



Government Gazette

Buitengewone Extraordinary

Staatskoerant

(Registered at the Post Office as a Newspaper) (As 'n Nuusblad by die Poskantoor Geregistreer)

(REGULATION GAZETTE No. 335)

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

(REGULASIEKOERANT No. 335)

VOL. XII.]

PRETORIA, 15 MAY 1964.
15 MEI

[No. 789.]

PROCLAMATION

BY THE STATE PRESIDENT OF THE REPUBLIC
OF SOUTH AFRICA.

No. R. 110, 1964.]

CHICORY CONTROL SCHEME.—AMENDMENT.

Whereas the Minister of Agricultural Economics and Marketing has, by virtue of the provisions of sub-section (4) of section *twenty-three* read with paragraph (c) of sub-section (3) of section *seventeen* of the Marketing Act, 1937 (Act No. 26 of 1937), as amended, accepted the proposed amendment as set out in the Schedule hereto, to the Chicory Control Scheme published in the Schedule to Proclamation No. R. 235 of 1962, as amended, and has in terms of the provisions of paragraph (b) of sub-section (1) of section *twenty-one* of the said Act recommended the approval of the said proposed amendment;

Now, therefore, under the powers vested in me by paragraph (a) of sub-section (1) of section *twenty-two*, read with sub-section (4) of section *twenty-three* of the said Act, I do hereby declare that the said amendment shall come into operation on the date of publication hereof.

Given under my Hand and the Seal of the Republic of South Africa at Cape Town on this Twenty-second day of April, One thousand Nine hundred and Sixty-four.

C. R. SWART,
State President.

By Order of the State President-in-Council.

D. C. H. UYS.

SCHEDULE.

The Chicory Control Scheme, promulgated by Proclamation No. R. 235 of 1962, is hereby amended by the insertion in sub-section (1) of section 10, after the expression "section 3", of the expression "and sub-sections (4) and (5) of section 7".

PROKLAMASIE

VAN DIE STAATSPRESIDENT VAN DIE REPUBLIEK
VAN SUID-AFRIKA.

No. R. 110, 1964.]

SIGOREIREËLINGSKEMA.—WYSIGING.

Nademaal die Minister van Landbou-ekonomie en -bemarking, ingevolge die bepalings van subartikel (4) van artikel *drie-en-twintig*, gelees met paragraaf (c) van subartikel (3) van artikel *sewentien* van die Bemarkingswet, 1937 (Wet No. 26 van 1937), soos gewysig, die voorgestelde wysiging soos in die Bylae hiervan uiteengesit, van die Sigoreireëlinskema gepubliseer in die Bylae van Proklamasie No. R. 235 van 1962, soos gewysig, aangenem het en kragtens die bepalings van paragraaf (b) van subartikel (1) van artikel *een-en-twintig* van genoemde Wet, goedkeuring van die genoemde voorgestelde wysiging aanbeveel het;

So is dit dat ek, kragtens die bevoegdheid my verleen by paragraaf (a) van subartikel (1) van artikel *twee-en-twintig*, gelees met subartikel (4) van artikel *drie-en-twintig* van genoemde Wet, hierby verklaar dat genoemde wysiging op die datum van publikasie hiervan in werking tree.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Kaapstad, op hede die Twee-en-twintigste dag van April, Eenduisend Negehoenderd Vier-en-sestig.

C. R. SWART,
Staatspresident.

Op las van die Staatspresident-in-rade.

D. C. H. UYS.

BYLAE.

Die Sigoreireëlinskema afgekondig by Proklamasie No. R. 235 van 1962, word hierby gewysig deur in subartikel (1) van artikel 10 na die uitdrukking „artikel 3”, die uitdrukking „en subartikels (4) en (5) van artikel 7”, in te voeg.

GOVERNMENT NOTICES.

DEPARTMENT OF CUSTOMS AND EXCISE.

No. R. 711.]

[15 May 1964.]

CUSTOMS ACT, 1955.—AMENDMENT OF THE FIRST SCHEDULE (No. 1/210).

I, THEOPHILUS EBENHAEZER DÖNGES, Minister of Finance, acting in terms of the powers vested in me by section *sixty-five* of the Customs Act, 1955, hereby amend the First Schedule to the said Act to the extent set out in the Schedule hereto.

T. E. DÖNGES,
Minister of Finance.

GOEWERMENTSKENNISGEWINGS.

DEPARTEMENT VAN DOEANE EN AKSYNS.

No. R. 711.]

[15 Mei 1964.]

DOEANEWET, 1955.—WYSIGING VAN DIE EERSTE BYLAE (No. 1/210).

Ek, THEOPHILUS EBENHAEZER DÖNGES, Minister van Finansies, handelende kragtens die bevoegdheid my verleen by artikel *vyf-en-sestig* van die Doeanewet, 1955, wysig hierby die Eerste Bylae van genoemde Wet in die mate in die Bylae hiervan aangetoon.

T. E. DÖNGES,
Minister van Finansies.

SCHEDULE.

Tariff Item.	Article.	Minimum Duty.	Intermediate Duty.	Maximum Duty.
73	By the deletion, in sub-paragraph (a) of paragraph (5), of the words "blanks and". By the substitution, for sub-paragraph (b) of paragraph (5), of the following sub-paragraph:— "(b) Metal buttons— (i) of a kind commonly worn on blazers or uniforms..... (ii) other..... By the addition, after sub-paragraph (d) of paragraph (5), of the following sub-paragraph, the existing sub-paragraphs (e) and (f) becoming sub-paragraphs (f) and (g):— "(e) Leather buttons....."	Cents	Cents	Cents
		—	15% Free	—."
		—	Free	—."

NOTE.—The effect of this notice is to—

- (a) subject button blanks to the duties prescribed in item 73 (5) (g);
(b) make separate provision for a customs duty on certain metal buttons; and
(c) make provision for leather buttons free of duty.

BYLAE.

Tarief-item.	Artikel.	Minimum reg.	Intermediêre reg.	Maksimum reg.
73	Deur in subparagraaf (a) van paragraaf (5) die woorde „ru-stukke en” te skrap. Deur subparagraaf (b) van paragraaf (5) deur die volgende subparagraaf te vervang:— „(b) Metaalknope— (i) van ’n soort gewoonlik aan kleurbaadjies of uniforms gedra..... (ii) ander..... Deur na subparagraaf (d) van paragraaf (5) die volgende subparagraaf by te voeg, terwyl die bestaande subparagraawe (e) en (f) subparagraawe (f) en (g) word:— „(e) Leerknope....."	Sent	Sent	Sent
		—	15% Vry	—."
		—	Vry	—."

OPMERKING.—Die uitwerking van hierdie kennisgewing is dat—

- (a) ru-stukke vir die vervaardiging van knope aan die regte in item 73 (5) (g) voorgeskrif, onderwerp word;
(b) afsonderlike voorsiening vir ’n doeane-reg op sekere metaalknope gemaak word; en
(c) doeane-vry voorsiening vir leerknope gemaak word.

No. R. 712.]

[15 May 1964.]

CUSTOMS ACT, 1955.—AMENDMENT OF THE SECOND SCHEDULE (No. 2/382).

I, THEOPHILUS EBENHAEZER DÖNGES, Minister of Finance, acting in terms of the powers vested in me by section *ninety-eight* of the Customs Act, 1955, hereby amend the Second Schedule to the said Act to the extent set out in the Schedule hereto.

T. E. DÖNGES,
Minister of Finance.

No. R. 712.]

[15 Mei 1964.]

DOEANEWET, 1955.—WYSIGING VAN DIE TWEDE BYLAE (No. 2/382).

Ek, THEOPHILUS EBENHAEZER DÖNGES, Minister van Finansies, handelende kragtens die bevoegdheid my verleen by artikel *agt-en-negentig* van die Doeanewet, 1955, wysig hierby die Tweede Bylae van genoemde Wet in die mate in die Bylae hiervan aangetoon.

T. E. DÖNGES,
Minister van Finansies.

SCHEDULE.

Item.	Article.	Duty rebated as under.
821	By the substitution, for paragraph (2), of the following paragraph:— “(2) Plastic discs, not worked up in any way, for the manufacture of buttons.....”	To the extent of the intermediate duty.”

NOTE.—The effect of this notice is to withdraw the provision for a rebate of duty on plastic button blanks, other than unworked plastic discs.

BYLAE.

Item.	Artikel.	Korting op reg toegestaan soos hieronder aangedui.
821	Deur paragraaf (2) deur die volgende paragraaf te vervang:— „(2) Plastiekskywe, nie op enige wyse bewerk nie, vir die vervaardiging van knope.....”	Tot die bedrag van die intermediêre reg.”

OPMERKING.—Die uitwerking van hierdie kennisgewing is dat die voorsiening vir 'n korting van reg op plastiekblindestukke vir knope, uitgesonderd onbewerkte plastiekskywe, ingetrek word.

No. R. 713.]

[15 May 1964.

CUSTOMS ACT, 1955.—AMENDMENT OF THE SECOND SCHEDULE (No. 2/383).

I, THEOPHILUS EBENHAEZER DÖNGES, Minister of Finance, acting in terms of the powers vested in me by section *ninety-eight* of the Customs Act, 1955, hereby amend the Second Schedule to the said Act to the extent set out in the Schedule hereto.

T. E. DÖNGES,

Minister of Finance.

No. R. 713.]

[15 Mei 1964.

DOEANEWET, 1955.—WYSIGING VAN DIE TWEDE BYLAE (No. 2/383).

Ek, THEOPHILUS EBENHAEZER DÖNGES, Minister van Finansies, handelende kragtens die bevoegdheid my verleen by artikel *agt-en-negentig* van die Doeanewet, 1955, wysig hierby die Tweede Bylae van genoemde Wet in die mate in die Bylae hiervan aangetoon.

T. E. DÖNGES,

Minister van Finansies.

SCHEDULE.

Item.	Article.	Duty rebated as under.
681	By the substitution, for the heading to the item, of the following heading:— “ <i>Industry for the manufacture of electrical batteries and parts thereof.</i> —” By the addition, after paragraph (4), of the following paragraph:— “(5) Paperboard, glass fibre fabric, tubular textile fabrics and plastic sheeting (corrugated or ribbed), cut to size, for use as separating materials.....”	To the extent of the intermediate duty.”

NOTE.—The effect of this notice is to—

- amend the heading to the item; and
- provide for a rebate to the extent of the intermediate duty on the goods mentioned when imported or taken out of bond by registered manufacturers for use as separating materials in the manufacture of electrical batteries or parts thereof.

BYLAE.

Item.	Artikel.	Korting op reg toegestaan soos hieronder aangedui.
681	Deur die opskrif van die item deur die volgende opskrif te vervang:— „ <i>Nywerheid vir die vervaardiging van elektriese batterye en onderdele daarvan.</i> —” Deur na paragraaf (4) die volgende paragraaf by te voeg:— „(5) Papierbord, glasveselstof, buisvormige tekstielstowwe en plastiekplaat (geriffelde of geribde), na maat gesny, vir gebruik as afsonderingstowwe.....”	Tot die bedrag van die intermediêre reg.”

OPMERKING.—Die uitwerking van hierdie kennisgewing is dat—

- die opskrif van die item gewysig word; en
- voorsiening vir 'n korting tot die bedrag van die intermediêre reg gemaak word op genoemde goedere wanneer ingevoer of uit entrepot geneem deur geregistreerde vervaardigers vir gebruik as afsonderingstowwe by die vervaardiging van elektriese batterye of onderdele daarvan.

No. R. 714.]

[15 May 1964.]

CUSTOMS ACT, 1955.—IMPOSITION OF AN
ORDINARY DUMPING DUTY (DUMP. 151).

I, THEOPHILUS EBENHAEZER DÖNGES, Minister of Finance, acting in terms of the powers vested in me by section *eighty-three* of the Customs Act, No. 55 of 1955—

- (1) hereby declare that an ordinary dumping duty, as defined in paragraph (a) of section *eighty-four* of the said Act, shall, in addition to any other duty payable thereon, be levied on goods classified, in the First Schedule to the said Act, under the tariff item mentioned in the first column of the Annexure hereto and specified in the second column thereof, if such goods are imported into the Republic from or originate in the territories mentioned in the third column of the said Annexure, and I hereby notify, in terms of section *eighty-six* of the said Act, that the dumping duty shall apply to the said goods when imported under rebate of duty in terms of section *ninety-eight* of that Act and the said goods when imported under rebate of duty in terms of item 901 of the Third Schedule to the said Act by the Government of the Republic; and

- (2) hereby repeal Government Notice No. 1044 of the 29th June, 1962.

T. E. DÖNGES,
Minister of Finance.

No. R. 714.]

[15 Mei 1964.]

DOEANEWET, 1955.—OPLEGGING VAN 'N
GEWONE DUMPINGREG (DUMP. 151).

Ek, THEOPHILUS EBENHAEZER DÖNGES, Minister van Finansies, handelende kragtens die bevoegdheid my verleen by artikel *drie-en-tagtig* van die Doeanewet, No. 55 van 1955—

- (1) verklaar hierby dat 'n gewone dumpingreg, soos in paragraaf (a) van artikel *vier-en-tagtig* van genoemde Wet omskryf, op goedere geklassifiseer, in die Eerste Bylae van genoemde Wet, onder die tariefitem vermeld in die eerste kolom van die Aanhangsel hiervan en gespesifiseer in die tweede kolom daarvan, gehef word bo en behalwe enige ander reg wat daarop betaalbaar is, indien sodanige goedere uit die gebiede vermeld in die derde kolom van genoemde Aanhangsel in die Republiek ingevoer word of uit daardie gebiede afkomstig is, en ingevolge artikel *ses-en-tagtig* van vermelde Wet maak ek hierby bekend dat die dumpingreg van toepassing is ten opsigte van sodanige goedere wanneer dit onder korting van reg ingevolge artikel *agt-en-negentig* van daardie Wet ingevoer word en sodanige goedere wanneer dit onder korting van reg ingevolge item 901 van die Derde Bylae van daardie Wet deur die Regering van die Republiek ingevoer word; en

- (2) herroep hierby Goewermentskennisgewing No. 1044 van 29 Junie 1962.

T. E. DÖNGES,
Minister van Finansies.

ANNEXURE.

Tariff Item.	Goods.	Territories.
87 (6)....	Wire staples, n.e.e.....	Austria, Federal Republic of Germany, Western Sectors of Berlin, Sweden, United Kingdom of Great Britain and Northern Ireland, United States of America.

NOTE.—The effect of this notice is to re-impose the existing dumping duty and to add the United States of America to the territories mentioned.

AANHANGSEL.

Tariefitem.	Goedere.	Gebiede.
87 (6)....	Draadkrammetjies, n.e.v....	Oostenryk, Federale Republiek van Duitsland, Westelike Sektors van Berlyn, Swede, Verenigde Koninkryk van Groot-Brittanje en Noord-Ierland, Verenigde State van Amerika.

OPMERKING.—Die uitwerking van hierdie kennisgewing is dat die bestaande dumpingreg heropgelê word en dat die Verenigde State van Amerika by die gebiede genoem, gevoeg word.

No. R. 715.]

[15 May 1964.]

CUSTOMS ACT, 1955.—IMPOSITION OF AN
ORDINARY DUMPING DUTY (DUMP. 152).

I, THEOPHILUS EBENHAEZER DÖNGES, Minister of Finance, acting in terms of the powers vested in me by section *eighty-three* of the Customs Act, No. 55 of 1955—

- (1) hereby declare that an ordinary dumping duty, as defined in paragraph (a) of section *eighty-four* of the said Act, shall, in addition to any other duty payable thereon, be levied on goods classified in the First Schedule to the said Act, under the tariff item mentioned in the first column of the Annexure hereto and specified in the second column thereof, if such goods are imported into the Republic from or originate in the territory mentioned in the third

No. R. 715.]

[15 Mei 1964.]

DOEANEWET, 1955.—OPLEGGING VAN 'N
GEWONE DUMPINGREG (DUMP. 152).

Ek, THEOPHILUS EBENHAEZER DÖNGES, Minister van Finansies, handelende kragtens die bevoegdheid my verleen by artikel *drie-en-tagtig* van die Doeanewet, No. 55 van 1955—

- (1) verklaar hierby dat 'n gewone dumpingreg, soos in paragraaf (a) van artikel *vier-en-tagtig* van genoemde Wet omskryf, op goedere geklassifiseer, in die Eerste Bylae van genoemde Wet, onder die tariefitem vermeld in die eerste kolom van die Aanhangsel hiervan en gespesifiseer in die tweede kolom daarvan, gehef word bo en behalwe enige ander reg wat daarop betaalbaar is, indien sodanige goedere uit die gebied vermeld in die derde kolom

column of the said Annexure, and I hereby notify, in terms of section *eighty-six* of the said Act, that the dumping duty shall apply to the said goods when imported in terms of item 967 of the Third Schedule to the said Act; and

(2) hereby repeal Government Notice No. R. 428 of the 22nd March, 1963.

T. E. DÖNGES,
Minister of Finance.

van genoemde Aanhangsel in die Republiek ingevoer word of uit daardie gebied afkomstig is, en ingevolge artikel *ses-en-tagtig* van vermeldde Wet maak ek hierby bekend dat die dumpingreg van toepassing is ten opsigte van sodanige goedere wanneer dit ingevolge item 967 van die Derde Bylae van daardie Wet ingevoer word; en

(2) herroep hierby Goewermentskennisgewing No. R. 428 van 22 Maart 1963.

T. E. DÖNGES,
Minister van Finansies.

ANNEXURE.

Tariff Item.	Goods.	Territory.
210 (b)...	Paraffin wax of which the f.o.b. price plus insurance and freight is less than R90 per 2,000 lb.	United States of America.

NOTE.—The effect of this notice is to confine the existing ordinary dumping duty to paraffin wax of a c.i.f. price of less than R90 per 2,000 lb.

AANHANGSEL.

Tariefitem.	Goedere.	Gebied.
210 (b)...	Paraffienwas waarvan die prys v.a.b. plus assuransië en vrag minder as R90 per 2,000 lb. is	Verenigde State van Amerika.

OPMERKING.—Die uitwerking van hierdie kennisgewing is dat die bestaande gewone dumpingreg tot paraffienwas met 'n prys k.a.v. van minder as R90 per 2,000 lb. beperk word.

DEPARTMENT OF POSTS AND TELEGRAPHS

No. R. 738.] [15 May 1964.
AMENDMENT OF THE TELEPHONE REGULATIONS.

The State President has been pleased, under the provisions of sub-section (4) of section *two* and of section *three* of Act No. 44 of 1958, to approve of the following amendments to the Telephone Regulations:—

Regulation 18 (i).

(i) Delete the fullstop after “or residence.” and replace it by a comma. Insert the following after the comma:—

“provided that the premises where such extension is required are within the same exchange area as the main service.”

(ii) Delete the whole of item “(b)”.

DEPARTMENT OF AGRICULTURAL ECONOMICS AND MARKETING.

No. R. 724.] [15 May 1964.
LEVY ON WOOL.

In terms of section *thirty-four bis* of the Wool Act, 1946 (Act No. 19 of 1946), as amended, I, DIRK CORNELIS HERMANUS UYS, Minister of Agricultural Economics and Marketing, hereby make known that the South African Wool Board, referred to in section *twenty-three* of the said Act, has, in terms of the said section *thirty-four bis*, and with my approval, imposed the following levies in substitution for the levies made known by Government Notice No. 1099 of the 26th July, 1963:—

(a) A levy of one point four cent (1.4c) per pound on all wool, excluding Karakul wool, produced, sold or processed in or exported from the Republic; and

DEPARTEMENT VAN POS-EN-TELEGRAAFWESE.

No. R. 738.] [15 Mei 1964.
WYSIGING VAN DIE TELEFOONREGULASIES.

Dit het die Staatspresident behaag om, kragtens die bepalings van subartikel (4) van artikel *twee* en van artikel *drie* van Wet No. 44 van 1958, sy goedkeuring te heg aan onderstaande wysiging van die Telefoonregulasies:—

Regulasie 18 (i).

(i) Skrap die punt na “die gewone tarief.” en vervang dit deur ’n komma. Voeg die volgende in na die komma:—

“mits die persele waar sodanige bylyn verlang word, binne dieselfde sentralegebied as die hoofdiens is.”

(ii) Skrap item “(b)” geheel en al.

DEPARTEMENT VAN LANDBOU-EKONOMIE EN -BEMARKING.

No. R. 724.] [15 Mei 1964.
HEFFING OP WOL.

Kragtens artikel *vier-en-dertig bis* van die Wolwet, 1946 (Wet No. 19 van 1946), soos gewysig, maak ek, DIRK CORNELIS HERMANUS UYS, Minister van Landbou-ekonomie en -bemarking, hierby bekend dat die Suid-Afrikaanse Wolraad, genoem in artikel *drie-en-twintig* van genoemde Wet, kragtens genoemde artikel *vier-en-dertig bis*, en met my goedkeuring, die volgende heffings opgelê het ter vervanging van die heffings bekendgemaak by Goewermentskennisgewing No. 1099 van 26 Julie 1963:—

(a) ’n Heffing van een punt vier sent (1.4c) per pond op alle wol, uitsluitende Karakoelwol, wat in die Republiek geproduseer, verkoop of verwerk of uit die Republiek uitgevoer word; en

- (b) a levy of nought five cent (0.5c) per pound on all Karakul wool produced, sold or processed in or exported from the Republic.

And I do hereby further make known that the said levies shall come into operation on the 1st August, 1964.

D. C. H. UYS,
Minister of Agricultural Economics and Marketing.

No. R. 725.]

[15 May 1964.]

LEVY ON WOOL.

In terms of section *eleven* of the Wool Commission and Wool Amendment Act, 1960 (Act No. 35 of 1960), as amended, I, DIRK CORNELIS HERMANUS UYS, Minister of Agricultural Economics and Marketing, hereby make known that the South African Wool Commission referred to in section *two* of the said Act, has, with my approval, imposed the following levies in substitution for the levies made known by Government Notice No. R. 109 of the 23rd June, 1961:—

- (a) A levy of nought point one cent (0.1c) per pound on all wool, excluding Karakul wool, produced, sold or processed in or exported from the Republic; and
- (b) a levy of nought point nought five cent (0.05c) per pound on all Karakul wool produced, sold or processed in or exported from the Republic.

And I do hereby further make known that the said levies shall come into operation on the 1st August, 1964.

D. C. H. UYS,
Minister of Agricultural Economics and Marketing.

DEPARTMENT OF LABOUR.

No. R. 728.]

[15 May 1964.]

INDUSTRIAL CONCILIATION ACT, 1956, AS AMENDED.

PRINTING AND NEWSPAPER INDUSTRY.

GENERAL BENEFIT FUNDS AGREEMENT.

The following corrections to Government Notice No. R. 25 appearing in *Government Gazette Extraordinary* No. 687 of the 3rd January, 1964, are published for general information:—

In the English version of the Schedule:—

Annexure A.

Delete the word "the" where it occurs for the fourth time in clause 4 (3).

Annexure D.

Substitute the word "account" for the word "amount" in clause 7 (d) (ii).

No. R. 737.]

[15 May 1964.]

INDUSTRIAL CONCILIATION ACT, 1956.

RENEWAL OF THE AGREEMENT FOR THE BUILDING INDUSTRY, EAST-LONDON.

On behalf of the Minister of Labour, I, MARAIS VILJOEN, Deputy-Minister of Labour, hereby in terms of sub-paragraph (ii) of paragraph (a) of sub-section (4) of *section forty-eight* of the Industrial Conciliation Act, 1956, as amended, declare the provisions of Government Notices No. 1749 of the 21st November, 1958, and No. 1060 of the 6th July, 1962, to be effective for a further period of six months from the date of publication of this notice.

M. VILJOEN,
Deputy-Minister of Labour.

- (b) 'n heffing van nul punt vyf sent (0.5c) per pond op alle Karakoelwol wat in die Republiek geproduseer, verkoop of verwerk of uit die Republiek uitgevoer word.

En voorts maak ek bekend dat genoemde heffings op 1 Augustus 1964 in werking tree.

D. C. H. UYS,
Minister van Landbou-ekonomie en -bemarking.

No. R. 725.]

[15 Mei 1964.]

HEFFING OP WOL.

Kragtens artikel *elf* van die Wolkommissie- en Wolwysingswet, 1960 (Wet No. 35 van 1960), soos gewysig, maak ek, DIRK CORNELIS HERMANUS UYS, Minister van Landbou-ekonomie en -bemarking, hierby bekend dat die Suid-Afrikaanse Wolkommissie, genoem in artikel *twee* van die genoemde Wet, met my goedkeuring die volgende heffings opgelê het, ter vervanging van die heffings bekendgemaak by Goewermentskennisgewing No. R. 109 van 23 Junie 1961:—

- (a) 'n Heffing van nul punt een sent (0.1c) per pond op alle wol, uitsluitende Karakoelwol, wat in die Republiek geproduseer, verkoop of verwerk of uit die Republiek uitgevoer word; en
- (b) 'n heffing van nul punt nul vyf sent (0.05c) per pond op alle Karakoelwol wat in die Republiek geproduseer, verkoop of verwerk of uit die Republiek uitgevoer word.

En voorts maak ek bekend dat genoemde heffings op 1 Augustus 1964 in werking tree.

D. C. H. UYS,
Minister van Landbou-ekonomie en -bemarking.

DEPARTEMENT VAN ARBEID.

No. R. 728.]

[15 Mei 1964.]

WET OP NYWERHEIDSVERSOENING, 1956, SOOS GEWYSIG.

DRUK- EN NUUSBLADNYWERHEID.

ALGEMENE BYSTANDSFONDSOOREENKOMS.

Onderstaande verbeterings aan Goewermentskennisgewing No. R. 25 wat in *Buitengewone Staatskoerant* No. 687 van 3 Januarie 1964 verskyn het, word vir algemene inligting gepubliseer:—

In die Engelse teks van die Bylae:—

Aanhangsel A.

Skrap die woord „the” waar dit vir die vierde keer in klousule 4 (3) voorkom.

Aanhangsel D.

Vervang die woord „amount” deur die woord „account” in klousule 7 (d) (ii).

No. R. 737.]

[15 Mei 1964.]

WET OP NYWERHEIDSVERSOENING, 1956.

HERNUWING VAN DIE OOREENKOMS VIR DIE BOUNYWERHEID, OOS-LONDEN.

Namens die Minister van Arbeid, verklaar ek, MARAIS VILJOEN, Adjunk-minister van Arbeid, hierby kragtens subparagraaf (ii) van paragraaf (a) van subartikel (4) van artikel *agt-en-veertig* van die Wet op Nywerheidsversoening, 1956, soos gewysig, dat die bepalinge van Goewermentskennisgewings No. 1749 van 21 November 1958 en No. 1060 van 6 Julie 1962 van krag is vir 'n verdere tydperk van ses maande vanaf die datum van publikasie van hierdie kennisgewing.

M. VILJOEN,
Adjunk-minister van Arbeid.

No. R. 741.]

[15 May 1964.

INDUSTRIAL CONCILIATION ACT, 1956.

LAUNDRY, DRY CLEANING AND DYEING
TRADE, TRANSVAAL.

EXTENSION OF SICK BENEFIT FUND
AGREEMENT.

On behalf of the Minister of Labour, I, MARAIS VILJOEN, Deputy-Minister of Labour, hereby, in terms of sub-paragraph (i) of paragraph (a) of sub-section (4) of section forty-eight of the Industrial Conciliation Act, 1956, as amended, extend the periods fixed in Government Notices Nos. 719 and 733 of the 20th May, 1960 and 17th May, 1963, respectively, by a further period of three months.

M. VILJOEN,
Deputy-Minister of Labour.

No. R. 736.]

[15 May 1964.

The following notice is hereby republished for general information:—

No. 1973.]

[1 October 1954.

NATIVE LABOUR (SETTLEMENT OF DISPUTES)
ACT, 1953.—APPOINTMENT OF NATIVE
LABOUR OFFICERS.

It is hereby notified for general information that the Honourable the Minister of Labour has varied the appointment of certain Native labour officers in terms of section eight of the Native Labour (Settlement of Disputes) Act, 1953, as published in Government Notice No. 819 of the 30th April, 1954, by appointing the Native Labour Officer at Vereeniging for Magisterial Districts of Heilbron, Parys, Vereeniging and Vredefort and the Native Labour Officer at Bloemfontein for the Province of the Orange Free State, excluding the Magisterial Districts of Heilbron, Parys and Vredefort.

No. R. 735.]

[15 May 1964.

The following Notice is hereby republished for general information:—

No. 820.]

[30 April 1954.

NATIVE LABOUR (SETTLEMENT OF DISPUTES)
ACT, 1953.—ESTABLISHMENT OF REGIONAL
NATIVE LABOUR COMMITTEES.

I, BAREND JACOBUS SCHOEMAN, acting in terms of sub-section (1) of section four of the Native Labour (Settlement of Disputes) Act, 1953 (Act No. 48 of 1953), hereby establish the following regional Native labour committees:—

1. Johannesburg Regional Native Labour Committee: In respect of the Magisterial Districts of Johannesburg and Heidelberg:—

Address: P.O. Box 4560, Johannesburg.

2. Benoni Regional Native Labour Committee: In respect of the Magisterial Districts of Boksburg, Benoni, Brakpan, Spring, Nigel and Delmas:—

Address: Department of Labour, Private Bag, Benoni.

3. Vereeniging Regional Native Labour Committee: In respect of the Magisterial District of Vereeniging:—

Address: Department of Labour, Private Bag, Vereeniging.

4. Krugersdorp Regional Native Labour Committee: In respect of the Magisterial Districts of Roodepoort, Krugersdorp, Randfontein and Oberholzer:—

Address: P.O. Box 228, Krugersdorp.

No. R. 741.]

[15 Mei 1964.

WET OP NYWERHEIDSVERSOENING, 1956.

WASSERY-, DROOGSKOONMAAK- EN KLEURBE-
DRYF, TRANSVAAL.

VERLENGING VAN SIEKTEBYSTANDSFONDS-
OOREENKOMS.

Namens die Minister van Arbeid, verleng ek, MARAIS VILJOEN, Adjunk-minister van Arbeid, hierby kragtens subparagraaf (i) van paragraaf (a) van subartikel (4) van artikel agt-en-veertig van die Wet op Nywerheidsversoening, 1956, soos gewysig, die tydperke vasgestel in Goewermenskennisgewings Nos. 719 en 733 van onderskeidelik 20 Mei 1960 en 17 Mei 1963 met 'n verdere tydperk van drie maande.

M. VILJOEN,
Adjunk-minister van Arbeid.

No. R. 736.]

[15 Mei 1964.

Onderstaande kennisgewing word hierby vir algemene inligting herpubliseer:—

No. 1973.]

[1 Oktober 1954.

WET OP NATURELLE ARBEID (BESLEGTING
VAN GESKILLE), 1953.—AANSTELLING VAN
NATURELLE-ARBEIDSAMPTENARE.

Hierby word vir algemene inligting bekendgemaak dat Sy Edele die Minister van Arbeid die aanstelling van sekere Naturelle-arbeidsamptenare ingevolge subartikel (1) van artikel agt van die Wet op Naturelle-arbeid (Beslegting van Geskille), 1953, soos by Goewermenskennisgewing No. 819 van 30 April 1954 bekendgemaak, verander het deur die Naturelle-arbeidsamptenaar te Vereeniging, vir die magistraatsdistrikte Heilbron, Parys, Vereeniging, en Vredefort aan te stel en die Naturelle-arbeidsamptenaar te Bloemfontein, vir die Provinsie Oranje-Vrystaat, uitgesonderd die magistraatsdistrikte Heilbron, Parys en Vredefort aan te stel.

No. R. 735.]

[15 Mei 1964.

Onderstaande Kennisgewing word hierby vir algemene inligting herpubliseer:—

No. 820.]

[30 April 1954.

WET OP NATURELLE-ARBEID (BESLEGTING
VAN GESKILLE), 1953.—INSTELLING VAN
STREEKSKOMITEES VIR NATURELLE-
ARBEID.

Ek, BAREND JACOBUS SCHOEMAN, handelende kragtens die bepalings van subartikel (1) van artikel vier van die Wet op Naturelle-arbeid (Beslegting van Geskille), 1953 (Wet No. 48 van 1953), stel hierby in die volgende streekskomitees vir Naturelle-arbeid:—

1. Johannesburgse Streekskomitee vir Naturelle-arbeid: Ten opsigte van die magistraatsdistrikte Johannesburg en Heidelberg:—

Adres: Posbus 4560, Johannesburg.

2. Benonise Streekskomitee vir Naturelle-arbeid: Ten opsigte van die magistraatsdistrikte Boksburg, Benoni, Brakpan, Springs, Nigel en Delmas:—

Adres: Departement van Arbeid, Privaatsak, Benoni.

3. Vereenigingse Streekskomitee vir Naturelle-arbeid: Ten opsigte van die magistraatsdistrikte Vereeniging:—

Adres Departement van Arbeid, Privaatsak, Vereeniging.

4. Krugersdorpse Streekskomitee vir Naturelle-arbeid: Ten opsigte van die magistraatsdistrikte Roodepoort, Krugersdorp, Randfontein en Oberholzer:—

Adres: Posbus 228, Krugersdorp.

5. Germiston Regional Native Labour Committee:
In respect of the Magisterial District of Germiston:—

Address: P.O. Box 509, Germiston.

6. Pretoria Regional Native Labour Committee: In
respect of the Magisterial District of Pretoria:—

Address: P.O. Box 393, Pretoria.

7. Durban Regional Native Labour Committee: In
respect of the Magisterial Districts of Durban and
Pinetown:—

Address: P.O. Box 940, Durban.

8. East London Regional Native Labour Com-
mittee: In respect of the Magisterial Districts of East
London and King William's Town:—

Address: P.O. Box 312, East London.

9. Port Elizabeth Regional Native Labour Com-
mittee: In respect of the Magisterial Districts of Port
Elizabeth, Uitenhage and Albany:—

Address: P.O. Box 3029, Port Elizabeth.

10. Cape Town Regional Native Labour Com-
mittee: In respect of the Magisterial Districts of The
Cape, Wynberg, Bellville and Simonstown:—

Address: P.O. Box 872, Cape Town.

B. J. SCHOEMAN,
Minister of Labour.

No. R. 729.]

[15 May 1964.]

INDUSTRIAL CONCILIATION ACT, 1956, AS AMENDED.

PRINTING AND NEWSPAPER INDUSTRY.

LABOURERS' BENEFIT FUND AGREEMENT.

The following correction to Government Notice No.
R. 1996 appearing in *Government Gazette Extraordinary*
No. 681 of the 27th December, 1963, is published for
general information:—

In the English version of the Schedule:—

Substitute the word "or" for the word "on"
where it occurs for the third time in clause 17 (3).

No. R. 733.]

[15 May 1964.]

The following Proclamations are hereby republished for
general information:—

PROCLAMATIONS

BY HIS EXCELLENCY THE HONOURABLE ERNEST GEORGE
JANSEN, DOCTOR OF LAWS, GOVERNOR-GENERAL OF
THE UNION OF SOUTH AFRICA.

No. 66, 1954.]

DATE OF COMMENCEMENT.—SECTIONS NINE
TO EIGHTEEN (INCLUSIVE), TWENTY,
TWENTY-TWO TO THIRTY-THREE (INCLU-
SIVE), AND THIRTY-FIVE OF THE NATIVE
LABOUR (SETTLEMENT OF DISPUTES) ACT,
1953.

Under and by virtue of the powers vested in me by
sub-section (2) of section thirty-seven of the Native
Labour (Settlement of Disputes) Act, 1953 (Act No. 48
of 1953), I hereby declare that sections nine to eighteen,
inclusive, twenty, twenty-two to thirty-three inclusive and
thirty-five of the said Act shall come into operation on the
first day of May, 1954.

GOD SAVE THE QUEEN.

Given under my Hand and Great Seal at Cape Town
this Ninth day of April, One thousand Nine hundred and
Fifty-four.

E. G. JANSEN,
Governor-General.

By Command of His Excellency the
Governor-General-in-Council.

B. J. SCHOEMAN.

5. Germistonse Streekskomitee vir Naturelle-arbeid:
Ten opsigte van die magistraatsdistrik Germiston:—

Adres: Posbus 509, Germiston.

6. Pretoriase Streekskomitee vir Naturelle-arbeid:—
Ten opsigte van die magistraatsdistrik Pretoria:—

Adres: Posbus 393, Pretoria.

7. Durbanse Streekskomitee vir Naturelle-arbeid:
Ten opsigte van die magistraatsdistrikte Durban en
Pinetown:—

Adres: Posbus 940, Durban.

8. Oos-Londense Streekskomitee vir Naturelle-
Arbeid: Ten opsigte van die magistraatsdistrikte
Oos-Londen en King William's Town:—

Adres: Posbus 312, Oos-Londen.

9. Port Elizabeth Streekskomitee vir Naturelle-
arbeid: Ten opsigte van die magistraatsdistrikte Port
Elizabeth, Uitenhage en Albany:—

Adres: Posbus 3029, Port Elizabeth.

10. Kaapstadse Streekskomitee vir Naturelle-
arbeid: Ten opsigte van die magistraatsdistrikte Die
Kaap, Wynberg, Bellville en Simonstad:—

Adres: Posbus 872, Kaapstad.

B. J. SCHOEMAN,
Minister van Arbeid.

No. R. 729.]

[15 Mei 1964.]

WET OP NYWERHEIDSVERSOENING, 1956, SOOS GEWYSIG.

DRUK- EN NUUSBLADNYWERHEID.

ARBEIDERSHULPFONDSOOREENKOMS.

Onderstaande verbetering aan Goewermenskennis-
gewing No. R. 1996 wat in *Buitengewone Staatskoerant*
No. 681 van 27 Desember 1963 verskyn het, word vir
algemene inligting gepubliseer:—

In die Engelse teks van die Bylae:—

Vervang die woord „on” deur die woord „or”
waar dit vir die derde keer in klousule 17 (3) voor-
kom.

No. R. 733.]

[15 Mei 1964.]

Onderstaande Proklamasies word hierby vir algemene
inligting herpubliseer:—

PROKLAMASIES

VAN SY EKSELLENSIE DIE EDELE ERNEST GEORGE JANSEN,
DOKTOR IN DIE REGTE, GOEWERNEUR-GENERAAL VAN
DIE UNIE VAN SUID-AFRIKA.

No. 66, 1954.]

DATUM VAN INWERKINGTREDING.—ARTIKELS
NEGE EN TOT EN MET AGTIEN, TWINTIG,
TWE-EN-TWINTIG TOT EN MET DRIE-EN-
DERTIG EN VYF-EN-DERTIG VAN DIE WET
OP NATURELLE-ARBEID (BESLEGTING
VAN GESKILLE), 1953.

Ingevolge en kragtens die bevoegdheid my verleen by
subartikel (2) van artikel sewe-en-dertig van die Wet op
Naturelle-arbeid (Beslegting van Geskille), 1953 (Wet No.
48 van 1953), verklaar ek hierby dat artikels nege tot en
met agtien, twintig, twee-en-twintig tot en met drie-en-
dertig en vyf-en-dertig van genoemde Wet op die eerste
dag van Mei 1954 in werking sal tree.

GOD BEHOEDE DIE KONINGIN.

Gegee onder my Hand en Grootseël te Kaapstad, op
hede die Negende dag van April Eenduisend Negenhonderd
Vier-en-vyftig.

E. G. JANSEN,
Goewerneur-generaal.

Op las van Sy Eksellensie die
Goewerneur-generaal-in-rade.

B. J. SCHOEMAN.

No. 67, 1954.]

NATIVE LABOUR (SETTLEMENT OF DISPUTES) ACT 1953.—DATE OF ESTABLISHMENT OF CENTRAL NATIVE LABOUR BOARD.

Under and by virtue of the powers vested in me by sub-section (1) of section three of the Native Labour (Settlement of Disputes) Act, 1953 (Act No. 48 of 1953), I hereby declare that the Central Native Labour Board shall be established as from the first day of May, 1954.

GOD SAVE THE QUEEN.

Given under my Hand and Great Seal at Cape Town this Ninth day of April, One thousand Nine hundred and Fifty-four.

E. G. JANSEN,
Governor-General.

By Command of His Excellency the
Governor-General-in-Council.

B. J. SCHOEMAN.

No. R. 730.]

[15 May 1964.

INDUSTRIAL CONCILIATION ACT, 1956, AS AMENDED.

PRINTING AND NEWSPAPER INDUSTRY.

PENSION FUND AGREEMENT.

The following correction to Government Notice No. R. 1995 appearing in *Government Gazette Extraordinary* No. 680 of the 27th December, 1963, is published for general information:—

In the English version of the Schedule:—

Insert the word "so" immediately after the word "amount" where it occurs for the second time in clause 15.

No. R. 732.]

[15 May 1964.

INDUSTRIAL CONCILIATION ACT, 1956, AS AMENDED.

MOTOR INDUSTRY.

PENSION FUND AGREEMENT.

The following correction to Government Notice No. R. 251 appearing in *Government Gazette Extraordinary* No. 723 of the 21st February, 1964, is published for general information:—

In the Afrikaans version of the Schedule:—

Substitute the word "werknemers" for the word "werkgewers" where it occurs in clause 1 (2) (a).

No. R. 740.]

[15 May 1964.

INDUSTRIAL CONCILIATION ACT, 1956.

RENEWAL OF AGREEMENT FOR THE BREWING INDUSTRY, WITWATERSRAND.

On behalf of the Minister of Labour, I, MARAIS VILJOEN, Deputy-Minister of Labour, hereby in terms of sub-paragraph (ii) of paragraph (a) of sub-section (4) of section forty-eight of the Industrial Conciliation Act, 1956, as amended, declare the provisions of Government Notice No. 118 of the 26th January, 1962, to be effective for a further period of six months as from the date of publication of this notice.

M. VILJOEN,
Deputy-Minister of Labour.

No. 67, 1954.]

WET OP NATURELLE-ARBEID (BESLEGTING VAN GESKILLE) 1953.—DATUM VAN INSTELLING VAN SENTRALE NATURELLE-ARBEIDSRAAD.

Ingevolge en kragtens die bevoegdheid my verleen by subartikel (1) van artikel drie van die Wet op Naturelle-arbeid (Beslegting van Geskille), 1953 (Wet No. 48 van 1953), verklaar ek hierby dat die Sentrale Naturelle-arbeidsraad vanaf die eerste dag van Mei 1954 ingestel sal word.

GOD-BEHOEDE DIE KONINGIN.

Gegee onder my Hand en Grootseël te Kaapstad, op hede die Negende dag van April Eenduisend Negehoonderd Vier-en-vyftig.

E. G. JANSEN,
Goewerneur-generaal.

Op las van Sy Eksellensie die
Goewerneur-generaal-in-rade.

B. J. SCHOEMAN.

No. R. 730.]

[15 Mei 1964.

WET OP NYWERHEIDSVERSOENING, 1956, SOOS GEWYSIG.

DRUK- EN NUUSBLADNYWERHEID.

PENSIOENFONDSOOREENKOMS.

Onderstaande verbetering aan Goewermenskennisgewing No. R. 1995 wat in *Buitengewone Staatskoerant* No. 680 van 27 Desember 1963 verskyn het, word vir algemene inligting gepubliseer:—

In die Engelse teks van die Bylae:—

Voeg die woord „so” onmiddellik na die woord „amount” in waar dit vir die tweede keer in klousule 15 voorkom.

No. R. 732.]

[15 Mei 1964.

WET OP NYWERHEIDSVERSOENING, 1956, SOOS GEWYSIG.

MOTORNYWERHEID.

PENSIOENFONDSOOREENKOMS.

Onderstaande verbetering aan Goewermenskennisgewing No. R. 251 wat in *Buitengewone Staatskoerant* No. 723 van 21 Februarie 1964 verskyn het, word vir algemene inligting gepubliseer:—

In die Afrikaanse teks van die Bylae:—

Vervang die woord „werkgewers” deur die woord „werknemers” waar dit in klousule 1 - (2) (a) voorkom.

No. R. 740.]

[15 Mei 1964.

WET OP NYWERHEIDSVERSOENING, 1956.

HERNUWING VAN OOREENKOMS VIR DIE BROUNYWERHEID, WITWATERSRAND.

Namens die Minister van Arbeid, verklaar ek, MARAIS VILJOEN, Adjunk-minister van Arbeid, hierby kragtens subparagraaf (ii) van paragraaf (a) van subartikel (4) van artikel agt-en-veertig van die Wet op Nywerheidsversoening, 1956, soos gewysig, dat die bepaling van Goewermenskennisgewing No. 118 van 26 Januarie 1962 van krag is vir 'n verdere tydperk van ses maande vanaf die datum van publikasie van hierdie kennisgewing.

M. VILJOEN,
Adjunk-minister van Arbeid.

No. R. 731.]

[15 May 1964.]

INDUSTRIAL CONCILIATION ACT, 1956, AS AMENDED.

PRINTING AND NEWSPAPER INDUSTRY.

MAIN AGREEMENT.

The following corrections to Government Notice No. R. 1991 appearing in *Government Gazette Extraordinary* No. 677 of the 27th December, 1963, are published for general information:—

In the English version of the Schedule:—

CHAPTER 2.

1. Clause 6.

Substitute the figure "R13.32½" for the figure "R13.32" where it occurs under the headings "Night Work", "Area F" and "First six months" in Table 6.

2. Clause 28.

Delete this clause and substitute therefor the following new clause:—

"28. Notice of Ceasing Business.

In the event of an employer ceasing business after registering in terms of section 27 hereof, he shall notify the Secretary of the Joint Board (or the Standing Committee where no Joint Board exists) within one month of ceasing business."

In the Afrikaans version of the Schedule:—

CHAPTER 2.

Clause 28.

Delete this clause and substitute therefor the following new clause:—

"28. Kennisgewing van staking van besigheid.

Ingeval 'n werkgewer sy besigheid staak nadat hy ingevolge klousule 27 hiervan geregistreer het, moet hy die Sekretaris van die Gesamentlike Raad (of die Staande Komitee waar daar geen Gesamentlike Raad bestaan nie) binne een maand vandat hy sy besigheid gestaak het, daarvan in kennis stel."

No. R. 734.]

[15 May 1964.]

The following Notice is hereby republished for general information:—

No. 819.]

[30 April 1954.]

NATIVE LABOUR (SETTLEMENT OF DISPUTES) ACT, 1953.—APPOINTMENT OF NATIVE LABOUR OFFICERS.

It is hereby notified for general information that the Honourable the Minister of Labour has approved of the appointment of Native labour officers in terms of section eight (1) of the Native Labour (Settlement of Disputes) Act, 1953, in respect of the following areas:—

1. The Johannesburg Inspectorate.

(a) For the Magisterial Districts of Benoni, Boksburg, Brakpan, Delmas, Nigel and Springs:—

Address: Native Labour Officer, c/o Department of Labour, Private Bag, Benoni.

(b) For the Magisterial District of Vereeniging:—

Address: Native Labour Officer, c/o Department of Labour, Private Bag, Vereeniging.

(c) For the Magisterial Districts of Krugersdorp, Oberholzer, Randfontein and Roodepoort:—

Address: Native Labour Officer, c/o Department of Labour, P.O. Box 228, Krugersdorp.

No. R. 731.]

[15 Mei 1964.]

WET OP NYWERHEIDSVERSOENING, 1956, SOOS GEWYSIG.

DRUK- EN NUUSBLADNYWERHEID.

HOOFDOORENKOMS.

Onderstaande verbeterings aan Goewermentskennisgewing No. R. 1991 wat in *Buitengewone Staatskoerant* No. 677 van 27 Desember 1963 verskyn het, word vir algemene inligting gepubliseer:—

In die Engelse teks van die Bylae:—

HOOFSTUK 2.

1. Klousule 6.

Vervang die syfer „R13.32” deur die syfer „R13.32½” waar dit onder die opskrifte „Night Work”, „Area F” en „First six months” in Tabel 6 voorkom.

2. Klousule 28.

Skrap hierdie klousule en vervang dit deur die volgende nuwe klousule:—

„28. Notice of Ceasing Business.

In the event of an employer ceasing business after registering in terms of section 27 hereof, he shall notify the Secretary of the Joint Board (or the Standing Committee where no Joint Board exists) within one month of ceasing business."

In die Afrikaanse teks van die Bylae:—

HOOFSTUK 2.

Klousule 28.

Skrap hierdie klousule en vervang dit deur die volgende nuwe klousule:—

„28. Kennisgewing van staking van besigheid.

Ingeval 'n werkgewer sy besigheid staak nadat hy ingevolge klousule 27 hiervan geregistreer het, moet hy die Sekretaris van die Gesamentlike Raad (of die Staande Komitee waar daar geen Gesamentlike Raad bestaan nie) binne een maand vandat hy sy besigheid gestaak het, daarvan in kennis stel."

No. R. 734.]

[15 Mei 1964.]

Onderstaande kennisgewing word hierby vir algemene inligting herpubliseer:—

No. 819.]

[30 April 1954.]

WET OP NATURELLE-ARBEID (BESLEGTING VAN GESKILLE), 1953.—AANSTELLING VAN NATURELLE-ARBEIDSAMPTENARE.

Hierby word vir algemene inligting bekendgemaak dat Sy Edele die Minister van Arbeid die aanstelling van Naturelle-arbeidsamptenare kragtens die bepalings van artikel agt (1) van die Wet op Naturelle-arbeid (Beslegting van Geskille), 1953, ten opsigte van die volgende gebiede goedgekeur het:—

1. Die Johannesburgse inspektoraat.

(a) Vir die magistraatsdistrikte Benoni, Boksburg, Brakpan, Delmas, Nigel en Springs:—

Adres: Die Naturelle-arbeidsamptenaar, p.a. Die Departement van Arbeid, Privaatsak, Benoni.

(b) Vir die magistraatsdistrik Vereeniging:—

Adres: Naturelle-arbeidsamptenaar, p.a. Departement van Arbeid, Privaatsak, Vereeniging.

(c) Vir die magistraatsdistrikte Krugersdorp, Oberholzer, Randfontein en Roodepoort:—

Adres: Naturelle-arbeidsamptenaar, p.a. Departement van Arbeid, Posbus 228, Krugersdorp.

(d) For the Magisterial District of Germiston:—

Address: Native Labour Officer, c/o
Department of Labour, P.O. Box 509,
Germiston.

(e) For the Magisterial Districts of Amersfoort, Bethal, Bloemhof, Christiana (Transvaal), Delareyville, Ermelo, Heidelberg (Transvaal), Johannesburg, Klerksdorp, Lichtenburg, Piet Retief, Potchefstroom, Schweizer-Reneke, Standerton, Ventersdorp, Volksrust, Wakkerstroom and Wolmaransstad:—

Address: Native Labour Officer, c/o
Department of Labour, P.O. Box 4560,
Johannesburg.

2. The Pretoria Inspectorate.

For the Magisterial Districts of Barberton, Belfast, Brits, Bronkhorstspuit, Carolina, Groblersdal, Letaba, Lydenburg, Marico, Middelburg (Transvaal), Nelspruit, Pietersburg, Pilgrims' Rest, Potgietersrus, Pretoria, Rustenburg, Sibasa, Warmbaths, Waterberg, Witbank and Soutpansberg:—

Address: Native Labour Officer, c/o Department
of Labour, P.O. Box 393, Pretoria.

3. The Durban Inspectorate.

(a) For the Magisterial Districts of Camperdown, Ixopo, Impendle, Kranskop, Lion's River, New Hanover, Pietermaritzburg, Polela, Richmond, Umvoti and Underberg:—

Address: Native Labour Officer, c/o
Department of Labour, P.O. Box 355,
Pietermaritzburg.

(b) For the remainder of the Province of Natal and the Magisterial Districts of Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie and Umzimkulu:—

Address: Native Labour Officer, c/o
Department of Labour, P.O. Box 940,
Durban.

4. The East London Inspectorate.

For the Magisterial Districts of Albert, Aliwal North, Barkly East, Butterworth, Cathcart, East London, Elliot, Elliotdale, Engcobo, Fort Beaufort, Glen Grey, Herschel, Idutywa, Indwe, Kentani, Keiskammahoe, King William's Town, Komga, Lady Grey, Libode, Maclear, Middelburg, Molteno, Mqanduli, Mount Fletcher, Mount Frère, Ngqeleni, Ngamakwe, Peddie, Port St. Johns, Queenstown, Qumbu, St. Marks, Sterkstroom, Stockenström, Stutterheim, Tarka, Tsomo, Tsolo, Umtata, Victoria East, Willowvale, Wodehouse and Xalanga:—

Address: Native Labour Officer, c/o Department
of Labour, P.O. Box 312, East London.

5. The Port Elizabeth Inspectorate.

For the Magisterial Districts of Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Colesberg, Cradock, Graaff-Reinet, Hanover (Cape), Humansdorp, Jansenville, Maraisburg, Middelburg (Cape), Murraysburg, Pearston, Port Elizabeth, Richmond (Cape), Somerset East, Steynsburg, Steytlerville, Uitenhage, Venterstad, and Willowmore:—

Address: Native Labour Officer, c/o Department
of Labour, P.O. Box 3029, Port Elizabeth.

6. The George Inspectorate.

For the Magisterial Districts of Calitzdorp, George, Knysna, Mossel Bay, Oudtshoorn, Riversdale and Uniondale:—

Address: Native Labour Officer, c/o Department
of Labour P.O. Box 253, George.

(d) Vir die magistraatsdistrik Germiston:—

Adres: Naturelle-arbeidsamptenaar, p.a.
Die Departement van Arbeid, Posbus 509,
Germiston.

(e) Vir die magistraatsdistrikte Amersfoort, Bethal, Bloemhof, Christiana (Transvaal), Delareyville, Ermelo, Heidelberg (Transvaal), Johannesburg, Klerksdorp, Lichtenburg, Piet Retief, Potchefstroom, Schweizer-Reneke, Standerton, Ventersdorp, Volksrust, Wakkerstroom en Wolmaransstad:—

Adres: Die Naturelle-arbeidsamptenaar,
p.a. Die Departement van Arbeid, Posbus
4560, Johannesburg.

2. Die Pretoriase inspektoraat.

Vir die magistraatsdistrikte Barberton, Belfast, Brits, Bronkhorstspuit, Carolina, Groblersdal, Letaba, Lydenburg, Marico, Middelburg (Transvaal), Nelspruit, Pietersburg, Pelgrimsrus, Potgietersrus, Pretoria, Rustenburg, Sibasa, Warmbad, Waterberg, Witbank en Soutpansberg:—

Adres: Die Naturelle-arbeidsamptenaar, p.a.
Die Departement van Arbeid, Posbus 393,
Pretoria.

3. Die Durbanse inspektoraat.

(a) Vir die magistraatsdistrikte Camperdown, Ixopo, Impendle, Kranskop, Lionsrivier, New Hanover, Pietermaritzburg, Polela, Richmond, Umvoti en Underberg:—

Adres: Die Naturelle-arbeidsamptenaar,
p.a. Die Departement van Arbeid, Posbus
335, Pietermaritzburg.

(b) Vir die oorblywende gedeelte van die Provinsie van Natal en vir die magistraatsdistrikte van Bizana, Flagstaff, Lusikisiki, Matatiele, Mount Ayliff, Mount Currie en Umzimkulu:—

Adres: Die Naturelle-arbeidsamptenaar,
p.a. Die Departement van Arbeid, Posbus
940, Durban.

4. Die Oos-Londense inspektoraat.

Vir die magistraatsdistrikte Albert, Aliwal-Noord, Barkly-Oos, Butterworth, Cathcart, Elliot, Elliotdale, Engcobo, Fort Beaufort, Glen Grey, Herschel, Idutywa, Indwe, Kentani, Keiskammahoe, King William's Town, Komga, Lady Grey, Libode, Maclear, Middelburg, Molteno, Mqanduli, Mount Fletcher, Mount Frère, Ngqeleni, Ngamakwe, Oos-Londen, Peddie, Port St. Johns, Queenstown, Qumbu, St. Marks, Sterkstroom, Stockenström, Stutterheim, Tarka, Tsomo, Tsolo, Umtata, Victoria-Oos, Willowvale, Wodehouse en Xalanga:—

Adres: Die Naturelle-arbeidsamptenaar, p.a.
Departement van Arbeid, Posbus 312, Oos-Londen.

5. Die Port Elizabethse inspektoraat.

Vir die magistraatsdistrikte Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Colesberg, Cradock, Graaff-Reinet, Hanover (Kaap), Humansdorp, Jansenville, Maraisburg, Middelburg (Kaap), Murraysburg, Pearston, Port Elizabeth, Richmond (Kaap), Somerset-Oos, Steynsburg, Steytlerville, Uitenhage, Venterstad en Willowmore:—

Adres: Die Naturelle-arbeidsamptenaar, p.a.
Die Departement van Arbeid, Posbus 3029, Port
Elizabeth.

6. Die Georgese inspektoraat.

Vir die magistraatsdistrikte Calitzdorp, George, Knysna, Mosselbaai, Oudshoorn, Riversdale en Uniondale:—

Adres: Die Naturelle-arbeidsamptenaar, p.a.
Die Departement van Arbeid, Posbus 253, George.

7. The Cape Town Inspectorate.

For the Magisterial Districts of Beaufort West, Bellville, Bredasdorp, Caledon, Calvinia, The Cape, Carnarvon, Ceres, Clanwilliam, Fraserburg, Heidelberg (Cape), Hopefield, Ladismith (Cape), Laingsburg, Malmesbury, Montagu, Namaqualand, Paarl, Piketberg, Prince Albert, Robertson, Simonstown, Somerset West, Stellenbosch, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria West, Wellington, Williston, Worcester and Wynberg:—

Address: Native Labour Officer, c/o Department of Labour, P.O. Box 872, Cape Town.

8. The Bloemfontein Inspectorate.

For the Province of the Orange Free State:—

Address: Native Labour Officer, c/o Department of Labour, P.O. Box 522, Bloemfontein.

9. The Kimberley Inspectorate.

For the Magisterial Districts of Barkly West, Britstown, De Aar, Gordonia, Hay, Herbert, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Philipstown, Postmasburg, Prieska, Taung, Vryburg and Warrenton:—

Address: Native Labour Officer, c/o Department of Labour, P.O. Box 332, Kimberley.

7. Die Kaapstadse inspektoraat.

Vir die magistraatsdistrikte Beaufort-Wes, Bellville, Bredasdorp, Caledon, Calvinia, Carnarvon, Ceres, Clanwilliam, Fraserburg, Heidelberg (Kaap), Hopefield, Die Kaap, Ladismith (Kaap), Laingsburg, Malmesbury, Montagu, Namakwaland, Paarl, Piketberg, Prins Albert, Robertson, Simonstad, Somerset-Wes, Stellenbosch, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria-Wes, Wellington, Williston, Worcester en Wynberg:—

Adres: Die Naturelle-arbeidsamptenaar, p.a. Departement van Arbeid, Posbus 872, Kaapstad.

8. Die Bloemfonteinse inspektoraat.

Vir die Provinsie van die Oranje-Vrystaat:—

Adres: Die Naturelle-arbeidsamptenaar, p.a. Die Departement van Arbeid, Posbus 522, Bloemfontein.

9. Die Kimberleyse inspektoraat.

Vir die magistraatsdistrikte Barkly-Wes, Britstown, De Aar, Gordonia, Hay, Herbert, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Philipstown, Postmasburg, Prieska, Taung, Vryburg en Warrenton:—

Adres: Die Naturelle-arbeidsamptenaar, p.a. Die Departement van Arbeid, Posbus 332, Kimberley.

DEPARTMENT OF JUSTICE.

No. R. 739.]

[15 May 1964.

PUBLICATION OF PARTICULARS IN TERMS OF SECTION *TEN TER* OF THE SUPPRESSION OF COMMUNISM ACT, 1950 (ACT No. 44 OF 1950), AS AMENDED.

The Minister of Justice has, by virtue of the powers vested in him by section *ten ter* of the Suppression of Communism Act, 1950 (Act No. 44 of 1950), as amended, approved the publication in the *Government Gazette* of the undermentioned particulars of notices issued in terms of sub-section (1) of section *nine* of the said Act whereby the undermentioned persons were prohibited from attending gatherings:—

DEPARTEMENT VAN JUSTISIE.

No. R. 739.]

[15 Mei 1964.

AFKONDIGING VAN BESONDERHEDE INGEVOLGE ARTIKEL *TEN TER* VAN DIE WET OP DIE ONDERDRUKKING VAN KOMMUNISME, 1950 (WET No. 44 VAN 1950), SOOS GEWYSIG.

Die Minister van Justisie het kragtens die bevoegdheid hom verleen by artikel *tien ter* van die Wet op die Onderdrukking van Kommunisme, 1950 (Wet No. 44 van 1950), soos gewysig, sy goedkeuring geheg aan die afkondiging in die *Staatskoerant* van onderstaande besonderhede van kennisgewings wat ingevolge subartikel (1) van artikel *nege* van genoemde Wet uitgereik is en waarby ondergenoemde persone verbied is om byeenkomste by te woon:—

Name. <i>Naam.</i>	Address mentioned in notice. <i>Adres in kennisgewing vermeld.</i>	Date on which notice was delivered. <i>Datum waarop kennisgewing oorhandig is.</i>	Date on which notice expires. <i>Datum waarop kennisgewing verstryk.</i>
Brecker, Karl Thomas.....	338 Ascot Road/-weg, Nancefield, Johannesburg.....	15/4/64	31/3/69
Ferrus, John Marinus alias Hennie.....	14 Hamner Street/-straat, Worcester.....	5/4/64	31/3/69
Loots, Hermanus Gabriel alias Harry.....	446 Main Road/-weg, Kliptown, Johannesburg.....	16/4/64	31/3/69
Madikizela, Cameron Mbulelo alias Ganuza..	179 Mofolo North/-Noord, Johannesburg.....	15/4/64	31/3/69
Seheri, Thekiso John.....	918a Emdeni Location/-lokasie, Johannesburg.....	15/4/64	31/3/69

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Koop Nasionale Spaarsertifikate

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SCHEDULE.

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (NATAL).

AGREEMENT

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

Natal Clothing Manufacturers' Association

(hereinafter called "the employers" or "the employers' organization"), on the one part, and the

Garment Workers' Industrial Union (Natal)

(hereinafter called "the employees" or "trade union"), of the other part,

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

1. SCOPE OF APPLICATION OF AGREEMENT.

(a) The terms of this Agreement shall be observed in the Magisterial Districts of Durban, Pinetown, Inanda, Pietermaritzburg and Lower Tugela by all employers who are members of the employers' organisation and are engaged in the Clothing Industry and by all employees who are members of the trade union and are employed in that Industry.

(b) Notwithstanding the provisions of sub-clause (a) the terms of this Agreement shall only apply in respect of employees for whom wages are prescribed in clause 4.

2. PERIOD OF OPERATION OF AGREEMENT.

This Agreement shall come into operation on such date as may be specified by the Minister of Labour, in terms of section forty-eight of the Act, and shall remain in force for three years or for such period as may be determined by him.

3. DEFINITIONS.

Any terms used in this Agreement which are defined in the Act shall have the same meaning as in that Act. Any reference to an Act includes any amendments of such Act, and, unless the contrary intention appears, words importing the masculine gender shall include females; further, unless inconsistent with the context—

"Act" means the Industrial Conciliation Act, 1956, as amended; "assistant storeman" means an employee other than a labourer, who, under the supervision of a storeman, assists in issuing or receiving goods;

"automatic hydraulic hat presser" means an employee using an automatic hydraulic hat press used solely for shaping hats;

"belt man" means an employee other than a learner mechanic, engaged in fixing machine belts, oiling bearings, filling oil cans and similar work and assisting the establishment's mechanic;

"bobbin winder" means an employee engaged in issuing cottons and/or winding bobbins with a bobbin winder;

"boiler attendant" means an employee who, under the supervision of a foreman or factory manager, is responsible for maintaining the water level and steam pressure of a boiler in an establishment, and who may stoke, rake, slice and draw the fire in such boiler;

"cardboard box maker" means an employee engaged in operating a cardboard box-making machine;

"cleaner" means an employee engaged in cutting or trimming off loose ends of cotton left on the garments by previous operators;

"Clothing Industry" or "Industry", without in any way limiting the ordinary meaning of the expression, means the Industry in which employers and employees are associated for the making of all classes of tweed and linen hats, caps, millinery ties, belts, braces, suspenders, brassieres, corsetry, and all classes of outer and under garments, including knitted garments, shirts, collars, pyjamas and other night wear and underclothing, and all operations incidental thereto and consequent thereon carried on by such employers and any of their employees, but does not include retail dressmaking, retail millinery or the making of tailored outer garments to the measurement of individual persons, but includes the making of tailored outer garments for the execution of special measure orders from dealers whose customers' measurements are taken by or on the responsibility of such dealers, and the making of all classes of garments, including quantity production tailoring made to the order of any Department of State, Provincial Administration, the S.A.R. & H. and Airways, or local authorities;

"coat-turner" means an employee engaged on turning coat facings out after machining;

"Council" means the Industrial Council for the Clothing Industry (Natal), registered in terms of the Industrial Conciliation Act, 1924, and deemed to be registered in terms of section nineteen of the Act;

"cutter, first grade", means an employee in charge of a cutting department of an establishment who is engaged on drafting patterns or chalking of patterns on to the cloth (excluding millinery);

BYLAE.

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID (NATAL).

OOREENKOMS

ingevoelge die bepalings van die Wet op Nywerheidsversoening, 1956, soos gewysig, aangegaan deur en tussen die

Natal Clothing Manufacturers Association

(hieronder „die werkgewers” of „die werkgewersorganisasie” genoem), aan die een kant, en die

Garment Workers' Industrial Union (Natal)

(hieronder „die werknemers” of „die vakvereniging” genoem), aan die ander kant,

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

1. TOEPASSINGSBESTEK VAN OOREENKOMS.

(a) Die bepalings van hierdie Ooreenkoms moet in die landdrosdistrikte Durban, Pinetown, Inanda, Pietermaritzburg en Onder-Tugela nagekom word deur alle werkgewers wat lid van die werkgewersorganisasie is en wat die Klerasienywerheid uitoefen en deur alle werknemers wat lid van die vakvereniging is en in daardie nywerheid in diens is.

(b) Ondanks die bepalings van subklousule (a) is die bepalings van hierdie Ooreenkoms slegs van toepassing ten opsigte van werknemers vir wie lone in klousule 4 voorgeskryf word.

2. GELDIGHEIDSDUUR VAN OOREENKOMS.

Hierdie Ooreenkoms tree in werking op dié datum wat deur die Minister van Arbeid ingevoelge die bepalings van artikel agt-en-veertig van die Wet bepaal word en bly van krag vir drie jaar of vir sodanige tydperk as wat hy bepaal.

3. WOORTOMSKRYWINGS.

Alle uitdrukkings wat in hierdie Ooreenkoms gebesig word en in die Wet omskryf is, het dieselfde betekenis as in die Wet. Verwysings na 'n Wet sluit enige wysiging van die Wet in en tensy 'n ander bedoeling blyk, sluit woorde wat die manlike geslag aandui vrouens in; voorts tensy dit strydig met die samehang is, beteken—

„Wet” die Wet op Nywerheidsversoening, 1956, soos gewysig; „assistent-stoorman” 'n werknemer, uitgesonderd 'n arbeider, wat onder toesig van 'n stoorman help om goedere uit te reik of te ontvang;

„hoedeperser wat met outomatiese hidrouliese hoedeperser werk” 'n werknemer wat 'n outomatiese hidrouliese hoedeperser gebruik wat uitsluitend vir die fatsoeneer van hoede bedoel is;

„dryfbandversorger” 'n werknemer uitgesonderd 'n leerling-werktuigkundige wat dryfbande van masjiene heelmaak, laers olie, oliekanne vul en soortgelyke werk doen en die werktuigkundige van die inrigting bystaan;

„spoelopdraaier” 'n werknemer wat gare uitreik en/of spoel met 'n spoelopdraaier vol gare draai;

„ketelbediener” 'n werknemer wat onder toesig van 'n voorman of fabrieksbestuurder verantwoordelik is om die waterstand en stoomdruk van 'n stoomketel in 'n inrigting in stand te hou en wat die vuur in die ketel kan stook, hark, opbreek en trek;

„kartondoosmaker” 'n werknemer wat 'n kartondoosvervaardigingmasjien bedien;

„afknipper” 'n werknemer wat los draadjes gare wat deur vorige werkers aan die kledingstukke gelaat word, afknip of afwerk;

„klerasienywerheid” of „nywerheid” sonder om die gewone betekenis van die uitdrukking op enige wyse te beperk, die nywerheid waarin werkgewers en werknemers geassosieer is vir die vervaardiging van alle nuwe of tweedehandse soorte tweed- en linnehoede, pette, dameshoede, dassie, gordels, kruisbande, kousophouers, buustelyfies, korsette en alle soorte bo- en onderklere, met inbegrip van gebreide kledingstukke, hemde, boordjies, slaappakke en ander nag- en onderklere, en alle werksaamhede wat daarmee saamgaan en daaruit volg wat deur sodanige werkgewers en enige van hulle werknemers uitgevoer word, maar dit sluit nie modemakery of hoedemakery vir die kleinhandel of die vervaardiging van snyersboklere volgens die mate van individuele persone in nie, maar sluit die vervaardiging van snyersboklere in vir die uitvoering van bestellings van handelaars op spesiale mate van hulle klante wie se mate deur of op verantwoordelikheid van die handelaars geneem is, en die vervaardiging van alle klasse kledingstukke, met inbegrip van snyersklere wat in hoeveelhede gemaak word volgens die bestelling van enige Staatsdepartement, Provinsiale Administrasie, die S.A.S. en H. en Lugdiens, of plaaslike besture;

„baadjieomkeerder” 'n werknemer wat baadjiebelegsels omkeer nadat dit met die masjiene gewerk is;

„Raad” die Nywerheidsraad vir die Klerasienywerheid (Natal), wat ingevoelge die bepalings van die Nijverheid Verzoenings Wet, 1924, geregistreer is, en wat beskou word dat dit ingevoelge artikel negentien van die Wet geregistreer is;

„snyer, eerste graads,” 'n werknemer wat in beheer is van 'n snyafdeling van 'n inrigting wat patrone ontwerp of dit met krypt op die materiaal afmerk (met uitsondering van dameshoede);

"cutter, second grade", means an employee other than a "cutter, first grade", who is employed in cutting out garments (excluding millinery);

"conveyor" or "conveyor belt" means a special machine used for the purpose of conveying articles, or shirts and/or clothing from one employee to another on an automatic moving belt;

"dealer" means a person holding a licence under item 11 of the second Schedule of the Licences Consolidation Act, 1925;

"despatch packer" means an employee who under the supervision of a foreman, forewomen or clerical employee, is wholly or mainly engaged in making up orders and in packing goods for transport or delivery in or in connection with the despatch department of an establishment;

"District 1" means the Magisterial District of Durban, Pinetown and Inanda;

"District 2" means the Magisterial Districts of Pietermaritzburg and lower Tugela;

"earnings" means the total remuneration due to an employee for the time actually worked;

"establishment" means any place in which any operation in connection with the Clothing Industry is carried on;

"experience" means the total period of employment an employee has had in the Bespoke Tailoring and/or the Clothing Industry, whether within the Republic of South Africa or elsewhere, in any capacity other than as a labourer, belt man, boiler attendant, despatch packer, assistant storeman, traveller's driver, cardboard box maker, driver of a motor vehicle, or a mechanic, and should include:—

(a) In the case of a clerical employee, all periods of employment which such employee has had as a clerical employee irrespective of the trade, industry or undertaking in which such experience was gained.

(b) In the case of a retail or private dressmaker seeking employment in the Clothing Industry in a capacity other than that of a clerk, traveller, labourer, mechanic, belt man, boiler attendant or driver of a vehicle, one-half of his total experience as a retail or private dressmaker.

(c) In the case of a presser, ironer, and/or folder who has been in the Laundry Trade, seeking employment as a presser, ironer and/or folder in the Clothing Industry, one-half of his total experience in the Laundry Trade.

(d) In the case of all other employees training in any work similar to that for which wages are prescribed in this Agreement, obtained in a trade school, or similar institution, before or subsequent to the date of commencement of this Agreement.

"folder" means an employee engaged on folding garments;

"foreman/forewomen" means an employee who carries the responsibility for the correct and efficient execution of the work entrusted to his/her care in a factory or a department of a factory;

"hatsprayer" means an employee engaged on spray painting hats;

"hourly wage" means in the case of:—

(i) an employee wholly or mainly engaged in the despatch, delivery or receipt of goods, drivers of vehicles, labourers, mechanics and employees wholly or mainly engaged in supervising the work of such employees, office employees and salaried employees engaged in a managerial capacity, the weekly wage divided by 45; and

(ii) all other employees, the weekly wage divided by 42½;

"labourer" means a employee who is engaged in one or more of the following occupations:—

(a) Cleaning premises, vehicles, animals or machinery;

(b) loading or unloading goods;

(c) carrying or stacking goods;

(d) closing cartons, nailing up packing cases or sewing up bales or, under the supervision of a despatch packer or clerical employee, parcelling goods;

(e) delivering letters, messages or goods on foot or by means of a foot or hand-propelled vehicle;

(f) making or maintaining fires, or removing refuse or ashes;

(g) preparing and/or serving tea;

(h) guarding premises (night watchman);

(i) Driving animal-drawn vehicles;

(j) mixing rubber solution for rubberized garments;

"layer-up" means an employee engaged in laying up materials preparatory to cutting;

"learner" means an employee whose period or periods of employment does not entitle him to be paid the qualified wage prescribed in clause 41 (A) and (B) for an employee of his class;

"knitted garments" means the making of knitted garments, or the making of garments from knitted materials;

"marker" means an employee engaged in marking the position of pockets, buttons and/or button-holes;

"snyer, tweedegraads," 'n werknemer uitgesonderd 'n „snyer eerste graads", wat kledingstukke uitsny (met uitsondering van dameshoeft);

"vervoerder" of „vervoerband" 'n spesiale masjien wat gebruik word om voorwerpe of hemde en/of kledingstukke op 'n outomatiese bewegende band van die een werknemer na die ander te vervoer;

"handelaar" 'n persoon in besit van 'n lisensie ingevolge item 11 van die Tweede Bijlage van die Licenties Konsolidatie Wet, 1925;

"versendingsverpakker" 'n werknemer wat onder toesig van 'n voorman, voorvrou of klerklike werknemer uitsluitlik of hoofsaaklik bestellings opmaak en goedere inpak vir vervoer of aflewering in of in verband met die versendingsafdeling van 'n inrigting;

"distrik 1" die landdrosdistrikte Durban, Pinetown en Inanda; "distrik 2" die landdrosdistrikte Pietermaritzburg en Onder-Tugela;

"verdienste" die totale besoldiging, uitgesonderd die lewenskostetoelae, wat 'n werknemer toekom vir die tyd wat werklik gewerk is;

"inrigting" 'n plek waarin werk in verband met die klerasiemyerheid verrig word;

"ondervinding" die totale dienstydsperk van 'n werknemer in die kleremakery-op-maat- en/of in die klerasiemyerheid hetsy binne die Republiek van Suid-Afrika of elders, in enige hoedanigheid, uitgesonderd as arbeider, dryfbandversorger, ketelbediener, versendingsverpakker, assistent-stoorman, handelsreisiger se bestuurder, kartondoosmaker, motorvoertuigbestuurder of 'n werktuigkundige, en sluit die volgende in:—

(a) In die geval van 'n klerklike werknemer, alle tydperke diens wat sodanige werknemer gehad het as 'n klerklike werknemer, ongeag die bedryf, nywerheid of onderneming waarin hierdie ondervinding opgedoen is.

(b) In die geval van 'n modemaker in die kleinhandel of in 'n private hoedanigheid, wat werk soek in die klerasiemyerheid in 'n hoedanigheid uitgesonderd dié van 'n klerk, handelsreisiger, arbeider werktuigkundige, dryfbandversorger, ketelbediener of motorvoertuigbestuurder, die helfte van sy totale ondervinding as 'n modemaker in die kleinhandel of in 'n private hoedanigheid.

(c) In die geval van 'n perser, stryker en/of opvouer wat in die wasserybedryf was, wat in die klerasiemyerheid werk soek as 'n perser, stryker en/of opvouer in die klerasiemyerheid, die helfte van sy totale ondervinding in die wasserybedryf.

(d) In die geval van alle ander werknemers, opleiding wat voor of na die datum waarop hierdie Ooreenkoms in werking tree, in enige werk wat soortgelyk is aan dié waarvoor lone in hierdie Ooreenkoms voorgeskryf is in 'n ambagskool of soortgelyke inrigting ontvang is;

"opvouer" 'n werknemer wat kledingstukke opvou;

"voorman/voorvrou" 'n werknemer wat die verantwoordelikheid dra vir die juiste en doeltreffende uitvoering van die werk wat in 'n fabriek of 'n afdeling van 'n fabriek aan sy/haar sorg toevertrou is;

"hoedespuiverwer" 'n werknemer wat hoede met spuitverf behandel;

"uurloon" in die geval van—

(i) 'n werknemer wat uitsluitlik of hoofsaaklik goedere versend, aflewer of ontvang, voertuigbestuurders, arbeiders, werktuigkundiges en werknemers wat uitsluitlik of hoofsaaklik toesig hou oor die werk van hierdie werknemers, kantoorwerkers en gesalarieerde werknemers in 'n bestuurshoedanigheid, die weekloon gedeel deur 45; en

(ii) alle ander werknemers, die weekloon gedeel deur 42½;

"arbeider" 'n werknemer wat een of meer van onderstaande werksaamhede verrig:—

(a) Persels, voertuie, diere of masjinerie skoonmaak;

(b) goedere laai of aflaai;

(c) goedere dra of stapel;

(d) kartonne toemaak, pakkiste toespyker of bale toewerk, of onder toesig van 'n versendingsverpakker of klerklike werknemer goedere in pakkies opmaak;

(e) briewe, boodskappe of goedere te voet of met 'n voet- of handvoertuig aflewer;

(f) vure maak of aan die brand hou, of vullis of as verwyder;

(g) tee maak en/of bedien;

(h) persels bewaak (nagwag);

(i) dierevoertuie bestuur;

(j) rubberoplossing vir rubberbehandelde kledingstukke aanmaak;

"laemaker" 'n werknemer wat die materiaal in lae rangskik om gesny te word;

"leerling" 'n werknemer wat nie geregtig is op die loon vir gekwalifiseerdes wat in klousule 4 (1) (A) en (B) voorgeskryf word vir 'n werknemer van sy klas nie, weens die tydperk of tydperke van sy diens;

"gebreide kledingstukke" die vervaardiging van gebreide kledingstukke, of die vervaardiging van kledingstukke van gebreide materiaal;

"afmerker" 'n werknemer wat die plekke van sakke, knope en/of knoopsgate afmerk;

- "machanic" means an employee engaged on installation, repair and maintenance of boilers and machinery;
- "military training" means continuous compulsory training which an employee is required to undergo in terms of the Defence Act, 1957, as amended, but does not include any training he may elect to undergo in terms of section twenty-three of the said Act, nor any other training or service for which he volunteers or which he elects to undergo;
- "monthly wage" means the weekly wage multiplied by four and one-third;
- "motor vehicle driver" or "driver of a motor vehicle" means an employee engaged in driving a motor vehicle and for the purpose of this definition "driving a motor vehicle" is deemed to include 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 on duty in readiness to drive;
- "night shift" means any period of work performed in an establishment the major portion of which falls between the hours of 6 p.m. and 6 a.m.;
- "office employee" means an employee wholly or mainly employed in an establishment as a typist, bookkeeper, salesman, or invoice, correspondence, wage, general or despatch clerk;
- "office employee, male, qualified" means a male office employee who has had not less than six years' experience;
- "office employee, female, qualified" means a female office employee who has had not less than four years' experience;
- "office employee, male, unqualified" means a male office employee who has had less than six years' experience;
- "office employee, female, unqualified" means a female office employee who has had less than four years' experience;
- "packer" means an employee engaged in packing garments into boxes or other suitable wrappings or tying them into bundles prior to their being sent to the despatch department;
- "patent turner" means an employee engaged on turning out or over the edges of collars, facings, bands, cuffs, pockets and/or flaps whether by hand or machine;
- "piece-work" means any system by which earnings are calculated upon the quantity or output of work performed;
- "pinner" means an employee engaged solely in pinning shirts or other garments;
- "plain sewer" means an employee engaged solely in performing by hand one or more of the following operations:—
Tacking permanent turn-ups; tacking waistband linings; sewing on hooks and eyes, tickets and/or press studs; fastening catch in tops of trousers; sewing on buttons; making and sewing on hangers; felling crutch linings in trousers, felling bottoms and waist-band linings, and various odds and ends of sewing; felling necks of vests; fastening edge stays and odds and ends of sewing; felling bottoms of linings or seams of same already basted into position, felling binding, fastening facings inside already basted in position;
- "premium" means, without in any way limiting the ordinary meaning of the term, any consideration of whatever nature given in return for the training of an employee;
- "presser" means an employee employed in pressing the finished garment by hand or machine;
- "qualified employee" means in relation to an employee in the Industry, an employee other than a learner, labourer, driver of motor vehicle, belt man, boiler attendant, despatch packer, assistant storeman, traveller's driver and a cardboard box maker;
- "rates" means piece work rates or rates of payment for over-time;
- "retail dressmaking" means the making of single garments for girls and women to the measurement of individual persons, not as special measure orders from dealers whose customers' measurements are taken by or on the responsibility of such dealers;
- "retail millinery" means the making of hats in shops for sale in such shops and the making of hats to the measurements of individual persons;
- "shaper" means a male or female employee engaged in shaping the lapels and collars of coats preparatory to under-basting;
- "short-time" means working time that is reduced below the usual number of working hours in the establishment when such reduction is due to slackness of work or the exigencies of the Industry;
- "sloper" means an employee engaged on marking or trimming the shape of the necks in the shirt section, preparatory to other operations;
- "sorter" means an employee engaged in sorting out garments or parts of garments for the various operations;
- "stamper" means an employee engaged in stamping the sizes or identity work numbers on garments or parts of garments, or on any article connected with packaging or despatching of garments;
- "storeman" means an employee in charge of the main stock room of an establishment;
- "task work" means the setting by an employer or his representative to an employee of a definite number of garments or portions of garments to be made up by such employee in a specified time;

- "werktuigkundige" 'n werknemer wat stoomketels en masjinerie installeer, heelmaak en onderhou;
- "militêre opleiding" ononderbroke verpligte opleiding wat 'n werknemer kragtens die Verdedigingswet, 1957, soos gewysig, moet ondergaan, maar uitgesonderd opleiding wat hy moontlik ingevolge artikel drie-en-twintig van dié Wet verkies om mee te maak of enige ander opleiding of diens waarvoor hy hom vrywillig aanmeld of wat hy verkies om mee te maak;
- "maandloon" die weekloon vermenigvuldig met vier en een-derde;
- "motorvoertuigbestuurder" of "bestuurder van 'n motorvoertuig" 'n werknemer wat 'n motorvoertuig bestuur en vir die toepassing van hierdie woordskrywing word dit beskou dat by "n motorvoertuig bestuur" inbegrepe is alle tydperke wat daar bestuur word en enige tyd wat die bestuurder aan die voertuig of die vrag bestee en alle tydperke wat hy verplig word om aan diens te bly gereed om te bestuur;
- "nagskof" enige tydperk van werk wat in 'n inrigting deurgebring word, waarin die grootste gedeelte tussen die ure 6 nm. en 6 vm. verrig word;
- "kantoorwerker" 'n werknemer wat uitsluitlik of hoofsaaklik in 'n inrigting as 'n tikster, boekhouer, bestellingnemer of faktuur-, korrespondensie-, loon-, algemene of versendingsklerk werk;
- "kantoorwerker, man, gekwalifiseer," 'n manlike kantoorwerker met minstens ses jaar ondervinding;
- "kantoorwerker, man, ongekwalifiseer," 'n manlike kantoorwerker met minder as ses jaar ondervinding;
- "kantoorwerker, vrou, gekwalifiseer," 'n vroulike kantoorwerker met minstens vier jaar ondervinding;
- "kantoorwerker, vrou, ongekwalifiseer," 'n vroulike kantoorwerker met minder as vier jaar ondervinding;
- "verpakker" 'n werknemer wat kledingstukke in dose of ander geskikte omhulsels of in bondels verpak voordat hulle na die versendingsafdeling deurgestuur word;
- "patent-omvouer" 'n werknemer wat die rande van krae, belegsels, bande, mansjette, sakke en/of klappe met die hand of 'n masjien omkeer of omvou;
- "stukwerk" enige stelsel waarvolgens verdienste bereken word volgens die hoeveelheid of omvang van werk wat verrig is;
- "vasspeld" 'n werknemer wat uitsluitlik hemde of ander kledingstukke vasspeld;
- "gewone naaldwerker" 'n werknemer wat uitsluitlik een of meer van die volgende werksaamhede met die hand verrig:—
Permanente omslae vasryg; lyfbandvoerings vasryg; hakies en ogies, klerekaartjies en/of drukknopies vaswerk; die hakie in broekbande vasheg; knope aanwerk; hanglissies maak en aanwerk; kruisvoerings in broeke platstik; voerings van pypente en broekbande en allerlei stukkies naaldwerk platstik; nekstukke van onderbaadjies platstik; randverstewigers en allerlei stukkies-naaldwerk vaswerk; onderkante of nate van voerings wat reeds in posisie aanmekeer geryg is, platstik; omboorsels platstik; belegsels wat binne alreeds in posisie vasgeryg is, vasheg;
- "premie," sonder om in enige opsig die gewone betekenis van die uitdrukking te beperk, vergoeding van watter aard ook al wat in ruil vir die opleiding van 'n werknemer gegee word;
- "perser" 'n werknemer wat die afgewerkte kledingstuk met die hand of met 'n masjien pers;
- "gekwalifiseerde werknemer," met betrekking tot 'n werknemer in die nywerheid, 'n werknemer uitgesonderd 'n leerling, arbeider, 'n motorvoertuigbestuurder, dryfbandversorger, keteloppasser, versendingsverpakker, assistent-stoomman handelsreisiger se bestuurder en kartondoosmaker;
- "skale" stukwerkskale of skale vir die betaaling van oortydwerk;
- "modemakery in die kleinhandel" die vervaardiging van 'n enkele kledingstuk vir meisies en vrouens volgens die mate van die afsonderlike persone, nie die uitvoering van bestellings volgens spesiale mate van handelaar se klante waar die mate deur of op verantwoordelijkheid van die handelaars geneem is nie;
- "hoedmakery in die kleinhandel" die vervaardiging van hoede in winkels, wat in die winkels te koop is, en die maak van hoede volgens die mate van individuele persone;
- "fatsoeneerder" 'n manlike of vroulike werknemer wat baadjielapelle en -kroe fatsoeneer voordat hulle onder vasgeryg word;
- "korttyd" die werktid wat tot minder as die gewone getal werkure van die inrigting ingekort word, as hierdie verminderend veroorsaak word deur slapte in die werk of 'n noodtoestand in die nywerheid;
- "nekuitsnyer" 'n werknemer wat in die hemp-afdeling die fatsoen van nekke afmerk of reg sny voordat die ander werk kan voortgaan;
- "sorteerder" 'n werknemer wat kledingstukke of dele van kledingstukke vir die verskillende werksaamhede uitsorteer;
- "stempelaar" 'n werknemer wat die groottes of identiteitswerknommers op kledingstukke of dele van kledingstukke of op enige artikel in verband met die verpakking of versending van klere, stempel;
- "stoomman" 'n werknemer wat verantwoordelik is vir die hoofvoorraadkamer van 'n bedryfsinrigting;
- "taakwerk" 'n bepaalde aantal kledingstukke of dele van kledingstukke wat 'n werknemer in opdrag van sy werkgever of dié se verteenwoordiger binne 'n vasgestelde tyd moet klaarmaak;

"traveller" means an employee who, as the travelling representative of an establishment, on behalf of such establishment is wholly or mainly engaged in inviting, canvassing or soliciting orders from duly licensed traders for the sale and/or supply to them of goods for resale and who is paid on the basis of a fixed monthly salary plus allowances;

"traveller's driver" means an employee who accompanies the traveller on his journey and assists the traveller in driving and in packing, unpacking and displaying of samples;

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

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

"trimmer" means an employee engaged on marking in and/or cutting linings and interlinings;

"under-presser" means an employee other than a presser employed in pressing processes;

"unladen weight" means the weight of any motor vehicle and/or trailer as expressed in a licence or certificate issued by a licensing authority in respect of such motor vehicle or trailer; provided that in the case of a two or three wheeled motor vehicle (other than a mechanical horse), the unladen weight shall be deemed to be under 1,000 lb.;

"wage" means that portion of the remuneration payable in money to an employee in respect of the ordinary hours of work laid down in clause 8 (1). In classifying an employee for the purpose of this Agreement he shall be deemed to be in that class in which he is wholly or mainly engaged;

"workshop" means any premises in which one or more employees are engaged on operations in the Clothing Industry;

4. WAGES.

(1) (A) During the first eighteen months of this Agreement and subject to the remaining provisions hereof, no employer shall pay and no employee shall accept wages lower than the minimum wages prescribed hereunder:—

	District 1 Per Week. R	District 2 Per Week. R
(i) (a) Foremen:—		
(1) For the first 6 months of experience as a Foreman:.....	15.40	13.85
(2) Thereafter.....	16.80	15.10
(b) Forewomen:—		
(1) For the first 6 months of experience as a Forewoman:.....	14.55	10.40
(2) Thereafter.....	12.60	11.35
(ii) Cutters:—		
(a) First grade, male or female:.....	21.00	18.90
(b) Second grade, and trimmer, male:—		
(1) Qualified.....	14.00	12.60
(2) Learners as in 4 (1) (A) (iv) (b).		
(c) Second grade, and trimmer, female:—		
(1) Qualified.....	11.40	10.25
(2) Learners as in 4 (1) (A) (v) (b).		
(iii) Mechanics:—		
(a) Qualified.....	26.15	26.15
(b) Learners:—		
First year of experience.....	5.25	4.70
Second year of experience.....	6.50	5.85
Third year of experience.....	8.50	7.65
Fourth year of experience.....	11.30	10.15
Fifth year of experience.....	14.95	13.45
Thereafter the wages prescribed for a qualified employee.		
(iv) All male employees, including storemen, other than those covered by paragraphs (ii), (iii), (v), (vi), (vii), (ix) and (x); and Female employees engaged in the making of men's or boys' coats or overcoats (other than dust coats or washing coats) who are employed in shaping, basting by hand and fixing:—		
(a) Qualified.....	14.00	12.60
(b) Learners:—		
First six months of experience....	4.40	3.95
Second six months of experience....	5.25	4.70
Third six months of experience....	6.15	5.55
Fourth six months of experience....	7.00	6.30
Fifth six months of experience....	7.90	7.10
Sixth six months of experience....	9.20	8.30
Seventh six months of experience....	10.50	9.45
Eighth six months of experience....	11.80	10.60
Thereafter the wages prescribed for a qualified employee.		
(v) All female employees, other than those covered by paragraphs (ii), (iii), (iv), (vii), (viii), (ix) and (x):—		
(a) Qualified.....	10.50	9.45

"handelsreisiger" 'n werknemer wat as die reisende verteenwoordiger van 'n inrigting namens die inrigting uitsluitlik of hoofsaaklik in diens is om bestellings van behoorlik gelisensieerde handelaars te werf, te vra of te versoek vir die verkoop en/of verskaffing van goedere aan hulle vir herverkoop en wat besoldig word op die grondslag van 'n vaste maandelikse salaris plus toelae;

"handelsreisiger se bestuurder" 'n werknemer wat die handelsreisiger op sy reis vergesel en hom help om te bestuur en monsters in en uit te pak en uit te stal;

"handelsreisiger, gekwalifiseer," 'n handelsreisiger met minstens vier jaar ondervinding;

"handelsreisiger, ongekwalifiseer," 'n handelsreisiger met minder as vier jaar ondervinding;

"afwerker" 'n werknemer wat voerings en tussenvoerings afwerk en/of sny;

"onderperser" 'n werknemer behalwe 'n perser wat perswerk verrig;

"onbelaste gewig" die gewig van 'n motorvoertuig en/of sleepwa soos uitgedruk in 'n lisensie of sertifikaat wat ten opsigte van die motorvoertuig of sleepwa deur 'n lisensieowerheid uitgereik is; met dien verstande dat in die geval van 'n twee- of driewielmotorvoertuig (uitgesonderd 'n voorhaker) dit beskou word dat die onbelaste gewig onder 1,000 lb. is;

"loon" daardie gedeelte van die besoldiging wat in kontant aan 'n werknemer betaal moet word ten opsigte van die gewone werkure soos in klousule 8 (1) voorgeskryf. By die klassifisering van 'n werknemer vir die toepassing van hierdie Ooreenkoms, moet dit beskou word dat hy tot daardie klas hoort waarin hy uitsluitlik of hoofsaaklik werksaam is;

"werkwinkel" persele waarin een of meer werknemers werksaamhede in die klerasienywerheid verrig.

4. LONE.

(1) (A) Gedurende die eerste agtien maande van hierdie Ooreenkoms en behoudens die oorblywende bepalings hiervan, moet geen werkgewer laer lone as die minimum lone wat hieronder voorgeskryf word, betaal nie, en mag geen werknemer laer lone aanneem nie:—

	Distrik 1 Per week. R	Distrik 2 Per week. R
(i) (a) Voormanne:—		
(1) Vir die eerste ses maande ondervinding as voorman....	15.40	13.85
(2) Daarna.....	16.80	15.10
(b) Voorvroue:—		
(1) Vir die eerste ses maande ondervinding as voorvrou....	11.55	10.40
(2) Daarna.....	12.60	11.35
(ii) Snyers:—		
(a) Eerstegraads, man of vrou:.....	21.00	18.90
(b) Tweedegraads, en afwerker, man:—		
(1) Gekwalifiseer.....	14.00	12.60
(2) Leerlinge, soos in 4 (1) (A) (iv) (b).		
(c) Tweedegraads, en afwerker, vrou:—		
(1) Gekwalifiseer.....	11.40	10.25
(2) Leerlinge, soos in 4 (1) (A) (v) (b).		
(iii) Werktuigkundiges:—		
(a) Gekwalifiseer.....	26.15	26.15
(b) Leerling:—		
Eerste jaar ondervinding.....	5.25	4.70
Tweede jaar ondervinding.....	6.50	5.85
Derde jaar ondervinding.....	8.50	7.65
Vierde jaar ondervinding.....	11.30	10.15
Vyfde jaar ondervinding.....	14.95	13.45
Daarna die lone vir gekwalifiseerde werknemers voorgeskryf.		
(iv) Alle manlike werknemers, met inbegrip van stoornaan, uitgesonderd dié wat deur paragrawe (ii), (iii), (v), (vi), (vii), (ix) en (x) gedek word, en vroulike werknemers wat mans- of seunsjasse of oorjasse (behalwe stof- of wasbare jasse) maak, wat met die hand fatsoeneer, vasryg en vaswerk:—		
(a) Gekwalifiseer.....	14.00	12.60
(b) Leerlinge:—		
Eerste ses maande ondervinding..	4.40	3.95
Tweede ses maande ondervinding..	5.25	4.70
Derde ses maande ondervinding..	6.15	5.55
Vierde ses maande ondervinding..	7.00	6.30
Vyfde ses maande ondervinding...	7.90	7.10
Sesde ses maande ondervinding...	9.20	8.30
Sewende ses maande ondervinding..	10.50	9.45
Agste ses maande ondervinding...	11.80	10.60
Daarna die lone vir gekwalifiseerde werknemers voorgeskryf		
(v) Alle vroulike werknemers, uitgesonderd dié wat deur paragrawe (ii), (iii), (iv), (vii), (viii), (ix) en (x) gedek word:—		
(a) Gekwalifiseer.....	10.50	9.45

	District 1 Per Week. R	District 2 Per Week. R
(b) Learners:—		
First six months of experience..	4.40	3.95
Second six months of experience	5.25	4.75
Third six months of experience..	6.15	5.55
Fourth six months of experience	7.00	6.30
Fifth six months of experience..	7.90	7.10
Sixth six months of experience..	8.75	7.90
Thereafter the wages prescribed for a qualified employee.		
(vi) Driver of a motor vehicle, the unladen weight of which—		
(a) does not exceed 1,000 lb.....	10.50	9.45
(b) exceeds 1,000 lb. but does not exceed 6,000 lb.....	12.25	11.05
(c) exceeds 6,000 lb. but does not exceed 10,000 lb.....	15.75	14.20
(d) exceeds 10,000 lb.....	19.25	17.35
And an employee driving a steam wagon.....	19.25	17.35
(vii) Layers up, patent turners, sorters, coat turners, plain sewers, slopers, packers, folders, shapers, underpressers, automatic hydraulic hat pressers, clearners, hatsprayers, stampers, markers, bobbin winders and pinners, male or female:—		
(a) Qualified.....	8.75	7.90
(b) Learners:—		
First six months of experience..	4.40	3.95
Second six months of experience	5.25	4.75
Third six months of experience..	6.15	5.55
Fourth six months of experience	7.00	6.30
Thereafter the wages prescribed for a qualified employee.		
(viii) Boiler attendant, despatch packer, assistant storeman, traveller's driver and cardboard box maker.....		
	7.45	6.70
(b) Belt man.....	7.00	6.30
(c) Labourer.....	7.00	6.30
(ix) Travellers:—		
(a) Male—		
(1) Qualified.....	27.60	119.50
(2) Learner:—		
First six months of experience..	17.20	74.50
Second six months of experience	18.80	81.45
Third six months of experience..	20.65	89.50
Fourth six months of experience	21.80	94.50
Fifth six months of experience..	22.95	99.50
Sixth six months of experience..	24.15	104.50
Seventh six months of experience	25.30	109.50
Eighth six months of experience	26.45	114.50
Thereafter the wages prescribed for a qualified employee.		
(ix) (b) Female:—		
(1) Qualified.....	23.65	102.50
(2) Learner:—		
First six months of experience..	14.05	60.80
Second six months of experience	15.40	66.70
Third six months of experience..	16.80	72.75
Fourth six months of experience	18.20	78.85
Fifth six months of experience..	19.85	86.00
Sixth six months of experience..	20.80	90.10
Seventh six months of experience	21.75	94.25
Eighth six months of experience	22.70	98.35
Thereafter the wages prescribed for a qualified employee.		

	Distrik 1 Per week. R	Distrik 2 Per week. R
(b) Leerling:—		
Eerste ses maande ondervinding..	4.40	3.95
Tweede ses maande ondervinding	5.25	4.75
Derde ses maande ondervinding..	6.15	5.55
Vierde ses maande ondervinding..	7.00	6.30
Vyfde ses maande ondervinding...	7.90	7.10
Sesde ses maande ondervinding...	8.75	7.90
Daarna die lone vir 'n gekwalifiseerde werknemer voorgeskryf.		
(vi) Bestuurder van 'n motorvoertuig met 'n onbelaste gewig van—		
(a) tot en met 1,000 lb.....	10.50	9.45
(b) oor 1,000 lb. tot en met 6,000 lb....	12.25	11.05
(c) oor 6,000 lb. tot en met 10,000 lb...	15.75	14.20
(d) oor 10,000 lb.....	19.25	17.35
En 'n werknemer wat 'n stoomwa bestuur.....	19.25	17.35
(vii) Laemakers, patent-omvouers, sorteerders, baadjieomkeerders, gewone naaldwerkers, nekuitsnyers, verpakkers, opvouers, fatsoeneerders, onderpersers, hoedepersers wat met outomatiese hidrouliese hoedeperser werk, skoonmakers, hoedespuitverwers, spoelopdraaiers, stempelaars, afmerkers, en vas-spelders, man of vrou:—		
(a) Gekwalifiseer.....	8.75	7.90
(b) Leerling:—		
Eerste ses maande ondervinding..	4.40	3.95
Tweede ses maande ondervinding	5.25	4.75
Derde ses maande ondervinding..	6.15	5.55
Vierde ses maande ondervinding..	7.00	6.30
Daarna die lone vir 'n gekwalifiseerde werknemer voorgeskryf.		
(viii) Ketelbediener, versendingsverpakker, assistent-stoomman, handelsreisiger se bestuurder en kartondoosmaker.....		
	7.45	6.70
(b) Dryfbandversorger.....	7.00	6.30
(c) Arbeider.....	7.00	6.30
(ix) Handelsreisigers:—		
(a) Man:—		
(1) Gekwalifiseer.....	27.60	119.50
(2) Leerling:—		
Eerste ses maande ondervinding.....	17.20	74.50
Tweede ses maande ondervinding.....	18.80	81.45
Derde ses maande ondervinding.....	20.65	89.50
Vierde ses maande ondervinding.....	21.80	94.50
Vyfde ses maande ondervinding.....	22.95	99.50
Sesde ses maande ondervinding.....	24.15	104.50
Sewende ses maande ondervinding.....	25.30	109.50
Agtste ses maande ondervinding.....	26.45	114.50
Daarna die lone vir gekwalifiseerde werknemers voorgeskryf.		
(b) Vrou:—		
(1) Gekwalifiseer.....	23.65	102.50
(2) Leerling:—		
Eerste ses maande ondervinding.....	14.05	60.80
Tweede ses maande ondervinding.....	15.40	66.70
Derde ses maande ondervinding.....	16.80	72.75
Vierde ses maande ondervinding.....	18.20	78.85
Vyfde ses maande ondervinding.....	19.85	86.00
Sesde ses maande ondervinding.....	20.80	90.10
Sewende ses maande ondervinding.....	21.75	94.25
Agtste ses maande ondervinding.....	22.70	98.35
Daarna die lone vir gekwalifiseerde werknemers voorgeskryf.		

Distrikte 1 en 2
Per
week.
R

	Districts 1 and 2 Per Week. R	Per Month. R
(x) Office employees:—		
(a) Male:—		
(1) Qualified.....	18.35	79.45
(2) Learner:—		
First year of experience.....	5.55	23.95
Second year of experience.....	7.75	33.60
Third year of experience.....	10.20	44.10
Fourth year of experience.....	12.85	55.50
Fifth year of experience.....	14.80	64.05
Sixth year of experience.....	17.20	74.50
Thereafter the wages prescribed for a qualified employee.		
(b) Female:—		
(1) Qualified.....	10.30	44.45
(2) Learner:—		
First year of experience.....	5.55	23.95
Second year of experience.....	6.60	28.50
Third year of experience.....	7.80	33.75
Fourth year of experience.....	9.20	39.75
Thereafter the wages prescribed for a qualified employee.		

(1) (B) After the first eighteen months of this Agreement and subject to the remaining provisions hereof, no employer shall pay and no employee shall accept wages lower than the minimum wages prescribed hereunder:—

	District 1 Per Week. R	District 2 Per Week. R
(i) (a) Foremen:—		
(1) For the first 6 months of experience as a foreman.....	15.60	14.05
(2) Thereafter.....	17.05	15.35
(b) Forewomen:—		
(1) For the first 6 months of experience as a Forewoman....	11.70	10.55
(2) Thereafter.....	12.80	11.50
(ii) Cutters:—		
(a) First grade, male or female.....	21.30	19.15
(b) Second grade, and trimmer, male:—		
(1) Qualified.....	14.20	12.80
(2) Learners as in 4 (1) (B) (iv) (b).		
(c) Second grade, and trimmer, female:—		
(1) Qualified.....	11.55	10.40
(2) Learners as in 4 (1) (B) (v) (b).		
(iii) Mechanics:—		
(a) Qualified.....	26.55	26.55
(b) Learners:—		
First year of experience.....	5.35	4.80
Second year of experience.....	6.55	5.90
Third year of experience.....	8.60	7.75
Fourth year of experience.....	11.45	10.30
Fifth year of experience.....	15.15	13.65
Thereafter the wages prescribed for a qualified employee.		
(iv) All male employees, including storemen, other than those covered by paragraphs (ii), (iii), (v), (vi), (vii), (viii), (ix) and (x); all female employees engaged in the making of men's or boys' coats or overcoats (other than dust coats or working coats) who are employed in shaping, basting by hand and fixing:—		
(a) Qualified.....	14.20	12.80
(b) Learner:—		
First six months of experience....	4.45	4.00
Second six months of experience....	5.35	4.80
Third six months of experience....	6.20	5.60
Fourth six months of experience....	7.10	6.40
Fifth six months of experience....	8.00	7.20
Sixth six months of experience....	9.30	8.35
Seventh six months of experience....	10.65	9.60
Eighth six months of experience....	12.00	10.80
Thereafter the wages prescribed for a qualified employee.		
(v) All female employees, other than those covered by paragraphs (ii), (iii), (iv), (vii), (viii), (ix) and (x):—		
(a) Qualified.....	10.65	9.60

	Distrikte 1 en 2 Per week. R	Per maand. R
(x) Kantoorkwerkers:—		
(a) Man:—		
(1) Gekwalifiseer.....	18.35	79.45
(2) Leerling:—		
Eerste jaar ondervinding....	5.55	23.95
Tweede jaar ondervinding....	7.75	33.60
Derde jaar ondervinding....	10.20	44.10
Vierde jaar ondervinding....	12.85	55.50
Vyfde jaar ondervinding....	14.80	64.05
Sesde jaar ondervinding....	17.20	74.50
Daarna die lone vir gekwalifiseerde werknemers voorgeskryf.		
(b) Vrou:—		
(1) Gekwalifiseer.....	10.30	44.45
(2) Leerling:—		
Eerste jaar ondervinding....	5.55	23.95
Tweede jaar ondervinding....	6.60	28.50
Derde jaar ondervinding....	7.80	33.75
Vierde jaar ondervinding....	9.20	39.75
Daarna die lone vir gekwalifiseerde werknemers voorgeskryf.		

(1) (B) Na die eerste agtien maande van hierdie Ooreenkoms en behoudens die oorblywende bepalings daarvan, moet geen werkgewer laer lone as die minimum lone wat hieronder voorgeskryf word, betaal nie, en moet geen werknemer laer lone aanneem nie:—

	Distrik 1 Per week. R	Distrik 2 Per week. R
(i) (a) Voorman:—		
(1) Vir die eerste ses maande ondervinding as voorman....	15.60	14.05
(2) Daarna.....	17.05	15.35
(b) Voorvrou:—		
(1) Vir die eerste ses maande ondervinding as voorvrou....	11.70	10.55
(2) Daarna.....	12.80	11.50
(ii) Snyers:—		
(a) Eerstegraads, man of vrou.....	21.30	19.15
(b) Tweedegraads, en afwerker, man:—		
(1) Gekwalifiseer.....	14.20	12.80
(2) Leerlinge, soos in 4 (1) (B) (iv) (b).		
(c) Tweedegraads, en afwerker, vrou:—		
(1) Gekwalifiseer.....	11.55	10.40
(2) Leerlinge, soos in 4 (1) (B) (v) (b).		
(iii) Werktuigkundige:—		
(a) Gekwalifiseer.....	26.55	26.55
(b) Leerling:—		
Eerste jaar ondervinding....	5.35	4.80
Tweede jaar ondervinding....	6.55	5.90
Derde jaar ondervinding....	8.60	7.75
Vierde jaar ondervinding....	11.45	10.30
Vyfde jaar ondervinding....	15.15	13.65
Daarna die lone vir gekwalifiseerde werknemers voorgeskryf.		
(iv) Alle manlike werknemers, met inbegrip van stoornan, uitgesonderd dié wat deur paragrawe (ii), (iii), (v), (vi), (vii), (viii), (ix) en (x) gedek word, en vroulike werknemers wat mans- of seunsjasse of oorjasse (behalwe stof- of wasbare jasse) maak, wat met die hand fatsoeneer, vasryg en vaswerk:—		
(a) Gekwalifiseer.....	14.20	12.80
(b) Leerling:—		
Eerste ses maande ondervinding..	4.45	4.00
Tweede ses maande ondervinding..	5.35	4.80
Derde ses maande ondervinding..	6.20	5.60
Vierde ses maande ondervinding..	7.10	6.40
Vyfde ses maande ondervinding..	8.00	7.20
Sesde ses maande ondervinding..	9.30	8.35
Sewende ses maande ondervinding..	10.65	9.60
Agtste ses maande ondervinding..	12.00	10.80
En daarna die lone vir 'n gekwalifiseerde werknemer voorgeskryf.		
(v) Alle vroulike werknemers, uitgesonderd dié wat deur paragrawe (ii), (iii), (iv), (vii), (viii), (ix) en (x) gedek word:—		
(a) Gekwalifiseer.....	10.65	9.60

	District 1 Per Week. R	District 2 Per Week. R		Distrik 1 Per week. R	Distrik 2 Per week. R
(b) Learners:—			(b) Leerlinge:—		
First six months of experience..	4.45	4.00	Eerste ses maande ondervinding..	4.45	4.00
Second six months of experience..	5.35	4.80	Tweede ses maande ondervinding..	5.35	4.80
Third six months of experience..	6.20	5.60	Derde ses maande ondervinding..	6.20	5.60
Fourth six months of experience..	7.10	6.50	Vierde ses maande ondervinding..	7.10	6.50
Fifth six months of experience..	8.00	7.20	Vyfde ses maande ondervinding..	8.00	7.20
Sixth six months of experience..	8.90	8.00	Sesde ses maande ondervinding..	8.90	8.00
Thereafter the wages prescribed for a qualified employee.			Daarna die lone vir 'n gekwalifiseerde werknemer voorgeskryf.		
(vi) Driver of a motor vehicle the unladen weight of which:—			(vi) Bestuurder van 'n motorvoertuig met 'n onbelaste gewig van—		
(a) does not exceed 1,000 lb.....	10.65	9.60	(a) tot en met 1,000 lb.....	10.65	9.60
(b) exceeds 1,000 lb. but does not exceed 6,000 lb.....	12.45	11.20	(b) oor 1,000 lb. tot en met 6,000 lb....	12.45	11.20
(c) exceeds 6,000 lb. but does not exceed 10,000 lb.....	16.00	14.40	(c) oor 6,000 lb. tot en met 10,000 lb...	16.00	14.40
(d) exceeds 10,000 lb.....	19.55	17.60	(d) oor 10,000 lb.....	19.55	17.60
And an employee driving a steam wagon.....	19.55	17.60	En 'n werknemer wat 'n stoomwa bestuur.....	19.55	17.60
(vii) (a) Layers up, patent turners, sorters, coat-turners, plain sewers, slopers, packers, folders, shapers, under-pressers, automatic hydraulic hat pressers, cleaners, hat-sprayers, stampers, markers, bobbin-winders and pinners, male or female:—			(vii) (a) Laemakers, patent-omvouers, sorteerders, baadjieomkeerders, gewone naaldwerkers, nekuitsnyers, verpakkers, opvouers, fatsoeneerders, onderpersers, hoedepersers wat met outomatiese hidrouliese hoedepuise werk, skoonmakers, hoedespuitwerkers, spoelopdraaiers, stempelaars, afmerkers, en vasspelders, manlik of vroulik:—		
(1) Qualified.....	8.90	8.00	(1) Gekwalifiseer.....	8.90	8.00
(2) Learners:—			(2) Leerling:—		
First six months of experience	4.45	4.00	Eerste ses maande ondervinding.....	4.45	4.00
Second six months of experience.....	5.35	4.80	Tweede ses maande ondervinding.....	5.35	4.80
Third six months of experience.....	6.20	5.60	Derde ses maande ondervinding.....	6.20	5.60
Fourth six months of experience.....	7.10	6.40	Vierde ses maande ondervinding.....	7.10	6.40
Thereafter the wages prescribed for a qualified employee.			Daarna die lone vir 'n gekwalifiseerde werknemer voorgeskryf.		
(viii) (a) Boiler Attendant, despatch packer, assistant storeman, traveller's driver and cardboard box maker.....	7.55	6.80	(viii) (a) Ketelbediener, versendingsverpakker, assistent-stoorman, handelsreisiger se bestuurder en kartondoosmaker....	7.55	6.80
(b) Belt man.....	7.10	6.40	(b) Dryfbandversorger.....	7.10	6.40
(c) Labourer.....	7.00	6.30	(c) Arbeider.....	7.00	6.30
	Districts 1 and 2 Per Week. R	Per Month. R	(ix) Handelsreisigers:—	Distrikte 1 en 2 Per week. R	Per maand. R
(ix) Travellers:—			(a) Manlik:—		
(a) Male—			(1) Gekwalifiseer.....	27.60	119.50
(1) Qualified.....	27.60	119.50	(2) Leerling:—		
(2) Learner:—			Eerste ses maande ondervinding.....	17.20	74.50
First six months of experience	17.20	74.50	Tweede ses maande ondervinding.....	18.80	81.45
Second six months of experience.....	18.80	81.45	Derde ses maande ondervinding.....	20.65	89.50
Third six months of experience.....	20.65	89.50	Vierde ses maande ondervinding.....	21.80	94.50
Fourth six months of experience.....	21.80	94.50	Vyfde ses maande ondervinding.....	22.95	99.50
Fifth six months of experience.....	22.95	99.50	Sesde ses maande ondervinding.....	24.15	104.50
Sixth six months of experience.....	24.15	104.50	Sewende ses maande ondervinding.....	25.30	109.50
Seventh six months of experience.....	25.30	109.50	Agtste ses maande ondervinding.....	26.45	114.50
Eighth six months of experience.....	26.45	114.50	Daarna die lone vir gekwalifiseerde werknemers voorgeskryf.		
Thereafter the wages prescribed for a qualified employee.			(b) Vroulik:—		
(a) Female—			(1) Gekwalifiseer.....	23.65	102.50
(1) Qualified.....	23.65	102.50	(2) Leerlinge:—		
(2) Learners:—			Eerste ses maande ondervinding.....	14.05	60.80
First six months of experience	14.05	60.80	Tweede ses maande ondervinding.....	15.40	66.70
Second six months of experience.....	15.40	66.70	Derde ses maande ondervinding.....	16.80	72.75
Third six months of experience.....	16.80	72.75	Vierde ses maande ondervinding.....	18.20	78.85
Fourth six months of experience.....	18.20	78.85	Vyfde ses maande ondervinding.....	19.85	86.00
Fifth six months of experience.....	19.85	86.00	Sesde ses maande ondervinding.....	20.80	90.10
Sixth six months of experience.....	20.80	90.10	Sewende ses maande ondervinding.....	21.75	94.25
Seventh six months of experience.....	21.75	94.25	Agtste ses maande ondervinding.....	22.70	98.35
Eighth six months of experience.....	22.70	98.35	Daarna die lone vir gekwalifiseerde werknemers voorgeskryf.		
Thereafter the wages prescribed for a qualified employee.					

	Districts 1 and 2 Per Week. R	Per Month. R
(x) Office employees:—		
(a) Male:—		
(1) Qualified.....	18.35	79.45
(2) Learner:—		
First year of experience.....	5.55	23.95
Second year of experience....	7.75	33.60
Third year of experience.....	10.20	44.10
Fourth year of experience....	12.85	55.50
Fifth year of experience.....	14.80	64.05
Sixth year of experience.....	17.20	74.50
Thereafter the wages pre- scribed for a qualified em- ployee.		
(b) Female:—		
(1) Qualified.....	10.30	44.45
(2) Learner:—		
First year of experience.....	5.55	23.95
Second year of experience....	6.60	28.50
Third year of experience.....	7.80	33.75
Fourth year of experience....	9.20	39.75
Thereafter the wages pre- scribed for a qualified em- ployee.		

(2) Nothing in this Agreement shall operate to reduce the wage which was being paid to any employee at any time prior to or at the date of commencement of this Agreement.

(3) An employee employed on a conveyor belt shall receive the wages prescribed for an employee of his class, plus 10 per cent.

(4) A traveller shall be paid—

- a subsistence allowance of not less than two rand in respect of each night spent away from his headquarters during a journey undertaken in the performance of his duties;
- all reasonable transport expenses incurred by him in the performance of his duties; or
- when his employer requires or permits him to use his own car in the performance of his duties, an allowance of not less than five cent per mile for every mile traversed in such car in connection with such duties.

(5) Any increase in the minimum wage to which a learner becomes entitled as a result of previous experience shall become payable on the accruing date unless the employee has been absent from work of his own accord for a longer period, or periods, than seven days in the aggregate in any of the six-monthly qualifying periods provided in this clause. The accruing date, when an increase of wage falls due to him, may be advanced to the equivalent of the number of days in excess of seven days that he has been absent from work of his own accord in any of his six-monthly qualifying periods.

5. TASK-WORK AND PIECE-WORK.

(1) Task-work is prohibited.

(2) The employer shall pay to an employee who is employed on piece-work in the clothing industry the remuneration mutually agreed upon for such piece-work performed during any week, provided that such amount shall not be less than the wage which the employer would be obliged to pay him under this Agreement if the employer had employed him not as a piece-worker, but as a time-worker to perform the same class of work during the same week.

(3) In any establishment in which employees are engaged on piece-work, the employer shall keep a legible copy of the piece-work rates in operation from time to time, exhibited in his establishment in a place readily accessible to his employees, and shall not under any circumstances pay a rate lower than that exhibited in such establishment.

(4) The employer shall give not less than one week's notice of his intention to alter piece-work rates.

6. SHORT TIME.

(1) Where short time is being or has been introduced in any establishment, an employee who attends at the establishment on any day shall, unless he has prior to such date received notice that his services will not be required on such day, be employed for at least half a day or be paid half a day's wages in lieu thereof.

(2) If, owing to slackness of trade, it is found impossible to work full time, short time shall be worked by distributing the work evenly, as far as practicable, in any section or department concerned.

(3) When it is necessary to introduce short time in any factory the clock cards shall be suitably endorsed in respect of each employee so effected.

(4) The provisions of this clause shall not apply to travellers and nightwatchmen.

	Distrikte 1 en 2 Per week. R	Per maand. R
(x) Kantoorwerkers:—		
(a) —		
(1) Gekwalifiseer.....	18.35	79.45
(2) Leerling:—		
Eerste jaar ondervinding....	5.55	23.95
Tweede jaar ondervinding....	7.75	33.60
Derde jaar ondervinding....	10.20	44.10
Vierde jaar ondervinding....	12.85	55.50
Vyfde jaar ondervinding....	14.80	64.05
Sesde jaar ondervinding....	17.20	74.50
Daarna die lone vir gekwali- fiseerde werknemers voor- geskryf.		
(b) Vrou:—		
(1) Gekwalifiseer.....	10.30	44.45
(2) Leerling:—		
Eerste jaar ondervinding....	5.55	23.95
Tweede jaar ondervinding....	6.60	28.50
Derde jaar ondervinding....	7.80	33.75
Vierde jaar ondervinding....	9.20	39.75
Daarna die lone vir gekwali- fiseerde werknemers voor- geskryf.		

(2) Niks wat in hierdie Ooreenkoms vervat is, kan die loon wat te eniger tyd voor of op die datum van inwerkingtreding van hierdie Ooreenkoms aan 'n werknemer betaal is, verminder nie.

(3) Werknemers wat aan die vervoerband werk, moet die voorgeskrewe lone ontvang plus 10 persent.

(4) Aan 'n handelsreisiger moet die volgende betaal word:—

- 'n Verblyfstoelae van minstens twee rand ten opsigte van elke nag wat hy weg van sy hoofkwartier af moet deurbring in die loop van 'n reis wat onderneem word in die uitvoering van sy pligte;
- alle vervoerkoste wat redelikerwys deur hom aangeaam word ten opsigte van die uitvoering van sy pligte; of
- wanneer sy werkgewer van hom vereis of hom toelaat om sy eie motor by die uitvoering van sy pligte te gebruik, 'n toelae van minstens vyf sent per myl vir elke myl wat in hierdie motor afgelê word in verband met sodanige pligte.

(5) Enige verhoging van die minimum loon waarop 'n leerling op grond van vorige ondervinding geregtig word, is op die ooplooptdatum betaalbaar, tensy die werknemer uit eie beweging van die werk afwesig was vir 'n tydperk, of tydperke, altesaam langer as sewe dae in enigeen van die kwalifiseertydperke van ses maande in hierdie klousule bepaal. Die ooplooptdatum, wanneer 'n loonsverhoging aan hom verskuldig is, kan aangeskuif word met die ekwivalent van die aantal dae bō sewe dae wat hy uit eie beweging in enigeen van sy kwalifiseertydperke van ses maande van werk afwesig was.

5. TAAK- EN STUKWERK.

(1) Taakwerk word verbied:

(2) Die werkgewer moet die besoldiging waartoe onderling ooreengekom is vir stukwerk wat gedurende 'n week verrig is aan 'n werknemer betaal wat stukwerk in die klerasierywerheid doen; met dien verstande dat die bedrag minstens die loon moet wees wat die werkgewer verplig sou wees om hom ingevolge hierdie Ooreenkoms te betaal as die werkgewer hom nie as 'n stukwerker nie maar as 'n tydwerker in diens geneem het om dieselfde klas werk gedurende dieselfde week te verrig.

(3) In 'n inrigting waarin werknemers stukwerk doen, moet die werkgewer 'n leesbare afskrif van die stukwerkskale wat van tyd tot tyd kan krag is, op 'n plek in sy inrigting opplak wat maklik toeganklik is vir sy werknemers, en hy mag onder geen omstandighede 'n laer skaal betaal as dié wat in die inrigting opgeplak is nie.

(4) Die werkgewer moet minstens een week kennis gee van sy voorneme om stukwerkskale te verander.

6. KORTTYD.

(1) Waar korttyd in 'n inrigting invoer word of is, moet 'n werknemer vir minstens 'n halfdag in diens geneem word, of in plaas daarvan moet 'n halfdag se loon aan hom betaal word as hy die inrigting op 'n dag bywoon, tensy hy voor daardie datum kennis gekry het dat sy dienste nie op daardie dag nodig sal wees nie.

(2) As daar weens 'n slapte in die handel gevind word dat dit onmoontlik is om voltyds te werk, moet korttyd gewerk word deur die beskikbare werk, vir sover dit doenlik is, ewerediglik te verdeel in die betrokke seksie of afdeling.

(3) Waar dit nodig is om korttyd in 'n fabriek in te voer, moet die klokkaarte ten opsigte van elke werknemer wat aldus geraak word, behoorlik geëndosseer word.

(4) Die bepalinge van hierdie klousule is nie van toepassing op handelsreisigers en nagwagte nie.

(5) Whenever an employee in consequence of the introduction of short time in any establishment works for less or is paid for less than five full days during any period of four consecutive weeks, such employee's contract of employment shall be deemed to have been terminated by the employer in terms of clause 16 (2) upon the last day of such four weeks and the employer shall pay to the employee, in lieu of notice, the amounts provided for in clause 16 (2).

7. PAYMENT OF WAGES AND OVERTIME.

(1) (a) An employer shall pay wages and other remuneration in sealed envelopes on which shall be reflected, or which shall be accompanied by a slip or statement, showing—

- (i) name and factory number of employee;
- (ii) rate of pay;
- (iii) total hours worked;
- (iv) date up to which payment is made;
- (v) total amount contained in the envelope;
- (vi) details of all deductions [in terms of sub-clause (6) of this clause];

All such information shall be either machine printed, or written in ink, or shall be a clear carbon copy. Such payments shall be made in cash weekly on Fridays during working hours, at the establishment of the employer between the hours of 4 p.m. and the normal closing time of the establishment, provided that, where an employee's services do not terminate on the ordinary pay day of the establishment concerned, any amounts due to him shall be paid immediately upon such termination. This clause shall not apply to monthly paid employees who are in receipt of R100 per month and over, office employees and travellers, who are provided for in paragraph (b) hereof.

(b) An employer shall pay wages to monthly paid employees who are in receipt of R100 per month and over, office employees and travellers who are engaged on a monthly basis, not later than the last day of each calendar month, or upon termination of their employment, if this should take place before the ordinary pay day of the employee.

(2) On every day on which wages or other remuneration are payable in terms of sub-clause (1) (a) of this clause—

- (a) every employer shall by 2 p.m. have available in cash in the establishment the full amount to be paid;
- (b) the envelopes referred to in sub-clause (1) (a) of this clause shall be duly completed and sealed at least one hour before the closing time of the establishment.

3. Where in any establishment work is performed by employees organised in sets or teams, each employee shall be paid his earnings by the employer in whose establishment the work is performed or by his representative.

4. An employer shall pay to an employee who, during any portion of any one week, is employed on more than one class of work for which different weekly wages are hereby prescribed, the highest of such different weekly wages for the whole of such week.

5. An employee other than a nightwatchman, engaged on night shift, shall be paid not less than the remuneration prescribed for his class of work in clause 4 of this Agreement plus 10 per cent.

6. No employer shall make a deduction of any description from amounts due to an employee in respect of wages or overtime, provided that—

- (a) except where otherwise provided in this Agreement, whenever an employee is absent from work otherwise 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 thereof, may be made;
- (b) in any establishment where the regular weekly hours of work are less than 42½, the employee may be paid for the actual number of hours worked at the hourly rate, provided that, subject to the provision of clauses 7 (6) (k) and 7 (6) (a) of this Agreement, and except as provided in paragraph (g) of this sub-clause, an employee shall be paid an amount not less than 40 times the hourly wage in respect of any week's work;
- (c) with the written consent of the employee, deductions may be made by an employer for insurance or pension funds;
- (d) contributions to Council funds shall be deducted in terms of clause 19 of this Agreement;
- (e) Deductions shall be made by the employer in terms of the Clothing Industry, Natal, Provident Fund Agreement, No. 692, dated 12th May 1961, or any subsequent Clothing Industry, Natal, Provident Fund Agreements.
- (f) the cost of scissors supplied to employees may be deducted;
- (g) if, owing to the accidental stoppage of machinery, no work is available for an employee, deductions may be made by the employer from the wage of such employee only for the time lost which is in excess of one hour in respect of each stoppage;
- (h) any amount paid by an employer, compelled by law, ordinance or legal process to make payment on behalf of any employee, may be deducted;

(5) As 'n werknemer as gevolg van die feit dat korttyd in 'n inrigting ingevoer is gedurende 'n tydperk van vier opeenvolgende weke minder as vyf volle dae werk of vir minder as vyf volle dae betaal word, word dit beskou dat dié werknemer se dienskontrak ingevolge klosule 16 (2) op die laaste dag van die vier weke deur die werkgewer beëindig is en moet die werkgewer die werknemer in plaas van diensopsegging die bedrae betaal wat in klosule 16 (2) bepaal is.

7. BETALING VAN LONE EN OORTYDLONE.

(1) (a) 'n Werkgewer moet lone en ander besoldiging betaal in verseëlde koeverte waarop aangedui moet word, of wat vergesel moet gaan van 'n strokie of staat, wat die volgende aantoon:—

- (i) Naam en fabrieksnommer van werknemer;
- (ii) loontarief;
- (iii) totale getal ure gewerk;
- (iv) datum waarop betaling gedoen word;
- (v) totale bedrag in die koeverte.
- (vi) besonderhede van alle aftrekkings [ingevolge subklosule (6) van hierdie klosule].

Alle sodanige inligting moet of deur 'n masjien gedruk of met ink geskrywe wees of dit moet 'n duidelike deurslag wees. Hierdie betalings moet weekliks op Vrydae gedurende werkure by die inrigting van die werkgewer tussen die ure 4 nm. en die gewone sluitingsuur van die inrigting betaal word; met dien verstande dat, wanneer 'n werknemer se dienste nie op die gewone betaaldag van die betrokke inrigting eindig nie, die bedrae wat aan hom verskuldig is, onmiddellik by die beëindiging betaal moet word. Hierdie klosule is nie van toepassing op werknemers wat maandeliks betaal word en wat R100 per maand en meer ontvang en op kantoorwerkers en handelsreisigers nie, vir wie voorsiening in paragraaf (b) hiervan gemaak word.

(b) 'n Werkgewer moet die lone van werknemers wat maandeliks betaal word en R100 en meer 'n maand ontvang, kantoorwerkers en handelsreisigers wat op 'n maandelikse basis in diens is, nie later nie as die laaste dag van elke kalendermaand of by die beëindiging van hul diens betaal indien dit geskied voor die gewone betaaldag van die werknemer.

(2) Op elke dag waarop lone of ander besoldiging betaalbaar is ingevolge subklosule (1) (a) van hierdie klosule—

- (a) moet elke werkgewer teen 2-uur nm. in kontant in die inrigting die volle bedrag wat betaal moet word, beskikbaar hê;
- (b) moet die koeverte genoem in subklosule (1) (a) van hierdie klosule behoorlik ingevul en verseël wees minstens een uur voor die sluitingstyd van die inrigting.

(3) Waar werk in 'n inrigting deur werknemers verrig word wat in groepe of spanne georganiseer is, moet die verdienste van elke werknemer deur die werkgewer in wie se inrigting die werk verrig word of deur sy verteenwoordiger aan die werknemer betaal word.

(4) As 'n werknemer gedurende 'n deel van 'n week meer as een klas werk verrig waarvoor verskillende weeklone hierby voorgeskryf word, moet die werkgewer die hoogste van sodanige verskillende weeklone vir die hele week aan hom betaal.

(5) 'n Werknemer, uitgesonderd 'n nagwag, wat 'n nagskof werk, moet minstens die besoldiging wat vir sy klas werk in klosule 4 van hierdie Ooreenkoms voorgeskryf word, plus 10 persent, betaal word.

(6) Geen werkgewer mag 'n aftrekking van enige aard doen van die bedrae wat aan 'n werknemer verskuldig is ten opsigte van lone of oortydlone nie; met dien verstande dat—

- (a) behalwe waar dit in hierdie Ooreenkoms anders bepaal word, as 'n werknemer van sy werk afwesig is uitgesonderd dié kere wanneer hy op las of op versoek van sy werkgewer afwesig is, 'n aftrekking eweredig met die tydperk van sy afwesigheid en bereken volgens die loon wat dié werknemer ten tye daarvan ten opsigte van sy gewone werkure ontvang het, gedoen kan word;
- (b) in 'n inrigting waar die gewone weeklikse werkure minder as 42½ is, die werknemers vir die werklike getal ure wat gewerk is, betaal kan word teen die uurloon; met dien verstande dat, behoudens die bepaling van klosules 7 (6) (k) en 7 (6) (a) van hierdie Ooreenkoms, en uitgesonderd soos in paragraaf (g) van hierdie subklosule bepaal, 'n werknemer 'n bedrag betaal moet word van minstens 40 maal die uurloon ten opsigte van enige week se werk;
- (c) met die skriftelike toestemming van die werknemer, aftrekkings deur die werkgewer gedoen kan word vir versekerings- of pensioenfondse;
- (d) bydraes tot Raadsfondse ingevolge die bepaling van klosule 19 van hierdie Ooreenkoms afgetrek moet word;
- (e) aftrekkings deur die werkgewer gedoen moet word ingevolge die Voorsieningsfondsooreenkoms van die Klerasiennywerheid, Natal, No. 692, gedateer 12 Mei 1961, of enige latere voorsieningsfondsooreenkoms van die Klerasiennywerheid, Natal;
- (f) die koste van skêre wat aan werknemers verskaf word, afgetrek kan word;
- (g) as geen werk vir 'n werknemer beskikbaar is nie omdat masjinerie per ongeluk staan, die werkgewer aftrekkings van sodanige werknemer kan doen slegs vir die verlore tyd bō ten uur ten opsigte van elke sodanige stilstand;
- (h) 'n bedrag wat deur 'n werkgewer betaal word, wat hy regtens, by ordonnansie of 'n regsgeding namens 'n werknemer moet betaal, afgetrek kan word;

- (f) contributions to the sick benefit fund shall be deducted in terms of clause 27 (3) of this Agreement;
- (i) contributions to the sick benefit fund shall be deducted in shall be made in terms of clause 20 (3) of this Agreement;
- (k) where short time has been introduced, the employee shall, subject to the provisions of clause 6 of this Agreement, be paid for the actual time worked.

8. HOURS OF WORK AND OVERTIME.

(1) Save as is otherwise provided in this Agreement, no employer shall require or permit—

- (a) any employee wholly or mainly engaged in the despatch, delivery or receipt of goods, drivers of vehicles, labourers, mechanics and employees wholly or mainly engaged in supervising the work of such employees, office employees and employees engaged in a managerial capacity, to work—

- (i) for more than forty-five hours in any one week (excluding meal times);
- (ii) for more than eight and a half hours per day on five days in the week excluding meal times, and more than five hours on a Saturday, when a six-day week is worked;
- (iii) for more than nine and a quarter hours on any one day excluding meal times when a five-day week is worked;

- (b) any other employees not specified in clause 8 (1) (a) to work—

- (i) for more than 42½ hours excluding meal times in any one week;
- (ii) for more than five days in any one week;
- (iii) for more than 9½ hours excluding meal times in any one day;

- (c) an employee who is a female to work—

- (i) after six o'clock p.m. and before six o'clock a.m., or
- (ii) after 5 o'clock p.m. on more than five days in any one week, or
- (iii) after one o'clock p.m. on more than five days in any week in establishments in which a six-day week is worked;

- (d) any employee to work for a continuous period of more than five hours without an uninterrupted interval of at least one hour;

provided that for the purpose of this paragraph, periods of work interrupted by an interval of less than one hour shall be deemed to be continuous.

(2) Notwithstanding the provisions of paragraphs (a) and (b) of sub-clause (1) and save as is provided for in sub-clause (4) of this clause, an employer may require or permit an employee to work overtime for a total period not exceeding 10 hours in any one week; provided that no employer shall require or permit a female employee to work overtime—

- (a) for more than two hours on any day;
- (b) on more than three consecutive days;
- (c) on more than sixty days in any year;
- (d) after completion of her ordinary working hours for more than one hour on any day unless he has—
 - (i) given notice thereof to such employee before midday; or
 - (ii) provided such employee with an adequate meal before she has to commence overtime; or
 - (iii) paid such employee an allowance of 15 cents in sufficient time to enable the employee to obtain a meal before the overtime is due to commence.

(3) An employee shall be deemed to be working in addition to any period during which he is actually working—

- (a) during the whole of any interval in his work if he is not free to leave the workroom of his employer for the whole of such interval;
- (b) during any other period during which he is in the workroom of his employer;

provided that if it is proved that any such employee was not working and was free to leave the workroom during any portion of any period referred to in sub-paragraph (b), the presumption provided for in this sub-clause shall not apply in respect of such employee with reference to that portion of such period.

(4) All hours worked in excess of the ordinary hours prescribed in paragraph (a) and (b) of sub-clause (1) shall be deemed to be overtime. In respect of overtime worked an employer shall pay to—

- (a) an employee wholly or mainly engaged in the despatch, delivery, or receipt of goods drivers of vehicles, labourers, mechanics and employees wholly or mainly engaged in supervising the work of such employees, office employees and employees engaged in a managerial capacity, at a rate which is not less than one and a half times the weekly wage prescribed for an employee of his respective class, divided by forty-five;

- (i) bydraes tot die siektebystandsfonds ingevolge die bepalings van klousule 27 (3) van hierdie Ooreenkoms afgetrek moet word;
- (j) aftrekkings vir bydraes tot die fondse van die vakvereniging ingevolge die bepalings van klousule 20 (3) van hierdie Ooreenkoms gedoen kan word;
- (k) waar korttyd ingevoer is die werknemer behoudens die bepalings van klousule 6 van hierdie Ooreenkoms vir die tyd wat hy werklik gewerk het, betaal moet word.

8. WERK- EN OORTYDURE.

(1) Behoudens ander bepalings in hierdie Ooreenkoms mag geen werkgever vereis of toelaat dat—

- (a) 'n werknemer wat uitsluitlik of hoofsaaklik besig is met versending, aflewering of ontvangs van goedere, 'n bestuurder van voertuie, arbeiders, werktuigkundiges en werknemers wat uitsluitlik of hoofsaaklik in diens is om toesig te hou oor die werk van hierdie werknemers, kantoorwerkers en werknemers wat in 'n bestuurs-hoedanigheid in diens is—

- (i) vir langer as 45 uur per week (uitgesonderd etensure) werk nie;
- (ii) vir langer as 8½ uur per dag op vyf dae in die week (uitgesonderd etensure) en vir langer as vyf uur op 'n Saterdag as daar 'n week van ses dae gewerk word werk nie;
- (iii) vir langer as 9½ uur per dag, met uitsondering van etenstye, werk nie as daar 'n week van vyf dae gewerk word;

- (b) enige ander werknemers wat nie uitdruklik in klousule 8 (1) (a) genoem word nie—

- (i) vir langer as 42½ uur, met uitsondering van etensure, in 'n week werk nie;
- (ii) vir langer as vyf dae in 'n week werk nie;
- (iii) vir langer as 9½ uur op 'n dag, met uitsondering van etensure, werk nie;

- (c) 'n vroulike werknemer—

- (i) na 6-uur nm. en voor 6-uur vm. werk nie; of
- (ii) na 5-uur nm. op meer as vyf dae in 'n week werk nie;
- (iii) na 1-uur nm. op meer as vyf dae in 'n week in inrigtings waarin ses dae per week gewerk word.

- (d) enige werknemer 'n aaneenlopende tydperk van langer as vyf uur sonder 'n ononderbroke pouse van minstens een uur werk nie;

met dien verstande dat tydperke van werk wat deur 'n pouse van minder as een uur onderbreek word, vir die toepassing van hierdie paragraaf as aaneenlopend beskou word.

(2) Ondanks die bepalings van paragrafe (a) en (b) van subklousule (1) en behoudens die bepalings van subklousule (4) van hierdie klousule, kan 'n werkgever 'n werknemer verplig of toelaat om oortyd vir 'n totale tydperk van hoogstens 10 uur in 'n week te werk; met dien verstande dat geen werkgever 'n vroulike werknemer mag verplig of toelaat om die volgende oortyd te doen nie:—

- (a) Vir langer as twee uur op 'n dag;
- (b) op meer as drie agtereenvolgende dae;
- (c) op meer as 60 dae in 'n jaar;
- (d) na voltooiing van haar gewone werkure vir meer as 'n uur op 'n dag tensy hy—
 - (i) die werknemer voor die middag daarvan in kennis gestel het nie; of
 - (ii) die werknemer van 'n toereikende maaltyd voorsien het voordat sy met die oortydwerk moet begin; of
 - (iii) betyds aan die werknemer 'n toelae van 15 sent betaal om die werknemer in staat te stel om 'n maaltyd te verkry voordat die oortydwerk moet begin.

(3) Daar word beskou dat 'n werknemer aan die werk is bo en behalwe die tydperk wat hy werklik werk—

- (a) gedurende die hele pouse as hy nie vry is om die werk-kamer van sy werkgever vir die hele tydperk van die pouse te verlaat nie;
- (b) gedurende enige ander tydperk waarin hy in die werkkamer van sy werkgever is;

met dien verstande dat as daar bewys word dat sodanige werknemer nie gewerk het nie en vry was om die werkkamer in die loop van enige tydperk wat in subparagraaf (b) genoem word, te verlaat, die veronderstelling waarvoor in hierdie subklousule voorsiening gemaak word, nie ten opsigte van sodanige werknemer met verwysing na daardie gedeelte van die tydperk van toepassing is nie.

(4) Alle ure wat meer as die gewone werkure gewerk is wat in paragrafe (a) en (b) van subklousule (1) voorgeskryf word, word as oortydure beskou. 'n Werknemer moet ten opsigte van oortyd gewerk—

- (a) aan 'n werknemer wat uitsluitlik of hoofsaaklik in diens is vir die versending, aflewering of ontvangs van goedere, bestuurders van voertuie, arbeiders, werktuigkundiges en werknemers wat uitsluitlik of hoofsaaklik toesig hou oor die werk van hierdie werknemers, kantoorwerkers en werknemers wat in 'n bestuurs-hoedanigheid in diens is, teen minstens anderhalf maal die weeklikse besoldiging wat vir 'n werknemer van sy bepaalde klas voorgeskryf is, gedeel deur 45, betaal;

- (b) all other employees at a rate which is not less than one and a half times the weekly wage divided by forty-two and a half, if a time worker, and if a pieceworker at a rate which is not less than one and half times the piece-work rates, or one and a half times his weekly wage divided by 42½, whichever is the greater, provided that if overtime calculated on a daily basis, differs from that calculated on a weekly basis, the basis more favourable to the employee shall be adopted.
- (5) Whenever an employee works on a Sunday his employer shall either—
- (a) pay to the employee—
- if he so works for a period not exceeding four hours, not less than the ordinary remuneration payable in respect of the period ordinarily worked by him on a week-day; or
 - if he so works for a period exceeding four hours, remuneration, at a rate not less than double his ordinary rate of remuneration, in respect of the total period worked on such Sunday, or remuneration which is not less than double the ordinary remuneration payable in respect of the period ordinarily worked by him on a week-day, whichever is the greater; or
- (b) pay the employee remuneration at a rate not less than one and one-third times his ordinary rate of remuneration in respect of the total period worked on such Sunday and grant him within seven days of such Sunday one day's holiday and pay him in respect thereof remuneration at a rate not less than his ordinary rate of remuneration as if he had on such holiday worked his average ordinary working hours for that day of the week.
- (c) Whenever an employee works on Good Friday, Easter Monday, Ascension Day, Day of the Covenant, Christmas Day, Boxing Day or New Year's Day, his employer shall pay him remuneration at a rate not less than his ordinary rate of remuneration in respect of the total period worked on such day in addition to the remuneration to which he would have been entitled had he not so worked.
- (6) There shall be installed and maintained in working order in every establishment—
- one or more bells, or other audible signals which shall operate automatically and indicate all times for starting and for stopping work;
 - one or more time clocks for the clocking in and clocking out of employees, provided however that an employee shall be paid for the time which the employee has worked, notwithstanding that the employee has not clocked in or clocked out.
 - Every employee shall, unless prevented by sickness or other unavoidable cause, clock in in person day by day the actual periods of his attendance at the establishment, and no employee may clock in for any other employee in such establishment.
- (7) The employer shall grant to each employee a rest interval of not less than 10 minutes at as nearly as practicable the middle of each morning and each afternoon work period, and such interval shall be reckoned as portion of the usual working hours, but no employer shall require an employee to perform work during such interval.
- For the purpose of this sub-clause the first half of any working shift of more than 5 hours shall be deemed to be a morning work-period, and the second half of any such shift, an afternoon work-period.
- (8) An employer shall not require an employee to work overtime without his consent.
- (9) An employer shall not dismiss or prejudice in his employment any employee by reason of such employee's refusal to work overtime.
- (10) No employer shall allow any employee to work overtime unless permission has been obtained in writing from the Industrial Council prior to the performance of such work.
- In cases of urgency, the Secretary may issue provisional authority, which shall be valid until the next meeting of the Council.
- (11) No employer shall allow an employee to work a night shift unless permission has been obtained in writing from the Industrial Council, prior to the performance of such work. The employment of female labour on night shift is prohibited.
- (12) Save as provided in sub-clause (1) (d) all hours of work on any day shall be consecutive.
- (13) An employee shall be deemed to be working in addition to a period during which he is actually working—
- (a) during the whole of any interval in his work if—
- he is not free to leave the premises of his employer for the whole of such interval; or
 - the duration of such interval is not shown in the records required to be kept in terms of this Agreement; and
- (b) during any other period during which he is on the premises of his employer:
- Provided that if it is proved that any such employee was not working and was free to leave the premises during any portion of any period referred to in paragraph (b), the presumption provided for in this sub-clause shall not apply in respect of such employee with reference to that portion of such period.
- (14) The provisions of this clause shall not apply to travellers, travellers' drivers and nightwatchmen.

- (b) alle ander werknemers teen minstens anderhalf maal sy weekloon gedeel deur 42½, indien hy 'n tydwerker is, en indien hy 'n stukwerker is, teen minstens anderhalf maal die stukwerkskale of anderhalf maal sy weekloon gedeel deur 42½, na gelang van die grootste, betaal; met dien verstande dat indien oortyd wat op 'n daaglikse basis bereken word, verskil van dié wat op 'n weeklikse basis bereken word, die basis wat die voordeligste vir die werknemer is aanvaar moet word.
- (5) As 'n Werknemer op Sondag werk, moet sy werkgever of—
- (a) die werknemer soos volg betaal—
- as hy vir 'n tydperk van hoogstens vier uur aldus werk, minstens die gewone besoldiging wat betaalbaar is ten opsigte van die tydperk wat hy gewoonlik op 'n weekdag werk; of
 - as hy vir 'n tydperk van meer as vier uur werk, teen 'n skaal van minstens twee maal sy gewone loon ten opsigte van die totale tydperk wat op dié Sondag gewerk is, of besoldiging van minstens twee maal die gewone loon betaalbaar ten opsigte van die tydperk wat hy gewoonlik op 'n werkdag werk, na gelang watter die grootste bedrag is; of
- (b) die werknemer betaal teen minstens een en een-derde maal sy gewone loon ten opsigte van die totale tydperk wat hy dié Sondag gewerk het en hom binne sewe dae na die Sondag een dag vakansie toestaan en hom ten opsigte daarvan besoldig teen minstens sy gewone loonskaal as hy op die vakansiedag sy gemiddelde gewone werkure vir daardie dag van die week gewerk het.
- (c) Wanneer 'n werknemer ook al op Goeie Vrydag, Paasmaandag, Hemelvaartdag, Geloftedag, Kersdag, Tweede Kersdag of Nuwejaarsdag werk, moet sy werkgever besoldiging aan hom betaal teen 'n skaal van minstens sy gewone besoldiging ten opsigte van die totale tydperk wat hy op dié dag gewerk het benewens die besoldiging waartoe hy geregtig sou gewees het as hy nie aldus gewerk het nie.
- (6) In elke bedryfsinrigting moet daar die volgende geïnstalleer en in goeie werkende orde in stand gehou word—
- een of meer klokke, of ander hoorbare seine wat outomaties moet werk en alle tye om werk te begin en stop, aandui;
 - een of meer tyd klokke vir dié in- en uitklok van werknemers, met dien verstande egter dat 'n werknemer betaal moet word vir die tyd wat die werknemer gewerk het, ondanks die feit dat die werknemer nie in- of uitgeklok het nie.
 - Elke werknemer moet, tensy hy deur siekte of ander onvermybare oorsake verhinder is, persoonlik dag vir dag die werklike tye van sy aanwesigheid in die inrigting inklok en geen werknemer mag vir enige ander werknemer in sodanige inrigting inklok nie.
- (7) Die werkgever moet aan elke werknemer 'n ruspouse van minstens 10 minute so ná moontlik aan die middel van elke werkdag in die oggend en in die namiddag toestaan, en hierdie ruspouse moet beskou word as gedeelte van die gewone werkure, maar geen werkgever mag 'n werknemer verplig om in daardie pouse werk te doen nie.
- Vir die toepassing van hierdie subklousule moet die eerste helfte van 'n werkskof wat langer is as 5 uur beskou word as 'n werkdag in die oggend, en die tweede helfte van sodanige skof, 'n werkdag in die namiddag.
- (8) 'n Werkgever mag nie 'n werknemer verplig om sonder sy toestemming oortydwerk te doen nie.
- (9) 'n Werkgever mag nie 'n werknemer ontslaan of in sy diens benadeel nie weens die weiering van sodanige werknemer om oortyd te werk.
- (10) Geen werkgever mag 'n werknemer toelaat om oortydwerk te doen nie tensy toestemming skriftelik van die Nywerheidsraad verkry is voordat die werk gedoen moet word. In gevalle van dringende werk, kan die Sekretaris voorwaardelike magtiging verleen, wat geldig moet wees tot die volgende vergadering van die Raad.
- (11) Geen werkgever mag 'n werknemer toelaat om 'n nagskof te werk nie, tensy skriftelike toestemming van die Nywerheidsraad verkry is voordat die werk gedoen word. Dit word verbied om vroulike werknemers nagskofwerk te laat doen.
- (12) Behoudens die bepalinge van subklousule (1) (d) moet alle werkure op een dag opeenvolgens wees.
- (13) 'n Werknemer word geag te werk, benewens enige tydperk waarin hy werklik werk—
- gedurende 'n hele onderbreking in sy werk as—
- hy nie vry is om die perseel van sy werkgever vir die hele onderbreking te verlaat nie; of
 - die duur van sodanige onderbreking nie getoon word op die aantekenings wat kragtens hierdie Ooreenkoms gehou moet word nie; en
- gedurende enige ander tydperk waarin hy op die perseel van sy werkgever is;
- met dien verstande dat indien daar bewys word dat enige sodanige werknemer nie gewerk het nie en vry was om die perseel te verlaat gedurende enige gedeelte van enige tydperk genoem in paragraaf (b), die veronderstelling waarvoor voorsiening in hierdie subklousule gemaak word, nie van toepassing is nie ten opsigte van sodanige werknemer met betrekking tot daardie gedeelte van sodanige tydperk.
- (14) Die bepalinge van hierdie klousule is nie van toepassing op handelsreisigers, handelsreisigers se bestuurders en nagwagte nie.

9. RECORDS.

(1) All records with regard to wages required to be kept in terms of section fifty-seven of the Act or in terms of this Agreement, shall be completed by 12 noon on each Friday.

(2) Each employer shall keep as part of his records a clock card to be used in connection with the time clocks referred to in clause 8 (6) in respect of each employee for each week or part of a week for which wages are due and payable; such clock card to form the basic document for the computation of remuneration.

(3) All clock cards, or other types of records, shall, in accordance with the requirements of section fifty-seven (4) of the Act be kept for a period of three years subsequent to the date of the record and, on request, shall be available for inspection by the agents of the Council.

(4) The Council may at any time, for the purpose of satisfying itself that the provisions of the Act and this Agreement are being complied with—

- (i) cause to be investigated any books, records or documents of any employer, whether or not the same are required to be kept in terms of any law and whether or not the same are at any establishment;
- (ii) for the said purpose require any employer to produce all or any of his books, records or documents;
- (iii) remove and retain the same for such period as may be desirable for the said purpose;
- (iv) take and retain copies of any such books, records or documents.

10. WORK IN THE CLOTHING INDUSTRY.

(1) No employer shall require his employees to work and no employee shall work in premises other than—

- (a) an establishment provided, equipped, maintained and controlled by such employer, and which shall be registered with the Council, in terms of clause 14 of this Agreement; or
- (b) in a factory registered under the Factories, Machinery and Building Work Act, No. 22 of 1941, of which he is the occupier.

(2) An employer shall not allow any work in the Clothing Industry to be performed in a dwelling-house.

(3) No employee engaged in the employ of one establishment may perform work in another establishment without first having been discharged by the first establishment and re-registered by the second establishment.

11. PROPORTION OR RATIO OF EMPLOYEES.

(1) (i) *Cutters*.—One first-grade cutter shall be employed in an establishment before qualified second-grade cutters may be employed. To each first or qualified second-grade cutter there shall be allowed one learner cutter. Not more than five other cutters or learners shall be allowed to each first-grade cutter.

For the purpose of this paragraph, no employer, partner, proprietor or director shall be considered as a first-grade cutter.

(ii) *Male Employees Referred to in Paragraphs (iii) and (iv) of Sub-clause (4) (1) (A) and (B)*.—One qualified male employee shall be employed before a male learner may be employed and the number of male learners who may be employed shall not exceed three learners to each two qualified male employees.

(iii) *Female Employees Referred to in Paragraphs (iii) and (v) of Sub-clause (4) (1) (A) and (B)*.—One qualified female employee shall be employed before a female learner may be employed, and the number of female learners who may be employed shall not exceed two learners to each qualified female employee.

(iv) *Employees Referred to in Clause 4 (1) (A) (vii) and 4 (1) (B) (vii)*.—One qualified employee shall be employed before a learner may be employed and the number of learners who may be employed shall not exceed three learners to each qualified employee, provided that qualified male or female employees referred to in paragraphs (ii) and (iii) of this sub-clause surplus to the requirements of such paragraphs, shall be deemed to be qualified employees in terms of this paragraph.

(2) For the purpose of this clause, a learner who is being paid not less than the wage of a qualified employee may be deemed to be a qualified employee, and a female employee earning not less than a qualified male employee may be deemed to be a qualified male employee.

(3) For the purpose of this clause a qualified employee who under exemption is paid less than the wage stipulated for qualified employees shall not be treated as a qualified employee.

(4) No employee who has been absent from work for a continuous period of four weeks for any reason excepting illness, shall be taken into account when calculating ratio.

12. HOLIDAY LEAVE.

(1) Good Friday, Easter Monday, Ascension Day, the Day of the Covenant, Christmas Day, Boxing Day and New Year's Day shall be paid holidays and, subject to sub-clause (2) hereof, payment for such days shall be made not later than the first pay day succeeding such day. Should any of the public holidays referred to in this sub-clause fall on a Saturday each employee shall be paid in respect of each such day the wage he would be entitled to for a normal working day.

9. AANTEKENINGS.

(1) Alle aantekenings wat met betrekking tot lone kragtens artikel sewe-en-veftig van die Wet of ingevolge hierdie Ooreenkoms bygehou moet word, moet teen 12-uur elke Vrydag voltooi wees.

(2) Elke werkgewer moet as deel van sy aantekenings 'n klokkaart hou wat gebruik moet word in verband met die tyd klokke bedoel in klousule 8 (6) ten opsigte van elke werknemer vir elke week of deel van 'n week waarvoor lone verskuldig en betaalbaar is; sodanige klokkaart moet die basiese dokument uitmaak vir die berekening van besoldiging.

(3) Alle klokkaarte, of ander vorms van aantekenings, moet, ooreenkomstig die vereistes van artikel sewe-en-veftig (4) van die Wet, vir 'n tydperk van drie jaar bewaar word ná die datum van die aantekening, en moet op versoek beskikbaar wees vir inspeksie deur agente van die Raad.

(4) Die Raad mag te eniger tyd, ten einde vas te stel of die bepaling van die Wet en hierdie Ooreenkoms nagekom word—

- (i) alle boeke, aantekenings of dokumente van enige werkgewer, hetsy sodanige stukke ingevolge enige wet bygehou moet word of nie en hetsy sodanige stukke by 'n inrigting is of nie, laat ondersoek;
- (ii) vir genoemde doel van enige werkgewer vereis om alle of sommige van sy boeke, aantekenings of dokumente aan die Raad voor te lê;
- (iii) sodanige stukke verwyder en hou vir enige tydperk wat vir genoemde doel wenslik mag wees;
- (iv) afskrifte van sodanige boeke, aantekenings of dokumente maak en hou.

10. WERK IN DIE KLERASIENYWERHEID.

(1) Geen werkgewer mag sy werknemers verplig om in ander persele te werk en geen werknemer mag in ander persele as die volgende werk nie:—

- (a) 'n Inrigting wat deur dié werkgewer verskaf, uitgerus onderhou en beheer word, en wat ingevolge die bepaling van klousule 14 van hierdie Ooreenkoms by die Raad geregistreer is; of
- (b) in 'n fabriek wat ingevolge die bepaling van die Wet op Fabriek, Masjinerie en Bouwerk, No. 22 van 1941, geregistreer is, waarvan hy die okkupeerder is.

(2) 'n Werkgewer mag nie toelaat dat werk in die klerasienywerheid in 'n woonhuis verrig word nie.

(3) Geen werknemer in diens in een inrigting mag werk in 'n ander inrigting voordat hy eers deur die eerste inrigting ontslaan en deur die tweede inrigting herregistreer is nie.

11. GETALVERHOUDING VAN WERKNEMERS.

(1) (i) *Snyers*.—Een snyder, eerstegraads, moet in 'n inrigting in diens wees voordat gekwalifiseerde snyers, tweedegraads, in diens geneem kan word. Vir elke snyder, eerstegraads, of gekwalifiseerde snyder, tweedegraads, kan een leerlingsnyder in diens geneem word. Vir elke snyder, eerstegraads, kan hoogstens 5 ander snyers of leerlinge in diens geneem word.

Vir die toepassing van hierdie paragraaf word geen werkgewer, vennoot, eienaar of direkteur as 'n eerstegraads snyder geag nie.

(ii) *Manlike werknemers bedoel in paragrafe (iii) en (iv) van subklousule (4) (1) (A) en (B)*.—Een gekwalifiseerde manlike werknemer moet in diens wees voordat 'n manlike leerling in diens geneem mag word en die getal manlike leerlinge wat in diens mag wees, mag nie meer as drie leerlinge vir elke twee gekwalifiseerde manlike werknemers wees nie.

(iii) *Vroulike werknemers bedoel in paragrafe (iii) en (iv) van subklousule (4) (1) (A) en (B)*.—Een gekwalifiseerde vroulike werknemer moet in diens wees voordat 'n vroulike leerling in diens geneem mag word, en die getal vroulike leerlinge wat in diens mag wees, mag nie meer as twee leerlinge vir elke gekwalifiseerde vroulike werknemer wees nie.

(iv) *Werknemers bedoel in klousule 4 (1) (A) (vii) en 4 (1) (B) (vii)*.—Een gekwalifiseerde werknemer moet in diens wees voordat 'n leerling in diens geneem mag word en die getal leerlinge wat in diens geneem mag word mag nie meer as drie leerlinge wees vir elke gekwalifiseerde werknemer nie, met dien verstande dat gekwalifiseerde manlike of vroulike werknemers bedoel in paragrafe (ii) en (iii) van hierdie subklousule bo en behalwe die vereistes van dié paragrafe, gekwalifiseerde werknemers ingevolge hierdie paragraaf geag moet word.

(2) Vir die toepassing van hierdie klousule kan 'n leerling aan wie minstens die loon van 'n gekwalifiseerde werknemer betaal word, as 'n gekwalifiseerde werknemer geag word, en kan 'n vroulike werknemer wat minstens die loon van 'n gekwalifiseerde manlike werknemer verdien, as 'n gekwalifiseerde manlike werknemer geag word.

(3) Vir die toepassing van hierdie klousule moet 'n gekwalifiseerde werknemer wat by vrystelling minder betaal word as die loon vasgestel vir gekwalifiseerde werknemers nie as 'n gekwalifiseerde werknemer behandel word nie.

(4) Geen werknemer wat vir 'n aaneenlopende tydperk van vier weke om enige rede, behalwe siekte, van sy werk afwesig is, kan vir berekening van die getalverhouding in aanmerking geneem word nie.

12. VERLOF.

(1) Goeie Vrydag, Paasmaandag, Hemelvaartdag, Geloftedag, Kersdag, Tweede Kersdag en Nuwejaarsdag is vakansiedae met betaling, en behoudens die bepaling van subklousule (2) hiervan moet betaling vir dié dae nie later as op die eerste betaaldag na sodanige dag geskied nie. Indien 'n openbare vakansiedag, wat in hierdie klousule genoem word, op 'n Saterdag val, moet elke werknemer ten opsigte van elke sodanige vakansiedag die loon ontvang waarop hy geregtig sou gewees het vir 'n gewone werkdag.

(2) (a) Every employer shall, each year during which this Agreement is in operation, subject to the provisions of sub-clause (9) of this clause, between the 15th December and the 15th January ensuing, grant to each of his employees, whether employed on piece work or on time work, who has been in his employ for a continuous period of not less than twelve months prior to the date of granting leave, not less than three consecutive weeks' holiday leave at full wages which leave shall include Christmas Day, Boxing Day and New Year's Day as paid public holidays; provided that—

- (i) an employer shall grant to an employee who at the date of granting leave has not completed twelve months' continuous employment with him, leave for a similar period to that referred to in sub-clause (2) (a) but shall only pay him leave pay at the rate of one-fifth of a week's pay for each completed period of 30 days' service (plus payment in respect of Christmas Day, Boxing Day and New Year's Day, and payment in respect of the Day of the Covenant where it falls within the period of leave).
- (ii) When the Day of the Covenant falls within the period of holiday leave, it shall be added to the said period as a further period of holiday on full pay.

(b) Every employer shall, prior to 30th November in each year, advise the Council of the dates during which his factory will be closed for annual leave.

(3) A list of the employees who are to be paid leave pay as provided in sub-clause (2) (a) hereof, showing name, rate of pay, period of employment for which leave pay is due and amount of leave pay due to each such employee shall be forwarded by each employer, together with a remittance for the total amount due to the Council not later than the 7th December of each year and such leave pay shall be distributed by the Council to the employees concerned not later than the 24th December following.

(4) Should an employee's services be terminated before the date on which leave is to be granted in terms of sub-clause (2) (a) hereof, leave pay at the rate of one-fifth of a week's pay for each completed 30 days of service shall become due and shall be forwarded by the employer of such employee on the Friday of the week during which the employee's services are terminated, to the Secretary of the Council, P.O. Box 1331, Durban, for disbursement to the employee concerned.

(5) An employer who closes his factory, or any part thereof in any year during November and December shall pay to those employees who have been discharged or put on short-time through such closure, annual holiday pay computed on the basis as though the employee had worked to the end of that Calendar year, and, in addition, shall pay such employees for the Day of the Covenant, Christmas Day, Boxing Day and New Year's Day.

(6) An employer who closes his factory for any period between the 15th December and the 15th January ensuing in order to grant his employees their annual holidays plus statutory holidays may close for a period not exceeding four weeks without being liable for the payment to any employee of any wages in excess of the amounts due in terms of sub-clause (2) hereof, in respect of such period.

(7) Any period during which an employee—

- (a) is on leave in terms of this clause; or
- (b) undergoes any military training; or
- (c) is absent from work on the instructions or at the request of the employer; or
- (d) is absent from work owing to illness;

shall be deemed to be a period of employment for the purpose of sub-clauses (1), (2) and (3) hereof, provided that—

- (i) the provisions of paragraph (d) shall not apply in respect of any period of absence owing to illness of more than three consecutive days if the employee, not being an employee referred to in sub-paragraph (ii) fails, after a request for such certificate by the employer to submit to the employer a certificate issued by a sick fund medical officer appointed in terms of clause 27 that he was prevented by illness from doing his work or in respect of that portion of any total period of absence during any twelve months' employment which is in excess of 30 days; provided that office employees, travellers or employees engaged in a managerial capacity may produce such certificate from any practitioner;
- (ii) An employee whose employer is required in terms of any Act of Parliament to provide for the care and treatment of such employee when sick or injured shall not be required to submit a certificate by a medical practitioner in respect of any period of absence referred to in sub-paragraph (i);
- (iii) the provisions of paragraph (b) shall not apply in respect of any period of military training in excess of four months undergone in that year.

(8) An employer may make mutual arrangements with his employees in receipt of R100 per month or more, office employees, travellers, drivers of vehicles, foremen, mechanics, night watchmen, or employees solely engaged in cleaning premises or in the delivery of goods or messages, to take their annual holiday at a period other than between the 15th December and the 15th January ensuing; provided that such leave shall be granted within two months of the completion of the year of employment to which it relates.

(2) (a) Elke werkgewer moet elke jaar waarin hierdie Ooreenkoms van krag is, behoudens die bepalings van subklousule (9) van hierdie klousule, tussen 15 Desember en die daaropvolgende 15de Januarie aan elkeen van sy werknemers, of hulle stukwerk of tydwerk doen, wat minstens 12 maande ononderbroke in diens was voor dié datum waarop die verlof toegestaan word, minstens drie opeenvolgende weke verlof toestaan met volle betaling en dié verlof moet Kersdag, Tweede Kersdag en Nuwejaarsdag as openbare vakansiedae met betaling insluit; met dien verstande dat—

- (i) 'n werkgewer aan 'n werknemer wat op die datum waarop verlof toegestaan word nie 12 maande aaneenlopende diens by hom voltooi het nie, verlof moet toestaan vir 'n dergelike tydperk as dié in subklousule (2) (a) genoem, maar hom slegs verlofbesoldiging moet betaal van een-vyfde van sy weekloon vir elke voltooide tydperk van 30 dae diens (plus betaling ten opsigte van Kersdag, Tweede Kersdag en Nuwejaarsdag en betaling ten opsigte van Gelofte-dag as dit binne die verloftydperk val);
- (ii) as Gelofte-dag binne die verloftydperk val, dit by genoemde tydperk as 'n verdere verloftydperk met volle betaling gevoeg moet word.

(b) Elke werkgewer moet vóór 30 November elke jaar die Raad in kennis stel van die datums waarop sy fabriek vir jaarlikse verlof gesluit sal wees.

(3) 'n Lys van die werknemers wat verlofbetaling moet ontvang, soos voorgeskrywe in subklousule (2) (a) hiervan, met vermelding van hul name, loonskale, werktidperke waarvoor verlofbetaling verskuldig is en die bedrag van verlofbetaling wat aan elke werknemer verskuldig is, moet voor of op 7 Desember elke jaar tesame met betaling vir die volle verskuldigde bedrag, deur die werkgewer aan die Raad gestuur word, en sodanige verlofbetaling moet voor of op die daaropvolgende 24 Desember deur die Raad aan die betrokke werknemers uitgedeel word.

(4) Indien 'n werknemer se diens beëindig word voor die datum waarop verlof kragtens subklousule (2) (a) hiervan toegestaan moet word, is verlofbetaling van een-vyfde van sy weekloon vir elke voltooide 30 dae diens verskuldig en moet die werkgewer van so 'n werknemer dit op die Vrydag van die week waarin die werknemer se diens beëindig word, aan die Sekretaris van die Raad, Posbus 1331, Durban, stuur vir betaling aan die betrokke werknemer.

(5) 'n Werkgewer wat sy fabriek of enige gedeelte daarvan in 'n jaar gedurende November en Desember sluit, moet aan die werknemers wat weens sodanige sluiting ontslaan is of korttyd werk, jaarlikse verlofbetaling betaal wat op die basis bereken is asof die werknemers tot die einde van daardie kalenderjaar gewerk het, en moet sodanige werknemers daarbenewens vir Gelofte-dag, Kersdag, Tweede Kersdag en Nuwejaarsdag betaal.

(6) 'n Werkgewer wat sy fabriek vir 'n tydperk tussen 15 Desember en die daaropvolgende 15de Januarie sluit met die doel om sy werknemers hul jaarlikse vakansie plus wetlike vakansiedae toe te staan, kan dit vir 'n tydperk van hoogstens vier weke sluit sonder om vir die betaling van enige lone en/of lewenskostetoelae bo die bedrag wat kragtens die bepalings van subklousule (2) (a) hiervan ten opsigte van sodanige tydperk aan 'n werknemer verskuldig is, aanspreeklik te wees.

(7) Enige tydperk wanneer 'n werknemer—

- (a) ingevolge hierdie klousule met verlof is; of
- (b) militêre opleiding meemaak; of
- (c) in opdrag of op versoek van die werkgewer van sy werk afwesig is; of
- (d) weens siekte van sy werk afwesig is;

moet vir die toepassing van subklousules (1), (2) en (3) hiervan as 'n tydperk van diens beskou word; met dien verstande dat—

- (i) die bepalings van paragraaf (d) nie van toepassing is nie ten opsigte van enige afwesigheidstydperk van meer as drie opeenvolgende dae weens siekte, as die werknemer, behalwe 'n werknemer genoem in subparagraaf (ii), in gebreke bly om, nadat die werkgewer om 'n sertifikaat gevra het, dit by die werkgewer in te dien, d.w.s. 'n sertifikaat van 'n geneesheer van die siektebystandfonds wat aangestel is ingevolge klousule 27, dat hy weens siekte belet is om sy werk te doen, of ten opsigte van daardie gedeelte van enige totale afwesigheidstydperk gedurende 12 maande diens wat langer as 30 dae is; met dien verstande dat kantoorwerkers, handelsreisigers of werknemers in 'n bestuurshoedanigheid sodanige sertifikaat van enige ander geneesheer kan voorlê;
- (ii) 'n werknemer wie se werkgewer ingevolge enige Wet van die Parlement verplig is om voorsiening te maak vir die versorging en behandeling van sodanige werknemer as hy siek of beseer is, nie verplig kan word om ten opsigte van enige afwesigheidstydperk genoem in subparagraaf (i) 'n sertifikaat van 'n geneesheer in te dien nie;
- (iii) die bepalings van paragraaf (b) is nie van toepassing ten opsigte van enige tydperk van militêre opleiding van langer as vier maande wat in daardie jaar ondergaan is nie.

(8) 'n Werkgewer kan met sy werknemers wat R100 of meer per maand ontvang, kantoorwerkers, handelsreisigers, voertuigbestuurders, voormanne, werktuigkundiges, nagwagte of werknemers wat uitsluitlik persele skoonmaak of goedere of boodskappe aflewer, onderlinge reëlings tref om hul jaarlikse verlof op 'n ander tyd as tussen 15 Desember en die daaropvolgende 15de Januarie te neem; met dien verstande dat sodanige verlof binne twee maande na voltooiing van die jaar diens waarop dit betrekking het, toegestaan moet word.

(9) Leave pay may be held by the Council on behalf of employees for a period of six months from the date on which it became due to such employees or to the end of the calendar year, whichever is the later, and if unclaimed within the said period such leave pay shall be forfeited to the general funds of the Council; provided that an employee may make application to the Council for payment of his leave pay after the expiry of the said period and such application shall be considered by the Council on its merits.

(10) All payments for leave or public holidays to which an employee is entitled under sub-clause (1) to (10) of this clause shall be made at the rate of wage to which such employee is entitled in terms of clause 4 of this Agreement.

(11) An employer shall give not less than 30 days' provisional notice and not less than 15 days' definite notice of the date on which annual leave will commence by exhibiting such notice(s) in a prominent place in the factory readily accessible to the employees.

(12) The period of leave prescribed shall not run concurrently with any period during which an employer is under notice of termination of contract of employment or is required to undergo military training.

13. PREMIUMS.

No premium shall be charged or accepted by an employer for the training of an employee.

14. REGISTRATION OF EMPLOYERS.

(1) Every employer who has not already done so in pursuance of a previous Agreement shall, within one month from the date on which this Agreement comes into operation, and every such person entering the Industry after that date, shall within one month of commencing operations by him, forward to the Secretary of the Council, P.O. Box 1331, Durban, by registered post, the following particulars which shall be in writing and signed by him—

- (a) the trading name and business address of the establishment.
- (b) The full names and residential addresses of all partners and/or directors.
- (c) The full name and residential address of the responsible manager.
- (d) Section or sections of the Industry in which the establishment is engaged.
- (e) Date of commencing operations.

(2) Written notification shall be sent by registered post to the Council by every employer of any alteration in respect of any details supplied in terms of sub-clause (1) of this clause, and such notification shall be given within 14 days of such alteration.

15. ENGAGEMENTS AND TERMINATION OF EMPLOYMENT.

(1) An employer shall not allow any person to commence work in his establishment until such person has produced a record of service card showing that such person has been registered by the Council to commence work with that employer; such record of service card, which shall be issued by the Council on request in the form of Annexure "A" to this Agreement, shall specify the experience, if any, the person has had.

(2) An employer shall forward to the Council for amendment the Record of Service Card of any employee who is transferred from one category to another, the latter of which requires a higher rate of remuneration, within 7 days of such transfer.

(3) The record of service card shall be retained by the employer until the employee leaves his employ, whereupon he shall enter on the card the date of termination of employment and the occupation and rate of pay on termination, and return the card to the employee after signing it.

(4) On the Friday of the week during which an employee's services are terminated the employer shall forward to the Council a report of termination of service (which shall be in the form of Annexure B to this Agreement) together with any holiday pay due to the employee in terms of clause 12 (2) of this Agreement. Holiday pay shall not be due or payable to a person who has deserted from service.

(5) The Council shall have the power to withdraw any record of service card which is subsequently found to contain incorrect information. The Council shall, upon being furnished with the correct information, issue a fresh record card in lieu thereof.

16. TERMINATION OF SERVICE.

(1) An employer or an employee shall give in writing—

- (a) in the case of a weekly paid employee, not less than one week's notice of his intention to terminate the contract of employment; such notice to commence on the employee's ordinary pay day;
- (b) in the case of a monthly paid employee, not less than two week's notice of his intention to terminate the contract of employment; such notice to commence on the first or fifteenth day of a calendar month.

(9) Verlofbetaling kan deur die Raad ten behoeve van werknemers bewaar word vir 'n tydperk van ses maande vanaf die datum waarop dit aan die werknemer verskuldig word of tot aan die end van 'n kalenderjaar—watter een ook al die jongste is, en indien dit onopgeëis is binne genoemde tydperk, word sodanige verlofbetaling aan die algemene fondse van die Raad verbeur; met dien verstande dat 'n werknemer by die Raad aansoek kan doen om teruggawe van sy verlofbetaling ná verstryking van so 'n tydperk en sodanige aansoek moet deur die Raad volgens meriete behandel word.

(10) Alle besoldiging vir verlof of openbare vakansiedae waarop 'n werknemer geregtig is kragtens subklousule (1) tot (10) van hierdie klousule, moet geskied teen die loonskaal waarop sodanige werknemer ingevolge klousule 4 van hierdie Ooreenkoms geregtig is.

(11) 'n Werkgewer moet minstens 30 dae voorwaardelike en minstens 15 dae uitdruklike kennis gee van die datum waarop jaarlikse verlof sal begin deur dié kennisgewing(s) op 'n opvallende plek in die fabriek wat vir die werknemers maklik toeganklik is, op te plak.

(12) Die voorgeskrewe verloftydperk mag nie saamval met 'n tydperk wanneer 'n werknemer 'n tydperk van diensopsegging uitdien of militêre opleiding moet meemaak nie.

13. PREMIES.

Vir opleiding van 'n werknemer mag geen premie deur 'n werk-gewer gevra of aangeneem word nie.

14. REGISTRASIE VAN WERKGEWERS.

(1) Elke werk-gewer wat dit nie reeds ingevolge 'n vorige ooreenkoms gedoen het nie, moet binne een maand na die datum waarop hierdie Ooreenkoms in werking tree, en elke sodanige persoon wat na daardie datum in die nywerheid kom, moet binne een maand nadat hy met sy werksaamhede begin het die volgende besonderhede op skrif en deur die werk-gewer onderteken, per aangetekende pos aan die Sekretaris van die Raad, Posbus 1331, Durban, stuur:—

- (a) Die handelsnaam en besigheidsadres van die inrigting;
- (b) die naam voluit en woonadres van al die vennote en/of direkteure;
- (c) die naam voluit en woonadres van die verantwoordelike bestuurder;
- (d) afdeling of afdelings van die nywerheid wat die inrigting uitoefen;
- (e) datum waarop werksaamheid begin.

(2) Skriftelike kennisgewing van enige verandering ten opsigte van enige besonderhede soos ingevolge subklousule (1) van hierdie klousule verskaf, moet deur elke werk-gewer per aangetekende pos aan die Raad gestuur word, en sodanige kennis moet binne 14 dae na sodanige verandering gegee word.

15. INDIENSNEMINGS EN DIENSBEÏNDIGING.

(1) 'n Werk-gewer moet niemand toelaat om in sy inrigting te begin werk totdat dié persoon 'n diensrekordkaart getoon het wat wys dat dié persoon deur die Raad geregistreer is om by daardie werk-gewer te begin werk nie; die diensrekordkaart, wat deur die Raad op versoek in die vorm van Aanhangsel A van hierdie Ooreenkoms uitgereik moet word, moet die ondervinding, as hy ondervinding gehad het, van die persoon spesifiseer.

(2) 'n Werk-gewer moet aan die Raad vir wysigings die diensrekordkaart aanstuur van enige werknemer wat van een kategorie na 'n ander oorgeplaas word indien laasgenoemde 'n hoër tarief van besoldiging vereis, en wel binne sewe dae van sodanige oorplasing.

(3) Die dienssertifikaat moet deur die werk-gewer bewaar word tot die beëindiging van die werknemer se diens by hom en daarna moet hy op die sertifikaat die datum van diensbeëindiging, die beroep en loonskaal by diensbeëindiging aanbring en dit aan die werknemer terugbesorg nadat dit deur die werk-gewer onderteken is.

(4) Op die Vrydag van die week waarin 'n werknemer se diens beëindig is, moet die werk-gewer aan die Raad 'n verslag stuur i.v.m. die diensbeëindiging (in die vorm van Aanhangsel B van hierdie Ooreenkoms) tesame met alle verlofbetalings aan die werknemer verskuldig kragtens die bepaling van klousule 12 (2) van hierdie Ooreenkoms. Verlofbetalings is nie verskuldig of betaalbaar aan iemand wat uit sy werk gedros het nie.

(5) Die Raad is gemagtig om 'n dienssertifikaat in te trek as dit na uit-eiking blyk dat dit onjuiste inligting bevat. Die Raad moet, nadat die juiste inligting verstrekkend is, 'n nuwe sertifikaat in plaas daarvan uitreik.

16. DIENSBEÏNDIGING.

(1) 'n Werk-gewer of 'n werknemer moet—

- (a) in die geval van 'n weekliks betaalde werknemer minstens een week skriftelik kennis gee van sy voorneme om die dienskontrak te beëindig, sodanige kennisgewing moet op die werknemer se gewone-betaaldag begin;
- (b) in die geval van 'n maandeliks betaalde werknemer minstens twee weke skriftelik kennis gee van sy voorneme om die dienskontrak te beëindig; sodanige kennisgewing moet op die eerste of vyftiende dag van 'n kalendermaand begin.

(2) An employer or employee may terminate the contract of employment without notice by paying to the employee, or paying or forfeiting to the employer as the case may be, in lieu of notice, an amount equal to not less than—

- (a) in the case of a weekly paid employee, one full week's wages; and
 - (b) in the case of a monthly paid employee, two week's wages.
- (3) The provisions of sub-clauses (1) and (2) hereof shall not affect—
- (a) the right of an employee or employer to terminate the contract of service without notice for any good cause recognised by law as sufficient;
 - (b) any agreement between an employer and employee which provides for a period of notice longer than one week, in which event wages in lieu of notice shall be correspondingly increased; provided, however, that an employee who is working short-time in any week on the instruction of the employer may terminate his contract of service at any time after such instruction has been given, without giving notice; provided that, in the case of an establishment in which short-time is being worked in terms of clause 6, an employee, who has been given notice by his employer in terms of this sub-clause shall be paid a full day's pay, in respect of every day during the period of such notice, upon which he attends at such establishment and is available for work the whole day, or in respect of which he has been notified by the employer that his services will not be required;
 - (c) the operation of any forfeitures or penalties which, by law, may be applicable in respect of desertion by an employee.
- (4) No employer shall dismiss any employee by reason of such employee's absence from work through illness if, within three days of commencement of such illness, the employer has been notified of such illness, and a certificate issued by a sick fund medical officer appointed in terms of clause 27 has been lodged with the employer; provided that if such absence continues for six weeks, the employee's services shall be *ipso facto* terminated.
- (5) 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 12 or any period of military training.
- (6) This clause shall not apply to an employee who is engaged on trial for a period not exceeding one week. An employee engaged on trial shall be paid for at least four hours, notwithstanding that such employee has worked for a lesser period.

17. EXEMPTIONS.

- (1) The Council may grant exemption from any of the provisions of this Agreement to or in respect of any person for any good or sufficient reason.
- (2) The Council shall fix, in respect of any person granted exemption under the provisions of sub-clause (1) of this clause the conditions subject to which such exemption is granted, and the period during which such exemption shall operate; provided that the Council may, if it deems fit, after one week's notice in writing has been given to the person concerned, withdraw any licence of exemption whether or not the period for which exemption was granted, has expired.
- (3) The Secretary of the Council shall issue to every person granted exemption in accordance with the provisions of this clause a licence signed by him setting out—
- (a) the full name of the person concerned;
 - (b) the provisions of the Agreement from which exemption is granted;
 - (c) the conditions fixed in accordance with the provisions of sub-clause (2) of this clause subject to which such exemption is granted; and
 - (d) the period during which the exemption shall operate.
- (4) The Secretary of the Council shall—
- (a) number consecutively all licences issued; and
 - (b) retain a copy of each licence issued; and
 - (c) where exemption is granted to an employee, forward a copy of the licence to the employer concerned;
 - (d) a copy of each licence issued shall be forwarded to the Divisional Inspector of Labour, P.O. Box 940, Durban.
- (5) Every employer shall observe the provisions of any licence of exemption issued in terms of this clause.

18. PERSONS UNDER THE AGE OF 15 YEARS.

No employer shall employ any person under the age of 15 years.

19. COUNCIL FUNDS.

The funds of the Council, which shall be vested in and administered by the Council, shall be provided in the following manner—

- (1) For the first eighteen months of the Agreement—
- (i) Every employer shall deduct each week from the earnings of each of his employees (other than office employees, travellers and employees engaged in a managerial capacity) for whom minimum wages are prescribed in this Agreement—
- | | |
|---|---|
| (a) in the case of an employee whose wage is less than R10.50 per week..... | c |
| (b) in the case of an employee whose wage is R10.50 or more per week..... | 1 |
| | 2 |

(2) 'n Werkgever of 'n werknemer kan die dienskontrak sonder kennisgewing beëindig deur in plaas van die kennisgewing minstens ondervermelde bedrae aan die werknemer te betaal, of aan die werkgever te betaal of te verbeur, na gelang van die geval—

- (a) in die geval van 'n weekliks betaalde werknemer, een volle week se loon,
 - (b) in die geval van 'n maandeliks betaalde werknemer, twee weke se loon.
- (3) Die bepalings van subklousules (1) en (2) hiervan raak nie die volgende nie—
- (a) die reg van 'n werknemer of werkgever om weens enige gegronde rede wat regtens as voldoende erken word, die dienskontrak sonder kennisgewing te beëindig;
 - (b) 'n ooreenkoms tussen 'n werkgever en werknemer wat voorsiening maak vir 'n tydperk van kennisgewing wat langer is as een week en in hierdie geval moet loon in plaas van kennisgewing dienoreenkomstig verhoog word; met dien verstande egter dat 'n werknemer wat gedurende 'n week op las van die werkgever korttyd werk, sy dienskontrak te eniger tyd nadat sodanige opdrag gegee is, kan beëindig sonder om kennis te gee; met dien verstande dat in die geval van 'n inrigting waarin korttyd ingevolge die bepalings van klousule 6 gewerk word, 'n werknemer wie se diens ingevolge hierdie klousule deur sy werkgever opgesê is 'n volle dag se betaling moet ontvang ten opsigte van elke dag gedurende die tydperk van diensopsegging waarop hy by sodanige inrigting aanwesig is en die hele dag vir werk beskikbaar is of ten opsigte waarvan hy deur die werkgever in kennis gestel is dat sy dienste nie nodig is nie.
 - (c) verbeurings of boetes wat regtens ten opsigte van 'n werknemer wat van sy werk af wegloop, toegepas kan word.
- (4) Geen werkgever kan 'n werknemer ontslaan weens die werknemer se afwesigheid van sy werk as gevolg van siekte nie, as die werkgever binne drie dae na die aanvang van die siekte daarvan in kennis gestel is en sodanige kennisgewing vergesel is van 'n sertifikaat uitgereik deur 'n mediese beampte van die siektebystandfonds wat benoem is kragtens klousule 27; met dien verstande dat as die tydperk van afwesigheid ses weke duur, die werknemer se diens *ipso facto* beëindig word.
- (5) Die tydperk van diensopsegging, mag nie saamval met en die diens mag ook nie opgesê word tydens 'n werknemer se afwesigheid met verlof wat ingevolge klousule 12 toegestaan is of met 'n tydperk van militêre opleiding nie.
- (6) Hierdie klousule is nie van toepassing op 'n werknemer wat hoogstens een week op proef in diens geneem word nie. 'n Werknemer in diens op proef, moet vir minstens vier uur betaal word, ondanks die feit dat dié werknemer 'n korter tydperk gewerk het.

17. VRYSTELLINGS.

- (1) Die Raad kan om 'n goeie en afdoende rede aan 'n persoon of ten opsigte van 'n persoon vrystelling van enige bepaling van hierdie Ooreenkoms verleen.
- (2) Die Raad moet ten opsigte van 'n persoon aan wie vrystelling kragtens subklousule (1) van hierdie klousule verleen word, die voorwaardes vasstel waarop sodanige vrystelling verleen word en die tydperk waarvoor die vrystelling van krag is; met dien verstande dat die Raad na goeddunke en na een week skriftelike kennisgewing aan die betrokke persoon 'n vrystelling-sertifikaat kan herroep of die tydperk waarvoor vrystelling verleen is, verstryk het of nie.
- (3) Die Sekretaris van die Raad moet aan elke persoon aan wie vrystelling ingevolge die bepalings van hierdie klousule verleen is, 'n lisensie deur hom onderteken, uitreik met vermelding van—
- (a) die naam van die betrokke persoon voluit;
 - (b) die bepalings van die Ooreenkoms waarvan vrystelling verleen word;
 - (c) die voorwaardes wat ooreenkomstig die bepalings van subklousule (2) van hierdie klousule vasgestel is, waaraan sodanige vrystelling onderworpe is; en
 - (d) die tydperk waarvoor die vrystelling van krag is.
- (4) Die Sekretaris van die Raad moet—
- (a) alle lisensies wat uitgereik word, in volgorde nommer;
 - (b) 'n afskrif van elke lisensie wat uitgereik word, behou;
 - (c) waar vrystelling aan 'n werknemer verleen word, 'n afskrif van die lisensie aan die betrokke werkgever stuur; en
 - (d) 'n afskrif van elke lisensie wat uitgereik word aan die Afdelingsinspekteur van Arbeid, Posbus 940, Durban, stuur.
- (5) Elke werkgever moet die bepalings van enige vrystelling-lisensie wat ingevolge hierdie klousule uitgereik is, nakom.

18. PERSONE ONDER DIE OUDERDOM VAN 15 JAAR.

Geen werkgever mag 'n persoon onder die ouderdom van 15 jaar in diens hê nie.

19. RAADFONDSE.

Die fondse van die Raad, wat by die Raad berus en deur hom geadminestreer moet word, word op onderstaande wyse verkry—

- (1) Vir die eerste agtien maande van die Ooreenkoms—
- (i) moet elke werkgever elke week van die verdienste van elk van sy werknemers (uitgesonderd kantoorwerkers, handelsreisigers en werknemers in diens in bestuurs-hoedanigheid) vir wie minimum loon in hierdie Ooreenkoms voorgeskryf word, ondergenoemde bedrae aftrek:—
- | | |
|---|---|
| (a) in die geval van 'n werknemer wie se loon minder as R10.50 per week is..... | c |
| (b) in die geval van 'n werknemer wie se loon R10.50 of meer per week is..... | 1 |
| | 2 |

(2) Thereafter—

(i) Every employer shall deduct each week from the earnings of each of his employees (other than office employees, travellers and employees engaged in a managerial capacity) for whom minimum wages are prescribed in this Agreement—

- (a) in the case of an employee whose wage is less than R10.65 per week..... 1
- (b) in the case of an employee whose wage is R10.65 or more per week..... 2

The total amount so deducted, together with an equal amount which shall be contributed by the employer, shall be forwarded together with a list detailing particulars of contributions, so as to reach the Secretary of the Council, P.O. Box 1331, Durban, not later than ten days after the end of each calendar month.

20. EMPLOYMENT OF TRADE UNION LABOUR.

(1) No member of the employers' organization shall give employment for a period longer than two weeks to any person who is not a member of the trade union, provided such person is eligible for membership and provided further that this sub-clause shall not apply where, in the opinion of the Council, membership of the union has been refused without good and sufficient cause, and the applicant has reported such refusal to the Council within thirty days.

(2) Proof of membership of the trade union shall be the production of a membership card issued by and on the authority of the union.

(3) Every employer shall, by the authority of this Agreement, deduct from the weekly wages of each of his employees affected by this Agreement, who is a member of the union, the amount of weekly subscriptions payable by such employees to the trade union, and shall forward the amount thus deducted month by month and not later than the tenth day of each month, together with a list showing the names of the employees and the amounts to the Secretary of the Council, who shall in turn forward same to the Secretary of the trade union.

(4) This clause shall not apply to office employees, travellers or employees engaged in a managerial capacity.

(5) The provisions of this clause shall not apply in respect of an immigrant during the first year after the date of his entry into the Republic of South Africa; provided that if any immigrant has at any time after the first three months of commencement of his employment in the industry, refused any invitation from the trade union to become a member of it, the provisions of this clause shall immediately come into operation.

Provided further that this clause shall not apply where an employee, in the opinion of the Minister, has good cause for objection to becoming or remaining a member of the trade union.

21. ORGANIZATION OF EMPLOYEES.

(1) Every employer shall permit any person or persons authorised by the trade union and by the Council, in writing, to enter from time to time, his establishment during the lunch hours for the purpose of—

- (a) interviewing employees on trade union matters;
- (b) enrolling new members;
- (c) posting and distributing notices issued by the trade union.

(2) The authorised person or persons shall notify the employer or his representative of his or her intention to visit the establishment.

22. AGENTS.

(1) The Council shall appoint one or more specified persons as Agents to assist in giving effect to the terms of this Agreement. Any such agent shall have the right to—

- (a) enter, inspect and examine any premises or place in which the Clothing Industry is carried on at any time when he has reasonable cause to believe that any person is employed therein;
- (b) orally examine either alone or in the presence of any other person, as he thinks fit, with respect to matters relating to this Agreement, every employee whom he finds in or about the premises or place, and require such employee to answer the questions put;
- (c) require the production by an employer of any notice, book, list or document which is by this Agreement required to be kept, exhibited or made, and inspect, examine and copy the same;
- (d) require the production of, inspect, examine and copy all records of time worked, clock cards, books or documents wherein an account is kept of time worked or actual wages, or rates whether by piece or not, paid to any employee whose wages are fixed by this Agreement.

(2) Any agent when entering, inspecting or examining any such place, may take with him an interpreter.

(3) Every employer and employee upon whom the provisions of this Agreement are binding shall grant to any agent all the facilities referred to above.

23. EXHIBITION OF AGREEMENT, WAGE RATES, AND HOURS OF WORK.

(1) Every employer shall keep a legible copy of this Agreement in both official languages, exhibited in his establishment in a place readily accessible to his employees in a form prescribed in the regulations under the Act.

(2) Daarna moet—

(i) elke werkgever elke week van die verdienste van elk van sy werknemers (uitgesonderd kantoorwerkers, handelsreisigers en werknemers in diens in 'n bestuurs-hoedanigheid) vir wie minimum lone in hierdie Ooreenkoms voorgeskryf word, ondergenoemde bedrae aftrek:—

- (a) in die geval van 'n werknemer wie se loon minder as R10.65 per week is..... 1
- (b) in die geval van 'n werknemer wie se loon R10.65 of meer per week is..... 2

Die totale bedrag aldus afgetrek, moet saam met 'n gelyke bedrag wat deur die werkgever bygedra moet word, aangestuur word, tesame met 'n lys, wat besonderhede van aftrekkings aangee, ten einde die Sekretaris van die Raad, Posbus 1331, Durban, nie later nie as tien dae na die end van elke kalendermaand te bereik.

20. INDIENSNEEMING VAN LEDE VAN VAKVERENIGINGS.

(1) Geen lid van die werkgewersorganisasie mag 'n werknemer wat nie 'n lid van die vakvereniging is nie vir meer as twee weke in diens neem; met dien verstande dat sodanige persoon in aanmerking kan kom vir lidmaatskap en verder met dien verstande dat hierdie subklousule nie van toepassing is nie wanneer lidmaatskap van die vakvereniging na die mening van die Raad sonder 'n goeie en afdoende rede geweier is en die applikant die Raad binne 30 dae van sodanige weiering in kennis gestel het.

(2) Die bewys van lidmaatskap van die vakverenigings is die vertoning van 'n lidmaatskapkaart wat deur en met die magtiging van die vereniging uitgereik is.

(3) Elke werkgever moet kragtens hierdie Ooreenkoms die bedrag van die weeklikse ledegeld wat deur die werknemers aan die vakvereniging betaalbaar is, van die weekloon van elkeen van sy werknemers op wie hierdie Ooreenkoms van toepassing is en wat lid van die vakvereniging is, aftrek, en die bedrag wat aldus afgetrek is, maandeliks en voor of op die tiende van elke maand saam met 'n lys van die name van die werknemers en die bedrae, aan die Sekretaris van die Raad stuur, wat dit daarna aan die Sekretaris van die vakvereniging moet stuur.

(4) Hierdie klousule is nie op kantoorwerkers, handelsreisigers en werknemers in 'n bestuurs-hoedanigheid van toepassing nie.

(5) Die bepaling van hierdie klousule is nie vir die eerste jaar na die datum van 'n immigrant se binnekoms in die Republiek van Suid-Afrika op hom van toepassing nie; met dien verstande dat wanneer die immigrant te eniger tyd na die eerste drie maande van die begin van sy diens, in die nywerheid geweier het om op versoek van die vakvereniging lid daarvan te word, die bepaling van hierdie klousule onmiddellik van toepassing word; voorts met dien verstande dat hierdie klousule nie van toepassing is op 'n werknemer wat, na die mening van die Minister, 'n gegronde rede het waarom hy weier om lid van hierdie vereniging te word of te bly nie.

21. ORGANISASIE VAN WERKNEMERS.

(1) Elke werkgever moet 'n persoon of persone aan wie magtiging deur die vakvereniging en die Raad skriftelik verleen is, toelaat om van tyd tot tyd sy inrigting gedurende die etenspouse binne te gaan met die doel om—

- (a) aangeleenthede van die vakvereniging met werknemers te bespreek;
- (b) nuwe lede te werf;
- (c) kennisgewings van die vakvereniging op te plak en te versprei.

(2) Die gemagtigde persoon of persone moet die werkgever of sy verteenwoordiger in kennis stel van sy of haar voorneme om die inrigting te besoek.

22. AGENTE.

(1) Die Raad moet een of meer bepaalde persone aanstel as agente om met die toepassing van die bepalinge van hierdie Ooreenkoms te help. Die agent het die reg om—

- (a) 'n perseel of plek waar die klerasiennywerheid uitgeoefen word, binne te gaan, te inspekteer en te ondersoek op enige tyd wanneer hy rede het om te veronderstel dat iemand daarin in diens is;
- (b) elke werknemer wat hy op of by die perseel of plek aantref, na goeie dunks, alleen of in teenwoordigheid van 'n ander persoon mondelings te ondervra met betrekking tot sake aangaande hierdie Ooreenkoms en hom te verplig om die vrae wat gestel word, te beantwoord;
- (c) te eis dat enige kennisgewing, boek, lys of dokument wat ingesig van hierdie Ooreenkoms gehou, vertoon of opgestel moet word, deur 'n werkgever getoon word en om dit te inspekteer, te ondersoek en 'n afskrif daarvan te maak;
- (d) te eis dat alle aantekeninge van tyd wat gewerk is, klokkaarte, boeke of dokumente waarin verslag gehou word van die tyd waarin werk verrig is of van die werklike lone of skale, hetsy vir stukwerk of andersins, betaal aan enige werknemer wie se lone in hierdie Ooreenkoms bepaal is, getoon word en om dit te inspekteer, te ondersoek en 'n afskrif daarvan te maak;

(2) Wanneer die agent sodanige plek binnegaan, inspekteer of ondersoek, kan hy 'n tolk met hom saamneem.

(3) Elke werkgever en werknemer vir wie die bepalinge van hierdie Ooreenkoms bindend is, moet die agent al bogenoemde fasiliteite verleen.

23. VERTONING VAN OOREENKOMS, LOONTARIEWE EN WERKURE.

(1) Elke werkgever moet 'n leesbare kopie van hierdie Ooreenkoms in albei amptelike tale op 'n opvallende plek in sy inrigting vertoon hou wat maklik deur sy werknemers bekombaar is, in 'n vorm wat by regulasie kragtens die Wet voorgeskryf word.

(2) One or more notices, provided by the Council, showing wage rates payable in the Clothing Industry in Natal shall be prominently displayed by every employer in such place or places as may be indicated by the agent.

(3) Every employer shall display in his establishment in a place readily accessible to his employees a notice, in the form prescribed in Annexure D to this Agreement, specifying the starting and finishing time of work for each day of the week and the meal hour, in terms of the Act.

24. ADMINISTRATION OF AGREEMENT.

The Council shall be the body responsible for the administration of the Agreement, and may issue expressions of opinion not inconsistent with its provisions for the guidance of employers and employees.

25. TRADE UNION'S REPRESENTATIVES OF THE COUNCIL.

Every employer shall give to any of his employees who are representatives of the Council every reasonable facility to attend to their duties in connection with the work of the Council.

26. WORKING PROPRIETORS AND/OR WORKING PARTNERS.

Working proprietors and/or working partners engaged in manufacturing operations in the Clothing Industry shall observe the working hours laid down in clause 8 of this Agreement.

27. SICK BENEFIT FUND.

(1) The sick benefit fund (hereinafter referred to as "the Fund") established under Government Notice No. 1845 of the 11th November, 1938, is hereby continued. The Fund shall be maintained from levies in terms of sub-clause (3) hereof.

(2) Within two weeks of an employee entering the Industry he shall present himself to one of the Fund's medical officers for a medical examination and shall complete form shown in Annexure C hereto, giving his past medical history. The Management Committee mentioned in sub-clause (6) (a) may thereafter, exclude such employee from receiving benefits for any illness due to a chronic ailment; provided that an employee may appeal against such exclusion to the Council whose decision shall be final.

(3) An employer shall deduct each week from the wages of each employee for whom minimum wages are prescribed in this Agreement, and who has worked during any week irrespective of the time so worked—

	Per Week. c
(a) For the first eighteen months of the Agreement—	
(i) in the case of an employee whose wage is less than R5.25 per week.....	3
(ii) in the case of an employee whose wage is not less than R5.25 but is under R10.50 per week.....	5
(iii) in the case of an employee whose wage is R10.50 or over per week.....	8
(b) Thereafter—	
(i) in the case of an employee whose wage is less than R5.35 per week.....	3
(ii) in the case of an employee whose wage is not less than R5.35, but is under R10.65 per week.....	5
(iii) in the case of an employee whose wage is R10.65 or over per week.....	8

(4) To the aggregate amount so deducted, the employer shall add a like amount and forward month by month so as to reach the Secretary of the Fund, P.O. Box 1331, Durban, not later than ten days after the end of each calendar month, the total sum together with a list showing the names of the employees and the amounts.

(5) The Fund shall be applied to provide employees with medical treatment, medicine and sick pay in case of illness.

(6) (a) The Fund shall be administered by a Management Committee consisting of one representative each from the employers and employees appointed by the Council, who may make regulations not inconsistent with the provisions of this clause.

(b) All the decisions of the Management Committee shall be subject to ratification by the Council.

(7) For the purpose of benefits, sickness shall mean any illness, affliction or disease including confinement of females who are not eligible for confinement allowance in terms of the Unemployment Insurance Act, 1946, as amended, but excluding venereal disease and illness, affliction or disease which is—

- attributable to misconduct or excessive indulgence in intoxicating liquors or drugs; and
- any accident, illness or disease in respect of which compensation is payable in terms of the Workmen's Compensation Act, 1941.

(8) Payment of benefits shall be subject to the production of a medical certificate signed by one of the Fund's medical officers, the Management Committee to have the right to require the claimant for benefits to submit himself to such of the Fund's medical officers as it may direct.

(2) Een of meer kennisgewings, deur die Raad verskaf, wat loontariewe aantoon wat in die klerasiennywerheid in Natal betaalbaar is, moet opvallend vertoon word deur elke werkgewer in sodanige plek of plekke as wat deur die agent aangedui word.

(3) Elke werkgewer moet in sy inrigting in 'n plek wat maklik deur sy werknemers bekombaar is, 'n kennisgewing vertoon in die vorm voorgeskryf in Aanhangsel D van hierdie Ooreenkoms, wat die begin- en ophoudtyd van werk elke dag van die week aantoon, asook die etenstyd, kragtens die Wet.

24. TOEPASSING VAN OOREENKOMS.

Die Raad is die liggaam wat vir die toepassing van die Ooreenkoms verantwoordelik is en kan vir die leiding van die werkgewers en werknemers menings uitspreek wat nie met die bepalings daarvan strydig is nie.

25. VERTEENWOORDIGERS VAN VAKVERENIGINGS OF DIE RAAD.

Elke werkgewer moet aan elkeen van sy werknemers wat 'n verteenwoordiger van die Raad is, alle redelike fasiliteite verleen om sy pligte in verband met die werk van die Raad na te kom.

26. WERKENDE EIENAARS EN/OF WERKENDE VENNOTE.

Werkende eienaars en/of werkende vennote wat vervaardigings-werksaamhede in die klerasiennywerheid verrig moet die werkure soos bepaal in klousule 8 van hierdie Ooreenkoms nakom.

27. SIEKTEBYSTANDSFONDS.

(1) Die siektebystandsfonds (hieronder „die Fonds” genoem) wat by Goewermmentskennisgewing No. 1845 van 11 November 1938 gestig is, word hierby voorgesit. Die Fonds word in stand gehou uit heffings ingevolge subklousule (3) hiervan.

(2) Binne twee weke na die indiensneming van 'n werknemer by die nywerheid, moet hy hom met die oog op 'n mediese ondersoek by een van die Fonds se mediese beamptes aanmeld en die vorm invul soos aangetoon in Aanhangsel C hiervan met vermelding van sy gesondheidstoestand in die verlede. Die bestuurskomitee, genoem in subklousule (6) (a), kan daarna weer om aan so 'n werknemer die bystand te verleen vir ongesteldheid wat te wyte is aan 'n chroniese kwaal; met dien verstande dat 'n werknemer by die Raad in hoër beroep kan gaan, wie se uitspraak i.v.m. so 'n uitsluiting beslissend is.

(3) 'n Werkgewer moet weekliks van die loon van elke werknemer vir wie minimum lone in hierdie Ooreenkoms voorgeskryf word en wat gedurende 'n week gewerk het, afgesien van die tyd wat gewerk is, die volgende aftrek:—

	Per week. c
(a) vir die eerste agtien maande van die Ooreenkoms:—	
(i) in die geval van 'n werknemer wie se loon minder as R5.25 per week is.....	3
(ii) in die geval van 'n werknemer wie se loon minstens R5.25 per week is maar minder as R10.50 per week.....	5
(iii) in die geval van 'n werknemer wie se loon R10.50 of meer per week is.....	8
(b) Daarna:—	
(i) in die geval van 'n werknemer wie se loon minder as R5.35 per week is.....	3
(ii) in die geval van 'n werknemer wie se loon minstens R5.35 maar minder as R10.65 per week is.....	5
(iii) in die geval van 'n werknemer wie se loon R10.65 of meer per week is.....	8

(4) By die totale bedrag wat aldus afgetrek word, moet die werkgewer 'n gelyke bedrag voeg en die totale bedrag maandeliks opstuur sodat dit die Sekretaris van die Fonds, Posbus 1331, Durban, voor of op die tiende dag na die einde van elke kalendermaand bereik, saam met 'n lys wat die name van die werknemers en die bedrae bevat.

(5) Die Fonds stel hom ten doel om gedurende tydperke van siekte mediese bystand, medisyne en siektebetaling aan werknemers te verskaf.

(6) (a) Die Fonds moet beheer word deur 'n bestuurskomitee wat bestaan uit een verteenwoordiger elk van die werkgewers en werknemers, deur die Raad benoem, en hulle kan regulasies opstel wat nie met die bepalings van hierdie klousule strydig is nie.

(b) Alle besluite van die bestuurskomitee is aan die goedkeuring van die Raad onderworpe.

(7) Vir die doel van bystand beteken siekte 'n ongesteldheid, kwaal of siekte met inbegrip van bevalling van vroue wat nie vir die bevallingstoelae kragtens die Werkloosheidsversekeringswet, 1946, soos gewysig, in aanmerking kom nie, maar nie geslag-siektes en 'n ongesteldheid, kwaal of siekte nie wat—

- aan wangedrag of buitensporige gebruik van drank of bedwelmede middels toegeskryf kan word; en
- 'n ongeluk, ongesteldheid of siekte waarvoor skadeloosstelling kragtens die Ongevallewet, 1941, betaalbaar is.

(8) Betaling van bystand is onderworpe aan die voorlegging van 'n mediese sertifikaat wat deur een van die Fonds se mediese beamptes onderteken is, en die bestuurskomitee het die reg om die persoon, wat op bystand aanspraak maak, te verplig om hom deur die Fonds se mediese beamptes te laat ondersoek as die komitee dit gelas.

(9) An employee who has contributed to the Fund for 13 weeks shall, subject to the provisions of sub-clauses (7) and (8) hereof, be entitled to the following benefits during the currency of this Agreement; provided that the amount standing to the credit of the Fund is not less than R200—

(a) free medical attention (excluding surgical treatment and maternity cases, save where these are approved in whole or in part by the Management Committee, and venereal diseases) by medical officer(s) appointed by the Management Committee;

(b) free medicine when prescribed by the Fund's medical officer(s); provided that such are made up by a chemist(s) specified by the Management Committee, or the Sick Fund Clinic;

(c) sick pay after four consecutive working days' absence from work through illness, on a basis not less than—

	Per Week. R
(i) Contributors under sub-clauses (3) (A) (i) and (3) (B) (i) of this clause.....	1.25
(ii) Contributors under sub-clauses (3) (A) (ii) and (3) (B) (ii) of this clause.....	2.50
(iii) Contributors under sub-clauses (3) (A) (iii) and (3) (B) (iii) of this clause.....	3.75

for the period of his illness, but not exceeding eight weekly payments; provided that when a contributor is unable to work on account of illness for a period of more than eight weeks, further benefits may be paid at the discretion of the Management Committee, due regard being given to the individual circumstances of the contributor or his dependants, such additional benefits not to exceed in any one week the respective weekly amounts of each class;

(d) benefits shall not be cumulative and no contributor shall in any cycle of one year, calculated from the date on which such contributor commenced contributing to the Fund, be paid benefits for a longer period than that prescribed in this sub-clause;

(e) contributors who become unemployed shall remain eligible for membership of the Fund and, while unemployed, shall be entitled to the benefits prescribed in sub-clauses (a) (b) and (d) for the following periods:—

	Weeks.
Those with 1 year but not exceeding 2 years' service.....	4
Those with more than 2 years but not exceeding 5 years' service.....	8
Those with more than 5 years but not exceeding 10 years' service.....	12
Those with more than 10 years' service.....	16

in each cycle of one year as defined in sub-clause (d).

(f) should a contributor's period of unemployment exceed that specified in paragraph (e), he will be required to be in employment in the Clothing Industry and contribute to the Fund for a further period of 13 weeks after re-starting in the Industry before again becoming eligible for benefits.

(10) (a) All moneys received into the fund shall be deposited in a special banking account.

(b) Surplus money of the Fund shall be placed on deposit with an approved building society or may be vested in National Savings Certificates; provided sufficient money is kept in such liquid form as will enable the Management Committee to meet its liabilities immediately it is called upon to do so.

(11) All payments out of the Fund shall be by cheque, drawn on the Fund's account. All such cheques shall be signed by an authorised member of the Management Committee and countersigned by the Secretary.

12. A public accountant, who shall be appointed by the Council and whose remuneration shall be decided by the Council, shall audit the accounts of the Fund annually and, not later than the 31st January in each year, prepare a statement showing—

(a) all moneys received—

- (i) in terms of sub-clause (3) hereof; and
- (ii) from any other sources;

(b) expenditure incurred under all headings for the twelve months ended 31st December preceding, together with a balance sheet showing the assets and liabilities of the Fund.

The accountant's statement and balance sheet shall thereafter lie for inspection at the head office of the Council and a copy thereof be transmitted to the Industrial Registrar within three months after the close of the period covered by it.

(13) In the event of the expiry of this Agreement by effluxion of time or cessation or any other cause, the Fund shall continue to be administered by the Management Committee until it be either liquidated or transferred by the Council to any other fund constituted for the same purpose as that for which the original Fund was created, provided that the Fund shall be liquidated unless an agreement providing for the continuation of the Fund or for the transfer of its moneys as aforesaid, is entered into within six months of the date of expiry of this Agreement.

(9) 'n Werknemer wat vir 13 weke tot die Fonds bygedra het, is, behoudens die bepalings van subklousules (7) en (8) hiervan geregtig op die volgende bystand gedurende die geldigheid van hierdie Ooreenkoms; met dien verstande dat die kreditsaldo van die Fonds minstens R200 is—

(a) vry mediese behandeling (behalwe chirurgiese behandeling en bevallingsgevalle, uitgesonderd waar dit geheel of gedeeltelik deur die bestuurskomitee goedgekeur word, en geslagsiektes) deur 'n mediese beampte(s) wat deur die bestuurskomitee aangestel is;

(b) vrye medisyne volgens 'n preskripsie van die Fonds se mediese beampte(s); met dien verstande dat die preskripsie berei word deur 'n apteker (aptekers) wat deur die bestuurskomitee genoem is, of deur die kliniek van die Siektebystandsfonds;

(c) siektebetaling na vier agtereenvolgende werkdade afwesigheid van werk weens siekte, op die volgende basis:—

	Per week. R
(i) Bydraers kragtens subklousules (3) (A) (i) en (3) (B) (i) van hierdie klousule.....	1.25
(ii) Bydraers kragtens subklousules (3) (A) (ii) en (3) (B) (ii) van hierdie klousule.....	2.50
(iii) Bydraers kragtens subklousules (3) (A) (iii) en (3) (B) (iii) van hierdie klousule.....	3.75

vir die duur van die siekte, maar nie vir meer as agt weeklase betalings nie; met dien verstande dat as 'n bydraer weens siekte vir langer as agt weke nie in staat is om te werk nie, verdere bystand na goeëddunke van die bestuurskomitee verleen kan word met behoorlike inagneming van die persoonlike omstandighede van die bydraer of sy afhanklikes, en dat sodanige verdere bystand in geen week hoër as die onderskeie weeklikse bedrae vir elke klas is nie;

(d) bystand is nie kumulatief nie en geen bydraer kan in 'n kringloop van een jaar, bereken van die datum af waarop die bydraer sy bydrae aan die Fonds begin, vir 'n langer tydperk as wat in hierdie subklousule voorgeskryf word, bystand betaal word nie.

(e) Bydraers wat werkloos word, bly steeds geregtig op lidmaatskap van die Fonds, en, terwyl hulle werkloos is, is hulle geregtig op die bystand in subklousules (a), (b) en (c) voorgeskryf, vir ondergenoemde tydperke:—

	Weke.
Dié met 1 jaar maar nie meer as 2 jaar diens nie.....	4
Dié met meer as 2 jaar maar nie meer as 5 jaar diens nie.....	8
Dié met meer as 5 jaar maar nie meer as 10 jaar diens nie.....	12
Dié met meer as 10 jaar diens.....	16

in elke tydkring van een jaar soos in subklousule (d) omskryf.

(f) Indien 'n werknemer se tydperk van werkloosheid langer duur as dié in paragraaf (e) gespesifiseer, sal dit van hom vereis word om in diens in die klerasierywerheid te wees en vir 'n verdere tydperk van 13 weke tot die Fonds bydra nadat hy weer in die nywerheid begin werk het, voordat hy weer op bystand geregtig word.

(10) (a) Alle geld wat deur die fonds ontvang word, moet in 'n spesiale bankrekening gestort word.

(b) Surplusgeld van die Fonds kan by 'n goedgekeurde bougenootskap op deposito geplaas of in Nasionale Spaarsertifikate belê word op voorwaarde dat genoeg geld in likwiede vorm beskikbaar gehou word dat die bestuurskomitee in staat kan wees om, wanneer dit vereis word, sy aanspreeklikheid onmiddellik na te kom.

(11) Alle betalings uit die Fonds moet per tjek gedoen word, wat op die Fonds se rekening getrek word. Al die tjeks moet deur 'n gemagtigde lid van die bestuurskomitee geteken en deur die Sekretaris mede-onderteken word.

(12) 'n Openbare rekenmeester wat deur die Raad aangestel moet word en wie se honorarium deur die Raad vasgestel word, moet die rekenings van die Fonds jaarliks ouditeer, en nie later nie as 31 Januarie van elke jaar 'n staat opstel wat die volgende aantoon:—

(a) Alle gelde wat ontvang is—

- (i) ingevolge subklousule (3) hiervan; en
- (ii) uit ander bronne;

(b) uitgawe wat onder alle hoofde aangegaan is gedurende die 12 maande wat die voorafgaande 31 Desember geëindig het saam met 'n balansstaat wat die bates en laste van die Fonds aantoon.

Die rekenmeester se staat en balansstaat moet daarna ter insae in die Raad se hoofkantoor lê en 'n afskrif daarvan moet binne drie maande na die einde van die tydperk wat dit dek, aan die Nywerheidsregistrateur gestuur word.

(13) Ingeval hierdie Ooreenkoms deur verloop van tyd of weens 'n ander oorsaak verstryk, moet die bestuurskomitee aanhou om die Fonds te beheer totdat dit of gelikwider of deur die Raad oorgedra is aan 'n ander fonds wat gestig word vir dieselfde doel as dié waarvoor die oorspronklike Fonds gestig is, met dien verstande dat die fonds gelikwider moet word tensy 'n ooreenkoms wat voorsiening maak vir die voortsetting van die fonds, binne ses maande na die verstrykingsdatum van hierdie Ooreenkoms aangegaan word.

(14) In the event of the dissolution of the Council or in the event of its ceasing to function during any period in which this Agreement is binding in terms of section thirty-four (2) of the Act, the Management Committee shall continue to administer the Fund and the members of the Committee existing at the date on which the Council ceases to function or is dissolved shall be deemed to be members thereof for such purposes, provided, however, that any vacancy occurring on the Committee may be filled by the Minister from employers or employees in the Industry as the case may be, so as to ensure an equality of employer and employee representatives and of alternates in the membership of the Committee. In the event of such Committee being unable or unwilling to discharge its duties or a deadlock arising thereon which renders the administration of the Fund impracticable or undesirable in the opinion of the Minister, he may appoint a trustee or trustees to carry out the duties of the Committee and who shall possess all the powers of the Committee for such purpose. Upon the expiration of this Agreement the Fund shall be liquidated by the Committee or the trustees, as the case may be, in the manner set forth in sub-clause (15) of this clause, and if upon such expiration the affairs of the Council have already been wound up and its assets distributed, the balance of the Fund shall be distributed as provided for in section thirty-four (4) of the Act as if it formed part of the general funds of the Council.

(15) Upon liquidation of the Fund in terms of sub-clause (13) of this clause the moneys remaining to the credit of the fund after the payment of all claims against the Fund, including administration and liquidation expenses, shall be paid into the general funds of the Council.

(16) All administrative charges, banking and audit charges shall be a charge upon the Fund.

(17) This clause shall not apply to office employees, travellers or employees engaged in a managerial capacity.

(18) The Management Committee shall have the right to exclude from all the provisions of this clause any employee who, in its opinion, has abused the privileges of the Fund, provided that an employee may appeal against such exclusion to the Council, whose decision shall be final.

28. INSURANCE OF WAGES IN THE CASE OF FIRE.

Every employer shall take out and keep in force a policy of insurance with a registered insurance company, which shall provide for payment to all employees who are deprived of work through fire connected with the employer's undertaking, for the amount of two weeks' wages in the case of employees paid otherwise than by the month and half the monthly wage in the case of employees paid by the month. The proceeds of any such policy shall vest in the Council and shall be paid out to the employees concerned according to the actual amount of time lost with a maximum of two weeks' wages or one-half the monthly wage, as the case may be.

Signed at Durban on behalf of the parties, this 6th day of January, 1964.

J. C. BOLTON,
Chairman of the Council.

I. PHILIPS,
Vice-Chairman of the Council.

H. BOLTON,
Acting Secretary of the Council.

(14) Ingeval die Raad ontbind of ophou met werk gedurende die tydperk waarin hierdie Ooreenkoms van krag is ingevolge klousule vier-en-dertig (2) van die Wet, moet die bestuurskomitee die Fonds verder administreer en die lede van die Komitee wat op die datum dien waarop die Raad ophou met werk of ontbind word, moet vir sodanige doeleindes as lede daarvan beskou word, met dien verstande, egter, dat enige vakature wat in die komitee ontstaan, deur die Minister gevul kan word deur werkgewers, of na gelang van die geval, deur werknemers in die nywerheid, ten einde van 'n gelyke aantal werkgewers- en werknemersvertegenwoordigers en van plaasvervangers in die lidmaatskap van die komitee verseker te wees. Ingeval die komitee nie in staat is nie of onwillig is om sy pligte te vervul of wanneer staking van stemme in die komitee ontstaan wat die beheer van die Fonds na die mening van die Minister ondoenlik of onwenslik maak, kan hy 'n trustee of trustees aanstel om die komitee se pligte na te kom, wat vir sodanige doeleindes alle bevoegdhede van die komitee moet besit. By verstryking van hierdie Ooreenkoms moet die Fonds deur die komitee of, na gelang van die geval, deur die trustees gelikwedeer word op die wyse in subklousule (15) van hierdie klousule uiteengesit, en wanneer die Raad se sake by sodanige verstryking beredder en sy bates verdeel is, moet die balans van die Fonds verdeel word soos voorgeskryf in klousule vier-en-dertig (4) van die Wet, asof dit deel van die algemene fonds van die Raad vorm.

(15) By likwidasie van die Fonds ooreenkomstig subklousule (13) van hierdie klousule, moet die gelde wat in die krediet van die Fonds oorskiet na betaling van alle eise teen die fonds, met inbegrip van administratiewe en likwidasielaste, aan die fonds van die Raad betaal word.

(16) Alle administratiewe koste, bank- en ouditeerkoste is 'n las teen die Fonds.

(17) Hierdie klousule is nie op kantoorwerkers, handelsreisigers of werknemers in 'n bestuurshoedanigheid van toepassing nie.

(18) Die bestuurskomitee het die reg om enige werknemer wat na sy mening misbruik van die voorregte van die Fonds gemaak het, uit te sluit van al die bepalinge van hierdie klousule; met dien verstande dat 'n werknemer teen sodanige uitsluiting kan appelleer na die Raad wie se beslissing afdoende is.

28. VERSEKERING VAN LONE IN DIE GEVAL VAN BRAND.

Elke werkgewer moet by 'n geregistreerde versekeringsmaatskappy 'n versekeringspolis uitneem wat daarvoor voorsiening maak om aan alle werknemers wat weens 'n brand in verband met die werkgewer se onderneming nie werk het nie, die bedrag van twee weke se lone te betaal in die geval van werknemers wat anders as by die maand betaal word, en die helfte van die maandloon in die geval van werknemers wat by die maand betaal word. Die opbrengs van sodanige polis gaan oor op die Raad en moet aan die betrokke werknemers uitbetaal word volgens die werklike hoeveelheid tyd wat verloor is, met 'n maksimum van twee weke se lone of die helfte van die maandloon, na gelang van die geval.

Namens die partye hede die 6de dag van Januarie 1964 in Durban onderteken.

J. C. BOLTON,
Voorsitter van die Raad.

I. PHILIPS,
Ondervoorsitter van die Raad.

H. BOLTON,
Waarnemende Sekretaris van die Raad.

Annexure A.

NAME _____

Council No. _____

ADDRESS _____

Identity Card No. _____

RECORD OF EXPERIENCE.

Total Previous Experience.			Recorded by Council.	Name of Firm.	Date of Starting.	Occupation.	Rate of Pay.	Date of Leaving.	Occupation.	Rate of Pay.	State if Qualified or Unqualified.	Signature of Firm.
Yrs.	Mths.	Days.										

Remarks _____

NAAM _____

No. _____

SICK BENEFIT FUND.

Repayments Year.									Benefits.			
							Date.	Amount.	Signature.	Date.	Amount.	Signature.
January												
February												
March												
April												
May												
June												
July												
August												
September												
October												
November												
December												

Aanhangsel A.

NAAM.....

Raadsno.....

ADRES.....

Persoonskaartno.....

VERSLAG VAN ONDERVINDING.

Totaal van vorige ondervinding.			Deur Raad aange-teken.	Naam van firma.	Aan-vangs-datum.	Beroep.	Loon-skaal.	Datum van uit-treding uit diens.	Beroep.	Loon-skaal.	Sê of gekwalifiseer of onge-kwalifiseer.	Hand-tekening van firma.
Jaar.	Mde.	Dae.										

Opmerkings.....

NAAM.....

No.....

SIEKTEBYSTANDSFONDS.

Betalingsjaar.							Bystand.					
							Datum.	Bedrag.	Handtekening.	Datum.	Bedrag.	Handtekening.
Januarie.....												
Februarie....												
Maart.....												
April.....												
Mei.....												
Junie.....												
Julie.....												
Augustus....												
September....												
Oktober.....												
November....												
Desember....												

Annexure B.

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (NATAL).

Phones 2-0682, 6-1847 and 2-4791.
P.O. Box 1331.

77 Albert Street,
Durban.
Date _____

REPORT OF TERMINATIONS OF SERVICE.

Factory _____ Week ending _____
Forward this form, together with any Holiday Pay due, to the Office of the Council on the Friday of the week the employees' services are terminated.

No.	Employee's Name.	Date.		Period of Employment.			Occupation.	Rate of Pay.	Reason for Leaving.*	Holiday Pay.		Remarks.
		Of Starting.	Of Leaving.	Yrs.	Mths.	Days.				R	c	

- * 1. Resignation.
2. Reduction of staff.
3. Left without notice.
4. Discharged.

Signature of firm _____

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID (NATAL).

Aanhangsel B.

Telefoon 2-0682, 6-1847 en 2-4791.
Posbus 1331.

Albertstraat 77,
Durban.
Datum _____

VERSLAG VAN DIENSBEÏNDIGING.

Fabriek _____ Week eindigende _____
Stuur hierdie vorm saam met die verlof betaling wat verskuldig is, aan die Kantoor van die Raad op die Vrydag van dié week waarin die werknemer se diens beëindig word.

No.	Werknemer se naam.	Datum.		Dienstydperk.			Beroep.	Loon-skaal.	Redes vir uit-treding uit diens.*	Verlofbetaling verskuldig.		Opmerkings.
		Van aan-vang.	Van uit-treding uit diens.	Jaar.	Mde.	Dae.				R	c	

- * 1. Bedanking.
2. Vermindering van personeel.
3. Sonder kennisgewing weg.
4. Ontslaan.

Handtekening van firma _____

Annexure C.

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (NATAL).

No. _____

Telephones: 2-0682, 6-1847 and 2-4791.
P.O. Box 1331.

77 Albert Street,
Durban, Natal.

Name _____

Date of birth _____ Married or single _____

MEDICAL HISTORY.
(Answer "Yes" or "No".)

Do you, or have you suffered from any of the following:—

1. Asthma _____
2. Diabetes _____
3. Dysentery _____
4. Fits _____
5. Rheumatism _____

6. Skin disease _____
7. Tuberculosis _____
8. Bilharzia _____
9. L.M.P. _____
10. Flat feet _____

EXAMINATION.

Weight _____ lb.
Lungs _____
Heart _____
Mobility of joints _____
Details of—

Kidneys (1) Sugar _____
(2) Albumen _____
Vision _____
Hearing _____

- (1) Previous injuries or operations _____
(2) Defects or ailments which would render applicant unfit for employment _____
(3) Any chronic ailment _____
(4) Other findings _____

Date _____ Signed _____ M.O. _____

DECLARATION.

I hereby declare, that I have truthfully answered all questions put to me by the Fund's Medical Officer, and declare that I am in good health and have not previously relinquished my employment on account of physical or mental disability.

Date _____ Signed _____
 Before me _____
 Remarks of Management Committee _____
 Remarks of Council _____

Aanhangsel C

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID (NATAL).

No. _____

Telephone 2-0682, 6-1847 en 2-4791.
 Posbus 1331.

Albertstraat 77,
 Durban, Natal.

Naam _____
 Getroude of ongetroude _____
 Geboortedatum _____

GESONDHEIDSVERSLAG.
 (Antwoord: „ja” of „nee”.)

Ly u aan, of het u al gely aan enigen van ondergenoemde kwale:—

1. Asma _____
2. Suikersiekte _____
3. Disenterie _____
4. Stuipe _____
5. Rumatiek _____

6. Huidsiektes _____
7. Tuberkulose _____
8. Bilharzia _____
9. L.M.P. _____
10. Platvoete _____

ONDERSOEK.

Gewig _____ lb.
 Longe _____
 Hart _____
 Beweegbaarheid van litte _____
 Besonderhede in verband met—

Niere (1) Suiker _____
 (2) Albumien _____
 Gesig _____
 Gehoor _____

- (1) Vorige beserings of operasies _____
- (2) Gebreke of kwale wat applikant vir diens ongeskik maak _____
- (3) Enige chroniese kwaal _____
- (4) Ander bevindings _____

Datum _____ (Onderteken) _____ Mediese Beamppte.

VERKLARING.

Hiermee verklaar ek dat ek al die vrae wat aan my deur die fonds se mediese beamppte gestel is, op 'n betroubare wyse beantwoord het, en verklaar voorts dat ek goeie gesondheid geniet en in die verlede nooit weens fisiese of verstandelike ongeskiktheid my werk opgegee het nie.

Datum _____ Onderteken _____
 In my teenwoordigheid _____
 Opmerkings van Bestuurskomitee _____
 Opmerkings van Raad _____

Annexure D.

NOTICE.

To be exhibited in terms of clause 23 of the Agreement.

	Starting Time.	Finishing Time.	Midday Meal Hour.	Forenoon Break.	Afternoon Break.
Department _____					
Mondays to Thursdays	a.m.	p.m.	p.m. — p.m.	a.m. to a.m.	p.m. to p.m.
Fridays.....	a.m.	p.m.	p.m. — p.m.	a.m. to a.m.	p.m. to p.m.
Saturdays.....	a.m.	p.m.	p.m. — p.m.	a.m. to a.m.	p.m. to p.m.
Department _____					
Mondays to Thursdays	a.m.	p.m.	p.m. — p.m.	a.m. to a.m.	p.m. to p.m.
Fridays.....	a.m.	p.m.	p.m. — p.m.	a.m. to a.m.	p.m. to p.m.
Saturdays.....	a.m.	p.m.	p.m. — p.m.	a.m. to a.m.	p.m. to p.m.

Aanhangsel D.

KENNISGEWING.

Moet kragtens klausule 23 van die Ooreenkoms vertoon word.

	Begin tyd.	Ophout tyd.	Middageten tyd.	Voormiddagpouse.	Namiddagpouse.
Afdeling _____					
Maandae tot Donderdae	vm.	nm.	nm. — nm.	vm. tot vm.	nm. tot nm.
Vrydae.....	vm.	nm.	nm. — nm.	vm. tot vm.	nm. tot nm.
Saterdag.....	vm.	nm.	nm. — nm.	vm. tot vm.	nm. tot nm.
Afdeling _____					
Maandae tot Donderdae	vm.	nm.	nm. — nm.	vm. tot vm.	nm. tot nm.
Vrydae.....	vm.	nm.	nm. — nm.	vm. tot vm.	nm. tot nm.
Saterdag.....	vm.	nm.	nm. — nm.	vm. tot vm.	nm. tot nm.

No. R. 743.] [15 May 1964.
**FACTORIES, MACHINERY AND BUILDING WORK
 ACT, 1941.**

CLOTHING INDUSTRY, NATAL.

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. R. 742 of the 15th May, 1964, to be, on the whole, not less favourable to 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. 743.] [15 Mei 1964.
**WET OP FABRIEKE, MASJINERIE EN
 BOUWERK, 1941.**

KLERASIENYWERHEID, NATAL.

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. R. 742 van 15 Mei 1964 oor die algemeen vir persone wie se werkure en beloning 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.

No. R. 744.] [15 May 1964.
WAR MEASURES ACT, 1940.

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

CLOTHING INDUSTRY, NATAL.

On behalf of the Minister of Labour, I, MARAIS VILJOEN, Deputy-Minister of Labour, hereby, in terms of sub-regulation (1) of regulation *four* 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. R. 742 of the 15th May, 1964.

M. VILJOEN,
 Deputy-Minister of Labour.

No. R. 744.] [15 Mei 1964
WET OP OORLOGSMAATREËLS, 1940.

**OPSKORTING VAN REGULASIES OP
 LEWENSKOSTETOELAES.**

**GEPUBLISEER BY OORLOGSMAATREËL No. 43
 VAN 1942, SOOS GEWYSIG.**

KLERASIENYWERHEID, NATAL.

Namens die Minister van Arbeid, skort ek, MARAIS VILJOEN, Adjunk-minister van Arbeid, hierby kragtens subregulasie (1) van regulasie *vier* 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. 742 van 15 Mei 1964 gepubliseer is.

M. VILJOEN,
 Adjunk-minister van Arbeid.

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TELEGRAPH TARIFFS

INLAND TELEGRAMS — (South Africa, Basutoland, Swaziland and South West Africa):—

Ordinary:—	
For first 14 words or less.....	20c
For each additional word.....	2c

INTERTERRITORIAL TELEGRAMS—

Ordinary to—	
Federation of Rhodesia and Nyasaland:—	
For first 12 words or less.....	36c
For each additional word.....	3c
Mozambique:—	
For first 12 words or less.....	30c
For each additional word.....	2½c

TELEGRAAFTARIEWE

BINNELANDSE TELEGRAMME.—(Suid-Afrika, Basoetoland, Swaziland en Suidwes-Afrika):—

Gewone:—	
Vir eerste 14 woorde of minder.....	20c
Vir elke bykomende woord.....	2c

INTERTERRITORIALE TELEGRAMME:—

Gewone na:—	
Federasie van Rhodesië en Njassaland.—	
Vir eerste 12 woorde of minder.....	36c
Vir elke bykomende woord.....	3c
Mosambiek.—	
Vir eerste 12 woorde of minder.....	30c
Vir elke bykomende woord.....	2½c