii)

(v) "decorating machine feeder" means an employee who is engaged in feeding bottles to or taking off bottles from a decorating machine and who may start and stop such machine; (xxiii)

(vi) "examiner" means an employee who, under the supervision of a sorter, examines containers or other glassware for defects and who may pack or stencil such articles; (xiii)

(vii) "furnaceman" means an employee who is responsible for maintaining the steam pressure and the temperature of gases produced in gas producers and the temperature of and the metal level in furnaces; (xiv)

(viii) "furnaceman, qualified," means a furnaceman who has had not less than 12 months' experience; (xv)

(ix) "furnaceman, unqualified," means a furnaceman who has had less than 12 months' experience; (xvi)

(x) "grade I employee" means an employee who is engaged in any one or more of the following capacities or operations:—

(1) Attending any power-driven machine not elsewhere specifically mentioned;

(2) decorating machine feeder;

(3) gold banding;

(4) making screens for decorating work;

(5) preparing paint for use;

(6) sand winch operator; (xxiv)

(xi) "grade I employee, qualified," means a grade I employee who has had not less than 3 months' experience; (xxv)

(xii) "grade I employee, unqualified," means a grade I employee who has had less than 3 months' experience; (xxvi)

(xiii) "grade II employee" means an employee who is engaged in any one or more of the following capacities or operations:—

(1) Acid etching;

(2) cutting metal for screens by hand tool;

(3) dismantling screens;

(4) examiner;

(5) fire-finishing;

(6) moving loaded pallets by means of a power-driven but pedestrian controlled vehicle;

(7) packing bottles in bags for transport or sewing such bags;

(8) pressing;

(9) scaleman;

(10) spray painting or hand printing of containers or applying transfers;

(11) taker-in;

(12) taker-out; (xxvii)

(xiv) "induna" means an employee who assists a compound manager in maintaining order or discipline in a compound; (xi)

(xv) "leading operator of a machine producing containers" means an employee who is in charge of 2 or more machines producing containers; (i)

(xvi) "mould cleaner" means an employee who is engaged in cleaning moulds by means of compressed air or power-driven machine; (iv)

(xxiv) "werknemer graad I" 'n werknemer wat in een of meer van die volgende hoedanighede diens doen of een of meer van die volgende werksaamhede verrig:—

- (1) Enige kragaangedrewe masjien oppas wat nie elders uitdruklik vermeld word nie;
- (2) versiermasjienvoerder;
- (3) bandvergulsel aanbring;
- (4) skerms vir sierwerk vervaardig;
- (5) verf vir gebruik berei;
- (6) sleepgraafbediener; (x)
- (xxv) "Werknemer graad I, gekwalifiseer," 'n werknemer graad I met minstens 3 maande ondervinding; (xi)
- (xxvi) "werknemer graad I, ongekwalifiseer," 'n werknemer graad I met minder as 3 maande ondervinding; (xii)
- (xxvii) "werknemer graad II," 'n werknemer wat in een of meer van die volgende hoedanighede diens doen of een of meer van die volgende werksaamhede verrig:—

- (1) Etswerk met suur doen;
- (2) metaal vir skerms met handgereedskap sny;
- (3) skerms demonteer;
- (4) ondersoeker;
- (5) afwerking met vuur;
- (6) gelaai draagplanke verplaas met behulp van 'n kragaan-gedrewe voertuig wat deur 'n voetganger beheer word;
- (7) bottels in sakke verpak vir vervoer, of sodanige sakke vas-naai;
- (8) perswerk;
- (9) skaalwerker;
- (10) houers spuitverf of met die hand bedruk, of oordruksels aanbring;
- (11) innemer;
- (12) uitnemer; (xiii)

(E) *In die Veiligheidsglassektor van die Nywerheid.*

- (i) "Bediener van 'n randslyp- en -poleermasjien, gekwalifiseer," 'n bediener van 'n randslyp- en -poleermasjien met minstens 6 maande ondervinding; (xi)
 - (ii) "bediener van 'n randslyp- en -poleermasjien, ongekwalifiseer," 'n bediener van 'n randslyp- en -poleermasjien met minder as 6 maande ondervinding; (xii)
 - (iii) "glassnyer" 'n werknemer, uitgesonderd 'n leipatroonglassnyer, wat glas sny en wat glas mag uitsoek en toesig mag hou oor leipatroonglassnyers; (viii)
 - (iv) "glassnyer, gekwalifiseer," 'n glassnyer met minstens 3 jaar ondervinding; (ix)
 - (v) "glassnyer, ongekwalifiseer," 'n glassnyer met minder as 3 jaar ondervinding; (x)
 - (vi) "handrandslyper" 'n werknemer wat glasrande met die hand slyp en poleer; (i)
 - (vii) "handrandslyper, gekwalifiseer," 'n handrandslyper met minstens 2 jaar ondervinding; (ii)
 - (viii) "handrandslyper, ongekwalifiseer," 'n handrandslyper met minder as 2 jaar ondervinding; (iii)
 - (ix) "leipatroonglassnyer" 'n werknemer wat glas sny volgens 'n leipatroonsirkeltoestel, 'n sirkelsnytoestel, 'n afstandglassnyer of ander leitoestel; (xvii)
 - (x) "leipatroonglassnyer, gekwalifiseer," 'n leipatroonglassnyer met minstens 2 jaar ondervinding; (xviii)
 - (xi) "leipatroonglassnyer, ongekwalifiseer," 'n leipatroonglassnyer met minder as 2 jaar ondervinding; (xix)
 - (xii) "ondersoeker" 'n werknemer wat glas visueel ondersoek ten einde defekte te ontdek; (iv)
 - (xiii) "oondbediener" 'n werknemer wat 'n oond in die buig- of temperingproses van glas bedien; (v)
 - (xiv) "oondbediener, gekwalifiseer," 'n oondbediener met minstens 4 jaar ondervinding; (vi)
 - (xv) "oondbediener, ongekwalifiseer," 'n oondbediener met minder as 4 jaar ondervinding; (vii)
 - (xvi) "proseswerker" 'n werknemer wat in een of meer van die volgende hoedanighede diens doen of een of meer van die volgende werksaamhede verrig:—
- (1) Met die hand monteër;
 - (2) randafsluiting;
 - (3) filmsnyer;
 - (4) films was en droog;
 - (5) rubberpype aan 'n glasmontering aanbring of dit daarvan verwyder;

(xvii) "mould repairer" means an employee who is engaged in repairing moulds; (v)

(xviii) "mould repairer, qualified," means a mould repairer who has had not less than 4 years' experience; (vi)

(xix) "mould repairer, unqualified," means a mould repairer who has had less than 4 years' experience; (vii)

(xx) "operator of a machine producing containers, qualified," means an operator of a machine producing containers who has had not less than 12 months' experience; (ii)

(xxi) "operator of a machine producing containers, unqualified," means an operator of a machine producing containers who has had less than 12 months' experience; (iii)

(xxii) "packer" means an employee who is in charge of the packing of articles into crates, boxes or other containers for transport or delivery and who may weigh such articles; (xxii)

(xxiii) "sand winch-operator" means an employee who is engaged in scraping sand into hoppers by means of a power-driven winch and who may start and stop such winch; (xviii)

(xxiv) "scaleman" means an employee who, under the supervision of a foreman or batchman, weighs ingredients which go to make glass; (xvii)

(xxv) "sorter" means an employee who supervises examiners and is responsible for the efficient performance by them of their duties; (xix)

(xxvi) "sorter, qualified," means a sorter who has had not less than 12 months' experience; (xx)

(xxvii) "sorter, unqualified," means a sorter who has had less than 12 months' experience; (xxi)

(E) *In the Safety Glass Section of the Industry.*

(i) "Edge grinder by hand" means an employee who is engaged in grinding and polishing the edges of glass by hand; (vi)

(ii) "edge grinder by hand, qualified," means an edge grinder by hand who has had not less than 2 years' experience; (vii)

(iii) "edge grinder by hand, unqualified," means an edge grinder by hand who has had less than 2 years' experience; (viii)

(iv) "examiner" means an employee who is engaged in the visual examination of glass for defects; (xii)

(v) "furnace operator" means an employee who is engaged in operating a furnace in the process of bending or toughening glass; (xiii)

(vi) "furnace operator, qualified," means a furnace operator who has had not less than 4 years' experience; (xiv)

(vii) "furnace operator, unqualified," means a furnace operator who has had less than 4 years' experience; (xv)

(viii) "glass cutter" means an employee, other than a templet cutter, who is engaged in cutting glass and who may select glass and supervise templet cutters; (iii)

(ix) "glass cutter, qualified," means a glass cutter who has had not less than 3 years' experience; (iv)

(x) "glass cutter, unqualified," means a glass cutter who has had less than 3 years' experience; (v)

(xi) "operator of an edge grinding and polishing machine, qualified," means an operator of an edge grinding and polishing machine who has had not less than 6 months' experience; (i)

(xii) "operator of an edge grinding and polishing machine, unqualified," means an operator of an edge grinding and polishing machine who has had less than 6 months' experience; (ii)

(xiii) "packer" means an employee who, under the supervision of a foreman or a qualified male clerk, is engaged in packing goods for transport or delivery; (xix)

(xiv) "process hand" means an employee who is engaged in any one or more of the following capacities or operations:—

- (1) Assembling by hand;
- (2) edge sealing;
- (3) film cutter;
- (4) film washer and drier;
- (5) fitting rubber ducting to or removing it from a glass assembly;
- (6) loading or unloading an autoclave or oven;
- (7) operating a cleaning machine;
- (8) operating an assembly machine;
- (9) operating a tinting machine;
- (10) platen process operator;
- (11) silk screen operator;
- (12) trimming edges of films in glass assemblies; (xiv)

- (6) 'n outoklaaf of oond vul of leegmaak;
- (7) 'n skoonmaakmasjien bedien;
- (8) 'n monteer masjien bedien;
- (9) 'n kleurmasjien bedien;
- (10) plaatproseswerker;
- (11) syskermbediener;
- (12) filmrande in glasmonteerwerk afwerk; (xiv)

(xvii) "proseswerker, gekwalifiseerd," 'n proseswerker met minstens 2 jaar ondervinding; (xv)

(xviii) "proseswerker ongekwalifiseerd," 'n proseswerker met minder as 2 jaar ondervinding; (xvi)

(xix) "verpakker" 'n werknemer wat, onder die toesig van 'n voorman of 'n gekwalifiseerde manlike klerk, goedere verpak vir vervoer of aflewering; (xiii)

(F) *In die Ruitglassektor van die Nywerheid.*

(i) "Afsnywerker" 'n werknemer wat, onder die toesig van 'n boonsteverdiepingopsigter, die volgende take verrig:—

(a) Glas ondersoek wanneer dit op die boonste verdieping afgesny word;

(b) sodanige glas aanvanklik klassifiseer of gradeer; en

(c) snywiele of -toestelle omruil;

en wat vooraf gesnyde ruitglas mag kloof, registers mag byhou en toesig mag hou oor werknemers wat die rande van vooraf-gesnyde glas verwyder; (xiii)

(ii) "afsnywerker, gekwalifiseerd," 'n afsnywerker met minstens 12 maande ondervinding; (xiv)

(iii) "afsnywerker, ongekwalifiseerd," 'n afsnywerker met minder as 12 maande ondervinding; (xv)

(iv) "balkonwerker" 'n werknemer wat, onder die toesig van 'n hoofbediener van 'n glastrekmassjien daarvoor verantwoordelik is om die rollers op te lig ten einde defekte in die deurgang van die glas deur die balkonne uit die weg te ruim; (iv)

(v) "balkonwerker, gekwalifiseerd," 'n balkonwerker met minstens 6 maande ondervinding; (v)

(vi) "balkonwerker, ongekwalifiseerd," 'n balkonwerker met minder as 6 maande ondervinding; (vi)

(vii) "penbevestigingsmasjienbediener" 'n werknemer wat isolators en penne in 'n penbevestigingsmasjien insit en hulle meet en aanmekeer; (xiv)

(viii) "boonsteverdiepingopsigter" 'n werknemer wat toesig hou oor al die werknemers wat op die boonste verdieping werk en wat die registers van die boonste verdieping byhou; (i)

(ix) "deeltydse tafelbediende" 'n werknemer wat etes, tee of soortgelyke drankie in 'n personeeleetkamer vir hoogstens 4 uur per dag opdien en wat vir die res van die gewone werke die pligte verrig van 'n klas werknemer waarvoor dieselfde of 'n laer loon voorgeskryf word; (xlv)

(x) "dopopsitmasjienbediener" 'n werknemer wat 'n isolator-dopopsitmasjien bedien; (xi)

(xi) "eerste sorteerder" 'n werknemer wat isolators ondersoek en sorteer na die aanvanklike temperingsproses; (xx)

(xii) "gasbereider" 'n werknemer wat, onder die toesig van 'n voorman, vir die bereiding van oongas verantwoordelik is; (xxiv)

(xiii) "gasbereider, gekwalifiseerd," 'n gasbereider met minstens 6 maande ondervinding; (xxv)

(xiv) "gasbereider, ongekwalifiseerd," 'n gasbereider met minder as 6 maande ondervinding; (xxvi)

(xv) "glasmengselbereider" 'n werknemer wat onder die toesig van 'n skeikundige of 'n voorman verantwoordelik is vir die afweeg en meng, in bepaalde verhoudings, van bestanddele wat gebruik word vir die vervaardiging van glas; (vii)

(xvi) "glasmengselbereider, gekwalifiseerd," 'n glasmengselbereider met minstens 6 maande ondervinding; (viii)

(xvii) "glasmengselbereider ongekwalifiseerd," 'n glasmengselbereider met minder as 6 maande ondervinding; (ix)

(xviii) "glassnyer" 'n werknemer wat glas vir voorraad sny met behulp van 'n afstandsnytoestel; (xxvii)

(xix) "glassnyer, gekwalifiseerd," 'n glassnyer met minstens 18 maande ondervinding; (xxviii)

(xx) "glassnyer, ongekwalifiseerd," 'n glassnyer met minder as 18 maande ondervinding; (xxix)

(xv) "process hand, qualified," means a process hand who has had not less than 2 years' experience; (xvii)

(xvi) "process hand, unqualified," means a process hand who has had less than 2 years' experience; (xviii)

(xvii) "templet cutter" means an employee who is engaged in cutting glass according to templet circle appliance, circle cutting appliance, glass cutting range or by other guiding appliance; (ix)

(xviii) "templet cutter, qualified," means a templet cutter who has had not less than 2 years' experience; (x)

(xix) "templet cutter, unqualified," means a templet cutter who has had less than 2 years' experience; (xi)

(F) *In the Sheetglass and Insulator Sections of the Industry.*

(i) "Archman" means an employee who, under the supervision of a foreman, is responsible for recording furnace temperatures; (xlv)

(ii) "archman, qualified," means an archman who has had not less than 6 months' experience; (xlv)

(iii) "archman, unqualified," means an archman who has had less than 6 months' experience; (xlvii)

(iv) "balcony man" means an employee who, under the supervision of a chief glass drawing machine operator, is responsible for lifting rollers for the clearance of faults in the passage of glass through the balconies; (iv)

(v) "balcony man, qualified," means a balcony man who has had not less than 6 months' experience; (v)

(vi) "balcony man, unqualified," means a balcony man who has had less than 6 months' experience; (vi)

(vii) "batchman" means an employee who, under the supervision of a chemist or a foreman, is responsible for the weighing and mixing of specified proportions of ingredients which go to make glass; (xv)

(viii) "batchman, qualified," means a batchman who has had not less than 6 months' experience; (xvi)

(ix) "batchman, unqualified," means a batchman who has had less than 6 months' experience; (xvii)

(x) "boilerman" means an employee who is in charge of one or more boiler attendants; (xxv)

(xi) "capping machine operator" means an employee who operates an insulator capping machine; (x)

(xii) "chief glass drawing machine operator" means an employee who is engaged in supervising 2 or more glass drawing machine operators and who rectifies any glass substance faults; (xxiv)

(xiii) "cut-off man" means an employee who, under the supervision of a top floor supervisor, is engaged in—

(a) examining glass as it is cut off on the top floor;

(b) the initial classifying or grading of such glass; and

(c) changing cutting wheels or devices;

and who may split pre-cut sheets, keep records and supervise employees removing pre-cut edges from glass; (i)

(xiv) "cut-off man, qualified," means a cut-off man who has had not less than 12 months' experience; (ii)

(xv) "cut-off man, unqualified," means a cut-off man who has had less than 12 months' experience; (iii)

(xvi) "cutter and presser" means an employee who measures the quantity of moulten glass into a mould, presses the shell and stirs the cavity using a hand press; (xli)

(xvii) "cutter and presser, qualified," means a cutter and presser who has had not less than 12 months' experience; (xlii)

(xviii) "cutter and presser, unqualified," means a cutter and presser who has had less than 12 months' experience; (xliii)

(xix) "examiner" means an employee who examines glass for defects and sorts glass to quality standards before despatch; (xxxiii)

(xx) "first sorter" means an employee who examines and sorts insulators after the initial toughening process; (xi)

(xxi) "furnaceman" means an employee who, under the supervision of a foreman, controls the feed of raw materials and gas into a furnace; (xxxiv)

(xxii) "furnaceman, qualified," means a furnaceman who has had not less than 6 months' experience; (xxxv)

(xxi) "glastrekmassienbediener" 'n werknemer wat, onder die toesig van 'n hoofbediener van 'n glastrekmassien, glas in die vorm van 'n breë, beheerde band uit die oond trek met behulp van 'n kragaangedrewe masjien; (xxx)

(xxii) "glastrekmassienbediener, gekwalifiseerd," 'n glastrekmassienbediener met minstens 12 maande ondervinding; (xxxi)

(xxiii) "glastrekmassienbediener, ongekwalifiseerd," 'n glastrekmassienbediener met minder as 12 maande ondervinding; (xxxii)

(xxiv) "hoofbediener van 'n glastrekmassien" 'n werknemer wat toesig hou oor 2 of meer bedieners van 'n glastrekmassien en wat foute in die samestelling van die glas regmaak; (xii)

(xxv) "ketelwerker" 'n werknemer wat in beheer van 1 of meer keteloppassers is; (x)

(xxvi) "laai-opsigter" 'n werknemer wat daarvoor verantwoordelik is dat alle verpakte glas doeltreffend gelaai word; (xl)

(xxvii) "lehr-endsorteerder" 'n werknemer wat isolatordoppe ná skoktoetse ondersoek; (xxxvii)

(xxviii) "lehr-endsorteerder, gekwalifiseerd," 'n lehr-endsorteerder met minstens 12 maande ondervinding; (xxxviii)

(xxix) "lehr-endsorteerder, ongekwalifiseerd," 'n lehr-endsorteerder met minder as 12 maande ondervinding; (xxxix)

(xxx) "masjienversorger" 'n werknemer wat, onder die toesig van 'n voorman, verantwoordelik is vir die doeltreffende werking van masjiene, met inbegrip van die olie en smeer daarvan, die instandhouding van die water- en lugverkoelingsstelsel van oonde, en wat masjienselheid en die glasstande aanteken; (xli)

(xxxi) "masjienversorger, gekwalifiseerd," 'n masjienversorger met minstens 6 maande ondervinding; (xlii)

(xxxii) "masjienversorger, ongekwalifiseerd," 'n masjienversorger met minder as 6 maande ondervinding; (xliii)

(xxxiii) "ondersoeker" 'n werknemer wat glas ondersoek ten einde defekte te ontdek en wat glas volgens gehaltstandaarde sorteer voordat dit versend word; (xix)

(xxxiv) "oondwerker" 'n werknemer wat, onder die toesig van 'n voorman, beheer het oor die voer van grondstowwe en gas in 'n oond; (xxi)

(xxxv) "oondwerker, gekwalifiseerd," 'n oondwerker met minstens 6 maande ondervinding; (xxii)

(xxxvi) "oondwerker, ongekwalifiseerd," 'n oondwerker met minder as 6 maande ondervinding; (xxiii)

(xxxvii) "roetinespanningsmasjienbediener" 'n werknemer wat isolators by wyse van spanning toets en hulle vir defekte ondersoek; (xlii)

(xxxviii) "roetinespanningsmasjienbediener, gekwalifiseerd," 'n roetinespanningsmasjienbediener met minstens 6 maande ondervinding; (xlii)

(xxxix) "roetinespanningsmasjienbediener, ongekwalifiseerd," 'n roetinespanningsmasjienbediener met minder as 6 maande ondervinding; (xlviii)

(xl) "snyer" 'n werknemer wat asbesklere maak of herstel; (xlix)

(xli) "snyer en perser" 'n werknemer wat die hoeveelheid gesmelte glas in 'n gietvorm afmeet, die dop afdruk en die opening roer deur van 'n handpers gebruik te maak; (xvi)

(xlii) "snyer en perser, gekwalifiseerd," 'n snyer en perser met minstens 12 maande ondervinding; (xvii)

(xliii) "snyer en perser, ongekwalifiseerd," 'n snyer en perser met minder as 12 maande ondervinding; (xviii)

(xliv) "temperaar" 'n werknemer wat isolators van die effeningsoond verwyder en hulle op die temperingsmasjiens plaas en daarvan verwyder; (li)

(xlv) "temperatuuraantekenaar" 'n werknemer wat onder die toesig van 'n voorman verantwoordelik is vir die aantekening van oondtemperatuur; (i)

(xlii) "temperatuuraantekenaar, gekwalifiseerd," 'n temperatuuraantekenaar met minder as 6 maande ondervinding; (ii)

(xlii) "temperatuuraantekenaar, ongekwalifiseerd," 'n temperatuuraantekenaar met minder as 6 maande ondervinding; (iii)

(xxiii) "furnaceman, unqualified," means a furnaceman who has had less than 6 months' experience; (xxxvi)

(xxiv) "gas producer man" means an employee who, under the supervision of a foreman, is responsible for the production of producer gas; (xii)

(xxv) "gas producer man, qualified," means a gas producer man who has had not less than 6 months' experience; (xiii)

(xxvi) "gas producer man, unqualified," means a gas producer who has had less than 6 months' experience; (xiv)

(xxvii) "glass cutter" means an employee who is engaged in cutting glass for stock by means of a range; (xviii)

(xxviii) "glass cutter, qualified," means a glass cutter who has had not less than 18 months' experience; (xix)

(xxix) "glass cutter, unqualified," means a glass cutter who has had less than 18 months' experience; (xx)

(xxx) "glass drawing machine operator" means an employee who, under the supervision of a chief glass drawing machine operator, is engaged in withdrawing glass by power-driven machine from the furnace as a broad controlled ribbon; (xxi)

(xxxi) "glass drawing machine operator, qualified," means a glass drawing machine operator who has had not less than 12 months' experience; (xxii)

(xxxii) "glass drawing machine operator, unqualified," means a glass drawing machine operator who has had less than 12 months' experience; (xxiii)

(xxxiii) "grade I employee" means an employee who is engaged in any one or more of the following capacities or operations:—

- (1) Examining and gauging fittings for manufacturing or for galvanising defects;
- (2) gauging and placing insulator shells on the lehr unit;
- (3) ladling molten glass into press;
- (4) loading, unloading, stacking, carrying or moving sheet glass;
- (5) operating a goods lift or hand hoist in the movement of glass;
- (6) packing or wrapping glass or strapping by machine or nailing crates;
- (7) removing glass from drawing machine by fracture separation;
- (8) removing pre-cut edges from glass;
- (9) tailor;
- (10) taker-in;
- (11) toughener; (xlviii)

(xxxiv) "grade I employee, qualified," means a grade I employee who has had not less than 3 months' experience; (xlix)

(xxxv) "grade I employee, unqualified," means a grade I employee who has had less than 3 months' experience; (l)

(xxxvi) "grade II employee" means an employee who is engaged in any one or more of the following operations:—

- (1) Cutting paper by non-power-driven guillotine;
- (2) making clay pieces in pre-prepared casings or moulds;
- (3) mixing clay for moulds;
- (4) moving coal by power-driven but pedestrian controlled scoop;
- (5) sorting cullet for colour; (li)

(xxxvii) "lehr end sorter" means an employee who examines insulator shells after shock tests; (xxvii)

(xxxviii) "lehr end sorter, qualified," means a lehr end sorter who has had not less than 12 months' experience; (xxviii)

(xxxix) "lehr end sorter, unqualified," means a lehr end sorter who has had less than 12 months' experience; (xxix)

(xl) "loading supervisor" means an employee who is responsible for the efficient loading of all packed glass; (xxvi)

(xli) "machineman" means an employee who, under the supervision of a foreman, is responsible for the efficient running of machines, including the oiling and greasing of machines, maintaining the water and air cooling devices of furnaces and who records machine speeds and glass levels; (xxx)

(xlviii) "werknemer graad I" 'n werknemer wat in een of meer van die volgende hoedanighede diens doen of een of meer van die volgende werksaamhede verrig:—

(1) Toebehorens vir vervaardigings- of galvaniseringsdefekte ondersoek en meet;

(2) isolatordoppe op die lehr-eenheid meet en plaas;

(3) gesmelte glas in 'n pers inskep;

(4) ruitglas laai, aflaai, stapel, dra of verplaas;

(5) 'n goederehysbak of 'n handhystoestel vir die verplasing van glas bedien;

(6) glas verpak of toedraai of met 'n masjien bande daaraan sit, of kratte toespyker;

(7) glas van die trekmasjien verwyder deur middel van breuk-skeiding;

(8) voorafgesnyde rande van glas verwyder;

(9) snyer;

(10) innemer;

(11) glas temper; (xxxiii)

(xlix) "werknemer graad I, gekwalifiseerd," 'n werknemer graad I met minstens 3 maande ondervinding; (xxxiv)

(l) "werknemer graad I, ongekwalifiseerd," 'n werknemer graad I met minder as 3 maande ondervinding; (xxxv)

(li) "werknemer graad II," 'n werknemer wat een of meer van die volgende werksaamhede verrig:—

(1) Papier met 'n nie-kragaangedrewe guillotine sny;

(2) By die toepassing van hierdie vasstelling word 'n werk-

(3) klei vir gietvorms meng;

(4) steenkool met 'n kragaangedrewe maar voetgangerbeheerde skop verplaas;

(5) glasafval volgens kleur sorteer. (xxxvi)

(2) By die toepassing van hierdie Vasstelling word 'n werknemer geag in daardie klas te wees waarin hy uitsluitlik of hoofsaaklik werksaam is.

3. BESOLDIGING.

(1) Die minimum loon wat 'n werkgever aan elke lid van ondergenoemde klasse werknemers moet betaal, is dié hieronder uiteengesit:—

(a) *Werknemers, uitgesonderd los werknemers.*

(A) *In Alle Sektors van die Nywerheid.*

(i)	In alle gebiede. Per week. R c
Ambagsman	38 18
Assistent-voorman	29 90
Chaufeur	11 50
Klerk, vrou, gekwalifiseerd	17 31
Klerk, vrou, ongekwalifiseerd:—	
Gedurende die eerste jaar ondervinding	10 38
Gedurende die tweede jaar ondervinding	12 12
Gedurende die derde jaar ondervinding	13 85
Gedurende die vierde jaar ondervinding	15 58
Klerk, man, gekwalifiseerd	25 39
Klerk, man, ongekwalifiseerd:—	
Gedurende die eerste jaar ondervinding	11 54
Gedurende die tweede jaar ondervinding	14 31
Gedurende die derde jaar ondervinding	17 08
Gedurende die vierde jaar ondervinding	19 85
Gedurende die vyfde jaar ondervinding	22 62
Fabrieksklerk, gekwalifiseerd	13 80
Fabrieksklerk, ongekwalifiseerd:—	
Gedurende die eerste 6 maande ondervinding	9 20
Gedurende die tweede 6 maande ondervinding	11 50
Voorman	40 02
Faktotum	16 10
Masjienfaktotum	20 70
Handelsreisiger, gekwalifiseerd	38 76

(xlii) "machineman, qualified," means a machineman who has had not less than 6 months' experience; (xxxi)

(xliii) "machineman, unqualified," means a machineman who has had less than 6 months' experience; (xxxii)

(xlv) "part-time waiter" means an employee who is engaged in serving meals or tea or similar beverages in a staff eating room for not more than 4 hours on any day and who for the remaining ordinary hours of work is engaged on the duties of a class of employee for which the same or a lower rate of wage is prescribed; (ix)

(xlv) "pinning machine operator" means an employee who is engaged in fitting insulators and pins in a pinning machine and gauges and cements them together; (vii)

(xlv) "routine tension machine operator" means an employee who tests insulators by tension and examines them for defects; (xxxvii)

(xlvii) "routine tension machine operator, qualified," means a routine tension machine operator who has had not less than 6 months' experience; (xxxviii)

(xlviii) "routine tension machine operator, unqualified," means a routine tension machine operator who has had less than 6 months' experience; (xxxix)

(xlix) "tailor" means an employee who is engaged in making or repairing asbestos clothing; (xi)

(l) "top floor supervisor" means an employee who is engaged in supervising all employees working on the top floor and who maintains the top floor records; (viii)

(li) "toughener" means an employee who removes insulators from the equalising kiln and places them on and removes them from the toughening machine. (xlv)

(2) For the purpose of this Determination an employee shall be deemed to be in that class in which he is wholly or mainly engaged.

3. REMUNERATION.

(1) The minimum wage which an employer shall pay to each member of the undermentioned classes of his employees shall be as set out hereunder:—

(a) *Employees other than casual employees.*

(A) *In All Sections of the Industry.*

(i)	In all Areas. Per Week. R c
Artisan	38 18
Assistant foreman	29 90
Chaufeur	11 50
Clerk, female, qualified	17 31
Clerk, female, unqualified:—	
During the first year of experience	10 38
During the second year of experience	12 12
During the third year of experience	13 85
During the fourth year of experience	15 58
Clerk, male, qualified	25 39
Clerk, male, unqualified:—	
During the first year of experience	11 54
During the second year of experience	14 31
During the third year of experience	17 08
During the fourth year of experience	19 85
During the fifth year of experience	22 62
Factory clerk, qualified	13 80
Factory clerk, unqualified:—	
During the first 6 months of experience	9 20
During the second 6 months of experience	11 50
Foreman	40 02
Handyman	16 10
Machine handyman	20 70
Traveller, qualified	38 76

	<i>In alle gebiede. Per week</i>		<i>In all Areas. Per Week.</i>
Handelsreisiger, ongekwalifiseerd:—	R c	Traveller, unqualified:—	R c
Gedurende die eerste jaar ondervinding	27 68	During the first year of experience	27 68
Gedurende die tweede jaar ondervinding	30 45	During the second year of experience	30 45
Gedurende die derde jaar ondervinding	33 23	During the third year of experience	33 23
Gedurende die vierde jaar ondervinding	36 00	During the fourth year of experience	36 00
Handelsreisiger se hulp	11 40	Traveller's assistant	11 40

(ii)

	<i>In die landdrosdistrikte Bellville, die Kaap, Port Elizabeth, Simonstad en Wynberg.</i>	<i>In die landdrosdistrikte Alberton, Benoni, Boksburg, Brakpan, Delmas, Durban, Germiston, Inanda, Johannesburg, Kempton Park, Krugersdorp, Nigel, Oberholzer, Pine-town, Pretoria, Randfontein, Roodepoort, Springs, Vanderbijlpark en Ver-eeniging.</i>	<i>In die landdrosdistrikte Bloemfontein, Oos-Londen, Kimberley, Klerksdorp, Pietermaritzburg, Potchefstroom en Welkom.</i>	<i>In die landdrosdistrik Dundee.</i>	<i>In alle ander gebiede.</i>
	Per Week. R	Per Week. R	Per Week. R	Per Week. R	Per Week. R
Assistent-eerstehulpman	8.97	8.05	7.36	5.06	6.44
Ketelbediener	8.97	8.05	7.36	5.06	6.44
Onderbaas	8.97	8.05	7.36	5.06	6.44
Kratmaker	10.81	10.58	10.35	8.74	9.43
Eerstehulpman	10.81	10.58	10.35	8.74	9.43
Werknemer graad A, man	8.97	8.05	7.36	5.06	6.44
Werknemer graad A, vrou	7.13	6.44	5.75	3.91	5.29
Arbeider—18 jaar of ouer	8.51	7.59	6.90	4.60	5.98
Arbeider—onder 18 jaar	6.44	5.75	5.06	3.45	4.60
Bediener van 'n mobiele hystoestel	10.81	10.58	10.35	8.74	9.43
Bediener van 'n krag-aangedrewe band- of sirkelsaag	10.81	10.58	10.35	8.74	9.43
Sandstraler, gekwalifiseer	10.81	10.58	10.35	8.74	9.43
Sandstraler, ongekwalifiseerd	9.43	9.20	8.97	7.36	8.05
Wag	8.97	8.05	7.36	5.06	6.44
Werknemer nie elders in hierdie subklousule uitdruklik vermeld nie	10.81	10.58	10.35	9.20	9.43

Met dien verstande dat 'n arbeider wat sanitêre emmers verwyder, leegmaak, skoonmaak of vervang minstens die volgende betaal moet word:—

(i) In die geval van 'n los werknemer, 10c per dag; en

(ii) in die geval van 'n arbeider, 50c per week,

bo en behalwe die dag- of weekloon, na gelang van die geval, wat vir 'n werknemer van sy klas in sy gebied voorgeskryf word.

(ii)

	In the Magisterial Districts of Bellville, the Cape, Port Elizabeth, Simons-town and Wynberg.	In the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Delmas, Durban, Germiston, Inanda, Johannesburg, Kempton Park, Krugersdorp, Nigel, Oberholzer, Pinetown, Pretoria, Randfontein, Roodepoort, Springs, Vanderbijlpark and Vereeniging.	In the Magisterial Districts of Bloemfontein, East London, Kimberley, Klerksdorp, Pietermaritzburg, Potchefstroom and Welkom.	In the Magisterial District of Dundee.	In all other areas.
	Per week. R	Per week. R	Per week. R	Per week. R	Per week. R
Assistant first-aid attendant.....	8.97	8.05	7.36	5.06	6.44
Boiler attendant.....	8.97	8.05	7.36	5.06	6.44
Chargehand.....	8.97	8.05	7.36	5.06	6.44
Cratemaker.....	10.81	10.58	10.35	8.74	9.43
First-aid attendant.....	10.81	10.58	10.35	8.74	9.43
Grade A employee, male	8.97	8.05	7.36	5.06	6.44
Grade A employee, female.....	7.13	6.44	5.75	3.91	5.29
Labourer—18 years of age or over.....	8.51	7.59	6.90	4.60	5.98
Labourer—under 18 years of age.....	6.44	5.75	5.06	3.45	4.60
Mobile hoist operator..	10.81	10.58	10.35	8.74	9.43
Operator of a power-driven band or circular saw.....	10.81	10.58	10.35	8.74	9.43
Sandblaster, qualified....	10.81	10.58	10.35	8.74	9.43
Sandblaster, unqualified	9.43	9.20	8.97	7.36	8.05
Watchman.....	8.97	8.05	7.36	5.06	6.44
Employee not elsewhere in this sub-clause specifically mentioned	10.81	10.58	10.35	9.20	9.43

Provided that a labourer who is engaged in removing, emptying, cleaning or replacing sanitary pails shall be paid not less than—

(i) in the case of a casual employee, ten cents per day; and

(ii) in the case of a labourer, fifty cents per week,

in addition to the daily or weekly wage, as the case may be, prescribed for an employee of his class in his area.

(iii)

	In die landdrosdistrikte Alberton, Bellville, Benoni, Bloemfontein, Boksburg, Brakpan, die Kaap, Delmas, Durban, Oos-Londen, Germiston, Inanda, Johannesburg, Kempton Park, Kimberley, Klerksdorp, Krugersdorp, Nigel, Oberholzer, Pietermaritzburg, Pinetown, Port Elizabeth, Potchefstroom, Pretoria, Randfontein, Roodepoort, Simonstad, Springs, Vanderbijlpark, Vereeniging, Welkom en Wynberg.	In alle ander gebiede.
	Per week. R	Per week. R
Bestuurder van 'n motorvoertuig waarvan die onbelaste gewig, tesame met die onbelaste gewig van enige sleepwa of sleepwaens deur sodanige voertuig getrek—		
(i) hoogstens 1,000 lb. is.....	9.89	8.97
(ii) 1,000 lb. maar nie 6,000 lb. nie, te bowe gaan.....	16.10	15.87
(iii) 6,000 lb. maar nie 10,000 lb. nie, te bowe gaan.....	19.32	17.02
(iv) 10,000 lb. te bowe gaan.....	23.00	20.47
Fabrieksvragmotorbestuurder.....	11.04	10.58
Deeltydse bestuurder van 'n motorvoertuig.....	11.04	10.58

(iv)

Spanleier.—Vir elke week diens, die weekloon voorgeskryf vir die klas werknemer waaroor hy toesig hou in die gebied waarin hy werk, plus vyf persent: Met dien verstande dat indien lone op 'n stygende skaal vir sodanige klas werknemer voorgeskryf is, die uitdrukking „weekloon” die weekloon beteken wat vir 'n gekwalifiseerde werknemer vir daardie klas voorgeskryf is.

(iii)

	In the Magisterial Districts of Alberton, Belville, Benoni, Bloemfontein, Boksburg, Brakpan, the Cape, Delmas, Durban, East London, Germiston, Inanda, Johannesburg, Kempton Park, Kimberley, Klerksdorp, Krugersdorp, Nigel, Oberholzer, Pietermaritzburg, Pinetown, Port Elizabeth, Potchefstroom, Pretoria, Randfontein, Roodepoort, Simons-town, Springs, Vanderbijlpark, Vereeniging, Welkom and Wynberg.	In all other areas.
	Per week. R	Per week. R
Driver of a motor vehicle, the unladen weight of which, together with the unladen weight of any trailer or trailers drawn by such vehicle—		
(i) does not exceed 1,000 lb.	9.89	8.97
(ii) exceeds 1,000 lb. but not 6,000 lb.	16.10	15.87
(iii) exceeds 6,000 lb. but not 10,000 lb.	19.32	17.02
(iv) exceeds 10,000 lb.	23.00	20.47
Factory truck driver.	11.04	10.58
Part-time driver of a motor vehicle.	11.04	10.58

(iv)

Team leader—For every week of employment, the weekly wage prescribed for the class of employee which he supervises in the area in which he works plus five per cent: Provided that if wages are prescribed for such class of employee on a rising scale, the expression "weekly wage" shall mean the weekly wage prescribed for a qualified employee of that class.

(B) In die Mineralewelsektor van die Nywerheid, Insluitende die Vervaardiging van Veselglas, Slakwol en Rotswol en die Vervaardiging van Produkte van Aaneenlopende Veselglasfilament.

	In alle gebiede. Per week. R c
Glasmengselbereier, gekwalifiseerd	22 54
Glasmengselbereier, ongekwalifiseerd	18 86
Oondvuller	8 97
Vervoerbandbediener, gekwalifiseerd	22 54
Vervoerbandbediener, ongekwalifiseerd	18 86
Werknemer graad I	8 05
Smelttenkbediener, gekwalifiseerd	26 22
Smelttenkbediener, ongekwalifiseerd:—	
Gedurende die eerste 6 maande ondervinding	18 86
Gedurende die tweede 6 maande ondervinding	22 54
Pypmasjienbediener, gekwalifiseerd	8 74
Pypmasjienbediener, ongekwalifiseerd	8 05
Tolmasjienwerker, gekwalifiseerd	11 50
Tolmasjienwerker, ongekwalifiseerd	8 97
Toesighouer	22 77
Draadmatrasmaker	8 51

(B) In the Mineral Wool Section of the Industry Including the Manufacture of Fibreglass, Slagwool and Rockwool, and the Manufacture of Fibreglass Continuous Filament Products.

	In all Areas. Per Week. R c
Batchman, qualified	22 54
Batchman, unqualified	18 86
Chargeman	8 97
Conveyor attendant, qualified	22 54
Conveyor attendant, unqualified	18 86
Grade I employee	8 05
Melting tank operator, qualified	26 22
Melting tank operator, unqualified:—	
During the first 6 months of experience	18 86
During the second 6 months of experience	22 54
Pipe machine attendant, qualified	8 74
Pipe machine attendant, unqualified	8 05
Spinnerman, qualified	11 50
Spinnerman, unqualified	8 97
Supervisor	22 77
Wire mattress maker	8 51

(C) In die Platwaresektor van die Nywerheid.

(i)

	In die landdros- distrikte Alberton, Bellville, Benoni, Boksburg, Brakpan, die Kaap, Delmas, Durban, Germiston, Inanda, Johannes- burg, Kempton Park, Krugersdorp, Nigel, Oberholzer, Pine- town, Port Elizabeth, Pretoria, Randfon- tein, Roodepoort, Simonstad, Springs, Vanderbijlpark, Vereeniging en Wyn- berg.	In alle ander gebiede.
	Per week. R	Per week. R
Boorwerker, gekwalifiseerd.....	14.26	12.65
Boorwerker, ongekwalifiseerd.....	9.43	8.51
Ondersoeker.....	13.34	11.96
Glasafskuinser, gekwalifiseerd.....	17.25	15.64
Glasafskuinser, ongekwalifiseerd—		
gedurende die eerste jaar ondervinding.....	7.59	6.90
gedurende die tweede jaar ondervinding.....	10.84	9.20
gedurende die derde jaar ondervinding.....	14.03	12.42
Glassnyer, gekwalifiseerd.....	23.23	20.93
Glassnyer, ongekwalifiseerd—		
gedurende die eerste jaar ondervinding.....	7.59	6.90
gedurende die tweede jaar ondervinding.....	12.88	11.50
gedurende die derde jaar ondervinding.....	17.94	16.33
Glasversilweraar, gekwalifiseerd.....	17.25	15.64
Glasversilweraar, ongekwalifiseerd—		
gedurende die eerste jaar ondervinding.....	7.59	6.90
gedurende die tweede jaar ondervinding.....	10.84	9.20
gedurende die derde jaar ondervinding.....	14.03	12.42
Verpakker.....	9.66	8.74
Spuutverwer, gekwalifiseerd.....	9.66	8.74
Spuutverwer, ongekwalifiseerd.....	7.59	7.36
Poleerder, gekwalifiseerd.....	14.26	12.88
Poleerder, ongekwalifiseerd—		
gedurende die eerste ses maande ondervinding.....	7.59	6.90
gedurende die tweede ses maande ondervinding.....	9.20	8.28
gedurende die derde ses maande ondervinding.....	10.58	9.20
gedurende die vierde ses maande ondervinding.....	13.80	11.04

(C) In the Flat-ware Section of the Industry.

(i)

	In the Magisterial Districts of Alberton, Bellville, Benoni, Boksburg, Brakpan, the Cape, Delmas, Durban, Germiston, Inanda, Johannes- burg, Kempton Park, Krugersdorp, Nigel, Oberholzer, Pine- town, Port Eliza- beth, Pretoria, Rand- fontein, Roodepoort, Simonstown, Springs, Vanderbijlpark, Vereeniging and Wynberg.	In all other areas.
	Per Week. R	Per Week. R
Driller, qualified.....	14.26	12.65
Driller, unqualified.....	9.43	8.51
Examiner.....	13.34	11.96
Glass beveller, qualified.....	17.25	15.64

	In the Magisterial Districts of Alberton, Bellville, Benoni, Boksburg, Brakpan, the Cape, Delmas, Durban, Germiston, Inanda, Johannesburg, Kempton Park, Krugersdorp, Nigel, Oberholzer, Pinetown, Port Elizabeth, Pretoria, Randfontein, Roodepoort, Simons-town, Springs, Vanderbijlpark, Vereeniging and Wynberg.	In all other areas.
Glass beveller, unqualified—		
during the first year of experience.....	7.59	6.90
during the second year of experience.....	10.84	9.20
during the third year of experience.....	14.03	12.42
Glass cutter, qualified.....	23.23	20.92
Glass cutter, unqualified—		
during the first year of experience.....	7.59	6.90
during the second year of experience.....	12.88	11.50
during the third year of experience.....	17.94	16.33
Glass silverer, qualified.....	17.25	15.64
Glass silverer, unqualified—		
during the first year of experience.....	7.59	6.90
during the second year of experience.....	10.84	9.20
during the third year of experience.....	14.03	12.42
Packer.....	9.66	8.74
Paint sprayer, qualified.....	9.66	8.74
Paint sprayer, unqualified.....	7.59	7.36
Polisher, qualified.....	14.26	12.88
Polisher, unqualified—		
during the first six months of experience.....	7.59	6.90
during the second six months of experience.....	9.20	8.28
during the third six months of experience.....	10.58	9.20
during the fourth six months of experience.....	13.80	11.04

(ii)

	In die landdrosdistrikte Alberton, Benoni, Boksburg, Brakpan, Delmas, Durban, Germiston, Inanda, Johannesburg, Kemp- ton Park, Krugers- dorp, Nigel, Oberhol- zer, Pinetown, Pretoria, Randfontein, Roodepoort, Springs, Vanderbijlpark, en Vereeniging.	In die landdrosdistrikte Bloemfontein, Oos- Londen, Kimberley, Klerksdorp, Pieter- maritzburg, Potchef- stroom en Welkom.	In alle ander gebiede.
	Per week.	Per week.	Per week.
Algemene werker, 18 jaar of ouer.....	R 8.97	R 8.51	R 7.13
Algemene werker, onder 18 jaar.....	6.67	6.44	5.29

(ii)

	In the Magisterial Districts of Bellville, the Cape, Port Elizabeth, Simonstown and Wynberg.	In the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Delmas, Durban, Germiston, Inanda, Johannesburg, Kempton Park, Krugersdorp, Nigel, Oberholzer, Pine-town, Pretoria, Randfontein, Roodepoort, Springs, Vanderbijlpark and Vereeniging.	In the Magisterial Districts of Bloemfontein, East London, Kimberley, Klerksdorp, Pietermaritzburg, Potchefstroom and Welkom.	In all other areas.
	Per Week. R	Per Week. R	Per Week. R	Per Week. R
General worker, 18 years or over.....	8.97	8.51	7.13	5.98
General worker, under 18 years.....	6.67	6.44	5.29	4.37

(D) In die Holwaresektor van die Nywerheid.

(D) In the Hollow-ware Section of the Industry.

(i)

	In alle gebiede. Per week. R c
Glasmengselbereider, gekwalifiseerd	25 07
Glasmengselbereider, ongekwalifiseerd:—	
Gedurende die eerste 6 maande ondervinding	12 42
Gedurende die tweede 6 maande ondervinding	18 63
Kampongbestuurder	33 50
Oondwerker, gekwalifiseerd	25 07
Oondwerker, ongekwalifiseerd:—	
Gedurende die eerste ses maande ondervinding	12 42
Gedurende die tweede 6 maande ondervinding	18 63
Indoena	5 06
Baasbediener van 'n houervervaardigingsmasjien	31 28
Gietvormskoonmaker	16 10
Gietvormhersteller, gekwalifiseerd	25 07
Gietvormhersteller, ongekwalifiseerd:—	
Gedurende die eerste jaar ondervinding	7 59
Gedurende die tweede jaar ondervinding	11 96
Gedurende die derde jaar ondervinding	16 33
Gedurende die vierde jaar ondervinding	20 70
Bediener van 'n houervervaardigingsmasjien, gekwalifiseerd	25 07
Bediener van 'n houervervaardigingsmasjien, ongekwalifiseerd:—	
Gedurende die eerste 6 maande ondervinding	12 42
Gedurende die tweede 6 maande ondervinding	18 63
Verpakker	20 93
Sorteerder, gekwalifiseerd	23 69
Sorteerder, ongekwalifiseerd:—	
Gedurende die eerste 6 maande ondervinding	12 42
Gedurende die tweede 6 maande ondervinding	18 17

(i)

	In all Areas Per Week. R c
Batchman, qualified	25 07
Batchman, unqualified:—	
During the first 6 months of experience	12 42
During the second 6 months of experience	18 63
Compound manager	33 50
Furnaceman, qualified	25 07
Furnaceman, unqualified:—	
During the first 6 months of experience	12 42
During the second 6 months of experience	18 63
Induna	5 06
Leading operator of a machine producing containers	31 28
Mould cleaner	16 10
Mould repairer, qualified	25 07
Mould repairer, unqualified:—	
During the first year of experience	7 59
During the second year of experience	11 96
During the third year of experience	16 33
During the fourth year of experience	20 70
Operator of a machine producing containers, qualified ...	25 07
Operator of a machine producing containers, unqualified:—	
During the first 6 months of experience	12 42
During the second 6 months of experience	18 63
Packer	20 93
Sorter, qualified	23 69
Sorter, unqualified:—	
During the first 6 months of experience	12 42
During the second 6 months of experience	18 17

(ii)

	In die landdrosdistrikte Bellville, die Kaap, Wynberg en Simonstad.	In die landdrosdistrik Dundee.	In alle ander gebiede.
	Per week. R	Per week. R	Per week. R
Werknemer graad I, gekwalifiseerd.....	9.43	6.44	8.51
Werknemer graad I, ongekwalifiseerd.....	8.97	5.06	8.05
Werknemer graad II.....	8.97	5.06	8.05

(ii)

	In the Magisterial Districts of Bellville, the Cape, Wynberg and Simonstown.	In the Magisterial District of Dundee.	In all other areas.
	Per Week.	Per Week.	Per Week.
	R	R	R
Grade I employee, qualified.....	9.43	6.44	8.51
Grade I employee, unqualified.....	8.97	5.06	8.05
Grade II employee.....	8.97	5.06	8.05

(E) In die Veiligheidsglassektor van die Nywerheid.

	In alle gebiede. Per week. R c
Handrandslyper, gekwalifiseerd	14 49
Handrandslyper, ongekwalifiseerd:—	
Gedurende die eerste 6 maande ondervinding	7 59
Gedurende die tweede 6 maande ondervinding	9 43
Gedurende die derde 6 maande ondervinding	11 04
Gedurende die vierde 6 maande ondervinding	12 88
Werknemer wat glas volgens grootte en patroon opstapel	12 19
Ondersoeker	14 49
Oondbediener, gekwalifiseerd	24 84
Oondbediener, ongekwalifiseerd:—	
Gedurende die eerste jaar ondervinding	7 59
Gedurende die tweede jaar ondervinding	13 34
Gedurende die derde jaar ondervinding	19 09
Glassnyer, gekwalifiseerd	24 61
Glassnyer, ongekwalifiseerd:—	
Gedurende die eerste jaar ondervinding	7 59
Gedurende die tweede jaar ondervinding	13 34
Gedurende die derde jaar ondervinding	19 09
Bediener van 'n randslyp- en -poleermasjien, gekwalifiseerd	10 81
Bediener van 'n randslyp- en -poleermasjien, ongekwalifiseerd:—	
Gedurende die eerste 3 maande ondervinding	7 59
Gedurende die tweede 3 maande ondervinding	9 20
Verpakker	12 19
Leipatroonsnyer, gekwalifiseerd	14 49
Proseswerker, ongekwalifiseerd:—	
Gedurende die eerste 6 maande ondervinding	7 59
Gedurende die tweede 6 maande ondervinding	9 20
Gedurende die derde 6 maande ondervinding	10 81
Gedurende die vierde 6 maande ondervinding	12 65
Leipatroonsnyer, gekwalifiseerd	14 49
Leipatroonsnyer, ongekwalifiseerd:—	
Gedurende die eerste 6 maande ondervinding	7 59
Gedurende die tweede 6 maande ondervinding	9 20
Gedurende die derde 6 maande ondervinding	10 81
Gedurende die vierde 6 maande ondervinding	12 65

(F) In die Ruitglas- en Isolatorsektors van die Nywerheid.

	In alle gebiede. Per week. R c
Temperatuuraantekenaar, gekwalifiseerd	25 07
Temperatuuraantekenaar, ongekwalifiseerd	18 63
Balkonwerker, gekwalifiseerd	25 07
Balkonwerker, ongekwalifiseerd	18 63
Glasmengselbereider, gekwalifiseerd	25 07
Glasmengselbereider, ongekwalifiseerd	18 63
Stoomketelwerker	26 22
Dopopsitmasjienbediener	8 97
Hoofglastrekmassjienbediener	29 90
Afsnywerker, gekwalifiseerd	27 37

(E) In the Safety Glass Section of the Industry.

	In all Areas. Per week. R c
Edge grinder by hand, qualified	14 49
Edge grinder by hand, unqualified:—	
During the first six months of experience	7 59
During the second six months of experience	9 43
During the third six months of experience	11 04
During the fourth six months of experience	12 88
Employee stacking glass according to size and pattern ...	12 19
Examiner	14 49
Furnace operator, qualified	24 84
Furnace operator, unqualified:—	
During the first year of experience	7 59
During the second year of experience	13 34
During the third year of experience	19 09
Glass cutter, qualified	24 61
Glass cutter, unqualified:—	
During the first year of experience	7 59
During the second year of experience	13 34
During the third year of experience	19 09
Operator of an edge grinding and polishing machine, qualified ...	10 81
Operator of an edge grinding and polishing machine, unqualified:—	
During the first three months of experience	7 59
During the second three months of experience	9 20
Packer	12 19
Process hand, qualified	14 49
Process hand, unqualified:—	
During the first six months of experience	7 59
During the second six months of experience	9 20
During the third six months of experience	10 81
During the fourth six months of experience	12 65
Templet cutter, qualified	14 49
Templet cutter, unqualified:—	
During the first six months of experience	7 59
During the second six months of experience	9 20
During the third six months of experience	10 81
During the fourth six months of experience	12 65

(F) In the Sheetglass and Insulator Sections of the Industry.

	In all Areas. Per week. R c
Archman, qualified	25 07
Archman, unqualified	18 63
Balcony man, qualified	25 07
Balcony man, unqualified	18 63
Batchman, qualified	25 07
Batchman, unqualified	18 63
Boilerman	26 22
Capping machine operator	8 97
Chief glass-drawing machine operator	29 90
Cut-off man, qualified	27 37

	In alle gebiede. Per week. R c
Afsnywerker, ongekwalifiseerd—	
Gedurende die eerste 6 maande ondervinding	18 63
Gedurende die tweede 6 maande ondervinding	23 23
Snyer en perser, gekwalifiseerd	27 37
Snyer en perser, ongekwalifiseerd—	
Gedurende die eerste 6 maande ondervinding	19 32
Gedurende die tweede 6 maande ondervinding	23 23
Ondersoeker	28 75
Eerste sorteerder	27 37
Oondwerker, gekwalifiseerd	25 07
Oondwerker, ongekwalifiseerde	18 63
Gasbereider, gekwalifiseerd	25 07
Gasbereider, ongekwalifiseerd	18 63
Glassnyer, gekwalifiseerd	14 72
Glassnyer, ongekwalifiseerd—	
Gedurende die eerste 6 maande ondervinding	8 74
Gedurende die tweede 6 maande ondervinding	10 58
Gedurende die derde 6 maande ondervinding	12 42
Glastrekmasjienbediener, gekwalifiseerd	27 37
Glastrekmasjienbediener, ongekwalifiseerd—	
Gedurende die eerste 6 maande ondervinding	18 63
Gedurende die tweede 6 maande ondervinding	23 23
Werknemer graad I, gekwalifiseerd	8 05
Werknemer graad I, ongekwalifiseerd	7 82
Werknemer graad II	7 82
Lehr-endsorteerder, gekwalifiseerd	27 37
Lehr-endsorteerder, ongekwalifiseerd—	
Gedurende die eerste 6 maande ondervinding	18 63
Gedurende die tweede 6 maande ondervinding	23 23
Laai-opsigter	12 42
Masjienversorger, gekwalifiseerd	25 07
Masjienversorger, ongekwalifiseerd	20 70
Deeltydse tafelbediende	8 05
Penbevestigingsmasjienbediener	8 97
Roetinespanningsmasjienbediener, gekwalifiseerd	25 07
Roetinespanningsmasjienbediener, ongekwalifiseerd	20 70
Boonsteverdiepingopsigter	29 90

(b) *Los werknemer*.—'n Los werknemer moet vir elke dag of deel van 'n dag diens minstens een vyfde betaal word van die weekloon voorgeskryf vir 'n werkgewer in dieselfde gebied en van dieselfde geslag, wat dieselfde klas werk verrig as dié wat van die los werknemer vereis word: Met dien verstande dat, waar 'n werkgewer van 'n los werknemer vereis om die werk te verrig van 'n klas werknemer vir wie 'n loon teen 'n stygende loonskaal voorgeskryf word, die uitdrukking „weekloon” die weekloon beteken wat vir 'n gekwalifiseerde werknemer van daardie klas voorgeskryf word en voorts met dien verstande dat, wanneer die werkgewer van 'n los werknemer vereis om vir 'n tydperk van hoogstens 4 agtereenvolgende ure op enige dag te werk, sy loon met 50 persent verminder mag word.

(2) *Kontrakbasis*.—By die toepassing van hierdie klousule moet die dienskontrak van 'n werknemer, uitgesonderd 'n los werknemer, op 'n weeklikse grondslag berus en moet 'n werknemer, behoudens die bepalings van klousule 4 (6), vir 'n week minstens die volle weekloon betaal word wat in subklousule (1), gelees met subklousule (3), voorgeskryf word vir 'n werknemer van sy klas in die gebied waarin hy werk, afgesien daarvan of hy in so 'n week die maksimum getal gewone werkure wat ingevolge klousule 5 vir hom geld, of minder gewerk het.

(3) *Differensiële loon*.—'n Werkgewer wat van 'n lid van een klas van sy werknemers vereis of hom toelaat om vir langer as altesaam 1 uur op 'n dag, of benewens sy eie werk of in die plek daarvan, 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 uitloop op 'n hoër loon as dié van sy eie klas,

in subklousule (1) voorgeskryf word, moet ten opsigte van daardie dag aan sodanige werknemer betaal—

(i) in die geval in paragraaf (a) bedoel, minstens die dagloon bereken teen die hoër tarief; en

(ii) in die geval in paragraaf (b) bedoel, minstens die dagloon bereken op dié kerf in die stygende skaal onmiddellik bokant die loon wat die werknemer vir sy gewone werk ontvang het:

Cut-off man, unqualified:—

During the first six months of experience 18 63
During the second six months of experience 23 23

Cutter and Presser, qualified 27 37
Cutter and Presser, unqualified:—

During the first six months of experience 19 32
During the second six months of experience 23 23

Examiner 28 75
First sorter 27 37

Furnaceman, qualified 25 07

Furnaceman, unqualified 18 63

Gas producer man qualified 25 07

Gas producer man, unqualified 18 63

Glass cutter, qualified 14 72

Glass cutter, unqualified:—

During the first six months of experience 8 74
During the second six months of experience 10 58
During the third six months of experience 12 42

Glass drawing machine operator, qualified 27 37

Glass drawing machine operator, unqualified:—

During the first six months of experience 18 63
During the second six months of experience 23 23

Grade I employee, qualified 8 05

Grade I employee, unqualified 7 82

Grade II employee 7 82

Lehr end sorter, qualified 27 37

Lehr end sorter, unqualified:—

During the first six months of experience 18 63
During the second six months of experience 23 23

Loading supervisor 12 42

Machineman, qualified 25 07

Machineman, unqualified 20 70

Part-time waiter 8 05

Pinning machine operator 8 97

Routine tension machine operator, qualified 25 07

Routine tension machine operator, unqualified 20 70

Top floor supervisor 29 90

(b) *Casual employee*.—A casual employee shall be paid in respect of every day or part of a day of employment not less than one-fifth of the weekly wage prescribed for an employee in the same area and of the same sex who performs the same class of work as the casual employee is required to do: Provided that, where the employer requires a casual employee to perform the work of a class of employee for whom wages on a rising scale are prescribed the expression “weekly wage” shall mean the weekly wage prescribed for a qualified employee of that class and provided further that, where the employer requires a casual employee to work for a period of not more than 4 consecutive hours on any day, his wage may be reduced by not more than 50 per cent.

(2) *Basis of contract*.—For the purpose of this clause the contract of employment of an employee, other than a casual employee, shall be on a weekly basis, and, save as provided in clause 4 (6), an employee shall be paid in respect of a week not less than the full weekly wage prescribed in subclause (1) read with subclause (3), for an employee of his class in the area in which he works, whether he has in that week worked the maximum number of ordinary hours of work applicable to him in terms of clause 5 or less.

(3) *Differential wage*.—An employer who requires or permits a member of one class of his employees to perform for longer than 1 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 in subclause (1), shall pay to such employee in respect of that day—

(i) in the case referred to in paragraph (a), not less than the daily wage calculated at the higher rate, and

(ii) in the case referred to in paragraph (b), not less than the daily wage calculated on the notch in the rising scale immediately above the wage which the employee was receiving for his ordinary work:

Met dien verstande—

(i) dat die bepalings van hierdie subklousule nie geld nie waar die verskil tussen klasse ingevolge subklousule (1) op ouderdom, ondervinding of geslag berus;

(ii) dat, tensy daar in 'n skriftelike kontrak tussen 'n werkgewer en sy werknemer uitdruklik anders bepaal word, niks in hierdie Vasstelling só uitgelê mag word dat dit 'n werkgewer belet om van sy werknemer te vereis om 'n ander klas werk te verrig waarvoor die voorgeskrewe loon dieselfde of laer is as dié wat vir so 'n werknemer voorgeskryf word nie.

(4) *Loonberekening.*—(a) Die dagloon van 'n werknemer, uitgesonderd 'n los werknemer, is sy weekloon gedeel deur—

(i) vyf, in die geval van 'n werknemer wat 5 dae in 'n week werk;

(ii) ses, in die geval van alle ander werknemers.

(b) Die maandloon van 'n werknemer is $4\frac{1}{2}$ maal sy weekloon.

(c) Die uurloon van 'n werknemer, uitgesonderd 'n los werknemer, is sy weekloon gedeel deur hoogstens 46.

(5) *Vervoertoelae en -uitgawes.*—Benewens die betaling van enige ander besoldiging verskuldig—

(a) aan 'n handelsreisiger wat van sy werkgewer se motorvervoer gebruik maak of van wie vereis word om per trein of met enige ander vervoermiddel as sy eie te reis, moet sy werkgewer hom vergoed vir alle redelike uitgawes wat hy in die uitvoering van sy pligte in verband met sodanige vervoer aangegaan het, en by die toepassing van hierdie subklousule word die koste verbonde aan die stalling van 'n motorvoertuig oornag, geag 'n vervoeruitgawe te wees;

(b) aan 'n handelsreisiger van wie vereis word om 'n motorvoertuig vir die uitvoering van sy pligte te verskaf, moet sy werkgewer hom vir elke myl wat hy in die uitvoering van sy pligte afgelê het, 'n vervoertoelaag betaal van minstens, in die geval van—

(i) 'n voertuig waarvan die gewig hoogstens 2,500 lb is en wat hoogstens 4 silinders het: 7 sent;

(ii) 'n voertuig waarvan die gewig meer as 2,500 lb maar nie meer as 2,900 lb is nie en wat hoogstens 4 silinders het: $8\frac{1}{2}$ sent;

(iii) 'n voertuig waarvan die gewig nie 2,900 lb te bowe gaan nie en wat meer as 4 silinders het: 8 $\frac{1}{2}$ sent;

(iv) 'n voertuig waarvan die gewig meer as 2,900 lb is: 11 sent;

en by die toepassing van hierdie subklousule beteken die uitdrukking "gewig" die gewig soos aangeteken in 'n lisensie of sertifikaat wat ten opsigte van sodanige voertuig uitgereik is deur 'n owerheid wat by wet gemagtig is om sodanige lisensie of sertifikaat uit te reik.

(6) *Onderhoudstoelae en -uitgawe.*—Benewens die betaling van enige ander besoldiging verskuldig—

(a) aan 'n handelsreisiger wat op enige reis wat hy in die uitvoering van sy pligte onderneem, vir 'n langer tydperk as 6 agtereenvolgende ure van sy woonplek en sy werkgewer se bedryfsinrigting afwesig is—

(i) moet sy werkgewer hom alle redelike uitgawes vergoed wat hy in iedere sodanige tydperk van afwesigheid wat nie oor 'n nag strek nie, aan etes en tee vir homself aangegaan het;

(ii) moet sy werkgewer hom 'n onderhoudstoelae van minstens 4 rand vir iedere nag betaal as so 'n afwesigheid oor een of meer nagte strek;

(b) aan 'n handelsreisiger se hulp wat, wanneer hy 'n handelsreisiger vergesel op enige reis wat die handelsreisiger in die uitvoering van sy pligte onderneem, vir 'n langer tydperk as 6 agtereenvolgende ure van sy woonplek en sy werkgewer se bedryfsinrigting afwesig is—

(i) moet sy werkgewer hom alle redelike uitgawes vergoed wat hy in iedere sodanige tydperk van afwesigheid wat nie oor 'n nag strek nie, aan etes en tee vir homself aangegaan het;

(ii) moet sy werkgewer hom 'n onderhoudstoelae van minstens 1 rand vir elke nag betaal as so 'n afwesigheid oor 1 of meer nagte strek;

Met dien verstande dat by die toepassing van hierdie subklousule die uitdrukking "nag" die tydperk tussen 11-uur nm. en 4-uur vm. beteken.

(7) (a) 'n Werkgewer moet alle toelae en uitgawes wat ingevolge subklousules (5) en (6) aan 'n werknemer betaalbaar is, aan hom betaal binne 7 dae nadat die werknemer dit skriftelik geëis het: Met dien verstande dat 'n werknemer iedere sodanige eis binne een maand vanaf die tydstop waarop hy daarop geregtig geword het, moet indien maar dat hy nie meer as 1 eis in 'n week mag indien nie.

Provided that—

(i) the provisions of this subclause shall not apply where the difference between classes in terms of subclause (1) is based on age, experience or sex;

(ii) unless expressly otherwise provided in a written contract between an employer and his employee, nothing in this Determination shall be so construed as to preclude an employer from requiring his employee to perform work of another class for which class the same or a lower wage is prescribed than that prescribed for such employee.

(4) *Calculation of wages.*—(a) The daily wage of an employee, other than a casual employee, shall be his weekly wage divided by—

(i) five, in the case of an employee who works a 5-day week;

(ii) six, in the case of every other employee.

(b) The monthly wage of an employee shall be $4\frac{1}{2}$ times his weekly wage.

(c) The hourly wage of an employee, other than a casual employee, shall be his weekly wage divided by not more than 46.

(5) *Transport allowance and expenses.*—In addition to paying any other remuneration due to—

(a) a traveller who uses his employer's motor transport or who is required to travel by train or any other means of conveyance than his own, his employer shall reimburse him all the reasonable expenses incurred by him in connection with such transport in the performance of his duties, and for the purpose of this subclause the cost of overnight garaging of motor transport shall be deemed to be a transport expense;

(b) a traveller who is required to provide motor transport for the performance of his duties, his employer shall pay him a transport allowance for each mile travelled in the performance of his duties of not less than in the case of—

(i) a vehicle the weight of which does not exceed 2,500 lb and which has not more than 4 cylinders: 7 cents;

(ii) a vehicle the weight of which exceeds 2,500 lb but not 2,900 lb and which has not more than 4 cylinders: $8\frac{1}{2}$ cents;

(iii) a vehicle the weight of which does not exceed 2,900 lb and which has more than 4 cylinders: $8\frac{1}{2}$ cents;

(iv) a vehicle the weight of which exceeds 2,900 lb: 11 cents;

and for the purpose of this subclause the expression "weight" means the weight as recorded in a licence or certificate issued in respect of such vehicle by an authority empowered by law to issue such licence or certificate.

(6) *Subsistence allowance and expenses.*—In addition to paying any other remuneration due to—

(a) a traveller who, on any journey undertaken in the performance of his duties, is absent from his place of residence and his employer's establishment for any period in excess of 6 consecutive hours, his employer shall—

(i) reimburse him all expenses reasonably incurred by him for any meals and teas for himself during each such period of absence not extending over a night;

(ii) pay him a subsistence allowance of not less than 4 rand for each night where such absence extends over 1 or more nights;

(b) a traveller's assistant who, accompanying a traveller on any journey undertaken by the traveller in the performance of his duties, is absent from the place of his residence and his employer's establishment for any period in excess of 6 consecutive hours, his employer shall—

(i) reimburse him all expenses reasonably incurred by him for any meals and teas for himself during each such period of absence not extending over a night,

(ii) pay him a subsistence allowance of not less than 1 rand for each night where such absence extends over 1 or more nights;

Provided that for the purpose of this subclause the expression "night" means the period between 11 o'clock p.m. and 4 o'clock a.m.

(7) (a) Any allowances and expenses payable to an employee in terms of subclauses (5) and (6) shall be paid by an employer within 7 days of the employee's written claim therefor: Provided that an employee shall submit any such claims within 1 month of entitlement but shall not submit more than 1 claim in any 1 week.

(b) 'n Werkgewer kan van sy handelsreisiger vereis om iedere eis so op te stel dat dit weergee—

(i) in die geval van 'n eis ingevolge subklousule 5 (a), die soort vervoer en die vervoerkoste of aard van alle ander uitgawes waarvoor hy vergoeding eis;

(ii) in die geval van 'n eis ingevolge subklousule 5 (b), die mylafstand wat hy elke dag afgelê het, die plekke wat besoek is en, uitgesonderd in munisipale gebiede, die roete wat gevolg is;

(iii) in die geval van 'n eis ingevolge subklousule (6), die tyd waarop elke tydperk van afwesigheid begin en geëindig het;

en ten einde aan so 'n vereiste te kan voldoen, moet sy werk-gewer, voordat sodanige reis deur sodanige handelsreisiger onder-neem word, aan hom 'n geskikte boek of vorms verskaf waarin of waarop gepaste aantekeninge gehou kan word.

4. BETALING VAN BESOLDIGING.

(1) *Werknemers uitgesonderd los werknemers.*—Behoudens die bepalings van klousules 3 (7) en 6 (4) moet iedere bedrag verskuldig aan 'n werknemer, uitgesonderd 'n los werknemer, weekliks in kontant of as die werknemer daartoe instem weekliks per tjek of as die werknemer daartoe instem, maandeliks in kontant of per tjek betaal word gedurende die werkure, of binne 30 minute nadat die werk gestaak is, op die dag waarop die bedryfsinrigting so 'n werknemer gewoonlik betaal (of in die geval van 'n skofwerker of 'n aaneenlopendeproseswerker, op 'n tyd-stip waarvoor sodanige werk-gewer en sy werknemer ooreengekom het en wat gedurende die gewone kantoorure van die bedryfs-inrigting moet wees, maar nie later as 24 uur na die gewone betaaldag nie) of by die diensbeëindiging, as dit voor die gewone betaaldag geskied, en sodanige bedrag moet in 'n verseëelde koevert of houer wees waarop of wat vergesel gaan van 'n staat waarop gemeld word—

- (a) die werk-gewer se naam;
- (b) die werknemer se naam of sy nommer op die betaal-staat en sy beroep;
- (c) die getal gewone werkure wat die werknemer gewerk het;
- (d) die getal ure wat die werknemer oortyd gewerk het;
- (e) die getal ure wat die werknemer op 'n Sondag, 'n openbare vakansiedag of die dag wat hy vry het, gewerk het;
- (f) die werknemer se loon;
- (g) besonderhede van enige ander besoldiging wat uit die werknemer se diens voortspruit;
- (h) besonderhede van enige bedrag wat afgetrek is;
- (i) die werklike bedrag wat aan die werknemer betaal word;

en (j) die tydperk waarvoor die betaling geskied; en sodanige koevert of houer waarop hierdie inligting aangeteken is of sodanige staat word die eiendom van die werknemer: Met dien verstande dat—

- (i) op die skriftelike versoek van 'n werknemer, die bedrag aan hom verskuldig gestort mag word op sy bouvereniging- of bankrekening deur die werk-gewer, wat die betrokke kwitansie, tesame met voornoemde staat, aan hom moet oorhandig;
- (ii) voornoemde inligting nie verstrekkend hoeft te word nie in die geval van werknemers waarna in klousule 5 (12) (b) verwys word nie.

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

(3) *Premies.*—Geen bedrag mag regstreeks of onregstreeks vir die indiensneming of opleiding van 'n werknemer aan 'n werk-gewer betaal of deur hom aangeneem word nie.

(4) *Koop van goedere.*—'n Werk-gewer mag nie van sy werknemer vereis om van hom of van enige winkel, plek of persoon deur hom aangewys, goedere te koop nie.

(5) *Kos en huisvesting.*—Behoudens die bepalings van die Bantoe (Stadsgebiede) Konsolidasiewet, 1945, mag 'n werk-gewer nie van sy werknemer vereis om van hom of van enige persoon of by 'n plek wat deur hom aangewys word, kos of huisvesting of kos en huisvesting te ontvang nie.

(6) *Aftrekings.*—'n Werk-gewer mag sy werknemer geen boetes opleë of bedrae van sy werknemer se besoldiging aftrek nie: Met dien verstande dat hy die volgende kan aftrek:—

- (a) Met die skriftelike toestemming van sy werknemer—

- (i) 'n bedrag vir 'n vakansie-, siektebystands-, mediese hulp-, versekerings-, spaar-, voorsorgs-, pensioen- of personeel persentasiefonds;

- (ii) ledegelde van vakverenigings of vir enige inligting wat tot die voordeel van die werknemer strek of vir lede geld van die werknemer se ontspanningsklub, indien sodanige klub op die werk-gewer se perseel geleë is;

(b) An employer may require his traveller to frame any claim so that it shall reflect—

(i) in respect of any claim in terms of subclause (5) (a), the mode of travel employed and the transport expenses incurred or the nature of any other expenses for which reimbursement is claimed;

(ii) in respect of any claim in terms of subclause (5) (b), the mileage travelled each day, the points of call and, except in municipal areas, the route followed;

(iii) in respect of any claim in terms of subclause (6), the times of commencement and ending of each period of absence; and to enable him to comply with such a requirement, his employer shall, before any such journey is undertaken by such traveller, provide him with a suitable book or forms in or on which to maintain suitable records.

4. PAYMENT OF REMUNERATION.

(1) *Employees other than casual employees.*—Save as provided in clauses 3 (7) and 6 (4), any amount due to an employee, other than a casual employee, shall be paid in cash or with the consent of the employee by cheque weekly, or with the consent of the employee in cash or by cheque monthly during the hours of work or within 30 minutes of ceasing work, on the usual pay-day of the establishment for such employee (or in the case of a shift-worker or a continuous-process worker at a time agreed upon between such employee and his employer, which time shall be during the usual office hours of the establishment but not later than 24 hours after the usual pay-day) or on termination of employment if this takes place before the usual pay-day, and such amount shall be contained in a sealed envelope or container on which shall be recorded or which shall be accompanied by a statement showing—

- (a) the employer's name;
- (b) the employee's name or his number on the pay-roll and his occupation;
- (c) the number of ordinary hours of work worked by the employee;
- (d) the number of overtime hours worked by the employee;
- (e) the number of hours worked by the employee on a Sunday, a public holiday or his day off;
- (f) the employee's wage;
- (g) the details of any other remuneration arising out of the employee's employment;
- (h) the details of any deductions made;
- (i) the actual amount paid to the employee; and
- (j) the period in respect of which payment is made;

and such envelope or container on which these particulars are recorded or such statement shall become the property of the employee: Provided that—

(i) at the written request of an employee, the amount due to him may be paid into his building society or bank account by the employer who shall hand to him the relevant receipt together with the aforementioned statement;

(ii) the information in respect of time worked need not be furnished in the case of employees referred to in clause 5 (12) (b).

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

(3) *Premiums.*—No payment shall be made to or accepted by an employer, either directly or indirectly, in respect of the employment or training of an employee.

(4) *Purchase of goods.*—An employer shall not require his employee to purchase any goods from him or from any shop, place or person nominated by him.

(5) *Board and lodging.*—Save as provided in the Bantu (Urban Areas) Consolidation Act, 1945, an employer shall not require his employee to board or lodge or board and lodge with him or with any person or at any place nominated by him.

(6) *Deductions.*—An employer shall not levy any fines against his employee nor shall he make any deductions from his employee's remuneration: Provided that he may make the following:—

- (a) With the written consent of his employee, a deduction for—
 - (i) holiday, sick benefit, medical aid, insurance, savings, provident, pension or staff presentation funds;

- (ii) subscriptions to trade unions or to any institution for the benefit of the employee or to an employee's recreational club if such club is on the employer's premises;

(iii) huur aan huisvesting wat deur die werkgewer verskaf word:

Met dien verstande dat die skriftelike toestemming van die werknemer op wie voorbehoudsbepaling (ii) van klousule 7 (1) van toepassing is, nie verkry hoef te word nie in die geval van 'n aftrekking van sy bydraes tot die fonds of organisasie deur hom aangewys;

(b) behoudens andersluidende bepalings in hierdie Vasstelling, telkens wanneer 'n werknemer om 'n ander rede as op las of versoek van sy werkgewer van sy werk afwesig is, 'n bedrag eweredig aan die tydperk van sy afwesigheid en bereken op grondslag van die loon wat sodanige werknemer ten tyde van sodanige afwesigheid ten opsigte van sy gewone werkure ontvang het;

(c) iedere bedrag wat 'n werkgewer regtens of kragtens of ingevolge 'n bevel van 'n bevoegde hof mag of moet aftrek;

(d) wanneer 'n werknemer daarmee instem of daar ingevolge die Bantoe (Stadsgebiede) Konsolidasiewet, 1945, van hom vereis word om kos en huisvesting of kos of huisvesting van sy werkgewer aan te neem, 'n bedrag van hoogstens—

	Per week.	Per maand.
	R	R
(i) Kos.....	0.80	3.47
(ii) Huisvesting.....	0.40	1.73
(iii) Kos en huisvesting.....	1.20	5.20;

(e) wanneer die gewone werkure in klousule 5 voorgeskryf, weens korttyd verminder word, 'n bedrag van hoogstens die werknemer (uitgesonderd 'n los werknemer) se uurloon vir elke uur van sodanige vermindering: Met dien verstande dat—

(i) sodanige aftrekkings, ongeag die getal ure waarmee die gewone werkure aldus verminder word, hoogstens gelyk aan een-derde van die werknemer se weekloon is;

(ii) geen aftrekking ten opsigte van korttyd wat deur 'n slapte in die bedryf of 'n tekort aan grondstowwe ontstaan, geskied nie tensy die werkgewer sy werknemer op die vorige werkdag kennis gegee het van sy voorneme om die gewone werkure te verminder;

(iii) ten opsigte van korttyd weens die feit dat die masjinerie of installasie uit orde is of dat die geboue onbruikbaar is of dreig om dit te word, geen aftrekking vir die eerste uur waarin daar nie gewerk word nie, geskied nie tensy die werkgewer sy werknemer op die vorige dag kennis gegee het dat daar geen werk sal wees nie;

(f) met die skriftelike toestemming van 'n werknemer, iedere bedrag wat 'n werkgewer aan 'n munisipale raad of ander plaaslike owerheid betaal het aan die huur van 'n huis of aan huisvesting in 'n tehuis wat die werknemer in 'n lokasie of Bantoeoordorp onder die beheer van so 'n raad of ander plaaslike owerheid bewoon.

5. WERKURE, GEWONE EN OORTYD, EN BETALING VIR OORTYDWERK.

(1) *Gewone werkure.*—'n Werkgewer mag nie van 'n werknemer, uitgesonderd 'n los werknemer vereis of hom toelaat om meer gewone werkure te werk nie as—

(a) in die geval van 'n werknemer wat 6 dae per week werk—

(i) ses-en-veertig in 'n week van Maandag tot en met Saterdag; en

(ii) behoudens die bepalings van subparagraaf (i) hiervan, 8 op 'n dag, tensy die ure op een dag hoogstens 5 is, wanneer die ure op engeen van die ander dae tot 8½ verleng is; en

(b) in die geval van 'n werknemer wat 5 dae per week werk—

(i) ses-en-veertig in 'n week van Maandag tot en met Vrydag; en

(ii) behoudens die bepalings van subparagraaf (i) hiervan, 9½ op 'n dag.

(2) 'n Werkgewer mag nie van 'n aaneenlopendeproseswerker vereis of hom toelaat om meer gewone werkure te werk nie as—

(i) agt-en-veertig in 'n week van Sondag tot en met Saterdag; en

(ii) behoudens subparagraaf (i) hiervan, 8 op enige dag: Met dien verstande dat 'n werkgewer van sodanige werknemer mag vereis of hom mag toelaat om 2 skofte van 8 uur op 'n dag te werk, maar nie meer dikwels as een maal in 'n tydperk van 3 agtereenvolgende weke nie en wel op so 'n wyse dat die werknemer 'n tydperk van minstens 8 uur tussen sodanige skofte vry het.

(3) 'n Werkgewer mag nie van 'n los werknemer vereis of hom toelaat om meer gewone werkure as 8½ op 'n dag te werk nie.

(iii) rentals in respect of housing provided by the employer;

Provided that the written consent of an employee to whom proviso (ii) to clause 7 (1) applies, need not be obtained in the case of a deduction of his contributions to the fund or organisation nominated by him;

(b) except where otherwise provided in this Determination, whenever an employee is absent from work, other than on the instructions or at the request of his employer, a deduction proportionate to the period of his absence and calculated on the basis of the wage which such employee was receiving in respect of his ordinary hours of work at the time of such absence;

(c) a deduction of any amount which an employer by law or order of any competent court is required or permitted to make;

(d) whenever an employee agrees or is required in terms of the Bantu (Urban Areas) Consolidation Act, 1945, to accept board and lodging or board or lodging with his employer, a deduction not exceeding the amounts specified hereunder—

	Per Week.	Per Month.
	R	R
(i) Board.....	0.80	3.47
(ii) Lodging.....	0.40	1.73
(iii) Board and lodging.....	1.20	5.20;

(e) whenever the ordinary hours of work prescribed in clause 5 are reduced on account of short-time, a deduction not exceeding the amount of the employee's (other than a casual employee's) hourly wage in respect of each hour of such reduction: Provided that—

(i) such deduction shall not exceed one-third of the employee's weekly wage, irrespective of the number of hours by which the ordinary hours of work are thus reduced;

(ii) no deduction shall be made in the case of short-time arising out of slackness of trade or shortage of raw materials, unless the employer has given his employee notice on the previous work day of this intention to reduce the ordinary hours of work;

(iii) no deduction shall be made in the case of short-time owing to a breakdown or plant or machinery or a breakdown or threatened breakdown of buildings, 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 an employee, a deduction of any amount which an employer has paid to any municipal council or other local authority in respect of the rent of any house or accommodation in any hostel occupied by such employee in any location or Bantu village under the control of such council or other local authority.

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

(1) *Ordinary hours of work.*—An employer shall not require or permit an employee, other than a casual employee or a continuous-process worker, to work more ordinary hours of work than—

(a) in the case of an employee who works a 6-day week—

(i) forty-six in any week from Monday to Saturday, inclusive; and

(ii) subject to subparagraph (i) hereof, 8 on any day, unless the hours on 1 day do not exceed 5, in which case the hours on any of the other days may be extended to 8½;

(b) in the case of an employee who works a 5-day week—

(i) forty-six in any week from Monday to Friday, inclusive; and

(ii) subject to subparagraph (i) hereof, 9½ on any day.

(2) An employer shall not require or permit a continuous-process worker to work more ordinary hours of work than—

(i) forty-eight in any week from Sunday to Saturday, inclusive; and

(ii) subject to subparagraph (i) hereof, 8 on any day: Provided that an employer may require or permit such an employee to work 2 shifts of 8 hours on 1 day but not more often than once in any period of 3 consecutive weeks and so that the employee has a free period of at least 8 hours between such shifts.

(3) An employer shall not require or permit a casual employee to work more ordinary hours of work than 8½ on any day.

(4) *Etenspouse.*—'n Werkgewer mag nie van 'n werknemer vereis of hom toelaat om meer as 5 uur aaneen sonder 'n etenspouse van minstens een uur te werk nie, en gedurende sodanige pouse mag daar nie van sodanige werknemer vereis word of mag hy nie toegelaat word om enige werk te verrig nie, en sodanige pouse maak nie deel van die gewone werkure of oortydure uit nie: Met dien verstande dat—

(i) 'n werkgewer met sy werknemer ooreen mag kom om die duur van sodanige pouse tot uiters 'n halfuur te verkort, en in dié geval en nadat die werkgewer die Afdelingsinspekteur, Departement van Arbeid, vir sy gebied skriftelik in kennis gestel het van sodanige ooreenkoms, kan die pouse aldus verkort word;

(ii) werkydperke wat onderbreek word deur pouses van minder as een uur, uitgesonderd waar voorbehoudbepaling (i) of (v) van toepassing is, geag word aaneenlopend te wees;

(iii) as sodanige pouse langer as een uur is, enige tyd wat 1½ uur te bowe gaan, geag word werkyd te wees;

(iv) alleenlik een sodanige pouse gedurende die gewone werkure van 'n werknemer op 'n dag nie deel van die gewone werkure mag uitmaak nie;

(v) wanneer daar, vanweë oortyd wat gewerk is, van 'n werkgewer vereis word om op 'n dag 'n tweede etenspouse aan 'n werknemer toe te staan, sodanige pouse op versoek van die werknemer tot 15 minute verkort mag word: Met dien verstande dat daar met die toestaan van die tweede etenspouse weggedoen mag word indien die totale tydperk wat die werknemer ná die eerste etenspouse werk, hoogstens 6 uur beloop;

(vi) 'n bestuurder van 'n motorvoertuig, buite 'n bedryfsinrigting, wat gedurende sodanige pouse geen ander werk verrig as om in die beheer van die voertuig te wees of te bly nie, by die toepassing van hierdie subklousule geag word nie gedurende sodanige pouse te gewerk het nie;

(vii) sodanige pouse nie aan 'n aaneenlopendeproseswerker of 'n skofwerker toegestaan hoef te word gedurende sy gewone werkure op enige skof nie indien aan hom gedurende sodanige ure die geleentheid verskaf word om 'n ete te nuttig terwyl hy op sy pos bly, tensy dit ingevolge artikel 27 van die Wet op Fabriek, Masjinerie en Bouwerk, 1941 verbied word.

(5) *Ruspouse.*—'n Werkgewer moet, so na as doenlik aan die middel van elke werkydperk in die voor- en die namiddag, aan elkeen van sy werknemers, uitgesonderd skofwerkers of aaneenlopendeproseswerkers 'n ruspouse van minstens 10 minute toestaan waarin daar nie van die werknemer vereis of hy nie toegelaat mag word om werk te verrig nie, en so 'n pouse word geag deel van die gewone werkure van so 'n werknemer uit te maak.

(6) *Werkure moet agtereenvolgend wees.*—Behoudens die bepalinge van subklousules (2) (ii) en (4), moet alle werkure van 'n werknemer op iedere dag agtereenvolgend wees.

(7) *Oortydwerk.*—Ondanks die omskrywing van "oortyd" in klousule 2 word enige tyd deur 'n aaneenlopendeproseswerker in enige week gewerk, uitgesonderd op sy vry dag, wat meer as 46 uur beloop, vir doeleindes van betaling geag oortyd te wees: Met dien verstande dat, indien die gewone werkure in enige tydperk van 4 agtereenvolgende weke nie 40 uur per week te bowe gaan gedurende 3 weke in daardie tydperk en 48 uur gedurende die ander week nie, die ure wat 46 gedurende sodanige ander week te bowe gaan, nie geag word oortyd te wees nie.

(8) *Beperking van oortydwerk.*—'n Werkgewer mag nie van 'n werknemer vereis of hom toelaat om langer oortyd te werk nie as—

(a) in die geval van 'n los werknemer, 2 uur op 'n dag;

(b) in die geval van alle ander werknemers, 10 uur in 'n week.

(9) *Vroulike werknemers.*—Ondanks andersluidende bepalinge in hierdie klousule, mag 'n werkgewer nie van 'n vroulike werknemer vereis of haar toelaat om—

(a) tussen 6-uur nm. en 6-uur vm. te werk nie;

(b) op meer as 5 dae in 'n week na 1-uur nm. te werk nie;

(c) meer as 2 uur oortyd op 'n dag te werk nie, met dié uitsondering dat 'n werknemer wat 'n werkweek van 5 dae het, op 'n Saterdag tot 4 uur oortyd mag werk, maar dan só dat die oortydwerk hoogstens 10 uur in 'n week beloop;

(d) op meer as 3 agtereenvolgende dae in 'n week oortyd te werk nie;

(e) op meer as 60 dae in 'n jaar oortyd te werk nie;

(f) na voltooiing van haar gewone werkure meer as 1 uur op 'n dag oortyd te werk nie tensy hy—

(i) sodanige werknemer voor die middag kennis daarvan gegee het; of

(ii) sodanige werknemer van 'n toereikende ete voorsien en haar genoeg tyd gelaat het om dit te nuttig voordat sy met die oortydwerk moet begin; of

(iii) sodanige werknemer minstens 25 sent betyds betaal het om haar in staat te stel om 'n ete te verkry en te nuttig voordat sy met die oortyd moet begin.

(4) *Meal intervals.*—An employer shall not require or permit an employee to work continuously for more than 5 hours without a meal interval of not less than 1 hour during which interval such employee shall not be required or permitted to perform any work, and such interval shall not form part of the ordinary hours of work or overtime: Provide that—

(i) an employer may agree with his employee to reduce the period of such interval to not less than half an hour, and in that event, and after the employer has informed the Divisional Inspector, Department of Labour, for his area, in writing of such agreement, the interval may be so reduced;

(ii) periods of work interrupted by intervals of less than 1 hour, except when proviso (i) or (v) applies, shall be deemed to be continuous;

(iii) if such interval be longer than 1 hour, any period in excess of 1½ hours shall be deemed to be time worked;

(iv) only one such interval during the ordinary hours of work of an employee on any day shall not form part of the ordinary hours of work;

(v) when on any day by reason of overtime work an employer is required to give an employee a second meal interval, such interval may, at the request of the employee, be reduced to 15 minutes: Provided further that the second meal interval may be dispensed with if the total period worked by the employee after the first meal interval does not exceed 6 hours;

(vi) a driver of a motor vehicle who during such interval does no work other than being or remaining in charge of the vehicle shall be deemed for the purposes of this subclause not to have worked during such interval;

(vii) such interval need not be granted to a continuous-process worker or a shift-worker during his ordinary hours of work on any shift if he is given the opportunity during such hours of having a meal while at his post unless this is prohibited under section 27 of the Factories, Machinery and Building Work Act, 1941.

(5) *Rest intervals.*—An employer shall grant to each of his employees, other than shift-workers or continuous-process workers, a rest interval of not less than 10 minutes as nearly as practicable in the middle of each first and second work period of the day, and during such interval such 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 of such employee.

(6) *Hours of work to be consecutive.*—Save as provided in sub-clauses (2) (ii) and (4), all hours of work of an employee on any day shall be consecutive.

(7) *Overtime.*—Notwithstanding the definition of "overtime" in clause 2, any time worked by a continuous-process worker in any week, other than on his day off, in excess of 46 hours shall for the purposes of payment be deemed to be overtime: Provided that, if the ordinary hours of work in any period of 4 consecutive weeks do not exceed 40 hours per week during 3 weeks in that period and 48 hours during the other week, the hours in excess of 46 during such other week shall not be deemed to be overtime.

(8) *Limitation of overtime.*—An employer shall not require or permit an employee to work overtime for more than—

(a) in the case of a casual employee, 2 hours on any day;

(b) in the case of any other employee, 10 hours in any week.

(9) *Female employees.*—Notwithstanding anything to the contrary contained in this clause, an employer shall not require or permit a female employee to work—

(a) between 6 o'clock p.m. and 6 o'clock a.m.;

(b) after 1 o'clock p.m. on more than 5 days a week;

(c) overtime for more than 2 hours on any day, except that an employee who works a 5-day week may work up to 4 hours overtime on a Saturday, but so that 10 hours are not exceeded in any week;

(d) overtime on more than 3 consecutive days in any week;

(e) overtime on more than 60 days in any year;

(f) overtime after completion of her ordinary hours of work for more than 1 hour on any day unless he has—

(i) before midday given notice thereof to such employee; or

(ii) provided such employee with an adequate meal and allowed her sufficient time to have it before she has to commence overtime; or

(iii) paid such employee not less than 25 cents in sufficient time to enable her to obtain and have a meal before overtime is due to commence.

(10) *Betaling vir oortydwerk.*—'n Werkgewer moet 'n werknemer wat oortyd werk, betaal teen minstens—

(a) in die geval van 'n los werknemer, 1½ maal sy gewone loon ten opsigte van die totale tydperk aldus deur sodanige werknemer op 'n dag gewerk;

(b) in die geval van 'n ander werknemer, 1½ maal sy gewone loon ten opsigte van die totale tydperk aldus deur sodanige werknemer in 'n week gewerk.

(11) *Vry dag.*—'n Werkgewer moet aan elkeen van sy aaneenlopende proseswerkers 1 volle vry dag toestaan gedurende elke 7 agtereenvolgende dae, maar indien 'n werkgewer van sodanige werknemer vereis of hom toelaat om op sy vry dag te werk, word die ure wat gewerk is geag nie deel van die gewone werkdag wat in subklousule (2) voorgeskryf is, uit te maak nie en vir die doel van hierdie subklousule beteken die uitdrukking "dag" 'n tydperk van 24 uur gereken vanaf die tydstop wat 'n werknemer 'n skof voltooi.

(12) *Voorbehoudsbepalings.*—(a) Die bepalinge van hierdie klousule is nie op 'n handelsreisiger of 'n handelsreisiger se hulp van toepassing nie.

(b) Die bepalinge van hierdie klousule is nie op 'n voorman, senior bestuurs- of administratiewe werknemer of tegniese of professionele werknemer van toepassing nie indien en vir solank as wat so 'n werknemer gereëld 'n loon ontvang teen 'n tarief van minstens—

(i) R200 per maand in Gebied A;

(ii) R187.50 per maand in Gebied B; en

(iii) R175 per maand in Gebied C.

(c) Die bepalinge van subklousules (4), (5), (6) en (8) is nie op 'n werknemer van toepassing nie terwyl hy noodwerk verrig.

(d) Die bepalinge van hierdie klousule is nie op 'n wag wie se Werkgewer hom 'n dag van 24 agtereenvolgende ure ten opsigte van elke week diens vry afgee, van toepassing nie: Met dien verstande dat—

(i) hy geen bedrag van sy wag se loon ten opsigte daarvan aftrek nie;

(ii) 'n werkgewer, in plaas daarvan dat hy sodanige dag vry af aan sy wag gee, sodanige wag dié loon mag betaal wat hy sou ontvang het indien hy nie op sodanige dag gewerk het nie, plus 'n bedrag van minstens dubbel sy dagloon ten opsigte van sodanige dag wat nie toegestaan is nie.

(e) Die bepalinge van subklousules (4), (5), (6) en (8) is nie op 'n chauffeur, 'n eerstehulpman, 'n assistenteerstehulpman of 'n indoeena van toepassing nie.

(f) Die bepalinge van subklousule (5) is nie op 'n bestuurder van 'n motorvoertuig, 'n deeltydse bestuurder van 'n motorvoertuig of 'n arbeider wat op 'n afleweringvoertuig help, van toepassing nie.

6. JAARLIKSE VERLOF.

(1) Behoudens die bepalinge van subklousule (2), moet 'n werkgewer aan sy werknemer, uitgesonderd 'n los werknemer, ten opsigte van iedere voltooide tydperk van 12 maande diens by hom verlof soos volg toestaan:—

(a) In die geval van 'n handelsreisiger of handelsreisiger se hulp of wag, 21 agtereenvolgende kalenderdae verlof;

(b) in die geval van iedere ander werknemer, 2 weke plus 3 werksdae deurlopende verlof;

en moet hy sodanige werknemer ten opsigte van sodanige verlof betaal—

(i) in die geval van 'n werknemer in paragraaf (a) vermeld, 'n bedrag van minstens 3 maal die weekloon waarop hy met ingang van die eerste dag van die verlof geregtig is;

(ii) in die geval van 'n werknemer in paragraaf (b) vermeld, 'n bedrag van minstens 2 maal die weekloon waarop hy met ingang van die eerste dag van die verlof geregtig is.

Met dien verstande dat by die toepassing van hierdie klousule die weekloon van 'n handelsreisiger wat kommissiewerk doen, bereken word deur die besoldiging wat uit hoofde van sy ooreenkoms ingevolge klousule 9 (7) aan hom betaalbaar is ten opsigte van die 12 maande onmiddellik voor die datum waarop die verlof hom toekom, deur 52 te deel of, indien hy minder as 12 maande aldus gewerk het, deur die totale besoldiging wat aldus vir sodanige dienstydperk aan hom betaalbaar is, te deel deur die getal voltooide weke in sodanige tydperk: Met dien verstande voorts dat by die toepassing van hierdie klousule die weekloon van 'n werknemer wat stukwerk verrig, bereken word op die grondslag uiteengesit in artikel 20 (5) (a) van die Wet op Fabriek, Masjinerie en Bouwerk, 1941.

(10) *Payment for overtime.*—An employer shall pay an employee who works overtime at a rate of not less than—

(a) in the case of a casual employee, 1½ times his ordinary wage in respect of the total period so worked by such employee on any day;

(b) in the case of any other employee, 1½ times his ordinary wage in respect of the total period so worked by such employee in any week.

(11) *Day off.*—An employer shall grant to each of his continuous process workers 1 full day off during every 7 consecutive days, but, if an employer requires or permits such an employee to work on his day off, the hours worked shall be deemed not to be part of the ordinary hours of work prescribed in subclause (2) and for the purpose of this subclause the expression "day" means a period of 24 hours reckoned from the time an employee completes a shift.

(12) *Savings.*—(a) The provisions of this clause shall not apply to a traveller or traveller's assistant.

(b) The provisions of this clause shall not apply to a foreman or to a senior managerial or administrative employee or to a technical or professional employee if and for so long as such an employee is in receipt of a regular wage at a rate of not less than—

(i) R200 per month in Area A;

(ii) R187.50 per month in Area B; and

(iii) R175 per month in Area C.

(c) The provisions of subclauses (4), (5), (6) and (8) shall not apply to an employee while he is engaged on emergency work.

(d) The provisions of this clause shall not apply to a watchman whose employer grants him a day off of 24 consecutive hours in respect of every week of employment: Provided that—

(i) he makes no deduction from his watchman's wage in respect thereof;

(ii) an employer may, in lieu of granting his watchman any such day off, pay such watchman the wage which he would have received if he had not worked on such day, plus an amount of not less than double his daily wage in respect of such day not granted.

(e) The provisions of subclauses (4), (5), (6) and (8) shall not apply to a chauffeur, a first-aid attendant, an assistant first-aid attendant or induna.

(f) The provisions of subclause (5) shall not apply to a driver of a motor vehicle, a part-time driver of a motor vehicle or a labourer assisting on a delivery vehicle.

6. ANNUAL LEAVE.

(1) Subject to the provisions of subclause (2), an employer shall grant to his employee, other than a casual employee, in respect of each completed period of 12 months of employment with him—

(a) in the case of a traveller, traveller's assistant or watchman, 21 consecutive calendar days' leave;

(b) in the case of every other employee, 2 weeks plus 3 work days' consecutive leave,

and shall pay such employee in respect of such leave—

(i) in the case of an employee referred to in paragraph (a), an amount of not less than 3 times the weekly wage to which he is entitled as from the first day of the leave;

(ii) in the case of an employee referred to in paragraph (b), an amount of not less than double the weekly wage plus 3 times the daily wage to which he is entitled as from the first day of the leave:

Provided that for the purpose of this clause the weekly wage of a traveller who is employed on commission work shall be calculated by dividing the remuneration payable to him by virtue of his agreement in accordance with clause 9 (7) in respect of the 12 months immediately preceding the date of the accrual of his leave by 52 or if he has had less than 12 months of such employment, by dividing the total remuneration so payable to him during his period of such employment by the number of completed weeks in such period: Provided further that for the purpose of this clause the weekly wage of any employee who is engaged on piece-work shall be calculated on the basis set out in section 20 (5) (a) of the Factories, Machinery and Building Work Act, 1941.

(2) Die verlof voorgeskryf in subklousule (1), moet verleen word op 'n tyd wat die werkgewer bepaal: Met dien verstande dat—

(i) as sodanige verlof nie eerder verleen is nie, dit behoudens die bepalings van subklousule (3) so verleen moet word dat dit begin binne 4 maande na voltooiing van die 12 maande diens waarop dit betrekking het; of dat, as die werkgewer en sy werknemer voor die verstryking van genoemde tydperk van 4 maande skriftelik daartoe ooreengekom het, die werkgewer sodanige verlof aan die werknemer moet verleen met ingang van 'n datum uiterlik 2 maande na die verstryking van genoemde tydperk van 4 maande;

(ii) die tydperk van verlof nie met siekteverlof wat ingevolge klousule 7 verleen is of, tensy die werknemer dit versoek en die werkgewer skriftelik daartoe instem, met 'n tydperk van militêre opleiding ingevolge die Verdedigingswet, 1957, mag saamval nie;

(iii) as Nuwejaarsdag, Goeie Vrydag, Hemelvaartsdag, Gelofte-dag of Kersdag binne die tydperk van sodanige verlof val, daar vir elke sodanige vakansiedag nog 'n werkdag by gemeelde tydperk gevoeg moet word as 'n verdere tydperk van verlof en dat die werknemer vir elke sodanige dag wat bygevoeg word, 'n bedrag van minstens sy dagloon betaal moet word;

(iv) 'n werkgewer al die dae geleentheidsverlof wat op die skriftelike versoek van sy werknemer met volle betaling aan hom verleen is gedurende die tydperk van 12 maande diens waarop die verloftydperk betrekking het, van sodanige verloftydperk kan aftrek.

(3) (a) Op die skriftelike versoek van sy werknemer kan 'n werkgewer die verlof oor 'n tydperk van hoogstens 24 maande diens laat ooploop: Met dien verstande—

(i) dat sodanige werknemer so 'n versoek doen binne 4 maande na verstryking van die eerste tydperk van 12 maande diens waarop die verlof betrekking het; en

(ii) dat die werkgewer die datum van ontvangs van sodanige versoek daarop aanbring en dit onderteken en die versoek vir minstens 3 jaar bewaar vanaf sodanige datum of vanaf die datum van verstryking van die eerste tydperk van 12 maande diens waarop die verlof betrekking het, en wel vanaf die jongste van dié twee datums.

(b) Die bepalings van subklousule (2) is *mutatis mutandis* van toepassing op die verlof in hierdie subklousule bedoel.

(4) Die besoldiging ten opsigte van die verlof voorgeskryf in subklousule (1), gelees met subklousule (3), moet uiterlik op die laaste werkdag voor die aanvangsdatum van die verlof betaal word.

(5) Aan 'n werknemer wie se diens gedurende enige dienstermyn van 12 maande eindig voordat die verloftydperk voorgeskryf in subklousule (1), ten opsigte van so 'n termyn opgeloopt het, moet daar by sodanige diensbeëindiging, benewens ander besoldiging wat aan hom verskuldig mag wees, vir elke voltooide maand van sodanige dienstermyn 'n bedrag betaal word wat minstens—

(a) in die geval van 'n werknemer in paragraaf (a) van subklousule (1) bedoel, een-vierde van die weekloon; en

(b) in die geval van 'n werknemer in paragraaf (b) van subklousule (1) bedoel, die dagloon;

wat hy onmiddellik voor die datum van sodanige diensbeëindiging ontvang het: Met dien verstande dat 'n werkgewer ten opsigte van 'n verloftydperk wat hy ingevolge die vierde voorbehoudsbepaling van subklousule (2) aan 'n werknemer verleen het 'n eweredige bedrag kan aftrek; en voorts met dien verstande dat 'n werknemer—

(i) wat sy diens verlaat sonder om dié kennis te gee en dié kennisgewingstermyn uit te dien wat by klousule 12 voorgeskryf word, tensy die werkgewer van sodanige kennisgewing afgesien het of tensy die werknemer sy werkgewer betaal het in plaas daarvan om aldus kennis te gee; of

(ii) wat sy diens sonder 'n regsgeldige rede verlaat; of

(iii) wat sonder kennisgewing deur sy werkgewer ontslaan word om 'n rede wat vir sodanige ontslag sonder kennisgewing regsgeldig is,

op geen betaling uit hoofde van hierdie subklousule geregtig is nie.

(6) 'n Werknemer wat geregtig geword het op 'n tydperk van verlof voorgeskryf in subklousule (1), gelees met subklousule (3), en wie se diens eindig voordat sodanige verlof verleen is, moet by sodanige diensbeëindiging die bedrag betaal word wat hy ten opsigte van die verlof sou ontvang het as die verlof op die datum van diensbeëindiging aan hom verleen was.

(2) The leave prescribed in subclause (1) shall be granted at a time to be fixed by the employer: Provided that—

(i) if such leave has not been granted earlier it shall, save as provided in subclause (3), be granted so as to commence within 4 months after the completion of the 12 months of employment to which it relates or, if the employer and employee have agreed thereto, in writing, before the expiration of the said period of 4 months, the employer shall grant such leave to the employee as from a date not later than 2 months after the expiration of the said period of 4 months;

(ii) the period of leave shall not be concurrent with sick leave granted in terms of clause 7 nor, unless the employee so requests and the employer agrees, in writing, with any period of military training under the Defence Act, 1957;

(iii) if New Year's Day, Good Friday, Ascension Day, the Day of the Covenant or Christmas Day falls within the period of such leave, another work day shall, for each such holiday, be added to the said period as a further period of leave and the employee shall be paid an amount of not less than his daily wage in respect of each such day added;

(iv) an employer may set off against such period of leave any days of occasional leave granted on full pay to his employee at such employee's written request during the period of 12 months of employment to which the period of leave relates.

(3) (a) At the written request of his employee, an employer may permit the leave to accumulate over a period of not more than 24 months of employment: Provided—

(i) that the request is made by such employee not later than 4 months after the expiry of the first period of 12 months of employment to which the leave relates; and

(ii) that the date of the receipt of the request is endorsed on the request over his signature by the employer, who shall retain the request for a period of not less than 3 years from such date or the date of the expiry of the first period of 12 months of employment to which the leave relates, whichever is the later.

(b) The provisions of subclause (2) shall *mutatis mutandis* apply to the leave referred to in this subclause.

(4) The remuneration in respect of the leave prescribed in subclause (1), read with subclause (3), shall be paid not later than the last work day before the date of commencement of the leave.

(5) An employee whose employment terminates during any period of 12 months of employment before the period of leave prescribed in subclause (1) in respect of that period has accrued shall, upon such termination and in addition to any other remuneration which may be due to him, be paid in respect of each completed month of such period of employment an amount of not less than—

(a) in the case of an employee referred to in paragraph (a) of subclause (1), one-fourth of the weekly wage; and

(b) in the case of an employee referred to in paragraph (b) of subclause (1), the daily wage;

he was receiving immediately before the date of such termination: Provided that an employer may make a proportionate deduction in respect of any period of leave granted to an employee in terms of the fourth proviso to subclause (2) and provided further that an employee—

(i) who leaves his employment without having given and served the period of notice prescribed in clause 12, unless the employer has waived such notice or the employee has paid the employer in lieu of notice; or

(ii) who leaves his employment without cause recognised by law as sufficient; or

(iii) who is dismissed by his employer without notice for any cause recognised by law as sufficient for such dismissal without notice,

shall not be entitled to any payment by virtue of this subclause.

(6) An employee who has become entitled to a period of leave prescribed in subclause (1), read with subclause (3), and whose employment terminates before such leave has been granted, shall upon such termination be paid the amount he would have received in respect of the leave, had the leave been granted to him as at the date of the termination.

(7) By die toepassing van hierdie klousule word die uitdrukking "diens" geag ook te omvat—

- (a) enige tydperk ten opsigte waarvan 'n werkgewer 'n werknemer ingevolge klousule 12 betaal in plaas van kennis te gee;
- (b) enige tydperk wat 'n werknemer afwesig is—
 - (i) met verlof ingevolge hierdie klousule;
 - (ii) met siekteverlof ingevolge klousule 7;
 - (iii) op las of versoek van sy werkgewer,
 en wel tot 'n totaal, in enige jaar, van hoogstens 10 weke; en
- (c) enige tydperk wat 'n werknemer afwesig is vir militêre opleiding ingevolge die Verdedigingswet, 1957: Met dien verstande dat 'n werknemer nie geregtig is om meer as 4 maande van een sodanige opleidingstydperk as diens te eis nie; en word diens geag te begin—

- (i) in die geval van 'n werknemer wat, voor die inwerking-treding van hierdie Vasstelling, kragtens enige Wet op 'n tydperk van jaarlikse verlof geregtig geword het, op die datum waarop sodanige werknemer laas kragtens sodanige wet op verlof geregtig geword het;
- (ii) in die geval van 'n werknemer wat voor die datum van inwerkingtreding van hierdie Vasstelling in diens was en op wie enige wet wat vir jaarlikse verlof voorsiening maak, van toepassing was maar wat nog nie daarkragtens op 'n tydperk van verlof geregtig geword het nie, op die aanvangsdatum van sodanige diens;

- (iii) in die geval van 'n ander werknemer, op die datum waarop sodanige werknemer by sy werkgewer in diens getree het of op die datum van inwerkingtreding van hierdie Vasstelling, en wel op die jongste van die 2 datums.

(8) (a) Ondanks andersluidende bepalings in hierdie klousule, kan 'n werkgewer vir die doel van jaarlikse verlof te eniger tyd, maar hoogstens een maal in 'n tydperk van 12 maande, sy bedryfsinrigting sluit vir 14 agtereenvolgende kalenderdae plus alle addisionele dae wat moontlik uit hoofde van die derde voorbehoudsbepaling van subklousule (2) daarby gevoeg moet word.

(b) 'n Werknemer wat op die sluitingsdatum van 'n bedryfsinrigting ingevolge paragraaf (a) nie op die volle tydperk van die jaarlikse verlof voorgeskryf in subklousule (1) (b), geregtig is nie, moet ten opsigte van verlof wat aan hom verskuldig is, deur sy werkgewer betaal word op die grondslag in subklousule (5) voorgeskryf, en vir die doel van die jaarlikse verlof daarna word sy diens geag te begin op die datum waarop die bedryfsinrigting aldus sluit.

7. SIEKTEVERLOF.

(1) Behoudens die bepalings van subklousule (2), moet 'n werkgewer aan sy werknemer, uitgesonderd 'n los werknemer, wat weens ongeskiktheid van die werk afwesig is, siekteverlof verleen van—

- (a) in die geval van 'n werknemer wat 'n werkweek van 5 dae het, vir altesaam minstens 20 werksdae, en
- (b) in die geval van iedere ander werknemer, vir altesaam minstens 24 werksdae,

gedurende elke tydkring van 24 agtereenvolgende maande diens by hom, en moet hy sodanige werknemer ten opsigte van elke tydperk van afwesigheid ingevolge hierdie subklousule minstens die loon betaal wat hy sou ontvang het as hy gedurende sodanige tydperk gewerk het: Met dien verstande dat—

- (i) gedurende die eerste 24 agtereenvolgende maande diens, 'n werknemer nie op meer siekteverlof met volle betaling geregtig is nie as, in die geval van 'n werknemer met 'n werkweek van 5 dae, 1 werkdag ten opsigte van elke voltooide tydperk van 5 weke diens en, in die geval van 'n ander werknemer, 1 werkdag ten opsigte van elke voltooide maand diens;

- (ii) hierdie klousule nie van toepassing is nie op 'n werknemer op wie se skriftelike versoek 'n werkgewer bydraes wat minstens gelyk is aan dié wat die werknemer self bydra, betaal aan 'n fonds of organisasie wat die werknemer aanwys en wat die werknemer waarborg dat, in geval van sy ongeskiktheid in die omstandighede in hierdie klousule vermeld, altesaam minstens die ekwivalent van sy loon vir 20 of 24 werksdae, na gelang van die geval, in elke tydkring van 24 maande diens aan hom betaal sal word, met dié uitsondering dat, gedurende die eerste 24 maande wat die werknemer bydraes betaal, die gewaarborgde koers verlaag kan word maar nie tot minder nie as die aanwaskoers vermeld in die eerste voorbehoudsbepaling van hierdie subklousule;

- (iii) waar 'n werkgewer ingevolge 'n wet gelde vir hospitaal- of mediese behandeling ten opsigte van 'n werknemer moet betaal en sodanige gelde wel betaal, die bedrag wat aldus betaal is, afgetrek kan word van die bedrag wat ingevolge hierdie klousule ten opsigte van afwesigheid weens ongeskiktheid verskuldig is;

(7) For the purpose of this clause the expression "employment" shall be deemed to include—

- (a) any period in respect of which an employer, in terms of clause 12, pays an employee in lieu of notice;
- (b) any period during which an employee is absent—
 - (i) on leave in terms of this clause;
 - (ii) on sick leave in terms of clause 7;
 - (iii) on the instructions or at the request of his employer, amounting in the aggregate in any year to not more than 10 weeks; and
- (c) any period during which an employee is absent undergoing military training in pursuance of the Defence Act, 1957: Provided that an employee shall not be entitled to claim as employment more than 4 months of any one period of such training,

and employment shall be deemed to commence—

- (i) in the case of an employee who had before the coming into force of this Determination become entitled to a period of annual leave in terms of any law, on 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 coming into force of this Determination and to whom any law providing for annual leave applied but who had not become entitled to a period of leave in terms thereof, on the date on which such employment commenced;

- (iii) in the case of any other employee, on the date on which such employee entered his employer's service or on the date of the coming into force of this Determination, whichever is the later.

(8) (a) Notwithstanding anything to the contrary contained in this clause, an employer may for the purpose of annual leave at any time, but not more than once in any period of 12 months, close his establishment for 14 consecutive calendar days plus any additional days that may have to be added by virtue of the third proviso to subclause (2).

(b) An employee who at the date of the closing of an establishment in terms of paragraph (a) is not entitled to the full period of annual leave prescribed in subclause (1) (b) shall, in respect of any leave due to him, be paid by his employer on the basis set out in subclause (5), and for the purpose of annual leave thereafter his employment shall be deemed to commence on the date of such closing of the establishment.

7. SICK LEAVE.

(1) Subject to the provisions of subclause (2), an employer shall grant to his employee, other than a casual employee, who is absent from work through incapacity—

- (a) in the case of an employee who works a 5-day week, not less than 20 work days; and
- (b) in the case of every other employee, not less than 24 work days;

sick leave in the aggregate during each cycle of 24 consecutive months of employment with him, and shall pay such employee in respect of any period of absence in terms of this subclause not less than the wage he would have received had he worked during such period: Provided that—

- (i) in the first 24 consecutive months of employment an employee shall not be entitled to sick leave on full pay at a rate of more than, in the case of an employee who works a 5-day week, 1 work day in respect of each completed period of 5 weeks of employment and, in the case of any other employee, 1 work day in respect of each completed month of employment;

- (ii) this clause shall not apply to an employee at whose written request an employer makes contributions, at least equal to those made by the employee, to any fund or organisation nominated by the employee, which fund or organisation guarantees to the employee in the event of his incapacity in the circumstances set out in this clause the payment to him of not less than in the aggregate the equivalent of his wage for 20 or 24 work days, as the case may be, in each cycle of 24 months of employment, except that during the first 24 months of the payment of contributions by the employee the guaranteed rate may be reduced but to not less than the rate of accrual set out in the first proviso to this subclause;

- (iii) where an employer is by any law required to pay fees for hospital or medical treatment in respect of an employee, and pays such fees, the amount so paid may be set off against the payment due in respect of absence owing to incapacity in terms of this clause;

(iv) indien daar by 'n ander wet van 'n werkgewer vereis word om 'n werknemer sy volle loon te betaal ten opsigte van 'n tydperk van ongeskiktheid waarvoor hierdie klousule voorsiening maak, die bepalings van hierdie klousule nie van toepassing is nie;

(v) vir die doel van hierdie klousule word 'n aaneenlopende-proseswerker wie se gewone werkure gedurende 'n skofsiklus van 4 weke nie 40 uur per week gedurende 3 weke in daardie siklus, en 48 uur gedurende 1 week te bowe gaan nie, geag 'n werknemer te wees wat 5 dae per week werk.

(2) 'n Werkgewer mag, as 'n opskortende voorwaarde vir die betaling, deur hom, van 'n bedrag wat 'n werknemer kragtens hierdie klousule eis ten opsigte van enige afwesigheid van sy werk—

(a) vir 'n tydperk van langer as 3 agtereenvolgende kalenderdae; of

(b) op die werkdag onmiddellik voor of die werkdag onmiddellik na 'n Sondag of Nuwejaarsdag, Goeie Vrydag, Hemelvaartsdag, Gelofte-dag of Kersdag,

van die werknemer vereis om 'n sertifikaat voor te lê wat deur 'n geregistreerde mediese praktisyn onderteken is en wat die aard en duur van die werknemer se ongeskiktheid meld: Met dien verstande dat, wanneer 'n werknemer gedurende enige tydperk van hoogstens 8 agtereenvolgende weke by 2 of meer geleenthede betaling ingevolge hierdie klousule ontvang het sonder om so 'n sertifikaat voor te lê, sy werkgewer gedurende die tydperk van 8 agtereenvolgende weke onmiddellik na die laaste sodanige geleentheid van hom mag vereis om so 'n sertifikaat ten opsigte van enige afwesigheid voor te lê.

(3) Wanneer 'n werknemer gedurende die eerste tydkring van 24 maande diens by dieselfde werkgewer weens ongeskiktheid vir 'n langer tydperk afwesig is as die siekteverlof wat hom ten tyde van sodanige ongeskiktheid toekom, is hy geregtig op betaling vir slegs dié siekteverlof wat hom dan toekom; maar sy werkgewer moet, as hy dit nie reeds gedoen het nie, by verstryking van gemelde tydkring of by diensbeëindiging voor sodanige verstryking, hom ten opsigte van sodanige langer tydperk van afwesigheid weens ongeskiktheid uitbetaal vir sover die siekteverlof wat hom ten tyde van sodanige verstryking of beëindiging toekom, nog nie geneem is nie.

(4) By die toepassing van hierdie klousule—

(a) word die uitdrukking "diens" geag ook te omvat—

(i) enige tydperk wat 'n werknemer afwesig is—

(aa) met verlof ingevolge klousule 6;

(bb) op las of versoek van sy werkgewer;

(cc) met siekteverlof ingevolge subklousule (1),

en wat in enige jaar altesaam hoogstens 10 weke beloop, en

(ii) enige tydperk wat 'n werknemer afwesig is vir militêre opleiding ingevolge die Verdedigingswet, 1957: Met dien verstande dat 'n werknemer nie geregtig is om meer as 4 maande van een sodanige opleidingstydperk as diens te eis nie,

en word enige tydperk van diens by dieselfde werkgewer onmiddellik voor die datum van inwerkingtrede van hierdie Vasstelling geag diens ingevolge hierdie Vasstelling te wees, en word alle siekteverlof wat met volle betaling aan so 'n werknemer gedurende sodanige tydperk verleen is, geag ingevolge hierdie Vasstelling verleen te wees;

(b) beteken "ongeskiktheid" onvermoë om te werk weens siekte of 'n besering, uitgesonderd dié veroorsaak deur 'n werknemer se eie wangedrag: Met dien verstande dat werkonvermoë wat veroorsaak is deur 'n ongeluk waarvoor vergoeding betaalbaar is ingevolge die Ongevallewet, 1941, geag word ongeskiktheid te wees slegs ten opsigte van 'n tydperk van werkonvermoë waarvoor geen bedrag in verband met ongeskiktheid kragtens daardie Wet betaalbaar is nie.

8. OPENBARE VAKANSIEDAE, SONDAE EN VRY DAE.

(1) Behoudens die bepalings van klousules 4 (6) en 6 (2), moet 'n werkgewer aan 'n werknemer wat nie op Nuwejaarsdag, Goeie Vrydag, Hemelvaartsdag, Gelofte-dag of Kersdag werk nie, minstens sy weekloon betaal vir die week waarin so 'n dag val.

(2) Wanneer 'n werknemer op Nuwejaarsdag, Goeie Vrydag, Hemelvaartsdag, Gelofte-dag of Kersdag werk, moet sy werkgewer hom, behoudens die bepalings van klousule 4 (6), vir die week waarin so 'n dag val, minstens sy weekloon betaal, plus sy uurloon vir elke uur of deel van 'n uur wat die werknemer altesaam op so 'n dag gewerk het: Met dien verstande dat, waar daar van 'n werknemer vereis word of hy toegelaat word om minder as 4 uur op so 'n dag te werk, hy geag word 4 uur te gewerk het.

(iv) if in respect of any period of incapacity covered by this clause an employer is required by any law to pay to an employee his full wages, the provisions of this clause shall not apply;

(v) for the purpose of this clause a continuous process worker whose ordinary hours of work during a shift cycle of 4 weeks, do not exceed 40 hours per week during 3 weeks in that cycle and 48 hours during 1 week, shall be deemed to be an employee who works a 5-day week.

(2) An employer may, as a condition precedent to the payment by him of any amount claimed in terms of this clause by an employee in respect of any absence from work—

(a) for a period covering more than 3 consecutive calendar days; or

(b) on the work day immediately preceding or the work day immediately succeeding a Sunday or New Year's Day, Good Friday, Ascension Day, the Day of the Covenant or Christmas Day,

require the employee to produce a certificate signed by a registered medical practitioner stating the nature and duration of the employee's incapacity: Provided that when an employee has during any period of up to 8 consecutive weeks received payment in terms of this clause on 2 or more occasions without producing such a certificate his employer may during the period of 8 consecutive weeks immediately succeeding the last such occasion require him to produce such a certificate in respect of any absence.

(3) Where, during the first cycle of 24 months of employment with the same employer, an employee is absent owing to incapacity for a period in excess of any sick leave accrued at the time of such incapacity, he shall be entitled to be paid in respect of only such leave as has so accrued; but his employer shall, if he has not previously done so, at the expiry of the said cycle of employment or on termination of employment before such expiry pay him in respect of such excess period of absence owing to incapacity to the extent to which sick leave, accrued at such expiry or termination, had not been taken.

(4) For the purpose of this clause the expression—

(a) "employment" shall be deemed to include—

(i) any period during which an employee is absent—

(aa) on leave in terms of clause 6,

(bb) on the instructions or at the request of his employer,

(cc) on sick leave in terms of subclause (1),

amounting in the aggregate, in any year, to not more than 10 weeks, and

(ii) any period during which an employee is absent undergoing military training in pursuance of the Defence Act, 1957: Provided that an employee shall not be entitled to claim as employment more than 4 months of any one period of such training,

and any period of employment which an employee has had with the same employer immediately before the date of the coming into force of this Determination shall for the purpose of this clause be deemed to be employment under this Determination, and any sick leave on full pay granted to such an employee during such period shall be deemed to have been granted under this Determination;

(b) "incapacity" means inability to work owing to any sickness or injury other than that caused by an employee's own misconduct: Provided that any inability to work caused by an accident for which compensation is payable under the Workmen's Compensation Act, 1941, shall be deemed to be incapacity only in respect of any period of inability to work for which no amount in regard to disablement is payable in terms of that Act.

8. PUBLIC HOLIDAYS, SUNDAYS AND DAYS OFF.

(1) Subject to the provisions of clauses 4 (6) and 6 (2), if an employee does not work on New Year's Day, Good Friday, Ascension Day, the Day of the Covenant or Christmas Day, his employer shall pay him for the week in which such day falls not less than his weekly wage.

(2) Whenever an employee works on New Year's Day, Good Friday, Ascension Day, the Day of the Covenant or Christmas Day, his employer shall, save as provided in clause 4 (6), pay him for the week in which such day falls not less than his weekly wage, plus his hourly wage for each hour or part of an hour worked by the employee in the aggregate on such day: Provided that where such an employee is required or permitted to work for less than 4 hours on such day he shall be deemed to have worked for 4 hours.

(3) Wanneer 'n werknemer, uitgesonderd 'n aaneenlopende-proseswerker, op 'n Sondag werk, moet sy werkgever of—

(a) die werknemer—

(i) indien hy aldus vir 'n tydperk van hoogstens 4 uur werk, minstens sy dagloon betaal;

(ii) indien hy aldus vir 'n tydperk van meer as 4 uur werk, teen minstens dubbel sy gewone loon ten opsigte van die hele tydperk wat hy op sodanige Sondag werk of minstens dubbel sy dagloon betaal, en wel die bedrag wat die grootste is; of

(b) hom teen minstens 1½ maal sy gewone loon betaal ten opsigte van die hele tydperk wat hy op sodanige Sondag werk en hom binne 7 dae vanaf sodanige Sondag een dag verlof verleen en hom ten opsigte daarvan minstens sy dagloon betaal: Met dien verstande dat, waar daar van sodanige werknemer vereis of hy toegelaat word om minder as 4 uur op sodanige Sondag te werk, hy geag moet word 4 uur te gewerk het.

(4) Wanneer 'n aaneenlopende-proseswerker op 'n Sondag werk, moet sy werkgever hom minstens 1½ maal sy gewone loon betaal ten opsigte van die totale tydperk wat hy op sodanige Sondag werk: Met dien verstande dat—

(i) waar van sodanige werknemer vereis word of hy toegelaat word om vir minder as 4 uur op sodanige Sondag te werk, hy geag word 4 uur te gewerk het;

(ii) werk op 'n Sondag nie betaling vir oortyd sal meebring wat die besoldiging wat in hierdie subklousule voorgeskryf word, te bowe gaan nie.

(5) Wanneer 'n aaneenlopende-proseswerker op sy vry dag werk, moet sy werkgever hom minstens dubbel sy gewone loon betaal ten opsigte van die totale tydperk wat hy op sodanige vry dag werk: Met dien verstande dat, waar van sodanige werknemer vereis word of hy toegelaat word om vir minder as 4 uur op sodanige vry dag te werk, hy geag word 4 uur te gewerk het.

(6) Wanneer 'n aaneenlopende-proseswerker 'n skof werk wat gedeeltelik val op 'n openbare vakansiedag wat in subklousule (1) vermeld word, of op 'n Sondag of op sy vry dag en gedeeltelik op enige ander kalenderdag, moet geag word dat die hele skof gewerk is op die kalenderdag waarop die grootste gedeelte van sodanige skof val.

(7) Wanneer 'n skofwerker 'n skof werk wat gedeeltelik val op enige openbare vakansiedag wat in subklousule (1) genoem word en gedeeltelik op enige ander kalenderdag, moet geag word dat die hele skof gewerk is op die kalenderdag waarop die grootste gedeelte van sodanige skof val.

(8) Hierdie klousule is nie van toepassing nie—

(a) 'n werknemer wat ingevolge klousule 5 (12) (b) van die werkbepalings uitgesluit is;

(b) op 'n los werknemer, 'n handelsreisiger, 'n handelsreisiger se hulp of 'n wag.

9. STUKWERK EN KOMMISSIEWERK.

(1) 'n Werkgever mag, nadat hy minstens 1 week vooraf kennis aan sy werknemer, uitgesonderd 'n handelsreisiger, gegee het, 'n stukwerkstelsel invoer, en sodanige werkgever moet, behoudens die bepalinge van klousule 4 (6), sy werknemer wat volgens sodanige stukwerkstelsel werk, teen die besoldiging betaal wat ooreenkomstig sodanige stelsel van toepassing is: Met dien verstande dat die werkgever, ongeag die hoeveelheid werk wat verrig is, die werknemer moet betaal—

(a) in die geval van 'n ander werknemer as 'n los werknemer, vir elke week waarin stukwerk verrig word, minstens die bedrag wat hy so 'n werknemer vir daardie week sou moet betaal het as hy hom 'n tydloon betaal het;

(b) in die geval van 'n los werknemer, vir elke dag waarop stukwerk verrig word, minstens die bedrag wat hy so 'n werknemer vir daardie dag sou moet betaal het as hy hom 'n tydloon betaal het.

(2) 'n Werkgever moet 'n lys van die besoldiging bedoel in subklousule (1), op 'n opvallende plek in sy bedryfsinrigting opgeplak hou.

(3) 'n Werkgever wat voornemens is om 'n bestaande stukwerkstelsel of die besoldiging wat daarvolgens van toepassing is, af te skaf of te wysig, moet aan sy werknemers wat volgens sodanige stelsel werk, minstens 1 kalendermaand kennis van sodanige voorneme gee: Met dien verstande dat 'n werkgever en sy werknemer oor 'n langer kennisgewingstermyn ooreen kan kom, en in so 'n geval mag die werkgever nie vir 'n korter termyn as dié waaroor daar ooreengekom is, kennis gee nie.

(4) Ondanks andersluidende bepalinge in hierdie klousule, hoef 'n werkgever nie 'n los werknemer kennis te gee van sy voorneme om 'n stukwerkstelsel in te voer of af te skaf of te wysig nie.

(3) Whenever an employee, other than a continuous-process worker, works on a Sunday, his employer shall either—

(a) pay the employee—

(i) if he so works for a period not exceeding 4 hours, not less than his daily wage;

(ii) if he so works for a period exceeding 4 hours, at a rate not less than double his ordinary wage in respect of the total period worked by him on such Sunday, or not less than double his daily wage, whichever is the greater; or

(b) pay him at a rate not less than 1½ times his ordinary wage in respect of the total period worked by him on such Sunday, and grant him within 7 days of such Sunday 1 day's leave and pay him in respect thereof not less than his daily wage: Provided that where such an employee is required or permitted to work for less than 4 hours on such Sunday he shall be deemed to have worked for 4 hours.

(4) Whenever a continuous-process worker works on a Sunday his employer shall pay him at a rate of not less than 1½ times his ordinary wage in respect of the total period worked by him on such Sunday: Provided that—

(i) where such an employee is required or permitted to work for less than 4 hours on such Sunday he shall be deemed to have worked for 4 hours;

(ii) work on a Sunday shall not attract payment for overtime over and above the rate of remuneration prescribed in this sub-clause.

(5) Whenever a continuous-process worker works on his day off, his employer shall pay him at a rate of not less than double his ordinary wage in respect of the total period worked by him on such day off: Provided that, where such an employee is required or permitted to work for less than 4 hours on such day off, he shall be deemed to have worked for 4 hours.

(6) Whenever a continuous-process worker works a shift which falls partly on any public holiday mentioned in subclause (1), on a Sunday or on his day off and partly on any other calendar day, the whole shift shall be deemed to have been worked on the calendar day on which the major portion of such shift falls.

(7) Whenever a shift-worker works a shift which falls partly on any public holiday mentioned in subclause (1) and partly on any other calendar day, the whole shift shall be deemed to have been worked on the calendar day on which the major portion of such shift falls.

(8) This clause shall not apply—

(a) to an employee who is excluded from the hours of work provisions by virtue of clause 5 (12) (b);

(b) to a traveller, a traveller's assistant, a casual employee or a watchman.

9. PIECE-WORK AND COMMISSION WORK.

(1) An employer may, after at least 1 week's notice to his employee, other than a traveller, introduce any piece-work system and, save as provided in clause 4 (6), such employer shall pay his employee, who is employed on such piece-work system, remuneration at the rates applicable under such system: Provided that, irrespective of the quantity of work done, the employer shall pay such employee not less than—

(a) in the case of an employee other than a casual employee, in respect of each week in which piece-work is performed, the amount which he would have been required to pay such employee for that week had he been remunerated on the basis of time worked;

(b) in the case of a casual employee, in respect of each day on which piece-work is performed, the amount which he would have been required to pay such employee for that day had he been remunerated on the basis of time worked.

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

(3) An employer who intends to cancel or amend any piece-work system in operation or the rates applicable thereunder shall give his employee employed on such system not less than 1 month's notice of such intention: Provided that an employer and his employee may agree on a longer period of notice, in which case the employer shall give notice for a period not shorter than that agreed upon.

(4) Notwithstanding anything to the contrary in this clause, an employer need not give a casual employee notice of his intention to introduce any piece-work system or to cancel or amend it.

(5) 'n Handelsreisiger wat kommissiewerk onderneem volgens 'n ooreenkoms met sy werkgever, moet voordat sodanige werk begin, deur sy werkgever voorsien word van 'n juiste kopie van die ooreenkoms of 'n verklaring wat die bepalinge van die ooreenkoms bevat en wat moet insluit—

(a) die week- of maandloon aan die handelsreisiger betaalbaar, indien sodanige loon hoër is as dié wat in klousule 3 (1) vir so 'n handelsreisiger voorgeskryf word, asook die kommissietarief of -tariewe en die voorwaardes waarop hy die reg daarop verkry;

(b) die dag van die week of maand waarop die verdiende kommissie verskuldig en betaalbaar is;

(c) die gebied waarin daar van die handelsreisiger vereis word of hy toegelaat word om te werk;

(d) die tipe, beskrywing, getal, hoeveelheid of waarde van die bestellings (individueel, weekliks, maandeliks of hoe ook al) wat die werkgever van tyd tot tyd bereid is om te aanvaar; en

(e) die dag waarop die kommissie op bestellings wat die werkgever voor die beëindiging van die dienskontrak aanvaar het, betaal moet word: Met dien verstande dat sodanige betaal-dag uiterlik die laaste werkdag moet wees van die maand wat volg op die maand waarin die diens beëindig is.

(6) Die bepalinge van die ooreenkoms wat in subklousule (5) bedoel word, mag vir die handelsreisiger geldelik nie minder voordelig as die betrokke bepalinge van hierdie Vasstelling wees nie: Met dien verstande dat die besoldiging van 'n handelsreisiger wat kommissiewerk verrig, betaalbaar is op die dag wat in die ooreenkoms bepaal word, en in hierdie opsig is die bepalinge van klousule 4 (1) nie op sodanige betaling van toepassing nie.

(7) Behoudens die bepalinge van klousule 4 (6), moet 'n werkgever sy handelsreisiger wat kommissiewerk verrig, minstens die besoldiging betaal waaroor hulle ooreengekom het: Met dien verstande dat, ongeag die getal of waarde van die bestellings wat die werkgever aanvaar, die besoldiging van so 'n handelsreisiger vir iedere tydperk nie minder mag wees nie as dié wat ingevolge klousule 3 (1) vir daardie tydperk aan hom verskuldig sou wees.

(8) 'n Werkgever of 'n handelsreisiger wat voornemens is om 'n ooreenkoms in verband met kommissiewerk op te sê of oor 'n wysiging daarvan te onderhandel, moet van sodanige voorneme skriftelik kennis gee en die termyn van sodanige kennisgewing mag nie korter wees nie as dié wat by klousule 12 vir die beëindiging van die dienskontrak van so 'n handelsreisiger vereis word.

10. GETALSVERHOUDING.

(1) 'n Werkgever in die Platwaresektor van die Nywerheid mag nie 'n ongekwalifiseerde glasafskuiner, 'n ongekwalifiseerde glassnyer, 'n ongekwalifiseerde glasversilweraar of 'n ongekwalifiseerde poleerder in diens neem nie tensy hy onderskeidelik 'n gekwalifiseerde glasafskuiner, 'n gekwalifiseerde glassnyer, 'n gekwalifiseerde glasversilweraar of 'n gekwalifiseerde poleerder in sy diens het, en vir elke gekwalifiseerde glasafskuiner, gekwalifiseerde glassnyer, gekwalifiseerde glasversilweraar of gekwalifiseerde poleerder in sy diens mag hy nie onderskeidelik meer as 2 ongekwalifiseerde glasafskuiers, ongekwalifiseerde glassnyers, ongekwalifiseerde glasversilweraars of ongekwalifiseerde poleerders in diens neem nie.

(2) 'n Werkgever in die Houwaresektor van die Nywerheid mag nie 'n ongekwalifiseerde glasmengselbereider, 'n ongekwalifiseerde oondwerker, 'n ongekwalifiseerde bediener van 'n houervervaardigingsmasjien of 'n ongekwalifiseerde sorteerder in diens neem nie tensy hy onderskeidelik 'n gekwalifiseerde glasmengselbereider, 'n gekwalifiseerde oondwerker, 'n gekwalifiseerde bediener van 'n houervervaardigingsmasjien of 'n gekwalifiseerde sorteerder in sy diens het, en vir elke gekwalifiseerde glasmengselbereider, gekwalifiseerde oondwerker, gekwalifiseerde bediener van 'n houervervaardigingsmasjien of gekwalifiseerde sorteerder in sy diens mag hy nie onderskeidelik meer as 2 ongekwalifiseerde glasmengselbereiders, ongekwalifiseerde oondwerkers, ongekwalifiseerde bedieners van 'n houervervaardigingsmasjien of ongekwalifiseerde sorteerders in diens neem nie.

(3) 'n Werkgever in die Veiligheidsglassektor van die Nywerheid mag nie 'n ongekwalifiseerde handrandsluyer, 'n ongekwalifiseerde oondbediener, 'n ongekwalifiseerde glassnyer, 'n ongekwalifiseerde bediener van 'n randslyp- en -poleermasjien, 'n ongekwalifiseerde proseswerker of 'n ongekwalifiseerde leipatroon glassnyer in diens neem nie tensy hy onderskeidelik 'n gekwalifiseerde handrandsluyer, 'n gekwalifiseerde oondbediener, 'n gekwalifiseerde glassnyer, 'n gekwalifiseerde bediener van 'n randslyp- en -poleermasjien, 'n gekwalifiseerde proseswerker of 'n gekwalifiseerde leipatroon glassnyer in sy diens het, en vir elke gekwalifiseerde handrandsluyer, gekwalifiseerde oondbediener, gekwalifiseerde glassnyer, gekwalifiseerde bediener van 'n randslyp- en -poleermasjien, gekwalifiseerde proseswerker of gekwalifiseerde leipatroon glassnyer in sy diens, mag hy nie onderskeidelik meer as 2 ongekwalifiseerde handrandsluyers, ongekwalifiseerde

(5) A traveller who by agreement with his employer undertakes commission work shall be supplied by his employer, before such work is commenced, with a true copy of the agreement or a statement setting out the terms of the agreement which shall include—

(a) the weekly or monthly wage payable to the traveller, where such wage is higher than that prescribed in clause 3 (1) for such traveller, and the rate or rates of the commission and the conditions of entitlement thereto;

(b) the day of the week or month on which commission earned is due and payable;

(c) the area in which the traveller is required or permitted to work;

(d) the type, description, number, quantity or value of orders (individual, weekly, monthly or otherwise) which the employer is from time to time prepared to accept; and

(e) the day of payment of commission in respect of orders accepted by the employer before termination of the contract of employment: Provided that such day of payment shall be not later than the last work day of the month succeeding the month during which employment was terminated.

(6) The terms of the agreement referred to in subclause (5) shall be financially not less favourable to the traveller than the relative terms of this Determination: Provided that the remuneration of a traveller on commission work shall be payable on the day stipulated in the agreement, and in this respect the provisions of clause 4 (1) shall not apply to such payment.

(7) Save as provided in clause 4 (6), an employer shall pay to his traveller who is employed on commission work remuneration at not less than the rate agreed upon between them: Provided that, irrespective of the number or value of orders accepted by the employer, the remuneration of such traveller in respect of any period shall be not less than that which would be due to him for that period in terms of clause 3 (1).

(8) An employer or a traveller, who intends to cancel or to negotiate for an alteration of an agreement in regard to commission work, shall give written notice of such intention and the period of such notice shall be not less than that required to terminate the contract of employment of such traveller in terms of clause 12.

10. RATIO.

(1) An employer in the Flat-ware Section of the Industry shall not employ an unqualified glass beveller, an unqualified glass cutter, an unqualified glass silverer or an unqualified polisher unless he has in his employ a qualified glass beveller, a qualified glass cutter, a qualified glass silverer or a qualified polisher, respectively, and for every qualified glass beveller, qualified glass cutter, qualified glass silverer or qualified polisher in his employ he shall not employ more than 2 unqualified glass bevellers, unqualified glass cutters, unqualified glass silverers or unqualified polishers, respectively.

(2) An employer in the Hollow-ware Section of the Industry shall not employ an unqualified batchman, an unqualified furnaceman, an unqualified operator of a machine producing containers or an unqualified sorter unless he has in his employ a qualified batchman, a qualified furnaceman, a qualified operator of a machine producing containers or a qualified sorter, respectively, and for every qualified batchman, qualified furnaceman, qualified operator of a machine producing containers or qualified sorter in his employ he shall not employ more than 2 unqualified batchmen, unqualified furnacemen, unqualified operators of a machine producing containers or unqualified sorters, respectively.

(3) An employer in the Safety Glass Section of the Industry shall not employ an unqualified edge grinder by hand, an unqualified furnace operator, an unqualified glass cutter, an unqualified operator of an edge grinding and polishing machine, an unqualified process hand or an unqualified templet cutter unless he has in his employ a qualified edge grinder by hand, a qualified furnace operator, a qualified glass cutter, a qualified operator of an edge grinding and polishing machine, a qualified process hand or qualified templet cutter, respectively, and for every qualified edge grinder by hand, qualified furnace operator, qualified glass cutter, qualified operator of an edge grinding and polishing machine, qualified process hand or qualified templet cutter in his employ he shall not employ more than 2 unqualified edge

oondbedieners, ongekwalifiseerde glassnyers, ongekwalifiseerde bedieners van 'n randslyp- en -poleermasjien, ongekwalifiseerde proseswerkers of ongekwalifiseerde leipatroonglassnyers in diens neem nie.

(4) By die toepassing van hierdie klousule—

(a) kan 'n ongekwalifiseerde werknemer wat 'n loon ontvang minstens gelyk aan dié wat in klousule 3 (1) voorgeskryf word vir 'n gekwalifiseerde werknemer van sy klas in die gebied waarin hy werk, geag word 'n gekwalifiseerde werknemer in daardie klas te wees;

(b) kan 'n werkgewer of 'n bestuurder wat in sy bedryfs- inrigting uitsluitlik of hoofsaaklik die werk verrig van enige klas werknemer wat in hierdie klousule gemeld word, geag word 'n gekwalifiseerde werknemer van daardie klas te wees.

11. UNIFORMS, OORPAKKE EN BESKERMENDE KLERE.

'n Werkgewer moet enige uniform, oorpak, oorskoene of ander beskermende klere wat hy van sy werknemer vereis om te dra of wat hy by enige wet of regulasie verplig is om aan sy werknemer te verskaf, gratis verskaf en in 'n bruikbare toestand hou, en enige sodanige uniform, oorpak, oorskoene of ander beskermende klere bly die eiendom van die werkgewer.

12. BEÏNDIGING VAN DIENSKONTRAK.

(1) 'n Werkgewer of sy werknemer, uitgesonderd 'n los werknemer, wat die dienskontrak wil beëindig, moet—

(a) gedurende die eerste 4 weke diens, minstens 1 werkdag,

(b) na die eerste 4 weke diens, minstens 1 week,

vooraf kennis van die beëindiging van die kontrak gee of 'n werkgewer of 'n werknemer kan die kontrak sonder kennisgewing beëindig deur, in plaas van sodanige kennisgewing, aan die werknemer of die werkgewer, na gelang van die geval, te betaal—

(i) in die geval van 1 werkdag kennisgewing, minstens die dagloon wat die werknemer ten tyde van sodanige beëindiging ontvang;

(ii) in die geval van 1 week kennisgewing, minstens die weekloon wat die werknemer ten tyde van sodanige beëindiging ontvang;

Met dien verstande dat—

(i) die reg van 'n werkgewer of sy werknemer om die kontrak op 'n regsgeldige grond sonder kennisgewing te beëindig;

(ii) 'n skriftelike ooreenkoms tussen 'n werkgewer en sy werknemer waarin voorsiening gemaak word vir 'n kennisgewingstermyn wat vir beide partye ewe lank is en langer is as dié wat in hierdie klousule voorgeskryf word;

(iii) die werking van 'n verbeuring of boete wat regens van toepassing mag wees op 'n werknemer wat dros;

nie hierdeur geraak word nie: Met dien verstande voorts dat, indien die loon van 'n werknemer op die datum van die beëindiging verminder is deur aftrekkings ten opsigte van korttyd en die werkgewer hom betaal in plaas van kennis te gee, die uitdrukking "ten tyde van sodanige beëindiging ontvang" geag word te beteken "ten tyde van sodanige beëindiging sou ontvang het as geen bedrag weens korttyd afgetrek was nie".

(2) Indien daar 'n ooreenkoms ingevolge die tweede voorbehoudsbepaling van subklousule (1) bestaan, moet die betaling in plaas van kennisgewing eweredig wees aan die kennisgewingstermyn waarvoor daar ooreengekom is.

(3) Die kennisgewing in subklousule (1) voorgeskryf, mag op enige werkdag geskied: Met dien verstande dat—

(i) die kennisgewingstermyn nie mag saamval nie met, en die kennisgewing nie mag geskied nie gedurende 'n werknemer se afwesigheid met verlof ingevolge klousule 6 of enige tydperk van militêre opleiding wat 'n werknemer ingevolge die Verdedigingswet, 1957, ondergaan;

(ii) daar nie gedurende 'n werknemer se afwesigheid met siekteverlof ooreenkomstig klousule 7 kennis gegee mag word nie.

(4) Ondanks andersluidende bepalings in hierdie Vasstelling mag 'n werkgewer, in die geval waar 'n werknemer sy dienskontrak beëindig deur sy diens te verlaat sonder om kennis te gee en sonder om die kennisgewingstermyn uit te dien of sonder om sy werkgewer te betaal in plaas van kennis te gee, uit enige geld wat hy sodanige werknemer uit hoofde van enige bepaling van hierdie Vasstelling skuld, aan homself 'n bedrag toeëien van hoogstens dié wat sodanige werknemer hom sou moes betaal het in plaas van kennis te gee.

grinders by hand, unqualified furnace operators, unqualified glass cutters, unqualified operators of an edge grinding and polishing machine, unqualified process hands or unqualified templet cutters, respectively.

(4) For the purpose of this clause—

(a) an unqualified employee who receives a wage of not less than that prescribed in clause 3 (1) for a qualified employee of his class in the area in which he works may be deemed to be a qualified employee in that class;

(b) an employer or a manager who is wholly or mainly engaged in his establishment in the work of any class of employee mentioned in this clause, may be deemed to be a qualified employee of that class.

11. UNIFORMS, OVERALLS AND PROTECTIVE CLOTHING.

An employer shall supply and maintain in serviceable condition, free of charge, any uniform, overall, gumboots or other protective clothing which he requires his employee to wear or which by any law he is compelled to provide for his employee and any such uniform, overall, gumboots or other protective clothing shall remain the property of the employer.

12. TERMINATION OF CONTRACT OF EMPLOYMENT.

(1) An employer or his employee, other than a casual employee, who desires to terminate the contract of employment, shall give—

(a) during the first 4 weeks of employment, not less than 1 work day's,

(b) after the first 4 weeks of employment not less than 1 week's,

notices of termination of contract, or an employer or employee may terminate the contract without notice by paying the employee or paying the employer, as the case may be, in lieu of such notice not less than—

(i) in the case of 1 work day's notice the daily wage which the employee is receiving at the time of such termination;

(ii) in the case of 1 week's notice, the weekly wage which the employee is receiving at the time of such termination;

Provided that this shall not affect—

(i) the right of an employer or his employee to terminate the contract 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 that prescribed in this clause;

(iii) the operation of any forfeitures or penalties which by law may be applicable in respect of an employee who deserts;

Provided further that where the wage of an employee at the date of termination has been reduced by deductions in respect of short-time, the expression "is receiving at the time of such termination" shall, when an employer pays an employee in lieu of notice, be deemed to mean "would have received at the time of such determination if no deductions had been made in respect of short-time".

(2) Where there is an agreement in terms of the second proviso to subclause (1), the payment in lieu of notice shall be commensurate with the period of notice agreed upon.

(3) The notice prescribed in subclause (1) may be given on any work day: Provided that—

(i) the period of notice shall not run concurrently with nor shall notice be given during an employee's absence on leave granted in terms of clause 6 or any period of military training which an employee is undergoing in pursuance of the Defence Act, 1957;

(ii) notice shall not be given during an employee's absence on sick leave granted in terms of clause 7.

(4) Notwithstanding anything to the contrary in this Determination, where an employee terminates his contract of employment by leaving his employment without having given and served the required period of notice or without paying his employer in lieu of notice, his employer may appropriate to himself, from any moneys which he owes to such employee by virtue of any provisions of this Determination, an amount of not more than that which such employee would have had to pay him in lieu of notice.

13. DIENSSERTIFIKAAT.

Behalwe waar 'n werknemer se dienskontrak op grond van diensverlating beëindig word of waar die werknemer 'n los werknemer is, moet die werkgever by beëindiging van enige dienskontrak die werknemer van 'n dienssertifikaat voorsien wat wesenlik die vorm het soos in die Bylae van hierdie Vasstelling voorgeskryf en wat die volle name van die werkgever en die werknemer, die beroep van die werknemer, die aanvangsdatum en die datum van beëindiging van die kontrak en die weekloon van die werknemer op die datum van sodanige beëindiging vermeld.

14. VERBOD OP INDIENSNEEMING.

'n Werkgever mag niemand onder die leeftyd van 15 jaar in diens neem nie.

BYLAE.

Ek/Ons (a).....
 wat sake doen in die Glas- en Glaswarenywerheid te.....

 verklaar hierby dat.....
 in my/ons (a) diens was van die.....
 dag van.....19..... tot die
 dag van.....19..... as (b).....
 By diensbeëindiging was sy/haar loon.....rand
sent per week/maand (a).

(Handtekening van werkgever of gemagtigde verteenwoordiger.)

Datum.....

(a) Skrap wat nie van toepassing is nie.

(b) Meld die beroep waarin die werknemer uitsluitlik of hoofsaaklik in diens was, bv., klerk, arbeider, glassnyer.

No. R. 128.] [26 Januarie 1968.

WET OP OORLOGSMAATREËLS, 1940.

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

GLAS- EN GLASWARENYWERHEID, REPUBLIEK VAN SUID-AFRIKA.

Ek, Marais Viljoen, Minister van Arbeid, skort hierby kragtens regulasie 4 (1) van die regulasies gepubliseer by Oorlogsmaatreël No. 43 van 1942, soos gewysig, die toepassing van genoemde regulasies op ten opsigte van alle werknemers vir wie lone voorgeskryf word in klousule 3 van die Loonvasstelling vir die Glas- en Glaswarenywerheid, Republiek van Suid-Afrika, gepubliseer by Goewermentskennisgewing No. R. 126 van 26 Januarie 1968.

M. VILJOEN,
 Minister van Arbeid.

No. R. 129] [26 Januarie 1968.

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

GLAS- EN GLASWARENYWERHEID, REPUBLIEK VAN SUID-AFRIKA.

Ek, Marais Viljoen, Minister van Arbeid, verklaar hierby kragtens artikel 22 (1) van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, soos gewysig, dat die

13. CERTIFICATE OF SERVICE.

Except where a contract of employment of an employee is terminated on the ground of desertion or where the employee is a casual employee, the employer shall upon termination of any contract of employment furnish the employee with a certificate of service substantially in the form prescribed in the Schedule to this Determination, showing the full names of the employer and of the employee, the occupation of the employee, the date of commencement and the date of termination of the contract and the weekly wage of the employee on the date of such termination.

14. PROHIBITION OF EMPLOYMENT.

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

SCHEDULE.

I/We (a).....
 carrying on trade in the Glass and Glassware Manufacturing Industry at.....

 hereby certify that.....
 was employed by me/us (a) from the.....
 day of.....19..... to the.....
 day of.....19..... as (b).....
 At the termination of employment his/her (a) wage was,
randcents per
 week/month (a).

(Signature of Employer or
 Authorised Representative.)

Date.....

(a) Delete whichever inapplicable.

(b) State occupation in which employee was wholly or mainly engaged, e.g., clerk, labourer, glass cutter.

No. R. 128.] [26 January 1968.

WAR MEASURES ACT, 1940:

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

GLASS AND GLASSWARE MANUFACTURING INDUSTRY, REPUBLIC OF SOUTH AFRICA.

I, Marais Viljoen, Minister of Labour, hereby in terms of regulation 4 (1) of the regulations published under War Measure No. 43 of 1942, as amended, suspend the operation of the said regulations in respect of all employees for whom wages are prescribed in clause 3 of the Wage Determination for the Glass and Glassware Manufacturing Industry, Republic of South Africa, published under Government Notice No. R. 126 of the 26th January 1968.

M. VILJOEN,
 Minister of Labour.

No. R. 129.] [26 January 1968.

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

GLASS AND GLASSWARE MANUFACTURING INDUSTRY, REPUBLIC OF SOUTH AFRICA.

I, Marais Viljoen, Minister of Labour, hereby in terms of section 22 (1) of the Factories, Machinery and Building Work Act, 1941, as amended, declare the provisions of the

bepalings van die Loonvasstelling vir die Glas- en Glaswarenywerheid, Republiek van Suid-Afrika, gepubliseer by Goewermentskennisgewing No. R. 126 van 26 Januarie 1968, oor die algemeen nie vir die werknemers wie se werkure en beloning ten opsigte van oortyd, openbare feesdae en werk op Sondae en openbare feesdae daarby gereël word, minder gunstig as die desbetreffende bepalinge van genoemde Wet is nie.

M. VILJOEN,
Minister van Arbeid.

Opmerking.—Hierdie kennisgewing het nie die uitwerking om die toepassing van artikel 20 (3) van die Wet ten opsigte van Republiekdag op te skort nie.

Wage Determination for the Glass and Glassware Manufacturing Industry, Republic of South Africa, published under Government Notice No. R. 126 of the 26th January 1968 on the whole to be not less favourable to the employees whose hours of work and remuneration in respect of overtime, public holidays and work on Sundays and public holidays are regulated thereby than the relative provisions of the said Act.

M. VILJOEN,
Minister of Labour.

Note.—This notice shall not have the effect of suspending the operation of section 20 (3) of the Act in respect of Republic Day.

INHOUD.

Departement van Arbeid. GOEWERMENTSKENNISGEWING.

No.	BLADSY.
R. 126. Loonwet, 1957. Loonvasstelling, No. 294 Glas- en Glaswarenywerheid, Republiek van Suid-Afrika ...	1
R. 128. Wet op Oorlogsmaatreëls, 1940 ...	33
R. 129. Wet op Fabriek, Masjinerie en Bouwerk, 1941, soos gewysig ...	33

CONTENTS.

Department of Labour. GOVERNMENT NOTICES.

No.	PAGE.
R. 126. Wage Act, 1957. Wage Determination, No. 294 Glass and Glassware Manufacturing Industry, Republic of South Africa ...	1
R. 128. War Measures Act, 1940 ...	33
R. 129. Factories, Machinery and Building Work Act, 1941, As Amended ...	33



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7. Plak die posseëls in die boonste regterhoek van die koevert of omslag.
8. Verseker u pakkette en registreer waardevolle briewe. Dokumente wat slegs teen hoë koste vervang kan word, moet verkieslik verseker word.
9. Pos vroegtydig en dikwels gedurende die dag. Posstukke wat tot op die laaste oomblik teruggehou word kan vertraging veroorsaak.
10. Verstrek u volledige posadres aan u korrespondente asook u posbusnommer waar van toepassing.

Useful Hints-

1. Address all mail fully, clearly and without misleading abbreviations.
2. Place your own address on the back of the envelope or wrapper.
3. Do not enclose coins or other hard objects in letters.
4. Send remittances by Postal Order or Money Order.
5. Pack parcels properly, using strong containers and heavy paper. Tie securely.
6. Prepay postage fully.
7. Place postage stamps in the upper right hand corner of the envelope or wrapper.
8. Insure your parcels and register valuable letters. Documents which can only be replaced at considerable cost should preferably be insured.
9. Post early and often during the day. Mail held until the last moment may cause delay.
10. Give your correspondents your correct post office address including your box number where applicable.



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