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GOEWERMENTSKENNISGEWINGS.

DEPARTEMENT VAN ARBEID.

No. R. 197.]

[12 Februarie 1965.

WET OP NYWERHEIDSVERSOENING, 1956.

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.—ISPA-SUBGROEP-OOREENKOMS.

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

- (a) kragtens paragraaf (a) van subartikel (1) van artikel agt-en-veertig van die Wet op Nywerheidsversoening, 1956, soos gewysig, dat al die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 19 Mei 1965 eindig, bindend is vir die werkgewers-organisasie en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir Dunswart Iron and Steel Works, Limited, Scaw Metals, Limited, George Stott and Co. (Pty.), Ltd., en Union Steel Corporation (of South Africa), Ltd., wat lede van genoemde organisasie is, en hul werknemers wat lede van genoemde vakverenigings 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 artikels 1, 2, 4 (1) (b) en (2) (b), vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 19 Mei 1965 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die gebiede geokkupeer deur Dunswart Iron and Steel Works, Limited, Scaw Metals, Limited, George Stott and Co. (Pty.), Ltd., en Union Steel Corporation (of South Africa), Ltd., in die landdrosdistrikte Benoni, Germiston, Johannesburg en Vereeniging; 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 artikels 1, 2, 4 (1) (b), (c), (2) (b) en (c), vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 19 Mei 1965 eindig, in die gebiede geokkupeer deur Dunswart Iron and Steel Works, Limited, Scaw Metals, Limited, George Stott and Co. (Pty.), Ltd., en Union Steel Corporation (of South Africa), Ltd.,

GOVERNMENT NOTICES.

DEPARTMENT OF LABOUR.

No. R. 197.]

[12 February 1965.

INDUSTRIAL CONCILIATION ACT, 1956.

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.—ISPA SUB-GROUP AGREEMENT.

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

- (a) in terms of paragraph (a) of sub-section (1) of section forty-eight of the Industrial Conciliation Act, 1956, as amended, declare that all the provisions of the Agreement which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industry shall be binding from the second Monday after the date of publication of this notice and for the period ending the 19th May, 1965, upon the employers' organisation and the trade unions which entered into the said Agreement and upon Dunswart Iron and Steel Works, Limited, Scaw Metals, Limited, George Stott and Co. (Pty.), Ltd., and Union Steel Corporation (of South Africa), Ltd., who are members of the said organisation, and their employees who are members of the said 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 sections 1, 2, 4 (1) (b) and (2) (b), shall be binding from the second Monday after the date of publication of this notice and for the period ending the 19th May, 1965, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the areas occupied by Dunswart Iron and Steel Works, Limited, Scaw Metals, Limited, George Stott and Co. (Pty.), Ltd., and Union Steel Corporation (of South Africa), Ltd., in the Magisterial Districts of Benoni, Germiston, Johannesburg and Vereeniging; and
- (c) in terms of paragraph (a) of sub-section (3) of section forty-eight of the said Act declare that in the areas occupied by Dunswart Iron and Steel Works, Limited, Scaw Metals, Limited, George Stott and Co. (Pty.), Ltd., and Union Steel Corporation (of South Africa), Ltd., in the Magisterial Districts of Benoni, Germiston, Johannesburg and Vereeniging and from the second Monday after the date of publication of this notice and for the period ending the 19th May, 1965, the provisions of the said Agreement, excluding those contained in

in die landdrosdistrikte Benoni, Germiston, Johannesburg en Vereeniging *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Nywerheid by die werkgewers vir wie engeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

A. E. TROLLIP,
Minister van Arbeid.

BYLAE.

NASIONALE NYWERHEIDSRaad VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.

OOREENKOMS

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

Iron and Steel Producers' Association of South Africa

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

Amalgamated Engineering Union of South Africa;

Amalgamated Society of Woodworkers of South Africa;

Iron Moulders' Society of South Africa;

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

S.A. Electrical Workers' Association;

S.A. Engine Drivers' and Firemen's Association;

S.A. Yster- en Staalbedryfsvereniging;

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

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid.

1. TOEPASSINGSBESTEK VAN OOREENKOMS.

Die bepalings van hierdie Ooreenkoms moet in die landdrosdistrikte Benoni, Germiston, Johannesburg en Vereeniging nagekom word deur Dunsward Iron and Steel Works, Limited, Scaw Metals, Limited, George Stott and Co. (Pty.), Ltd., en Union Steel Corporation (of South Africa), Ltd., en deur hul werknemers wat lede van die vakverenigings is.

2. GELDIGHEIDSDUUR VAN OOREENKOMS.

Die bepalings van hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid kragtens artikel agt-en-veertig van die Wet mag vasstel en bly van krag tot 19 Mei 1965 of vir die tydperk wat die Minister mag bepaal.

3. WOORDOMSKRYWING.

Alle uitdrukkings wat in hierdie Ooreenkoms gebesig en in die Wet op Nywerheidsversoenig, 1956, omskryf is, het dieselfde betekenis as in daardie Wet, en waar daar van in wet melding gemaak word, word ook alle wysigings van sodanige wet bedoel; voorts beteken—

"Yster- en Staalproduksiewerksaamhede" die werksaamhede waarin werknemers betrokke is by prosesse in verband met en/of bykomstig tot die produksie van gesmede en/of gewalste en/of getrokke metaalprodukte en/of semis en/of vloeimetaal en/of die vervaardiging van gegote metaalballe.

4. ALGEMENE BEPALINGS.

(1) Ondergenoemde bepalings van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. 727 van 17 Mei 1963, soos gewysig by Goewermentskennisgewings No. 1620, No. R. 622, No. R. 1398 en No. R. 149 van onderskeidelik 25 Oktober 1963, 24 April 1964, 11 September 1964 en 29 Januarie 1965 (hieronder die "Hofooreenkoms" genoem), is behoudens die bepalings van subklousule (2), *mutatis mutandis* van toepassing op die werkgewers en die werknemers op wie hierdie Ooreenkoms van toepassing is:—

(a) Klousules 1 (2) tot en met (5), 3 tot en met 8 (3) (d), 8 (3) (f) en (g), 8 (4) tot en met 23, 25, 27, 30 tot en met 33 van Deel I en al die bepalings van Deel II en Deel III;

(b) Klousules 8 (3) (e), 24 en 29 van Deel I; en

(c) Klousules 8 (3) (h), 26 en 28 van Deel I.

(2) Ondergenoemde bepalings van die Hofooreenkoms, gewysig op die manier hieronder gemeld, is *mutatis mutandis* van toepassing op werkgewers en ander werknemers as ambagsmanne en vakleerlinge, wat betrokke is by of werksaam is in yster- en staalproduksiewerksaamhede:—

(a) Die bepalings bedoel in subklousule (1) (a) hiervan, uitgesonderd die bepalings van klousule 3 van Deel II van die Hofooreenkoms;

(b) die bepalings bedoel in subklousule (1) (b) hiervan; en

(c) die bepalings bedoel in subklousule (1) (c) hiervan.

sections 1, 2, 4 (1) (b), (c), (2) (b) and (c), shall *mutatis mutandis* be binding upon all Bantu 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 Bantu in their employ.

A. E. TROLLIP,
Minister of Labour.

SCHEDULE.

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

AGREEMENT

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

Iron and Steel Producers' Association of South Africa;

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

Amalgamated Engineering Union of South Africa;

Amalgamated Society of Woodworkers of South Africa;

Iron Moulders' Society of South Africa;

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

S.A. Electrical Workers' Association;

S.A. Engine Drivers' and Firemen's Association;

S.A. Yster- en Staalbedryfsvereniging;

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

being parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

1. SCOPE OF APPLICATION OF AGREEMENT.

The terms of this Agreement shall be observed in the Magisterial Districts of Benoni, Germiston, Johannesburg and Vereeniging by Dunsward Iron and Steel Works, Limited, Scaw Metals, Limited, George Stott & Co. (Pty.), Ltd., and Union Steel Corporation (of South Africa), Ltd., and by their employees who are members of the trade unions.

2. PERIOD OF OPERATION OF AGREEMENT.

The terms of 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 19th May, 1965, or for such period as may be determined by the Minister.

3. DEFINITIONS.

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

"Iron and steel producing activities" means activities in which employees are engaged on processes involving and/or ancillary to the production of forged and/or rolled and/or drawn metal products and/or semis and/or liquid metal and/or the manufacture of cast metal balls.

4. GENERAL PROVISIONS.

(1) The following provisions of the Agreement published under Government Notice No. 727 of the 17th May, 1963, as amended by Government Notices Nos. 1620, R. 622, R. 1398 and R. 149 of the 25th October, 1963, 24th April, 1964, 11th September, 1964, and 29th January, 1965, respectively (hereinafter referred to as "the Main Agreement") shall, subject to the provisions of sub-section (2), *mutatis mutandis* apply to the employers and the employees to whom this Agreement applies:—

(a) Sections 1 (2) to (5) (inclusive), 3 to 8 (3) (d) (inclusive), 8 (3) (f) and (g), 8 (4) to 23 (inclusive), 25, 27, 30 to 33 (inclusive) of Part I and all the provisions of Parts II and III;

(b) sections 8 (3) (e), 24 and 29 of Part I; and

(c) sections 8 (3) (h), 26 and 28 of Part I.

(2) The following provisions of the Main Agreement as amended in the manner hereinafter set out shall *mutatis mutandis* apply to employers and employees, other than journeymen and apprentices, engaged or employed in iron and steel producing activities:—

(a) The provisions referred to in sub-section (1) (a) hereof, other than the provisions of section 3 of Part II of the Main Agreement;

(b) the provisions referred to in sub-section (1) (b) hereof; and

(c) the provisions referred to in sub-section (1) (c) hereof.

WYSIGINGS.

DEEL I.

KLOUSULE 4.—WERKURE.

Skrap paragraaf (a) van subklousule (1) en vervang dit deur die volgende:—

“(a) Die gewone werkure moet hoogstens 46 in ’n week wees vir—”.

DEEL II.

KLOUSULE 1.—WERKURE.

Vervang paragraaf (a) van subklousule (1) deur die volgende paragraaf:—

“(a) langer as 46 uur, etesstye uitgesonderd, in ’n week te werk; of”

KLOUSULE 2.—OORTYDWERK EN BESOLDIGING VIR WERK OP SONDAG.

Vervang subklousule (1) en (2) deur die volgende subklousules:—

- “(1) Tyd deur werknemers gewerk na die voltooiing van die gewone skof, word geag oortydwerk te wees, en daarvoor moet betaal word teen minstens een en een-tiende maal die gewone uurloon van die betrokke werknemer.
- (2) Wanneer ’n werknemer op ’n Sondag werk, moet sy werk-gewer sodanige werknemer soos volg betaal:—
- (i) Indien hy aldus werk vir ’n tydperk van hoogstens vier uur, minstens die gewone besoldiging wat betaalbaar is ten opsigte van die tydperk wat hy gewoonlik op ’n weekdag werk; of
- (ii) as hy aldus werk vir ’n tydperk van meer as vier uur, besoldiging teen minstens een en een-derde maal die gewone besoldiging ten opsigte van die totale tydperk op sodanige Sondag gewerk, of besoldiging teen minstens een en een-derde maal die gewone besoldiging wat betaalbaar is ten opsigte van die tydperk wat hy gewoonlik op ’n weekdag werk, naamlik die grootste bedrag; met dien verstande dat waar die werkgever werk verskaf wat die werknemer vir die ure van ’n gewone skof besig sal hou en die werknemer versuim of weier om die volle tydperk wat van hom vereis word, te werk of op sy eie versoek vir ’n korter tydperk werk, sodanige werknemer betaling teen een en een-derde maal die gewone uurloon van die betrokke werknemer moet ontvang vir slegs die tydperk wat hy werklik gewerk het.”

DEEL III.

LOONSKAALTABEL.

Vervang tarief 8, 9, 10 en 11 deur die volgende lone:—

Loonindeling.	Loon per uur. (Sen.)
Tarief 8.	
Eerste ses maande ondervinding van enige tarief 8-werk.....	23.00
Daarna.....	24.00
Tarief 9.	
Eerste ses maande ondervinding van enige tarief 9-werk.....	18.50
Daarna.....	19.50
Tarief 10.	
Eerste ses maande ondervinding van enige tarief 10-werk.....	15.50
Daarna.....	16.50
Tarief 11.	15.50

Op hede die 21ste dag van Oktober 1964 vir en namens die partye onderteken soos gemagtig.

T. C. MURRAY, *Voorsitter.*
J. M. RUSSEL, *Ondervoorsitter.*
W. R. GLASTONBURY, *Hoofsekretaris.*

No. R. 198.]

[12 Februarie 1965.

WET OP FABRIEKE, MASJINERIE EN BOUWERK, 1941.

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.

Ek, ALFRED ERNEST TROLLIP, Minister van Arbeid, verklaar hierby kragtens subartikel (1) van artikel twee-en-twintig van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, soos gewysig, dat die bepalinge van die

AMENDMENTS.

PART I.

SECTION 4.—HOURS OF WORK.

Delete paragraph (a) of sub-section (1) and substitute therefor the following:—

“(a) The ordinary hours of work shall not exceed 46 in any one week.”

PART II.

SECTION 1.—HOURS OF WORK.

Substitute the following paragraph for paragraph (a) of sub-section (1):—

“(a) to work more than 46 hours, excluding meal times, in any one week; or.”

SECTION 2.—OVERTIME AND PAYMENT FOR WORK ON SUNDAYS.

Substitute the following sub-sections for sub-sections (1) and (2):—

- “(1) Time worked by employees after the completion of the usual shift shall be regarded as overtime and be paid for at not less than one and one-tenth times the ordinary rate per hour of the employee concerned.
- (2) Whenever an employee works on a Sunday, his employer shall pay to the employee—
- (i) if he so works for a period not exceeding four hours, not less than the ordinary remuneration payable in respect of the period ordinarily worked by him on a weekday; or
- (ii) if he so works for a period exceeding four hours, remuneration at a rate of not less than one and one-third times the ordinary rate of remuneration in respect of the total period worked on such Sunday, or remuneration which is not less than one and one-third times the ordinary remuneration payable in respect of the period ordinarily worked by him on a weekday, whichever ever is the greater, provided that where the employer provides work to occupy the employee for the hours of a normal shift and the employee fails or refuses to work the full period required of him or works a lesser period at his own request, such employee shall receive payment at one and one-third times the ordinary rate per hour of the employee concerned only for the period actually worked.”

PART III.

TABLE OF WAGE RATES.

Substitute the following rates for Rates 8, 9, 10 and 11:—

Rate Classification	Rate per Hour. (Cents.)
Rate 8.	
First six months of experience in any Rate 8 occupation.....	23.00
Thereafter.....	24.00
Rate 9.	
First six months of experience in any Rate 9 occupation.....	18.50
Thereafter.....	19.50
Rate 10.	
First six months of experience in any Rate 10 occupation.....	15.50
Thereafter.....	16.50
Rate 11.	15.50

Signed at Johannesburg as authorised for and on behalf of the parties, on this the 21st day of October, 1964:

T. C. MURRAY, *Chairman,*
J. M. RUSSEL, *Vice-Chairman;*
W. R. GLASTONBURY, *General Secretary.*

No. R. 198.]

[12 February 1965.

FACTORIES, MACHINERY AND BUILDING WORK ACT, 1941.

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.

I, ALFRED ERNEST TROLLIP, 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

Ooreenkoms en kennisgewing in verband met die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, gepubliseer by Goewermentskennisgewing No. R. 197 van 12 Februarie 1965, oor die algemeen vir persone wie se werkure en besoldiging ten opsigte van oortyd, openbare feesdae en werk op Sondae en openbare feesdae daarby gereël word, nie minder gunstig is nie as die ooreenstemmende bepalings van genoemde Wet.

A. E. TROLLIP,
Minister van Arbeid.

No. R. 199.] [12 Februarie 1965.

WET OP OORLOGSMAATREËLS, 1940.

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

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.

Ek, ALFRED ERNEST TROLLIP, Minister van Arbeid, skort hierby kragtens subregulasie (1) van regulasie 4 van die regulasies wat by Oorlogsmaatreël No. 43 van 1942, soos gewysig, gepubliseer is, die bepalings van genoemde regulasies op ten opsigte van alle werknemers vir wie lone voorgeskryf word in die Ooreenkoms vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid wat by Goewermentskennisgewing No. R. 197 van 12 Februarie 1965 gepubliseer is.

A. E. TROLLIP,
Minister van Arbeid.

notice relating to the Iron, Steel, Engineering and Metallurgical Industry, published under Government Notice No. R. 197 of the 12th February, 1965, 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.

A. E. TROLLIP,
Minister of Labour.

No. R. 199.] [12 February 1965.

WAR MEASURES ACT, 1940.

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

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.

I, ALFRED ERNEST TROLLIP, Minister of Labour, hereby, in terms of sub-regulation (1) of regulation 4 of the regulations published under War Measure No. 43 of 1942, as amended, suspend the operation of the said regulations in respect of all employees for whom wages are prescribed in the Agreement for the Iron, Steel, Engineering and Metallurgical Industry, published under Government Notice No. R. 197 of the 12th February, 1965.

A. E. TROLLIP,
Minister of Labour.

INHOUD.

No.	Departement van Arbeid.	BLADSY
	GOEWERMENSKENNISGEWINGS.	
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BINNELANDSE TELEGRAMME.—(Suid-Afrika en Suidwes-Afrika):—

Gewone:—

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

INTERTERRITORIALE TELEGRAMME:—

Gewone na:—

Basoetoland en Swaziland:—

Vir eerste 12 woorde of minder.....	36c
Vir elke bykomende woord.....	3c

Noord-Rhodesië en Njassaland:—

Vir eerste 12 woorde of minder.....	48c
Vir elke bykomende woord.....	4c

Suid-Rhodesië en Betsjoeanaland:—

Vir eerste 12 woorde of minder.....	36c
Vir elke bykomende woord.....	3c

Mosambiek:—

Vir eerste 12 woorde of minder.....	36c
Vir elke bykomende woord.....	3c

TELEGRAPH TARIFFS

INLAND TELEGRAMS.—(South Africa and South West Africa):—

Ordinary:—

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

INTERTERRITORIAL TELEGRAMS:—

Ordinary to:—

Basutoland and Swaziland:—

For first 12 words or less.....	36c
For each additional word.....	3c

Northern Rhodesia and Nyasaland:—

For first 12 words or less.....	48c
For each additional word.....	4c

Southern Rhodesia and Bechuanaland:—

For first 12 words or less.....	36c
For each additional word.....	3c

Mozambique:—

For first 12 words or less.....	36c
For each additional word.....	3c