

BUITENGEWONE



EXTRAORDINARY

STAATSKOERANT

VAN DIE REPUBLIEK VAN SUID-AFRIKA

REPUBLIC OF SOUTH AFRICA

GOVERNMENT GAZETTE

REGULASIEKOERANT No. 914

As 'n Nuusblad by die Poskantoor Geregistreer

PRYS 10c PRICE

OORSEE 15c OVERSEAS

POSVRY—POST FREE

REGULATION GAZETTE No. 914

Registered at the Post Office as a Newspaper

VOL. 32.]

PRETORIA, 16 FEBRUARIE 1968.
16 FEBRUARY

[No. 1984.

GOEWERMENTSKENNISGEWINGS.

DEPARTEMENT VAN ARBEID.

No. R. 203.] [16 Februarie 1968.

LOONWET, 1957.

LOONVASSTELLING No. 295.

NYWERHEID VIR DIE VERVAARDIGING VAN SEEP, KERSE, EETBARE OLIES OF VETTE, SEKERE GEBIEDE.

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 Nywerheid vir die Vervaardiging van Seep, Kerse, Eetbare Olies of Vette, Sekere Gebiede, gemaak en die 11de dag van Maart 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 in die Nywerheid vir die Vervaardiging van Seep, Kerse, Eetbare Olies of Vette in die volgende gebiede:—

Kaaprovinsie.—Die landdrosdistrikte Bellville, die Kaap, Kimberley, King William's Town, Oos-Londen, Paarl, Port Elizabeth, Queenstown, Simonstad, Vryburg en Wynberg;

Natal.—Die landdrosdistrikte Durban, Inanda, Pietermaritzburg en Pinetown;

Oranje-Vrystaat.—Die landdrosdistrikte Bloemfontein, Kroonstad, Viljoenskroon en Welkom;

Transvaal.—Die landdrosdistrikte Alberton, Benoni, Boksburg, Brakpan, Delmas, Germiston, Johannesburg, Kempton Park, Krugersdorp, Nigel, Oberholzer, Randfontein, Roodepoort, Springs, Vanderbijlpark, Vereeniging en Westonaria en die munisipale gebiede van Pietersburg en Pretoria;

en op die werkgewers van sodanige werknemers: Met dien verstande dat dit nie van toepassing is nie op—

(i) bestuurders;

(ii) handelsreisigers wat uitsluitlik bestellings aanvra, werf of solisiteer in Bantoegebiede soos omskryf in artikel 1 (1) van die Wet op Nywerheidsversoening, 1956.

A—24372

GOVERNMENT NOTICES.

DEPARTMENT OF LABOUR.

No. R. 203.] [16 February 1968.

WAGE ACT, 1957.

WAGE DETERMINATION No. 295.

INDUSTRY FOR THE MANUFACTURE OF SOAP, CANDLES, EDIBLE OILS OR FATS, CERTAIN AREAS.

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 Industry for the Manufacture of Soap, Candles, Edible Oils or Fats, Certain Areas, and has fixed the 11th day of March 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 in the industry for the manufacture of soap, candles, edible oils or fats in the following areas:—

Cape Province.—The Magisterial Districts of Bellville, the Cape, East London, Kimberley, King William's Town, Paarl, Port Elizabeth, Queenstown, Simonstown, Vryburg and Wynberg.

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

Orange Free State.—The Magisterial Districts of Bloemfontein, Kroonstad, Viljoenskroon and Welkom.

Transvaal.—The Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Delmas, Germiston, Johannesburg, Kempton Park, Krugersdorp, Nigel, Oberholzer, Randfontein, Roodepoort, Springs, Vanderbijlpark, Vereeniging and Westonaria and the municipal areas of Pietersburg and Pretoria,

and to the employers of such employees: Provided that it shall not apply to—

(i) managers;

(ii) travellers, who are exclusively engaged in inviting, canvassing or soliciting orders in Bantu areas as defined in section 1 (1) of the Industrial Conciliation Act, 1956.

1—1984

2. WOORDOMSKRYWINGS.

(1) Tensy uit die samehang anders blyk, het iedere uitdrukking wat in hierdie vasstelling geësig en in die Loonwet, 1957, omskryf word, dieselfde betekenis as in daardie Wet en, tensy onbestaanbaar met die samehang, beteken—

(i) „ambagsman” ’n werknemer wat werk doen wat in die reël deur ’n geskoolde ambagsman verrig word, en by die toepassing van hierdie woordomskrif 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 deur die Registrateur van Vakleerlinge aan hom uitgereik 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; (i)

(ii) „assistent-voorman” ’n werknemer wat, onder die algemene toesig van ’n voorman, enigeen van die werksaamhede of pligte van ’n voorman verrig en wat gedurende sy afwesigheid namens hom kan waarneem; (ii)

(iii) „bediener van ’n mobiele hystoel” ’n werknemer wat werk met ’n kragaangetrewe mobiele hystoel wat by die laai, aflaai, versit of opstapel van goedere gebruik word; (lix)

(iv) „bedryfsinrigting” ’n perseel waarop of in verband waarmee een of meer werknemers in die Nywerheid vir die Vervaardiging van Seep, Kerse, Eetbare Olies of Vette in diens is; (xxxiv)

(v) „bestuurder” ’n werknemer wat deur sy werkgever belas is met die algemene—

(a) toesig oor,

(b) verantwoordelikheid vir, en

(c) leiding van,

die werksaamhede van ’n bedryfsinrigting en die werknemers wat daarin werksaam is; (lvii)

(vi) „bestuurder van ’n motorvoertuig” ’n werknemer wat ’n motorvoertuig bestuur, en by die toepassing van hierdie woordomskrif omvat die uitdrukking „’n 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; (xxxii)

(vii) „chauffeur” ’n werknemer (uitgesonderd ’n handelsreisiger se hulp) wat ’n motorvoertuig bestuur wat bedoel is om passasiers te vervoer en wat gebruik mag word vir die vervoer van sy werkgever of personeel, klante of besoekers en wat gebruik kan word vir die vervoer van dokumente of pakkette wat ander artikels bevat as die produkte van die bedryfsinrigting tensy sodanige produkte vir gebruik bedoel of as monsters vervoer word; (vii)

(viii) „chemikus” ’n werknemer wat skeikundige werk verrig en wat die houer van ’n graad in skeikunde is; (xv)

(ix) „chemitegnikus” ’n werknemer, uitgesonderd ’n chemikus, wat skeikundige werk verrig; (xi)

(x) „chemitegnikus, gekwalifiseer,” ’n chemitegnikus met minstens vyf jaar ondervinding; (xii)

(xi) „chemitegnikus, ongekwalifiseer,” ’n chemitegnikus met minder as vyf jaar ondervinding; (xiii)

(xii) „dag” die tydperk van 24 uur van middernag tot middernag: Met dien verstande dat dit in die geval van ’n skofwerker, ’n wag of ’n toesighoudende wag, ’n tydperk van 24 uur beteken, gereken vanaf die tyd waarop ’n werknemer begin werk; (xxiii)

(xiii) „deeltydse 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 woordomskrif omvat die uitdrukking „’n motorvoertuig bestuur” alle tydperke wat hy bestuur en alle tyd wat die bestuurder, terwyl hy in die beheer van die voertuig is, aan werk in verband met die voertuig of die vraag bestee; (lxi)

(xiv) „Distrik A” die landdrosdistrikte Bellville, die Kaap, Simonstad en Wynberg; (xxvii)

(xv) „Distrik B” die landdrosdistrikte Alberton, Benoni, Boksburg, Brakpan, Durban, Germiston, Johannesburg, Kempton Park, Krugersdorp, Nigel, Oberholzer, Pinetown, Port Elizabeth, Randfontein, Roodepoort, Springs, Vanderbijlpark, Vereeniging en Westonaria en die munisipale gebied van Pretoria; (xxviii)

(xvi) „Distrik C” die landdrosdistrikte Bloemfontein, Delmas, Oos-Londen, Inanda, Kimberley, Paarl, Pietermaritzburg en Welkom; (xxix)

(xvii) „Distrik D” die landdrosdistrikte King William’s Town, Kroonstad en Queenstown; (xxx)

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—

(i) “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; (i)

(ii) “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; (ii)

(iii) “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; (xliii)

(iv) “boiler attendant-in-charge” means an employee who, under the supervision of a foreman, is in charge of one or more boiler attendants or more than one boiler in an establishment and who is responsible for the maintenance of the water level and steam pressure in such boilers; (lxxviii)

(v) “casual employee” means an employee who is employed by the same employer on not more than 3 days in any week; (liii)

(vi) “chargehand” means an employee who is engaged in supervising the work of a group of employees and who in addition performs the work of the highest class of the group supervised by him and for the purpose of this definition the expression “highest class” means that class for which the highest weekly wage is prescribed for the area in which the group works: Provided that if the wages are prescribed on a rising scale the expression “weekly wage” shall mean the weekly wage prescribed for a qualified employee of that class; (lxvi)

(vii) “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 conveyance of his employer or of staff, clients or visitors and which may be used for the conveyance of documents or of parcels containing articles other than the products of the establishment unless such products are for use or carried as samples; (vii)

(viii) “checker” means an employee who, under the supervision of a storeman, is in charge of the loading or unloading of goods and receives, checks, issues or stores such goods and who may make relevant entries on vouchers and stock cards; (lx)

(ix) “checker, qualified,” means a checker who has had not less than 2 years’ experience; (lxi)

(x) “checker, unqualified,” means a checker who has had less than 2 years’ experience; (lxii)

(xi) “chemical technician” means an employee, other than a chemist, who is engaged in chemical work; (ix)

(xii) “chemical technician, qualified,” means a chemical technician who has had not less than 5 years’ experience; (x)

(xiii) “chemical technician, unqualified,” means a chemical technician who has had less than 5 years’ experience; (xi)

(xiv) “chemical work” means the performance of chemical manipulations, the devising or adjusting of the formulae of substances, or the analytical control of the chemical procession of raw materials or semi-manufactured or finished products; (lxxi)

(xv) “chemist” means an employee who is engaged in chemical work and who is the holder of a degree in chemistry; (viii)

(xvi) “clerk” means an employee who is engaged in writing, typing, filing, operating a calculating or a punch card machine or in any other form of clerical work and includes a cashier, 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; (xlii)

(xvii) “clerk, female, qualified,” means a female clerk who has had not less than 4 years’ experience; (xlvii)

(xviii) „Distrik E” die landdrosdistrikte Viljoenskroon en Vryburg en die munisipale gebied van Pietersburg; (xxxi)
(xix) „eerstehulpman” ’n werknemer wat ’n geldige sertifikaat van bevoegdheid het in eerstehulp wat uitgereik is deur enigene van die volgende organisasies:—

- (a) Die Rooikruisvereniging van Suid-Afrika;
- (b) St. John-ambulansvereniging;
- (c) die Suid-Afrikaanse Noodhulppliga;

en wat klein wonde of beserings verbind en wat registers kan byhou wat die name aantoon van werknemers wat behandel is of wat behandeling deur ’n dokter nodig het, die aard van die besering en die behandeling toegepas; (xxxix)

(xx) „fabrieksklerk” ’n werknemer wat, onder toesig van ’n voorman of ’n gekwalifiseerde manlike klerk, een of meer van die volgende pligte verrig:—

(a) Presensieregisters nagaan of besonderhede aanteken van werknemers wat werk of afwesig is van werk of die tyd deur werknemers aan verskillende take bestee;

(b) besonderhede van materiaal ontvang of uitgereik, nagaan of opteken, of voorraadregisters byhou;

(c) fabrieksdokumente met die hand oorskryf;

(d) fabrieksdokumente liasseer, sorteer, hou of byhou;

(e) Bantoe- of Indiërtale tolk of vertaal;

(f) ’n optelmasjien in die loop van sy werksaamhede as ’n fabrieksklerk bedien;

(g) loon- of tydkaarte vir latere gebruik deur ’n loonklerk voorberei;

(h) lotnommers, inhoud of verwysingsnommers van houters gevel of versend, opteken;

(i) besonderhede van jaarlikse of siekteverlof opteken;

(j) die indiensneming, ontslag of uittreding van werknemers opteken, met inbegrip van die maak van die nodige inskrywings in die werknemers se persoonlike lêers of dokumente; of dienssertifikate opstel;

(k) lyste van produksiesyfers maak;

(l) etikette of kaartjies stempel of uitskryf; en wat bestellings vir versending onder die toesig van ’n versendingsklerk kan bymekaarmaak; (xxxvi)

(xxi) „fabrieksklerk, gekwalifiseer,” ’n fabrieksklerk met minstens 18 maande ondervinding; (xxvii)

(xxii) „fabrieksklerk, ongekwalifiseer,” ’n fabrieksklerk met minder as 18 maande ondervinding; (xxxviii)

(xxiii) „faktotum” ’n werknemer wat kleinere herstelwerk of verstellings doen aan masjinerie of uitrusting, uitgesonderd masjinerie of uitrusting wat regstreeks gebruik word by die vervaardiging van die produkte van ’n bedryfsinrigting, en wat ook kleinere herstelwerk of opknappings aan geboue mag doen maar wat geen werk verrig wat gewoonlik deur ’n ambagsman gedoen word nie; (lii)

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

(1) ’n Proseswerker help met die bediening van ’n deurlopende seepmaakinstallasie;

(2) oor seeppanne toesig hou of kontrolekookwerk doen of die uitklontproses aan die gang sit, onder die toesig van ’n voorman of ’n proseswerker;

(3) kok;

(4) ’n trekker of ’n rangeerder binne die bedryfsinrigting dryf;

(5) parfuum afmeet;

(6) mediese ordonnans;

(7) melk suurmaak vir die maak van kunsbotter;

(8) bediener van ’n mobiele hystoestel;

(9) ’n sirkelsaag bedien om duie vir houtkiste te saag;

(10) spesiale gereedskap of gereedskap vir ingenieurswerkwinkel ontvang, uitreik of bêre;

(11) toetser; (xli)

(xxv) „graad I-werknemer, gekwalifiseer,” ’n graad I-werknemer met minstens 2 jaar ondervinding; (xlii)

(xxvi) „graad I-werknemer, ongekwalifiseer,” ’n graad I-werknemer met minder as twee jaar ondervinding; (xliii)

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

(1) Sorg vir die meganiese beweging van olie, vet of seep, of meganiese vervoerders of dergelike uitrusting bedien;

(2) kleppe, krane of pompe bedien;

(3) besonderhede van opbrengs op pakhuiskwitansies nagaan of aanteken;

(4) ’n fabriekslorrie binne ’n bedryfsinrigting bestuur;

(5) ’n kraggoederehyser dryf behalwe waar die stop en aansit van die hyser outomaties beheer word;

(6) eerstehulpman;

(xviii) „clerk, female, unqualified,” means a female clerk who has had less than 4 years’ experience; (xlviii)

(xix) „clerk, male, qualified,” means a male clerk who has had not less than 5 years’ experience; (xlv)

(xx) „clerk, male, unqualified,” means a male clerk who has had less than 5 years’ experience; (xlv)

(xxi) „commission work” means any system under which a traveller’s remuneration is based on the value or number of orders submitted by him to, and accepted by, his employer; (l)

(xxii) „cook” means an employee who is engaged in cooking food or preparing meals in a canteen for employees; (xlix)

(xxiii) „day” means the period of 24 hours from midnight to midnight: Provided that in the case of a shift worker, a watchman or a watchman-in-charge, it means a period of 24 hours reckoned from the time such an employee commences work; (xii)

(xxiv) „despatch clerk” means an employee 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; (lxxxii)

(xxv) „despatch clerk, qualified,” means a despatch clerk who has had not less than 2 years’ experience; (lxxxiii)

(xxvi) „despatch clerk, unqualified,” means a despatch clerk who has had less than 2 years’ experience; (lxxxiv)

(xxvii) „District A” means the Magisterial Districts of Bellville, the Cape, Simonstown and Wynberg; (xiv)

(xxviii) „District B” means the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Durban, Germiston, Johannesburg, Kempton Park, Krugersdorp, Nigel, Oberholzer, Pinetown, Port Elizabeth, Randfontein, Roodepoort, Springs, Vanderbijlpark, Vereeniging and Westonaria and the municipal area of Pretoria; (xv)

(xxix) „District C” means the Magisterial Districts of Bloemfontein, Delmas, East London, Inanda, Kimberley, Paarl, Pietermaritzburg and Welkom; (xvi)

(xxx) „District D” means the Magisterial Districts of King William’s Town, Kroonstad and Queenstown; (xvii)

(xxxi) „District E” means the Magisterial Districts Viljoenskroon and Vryburg and the municipal area of Pietersburg; (xviii)

(xxxii) „driver of a motor vehicle” means an employee 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; (vi)

(xxxiii) „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) ships;

(ii) trucks or vehicles of the South African Railways and Harbours; or

(iii) 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; (lxiii)

(xxxiv) „establishment” means any premises in or in connection with which one or more employees are employed in the industry for the manufacture of soap, candles, edible oils or fats; (iv)

(xxxv) „experience” means in relation to—

(a) a chemical technician, the total period or periods of employment which an employee has had as a chemical technician in any trade or in the service of the State and if such an employee is the holder of a diploma in chemistry obtained through a recognised Technical College, University or University College, such diploma shall be deemed to be the equivalent of two years of employment as a chemical technician;

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

(c) any other class of employee, the total period or periods of employment which an employee has had in his class in the industry for the manufacture of soap, candles, edible oils or fats; (lxvii)

(7) bestanddele vir seep, vet of dergelike preparate deur middel van 'n peilstok afmeet, of weeg (maar nie volgens 'n gestelde skaal nie);

(8) 'n sentrifugeermasjiene bedien;

(9) 'n glierienherwininstallasie sonder verdamer bedien;

(10) 'n kragmasjiene bedien vir maal, sif, meng, vergruis, seep in koeke druk, sny, stamp, vul, sluit of etiketteer of klaar produkte toedraai of in kartonne verpak;

(11) 'n kragmasjiene bedien om metaalplate te sny, te pons, te krul, te omkraal of te naat of om metaalblieke of -kanne te verseel;

(12) 'n kragmasjiene bedien om houtkiste of riffelkarton- of veselborddose te bedruk of te bedraad;

(13) 'n kragmasjiene bedien om oorpakke of filterdoeke te herstel of te stik;

(14) 'n kragmasjiene bedien om karton- of papierhouers, kartonne of sakke te maak;

(15) 'n kragmasjiene bedien om verjaarsdagkerse uit te druk;

(16) 'n voertuig wat kragaangedrewe is maar deur 'n voetganger beheer word, bedien om goedere te hys of te verskuif;

(17) konkas deur middel van 'n spuittoestel verf;

(18) olie uit besinsel, rousee of oorblyfsels herwin;

(19) kerspitte of klampe regsit; oor pitte toesig hou of defekte kerse verwyder;

(20) kersmasjiene ophys of laat sak; (xlv)

(xxviii) „graad II-werknemer, gekwalifiseer,” 'n graad II-werknemer met minstens agtien maande ondervinding; (xlv)

(xxix) „graad II-werknemer, ongekwalifiseer,” 'n graad II-werknemer met minder as agtien maande ondervinding; (xlv)

(xxx) „graad III-werknemer” 'n werknemer in diens in een of meer van die volgende hoedanighede of wat een of meer van die volgende werksaamhede verrig:—

(1) Kaste, kiste of ander houers met die hand of nie-kragmasjiene vasbind, bedraad of bande daarom sit;

(2) ketelbedieners;

(3) adresse van ontvangers op kaste, sakke, konkas of pakkies vir versending brandmerk, merk of sjabloneer;

(4) vol houers vir kontrole weeg;

(5) blikke, vate, kaste, bottels, blikdose of ander houers met die hand of met handbeheerde voertoestelle volgens vasgestelde volume of gewig volmaak waar die werknemer beheer uitoefen; of houers weeg;

(6) installasie, masjiene of voertuie, met inbegrip van motorvoertuie, onder toesig smeer of olie;

(7) vol of leë houers of ander artikels nagaan vir vreemde stowwe, geskeurde omslae, vlekke of ander sigbare defekte voordat dit toegedraai, toegemaak of verpak word;

(8) 'n opstapelspan lei en die buitekantse sakke of ander artikels reg plaas ten einde die stapel vas te bind;

(9) eenvoudige aantekeninge maak op opgestelde vorms van aflesings op wysterplate of van meganiese tellers;

(10) seepolie met 'n stoomproses smelt en dié olie na tens toe pomp;

(11) enige kragmasjiene oppas;

(12) 'n kragpers, wasmasjiene of ontwatertoestel bedien;

(13) 'n kragmasjiene bedien om houtkiste aanmekaar te sit of te spyker;

(14) 'n kraggoederehyser bedien waar aansit en stop van die hyser outomaties beheer word;

(15) 'n kragmasjiene bedien om sakke skoon of toe te maak;

(16) 'n kragmasjiene bedien om klaargesnyde riffelkarton of veselborkartonne aanmekaar te sit of toe te maak;

(17) konkas met die hand verf;

(18) gietvorms vir vet voorberei deur omslae in die regte fatsoen te vou en dit in hours te plaas;

(19) platkiste, kratte of kiste met die hand heelmaak;

(20) soldeer;

(21) pos sorteer of uitdeel of boodskappe of artikels te voet of per trapfiets buitekant sy werkgewer se bedryfsinrigting aflewer of bymekaarmaak;

(22) seepsteentjies met 'n nie-kragmasjiene stempel;

(23) konkas, tens of pype met stoom verhit;

(24) kelder; (xlvii)

(xxxi) „graad III-werknemer, gekwalifiseer,” 'n graad III-werknemer met minstens 12 maande ondervinding; (xlviii)

(xxxii) „graad III-werknemer, ongekwalifiseer,” 'n graad III-werknemer met minder as 12 maande ondervinding; (xlix)

(xxxiii) „graad IV-werknemer” 'n werknemer wat een of meer van die volgende werksaamhede verrig:—

(1) Gedrukte of klaargeadresseerde etikette met die hand aan toedraaimateriaal, houers of pakkies aansit;

(2) kiste of kratte van die of voorbereide materiaal met die hand aanmekaarsit;

(3) seepframe, onder toesig, aanmekaarsit of uitmekaarhaal;

(4) 'n ambagsman, faktotum of masjienfaktotum help deur artikels of gereedskap vas te hou of andersins met hom saam te werk, uitgesonderd deur die selfstandige gebruik van gereedskap;

(xxxvi) “factory clerk” means an employee who, under the supervision of a foreman or a qualified male clerk, is engaged in any one or more of the following duties:—

(a) Checking attendance records or recording particulars of employees at work or absent or the time spent by employees on different tasks;

(b) checking or recording particulars of materials received or issued or keeping stock records;

(c) copying factory documents by hand;

(d) filing, sorting, keeping or bringing forward factory documents;

(e) interpreting or translating Bantu or Indian languages;

(f) operating an adding machine in the course of his duties as a factory clerk;

(g) preparing wage or time cards for subsequent use by a wage clerk;

(h) recording batch numbers, contents or reference numbers of containers filled or despatched;

(i) recording particulars of annual or sick leave;

(j) recording the engagement, discharge or resignation of employees, including the making of any necessary entries in the employees' personal files or documents; or preparing certificates of service;

(k) scheduling production figures;

(l) stamping or writing tickets or labels;

and who may assemble orders for despatch under the supervision of a despatch clerk; (xx)

(xxxvii) “factory clerk, qualified,” means a factory clerk who has had not less than eighteen months' experience; (xxi)

(xxxviii) “factory clerk, unqualified,” means a factory clerk who has had less than eighteen months' experience; (xxii)

(xxxix) “first-aid dresser” 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) Die Suid-Afrikaanse Noodhulpliga;

and who is engaged in dressing minor wounds or injuries and who may keep records to show the names of employees treated or requiring treatment by a medical practitioner, the nature of the injury and the treatment given; (xix)

(xl) “foreman” means an employee who is in charge of the employees in an establishment or in a section of an establishment, who exercises control over such employees and who is responsible for the efficient performance by them of their duties; (lxxxv)

(xli) “grade I employee” means an employee who is engaged in any one or more of the following activities or capacities:—

(1) Assisting a process worker with the operation of a continuous soap making plant;

(2) attending to soap pans or control-boiling or initiating the graining out process, under the supervision of a foreman or a process worker;

(3) cook;

(4) driving a tractor or a shunter within an establishment;

(5) measuring perfumes;

(6) medical orderly;

(7) milk souring for margarine manufacture;

(8) mobile hoist operator;

(9) operating a circular saw for cutting woodbox shooks;

(10) receiving, issuing or storing engineering workshop or special tools;

(11) tester; (xxiv)

(xlii) “grade I employee, qualified,” means a grade I employee who has had not less than 2 years' experience; (xxv)

(xliii) “grade I employee, unqualified,” means a grade I employee who has had less than 2 years' experience; (xxvi)

(xliv) “grade II employee” means an employee who is engaged in any one or more of the following activities or capacities:—

(1) Attending to the mechanical movement of oils, fats or soap or attending to mechanical conveyors or such-like equipment;

(2) attending to valves, cocks or pumps;

(3) checking or recording particulars of output on warehouse receipts;

(4) driving a factory truck within an establishment;

(5) driving a power-driven goods elevator except where the stopping and starting of the elevator is controlled automatically;

(6) first-aid dresser;

(7) measuring by dip-stick or weighing (other than to a set scale) ingredients for soap, fats or similar preparations;

(8) operating a centrifuge;

(9) operating a glycerine recovery plant without an evaporator;

- (5) kaste, sakke, konkas, of pakkette, uitgesonderd item (3) van graad III-werknemer, brandmerk, merk of sjabloneer;
- (6) deur middel van 'n nywerheidstofsuiers skoonmaak;
- (7) filterperse skoon-, oop- of toemaak, of rame of filterdoeke verwyder of terugsit;
- (8) steen of toiletseep met die hand sny;
- (9) boodskappe of artikels binne 'n bedryfsinrigting aflewer of bymekaarmaak, maar uitgesonderd die uitdeel of sorteer van pos;
- (10) blikke, vate, sakke, bottels of ander houers met die hand of nie-kragmasjiens volmaak; volgens 'n gestelde volume of gewig volmaak waar kontrole outomaties uitgeoefen word;
- (11) voerings, drukwerk, skywe of ringe in deksels of blikke of ander houers insit of drukwerk, uitgesonderd etikette, op houers vaslym;
- (12) kampongs, latrines, buitegeboue of dergelike geboue of strukture afwit, met kleurkalk afwit of ontsmet;
- (13) sakke met die hand heelmaak of sakke met die hand toewerk nadat dit gevul is;
- (14) krane of kleppe onder toesig oop- of toemaak;
- (15) artikels van eenvoudige grootte en getal verpak in houers wat spesiaal gemaak is om sulke artikels te bevat; houers in kaste, kartonne of sakke insit, maar nie vir versending nie;
- (16) seep gedurende die kook- of afkoelproses met spane of kruisspane omroer;
- (17) kersmateriaal in masjiene giet, pitte sny, kerse uit masjiene verwyder of oorskietmateriaal van bokant van masjiene afhaal;
- (18) nagemmers verwyder, leegmaak, skoonmaak of omruil;
- (19) leë sakke met die oog op beskadiging of vuilheid sorteer;
- (20) gebuigde flense of houers met die hand reguitmaak;
- (21) moere, boute of skroewe met handgereedskap onder die toesig van 'n ambagsman, faktotum of masjienfaktotum vas- of losdraai;
- (22) seep, vet of kerse in onbedrukte of bedrukte omslae met die hand toedraai; (1)
- (xxxiv) „graad V-werknemer” 'n werknemer wat een of meer van die volgende werksaamhede verrig:—
- (1) op afleweringsvoertuie help, uitgesonderd bestuur of herstelwerk doen;
- (2) wassoda, sandklip of dergelike materiaal met die hand opbreek of materiaal met die hand sif;
- (3) persele of voertuie, installasie, implemente, masjinerie, gereedskap, gerei, houers, meubels, filterperse, oorpakke, voor-skote of ander artikels skoonmaak, uitvee of was;
- (4) hout-, riefelkarton- of veselbordkiste of kartonne, blikke, buise of dergelike houers met die hand toemaak;
- (5) rantsoene kook, tee of dergelike drankte maak of tee of ander verversings aan werknemers bedien, uitgesonderd soos vermeld in die woordskrywing van „kok” of „kelner”;
- (6) bome of plantegroei afkap, vernietig of verwyder, of heinings snoei;
- (7) geboue of ander bouwerke onder toesig sloop;
- (8) sout uit gliserienverdampkaste haal;
- (9) blikke, vate, sakke, bottels of ander houers met die hand leegmaak; of sakke uitskud;
- (10) materiaal met die hand in elevators, vervoerders of proses-vate, tenks of ander vate voer;
- (11) houers of papier vou, uitgesonderd soos in item (18) van die woordskrywing van „graad III-werknemer”;
- (12) tuinwerk (plant, onder toesig; spit, hark, gras sny, strooi, meng, natmaak); paaie of voetpaaie vee;
- (13) goedere of artikels van enige beskrywing met die hand oplaag, dra, uitpak, verskuif of opstapel, uitgesonderd die pligte genoem in item (8) van die woordskrywing van „graad III-werknemer”;
- (14) laai of aflaai;
- (15) klip, grond, klei of sand met die hand losmaak, uithaal, breek of strooi; slote, fondamente met die hand grawe of ander uitgrawingswerk met die hand doen;
- (16) vuurmaak, vure in stand hou of uithaal maar nie in stoom-ketels nie, of afval of as verwyder, klinkers sorteer;
- (17) dagha, beton, klip of bitumen met die hand meng of beton of bitumen met skopgraaf, hark, vure of kruiwa strooi;
- (18) kiste, bale, sakke, konkas of pakkies oopmaak of toemaak maar nie deur dit te soldeer nie;
- (19) 'n pomp of hyser met die hand bedien;
- (20) pale inplant of draadheinings oprig, onder toesig;

- (10) operating a power-driven machine used for grinding, sifting, mixing, milling, plodding, cutting, stamping, filling, closing or labelling or for wrapping or cartoning of finished products;
- (11) operating a power-driven machine used for cutting, punching, curling, beading or seaming metal sheets or for sealing metal tins or cans;
- (12) operating a power-driven machine used for printing or wiring woodboxes or corrugated cardboard or fibre board boxes;
- (13) operating a power-driven machine used for repairing or stitching overalls or filter cloths;
- (14) operating a power-driven machine used for making cardboard or paper canisters, cartons or bags;
- (15) operating a power-driven machine used for extruding birthday candles;
- (16) operating a power-driven but pedestrian controlled vehicle used for lifting or moving goods;
- (17) painting drums by means of a spray gun;
- (18) recovering oil from foots, soap-stock or residues;
- (19) setting wicks or clamps; attending to wicks or removing faulty candles;
- (20) winding up or lowering candle machines; (xxvii)
- (xiv) “grade II employee, qualified,” means a grade II employee who has had not less than 18 months' experience; (xxviii)
- (xlv) “grade II employee, unqualified,” means a grade II employee who has had less than 18 months' experience; (xxix)
- (xlvii) “grade III employee” means an employee who is engaged in any one or more of the following activities or capacities:—
- (1) Binding, wiring or strapping boxes, cases or other containers by hand or non-power-driven machine;
- (2) boiler attendant;
- (3) branding, marking or stencilling addresses of consignees on boxes, bags, drums or packages for despatch;
- (4) check-weighing of filled containers;
- (5) filling tins, casks, boxes, bottles, canisters or other containers by hand or hand-controlled feed to specified volume or weight where the employee exercises control, or taring containers;
- (6) greasing or oiling plant, machines or vehicles, including motor vehicles, under supervision;
- (7) inspecting filled or empty containers or other articles before wrapping, closing or packing for foreign bodies, torn wrappers, discoloration or other obvious defects;
- (8) leading a stacking gang and placing the outer bags or other articles in order to bind the stack;
- (9) making simple records on prepared forms of reading on dials or from mechanical counters;
- (10) melting soap oils by steam process and pumping such oils to tanks;
- (11) minding any power-driven machine;
- (12) operating a power-driven press, washing machine or hydro extractor;
- (13) operating a power-driven machine used for assembling or nailing wooden boxes;
- (14) operating a power-driven goods elevator where starting and stopping of the elevator is controlled automatically;
- (15) operating a power-driven machine used for cleaning or closing bags;
- (16) operating a power-driven machine used for assembling or closing ready-cut corrugated cardboard or fibre board cartons;
- (17) painting drums by hand;
- (18) preparing moulds for fats by folding wrappers into correct shape and placing in containers;
- (19) repairing trays, crates or boxes by hand;
- (20) soldering;
- (21) sorting or distributing mail or delivering or collecting messages or articles on foot or bicycle outside his employer's establishment;
- (22) stamping soap tablets by non-power-driven machine;
- (23) steam heating drums, tanks or pipes;
- (24) waiter; (xxx)
- (xlviii) “grade III employee, qualified,” means a grade III employee who has had not less than twelve months' experience; (xxxi)
- (xlix) “grade III employee, unqualified,” means a grade III employee who has had less than twelve months' experience; (xxxii)

(21) enige voertuig of trok, uitgesonderd deur middel van 'n kragtoestel, stoot of trek;

(22) sement of beton in gietvorms instamp of beton in fondamente vassamp;

(23) rubberstempelwerk, waar geen oordeel by betrokke is nie;

(24) seep van afgesakte loog afskep; vet of olie van afsaktenks of vanginrigtings afskep;

(25) bestanddele met die hand in vate of panne roer;

(26) diere of voëls versorg of voertuie oppas;

(27) seepvoorraad met die hand omdraai;

(28) riffelvelsbord of dergelike houers met die hand uitpak of oopmaak; klaargemaakte houers opstel; (li)

(xxxv) „handelsreisiger” ’n werknemer wat as ’n reisende verteenwoordiger van ’n bedryfsinrigting vir so ’n inrigting bestellings werf, vra of soek; (lxxxviii)

(xxxvi) „handelsreisiger, gekwalifiseer,” ’n handelsreisiger met minstens 4 jaar ondervinding; (lxxxix)

(xxxvii) „handelsreisiger, ongekwalifiseer,” ’n handelsreisiger met minder as 4 jaar ondervinding; (lxxx)

(xxxviii) „handelsreisiger se hulp” ’n werknemer wat ’n handelsreisiger vergesel en hom help met die inpak, uitpak of vertoon van sy monsters en wat die motorvoertuig mag bestuur wat deur die handelsreisiger in die uitvoering van sy pligte gebruik word en wat vertoonkaarte, uitsny- of ander advertensiemateriaal op rakke of toonbanke mag opstel en advertensietekens van metaal op mure of deure vasspyker; (lxxxix)

(xxxix) „installasiewerker” ’n werknemer wat l of meer van die volgende werksaamhede verrig:—

(1) Eetbare olie of vet bleik of reukloos maak;

(2) eetbare olies of vette meng;

(3) seep meganies droogmaak;

(4) olie of vet splits volgens die Twitchell- of dergelike proses;

(5) vergruisings- of uitgooimasjiene bedien;

(6) gliserienherwinningsinstallasie met verdamer bedien;

(7) ’n installasie bedien wat seep afkoel;

(8) voorbereiding en uitreiking van vetvullings;

(9) mengvullings vir poeierskoonmaakmiddels voorberei;

(10) seep of waspoeier droogmaak deur dit te blaas of dit te spuit;

(11) materiaal sulfoneer of neutraliseer wat nodig is in die vervaardiging van poeier- of vloeibare wasmiddels;

(12) olies of vette in ’n vakuum bleik vir die maak van seep; (lxix)

(xli) „installasiewerker, gekwalifiseer,” ’n installasiewerker met minstens 3 jaar ondervinding; (lxiv)

(xlii) „installasiewerker, ongekwalifiseer,” ’n installasiewerker met minder as 3 jaar ondervinding; (lxv)

(xliii) „kelner” ’n werknemer wat in ’n eetuis vir werknemers etes bedien of tafels dek of afdek, en wat toebroodjies mag sny en help met die bereiding van maaltye of drankes, maar nie deur dit te kook nie; (lxxxiii)

(xliv) „ketelbediener” ’n werknemer wat, onder algemene toezigt, die waterpeil en stoomdruk in ’n stoomketel in stand hou en wat die vuur in sodanige stoomketel mag maak, stook of uithaal; (lii)

(xlv) „klerk” ’n werknemer wat skryf-, tik- en liasseerwerk verrig, ’n reken- of ’n ponskaartmasjiene bedien of enige ander soort klerklike werk verrig en omvat dit ook ’n kassier, magasynman en ’n telefoonskakerbordoperateur maar geen ander klas werknemer wat elders in hierdie klousule omskryf word nie, al maak klerklike werk ook deel uit van so ’n werknemer se werk; (xvi)

(xlv) „klerk, man, gekwalifiseer,” ’n manlike klerk met minstens 5 jaar ondervinding; (xix)

(xlv) „klerk, man, ongekwalifiseer,” ’n manlike klerk met minder as 5 jaar ondervinding; (xx)

(xlvii) „klerk, vrou, gekwalifiseer,” ’n vroulike klerk met minstens 4 jaar ondervinding; (xvii)

(xlviii) „klerk, vrou, ongekwalifiseer,” ’n vroulike klerk met minder as 4 jaar ondervinding; (xviii)

(xlix) „kok” ’n werknemer wat kos kook of maaltye in ’n eetuis vir werknemers voorberei; (xxii)

(i) „kommissiewerk” ’n stelsel waarvolgens ’n handelsreisiger se besiddiging bereken word volgens die getal of waarde van die bestellings wat hy aan sy werkgever voorle en wat laasgenoemde aanvaar; (xxi)

(ii) „korttyd” ’n tydelike vermindering van die getal gewone werkers wens ’n slappe in die bedryf, ’n tekort aan grondstowwe of ’n onklaarraking van masjinerie of installasie of onklaarraking of dreigende onklaarraking van geboue; (lxxi)

(i) “grade IV employee” means an employee who is engaged in any one or more of the following activities:—

(1) Affixing printed or ready-addressed labels to wrapping materials, containers or packages by hand;

(2) assembling boxes or crates from shooks or ready prepared materials by hand;

(3) assembling or dismantling soap frames, under supervision;

(4) assisting an artisan, handyman or machine handyman by holding articles or tools or other wise working with him, other than by the independent use of tools;

(5) branding, marking or stencilling boxes, bags, drums or packages, other than item (3) of grade III employee;

(6) cleaning by means of an industrial vacuum cleaner;

(7) cleaning, opening or closing filter presses or removing or replacing frames or filter cloths;

(8) cutting bar or toilet soap by hand;

(9) delivering or collecting messages or articles within an establishment, but excluding the distribution or sorting of mail;

(10) filling tins, casks, bags, bottles or other containers by hand or non-power-driven machine; filling to a set volume or weight where control is exercised automatically;

(11) inserting liners, printed matter, discs or rings into lids or tins or other containers or glueing printed matter, other than labels, on containers;

(12) lime-washing, colour-washing or disinfecting compounds, latrines, outbuildings or similar buildings or structures;

(13) mending bags by hand or sewing bags by hand after they have been filled;

(14) opening or closing cocks or valves, under supervision;

(15) packing articles of a uniform size and number into containers specially made to contain such articles; putting containers into cases, cartons or bags not for despatch;

(16) paddling or crutching soap during the boiling or cooling process;

(17) pouring candle material into machines, cutting wicks, removing candles from machines or removing surplus material from top of machine;

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

(19) sorting empty bags for damage or dirt;

(20) straightening bent flanges of containers by hand;

(21) tightening or loosening nuts, bolts or screws by hand tools, under the supervision of an artisan, handyman or machine handyman;

(22) wrapping soap, fats or candles in plain or printed wrappers by hand; (xxxiii)

(ii) “grade V employee” means an employee who is engaged in any one or more of the following activities:—

(1) Assisting on delivery vehicles, other than driving or effecting repairs;

(2) breaking down washing soda, sandstone or similar materials by hand or sieving materials by hand;

(3) cleaning, sweeping or washing premises or vehicles, plant, implements, machinery, tools, utensils, containers, furniture, overalls, aprons or other articles;

(4) closing wooden, corrugated cardboard or fibre board boxes or cartons, tins, tubes or similar containers by hand;

(5) cooking rations, making tea or similar beverages or serving tea or other refreshments to employees, except as referred to in the definition “cook” or “waiter”;

(6) cutting down, destroying or removing trees or vegetation or trimming hedges;

(7) demolishing buildings or other structures under supervision;

(8) discharging salt from glycerine evaporator boxes;

(9) emptying tins, casks, bags, bottles or other containers by hand; or shaking out bags;

(10) feeding materials by hand into elevators, conveyors or process vats, tanks or other vessels;

(11) folding containers or paper, other than as in item (18) of the definition “grade III employee”;

(12) gardening work (planting, under supervision, digging, raking, mowing, spreading, mixing, watering); sweeping roads or paths;

(13) lifting, carrying, unpacking, moving or stacking goods or articles of any description by hand, excluding the duties referred to in item (8) of the definition “grade III employee”;

(14) loading or unloading;

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

(16) making, maintaining or drawing fires other than in steam boilers, or removing refuse or ashes; sorting clinkers;

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

(lii) „loon” die bedrag wat ingevolge klousule 3 (1) aan 'n werknemer betaalbaar is ten opsigte van sy gewone werkure soos by klousule 5 voorgeskryf: Met dien verstande—

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

(ii) dat die eerste voorbehoedsbepaling nie so uitgelê mag word nie dat dit 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 grondslag in diens was nie; (lxxxiv)

(liii) „los werknemer” 'n werknemer wat op hoogstens 3 dae in 'n week by dieselfde werkgewer in diens is; (v)

(liv) „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; (lxxii)

(lv) „masjienbediener” 'n werknemer wat 'n kragmasjien bedien, dit oppas, dit aan die gang sit of stop, wat die werk wat die masjien doen, ondersoek of nagaan, wat geringe lopende verstellings aan die masjien mag maak en wat die masjien mag voer en goed daarvan kan afhaal, en die uitdrukking „'n masjien bedien” het 'n ooreenstemmende betekenis; (lvi)

(lvi) „masjienfaktotum” 'n werknemer wat kleinere herstelwerk of verstellings doen aan masjinerie of uitrusting 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; (liv)

(lvii) „masjienoppasser” 'n werknemer wat 'n kragmasjien oppas met die opdrag om aan die masjienbediener te rapporteer as die masjien verkeerd werk of gaan staan het, en wat—

(i) die toevoer na sodanige masjien aan die gang mag sit en kan stop, met inbegrip van die aansit en stop van 'n onafhanklike kragvoerder;

(ii) so 'n masjien met die hand kan voer en goed met die hand daaruit kan neem;

(iii) die masjien kan stop ingeval dit verkeerd werk of as die masjienbediener buite bereik is;

maar wat nie sodanige masjien aan die gang mag sit, weer aan die gang mag sit of enige verstelling daaraan mag maak nie uitgesonderd op die regstreekse opdrag van die masjienbediener en die uitdrukking „'n masjien oppas” het 'n ooreenstemmende betekenis; (lv)

(lviii) „mediese ordonnans” 'n werknemer wat 'n geldige sertifikaat van bekwaamheid in eerstehulp besit wat uitgereik is deur eenige van ondergenoemde organisasies:—

(a) Die Rooikruisvereniging van Suid-Afrika;

(b) die St. John-ambulansvereniging;

(c) die Suid-Afrikaanse Noodhulp Liga;

en wat, onder die toesig van 'n mediese praktisyn of 'n gekwalifiseerde verpleegster, wonde of beserings behandel of verbind, of medisyne toedien en wat raad kan gee aan werknemers betreffende elementêre sake in verband met gesondheid en diëet en wat ook aantekeninge kan byhou betreffende werknemers wat hulle vir behandeling aangemeld het en behandeling en medisyne wat toegedien is; (lviii)

(lix) „motorvoertuig” 'n kragaangedrewe voertuig wat gebruik word vir die vervoer van goedere, uitgesonderd 'n handelsreisiger se monstere, buite die werkgewer se bedryfsinrigting en omvat dit ook 'n voorhaker en 'n trekker maar nie 'n mobiele hystoestel nie; (lx)

(lx) „nasiener” 'n werknemer wat, onder die toesig van 'n magasynman, toesig hou oor die laai of aflaai van goedere en sodanige goedere ontvang, nasien, uitreik of bêre en wat toepaslike inskrywings of fakture en voorradekaarte kan maak; (viii)

(lxi) „nasiener, gekwalifiseer,” 'n nasiener met minstens 2 jaar ondervinding; (ix)

(lxii) „nasiener, ongekwalifiseer,” 'n nasiener met minder as 2 jaar ondervinding; (x)

(lxiii) „noodwerk” —

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

(18) opening or closing boxes, bales, bags, drums or packages other than by soldering;

(19) operating a pump or hoist by hand;

(20) planting poles or erecting wire fences, under supervision;

(21) pushing or pulling any vehicle or truck, other than by power-driven device;

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

(23) rubber stamping where no discretion is involved;

(24) skimming off soap from settled lyes; skimming fats or oils from settling tanks or traps;

(25) stirring ingredients in vats or pans by hand;

(26) tending animals or birds or minding vehicles;

(27) turning over soap powder stock by hand;

(28) unpacking or opening corrugated fibre board or similar containers by hand; setting-up ready-made containers; (xxxiv)

(lii) “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 manufacture 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; (xxiii)

(liii) “Industry for the Manufacture of Soap, Candles, Edible Oils or Fats” 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:—

(i) The expressing of oil;

(ii) the preparation, manufacture, bottling, wrapping or packing of soap, washing soda, bleaching powder or other cleansing agents, candles, household or cooking oils, edible oils or fats;

and includes all operations incidental to or consequent on any of the aforesaid activities but does not include the activities of employers and employees who, in respect of such activities, are subject to the provisions of Wage Determination No. 123—Fish Industry, Republic of South Africa—published under Government Notice No. 83 of the 19th January 1945, and Wage Determination No. 249—Fish Processing Industry, Certain Areas—published under Government Notice No. R. 497 of the 3rd April 1964, unless such activities are incidental to those mentioned in paragraphs (i) and (ii) above; (lxiv)

(liv) “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; (lvi)

(lv) “machine minder” means an employee who is engaged in watching a power-driven machine with the duty to report any malfunctioning or stopping of such machine to the machine operator and who may—

(i) start and stop the feed into such machine, including the starting and stopping of an independent power-driven feeder;

(ii) feed into and take off from such machine by hand;

(iii) stop the machine in the event of its malfunctioning if the machine operator is beyond reach;

but who may not start, re-start or make any adjustment to such machine except under the direct instruction of the machine operator, and the expression “minding a machine” has a corresponding meaning; (lvii)

(lvi) “machine operator” means an employee who operates, attends, starts or stops a power-driven machine, who scrutinises or checks the work done by the machine, who may make minor running adjustments to the machine and who may feed into or take off from such machine, and the expression “operating a machine” has a corresponding meaning; (lv)

(lvii) “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; (v)

(lviii) “medical orderly” 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) Die Suid-Afrikaanse Noodhulp Liga;

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

(i) skepe;

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

(iii) 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; (xxxiii)

(lxiv) „Nywerheid vir die Vervaardiging van Seep, Kerse, eetbare Olies of Vette” die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in bedryfsinrigtings 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:—

(i) Die uitpersing van olie;

(ii) die bereiding, vervaardiging, bottel, toedraai of verpakking van seep, wassoda, bleikpoel of ander reinigingsmiddels, kerses, huishoudelike of kookolies, eetbare olies of vette; en omvat dit alle werksaamhede wat met enigeen van voornoemde bedrywighede in verband staan of daaruit voortspruit maar dit omvat nie die werksaamhede nie van werkgewers en werknemers wat ten opsigte van sodanige werksaamhede onderworpe is aan die bepalings van Loonvaststelling No. 123—Visnywerheid; Republiek van Suid-Afrika—gepubliseer by Goewermentskennisgewing No. 83 van 19 Januarie 1945 en Loonvaststelling No. 249—Visverwerkingsnywerheid, Sekere Gebiede—gepubliseer by Goewermentskennisgewing No. R. 497 van 3 April 1964, tensy sodanige werksaamhede bykomend is by dié wat in paragrawe (1) en (ii) hierbo genoem word; (liii)

(lxv) „onbelaste gewig” die gewig van 'n motorvoertuig of sleepwa soos aangegee in 'n lisensie of sertifikaat wat ten opsigte van so 'n motorvoertuig of sleepwa uitgereik is deur 'n owerheid wat by wet gemagtig is om lisensies ten opsigte van motorvoertuie uit te reik: Met dien verstande dat, in die geval van 'n 2- of 3-wielige motorfiets, bromponie of bromfiets of trapfiets met hulpmotor, die onbelaste gewig geag word hoogstens 1,000 lb te wees; (lxxxii)

(lxvi) „onderbaas” 'n werknemer wat toesig hou oor die werk van 'n groep werknemers en wat daarbenewens die werk doen van die hoogste klas van die groep oor wie se werk hy toesig hou en vir die toepassing van hierdie woordskrywing beteken „hoogste klas” dié klas vir wie die hoogste weekloon voorgeskryf word vir die gebied waarin die groep werk: Met dien verstande dat as die lone op 'n stygende skaal voorgeskryf word, die uitdrukking „weekloon” die weekloon beteken wat vir 'n gekwalifiseerde werknemer van daardie klas voorgeskryf word; (vi)

(lxvii) „ondervinding” met betrekking tot—

(a) 'n chemitegnikus, die totale tydperk of tydperke wat 'n werknemer werksaam was as 'n chemitegnikus in enige bedryf of in die diens van die Staat en indien sodanige werknemer die houer is van 'n diploma in skeikunde wat verkry is deur 'n erkende tegniese kollege, universiteit of universiteitskollege, word sodanige diploma geag gelykwaardig te wees aan twee jaar diens as 'n chemitegnikus;

(b) 'n klerk, 'n versendingsklerk of 'n handelsreisiger, die totale tydperk of tydperke wat 'n werknemer onderskeidelik werksaam was as 'n klerk, 'n versendingsklerk of 'n handelsreisiger, in enige bedryf of in die diens van die Staat;

(c) enige ander klas werknemer, die totale tydperk of tydperke wat 'n werknemer in sy klas werksaam was in die Nywerheid vir die Vervaardiging van Seep, Kerse, Eetbare Olies of Vette; (xxxv)

(lxviii) „proseswerker” 'n werknemer wat verantwoordelik is vir en werksaam is in een of meer van die volgende werksaamhede of prosesse:—

(1) Bediening van installasie vir waterstofgas;

(2) 'n spuitdroogtoring bedien in die vervaardiging van poeier-wasmiddels;

(3) 'n koelinstallasie bedien;

and who, under the supervision of a medical practitioner or a qualified nurse, is engaged in treating or dressing wounds or injuries or in administering medicines and who may give advice to employees concerning elementary hygiene and dietary matters and who may also maintain records concerning employee attendances for treatment and treatment and medicines administered; (lviii)

(lix) „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 (iii)

(lx) „motor vehicle” means any power-driven vehicle used for conveying goods (other than traveller's samples) outside the employer's establishment and includes a mechanical horse and a tractor, but does not include a mobile hoist; (lix)

(lxi) „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; (xiii)

(lxii) „piece-work” means any system under which an employee's remuneration is based on the quantity of work done; (lxxvi)

(lxiii) „plant operator” means an employee who is engaged in any one or more of the following activities:—

(1) Bleaching or deodorising edible oils or fats;

(2) blending of edible oils or fats;

(3) mechanical drying of soaps;

(4) oil or fat splitting by Twitchell or similar process;

(5) operating crushing or expelling machines;

(6) operating a glycerine recovery plant with an evaporator;

(7) operating a soap cooling plant;

(8) preparation and issue of fat charges;

(9) preparing crutcher charges for powder detergents;

(10) soap or detergent powder blowing or spray drying;

(11) sulphonating or neutralizing materials required in the manufacture of powder or liquid detergents;

(12) vacuum bleaching of oils or fats for soap making; (xxxix)

(lxiv) „plant operator, qualified,” means a plant operator who has had not less than 3 years' experience; (xl)

(lxv) „plant operator, unqualified,” means a plant operator who has had less than 3 years' experience; (xli)

(lxvi) „process worker” means an employee who is responsible for and engaged in any one or more of the following activities or processes:—

(1) Hydrogen gas plant operation;

(2) operating a spray drying tower in the manufacture of powder detergent;

(3) operating a refrigeration plant;

(4) refining or hardening of edible oils or fats;

(5) refining of crude glycerine;

(6) revivifying catalyst;

(7) soap making, including continuous soap making;

(8) solvent extraction of oil from oilseeds or oilcake; (lxviii)

(lxvii) „process worker, qualified,” means a process worker who has had not less than 4 years' experience; (lix)

(lxviii) „process worker, unqualified,” means a process worker who has had less than 4 years' experience; (lxx)

(lxix) „senior managerial or administrative employee” means an employee who is charged by his employer with the performance of work entailing responsibility for taking decisions of an administrative character in the conduct of the activities of an establishment; (lxxii)

(lxx) „shift worker” means an employee who is engaged on shift work in an establishment in which 2 or 3 shifts per day on not less than 5 days per week are worked; (lxxiii)

- (4) eetbare olie of vet raffineer of hard maak;
- (5) ru-gliserien raffineer;
- (6) katalisator suiwer;
- (7) seep maak, met inbegrip van deurlopende seepmaak;
- (8) olie uit oliesaad of oliekoek uithaal deur middel van oplosproses; (lxvi)

(lxix) „proseswerker, gekwalifiseer,” ’n proseswerker met minstens 4 jaar ondervinding; (lxvii)

(lxx) „proseswerker, ongekwalifiseer,” ’n proseswerker met minder as 4 jaar ondervinding; (lxviii)

(lxxi) „skeikundige werk” die verrigting van skeikundige werksaamhede, die opstel of toepassing van die formules van stowwe, of die ontleedkundige beheer van die skeikundige bewerking van grondstowwe of halfvervaardigde of klaar produkte; (xiv)

(lxxii) „senior bestuurs- of administratiewe werknemer” ’n werknemer wat deur die werkgever belas is met werk wat die verantwoordelikhede meebring om by die uitvoering van die bedryfsinrigting se werksaamhede besluite van ’n administratiewe aard te neem; (lxix)

(lxxiii) „skofwerker” ’n werknemer wat skofwerk verrig in ’n bedryfsinrigting waarin 2 of 3 skofte per dag op minstens 5 dae per week gewerk word; (lxx)

(lxxiv) „sleepwa” ’n vervoermiddel wat deur ’n motorvoertuig getrek word; (lxxvii)

(lxxv) „spanleier” ’n werknemer wat toesig hou oor ’n groep graad IV-werknemers of graad V-werknemers of graad IV-werknemers en graad V-werknemers; (lxxiv)

(lxxvi) „stukwerk” ’n stelsel waarvolgens ’n werknemer se besoldiging gegrond word op die hoeveelheid werk wat verrig is; (lxii)

(lxxvii) „tegniese of professionele werknemer” ’n werknemer wat deur sy werkgever belas is met die uitvoering van werk van ’n tegniese of professionele aard; (lxxv)

(lxxviii) „toesighoudende ketelbediener” ’n werknemer wat, onder die toesig van ’n voorman, toesig hou oor een of meer ketelbedieners of meer as 1 stoomketel in ’n bedryfsinrigting en wat verantwoordelik is vir die waterpeil en stoomdruk in sodanige stoomketels; (iv)

(lxxix) „toesighoudende wag” ’n wag wat toesig oor een of meer wagte; (lxxvii)

(lxxx) „toesighouer” ’n werknemer wat, onder die toesig van ’n voorman, toesig hou oor ’n groep graad I-werknemers, graad II-werknemers of graad III-werknemers of ’n samestelling van enige van hierdie grade en wat daarbenewens toesig mag hou oor graad IV-werknemers en graad V-werknemers; (lxxiii)

(lxxxi) „toetser” ’n werknemer wat, onder die toesig van ’n chemikus, chemitegnikus, proseswerker of ’n voorman, skeikundige toetse van roetine-aard uitvoer; (lxxvi)

(lxxxii) „versendingsklerk” ’n werknemer wat belas is met die versending of verpakking van goedere vir vervoer of aflewering en wat toesig mag hou oor die byeenbring, nagaan, weeg, verpakking, merk, adresseer of versending van goedere of pakkette; (xxiv)

(lxxxiii) „versendingsklerk, gekwalifiseer,” ’n versendingsklerk met minstens 2 jaar ondervinding; (xxv)

(lxxxiv) „versendingsklerk, ongekwalifiseer,” ’n versendingsklerk met minder as 2 jaar ondervinding; (xxvi)

(lxxxv) „voorman” ’n werknemer wat aan die hoof staan van die werknemers in ’n bedryfsinrigting of ’n afdeling van ’n bedryfsinrigting, wat beheer oor sodanige werknemers uitoefen en wat daarvoor verantwoordelik is dat hulle hul pligte doeltreffend verrig; (xi)

(lxxxvi) „wag” ’n werknemer wat ’n perseel of eiendom bewaak;

(lxxxvii) „week”, met betrekking tot ’n werknemer, die tydperk van 7 dae waarin die werkweek van daardie werknemer gewoonlik val. (lxxxvii)

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

(lxxi) „short-time” means a temporary reduction in the number of ordinary hours of work owing to slackness of trade, shortage of raw materials, a breakdown of plant or machinery or a breakdown or threatened breakdown of buildings; (li)

(lxxii) „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; (liv)

(lxxiii) „supervisor” means an employee who, under the supervision of a foreman, is in charge of a group of grade I employees, grade II employees or grade III employees or a combination of any of these grades and who additionally may be in charge of grade IV employees and grade V employees; (lxxx)

(lxxiv) „team leader” means an employee who is in charge of a group of grade IV employees or grade V employees or grade IV employees and grade V employees; (lxxxv)

(lxxv) „technical or professional employee” means an employee who is charged by his employer with the performance of work of a technical or professional character; (lxxvii)

(lxxvi) „tester” means an employee who, under the supervision of a chemist, chemical technician, process worker or a foreman, is engaged in routine chemical tests; (lxxxi)

(lxxvii) „trailer” means any conveyance drawn by a motor vehicle; (lxxiv)

(lxxviii) „traveller” means an employee who, as a travelling representative of an establishment, invites, canvasses or solicits orders on behalf of such establishment; (xxxv)

(lxxix) „traveller, qualified,” means a traveller who has had not less than 4 years’ experience; (xxxvi)

(lxxx) „traveller, unqualified,” means a traveller who has had less than 4 years’ experience; (xxxvii)

(lxxxi) „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 and set up display cards, cut-outs or other advertising material on shelves or counters and nail metal advertising signs on to walls or doors; (xxxviii)

(lxxxii) „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 autocycle or cycle fitted with an auxiliary engine the unladen weight shall be deemed not to exceed 1,000 lb; (lxv)

(lxxxiii) „waiter” means an employee who in a canteen for employees is engaged in serving meals or setting or clearing tables, and who may cut sandwiches and assist with the preparation of meals or beverages other than by cooking; (xlii)

(lxxxiv) „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; (lii)

(lxxxv) „watchman” means an employee who is engaged in guarding premises or property; (lxxxvi)

(lxxxvi) „watchman-in-charge” means a watchman who is engaged in supervising 1 or more watchmen; (lxxix)

(lxxxvii) „week” means, in relation to any employee, the period of seven days within which the working week of that employee ordinarily falls. (lxxxvii)

(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. BESOLDIGING.

(1) Die minimum loon wat 'n werknemer aan elke lid van sy werknemers in ondergenoemde klasse moet betaal, is soos volg:—

(i) (a) *Werknemers uitgesonderd los werknemers.*

	In die landdros-distrikte King William's Town, Kroonstad, Paarl, Queenstown, Viljoenskroon en Vryburg en die munisipale gebied van Pietersburg.	In alle ander gebiede.
	Per week. R	Per week. R
Ambagsman.....	34.00	38.18
Assistent-voorman.....	26.45	34.00
Toesighoudende ketelbediener.....	23.10	28.80
Chaufeur.....	11.30	11.30
Nasiener, gekwalifiseer.....	15.00	18.40
Nasiener, ongekwalifiseer—		
Gedurende eerste jaar ondervinding	13.00	16.00
Gedurende tweede jaar ondervinding	14.00	17.20
Chemitegnikus, vrou, gekwalifiseer...	24.00	28.20
Chemitegnikus, vrou, ongekwalifiseer—		
Gedurende die eerste jaar ondervinding	12.00	12.00
Gedurende tweede jaar ondervinding	14.40	15.20
Gedurende derde jaar ondervinding	16.80	18.40
Gedurende vierde jaar ondervinding	19.20	21.60
Gedurende vyfde jaar ondervinding	21.60	24.80
Chemitegnikus, man, gekwalifiseer...	28.20	33.00
Chemitegnikus, man, ongekwalifiseer—		
Gedurende eerste jaar ondervinding	12.00	15.00
Gedurende tweede jaar ondervinding	15.20	18.50
Gedurende derde jaar ondervinding	18.40	22.00
Gedurende vierde jaar ondervinding	21.60	25.50
Gedurende vyfde jaar ondervinding	24.80	29.00
Klerk, vrou, gekwalifiseer.....	13.85	17.31
Klerk, vrou, ongekwalifiseer—		
Gedurende eerste jaar ondervinding	7.62	10.38
Gedurende tweede jaar ondervinding	9.00	12.12
Gedurende derde jaar ondervinding	10.62	13.85
Gedurende vierde jaar ondervinding	12.23	15.58
Klerk, man, gekwalifiseer.....	21.23	25.39
Klerk, man, ongekwalifiseer—		
Gedurende eerste jaar ondervinding	9.69	11.54
Gedurende tweede jaar ondervinding	12.00	14.31
Gedurende derde jaar ondervinding	14.31	17.08
Gedurende vierde jaar ondervinding	16.62	19.85
Gedurende vyfde jaar ondervinding	18.92	22.62
Versendingsklerk, gekwalifiseer.....	18.00	22.00
Versendingsklerk, ongekwalifiseer—		
Gedurende eerste jaar ondervinding	12.00	16.00
Gedurende tweede jaar ondervinding	15.00	19.00
Fabrieksklerk, gekwalifiseer.....	13.50	18.00
Fabrieksklerk, ongekwalifiseer—		
Gedurende eerste ses maande ondervinding	10.00	15.00
Gedurende tweede ses maande ondervinding	11.00	16.00
Gedurende derde ses maande ondervinding	12.25	17.00
Voorman.....	35.00	40.00
Graad I-werknemer, gekwalifiseer...	10.75	13.20
Graad I-werknemer, ongekwalifiseer—		
Gedurende eerste jaar ondervinding	9.75	11.20
Gedurende tweede jaar ondervinding	10.25	12.20
Graad II-werknemer, gekwalifiseer...	9.30	11.00

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:—

(i) (a) *Employees other than casual employees.*

	In the Magisterial Districts of King William's Town, Kroonstad, Paarl, Queenstown, Viljoenskroon and Vryburg and the municipal area of Pietersburg.	In all other areas.
	Per week. R	Per week. R
Artisan.....	34.00	38.18
Assistant foreman.....	26.45	34.00
Boiler attendant-in-charge.....	23.10	28.80
Chaufeur.....	11.30	11.30
Checker, qualified.....	15.00	18.40
Checker, unqualified—		
During the first year of experience	13.00	16.00
During the second year of experience	14.00	17.20
Chemical technician, female, qualified	24.00	28.20
Chemical technician, female, unqualified—		
During the first year of experience	12.00	12.00
During the second year of experience	14.40	15.20
During the third year of experience	16.80	18.40
During the fourth year of experience	19.20	21.60
During the fifth year of experience	21.60	24.80
Chemical technician, male, qualified	28.20	33.00
Chemical technician, male, unqualified—		
During the first year of experience	12.00	15.00
During the second year of experience	15.20	18.50
During the third year of experience	18.40	22.00
During the fourth year of experience	21.60	25.50
During the fifth year of experience	24.80	29.00
Clerk, female, qualified.....	13.85	17.31
Clerk, female, unqualified—		
During the first year of experience	7.62	10.38
During the second year of experience	9.00	12.12
During the third year of experience	10.62	13.85
During the fourth year of experience	12.23	15.58
Clerk, male, qualified.....	21.23	25.39
Clerk, male, unqualified—		
During the first year of experience	9.69	11.54
During the second year of experience	12.00	14.31
During the third year of experience	14.31	17.08
During the fourth year of experience	16.62	19.85
During the fifth year of experience	18.92	22.62
Despatch clerk, qualified.....	18.00	22.00
Despatch clerk, unqualified—		
During the first year of experience	12.00	16.00
During the second year of experience	15.00	19.00
Factory clerk, qualified.....	13.50	18.00
Factory clerk, unqualified—		
During the first six months of experience	10.00	15.00
During the second six months of experience	11.00	16.00
During the third six months of experience	12.25	17.00
Foreman.....	35.00	40.00
Grade I employee, qualified.....	10.75	13.20
Grade I employee, unqualified—		
During the first year of experience	9.75	11.20
During the second year of experience	10.25	12.20
Grade II employee, qualified.....	9.30	11.00

	In die landdrosdistrikte King William's Town, Kroonstad, Paarl, Queenstown, Viljoenskroon en Vryburg en die munisipale gebied van Pietersburg.	In alle ander gebiede.		In the Magisterial Districts of King William's Town, Kroonstad, Paarl, Queenstown, Viljoenskroon and Vryburg and the municipal area of Pietersburg.	In all other areas.
	Per week. R	Per week. R		Per week. R	Per week. R
Graad II-werknemer, ongekwalifiseer—			Grade II employee, unqualified—		
Gedurende eerste ses maande ondervinding.....	8.40	10.10	During the first six months of experience.....	8.40	10.10
Gedurende tweede ses maande ondervinding.....	8.70	10.40	During the second six months of experience.....	8.70	10.40
Gedurende derde ses maande ondervinding.....	9.00	10.70	During the third six months of experience.....	9.00	10.70
Graad III-werknemer, gekwalifiseer...	8.20	9.50	Grade III employee, qualified.....	8.20	9.50
Graad III-werknemer, ongekwalifiseer—			Grade III employee, unqualified—		
Gedurende eerste ses maande ondervinding.....	7.60	8.90	During the first six months of experience.....	7.60	8.90
Gedurende tweede ses maande ondervinding.....	7.90	9.20	During the second six months of experience.....	7.90	9.20
Faktotum.....	13.80	16.10	Handyman.....	13.80	16.10
Masjienfaktotum.....	17.25	20.70	Machine handyman.....	17.25	20.70
Installasiewerker, gekwalifiseer.....	18.00	20.00	Plant operator, qualified.....	18.00	20.00
Installasiewerker, ongekwalifiseer—			Plant operator, unqualified—		
Gedurende eerste jaar ondervinding	12.00	14.00	During the first year of experience	12.00	14.00
Gedurende tweede jaar ondervinding	14.00	16.00	During the second year of experience	14.00	16.00
Gedurende derde jaar ondervinding	16.00	18.00	During the third year of experience	16.00	18.00
Proseswerker, gekwalifiseer.....	27.00	30.00	Process worker, qualified.....	27.00	30.00
Proseswerker, ongekwalifiseer—			Process worker, unqualified—		
Gedurende eerste jaar ondervinding	21.00	24.00	During the first year of experience	21.00	24.00
Gedurende tweede jaar ondervinding	22.50	25.50	During the second year of experience	22.50	25.50
Gedurende derde jaar ondervinding	24.00	27.00	During the third year of experience	24.00	27.00
Gedurende vierde jaar ondervinding	25.50	28.50	During the fourth year of experience	25.50	28.50
Toesighouer.....	13.50	15.60	Supervisor.....	13.50	15.60
Handelsreisiger, gekwalifiseer.....	36.46	36.46	Traveller, qualified.....	36.46	36.46
Handelsreisiger, ongekwalifiseer—			Traveller, unqualified—		
Gedurende eerste jaar ondervinding	25.39	25.39	During the first year of experience	25.39	25.39
Gedurende tweede jaar ondervinding	28.15	28.15	During the second year of experience	28.15	28.15
Gedurende derde jaar ondervinding	30.93	30.93	During the third year of experience	30.93	30.93
Gedurende vierde jaar ondervinding	33.68	33.68	During the fourth year of experience	33.68	33.68
Handelsreisiger se hulp.....	11.50	11.50	Traveller's assistant.....	11.50	11.50
Toesighoudende wag.....	14.40	16.80	Watchman-in-charge.....	14.40	16.80
Werknemer nie elders spesifiek in dié klousule genoem nie.....	8.20	9.50	Employee not elsewhere in this clause specifically mentioned.....	8.20	9.50

(ii)

	In distrik A.	In distrik B.	In distrik C.	In distrik D.	In distrik E.	
					Gedurende die eerste jaar nadat die Vastelling van krag word.	Daarna.
	Per week. R	Per week. R	Per week. R	Per week. R	Per week. R	Per week. R
Graad IV-werknemer.....	8.90	8.60	7.15	5.55	4.80	5.30
Graad V-werknemer, man, 18 jaar oud of ouer.....	8.50	8.20	6.75	5.25	4.50	5.00
Graad V-werknemer, man, jonger as 18	6.40	6.15	5.05	3.95	3.40	3.75
Graad V-werknemer, vrou.....	6.80	6.55	5.40	4.20	3.60	4.00
Spanleier.....	9.30	9.00	7.55	6.05	5.30	5.80
Wag.....	9.30	9.00	7.55	6.05	5.30	5.80

(ii)

	In district A.	In district B.	In district C.	In district D.	In district E.	
					During the first year after this Determination becomes binding.	Thereafter.
	Per week. R	Per week. R	Per week. R	Per week. R	Per week. R	Per week. R
Grade IV employee.....	8.90	8.60	7.15	5.55	4.80	5.30
Grade V employee, male, 18 years of age or over.....	8.50	8.20	6.75	5.25	4.50	5.00
Grade V employee, male, under the age of 18 years.....	6.40	6.15	5.05	3.95	3.40	3.75
Grade V employee, female.....	6.80	6.55	5.40	4.20	3.60	4.00
Team leader.....	9.30	9.00	7.55	6.05	5.30	5.80
Watchman.....	9.30	9.00	7.55	6.05	5.30	5.80

(iii)

	In die landdros-distrikte King William's Town, Kroonstad, Queenstown, Viljoenskroon en Vryburg en die munisipale gebied van Pietersburg.	In alle ander gebiede.
	Per week. R	Per week. R
Bestuurder van 'n motorvoertuig waarvan die onbelaste gewig, saam met die onbelaste gewig van 'n sleepwa of sleepwaens wat deur die voertuig getrek word—		
(i) 1,000 lb nie te bowe gaan nie	9.43	11.50
(ii) 1,000 lb maar nie 6,000 lb te bowe gaan nie.....	13.57	16.10
(iii) 6,000 lb maar nie 10,000 lb te bowe gaan nie.....	15.64	19.32
(iv) 10,000 lb te bowe gaan.....	19.32	23.00
Deeltydse bestuurder van 'n motorvoertuig.....	10.35	11.50

(iv) *Onderbaas*.—Vir elke week diens, die weekloon voorgeskryf vir die hoogste klas werknemer oor wie hy toesig hou, plus tien persent: Met dien verstande dat as lone op 'n stygende skaal vir sodanige klas werknemer voorgeskryf word, die uitdrukking „weekloon” die weekloon beteken wat vir 'n gekwalifiseerde werknemer van daardie klas voorgeskryf word.

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

(2) *Kontrakgrondslag*.—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 bepalinge van klousule 4 (6), vir 'n week minstens die volle weekloon wat in subklousule (1), gelees met subklousule (3), voorgeskryf word vir 'n werknemer van sy klas in die gebied waarin hy werk, betaal word, afgesien daarvan of hy in so 'n week die maksimum getal gewone werke wat ingevolge klousule 5 vir hom geld, of minder, gewerk het.

(iii)

	In the Magisterial Districts of King William's Town, Kroonstad, Queenstown, Viljoenskroon and Vryburg and the municipal area of Pietersburg.	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...	9.43	11.50
(ii) exceeds 1,000 lb but not 6,000 lb.....	13.57	16.10
(iii) exceeds 6,000 lb but not 10,000 lb.....	15.64	19.32
(iv) exceeds 10,000 lb.....	19.32	23.00
Part-time driver of a motor vehicle..	10.35	11.50

(iv) *Chargehand*.—For every week of employment, the weekly wage prescribed for the highest class of employee which he supervises plus 10 per cent: Provided that if the wage of such class is prescribed on a rising scale the expression “weekly wage” shall mean the weekly wage prescribed for a qualified employee of that class.

(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) *Differensiële loon.*—'n Werkgewer wat van 'n lid van een klas van sy werknemers vereis of hom toelaat om vir langer as altesaam een 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;

Met dien verstande dat—

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

(ii) 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 de 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 vyf dae in 'n week werk;

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

(b) Die maandloon van 'n werknemer is vier en 'n derde maal sy weekloon.

(c) Die uurloon van 'n werknemer, uitgesonderd 'n los werknemer, is sy weekloon gedeel deur die getal gewone werkure wat hy gewoonlik in 'n week werk.

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

(a) aan 'n handelsreisiger wat van sy werkgewer se motorvoertuig gebruik maak of van wie vereis word om per trein of met enige ander vervoermiddel as sy eie te reis, moet sy werkgewer hom alle redelike uitgawes vergoed 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 vervoertoelae betaal van minstens in die geval van—

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

(ii) 'n voertuig waarvan die gewig oor die 2,500 lb is maar nie oor die 2,900 lb nie en wat hoogstens 4 silinders het: 8½ sent;

(iii) 'n voertuig waarvan die gewig hoogstens 2,900 lb is en wat meer as 4 silinders het: 8½ sent;

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

en by die toepassing van hierdie subklousule beteken die uitdrukking „gewig” die gewig aangeteken op '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 -uitgawes.*—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;

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

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

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

is prescribed 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:

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 five-day week;

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

(b) The monthly wage of an employee shall be 4½ times his weekly wage.

(c) The hourly wage of an employee, other than a casual employee, shall be his weekly wage divided by the number of ordinary hours of work which he ordinarily works in a week.

(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: 8½ cents;

(iii) a vehicle the weight of which does not exceed 2,900 lb and which has more than 4 cylinders: 8½ 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 one or more nights;

(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 werkgever se bedryfsinrigting afwesig is—

(i) moet sy werkgever 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 werkgever hom 'n onderhoudstoelae van minstens 1 rand vir elke nag betaal as so 'n afwesigheid oor een 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 Werkgever 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 1 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.

(b) 'n Werkgever 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 die 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 werkgever, voordat sodanige reis deur sodanige handelsreisiger onderneem 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 bepalinge 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, maandeliks in kontant of per tjek betaal word gedurende die werkure, of binne 15 minute nadat die werk gestaak is, op die dag waarop die bedryfsinrigting so 'n werknemer gewoonlik betaal (of in die geval van 'n skofwerker op 'n tydstop waaroor sodanige werknemer en sy werkgever ooreengekom is, en betaling moet geskied gedurende die gewone kantoorure van die bedryfsinrigting maar nie later nie as 24 uur ná die gewone betaaldag) of by diensbeëindiging, as dit voor die gewone betaaldag geskied, en sodanige bedrag moet in 'n verseelde koevert of houer wees waarop of wat vergesel gaan van 'n staat waarop gemeld word—

(a) die werkgever se naam;

(b) die werknemer se naam of sy nommer op die betaalstaat 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 deur die werknemer op 'n Sondag, 'n openbare vakansiedag of op sy vry dag gewerk;

(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 inligting ten opsigte van tyd gewerk nie verstrekkend hoeft te word in die geval van werknemers bedoel in klousule 5 (11) (b) nie.

(2) *Los werknemer.*—'n Werkgever 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 werkgever betaal of deur hom aangeneem word nie.

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

(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 one 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) 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 expense 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 weekly or, with the consent of the employee, in cash or by cheque monthly during the hours of work or within fifteen minutes of ceasing work on the usual pay day of the establishment for such employee (or in the case of a shift 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 twenty-four 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 an envelope or container, on which shall be recorded, or which shall be accompanied by a statement showing—

(a) the employee'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 information in respect of time worked need not be furnished in the case of employees referred to in clause 5 (11) (b).

(2) *Casual employer.*—An employer shall pay the remuneration due to 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) *Kos en huisvesting.*—Behoudens die bepalings van die Bantoe (Stadsgebiede) Konsolidasiewet, 1945, mag 'n werkgewer nie van sy werknemer vereis om van hom of van enigiemand anders of op 'n plek deur hom aangewys, kos of huisvesting of kos en huisvesting aan te neem nie.

(6) *Aftrekkings.*—'n Werkgewer 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, 'n bedrag vir 'n vakansie-, siektevoorrede-, siektebystands-, versekerings-, spaar-, voorsorgs- of pensioenfonds, of vir ledegedel van vakverenigings;

(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 aftrekking, 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 slappe 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 Bantoe-dorp 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, 'n wag of 'n toesighoudende wag vereis of hom toelaat om meer gewone werkure te werk nie as—

(a) in die geval van 'n werknemer wat ses 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 enigen van die ander dae tot 8½ verleng kan word;

(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 of Dinsdag tot en met Saterdag; en

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

Met dien verstande dat 'n werkgewer nie van 'n vroulike werknemer mag vereis of haar toelaat om meer gewone werkure as 44 in 'n week te werk nie.

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

(3) 'n Werkgewer mag nie van 'n wag of 'n toesighoudende wag vereis of hom toelaat om meer gewone werkure in 'n week van Sondag tot en met Saterdag te werk nie as—

(i) twee-en-sewentig uur; en

(ii) behoudens paragraaf (i) hiervan, 12 per dag op hoogstens 6 dae in enige sodanige week.

(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 employees' remuneration: Provided that he may make the following:—

(a) With the written consent of his employee, a deduction for holiday, sick benefit, medical aid, insurance, savings, provident or pension funds, or subscriptions to trade unions;

(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 his intention to reduce the ordinary hours of work;

(iii) no deduction shall be made in the case of short-time owing to a breakdown of 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, a watchman or a watchman-in-charge to work more ordinary hours of work than—

(a) in the case of an employee who works a six-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 of 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 or Tuesday to Saturday, inclusive; and

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

Provided that an employer shall not require or permit a female employee to work more ordinary hours of work in any week than 44.

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

(3) An employer shall not require or permit a watchman or a watchman-in-charge to work more ordinary hours of work in any week from Sunday to Saturday, inclusive, than—

(i) seventy-two hours; and

(ii) subject to paragraph (i) hereof, twelve per day on not more than 6 days in any such week.

(4) *Etenspouses.*—'n Werkgewer mag nie van 'n werknemer vereis of hom toelaat om meer as 5 uur aaneen sonder 'n etenspouse van minstens 1 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) werktydperke 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 1 uur is, enige tyd wat 1½ uur te bowe gaan, geag word werktyd 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;
- (vi) 'n bestuurder van 'n motorvoertuig 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 gedurende sy gewone werkure op enige dag aan 'n skofwerker wat op 'n grondslag van drie skofte per dag werk, toegestaan hoef te word nie indien hy gedurende sodanige ure die geleentheid gegee word om 'n maaltyd op sy pos te nuttig.

(5) *Ruspouses.*—'n Werkgewer moet aan elkeen van sy werknemers 'n ruspouse van minstens 10 minute toestaan, so na as doenlik—

- (a) aan die middel van elke eerste werktydperk op 'n dag;
 - (b) aan die middel van elke tweede werktydperk op 'n dag, waar sodanige tydperk langer as 3 uur is;
- en gedurende sodanige pouse moet van sodanige werknemer nie vereis of moet hy nie toegelaat word om enige werk te verrig nie, en dit moet geag word dat sodanige pouse deel van die gewone werkure van sodanige werknemer uitmaak.

(6) *Werkure moet agtereenvolgend wees.*—Behoudens subklousule (4), moet alle werkure van 'n werknemer op enige dag opeenvolgend wees.

(7) *Oortyd.*—(a) Alle tyd, uitgesonderd dié op 'n Sondag, wat langer gewerk word as die getal gewone werkure in subklousules (1) en (2) voorgeskryf, is oortydwerk;

(b) Behoudens die bepaling van klousule 8 (4) (b) moet alle tyd wat 'n wag of 'n toesighoudende wag werk wat meer is as die getal gewone werkure in subklousule (3) voorgeskryf, oortyd wees.

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

- (a) In die geval van 'n los werknemer, 2 uur op 'n dag;
 - (b) in die geval van enige ander werknemer, 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) na 1-uur nm. op meer as 5 dae in 'n week te werk nie;
- (c) oortyd vir langer as 2 uur op 'n dag te werk nie, uitgesonderd dat 'n werknemer wat 5 dae per week werk, tot 4-uur oortyd op 'n Saterdag mag werk, maar só dat 10 uur nie in 'n week te bowe gegaan word nie;
- (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 sy—
 - (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 oortydwerk moet begin.

(4) *Meal intervals.*—An employer shall not require or permit an employee to work for more than 5 hours continuously 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: Provided that—

- (i) an employer may agree with his employee to reduce the period of such interval to not less than ½-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;
- (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 an interval need not be granted to a shift worker, who works on the basis of three shifts per day, during his ordinary hours of work on any day if he is given the opportunity during such hours of having a meal while at his post.

(5) *Rest intervals.*—An employer shall grant to each of his employees a rest interval of not less than 10 minutes as near as practicable—

- (a) in the middle of each first work period in a day;
- (b) in the middle of each second work period in a day where such period is longer than 3 hours;

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 subclause (4), all hours of work of an employee on any day shall be consecutive.

(7) *Overtime.*—(a) All time worked, other than on a Sunday, in excess of the number of ordinary hours of work prescribed in subclauses (1) and (2) shall be overtime.

(b) Subject to the provisions of clause 8 (4) (b), all time worked by a watchman or a watchman-in-charge in excess of the number of ordinary hours of work prescribed in subclause (3) shall 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, een en 'n derde 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, een en 'n derde maal sy gewone loon ten opsigte van die totale tydperk aldus deur sodanige werknemer in 'n week gewerk.

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

(b) Die bepalinge van hierdie klousule is nie van toepassing nie op 'n voorman of op 'n senior bestuurs- of administratiewe werknemer of op 'n tegniese of professionele werknemer indien en vir solank sodanige werknemer 'n gereelde besoldiging van minstens R200 per maand ontvang.

(c) Die bepalinge van subklousules (4), (5), (6) en (8) is nie van toepassing op 'n manlike werknemer terwyl hy noodwerk verrig, of op 'n chauffeur nie.

(d) Die bepalinge van subklousules (4), (5) en (8) is nie van toepassing op 'n wag of 'n toesighoudende wag nie.

(e) Die bepalinge van subklousule (5) is nie van toepassing nie op 'n bestuurder van 'n motorvoertuig, 'n graad V-werknemer wat op 'n afleweringvoertuig help, 'n eerstehulpman, 'n mediese ordonnans, 'n kok, 'n kelner of 'n skofwerker wat 'n grondslag van drie skofte per dag werk.

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 verleen—

(a) in die geval van 'n handelsreisiger, 'n handelsreisiger se hulp, 'n wag of 'n toesighoudende wag, 21 agtereenvolgende kalenderdae;

(b) in die geval van iedere ander werknemer, 14 agtereenvolgende kalenderdae; 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 drie 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) bedoel, 'n bedrag van minstens twee 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.

(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 bepalinge 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, Hemelsvaartsdag, Gelofte-dag of Kersdag binne die tydperk van sodanige verlof val, daar vir elke sodanige vakansiedag nog 'n werkdag by gemelde 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;

(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, $1\frac{1}{2}$ 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, $1\frac{1}{2}$ times his ordinary wage in respect of the total period so worked by such employee in any week.

(11) *Savings.*—(a) The provisions of this clause shall not apply to a traveller or a traveller's assistant.

(b) The provisions of this clause shall not apply to a foreman, a senior managerial or administrative employee or a technical or professional employee if and for so long as such an employee is in respect of a regular wage at a rate of not less than R200 per month.

(c) The provisions of subclauses (4), (5), (6) and (8) shall not apply to a male employee while he is engaged on emergency work or to a chauffeur.

(d) The provisions of subclauses (4), (5) and (8) shall not apply to a watchman or a watchman-in-charge.

(e) The provisions of subclause (5) shall not apply to a driver of a motor vehicle, a grade V employee assisting on a delivery vehicle, a first-aid dresser, a medical orderly, a cook or a waiter or a shift worker who works on the basis of 3 shifts per day.

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, a traveller's assistant, a watchman or a watchman-in-charge, 21 consecutive calendar days' leave,

(b) in the case of every other employee, 14 consecutive calendar days' 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 three 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 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) 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) 'n werkgewer al die dae geleentheidsverlof wat op die skriftelike versoek om 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 oploop: 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 bewaar tot minstens die tydperk waarop die werknemer diens na die verstryking van sy verlof hervat.

(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 diens-termyn 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 diens-termyn 'n bedrag betaal word van 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, een sesde van die weekloon; 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.

(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 Vastelling, 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 inwerking-treding van hierdie Vastelling 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;

(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 at least until the employee resumes duty after the expiration of his leave.

(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, and

(b) in the case of an employee referred to in paragraph (b) of subclause (1), one-sixth,

of the weekly 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) 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 die geval van 'n ander werknemer, op die datum waarop sodanige werknemer by sy werkgever 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 werkgever 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 werkgever 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 werkgever aan sy werknemer, uitgesonderd 'n los werknemer, wat weens ongeskiktheid van die werk afwesig is, siekteverlof verleen—

(a) in die geval van 'n werknemer wat 'n werkweek van 5 dae het, altesaam minstens 20 werkdag; en

(b) in die geval van iedere ander werknemer, altesaam minstens 24 werkdag

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, een werkdag ten opsigte van elke voltooië tydperk van 5 weke diens en, in die geval van 'n ander werknemer 1 werkdag ten opsigte van elke voltooië maand diens;

(ii) hierdie klousule nie van toepassing is nie op 'n werknemer op wie se skriftelike versoek 'n werkgever 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 werkdag, 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 betaling nie ten opsigte van meer dae hoeft te wees nie as die getal dae bereken ooreenkomstig die eerste voorbehoudsbepaling van hierdie subklousule;

(iii) waar 'n werkgever 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;

(iv) indien daar by 'n ander wet van 'n werkgever 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) die loon wat aan 'n handelsreisiger wat kommissiewerk doen of aan 'n werknemer wat stukwerk verrig, betaalbaar is ten opsigte van 'n tydperk van afwesigheid met siekteverlof ingevolge hierdie klousule, bereken moet word op grondslag van minstens die besoldiging wat aan so 'n werknemer op sy laaste betaaldag onmiddellik voor sodanige afwesigheid betaal is.

(2) 'n Werkgever 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, Geloftedag 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

(iii) in the case of any other employee, on the date on which such employee entered his employers' 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 twelve 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, one 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 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) if in respect of any period of incapacity covered by this clause an employer is required by any other law to pay to an employee his full wages, the provisions of this clause shall not apply.

(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

betalings ingevolge hierdie klousule ontvang het sonder om so 'n sertifikaat voor te lê, sy werkgever 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 werkgever 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 werkgever 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 uit betaal vir sover die siekteverlof wat hy 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 werkgever;

(cc) met siekte verlof 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 1 sodanige opleidingstydperk as diens te eis nie, en word enige tydperk van diens by dieselfde werkgever onmiddellik voor die datum van inwerkingtreding 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 werk-onvermoë 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 werkgever 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 werkgever 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.

(3) Wanneer 'n werknemer 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 1 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.

in terms of this clause on two 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 clause (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) Whenever an employee 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 one and one-third 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) (a) Die bepalings van subklousules (1), (2) en (3) is nie op 'n wag of 'n toesighoudende wag van toepassing nie.

(b) Wanneer daar van 'n wag of 'n toesighoudende wag vereis of hy toegelaat word om op sy vry dag in 'n week te werk, maak die tyd aldus gewerk nie deel van sy gewone werkure of oortydure uit nie, en die werkgewer moet dié werknemer—

(i) as hy aldus vir 'n tydperk van hoogstens 4 uur werk, minstens sy dagloon betaal;

(ii) as hy aldus vir 'n tydperk van meer as 4 uur werk, betaal teen minstens twee maal sy gewone loon ten opsigte van die totale tydperk deur hom op sodanige vry dag gewerk of minstens twee maal sy dagloon, naamlik die grootste bedrag.

(5) Wanneer 'n skofwerker 'n skof werk wat gedeeltelik op enige openbare vakansiedag gemeld in subklousule (1) of op 'n Sondag en gedeeltelik op enige ander dag val, word daar geag dat die hele skof gewerk is op die dag waarop die grootste gedeelte van sodanige skof val.

(6) Hierdie klousule is nie van toepassing nie—

(a) op 'n voorman, 'n senior bestuurs- of administratiewe werknemer of 'n tegniese of professionele werknemer indien en solank sodanige werknemer gereeld 'n loon van R200 per maand ontvang;

(b) op 'n los werknemer, 'n handelsreisiger of 'n handelsreisiger se hulp.

9. STUKWERK EN KOMMISSIEWERK

(1) 'n Werkgewer mag, nadat hy minstens een week vooraf kennis aan sy werknemer, uitgesonderd 'n handelsreisiger, gegee het, 'n stukwerkstelsel invoer en, sodanige werkgewer moet, behoudens die bepalings 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 werkgewer, 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 Werkgewer moet 'n lys van die besoldiging bedoel in subklousule (1), op 'n opvallende plek in sy bedryfsinrigting opgeplak hou.

(3) 'n Werkgewer 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 een kalendermaand kennis van sodanige voorneme gee: Met dien verstande dat 'n werkgewer en sy werknemer oor 'n langer kennisgewingtermyn ooreen kan kom, en in so 'n geval mag die werkgewer nie vir 'n korter termyn as dié waaroor daar ooreengekom is, kennis gee nie.

(4) Ondanks andersluidende bepalings in hierdie klousule, hoef 'n werkgewer nie 'n los werknemer kennis te gee van sy voorneme om 'n stukwerkstelsel in te voer of af te skaf of te wysig nie.

(5) 'n Handelsreisiger wat kommissiewerk onderneem, volgens 'n ooreenkoms met sy werkgewer, moet voordat sodanige werk begin, deur sy werkgewer voorsien word van 'n juiste kopie van die ooreenkoms of 'n verklaring wat die bepalings 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 werkgewer van tyd tot tyd bereid is om te aanvaar; en

(e) die dag waarop die kommissie op bestellings wat die werkgewer 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.

(4) (a) The provisions of subclauses (1), (2) and (3) shall not apply to a watchman or a watchman-in-charge;

(b) Whenever a watchman or a watchman-in-charge is required or permitted to work on his day-off in any week the time so worked shall not form part of his ordinary hours of work or overtime and his employer shall pay such 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 day-off or not less than double his daily wage, whichever is the greater.

(5) Whenever a shift worker works a shift which falls partly on any public holiday mentioned in subclause (1) or on a Sunday and partly on any other day, the whole shift shall be deemed to have been worked on the day on which the major portion of such shift falls.

(6) This clause shall not apply—

(a) to a foreman, a senior managerial or administrative employee or a technical or professional employee if and for so long as such employee is in receipt of a regular wage at a rate of not less than R200 per month;

(b) to a casual employee, a traveller or a traveller's assistant.

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 subclause (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 one 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) 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) Die bepalings van die ooreenkoms wat in subklousule (5) bedoel word, mag vir die handelsreisiger geldelik nie minder voordelig as die betrokke bepalings 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 bepalings van klousule 4 (1) nie op sodanige betaling van toepassing nie.

(7) Behoudens die bepalings van klousule 4 (6), moet 'n werkgewer 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 werkgewer 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 Werkgewer 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. GETALVERHOUDING.

(1) 'n Werkgewer mag nie 'n ongekwalifiseerde nasiener, chemitegnikus, graad I-werknemer, graad II-werknemer, installasiewerker of proseswerker in sy diens neem nie, tensy hy onderskeidelik 'n gekwalifiseerde nasiener, chemitegnikus, graad I-werknemer, graad II-werknemer, installasiewerker of proseswerker in sy diens het, en vir elke gekwalifiseerde nasiener, chemitegnikus, graad I-werknemer, graad II-werknemer, installasiewerker of proseswerker in sy diens mag hy onderskeidelik hoogstens 2 ongekwalifiseerde nasieners, chemitegnikusse, graad I-werknemers, graad II-werknemers, installasiewerke of proseswerkers in sy diens hê.

(2) 'n Werkgewer of 'n bestuurder wat hoofsaaklik of uitsluitlik in sy bedryfsinrigting die pligte van 'n voorman nakom, kan as 'n voorman gereken word.

(3) 'n Werkgewer of 'n bestuurder kan as 'n chemikus gereken word.

(4) Vir die toepassing van hierdie klousule—

(a) kan 'n werkgewer of 'n bestuurder wat hoofsaaklik of uitsluitlik die werk verrig van enige klas werknemer in subklousule (1) bedoel, as 'n gekwalifiseerde werknemer van daardie klas gereken word;

(b) kan 'n ongekwalifiseerde werknemer wat minstens die loon ontvang wat in klousule 3 (1) voorgeskryf word vir 'n gekwalifiseerde werknemer van sy klas in die gebied waarin hy werk as 'n gekwalifiseerde werknemer in daardie klas gereken word.

(5) Hierdie klousule is op iedere bedryfsinrigting afsonderlik van toepassing.

11. UNIFORMS, OORPAKKE EN BESKERMENDE KLERE.

(1) 'n Werkgewer moet alle pette, uniforms, oorpakke, rubberstewels of ander beskermende kleren wat hy van sy werknemer vereis om te dra of wat hy ingevolge enige wet verplig is om aan sy werknemer te verskaf, gratis verskaf en in 'n bruikbare en sindelike toestand hou; en alle sodanige pette, uniforms, oorpakke, rubberstewels of ander beskermende kleren bly die eiendom van die werkgewer.

(2) 'n Werkgewer van wie daar by wet vereis word om sy werknemer gratis van skoon pette, uniforms of oorpakke te voorsien, kan van sodanige werknemer vereis om sodanige pette, uniforms of oorpakke te was en te stryk, en in so 'n geval moet die werkgewer so 'n werknemer 'n toelae van minstens 20 sent iedere week betaal.

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;

(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 shall not employ an unqualified checker, chemical technician, grade I employee, grade II employee, plant operator or process worker unless he has in his employ a qualified checker, chemical technician, grade I employee, grade II employee, plant operator or process worker, respectively, and for each qualified checker, chemical technician, grade I employee, grade II employee, plant operator or process worker in his employ he shall not employ more than two unqualified checkers, chemical technicians, grade I employees, grade II employees, plant operators or process workers, respectively.

(2) An employer or a manager who is wholly or mainly engaged in his establishment in performing the duties of a foreman may be deemed to be a foreman.

(3) An employer or a manager may be deemed to be a chemist.

(4) For the purpose of this clause—

(a) an employer or a manager who is wholly or mainly engaged in his establishment in performing the work of any class of employee mentioned in subclause (1) may be deemed to be a qualified employee of that class;

(b) 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.

(5) This clause shall apply separately to each establishment.

11. UNIFORMS, OVERALLS AND PROTECTIVE CLOTHING.

(1) An employer shall supply and maintain in serviceable condition, free of charge, any cap, 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 cap, uniform, overall, gumboots or other protective clothing shall remain the property of the employer.

(2) An employer, who is required by law to provide his employee, free of charge, with any clean cap, uniform or overall may require such employee to launder any such cap, uniform or overall in which event the employer shall pay such employee an allowance of not less than 20 cents every week.

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,

notice 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 one work day's notice, the daily wage which the employee is receiving at the time of such termination;

(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 regtens 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 waaroor 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 waarin '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 hoogsens dié wat sodanige werknemer hom sou moes betaal het in plaas van kennis te gee.

13. DIENSSERTIFIKAAT.

Behalwe waar 'n werknemer se dienskontrak op grond van diensverlating beëindig word of waar die werknemer 'n los werknemer is, moet die werkgewer 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 werkgewer 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 INDIENSNEMING.

'n Werkgewer mag niemand onder die leeftyd van 15 jaar in diens neem nie.

15. LOGBOEK.

(1) 'n Werkgewer moet sy bestuurder van 'n motorvoertuig of sy deeltydse bestuurder van 'n motorvoertuig voorsien van 'n logboek wat sover doenlik die volgende vorm het:—

DAAGLIKSE LOG.

Naam van werkgewer.....
 Naam van bestuurder van motorvoertuig.....
 Datum.....
 Tyd waarop werk begin het.....vm./nm.
 Tyd waarop werk opgehou het.....vm./nm.
 Getal ure gewerk.....
 Etenstye van.....vm./nm. tot.....vm./nm.
 Besonderhede omtrent enige ongeluk of vertraging.....

(Handtekening van bestuurder van motorvoertuig.)

Datum.....19.....

(ii) in the case of one 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 termination, 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. 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.

15. LOG-BOOK.

(1) An employer shall provide his driver of a motor vehicle or his part-time driver of a motor vehicle with a log-book as nearly as practicable in the following form:—

DAILY LOG.

Name of employer.....
 Name of driver.....
 Date.....
 Time of starting work.....a.m./p.m.
 Time of finishing work.....a.m./p.m.
 Number of hours worked.....
 Meal hours from.....a.m./p.m. to.....a.m./p.m.
 Particulars of any accident or delay.....

(Signature of Driver.)

Date.....19.....

(2) Iedere bestuurder van 'n motorvoertuig of deelydse bestuurder van 'n motorvoertuig moet in die logboek in subklousule (1) bedoel, oor elke dag se werk 'n daaglikse log in duplo hou en binne 24 uur na voltooiing van die dag se werk waarop dit betrekking het, 'n kopie daarvan by sy werkgever indien, en by die toepassing van hierdie klousule slaan die uitdrukking „werk” ten opsigte van 'n deelydse bestuurder van 'n motorvoertuig slegs op „'n motorvoertuig bestuur” soos dit in die woordomskrywing van hierdie klas werknemer omskryf word.

(3) Elke werkgever moet die kopie van die daaglikse log wat ingevolge subklousule (2) by hom ingedien is, 3 jaar lank na sodanige indiening bewaar.

BYLAE.

Ek/Ons (a)..... wat
sake doen in die Nywerheid vir die Vervaardiging van Seep,
Kerse, Eetbare Olies of Vette te.....
.....
sertifiseer hierby dat.....
in my/ons (a) diens was vanaf die.....dag van
.....19.....tot die.....
dag van.....19.....in die beroep van
(b)..... By diensbeëindiging was sy/haar (a)
loon.....rand.....sent per week.

(Handtekening van werkgever of
gemagtigde verteenwoordiger.)

Datum.....

(a) Skrap wat nie van toepassing is nie.

(b) Vermeld beroep waarin werknemer uitsluitlik of hoofsaaklik
werksaam was, bv. klerk, proseswerker, graad III-werknemer.

No. R. 204.]

[16 Februarie 1968.

WET OP OORLOGSMAATREËLS, 1940.

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

NYWERHEID VIR DIE VERVAARDIGING VAN
SEEP, KERSE, EETBARE OLIES OF VETTE,
SEKERE GEBIEDE.

Ek, Marais Viljoen, Minister van Arbeid, skort hierby
kragtens regulasie 4 (1) van die regulasies gepubliseer by
Oorlogsmatreël No. 43 van 1942, soos gewysig, die toe-
passing van genoemde regulasies op ten opsigte van alle
werknemers vir wie lone voorgeskryf word in klousule 3
van die Loonvasstelling vir die Nywerheid vir die Ver-
vaardiging van Seep, Kerse, Eetbare Olies of Vette, Sekere
Gebiede, gepubliseer by Goewermenskennisgewing No.
R. 203 van 16 Februarie 1968.

M. VILJOEN,
Minister van Arbeid.

No. R. 205.]

[16 Februarie 1968.

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

NYWERHEID VIR DIE VERVAARDIGING VAN
SEEP, KERSE, EETBARE OLIES OF VETTE,
SEKERE GEBIEDE.

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
bepalings van die Loonvasstelling vir die Nywerheid vir
die Vervaardiging van Seep, Kerse, Eetbare Olies of Vette,

(2) Every driver of a motor vehicle or part-time driver of a
motor vehicle shall, in the log-book referred to in subclause (1),
keep a daily log in duplicate in respect of each day's work and
shall within 24 hours of the completion of the day's work to
which it relates deliver a copy thereof to his employer, and for
the purpose of this clause the expression "work" in relation to
a part-time driver of a motor vehicle shall refer only to "driving
a motor vehicle" as defined in the definition of this class of
employee.

(3) Every employer shall retain the copy of the daily log,
which in terms of subclause (2) has been delivered to him, for a
period of 3 years subsequent to such delivery.

SCHEDULE.

I/We (a).....
carrying on trade in the Industry for the Manufacture of Soap,
Candles, Edible Oils or Fats 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.....rand.....cents
per week.

(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, process worker, grade III employee.

No. R. 204.]

[16 February 1968.

WAR MEASURES ACT, 1940.

SUSPENSION OF PAYMENT OF COST OF LIVING
ALLOWANCES PAYABLE UNDER WAR MEA-
SURE No. 43 OF 1942, AS AMENDED.

INDUSTRY FOR THE MANUFACTURE OF SOAP,
CANDLES, EDIBLE OILS OR FATS, CERTAIN
AREAS.

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 Industry for the Manu-
facture of Soap, Candles, Edible Oils or Fats, Certain
Areas, published under Government Notice No. R. 203
of the 16th February 1968.

M. VILJOEN,
Minister of Labour.

No. R. 205.]

[16 February 1968.

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

INDUSTRY FOR THE MANUFACTURE OF SOAP,
CANDLES, EDIBLE OILS OR FATS, CERTAIN
AREAS.

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 Wage Determination for the Industry for the Manu-
facture of Soap, Candles, Edible Oils or Fats, Certain

Sekere Gebiede, gepubliseer by Goewermmentskennisgewing No. R. 203 van 16 Februarie 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 bepalings 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.

No. R. 188.] [16 Februarie 1968.
LOONWET, 1957.

INTREKKING VAN LOONVASSTELLING No. 235.
NYWERHEID VIR DIE VERVAARDIGING VAN
SEEP, KERSE, EETBARE OLIES OF VETTE,
SEKERE GEBIEDE.

Ek, Marais Viljoen, Minister van Arbeid, trek hierby kragtens artikel 16 van die Loonwet, 1957, met ingang van die 11de dag van Maart 1968 al die bepalings van Loonvasstelling No. 235, gepubliseer by Goewermmentskennisgewing No. R. 2027 van 7 Desember 1962, in.

M. VILJOEN,
Minister van Arbeid.

Areas, published under Government Notice No. R. 203 of the 16th February 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.

No. R. 188.] [16 February 1968.
WAGE ACT, 1957.

CANCELLATION OF WAGE DETERMINATION
No. 235.

INDUSTRY FOR THE MANUFACTURE OF SOAP,
CANDLES, EDIBLE OILS OR FATS, CERTAIN
AREAS.

I, Marais Viljoen, Minister of Labour, hereby, in terms of section 16 of the Wage Act, 1957, cancel with effect from the 11th day of March 1968 all the provisions of Wage Determination No. 235, published under Government Notice No. R. 2027 of the 7th December 1962.

M. VILJOEN,
Minister of Labour.

INHOUD.

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EN SUIDWES-AFRIKA, AFGESIEN VAN WAAR U
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YOUR SAVINGS EARN

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