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GOVERNMENT NOTICE.

DEPARTMENT OF LABOUR.

No. R. 497.]

[3 April 1964.]

WAGE ACT, No. 5 OF 1957.

WAGE DETERMINATION No. 249.

FISH PROCESSING INDUSTRY, CERTAIN AREAS.

By direction of the Deputy-Minister of Labour it is hereby notified in terms of sub-section (2) of section *fourteen* of the Wage Act, 1957, that he, acting on behalf of and under the powers vested in the Minister of Labour, by sub-section (1) of section *fourteen* of the said Act, has made the Determination in the Schedule hereto in respect of the Fish Processing Industry and has fixed the 27th day of April, 1964, as the date from which the provisions of the said Determination shall be binding.

SCHEDULE.

1. AREA AND SCOPE OF DETERMINATION.

This Determination shall apply in the Magisterial Districts of Bellville, Caledon, the Cape, Clanwilliam, Hopefield, Malmesbury, Namaqualand, Piketberg, Simonstown, Vanrhynsdorp, Vredenburg, Vredendal and Wynberg to all employees in the fish processing industry and to the employers of such employees.

2. DEFINITIONS.

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

“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 *six* of the Training of Artisans Act, 1951, or a certificate issued to him by the said Registrar in terms of either section *two* (7) or section *seven* (3) of the said Act;

“assistant foreman” means an employee who, under the general supervision of a foreman, performs any of the duties of a foreman and who may act for him during his absence;

“automatic clinching or double seaming machine feeder” means an employee who feeds lids into the hopper or feed of an automatic clinching or double seaming machine and who may start and stop the machine and clear obstructions in the runway;

“bloodwater tank attendant” means an employee who is engaged in the pumping of bloodwater into tanks and to the boiling and pumping away thereof;

GOEWERMENTSKENNISGEWING.

DEPARTEMENT VAN ARBEID.

No. R. 497.]

[3 April 1964.]

LOONWET, No. 5 VAN 1957.

LOONVASSTELLING No. 249.

VISVERWERKINGSNYWERHEID, SEKERE GEBIEDE.

In opdrag van die Adjunk-minister van Arbeid word hierby ingevolge subartikel (2) van artikel *veertien* van die Loonwet, 1957, bekendgemaak dat hy, handelende namens en kragtens die bevoegdheid verleen aan die Minister van Arbeid, by subartikel (1) van artikel *veertien* van genoemde Wet, die Vasstelling wat in die Bylae hiervan verskyn ten opsigte van die Visverwerkingsnywerheid gemaak het en die 27ste dag van April 1964 bepaal het as die datum waarop die bepaling van genoemde Vasstelling bindend word.

BYLAE.

1. GEBIED EN BESTEK VAN DIE VASSTELLING.

Hierdie Vasstelling is van toepassing op alle werknemers in die Visverwerkingsnywerheid in die landdrostdistrikte Bellville, Caledon, die Kaap, Clanwilliam, Hopefield, Malmesbury, Namaqualand, Piketberg, Simonstad, Vanrhynsdorp, Vredenburg, Vredendal en Wynberg en op die werkgewers van sodanige werknemers.

2. WOORDOMSKRYWING.

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

“ambagsman” ’n werknemer wat werk doen wat gewoonlik deur ’n geskoolde ambagsman verrig word, en by die toepassing van hierdie woordomskrifing beteken die uitdrukking “geskoolde ambagsman” iemand wat sy leertyd uitgedien het in ’n ambag wat kragtens die Wet op Vakleerlinge, 1944, aangewys is of geag word daarkragtens aangewys te gewees het, of wat in besit is van ’n vaardigheidsertifikaat wat deur die Registrateur van Vakleerlinge ingevolge artikel *ses* van die Wet op Opleiding van Ambagsmanne, 1951, aan hom uitgereik is, of ’n sertifikaat wat genoemde Registrateur ingevolge of artikel *twee* (7) of artikel *sewe* (3) van genoemde Wet aan hom uitgereik het;

“assistent-voorman” ’n werknemer wat, onder die algemene toesig van ’n voorman, enige van die werksaamhede van ’n voorman verrig en wat gedurende sy afwesigheid in sy plek kan waarneem;

“bediener van ’n outomatiese klink- of dubbelnaatmasjien” ’n werknemer wat deksels in die vultregter of voerder van ’n outomatiese klink- of dubbelnaatmasjien voer en wat die masjien mag aan- en stopstels en versperrings in die baan mag verwyder;

“bediener van bloedwatertenk” ’n werknemer wat bloedwater in tenks pomp en dit kook en wegpomp;

"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;

"boiler attendant-in-charge" means an employee who, under the general supervision of a foreman or assistant foreman, is in charge of one or more boiler attendants or who is responsible for maintaining the water level and steam pressure in more than one boiler;

"breaker" means an employee who is engaged in removing rock lobster tails from the bodies;

"can packer" means an employee who is engaged in packing raw or cooked fish into cans or other consumer containers by hand;

"can tester" means an employee who tests cans by means of any instrument, cuts open sample cans and/or prepares the seams for inspection and measurement;

"casual employee" means an employee who is employed by the same employer on not more than three days in any week;

"centrifuge operator" means an employee who, under the general supervision of a foreman or assistant foreman, is engaged in regulating the flow of liquid into centrifuges and who is responsible for maintaining the proper degree of clarity of the outflowing oil;

"chargehand" means an employee who, under the general supervision of a foreman, assistant foreman, forewoman or supervisor, is in charge of a group of labourers;

"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, a despatch clerk 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;

"clerk, female, qualified," means a female clerk who has had not less than four years' experience;

"clerk, female, unqualified," means a female clerk who has had less than four years' experience;

"clerk, male, qualified," means a male clerk who has had not less than five years' experience;

"clerk, male, unqualified," means a male clerk who has had less than five years' experience;

"curer" means an employee who, under the general supervision of a foreman or assistant foreman, is responsible for the salting of fish, the preparation of brine and for determining the length of time which fish should remain in the brine;

"day" means the period of twenty-four hours calculated from the time the employee commences work;

"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 such goods or packages;

"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;

"drum drier operator" means an employee who, under the general supervision of a foreman or assistant foreman, is engaged in operating a drum drier or in regulating the flow of concentrated fish solubles onto the drums and who is responsible for the quality of the dried material;

"dyer" means an employee who dips fish into vats containing dye or colouring matter;

"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 connected 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;

"establishment" means any premises in or in connection with which one or more employees are employed in the fish processing industry;

"exhaust box attendant" means an employee who, under general supervision, controls the flow of steam to and the temperature and/or pressure in an exhaust box;

"experience" means in relation to—

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

"stoomketelbediener" 'n werknemer wat, onder algemene toesig, die waterpeil en stoomdruk van 'n stoomketel in stand hou en wat die vuur in sodanige stoomketel kan maak, in stand hou of uithaal;

"toesighoudende stoomketelbediener" 'n werknemer wat, onder die algemene toesig van 'n voorman of assistent-voorman, toesig hou oor een of meer stoomketelbedieners of wat verantwoordelik is om die waterpeil en stoomdruk in meer as een stoomketel in stand te hou;

"afbreker" 'n werknemer wat kreefsterte van die liggame verwyder;

"blikverpakker" 'n werknemer wat met die hand rou of gekookte vis in blikke of ander verbruikershouers pak;

"bliktoetsers" 'n werknemer wat blikke deur middel van 'n instrument toets, monsterblikke oopsny en/of die nate voorberei vir toets- en meetwerk.

"los werknemer" 'n werknemer wat op hoogstens drie dae in 'n week by dieselfde werkgever in diens is;

"bediener van sentrifugeermasjiene" 'n werknemer wat, onder die algemene toesig van 'n voorman of assistent-voorman, die vloei van vloeistof in sentrifuges reguleer en wat verantwoordelik is om die regte graad van helderheid in die uitvloeïende olie in stand te hou;

"onderbaas" 'n werknemer wat, onder die algemene toesig van 'n voorman, assistent-voorman, voorvrou of opsigter in beheer van 'n groep arbeiders is;

"klerk" 'n werknemer wat skryf-, tik-, liasseerwerk verrig, 'n reken- of ponskaartmasjiene bedien of enige ander vorm van klerklike werk verrig en omvat 'n kassier, versendingsklerk en bediener van 'n telefoon-skakelbord, maar sluit geen ander klas werknemer wat elders in hierdie klousule omskryf word in nie, ondanks die feit dat klerklike werk deel van sodanige werknemer se werk mag uitmaak;

"klerk, vrou, gekwalifiseer," 'n vroulike klerk met minstens vier jaar ondervinding;

"klerk, vrou, ongekwalifiseer," 'n vroulike klerk met minder as vier jaar ondervinding;

"klerk, man, gekwalifiseer," 'n manlike klerk met minstens vyf jaar ondervinding;

"klerk, man, ongekwalifiseer," 'n manlike klerk met minder as vyf jaar ondervinding;

"bereier" 'n werknemer wat, onder die algemene toesig van 'n voorman of assistent-voorman, verantwoordelik is vir die insout van vis, die bereiding van pekel en om die tydskedule te bepaal wat die vis in die pekel moet bly;

"dag" die tydperk van vier-en-twintig uur bereken vanaf die tydskedule waarop die werknemer begin werk;

"versendingsklerk" 'n werknemer wat verantwoordelik is vir die versending of die verpakking van goedere vir vervoer of aflewering en wat toesig mag hou oor die versameling, nagaan, weeg, verpakking, merk, adresseer of versending van sulke goedere of pakkies;

"bestuurder van 'n motorvoertuig" 'n werknemer wat 'n motorvoertuig bestuur, en vir die toepassing van hierdie woord-omskrywing omvat die uitdrukking "n motorvoertuig bestuur" alle tydperke wat deur bestuur word en alle tyd wat die bestuurder bestee aan werk in verband met die voertuig of die vraag en alle tydperke waartydens hy verplig is om op sy pos te bly, gereed om te bestuur;

"bediener van 'n droogtrom" 'n werknemer wat, onder die algemene toesig van 'n voorman of assistent-voorman, 'n droogtrom bedien of die vloei van gekonsentreerde visoplosse na die dromme reguleer en wat vir die gehalte van die gedroogde produk verantwoordelik is.

"kleurder" 'n werknemer wat vis in houers met kleurstof of kleursel indoop;

"noodwerk"—

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

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

(i) skepe;

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

(iii) voertuie wat deur 'n vervoerkontraakteur gebruik word ter uitvoering 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 werkeure gedoen kan word nie;

"bedryfsinrigting" enige perseel waarin of in verband waarmee een of meer werknemers in diens is in die Visverwerkingsnywerheid;

"uitlaatbusbediende" 'n werknemer wat onder algemene toesig die vloei van stoom na en die temperatuur en/of druk in 'n uitlaatbus beheer.

"ondervinding" met betrekking tot—

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

(b) any other class of employee, the total period or periods of employment which an employee has had in his class in the fish processing industry;

"factory clerk" means an employee who is engaged in any one or more of the following duties:—

- (a) assembling orders;
- (b) issuing or recording labels;
- (c) recording quantities or weights of goods, other than fish weighed by a tallyman or fish weigher;
- (d) checking attendance records or recording particulars of employees at work or absent from work;
- (e) recording piece-work earnings;

"factory clerk, qualified," means a factory clerk who has had not less than twelve months' experience;

"factory clerk, unqualified," means a factory clerk who has had less than twelve months' experience;

"fireman" means an employee who is engaged in making or maintaining fires in boilers, including stoking, slicing or raking;

"first-aid officer" means an employee who holds a current certificate of competence in first-aid issued by any of the following organisations—

- (a) Red Cross Society of South Africa;
- (b) St. John Ambulance Association;
- (c) Noodhulpliga van Suid-Afrika,

and who is in charge of a first-aid room;

"first cooker" means an employee who, under the general supervision of a foreman, assistant foreman or supervisor, is responsible for the first or pre-cooking of fish in a retort;

"fish" means any form of marine life ordinarily used as food for human consumption;

"fish ball maker" means an employee who is engaged in operating a mixing or cutting machine and attending to the cooking pots used in the making of fish balls;

"fish cake maker" means an employee who is engaged in operating a mixing or cutting machine and attending to the frying machine used in the making of fish cakes;

"fish frier" means an employee who is engaged in frying fish;

"fish processing industry" means the industry in which employers and employees are associated in establishments which are registered or liable for registration in terms of the Factories, Machinery and Building Work Act, 1941, for the purpose of carrying on any one or more of the following activities, namely—

- (i) the bottling, canning, curing, preserving (including preservation by means of freezing or deepfreezing), salting, smoking or drying of fish for human consumption;
- (ii) the manufacture of fish products intended for human consumption;
- (iii) the manufacture of fish meal;
- (iv) the manufacture or bottling of fish oil;

and includes all activities incidental to or consequent on any of the aforesaid activities;

"fish meal cooker attendant" means an employee who, under the general supervision of a foreman or assistant foreman, is engaged in regulating the feed of fish to and the temperatures and pressures in a continuous cooker in a fish meal plant;

"fish press attendant" means an employee who, under the general supervision of a foreman or assistant foreman, is engaged in regulating the speed of a fish press and in pumping away of the expressed liquid;

"fish pump operator" means an employee who is engaged in priming, starting or operating a vacuum, water or fish pump or other equipment such as an elevator or a conveyor used in the pumping out or offloading of fish from a fishing boat;

"fish separator" means an employee who is engaged in feeding fish into a fish skinning machine;

"fish tank attendant" means an employee who is engaged in regulating the flow of fish to or from fish tanks, bins or hoppers;

"fish weigher" means an employee who is engaged in regulating the flow of fish into the hopper of a scale and discharging the fish from such hopper on completion of the weighing cycle and who may operate the weight printing or recording mechanism of the scale;

"fish worker" means an employee who is engaged in any one or more of the following capacities or activities—

- (a) dyer;
- (b) filleting, scaling, trimming, washing, scraping or cutting fish or removing skins from fish by hand;
- (c) sticker;
- (d) breaker;
- (e) sheller;
- (f) gutter;
- (g) packer, other than a can packer or an employee referred to in item (g) of labourer;

"foreman" means an employee who is in charge of the employees in an establishment, who exercises control over such employees and who is responsible for the efficient performance by them of their duties;

(b) enige ander klas werknemer, die totale tydperk of tydperke van diens waarvoor 'n werknemer in sy klas in die Visverwerkingsnywerheid werksaam was;

"fabrieksklerk" 'n werknemer wat een of meer van die volgende pligte verrig:—

- (a) bestellings opmaak;
- (b) etikette uitreik en aanteken;
- (c) hoeveelhede of gewig van goedere aanteken, uitgesonderd vis wat deur 'n teller of visafweër geweeg word;
- (d) bywoningsregisters nagaan en besonderhede aanteken van werknemers wat by die werk is of van die werk afwesig is;
- (e) stukwerkverdienste aanteken;

"fabrieksklerk, gekwalifiseer," 'n fabrieksklerk met minstens 12 maande ondervinding;

"fabrieksklerk, ongekwalifiseer," 'n fabrieksklerk met minder as 12 maande ondervinding;

"stoker" 'n werknemer wat vure in stoomketels maak of aan die brand hou, met inbegrip van stoom, uitskep en hark;

"eerstehulpman" 'n werknemer wat 'n geldige sertifikaat van bevoegdheid het in eerstehulp wat deur enige van die volgende organisasies uitgereik is:—

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

en wat beheer het oor 'n eerstehulpkamer;

"eerste koker" 'n werknemer wat, onder die algemene toesig van 'n voorman, assistent-voorman of opsigter, vir die eerste of vooraf kook van vis in 'n retort verantwoordelik is;

"vis" enige vorm van seelewe wat gewoonlik as voedsel vir menslike verbruik gebruik word;

"visfrikkelmaker" 'n werknemer wat 'n meng- of snymasjien bedien en toesig hou oor die kookpote wat gebruik word om visfrikkel te maak;

"viskoekiemaker" 'n werknemer wat 'n meng- of snymasjien bedien en wat toesig hou oor die bakmasjien wat gebruik word om viskoekies te maak;

"visbakker" 'n werknemer wat vis bak;

"visverwerkingsnywerheid" die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in bedryfsinrigtings wat geregistreer is of aan registrasie onderworpe is ingevolge die Wet op Fabriek, Masjinerie en Bouwerk, 1941, met die doel om een of meer van die volgende werksaamhede te verrig, naamlik—

- (i) die bottel, inmaak, bereiding, preserving (met inbegrip van preserving deur middel van bevriesing of diepvriesing), insout, rook of droog van vis vir menslike verbruik;
- (ii) die vervaardiging van visprodukte wat vir menslike verbruik bedoel is;
- (iii) die vervaardiging van vismeel;
- (iv) die vervaardiging of bottel van visolie;

en omvat dit alle werksaamhede wat met enige van voormelde bedrywighede in verband staan of daaruit voortspruit;

"bediener van vismeelkookpot" 'n werknemer wat, onder die algemene toesig van 'n voorman of assistent-voorman, die toevoer van vis na en die temperatuur en drukkinge in 'n voortdurende kookpot in 'n vismeelinstallasie reguleer;

"vispersbediener" 'n werknemer wat, onder die algemene toesig van 'n voorman of assistent-voorman, die spoed van 'n vispers reguleer en die uitgeperste vloeistof wegpomp;

"vispompbediener" 'n werknemer wat 'n vakuum-, water- of vispomp of ander toerusting; soos 'n hyser of vervoerder wat gebruik word by die uitpomp of aflaai van vis van 'n vissersboot, gereedmaak vir aansit, aansit of bedien;

"visvelverwyderaar" 'n werknemer wat vis in 'n velverwyderingsmasjien voer;

"visstankbediener" 'n werknemer wat die toevoer van vis na en van visstanks, bakke of vultregters reguleer;

"visafweër" 'n werknemer wat die toevoer van vis in die vultregter van 'n skaal reguleer en by voltooiing van die weegsiklus die vis uit die vultregter vrylaat en wat die meganisme van die skaal wat die gewig afdruk of registreer mag hanteer;

"viswerker" 'n werknemer wat in een of meer van die volgende hoedanighede of aktiwiteite in diens is:—

- (a) Kleurder;
- (b) vis in mootjies sny, afdop, afwerk, was, skraap of sny of visvelle met die hand afstroop;
- (c) visgraatverwyderaar;
- (d) afbreker;
- (e) afdopper;
- (f) oopsnyer;
- (g) verpakker, uitgesonderd 'n blikverpakker of 'n werknemer waarna in item (g) van arbeider verwys word;

"voorman" 'n werknemer wat in bevel is van die werknemers in 'n bedryfsinrigting, wat beheer oor sodanige werknemers uitoefen en wat verantwoordelik is om toe te sien dat hulle hul pligte doeltreffend verrig;

"forewoman" means a female employee who, under the general supervision of a foreman or assistant foreman, is in charge of the female employees in an establishment, who exercises control over such employees and who is responsible for the efficient performance by them of their duties;

"grade I employee" means an employee who is engaged in any one or more of the following capacities—

- (a) automatic clinching or double seaming machine feeder;
- (b) automatic labelling machine operator;
- (c) automatic vacuum closing machine operator;
- (d) centrifuge operator;
- (e) drum drier operator;
- (f) fish pump operator;
- (g) refrigeration plant attendant;
- (h) retort operator;
- (i) stickwater plant operator;
- (j) tallyman;
- (k) tractor driver, other than an internal transport driver;

"grade I employee, qualified," means a grade I employee who has had not less than four months' experience;

"grade I employee, unqualified," means a grade I employee who has had less than four months' experience;

"grade II employee" means an employee who is engaged in any one or more of the following capacities—

- (a) boiler attendant;
- (b) first cooker;
- (c) fish separator;
- (d) hand soldering;
- (e) making trays, crates or boxes from uncut material;
- (f) internal transport driver;
- (g) operator of a non-automatic or semi-automatic clinching or seaming machine;
- (h) operating a non-automatic labelling machine;
- (i) protective clothing attendant;
- (j) operator of a box-making or nailing machine;
- (k) sauce mixer;
- (l) smoker;

"grade II employee, qualified," means a grade II employee who has had not less than two months' experience;

"grade II employee, unqualified," means a grade II employee who has had less than two months' experience;

"grade III employee" means an employee who is engaged in any one or more of the following capacities or activities—

- (a) assisting an artisan other than by the independent use of tools;
- (b) binding, wiring, stapling or strapping cartons or other containers;
- (c) bloodwater tank attendant;
- (d) can packer;
- (e) can tester;
- (f) delivering letters, messages or other articles on foot or by means of a bicycle, tricycle or hand-propelled vehicle outside his employer's establishment;
- (g) exhaust box attendant;
- (h) fish ball maker;
- (i) fish cake maker;
- (j) fish frier;
- (k) fish worker;
- (l) fireman;
- (m) filling containers with fish paste by hand or hand-operated machine;
- (n) fish weigher;
- (o) fish tank attendant;
- (p) fish meal cooker attendant;
- (q) fish press attendant;
- (r) ironing or mending protective clothing;
- (s) labelling by hand;
- (t) mill attendant;
- (u) oiling or greasing vehicles, other than motor vehicles;
- (v) operating or attending any one or more of the following machines—
 - (i) automatic bag filling or weighing machine;
 - (ii) automatic brine or sauce filling machine;
 - (iii) bag closing, bag sewing or heat sealing machine;
 - (iv) basket or trolley tipping machine;
 - (v) can unscrambling machine;
 - (vi) clothes washing machine or spin drier;
 - (vii) draining machine;
 - (viii) fish slicing, cutting or filleting machine;
 - (ix) ice-crushing machine;
 - (x) mincing machine;
 - (xi) non-automatic labelling machine;
 - (xii) power-driven elevator or conveyor;
 - (xiii) power-driven winch, capstan, crane;
 - (xiv) hoist or dragline shovel;
 - (xv) washing or sterilising machine;

"vooryrou" 'n vroulike werknemer wat, onder die algemene toesig van 'n voorman of assistent-voorman, in bevel van die vroulike werknemers in 'n bedryfsinrigting is, wat beheer oor sodanige werknemers uitoefen en wat verantwoordelik is om toe te sien dat hulle hul pligte doeltreffend verrig;

"werknemer graad I" 'n werknemer wat in een of meer van die volgende hoedanighede in diens is:—

- (a) bediener van outomatiese klink- en dubbelmaatmasjiën;
- (b) bediener van outomatiese etiketteermasjiën;
- (c) bediener van outomatiese vakuum-suitmasjiën;
- (d) bediener van 'n sentrifugeermasjiën;
- (e) bediener van 'n droogtrom;
- (f) vispompbediener;
- (g) bediener van koelinstallasie;
- (h) retortbediener;
- (i) bediener van 'n afvalwaterinstallasie;
- (j) teller;
- (k) bestuurder van 'n trekker, uitgesonderd 'n interne vervoerbestuurder;

"werknemer graad I, gekwalifiseerd", 'n werknemer graad I, met minstens vier maande ondervinding;

"werknemer graad I, ongekwalifiseerd", 'n werknemer graad I, met minder as vier maande ondervinding;

"werknemer graad II" 'n werknemer wat in een of meer van die volgende hoedanighede in diens is:—

- (a) Stoomketelbediener;
- (b) eerste koker;
- (c) visvelverwyderaar;
- (d) handsoldeerwerk;
- (e) bakke, kratte of kiste van onvoorbereide materiaal vervaardig;
- (f) interne vervoerbestuurder;
- (g) bediener van 'n nie-outomatiese of half-outomatiese klink- of maatmasjiën;
- (h) 'n nie-outomatiese etiketteermasjiënbediener;
- (i) versorger van beskermende klere;
- (j) bediener van 'n kisvervaardigings- of vasspykermasjiën;
- (k) sousmenger;
- (l) roker;

"werknemer graad II, gekwalifiseerd", 'n werknemer graad II, met minstens twee maande ondervinding;

"werknemer graad II, ongekwalifiseerd", 'n werknemer graad II, met minder as twee maande ondervinding;

"werknemer graad III" 'n werknemer wat in een of meer van die volgende hoedanighede in diens is of wat een of meer van die volgende werksaamhede verrig:—

- (a) 'n Ambagsman help sonder om gereedskap selfstandig te gebruik;
- (b) karton- of ander houers vasbind, bedraad, kram of bande daarom sit;
- (c) bediener van bloedwaterenke;
- (d) blikverpakker;
- (e) bliktoetser;
- (f) briewe, boodskappe of ander artikels te voet of per trapfiets, driewiel of handvoertuig buite sy werkgewer se bedryfsinrigting aflewer;
- (g) bediener van 'n lugverwyderingsbak;
- (h) visfrikkelmaker;
- (i) viskoekiemaker;
- (j) visbakker;
- (k) viswerker;
- (l) stoker;
- (m) met die hand of handmasjiën houers met vissmeer vul;
- (n) visafweër;
- (o) vistenkbediener;
- (p) bediener van vismeelkookpot;
- (q) vispersbediener;
- (r) beskermende klere stryk of heelmaak;
- (s) met die hand etiketteer;
- (t) meulbediener;
- (u) voertuie olie en smeer, uitgesonderd motorvoertuie;
- (v) een of meer van die volgende masjiëne bedien of versorg:—
 - (i) Outomatiese sakvul- of weegmasjiën;
 - (ii) outomatiese pekel- of sousvulmasjiën;
 - (iii) saktomaak-, saktomaal- of hitteselmasjiën;
 - (iv) mandjie- of trolleekantelmasjiën;
 - (v) kansortermasjiën;
 - (vi) wasmasjiën vir klere of spindroër;
 - (vii) dreineermasjiën;
 - (viii) masjiën om vis in skyfies te sny, vissny- of ontbeenmasjiën;
 - (ix) ysvergruiermasjiën;
 - (x) vismeule;
 - (xi) nie-outomatiese etiketteermasjiën;
 - (xii) kragaangedrewe hyser of vervoerder;
 - (xiii) kragaangedrewe windas, kapstander of hyskraan;
 - (xiv) hystoestel of sleepkop;
 - (xv) was- of steriliseermasjiën;

- (w) perforating labels;
 - (x) press cake drier attendant;
 - (y) repairing trays, crates or boxes by hand;
 - (z) sauce or soup pot attendant;
 - (aa) stencilling or marking (but not addressing) boxes, bags, cartons or other containers or affixing ready addressed labels to boxes, bags, cartons, drums or other packages;
 - (bb) stamping dates on articles or altering date stamps;
 - (cc) stirring sauce or soup by hand;
 - (dd) weighing, other than to a set weight;
- "gutter" means an employee who is engaged in removing the gut from raw or cooked rock lobster tails and trimming the edges of the meat or gutting fish other than rock lobsters;
- "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;
- "internal transport driver" means an employee who is engaged in driving or operating a mobile power-driven vehicle or hoist used in the loading, unloading, moving or stacking of goods within an establishment;
- "labourer" means an employee who is engaged in any one or more of the following activities—
- (a) assembling (including nailing) trays, crates or boxes from shooks or ready prepared material by hand;
 - (b) assisting on delivery vehicles, other than driving or effecting repairs;
 - (c) cleaning out boilers or tanks;
 - (d) cleaning, sweeping or washing premises, vehicles, plant, implements, machinery, tools, utensils, furniture or other articles, but excluding the washing of fish;
 - (e) delivering or collecting messages or articles within an establishment;
 - (f) emptying containers;
 - (g) feeding a machine by hand or placing on or taking off fish, boxes, cans or other containers to or from a conveyor belt;
 - (h) gardening work;
 - (i) hosing fish on the deck or in the hold of a fishing boat to facilitate unloading;
 - (j) lifting, carrying, moving or stacking goods or articles by hand;
 - (k) loading or unloading;
 - (l) loosening shooks;
 - (m) making tea, coffee or similar beverages;
 - (n) opening, sealing or closing boxes, bales, drums or other packages, including gumming or glueing cartons;
 - (o) opening or closing cocks or valves under supervision;
 - (p) operating a hoist, winch or capstan by hand;
 - (q) packing articles of a uniform size and number into containers specially made to contain such articles;
 - (r) placing a lid or other closure on bottles or cans by hand or placing paper discs on lids or on packed cans or placing parchment squares in empty cans;
 - (s) pushing or pulling any vehicle or truck, other than by power-driven device;
 - (t) removing refuse or ashes;
 - (u) removing fish offal;
 - (v) sorting fish according to size or variety;
 - (w) spreading or placing fish on a belt or conveyor;
 - (x) straightening bent flanges of cans;
 - (y) unpacking or opening corrugated fibre board or similar containers by hand or setting up ready-made containers;
 - (z) washing bottles, tins, dishes or other containers by hand;
 - (aa) weighing to a set weight;
- "machine handyman" means an employee, other than an artisan, who is engaged in making minor repairs or adjustments to machinery or equipment used directly in the manufacture of the products of an establishment;
- "machine operator or attendant" 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 repairs or adjustments to the machine and who may feed into or take off from such machine, and the expression "operating a machine" or "attending a machine" have a corresponding meaning;
- "mill attendant" means an employee who, under the general supervision of a foreman or assistant foreman, is engaged in starting, stopping and cleaning wet or dry mills, regulating the flow of material to the mills and who may periodically clean the magnets on or in front of mills;
- "motor vehicle" means any power-driven vehicle used for conveying goods outside the employer's establishment and includes a mechanical horse but excludes a tractor;
- "night shift" means any period of work between 6 p.m. and 6 a.m.;

- (w) etikette perforeer;
 - (x) bediener van 'n droër van geperste viskoek;
 - (y) bakke, kratte of kiste met die hand herstel;
 - (z) sous- of soppotbediener;
 - (aa) kiste, sakke, karton- of ander houers sjabloneer of merk (maar nie adresseer nie) of etikette wat reeds van 'n adres voorsien is aan kiste, sakke, kartonhouers, konkas of ander pakkies vassit;
 - (bb) datums op artikels stempel of datumstempels verander;
 - (cc) sous of sop met die hand roer;
 - (dd) weeg, uitgesonderd volgens gesette gewig;
- "oopsnyer" 'n werknemer wat die ingewande van rou of gekookte kreefsterte uithaal en die kante van die vleis gelyk sny, of vis, uitgesonderd kreef, oopsny.
- "faktotum" 'n werknemer wat geringe herstelwerk of verstellings aan masjinerie of uitrusting doen, uitgesonderd masjinerie of uitrusting wat regstreeks by die vervaardiging van die produkte van 'n bedryfsinrigting gebruik word, en wat geringe herstel- of opknappingswerk aan geboue mag doen;
- "bestuurder van interne vervoer" 'n werknemer wat 'n mobiele kragaangedrewe voertuig of 'n hystoestel bestuur of bedien wat gebruik word vir die laai, aflaai, verskuiving, of stapeling van goedere binne 'n bedryfsinrigting;
- "arbeider" 'n werknemer wat een of meer van die volgende werksaamhede verrig—
- (a) bakke, kratte of kiste van duie of voorafbereide materiaal met die hand aanmeekaarsit (insluitend aanmeekaarspyker);
 - (b) op afleweringvoertuie behulpsaam wees, uitgesonderd die bestuur of die verrig van herstelwerk;
 - (c) stoomketels of tenks binne-in skoonmaak;
 - (d) skoonmaak, vee of was van persele, voertuie, installasie, implemente, masjinerie, gereedskap, werktuie, meubels of ander artikels, maar uitgesonderd die was van vis;
 - (e) aflewering of afhaal van boodskappe of artikels binne 'n bedryfsinrigting;
 - (f) houers leegmaak;
 - (g) 'n masjien met die hand voer of vis, kiste, kanne of ander houers op vervoerbande plaas of daarvan afneem;
 - (h) tuinwerk;
 - (i) vis op die dek of in die ruim van 'n vissersboot met 'n waterslang bespuit om die aflaai te vergemaklik;
 - (j) goedere of artikels met die hand ophig, dra, versit of stapel;
 - (k) laai of aflaai;
 - (l) duie losmaak;
 - (m) tee, koffie of soortgelyke drankte maak;
 - (n) kiste, bale, dromme of ander pakkette oopmaak, verseël of toemaak, met inbegrip van die vasgom of lym van kartonhouers;
 - (o) krane of kleppe onder toesig oop- of toemaak;
 - (p) 'n hyser, windas of kapstander met die hand bedien;
 - (q) artikels van eenvormige grootte en getal in houers verpak wat spesiaal gemaak is om sodanige artikels te bevat;
 - (r) met die hand 'n deksel of ander afsluiting op bottels of kanne sit of papierskyfies op deksels of op verpakte kanne sit of perkamentvierkante in leë kanne plaas;
 - (s) enige voertuig of trok, uitgesonderd deur middel van 'n kragtoestel, stoot of trek;
 - (t) vuilgoed of as verwyder;
 - (u) visafval verwyder;
 - (v) vis volgens grootte en soort sorteer;
 - (w) vis op 'n band of vervoerder spreid of plaas;
 - (x) gebuigde flense van kannetjies reguit maak;
 - (y) riffelvelsbord- of dergelyke houers met die hand uitpak of oopmaak of klaargemaakte houers opstel;
 - (z) bottels, blikke, borde of ander houers met die hand was;
 - (aa) volgens gesette gewig afweeg;
- "masjienfaktotum" 'n werknemer, uitgesonderd 'n ambagsman, wat minder belangrike herstelwerk of verstellings doen aan masjinerie of ander uitrusting wat regstreeks by die vervaardiging van die produkte van 'n bedryfsinrigting gebruik word;
- "masjienoperateur of -bediener" 'n werknemer wat 'n kragaangedrewe masjien bedien, oppas, aan die gang sit of stop, wat die werk wat die masjien doen, ondersoek of nagaan, wat geringe lopende herstel- of verstellingswerk aan die masjien mag doen en wat die masjien mag voer en goed daarvan kan afhaal, en het die uitdrukking "n masjien bedien" of "n masjien oppas" 'n ooreenstemmende betekenis;
- "meulbediener" 'n werknemer wat, onder die algemene toesig van 'n voorman of assistent-voorman nat of droë meulens aan die gang sit, stopsit en skoonmaak, die vloei van materiaal na die meulens reguleer en wat die magnete aan of voor meulens mag skoonmaak;
- "motorvoertuig" enige kragaangedrewe voertuig wat gebruik word vir die vervoer van goedere buite die werkgewer se bedryfsinrigting en omvat dit 'n voorhaker maar nie 'n trekker nie;
- "nagskof" enige werktydperk tussen 6 nm. en 6 vm.;

"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 two days in any week is engaged in driving a motor vehicle for not more than three 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;

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

"press cake drier attendant" means an employee who, under the general supervision of a foreman or assistant foreman, is engaged in controlling the moisture content of fish meal by operating steam valves, dampers, vents, variable speed drives or other devices;

"protective clothing attendant" means an employee who is engaged in issuing protective clothing to employees and supervising the washing, ironing and mending of such clothing;

"retort operator" means an employee who, under the general supervision of a foreman or assistant foreman, is responsible for the cooking and sterilisation of any pack;

"sauce mixer" means an employee who is engaged in and responsible for weighing out, other than to a set weight, quantities of tomato puree or other sauce or ingredients;

"sauce or soup pot attendant" means an employee who, under the general supervision of a foreman, assistant foreman, forewoman or supervisor, is engaged in cooking sauces or soups, but not including the cooking of soup for employees;

"sheller" means an employee who is engaged in removing the shell from rock lobster tails;

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

"short-time" means a temporary reduction in the number of ordinary hours of work owing to slackness of trade, shortage of raw materials or transport, the vagaries of the weather, a general breakdown of plant or machinery or an actual breakdown or threatened breakdown of buildings;

"smoker" means an employee who, under the general supervision of a foreman, assistant foreman or forewoman, is engaged in lighting, replenishing and keeping smoke-house fires at the required levels for the period of smoking;

"sticker" means an employee who is engaged in splitting the flesh from the bone of the fish;

"stickwater plant operator" means an employee who is engaged in regulating the flow of unconcentrated stickwater to a stickwater evaporation or concentration plant, regulating the flow of stickwater from one vessel to another, controlling the steam pressure and pumping the concentrated stickwater away and who may also test the viscosity or density of the concentrated stickwater;

"supervisor" means an employee, other than a foreman, assistant foreman or forewoman, who supervises grade I, grade II or grade III employees and who may in addition supervise labourers;

"tallyman" means an employee who counts the fish discharged from a fishing boat or vehicle as single units or counts the number of baskets, boxes, crates or other measure of fish or weighs the fish and records by writing on a sheet or card the quantities of weights;

"trailer" means any conveyance drawn by a motor vehicle;

"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;

"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 received over and above the amount which he would have received if he had not been employed on such a basis;

"watchman" means an employee who is engaged in guarding premises or other property.

(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.

"deeltydse motorvoertuigbestuurder" 'n werknemer wat gewoonlik ander pligte verrig as om 'n motorvoertuig te bestuur maar wat op meer as twee dae in 'n week 'n motorvoertuig vir hoogstens drie uur altesaam op enige sodanige dag bestuur, en vir die toepassing van hierdie woordskrywing omvat die uitdrukking "n motorvoertuig bestuur" alle tydperke wat daar bestuur word en alle tyd wat die bestuurder, terwyl hy in beheer van die voertuig is, aan werk in verband met die voertuig van vraag bestee;

"stukwerk" enige stelsel waarvolgens 'n werknemer se besoldiging gebaseer is op die hoeveelheid werk wat gedoen is;

"bediener van 'n droër van geperste viskoek" 'n werknemer wat, onder die algemene toesig van 'n voorman of assistent-voorman, die voggehalte van vismeel kontroleer deur die beheer van stoomkleppe, dampers, lugroosters, verstelbare spoed- of ander toestelle;

"versorger van beskermende klere" 'n werknemer wat beskermende klere aan werknemers uitreik en oor die was, stryk en heelmaak daarvan toesig hou;

"retortbediener" 'n werknemer wat, onder die algemene toesig van 'n voorman of assistent-voorman, vir die kook en sterilisasie van enige bondel verantwoordelik is;

"sousmenger" 'n werknemer wat betrokke is by en verantwoordelik is vir die afweeg, uitgesonderd volgens 'n gesette gewig, van hoeveelhede tamatiepuree of ander sous of bestanddele;

"sous- en soppotbediener" 'n werknemer, wat onder die algemene toesig van 'n voorman, assistent-voorman, voorvrou of opsigter, sous of sop kook, maar uitgesonderd die kook van sop vir werknemers;

"afdopper" 'n werknemer wat die dop van die kreef se stert verwyder;

"senior bestuurs-, professionele of administratiewe werknemer" 'n werknemer wat deur die werkgewer belas is met werk wat die verantwoordelikheid meebring om by die uitvoering van die bedryfsinrigting se werksaamhede besluite van professionele of administratiewe aard te neem;

"korttyd" 'n tydelike vermindering van die getal gewone werkeure weens 'n bedryfsval, 'n tekort aan grondstowwe of vervoer, ongunstige weersomstandighede, 'n algemene onklaarmaking van installasie of masjinerie of 'n werklike onklaarmaking of dreigende onklaarmaking van geboue;

"roker" 'n werknemer wat, onder die algemene toesig van 'n voorman, assistent-voorman of voorvrou, rookhuisvure aan die brand steek, in stand hou en sodanige vure vir die rokingstydperk op die vereiste vlakke hou;

"visgraadverwyderaar" 'n werknemer wat die vleis van die graat van 'n vis verwyder;

"bediener van 'n afvalwaterinstallasie" 'n werknemer wat die vloei van ongekonsentreerde afvalwater na 'n verdampings- of konsentrasie-installasie vir afvalwater reguleer, die vloei van afvalwater van die een vat na die ander reguleer, die stoomdruk beheer en die gekonsentreerde afvalwater wegpomp en wat ook die viskosititeit of digtheid van die gekonsentreerde afvalwater mag toets.

"opsigter" 'n werknemer, uitgesonderd 'n voorman, assistent-voorman of voorvrou, wat oor werknemers, graad I, graad II of graad III, toesig hou en wat ook oor arbeiders mag toesig hou;

"teller" 'n werknemer wat die vis wat van 'n vissersboot of voertuig afgelaai word as enkel eenhede tel, of wat die getal mandjies, kiste, kratte of ander mate, vis tel, of wat die vis weeg en die hoeveelhede of gewig daarvan aanteken deur dit op 'n staat of kaart te skryf;

"sleepwa" enige vervoermiddel wat deur 'n motorvoertuig getrek word;

"onbelaste gewig" die gewig van enige motorvoertuig of sleepwa soos aangegeven in 'n lisensie of sertifikaat ten opsigte van sodanige motorvoertuig of sleepwa uitgereik deur enige owerheid wat by wet gemagtig is om lisensies ten opsigte van motorvoertuie uit te reik; met dien verstande dat in die geval van 'n twee- of driewielmotorfiets, bromponie of bromfiets of fiets wat met 'n hulpmasjien uitgerus is, daar geag word dat die onbelaste gewig hoogstens 1,000 lb. is;

"loon" die geldbedrag aan 'n werknemer betaalbaar ingevolge klousule 3 (1) ten opsigte van sy gewone werkeure soos in klousule 5 voorgeskrif: Met dien verstande—

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

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

"wag" 'n werknemer wat persele of ander eiendom bewaak;

(2) By die toepassing van hierdie Vastelling word 'n werknemer geag in dié klas te wees waarin hy uitsluitend of hoofsaaklik in diens is.

3. REMUNERATION.

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

(a) *Employees other than casual employees.*

3. BESOLDIGING.

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

	In the Magisterial Districts of the Cape, Wynberg (excluding the local area of Hout Bay falling under the Divisional Council of the Cape), Bellville and Simonstown.	In the local area of Hout Bay falling under the Divisional Council of the Cape.	In all other areas.
	Per Week. R	Per Week. R	Per Week. R
Foreman.....	30.00	28.00	26.00
Assistant foreman.....	25.00	23.00	21.00
Forewoman.....	18.00	16.00	14.00
Supervisor.....	13.00	12.00	11.00
Chargehand.....	9.00	8.50	8.25
Curer.....	22.50	21.00	19.50
Clerk, female, qualified.....	15.70	15.70	12.45
Clerk, female, unqualified—			
During the first year of experience.....	8.50	8.50	6.90
During the second year of experience.....	10.15	10.15	8.30
During the third year of experience.....	12.00	12.00	9.70
During the fourth year of experience.....	13.90	13.90	11.00
Clerk, male, qualified.....	23.00	23.00	19.15
Clerk, male, unqualified—			
During the first year of experience.....	9.20	9.20	7.60
During the second year of experience.....	12.00	12.00	9.90
During the third year of experience.....	14.75	14.75	12.20
During the fourth year of experience.....	17.50	17.50	14.50
During the fifth year of experience.....	20.30	20.30	16.80
Factory clerk, qualified.....	13.00	12.00	11.00
Factory clerk, unqualified—			
During the first six months of experience.....	7.50	7.00	6.50
During the second six months of experience.....	10.25	9.50	8.75
First-aid officer.....	14.00	13.00	12.00
Artisan.....	26.45	26.45	22.45
Mach. ne handyman.....	18.00	16.00	15.00
Handyman.....	14.00	13.00	12.00
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.....	9.20	9.20	8.10
(ii) Exceeds 1,000 lb. but not 6,000 lb.....	13.30	13.30	12.20
(iii) Exceeds 6,000 lb. but not 10,000 lb.....	15.70	15.70	14.60
(iv) Exceeds 10,000 lb.....	20.80	20.80	18.60
Part-time driver of a motor vehicle.....	10.50	10.50	9.35
Boiler attendant-in-charge.....	14.00	13.50	12.50
Grade I employee, qualified.....	11.10	10.25	10.00
Grade I employee, unqualified—			
During the first two months of experience.....	7.70	7.30	7.10
During the second two months of experience.....	9.30	8.75	8.50
Grade II employee, qualified.....	9.30	8.75	8.50
Grade II employee, unqualified.....	7.70	7.30	7.10
Grade III employee, female.....	7.70	7.30	7.10
Grade III employee, male.....	8.00	7.40	7.20
Labourer, male, 18 years of age or over.....	7.65	7.00	6.50
Labourer, male, under 18 years of age.....	6.00	5.50	5.00
Labourer, female.....	7.00	6.50	6.15
Watchman.....	10.68	9.10	7.65
Employee not elsewhere in this clause specifically mentioned.....	8.50	8.15	7.80

(a) *Werknemers, uitgesonderd los werknemers.*

	In die landdrosdistrikte die Kaap, Wynberg (uitgesonderd die plaaslike gebied van Houtbaai wat onder die Afdelingsraad van die Kaap val), Bellville en Simonstad.	In die plaaslike gebied van Houtbaai wat onder die Afdelingsraad van die Kaap val.	In alle ander gebiede.
	Per Week. R	Per Week. R	Per Week. R
Voorman.....	30.00	28.00	26.00
Assistent-voorman.....	25.00	23.00	21.00
Voorvrou.....	18.00	16.00	14.00
Opsigter.....	13.00	12.00	11.00
Onderbaas.....	9.00	8.50	8.25
Bereier.....	22.50	21.00	19.50
Klerk, vrou, gekwalifiseer.....	15.70	15.70	12.45
Klerk, vrou, ongekwalifiseer—			
Gedurende die eerste jaar ondervinding.....	8.50	8.50	6.90
Gedurende die tweede jaar ondervinding.....	10.15	10.15	8.30
Gedurende die derde jaar ondervinding.....	12.00	12.00	9.70
Gedurende die vierde jaar ondervinding.....	13.90	13.90	11.00

	In die landdros- distrikte die Kaap, Wynberg (uitge- sonderd die plaaslike gebied van Houtbaai wat onder die Afdelingsraad van die Kaap val), Bellville en Simonstad.	In die plaaslike gebied van Houtbaai wat onder die Afdelingsraad van die Kaap val.	In alle ander gebiede.
	Per Week. R	Per Week. R	Per Week. R
Klerk, man, gekwalifiseer.....	23.00	23.00	19.15
Klerk, man, ongekwalifiseer—			
Gedurende die eerste jaar ondervinding.....	9.20	9.20	7.60
Gedurende die tweede jaar ondervinding.....	12.00	12.00	9.90
Gedurende die derde jaar ondervinding.....	14.75	14.75	12.20
Gedurende die vierde jaar ondervinding.....	17.50	17.50	14.50
Gedurende die vyfde jaar ondervinding.....	20.30	20.30	16.80
Fabrieksklerk, gekwalifiseer.....	13.00	12.00	11.00
Fabrieksklerk, ongekwalifiseer—			
Gedurende die eerste ses maande ondervinding.....	7.50	7.00	6.50
Gedurende die tweede ses maande ondervinding.....	10.25	9.50	8.75
Eerstehulpbeampte.....	14.00	13.00	12.00
Ambagsman.....	26.45	26.45	22.45
Masjienfaktotum.....	18.00	16.00	15.00
Faktotum.....	14.00	13.00	12.00
Bestuurder van 'n motorvoertuig waarvan die onbelaste gewig, saam met die onbelaste gewig van 'n sleepwa of sleepwaens wat deur sodanige voertuig getrek word—			
(i) Hoogstens 1,000 lb. is.....	9.20	9.20	8.10
(ii) Meer as 1,000 lb. maar hoogstens 6,000 lb. is.....	13.30	13.30	12.20
(iii) Meer as 6,000 lb. maar hoogstens 10,000 lb. is.....	15.70	15.70	14.60
(iv) Meer as 10,000 lb. is.....	20.80	20.80	18.60
Deeltydse bestuurder van 'n motorvoertuig.....	10.50	10.50	9.35
Toesighoudende stoomketelbediener.....	14.00	13.50	12.50
Werknemer graad I, gekwalifiseer.....	11.10	10.25	10.00
Werknemer graad I, ongekwalifiseer—			
Gedurende die eerste twee maande ondervinding.....	7.70	7.30	7.10
Gedurende die tweede twee maande ondervinding.....	9.30	8.75	8.50
Werknemer graad II, gekwalifiseer.....	9.30	8.75	8.50
Werknemer graad II, ongekwalifiseer.....	7.70	7.30	7.10
Werknemer graad III, vrou.....	7.70	7.30	7.10
Werknemer graad III, man.....	8.00	7.40	7.20
Arbeider, man, 18 jaar of ouer.....	7.65	7.00	6.50
Arbeider, man, onder 18 jaar.....	6.00	5.50	5.00
Arbeider, vrou.....	7.00	6.50	6.15
Wag.....	10.68	9.10	7.65
Werknemer wat nie elders in hierdie klousule uitdruklik gemeld word nie.....	8.50	8.15	7.80

(b) *Casual Employees.*—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 four consecutive hours on any day, his wage may be reduced by not more than fifty 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 sub-clause (1), read with sub-clause (3), for an employee of his class in the area in which he works, whether he has in that week worked the maximum number of ordinary hours of work applicable to him in terms of clause 5 or less.

(3) *Differential Wage.*—An employer who requires or permits a member of one class of his employees to perform for longer than 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 wage higher than that of his own class; or
- a rising scale of wages terminating in a wage higher than that of his own class,

is prescribed in sub-clause (1), shall pay to such employee in respect of that day—

- in the case referred to in paragraph (a), not less than the daily wage calculated at the higher rate, and
- 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 the provisions of this sub-clause shall not apply where the difference between classes in terms of sub-clause (1) is based on age, experience or sex;

(b) *Los werknemers.*—'n Los werknemer moet vir elke dag of deel 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 wat van die los werknemer vereis word: Met dien verstande dat, as die werkgever vereis dat sy los werknemer die werk verrig van 'n klas werknemer vir wie 'n loon teen 'n stygende skaal voorgeskryf word, die uitdrukking „weekloon” beteken die weekloon voorgeskryf vir 'n gekwalifiseerde werknemer van dié klas, en voorts met dien verstande dat as die werkgever vereis dat sy los werknemer 'n tydperk van hoogstens vier opeenvolgende ure op enige dag werk, sy loon met hoogstens vyftig per sent verminder mag word.

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

(3) *Differensiële loon.*—'n Werkgever wat vereis of toelaat dat 'n lid van een klas van sy werknemers langer as altesaam een uur op enige dag, hetsy benewens sy eie werk of in die plek daarvan, werk verrig van 'n ander klas waarvoor hetsy—

- 'n hoër loon as dié van sy eie klas, of
- 'n stygende loonskaal wat uitloop op 'n hoër loon as dié van sy eie klas,

in subklousule (1) voorgeskryf word, moet vir dié dag aan so 'n werknemer as volg betaal:—

- In die geval in paragraaf (a) vermeld, minstens die dagloon bereken teen die hoër tarief; en
- in die geval in paragraaf (b) vermeld, minstens die dagloon bereken op die kerf in die stygende skaal net bokant die loon wat die werknemer vir sy gewone werk ontvang het;

Met dien verstande—

- dat die bepalings van hierdie subklousule nie geld wanneer die verskil tussen die klasse ingevolge subklousule (1) op ouderdom, ervaring of geslag berus nie;

(ii) that, 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 an 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 any other employee.

(b) The monthly wage of an employee shall be four and a third 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 the ordinary weekly hours of work prescribed in clause 5 for an employee of his class.

(5) *Night Shift Allowance.*—(a) An employer who requires or permits his employee, other than a casual employee or a watchman, to work night shift shall pay such employee, in addition to his wage, an allowance at a rate of not less than ten per cent of his hourly wage for each hour or part of an hour worked by such employee on night shift within his ordinary hours of work.

(b) The provisions of paragraph (a) shall not apply to a foreman, an assistant foreman or a senior managerial, professional or administrative employee if and for so long as such an employee is in receipt of regular remuneration at a rate of not less than R180 per month.

4. PAYMENT OF REMUNERATION.

(1) *Employees other than Casual Employees.*—Save as provided in clause 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 an employee employed on night shift 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 employer's name;
- (b) the employee's name or pay roll number and 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 employee's wage;
- (f) the details of any other remuneration arising out of the employee's employment;
- (g) the details of any deductions made;
- (h) the actual amount paid to the employee; and
- (i) 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.

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

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

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

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

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

- (a) With the written consent of his employee, a deduction for holiday, sick benefit, 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;

(ii) dat, tensy daar in 'n skriftelike kontrak tussen 'n werkgewer en sy werknemer uitdruklik anders bepaal word, niks in hierdie Vasstelling só uitgelê mag word dat dit 'n werkgewer belet om van 'n werknemer te vereis dat hy 'n ander klas werk verrig waarvoor die voorgeskryde 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, as hy 'n werkweek van vyf dae het;
- (ii) ses in die geval van enige ander werknemer.

(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 in klousule 5 vir 'n werknemer van sy klas voorgeskryf word.

(5) *Nagskoftoelaag.*—(a) 'n Werkgewer wat vereis of toelaat dat sy werknemer, uitgesonderd 'n los werknemer of 'n wag, nagskof werk, moet sodanige werknemer bo en behalwe sy loon 'n toelaag betaal teen 'n tarief van minstens tien persent van sy uurloon vir elke uur of gedeelte van 'n uur aldus deur sodanige werknemer op nagskof binne sy gewone werkure gewerk.

(b) Die bepalinge van paragraaf (a) is nie op 'n voorman, 'n assistent-voorman of 'n senior bestuurs-, professionele of administratiewe werknemer van toepassing nie, indien en vir solank as wat, sodanige werknemer gereelde besoldiging teen 'n tarief van minstens R180 per maand ontvang.

4. BETALING VAN BESOLDIGING.

(1) *Werknemers, uitgesonderd los werknemers.*—Behoudens soos in klousule 6 (4) bepaal, moet enige bedrag verskuldig aan 'n werknemer, uitgesonderd 'n los werknemer, weekliks in kontant of, met die toestemming van die werknemer, maandeliks in kontant of per tjek betaal word gedurende die werkure of binne vyftien minute nadat die werk gestaak word op die gewone betaaldag van die bedryfsinrigting vir sodanige werknemer (of in die geval van 'n werknemer wat nagskof werk, op 'n tydstop waarvoor sodanige werknemer en sy werkgewer ooreenkom, en hierdie tydstop moet gedurende die gewone kantoorure van die bedryfsinrigting val maar nie later as vier-en-twintig uur na die gewone betaaldag nie), of by diensbeëindiging indien dit voor die gewone betaaldag geskied, en sodanige bedrag moet in 'n koevert of houër wees waarop die volgende aangeteken moet word of wat vergesel moet gaan van 'n opgaaf wat die volgende aantoon:—

- (a) Die werkgewer se naam;
- (b) die werknemer se naam of betaalstaatsnommer en werk;
- (c) die getal gewone werkure deur die werknemer gewerk;
- (d) die getal oortydure deur die werknemer gewerk;
- (e) die werknemer se loon;
- (f) die besonderhede van enige ander besoldiging wat uit die werknemer se diens voortspruit;
- (g) die besonderhede van enige bedrae wat afgetrek is;
- (h) die werklike bedrag aan die werknemer betaal; en
- (i) die tydperk ten opsigte waarvan betaling geskied;

en sodanige koevert of houër waarop die besonderhede aangeteken is of sodanige opgaaf sal die werknemer se eiendom wees.

(2) *Los werknemer.*—'n Werkgewer moet die besoldiging aan 'n los werknemer verskuldig in kontant by sy diensbeëindiging betaal.

(3) *Premies.*—Geen betaling moet aan 'n werkgewer geskied nie of deur hom aangeneem word, hetsy regstreeks of onregstreeks, ten opsigte van die indiensneming of opleiding van 'n werknemer.

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

(5) *Etes en huisvesting.*—Behoudens soos in die Naturelle (Stadsgebiede) Konsolidasiewet, 1945, bepaal, moet 'n werkgewer nie van sy werknemer vereis om etes of huisvesting of etes en huisvesting by hom of by enige persoon of by enige plek deur hom aangewys, aan te neem nie.

(6) *Aftrekkings.*—'n Werkgewer moet sy werknemer geen boetes opleë of enige 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-, siektebystands-, versekerings-, spaar-, voorsorgs-, of pensioenfonds of ledegeld aan vakverenigings;
- (b) behalwe waar anders in hierdie Vasstelling bepaal, wanneer 'n werknemer van die werk afwesig is, uitgesonderd op las of op die versoek van sy werkgewer, 'n bedrag in verhouding tot die tydperk van sy afwesigheid en bereken op die grondslag van die loon wat sodanige werknemer ontvang het ten opsigte van sy gewone werkure ten tyde van sodanige afwesigheid;

- (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 the ordinary hours of work prescribed in clause 5 are reduced on account of short-time, a deduction to the amount of the employee's (other than a casual employee's) hourly wage in respect of each hour of such reduction: Provided that no deduction shall be made 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;
- (e) a deduction of an amount equal to his daily wage in respect of any public holiday other than New Year's Day, Good Friday, Ascension Day, the Day of the Covenant or Christmas Day, on which the employee at his own request is permitted not to work;
- (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 Native 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, to work more ordinary hours of work than—

- (a) in the case of an employee who works a six-day week—
- forty-six in any week from Monday to Saturday, inclusive; and
 - subject to sub-paragraph (i) hereof, eight on any day, unless the hours on one day do not exceed five, in which case the hours on any of the other days may be extended to eight and one-half;
- (b) in the case of an employee who works a five-day week—
- forty-six in any week from Monday to Friday, inclusive; and
 - subject to sub-paragraph (i) hereof, nine and one-quarter on any day.

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

(3) *Meal Intervals.*—An employer shall not require or permit an employee to work for more than five hours continuously without a meal interval of not less than one hour during which interval such employee shall not be required or permitted to perform any work, and such interval shall be deemed not to be part of the ordinary hours of work or overtime: Provided—

- that, except where proviso (iv) applies, periods of work interrupted by intervals of less than one hour shall be deemed to be continuous;
- that, if such interval be longer than one hour, any period in excess of one and one-quarter hours shall be deemed to be time worked;
- that 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 sub-clause not to have worked during such interval;
- that an employer may agree with his employee to reduce the period of such meal interval to not less than half an hour, and in that event and after the employer has lodged a statement of such agreement with the Divisional Inspector, Department of Labour, for his area, the meal interval may be so reduced;
- that not more than one such interval during the ordinary hours of work on any day shall be deemed not to form part of the ordinary hours of work;
- that 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 fifteen minutes so long as the total period worked by the employee after the first meal interval of the day does not exceed seven hours and such second meal interval may be deemed not to be part of the ordinary hours of work or overtime.

(4) *Rest Intervals.*—An employer shall grant to each of his employees a rest interval of not less than ten minutes as near as practicable in the middle of each morning and afternoon work period, 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.

(5) *Hours of Work to be Consecutive.*—Save as provided in sub-clause (3), all hours of work of an employee on any day shall be consecutive.

(6) *Overtime.*—All time worked, other than on a Sunday, in excess of the number of ordinary hours of work prescribed in sub-clauses (1) and (2) shall be deemed to be overtime.

- (c) enige bedrag wat 'n werkgewer by regtens of op bevel van 'n bevoegde hof moet of mag aftrek;
- (d) wanneer die gewone werkure in klousule 5 voorgeskryf weens korttyd verminder word, 'n bedrag gelykstaande met die bedrag van die werknemer (uitgesonderd 'n los werknemer) se uurloon ten opsigte van elke uur van sodanige vermindering: Met dien verstande dat geen aftrekking gemaak mag word ten opsigte van die eerste uur wat daar nie gewerk is nie, tensy die werkgewer sy werknemer op die vorige dag kennis gegee het dat daar geen werk beskikbaar sal wees nie;
- (e) 'n bedrag gelykstaande met sy dagloon ten opsigte van enige openbare vakansiedag, uitgesonderd Nuwejaarsdag, Goëie Vrydag, Hemelvaartsdag, Geloftedag of Kersdag, waarop die werknemer op sy eie versoek toegelaat word om nie te werk nie;
- (f) met die skriftelike toestemming van 'n werknemer, 'n bedrag wat 'n werkgewer aan 'n munisipale raad of ander plaaslike bestuur betaal het ten opsigte van die huur van 'n huis of akkommodasie in 'n hostel wat sodanige werknemer okkupeer in 'n lokasie of Bantodorp onder die beheer van sodanige raad of onder plaaslike bestuur.

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

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

- (a) In die geval van 'n werknemer wat ses dae per week werk—
- ses-en-veertig in 'n week van Maandag tot en met Saterdag; en
 - behoudens subparagraaf (i) hiervan, agt op 'n dag, tensy die ure op een dag nie vyf te bowe gaan nie, en in dié geval die ure op enigen van die ander dae tot agt en 'n half verleng mag word;
- (b) in die geval van 'n werknemer wat vyf dae per week werk—
- ses-en-veertig in 'n week van Maandag tot en met Vrydag; en
 - behoudens subparagraaf (i) hiervan, nege en 'n kwart op 'n dag.

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

(3) *Etenspouses.*—'n Werkgewer moet nie van 'n werknemer vereis of hom toelaat om ononderbroke te werk vir langer as vyf uur sonder 'n etenspouse van minstens een uur nie, waartydens van sodanige werknemer nie vereis moet word of hy nie toegelaat moet word om enige werk te verrig nie, en dit moet geag word dat sodanige pouse nie deel van die gewone of oortydwerkure uitmaak nie: Met dien verstande—

- dat werktydperke onderbreek deur pouses van korter as een uur, behalwe waar voorbehoudsbepaling (iv) van toepassing is, as ononderbroke geag moet word;
- dat, indien sodanige pouse langer as een uur is, enige tydperk van langer as een en 'n kwart uur as tyd wat daar gewerk is, geag moet word;
- dat, vir die toepassing van hierdie klousule daar geag word dat 'n motorvoertuigbestuurder wat gedurende so 'n pouse geen werk verrig uitgesonderd om in beheer van die voertuig te wees of te bly nie, nie gedurende sodanige pouse gewerk het nie;
- dat 'n werkgewer met sy werknemer kan ooreenkom om die tydskuur van sodanige etenspouse tot minstens 'n halfuur te verkort, en in dié geval en nadat die werkgewer 'n verklaring ten opsigte van sodanige ooreenkomst by die Afdelingsinspekteur, Departement van Arbeid, vir sy gebied ingedien het, kan die etenspouse aldus verkort word;
- dat hoogstens een sodanige pouse gedurende die gewone werkure op enige dag geag word nie deel van die gewone werkure uit te maak nie;
- dat wanneer 'n werkgewer op enige dag weens oortydwerk verlig is om aan 'n werknemer 'n tweede etenspouse toe te staan, sodanige pouse op die versoek van die werknemer tot vyftien minute verkort mag word solank as die totale tydperk deur die werknemer na die eerste etenspouse van die dag gewerk, nie sewe uur te bowe gaan nie, en daar mag geag word dat sodanige tweede etenspouse nie deel van die gewone of oortydwerkure uitmaak nie.

(4) *Ruspouses.*—'n Werkgewer moet aan elkeen van sy werknemers 'n ruspouse van minstens tien minute toestaan, so na as doenlik aan die middel van elke oggend- en namiddagwerktydperk 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.

(5) *Werkure moet opeenvolgend wees.*—Behoudens die bepalings van subklousule (3), moet alle werkure van 'n werknemer op enige dag opeenvolgend wees.

(6) *Oortyd.*—Alle tyd uitgesonderd op 'n Sondag, wat daar langer gewerk word as die getal gewone werkure in subklousules (1) en (2) voorgeskryf, moet geag word oortyd te wees.

(7) *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, two hours on any day;
- (b) in the case of any other employee, twenty hours in any week.

(8) *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 five days a week;
- (c) overtime for more than two hours on any day, except that an employee who works a five-day week may work up to four hours' overtime on a Saturday;
- (d) overtime on more than three consecutive days in any week;
- (e) overtime on more than sixty days in any year;
- (f) overtime after completion of her ordinary hours of work for more than one 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 twenty-five cents in sufficient time to enable her to obtain and have a meal before overtime is due to commence.

(9) *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, one and one-third 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—
 - (i) one and one-third times his ordinary wage in respect of overtime not exceeding ten hours in the aggregate worked by such employee in any week;
 - (ii) one and one-half times his ordinary wage in respect of overtime worked in excess of ten hours in the aggregate by such employee in any week.

(10) *Savings.*—(a) The provisions of this clause shall not apply to a watchman.

(b) The provisions of this clause shall not apply to a foreman or to a senior managerial, professional or administrative employee if and for so long as such an employee is in receipt of regular remuneration at the rate of not less than R160 per month.

(c) The provisions of sub-clauses (3), (4), (5) and (7) shall not apply to an employee while he is engaged on emergency work.

(d) The provisions of sub-clause (4) shall not apply to a first-aid officer, a driver of a motor vehicle, a labourer assisting on a delivery vehicle, a part-time driver of a motor vehicle, a boiler attendant, a boiler attendant-in-charge, an employee engaged in off-loading or an employee employed directly in the production of fish meal or fish oil.

6. ANNUAL LEAVE.

(1) Subject to the provisions of sub-clause (2), an employer shall grant to his employee, other than a casual employee, in respect of each completed period of twelve months of employment with him—

- (a) in the case of a watchman, twenty-one consecutive calendar days' leave;
- (b) in the case of every other employee, fourteen 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 any employee who is engaged on piece-work shall be calculated on the basis set out in section *twenty* (5) (a) of the Factories, Machinery and Building Work Act, 1941.

(2) The leave prescribed in sub-clause (1) shall be granted at a time to be fixed by the employer: Provided—

- (i) that, if such leave has not been granted earlier, it shall, save as provided in sub-clause (3), be granted so as to commence within four months after the completion of the twelve 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 four months, the employer shall grant such leave to the employees as from a date not later than two months after the expiration of the said period of four months;

(7) *Beperking van oortydwerk.*—'n Werkgewer moet 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, twee uur op 'n dag;
- (b) in die geval van alle ander werknemers twintig uur in 'n week.

(8) *Vroulike werknemers.*—Ondanks andersluidende bepalings in hierdie klousule, moet '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 vyf dae in 'n week te werk nie;
- (c) oortyd vir langer as twee uur op 'n dag te werk nie, uitgesonderd dat 'n werknemer wat vyf dae per week werk tot vier uur oortyd op 'n Saterdag mag werk;
- (d) oortyd op meer as drie opeenvolgende dae in 'n week te werk nie;
- (e) oortyd op meer as sestig dae in 'n jaar te werk nie;
- (f) na die voltooiing van haar gewone werkure, vir langer as een uur op 'n dag oortyd te werk nie, tensy hy—
 - (i) sodanige werknemer voor die middag daarvan in kennis gestel het; of
 - (ii) 'n toereikende ete aan sodanige werknemer verskaf het en haar genoegsaam tyd toegestaan het om dit te nuttig voordat sy met oortydwerk moet begin; of
 - (iii) sodanige werknemer betyds minstens vyf-en-twintig sent betaal het ten einde haar in staat te stel om 'n ete te verkry en dit te nuttig voordat oortydwerk 'n aanvang neem.

(9) *Betaling vir oortydwerk.*—'n Werkgewer moet 'n werknemer wat oortydwerk werk, betaal teen 'n tarief van 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 enige dag gewerk;
- (b) in die geval van enige ander werknemer—
 - (i) een en 'n derde maal sy gewone loon ten opsigte van oortyd van hoogstens tien uur wat so 'n werknemer altesaam in 'n week werk;
 - (ii) een en 'n half maal sy gewone loon ten opsigte van oortyd van langer as tien uur wat sodanige werknemer altesaam in 'n week werk.

(10) *Voorbehoudsbepalings.*—(a) Die bepalings van hierdie klousule is nie op 'n wag van toepassing nie.

(b) Die bepalings van hierdie klousule is nie op 'n voorman of op 'n senior bestuurs-, professionele of administratiewe werknemer van toepassing indien en solank sodanige werknemer 'n gereelde besoldiging teen 'n tarief van minstens R160 per maand ontvang nie.

(c) Die bepalings van subklousules (3), (4), (5) en (7) is nie op 'n werknemer van toepassing terwyl hy noodwerk verrig nie.

(d) Die bepalings van subklousule (4) is nie op 'n eerstehulp-beampte, 'n bestuurder van 'n motorvoertuig, 'n arbeider wat op 'n aflewingsvoertuig behulpsaam is, 'n deeltydse bestuurder van 'n motorvoertuig, 'n stoomketelbediener, 'n toesighoudende stoomketelbediener, 'n werknemer wat affaaiwerk doen of 'n werknemer wat regstreeks in diens is in die vervaardiging van vismeel of visolie, van toepassing nie.

6. JAARLIKSE VERLOF.

(1) Behoudens die bepalings van subklousule (2) moet 'n werkgewer aan sy werknemer, uitgesonderd 'n los werknemer, ten opsigte van elke voltooië tydperk van twaalf maande diens by hom, verlof soos volg toestaan—

- (a) in die geval van 'n wag, een-en-twintig opeenvolgende kalenderdae verlof;
- (b) in die geval van enige ander werknemer veertien opeenvolgende kalenderdae verlof,

en moet sodanige werknemer ten opsigte van sodanige verlof soos volg betaal—

- (i) in die geval van 'n werknemer in paragraaf (a) vermeld, 'n bedrag van minstens drie maal die weekloon waarop hy geregtig is vanaf die eerste dag van die verlof;
- (ii) in die geval van 'n werknemer in paragraaf (b) vermeld, 'n bedrag van minstens dubbel die weekloon waarop hy geregtig is vanaf die eerste dag van die verlof;

Met dien verstande dat vir die toepassing van hierdie klousule die weekloon van 'n werknemer wat stukwerk verrig, bereken moet word op die basis in artikel *twintig* (5) (a) van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, gemeld.

(2) Die verlof in subklousule (1) voorgeskryf, moet toegestaan word op 'n tydstop wat die werkgewer vasstel: Met dien verstande—

- (i) dat indien sodanige verlof nie reeds toegestaan is nie, dit, behoudens die bepalings van subklousule (3), toegestaan moet word sodat dit binne vier maande na die voltooiing van die twaalf maande diens waarop dit betrekking het, 'n aanvang neem of, indien die werkgewer en werknemer skriftelik daaroor ooreengekom het voor die verstryking van genoemde tydperk van vier maande, moet die werkgewer sodanige verlof vanaf die datum nie later nie as twee maande na die afloop van genoemde tydperk van vier maande aan die werknemer toestaan;

- (ii) that 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) that 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) that an employer may set off against such period of leave any days of occasional leave granted on full pay to his employee at his employee's written request during the period of twelve months of employment to which the period of leave relates.

(3) (a) At the written request of an employee, an employer may permit the leave to accumulate over a period of not more than twenty-four months of employment: Provided—

- (i) that such request is made by such employee not later than four months after the expiry of the first period of twelve months of employment to which the leave relates; and
- (ii) that the date of the receipt of such request is endorsed on the request over his signature by the employer, who shall retain such request for a period of not less than three years from such date or the date of the expiry of the first period of twelve months of employment to which the leave relates, whichever is the later.

(b) The provisions of sub-clause (2) shall *mutatis mutandis* apply to the leave referred to in this sub-clause.

(4) *Leave Remuneration.*—The remuneration in respect of the leave prescribed in sub-clause (1), read with sub-clause (3), shall be paid not later than the last work day before the date of commencement of the leave.

(5) An employee whose contract of employment is terminated during any period of twelve months of employment before the period of leave prescribed in sub-clause (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 sub-clause (1), one-fourth; and
- (b) in the case of an employee referred to in paragraph (b) of sub-clause (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 sub-clause (2) and provided further that an employee—

- (i) who leaves his employment without having given the 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 sub-clause.

(6) An employee who has become entitled to a period of leave prescribed in sub-clause (1), read with sub-clause (3), and whose contract of employment is terminated 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 any period in respect of which an employer, in terms of clause 12, pays an employee in lieu of notice and also any period or periods during which an employee is absent—

- (a) on leave in terms of this clause;
- (b) on sick leave in terms of clause 7;
- (c) on the instructions or at the request of his employer;
- (d) undergoing military training in pursuance of the Defence Act, 1957;

amounting in the aggregate in any year to not more than ten weeks in respect of items (a), (b) and (c), plus up to four months of any period of military training undergone in that year, and employment shall be deemed to commence—

- (i) in the case of an employee who had before the coming into force of this 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;

(ii) dat die verloftydperk nie saamval nie met siekteverlof toegestaan ooreenkomstig klousule 7 of, tensy die werknemer aldus versoek en die werkgewer skriftelik toestem, met enige tydperk van militêre opleiding onder die Verdedigingswet, 1957, nie;

(iii) dat indien Nuwejaarsdag, Goeie Vrydag, Hemelvaartdag, Geloftedag of Kersdag binne die tydperk van sodanige verlof val, nog 'n werkdag vir elke sodanige vakansiedag by genoemde tydperk bygetel moet word as 'n verdere verloftydperk en die werknemer 'n bedrag van minstens sy dagloon ten opsigte van elke sodanige dag wat bygetel is, betaal moet word;

(iv) dat 'n werkgewer enige dae geleentheidsverlof met volle besoldiging aan sy werknemer toegestaan op sy werknemer se skriftelike versoek gedurende die tydperk van twaalf maande diens waarop die verloftydperk betrekking het, van sodanige verloftydperk kan aftrek.

(3) (a) Op die skriftelike versoek van 'n werknemer, mag 'n werkgewer toelaat dat die verlof oor 'n tydperk van hoogstens vier-en-twintig maande diens ooploop: Met dien verstande—

- (i) dat so 'n versoek nie later nie as vier maande na die afloop van die eerste tydperk van twaalf maande diens waarop die verlof betrekking het, deur sodanige werknemer gerig word; en
- (ii) dat die werkgewer die datum waarop sodanige versoek ontvang word, op die versoek moet aanteken en sy handtekening daarop moet plaas, en dat hy sodanige versoek moet hou vir 'n tydperk van minstens drie jaar vanaf sodanige datum of die verstrykingsdatum van die eerste tydperk van twaalf maande diens waarop die verlof betrekking het, naamlik die jongste datum.

(b) Die bepalings van subklousule (2) is *mutatis mutandis* van toepassing op die verlof in hierdie subklousule vermeld.

(4) *Verlofbesoldiging.*—Die besoldiging ten opsigte van die verlof voorgeskryf in subklousule (1), gelees met subklousule (3), moet voor of op die laaste werkdag voor die aanvangsdatum van die verlof betaal word.

(5) 'n Werknemer wie se dienskontrak beëindig word gedurende enige tydperk van twaalf maande diens voor die verloftydperk voorgeskryf in subklousule (1) ten opsigte van dié tydperk, hom toegeval het, moet by sodanige beëindiging en bo en behalwe enige ander besoldiging wat aan hom verskuldig mag wees, ten opsigte van elke voltooide maand van sodanige dienstrydperk 'n bedrag van minstens die volgende betaal word:—

- (a) In die geval van 'n werknemer in paragraaf (a) van subklousule (1) vermeld, een kwart; en
- (b) in die geval van 'n werknemer in paragraaf (b) van subklousule (1) vermeld, een-sesde;

van die weekloon wat hy onmiddellik voor die datum van sodanige beëindiging ontvang het: Met dien verstande dat 'n werkgewer 'n eweredige bedrag ten opsigte van enige verloftydperk aan 'n werknemer ingevolge die vierde voorbehoudsbepaling van subklousule (2) toegestaan, kan aftrek en voorts met dien verstande dat 'n werknemer—

- (i) wat sy diens verlaat sonder dat hy die kennisgewing wat in klousule 12 voorgeskryf word, gegee het, tensy die werkgewer van sodanige kennisgewing afgesien het of die werknemer die werkgewer in plaas van kennisgewing betaal het; of
- (ii) wat sy diens sonder regsgeldige rede verlaat; of
- (iii) wat deur die werkgewer sonder kennisgewing ontslaan word om 'n rede wat regsgeldig is vir sodanige ontslag sonder kennisgewing;

nie op enige betaling kragtens hierdie subklousule geregtig is nie.

(6) 'n Werknemer wat op 'n verloftydperk voorgeskryf in subklousule (1), gelees met subklousule (3), geregtig geword het en wie se dienskontrak beëindig word voor sodanige verlof toegestaan is, moet by sodanige beëindiging die bedrag betaal word wat hy ten opsigte van die verlof sou ontvang het as die verlof op die datum van die beëindiging toegestaan was.

(7) Vir die toepassing van hierdie klousule word daar geag dat die uitdrukking "diens" enige tydperk omvat ten opsigte waarvan 'n werkgewer 'n werknemer ingevolge klousule 12 betaal in plaas van kennisgewing en ook enige tydperk of tydperke wat 'n werknemer afwesig is—

- (a) met verlof kragtens hierdie klousule;
- (b) met siekteverlof kragtens klousule 7;
- (c) op las of op versoek van sy werkgewer;
- (d) terwyl hy militêre opleiding ooreenkomstig die Verdedigingswet, 1957, ondergaan;

wat altesaam hoogstens tien weke ten opsigte van items (a), (b) en (c) in 'n jaar beloop, plus tot vier maande van enige tydperk van militêre opleiding in dié jaar ondergaan, en diens moet geag word soos volg te begin:—

- (i) In die geval van 'n werknemer wat voor die inwerking-treding van hierdie Vasstelling op 'n tydperk van jaarlikse verlof geregtig geword het kragtens enige wet, op die datum waarop sodanige werknemer laaste op sodanige verlof kragtens sodanige wet geregtig geword het;
- (ii) in die geval van 'n werknemer wat in diens was voor die inwerking-treding van hierdie Vasstelling en op wie 'n wet wat vir jaarlikse verlof voorsiening maak, van toepassing was maar wat nie dienooreenkomstig op 'n tydperk van verlof geregtig geword het nie, op die datum waarop sodanige diens begin het;

(iii) in the case of any other employee, on the date on which such employee entered his employer's service or on the date of the coming into force of this Determination, whichever is the later.

(8) (a) Notwithstanding anything to the contrary contained in this clause, an employer may for the purpose of annual leave at any time, but not more than once in any period of twelve months, close his establishment for fourteen consecutive calendar days plus any additional days that may have to be added by virtue of the third proviso to sub-clause (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 sub-clause (1) (b) shall in respect of any leave due to him be paid by his employer on the basis set out in sub-clause (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 sub-clause (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 five-day week, not less than twenty work days; and

(b) in the case of every other employee, not less than twenty-four work days;

sick leave in the aggregate during each cycle of twenty-four consecutive months of employment with him, and shall pay such employee in respect of any period of absence in terms of this sub-clause not less than the wage he would have received had he worked during such period: Provided—

(i) that in the first twenty-four 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 five-day week, one work day in respect of each completed period of five weeks of employment and, in the case of any other employee, one work day in respect of each completed month of employment;

(ii) that 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 twenty or twenty-four work days, as the case may be, in each cycle of twenty-four months of employment, except that during the first twenty-four months of the payment of contributions by the employee the guaranteed rate need not exceed the rate of accrual set out in the first proviso to this sub-clause;

(iii) that 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) that, 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 for more than one day, require the employee to produce a certificate signed by a registered medical practitioner stating the nature and duration of the employee's incapacity or where no medical practitioner is resident within reasonable distance of the place of employment of such employee, the employer may require the employee to satisfy him by other reasonable evidence that his absence from work was due to incapacity in terms of this clause: Provided that when an employee has during any period of up to eight weeks received payment in terms of this clause on two or more occasions without producing such a certificate his employer may during the period of eight weeks immediately succeeding the last such occasion require him to produce such a certificate or other reasonable evidence, as the case may be, in respect of any absence.

(3) Where, during the first cycle of twenty-four 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 only in respect of 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.

(iii) in die geval van enige ander werknemer, op die datum waarop sodanige werknemer by sy werkgever in diens getree het of op die datum van die inwerkingtrekking van hierdie Vasstelling, na gelang van die jongste datum.

(8) (a) Ondanks andersluidende bepalings in hierdie klousule mag 'n werkgever vir die doel van jaarlikse verlof te eniger tyd, maar hoogstens een maal in 'n tydperk van twaalf maande, sy bedryfsinrigting vir veertien agtereenvolgende kalenderdae sluit plus enige addisionele dae wat bygetel moet word ingevolge die derde voorbehoudsbepaling van subklousule (2).

(b) 'n Werknemer wat op die datum waarop 'n bedryfsinrigting ingevolge paragraaf (a) sluit, nie op die volle tydperk van jaarlikse verlof, voorgeskryf in subklousule (1) (b), geregtig is nie, moet ten opsigte van enige verlof aan hom verskuldig, deur sy werkgever betaal word op die grondslag in subklousule (5) gemeld en vir die doel van jaarlikse verlof daarna moet dit geag word dat sy diens op die datum van sodanige sluiting van die bedryfsinrigting begin.

7. SIEKTEVERLOF.

(1) Behoudens die bepalings van subklousule (2) moet 'n werkgever aan sy werknemer, uitgesonderd 'n los werknemer, wat weens ongeskiktheid van sy werk afwesig is—

(a) in die geval van 'n werknemer wat vyf dae per week werk, altesaam minstens twintig werkdag; en

(b) in die geval van elke ander werknemer, altesaam minstens vier-en-twintig werkdag;

siekteverlof toestaan gedurende elke tydkring van vier-en-twintig agtereenvolgende maande diens by hom, en moet hy sodanige werknemer ten opsigte van enige tydperk van afwesigheid kragtens hierdie subklousule minstens die loon betaal wat hy sou ontvang het as hy gedurende sodanige tydperk gewerk het: Met dien verstande—

(i) dat 'n werknemer in die eerste vier-en-twintig agtereenvolgende maande diens geregtig is op siekteverlof met volle besoldiging van hoogstens, in die geval van 'n werknemer wat vyf dae per week werk, een werkdag ten opsigte van elke voltooide tydperk van vyf weke diens en, in die geval van alle ander werknemers, een werkdag ten opsigte van elke voltooide maand diens;

(ii) dat hierdie klousule nie van toepassing is nie op 'n werknemer op wie se skriftelike versoek 'n werkgever bydraes maak, minstens gelykstaande met dié deur die werknemer gemaak, tot enige fonds of organisasie deur die werknemer aangewys, naamlik dié fonds of organisasie wat aan die werknemer in die geval van sy ongeskiktheid in die omstandighede in hierdie klousule gemeld, die betaling waarborg van altesaam minstens die ekwivalent van sy loon vir twintig of vier-en-twintig werkdag, na gelang van die geval, in elke tydkring van vier-en-twintig maande diens, uitgesonderd dat gedurende die eerste vier-en-twintig maande van die betaling van bydraes deur die werknemer die gewaarborgde besoldiging nie die aanwassyfer van verlof, soos in die eerste voorbehoudsbepaling van hierdie subklousule gemeld, te bowe hoef te gaan nie;

(iii) dat waar van 'n werkgever by enige wet vereis word om gelde vir hospitaal- of mediese behandeling ten opsigte van 'n werknemer te betaal en hy sodanige gelde betaal, die bedrag aldus betaal, afgetrek kan word van die betaling wat verskuldig is ten opsigte van afwesigheid weens ongeskiktheid kragtens hierdie klousule;

(iv) dat, indien van 'n werkgever by enige ander wet vereis word om ten opsigte van enige tydperk van ongeskiktheid deur hierdie klousule gedek, aan 'n werknemer sy volle loon te betaal, die bepalings van hierdie klousule nie van toepassing is nie.

(2) 'n Werkgever kan, as 'n voorafgestelde voorwaarde vir betaling deur hom van enige bedrag wat kragtens hierdie klousule deur 'n werknemer geëis word ten opsigte van enige afwesigheid van sy werk vir meer as een dag, van die werknemer vereis om 'n sertifikaat deur 'n mediese praktisyner onderteken in te dien wat die aard en duur van die werknemer se ongesteldheid vermeld, of waar geen mediese praktisyner binne redelike afstand van die werkplek van sodanige werknemer woonagtig is nie, kan die werkgever van die werknemer vereis om hom deur middel van ander redelike getuienis tevrede te stel dat sy afwesigheid van diens te wyte was aan ongesteldheid ooreenkomstig hierdie klousule: Met dien verstande dat, wanneer 'n werknemer gedurende enige tydperk van tot agt weke by twee of meer geleenthede betaling kragtens hierdie klousule ontvang het sonder om sodanige sertifikaat in te dien, sy werkgever gedurende die tydperk van agt weke wat onmiddellik op die laaste geleentheid volg, van hom kan vereis om sodanige sertifikaat of ander redelike getuienis, na gelang van die geval, ten opsigte van enige afwesigheid voor te lê.

(3) Waar 'n werknemer gedurende die eerste tydkring van vier-en-twintig maande diens by dieselfde werkgever weens ongeskiktheid afwesig is vir 'n tydperk van langer as enige siekteverlof wat ten tyde van sodanige ongeskiktheid opgeloopt het, is hy slegs geregtig op betaling ten opsigte van dié verlof wat aldus opgeloopt het; maar sy werkgever moet, as hy dit nie reeds gedoen het nie, by die verstryking van genoemde dienstrydkring of by diensbeëindiging voor sodanige verstryking, hom ten opsigte van sodanige langer tydperk van afwesigheid weens ongeskiktheid betaal in dié mate waarin siekteverlof wat by sodanige verstryking of beëindiging opgeloopt het, nie geneem is nie.

(4) For the purpose of this clause the expression—

(a) "employment" shall be deemed to include any period of periods during which an employee is absent—

- (i) on leave in terms of clause 6;
- (ii) on the instructions or at the request of his employer;
- (iii) on sick leave in terms of sub-clause (1);
- (iv) undergoing military training in pursuance of the Defence Act, 1957;

amounting in the aggregate in any year to not more than ten weeks in respect of items (i), (ii) and (iii), plus up to four months of any period of military training undergone in that year, and any period of employment which an employee has had with the same employer immediately before the date of the coming into operation of this Determination shall for the purpose of this clause be deemed to be employment under this Determination and any sick leave or 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—

- (i) an employee's own misconduct;
- (ii) an accident within the meaning of the Workmen's Compensation Act, 1941.

8. PUBLIC HOLIDAYS AND SUNDAYS.

(1) Subject to the provisions of clause 4 (6), 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 an amount calculated at a rate not less than his ordinary wage in respect of the total period worked by him on such day: Provided that where such an employee is required or permitted to work for less than four hours on such day, he shall be deemed to have worked for four hours.

(3) *Compensation for work on a Sunday.*—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 four hours, not less than his daily wage;
- (ii) if he so works for a period exceeding four hours, at a rate of 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 seven days of such Sunday one 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 four hours on such Sunday he shall be deemed to have worked for four hours.

(4) The provisions of this clause shall not apply to a senior managerial, professional or administrative employee if and for so long as such an employee is in receipt of regular remuneration at a rate of not less than R180 per month nor to a foreman or a watchman.

9. PIECE-WORK.

(1) An employer may, after at least one week's notice to his employee, introduce any piece-work system and, save as provided in clause 4 (6), the employer shall pay such employee, who is employed on such piece-work system, remuneration at the rates applicable under such system: Provided that, irrespective of the quantity of work done, the employer shall pay such employee not less than—

- (a) in the case of an employee other than a casual employee, in respect of each week in which piece-work is performed, the amount which he would have been required to pay such employee for that week had he been remunerated on the basis of time worked;
- (b) in the case of a casual employee, in respect of each day on which piece-work is performed the amount which he would have been required to pay such employee for that day had he been remunerated on the basis of time worked.

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

(3) An employer who intends to cancel or amend any piece-work system in operation or the rates applicable thereunder shall give his employee employed on such system not less than 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 not less than the period of notice agreed upon.

(4) Vir die toepassing van hierdie klousule word daar geag dat die uitdrukking—

(a) "diens" enige tydperk of tydperke omvat waartydens 'n werknemer afwesig is—

- (i) met verlof kragtens klousule 6;
- (ii) op las of op die versoek van sy werkgever;
- (iii) met siekteverlof kragtens subklousule (1);
- (iv) terwyl hy militêre opleiding ooreenkomstig die Verdedigingswet, 1957, ondergaan;

wat altesaam hoogstens tien weke in 'n jaar beloop ten opsigte van items (i), (ii) en (iii), plus tot vier maande van enige tydperk van militêre opleiding wat in dié jaar ondergaan is, en enige tydperk wat 'n werknemer onmiddellik voor die inwerkingtreedingsdatum van hierdie Vasstelling by dieselfde werkgever in diens was, moet vir die toepassing van hierdie klousule as diens kragtens hierdie Vasstelling geag word, en enige siekteverlof met volle bezoldiging aan sodanige werknemer gedurende sodanige tydperk toegestaan, moet geag word kragtens hierdie Vasstelling toegestaan te gewees het;

(b) "ongeskiktheid" beteken die onvermoë om te werk weens enige siekte of besering, uitgesonderd dié wat veroorsaak is deur—

- (i) 'n werknemer se eie wangedrag;
- (ii) 'n ongeluk binne die betekenis van die Ongevallewet, 1941;

8. OPENBARE VAKANSIEDAE EN SONDAE.

(1) Behoudens die bepalings van klousule 4 (6) moet 'n werkgever aan sy werknemer, as hy nie op Nuwejaarsdag, Goëie Vrydag, Hemelvaartdag, Geloftedag of Kersdag werk nie, vir die week waarin sodanige dag val minstens sy weekloon betaal.

(2) Wanneer 'n werknemer op Nuwejaarsdag, Goëie Vrydag, Hemelvaartdag, Geloftedag of Kersdag werk, moet sy werkgever hom, behoudens die bepalings van klousule 4 (6), vir die week waarin sodanige dag val minstens sy weekloon betaal, plus 'n bedrag bereken teen 'n tarief wat minstens gelyk is aan sy gewone loon, ten opsigte van die totale tydperk op sodanige dag deur hom gewerk: Met dien verstande dat waar van so 'n werknemer vereis word of hy toegelaat word om vir minder as vier uur op sodanige dag te werk, daar geag moet word dat hy vier uur gewerk het.

(3) *Vergoeding vir werk op 'n Sondag.*—Wanneer 'n werknemer op 'n Sondag werk, moet sy werkgever of—

(a) aan die werknemer—

- (i) indien hy vir 'n tydperk van hoogstens vier uur aldus werk, minstens sy dagloon betaal;
- (ii) indien hy vir 'n tydperk van langer as vier uur aldus werk, teen 'n skaal van minstens dubbel sy gewone loon betaal ten opsigte van die totale tydperk wat hy op sodanige Sondag werk, of minstens dubbel sy dagloon, na gelang van die grootste bedrag;

(b) hom betaal teen 'n skaal van nie minder as een en 'n derde maal sy gewone loon ten opsigte van die totale tydperk wat hy op so 'n Sondag gewerk het, en hom binne sewe dae vanaf so 'n Sondag een dag verlof toestaan en hom vir dié dag minstens sy dagloon betaal: Met dien verstande dat wanneer vereis of toegelaat word dat so 'n werknemer minder as vier uur op so 'n Sondag werk, hy geag word vier uur te gewerk het.

(4) Die bepalings van hierdie klousule is nie op 'n senior bestuurs-, professionele of administratiewe werknemer van toepassing nie, indien en solank as sodanige werknemer 'n gereelde besoldiging teen 'n skaal van minstens R180 per maand ontvang, of op 'n voorman of wag nie.

9. STUKWERK.

(1) 'n Werkgever kan, na minstens een week kennisgewing aan sy werknemer, enige stukwerkstelsel instel en, behoudens die bepalings van klousule 4 (6), moet die werkgever sodanige werknemer wat volgens sodanige stukwerkstelsel werk, die besoldiging betaal wat ooreenkomstig sodanige stelsel van toepassing is: Met dien verstande dat die werkgever, ongeag die hoeveelheid wat verrig is, sodanige werknemer minstens die volgende moet betaal:—

- (a) In die geval van 'n werknemer, uitgesonderd 'n los werknemer, ten opsigte van elke week waarin die totale tydperk verrig word, die bedrag wat hy aan sodanige werknemer vir dié week sou moes betaal het as hy op die grondslag van tyd wat gewerk is, besoldig sou gewees het;
- (b) in die geval van 'n los werknemer, ten opsigte van elke dag waarop stukwerk verrig word die bedrag wat hy aan sodanige werknemer sou moes betaal het, vir dié dag as hy op die grondslag van tyd wat gewerk is, besoldig sou gewees het.

(2) 'n werkgever moet 'n lys van die lone in subklousule (1) vernê in 'n opvallende plek in sy bedryfsinrigting opgeplak hou.

(3) 'n Werkgever wat voornemens is om enige bestaande stukwerkstelsel of die lone dienooreenkomstig van toepassing, in te trek of te wysig, moet sy werknemer wat volgens sodanige stelsel werk, minstens een maand vooraf kennis gee van sodanige voorneme: Met dien verstande dat 'n werkgever en sy werknemer oor 'n langer tydperk van kennisgewing kan ooreenkom, en in dié geval moet die werkgever minstens die tydperk waarvoor ooreengekom is, daarvan kennis gee.

(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.

10. PROHIBITION OF EMPLOYMENT.

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

11. UNIFORMS, OVERALLS AND PROTECTIVE CLOTHING.

An employer shall supply and maintain in serviceable and clean condition, free of charge, any uniform, overall, gumboots or other protective clothing which he requires his employee to wear or which by any law or regulation he is compelled to provide for his employee and any such uniform, overall, gumboots or other protective clothing shall remain the property of the employer: Provided that an employer may require an employee to launder any such uniform, overall or protective clothing in which event the employer shall pay such employee an allowance of not less than ten 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 four weeks of employment, not less than one work day's;

(b) after the first four weeks of employment, not less than one 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 the case of a 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 an 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 sub-clause (1), the payment or forfeiture in lieu of notice shall correspond to the period of notice agreed upon.

(3) The notice prescribed in sub-clause (1) shall take effect from the day on which it is given: Provided—

(i) that 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) that notice shall not be given during an employee's absence on sick leave granted in terms of clause 7 or on a day other than a work day.

(4) Notwithstanding anything to the contrary in this Determination, where an employee terminates his contract of employment by leaving his employment without 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.

An employer shall upon termination of the contract of employment, other than through the desertion of an employee, furnish his employee, other than a casual 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 his employee, the occupation of the employee, the date of commencement and the date of termination of the contract and the employee's weekly wage at the date of such termination.

(4) Ondanks andersluidende bepalings in hierdie klousule, hoef 'n werkgever nie 'n los werknemer kennis te gee van sy voorneme om enige stukwerkstelsel in te stel of dit in te trek of te wysig nie.

10. VERBOD OP INDIENSNEMING.

'n Werkgever mag nie 'n persoon onder die ouderdom van vyftien jaar in diens neem nie.

11. UNIFORMS, OORPAKKE EN BESKERMENDE KLERE.

'n Werkgever moet alle uniforms, oorpakke, rubberstewels of ander beskermende klere wat hy vereis dat sy werknemer moet dra of wat enige wet of regulasie hom verplig om aan sy werknemer te verskaf, gratis verskaf en in bruikbare en sindelike toestand hou; en alle sodanige uniforms, oorpakke, rubberstewels of ander beskermende klere bly die eiendom van die werkgever; met dien verstande dat 'n werkgever kan vereis dat 'n werknemer sodanige uniform, oorpak of beskermende klere was en stryk, en dan moet die werkgever so 'n werknemer 'n toelae van minstens tien sent per week betaal.

12. BEÏNDIGING VAN DIENSKONTRAK.

(1) 'n Werkgever of sy werknemer, uitgesonderd 'n los werknemer, wat die dienskontrak wil beëindig, moet—

(a) gedurende die eerste vier weke diens, minstens een werkdag;

(b) na die eerste vier weke diens, minstens een week;

kennis gee van die beëindiging van die kontrak; of 'n werkgever of werknemer kan die kontrak sonder kennisgewing beëindig deur, in plaas van sodanige kennisgewing, minstens die volgende aan die werknemer te betaal of aan die werkgever te betaal, na gelang van die geval:—

(i) In die geval van een werkdag kennisgewing, die dagloon wat die werknemer ten tyde van sodanige beëindiging ontvang;

(ii) in die geval van 'n week kennisgewing, die weekloon wat die werknemer ten tyde van sodanige beëindiging ontvang:

Met dien verstande dat dit nie die volgende moet raak nie:—

(i) Die reg van 'n werkgever of 'n werknemer om die kontrak om enige regsgeëdigde rede sonder kennisgewing te beëindig;

(ii) enige skriftelike ooreenkoms tussen 'n werkgever en sy werknemer wat voorsiening maak vir 'n tydperk van kennisgewing van gelyke duur vir albei partye en vir langer as dié wat in hierdie klousule voorgeskryf word;

(iii) die inwerkingtreding van enige verbeurings of boetes wat by wet ten opsigte van 'n werknemer wat dros van toepassing mag wees:

Voorts met dien verstande dat waar die loon van 'n werknemer ten tyde van die beëindiging verminder is deur bedrae wat ten opsigte van korttyd afgetrek is, die uitdrukking "ontvang ten tyde van sodanige beëindiging", wanneer 'n werkgever 'n werknemer in plaas van kennisgewing betaal, geag moet word "sou ontvang het ten tyde van sodanige beëindiging indien geen bedrae wat ten opsigte van korttyd afgetrek is nie" te beteken.

(2) Waar daar 'n ooreenkoms kragtens die tweede voorbehoudsbepaling van subklousule (1) bestaan, moet die betaling of verbeuring in plaas van kennisgewing, met die tydperk van kennisgewing waarvoor ooreengekom is, ooreenstem.

(3) Die kennisgewingstermyn wat in subklousule (1) voorgeskryf word, loop vanaf die dag waarop daar kennis gegee word; met dien verstande—

(i) dat die kennisgewingstermyn nie mag saamval nie met, of dat kennis nie gegee mag word nie gedurende 'n werknemer se afwesigheid met verlof wat ooreenkomstig klousule 6 verleen is of enige tydperk van militêre opleiding wat 'n werknemer ooreenkomstig die Verdedigingswet, 1957, ondergaan nie;

(ii) dat kennis nie gegee mag word nie gedurende 'n werknemer se afwesigheid met siekteverlof wat ooreenkomstig klousule 7 verleen is of op enige dag wat nie 'n werkdag is nie.

(4) Waar 'n werknemer sy dienskontrak beëindig deur sy werk sonder kennisgewing te verlaat of sonder om sy werkgever in plaas van kennisgewing te betaal, kan sy werkgever, nieestaan andersluidende bepalings in hierdie Vasstelling, uit enige geld wat hy kragtens die bepalings van hierdie Vasstelling aan sodanige werknemer verskuldig is, ten behoeve van homself beslag lê op 'n bedrag van hoogstens die bedrag wat daardie werknemer hom in plaas van kennisgewing sou moes betaal het.

13. DIENSSERTIFIKAAT.

'n Werkgever moet by die beëindiging van die dienskontrak, uitgesonderd deur die dros van 'n werknemer, aan sy werknemer, uitgesonderd 'n los werknemer, 'n dienssertifikaat verskaf, wesenlik in die vorm voorgeskryf in die Bylae van hierdie Vasstelling, wat die volle naam van die werkgever en sy werknemer meld, die beroep van die werknemer, die datum waarop die kontrak 'n aanvang geneem het en die datum waarop dit geëindig het en die werknemer se weekloon ten tyde van sodanige beëindiging.

SCHEDULE.

I/We (a).....carrying on trade in the
Fish Processing Industry at.....
.....
hereby certify that.....
was employed by me/us (a) from the.....day
of.....19..... to the.....day
of.....19..... in the occupation of
(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, labourer.

No. R. 498.]

[3 April 1964.

WAR MEASURES ACT, 1940.

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

FISH PROCESSING INDUSTRY, CERTAIN AREAS.

On behalf of the Minister of Labour, I, MARAIS VILJOEN,
Deputy-Minister of Labour, in terms of sub-regulation (1)
of regulation 4 of the regulations published under
War Measure No. 43 of 1942, as amended, hereby suspend
the operation of the said regulations in respect of all
employees for whom wages are prescribed in clause 3 of
the Wage Determination for the Fish Processing Industry,
published under Government Notice No. R. 497 of the
3rd April, 1964.

M. VILJOEN,
Deputy-Minister of Labour.

No. R. 499.]

[3 April 1964.

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

FISH PROCESSING INDUSTRY, CERTAIN AREAS.

On behalf of the Minister of Labour, I, MARAIS VILJOEN,
Deputy-Minister of Labour, in terms of sub-section (1)
of section *twenty-two* of the Factories, Machinery and
Building Work Act, 1941, as amended, declare the pro-
visions of the Determination for the Fish Processing
Industry published under Government Notice No. R.
497 of the 3rd April, 1964, 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,
Deputy-Minister of Labour.

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BYLAE.

Ek/Ons(a) wat
sake doen in die Visverwerkingsnywerheid 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 diensbeëin-
ding was sy/haar (a) loon.....rand.....sent
per week.

Handtekening van werkgewer of
gemagtigde verteenwoordiger.

Datum.....

(a) Skrap wat nie van toepassing is nie.

(b) Vermeld beroep waarin werknemer uitsluitlik of hoofsaaklik
werksaam was, bv. klerk, arbeider.

No. R. 498.]

[3 April 1964.

WET OP OORLOGSMAATREËLS, 1940.

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

VISVERWERKINGSNYWERHEID.—SEKERE
GEBIEDE.

Namens die Minister van Arbeid, skort ek, MARAIS
VILJOEN, Adjunk-minister van Arbeid, kragtens die be-
palings van subregulasie (1) van regulasie 4 van die
regulasies gepubliseer by Oorlogsmaatreël No. 43- van
1942, soos gewysig, hierby die toepassing van genoemde
regulasies op ten opsigte van alle werknemers vir wie
lone voorgeskryf word in klousule 3 van die Loonvasstel-
ling vir die Visverwerkingsnywerheid, gepubliseer by
Goewermentskennisgewing No. R. 497 van 3 April 1964.

M. VILJOEN,
Adjunk-minister van Arbeid.

No. R. 499.]

[3 April 1964.

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

VISVERWERKINGSNYWERHEID, SEKERE
GEBIEDE.

Namens die Minister van Arbeid, verklaar ek, MARAIS
VILJOEN, Adjunk-minister van Arbeid, kragtens sub-
artikel (1) van artikel *twee-en-twintig* van die Wet op
Fabrieke, Masjinerie en Bouwerk, 1941, soos gewysig, dat
die bepalings van die Vasstelling vir die Visverwerkings-
nywerheid gepubliseer by Goewermentskennisgewing No.
R. 497 van 3 April 1964, oor die algemeen nie
vir die werknemers wie se werke 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,
Adjunk-minister van Arbeid.

INHOUD.

No.	Departement van Arbeid.	BLADST
	GOEWERMENSKENNISGEWINGS.	
R. 497.	Loonvasstelling No. 249: Visverwerkings- nywerheid, Sekere Gebiede ...	1
R. 498.	Wet op Oorlogsmaatreëls, 1940: Op- skorting van Betaling van Lewenskoste- toelae: Visverwerkingsnywerheid, Sekere Gebiede ...	16
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