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GOVERNMENT NOTICES.

DEPARTMENT OF LABOUR.

No. R. 581.] [17 April 1964.]

INDUSTRIAL CONCILIATION ACT, 1956.

CLOTHING INDUSTRY, CAPE.

RE-ENACTING AGREEMENT.

On behalf of the Minister of Labour, I, MARAIS VILJOEN, Deputy-Minister of Labour, hereby—

(a) in terms of paragraph (a) of sub-section (1) of section *forty-eight* of the Industrial Conciliation Act, 1956, as amended, declare that all the provisions of the Agreement which appears in the Schedule hereto and which relates to the Clothing Industry shall be binding from the second Monday after the date of publication of this notice and for the period ending the 12th December, 1966, upon the employers' organisations and the trade union which entered into the Agreement and upon the employers and employees who are members of the said organisations or union;

(b) in terms of paragraph (b) of sub-section (1) of section *forty-eight* of the said Act, declare that the provisions of the Agreement, excluding those contained in clauses 1, 2, 6 (d) (ii), 13, 17, 19 and 20, shall be binding from the second Monday after the date of publication of this notice and for the period ending the 12th December, 1966, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the Magisterial Districts of the Cape, Wynberg, Simonstown, Bellville and Worcester;

(c) in terms of paragraph (a) of sub-section (3) of section *forty-eight* of the said Act, declare that in the Magisterial Districts of the Cape, Wynberg, Simonstown, Bellville and Worcester and from the second Monday after the date of publication of this notice and for the period ending the 12th December, 1966, the provisions of the Agreement, excluding those contained in clauses 1, 2, 6 (d) (ii), 13, 17, 19 and 20, shall *mutatis mutandis* be binding upon all Natives employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Natives in their employ; and

GOEWERMENSKENNISGEWINGS.

DEPARTEMENT VAN ARBEID.

No. R. 581.] [17 April 1964.]

WET OP NYWERHEIDSVERSOENING, 1956.

KLERASIENYWERHEID, KAAP.

HERBEKRAGTIGINGSOOREENKOMS.

Namens die Minister van Arbeid, verklaar ek, MARAIS VILJOEN, Adjunk-minister van Arbeid, hierby—

(a) kragtens paragraaf (a) van subartikel (1) van artikel *agt-en-veertig* van die Wet op Nywerheidsversoening 1956, soos gewysig, dat al die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Klerasienywerheid betrekking het, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 12 Desember 1966 eindig, bindend is vir die werkgewersorganisasies en die vakvereniging wat die Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vereniging is;

(b) kragtens paragraaf (b) van subartikel (1) van artikel *agt-en-veertig* van genoemde Wet, dat die bepalings van die Ooreenkoms, uitgesonderd dié vervat in klousules 1, 2, 6 (d) (ii), 13, 17, 19 en 20, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 12 Desember 1966 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die landdrosdistrikte die Kaap, Wynberg, Simonstad, Bellville en Worcester;

(c) kragtens paragraaf (a) van subartikel (3) van artikel *agt-en-veertig* van genoemde Wet, dat die bepalings van die Ooreenkoms, uitgesonderd dié vervat in klousules 1, 2, 6 (d) (ii), 13, 17, 19 en 20, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 12 Desember 1966 eindig, in die landdrosdistrikte die Kaap, Wynberg, Simonstad, Bellville en Worcester *mutatis mutandis* bindend is vir alle Naturelle in diens in genoemde Nywerheid by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Naturelle in hul diens; en

(d) in terms of sub-section (7) of section forty-eight of the said Act, declare that the provisions contained in clause 20 of the Agreement shall be binding from the second Monday after the date of publication of this notice and for the period ending the 12th December, 1966, upon such principals or contractors as are referred to in the said clause and upon persons to whom work is given out by such principals or contractors in the Magisterial Districts of the Cape, Wynberg, Simonstown, Bellville and Worcester.

M. VILJOEN,
Deputy-Minister of Labour.

SCHEDULE.

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (CAPE).

AGREEMENT

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

Cape Clothing Manufacturers' Association;

Cape Knitting Industry Association

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

Garment Workers' Union of the Western Province

(hereinafter referred to as the "employees" or "the Trade Union") of the other part,

being the parties to the Industrial Council for the Clothing Industry (Cape).

1. SCOPE OF APPLICATION OF AGREEMENT.

The terms of this Agreement shall be observed in the Magisterial Districts of the Cape, Wynberg, Simonstown, Bellville and Worcester by all employers and employees in the Clothing Industry.

2. PERIOD OF OPERATION OF AGREEMENT.

This Agreement shall come into operation on such date as may be specified by the Minister in terms of sub-section (1) of section forty-eight of the Act, and shall remain in force until the 12th December, 1966, or for such period as may be determined by him.

3. APPLICATION OF SECTIONS 6, 13, 14 (1) AND (2), 16, 18 TO 21, 23, 25 AND 29 OF THE FORMER AGREEMENT.

The provisions of clauses 6, 13, 14 (1) and (2), 16, 18 to 21, 23, 25, 28 and 29 (all inclusive) of the Agreement published under Government Notice No. 238 of the 13th February, 1959, as amended by Government Notice No. 1797, dated 6th November, 1959, by Government Notice No. 2149, dated 31st December, 1959, by Government Notice No. 448, dated 17th March, 1961, by Government Notice No. 584, dated 21st April, 1961, and by Government Notice No. 648, dated 15th September, 1961, as extended by Government Notice No. 2026, dated 15th December, 1960, by Government Notice No. 480, dated 24th March, 1961, by Government Notice No. 11, dated 2nd June, 1961, by Government Notice No. 277, dated 28th July, 1961, by Government Notice No. 569, dated 1st September, 1961, and by Government Notice No. 1348, dated 30th August, 1963, referred to in this Agreement as "the former Agreement", shall apply to all employers and employees:—

4. APPLICATION OF SECTION 3 OF THE FORMER AGREEMENT.

Section 3 of the former Agreement shall as amended hereunder, apply to all employers and employees:—

(a) The definition of "basic wage" or "wage" shall be deleted and the following new definition substituted therefor:—

"Wage" means that portion of the remuneration payable in money to an employee in respect of the ordinary hours of work laid down in section 9.

(b) The definition of "Cutter" shall be amended by the deletion of item "(g)—pattern grading".

(c) By the addition of the following new definitions:—

"Pattern grader" means an employee who grades patterns from any material to various sizes according to requirements or directions given to him and shall include an employee employed on pattern grading who has had 5 years' experience as a cutter.

"Clicker" means an employee who cuts parts of garments from dies using a mechanical or hydraulic press.

(d) kragtens subartikel (7) van artikel *agt-en-veertig* van genoemde Wet, dat die bepaling vervat in klousule 20 van die Ooreenkoms vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 12 Desember 1966 eindig, bindend is vir die prinsipale of aannemers vermeld in genoemde klousule en vir die persone aan wie werk uitgegee word deur sodanige prinsipale of aannemers in die landdrosdistrikte die Kaap, Wynberg, Simonstad, Bellville en Worcester.

M. VILJOEN,
Adjunk-minister van Arbeid.

BYLAE.

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID (KAAP).

OOREENKOMS

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

Cape Clothing Manufacturers' Association;

Cape Knitting Industry Association

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

Garment Workers' Union of the Western Province

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

wat die partye is by die Nywerheidsraad vir die Klerasienywerheid (Kaap).

1. TOEPASSINGSBESTEK VAN OOREENKOMS.

Die bepaling van hierdie Ooreenkoms moet in die landdrosdistrikte die Kaap, Wynberg, Simonstad, Bellville en Worcester nagekom word deur alle werkgewers en werknemers in die Klerasienywerheid.

2. GELDIGHEIDSDUUR VAN OOREENKOMS.

Hierdie Ooreenkoms tree in werking op dié datum wat die Minister kragtens subartikel (1) van artikel *agt-en-veertig* van die Wet mag vasstel en bly van krag tot 12 Desember 1966 of vir dié tydperk wat hy mag bepaal.

3. TOEPASSING VAN KLOUSULES 6, 13, 14 (1) EN (2), 16, 18 TOT 21, 23, 25 EN 29 VAN DIE VORIGE OOREENKOMS.

Die bepaling van klousules 6, 13, 14 (1) en (2), 16, 18 tot 21, 23, 25 en 29 (almal ingesluit) van die Ooreenkoms wat gepubliseer is by Goewermentskennisgewing No. 238 van 13 Februarie 1959, soos gewysig by Goewermentskennisgewing No. 1797 van 6 November 1959, by Goewermentskennisgewing No. 2149 van 31 Desember 1959, by Goewermentskennisgewing No. 448 van 17 Maart 1961, deur Goewermentskennisgewing No. 584 van 21 April 1961 en by Goewermentskennisgewing No. 648 van 15 September 1961, soos verleng by Goewermentskennisgewing No. 2026 van 15 Desember 1960, by Goewermentskennisgewing No. 480 van 24 Maart 1961, by Goewermentskennisgewing No. 11 van 2 Junie 1961, by Goewermentskennisgewing No. 277 van 28 Julie 1961, by Goewermentskennisgewing No. 569 van 1 September 1961 en by Goewermentskennisgewing No. 1348 van 30 Augustus 1963, wat in hierdie Ooreenkoms "die vorige Ooreenkoms" genoem word, is op alle werkgewers en werknemers van toepassing.

4. TOEPASSING VAN KLOUSULE 3 VAN DIE VORIGE OOREENKOMS.

Klousule 3 van die vorige Ooreenkoms, soos hieronder gewysig, is op alle werkgewers en werknemers van toepassing:—

(a) Die omskrywing van "basiëse loon" of van "loon" word geskrap en deur die volgende nuwe omskrywing vervang:—
"loon" daardie gedeelte van die besoldiging wat in geld aan 'n werknemer betaalbaar is ten opsigte van die gewone werkure soos voorgeskryf in klousule 9.

(b) Die omskrywing van "snyer" word gewysig deur die skraping van item "(g) patroonsortering".

(c) Onderstaande nuwe omskrywings word bygevoeg:—

"patroongradeerder" 'n gradeerder wat patrone volgens materiaal gradeer in groottes en volgens die vereistes of voorskrifte wat aan hom gegee is, en ook 'n werknemer wat patroongradeerwerk doen en vyf jaar ondervinding as 'n snyer het;

"perssnyer" 'n werknemer wat gedeeltes van kledingstukke sny deur middel van stempels en deur van 'n meganiese of hidrouliese pers gebruik te maak.

5. APPLICATION OF SECTION 4 OF THE FORMER AGREEMENT.

Section 4 of the former Agreement shall as amended hereunder, apply to all employers and employees:—

(a) By the deletion of sub-section (1) and the substitution therefor of the following new sub-section:—

“(1) The minimum weekly wages that shall be paid to and accepted by the undermentioned classes of employees shall be as follows:—

PART A.

CUTTING DEPARTMENT.

	R
(i) Head Cutter.....	33.40
(ii) Pattern Grader:—	
(a) Qualified.....	25.72
(b) Learner—	
First year—	
First six months.....	4.76
Second six months.....	5.64
Second year—	
First six months.....	6.60
Second six months.....	7.16
Third year—	
First six months.....	7.62
Second six months.....	8.74
Fourth year—	
First six months.....	12.68
Second six months.....	15.31
Fifth year—	
First six months.....	18.26
Second six months.....	21.35
Thereafter the wage specified in (a).	
(iii) Cutter:—	
(a) Qualified.....	24.17
(b) Learner—	
First year—	
First six months.....	4.76
Second six months.....	5.64
Second year—	
First six months.....	6.60
Second six months.....	7.16
Third year—	
First six months.....	7.62
Second six months.....	8.74
Fourth year—	
First six months.....	12.68
Second six months.....	15.31
Fifth year—	
First six months.....	18.26
Second six months.....	21.35
Thereafter the wage specified in (a).	
(iv) Interlining Cutter, Trimmer:—	
(a) Qualified.....	15.31
(b) Learner—	
First year—	
First six months.....	4.76
Second six months.....	5.64
Second year—	
First six months.....	6.60
Second six months.....	7.16
Third year—	
First six months.....	7.62
Second six months.....	8.74
Fourth year—	
First six months.....	9.80
Second six months.....	10.96
Fifth year—	
First six months.....	12.68
Second six months.....	15.31
Thereafter the wage specified in (a).	
(c) If advanced to Learner Cutter—	
Sixth year—	
First six months.....	18.26
Second six months.....	21.35
Thereafter the wage specified in (iii) (a).	
(v) Layer-up:—	
(a) Qualified.....	9.82
(b) Learner—	
First year—	
First six months.....	4.76
Second six months.....	5.64
Second year—	
First six months.....	6.60
Second six months.....	7.16
Third year—	
First six months.....	7.62
Second six months.....	8.74
Thereafter the wage specified in (a).	

5. TOEPASSING VAN KLOUSULE 4 VAN D.E. VORIGE OOREENKOMS.

Klousule 4 van die vorige Ooreenkoms, soos hieronder gewysig, is van toepassing op alle werkgewers en werknemers:—

(a) Deur die skraping van subklousule (1) en die vervanging daarvan deur die volgende nuwe subklousule:—

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

DEEL A.

SNYAFDELING.

	R
(i) Hoofsnyer.....	33.40
(ii) Patroongradeerder:—	
(a) Gekwalifiseer.....	25.72
(b) Leerling—	
Eerste jaar—	
Eerste ses maande.....	4.76
Tweede ses maande.....	5.64
Tweede jaar—	
Eerste ses maande.....	6.60
Tweede ses maande.....	7.16
Derde jaar—	
Eerste ses maande.....	7.62
Tweede ses maande.....	8.74
Vierde jaar—	
Eerste ses maande.....	12.68
Tweede ses maande.....	15.31
Vyfde jaar—	
Eerste ses maande.....	18.26
Tweede ses maande.....	21.35
Daarna die loon soos voorgeskryf in (a).	
(iii) Snyer:—	
(a) Gekwalifiseer.....	24.17
(b) Leerling—	
Eerste jaar—	
Eerste ses maande.....	4.76
Tweede ses maande.....	5.64
Tweede jaar—	
Eerste ses maande.....	6.60
Tweede ses maande.....	7.16
Derde jaar—	
Eerste ses maande.....	7.62
Tweede ses maande.....	8.74
Vierde jaar—	
Eerste ses maande.....	12.68
Tweede ses maande.....	15.31
Vyfde jaar—	
Eerste ses maande.....	18.26
Tweede ses maande.....	21.35
Daarna die loon soos voorgeskryf in (a).	
(iv) Binnevoeringsnyer, Opmaker:—	
(a) Gekwalifiseer.....	15.31
(b) Leerling—	
Eerste jaar—	
Eerste ses maande.....	4.76
Tweede ses maande.....	5.64
Tweede jaar—	
Eerste ses maande.....	6.60
Tweede ses maande.....	7.16
Derde jaar—	
Eerste ses maande.....	7.62
Tweede ses maande.....	8.74
Vierde jaar—	
Eerste ses maande.....	9.80
Tweede ses maande.....	10.96
Vyfde jaar—	
Eerste ses maande.....	12.68
Tweede ses maande.....	15.31
Daarna die loon soos voorgeskryf in (a).	
(c) Indien bevorder tot leerlingsnyer:—	
Sesde jaar—	
Eerste ses maande.....	18.26
Tweede ses maande.....	21.35
Daarna die loon soos voorgeskryf in (iii) (a).	
(v) Laemaker:—	
(a) Gekwalifiseer.....	9.82
(b) Leerling—	
Eerste jaar—	
Eerste ses maande.....	4.76
Tweede ses maande.....	5.64
Tweede jaar—	
Eerste ses maande.....	6.60
Tweede ses maande.....	7.16
Derde jaar—	
Eerste ses maande.....	7.62
Tweede ses maande.....	8.74
Daarna die loon soos voorgeskryf in (a).	

(c) If advanced to Learner Cutter:—

Fourth year—	R
First six months.....	12.68
Second six months.....	15.31
Fifth year—	
First six months.....	18.26
Second six months.....	21.35

Thereafter the wage specified in (iii) (a).

(vi) Clicker..... 12.00

PART B.

FACTORY OPERATIVES.

Grade I employee, male:—

(a) Qualified..... *18.26
*R18.36 from first full pay week after the 1st December, 1964.

(b) Learner—

First year—

First six months.....	R 4.76
Second six months.....	5.64
Second year—	
First six months.....	6.60
Second six months.....	7.62
Third year—	
First six months.....	8.74
Second six months.....	9.82
Fourth year—	
First six months.....	10.96
Second six months.....	12.68
Fifth year—	
First six months.....	13.83
Second six months.....	15.31

Thereafter the wage specified in (a).

Grade II employee, male:—

(a) Qualified..... *11.11
* R11.16 from first full pay week after the 1st December, 1964.

(b) Learner—

First year—

First six months.....	4.76
Second six months.....	5.64
Second year—	
First six months.....	6.60
Second six months.....	7.62
Third year—	
First six months.....	8.74
Second six months.....	9.82

Thereafter the wage specified in (a).

(c) If advanced to Grade I employee, male:—

Fourth year—	
First six months.....	11.11
Second six months.....	12.68
Fifth year—	
First six months.....	13.83
Second six months.....	15.31
Thereafter.....	*18.26

* R18.36 from first full pay week after the 1st December, 1964).

Grade I employee, female:—

(a) Qualified..... *11.11
* R11.16 from first full pay week after the 1st December, 1964.

(b) Learner—other than those engaged in operating on a conveyor—

First year—	
First six months.....	4.76
Second six months.....	5.64
Second year—	
First six months.....	6.60
Second six months.....	7.62
Third year—	
First six months.....	8.74
Second six months.....	9.82
Thereafter the wage specified in (a).....	*11.11

* R11.16 from first full pay week after the 1st December, 1964).

(c) Learner engaged in operating on a conveyor—

First year—	
First six months.....	4.98
Second six months.....	5.78
Second year—	
First six months.....	7.16
Second six months.....	8.07
Third year—	
First six months.....	8.74
Second six months.....	9.82
Thereafter the wage specified in (a).....	*11.11

* R11.16 from first full pay week after the 1st December, 1964.

Grade II employee, female:—

(a) Qualified..... *8.47
* R8.52 from first full pay week after the 1st December, 1964.

(c) Indien bevorder tot leerlingsnyer:—

Vierde jaar—	R
Eerste ses maande.....	12.68
Tweede ses maande.....	15.31
Vyfde jaar—	
Eerste ses maande.....	18.26
Tweede ses maande.....	21.35

Daarna die loon soos voorgeskryf in (iii) (a).

(vi) Perssnyer..... 12.00

DEEL B.

FABRIEKSWERKERS.

Graad I-werknemer, man:—

(a) Gekwalifiseer..... *18.26

*R18.36 vanaf eerste volle loonweek na 1 Desember 1964.

(b) Leerling—

Eerste jaar—	
Eerste ses maande.....	4.76
Tweede ses maande.....	5.64
Tweede jaar—	
Eerste ses maande.....	6.60
Tweede ses maande.....	7.62
Derde jaar—	
Eerste ses maande.....	8.74
Tweede ses maande.....	9.82
Vierde jaar—	
Eerste ses maande.....	10.96
Tweede ses maande.....	12.68
Vyfde jaar—	
Eerste ses maande.....	13.83
Tweede ses maande.....	15.31

Daarna die loon soos voorgeskryf in (a).

Graad II-werknemer, man:—

(a) Gekwalifiseer..... *11.11

* R11.16 vanaf eerste volle loonweek na 1 Desember 1964.

(b) Leerling—

Eerste jaar—	
Eerste ses maande.....	4.76
Tweede ses maande.....	5.64
Tweede jaar—	
Eerste ses maande.....	6.60
Tweede ses maande.....	7.62
Derde jaar—	
Eerste ses maande.....	8.74
Tweede ses maande.....	9.82

Daarna die loon soos voorgeskryf in (a).

(c) Indien bevorder tot graad I-werknemer, man:—

Vierde jaar—	
Eerste ses maande.....	11.11
Tweede ses maande.....	12.68
Vyfde jaar—	
Eerste ses maande.....	13.83
Tweede ses maande.....	15.31
Daarna.....	*18.26

* R18.36 vanaf eerste volle weekloon na 1 Desember 1964.

Graad I-werknemer, vrou:—

(a) Gekwalifiseer..... *11.11

* R11.16 vanaf eerste volle loonweek na 1 Desember 1964.

(b) Leerling—uitgesonder dié wat 'n vervoerband bedien:—

Eerste jaar—	
Eerste ses maande.....	4.76
Tweede ses maande.....	5.64
Tweede jaar—	
Eerste ses maande.....	6.60
Tweede ses maande.....	7.62
Derde jaar—	
Eerste ses maande.....	8.74
Tweede ses maande.....	9.82

Daarna die loon soos voorgeskryf in (a)..... *11.11

* R11.16 vanaf eerste volle loonweek na 1 Desember 1964.

(c) Leerling wat 'n vervoerband bedien:—

Eerste jaar—	
Eerste ses maande.....	4.98
Tweede ses maande.....	5.78
Tweede jaar—	
Eerste ses maande.....	7.16
Tweede ses maande.....	8.07
Derde jaar—	
Eerste ses maande.....	8.74
Tweede ses maande.....	9.82

Daarna die loon soos voorgeskryf in (a)..... *11.11

* R11.16 vanaf eerste volle loonweek na 1 Desember 1964.

Graad II-werknemer, vrou:—

(a) Gekwalifiseer..... *8.47

* R8.52 vanaf eerste volle loonweek na 1 Desember 1964.

(b) Unqualified—	
First year—	R
First six months.....	4.76
Second six months.....	5.64
Second year—	
First six months.....	6.60
Second six months.....	7.16
Third year—	
First six months.....	7.62
Second six months.....	8.07
Thereafter the wage specified in (a)	
(c) If advanced to Grade I employee, female:—	
Fourth year—	
First six months.....	8.74
Second six months.....	9.82
Thereafter the wage specified in (a), i.e.....	*11.11
* R11.16 from first full pay week after the 1st December, 1964.	
Messenger and/or Errand Boy:—	
(a) Qualified.....	7.62
(b) Learner—	
First year—	
First six months.....	4.76
Second six months.....	5.64
Second year—	
First six months.....	6.60
Second six months.....	7.16
Thereafter the wage specified in (a).	
Under-Presser:—	
(a) Qualified.....	15.31
(b) Learner—	
First year—	
First six months.....	4.76
Second six months.....	5.64
Second year—	
First six months.....	6.60
Second six months.....	7.16
Third year—	
First six months.....	7.62
Second six months.....	8.74
Fourth year—	
First six months.....	9.80
Second six months.....	10.96
Fifth year—	
First six months.....	12.68
Second six months.....	13.83
Thereafter the wage specified in (a).	
(c) If advanced to Learner Presser—	
Sixth year—	
First six months.....	15.31
Second six months.....	16.89
Thereafter the wage specified for a qualified grade I employee male.....	*18.26
* R18.36 from the first full pay week after the 1st December, 1964.	

PART C.

CLERICAL AND TRAVELLERS.

Clerical employees (male):—	
First year of experience.....	6.00
Second year of experience.....	8.25
Third year of experience.....	11.97
Fourth year of experience.....	15.90
Fifth year of experience.....	20.14
Thereafter.....	22.82
Clerical employees (female):—	
First year of experience.....	6.00
Second year of experience.....	7.16
Third year of experience.....	8.25
Fourth year of experience.....	9.27
Thereafter.....	11.97
Traveller, male, qualified.....	
Traveller, male, unqualified:—	28.86
During first six months of experience.....	18.27
During second six months of experience.....	19.96
During third six months of experience.....	21.94
During fourth six months of experience.....	23.09
During fifth six months of experience.....	24.24
During sixth six months of experience.....	25.40
During seventh six months of experience.....	26.55
During eighth six months of experience.....	27.71
Traveller, female, qualified.....	
Traveller, female, unqualified:—	24.94
During first six months of experience.....	14.96
During second six months of experience.....	16.39
During third six months of experience.....	17.87
During fourth six months of experience.....	19.35
During fifth six months of experience.....	21.13
During sixth six months of experience.....	22.08
During seventh six months of experience.....	23.03
During eighth six months of experience.....	23.98

(b) Ongekwalfiseer—	
Eerste jaar—	R
Eerste ses maande.....	4.76
Tweede ses maande.....	5.64
Tweede jaar—	
Eerste ses maande.....	6.60
Tweede ses maande.....	7.16
Derde jaar—	
Eerste ses maande.....	7.62
Tweede ses maande.....	8.07
Daarna die loon soos voorgeskryf in (a).	
(c) Indien bevorder tot graad I-werknemer, vrou—	
Vierde jaar—	
Eerste ses maande.....	8.74
Tweede ses maande.....	9.82
Daarna die loon soos voorgeskryf in (a), d.w.s.....	*11.11
* R11.16 vanaf eerste volle loonweek na 1 Desember 1964.	
Bode en/of boodskapper:—	
(a) Gekwalifiseer.....	7.62
(b) Leerling—	
Eerste jaar—	
Eerste ses maande.....	4.76
Tweede ses maande.....	5.64
Tweede jaar—	
Eerste ses maande.....	6.60
Tweede ses maande.....	7.16
Daarna die loon soos voorgeskryf in (a).	
Onderperser:—	
(a) Gekwalifiseer.....	15.31
(b) Leerling—	
Eerste jaar—	
Eerste ses maande.....	4.76
Tweede ses maande.....	5.64
Tweede jaar—	
Eerste ses maande.....	6.60
Tweede ses maande.....	7.16
Derde jaar—	
Eerste ses maande.....	7.62
Tweede ses maande.....	8.74
Vierde jaar—	
Eerste ses maande.....	9.80
Tweede ses maande.....	10.96
Vyfde jaar—	
Eerste ses maande.....	12.68
Tweede ses maande.....	13.83
Daarna die loon soos voorgeskryf in (a).	
(c) Indien bevorder tot leerlingperser—	
Sesde jaar—	
Eerste ses maande.....	15.31
Tweede ses maande.....	16.89
Daarna die loon soos voorgeskryf vir 'n gekwalifiseerde graad I-werknemer (man).....	*18.26
* R18.36 vanaf die eerste volle betaalweek na 1 Desember 1964.	

DEEL C.

KLERKE EN HANDELSREISIGERS.

Klerk, man:—	
Eerste jaar ondervinding.....	6.00
Tweede jaar ondervinding.....	8.25
Derde jaar ondervinding.....	11.97
Vierde jaar ondervinding.....	15.90
Vyfde jaar ondervinding.....	20.14
Daarna.....	22.82
Klerk, vrou:—	
Eerste jaar ondervinding.....	6.00
Tweede jaar ondervinding.....	7.16
Derde jaar ondervinding.....	8.25
Vierde jaar ondervinding.....	9.27
Daarna.....	11.97
Handelsreisiger, man, gekwalifiseer.....	
Handelsreisiger, man, ongekwalfiseer:—	28.86
Gedurende eerste ses maande ondervinding.....	18.27
Gedurende tweede ses maande ondervinding.....	19.96
Gedurende derde ses maande ondervinding.....	21.94
Gedurende vierde ses maande ondervinding.....	23.09
Gedurende vyfde ses maande ondervinding.....	24.24
Gedurende sesde ses maande ondervinding.....	25.40
Gedurende sewende ses maande ondervinding.....	26.55
Gedurende agtste ses maande ondervinding.....	27.71
Handelsreisiger, vrou, gekwalifiseer.....	
Handelsreisiger, vrou, ongekwalfiseer:—	24.94
Gedurende eerste ses maande ondervinding.....	14.96
Gedurende tweede ses maande ondervinding.....	16.39
Gedurende derde ses maande ondervinding.....	17.87
Gedurende vierde ses maande ondervinding.....	19.35
Gedurende vyfde ses maande ondervinding.....	21.13
Gedurende sesde ses maande ondervinding.....	22.08
Gedurende sewende ses maande ondervinding.....	23.08
Gedurende agtste ses maande ondervinding.....	23.98

PART D.
GENERAL.

	R
Boiler Attendant.....	10.02
Belt Boy, qualified.....	8.42
Belt Boy, unqualified:—	
First six months of experience.....	4.76
Second six months of experience.....	5.64
Third six months of experience.....	6.60
Fourth six months of experience.....	7.16
Fifth six months of experience.....	7.62
Sixth six months of experience.....	8.07
Thereafter.....	8.42
Despatch Packer.....	10.02
Assistant Despatch Packer.....	8.82
Foreman or male supervisor.....	25.44
Forewoman or female supervisor.....	16.63
Unskilled Labourer.....	8.82
Motor Vehicle Driver of a vehicle, the unladen weight of which together with the unladen weight of any trailer or trailers drawn by such vehicle:—	
(a) Does not exceed 3,000 lb.....	10.19
(b) Exceeds 3,000 lb. but not 6,000 lb.....	13.45
(c) Exceeds 6,000 lb.....	18.68
Traveller's Driver.....	8.32
Watchman.....	10.02
Tea Girl.....	7.67

(b) By the deletion of sub-section (2) and the substitution thereof of the following new sub-section:—

“(2) *Set-Leaders*.—In addition to the wages computed in terms of sub-section (1) of this section, any employee when called upon to perform the duties of a Set-Leader, shall receive and be paid an additional 65 cents per week whilst so employed.”

(c) By the deletion of the words “plus cost-of-living allowance” where they appear in sub-section (3) and of the words “and cost-of-living allowance” where they appear in sub-sections (9) and (10) of this section.

(d) By the deletion of sub-section (11) of this section.

6. APPLICATION OF SECTION 5 OF THE FORMER AGREEMENT.

Section 5 of the former agreement shall as amended hereunder, apply to all employers and employees:—

(a) By the deletion of the third sentence of sub-section (1) and the substitution thereof of the following words:—

“For the purpose hereof, Agreement shall include any amendment thereto.”

(b) By the deletion of the words “and cost-of-living allowance” where they appear in paragraph (c) of sub-section (2) of this section.

(c) By the deletion of the words “plus cost-of-living allowances” where they appear in sub-clause (8) of this clause.

(d) By the deletion of all the words in paragraph (c) of sub-section (4) of this section and the substitution thereof of the following:—

“(i) Levies in terms of section 22 and sick benefit fund contributions in terms of section 26 of this Agreement; and

(ii) trade union subscriptions in terms of section 27 of the Agreement.”

7. APPLICATION OF SECTION 7 OF THE FORMER AGREEMENT.

Section 7 of the former agreement shall as amended hereunder, apply to all employers and employees:—

By the deletion of the words “and cost-of-living allowance” where they appear in paragraph (i) of sub-clause (2) of this clause.

8. APPLICATION OF SECTION 8 OF THE FORMER AGREEMENT.

Section 8 of the former agreement shall as amended hereunder, apply to all employers and employees:—

(a) By the deletion of “R11.00” and the substitution thereof of “R18.26” in sub-section (3) of this section.

(b) By the deletion of sub-section (5) and the substitution thereof of the following new sub-section:—

“An employer shall pay in respect of the female employees in his establishment for whom wages are prescribed in this Agreement [other than those employed in the occupation referred to in sub-clause (1) of this clause] the following wages:—

(i) to not less than 30 per cent of such employees a wage of R11.11 per week or more: (R11.16 from the first full pay week after the 1st December, 1964); and

(ii) to not less than 25 per cent of such employees a wage of R8.47 per week or more: (R8.52 from the first full pay week after the 1st December, 1964) and

(iii) to not more than 45 per cent of such employees a wage lower than R8.47 per week. (R8.52 from the first full pay week after the 1st December, 1964.”

(c) By the deletion of the word “basic” in sub-section (6) (a).

DEEL D.
ALGEMEEN.

	R
Ketelbediener.....	10.02
Dryfbandhersteller, gekwalifiseer.....	8.42
Dryfbandhersteller, ongekwalifiseer:—	
Eerste ses maande ondervinding.....	4.76
Tweede ses maande ondervinding.....	5.64
Derde ses maande ondervinding.....	6.60
Vierde ses maande ondervinding.....	7.16
Vyfde ses maande ondervinding.....	7.62
Sesde ses maande ondervinding.....	8.07
Daarna.....	8.42
Versendingsverpakker.....	10.02
Assistent-versendingsverpakker.....	8.82
Voorman of manlike toesighouer.....	25.44
Voorvrou of vroulike toesighouer.....	16.63
Ongeskoolde arbeider.....	8.82
Motorvoertuigdrywer van 'n voertuig waarvan die onbelaste gewig, tesame met die onbelaste gewig van 'n sleepwa of sleepwaens wat deur sodanige voertuig getrek word:—	
(a) Hoogstens 3,000 lb. is.....	10.19
(b) Meer as 3,000 lb. maar hoogstens 6,000 lb. is.....	13.45
(c) Meer as 6,000 lb. is.....	18.68
Handelsreisiger se drywer.....	8.32
Wag.....	10.02
Teemaakster.....	7.67

(b) Deur die skapping van subklousule (2) en die vervanging daarvan deur die volgende nuwe subklousule:—

“(2) *Spanleiers*.—Benewens die lone wat ingevolge subklousule (1) van hierdie klousule bereken is, moet 'n werknemer wat aangesê word om die pligte van 'n spanleier te verrig, 'n addisionele 65 sent per week ontvang en betaal word terwyl hy aldus diens doen.”

(c) Deur die skapping van die woorde “plus lewenskostoelae” waar dit in subklousule (3) voorkom en van die woorde “en lewenskostoelae” waar dit in subklousule (9) en (10) van hierdie klousule voorkom.

(d) Deur die skapping van subklousule (11) van hierdie klousule.

6. TOEPASSING VAN KLOUSULE 5 VAN VORIGE OOREENKOMS.

Artikel 5 van die vorige Ooreenkoms, soos hieronder gewysig, is van toepassing op alle werkgewers en werknemers:—

(a) Deur die skapping van die derde sin van subklousule (1) en die vervanging daarvan deur die volgende woorde:—

“Vir die toepassing hiervan, omvat ‘Ooreenkoms’ ook alle wysigings daarvan.”

(b) Deur die skapping van die woorde “en lewenskostoelae” waar dit in paragraaf (c) van subklousule (2) van hierdie klousule voorkom.

(c) Deur die skapping van die woorde “plus lewenskostoelae” waar dit in subklousule (8) van hierdie klousule voorkom.

(d) Deur die skapping van al die woorde in paragraaf (c) van subklousule (4) van hierdie klousule en die vervanging daarvan deur die volgende:—

“(i) Heffings ingevolge klousule 22 en bydraes tot die Siektebystandfonds ooreenkomstig klousule 26 van hierdie Ooreenkoms; en

(ii) ledegelde vir die Vakvereniging ingevolge artikel 27 van die Ooreenkoms.”

7. TOEPASSING VAN KLOUSULE 7 VAN DIE VORIGE OOREENKOMS.

Artikel 7 van die vorige Ooreenkoms, soos hieronder gewysig, is van toepassing op alle werkgewers en werknemers: Deur die skapping van die woorde “en lewenskostoelae” waar dit in paragraaf (i) van subklousule (2) van hierdie klousule voorkom.

8. TOEPASSING VAN KLOUSULE 8 VAN DIE VORIGE OOREENKOMS.

Klousule 8 van die vorige Ooreenkoms, soos hieronder gewysig, is van toepassing op alle werkgewers en werknemers:—

(a) Deur die skapping van “R11.00” en die vervanging daarvan deur “R18.26” in subklousule (3) van hierdie klousule.

(b) Deur die skapping van subklousule (5) en die vervanging daarvan deur die volgende nuwe subklousule:—

“'n Werkgever moet ten opsigte van vroulike werknemer in sy bedryfsinrigting vir wie lone in hierdie Ooreenkoms voorgeskryf word [uitgesonderd diegene wat werksaam is in die beroep soos bedoel in subklousule (1) van hierdie klousule], die volgende lone betaal:—

(i) Aan minstens 30 persent van sodanige werknemers, 'n loon van R11.11 per week of meer (R11.16 vanaf die eerste volle loonweek na 1 Desember 1964); en

(ii) aan minstens 25 persent van sodanige werknemers, 'n loon van R8.47 per week of meer (R8.52 vanaf die eerste volle loonweek na 1 Desember 1964); en

(iii) aan hoogstens 45 persent van sodanige werknemers, 'n loon wat laer is as R8.47 per week (R8.52 vanaf die eerste volle loonweek na 1 Desember 1964).”

(c) Deur die skapping van die woord “basiese” in subklousule (6) (a).

9. APPLICATION OF SECTION 9 OF THE FORMER AGREEMENT.

Section 9 of the former agreement shall as amended hereunder, apply to all employers and employees:—

By the deletion of the words "including cost-of-living allowance" where they appear in sub-section (5) of this section.

10. APPLICATION OF SECTION 10 OF THE FORMER AGREEMENT.

Section 10 of the former agreement shall as amended hereunder, apply to all employers and employees:—

By the deletion of the words "inclusive of cost-of-living allowance" where they appear in sub-section (5) of this section.

11. APPLICATION OF SECTION 11 OF THE FORMER AGREEMENT.

Section 11 of the former agreement shall as amended hereunder, apply to all employers and employees:—

(a) By the deletion of the words "one and one-half" and the substitution therefor of the words "one and one-third" where they appear in paragraphs (a), (b) and (c) of sub-section (1) of this section.

(b) By the deletion of the words "one and a half times" and the substitution therefor of the words "one and a third times" where they appear in paragraph (b) of sub-section (3) of this section.

(c) By the deletion of sub-section (4) of this section and the substitution therefor of the following new sub-section:—

(4) *Public Holidays.*

(a) *Public Holidays other than Van Riebeeck Day.*—An employee shall be entitled to leave on full pay in respect of the following Public Holidays and where he is required or permitted to work on such holiday he shall be paid in addition to his normal wage in respect of such holiday wages at straight time in respect of the hours so worked:—

Good Friday, Easter Monday, Republic Day, Ascension Day, Family Day, Day of the Covenant, Xmas Day, Boxing Day, New Year's Day, Settler's Day and Kruger Day.

(b) *Van Riebeeck Day.*—Where an employee is instructed not to report for work on Van Riebeeck Day he shall be paid in respect of such day three hours pay at his normal rate of remuneration:—

Where, however, an employee is required or permitted to work on such day, he shall in addition to such three hours pay receive payment for time worked at the rate of time and a third calculated in accordance with sub-section (1) of this section."

12. APPLICATION OF SECTION 12 OF THE FORMER AGREEMENT.

Section 12 of the former agreement shall as amended hereunder, apply to all employers and employees:—

By the deletion of sub-sections (3) and (4) of this section and the substitution therefor of the following new sub-section:—

"(3) (a) An employee who has been given notice not to attend on any day on account of short-time shall be paid in respect of each such day not less than 3 hours pay at his ordinary rate of remuneration.

(b) An employee whether on time or piecework who on any day attends at the establishment on the instructions of the employer as his representative shall be entitled to be employed for at least 4 hours on such day or to receive 4 hours pay at his ordinary rate of remuneration in terms of section 4 (1)."

13. APPLICATION OF SECTION 14 (3) OF THE FORMER AGREEMENT.

Sub-section (3) of section 14 of the former agreement shall apply to all employers and employees:—

14. APPLICATION OF SECTION 15 OF THE FORMER AGREEMENT.

Section 15 of the former agreement shall as amended hereunder, apply to all employers and employees:—

(a) By the deletion of the words "and cost-of-living allowance" and/or "including cost-of-living allowance" wherever they appear in this section.

(b) By the deletion of the words "eight and one-half" and the substitution therefor of the words "five and one-half" where they appear in paragraph (v) of sub-section (2) of this section.

(c) By the deletion of the words "one and one-half" and the substitution therefor of the words "one and one-third" where they appear in paragraph (vi) of sub-section (2) of this section.

9. TOEPASSING VAN KLOUSULE 9 VAN DIE VORIGE OOREENKOMS.

Klausule 9 van die vorige Ooreenkoms, soos hieronder gewysig, is van toepassing op alle werkgewers en werknemers:—

Deur die skrapping van die woorde "lewenskostetoelae ingesluit" waar dit in subklausule (5) van hierdie klausule voorkom.

10. TOEPASSING VAN KLOUSULE 10 VAN DIE VORIGE OOREENKOMS.

Klausule 10 van die vorige Ooreenkoms, soos hieronder gewysig is van toepassing op alle werkgewers en werknemers:—

Deur die skrapping van die woorde "lewenskostetoelae ingeslote" waar dit in subklausule (5) van hierdie klausule voorkom.

11. TOEPASSING VAN KLOUSULE 11 VAN DIE VORIGE OOREENKOMS.

Klausule 11 van die vorige Ooreenkoms, soos hieronder gewysig, is van toepassing op alle werkgewers en werknemers:—

(a) Deur die skrapping van die syfers "1½" en die vervanging daarvan deur die woorde "een en een derde" waar dit in paragraaf (a), (b) en (c) van subklausule (1) van hierdie klausule voorkom.

(b) Deur die skrapping van die syfers "1½" en die vervanging daarvan deur die woorde "een en een derde" waar dit in paragraaf (b) van subklausule (3) van hierdie klausule voorkom.

(c) Deur die skrapping van subklausule (4) van hierdie klausule en die vervanging daarvan deur die volgende nuwe subklausule:—

"(4) *Openbare vakansiedae.*

(a) *Ander openbare vakansiedae as Van Riebeeckdag.*—'n Werkgever is op verlot met volle betaling geregtig ten opsigte van ondergenoemde openbare vakansiedae, en waar daar van hom vereis word of hy toegelaat word om op sodanige vakansiedag te werk, moet hy, benewens sy gewone loon ten opsigte van sodanige vakansiedag, ten opsigte van die ure aldus gewerk, sy volle gewone loon betaal word:—

Goeie Vrydag, Paasmaandag, Republiekdag, Hemelvaartsdag, Gesinsdag, Gelofte dag, Kersdag, Tweede Kersdag, Nuwejaarsdag, Setlaarsdag en Krugerdag.

(b) *Van Riebeeckdag.*—Waar 'n werknemer gelas word om hom nie op Van Riebeeckdag vir werk aan te meld nie, moet hy ten opsigte van sodanige dag drie uur se loon teen sy gewone loonskaal betaal word.

Waar daar egter van 'n werknemer vereis word of hy toegelaat word om op sodanige dag te werk, moet hy, benewens die loon vir sodanige drie uur, vir die tyd wat hy gewerk het, betaal word teen een en een derde maal sy loon bereken ooreenkomstig die bepalinge van subklausule (1) van hierdie klausule."

12. TOEPASSING VAN KLOUSULE 12 VAN DIE VORIGE OOREENKOMS.

Klausule 12 van die vorige Ooreenkoms, soos hieronder gewysig, is van toepassing op alle werkgewers en werknemers:—

Deur die skrapping van subklausule (3) en (4) van hierdie klausule en die vervanging daarvan deur die volgende nuwe subklausule:—

"(3) (a) 'n Werknemer aan wie kennis gegee is om, weens korttyd, nie op 'n bepaalde dag teenwoordig te wees nie, moet ten opsigte van elke sodanige dag minstens drie uur se loon teen sy gewone besoldiging betaal word.

(b) 'n Werknemer wat of op 'n tydgrondslag of 'n stukwerkgrondslag diens doen en wat op 'n bepaalde dag in 'n bedryfsinrigting teenwoordig is op las van die werkgever of sy verteenwoordiger, is geregtig daarop om vir minstens vier uur op sodanige dag werksaam te wees of om vier uur se loon teen sy gewone besoldiging ooreenkomstig klausule 4 (1) te ontvang."

13. TOEPASSING VAN KLOUSULE 14 (3) VAN DIE VORIGE OOREENKOMS.

Subklausule (3) van klausule 14 van die vorige Ooreenkoms is op alle werkgewers en werknemers van toepassing.

14. TOEPASSING VAN KLOUSULE 15 VAN DIE VORIGE OOREENKOMS.

Klausule 15 van die vorige Ooreenkoms, soos hieronder gewysig, is van toepassing op alle werkgewers en werknemers:—

(a) Deur die skrapping van die woorde "en lewenskostetoelae" en/of "met inbegrip van lewenskostetoelae" waar dit in hierdie klausule voorkom.

(b) Deur die skrapping van die syfers "8½" en die vervanging daarvan deur die woorde "vyf en 'n half" waar dit in paragraaf (v) van subklausule (2) van hierdie klausule voorkom.

(c) Deur die skrapping van die syfers "1½" en die vervanging daarvan deur die woorde "een en een derde" waar dit in paragraaf (vi) van subklausule (2) van hierdie klausule voorkom.

15. APPLICATION OF SECTION 17 OF THE FORMER AGREEMENT.

Section 17 of the former agreement shall as amended hereunder, apply to all employers and employees:—

By the deletion of the words "commencing basic wage, commencing cost-of-living allowance" and the substitution thereof of the words "commencing wage" in paragraph (j) of sub-section (1) of this section.

16. APPLICATION OF SECTION 22 OF THE FORMER AGREEMENT.

Section 22 of the former agreement shall as amended hereunder, apply to all employers and employees:—

By the deletion of sub-section (3) and the substitution thereof of the following new sub-section:—

"(3) The provisions of this section shall not apply to employees in receipt of R1,600 per annum or more."

17. APPLICATION OF SECTION 24 OF THE FORMER AGREEMENT.

Section 24 of the former agreement shall apply to all employers and employees:—

18. APPLICATION OF SECTION 26 OF THE FORMER AGREEMENT.

Section 26 of the former agreement shall as amended hereunder, apply to all employers and employees:—

(a) By the deletion of paragraph (a) of sub-section (4) and the substitution thereof of the following new paragraph:—

"(a) For the purpose of such fund, each employer shall each week deduct from the wages of each of his employees, hereinafter referred to as 'contributor' for whom minimum wages are prescribed in this Agreement, and who has worked during any week irrespective of the time so worked:—

- (i) In the case of an employee earning a wage of less than R7 per week, 6 cents;
- (ii) in the case of an employee earning a wage of R7 per week and more but less than R8.70 per week, 7 cents;
- (iii) in the case of an employee earning a wage of R8.70 per week and more but less than R13 per week 8 cents;
- (iv) In the case of an employee earning a wage of R13 per week and more but less than R20 per week, 10 cents;
- (v) in the case of an employee earning a wage of R20 per week and more, 14 cents."

(b) By the deletion of the first paragraph of sub-section (5) and substitution thereof of the following:—

"During periods of absence from work owing to sickness, the following benefits shall be paid to contributors to the fund; provided that applications for benefits shall only comply with the rules:—

- (i) In the case of an employee earning less than a wage of R7 per week, R2.50 per week;
- (ii) in the case of an employee earning a wage of R7 per week and more but less than a wage of R8.70 per week, R4 per week;
- (iii) in the case of an employee earning a wage of R8.70 per week and more but less than R13 per week R5 per week;
- (iv) In the case of an employee earning a wage of R13 per week and more but less than R20 per week, R8 per week;
- (v) in the case of an employee earning a wage of R20 per week and more, R11.50 per week.

provided that these benefits shall be paid for a period not exceeding six weeks at the above rates, and thereafter for a period not exceeding three weeks at half the above rates."

19. APPLICATION OF SECTION 27 OF THE FORMER AGREEMENT.

Section 27 of the former agreement shall apply to all employers and employees.

20. APPLICATION OF CLAUSE 28 OF FORMER AGREEMENT.

Section 28 of the former agreement shall apply to such principals or contractors and other persons as are referred to therein.

21. ANNEXURES TO FORMER AGREEMENT.

Annexures to the former agreement are hereby amended as follows:—

(a) Annexure A.

By deletion of "Basic Wage p.w. Cola p.w." and the substitution thereof of the following: "Wage p.w."

(b) Annexure C.

By deletion of the words "remuneration" and "c. of l." where they appear in Annexure C.

Signed at Cape Town on behalf of the parties on this 25th day of November, 1963.

B. ROY,
Chairman of the Council.

J. KERAAN,
Vice-Chairman of the Council.

F. K. LIGHTON,
Secretary of the Council.

15. TOEPASSING VAN KLOUSULE 17 VAN DIE VORIGE OOREENKOMS.

Klousule 17 van die vorige Ooreenkoms, soos hieronder gewysig, is van toepassing op alle werkgewers en werknemers:—

Deur die skapping van die woorde "basiese aanvang-salaris, aanvangsleenskostetoelae" en die vervanging daarvan deur die woorde "aanvangsloon" in paragraaf (j) van subklousule (1) van hierdie klousule.

16. TOEPASSING VAN KLOUSULE 22 VAN DIE VORIGE OOREENKOMS.

Klousule 22 van die vorige Ooreenkoms, soos hieronder gewysig, is van toepassing op alle werkgewers en werknemers:—

Deur die skapping van subklousule (3) en die vervanging daarvan deur die volgende nuwe subklousule:—

"(3) Die bepalinge van hierdie klousule is nie op werknemers wat R1,600 per jaar of meer ontvang, van toepassing nie."

17. TOEPASSING VAN KLOUSULE 24 VAN DIE VORIGE OOREENKOMS.

Klousule 24 van die vorige Ooreenkoms is op alle werkgewers en werknemers van toepassing.

18. TOEPASSING VAN KLOUSULE 26 VAN DIE VORIGE OOREENKOMS.

Klousule 26 van die vorige Ooreenkoms, soos hieronder gewysig, is van toepassing op alle werkgewers en werknemers:—

(a) Deur die skapping van paragraaf (a) van subklousule (4) en die vervanging daarvan deur die volgende nuwe paragraaf:—

"(a) Vir die doeleindes van sodanige Fonds, moet elke werkgewer elke week van die loon van elkeen van sy werknemer, hieronder 'bydraer, genoem, vir wie minimum lone in hierdie Ooreenkoms voorgeskryf word en wat gedurende 'n bepaalde week gewerk het, afgesien van die tyd aldus gewerk, die volgende aftrek:—

- (i) In die geval van 'n werknemer wat 'n loon van minder as R7 per week verdien, 6 sent;
- (ii) in die geval van 'n werknemer wat 'n loon van R7 per week en meer maar minder as R8.70 per week verdien, 7 sent;
- (iii) in die geval van 'n werknemer wat 'n loon van R8.70 per week en meer maar minder as R13 per week verdien, 8 sent;
- (iv) in die geval van 'n werknemer wat 'n loon van R13 per week en meer maar minder as R20 per week verdien, 10 sent;
- (v) in die geval van 'n werknemer wat 'n loon van R20 per week en meer verdien, 14 sent."

(b) Deur die skapping van die eerste paragraaf van subklousule (5) en die vervanging daarvan deur die volgende:—

"Gedurende tydperke waarin bydraers tot die Fonds van hul werk afwesig is weens siekte, moet onderstaande bystand aan hulle betaal word; met dien verstande dat die aansoek om bystand aan die reëls moet voldoen:—

- (i) In die geval van 'n werknemer wat 'n loon van minder as R7 per week verdien, R2.50 per week;
- (ii) in die geval van 'n werknemer wat 'n loon van R7 per week en meer maar minder as 'n loon van R8.70 per week verdien, R4 per week;
- (iii) in die geval van 'n werknemer wat 'n loon van R8.70 per week en meer maar minder as R13 per week verdien, R5 per week;
- (iv) in die geval van 'n werknemer wat 'n loon van R13 per week en meer maar minder as R20 per week verdien, R8 per week;
- (v) in die geval van 'n werknemer wat 'n loon van R20 per week en meer verdien, R11.50 per week;

met dien verstande dat hierdie voordele teen bogenoemde skale betaal moet word vir 'n tydperk van hoogstens ses weke en daarna vir 'n tydperk van hoogstens drie weke teen die helfte van bogenoemde skale."

19. TOEPASSING VAN KLOUSULE 27 VAN DIE VORIGE OOREENKOMS.

Klousule 27 van die vorige Ooreenkoms is op alle werkgewers en werknemers van toepassing.

20. TOEPASSING VAN KLOUSULE 28 VAN VORIGE OOREENKOMS.

Klousule 28 van die vorige Ooreenkoms is van toepassing op die prinsipale of kontrakteurs of ander persone wat daarin bedoel word.

21. AANHANGSEL VAN VORIGE OOREENKOMS.

Die aanhangsel van die vorige Ooreenkoms word hierby soos volg gewysig:—

(a) Aanhangsel A.

Deur die skapping van "Basiese loon p.w. Lkt p.w." en die vervanging daarvan deur die volgende: "Loon p.w."

(b) Aanhangsel C.

Deur die skapping van die woorde "besoldiging" en "lkt" waar dit in Bylae C voorkom.

Namens die partye op hede die 25ste dag van November 1963 te Kaapstad onderteken.

B. ROY,
Voorsitter van die Raad.

J. KERAAN,
Ondervoorsitter van die Raad.

F. K. LIGHTON,
Sekretaris van die Raad.

No. R. 582.] [17 April 1964.

WAR MEASURES ACT, 1940.

SUSPENSION OF COST OF LIVING ALLOWANCE REGULATIONS PUBLISHED UNDER WAR MEASURE No. 43 OF 1942, AS AMENDED.

CLOTHING INDUSTRY—CAPE.

On behalf of the Minister of Labour, I, MARAIS VILJOEN, Deputy-Minister of Labour, hereby in terms of sub-regulation (1) of regulation 4 of the regulations published under War Measure No. 43 of 1942, as amended, suspend the operation of the said regulations in respect of all employees for whom wages are prescribed in the Agreement for the Clothing Industry, published under Government Notice No. 581 of the 17th April, 1964.

M. VILJOEN,
Deputy-Minister of Labour.

No. R. 583.] [17 April 1964.

Factories, Machinery and Building Work Act, 1941.

CLOTHING INDUSTRY, CAPE.

On behalf of the Minister of Labour, I, MARAIS VILJOEN, Deputy-Minister of Labour, hereby in terms of sub-section (1) of section *twenty-two* of the Factories, Machinery and Building Work Act, 1941, as amended, declare the provisions of the Agreement and notice relating to the Clothing Industry, published under Government Notice No. 581 of the 17th April, 1964, to be, on the whole, not less favourable to the persons 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.

No. R. 582.] [17 April 1964.

WET OP OORLOGSMAATREËLS, 1940.

OPSKORTING VAN REGULASIES OP LEWENS-KOSTETOELAES GEPUBLISEER BY OORLOGS-MAATREËL No. 43 VAN 1942, SOOS GEWYSIG.

KLERASIENYWERHEID, KAAP.

Namens die Minister van Arbeid, skort ek, MARAIS VILJOEN, Adjunk-minister van Arbeid, hierby kragtens subregulasie (1) van regulasie 4 van die regulasies wat by Oorlogsmaatreël No. 43 van 1942, soos gewysig, gepubliseer is, die bepalings van genoemde regulasies op ten opsigte van alle werknemers vir wie lone voorgeskryf word in die Ooreenkoms vir die Klerasienywerheid wat by Goewermentskennisgewing No. 581 van 17 April 1964 gepubliseer is.

M. VILJOEN,
Adjunk-minister van Arbeid.

No. R. 583.] [17 April 1964.

WET OP FABRIEKE, MASJINERIE EN BOUWERK, 1941.

KLERASIENYWERHEID, KAAP.

Namens die Minister van Arbeid, verklaar ek, MARAIS VILJOEN, Adjunk-minister van Arbeid, hierby kragtens subartikel (1) van artikel *twee-en-twintig* van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, soos gewysig, dat die bepalings van die Ooreenkoms en kennisgewing in verband met die Klerasienywerheid, gepubliseer by Goewermentskennisgewing No. 581 van 17 April 1964 oor die algemeen vir persone wie se werkure en besoldiging ten opsigte van oortyd, openbare feesdae en werk op Sondae en openbare feesdae daarby gereël word, nie minder gunstig is nie as die ooreenstemmende bepalings van genoemde Wet.

M. VILJOEN,
Adjunk-minister van Arbeid.

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