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[No. 852.

GOEWERMENTSKENNISGEWINGS.

DEPARTEMENT VAN ARBEID.

No. R. 1055.]

[10 Julie 1964.

WET OP NYWERHEIDSVERSOENING, 1956.

**PULP- EN PAPIERVERVAARDIGINGS-
NYWERHEID.**

OOREENKOMS.

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

- (a) kragtens paragraaf (a) van subartikel (1) van artikel *agt-en-veertig* van die Wet op Nywerheids-
versoening, 1956, soos gewysig, dat al die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Pulp- en Papiervervaardigings-
nywerheid betrekking het, vanaf die tweede Maan-
dag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 November 1965 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is;
- (b) kragtens paragraaf (b) van subartikel (1) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 2, 5, (6) (g), 18 en 20, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 November 1965 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywer-
heid in die Republiek van Suid-Afrika; en
- (c) kragtens paragraaf (a) van subartikel (3) van artikel *agt-en-veertig* van genoemde Wet dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 2, 5 (6) (g), 18 en 20 vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 November 1965 eindig, in die Republiek van Suid-Afrika *mutatis mutandis* bindend is vir alle Naturelle in diens in genoemde Nywerheid by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Naturelle in hul diens.

M. VILJOEN,
Adjunk-minister van Arbeid.

GOVERNMENT NOTICES.

DEPARTMENT OF LABOUR.

No. R. 1055.]

[10 July 1964.

INDUSTRIAL CONCILIATION ACT, 1956.

PULP AND PAPER MANUFACTURING INDUSTRY.

AGREEMENT.

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

- (a) in terms of paragraph (a) of sub-section (1) of section *forty-eight* of the Industrial Conciliation Act, 1956, as amended, declare that all the provisions of the Agreement which appears in the Schedule hereto and which relates to the Pulp and Paper Manufacturing Industry, shall be binding from the second Monday after the date of publication of this notice and for the period ending the 30th November, 1965, upon the employers' organisation and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisation or unions;
- (b) in terms of paragraph (b) of sub-section (1) of section *forty-eight* of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 2, 5 (6) (g), 18 and 20, shall be binding from the second Monday after the date of publication of this notice and for the period ending the 30th November, 1965, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the Republic of South Africa; and
- (c) in terms of paragraph (a) of sub-section (3) of section *forty-eight* of the said Act, declare that in the Republic of South Africa and from the second Monday after the date of publication of this notice and for the period ending the 30th November, 1965, the provisions of the said Agreement, excluding those contained in clauses 2, 5 (6) (g), 18 and 20, shall *mutatis mutandis* be binding upon all Natives employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Natives in their employ.

M. VILJOEN,
Deputy-Minister of Labour.

NYWERHEIDSRaad VIR DIE PULP- EN PAPIERVER- VAARDIGINGSNYWERHEID.

OOREENKOMS

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

Association of Pulp, Paper and Board Manufacturers
of South Africa

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

Amalgamated Engineering Union of South Africa;

Amalgamated Society of Woodworkers of South Africa;

S.A. Boilermakers', Iron and Steel Workers', and Shipbuilders' and Welders' Society;

S.A. Electrical Workers' Association; en die

South African Typographical Union

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

wat die partye is by die Nywerheidsraad vir die Pulp- en Papiervervaardigingsnywerheid.

1. TOEPASSINGSBESTEK.

(a) Die bepalings van hierdie Ooreenkoms moet dwarsdeur die Republiek van Suid-Afrika nagekom word deur die werkgewers wat lede van die werkgewersorganisasie is en wat die Pulp- en Papiervervaardigingsnywerheid uitoefen, en deur alle werknemers wat lede van die vakverenigings is en in daardie nywerheid in diens is en vir wie minimum lone in die Ooreenkoms vasgestel word, maar is nie van toepassing nie op klerklike werknemers, uitgesonderd fabrieksklerke en telklerke.

(b) Die bepalings van hierdie Ooreenkoms is van toepassing op vakleerlinge sover dit nie strydig is nie met die bepalings van die Wet op Vakleerlinge, No. 37 van 1944, soos gewysig, of met enige kontrak aangegaan of wat geag word as aangegaan, of enige voorwaardes daaronder vasgestel.

2. GELDIGHEIDSDUUR.

Hierdie Ooreenkoms tree in werking op 'n datum wat deur die Minister van Arbeid vasgestel kan word ingevolge artikel agt-en-veertig van die Wet en bly van krag tot en met 30 November 1965, of vir 'n tydperk wat deur die Minister bepaal kan word,

3. WOORDOMSKRYWINGS.

Alle uitdrukkings wat in die Ooreenkoms gebring is en in die Wet op Nywerheidsversoening, 1956, soos gewysig, omskryf word, het dieselfde betekenis as in dié Wet. Verwysings na 'n wet sluit alle wysigings van dié Wet in en tensy die teenoorgestelde bedoeling blyk, omvat woorde wat die manlike geslag aandui, ook vrouens; voorts, tensy dit strydig met die verband is, beteken—

- „Wet” die Wet op Nywerheidsversoening, 1956, soos gewysig;
- „bymengselbereider” 'n werknemer wat bymengsels voorberei en/of meng wat gebruik word in die vervaardiging van papier, bord, sy-, of vilttrugpapier;
- „lugkompressorbediener” 'n werknemer wat lugkompressors bedien;
- „ambagsman” 'n werknemer wat die werk doen wat gewoonlik deur 'n geskoolde ambagsman gedoen word, en vir die toepassing van hierdie woordomskrywing beteken geskoolde ambagsman iemand wat kragtens die Wet op Vakleerlinge, 1944, soos van tyd tot tyd gewysig, as 'n geskoolde ambagsman geag word of wat in besit is van 'n sertifikaat ingevolge Wet No. 38 van 1951, of wat kragtens die Walker-skeidsregterlike Uitspraak van 1943 gekwalifiseer het, of wat in besit is van 'n sertifikaat deur die Raad uitgereik;
- „assistent-voorman” 'n werknemer wat, onder toesig van 'n voorman, die pligte van 'n voorman nakom en wat namens hom tydens sy afwesigheid kan optree;
- „gemiddeld” vir die doel van omskrywing van 'n papiermasjien klas 1, klas 2 of klas 3, die totale produksie van so 'n papiermasjien vir drie opeenvolgende maande gedeel deur die getal kalenderdae in dié drie maande;
- „baalmaker” 'n werknemer wat materiaal baal deur middel van 'n kragbaalmasjien en wat ook die bale kan weeg en merk;
- „grofsmid se voorslaner” 'n werknemer wat 'n grofsmid help met die bediening van 'n stoomhamer;
- „swartloogverdamerbediener” 'n werknemer wat 'n swartloogverdamer bedien, beheer en stel;
- „bleikloogbediener” 'n werknemer wat verantwoordelik is vir, en 'n installasie bedien vir die maak van bleikloog.
- „bord” vir die doel van die omskrywing van beroepe hierin vervat, alle produkte van 'n kuip of samestelling van 'n kuip Fourdrinier-masjien, met inbegrip van vilttrugpapier op 'n Fourdrinier-masjien gemaak, maar uitgesonderd sy papier en veselbord;
- „bordsnymasjienbediener” 'n werknemer wat 'n bordsnymasjien bedien en stel wat bord in velle van vasgestelde grootte sny;
- „borddroogdeelbediener” 'n werknemer wat die droogdeel van 'n bordsnymasjien bedien;
- „bordvalmesbediener” 'n werknemer wat 'n valmes bedien en stel wat bord in vasgestelde grootte sny en skoonsny;

INDUSTRIAL COUNCIL FOR THE PULP AND PAPER MANUFACTURING INDUSTRY.

AGREEMENT

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

The Association of Pulp, Paper and Board Manufacturers
of South Africa

(hereinafter referred to as “the employers” or “the employers' organisation”), of the one part, and

Amalgamated Engineering Union of South Africa,

Amalgamated Society of Woodworkers of South Africa.

S.A. Boilermakers', Iron and Steel Workers', and Shipbuilders' and Welders' Society,

S.A. Electrical Workers' Association, and

The South African Typographical Union,

(hereinafter referred to as “the employees” or “the trade unions”), of the other part;

being parties to the Industrial Council for the Pulp and Paper Manufacturing Industry.

1. SCOPE OF APPLICATION.

(a) The terms of this Agreement shall be observed throughout the Republic of South Africa by the employers who are members of the employers' organisation and who are engaged in the Pulp and Paper Manufacturing Industry, and by all employees who are members of the Trade Unions, and who are employed in that Industry, and for whom minimum wages are prescribed in this Agreement, but shall not apply to clerical employees other than factory clerks and tally clerks.

(b) The terms of this Agreement shall apply to apprentices in so far as they are not inconsistent with the provisions of the Apprenticeship Act, No. 37 of 1944, as amended, or any contract entered into or deemed to be entered into, or any conditions fixed thereunder.

2. PERIOD OF OPERATION.

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section forty-eight of the Act and shall remain in force until the 30th November, 1965, or for such period as may be determined by the Minister.

3. DEFINITIONS.

Any expression used in this Agreement which is defined in the Industrial Conciliation Act, 1956, as amended, shall have the same meaning as in the Act. A reference to an Act shall include 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;
- “additive preparer” means an employee who prepares and/or mixes additives used in the production of paper, board tissue or felt base paper;
- “air compressor attendant” means an employee who attends to the operation of air compressors;
- “artisan” means an employee who is engaged in work normally performed by a skilled artisan and for the purpose of this definition skilled artisan means a person who is regarded as a qualified artisan in terms of the Apprenticeship Act, 1944, as amended from time to time or who is in possession of a certificate under Act No. 38 of 1951, or who has qualified under the Walker Arbitration Award of 1943, or who is in possession of a certificate issued by the Council;
- “assistant foreman” means an employee who, under supervision of a foreman, performs the duties of a foreman and who may Act for him in his absence;
- “average” means, for the purpose of the definitions of a paper machine class 1, class 2 or class 3, the total production of such paper machine for 3 successive months divided by the number of calendar days in such 3 months;
- “baler” means an employee who bales materials by means of a power baling machine and who may also weigh and mark the bales;
- “blacksmith's striker” means an employee who assists a blacksmith in the operation of a steam hammer;
- “black liquor evaporator operator” means an employee who operates, controls and adjust a black liquor evaporator;
- “bleach liquor operator” means an employee who is responsible for and who operates plant for manufacturing bleach liquor;
- “board” for the purpose of the definitions of occupations included herein means all products of a vat or combination vat/Fourdrinier machine including felt base paper made on a Fourdrinier machine, but excluding tissue and fibre board;
- “board cutterman” means an employee who operates and adjusts a board-cutting machine which cuts board into sheets of a specified size;
- “board dryerman” means an employee who operates the dry end of a board machine;
- “board guillotineman” means an employee who operates and adjusts a guillotine which cuts and trims board into sheets of a specified size;

„bordlamelmasjiënbediener” ’n werknemer wat verantwoordelik is vir, en wat ’n masjiën bedien en beheer wat lamelle lewer waarvan minstens een deel uit bord bestaan;

„bordmasjiënbediener, klas 1,” ’n werknemer wat verantwoordelik is vir, en ’n kontinu-kuipmasjiën of ’n samestelling van ’n kuip/Fourdrinier-masjiën bedien, en wat toesig kan hou oor personeel, uitgesonderd dié wat gewoonlik onder toesig van ’n bordmasjiënbediener staan;

„bordmasjiënbediener, klas 2,” ’n werknemer wat verantwoordelik is vir, en ’n kontinu-kuipmasjiën of ’n samestelling van ’n kuip/Fourdrinier-masjiën of ’n Fourdrinier-masjiën bedien wat hoofsaaklik vilttrugpapier maak;

„bediener van aparte bordbedekinstallasie” ’n werknemer wat ’n aparte installasie vir die bedekking van bord bedien en stel;

„bordinstallasiebediener” ’n werknemer wat verantwoordelik is vir die bereiding van veselagtige materiaal en die omsetting daarvan in bord of veselbord op ’n masjiën wat ’n nie-doorlopende vel lewer, en vir die toesig oor die afwerkproses;

„bordoprolbediener” ’n werknemer wat ’n bordsplits-oprolmasjiën bedien en stel;

„bordstofbediener, klas 1,” ’n werknemer wat verantwoordelik is vir, en uitrusting bedien vir die bereiding van grondstof vir die vervaardiging van bord en wat verantwoordelik is vir die bereiding en dosering van bymengsels;

„bordstofbediener, klas 2,” ’n ander werknemer as ’n herpulp-masjiënbediener wat, onder toesig, ’n deel van die uitrusting bedien waarvoor ’n bordstofbediener, klas 1, verantwoordelik is;

„bord-superkalanderbediener, klas 1,” ’n werknemer wat verantwoordelik is vir, en ’n superkalander vir bord bedien;

„bord-superkalanderbediener, klas 2,” ’n werknemer wat, onder toesig, ’n superkalander vir bord bedien;

„ketelbediener, klas 1,” ’n werknemer wat verantwoordelik is vir die instandhou van die waterhoogte en stoomdruk in ’n stoomopwekinstallasie met ’n stoomleweringsvermoë van 100,000 lb. stoom per uur of meer en teen ’n druk van 400 lb. per vierkante duim of meer werk en wat die vuur (vure) in so ’n installasie kan stook, uittrek, hark of roer;

„ketelbediener, klas 2,” ’n werknemer wat verantwoordelik is vir die instandhou van die waterhoogte en stoomdruk in ’n stoomopwekinstallasie met ’n stoomleweringsvermoë van 100,000 lb. stoom per uur of meer en teen ’n druk van minder as 400 lb. per vierkante duim werk en wat die vuur (vure) in so ’n installasie kan stook, uittrek, hark of roer;

„ketelbediener, klas 3,” ’n werknemer wat verantwoordelik is vir die instandhou van die waterhoogte en stoomdruk in ’n stoomopwekinstallasie met ’n stoomleweringsvermoë van 60,000 lb. of meer maar minder as 100,000 lb. stoom per uur en teen ’n druk van 400 lb. per vierkante duim of meer werk en wat die vuur (vure) in so ’n installasie kan stook, uittrek, hark of roer;

„ketelbediener, klas 4,” ’n werknemer wat verantwoordelik is vir die instandhou van die waterhoogte en stoomdruk in ’n stoomopwekinstallasie met ’n stoomleweringsvermoë van 60,000 lb. of meer maar minder as 100,000 lb. stoom per uur en teen ’n druk van minder as 400 lb. per vierkante duim werk en wat die vuur (vure) in so ’n installasie kan stook, uittrek, hark of roer;

„ketelbediener, klas 5,” ’n werknemer wat verantwoordelik is vir die instandhou van die waterhoogte en stoomdruk in ’n stoomopwekinstallasie met ’n stoomleweringsvermoë van minder as 60,000 lb. stoom per uur en teen ’n druk van 400 lb. per vierkante duim of meer werk en wat die vuur (vure) in so ’n installasie kan stook, uittrek, hark of roer;

„ketelbediener, klas 6,” ’n werknemer wat verantwoordelik is vir die instandhou van die waterhoogte en stoomdruk in ’n stoomopwekinstallasie met ’n stoomleweringsvermoë van 60,000 lb. stoom per uur en teen ’n druk van minder as 400 lb. per vierkante duim werk en wat die vuur (vure) in so ’n installasie kan stook, uittrek, hark of roer;

„baasjong/groepelier” ’n werknemer wat toesig het oor ’n groep arbeiders;

„pekelbereidingsbediener” ’n werknemer wat verantwoordelik is vir die bereiding en toets van pekel, soda en/of katodiese loog;

„kartonstikker” ’n werknemer wat standaardgroottes karton of riefelbordstukke op ’n meganiese stikmasjiën vou en stik om kartonne te maak vir die verpakking van papier, ens., vir versending;

„los werknemer” ’n werknemer wat by dieselfde werkgewer hoogstens drie dae in ’n week vir hoogstens drie opeenvolgende weke in diens is;

„katodiese loogverdamerbediener” ’n werknemer wat ’n katodiese loogverdamer en bykomende uitrusting beheer en stel;

„koustiseerbediener” ’n werknemer wat installasie bedien vir die omsetting van groenloog in bytsoda en die verheldering daarvan;

„selversorger en grafietbereider” ’n werknemer wat verantwoordelik is vir, en elektrolietsele versorg en die grafiet-anodes in sulke selle berei en monteert;

„board laminating machine operator” means an employee who is responsible for and who operates and controls a machine producing laminates of which at least one component is board;

„board machineman, class 1,” means an employee who is responsible for and who operates a continuous vat machine or a combination vat/Fourdrinier machine, and who may supervise personnel other than those normally supervised by a board machineman;

„board machineman, class 2,” means an employee who is responsible for and who operates a continuous vat machine or a combination vat/Fourdrinier machine or a Fourdrinier machine producing mainly felt base paper;

„board off-machine coating plant operator” means an employee who is responsible for and who operates and adjusts an off-machine plant for the coating of board;

„board plant operator” means an employee who is responsible for the preparation of fibrous material and its conversion into board or fibre board on a machine producing a non-continuous sheet, and the supervision of the finishing processes;

„board reelerman” means an employee who operates and adjusts a board splitter-reeler machine;

„board stock preparation operator, class 1,” means an employee who is responsible for and who operates equipment for the preparation of stock for the manufacture of board and who is responsible for the preparation and dosing of additives;

„board stock preparation operator, class 2,” means an employee other than a repulper attendant who, under supervision, operates a section of the equipment falling under the responsibility of a board stock preparation operator, class 1;

„board super calender operator, class 1,” means an employee who is responsible for and who operates a super calendar for board;

„board super calender operator, class 2,” means an employee who, under supervision, operates a super calendar for board;

„boiler attendant, class 1,” means an employee who is responsible for maintaining the water level and steam pressure in steam-raising plant having an on-range capacity of 100,000 lb. of steam per hour or more and operating at a pressure of 400 lb. per square inch or more and who may stoke, draw, rake or slice the fire(s) in such plant;

„boiler attendant, class 2,” means an employee who is responsible for maintaining the water level and steam pressure in steam-raising plant having an on-range capacity of 100,000 lb. of steam per hour or more and operating at a pressure of less than 400 lb. per square inch and who may stoke, draw, rake or slice the fire(s) in such plant;

„boiler attendant, class 3,” means an employee who is responsible for maintaining the water level and steam pressure in steam-raising plant having an on-range capacity of 60,000 lb. or more but less than 100,000 lb. of steam per hour, and operating at a pressure of 400 lb. per square inch or more and who may stoke, draw, rake or slice the fire(s) in such plant;

„boiler attendant, class 4,” means an employee who is responsible for maintaining the water level and steam pressure in steam-raising plant having an on-range capacity of 60,000 lb. or more but less than 100,000 lb. of steam per hour, and operating at a pressure of less than 400 lb. per square inch and who may stoke, draw, rake or slice the fire(s) in such plant;

„boiler attendant, class 5,” means an employee who is responsible for maintaining the water level and steam pressure in steam-raising plant having an on-range capacity of less than 60,000 lb. of steam per hour and operating at a pressure of 400 lb. per square inch or more and who may stoke, draw, rake or slice the fire(s) in such plant;

„boiler attendant, class 6,” means an employee who is responsible for maintaining the water level and steam pressure in steam-raising plant having an on-range capacity of less than 60,000 lb. of steam per hour and operating at a pressure of less than 400 lb. per square inch and who may stoke, draw, rake or slice the fire(s) in such plant;

„boss boy/leading hand” means an employee who is in charge of a group of labourers;

„brine preparation operator” means an employee who is responsible for the preparation and testing of brine, soda and/or cathodic liquor;

„carton stitcher” means an employee engaged in folding and stitching standard sizes of cardboard or corrugated board sections on a mechanically operated stitching machine to form a carton for packing paper etc. for despatch;

„casual employee” means an employee who is employed by the same employer on not more than three days in any week for not longer than three consecutive weeks;

„cathodic liquor evaporator operator” means an employee who operates, controls and adjusts cathodic liquor evaporators and ancillary equipment;

„causticising plant operator” means an employee who operates plant for the conversion of green liquor to caustic soda and the clarification thereof;

„cell maintenance and graphite preparation operator” means an employee who is responsible for and who maintains electrolytic cells and who prepares and assembles the graphite anodes in such cells;

"chauffeur" 'n werknemer wat 'n motorvoertuig bestuur wat bedoel is vir vervoer van passasiers en sy werknemer, personeel klante of besoekers en wat boodskappe kan doen;

"skeikundige tegnikus" 'n werknemer wat toetse op grondstowwe, fabrieksprodukte en afval aan die gang sit, kontroleer, toesig daaroor hou of uitvoer en die gegewens vertolk wat van sulke toetse verkry word;

"kapmasjienbediener, klas 1," 'n werknemer wat verantwoordelik is vir, en installasie vir die omsetting van hout in spaanders bedien en stel;

"kapmasjienbediener, klas 2," 'n werknemer wat 'n masjien wat bedoel is vir die omsetting van hout in spaanders, laai, aan die gang sit en stop;

"chloorsilinderbediener" 'n werknemer wat verantwoordelik is vir die skoonmaak, bereiding vir volmaak met vloeibare chloor, volmaak en finale inspeksie, wanneer vol, van silinders of ander houers;

"chloorsilinderbediener se helper" 'n werknemer wat 'n chloorsilinderbediener help in die herstel van chloorsilinderkleppe;

"chloordioksiedbediener" 'n werknemer wat verantwoordelik is vir, en die werking van elektrolietsele en installasie beheer en stel vir die produksie van chloordioksied;

"klei-installasiebediener" 'n werknemer wat uitrusting bedien vir die raffinering van ru-klei en die bereiding van kleifodder;

"klei-installasie-oppasser" 'n werknemer wat uitrusting bedien vir die bereiding van kleifodder uit geraffineerde klei;

"kok" 'n werknemer wat maaltye voorberei en kook;

"kernsnyer" 'n werknemer wat rolsenterkerns met die hand of masjien na bepaalde lengtes sny;

"kernoprolbediener" 'n werknemer wat 'n kernoprolmasjien bedien en die skoongesnyde kerns kan vernis;

"Raad" die Nywerheidsraad vir die Pulp- en Papiervervaardigingsnywerheid;

"kraandrywer" 'n werknemer wat 'n kragaangedrewe, kajuitbediende bokraan in 'n houtopslagplek dryf;

"ontbasbediener" 'n werknemer wat uitrusting vir die finale ontbassing en skoonmaak van stompe bedien;

"ontveselbediener" 'n werknemer wat masjinerie bedien vir die omsetting van houtspaanders in houtvesel wat in die vervaardiging van vilttrugpapier gebruik word;

"kokerbediener" 'n werknemer wat verantwoordelik is vir die werking van, en kokers en bykomende uitrusting bedien in die bereiding van pulp, uitgesonderd halfchemiese pulp;

"afvalopruimer" 'n werknemer wat toesig hou oor die opruiming van afval;

"elektrolietinstallasiebediener" 'n werknemer wat verantwoordelik is vir, en die werking van elektrolietsele en installasie vir die vervaardiging van chloor en bytsoda uit sout, beheer en stel en katodiese loog toets;

"noodwerk" 'n alle werk wat weens onvoorsiene of onvermydelike oorsake soos brande, storms, epidemies, geweldpleging of diefstal, onklaarraking van masjinerie of kragonderbreking, of dringende onderhoud om onklaarraking te voorkom, sonder versuim gedoen moet word en hierby is inbegrepe werk in verband met die laai of aflaai van spoorwegtrokke of ander voertuie van die Suid-Afrikaanse Spoorweë en Hawens of voertuie wat gebruik word deur 'n vervoerkontraakteur ter uitvoering van sy kontrak as sodanig met die Suid-Afrikaanse Spoorweë en Hawens en hierby is ook inbegrepe "plaasvervangende" oortydwerk as gevolg van die afwesigheid van werknemers weens siekte of ander onvoorsiene of onvermydelike omstandighede;

"inrigting" enige perseel waarin of in verband waarmee een of meer werknemers in diens is in die Pulp- en Papiervervaardigingsnywerheid;

"ondervinding," met betrekking tot 'n werknemer vir wie lone op 'n stygende skaal voorgeskryf word, die totale tydperk of tydperke diens wat voorafgaande werknemer gehad het in die Pulp- en Papiervervaardigingsnywerheid in die beroep waarin hy in diens is, met inbegrip van tydperke wat kragtens klousule 7 (6) as diens geag word, met dien verstande dat enige diens vóór 'n diensonderbreking van vier jaar of langer in die Nywerheid nie in ag geneem moet word wanneer ondervinding bereken word nie;

"uitpersinstallasiebediener" 'n werknemer wat verantwoordelik is vir, en masjine beheer en stel vir die uitpers van warm gesmelte harse of dergelike stowwe bedoel om papier en/of bord mee te bedek of te lamelleer;

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

- nagaan van artikels;
- nagaan, tel of opteken van besonderhede van spoorwegtrokke of ander voertuie;
- tye kontroleer of opteken waarop werknemers die fabriek binnegaan of verlaat;
- vertolking of vertaling van tale;
- opteken van besonderhede van rekvisisies vir die uitrusting van gereedskap en uitrusting;
- opteken van hoeveelhede of van resultate van roetine-toetse;

"chauffeur" means an employee who is engaged in driving a motor vehicle designed to carry passengers and used for the conveyance of his employer, personnel, clients or visitors and who may carry out errands;

"chemical technician" means an employee engaged in inaugurating, governing, supervising or carrying out tests of raw materials, manufactured products and effluents, and interpreting the data derived from such tests;

"chipper operator, class 1," means an employee who is responsible for, and who operates and adjusts plant for the conversion of wood into chips;

"chipper operator, class 2," means an employee who loads, starts and stops a machine for the conversion of wood into chips;

"chlorine cylinder filling operator" means an employee who is responsible for the cleaning, preparation for filling with liquid chlorine, filling, and the final inspection, when full, of cylinders or other containers;

"chlorine cylinder filling operator's helper" means an employee who helps a chlorine cylinder filling operator in the reconditioning of chlorine cylinder valves;

"chlorine dioxide generating plant operator" means an employee who is responsible for and who controls and adjusts the operation of electrolytic cells and plant for the production of chlorine dioxide;

"clay plant operator" means an employee who operates equipment for the refining of crude clay and the preparation of clay slurry;

"clay plant attendant" means an employee who operates equipment for the preparation of clay slurry from refined clay;

"cook" means an employee who prepares and cooks meals;

"core cutter" means an employee who cuts reel centre cores to predetermined lengths by hand or machine;

"core winding operator" means an employee who operates a core winding machine and who may varnish the finished cores;

"council" means the Industrial Council for the Pulp and Paper Manufacturing Industry;

"crane driver" means an employee who drives a power-driven, cab-operated, overhead crane in a wood stockyard;

"debarker attendant" means an employee who operates equipment for the final debarking and cleaning of logs;

"defibrator operator" means an employee who operates machinery for the conversion of wood chips into wood fibre used in the manufacture of felt base paper;

"digester operator" means an employee who is responsible for the operation of and who operates digesters and ancillary equipment in the preparation of pulp, excluding semi-chemical pulp;

"effluent disposal attendant" means an employee who attends to the disposal of effluent;

"electrolytic plant operator" means an employee who is responsible for and who controls and adjusts the operation of electrolytic cells and plant for the production of chlorine and caustic soda from salt and who tests cathodic liquor;

"emergency work" means any work which owing to unforeseen or unavoidable causes such as fire, storm, epidemic, act of violence or theft, machinery or electrical breakdowns or urgent maintenance to prevent breakdowns, must be done without delay and includes work connected with the loading or unloading of railway trucks or other vehicles of the South African Railways and Harbours or vehicles used by a cartage contractor in the fulfilment of his contract as such with the South African Railways and Harbours and also includes "stand in" overtime work resulting from absence of employees due to illness or other unforeseen or unavoidable circumstances;

"establishment" means any premises or portion of premises in or in connection with which one or more employees are employed in the Pulp and Paper Manufacturing Industry;

"Experience" means in relation to an employee for whom wages on a rising scale are prescribed, the total period or periods or employment which such employee has had in the Pulp and Paper Manufacturing Industry in the occupation in which he is employed, including periods deemed to be employment in terms of clause 7 (6), provided that any employment prior to a break in service in the Industry of four years or more shall not be taken into account in determining experience;

"extrusion plant operator" means an employee who is responsible for and who operates, controls and adjusts machines for extruding hot melt resins or similar substances for coating or laminating paper and/or board;

"factory clerk" means an employee who performs one or more of the following duties—

- checking articles;
- checking, counting or recording particulars of railway trucks or other vehicles;
- checking or recording times at which employees enter or leave the factory;
- interpreting or translating languages;
- recording particulars of requisitions for issuing of tools or equipment;
- recording quantities or results of routine tests;

- (g) weeg of meet van artikels;
 (h) aantekening hou van verdienste en ander diensvoorwaardes van werknemers van skale G, H, J, K en L en arbeiders;
 (i) kontroleer en opteken van gewig, graad, getal en grootte van goedere deur die fabriek uitgestuur of ontvang;
 „fabrieksklerk, gekwalifiseer,” ’n fabrieksklerk met minstens een jaar ondervinding;
 „fabrieksklerk, ongekwalifiseer,” ’n fabrieksklerk met minder as een jaar ondervinding;
 „fabriekvoertuigdrywer” ’n werknemer wat meganiese vervoerders, en/of opstapelaars en/of hanteeruitrusting, wat nie ’n rypermit vereis nie, dryf en/of bedien;
 „vitrugpapier” papier bestaande uit dierlike en/of plantaardige vesel wat gebruik word as ’n bitumendraer in die vervaardiging van dakvilt, voglae, vloerbedekkings en produkte van dergelike aard;
 „veselbord” ’n neerlaagbord gemaak op ’n nie-deurlopende Fourdrinier of kuip of samestelling van Fourdrinier/kuip-masjien;
 „eerstehulpman” ’n werknemer in besit van ’n geldige sertifikaat van bevoegdheid in eerstehulp, uitgegee deur enigeen van die volgende organisasies:—

- (a) S.A. Rooikruisvereniging;
 (b) St. John Ambulansvereniging;
 (c) Noodhulpiga van Suid-Afrika;

- en wat eerstehulp verleen in geval van ongelukke en wat besonderhede daarvan kan aanteken;
 „voorman” ’n werknemer wat aan die hoof van ’n inrigting of afdeling, of ’n seksie van ’n afdeling geplaas is, wat werk uitgee aan werknemers oor wie hy beheer voer en toesig hou oor die deurgang daarvan deur die inrigting of afdeling of seksie van ’n afdeling, en wat dissipline handhaaf en oor die algemeen aan die werkgever of ’n afdelingshoof verantwoordelik is vir die doeltreffendheid van die inrigting of afdeling of seksie van ’n afdeling;
 „voortvrou” ’n vroulike werknemer wat aan die hoof van ’n inrigting of afdeling of ’n seksie van ’n afdeling geplaas is, wat werk uitgee aan werknemers oor wie sy beheer voer, en wat toesig hou oor die deurgang daarvan deur die inrigting of afdeling of seksie van ’n afdeling, en wat dissipline handhaaf en oor die algemeen aan die werkgever of ’n afdelingshoof verantwoordelik is vir die doeltreffendheid van die inrigting of afdeling of seksie van ’n afdeling;
 „goederehyser- of hysmasjienbediener” ’n werknemer wat ’n kraghyser of hysmasjien bedien wat gebruik word vir die hanteer van goedere;
 „algemene werksman” ’n werknemer wat kleiner herstel- of versetelwerk aan masjinerie, installasie of ander uitrusting verrig en wat kleiner herstelwerk aan geboue kan doen;
 „aansporingsbonus” ’n stelsel van ekstra betaling bo en behalwe lone, wat betaal word na goeëddunke van en na waardebeoordeling deur die bestuur;
 „indoena” ’n werknemer wat orde en dissipline in ’n kampong handhaaf;
 „etiketskrywer” ’n werknemer wat etikette uitskryf vir die uitkenning van produkte;
 „laboratoriumassistent” ’n werknemer wat monsters voorberei en wat roetine-toetse kan doen en die uitslae daarvan aanteken;
 „arbeider” ’n werknemer in een of meer van ondergenoemde hoedanighede, pligte of werksaamhede:—

- (1) Olie vir malariabestryding spuit;
- (2) teer, ghries, bitumensamestellings, of ander preserveermiddels aan pype, tromme, tenks of steunbouwerk of elektrolitieselrame of enige ander houers aansmeer;
- (3) kerns aan kermasse monter en vassit;
- (4) voorafgevormde bekleding onder toesig van ’n ambagsman monter;
- (5) rieme, kaste, bale, sakke, tromme of ander pakke brandmerk, merk, stensil, met rubberstempels stempel en etikette daaraan heg;
- (6) metaalafval met die hand opbreek en afval uitsorteer;
- (7) rolle opbreek om weer verpulp te word;
- (8) groente skoonmaak, skil of stukkend sny;
- (9) persele, voertuie, installasie, masjinerie, gereedskap, implemente, gerei, houers, silinders, oorpakke, of ander klerie skoonmaak, poleer of was;
- (10) briewe, boodskappe, monsters of ander artikels te voet of met ’n fiets, driewiel of handvoertuig bymeakaar maak of aflweer;
- (11) wissels in meulwerf verander;
- (12) bome of plantegroei afkap of vernietig en hout afkap, saag of stukkend kap;
- (13) ente of sterte aan papier- of bordmasjiene sny;
- (14) rondels en maaltene uitsny wat gebruik word in die verpakking van rolle papier of bord;
- (15) geboue of ander bouwerke met die hand sloop;
- (16) septiese tenks leegmaak en rioolvuil verwyder;
- (17) by spooroorgange met ’n vlag sein;
- (18) papier of bord met die hand vou;
- (19) blikke, sakke, bottels of ander houers met die hand of handmasjiene volmaak of leegmaak;
- (20) volgens ’n vasgestelde volume volmaak of volgens ’n gestelde skaal weeg of volgens ’n vasgestelde maat meet;

- (g) weighing or measuring articles;
 (h) recording earnings and other conditions of employment of scales G, H, J, K and L employees and labourers;
 (i) checking and recording weight, grade, number and size of goods despatched from or received into the factory;
 „factory clerk, qualified,” means a factory clerk who has had not less than one year’s experience;
 „factory clerk, unqualified,” means a factory clerk who has had less than one year’s experience;
 „factory vehicle driver” means an employee engaged in driving and/or operating mechanical transporters and/or stackers and/or handling equipment not requiring a driver’s licence;
 „felt base paper” means paper composed of animal and/or vegetable fibre used as a bitumen carrier in the manufacture of roofing felts, dampproof courses, floor coverings and products of a similar nature;
 „fibre board” means a multi-ply board made on a non-continuous Fourdrinier or vat or combination Fourdrinier/vat machine;
 „first aid attendant” means an employee who holds a current certificate of competency in first aid issued by any of the following organisations:—

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

- and who renders first aid in case of accidents and who may record particulars thereof;
 „foreman” means an employee placed in charge of an establishment or department, or a section of a department, who gives out work to employees under his control and supervises its passage through the establishment or department or section of a department, and maintains discipline and generally is responsible to the employer or a departmental head for the efficiency of the establishment or department or section of a department;
 „forewoman” means a female employee placed in charge of an establishment, or department, or a section of a department, who gives out work to employees under her control, and supervises its passage through the establishment or department, or section of a department and maintains discipline and generally is responsible to the employer or departmental head for the efficiency of the establishment or department or section of a department;
 „goods lift or hoist operator” means an employee operating a power operated lift or hoist used for handling goods;
 „handyman” means an employee engaged in making minor repairs or adjustments to machinery, plant or other equipment and who may effect minor repairs to buildings;
 „incentive bonus” means any system of extra payment over and above wages which is paid as a reward at the discretion and on the appraisal of management;
 „induna” means an employee who maintains order or discipline in a compound;
 „label preparer” means an employee who prepares labels for identification of products;
 „laboratory assistant” means an employee who prepares samples, and who may make routine tests and record the results thereof;
 „labourer” means an employee engaged in one or more of the following capacities; duties or operations:—

- (1) anti-malarial oil spraying;
- (2) applying tar, grease, bitumen compounds, or other preservatives to pipes, drums, tanks or supporting structures or electrolytic cell frames, or any other container;
- (3) assembling and securing cores on core shafts;
- (4) assembling pre-formed lagging under the supervision of an artisan;
- (5) branding, marking, stencilling, rubber stamping and affixing labels to reams, boxes, bales, bags, drums or other packages;
- (6) breaking up metal scrap by hand and sorting scrap;
- (7) breaking up reels for repulping;
- (8) cleaning, peeling or cutting vegetables;
- (9) cleaning, polishing or washing premises, vehicles, plant, machinery, tools, implements, utensils, containers cylinders, overalls, or other clothing;
- (10) collecting or delivering letters, messages, samples or other articles on foot or by means of a bicycle, tricycle or manually-propelled vehicle;
- (11) changing points in mill yard;
- (12) cutting down or destroying trees or vegetation and cutting, sawing or chopping timber by hand;
- (13) cutting tails on paper or board machines;
- (14) cutting roundels and edge runners which are used in the packing of reels of paper or board;
- (15) demolishing buildings or other structures by hand;
- (16) emptying septic tanks and disposing of sewage;
- (17) flagging at rail crossings;
- (18) folding paper or board manually;
- (19) filling and/or emptying tins, bags, bottles, receptacles or other containers by hand or hand operated machine;
- (20) filling to a set volume or weighing to a set scale or measuring to a set measure;

- (21) motorvoertuigtenks met petrol, brandstof, olie of water volmaak;
 - (22) 'n superkalandermasjiene, snymasjiene, bosseermasjiene of 'n oprolmassjiene voer of laai of produkte van enige masjiene voer of daarvan afneem;
 - (23) bord in droog-, pers-, vog-, glasuur-, lakvernis-, vernis-, bedek- of bordmasjiene voer of bord van dié masjiene afneem;
 - (24) tuinwerk (d.w.s. plant, spit, hark, gras sny, of natmaak of tuinmateriaal strooi of meng of heinings knip of paadjies of paaië skoonmaak of vee);
 - (25) 'n bediener help om vilt of drade om te ruil;
 - (26) 'n bediener help om rolle en stapels papier van masjiene af te haal of masjiene van papier skoon te maak;
 - (27) 'n bediener help om rolle papier of bord te las;
 - (28) ambagsmanne en/of algemene werksmanne help—sonder die gebruik van gereedskap;
 - (29) op afleweringervoertuie help maar nie bestuur of herstelwerk doen nie;
 - (30) goedere of enige ander artikels optel, dra, verpak, uitpak, verskuif, opstapel of afpak en 'n handvoertuig of voertuig met kraghulp, stoot of trek;
 - (31) latrines, stalle, buitegeboue of dergelike geboue uitkalk of ontsmet;
 - (32) laai of aflaai;
 - (33) klip, grond, klei, of sand losmaak, uithaal, breek of strooi, of slote, fondamente of ander uitgraving grawe;
 - (34) vuurmaak, vure aan die gang hou of uithaal of afval of as verwyder;
 - (35) tee of soortgelyke drankie maak vir, maaltye, tee of soortgelyke drankie aan werknemers of sy werkgewer of gaste bedien;
 - (36) dagha, beton, klip of bitumen met die hand meng of beton of bitumen met skopgraaf, hark, vork of kruitwa spreid;
 - (37) stene met 'n handsteenmasjiene maak;
 - (38) spoorwegtrokke deur middel van kaapstanders beweeg;
 - (39) gesaagde stroke hout aanmekaar spyker om laaiplatforms, baaiplanke of kratte te maak;
 - (40) kokers oopmaak, toemaak en deksels vassit;
 - (41) krane of kleppe oopmaak of toemaak;
 - (42) deure, vensters, beligte, tenks, kaste, bale, sakke, tromme of pakke oop- of toemaak of dit verseël, maar nie deur te soldeer, hardsoldeer of sweis nie;
 - (43) rolle en gesorteerde en getelde rieme papier, bord, sypapier, vitruigpapier, of veselbord in pakke verpak;
 - (44) beton in vorms vasstamp of instamp of beton in fondamente vasstamp;
 - (45) elektrolitiese, -anodes en -katodes verwyder en terugsit, wat nie die gebruik van gereedskap vereis nie, onder toesig van 'n selversorger en grafietbereider;
 - (46) afvalpapier, lappe en ander afvalmateriaal sorteer;
 - (47) materiaal met die hand spreid en verskuif en/of materiaal met die hand voer in hys-, vervoer- of baal-toestelle, verwerkingsvate, tenks, maalbakke, verpulpers, houtmalers of ander toestelle;
 - (48) die hoogte van pekkel in pekelflesse dophou wat verbind is met elektrolitiese en verslag aan die bediener doen;
 - (49) meettoestelle en oliehoogtes dophou en verslag aan die bediener doen;
- „leerling” 'n manlike werknemer onder die leeftyd van 21 jaar wat leer en onderrig ontvang in enige of alle afdelings of aktiwiteite van 'n inrigting in die Pulp- en Papiervervaardigingsnywerheid, uitgesonderd in die ambagte aangewys kragtens die Wet op Vakleerlinge;
- „kalkoondbediener” 'n werknemer wat verantwoordelik is vir, en 'n kalkoond en bykomende uitrusting bedien en beheer;
- „chloorvloeiostofbediener” 'n werknemer wat 'n installasie bedien, beheer en stel vir die droogmaak en vloeibaar-making van chloorgas en/of die vloeiostof in houters ingooi;
- „lokomotiefdrywer” 'n werknemer verantwoordelik vir die dryf van 'n lokomotief, ongeag die trekkrag, op spoorlyne binne die fabrieksterrein;
- „stompvervoerbediener” 'n werknemer wat uitrusting bedien om stampe op vervoertoelele te laai;
- „stompklower” 'n werknemer wat uitrusting bedien om stampe wat té groot is, kleiner in diameter te maak;
- „motorgeneratorbediener” 'n werknemer wat, deur middel van 'n wisselbare spanningsreostaat of dergelike regulator, toesig oor motorgeneratorstoelele hou, dit bedien en beheer;
- „motorvoertuigdrywer” 'n werknemer, uitgesonderd 'n fabrieksvaertuigdrywer of chauffeur of lokomotiefdrywer, wat 'n motorvoertuig dryf, en vir die toepassing van hierdie omskrywing omvat „n motorvoertuig dryf” alle tydperke waarin gedryf word en alle tyd wat die drywer aan die voertuig of die vrag bestee en alle tydperke wat hy verplig is om op sy pos te bly in gereedheid om te dryf;
- „olieman en smeerder” 'n werknemer wat masjinerie, uitrusting of voertuie olie of smeer;
- (21) filling motor vehicle tanks with petrol, fuel, oil or water;
 - (22) feeding or loading a super calender machine, cutting machine, embosser machine or a reeler machine or feeding or taking off products from any machine;
 - (23) feeding into or removing board from drying, pressing, damping, glazing, lacquering, varnishing, coating or board machines;
 - (24) gardening work (i.e. planting, digging, raking, mowing, or watering or spreading or mixing gardening materials or trimming hedges or cleaning or sweeping roads or paths);
 - (25) helping an operator in the changing of felts or wires;
 - (26) helping an operator in removing rolls and stacks of paper from machines or in cleaning away paper from machines;
 - (27) helping an operator splice reels of paper or board;
 - (28) helping artisans and/or handymen—not involving the use of tools;
 - (29) helping on delivery vehicles other than driving or effecting repairs;
 - (30) lifting, carrying, packing, unpacking, moving, stacking or unstacking goods or any other articles and pushing or pulling a manually-propelled or power assisted vehicle;
 - (31) lime-washing or disinfecting latrines, stables, out-buildings, or similar building structures;
 - (32) loading or unloading;
 - (33) loosening, taking out, breaking or spreading stone, soil, clay or sand or digging trenches, foundations or other excavations;
 - (34) making, maintaining or drawing fires or removing refuse or ashes;
 - (35) making tea or similar beverages for or serving meals, tea or similar beverages to employees or his employer or guests;
 - (36) mixing mortar, concrete, stone or bitumen by hand or spreading concrete or bitumen by shovel, rake, fork or barrow;
 - (37) making bricks with hand operated brick making machine;
 - (38) moving rail trucks by means of capstans;
 - (39) nailing pre-cut strips of timber to form pallets, bale boards or crates;
 - (40) opening, closing and securing digester lids;
 - (41) opening or closing cocks of valves;
 - (42) opening or closing doors, windows, fanlights, tanks, boxes, bales, bags, drums or packages or the sealing of these otherwise than by soldering, brazing or welding;
 - (43) packing reels and previously sorted and counted reams of paper, board, tissue felt base paper of fibre board into packages;
 - (44) ramming or tamping concrete into moulds or ramming concrete into foundations;
 - (45) removing or replacing electrolytic cells, anodes and cathodes not involving the use of tools under the supervision of a cell maintenance and graphite preparation operator;
 - (46) sorting waste paper, rags and other waste materials;
 - (47) spreading and moving material by hand and/or feeding material by hand into elevators, conveyors, balers, process vats, tanks, beaters, pulpers, wood grinders or other vessels;
 - (48) watching brine levels in brine bottles attached to electrolytic cells and reporting to the operator;
 - (49) watching gauges and oil levels and reporting to the operator;
- „learner” means a male employee under the age of twenty-one years engaged in learning and being instructed in any or all sections or activities of an establishment in the Pulp and Paper Manufacturing Industry, other than in trades designated in terms of the apprenticeship Act;
- „lime kiln operator” means an employee who is responsible for and who operates and controls a lime kiln and ancillary equipment
- „liquid chlorine plant operator” means an employee who operates, controls and adjust a plant for the drying and liquification of chlorine gas and/or the filling of this liquid into containers;
- „locomotive driver” means an employee responsible for operating a locomotive, irrespective of motive power, on railway lines within the factory area;
- „log feeder operator” means an employee who operates equipment for feeding logs onto conveyors;
- „log splitter” means an employee who operates equipment for reducing the diameter of oversize logs;
- „motor generator attendant” means an employee who supervises, operates and controls motor generator sets by a variable voltage rheostat or similar regulator;
- „motor vehicle driver” means an employee, other than a factory vehicle driver or chauffeur or locomotive driver, engaged in driving a motor vehicle, and for the purposes of this definition, „driving a motor vehicle” includes all periods of driving and any time spent by the driver on work connected with the vehicle or the load and all periods during which he is obliged to remain at his post in readiness to drive;
- „oiler and greaser” means an employee engaged in oiling or greasing machinery, equipment or vehicles;

„verpakker-weër” ’n werknemer wat papier en of bord in velle of rolle verpak, toedraai en weeg en die pakke etiketteer en wat besonderhede van die inhoud van sulke pakke kan aanteken;

„laaiplatformmaker” ’n werknemer wat stroke hout volgens vasgestelde lengtes deur middel van ’n sirkelsaag of ander tipe saag saag, en wat dit aanmekeer kan spyker om laaiplatforms, baalplanke of kratte te maak;

„papier”, vir die doel van die omskrywings van beroepe wat hierin vervat word, alle produkte van ’n Fourdrinier-masjien, uitgesonderd sypapier, vilttrugpapier en veselbord;

„papiersnymasjienbediener, klas 1,” ’n werknemer wat verantwoordelik is vir, en papiersnymasjiene bedien, beheer en stel wat papier in velle van vasgestelde grootte sny;

„papiersnymasjienbediener, klas 2,” ’n werknemer wat, onder toesig, ’n papiersnymasjien bedien en stel wat papier in velle van ’n vasgestelde grootte sny;

„papierdroogdeelbediener, klas 1,” ’n werknemer wat, onder toesig van ’n papiermasjienbediener, die droogdeel van ’n klas 1-papiermasjien bedien, beheer en stel en wat ’n papiersplits-oprolmasjien kan bedien, beheer en stel;

„papierdroogdeelbediener, klas 2,” ’n werknemer wat, onder toesig van ’n papiermasjienbediener, die droogdeel van ’n klas 2-papiermasjien bedien, beheer en stel en wat ’n papiersplits-oprolmasjien kan bedien, beheer en stel;

„papierdroogdeelbediener, klas 3,” ’n werknemer wat, onder toesig van ’n papiermasjienbediener of papierdroogdeelbediener klas 1 of 2, die droogdeel van ’n papiermasjien bedien en stel;

„papiervalmesbediener, klas 1,” ’n werknemer wat verantwoordelik is vir, en valmesse bedien, beheer en stel wat papier in velle van ’n vasgestelde grootte sny en skoonsny;

„papiervalmesbediener, klas 2,” ’n werknemer wat, onder toesig, ’n valmes bedien en stel wat papier in velle van vasgestelde grootte sny en skoonsny;

„papierlamelmasjienbediener” ’n werknemer wat verantwoordelik is vir en wat masjiene bedien en beheer wat velle papier lamelleer;

„papiermasjien, klas 1,” ’n Fourdrinier-papiermasjien wat gewoonlik loop teen ’n snelheid van oor die 1,500 voet per minuut, of gemiddeld meer as 160 ton per dag lewer;

„papiermasjien, klas 2,” ’n Fourdrinier-papiermasjien wat gewoonlik loop teen ’n snelheid van 200 voet per minuut tot en met 1,500 voet per minuut, of gemiddeld 10 ton per dag tot en met 160 ton per dag lewer;

„papiermasjien, klas 3,” ’n Fourdrinier-papiermasjien wat gewoonlik loop teen ’n snelheid onder 200 voet per minuut, of gemiddeld minder as 10 ton per dag lewer;

„papiermasjienbediener, klas 1,” ’n werknemer wat in beheer is van en verantwoordelik is vir die bediening, beheer en stel van ’n klas 1-papiermasjien;

„papiermasjienbediener, klas 2,” ’n werknemer wat in beheer is van, en verantwoordelik is vir bediening, beheer en stel van ’n klas 2-papiermasjien;

„papiermasjienbediener, klas 3,” ’n werknemer wat in beheer is van en verantwoordelik is vir die bediening, beheer en stel van ’n klas 3-papiermasjien;

„bediener van aparte papierbedekmasjiene” ’n werknemer wat verantwoordelik is vir, en ’n aparte masjien vir die bedekking van papier bedien en stel;

„papieroprolbediener, klas 1,” ’n werknemer wat verantwoordelik is vir, en ’n papiersplits-oprolmasjien bedien, beheer en stel;

„papieroprolbediener, klas 2,” ’n werknemer wat, onder toesig, ’n papiersplits-oprolmasjien bedien en stel;

„papieroprolbediener, klas 3,” ’n werknemer wat, onder toesig ’n gestelde papiersplits-oprolmasjien bedien;

„papierstofbediener, klas 1,” ’n werknemer wat verantwoordelik is vir, en uitrusting bedien vir die algehele voorbereiding van grondstof vir die vervaardiging van papier en wat verantwoordelik is vir die byvoeging van bymengsels;

„papierstofbediener, klas 2,” ’n werknemer, uitgesonderd ’n herpulpbediener, wat, onder toesig, ’n afdeling van die stofbereidingsuitrusting bedien wat onder die verantwoordelikheid kom van ’n papierstofbediener, klas 1, of ’n papiermasjienbediener of ’n houtmaalbediener;

„papier-superkalanderbediener” ’n werknemer wat verantwoordelik is vir, en bevoetters en superkalanders vir papier bedien, beheer en stel;

„papier- of bordskoonsnyhelper” ’n werknemer, uitgesonderd ’n arbeider of ’n werknemer wat elders omskryf word, wat help met die bediening van skoonsnyuitrusting en met ander werk in die skoonsnyafdelings;

„papier- of bordmasjienbediener se helper” ’n werknemer, uitgesonderd ’n arbeider of ’n werknemer wat elders omskryf word, wat help met die bediening van ’n papier- of bordmasjien;

„hersteller van beskermende klere” ’n werknemer wat beskermende klere herstel;

„pulp- en papiervervaardigingsnywerheid” of „Nywerheid” die nywerheid waarin werkgewers en werknemers geassosieer is om een of meer van die volgende werksaamhede te verrig:—

- (a) Die vervaardiging van papier en/of karton en/of papierbord en/of strooibord;
- (b) die vervaardiging van pulp met die doel om die artikels te vervaardig wat in (a) genoem word;
- (c) die vervaardiging van alle nuweprodukte deur werkgewers wat die werksaamhede verrig wat in (a) en (b) genoem word;

„packer weigher” means an employee engaged in packing, wrapping and weighing paper and/or board in sheets or reels and labelling the packages and who may record particulars of the contents of such packages;

„pallet maker” means an employee who cuts strips of timber to requisite lengths by means of a circular or other type of saw, and who may nail these together to form pallets, bale boards or crates;

„paper for the purpose of the definitions of occupations included herein means all products of a fourdrinier machine excluding tissue, felt base paper and fibre board;

„paper cutterman, class 1,” means an employee who is responsible for and who operates, controls and adjust paper cutting machines which cut paper into sheets of a specified size;

„paper cutterman, class 2,” means an employee who, under supervision, operates and adjusts a paper cutting machine which cuts paper into sheets of a specified size;

„paper dryerman, class 1,” means an employee who, under supervision of a paper machineman, operates, controls and adjusts the dry end of a class 1 paper machine and who may operate, control and adjust a paper slitter-reeler machine;

„paper dryerman, class 2,” means an employee who, under supervision of a paper machineman, operates, controls and adjust the dry end of a class 2 paper machine and who may operate, control and adjust a paper slitter-reeler machine;

„paper dryerman, class 3,” means an employee who, under supervision of a paper machineman or paper dryerman class 1 or 2, operates and adjusts the dry end of a paper machine;

„paper guillotineman, class 1,” means an employee who is responsible for and who operates, controls and adjusts guillotines which cut and trim paper into sheets of a specified size;

„paper guillotineman, class 2,” means an employee who, under supervision, operates and adjusts a guillotine which cuts and trims paper into sheets of a specified size;

„paper laminating machine operator” means an employee who is responsible for and who operates and controls machines which laminate sheets of paper;

„paper machine, class 1,” means a Fourdrinier paper machine normally operating at a speed in excess of 1,500 feet per minute or producing in excess of an average of 160 tons per day;

„paper machine, class 2,” means a Fourdrinier paper machine normally operating at a speed from 200 feet per minute up to and including 1,500 feet per minute or producing on average 10 tons per day up to and including 160 tons per day;

„paper machine, class 3,” means a Fourdrinier paper machine normally operating at a speed below 200 feet per minute or producing, on average, under 10 tons per day;

„paper machineman, class 1,” means an employee who is in charge of and responsible for the operation, control and adjustment of a class 1 paper machine;

„paper machineman, class 2,” means an employee who is in charge of and responsible for the operation, control and adjustment of a class 2 paper machine;

„paper machineman, class 3,” means an employee who is in charge of and responsible for the operation, control and adjustment of a class 3 paper machine;

„paper off-machine coating plant, operator” means an employee who is responsible for and who operates and adjusts an off-machine plant for the coating of paper;

„paper reelerman, class 1,” means an employee who is responsible for and who operates, controls and adjusts paper slitter-reeler machines;

„paper reelerman, class 2,” means an employee who, under supervision, operates and adjust a paper slitter-reeler machine;

„paper reelerman, class 3,” means an employee who, under supervision, operates a pre-set paper slitter-reeler machine;

„paper stock preparation operator, class 1,” means an employee who is responsible for and who operates equipment for the overall preparation of stock for the manufacture of paper and who is responsible for the addition of additives;

„paper stock preparation operator, class 2,” means an employee, other than a repulper attendant who, under supervision, operates a section of the stock preparation equipment falling under the responsibility of a paper stock preparation operator class 1, or a paper machineman or a wood grinderman;

„paper super calender operator” means an employee who is responsible for and who operates, controls and adjusts dampers and super calenders for paper;

„paper or board finishing helper” means an employee other than a labourer or an employee elsewhere defined, who helps in the operation of finishing equipment and in other work in the finishing departments;

„paper or board machineman’s helper” means an employee, other than a labourer or an employee elsewhere defined, who helps in the operation of a paper or board machine;

„protective clothing repairer” means an employee who repairs protective clothing;

„Pulp and Paper Manufacturing Industry” or “Industry” means the Industry in which employers and employees are associated for the carrying on of one or more of the following activities:—

- (a) The manufacture of paper and/or cardboard and/or paperboard and/or strawboard;
- (b) the manufacture of pulp for the purpose of manufacturing the articles referred to in (a);
- (c) the manufacture of any by-products by employers engaged in the activities referred to in (a) and (b);

en omvat alle werksaamhede wat daarby hoort of daaruit voortvloei;

„pulpbleikbediener” ’n werknemer wat ’n installasie vir die volledige bleik van houtpulp bedien, beheer en stel;

„pulphanteerbediener, klas 1,” ’n werknemer wat verantwoordelik is vir, en masjinerie bedien, beheer en stel wat ontwerp is om pulp te sif en pulp in velle, of pakke of bale om te sit;

„pulphanteerbediener, klas 2,” ’n werknemer wat, onder toesig, masjinerie bedien wat ontwerp is om pulp te sif en ’n pulp in velle, pakke of bale om te sit;

„pompmann, klas 1” ’n werknemer wat toesig hou oor pompe, filters, besinkdamme of dekanteertoestelle, hulle bedien en stel;

„pompmann, klas 2,” ’n werknemer wat, onder toesig, ’n installasie vir die pomp en verheldering van water en/of vir die pomp van swartloog bedien;

„riemtoedraaibediener” ’n werknemer wat ’n masjien bedien om rieme papier toe te draai;

„oprolmasjienbediener se helper” ’n werknemer, uitgesonderd ’n arbeider of ’n werknemer wat elders omskryf word, wat ’n papier- of bordoprolbediener help;

„koelinstallasiebediener” ’n werknemer wat ’n koelinstallasie bedien vir die verkoeling van water, ander vloeistowwe en/of gasse;

„herpulperbediener” ’n werknemer wat uitrusting bedien om veselagtige stowwe weer eens te verpulp;

„bediener van veiligheidsuitrusting” ’n werknemer wat die gebruik van veiligheidsuitrusting aan werknemers demonstreer en wat defekte in veiligheidsuitrusting aanmeld;

„skaal A-werknemer” ’n werknemer in diens in ondergenoemde hoedanigheid:—

Papiermasjienbediener, klas 1;

„skaal B-werknemer” ’n werknemer in diens in een of meer van ondergenoemde hoedanighede:—

Bordmasjienbediener, klas 1;

papiermasjienbediener, klas 2;

sypapiermasjienbediener, klas 1;

„skaal C-werknemer” ’n werknemer in diens in een of meer van ondergenoemde hoedanighede:—

Bordmasjienbediener, klas 2;

selsversorger en grafiëtbereider;

chloordioksiedbediener;

chloorvloeistofbediener;

papierdroogdeelbediener, klas 1;

papiermasjienbediener, klas 3;

papierstofbediener, klas 1;

pulpbleikbediener;

sypapiermasjienbediener, klas 2;

sypapieroprolbediener, klas 1;

houtontveselaar;

„skaal D-werknemer” ’n werknemer in diens in een of meer van ondergenoemde hoedanighede:—

Ketelbediener, klas 1;

katodiese loogverdamperbediener;

kokerbediener;

elektrolitinstallasiebediener;

uitpersinstallasiebediener;

papiesnymasjienbediener, klas 1;

papierdroogdeelbediener, klas 2;

papiervalmesbediener, klas 1;

papieroprolbediener, klas 1;

papier-superkalanderbediener;

sodaherwinningsbediener, klas 1;

houtbereidingsbediener, klas 1;

„skaal E-werknemer” ’n werknemer in diens in een of meer van ondergenoemde hoedanighede:—

Bordinstallasiebediener;

ketelbediener, klas 2;

kapmasjienbediener, klas 1;

chloorsilinderbediener;

kalkoondbediener;

pulphanteerbediener, klas 1;

bediener van natriumhipochloriet- en soutsuurinstallasie;

wasfilterbediener, klas 1;

houtbereidingsbediener, klas 2;

„skaal F-werknemer” ’n werknemer in diens in een of meer van ondergenoemde hoedanighede:—

Bleikloogbediener;

bordstofbediener, klas 1;

ketelbediener, klas 3;

pekelbereidingsbediener;

pompmann, klas 1;

bediener van halfchemiese pulpinstallasie sypapieroprol-

bediener, klas 2;

„skaal G-werknemer” ’n werknemer in diens in een of meer van ondergenoemde hoedanighede:—

Ketelbediener, klas 4;

bediener van sypapierherpulper;

and includes all activities incidental thereto or consequent thereon;

“pulp bleaching operator” means an employee who is responsible for the operation of and who operates, controls and adjusts plant for the full bleaching of wood pulp;

“pulp handling operator, class 1,” means an employee who is responsible for the operation of and who operates, controls and adjusts machinery for the screening and conversion of pulp into sheets, laps or bales;

“pump handling operator, class 2,” means an employee who, under supervision, operates machinery for the screening and conversion of pulp into sheets, laps or bales;

“pumpman, class 1,” means an employee who is responsible for and who operates and adjusts pumps, filters, setting dams or decanters;

“pumpman, class 2,” means an employee who, under supervision, operates a plant for the pumping and clarification of water and/or for the pumping of black liquor;

“ream wrapping machine operator” means an employee who operates a machine for wrapping reams of paper;

“reelerman’s helper” means an employee, other than a labourer or an employee elsewhere defined, who helps a paper or board reelerman;

“refrigeration plant attendant” means an employee who attends to a refrigeration plant for the chilling of water, other liquids and/or gases;

“repulper attendant” means an employee who operates equipment for repulping fibrous material;

“safety equipment attendant” means an employee who demonstrates the use of safety equipment to employees and who reports defects in safety equipment;

“scale A employee” means an employee engaged in the following capacity:—

Paper machineman, class 1;

“scale B employee” means an employee engaged in one or more of the following capacities:—

Board machineman, class 1;

paper machineman, class 2;

tissue machineman, class 1;

“scale C employee” means an employee engaged in one or more of the following capacities:—

Board machineman, class 2;

cell maintenance and graphite preparation operator;

chlorine dioxide generating plant operator;

liquid chlorine plant operator;

paper dryerman, class 1;

paper machineman, class 3;

paper stock preparation operator, class 1;

pulp bleaching operator;

tissue machineman, class 2;

tissue winderman, class 1;

wood grinderman;

“scale D employee” means an employee engaged in one or more of the following capacities:—

Boiler attendant, class 1;

cathodic liquor evaporator operator;

digester operator;

electrolytic plant operator;

extrusion plant operator;

paper cutterman, class 1;

paper dryerman, class 2;

paper guillotineman, class 1;

paper reelerman, class 1;

paper super calender operator;

soda recovery operator, class 1;

wood preparation plant operator, class 1;

“scale E employee” means an employee engaged in one or more of the following capacities:—

Board plant operator;

boiler attendant, class 2;

chipper operator, class 1;

chlorine cylinder filling operator;

lime kiln operator;

pulp handling operator, class 1;

sodium hypochlorite and hydrochloric acid plant operator;

wash filter operator, class 1;

wood preparation plant operator, class 2;

“scale F employee” means an employee engaged in one or more of the following capacities:—

Bleach liquor operator;

board stock preparation operator, class 1;

boiler attendant, class 3;

brine preparation operator;

pumpman, class 1;

semi-chemical pulp plant operator;

tissue winderman, class 2;

“scale G employee” means an employee engaged in one or more of the following capacities:—

Boiler attendant, class 4;

tissue repulper operator;

„skaal H-werknemer” ’n werknemer in diens in een of meer van ondergenoemde hoedanighede:—

Bordroogdeelbediener;
motorgeneratorbediener;
papierlamelmasjiëbediener;
bediener van aparte bordbedekmasjië;
turbinebediener;

„skaal J-werknemer” ’n werknemer in diens in een of meer van ondergenoemde hoedanighede:—

Bordsnymasjiëbediener;
bordlamelmasjiëbediener;
bordoprolbediener;
bordstofbediener, klas 2;
ketelbediener, klas 5;
papierstofbediener, klas 2;
bediener van halfgebleikte pulpinstallasie;

„skaal K-werknemer” ’n werknemer in diens in een of meer van ondergenoemde hoedanighede:—

Swarlloogverdamerbediener;
bediener van aparte bordbedekinstallasie;
bord-superkalanderbediener, klas 1;
koustiseerbediener;
klei-installasiebediener;
kraandrywer;
ontvelselbediener;
laboratoriumassistent;
papiersnymasjiëbediener, klas 2;
papierdroogdeelbediener, klas 3;
papiervalmesbediener, klas 2;
papieroprolbediener, klas 2;
pulpanteerbediener, klas 2;
velteller;
sodaherwinningsbediener, klas 2;

„skaal L-werknemer” ’n werknemer in diens in een of meer van ondergenoemde hoedanighede:—

Bymengselbereider;
lugkompressorbediener;
baalmaker;
grofsmid se voorslaner;
bordvalmesbediener;
bord-superkalanderbediener, klas 2;
ketelbediener, klas 6;
baasjong/groepleier;
kartonstikker;
chauffeur;
kapmasjiëbediener, klas 2;
chloorsilinderbediener se helper;
klei-installasie-oppasser;
kok;
kernsnyer;
kernoprolbediener;
ontbasbediener;
afvalopruimer;
fabrieksvoertuigdrywer;
eerstehulpman;
goederehyser- of hysmasjiëbediener;
indoena;
etiketskrywer;
stompvervoerbediener;
stompklower;
olieman en smeerder;
verpakker-weër;
laaiplatformmaker;
papieroprolbediener, klas 3;
papier- of bordskoonsnyhelper;
papier- of bordmasjiëbediener se helper;
hersteller van beskermende klere;
pompman, klas 2;
riemtoedraaiëbediener;
oprolmasjiëbediener se helper;
koelinstallasiebediener;
herpulperbediener;
bediener van veiligheidsuitrusting;
bediener van halfchemiese pulpinstallasie se helper;
bediener van rioolinstallasie;
lyminstallasiebediener;
langssaagbediener;
sodaverdamerbediener;
sodaoplossingbereider;
sorteerder, klas 2;
stofbereidingshelper;
telklerk;
bediener van gereedskap- of materiaalpakkamer;
wasfilterbediener, klas 2;
wag;
bediener van waterverhelderingsinstallasie;
bediener van waterversagtingsinstallasie;
houtwerfbediener;

en sluit enige werknemer in wat nie elders gespesifiseer word nie;

“scale H employee” means an employee engaged in one or more of the following capacities:—

Board dryerman;
motor generator attendant;
paper laminating machine operator;
paper off-machine coating plant operator;
turbine attendant;

“scale J employee” means an employee engaged in one or more of the following capacities:—

Board cutterman;
board laminating machine operator;
board reelerman;
board stock preparation operator, class 2;
boiler attendant, class 5;
paper stock preparation operator, class 2;
semi-bleached pulp plant operator;

“scale K employee” means an employee engaged in one or more of the following capacities:—

Black liquor evaporator operator;
board off-machine coating plant operator;
board super calender operator, class 1;
causticising plant operator;
clay plant operator;
crane driver;
defibrator operator;
laboratory assistant;
paper cutterman, class 2;
paper dryerman, class 3;
paper guillotineman, class 2;
paper reelerman, class 2;
pulp handling operator, class 2;
sheet counter;
soda recovery operator, class 2;

“scale L employee” means an employee engaged in one or more of the following capacities:—

additive preparer;
air compressor attendant;
baler;
blacksmith's striker;
board guillotineman;
board super calender operator, class 2;
boiler attendant, class 6;
boss boy/leading hand;
carton stitcher;
chauffeur;
chipper operator, class 2;
chlorine cylinder filling operator's helper;
clay plant attendant;
cook;
core cutter;
core winding operator;
debarker attendant;
effluent disposal attendant;
factory vehicle driver;
first aid attendant;
goods lift or hoist operator;
induna;
label preparer;
log feeder operator;
log splitter;
oiler and greaser;
packer weigher;
pallet maker;
paper reelerman, class 3;
paper or board finishing helper;
paper or board machineman's helper;
protective clothing repairer;
pumpman, class 2;
ream wrapping machine operator;
reelerman's helper;
refrigeration plant attendant;
repulper attendant;
safety equipment attendant;
semi-chemical pulp plant operator's helper;
sewage plant attendant;
size plant operator;
slasher saw attendant;
soda evaporator attendant;
soda solution preparer;
sorter, class 2;
stock preparation helper;
tally clerk;
tool or packing material room attendant;
wash filter operator, class 2;
watchman;
water clarification plant attendant;
water softening plant operator;
wood yard attendant;
and includes any employee not elsewhere specified;

- „bediener van installasie vir halfgebleikte pulp” ’n werknemer wat verantwoordelik is vir die werking van, en wat installasie vir die halfbleik van houtpulp beheer en stel;
- „halfchemiese pulp” ’n pulp met hoë sellulose-opbrengs, met inbegrip van chemies gemaalde hout, verkry deur die rou materiaal effens met chemikalieë te kook, gevolg deur ontveseling in afskuurmeulens en/of rafineerders;
- „bediener van halfchemiese pulpinstallasie” ’n werknemer wat verantwoordelik is vir enigeen of al die prosesse betrokke by die bereiding van halfchemiese pulp;
- „bediener van halfchemiese pulpinstallasie se helper” ’n werknemer, uitgesonderd ’n arbeider of ’n werknemer elders omskryf, wat help met die bediening van uitrusting vir halfchemiese pulp;
- „rioolinstallasiebediener” ’n werknemer wat ’n installasie vir die pomp en verheldering van rioolvuil bedien;
- „velteller” ’n werknemer wat meganiese velle papier in vasgestelde hoeveelhede tel;
- „skofwerker” ’n werknemer in diens in ’n beroep waarin drie skofte werk per 24 uur normale praktyk is;
- „korttyd” ’n tydelike vermindering van die getal gewone werktuie toe te skryf aan slappe in die bedryf, te kort aan grondstowwe of ’n algemene onklaarraking van installasie of masjinerie veroorsaak deur ’n ongeluk of ander noodgeval;
- „lyminstallasiebediener” ’n werknemer wat ’n lymmaakinstallasie bedien;
- „langsaagbediener” ’n werknemer wat uitrusting bedien om stompe volgens vasgestelde lengtes te saag;
- „sodaverdamperbediener” ’n werknemer wat ’n sodaverdamper bedien;
- „sodaherwinningsbediener, klas 1,” ’n werknemer wat verantwoordelik is vir die bediening van alle uitrusting gebruik by die herwinning van chemikalieë uit loog wat verkry word van die kook van hout;
- „sodaherwinningsbediener, klas 2,” ’n werknemer wat, onder toesig, uitrusting bedien vir die herwinning van chemikalieë uit loog wat verkry word van die kook van hout;
- „sodaoplossingbereider” ’n werknemer wat water by bytsoda voeg om ’n oplossing van die vereiste sterkte te kry;
- „bediener van natriumhipochloriet- en soutsuurinstallasie” ’n werknemer wat verantwoordelik is vir die vervaardiging en toets van natriumhipochloriet en soutsuur en wat ’n installasie vir natriumhipochloriet en soutsuur kan bedien;
- „sorteerder, klas 1,” ’n werknemer wat volledig gebleikte papier nagaan wat algemeen in die pulp- en papiernywerheid bekend staan as „skryf- en drukpapier”, vir tekortkomings, foute of defekte, en wat velle van dié papier kan tel;
- „sorteerder, klas 1, gekwalifiseer,” ’n sorteerder, klas 1, met minstens twee jaar ondervinding;
- „sorteerder, klas 1, ongekwalifiseer,” ’n sorteerder, klas 1, met minder as twee jaar ondervinding;
- „sorteerder, klas 2,” ’n werknemer wat bord of papier, uitgesonderd volledig gebleikte papier nagaan wat algemeen in die pulp- en papiernywerheid bekend staan as „skryf- en drukpapier”, vir tekortkomings, foute of defekte, en wat velle bord of dié papier kan tel;
- „stofbereidingshelper” ’n werknemer, uitgesonderd ’n arbeider of ’n werknemer elders omskryf, wat help met die bediening van uitrusting vir stofbereiding;
- „telklerk” ’n werknemer wat hoeveelhede tel en aanteken;
- „sympapier”, vir die doel van die omskrywing van die beroep wat hier ingesluit word, alle kreukelpapier, met inbegrip van gesigs- en toiletspapier en handdoekpapier en alle ongekrinkelde gebleikte M.G.-papier van ’n gewig van minder as 40 g.s.m., maar met uitsluiting van gekreukelde kraft;
- „sympapiermasjienbediener, klas 1,” ’n werknemer wat in beheer is van, en verantwoordelik is vir die bediening, beheer en stel van ’n Fourdrinier-sympapiermasjien;
- „sympapiermasjienbediener, klas 2,” ’n werknemer wat in beheer is van, en verantwoordelik is vir die bediening, beheer en stel van ’n kuip-sympapiermasjien;
- „bediener van sympapierherpulp” ’n werknemer wat verantwoordelik is vir, en wat masjinerie bedien vir die verwatring en versnyding van stof vir gebruik op ’n sympapiermasjien en vir die bereiding en byvoeging van bymengsels;
- „sympapierprolbediener, klas 1,” ’n werknemer wat verantwoordelik is vir, en wat halfverwerkte sympapier verwerk deur dit op ’n sympapierprolmasjien weer op te wen, te kalandeer en te splits;
- „sympapierprolbediener, klas 2,” ’n werknemer wat masjinerie bedien vir die heroprol en splits van ten volle verwerkte sympapier;
- „bediener van gereedskap- of materiaalpakkamer” ’n werknemer wat beheer het oor die uitreiking van gereedskap of verpakkingsmateriaal;
- „kwekeling” ’n manlike werknemer oor die leeftyd van 21 jaar wat in alle afdelings of werksaamhede van ’n inrigting opgelei word in die Pulp- en Papiernywerheid, uitgesonderd in ambagte aangewys ingevolge die Wet op Vakleerlinge;
- „turbinebediener” ’n werknemer wat ’n stoomturbine of dieselgeneratorstel bedien en beheer maar uitgesonderd om sodanige stoomturbine of dieselgeneratorstel aan te sit en in werking te stel;
- „semi-bleached pulp plant operator” means an employee who is responsible for the operation of and who controls and adjusts plant for the semi-bleaching of woodpulp;
- „semi-chemical pulp” means a high yield cellulose pulp, including chemi-groundwood, obtained by giving a mild chemical cook to the raw material followed by fiberization in attrition mills and/or refiners;
- „semi-chemical pulp plant operator” means an employee who is responsible for any or all of the processes involved in the preparation of semi-chemical pulp;
- „semi chemical pulp plant operator's helper” means an employee, other than a labourer or an employee elsewhere defined, who helps in the operation of semi-chemical pulp plant equipment;
- „sewage plant attendant” means an employee who operates a plant for the pumping and clarification of sewage;
- „sheet counter” means an employee who mechanically counts sheets of paper into specified quantities;
- „shift worker” means an employee who is employed in an occupation in which three shift working per twenty-four hours is normal practice;
- „short time” means a temporary reduction in the number of ordinary hours of work due to slackness of trade, shortage of raw materials or a general breakdown of plant or machinery caused by accident or other emergency;
- „size plant operator” means an employee who operates a size making plant;
- „slasher saw attendant” means an employee who operates equipment for slashing logs to pre-determined lengths;
- „soda evaporator attendant” means an employee who operates a soda evaporator;
- „soda recovery operator, class 1,” means an employee who is responsible for the operation of all equipment used for the recovery of chemicals from liquors resulting from the digestion of wood;
- „soda recovery operator, class 2,” means an employee who, under supervision, operates equipment used for the recovery of chemicals from liquors resulting from the digestion of wood;
- „soda solution preparer” means an employee who adds water to caustic soda to obtain a solution of the required strength;
- „sodium hypochlorite and hydrochloric acid plant operator” means an employee who is responsible for the manufacture and testing of sodium hypochlorite and hydrochloric acid and who may operate a sodium hypochlorite and hydrochloric acid plant;
- „sorter, class 1,” means an employee engaged in checking fully bleached papers generally known in the Pulp and Paper Manufacturing Industry as “writings and printings”, for flaws, faults, or defects, and who may count sheets of such paper;
- „sorter, class 1, qualified,” means a sorter class 1 who has had not less than two years' experience;
- „sorter, class 1, unqualified” means a sorter class 1 who has had less than two years' experience;
- „sorter, class 2,” means an employee engaged in checking board or paper other than fully bleached paper generally known in the Pulp and Paper Manufacturing Industry as “writing and printings”, for flaws, faults or defects, and who may count sheets of board or such paper;
- „stock preparation helper” means an employee, other than a labourer or an employee elsewhere defined, who helps in the operation of stock preparation equipment;
- „tally clerk” means an employee who counts and records quantities;
- „tissue” for the purpose of the definitions of the occupations included herein means all creped papers, including facial and toilet tissue and towelling and all uncreped bleached and semi-bleached M.G. papers of a substance less than 40 g.s.m., but excludes creped kraft;
- „tissue machineman, class 1,” means an employee who is in charge of and responsible for the operation, control and adjustment of a fourdrinier tissue machine;
- „tissue machineman, class 2,” means an employee who is in charge of and responsible for the operation, control and adjustment of a vat tissue machine;
- „tissue repulper operator” means an employee who is responsible for and operates machinery for slushing and blending of stock for use on a tissue machine and for the preparation and addition of additives;
- „Tissue Winderman, class 1,” means an employee who is responsible for and who processes semi-processed tissue by rewinding, calendering and slitting on a tissue winder;
- „tissue winderman, class 2,” means an employee who operates machinery for rewinding and slitting fully processed tissue;
- „tool or packing material room attendant” means an employee who controls the issue of tools or packing materials;
- „trainee” means a male employee over the age of twenty-one years being trained in any or all sections or activities of an establishment in the Pulp and Paper Manufacturing Industry, other than in trades designated in terms of the Apprenticeship Act;
- „turbine attendant” means an employee who operates and controls a steam turbine or diesel generator set, excluding the starting up and placing on load of such set;

"onbelaste gewig" die gewig van enige motorvoertuig of sleepwa, soos aangegee op 'n lisensie of sertifikaat uitgereik ten opsigte van sodanige motorvoertuig of sleepwa, deur enige owerheid wat regtens gemagtig is om lisensies ten opsigte van motorvoertuie uit te reik: Met dien verstande dat in die geval van 'n twee- of driewielmotorfiets, bromponie, kragfiets of fiets toegerus met 'n hulpenjin, die onbelaste gewig minder as 1,000 lb. geag word;

"loon" die geldbedrag wat ingevolge klousule 4 ten opsigte van sy gewone werkure, soos voorgeskryf in klousule 6, aan 'n werknemer betaalbaar is; met dien verstande dat as 'n werkgewer 'n werknemer gereeld ten opsigte van dié gewone werkure 'n hoër bedrag betaal as dié wat in klousule 4 voorgeskryf is, dit die hoër bedrag beteken;

"wasfilterbediener, klas 1," 'n werknemer wat verantwoordelik is vir die bediening van, en vakuumsfilters en -siwwe bedien, beheer en stel wat ontwerp is om pulp te was en te sif, uitgesonderd halfchemiese pulp;

"wasfilterbediener, klas 2," 'n werknemer wat, onder toesig, vakuumsfilters en -siwwe bedien om pulp te was en te sif;

"wag" 'n werknemer wat persele, geboue, hekke, voertuie of ander eiendom bewaak;

"waterverhelderingsbediener" 'n werknemer wat sy aandag skenk aan die volmaak van chemiese stortregters, die skoonmaak van filters, die oopmaak en toemaak van kleppe en die stopsit en aansit van pompe wat gebruik word in die verheldering van water;

"waterversagtingsbediener" 'n werknemer wat 'n waterversagtingsinstallasie bedien;

"houtontveselaar" 'n werknemer wat verantwoordelik is vir die bediening van en wat masjinerie bedien, beheer en stel vir die maak van gemaalde hout, met inbegrip van sif, raffineer, verdikkings- en menguitrusting;

"houtbereidingsbediener, klas 1," 'n werknemer wat in beheer is van 'n houtopslagplek en wat verantwoordelik is vir, en installasie bedien, beheer en stel vir die aflaai van hout en die omskepping daarvan in spaanders vir die vervaardiging van pulp;

"houtbereidingsbediener, klas 2," 'n werknemer wat in beheer is van 'n houtopslagplek en wat verantwoordelik is vir, en installasie bedien, beheer en stel vir die aflaai, skoonmaak en saag van stompe vir die vervaardiging van gemaalde hout;

"houtwerfbediener" 'n werknemer wat in 'n houtopslagplek werk, met inbegrip van laai-, aflaai- en vervoeruitrusting bedien.

By die indeling van 'n werknemer vir die toepassing van hierdie Ooreenkoms word hy geag in daardie skaal te wees waarin hy uitsluitlik of hoofsaaklik werk.

4. LONE.

(1) Die minimum loon wat deur 'n werkgewer aan elk van sy werknemers betaal moet word, is soos hieronder uiteengesit:—

(a) *Werknemers, uitgesonderd los werknemers:—*

	Loonskaal per week in alle gebiede.
	R
Seikundige tegnikus:—	
Gedurende eerste jaar ondervinding.....	14.00
Gedurende tweede jaar ondervinding.....	15.50
Gedurende derde jaar ondervinding.....	17.80
Gedurende vierde jaar ondervinding.....	20.40
Daarna.....	23.00
Voorman.....	25.60
Assistent-voorman.....	23.00
Voorvrou.....	16.20
Algemene werksman.....	15.50
Fabrieksklerk, gekwalifiseer.....	9.30
Fabrieksklerk, ongekwalifiseer:—	
Gedurende eerste ses maande ondervinding.....	7.50
Gedurende tweede ses maande ondervinding.....	8.35
Lokomotiefdrywer met Regeringsdiploma.....	26.70
Lokomotiefdrywer, sonder Regeringsdiploma:—	
Gedurende eerste ses maande ondervinding.....	17.00
Na eerste ses maande ondervinding.....	20.70
Na twee jaar ondervinding.....	23.00
Na drie jaar ondervinding.....	24.85
Sorteerder, klas 1, gekwalifiseer.....	9.60
Sorteerder, klas 1, ongekwalifiseer:—	
Gedurende eerste ses maande ondervinding.....	5.60
Gedurende tweede ses maande ondervinding.....	6.60
Gedurende derde ses maande ondervinding.....	7.60
Gedurende vierde ses maande ondervinding.....	8.60
Motorvoertuigdrywer van 'n motorvoertuig waarvan die onbelaste gewig saam met 'n sleepwa of sleepwaens wat dié voertuig trek:—	
(i) hoogsens 6,000 lb. is.....	12.90
(ii) oor 6,000 lb. maar nie oor 10,000 lb. is.....	15.70
(iii) oor 10,000 lb. is.....	20.80

"unladen weight" means the weight of any motor vehicle or trailer as expressed in a licence or certificate issued in respect of such vehicle or trailer by any authority empowered by law to issue licences in respect of motor vehicles; provided that in case of a two or three wheeled motor cycle, motor scooter, autocyde of cycle fitted with an auxiliary engine the unladen weight shall be deemed to be under 1,000 lbs.;

"wage" means the amount of money payable to an employee in terms of clause 4 in respect of his ordinary hours of work as prescribed in clause 6 provided that where an employer regularly pays an employee in respect of such ordinary hours of work an amount higher than that prescribed in clause 4 it means such higher amount;

"wash filter operator, class 1," means an employee who is responsible for the operation of and who operates, controls and adjusts vacuum filters and screens for the washing and screening of pulp other than semi-chemical pulp;

"wash filter operator, class 2," means an employee who, under supervision, operates vacuum filters and screens for the washing and screening of pulp;

"watchman" means an employee engaged in guarding premises, buildings, gates, vehicles or other property;

"water clarification plant attendant" means an employee who attends to the filling of chemical hoppers, cleaning of filters, opening and closing valves and stopping and starting pumps used in the clarification of water;

"water softening plant operator" means an employee who operates a water softening plant;

"wood grinderman" means an employee who is responsible for the operation of and who operates, controls and adjusts machinery for making groundwood, including screening, refining, thickening and blending equipment;

"wood preparation plant operator, class 1," means an employee who is in charge of a wood stock yard and who is responsible for and operates, controls and adjusts plant for the offloading of wood and its conversion into chips for the manufacture of pulp;

"wood preparation plant operator, class 2," means an employee who is in charge of a wood stock yard and who is responsible for and who operates, controls and adjusts plant for the offloading, cleaning and cutting of logs for the manufacture of groundwood;

"wood yard attendant" means an employee who attends to a wood stock yard, including loading, offloading and conveying equipment.

In classifying an employee for the purpose of this agreement, he shall be deemed to be in that scale in which he is wholly or mainly engaged.

4. WAGES.

(1) The minimum wage which shall be paid by an employer to each of his employees shall be as set out hereunder:—

(a) *Employees Other than Casual Employees.*

	Pay Rate Per Week in all Areas.
	R
Chemical technician:—	
During first year of experience.....	14.00
During second year of experience.....	15.50
During third year of experience.....	17.80
During fourth year of experience.....	20.40
Thereafter.....	23.00
Foreman.....	25.60
Assistant foreman.....	23.00
Forewoman.....	16.20
Handyman.....	15.50
Factory clerk, qualified.....	9.30
Factory clerk, unqualified:—	
During first six months of experience.....	7.50
During second six months of experience.....	8.35
Locomotive driver, Government certificated.....	26.70
Locomotive driver, not Government certificated:—	
During first six months of experience.....	17.00
After first six months of experience.....	20.70
After two years of experience.....	23.00
After three years of experience.....	24.85
Sorter, class 1, qualified.....	9.60
Sorter, class 1, unqualified:—	
During first six months of experience.....	5.60
During second six months of experience.....	6.60
During third six months of experience.....	7.60
During fourth six months of experience.....	8.60
Motor vehicle driver of a motor vehicle the unladen weight of which together with any trailer or trailers drawn by such vehicle:—	
(i) does not exceed 6,000 lb.....	12.90
(ii) exceeds 6,000 lb., but does not exceed 10,000 lb.....	15.70
(iii) exceeds 10,000 lb.....	20.80

	In die Witwatersrandgebied, in die Kaapse Skiereiland en die Landdrosdistrikte Durban en Port Elizabeth.	Alle ander gebiede.		In the Witwatersrand Area, the Cape Peninsula and the Magisterial Districts of Durban and Port Elizabeth.	All Other Areas.
	(Loonskaal per uur).	(Loonskaal per uur).		(Pay Rate per Hour).	(Pay Rate per Hour).
Ambagsman.....	c 74	c 71	Artisan.....	c 74	c 71
Skaal A-werknemer:—			Scale A employee:—		
Gedurende eerste ses maande ondervinding.....	42	39	During first six months of experience...	42	39
Na eerste ses maande ondervinding...	49	46	After first six months of experience....	49	46
Na een jaar ondervinding.....	52	49	After one year of experience.....	52	49
Na een en 'n half jaar ondervinding...	56	53	After one-and-a-half years of experience.....	56	53
Na twee jaar ondervinding.....	59	56	After two years of experience.....	59	56
Na twee en 'n half jaar ondervinding..	61	58	After two-and-a-half years of experience.....	61	58
Na drie jaar ondervinding.....	64	61	After three years of experience.....	64	61
Na vier jaar ondervinding.....	67	64	After four years of experience.....	67	64
Na vyf jaar ondervinding.....	70	67	After five years of experience.....	70	67
Skaal B-werknemer:—			Scale B employee:—		
Gedurende eerste ses maande ondervinding.....	41	39	During first six months of experience...	41	39
Na eerste ses maande ondervinding...	47	45	After first six months of experience....	47	45
Na een jaar ondervinding.....	50	48	After one year of experience.....	50	48
Na een en 'n half jaar ondervinding...	54	52	After one-and-a-half years of experience.....	54	52
Na twee jaar ondervinding.....	57	55	After two years of experience.....	57	55
Na twee en 'n half jaar ondervinding..	59	57	After two-and-a-half years of experience.....	59	57
Na drie jaar ondervinding.....	61	59	After three years of experience.....	61	59
Na vier jaar ondervinding.....	63	61	After four years of experience.....	63	61
Na vyf jaar ondervinding.....	65	63	After five years of experience.....	65	63
Skaal C-werknemer:—			Scale C employee:—		
Gedurende eerste ses maande ondervinding.....	40	38	During first six months of experience...	40	38
Na eerste ses maande ondervinding...	46	44	After first six months of experience...	46	44
Na een jaar ondervinding.....	49	47	After one year of experience.....	49	47
Na een en 'n half jaar ondervinding...	53	51	After one-and-a-half years of experience.....	53	51
Na twee jaar ondervinding.....	56	54	After two years of experience.....	56	54
Na twee en 'n half jaar ondervinding..	58	56	After two-and-a-half years of experience.....	58	56
Na drie jaar ondervinding.....	59	57	After three years of experience.....	59	57
Na vier jaar ondervinding.....	61	59	After four years of experience.....	61	59
Skaal D-werknemer:—			Scale D employee:—		
Gedurende eerste ses maande ondervinding.....	39	37	During first six months of experience...	39	37
Na eerste ses maande ondervinding...	44	42	After first six months of experience....	44	42
Na een jaar ondervinding.....	48	46	After one year of experience.....	48	46
Na een en 'n half jaar ondervinding...	50	48	After one-and-a-half years of experience.....	50	48
Na twee jaar ondervinding.....	53	51	After two years of experience.....	53	51
Na twee en 'n half jaar ondervinding..	55	53	After two-and-a-half years of experience.....	55	53
Na drie jaar ondervinding.....	58	56	After three years of experience.....	58	56
Skaal E-werknemer:—			Scale E employee:—		
Gedurende eerste ses maande ondervinding.....	37	35	During first six months of experience...	37	35
Na eerste ses maande ondervinding...	42	40	After first six months of experience....	42	40
Na een jaar ondervinding.....	45	43	After one year of experience.....	45	43
Na een en 'n half jaar ondervinding...	47	45	After one-and-a-half years of experience.....	47	45
Na twee jaar ondervinding.....	50	48	After two years of experience.....	50	48
Na twee en 'n half jaar ondervinding..	52	50	After two-and-a-half years of experience.....	52	50
Na drie jaar ondervinding.....	54	52	After three years of experience.....	54	52
Skaal F-werknemer:—			Scale F employee:—		
Gedurende eerste ses maande ondervinding.....	34	32	During first six months of experience...	34	32
Na eerste ses maande ondervinding...	37	35	After first six months of experience....	37	35
Na een jaar ondervinding.....	40	38	After one year of experience.....	40	38
Na een en 'n half jaar ondervinding...	42	40	After one-and-a-half years of experience.....	42	40
Na twee jaar ondervinding.....	45	43	After two years of experience.....	45	43
Na twee en 'n half jaar ondervinding..	48	46	After two-and-a-half years of experience.....	48	46
Skaal G-werknemer:—			Scale G employee:—		
Gedurende eerste ses maande ondervinding.....	32	30	During first six months of experience...	32	30
Na eerste ses maande ondervinding...	34	32	After first six months of experience....	34	32
Na een jaar ondervinding.....	37	34	After one year of experience.....	37	34
Na een en 'n half jaar ondervinding...	40	38	After one-and-a-half years of experience.....	40	38
Na twee jaar ondervinding.....	42	40	After two years of experience.....	42	40
Skaal H-werknemer:—			Scale H employee:—		
Gedurende eerste ses maande ondervinding.....	28	27	During first six months of experience...	28	27
Na eerste ses maande ondervinding...	31	30	After first six months of experience....	31	30
Na een jaar ondervinding.....	33	32	After one year of experience.....	33	32
Na een en 'n half jaar ondervinding...	35	34	After one-and-a-half years of experience.....	35	34
Na twee jaar ondervinding.....	37	36	After two years of experience.....	37	36
Skaal J-werknemer:—			Scale J employee:—		
Gedurende eerste ses maande ondervinding.....	26	26	During first six months of experience...	26	26
Na eerste ses maande ondervinding...	28	28	After first six months of experience....	28	28
Na een jaar ondervinding.....	30	30	After one year of experience.....	30	30
Na een en 'n half jaar ondervinding...	33	32	After one-and-a-half years of experience.....	33	32

	In die Witwatersrandgebied, in die Kaapse Skiereiland en die Landdrostrikte Durban en Port Elizabeth.	Alle ander gebiede.
	(Loonskaal per uur).	(Loonskaal per uur).
Skaal K-werknemer:—	c	c
Gedurende eerste ses maande ondervinding.....	24	24
Na eerste ses maande ondervinding.....	26	26
Na een jaar ondervinding.....	28	28
Na een en 'n half jaar ondervinding..	30	30
Kwekeling:—		
Gedurende eerste drie maande ondervinding.....	20	20
Na drie maande ondervinding.....	24	24
Na een jaar ondervinding.....	27	27
Na een en 'n half jaar ondervinding..	30	30
Leerling:—		
Gedurende eerste drie maande ondervinding.....	14	14
Na eerste drie maande ondervinding..	17	17
Na een jaar ondervinding.....	21	21
Na een en 'n half jaar ondervinding	25	25

	Loonskaal per week.
	R
Skaal L-werknemer:—	
(a) In die Kaapse Skiereiland.....	7.83
(b) In die Landdrostrik Johannesburg.....	6.98
(c) In die Landdrostrikte Durban en Port Elizabeth en in die Witwatersrandgebied, uitgesonderd die Landdrostrik Johannesburg....	6.78
(d) Alle ander gebiede.....	5.03
Manlike arbeiders oor 18 jaar:—	
(a) In die Kaapse Skiereiland.....	6.88
(b) In die Landdrostrik Johannesburg.....	6.33
(c) In die Landdrostrikte Durban en Port Elizabeth en in die Witwatersrandgebied, uitgesonderd die Landdrostrik Johannesburg....	6.13
(d) Alle ander gebiede.....	4.30
Manlike arbeiders onder 18 jaar en vroulike arbeiders:—	
(a) In die Kaapse Skiereiland.....	5.33
(b) In die Landdrostrik Johannesburg.....	4.88
(c) In die Landdrostrikte Durban en Port Elizabeth en in die Witwatersrandgebied, uitgesonderd die Landdrostrik Johannesburg....	4.73
(d) Alle ander gebiede.....	3.30

Met dien verstande dat 'n arbeider wat sanitêre emmers verwyder, leegmaak, skoonmaak en terugsit, 'n bedrag van vyf-en-twintig sent per week betaal moet word, benewens die weekloon wat vir 'n arbeider voorgeskryf word.

Vir die toepassing van hierdie klousule beteken die uitdrukking „Witwatersrandgebied” die landdrostrikte Randfontein, Krugersdorp, Roodepoort, Johannesburg, Germiston, Alberton, Kempton Park, Boksburg, Benoni, Brakpan, Springs, Nigel, Heidelberg en Vereeniging en die uitdrukking „Kaapse Skiereiland” die landdrostrikte die Kaap, Wynberg, Bellville en Simonstad.

(b) *Los werknemers.*—'n Los werknemer moet vir elke dag of gedeelte van 'n dag diens minstens een vyfde ontvang van die weekloon (of in die geval van 'n stygende skaal, een vyfde van die weekloon vir 'n gekwalifiseerde werknemer) voorgeskryf vir 'n werknemer in dieselfde gebied en van dieselfde geslag wat dieselfde klas werk verrig as wat van 'n los werknemer vereis word.

(c) *Dienstoeleae.*—Ambagsmanne, werknemers van skaal A, B, C, D en E en Sorteersers klas 1 met vyf jaar ononderbroke diens by dieselfde werkgever (hetsy vóór of ná die inwerkingtreding van hierdie Ooreenkoms) moet deur dié werkgever, benewens die loon wat in subklousule (a) vir so 'n werknemer voorgeskryf word, 'n dienstoeleae betaal word wat bereken word met inagneming van alle verdere ononderbroke diens by dié werkgever (hetsy vóór

	In the Witwatersrand Area, the Cape Peninsula and the Magisterial Districts of Durban and Port Elizabeth.	All Other Areas.
	(Pay Rate per Hour).	(Pay Rate per Hour).
Scale K employee:—	c	c
During first six months of experience.	24	24
After first six months of experience....	26	26
After one year of experience.....	28	28
After one-and-a-half years of experience.....	30	30
Trainee:—		
During first three months of experience	20	20
After first three months of experience..	24	24
After one year of experience.....	27	27
After one-and-a-half years of experience.....	30	30
Learner:—		
During first three months of experience	14	14
After first three months of experience	17	17
After one year of experience.....	21	21
After one-and-a-half years of experience.....	25	25

	Pay Rate per Week.
	R
Scale L employee:—	
(a) In the Cape Peninsula.....	7.83
(b) In the Magisterial District of Johannesburg.....	6.98
(c) In the Magisterial Districts of Durban and Port Elizabeth and in the Witwatersrand Area, excluding the Magisterial District of Johannesburg.....	6.78
(d) All other areas.....	5.03
Male labourers over the age of 18 years:—	
(a) In the Cape Peninsula.....	6.88
(b) In the Magisterial District of Johannesburg.....	6.33
(c) In the Magisterial Districts of Durban and Port Elizabeth and in the Witwatersrand Area, excluding the Magisterial District of Johannesburg.....	6.13
(d) All other areas.....	4.30
Male labourers under the age of 18 years and female labourers:—	
(a) In the Cape Peninsula.....	5.33
(b) In the Magisterial District of Johannesburg.....	4.88
(c) In the Magisterial Districts of Durban and Port Elizabeth and in the Witwatersrand Area, excluding the Magisterial District of Johannesburg.....	4.73
(d) All other areas.....	3.30

Provided that a labourer engaged in removing, emptying, cleaning or replacing sanitary pails shall be paid the sum of twenty-five cents per week in addition to the weekly wage prescribed for a labourer.

For the purpose of this clause the expression “Witwatersrand area” shall mean the Magisterial Districts of Randfontein, Krugersdorp, Roodepoort, Johannesburg, Germiston, Alberton, Kempton Park, Boksburg, Benoni, Brakpan, Springs, Nigel, Heidelberg and Vereeniging, and the expression “Cape Peninsula” shall mean the Magisterial Districts of the Cape, Wynberg, Bellville and Simonstown.

(b) *Casual Employees.*—A casual employee shall receive for each day or part of a day of employment not less than one-fifth of the weekly wage (or in the case of a rising scale, one-fifth of the weekly wage for a qualified employee) prescribed for an employee in the same area and of the same sex performing the same class of work as the casual employee is required to perform.

(c) *Service Allowance.*—Artisans, scales A, B, C, D and E employees and sorters, class 1, who have had 5 years' continuous employment with the same employer (whether before or after the coming into operation of this Agreement), shall be paid by that employer, in addition to the wage prescribed for such employee in sub-clause (a), a service allowance calculated by reference to all further continuous employment with such employer (whether before or after the coming into operation of

of ná die inwerkingtreding van hierdie Ooreenkoms), van minstens 2 sent per uur, wat verhoog word tot 2½ sent per uur na 10 jaar ononderbroke diens en wat verder styg tot 3½ sent per uur na 15 jaar diens.

(d) *Skoftoelae*.—'n Ambagsman wat agtermiddag- of nagskof werk, moet 'n bykomende toelae van 50 sent ontvang vir elke volle skof wat aldus gewerk is.

(e) *Lewenskostetoelae*.—Die lone wat in hierdie klousule voorgeskryf word, sluit die lewenskostetoelae in wat voorgeskryf word by Oorlogsmaatreël No. 43 van 1942, soos gewysig. As die lewenskostetoelae ingevolge Oorlogsmaatreël No. 43 van 1942, soos gewysig, of enige wetgewing wat dit vervang, verhoog word, moet die besoldiging van werknemers diensooreenkomstig verhoog word; met dien verstande dat die bedrag wat gekonsolideer is, vir die toepassing van genoemde Oorlogsmaatreël of enige wetgewing wat dit vervang, as lewenskostetoelae sal tel.

(f) *Bykomende lewenskostetoelae*.—'n Bykomende lewenskostetoelae van 55 sent per week moet deur 'n werkgever betaal word aan elk van sy skaal L-werknemers en arbeiders in diens in die Witwatersrandgebied en in die landdrosdistrikte Port Elizabeth en Durban en nie etes en/of huisvesting van sy werkgever ontvang nie.

(g) Niks in hierdie Ooreenkoms moet enige loon of enige voordeel verminder wat voorgeskryf word in die Ooreenkoms vir die Pulp- en Papiervervaardigingsnywerheid gepubliseer in *Staatskoerant* No. 6581 van 25 November 1960, soos gewysig, wat 'n werknemer ontvang het op die datum van die inwerking-treding van die huidige Ooreenkoms terwyl hy by dieselfde werkgever in diens is nie.

(2) 'n werknemer, uitgesonderd 'n los werknemer, moet, behalwe soos bepaal in klousule 5 (6), ten opsigte van 'n week minstens die volle weekloon betaal word wat in subklousule (1) voorgeskryf of bepaal word ooreenkomstig subklousule (5) vir 'n werknemer van sy klassifikasie en gebied, hetsy hy in daardie week die maksimum getal gewone ure wat in klousule 6 voorgeskryf is, of minder gewerk het.

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

(a) 'n hoër loon as dié van sy eie klassifikasie; of

(b) 'n stygende skaal wat eindig op 'n hoër loon as dié van sy eie klassifikasie;

in subklousule (1) voorgeskryf word, moet aan daardie werknemer ten opsigte van daardie dag of daardie skof—

(i) in die geval in paragraaf (a) genoem, minstens een sesde van die hoër weekloon, voorgeskryf in subklousule (1) betaal; en

(ii) in die geval in paragraaf (b) genoem, minstens een sesde van die hoogste weekloon in subklousule (1) vir die hoër klassifikasie voorgeskryf, betaal;

Met dien verstande dat as die enigste verskil tussen klassifikasies, kragtens subklousule (1) op ondervinding, duur van diens, geslag of ouderdom berus, die bepaling van hierdie subklousule nie van toepassing is nie.

(4) Van 'n werknemer kan vereis word om werk van dieselfde of 'n laer klassifikasie te doen as dié waarvoor hy hoofsaaklik in diens is.

(5) *Berekening van lone*.—(a) Die weekloon van 'n werknemer vir wie 'n uurloon in subklousule (1) voorgeskryf word, is sy uurloon vermenigvuldig met die getal gewone werkeure per week voorgeskryf in klousule 6 vir 'n werknemer van sy klassifikasie.

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

(6) Vir die toepassing van hierdie klousule beteken die uitdrukking „diens” ononderbroke diens by dieselfde werkgever.

5. BETALING VAN BESOLDIGING.

(1) *Werknemer, uitgesonderd 'n los werknemer*.—Behoudens soos bepaal in klousule 7 (3), moet enige bedrag wat aan 'n werknemer, uitgesonderd 'n los werknemer verskuldig is, weekliks of as die werkgever en werknemer daartoe ooreengekom het, maandeliks in kontant betaal word gedurende die werkeure, of binne 15 minute nadat opgehou is met werk vir die dag, op die gewone betaaldag van die inrigting, of by diensbeëindiging wanneer dit vóór die gewone betaaldag plaasvind.

(2) *Los werknemer*.—'n Werkgever moet die besoldiging wat aan sy los werknemer verskuldig is, by beëindiging van sy diens in kontant betaal.

(3) *Premies*.—Vir werkverskaffing aan of opleiding van 'n werknemer mag geen regstreekse of onregstreekse betaling aan 'n werkgever gedoen of deur hom aangeneem word nie.

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

(5) *Etes en huisvesting*.—Behoudens soos bepaal in die *Naturelle (Stadsgebiede) Konsolidasiewet, 1945*, of in die *Naturelle-arbeid Regelingswet, 1911*, soos gewysig, mag geen werkgever van sy werknemer vereis om by hom of by enige persoon of op enige plek deur hom aangewys, te eet en gehuisves te word of te eet of gehuisves te word nie.

this agreement), of not less than 2 cents per hour, increasing to 2½ cents per hour after 10 years continuous employment and further increasing to 3½ cents per hour after 15 years' employment.

(d) *Shift Allowance*.—An artisan who works on afternoon or night shift shall receive an additional allowance of 50 cents for each full shift so worked.

(e) *Cost of Living Allowance*.—The wages prescribed in this clause include the cost of living allowance prescribed in War Measure No. 43 of 1942, as amended. If the cost of living allowance in terms of War Measure No. 43 of 1942, as amended, or any substituting or superseding legislation is increased the remuneration of employees shall be increased accordingly; provided that the amount consolidated will for the purpose of the said War Measure or any substituting or superseding legislation count as cost of living allowance.

(f) *Additional Cost of Living Allowance*.—An additional cost of living allowance of 55 cents per week shall be paid by an employer to each of his scale L employees and labourers employed in the Witwatersrand area and in the Magisterial Districts of Port Elizabeth and Durban and not receiving board and/or lodging from his employer.

(g) Nothing contained in this Agreement shall operate to reduce any wage or any benefit prescribed in the Agreement for the Pulp and Paper Manufacturing Industry published in *Government Gazette* No. 6581 of 25th November, 1960, as amended, which an employee was receiving at the date of coming into operation of this present Agreement whilst he is employed by the same employer.

(2) An employee, other than a casual employee, save as provided in clause 5 (6) shall be paid in respect of a week not less than the full weekly wage prescribed in sub-clause (1) or determined in accordance with sub-clause (5) for an employee of his classification and area whether he has in that week worked the maximum number of ordinary hours prescribed in clause 6 or less.

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

(a) a wage higher than that for his own classification; or

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

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

(i) in the case referred to in paragraph (a), not less than one-sixth of the higher weekly wage prescribed in sub-clause (1), and

(ii) in the case referred to in paragraph (b), not less than one-sixth of the highest weekly wage prescribed in sub-clause (1) for the higher classification;

Provided that where the sole difference between classifications is, in terms of sub-clause (1), based on experience, length of employment, sex or age, the provisions of this sub-clause shall not apply.

(4) An employee may be required to perform work of an equal or lower classification than that in which he is mainly engaged.

(5) *Calculation of Wage*.—(a) The weekly wage of an employee for whom an hourly wage is prescribed in sub-clause (1) shall be his hourly wage multiplied by the number of ordinary hours of work per week prescribed in clause 6 for an employee of his classification.

(b) The monthly wage of an employee shall be four and one-third times his weekly wage.

(6) For the purpose of this clause, the expression "employment" means continuous employment with the same employer.

5. PAYMENT OF REMUNERATION.

(1) *Employee Other Than a Casual Employee*.—Save as provided in clause 7 (3) any amount due to an employee, other than a casual employee, shall be paid in cash weekly, or, if the employer and employee have agreed thereto, monthly, during the hours of work or within 15 minutes of ceasing work for the day on the usual payday of the establishment or on termination of employment if this takes place before the usual pay day.

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

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

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

(5) *Board and Lodging*.—Save as provided in the *Native (Urban Areas) Consolidation Act, 1945*, or in the *Native Labour Regulation Act, 1911*, as amended, an employer shall not require his employee to board and lodge or board or lodge with or with any person or at any place nominated by him.

(6) *Boetes en aftrekkings.*—'n Werkgewer mag sy werknemer geen boetes opleë nie, en ook geen bedrae van sy werknemer se besoldiging aftrek nie, uitgesonderd die volgende:—

- Met die skriftelike toestemming van sy werknemer, 'n aftrekking vir verlof-, siektebystand-, versekerings-, spaar-, voorsorg- of pensioenfondse; met dien verstande dat in die geval van 'n aftrekking vir 'n siektebystand- of voorsorgfonds genoem in die vyfde voorbehoedsbepaling van klousule 9 (1), dit onnodig is om die werknemer se skriftelike toestemming te verkry;
- behoudens soos anders in hierdie Ooreenkoms bepaal, as 'n werknemer van sy werk af wegbly, uitgesonderd op las of op versoek van sy werkgewer, 'n aftrekking in verhouding tot die tydperk van sy afwesigheid bereken op die grondslag van die werknemer se weekloon wat hy op dié tyd-stip ten opsigte van sy gewone werkure ontvang het;
- 'n aftrekking van enige bedrag wat regtens of by 'n bevel van 'n bevoegde hof van 'n werkgewer vereis of wat hy toegelaat word om af te trek;
- ten opsigte van 'n openbare vakansiedag, uitgesonderd Nuwejaarsdag, Goeie Vrydag, Hemelvaartdag, Krugerdag, Gelofte-dag of Kersdag, waarop 'n werknemer toegelaat word om nie te werk nie, 'n aftrekking van die loon wat hy sou ontvang het as hy op so 'n dag gewerk het;
- as 'n werknemer toestem, of as daar kragtens die Naturelle (Stadsgebiede) Konsolidasiewet, 1945, of die Naturelle-arbeid Regelingswet, 1911, soos gewysig, van hom vereis word om van sy werkgewer etes of huisvesting of etes en huisvesting aan te neem, 'n aftrekking van hoogstens ondergenoemde bedrae of sodanige hersiene bedrag as wat deur enige bevoegde Regeringsowerheid gepromulgeer kan word:—

	In die Kaapse Skiereiland.	
	Per week.	Per maand.
Etes.....	R 0.60	R 2.60
Huisvesting.....	0.30	1.30
Etes en huisvesting.....	0.90	3.90

	In die Witwatersrand-gebied en die Land-drosdistrikte Port Elizabeth en Durban.	
	Per week.	Per maand.
Etes.....	R 0.75	R 3.25
Huisvesting.....	0.30	1.30
Etes en huisvesting.....	1.05	4.55

	Alle ander gebiede.	
	Per week.	Per maand.
Etes.....	R 0.50	R 2.16½
Huisvesting.....	0.30	1.30
Etes en huisvesting.....	0.80	3.46½

(f) wanneer die gewone werkure, in klousule 6 voorgeskryf, weens korttyd verminder word, 'n aftrekking ten opsigte van elke uur van sodanige vermindering van die werknemer se weekloon gedeel deur 46: Met dien verstande dat geen bedrag afgetrek mag word nie—

- in die geval van korttyd weens omstandighede soos 'n tydelike slapte in die bedryf, tekort aan grondstowwe, tekort aan spoorwegtrokke of weens ongunstige weerstoestande, tensy die werkgewer sy werknemer minstens 24 uur kennis gee het van sy voorname om die gewone werkure aldus in te kort;
- in die geval van korttyd weens 'n algemene onklaar-making van installasie of masjinerie veroorsaak deur 'n ongeluk of ander onvoorsiene noodgeval, ten opsigte van die eerste skof wat nie gewerk word nie, tensy die werkgewer sy werknemer die vorige dag in kennis gestel het dat geen werk beskikbaar sal wees nie;
- met die skriftelike toestemming van die werknemer, moet aftrekkings deur sy werkgewer gedoen word vir bydraes tot die fondse van die vakverenigings.

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

- With the written consent of his employee a deduction for a holiday, sick benefit, insurance, savings, provident or pension fund; provided that in the case of a deduction for a sick benefit or provident fund referred to in the fifth proviso to clause 9 (1) the written consent of the employee need not be obtained;
- except where otherwise provided in this agreement, whenever an employee is absent from work, other than on the instructions or at the request of his employer, a deduction proportionate to the period of his absence calculated on the basis of the weekly wage, which such employee was receiving in respect of his ordinary hours of work at the time thereof;
- a deduction of any amount which an employer by law or order of any competent court is required or permitted to make;
- a deduction in respect of any public holiday other than New Year's Day, Good Friday, Ascension Day, Kruger Day, Day of the Covenant or Christmas Day on which an employee is permitted not to work, of the wage which he would have received had he worked on such day;
- when an employee agrees or is required in terms of the Native (Urban Areas) Consolidation Act, 1945, or the Native Labour Regulation Act, 1911, as amended, to accept board or lodging or board and lodging with his employer, a deduction not exceeding the amounts specified hereunder or such revised amount as may be promulgated by competent Government authority:—

	In the Cape Peninsula.	
	Per Week.	Per Month.
Board.....	R 0.60	R 2.60
Lodging.....	0.30	1.30
Board and lodging.....	0.90	3.90

	In the Witwatersrand Area and the Magisterial Districts of Port Elizabeth and Durban.	
	Per Week.	Per Month.
Board.....	R 0.75	R 3.25
Lodging.....	0.30	1.30
Board and lodging.....	1.05	4.55

	All Other Areas.	
	Per Week.	Per Month.
Board.....	R 0.50	R 2.16½
Lodging.....	0.30	1.30
Board and lodging.....	0.80	3.46½

(f) whenever the ordinary hours of work prescribed in clause 6 are reduced on account of short-time, a deduction in respect of each hour of such reduction of the employee's weekly wage divided by forty-six: Provided that no deduction shall be made—

- in the case of short-time arising out of such circumstances as temporary slackness of trade, shortage of raw materials, shortage of railway trucks or adverse weather conditions unless the employer has given his employee not less than twenty-four hours' notice of his intention so to reduce the ordinary hours of work;
- in the case of short-time arising out of a general breakdown of plant or machinery caused by accident or other unforeseen emergency, in respect of the first shift not worked, unless the employer has given his employee notice on the previous day that no work will be available;
- with the written consent of the employee deductions shall be made by his employer for contributions to the funds of the trade unions.

Vir die toepassing van hierdie klousule beteken die uitdrukking „Witwatersrandgebied” die landdrostdistrikte Randfontein, Krugersdorp, Roodepoort, Johannesburg, Germiston, Alberton, Kempton Park, Boksburg, Benoni, Brakpan, Springs, Nigel, Heidelberg en Vereeniging, en die uitdrukking „Kaapse Skiereiland” die landdrostdistrikte die Kaap, Wynberg, Bellville en Simonstad.

6. GEWONE WERKURE EN OORTYD EN BESOLDIGING VIR OORTYD.

(1) *Gewone werkure.*—Die gewone werkure van 'n werknemer, uitgesonderd 'n los werknemer, moet hoogstens die volgende wees:—

(a) In die geval van 'n werknemer wat ses dae in 'n week werk, uitgesonderd 'n skofwerker—

- (i) 46 uur in 'n week van Maandag tot Saterdag;
- (ii) agt uur op 'n dag, tensy die ure op een dag nie meer as vyf is nie; in dié geval moet die ure op die ander dae nie meer as agt en 'n half op 'n dag wees nie, maar sodat die maksimum nie meer as 46 in 'n week is nie;

(b) in die geval van 'n werknemer wat vyf dae in 'n week werk, uitgesonderd 'n skofwerker—

- (i) 46 uur in 'n week van Maandag tot Vrydag;
- (ii) nege en een vyfde uur op 'n dag;

(c) in die geval van 'n skofwerker—

- (i) 46 in 'n week;
- (ii) agt uur op 'n dag, maar die maksimum getal gewone ure per week moet nie meer as 46 wees nie.

(2) *Los werknemer.*—Die gewone werkure van 'n los werknemer moet hoogstens agt en 'n half op 'n dag wees.

(3) *Etenspouse.*—'n Werkgewer moet nie vereis of toelaat dat 'n werknemer, uitgesonderd 'n skofwerker, langer as vyf uur aaneen werk sonder 'n etenspouse van minstens een uur nie waarin nie vereis of toegelaat moet word dat dié werknemer enige werk doen nie, en dit word geag dat sodanige pouse nie deel van die gewone werkure of oortyd uitmaak nie: Met dien verstande dat—

- (i) as sodanige pouse langer as een uur duur, enige tydperk langer as een en 'n kwart uur as gewone werkure beskou moet word;
- (ii) werktydperke wat onderbreek word deur minder as een uur, as aaneenlopend beskou moet word.

(4) *Ruspouse.*—'n Werkgewer moet aan elkeen van sy werknemers, uitgesonderd 'n skofwerker, 'n ruspouse van minstens tien minute toestaan so na as moontlik aan die middel van elke oggend- en namiddagwerktydperk, en gedurende hierdie pouse mag nie vereis of toegelaat word dat dié werknemer enige werk verrig nie, en dit word geag dat sodanige pouse deel van die gewone werkure uitmaak.

(5) Die toepassing van die bepalings van subklousule (1) mag gewysig word binne die perke gespesifiseer in genoemde subklousule deur minstens sewe dae kennis te gee.

(6) *Werkure moet aaneenlopend wees.*—Behalwe soos bepaal in subklousules (3) en (4), moet alle werkure aaneenlopend wees.

(7) *Oortyd.*—Alle ure wat 'n werknemer bo die maksimum getal gewone ure, voorgeskryf in subklousules (1) en (2), gewerk het, moet as oortyd beskou word.

(8) *Beperking van oortyd.*—'n Werkgewer mag nie vereis of toelaat dat sy werknemer langer as tien uur oortyd in 'n week werk nie.

(9) *Vroulike werknemers.*—Ondanks andersluidende bepalings in subklousules (1) tot en met (8), mag 'n werkgewer nie vereis of toelaat dat 'n vroulike werknemer—

- (a) tussen 6-uur nm. en 6-uur vm. werk nie;
- (b) ná 1-uur nm. op meer as vyf dae in 'n week werk nie;
- (c) langer as twee uur oortyd op enige dag werk nie;
- (d) oortyd op meer as drie agtereenvolgende dae werk nie;
- (e) oortyd op meer as 60 dae in 'n jaar werk nie;
- (f) ná voltooiing van haar gewone werkure, langer as een uur oortyd op 'n dag werk nie, tensy hy—
 - (i) dié werknemer vóór die etenspouse van daardie dag, daarvan in kennis gestel het; of
 - (ii) dié werknemer van 'n voldoende ete voorsien het voordat sy oortyd moet begin werk; of
 - (iii) dié werknemer minstens vyf-en-twintig sent betyds betaal het om haar in staat te stel om 'n ete te bekom en dit te nuttig voordat oortyd moet begin.

(10) *Betaling van oortyd.*—'n Werkgewer moet aan sy werknemer ten opsigte van alle oortyd wat deur dié werknemer gewerk is, betaal teen 'n skaal van minstens een en 'n derde maal die werknemer se loon wat aan hom betaal word; met dien verstande dat as 'n ambagsman, wat nie op gereeddiens is nie, teruggeroep word na die werk ná voltooiing van sy skof en nadat hy die inrigting verlaat het waarin hy in diens is, hy oortydskale betaal moet word vir die tydperk aldus gewerk of vir vier uur, naamlik die grootste bedrag.

For the purpose of this clause the expression “Witwatersrand Area” shall mean the Magisterial Districts of Randfontein, Krugersdorp, Roodepoort, Johannesburg, Germiston, Alberton, Kempton Park, Boksburg, Benoni, Brakpan, Springs, Nigel, Heidelberg and Vereeniging, and the expression “Cape Peninsula” shall mean the Magisterial Districts of the Cape, Wynberg, Bellville and Simonstown.

6. ORDINARY HOURS OF WORK AND OVERTIME AND PAYMENT FOR OVERTIME.

(1) *Ordinary Hours of Work.*—The ordinary hours of work of an employee, other than a casual employee, shall not exceed—

(a) in the case of an employee who works a six-day week, other than a shift worker—

- (i) forty-six hours in any week from Monday to Saturday;
- (ii) eight hours on any day, unless the hours on one day do not exceed five, in which case the hours on the other days shall not exceed eight-and-a-half on any day but so that the maximum shall not exceed forty-six hours in any week;

(b) in the case of an employee who works a five-day week, other than a shift worker—

- (i) forty-six hours in any one week from Monday to Friday;
- (ii) nine-and-one-fifth hours on any day;

(c) in the case of a shift worker—

- (i) forty-six hours in any week;
- (ii) eight hours on any day but the maximum ordinary hours per week shall not exceed forty-six.

(2) *Casual Employee.*—The ordinary hours of work of a casual employee shall not exceed eight-and-a-half on any day.

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

- (i) if such interval be longer than one hour any period in excess of an hour-and-one quarter shall be deemed to be ordinary hours of work;
- (ii) periods of work interrupted by less than one hour shall be deemed to be continuous.

(4) *Rest Interval.*—An employer shall grant to each of his employees, other than a shift worker, a rest interval of not less than ten minutes as nearly as practicable in the middle of each morning and afternoon work period during which such employee shall not be required or permitted to perform any work, and such interval shall be deemed to be part of the ordinary hours of work.

(5) The application of the provisions of sub-clause (1) may be modified within the limits specified in the said sub-clause by giving not less than seven days notice.

(6) *Hours of Work to be Consecutive.*—Save as provided in sub-clauses (3) and (4) all hours of work shall be consecutive.

(7) *Overtime.*—All hours worked in excess of the maximum number of ordinary hours of work prescribed in sub-clauses (1) and (2) shall be deemed to be overtime.

(8) *Limitation of Overtime.*—An employer shall not require or permit his employee to work overtime for more than ten hours in any week.

(9) *Female Employees.*—Notwithstanding anything to the contrary in sub-clauses (1) to (8) inclusive, an employer shall not require or permit a female employee to work—

- (a) between 6 o'clock p.m. and 6 o'clock a.m.;
- (b) after 1 p.m. on more than five days in any week;
- (c) overtime for more than two hours on any day;
- (d) overtime on more than three consecutive days;
- (e) overtime on more than sixty days in any year;
- (f) overtime after completion of her ordinary hours of work for more than one hour on any day unless he has—

- (i) given notice thereof to such employee before the meal interval of that day; or
- (ii) provided such employee with an adequate meal before she has to commence overtime; or
- (iii) paid such employee not less than twenty-five cents in sufficient time to enable her to obtain and partake of a meal before the overtime is due to commence.

(10) *Payment of Overtime.*—An employer shall pay to his employee in respect of all overtime worked by the employee at a rate not less than one-and-one-third times the employee's wage paid; provided that if an artisan, not being on standby duty, is recalled to work after the completion of his shift and after he has left the establishment in which he is employed, he shall be paid overtime rates for the period so worked or for four hours whichever is the greater.

(11) *Voorbehoudsbepalings.*—(a) Die bepalinge van hierdie klousule is nie van toepassing op bestuurders nie, ook nie op onderbestuurders, senior bestuurs-, professionele en administratiewe personeel en voormanne as die werkgewers van genoemde klasse lone ontvang teen skale van minstens dié wat voorgeskryf word in Goewermentskennisgewing No. R. 381 van 13 Maart 1964, vir die betrokke gebied, of wagte.

(b) Die bepalinge van subklousule (3), (4), (6) en (8) van hierdie klousule is nie van toepassing op werknemers wat noodwerk verrig nie.

7. JAARLIKSE VERLOF.

(1) Behoudens die bepalinge van subklousule (2), moet 'n werkgewer aan sy werknemer ten opsigte van elke voltooide 12 maande diens by hom, verlof soos volg toestaan—

(a) in die geval van ambagsmanne, werknemers van skale A, B, C, D en E en wagte, drie opeenvolgende weke verlof plus een bykomende dag verlof ten opsigte van die elfde en elke daaropvolgende voltooide tydperk van 12 maande diens tot 'n maksimum van ses dae bykomende verlof. Enige sodanige bykomende verlof moet onmiddellik ná drie weke verlof geneem word waarvoor voorsiening in hierdie paragraaf gemaak word;

(b) in die geval van sorteerders, klas 1—

(i) twee weke verlof ten opsigte van die eerste voltooide 12 maande diens;

(ii) drie weke verlof ten opsigte van elke daaropvolgende voltooide 12 maande diens;

(c) in die geval van enige ander werknemer, twee opeenvolgende weke verlof;

met volle besoldiging.

(2) Die verlof genoem in subklousule (1), moet toegestaan word op 'n tyd wat die werkgewer vasstel. Met dien verstande dat—

(i) as dié verlof nie eerder toegestaan is nie, dit toegestaan moet word binne twee maande ná voltooiing van die 12 maande diens waarop dit betrekking het;

(ii) die tydperk van verlof nie mag saamval met siekteverlof, toegestaan ingevolge klousule 9 of met enige tydperk waarin die werknemer militêre opleiding moet ondergaan nie;

(iii) as Nuwejaarsdag, Goeie Vrydag, Hemelvaartdag, Krugerdag, Gelofte van Kersdag binne die tydperk van die verlof val, nog 'n dag ter vervanging van elke sodanige dag, as bykomende verlof met volle besoldiging by genoemde tydperk gevoeg moet word;

(iv) 'n werkgewer van dié verloftydperk enige dag geleentheidsverlof mag aftrek wat met volle besoldiging op die skriftelike versoek van sy werknemer toegestaan is gedurende die 12 maande diens waarop die tydperk van jaarlikse verlof betrekking het;

(v) geen werknemer gedurende sy verloftydperk vir vergoeding mag werk nie.

(3) *Verlofbesoldiging.*—Die besoldiging ten opsigte van jaarlikse verlof genoem in subklousule (1), tesame met enige verlofbonus wat ingevolge klousule 8 verskuldig is, moet vóór of op die laaste werkdag vóór die aanvang van dié verlof betaal word.

(4) 'n Werknemer wie se dienskontrak in die eerste of enige daaropvolgende 12 maande diens by dieselfde werkgewer eindig voordat die tydperk van verlof wat in subklousule (1) genoem word, opgehoop het, moet, behoudens soos bepaal in die vierde voorbehoudsbepaling van subklousule (2), by dié beëindiging in plaas van verlof en ten opsigte van elke volle maand diens van dié tydperk van minder as 12 maande, minstens die volgende betaal word:—

(a) In die geval van 'n werknemer genoem in paragraaf (a) van subklousule (1), een kwart van sy weekloon plus, ten opsigte van elke bykomende dag verlof waarvoor hy gekwalifiseer is ingevolge subklousule (1) (a)—

(i) een sestigste van die weekloon in die geval van 'n werknemer wat vyf dae in 'n week werk;

(ii) een twee-en-sewentigste van die weekloon in die geval van 'n werknemer wat ses dae in 'n week werk;

(b) in die geval van 'n werknemer genoem in paragraaf (b) (ii) van subklousule (1), een kwart van die weekloon;

(c) in die geval van 'n werknemer genoem in paragraaf (b) (i) en (c) van subklousule (1), een sesde van die weekloon,

wat hy onmiddellik vóór die datum van dié beëindiging ontvang het; met dien verstande dat 'n werkgewer nie verplig is om, ingevolge hierdie subklousule, dié besoldiging te betaal aan 'n werknemer wat sy diens verlaat sonder dat hy die toepaslike kennis van diensbeëindiging gegee of daartydens gewerk het nie, tensy hy, by versum om dié kennis te gee of dié tydperk te werk, binne sy wetlike regte gehandel het.

Vir die toepassing van hierdie subklousule beteken die uitdrukking „loon”, in die geval van skaal L-werknemers en arbeiders, die werknemer se loon plus sy bykomende lewenskoste-toelae, as daar een is.

(5) 'n Werknemer wat op 'n tydperk van verlof kragtens subklousule (1) geregtig geword het en wie se dienskontrak eindig voordat dié verlof geneem is, moet onmiddellik by sodanige beëindiging die bedrag betaal word wat hy as volle besoldiging ten opsigte van die verlof sou ontvang het indien die verlof aan hom toegestaan was.

(11) *Savings.*—(a) The provisions of this clause shall not apply to managers, sub-managers, senior managerial, professional and administrative personnel and foremen if the employees of the said classes are in receipt of wages at rates not less than those prescribed in Government Notice No. R. 381 of 13th March, 1964, for the area concerned, or watchmen.

(b) The provisions of sub-clauses (3), (4), (6) and 8 of this clause shall not apply to employees doing emergency work.

7. ANNUAL LEAVE.

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

(a) in the case of artisans, Scale A, B, C, D and E employees and watchmen, three consecutive weeks plus one additional day's leave in respect of the eleventh and each succeeding completed period of twelve months of employment up to a maximum of six days' additional leave. Any such additional leave shall be taken consecutively with the three weeks' leave provided for in this paragraph;

(b) in the case of sorters class I—

(i) two weeks' leave in respect of the first completed twelve months' employment;

(ii) three weeks' leave in respect of each succeeding completed twelve months' employment;

(c) in the case of every other employee, two consecutive weeks' leave;

on full pay.

(2) The leave referred to in sub-clause (1) shall be granted at a time to be fixed by the employer; provided that—

(i) if such leave has not been granted earlier it shall be granted within two months of the completion of the twelve months of employment to which it relates;

(ii) the period of such leave shall not be concurrent with sick leave granted in terms of clause 9 nor with any period during which the employee is required to undergo military training;

(iii) if New Year's Day, Good Friday, Ascension Day, Kruger Day, Day of the Covenant or Christmas Day falls within the period of such leave, another day shall, in substitution for each such day, be added to the said period as a further period of leave on full pay;

(iv) an employer may set off against such period of leave any day of occasional leave granted on full pay to his employee at his employee's request made in writing during the twelve months of employment to which the period of annual leave relates;

(v) no employee shall engage in any employment for gain during the period of his leave.

(3) *Leave Remuneration.*—The remuneration in respect of annual leave referred to in sub-clause (1) together with any holiday leave bonus due in terms of clause 8, shall be paid not later than the last work day before the date of the commencement of such leave.

(4) An employee whose contract of employment terminates in the first or any subsequent twelve months of employment with the same employer before the period of leave referred to in sub-clause (1) has accrued shall, save as provided in the fourth proviso to sub-clause (2), upon such termination be paid in lieu of leave and in respect of each completed month of such period of less than twelve months, not less than—

(a) in the case of an employee referred to in paragraph (a) of sub-clause (1) one-fourth of his weekly wage plus, in respect of each additional day of leave he is qualified for in terms of sub-clause (1) (a)—

(i) one-sixtieth of the weekly wage in the case of an employee working a five-day week;

(ii) one seventy-second of the weekly wage in the case of an employee working a six-day week;

(b) in the case of an employee referred to in paragraph (b) (ii) of sub-clause (1), one-fourth of the weekly wage;

(c) in the case of an employee referred to in paragraph (b) (i) and (c) of sub-clause (1), one-sixth of the weekly wage

he was receiving immediately before the date of such termination; provided that an employer shall not be obliged to pay, in terms of this sub-clause, such pay to an employee who leaves his employment without having given, or worked during the period of, the appropriate notice of termination of employment, unless in failing to give such notice or to work such period he was acting within his legal rights.

For the purpose of this sub-clause the expression “wage” means, in the case of Scale L employees and labourers, the employee's wage plus his additional cost of living allowance, if any.

(5) An employee who has become entitled to a period of leave in terms of sub-clause (1) and whose contract of employment terminates before such leave has been taken, shall forthwith upon such termination be paid the amount he would have received as full pay in respect of the leave had the leave been granted to him.

(6) Vir die toepassing van hierdie klousule word dit geag dat die uitdrukking „diens” enige tydperk of tydperke insluit waarin die werknemer—

- (a) met verlof kragtens subklousule (1) afwesig is;
- (b) op las of op versoek van sy werkgever van sy werk afwesig is;
- (c) kragtens klousule 9 met siekteverlof afwesig is;
- (d) militêre opleiding ingevolge die Verdedigingswet van 1957 ondergaan;

wat altesaam in 'n jaar hoogstens tien weke beloop ten opsigte van punte (a), (b) en (c) plus opleiding van hoogstens vier maande wat kragtens punt (d) in daardie jaar ondergaan is, en diens word geag te begin—

- (i) in die geval van 'n werknemer wat vóór die inwerking-treding van hierdie Ooreenkoms op verlof kragtens enige wet geregtig geword het, vanaf die datum waarop sodanige werknemer laas op sodanige verlof kragtens so 'n wet geregtig geword het;
- (ii) in die geval van 'n werknemer wat in dien was vóór die aanvangsdatum van hierdie Ooreenkoms en op wie enige wet wat vir jaarlikse verlof voorsiening maak, van toepassing was, maar nog nie op verlof daarkragtens geregtig geword het nie, vanaf die datum waarop sodanige diens begin het;
- (iii) in die geval van enige ander werknemer, vanaf die datum waarop dié werknemer by sy werkgever in diens getree het, of vanaf die datum van inwerking-treding van hierdie Ooreenkoms, naamlik die jongste datum.

8. VERLOFBONUS.

Benewens enige verlofbetaling betaalbaar kragtens klousule 7 moet 'n werkgever aan 'n werknemer wat 12 maande ononderbroke diens by dieselfde werkgever voltooi het, ten opsigte van elke voltooide tydperk van 12 maande diens by hom, 'n verlofbonus betaal wat soos volg bereken word:—

- (i) In die geval van ambagsmanne en werknemers van skale A, B, C, D en E, R70 ten opsigte van elk van die eerste vyf sodanige voltooide tydperke, R80 ten opsigte van elk van die sesde tot die tiende van sodanige voltooide tydperke en R90 ten opsigte van elk van sodanige voltooide tydperk daarna.
- (ii) In die geval van werknemers van skale F, G, H, J en K, sorteerdere Klas 1 en algemene werksmanne, R20.

Die verlofbonus is betaalbaar wanneer die werknemer met jaarlikse verlof gaan; met dien verstande dat as 'n werknemer ná sy eerste 12 maande ononderbroke diens by dieselfde werkgever, aangese word om met verlof te gaan vóór voltooiing van die 12 maande diens waarop die verlofbonus betrekking het, hy geregtig is op 'n eweredige bedrag bereken slegs op die grondslag van voltooide maande diens; voorts met dien verstande dat as dié werknemer, nadat hy van verlof teruggekeer het, die 12 maande diens sou voltooi waarop die verlofbonus betrekking het, hy deur die werkgever die verskil betaal moet word tussen die bedrag wat hy betaal is toe hy met verlof gegaan het en die bedrag waarop hy geregtig sou gewees het as hy 12 maande ononderbroke diens voltooi en toe met verlof gegaan het.

'n Werknemer wie se dienskontrak beëindig word weens personeelvermindering, moet een twaalfde van die verlofbonus betaal word wat aan hom verskuldig sou wees kragtens hierdie klousule ten opsigte van elke voltooide maand in 'n werkgever se diens waarvoor hy nie voorheen 'n verlofbonus betaal is nie.

Vir die toepassing van hierdie klousule het die uitdrukking „ononderbroke diens” en „diens” dieselfde betekenis as dié wat in klousule 7 (6) aan „diens” toegeken is, en diens word geag te begin vanaf die datum waarop 'n werknemer laas by sy werkgever in diens getree het.

9. SIEKTEVERLOF.

(1) 'n Werkgever moet aan sy werknemer, uitgesonderd 'n los werknemer, wat ná een maand diens by hom weens ongeskiktheid van die werk afwesig is, minstens een werkdag siekteverlof toestaan ten opsigte van elke voltooide maand diens en dié werknemer ten opsigte van enige tydperk van afwesigheid ingevolge hierdie subklousule minstens die besoldiging betaal wat hy sou ontvang het as hy gedurende daardie tydperk gewerk het; met dien verstande dat—

- (i) 24 werkdag siekteverlof die maksimum is waarop 'n werknemer kragtens hierdie subklousule geregtig is;
- (ii) in die geval van 'n werknemer vir wie 24 werkdag siekteverlof waarop hy reg het, as maksimum opgehoop het, maar wat nie geneem is nie, verdere tydperke van diens vir die toepassing van hierdie klousule geag moet word nie diens te wees nie;
- (iii) waar 'n werknemer weens ongeskiktheid afwesig is vir 'n tydperk wat langer is as enige siekteverlof wat ten tyde van dié ongeskiktheid opgehoop het, hy reg daarop het om betaal te word slegs ten opsigte van die verlof wat aldus opgehoop het, maar sy werkgever moet, as hy dit nie voorheen gedoen het nie, wanneer enige verdere tydperk waarop die werknemer kragtens hierdie klousule reg het, gelyk is aan dié oortydperk van afwesigheid of by diensbeëindiging vóór sodanige verdere tydperk waarop hy reg het, hom ten opsigte van dié oortydperk van afwesigheid weens ongeskiktheid betaal in die mate waarin daar nog nie vir siekteverlof, wat by sodanige verdere reg of beëindiging opgehoop het, betaal is nie;

(6) For the purpose of this clause the expression “employment” shall be deemed to include any period or periods during which an employee is—

- (a) absent on leave in terms of sub-clause (1);
- (b) absent from work on the instructions or at the request of his employer;
- (c) absent on sick leave in terms of clause 9;
- (d) undergoing any military training in pursuance of the Defence Act of 1957;

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

- (i) in the case of an employee who had before the coming into force of this Agreement become entitled to leave in terms of any law, from the date on which such employee last became entitled to such leave under such law;
- (ii) in the case of an employee who was in employment before the date of commencement of this Agreement and to whom any law providing for annual leave applied but who had not become entitled to leave in terms thereof, from the date on which such employment commenced;
- (iii) in the case of any other employee, from the date on which such employee entered his employer's service or from the date of coming into force of this Agreement, whichever is the later.

8. HOLIDAY LEAVE BONUS.

In addition to any leave money payable in terms of clause 7 an employer shall pay to an employee who has completed 12 months continuous employment with the same employer in respect of each completed period of 12 months employment with him a holiday bonus calculated as follows:—

- (i) In the case of artisans and scales A, B, C, D and E employees, R70 in respect of each of the first five such completed periods, R80 in respect of each of the sixth to tenth such completed periods and R90 in respect of each such completed period thereafter.
- (ii) In the case of scales F, G, H, J and K employees, sorters class I and handymen, R20.

The holiday bonus shall be payable when the employee proceeds on annual leave; provided that if an employee, after his first 12 months of continuous employment with the same employer, is sent on leave before the completion of the 12 months of employment to which the leave bonus relates, he shall be entitled to a pro-rata amount calculated on the basis of completed months of employment only; provided further that should such employee, after his return from leave, complete the twelve months of employment to which the leave bonus relates, he shall be paid by his employer the difference between the amount he was paid when he proceeded on leave and the amount to which he would have been entitled had he completed twelve months of continuous employment and then proceeded on leave.

An employee whose contract of employment is terminated due to retrenchment shall be paid one twelfth of the holiday leave bonus which would be due to him in terms of this clause in respect of each completed month in an employer's service for which he has not previously been paid a holiday leave bonus.

For the purpose of this clause the expression “continuous employment” and “employment” shall have the same meaning as that assigned to “employment” in clause 7 (6) and employment shall be deemed to commence from the date on which an employee last entered his employer's service.

9. SICK LEAVE.

(1) An employer shall grant to his employees, other than a casual employee; who, after one month's employment with him is absent from work through incapacity, not less than one work day's sick leave in respect of each completed month of employment and pay such employee in respect of any period of absence in terms of this sub-clause not less than the remuneration he would have received had he worked during such period; provided—

- (i) that the maximum entitlement that shall accrue to an employee in terms of this sub-clause shall be 24 work days sick leave;
- (ii) that in the case of an employee to whom the maximum entitlement of 24 work days sick leave has accrued, but has not been taken, further periods of employment shall be deemed not to be employment for purposes of this clause;
- (iii) that where an employee is absent owing to incapacity for a period in excess of any sick leave accrued at the time of such incapacity, he shall be entitled to be paid only in respect of such leave as has so accrued, but his employer shall, if he has not previously done so, when any further entitlement of the employee in terms of this clause equals such excess period of absence or on termination of employment before such further entitlement, pay him in respect of such excess period of absence owing to incapacity to the extent to which sick leave, accrued at such further entitlement or termination, had not been paid for;

- (iv) 'n werkgewer, as voorwaarde vir die betaling deur hom van enige bedrag wat 'n werknemer ingevolge hierdie klousule ten opsigte van afwesigheid van werk eis, van die werknemer kan vereis om 'n sertifikaat in te dien wat deur 'n mediese praktisyn onderteken is en wat die aard en duur van die werknemer se ongeskiktheid bevestig;
- (v) hierdie klousule nie van toepassing is nie op 'n werknemer op wie se skriftelike versoek 'n werkgewer bydraes doen wat minstens gelyk is aan dié wat die werknemer doen, tot 'n fonds of organisasie aangewys deur die werknemer, as hierdie fonds of organisasie aan die werknemer in geval van sy ongeskiktheid in omstandighede soos uiteengesit in hierdie klousule, die betaling aan hom waarborg van minstens altesaam 'n bedrag gelyk aan die besoldiging waarop hy geregtig sou gewees het ingevolge hierdie subklousule as hierdie voorbehoedsbepaling nie van toepassing was nie;
- (vi) as van 'n werkgewer regtens vereis word om geld te betaal vir hospitaal- of mediese behandeling ten opsigte van 'n werknemer en hy dié geld wel betaal, die bedrag wat aldus betaal is, van die betaling afgetrek mag word wat verskuldig is ten opsigte van afwesigheid weens ongeskiktheid ingevolge hierdie klousule;
- (vii) as van 'n werkgewer ingevolge enige ander wet vereis word om aan 'n werknemer ten opsigte van 'n tydperk van ongeskiktheid wat deur hierdie klousule gedek word, sy volle besoldiging te betaal, die bepaling van hierdie klousule nie van toepassing is nie.
- (2) Vir die toepassing van hierdie klousule word die uitdrukking „diens” geag enige tydperk of tydperke in te sluit waarin 'n werknemer—

- (a) met verlof afwesig is kragtens klousule 7;
- (b) op las of op versoek van sy werkgewer van sy werk afwesig is;
- (c) met siekteverlof afwesig is kragtens subklousule (1);
- (d) militêre opleiding ingevolge die Verdedigingswet van 1957 ondergaan;

wat altesaam in enige tydperk van 12 maande hoogstens 10 weke beloop ten opsigte van punte (a), (b) en (c) plus hoogstens vier maande opleiding kragtens punt (d), wat in daardie kring van 12 maande ondergaan is en enige tydperk van diens wat 'n werknemer onmiddellik vóór die datum van inwerkingtreding van hierdie Ooreenkoms by dieselfde werkgewer gehad het, word vir die toepassing van hierdie klousule kragtens hierdie Ooreenkoms as diens geag, en alle siekteverlof met volle betaling wat gedurende dié tydperk aan so 'n werknemer toegestaan is, word as toegestaan geag kragtens hierdie Ooreenkoms; en beteken—

„ongeskiktheid” onvermoë om te werk weens siekte of besering, uitgesonderd dié wat deur 'n werknemer se eie wangedrag veroorsaak is, of 'n besering opgedoen in 'n ongeluk waarvoor vergoeding kragtens die Ongevalwet, 1941, betaalbaar is.

10. OPENBARE VAKANSIEDAE EN SONDAE.

(1) *Openbare vakansiedae.*—'n Werknemer, uitgesonderd 'n los werknemer of wag, is geregtig op verlof en dit moet met volle besoldiging aan hom toegestaan word op Nuwejaarsdag, Goeie Vrydag, Hemelvaartdag, Krugerdag, Gelofte-dag en Kersdag: Met dien verstande dat van 'n werknemer vereis kan word om op enige sodanige dag te werk; voorts met dien verstande dat as 'n werknemer van die werk afwesig is (uitgesonderd weens siekte, afwesigheidsverlof met toestemming, of onder omstandighede buite sy beheer) op die werkdag onmiddellik vóór of op die werkdag onmiddellik ná enigeen van die openbare vakansiedae hierbo genoem, hy nie op besoldiging ten opsigte van so 'n openbare vakansiedag geregtig is nie.

(2) *Besoldiging vir werk op openbare vakansiedae.*—(a) Aan 'n werknemer, uitgesonderd 'n wag, van wie vereis word of wat toegelaat word om op Nuwejaarsdag, Goeie Vrydag, Hemelvaartdag, Krugerdag of Gelofte-dag te werk, moet daar benewens die besoldiging gelyk aan dié vir 'n volle skof vir die vakansiedag, vir 'n volle skof betaal word.

(b) Aan 'n werknemer, uitgesonderd 'n wag, van wie vereis of wat toegelaat word om op Kersdag te werk, moet daar, benewens die betaling gelyk aan dié vir 'n volle skof vir die vakansiedag, vir 'n volle skof betaal word, en boonop moet een dag verlof aan hom toegestaan word. As hierdie bykomende dag verlof nie toegestaan word nie, moet daar aan die betrokke werknemer vir 'n bykomende skof in plaas daarvan betaal word.

(c) Wanneer 'n los werknemer op Nuwejaarsdag, Goeie Vrydag, Hemelvaartdag, Krugerdag, Gelofte-dag of Kersdag werk, moet sy werkgewer aan hom vir elke sodanige dag minstens een agste van sy dagloon betaal vir elke uur of gedeelte van 'n uur deur hom gewerk, plus die dagloon voorgeskryf in klousule 4 (1) (b).

(d) Vir alle tyd wat daar op enige van bogenoemde dae langer as die gewone skof gewerk word, moet 'n werknemer twee maal die gewone loon betaal word.

(3) *Betaling vir werk op Sondag.*—(a) Wanneer 'n werknemer, uitgesonderd 'n skofwerker of wag, op 'n Sondag werk, moet sy werkgewer of—

- (i) aan die werknemer, as hy 'n tydperk van hoogstens vier uur aldus werk, minstens die gewone loon betaal wat betaalbaar is ten opsigte van die tydperk wat hy gewoonlik op 'n weekdag werk; of

(iv) an employer may, as a condition precedent to the payment by him of any amount claimed in terms of this clause, by an employee in respect of any absence from work, require the employee to produce a certificate signed by a medical practitioner confirming the nature and duration of the employee's incapacity;

(v) this clause shall not apply to an employee at whose written request an employer makes contributions at least equal to those made by the employee to any fund or organisation nominated by the employee, which fund or organisation guarantees to the employee in the event of his incapacity in the circumstances set out in this clause, the payment to him of not less than, in the aggregate, the equivalent of the remuneration to which he would have been entitled in terms of this sub-clause if this proviso did not apply;

(iv) where an employer is by any law required to pay fees for hospital or medical treatment in respect of an employee, and pays such fees, the amount so paid may be set off against the payment due in respect of absence owing to incapacity in terms of this clause;

(vii) if in respect of any period of incapacity covered by this clause an employer is required by any other law to pay to an employee his full remuneration the provisions of this clause shall not apply.

(2) For the purpose of this clause the expression “employment” shall be deemed to include any period or periods during which an employee is—

- (a) absent on leave in terms of clause 7;
- (b) absent from work on the instructions or at the request of his employer;
- (c) absent on sick leave in terms of sub-clause (1);
- (d) undergoing any military training in pursuance of the Defence Act of 1957;

amounting in the aggregate in any period of twelve months to not more than ten weeks in respect of items (a), (b) and (c) plus not more than four months of training in terms of item (d), undergone in that cycle of 12 months and any period of employment which an employee has had with the same employer immediately before the date of the coming into operation of this agreement shall for the purposes of this clause be deemed to be employment under this Agreement, and any sick leave on full pay granted to such employee during such period shall be deemed to have been granted under this Agreement—

“incapacity” means inability to work owing to any sickness or injury other than that caused by an employee's own misconduct or an injury sustained in an accident compensable under the Workmen's Compensation Act, 1941.

10. PUBLIC HOLIDAYS AND SUNDAYS.

(1) *Public Holidays.*—An employee other than a casual employee or watchman, shall be entitled to and shall be granted leave on full pay on New Year's Day, Good Friday, Ascension Day, Kruger Day, Day of the Covenant and Christmas Day: Provided that an employee may be required to work on any such day: Provided further that, if an employee is absent from work (other than through illness, leave of absence with permission or circumstances beyond his control) on the workday immediately preceding or the workday immediately succeeding any public holiday mentioned above, he shall not be entitled to payment in respect of such public holiday.

(2) *Payment for Work on Public Holidays.*—(a) An employee, other than a watchman, who is required or permitted to work on New Year's Day, Good Friday, Ascension Day, Kruger Day or Day of the Covenant shall be paid a full shift in addition to receiving the equivalent pay for a full shift for the holiday.

(b) An employee, other than a watchman, who is required or permitted to work on Christmas Day shall be paid for a full shift in addition to receiving the equivalent pay for a full shift for the holiday and in addition be granted a day's leave. If this additional day's leave is not granted the employee concerned shall be paid an additional shift in lieu thereof.

(c) Whenever a casual employee works on New Year's Day, Good Friday, Ascension Day, Kruger Day, Day of the Covenant or Christmas Day, his employer shall pay him for each such day not less than one-eighth of his daily wage for each hour or part of an hour worked by him plus the daily wages prescribed in clause 4 (1) (b).

(d) An employee shall be paid at double rates for all time worked in excess of a normal shift on any of the days mentioned.

(3) *Payment for Work on Sundays.*—(a) Whenever an employee other than a shift worker, or watchman works on a Sunday his employer shall either—

- (i) pay to the employee if he so works for a period not exceeding four hours, not less than the ordinary wage payable in respect of the period ordinarily worked by him on a week-day; or

- (ii) aan die werknemer, as hy 'n langer tydperk as vier uur aldus werk, besoldiging betaal teen minstens twee maal sy gewone loonskaal ten opsigte van die totale tydperk op dié Sondag gewerk, of besoldiging teen minstens twee maal die gewone loon betaalbaar ten opsigte van die tydperk wat hy gewoonlik op 'n weekdag werk, naamlik die grootste bedrag; of
- (iii) aan die werknemer vir elke uur of deel van 'n uur aldus gewerk, minstens een en 'n derde maal sy gewone loon betaal ten opsigte van die totale tydperk op dié Sondag gewerk, en hom binne sewe dae na dié Sondag een dag verlof toestaan en aan hom ten opsigte daarvan besoldiging betaal teen minstens sy gewone loon asof hy op dié vakansiedag sy gemiddelde gewone werkure vir daardie dag van die week gewerk het; met dien verstande dat as 'n werknemer langer as sy gewone ure op 'n Sondag werk, hy besoldig moet word teen die skaal van minstens twee maal sy gewone loon ten opsigte van die ure wat hy aldus langer gewerk het.

(b) Wanneer 'n skofwerker op 'n Sondag werk, moet sy werkgever hom teen 'n skaal van minstens een en 'n half maal sy gewone loon betaal vir die ure wat hy op dié Sondag gewerk het; met dien verstande dat as 'n skofwerker op 'n Sondag werk wat sy erkende diensvry dag is, sy werkgever hom minstens dubbel sy gewone loon moet betaal ten opsigte van die totale tydperk wat hy op dié dag gewerk het; voorts met dien verstande dat hy minstens dubbel sy gewone loon, betaalbaar ten opsigte van die tydperk wat hy gewoonlik op 'n weekdag werk, betaal moet word.

(4) *Omskrywing van openbare vakansiedag en Sondag.*—Wanneer 'n skofwerker 'n skof werk wat gedeeltelik op 'n openbare vakansiedag, in subklousule (i) genoem, of op 'n Sondag val, en gedeeltelik op enige ander kalenderdag, moet dít beskou word dat die hele skof gewerk is op die kalenderdag waarop die grootste gedeelte van dié skof val.

11. AANSPORINGSBONUSWERK.

(1) Behoudens die voorwaarde dat geen werknemer minder betaal mag word as die bedrag waarop hy kragtens hierdie Ooreenkoms, uitgesonderd hierdie klousule, geregtig sou wees nie, kan 'n werkgever aan 'n werknemer bykomende besoldiging betaal in die vorm van 'n aansporingsbonus.

(2) 'n Werkgever wat 'n aansporingsbonusskema wil invoer, moet dié voorname bekendmaak aan die vakverenigings wat partye by hierdie Ooreenkoms is en wie se lede daarby betrokke is, en hy moet besonderhede van die skema opklap in die werkplek van die betrokke werknemers, en 'n afskrif daarvan by die Sekretaris en alle lede van die Raad indien.

Ingeval die skema of enige latere wysiging daarvan nie die goedkeuring van die partye by die vakvereniging wegdra nie, moet die werkgever en die betrokke vakvereniging die saak onmiddellik met mekaar bespreek, en indien daar nie tot onderlinge ooreenkoms geraak word nie, moet dit laat vaar word.

(3) Geen vakleerling mag vir aansporingsbonuswerk in diens geneem word nie.

12. UNIFORMS, OORPAKKE EN BESKERMENDE KLERE.

'n Werkgever moet enige uniform, oorpak of beskermende klere wat hy van sy werknemer kan vereis om te dra, of wat hy kragtens 'n wet of regulasie verplig is om aan sy werknemer te verskaf, kosteloos verskaf en in goeie toestand hou, en so 'n uniform, oorpak en beskermende klere bly die werkgever se eiendom.

13. VERBOD OP INDIENSNEMING VAN ENIGIEMAND ONDER DIE OUDERDOM VAN VYFTIEN JAAR.

'n Werkgever mag niemand onder die ouderdom van vyftien jaar in diens hê nie.

14. DIENSSERTIFIKAAT.

Op versoek van 'n werknemer, uitgesonderd 'n los werknemer, moet 'n werkgever by beëindiging van die dienskontrak van dié werknemer, hom van 'n dienssertifikaat voorsien wat die volle name van die werkgever en sy werknemer aantoon asook die aard van sy werk, die datums waarop die kontrak begin en beëindig is en die skaal van besoldiging ten tyde van sodanige beëindiging.

15. BEËINDIGING VAN DIENSKONTRAK.

(1) 'n Werkgever of sy werknemer, uitgesonderd 'n los werknemer, moet minstens 24 uur kennis gee van sy voorname om die dienskontrak te beëindig, of 'n werkgever of 'n werknemer kan die dienskontrak sonder kennisgewing beëindig deur, in plaas van sodanige kennisgewing, minstens die volgende aan die werknemer te betaal of dié aan die werkgever te betaal of te verbeur, na gelang van die geval—

- (a) in die geval van 'n werknemer wat vyf dae in 'n week werk, een vyfde van die weekloon wat die werknemer ontvang het onmiddellik vóór die datum van diensbeëindiging;
- (b) in die geval van 'n werknemer wat ses dae in 'n week werk, een sesde van die weekloon wat die werknemer ontvang het onmiddellik vóór die datum van diensbeëindiging; of
- (c) in die geval van 'n werknemer wat sewe dae in 'n week werk, een sewende van die weekloon wat die werknemer ontvang het onmiddellik vóór die datum van diensbeëindiging;

- (ii) pay to the employee if he so works for a period exceeding four hours, remuneration, at a rate not less than double his ordinary rate of pay, in respect of the total period worked on such Sunday, or remuneration which is not less than double the ordinary wage payable in respect of the period ordinarily worked by him on a week-day, whichever is the greater; or

- (iii) pay to the employee for each hour or part of an hour so worked not less than one-and-one-third time his ordinary wage in respect of the total period worked on such Sunday and shall grant to 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 wage as if he on such holiday worked his average ordinary working hours for that day of the week; provided that if an employee works more than his normal hours on a Sunday he shall be paid at the rate of not less than double his ordinary wage in respect of such excess hours worked.

(b) Whenever a shift worker works on a Sunday his employer shall pay him at a rate not less than one and one-half times his ordinary wage for the hours worked on such Sunday: Provided that if a shift worker works on a Sunday which is the recognised day off his employer shall pay him at a rate of not less than double his ordinary wage in respect of the total period worked on such day; provided further that he shall not be paid less than double his ordinary wage payable in respect of the period ordinarily worked by him on a week-day.

(4) *Definition of Public Holiday and Sunday.*—Whenever a shift worker works a shift which falls partly on any public holiday mentioned in sub-clause (i) or on a Sunday and partly on any other calendar day, the whole shift shall be deemed to have been worked on the calendar day on which the major portion of such shift falls.

11. INCENTIVE BONUS WORK.

(1) Subject to the condition that no employee may be paid less than the amount he would be entitled to in terms of this agreement, other than this section, an employer may pay an employee additional remuneration in the form of an incentive bonus.

(2) An employer who wishes to introduce an incentive bonus scheme shall notify such intention to the trade union parties to this agreement whose members are involved, and shall publish details of the scheme in the workplace of the employees concerned, filling a copy with the Secretary and all members of the Council.

Should the scheme or any subsequent amendment thereof not meet with the approval of the trade union parties, the matter shall be debated forthwith between the employer and the trade union concerned and if no mutual agreement is reached, shall be abandoned.

(3) No apprentice may be employed on incentive bonus work.

12. UNIFORMS, OVERALLS AND PROTECTIVE CLOTHING.

An employer shall supply and maintain in good condition, free of charge, any uniforms, overalls or protective clothing which he may require his employee to wear or which by any law or regulation he may be compelled to provide for his employee and such uniforms, overalls and protective clothing shall remain the property of the employer.

13. PROHIBITION OF EMPLOYMENT OF ANY PERSON UNDER THE AGE OF FIFTEEN YEARS.

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

14. CERTIFICATE OF SERVICE.

At the request of an employee, other than a casual employee, an employer shall upon termination of the contract of employment of such employee furnish him with a certificate of service showing the full names of the employer and his employee, the nature of his employment, the dates of commencement and termination of the contract and the rate of remuneration at the date of such termination.

15. TERMINATION OF CONTRACT OF EMPLOYMENT.

(1) An employer or his employee, other than a casual employee shall give not less than twenty-four hours' notice of his intention to terminate the contract of employment or an employer or employee may terminate the contract without notice by paying the employee, or paying or forfeiting to the employer, as the case may be, in lieu of such notice not less than—

- (a) in the case of an employee who works a five-day week, one-fifth of the weekly wage the employee was receiving immediately before the date of termination;
- (b) in the case of an employee who works a six-day week, one-sixth of the weekly wage the employee was receiving immediately before the date of termination; or
- (c) in the case of an employee who works a seven-day week, one-seventh of the weekly wage the employee was receiving immediately before the date of termination;

Met dien verstande dat dit nie inbreuk maak nie op—

- (i) die reg van 'n werkgever of werknemer om die dienskontrak sonder kennisgewing te beëindig om enige rede wat regtens as voldoende erken word;
- (ii) enige skriftelike Ooreenkoms tussen 'n werkgever en 'n werknemer wat voorsiening maak vir 'n diensopseggingstyd van gelyke duur aan albei kante en vir langer as wat in hierdie klousule voorgeskryf word;
- (iii) die werking van enige verbodings of strafbepalings wat regtens toegepas kan word ingeval 'n werknemer dros.

(2) Ondanks andersluidende bepalings in subklousule (1) moet die tydperk van kennis wat 'n werkgever of 'n werknemer moet gee om die dienskontrak van 'n werknemer wat deur sy werkgever van gratis etes en huisvesting voorsien word, te beëindig minstens een week wees, en, behoudens hierdie diensopseggingstyd, is die bepalings van subklousule (1) *mutatis mutandis* van toepassing op die beëindiging van die dienskontrak van sodanige werknemer.

(3) As 'n Ooreenkoms aangegaan is kragtens die tweede voorbehoudsbepaling van subklousule (1), moet die betaling in plaas van diensopsegging in verhouding wees tot die diensopseggingstyd waarvoor daar ooreengekom is.

(4) Die kennisgewing genoem in subklousule (1) moet nie gegee word nie gedurende, en geen tydperk daarvan moet saamval nie met 'n werknemer se afwesigheid—

- (a) met jaarlikse verlof kragtens klousule 7;
- (b) met siekteverlof kragtens klousule 9;
- (c) terwyl hy militêre opleiding kragtens die Verdedigingswet van 1957 ondergaan.

(5) Die kennis genoem in subklousule (1) word van krag op die datum waarop dit gegee word, en kan, behoudens soos bepaal in subklousule (4), te eniger tyd gegee word.

(6) Vir die toepassing van hierdie klousule beteken die uitdrukking „loon” in die geval van skaal L-werknemers en arbeiders, die werknemer se loon plus bykomende lewenskostetoeleae, as daar een is.

16. LEERLINGE EN KWEKELINGE.

Die indiensneming deur 'n werkgever van 'n persoon as 'n leerling of kwekeling word verbied, uitgesonderd op onderstaande voorwaardes:—

'n Werkgever mag niemand as 'n leerling vir langer as drie jaar in diens hê of nadat so 'n persoon die leeftyd van 21 jaar bereik het nie, naamlik die kortste diens tydperk.

'n Werkgever mag niemand as 'n kwekeling vir langer as drie jaar in diens hê nie.

17. VRYSTELLINGS.

(a) Die Raad kan vrystelling verleen van enigeen van die bepalings van hierdie Ooreenkoms.

(b) Die Raad moet die voorwaardes waarop vrystelling verleen word en die tydperk waarin sodanige vrystelling van krag is, vaststel, met dien verstande dat, nadat die Raad sewe dae skriftelik kennis aan die betrokke persoon gegee het, die Raad 'n vrystellingsertifikaat kan intrek, of die tydperk waarvoor dié sertifikaat verleen is, verstryk het of nie.

(c) Die Sekretaris van die Raad moet aan elke persoon aan wie vrystelling verleen is, 'n sertifikaat uitreik wat deur hom onderteken is en waarin vermeld word—

- (i) die volle naam van die betrokke persoon;
- (ii) die bepalings van die Ooreenkoms waarvan vrystelling verleen word;
- (iii) die voorwaardes waarop vrystelling verleen word;
- (iv) die tydperk waarvoor vrystelling verleen word.

(d) Die Sekretaris van die Raad moet—

- (i) alle sertifikate wat uitgereik word, in volgorde nommer;
- (ii) van elke sertifikaat wat uitgereik word, 'n afskrif bewaar;
- (iii) wanneer vrystelling aan 'n werknemer verleen word, 'n afskrif van die sertifikaat aan die betrokke werkgever stuur;
- (iv) 'n afskrif van die vrystellingsertifikaat stuur aan die Afdelingsinspekteur van Arbeid in wie se gebied die vrystelling van krag is.

18. AGENTIE.

Die Raad kan een of meer aangewese persone aanstel as agente om met die uitvoering van die bepalings van hierdie Ooreenkoms behulpsaam te wees. Die werkgevers en werknemers is verplig om dié agente toe te laat om die ondersoek in te stel en die boeke en/of geskrifte te ondersoek en die persone te ondervra wat vir hierdie doel nodig mag wees.

19. UITGAWES VAN DIE RAAD.

Ten einde die uitgawes van die Raad te bestry, moet elke werkgever 'n bedrag van 2c per week aftrek van die verdienste van elk van sy werknemers van wie 'n uurloon van 30c en meer of 'n weekloon van meer as R9.60 in klousule 4 (1) (a) van hierdie Ooreenkoms voorgeskryf word.

By die totaal van dié bedrae wat aldus afgetrek moet word, moet die werkgever 'n gelyke bedrag voeg en die totale som vir die betrokke maand vóór of op die 15de dag van die volgende maand, aan die Sekretaris van die Raad stuur, tesame met 'n staat wat die totale getal betrokke werknemers aantoon.

Provided that this shall not affect—

- (i) the right of an employer or an employee to terminate the contract of employment without notice for any cause recognised by law as sufficient;
- (ii) any written agreement between an employer and an employee which provides for a period of notice of equal duration on both sides and for longer than the notice prescribed in this clause;
- (iii) the operation of any forfeitures or penalties which by law may be applicable in respect of desertion by an employee.

(2) Notwithstanding anything to the contrary in sub-clause (1) the period of notice which an employer or an employee shall give to terminate the contract of employment of an employee who is provided by his employer with free board and lodging, shall be not less than one week, and, subject to this period of notice, the provisions of sub-clause (1) shall apply *mutatis mutandis* to the termination of the contract of employment of such an employee.

(3) When an Agreement is entered into in terms of the second proviso to sub-clause (1) the payment in lieu of notice shall be proportionate to the period of notice agreed upon.

(4) The notice referred to in sub-clause (1) shall not be given during, nor shall any period thereof run concurrently with, an employee's absence—

- (a) on annual leave in terms of clause 7;
- (b) on sick leave in terms of clause 9;
- (c) whilst undergoing military training in pursuance of the Defence Act of 1957.

(5) The notice referred to in sub-clause (1) shall take effect from the date on which it is given and, save as provided in sub-clause (4) may be given at any time.

(6) For the purpose of this clause, the expression “wage” means in the case of Scale L employees and labourers, the employee's wages plus additional cost of living allowance, if any.

16. LEARNERS AND TRAINEES.

The employment by an employer of a person as a learner or trainee is prohibited except on or under the following conditions:—

An employer shall not employ any person as a learner for more than three years or after such person has reached the age of twenty-one years, whichever period of employment is the shorter.

An employer shall not employ any person as a trainee for more than three years.

17. EXEMPTIONS.

(a) The Council may grant exemption from any of the provisions of this agreement.

(b) The Council shall fix the conditions subject to which exemption is granted and the period during which such exemption shall operate, provided that the Council may, after seven days' notice has been given in writing to the person concerned, withdraw any exemption whether or not the period for which the exemption has been granted, has expired.

(c) The Secretary to the Council shall issue to every person granted an exemption a licence, signed by him, setting out—

- (i) the full name of the person concerned;
- (ii) the provisions of the agreement from which exemption is granted;
- (iii) the conditions subject to which such exemption is granted;
- (iv) the period during which exemption shall operate.

(d) The Secretary to the Council shall—

- (i) number consecutively all licences issued;
- (ii) retain a copy of each licence issued;
- (iii) where exemption is granted to an employee, forward a copy of the licence to the employer concerned;
- (iv) forward a copy of the exemption to the Divisional Inspector of Labour in whose area the exemption is applicable.

18. AGENTS.

The Council may appoint one or more specified persons as agents to assist in giving effect to the terms of this Agreement. It shall be the duty of the employers and employees to permit such agents to institute such enquiries and to examine such books and/or documents and to interrogate such persons as may be necessary for this purpose.

19. EXPENSES OF THE COUNCIL.

For the purpose of meeting the expenses of the Council each employer shall deduct an amount of 2c per week from the earnings of each of his employees for whom an hourly wage of 30c and more or a weekly wage of more than R9.60 is prescribed in clause 4 (1) (a) of this Agreement.

To the aggregate of the amounts to be deducted the employer shall add an equal amount and forward not later than the fifteenth day of the following month the total sum for the month in question to the Secretary of the Council, accompanied by a statement showing the total number of employees concerned.

20. VAKVERENIGINGS.

(a) Die werkgewers erken uitsluitlik die vakverenigings wat partye by die Raad is en kan word en moet alle onderhandelings aangaande diensvoorwaardes, soos gedek deur hierdie Ooreenkoms, met hulle voer solank hierdie Ooreenkoms van krag bly.

(b) Die werkgewers moet die bedrag van die ledegeld, betaalbaar aan sy vakverenigingsparty by hierdie Ooreenkoms ingevolge klousule 5 (6) (g), van die besoldiging van elke werknemer aftrek en die bedrae wat aldus ingevorder is, elke maand per tjek aan die onderskeie vakverenigings stuur, vergesel van 'n staat waarop elke werknemer se betalings aangetoon word.

(c) Die werkgewers moet aan behoorlik geakkrediteerde verteenwoordigers van die vakverenigingsparty alle redelike fasiliteite verleen om hul vakverenigingspligte in hul onderskeie inrigtings na te kom.

(d) Die werkgewers moet aan enigeen van hul werknemers wat lede van die Raad is, alle fasiliteite verleen om hul pligte in verband met die Raad na te kom.

21. REGISTRASIE VAN WERKGEWERS.

(1) Elke werkgewer wat dit nie ingevolge enige vorige Ooreenkoms van die Raad gedoen het nie, moet binne een maand vanaf die datum waarop die Ooreenkoms in werking tree, en elke werkgewer wat ná daardie datum tot die Pulp- en Papier-nywerheid toetree, moet binne een maand vanaf die datum waarop hy met werksaamhede begin, onderstaande besonderhede aan die Sekretaris van die Raad stuur:—

- (a) Sy volle naam en adres;
- (b) sy besigheidsadres.

(2) As die werkgewer 'n vennootskap of 'n maatskappy is, moet inligting ooreenkomstig subklousule (1) van hierdie klousule, asook die titel waaronder die vennootskap optree, ten opsigte van elke vennoot of die direkteure van die maatskappy verstrek word.

(3) Die Sekretaris van die Raad moet 'n register van werkgewers (met inbegrip van vennootskappe en maatskappe) byhou.

22. TOEPASSING VAN OOREENKOMS.

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

Namens die partye op hede die 12de dag van Desember 1963 in Johannesburg onderteken.

M. W. RICHARDS,
Voorsitter van die Raad.
R. F. BUDD,
Ondervoorsitter van die Raad.
J. STANLEY H. REED,
Sekretaris van die Raad.

No. R. 1056.] [10 Julie 1964.
WET OP FABRIEKE, MASJINERIE EN BOUWERK,
1941.

PULP- EN PAPIERVERVAARDIGINGS-
NYWERHEID.

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 Pulp- en Papiervervaardigingsnywerheid, gepubliseer by Goewermentskennisgewing No. R. 1055 van 10 Julie 1964, oor die algemeen vir die persone wie se werkure en besoldiging ten opsigte van oortyd, openbare feesdae en werk op Sondae en openbare feesdae daarby gereël word, nie minder gunstig is nie as die ooreenstemmende bepalings van genoemde Wet.

M. VILJOEN,
Adjunk-minister van Arbeid.

20. TRADE UNIONS.

(a) The employers shall recognise exclusively the trade unions who are parties and who may become parties to the Council and shall conduct with them all negotiations on working conditions as covered by this Agreement during the currency of this Agreement.

(b) The employers shall deduct in terms of clause 5 (6) (g) from the remuneration of each employee the amount of the subscriptions payable to his trade union party to this Agreement and shall each month transmit by cheque to the respective trade unions the amounts so collected together with a statement showing each employee's payments.

(c) The employers shall give to duly accredited representatives of the party trade unions every reasonable facility to attend to their trade union duties in their respective establishments.

(d) The employers shall give to any of their employees who are members of the Council every facility to attend to their duties in connection with the Council.

21. REGISTRATION OF EMPLOYERS.

(1) Every employer who has not done so pursuant to any previous agreement of the Council shall, within one month from the date on which the Agreement comes into operation and every employer entering the Pulp and Paper Manufacturing Industry after that date shall, within one month from the date of commencement of operation by him forward to the Secretary of the Council the following particulars—

- (a) his full name and address;
- (b) his business address.

(2) Where the employer is a partnership or a company, information in accordance with sub-clause (1) of this clause as well as the title under which the partnership operates shall be furnished in respect of each partner or the directors of the company.

(3) The Secretary of the Council shall maintain a register of employers (including partnerships and companies).

22. ADMINISTRATION OF AGREEMENT.

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

Signed on behalf of the parties at Johannesburg this 12th day of December, 1963.

M. W. RICHARDS,
Chairman of the Council.
R. F. BUDD,
Vice-Chairman of the Council.
J. STANLEY H. REED,
Secretary of the Council.

No. R. 1056.] [10 July 1964.
FACTORIES, MACHINERY AND BUILDING WORK
ACT, 1941.

PULP AND PAPER MANUFACTURING INDUSTRY.

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 Pulp and Paper Manufacturing Industry, published under Government Notice No. R. 1055 of the 10th July, 1964, to be, on the whole, not less favourable to the persons whose hours of work and remuneration in respect of overtime, public holidays and work on Sundays and public holidays are regulated thereby, than the relative provisions of the said Act.

M. VILJOEN,
Deputy-Minister of Labour.

No. R. 1057.] [10 July 1964.
WET OP OORLOGSMAATREËLS, 1940.

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

**PULP- EN PAPIERVERVAARDIGINGS-
NYWERHEID.**

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 Pulp- en Papiervervaardigingsnywerheid wat by Goewermmentskennissgewing No. R. 1055 van 10 Julie 1964 gepubliseer is.

M. VILJOEN,
Adjunk-minister van Arbeid.

No. R. 1057.] [10 Julie 1964
WAR MEASURES ACT, 1940.

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

PULP AND PAPER MANUFACTURING INDUSTRY.

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 Pulp and Paper Manufacturing Industry published under Government Notice No. R. 1055 of the 10th July, 1964.

M. VILJOEN,
Deputy-Minister of Labour.

INHOUD.

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