

Republiek van Suid-Afrika

Republic of South Africa



Buitengewone
Staatskoerant
Government Gazette
Extraordinary

(As 'n Nuusblad by die Poskantoor Geregistreer)

(Registered at the Post Office as a Newspaper)

(REGULASIEKOERANT No. 306)

Prys 10c Price
Oorsee 15c Overseas
POSVRY - POST FREE

(REGULATION GAZETTE No. 306)

VOL. XI.]

PRETORIA, 28 FEBRUARIE
28 FEBRUARY 1964.

[No. 731.]

GOEWERMENTSKENNISGEWINGS.

DEPARTEMENT VAN ARBEID.

No. R. 307.] [28 Februarie 1964.
WET OP NYWERHEIDSVERSOENING, 1956.

YSTER-, STAAL-, INGENIEURS- EN METALLUR-
GIESE NYWERHEID, REPUBLIEK VAN SUID-
AFRIKA.

GROEPSLEWE- EN VOORSORGSFONDSOOREEN-
KOMS. ("A"-SKEMA.)

Ek, ALFRED ERNEST TROLLIP, Minister van Arbeid,
verklaar hierby—

(a) kragtens paragraaf (a) van subartikel (1) van artikel *agt-en-veertig* van die Wet op Nywerheidsversoening, 1956, soos gewysig, dat al die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, vanaf 2 Maart 1964 en vir die tydperk wat op 28 Mei 1965 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vakverenigings is; en

(b) kragtens paragraaf (b) van subartikel (1) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in artikels 1, 2 (1) en 7, vanaf 2 Maart 1964 en vir die tydperk wat op 28 Mei 1965 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die Republiek van Suid-Afrika.

A. E. TROLLIP,
Minister van Arbeid.

GOVERNMENT NOTICES.

DEPARTMENT OF LABOUR.

No. R. 307.] [28 February 1964.
INDUSTRIAL CONCILIATION ACT, 1956.

IRON, STEEL, ENGINEERING AND METALLURGI-
CAL INDUSTRY, REPUBLIC OF SOUTH AFRICA.

GROUP LIFE AND PROVIDENT FUND
AGREEMENT. ("A" SCHEME.)

I, ALFRED ERNEST TROLLIP, Minister of Labour,
hereby—

(a) in terms of paragraph (a) of sub-section (1) of section *forty-eight* of the Industrial Conciliation Act, 1956, as amended, declare that all the provisions of the Agreement which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industry, shall be binding from the 2nd March, 1964, and for the period ending the 28th May, 1965, upon the employers' organisations and the trade union which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions; and

(b) in terms of paragraph (b) of sub-section (1) of section *forty-eight* of the said Act, declare that the provisions of the said Agreement, excluding those contained in sections 1, 2 (1) and 7, shall be binding from the 2nd March, 1964, and for the period ending the 28th May, 1965, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the Republic of South Africa.

A. E. TROLLIP,
Minister of Labour.

BYLAE.

NASIONALE NYWERHEIDSRAAD VIR DIE YSTER-,
STAAL-, INGENIEURS- EN METALLURGIESE NYWER-
HEID.

GROEPSLEWE- EN VOORSORGSFONDSOOREENKOMS.—
SKEMA "A".

OOREENKOMS

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

Association of Electrical Cable Manufacturers of South Africa;
Automotive Parts Production Engineers' Association;
Cape Engineers' and Founders' Association;
Constructional Engineering Association;
Edge Hand and Small Tool Manufacturers' Association;
Engineers' and Founders' Association (Transvaal, O.F.S. and Northern Cape);
Electrical Engineering and Allied Industries' Association;
East London Engineers' and Founders' Association;
Gate and Fence Manufacturers' Association of the Transvaal;
Heavy Engineering Manufacturers' Association;
Iron and Steel Producers' Association of South Africa;
Light Engineering Industries Association of South Africa;
Lift Engineering Association of South Africa;
Materials Handling and Construction Plant Association of South Africa;
Natal Engineering Industries' Association;
Non-Ferrous Metal Industries' Association of South Africa;
Precision Manufacturing Engineers' Association;
Plastic Manufacturers' Association of South Africa;
Port Elizabeth Engineers' Association;
Radio, Refrigeration and Electrical Appliance Association of South Africa;
Sheet Metal Industries' Association of South Africa;
S.A. Association of Shipbuilders and Repairers;
S.A. Agricultural and Irrigation Machinery Manufacturers' Association;
S.A. Fasteners Manufacturers' Association;
S.A. Tube Makers' Association;
S.A. Wire and Wire Rope Manufacturers' Association;
S.A. Electro Plating Industries Association;
S.A. Production Founders' Association;
S.A. Reinforced Concrete Engineers' Association;
South African Wrought Non-Ferrous Metal Manufacturers' Association;
Transvaal and O.F.S. Foundry Association;
South African Industrial Refrigeration and Air Conditioning Contractors' Association;

(hieronder die "werkgewers" of die "werknemersorganisasies" genoem), aan die een kant, en die—

Amalgamated Engineering Union of South Africa;
Amalgamated Society of Woodworkers of South Africa;
Engineering Industrial Workers' Union (Natal);
Iron Moulders' Society of South Africa;
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society;
S.A. Electrical Workers' Association;
S.A. Engine Drivers' and Firemen's Association;
S.A. Yster en Staal Bedryfsvereniging;

(hieronder die "werknemers", of die "vakverenigings" genoem) aan die ander kant,

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, om die Ooreenkoms gepubliseer by Goewermentskennisgewing No. 1087 van 19 Julie 1957, soos gewysig en verleng by Goewermentskennisgewings No. 1789 van 15 November 1957, No. 219 van 19 Februarie 1960, No. 355 van 3 Maart 1961, No. 604 van 19 April 1962, No. 1156 van 20 Julie 1962, No. 112 van 25 Januarie 1963, No. 767 van 24 Mei 1963 en No. R. 1698 van 1 November 1963, soos volg te wysig en te vervang:—

1. GELDIGHEIDSDUUR VAN OOREENKOMS.

Hierdie Ooreenkoms tree in werking op dié datum wat die Minister van Arbeid kragtens artikel *agt-en-veertig* van die Wet op Nywerheidsversoening, 1956, mag vasstel en bly van krag tot 28 Mei 1965 of vir dié tydperk wat die Minister mag bepaal.

2. TOEPASSINGSBESTEK VAN OOREENKOMS.

(1) Behoudens andersluidende bepalings in hierdie klousule, is die bepalings van hierdie Ooreenkoms van toepassing op en moet dit dwarsdeur die Republiek van Suid-Afrika nagekom word deur alle werkgewers en werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid wat onderskeidelik lede van die werkgewersorganisasies en die vakverenigings is.

SCHEDULE.

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

GROUP LIFE AND PROVIDENT FUND AGREEMENT—
SCHEME "A".

AGREEMENT

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

Association of Electrical Cable Manufacturers of South Africa;
Automotive Parts Production Engineers' Association;
Cape Engineers' and Founders' Association;
Constructional Engineering Association;
Edge Hand and Small Tool Manufacturers' Association;
Engineers' and Founders' Association (Transvaal, O.F.S. and Northern Cape);
Electrical Engineering and Allied Industries' Association;
East London Engineers' and Founders' Employers' Association;
Gate and Fence Manufacturers' Association of the Transvaal;
Heavy Engineering Manufacturers' Association;
Iron and Steel Producers' Association of South Africa;
Light Engineering Industries Association of South Africa;
Lift Engineering Association of South Africa;
Materials Handling and Construction Plant Association of South Africa;
Natal Engineering Industries' Association;
Non-Ferrous Metal Industries' Association of South Africa;
Precision Manufacturing Engineers' Association;
Plastics Manufacturers' Association of South Africa;
Port Elizabeth Engineers' Association;
Radio, Refrigeration and Electrical Appliance Association of South Africa;
Sheet Metal Industries' Association of South Africa;
S.A. Association of Shipbuilders and Repairers;
S.A. Agricultural and Irrigation Machinery Manufacturers' Association;
S.A. Fasteners Manufacturers' Association;
S.A. Tube Makers' Association;
S.A. Wire and Wire Rope Manufacturers' Association;
S.A. Electro Plating Industries Association;
S.A. Production Founders' Association;
S.A. Reinforced Concrete Engineers' Association;
South African Wrought Non-Ferrous Metal Manufacturers' Association;
Transvaal and O.F.S. Foundry Association;
South African Industrial Refrigeration and Air Conditioning Contractors' Association;

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

Amalgamated Engineering Union of South Africa;
Amalgamated Society of Woodworkers of South Africa;
Engineering Industrial Workers' Union (Natal);
Iron Moulders' Society of South Africa;
S.A. Boilermakers' Iron and Steel Workers', Shipbuilders' and Welders' Society;
S.A. Electrical Workers' Association;
S.A. Engine Drivers' and Firemen's Association;
S.A. Yster en Staal Bedryfsvereniging;

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

being parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries, to amend and replace the Agreement published under Government Notice No. 1087 of the 19th July, 1957, as amended and extended by Government Notices Nos. 1789, 219, 355, 604, 1156, 112, 767 and R. 1698 of the 15th November, 1957, 19th February, 1960, 3rd March, 1961, 19th April, 1962, 20th July, 1962, 25th January, 1963, 24th May, 1963, and 1st November, 1963, respectively, as follows:—

1. PERIOD OF OPERATION OF AGREEMENT.

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section *forty-eight* of the Industrial Conciliation Act, 1956, and shall remain in force until the 28th May, 1965, or for such period as the Minister may determine.

2. SCOPE OF APPLICATION OF AGREEMENT.

(1) Except as otherwise provided in this section the terms of this Agreement shall apply to and be observed throughout the Republic of South Africa by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and trade unions respectively.

(2) Die bepalings van hierdie Ooreenkoms is nie van toepassing nie op enige werknemer wat op 29 Julie 1957 of daarna 'n deelnemer was aan, of lid geword het van, enige fonds wat voorsiening maak vir voorsorgs- en/of pensioenvoordele, wat op genoemde datum bestaan het en waaraan die werkgewer van daardie werknemer op genoemde datum deelgeneem het, of op die werkgewer van daardie werknemer gedurende slegs dié tydperk wat sodanige fonds in werking bly en beide die werkgewer en die werknemer daaraan deelneem; met dien verstande dat 'n fonds wat uitsluitlik voorsiening maak vir die betaling van voordele by afsterwe, nie geag word 'n pensioen- of voorsorgsfonds vir die toepassing van hierdie Ooreenkoms te wees nie.

(3) Ondanks die bepalings van subklousule (2), is die bepalings van hierdie Ooreenkoms op werkgewers en werknemers van toepassing ten opsigte van enige werknemer wat nie deur 'n fonds soos dié in genoemde subklousule bedoel, gedek word nie of nie meer daardeur gedek word nie.

3. WOORDOMSKRYWING.

Alle uitdrukkings wat in hierdie Ooreenkoms gebesig en in die Wet op Nywerheidsversoenig, 1956, omskryf word, het dieselfde betekenis as in daardie Wet, en waar daar van 'n Wet melding gemaak word, word ook alle wysigings van sodanige Wet bedoel; voor's, tensy onbestaanbaar met die sinsverband, beteken—

- “vakleerling” 'n werknemer wat diens doen ingevolge 'n skriftelike vakleerlingkontrak wat deur die Raad erken word of 'n vakleerlingkontrak wat ingevolge die Wet op Vakleerlinge, 1944, geregistreer is of wat diens doen ooreenkomstig 'n reëling wat getref is voordat hy 'n vakleerling geword het;
- “Raad” die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid;
- “werknemer” 'n werknemer wat in diens geneem is vir enigeen van die klasse werk waarvoor 'n loon van minstens 33.91 sent per uur voorgeskryf is in die ooreenkomstige gepubliseer by Goewermentskennissgewing No. 727 van 17 Mei 1963 en Goewermentskennissgewing No. 1274 van 16 Augustus 1963 of wat ambagsprosewerk verrig en 'n loon ontvang wat gelyk is aan minstens 61 sent per uur of besoldig word teen minstens R118.95, met inbegrip van lewenskostetoelae maar uitgesonderd oortydbesoldiging, per maand, en omvat dit ook 'n vakleerling afgesien van sy loon;
- “bedryfsinrigting” 'n perseel waarin of waarop die nywerhede, of 'n gedeelte daarvan, soos hierin omskryf, beoefen word;
- “Uitvoerende Komitee” die Uitvoerende Komitee van die Raad wat ooreenkomstig die konstitusie daarvan aangestel is;
- “Fonds” die Groepslewe- en Voorsorgsfonds van die Metaal-nywerheid wat op 28 Augustus 1957 gestig is;
- “Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid” of “Nywerhede” (behoudens die bepalings van die Afbakingsvaststelling gepubliseer by Goewermentskennissgewing No. R. 1971 van 30 November 1962), die nywerhede betrokke by die produksie van yster en/of staal en/of legerings en/of die verwerking en/of herwinning en/of raffinering van metaal (uitgesonderd edelmetaal) en/of legering van metaalskuim en/of afval en/of residu's; die onderhoud, vervaardiging, oprigting of inmeekaarsit, bou, verandering, vervanging of herstel van enige masjien, voertuig (uitgesonderd motorvoertuig) of artikel wat hoofsaaklik uit metaal (uitgesonderd edelmetaal) bestaan, of gedeeltes of samestellende dele daarvan, 'n boumetaalwerk, met inbegrip van staalwapeningswerk; die vervaardiging van metaalgoedere hoofsaaklik van sodanige yster en/of staal en/of ander metaal (uitgesonderd edelmetaal) en/of legerings en/of die afwerking van metaalgoedere; die bou en/of verandering en/of herstel van bote en/of skepe, met inbegrip van die afskraap, afbik en/of afklop en/of verf van die rompe van bote en/of skepe en algemene houtwerk wat in verband met skeepsherstelwerk onderneem word, en omvat dit ook die Elektrotegniese Ingenieursnywerheid, die Hyser- en Roltrapnywerheid en die Plastieknywerheid, maar nie ook die Motornywerheid nie;
- “Elektrotegniese Ingenieursnywerheid”—

(a) die vervaardiging en/of inmeekaarsit, uit samestellende dele, van elektriese uitrusting, naamlik generators, motore, konvertors, skakel- en kontroleuitrusting (met inbegrip van relés, kontakters, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese verligting, verwarming, kookwerk, verkoeler- en koeluitrusting, transformators, ponduitrusting, seinuitrusting, radio- of elektroniese uitrusting en ander uitrusting waarin gebruik gemaak word van die beginsels wat gevolg word in verband met die bediening van radio- en elektroniese uitrusting, gloeilampe en elektriese kables en huishoudelike elektriese toestelle, en omvat dit ook die vervaardiging van samestellende dele van voornoemde uitrusting;

(b) die installering, onderhoud en herstel van die uitrusting genoem in paragraaf (a) hierbo, in die provinsie Transvaal, maar nie ook die Elektrotegniese Aannemingsbedryf nie;

“Elektrotegniese Aannemingsbedryf” die ontwerp, bereiding (uitgesonderd vervaardiging vir verkoop) en oprigting van elektriese installasies wat 'n integrerende en permanente deel van geboue uitmaak en die herstel en/of onderhoud van sodanige installasies, met inbegrip van kabellaskwerk en die elektrotegniese bedrading wat daarmee in verband staan;

(2) The terms of this Agreement shall not apply to any employee who was on the 29th July, 1957, or thereafter becomes a participant in and member of any fund providing provident and/or pension benefits, which was in existence on the said date (and in which the employer of that employee was on the said date a participant) or to the employer of that employee during such period only as such fund continues to operate and both employer and employee are participants therein; provided that a fund which provides solely for payment on death of benefits shall not be deemed to be a pension or provident fund for purposes of this Agreement.

(3) Notwithstanding the provisions of sub-section (2), the terms of this Agreement shall apply to employers and employees in respect of any employee who is not covered by, or ceases to be covered by a fund referred to in that sub-section.

3. DEFINITIONS.

Any expressions used in this Agreement which are defined in the Industrial Conciliation Act, 1956, shall have the same meaning as in that Act, and any reference to an Act shall include any amendments to such Act; further, unless inconsistent with the context—

“apprentice” means an employee serving under a written contract of apprenticeship recognised by the Council or a contract of apprenticeship registered under the Apprenticeship Act, 1944, or employed under any pre-apprenticeship arrangement;

“Council” means the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries;

“employee” means an employee employed on any of the classes of work scheduled at a rate of not less than 33.91 cents per hour in the Agreements published under Government Notice No. 727 of the 17th May, 1963, and Government Notice No. 1274 of the 16th August, 1963, or employed in operative processes and receiving a rate of pay equivalent to not less than 61 cents per hour or paid at a rate not less than R118.95, including cost of living allowance but excluding overtime, per month and includes an apprentice irrespective of his wage rate;

“establishment” means any premises wherein or whereon the Industries, or part thereof, as herein defined, is carried on;

“Executive Committee” means the Executive Committee of the Council appointed in terms of its constitution;

“Fund” means the Metal Industries Group Life and Provident Fund, established on the 28th August, 1957.

“Iron, Steel, Engineering and Metallurgical Industries” or “Industries” means (subject to the provisions of the Demarcation Determination published under Government Notice No. R. 1971 of the 30th November, 1962), the industries concerned with the production of iron, and/or steel and/or alloys and/or the processing and/or recovery and/or refining of metals (other than precious metals) and/or alloys from dross and/or scrap and/or residues; the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than precious metal) or parts or components thereof and structural metal work, including steel reinforcement work; the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals) and/or alloys and/or the finishing of metal goods; the building and/or alteration and/or repair of boats and/or ships including the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships and general woodwork undertaken in connection with ship repairs, and includes the Electrical Engineering Industry, Lift and Escalator Industry and Plastics Industry but does not include the Motor Industry;

“Electrical Engineering Industry” means

(a) the manufacture and/or assembly from component parts of electrical equipment namely, generators, motors, converters, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment signalling equipment, radio or electronic equipment and other equipment utilising the principles used in the operation of radio and electronic equipment, incandescent lamps and electric cables and domestic electrical appliances, and includes the manufacture of component parts of the afore-mentioned equipment;

(b) the installation, maintenance and repair of the equipment referred to in paragraph (a) above in the Province of the Transvaal, but does not include the Electrical Contracting Industry;

“Electrical Contracting Industry” means the design, preparation (other than manufacture for sale) and erection of electrical installations forming an integral and permanent portion of buildings and the repair and/or maintenance of such installations, including any cable jointing and electrical wiring associated therewith;

"Hyser- en Roltrapnywerheid" die vervaardiging en/of inmeekaarsit en/of installering en/of herstel van elektriese hysers en roltrappe;

"Plastieknywerheid" die vervaardiging van artikels of gedeeltes van artikels geheel en al of hoofsaaklik uit plastiek, maar uitgesonderd die vervaardiging van die volgende artikels wat van plastiekplaatmateriaal gemaak word, naamlik:—

Kledingstukke, tasse en handsakke, skoene, stewels, oorskoene, oortreksels vir bekleeëdsel en hortjieblindings van plastiek;

"plastiek" enigee van die groep materiale wat 'n organiese stof van 'n groot molekulêre gewig as 'n noodsaaklike bestanddeel bevat of daaruit bestaan en wat, hoewel dit in die afgewerkte stadium solied is, in die een of ander stadium gedurende die vervaardiging daarvan geforseer is of geforseer kan word, d.w.s. gegiet, gekalandeer, uitgedruk of in verskillende vorms gegiet is deur middel van vloeiing, gewoonlik deur die toediening, hetsy alleen of gesamentlik, van hitte en druk;

"edelmetale" die edelmetale goud, silwer, platina en/of palladium en/of enige legering wat genoemde edelmetale of enigee daarvan in sodanige verhouding tot 'n ander metaal bevat dat dit die grootste gedeelte van die waarde van sodanige legering uitmaak;

"Motornywerheid" die Motorpywerheid soos omskryf in die Ooreenkoms wat by Goewermentskennissgewing No. 600 van 26 April 1963 gepubliseer is;

"gebied A" die landdrosdistrikte Beaufort-Wes, Bellville, Bredasdorp, Caledon, Calvinia, die Kaap, Carnarvon, Clanwilliam, Ceres, Fraserburg, George, Heidelberg (Kaap), Hopefield, Knysna, Ladismith (Kaap), Laingsburg, Malmesbury, Montagu, Mosselbaai, Namakwaland, Paarl, Piketberg, Prins Albert, Riversdal, Robertson, Simonstad, Somerset-Wes, Stellenbosch, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria-Wes, Vredenburg, Vredendal, Wellington, Williston, Worcester en Wynberg, en vir die doel van hierdie bepaalde gebiede is die adres van die Raad die "Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Kaapse Streekraad)", Posbus 4012, Kaapstad;

"streek B" die landdrosdistrikte Albert, Aliwal-Noord, Barkly-Oos, Butterworth, Cathcart, St. Marks (Confimvaba), Oos-Londen, Elliot, Elliotdale, Engcobo, Fort Beaufort, Glen Grey (Lady Frere), Herschel, Indutywa, Indwe, Kentani, Keiskammahoek, King William's Town, Komgha, Lady Grey, Libode, Maclear, Middeldrift, Molteno, Mquanduli, Mount Fletcher, Mount Frere, Ngqeleni, Ngamakwe, Port St. Johns, Peddie, Queenstown, Qumbu, Sterkstroom, Stockenström, Stutterheim, Tarka, Tsomo, Tsolo, Umtata, Victoria-Oos, Willowvale, Wodehouse en Xalanga (Cala), en vir die doel van hierdie bepaalde gebiede is die adres van die Raad die "Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Streekraad vir Grens)", Posbus 27, Oos-Londen;

"streek C" die Provinsie Natal, met inbegrip van die landdrosdistrikte Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie, Tabankulu en Umzimkulu, en vir die doel van hierdie bepaalde gebiede is die adres van die Raad die "Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Natalse Streekraad)", Posbus 2778, Durban;

"streek D" die landdrosdistrikte Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Calitzdorp, Colesberg, Cradock, Graaff-Reinet, Hankey, Hanover, Humansdorp, Jansenville, Kirkwood, Maraisburg, Middelburg (Kaap), Murraysburg, Noupoot, Oudtshoorn, Pearston, Port Elizabeth, Richmond (Kaap), Somerset-Oos, Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad en Willowmore, en vir die doeleindes van hierdie bepaalde gebiede is die adres van die Raad die "Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Middellandse Streekraad)", Posbus 2221, Port Elizabeth;

"streek E" die Provinsie Transvaal (uitgesonderd die landdrosdistrik Klerksdorp), met inbegrip van die landdrosdistrikte Parys en Sasolburg, en vir die doeleindes van hierdie bepaalde gebiede is die adres van die Raad die "Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Transvaalse Streekraad)", Posbus 3998, Johannesburg;

"streek F" die Provinsie Oranje-Vrystaat (uitgesonderd die landdrosdistrikte Parys en Sasolburg), met inbegrip van die landdrosdistrikte Klerksdorp en die landdrosdistrikte Barkly-Wes, Britstown, De Aar, Gordonia, Herbert, Hay, Hope-town, Kenhardt, Kimberley, Kuruman, Mafeking, Postmasburg, Philipstown, Prieska, Taung, Vryburg en Warrenton, en vir die doeleindes van hierdie bepaalde gebiede is die adres van die Raad die "Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Oranje-Vrystaatse en Noord-Kaaplandse Streekraad)", Posbus 95, Welkom.

"Lift and Escalator Industry" means the manufacture and/or assembly and/or installation and/or repair of electrical lifts and escalators;

"Plastics Industry" means the manufacture of articles or parts of articles wholly or mainly from plastics, but does not include the manufacture of the following articles made from plastic sheeting material, viz., wearing apparel, bags and handbags, boots, shoes, overshoes, upholstery coverings and plastic venetian blinds;

"plastics" means any one of the group of materials which consists of or contains as an essential ingredient an organic substance of a large molecular weight and which while solid in the finished state, at some stage in its manufacture has been or can be forced, i.e. cast, calendered, extruded or moulded into various shapes by flow, usually through the application singly or together of heat and pressure;

"precious metals" means the precious metals gold, silver, platinum and/or palladium and/or any alloy containing the said precious metals or any of these in such proportion with any other metals to be the greater part in value of such alloy;

"Motor Industry" means the Motor Industry as defined in the Agreement published under Government Notice No. 600 of the 26th April, 1963;

"Region A" means the Magisterial Districts of Beaufort West, Bellville, Bredasdorp, Caledon, Calvinia, the Cape, Carnarvon, Clanwilliam, Ceres, Fraserburg, George, Heidelberg (Cape), Hopefield, Knysna, Ladismith (Cape), Laingsburg, Malmesbury, Montagu, Mossel Bay, Namaqualand, Paarl, Piketberg, Prince Albert, Riversdale, Robertson, Simonstown, Somerset West, Stellenbosch, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria West, Vredenburg, Vredendal, Wellington, Williston, Worcester and Wynberg, and for the purposes of these particular areas the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Cape Regional Council)", P.O. Box 4012, Cape Town;

"Region B" means the Magisterial Districts of Albert, Aliwal North, Barkley East, Butterworth, Cathcart, St. Marks (Confimvaba), East London, Elliot, Elliotdale, Engcobo, Fort Beaufort, Glen Grey (Lady Frere), Herschel, Idutywa, Indwe, Kentani, Keiskammahoek, King William's Town, Komgha, Lady Grey, Libode, Maclear, Middeldrift, Molteno, Mquanduli, Mount Fletcher, Mount Frere, Ngqeleni, Ngamakwe, Port St. Johns, Peddie, Queenstown, Qumbu, Sterkstroom, Stockenström, Stutterheim, Tarka, Tsomo, Tsolo, Umtata, Victoria East, Willowvale, Wodehouse and Xalanga (Cala), and for the purposes of these particular areas, the addresses of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Border Regional Council)", P.O. Box 27, East London;

"Region C" means the Province of Natal including the Magisterial Districts of Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie, Tabankulu and Umzimkulu, and for the purposes of these particular areas the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Natal Regional Council)", P.O. Box 2778, Durban;

"Region D" means the Magisterial Districts of Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Calitzdorp, Colesberg, Cradock, Graaff-Reinet, Hankey, Hanover, Humansdorp, Jansenville, Kirkwood, Maraisburg (Cape), Murraysburg, Noupoot, Oudtshoorn, Pearston, Port Elizabeth, Richmond (Cape), Somerset East, Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad and Willowmore, and for the purposes of these particular areas the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Midland Regional Council)", P.O. Box 2221, Port Elizabeth;

"Region E" means the Province of the Transvaal (excluding the Magisterial District of Klerksdorp) and includes the Magisterial Districts of Parys and Sasolburg and for the purposes of these particular areas the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Transvaal Regional Council)", P.O. Box 3998, Johannesburg.

"Region F" means the Province of the Orange Free State (excluding the Magisterial Districts of Parys and Sasolburg) and includes the Magisterial District of Klerksdorp and the Magisterial Districts of Barkley West, Britstown, De Aar, Gordonia, Herbert, Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Postmasburg, Philipstown, Prieska, Taung, Vryburg and Warrenton, and for the purposes of these particular areas the address of the Council shall be the "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Orange Free State and Northern Cape Regional Council)", P.O. Box 95, Welkom.

4. LIDMAATSKAP.

Ingelyste werknemers en nie ingelyste werknemers ten opsigte van wie die werkgewers bydraes betaal, is lede van die Fonds.

Vir die toepassing van hierdie klousule en van klousule 5 van hierdie Ooreenkoms beteken—

“ingelyste werknemer” ’n werknemer soos omskryf in klousule 3 van hierdie Ooreenkoms en beteken ’n “nie-ingelyste werknemer”, behoudens die voorbehoudsbepalings vervat in subklousule (3) van klousule 5, enige ander werknemer in die diens van die werkgewer.

5. BYDRAES.

(1) Die werkgewers moet met ingang van die datum waarop hierdie Ooreenkoms in werking tree, soos volg tot die fonds bydra:—

(2) Vir elke werknemer moet die werkgewer ’n bedrag van 77½ sent bydra ten opsigte van elke week waarin die werknemer meer as twee skofte gedurende sodanige week gewerk het; met dien verstande dat werkdae waarop ’n werknemer vakansie met betaling het of militêre opleiding ondergaan of van sy werk afwesig is weens siekte, ’n besering op diens of ’n openbare vakansiedag met betaling of met die toestemming van die werkgewer, vir die toepassing van hierdie klousule as “skofte gewerk” getel moet word.

(3) Bydraes wat bereken is ooreenkomstig die bepalinge van subklousule (2), kan na goedvinde van die werkgewer betaal word ten opsigte van nie-ingelyste werknemers; met dien verstande dat sodanige werknemers ’n uurloon van minstens 33·91c ontvang of ’n besoldiging wat, met inbegrip van enige bedrag wat as lewenskostoelae betaal word maar uitgesonderd oortydbesoldiging, gelyk is aan minstens 33·91c per uur.

(4) Die bedrag wat elke maand ingevolge hierdie klousule betaalbaar is, moet voor of op die vyftiende dag van die maand wat onmiddellik daarop volg, soos volg aan die Raad gestuur word:—

Elke werkgewer in streek A, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Kaapse Streekraad), Posbus 4012, Kaapstad;

elke werkgewer in streek B, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Streekraad vir Grens), Posbus 27, Oos-Londen;

elke werkgewer in streek C, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Natale Streekraad), Posbus 2778, Durban;

elke werkgewer in streek D, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Middellandse Streekraad), Posbus 2221, Port Elizabeth;

elke werkgewer in streek E, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Transvaalse Streekraad), Posbus 3998, Johannesburg;

elke werkgewer in streek F, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Oranje-Vrystaatse en Noord-Kaaplandse Streekraad), Posbus 95, Welkom, O.V.S.;

tesame met ’n staat in dié vorm wat die Raad van tyd tot tyd mag voorskryf.

Vir die toepassing van hierdie klousule beteken—

“skof” daardie werktidperk wat gewoonlik deur ’n werknemer in enige tydperk van 24 uur gewerk word;

“militêre opleiding” die ononderbroke opleiding wat ’n werknemer ingevolge artikel een-en-twintig (1), gelees met subartikel (1) en (2) van artikel twee-en-twintig, van die Verdedigingswet, 1957, moet ondergaan maar nie ook enige opleiding wat hy kragtens artikel drie-en-twintig van genoemde Wet verkies om te ondergaan of enige ander opleiding of diens waarvoor hy hom vrywillig aanbied of wat hy verkies om te ondergaan nie.

(4) Alle bydraes wat deur die Raad ontvang word, moet aan die Fonds betaal word.

6. ADMINISTRASIE.

(1) Die Fonds word ooreenkomstig die Reëls van die Fonds geadministreer. Sodanige reëls mag nie met hierdie Ooreenkoms of met die bepalinge van die Wet op Nywerheidsversoening, 1956, onbestaanbaar wees nie, en ’n kopie van die Reëls en van alle wysigings daarvan moet by die Sekretaris van Arbeid ingedien word.

(2) Ingeval die Raad ontbind word of ingeval dit ophou om te funksioneer gedurende die geldigheidstermyn van hierdie Ooreenkoms, moet die Bestuursraad wat ooreenkomstig die konstitusie van die Fonds aangestel is, die funksies van die Raad oorneem vir sover dit hierdie Ooreenkoms betref. Indien die Bestuursraad nie aangestel is nie of indien hy onwillig is om sodanige pligte uit te voer of nie daartoe in staat is nie, mag die Nywerheidsregistrator trustee aanstel om die funksies van die Raad uit te voer. Die Bestuursraad of die trustee aldus aangestel, het vir die toepassing van hierdie Ooreenkoms al die bevoegdhede van die Raad. Enige bedrag (indien daar is) wat vir die diens van die trustee betaal moet word, moet deur die Fonds gedra word.

4. MEMBERSHIP.

Scheduled employees and unscheduled employees for whom employers make contributions shall be members of the Fund.

For the purposes of this section and of section 5 of this Agreement—

“scheduled employee” means an employee as defined in section 3 of this Agreement, and “unscheduled employee” means, subject to the proviso in sub-section (3) of section 5, any other employee in the employ of the employer.

5. CONTRIBUTIONS.

(1) Contributions shall be made by the employers as from the date of coming into operation of this Agreement as prescribed, hereunder.

(2) For each employee the employer shall contribute an amount of 77½ cents for each week in which the employee works more than two shifts during such week; provided that working days on which an employee is on paid holiday or undergoing military training or is absent from work on account of sickness or an injury on duty or on a paid public holiday or with the permission of the employer shall count as shifts worked for purposes of this section.

(3) Contributions calculated in accordance with the provisions of sub-section (2) may be made at the discretion of the employer for unscheduled employees, provided such employees are receiving an hourly wage of not less than 33·91c per hour or remuneration which, including any amount paid as cost of living allowance but excluding overtime, is the equivalent of not less than 33·91c per hour.

(4) The amount payable in each month in terms of this section shall be forwarded to the Council by not later than the fifteenth day of the month immediately following as follows:

Every employer in Region A to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Cape Regional Council), P.O. Box 4012, Cape Town;

every employer in Region B to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Border Regional Council), P.O. Box 27, East London;

every employer in Region C to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Natal Regional Council), P.O. Box 2778, Durban;

every employer in Region D to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Midland Regional Council), P.O. Box 2221, Port Elizabeth;

every employer in Region E to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Transvaal Regional Council), P.O. Box 3998, Johannesburg;

every employer in Region F to the Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries (Orange Free State and Northern Cape Regional Council), P.O. Box 95, Welkom, O.F.S.

together with a statement in such form as may from time to time be prescribed by the Council.

For purposes of this section—

“shift” means that period of work ordinarily worked by an employee in any period of twenty-four hours;

“military training” means continuous training which an employee is required to undergo in terms of section twenty-one (1), read with sub-sections (1) and (2) of section twenty-two of the Defence Act, 1957, but does not include any training he may elect to undergo in terms of section twenty-three of the said Act or any other training or service for which he volunteers or which he elects to undergo.

(4) All contributions received by the Council shall be paid to the Fund.

6. ADMINISTRATION.

(1) The Fund shall be administered in accordance with the Rules of the Fund. Such rules shall not be inconsistent with this Agreement or the provisions of the Industrial Conciliation Act, 1956, and a copy of the rules and amendments thereto shall be lodged with the Secretary for Labour.

(2) In the event of the dissolution of the Council or in the event of it ceasing to function during the currency of this Agreement, the Board of Management appointed in terms of the Constitution of the Fund shall take over the functions of the Council in respect of this Agreement. If the Board of Management has not been appointed or if it should be unable or unwilling to perform such duties the Industrial Registrar may appoint trustees to perform the Council's functions. The Board of Management or trustees so appointed shall have all the powers vested in the Council for the purpose of this Agreement. Payment (if any) for the services of the trustees shall be borne by the Fund.

7. AGENTE.

'n Agent van die Raad is daarop geregtig om 'n bedryfs-
inrigting te betree en mag die werkgewer of enige werknemer
ondervra, die registers nagaan en enige navraag doen met die
doel om vas te stel of die bepalinge van hierdie Ooreenkoms
nagekom word of nie.

8. VRYSTELLINGS.

- (1) Die Raad of die Uitvoerende Komitee mag vrystelling van
enigeen van die bepalinge van hierdie Ooreenkoms verleen.
(2) Daar moet by die Sekretaris van die Raad, Posbus 9381,
Johannesburg, aansoek om vrystelling gedoen word.
(3) Die Raad of die Uitvoerende Komitee, na gelang van die
geval, moet die voorwaardes bepaal waarop vrystelling verleen
word en mag, as hy dit dienstig ag, na een week skriftelike
kennisgewing aan die betrokke persoon, 'n vrystellingsertifikaat
intrek afgesien daarvan of die tydperk waarvoor dit verleen is,
verstryk het of nie.

9. VERTONING VAN OOREENKOMS.

Elke werkgewer moet 'n lesbare kopie van hierdie Ooreenkoms
in die vorm soos voorgeskryf in die regulasies wat kragtens die
Wet opgestel is en in beide amptelike tale van die Republiek
opplak en opgeplak hou op 'n opvallende plek op sy perseel.
Namens die partye op hede die 8ste dag van November 1963,
in Johannesburg onderteken.

J. M. RUSSEL, *Voorsitter.*
T. P. MURRAY, *Ondervoorsitter.*
W. R. GLASTONBURY, *Algemene Sekretaris.*

No. R. 308.] [28 Februarie 1964.
WET OP NYWERHEIDSVERSOENING, 1956.

YSTER-, STAAL-, INGENIEURS- EN METALLUR-
GIESE NYWERHEID, REPUBLIEK VAN SUID-
AFRIKA.

GROEPSLEWE- EN VOORSORGSFONDSOOREEN-
KOMS.—INTREKKING VAN GOEWERMENTS-
KENNISGEWINGS.

Ek, ALFRED ERNEST TROLLIP, Minister van Arbeid,
trek hierby kragtens subartikel (5) van artikel *agt-en-
vaertig* van die Wet op Nywerheidsversoening, 1956, soos
gewysig, Goewermetskennisgewings Nos. 1087, 1789, 219,
355, 604, 1156, 112, 767 en R. 1698 van onderskeidelik
19 Julie 1957, 15 November 1957, 19 Februarie 1960, 3
Maart 1961, 19 April 1962, 20 Julie 1962, 25 Januarie
1963, 24 Mei 1963 en 1 November 1963, met ingang van
2 Maart 1964 in.

A. E. TROLLIP,
Minister van Arbeid.

7. AGENTS.

An Agent of the Council shall be entitled to enter any
establishment and may question the employer or any employees,
inspect the records and make any enquiries for the purpose of
ascertaining whether or not the terms of this Agreement are
being observed.

8. EXEMPTIONS.

- (1) The Council or Executive Committee may grant exemption
from any of the provisions of this Agreement.
(2) Application for exemption shall be made to the Secretary
of the Council, P.O. Box 9381, Johannesburg.
(3) The Council or Executive Committee, as the case may be,
shall fix the conditions subject to which exemption shall be valid,
and may, if it deems fit, after one week's notice in writing has
been given to the person concerned, withdraw any licence of
exemption whether or not the period for which exemption was
granted has expired.

9. EXHIBITION OF AGREEMENT.

Every employer shall affix and keep affixed in some conspicu-
ous place upon his premises, a copy of this Agreement in the
form prescribed by the regulations under the Act, in legible
characters, in both official languages of the Republic.
Signed at Johannesburg, on behalf of the parties on this 8th
day of November, 1963.

J. M. RUSSELL, *Chairman.*
T. P. MURRAY, *Vice-Chairman.*
W. R. GLASTONBURY, *General Secretary.*

No. R. 308.] [28 February 1964.
INDUSTRIAL CONCILIATION ACT, 1956.

IRON, STEEL, ENGINEERING AND METALLURGI-
CAL INDUSTRY, REPUBLIC OF SOUTH AFRICA.

GROUP LIFE AND PROVIDENT FUND AGREE-
MENT.—CANCELLATION OF GOVERNMENT
NOTICES.

I, ALFRED ERNEST TROLLIP, Minister of Labour,
hereby in terms of sub-section (5) of section *forty-eight* of
the Industrial Conciliation Act, 1956, as amended, cancel
as from the 2nd March, 1964, Government Notices Nos.
1087, 1789, 219, 355, 604, 1156, 112, 767 and R. 1698 of
the 19th July, 1957, 15th November, 1957, 19th February,
1960, 3rd March, 1961, 19th April, 1962, 20th July, 1962,
25th January, 1963, 24th May, 1963, and 1st November,
1963.

A. E. TROLLIP,
Minister of Labour.

INHOUD.

No.	Departement van Arbeid.	BLADSY
	GOEWERMENSKENNISGEWINGS.	
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EUROPA. —				
(a) Verenigde Koninkryk, Noord-Ierland, Republiek Ierland, Ciprus en Malta	12½	7	5	5
(b) Alle ander lande, met inbegrip van die Unie van die Sosialistiese Sowjetrepublieke en eilande in die Middellandse See, behalwe Ciprus en Malta	15	7½	5	6
(c) Asore, Kanariese Eilande, Kaap-Verdiese Eilande, Ysland, Madeira	15	7½	5	6
Nabye Ooste. —				
Bahreineilande, Debal, Iran, Irak, Israel, Jordanië (Hashemitiese Koninkryk), Koeweit, Libanon, Makkat, Saoedi-Arabië, Sjarja, Sirië, Turkye	12½	7	5	5
AMERIKA. —				
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AUSTRALASIE. —				
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(c) Japan.....	25	12½	10	10

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AMERICA. —				
Canada, United States of America, Central and South America	22½	12	10	10
AUSTRALASIA. —				
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(c) Japan.....	25	12½	10	10

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