



Buitengewone
Staatskoerant
Government Gazette
Extraordinary

(As 'n Nuusblad by die Poskantoor Geregistreer)

(Registered at the Post Office as a Newspaper)

Prys 10c Price

(REGULASIEKOERANT No. 550)

Oorsee 15c Overseas
POSVRY - POST FREE

(REGULATION GAZETTE No. 550)

Vol. 17.]

PRETORIA, 24 SEPTEMBER 1965.
24 SEPTEMBER

[No. 1237.]

GOEWERMENSKENNISGEWINGS.**DEPARTEMENT VAN ARBEID.**

No. R. 1464.]

[24 September 1965.]

WET OP NYWERHEIDSVERSOENING, 1956.**KLEINHANDELVLEISBEDRYF,
WITWATERSRAND.**

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

- (a) kragtens paragraaf (a) van subartikel (1) van artikel *agt-en-veertig* van die Wet op Nywerheidsversoening, 1956, soos gewysig, dat al die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Kleinhandelvleisbedryf betrekking het, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat drie jaar vanaf genoemde Maandag eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vakvereniging 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 1 (a), 2, 5 (3) (d), 15 en 23, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat drie jaar vanaf genoemde Maandag 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 Bedryf in die landdrosdistrikte Johannesburg, Germiston, Boksburg (uitgesonderd daardie gedeelte wat voor die publikasie van Goewermenskennisgewing No. 1779 van 6 November 1964 binne die landdrosdistrik Heidelberg geval het), Alberton, Benoni, Brakpan (uitgesonderd daardie gedeelte wat voor die publikasie van Goewermenskennisgewing No. 1779 van 6 November 1964 binne die landdrosdistrik Heidelberg geval het), Roodepoort, Krugersdorp (uitgesonderd daardie gedeelte van die landdrosdistrik Krugersdorp wat voor die publikasie van Goewermenskennisgewing No. 749 van 19 Mei 1961 binne die landdrosdistrik Randfontein geval het), daardie gedeelte van die landdrosdistrik Randfontein wat voor die publikasie van Goewermenskennisgewing No. 2546 van 5 Desember 1947 binne die landdrosdistrik Krugersdorp geval het (maar uitgesonderd die plaas Holfontein No. 17), die landdrosdistrik Springs, daardie gedeelte van

GOVERNMENT NOTICES.**DEPARTMENT OF LABOUR.**

No. R. 1464.]

[24 September 1965.]

INDUSTRIAL CONCILIATION ACT, 1956.**RETAIL MEAT TRADE, WITWATERSRAND.**

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 Retail Meat Trade shall be binding from the second Monday after the date of publication of this notice and for the period ending three years from the said Monday upon the employers' organisation and the trade union which entered into the said Agreement and upon the employers and employees who are members of the said organisation or union;
- (b) in terms of paragraph (b) of sub-section (1) of section *forty-eight* of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 (a), 2, 5 (3) (d), 15 and 23, shall be binding from the second Monday after the date of publication of this notice and for the period ending three years from the said Monday upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Trade in the Magisterial Districts of Johannesburg, Germiston, Boksburg (excluding that portion which prior to the publication of Government Notice No. 1779 of the 6th November, 1964, fell within the Magisterial District of Heidelberg), Alberton, Benoni, Brakpan (excluding that portion which prior to the publication of Government Notice No. 1779 of the 6th November, 1964, fell within the Magisterial District of Heidelberg), Roodepoort, Krugersdorp (excluding that portion of the Magisterial District of Krugersdorp which prior to the publication of Government Notice No. 749 of the 19th May, 1961, fell within the Magisterial District of Randfontein), that portion of the Magisterial District of Randfontein which prior to the publication of Government Notice No. 2546 of the 5th December, 1947, fell within the Magisterial District of Krugersdorp (but excluding the farm Holfontein No. 17), the Magisterial District of Springs, that portion of the Magisterial District of Delmas which prior to the publication of Government Notice No. 2880 of the 12th December, 1952, fell within the

die landdrosdistrik Delmas wat voor die publikasie van Goewermentskennisgewing No. 2880 van 12 Desember 1952 binne die landdrosdistrik Springs geval het en in daardie gedeeltes van die landdrosdistrik Kempton Park wat voor die publikasie van Goewermentskennisgewing No. 556 van 29 Maart 1956, soos gewysig by Goewermentskennisgewing No. 962 van 1 Junie 1956, binne die landdrosdistrikte Johannesburg, Germiston, Boksburg en Benoni geval het; 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 1 (a), 2, 5 (3) (d), 15 en 23, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat drie jaar vanaf genoemde Maandag eindig, in die landdrosdistrikte Johannesburg, Germiston, Boksburg (uitgesonderd daardie gedeelte wat voor die publikasie van Goewermentskennisgewing No. 1779 van 6 November 1964 binne die landdrosdistrik Heidelberg geval het), Alberton, Benoni, Brakpan (uitgesonderd daardie gedeelte wat voor die publikasie van Goewermentskennisgewing No. 1779 van 6 November 1964 binne die landdrosdistrik Heidelberg geval het), Roodepoort, Krugersdorp (uitgesonderd daardie gedeelte van die landdrosdistrik Krugersdorp wat voor die publikasie van Goewermentskennisgewing No. 749 van 19 Mei 1961 binne die landdrosdistrik Randfontein geval het), daardie gedeelte van die landdrosdistrik Randfontein wat voor die publikasie van Goewermentskennisgewing No. 2546 van 5 Desember 1947 binne die landdrosdistrik Krugersdorp geval het (maar uitgesonderd die plaas Holfontein No. 17), die landdrosdistrik Springs, daardie gedeelte van die landdrosdistrik Delmas wat voor die publikasie van Goewermentskennisgewing No. 2880 van 12 Desember 1952 binne die landdrosdistrik Springs geval het en in daardie gedeeltes van die landdrosdistrik Kempton Park wat voor die publikasie van Goewermentskennisgewing No. 556 van 29 Maart 1956, soos gewysig by Goewermentskennisgewing No. 962 van 1 Junie 1956, binne die landdrosdistrikte Johannesburg, Germiston, Boksburg en Benoni geval het, *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Bedryf by dié werkgewers vir wie enigiene van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

M. VILJOEN,

Adjunk-minister van Arbeid.

BYLAE.

OOREENKOMS

ingevolge die Wet op Nywerheidsversoenig, No. 28 van 1956, soos gewysig, gesluit en aangegaan deur en tussen die

Witwatersrand Retail Master Butchers' Association

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

Transvaal Retail Meat Trade Employees' Union

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

wat die partye is by die Nywerheidsraad vir die Kleinhandel-vleisbedryf (Witwatersrand).

Magisterial District of Springs, and in those portions of the Magisterial District of Kempton Park which prior to the publication of Government Notice No. 556 of the 29th March, 1956, as amended by Government Notice No. 962 of the 1st June, 1956, fell within the Magisterial Districts of Johannesburg, Germiston, Boksburg and Benoni; and

- (c) in terms of paragraph (a) of sub-section (3) of section forty-eight of the said Act, declare that in the Magisterial Districts of Johannesburg, Germiston, Boksburg (excluding that portion which prior to the publication of Government Notice No. 1779 of the 6th November, 1964, fell within the Magisterial District of Heidelberg), Alberton, Benoni, Brakpan (excluding that portion which prior to the publication of Government Notice No. 1779 of the 6th November, 1964, fell within the Magisterial District of Heidelberg), Roodepoort, Krugersdorp (excluding that portion of the Magisterial District of Krugersdorp which prior to the publication of Government Notice No. 749 of the 19th May, 1961, fell within the Magisterial District of Randfontein), that portion of the Magisterial District of Randfontein which prior to the publication of Government Notice No. 2546 of the 5th December, 1947, fell within the Magisterial District of Krugersdorp (but excluding the farm Holfontein No. 17), the Magisterial District of Springs, that portion of the Magisterial District of Delmas which prior to the publication of Government Notice No. 2880 of the 12th December, 1952, fell within the Magisterial District of Springs, and in those portions of the Magisterial District of Kempton Park which prior to the publication of Government Notice No. 556 of the 29th March, 1956, as amended by Government Notice No. 962 of the 1st June, 1956, fell within the Magisterial Districts of Johannesburg, Germiston, Boksburg and Benoni and from the second Monday after the date of publication of this notice and for the period ending three years from the said Monday the provisions of the said Agreement, excluding those contained in clauses 1 (a), 2, 5 (3) (d), 15 and 23, shall *mutatis mutandis* be binding upon all Bantu employed in the said Trade 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.

M. VILJOEN,

Deputy-Minister of Labour.

SCHEDULE.

AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act No. 28 of 1956, as amended, made and entered into by and between the

Witwatersrand Retail Master Butchers' Association

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

Transvaal Retail Meat Trade Employees' Union

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

being parties to the Industrial Council for the Retail Meat Trade (Witwatersrand).

1. TOEPASSINGSBESTEK VAN OOREENKOMS.

(a) Die bepalings van hierdie Ooreenkoms moet nagekom word deur alle werkgewers en werknemers wat die Kleinhandel-vleisbedryf uitoefen of daarin in diens is en wat onderskeidelik lede van die werkgewersorganisasie en die vakvereniging is, en wel in die landdrostdistrikte Johannesburg, Germiston, Boksburg (uitgesonderd daardie gedeelte wat voor die publikasie van Goewermentskenningsgewing No. 1779 van 6 November 1964 binne die landdrostdistrik Heidelberg geval het), Alberton, Benoni, Brakpan (uitgesonderd daardie gedeelte wat voor die publikasie van Goewermentskenningsgewing No. 1779 van 6 November 1964 binne die landdrostdistrik Heidelberg geval het), Roodepoort, Krugersdorp (uitgesonderd daardie gedeelte van die landdrostdistrik Krugersdorp wat voor die publikasie van Goewermentskenningsgewing No. 749 van 19 Mei 1961 binne die landdrostdistrik Randfontein geval het), daardie gedeelte van die landdrostdistrik Randfontein wat voor die publikasie van Goewermentskenningsgewing No. 2546 van 5 Desember 1947 binne die landdrostdistrik Krugersdorp geval het (maar uitgesonderd die plaas Holfontein No. 17), die landdrostdistrik Springs, daardie gedeelte van die landdrostdistrik Delmas wat voor die publikasie van Goewermentskenningsgewing No. 2880 van 12 Desember 1952 binne die landdrostdistrik Springs geval het en in daardie gedeeltes van die landdrostdistrik Kempton Park wat voor die publikasie van Goewermentskenningsgewing No. 556 van 29 Maart 1956, soos gewysig by Goewermentskenningsgewing No. 962 van 1 Junie 1956, binne die landdrostdistrikte Johannesburg, Germiston, Boksburg en Benoni geval het.

(b) Ondanks die bepalings van paragraaf (a) is die bepalings van hierdie Ooreenkoms slegs van toepassing—

- (i) op werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word;
- (ii) op vakleerlinge vir sover dit nie onbestaanbaar is met die bepalings van die Wet op Vakleerlinge, 1944, of enige kontrak wat daarkragtens aangegaan of enige voorwaarde wat daarkragtens vasgestel is nie.

2. GELDIGHEIDSDUUR VAN OOREENKOMS.

Hierdie Ooreenkoms tree in werking op 'n datum wat die Minister van Arbeid ingevolge artikel *agt-en-veertig* van die Wet bepaal en bly drie jaar lank van krag of vir dié tydperk wat die Minister mag vasstel.

3. WOORDOMSKRYWINGS.

Alle uitdrukkings wat in hierdie Ooreenkoms gebesig en in die Wet omskryf word, het dieselfde betekenis as in die Wet. Alle verwysings na 'n Wet omvat alle wysigings daarvan, en tensy die teenoorgestelde bedoeling blyk, omvat woorde wat die manlike geslag aandui ook vrouens, en voorts, tensy strydig met die samehang, beteken—

“Wet” die Wet op Nywerheidsversoenings, No. 28 van 1956, en soos dit van tyd tot tyd gewysig mag word;

“vakleerling” 'n werknemer wat kragtens 'n skriftelike leerlingskontrak dien wat ingevolge die Wet op Vakleerlinge, 1944, en soos dit van tyd tot tyd gewysig kan word, geregistreer is, of wat geag word geregistreer te wees;

“blokman” 'n werknemer, met inbegrip van 'n opsnier, wat vleis opsnij en/of klante in 'n bedryfsinrigting bedien en/of bestellings in 'n bedryfsinrigting opmaak en wat daarbenewens toesig kan hou oor die werk van ander werknemers of enige ander werk in 'n bedryfsinrigting onderneem en wat—

(a) sy leertyd ooreenkomstig die vereistes van die Wet op Vakleerlinge en ooreenkomstig die voorskrifte en leervoorwaardes in die Kleinhandelsvleisbedryf uitgedien het; of

(b) in 'n ambagstoets, soos deur die Raad voorgeskryf, geslaag het;

“boekhouer” 'n werknemer wat in diens is om die boeke, rekenings en registers (rekords) van die bedryfsinrigting te hou; en wat verantwoordelik is vir dié boeke en registers;

“slagtersassistent” 'n werknemer, uitgesonderd 'n vakleerling, wat onder toesig van 'n blokman of 'n werkgewer wat werklik die werk van 'n blokman doen, beekskwarte, karkasse van skape, lammers, varke en kalwers slegs in die besonderse stukke waaruit dit bestaan, verdeel, maar wat nie toegelaat moet word om die gereedskap van die bedryf verder daarop te gebruik nie, uitgesonderd om wors en beenvleis en rolvleis te maak en om daarbenewens die pligte van 'n arbeider uit te voer;

1. SCOPE OF APPLICATION OF AGREEMENT.

(a) The terms of this Agreement shall be observed in the Magisterial Districts of Johannesburg, Germiston, Boksburg (excluding that portion which prior to the publication of Government Notice No. 1779 of the 6th November, 1964, fell within the Magisterial District of Heidelberg) Alberton, Benoni, Brakpan (excluding that portion which prior to the publication of Government Notice No. 1779 of the 6th November, 1964, fell within the Magisterial District of Heidelberg.) Roodepoort, Krugersdorp (excluding that portion of the Magisterial District of Krugersdorp which prior to the publication of Government Notice No. 749 of the 19th May, 1961, fell within the Magisterial District of Randfontein), that portion of the Magisterial District of Randfontein which prior to the publication of Government Notice No. 2546 of the 5th December, 1947, fell within the Magisterial District of Krugersdorp (but excluding the Farm Holfontein No. 17), the Magisterial District of Springs, including that portion of the Magisterial District of Delmas which prior to the publication of Government Notice No. 2880 of the 12th December, 1952, fell within the Magisterial District of Springs and in those portions of the Magisterial District of Kempton Park which prior to the publication of Government Notice No. 556 of the 29th March, 1956, as amended by Government Notice No. 962 of the 1st June, 1956, fell within the Magisterial Districts of Johannesburg, Germiston, Boksburg and Benoni, by all employers and employees who are engaged or employed in the Retail Meat Trade and who are members of the employers organisation and the Trade Union, respectively.

(b) Notwithstanding the provisions of paragraph (a) the terms of this agreement shall—

- (i) only apply in respect of employees for whom wages are prescribed in this Agreement;
- (ii) only apply to apprentices in so far as they are not inconsistent with the provisions of the Apprenticeship Act, 1944, or any contract entered into or any condition fixed thereunder.

2. PERIOD OF OPERATION.

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

3. DEFINITIONS.

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

“Act” means the Industrial Conciliation Act, No. 28 of 1956, and as may be amended from time to time;

“apprentice” means an employee serving under a written contract of apprenticeship, registered under or deemed to have been registered under the Apprenticeship Act, 1944, and as may be amended from time to time;

“blockman” means an employee, including a cutter, who cuts up meat and/or serves customers in an establishment and/or makes up orders in an establishment and who in addition may supervise the work of other employees or undertakes any other work in an establishment and who has—

(a) served an apprenticeship in accordance with the requirements of the Apprenticeship Act and in terms of the prescriptions and conditions of apprenticeship in the Retail Meat Trade; or

(b) passed a trade test as prescribed by the Council;

“bookkeeper” means an employee employed on the keeping of books and accounts and records of the establishment and who is in charge of such books and records;

“butcher's assistant” means an employee, other than an apprentice, who, under the supervision of a blockman or an employer who is actually engaged in the work of a blockman, is engaged in breaking up quarters of beef, carcasses of mutton, lamb, pork and veal into component cuts only, but shall not be permitted to use the tools of the trade further thereon except to make sausages and bone and roll meat, and in addition, may perform the duties of a labourer;

"kassier en assistent-boekhouer" 'n werknemer in 'n bedryfsinrigting wie se pligte beperk is tot die neem van kontant vir goedere gekoop, die opskryf van bestellings van klante en/of die verlenging van hulp aan die boekhouer op sy of haar bevele;

"los werknemer" 'n werknemer wat hoogstens drie dae in 'n week werk;

"opsnyer" 'n werknemer wat vleiskarkasse of dele van karkasse in verskillende stukke opsny sodat dit apart toegedraai kan word voordat sodanige apart toegedraaide stukke verkoop word;

"Raad" die Nywerheidsraad vir die Kleinhandelvleisbedryf (Witwatersrand), geregistreer ingevolge die bepalings van artikel negentien van die Wet;

"bedryfsinrigting" enige perseel wat gebruik word vir die dryf van die Kleinhandelvleisbedryf, soos omskryf, en omvat dit sodanige dele van alle persele van 'n algemene handelaarsaak waaruit die Kleinhandelvleisbedryf, soos omskryf, gedryf word;

"ondervinding", met betrekking tot 'n assistent-boekhouer en kassier, die totale dienstydperk of -tydperke wat sodanige werknemer gehad het in die werk wat deur 'n assistent-boekhouer en kassier verrig kan word, of dié werknemer vantevore sodanige werk verrig het of nie, en met tot betrekking tot 'n verkoopsdame, die totale dienstydperk of -tydperke wat dié werknemer in die verkoop van vleisprodukte gehad het;

"perdevleisbedryfsinrigting" 'n bedryfsinrigting waarop of waaruit perde-, donkie- of muilvleis verkoop word;

"arbeider" 'n werknemer wat uitsluitlik in een of meer van die volgende bedrywe in diens is:—

- (a) Persele, voertuie, lewende diere, gerei, gereedskap of masjinerie skoonmaak;
- (b) goedere, vleis of pluimvee in voertuie laai of daarvan aflaai;
- (c) briewe, boodskappe of goedere te voet of per fiets, driewiel, voet- of handvoertuig, met inbegrip van 'n meganies aangedrewe fiets of driewiel met 'n silinderinhoud van hoogstens 50 kub. cm., afluwer of vervoer;
- (d) bestellings neem en geld invorder van klante buite dié bedryfsinrigting;
- (e) sopvleis met die hand opsaag;
- (f) bene skoonmaak en stukkend kap;
- (g) vet vir kookvet opsny en smelt;
- (h) gereedskap skoon- en skerpmak;
- (i) pluimvee pluk en skoonmaak;
- (j) vleis pomp;
- (k) vleis maal en opsny om gemaal te word;
- (l) wild en kalwers afslag en skoonmaak;
- (m) tee of soortgelyke drank maak;
- (n) die werksaamhede in klousule 27 genoem, indien aangewys om sodanige werk ooreenkomstig sodanige klousule in ooreenstemming met die vereistes daarvan te verrig;

"arbeider, vrou", 'n vroulike werknemer wat uitsluitlik tee of soortgelyke drank maak en/of persele of gerei skoonmaak en/of wasgoed doen;

"motorvoertuigbestuurder" 'n werknemer wat motorvoertuie bestuur, uitgesonderd soos anders in paragraaf (c) van die woordomskrywing van die woord "arbeider" bepaal, met die doel om vleis en/of ander goedere bymekaar te maak of af te lewer, en by die toepassing van hierdie woordomskrywing omvat dit alle tydperke waarin daar bestuur word en alle tyd wat deur die bestuurder bestee word aan werk in verband met die voertuig of die vraag, en alle tydperke waarin hy verplig is om op sy pos te bly, gereed om te bestuur;

"onderblokman" 'n werknemer wat die pligte van 'n blokman verrig met die doel om, onderworpe aan die skriftelike toestemming van die Raad, uitsluitlik nie-Blanke klante te bedien;

"kleinhandelvleisbedryf" of "bedryf" die bedryf waarin werkgewers en werknemers met mekaar geassosieer is met die doel om vleis in die kleinhandel te verkoop, met inbegrip van alle werksaamhede wat daaruit voortvloei, maar uitgesonderd—

- (a) die verkoop van vleis in slaghuise wat verbind is met eethuise ten opsigte waarvan daar, ooreenkomstig artikel vyf (1) van die Winkelure Ordonnansie No. 5 van 1923 (Transvaal), soos gewysig, 'n kennisgewing vertoon word, Bantu Shop/Bantoewinkel, waarvan die inhoud en beskrywing dieselfde is as dié omvat in regulasie 3, soos gewysig, kragtens genoemde Ordonnansie;

"cashier and assistant bookkeeper" means an employee in an establishment whose duties are confined to the taking of cash for goods purchased, the booking of orders of customers and/or assisting the bookkeeper under his or her directions;

"casual employee" means an employee who is employed for not more than three days in any one week;

"cutter" means an employee who converts meat carcasses or parts of carcasses into various portions for separate pre-wrapping prior to the sale of such pre-wrapped portions;

"Council" means the Industrial Council for the Retail Meat Trade (Witwatersrand), registered in terms of section nineteen of the Act;

"establishment" means any premises used for the conduct of the Retail Meat Trade as defined and shall include such portion of any premises of a multiple commodity store from which the Retail Meat Trade, as defined is carried on;

"experience" means, in relation to an assistant bookkeeper and cashier, the total period or periods of employment which such employee has had on the work which may be performed by an assistant bookkeeper and cashier whether or not such employee had previously performed such work in an establishment in the Retail Meat Trade, and in relation to a saleslady, the total period or periods of employment which such employee has had in selling small goods;

"horsemeat establishment" means an establishment on and from which horse, donkey or mule meat is sold;

"labourer" means an employee exclusively employed in one or more of the following occupations:—

- (a) Cleaning of premises, vehicles, live animals, utensils, implements or machinery;
- (b) loading or unloading goods, meat or poultry into or from vehicles;
- (c) delivering or conveying letters, messages or goods on foot or by means of a bicycle, tricycle, foot or hand-propelled vehicle; including a mechanically-propelled bicycle or tricycle or under 50 c.c. engine capacity;
- (d) the collection of orders and money from customers beyond the establishment;
- (e) sawing up soup meat by handsaw;
- (f) cleaning and chopping of bones;
- (g) cutting up and melting of fat for dripping;
- (h) cleaning and grinding of tools;
- (i) plucking and dressing of poultry;
- (j) pumping of meat;
- (k) mincing of meat and cutting up of meat for the purpose of mincing;
- (l) skinning and cleaning of game and calves;
- (m) making tea or similar beverages;
- (n) the occupations enumerated in clause 27 if designated to perform such work in terms of such clause in accordance with the requirements thereof;

"labour female" means a female employee exclusively employed in making tea or similar beverages and/or the cleaning of premises or utensils and/or laundering;

"motor vehicle driver" means an employee engaged in driving a motor vehicle except as otherwise provided in paragraph (c) of the definition labourer for the purpose of collecting or delivering meat and/or other goods and, for the purpose of this definition 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;

"Sub-blockman" means an employee engaged in performing the duties of a blockman for the purpose of attending exclusively to non-White customers subject to the written consent of the Council;

"retail meat trade" or "trade" means the trade in which employers and employees are associated for the purpose of the retail sale of meat, including all operations incident thereto, but, excluding—

- (a) the sale of meat in butcheries connected with eating houses in respect of which there is displayed in terms of section five (1) of the Shop Hours Ordinance No. 5 of 1923 (Transvaal) as amended, a notice Bantu Shop/Bantoewinkel of the content and description contained in regulation 3 as amended under the said Ordinance;

(b) die verkoop van vleis in eethuise ten opsigte waarvan 'n lisensiebelasting, voorgeskryf in item 9 van deel 1 van die Tweede Bylae tot die Licenties Konsolidatie Wet, betaalbaar is; of

(c) die verkoop van vleis in winkels en/of eethuise geleë op persele wat vir sakedoeleindes ingevolge die bepalings van die Precious Metals and Base Metals Act, No. 35 van 1908 (Transvaal) en vorige "Goudwette" toegestaan is; of

(d) die verkoop van vleis in winkels en/of eethuise geleë op handelspersele of handelstandplase soos omskryf in die Trading on Mining Ground Regulation Act, No. 13 van 1910 (Transvaal);

"verkoopsdame" 'n vroulike werknemer, uitgesonderd 'n toedraaier of 'n weër en prysbepaler, in diens by die verkoop van vleisprodukte of voorafgesnyde vleis, met inbegrip van die weeg en toedraai van sodanige vleis of vleisprodukte maar wat nie vleis volgens klante se bestellings en die verlangde gewigte mag sny nie;

"Sekretaris" die Sekretaris van die Nywerheidsraad vir 'n Kleinhandelvleisbedryf (Witwatersrand);

"loon" die bedrag geld wat ingevolge die bepalings van klousule 4 (1) ten opsigte van 'n werknemer se gewone werkure soos in klousule 6 voorgeskryf, aan hom betaalbaar is; met dien verstande dat indien 'n werkgewer gereeld 'n werknemer ten opsigte van sodanige werkure 'n hoër bedrag betaal as dié in klousule 4 (1) voorgeskryf, dit sodanige hoër bedrag beteken; voorts met dien verstande dat enige addisionele lewenskostetoelae ingevolge die bepalings van klousule 4 (2), by die bedrag wat ingevolge klousule 4 (1) betaalbaar is of by enige hoër bedrag in hierdie omskrywing bedoel, gevoeg moet word;

"weër en prysbepaler" 'n werknemer wat stukke vleis wat apart toegedraai is, weeg en pryse daarvoor bepaal voordat sodanige stukke toegedraaide vleis verkoop word;

"toedraaier" 'n werknemer wat stukke vleis apart toedraai voordat sodanige stukke vleis verkoop word.

4. BESOLDIGING.

(1) Geen laer lone as die volgende mag deur 'n werkgewer betaal of deur 'n werknemer aangeneem word nie:—

	R c
Blokman.....	25.00 per week.
Blokman in 'n perdevleisinrigting.....	14.80 per week.
Boekhouer:—	
Man.....	100.00 per maand.
Vrou.....	80.00 per maand.
Slagtersassistent.....	9.15 per week.
Kassier en Assistent-boekhouer:—	
Gedurende eerste jaar ondervinding.....	37.00 per maand.
Gedurende tweede jaar ondervinding.....	44.75 per maand.
Gedurende derde jaar ondervinding.....	52.50 per maand.
Gedurende vierde jaar ondervinding.....	60.25 per maand.
Daarna.....	68.00 per maand.
Los Blokman.....	6.00 per dag of deel van 'n dag.
Bestuurder van 'n motorvoertuig waarvan die onbelaste gewig, saam met die onbelaste gewig van enige sleepwaens wat deur sodanige voertuig getrek word:—	
(i) hoogstens 1,000 lb is.....	9.00 per week.
(ii) meer as 1,000 maar hoogstens 4,000 lb is.....	12.00 per week.
(iii) meer as 4,000 lb is.....	14.00 per week.
Arbeider.....	8.25 per week.
Arbeider, vrou.....	6.00 per week.
Verkoopsdame:—	
Gedurende eerste jaar ondervinding.....	37.00 per maand.
Gedurende tweede jaar ondervinding.....	44.75 per maand.
Gedurende derde jaar ondervinding.....	52.50 per maand.
Gedurende vierde jaar ondervinding.....	60.25 per maand.
Daarna.....	68.00 per maand.

(b) the sale of meat in eating-houses in respect of which a licence duly prescribed in item 9 of part 1 of the Second Schedule to the Licences Consolidation Act is payable; or

(c) the sale of meat in shops and/or eating-houses situated upon stands granted for business purposes under the provisions of the Precious Metals and Base Metals Act, No. 35 of 1908 (Transvaal) and prior Gold Laws; or

(d) the sale of meat in shops and/or eating-houses, situated upon trading stands or trading sites as defined in the Trading on Mining Ground Regulation Act, No. 13 of 1910 (Transvaal),

"saleslady" means a female employee other than a wrapper or a weigher and pricer, employed in the sale of small goods and pre-cut meat including the weighing and wrapping of such meat or small goods but shall not cut meat to the customers' requirements and desired weight;

"Secretary" means the Secretary of the Industrial Council for the Retail Meat Trade (Witwatersrand);

"wage" means the amount of money payable to an employee in terms of clause 4 (1) in respect of his ordinary hours of work as prescribed in clause 6; provided that if an employer regularly pays an employee in respect of such ordinary hours of work an amount higher than that prescribed in clause 4 (1), it means such higher amount: Provided further that any additional cost of living allowance payable in terms of clause 4 (2) shall be added to the amount payable to an employee in terms of clause 4 (1) or to any higher amount referred to in this definition;

"weigher and pricer" means an employee who weighs and prices separately wrapped portions of meat prior to the sale of such wrapped portions of meat;

"Wrapper" means an employee who wraps portions of meat separately prior to the sale of such portions of meat;

4. REMUNERATION.

(1) No employer shall pay and no employee shall accept wages lower than the following:—

	R c
Blockman.....	25.00 per week.
Blockman in a horsemeat establishment.....	14.80 per week.
Bookkeeper:—	
Male.....	100.00 per month.
Female.....	80.00 per month.
Butcher's assistant.....	9.15 per week.
Cashier and Assistant Bookkeeper:—	
During first year of experience.....	37.00 per month.
During second year of experience.....	44.75 per month.
During third year of experience.....	52.50 per month.
During fourth year of experience.....	60.25 per month.
Thereafter.....	68.00 per month.
Casual blockman.....	6.00 per day or part of a day.
Driver of motor vehicle the unladen weight of which, together with the unladen weight of any trailers drawn by such vehicle:—	
(i) does not exceed 1,000 lb.....	9.00 per week.
(ii) exceeds 1,000 lb. but does not exceed 4,000 lb.....	12.00 per week.
(iii) exceeds 4,000 lb.....	14.00 per week.
Labourer.....	8.25 per week.
Labourer female.....	6.00 per week.
Saleslady:—	
During first year of experience.....	37.00 per month.
During second year of experience.....	44.75 per month.
During third year of experience.....	52.50 per month.
During fourth year of experience.....	60.25 per month.
Thereafter.....	68.00 per month.

	R c
Onderblokman.....	14.80 per week.
Weër en Prysbepler:—	
Gedurende eerste jaar ondervinding.....	37.00 per maand.
Gedurende tweede jaar ondervinding.....	44.75 per maand.
Gedurende derde jaar ondervinding.....	52.50 per maand.
Gedurende vierde jaar ondervinding.....	60.25 per maand.
Daarna.....	68.00 per maand.
Toedraaier.....	8.25 per week.

Los werknemer, uitgesonderd 'n los blokman:—

Die minimum loon wat 'n werkgewer vir elke dag diens of gedeelte van 'n dag diens moet betaal, is soos volg:—

- In die geval van al daardie werknemers vir wie 'n stygende loonskaal in hierdie subklousule voorgeskryf word, en een-vyfde van die hoogste weekloon voorgeskryf vir die werknemer wat dieselfde klas werk verrig wat van 'n los werknemer vereis word;
- in die geval van alle ander werknemers, uitgesonderd 'n los blokman, een vyfde van die weekloon voorgeskryf vir 'n werknemer wat dieselfde klas werk verrig wat van 'n los werknemer vereis word.

(2) Vanaf die datum waarop hierdie Ooreenkoms in werking tree word die lewenskostoelae, voorgeskryf by Oorlogsmaatreël No. 43 van 1942, soos van tyd tot tyd gewysig, 'n integrale deel van die totale loon wat aan 'n werknemer in die Bedryf betaalbaar is, onderworpe aan die volgende voorwaardes, nl.—

Dat die lewenskostoelae wat aldus met die voorgeskrewe loon gekonsolideer is, voortgaan om by die toepassing van die volgende as lewenskoste gereken te word:—

- Oorlogsmaatreël No. 43 van 1942, soos van tyd tot tyd gewysig; en
- alle plaasvervangende of wysigende wetgewing wat of konsolidasie tot die genoemde bedrag verpligtend maak of Oorlogsmaatreël No. 43 van 1942 vervang.

Ingeval van 'n verhoging in die lewenskoste voorgeskryf by Oorlogsmaatreël No. 43 van 1942, soos van tyd tot tyd gewysig, moet die lone van werknemers dienooreenkomstig gewysig word.

(3) *Differensiële lone.*—'n Werkgewer wat van 'n lid van een klas van sy werknemers vereis of hom toelaat om op 'n bepaalde dag, hetsy bo en behalwe sy eie werk of in plaas daarvan, altesame meer as een uur se werk van 'n ander klas te verrig, waarvoor of—

- 'n hoër loon as dié vir sy eie klas; of
- 'n stygende loonskaal wat eindig op 'n hoër loon as dié vir sy eie klas,

in subklousule (1) voorgeskryf word, moet dié werknemer op daardie dag soos volg betaal—

- in die geval in paragraaf (a) bedoel, minstens een sesde van die hoogste weekloon in subklousule (1) voorgeskryf; en
- in die geval in paragraaf (b) bedoel, minstens een sesde van die hoogste weekloon wat in subklousule (1) vir die hoër klas voorgeskryf word;

met dien verstande dat as die enigste onderskeid tussen klasse kragtens subklousule (1) op ondervinding, geslag of ouderdom gebaseer is, die bepaling van hierdie subklousule nie van toepassing is nie.

(4) *Kontrakbasis.*—Elke werknemer moet as 'n weeklikse werknemer beskou word, tensy hy binne die omskrywing "los werknemer" val en moet minstens die volle weekloon voorgeskryf in subklousule (1) vir 'n werknemer van sy klas, betaal word, onderworpe aan die bepaling van subklousule (3) van klousule 4 en subklousule (3) van klousule 5, of hy die volle tyd of minder gewerk het, en is onderworpe aan die ander voorwaardes (vir sover hulle van toepassing is) wat vir sodanige werknemer voorgeskryf is.

(5) *Berekening van lone.*—Ten einde 'n werknemer, uitgesonderd 'n los werknemer, se loon te bereken—

- is die uurloon van 'n werknemer sy uurloon gedeel deur die getal gewone werkure vir sodanige werknemer by klousule 6 voorgeskryf;
- is die maandloon van 'n werknemer vier en een derde maal sy weekloon;
- is die weekloon van 'n werknemer sy maandloon gedeel deur vier en een derde.

	R c
Sub-blokman.....	14.80 per week.
Weigher and Pricer:—	
During first year of experience.....	37.00 per month.
During second year of experience.....	44.75 per month.
During third year of experience.....	52.50 per month.
During fourth year of experience.....	60.25 per month.
Therafter.....	68.00 per month.
Wrapper.....	8.25 per week.

Casual employee other than a casual blockman:—

The minimum rate at which remuneration shall be paid by an employer for each day or part of a day of employment shall be as follows:—

- In the case of all those employees for whom a rising scale of pay is prescribed in this sub-clause, one-fifth of the highest weekly wage prescribed for an employee performing the same class of work as the casual employee is required to perform.
- In the case of all other employees, other than a casual blockman, one-fifth of the weekly wage prescribed for an employee performing the same class of work as the casual employee is required to perform.

(2) As from the date on which this Agreement comes into operation, the cost of living allowance prescribed in War Measure No. 43 of 1942, as amended from time to time, shall become an integral part of the total wage payable to an employee in the Trade, subject to the following conditions, viz:—

That the cost of living allowance thus consolidated with the prescribed wage shall continue to count as cost of living allowance for the purpose of—

- War Measure No. 43 of 1942, as amended from time to time; and
- any substituting or amending legislation which either enforces consolidation up to the stated amount or replaces War Measure No. 43 of 1942.

In the event of any increase in the cost of living allowance prescribed in War Measure No. 43 of 1942, as amended from time to time, the wages of the employees shall be increased accordingly.

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

- a wage higher than that of his own class; or
- a rising scale of wages terminating in a wage higher than that of his own class.

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

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

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

(4) *Basis of Contract.*—Every employee shall be deemed to be a weekly employee unless he falls within the definition "casual employee" and shall be paid not less than the full weekly wage prescribed in sub-clause (1) for an employee of his class, subject to the provisions of sub-clause (3) of clause 4 and sub-clause (3) of clause 5, whether he has worked full time or less, and shall be subject to the other conditions (in so far as they may be applicable) prescribed for such an employee.

(5) *Calculation of Wages.*—For the purposes of calculating a employee's wage, other than a casual employee—

- the hourly wage of an employee shall be his weekly wage divided by the number of ordinary working hours prescribed for such employee in clause 6;
- the monthly wage of an employee shall be four and one third times his weekly wage;
- the weekly wage of an employee shall be his monthly wage divided by four and one third.

5. BETALING VAN BESOLDIGING.

(1) Lone en oortydbesoldiging word weekliks ten volle op Saterdag betaal en werknemers vir wie lone op 'n weeklikse grondslag voorgeskryf is, of voor of op die laaste dag van elke maand vir werknemers vir wie se lone op 'n maandelikse basis voorgeskryf is, of by diensbeëindiging in die geval van los werknemers of ander werknemers as dit vóór die gewone betaaldag van sodanige werknemers plaasvind. Werkgewers is verplig om 'n kwitansie te vereis en werknemers om 'n kwitansie te verstrek vir die besoldiging wat deur 'n werknemer aangeneem is.

(2) Uitgesonderd soos bepaal in die Bantoe (Stadsgebiede) Konsolidasiewet, 1945, of in die Bantoearbeid Regelingswet, 1911, mag daar van geen werknemer vereis word om as deel van sy dienskontrak etes en/of huisvesting by sy werkgever of by enige plek wat deur sy werkgever aangewys word, aan te neem nie, of om goedere van sy werkgever te koop nie. Daar mag nie van 'n werknemer wat instem om etes of huisvesting of albei van sy werkgever aan te neem, vereis word, of mag hy nie toegelaat word om weekliks meer te betaal nie as—

	Vir etes en huis- vesting.	Slegs vir etes.	Slegs vir huis- vesting.
	R c	R c	R c

Bestuurder, Onderblokman, Toedraaier, Arbeider, Slagtersassistent.....	1.50	1.00	0.50
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(3) 'n Werknemer mag geen boetes hoegenaamd opgelê word nie, of geen bedrae hoegenaamd, uitgesonderd die volgende, mag van die bedrae aan hom verskuldig, afgetrek word nie:

- wanneer 'n werknemer sonder toestemming van die werk wegby, 'n bedrag eweredig aan die tydperk van sodanige afwesigheid;
- in die geval van 'n werknemer wat instem om etes en/of huisvesting van hom aan te neem, 'n bedrag hoogstens gelyk aan dié wat in subklousule (2) bepaal word;
- bydraes tot die fondse van die Raad ingevolge klousule 13, Siekte- en Ongelukbydraes ingevolge klousule 10 en Pensioenbydraes ingevolge klousule 12;
- vakverenigingbydraes ingevolge klousule 15 (3);
- alle bedrae wat 'n werkgever regtens of op bevel van 'n bevoegde hof vereis of toegelaat word om af te trek;
- bedrae ingevolge voorbehoudsbepaling (iii) van subklousule (1) (b) van klousule 26.

6. BESIGHEIDSURE EN WERKURE.

(1) *Besigheidsure.*—(a) Geen werkgever mag 'n bedryfsinrigting oopmaak of toelaat dat 'n bedryfsinrigting oopgemaak word met die doel om handel te dryf of goedere te verkoop of te verskaf of toelaat dat enige werknemer goedere in of vanuit 'n bedryfsinrigting verkoop of verskaf nie—

- op Sondag of openbare vakansiedae;
- vóór 6-uur in die oggend;
- ná 2 nm. op Maandae;
- ná 3 nm. op Dinsdae en Donderdae;
- ná 5 nm. op Vrydae;
- ná 12-uur middag op Woensdae of 1 nm. op Saterdag.

(b) In die geval van kleinhandelverkoop op die persele van 'n algemene handelaarsaak uitgesonderd gedurende die tydperk in paragrawe (i) tot (vi) van subklousule (1) (a) uiteengesit—

- mag klante nie toegelaat word om toegang te hê tot 'n kleinhandelverkooplokaal binne sodanige algemene handelaarsaak nie; of
- mag vleis nie in sodanige verkooplokaal ten toon gestel word nie.

(c) Ondanks die bepalings van subklousule (1) (a), mag die Raad toestemming verleen wat 'n bedryfsinrigting magtig om van 6.00 vm. tot 6.00 nm. op Maandae tot Vrydae en van 6.00 vm. tot 1.00 nm. op Saterdag handel te dryf, op voorwaarde dat die Raad oortuig is dat—

- sodanige bedryfsinrigting een is waar vleis gewoonlik slegs aan nie-Blankes verkoop word;
- sodanige bedryfsinrigting nie gedurende die verlengde ure wat buite die besigheidsure, voorgeskryf in paragrawe (i) tot (vi) van subklousule (1) (a), val, aan 'n Blanke persoon vleis sal bedien of verkoop nie; en

5. PAYMENT OF REMUNERATION.

(1) Wages and payment for overtime rates shall be paid in full in cash weekly on Saturdays to employees for whom wages are prescribed on a weekly basis, or not later than the last day of each month for employees for whom wages are prescribed on a monthly basis, or on the termination of employment in the case of casual employees or other employees, if this should take place before the ordinary pay day of such employees. It shall be incumbent upon employers to require and upon employees to execute a receipt for the remuneration accepted by an employee.

(2) Save as provided in the Bantu (Urban Areas) Consolidation Act, 1945, or in the Bantu Labour Regulation Act, 1911, no employee shall be required as part of his contract of employment to board and/or lodge with his employer or at any place nominated by his employer or to purchase any goods from his employer.

Any employee who agrees to accept board or lodging or both from his employer shall not be required or allowed to pay more per week than—

	For Board and Lodging	For Board only.	For Lodging only.
	R c	R c	R c

Driver, Sub-blockman, wrapper, labourer, butcher's assistant.....	1.50	1.00	0.50
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(3) No fines or deductions of any kind shall be made from amounts due to any employee, other than the following:—

- When an employee is away or absents himself without permission from work, a *pro rata* amount for the period of such absence;
- in the case of an employee who agrees to board and/or lodge with him an amount not exceeding the amount provided for in sub-clause (2);
- contributions to the Council funds in terms of clause 13, Sick and Accident contributions in terms of clause 10 and Pension contributions in terms of clause 12;
- trade union subscriptions in terms of clause 15 (3);
- any amount which an employer is legally, or in terms of an order of any competent court, required or permitted to make;
- deductions in terms of proviso (iii) of sub-clause (1) (b) of clause 26.

6. HOURS OF BUSINESS AND HOURS OF WORK.

(1) *Hours of Business.*—(a) No employer shall open or permit to be open any establishment for the purpose of trading or the sale or supply of goods or permit any employee to sell or supply goods in or from such establishment—

- on any Sunday of public holiday;
- earlier than 6 o'clock in the morning;
- later than 2 o'clock in the afternoon on Mondays;
- later than 3 o'clock in the afternoon on Tuesdays and Thursdays;
- later than 5 o'clock in the afternoon on Fridays;
- later than 12 o'clock noon on Wednesdays or 1 o'clock in the afternoon on Saturdays.

(b) In the case of meat retailing within the premises of a multiple commodity store, except during the periods detailed in paragraph (i) to (vi) of sub-clause (1) (a)—

- customers shall not be permitted to have access to any meat retailing establishment within such store; or
- meat shall not be displayed in such establishment.

(c) Notwithstanding the provisions of sub-clause (1) (a) the Council may grant permission authorising an establishment to trade from 6 a.m. to 6 p.m. on Mondays to Fridays and from 6 a.m. to 1 p.m. on Saturdays subject to the condition that the Council is satisfied that—

- such establishment is one from which meat is normally sold only to non-Whites; and
- during the extended hours falling outside the hours of business prescribed in paragraphs (i) to (vi) of sub-clause (1) (a) such establishment will neither serve nor sell meat to a White person; and

- (iii) sodanige inrigting te alle tye bokant die hoofingang in 'n onverborgte posisie 'n kennisgewing ten toon te stel waarop in swart letters op 'n wit agtergrond die woorde "Bantu-Shop/Bantoewinkel" in letters minstens 6 duim hoog, 1 duim breed en 4 duim wyd geverf is (uitgesonderd in die geval van die letter "I" wat minstens 1 duim breed moet wees), met 'n spasie van minstens 1 duim tussen die letters van elke woord en 'n spasie van minstens 3 duim tussen die woorde.

Die Raad mag die toestemming wat hierby verleen word, te eniger tyd op skriftelike kennisgewing van een week aan die betrokke werkgewer intrek.

(2) *Werkure*.—(i) Die gewone werkure ten opsigte waarvan minimum lone in hierdie Ooreenkoms voorgeskryf word, is hoogstens 46 uur per week.

(ii) Geen werkgewer mag 'n werknemer as volg gebruik en geen werknemer mag as volg werk nie—

(a) langer as—

- (i) agt uur op 'n Maandag; dié ure moet voltooi wees binne nege uur vanaf die aanvangstyd van die werk;
- (ii) agt uur op 'n Dinsdag; dié ure moet voltooi wees binne nege uur vanaf die aanvangstyd van die werk;
- (iii) ses uur op 'n Woensdag; dié ure moet voltooi wees binne sewe uur vanaf die aanvangstyd van die werk;
- (iv) nege uur op 'n Donderdag; dié ure moet voltooi wees binne 12 uur vanaf die aanvangstyd van die werk;
- (v) 10 uur op 'n Vrydag; dié ure moet voltooi wees binne 12 uur vanaf die aanvangstyd van die werk;
- (vi) agt uur op 'n Saterdag; dié ure moet voltooi wees binne nege uur vanaf die aanvangstyd van die werk;

(b) vir 'n aaneenlopende tydperk van meer as vyf uur sonder 'n ononderbroke pouse van minstens een uur op alle werkdag, uitgesonderd Woensdag en Saterdag; met dien verstande dat tydperke van werk wat deur 'n pouse van minder as 'n uur onderbreek word, by die toepassing van hierdie subklousule as aaneenlopend beskou moet word. 'n Werkgewer moet aan sy werknemers redelik geleentheid verskaf om op Woensdag en Saterdag gedurende werkure werversings te nuttig;

(c) op meer as ses dae in 'n bepaalde week;

(d) op 'n Sondag of openbare vakansiedag;

(e) vóór 5 vm. op Maandag tot Vrydag en 4 nm. op Saterdag;

(f) later as middag op Woensdag;

(g) later as 5 nm. op Maandag, Dinsdag, Donderdag en Vrydag;

(h) later as 1 nm. op Saterdag.

(3) Geen werknemer in vaste diens by 'n werkgewer in die Kleinhandelverleisbedryf word toegelaat om sonder die skriftelike toestemming van die Raad vir 'n tweede werkgewer in die bedryf en/of in 'n ander bedryf binne of buite die ure te werk wanneer dit van hom verwag word om ingevolge die bepalings van subklousule (2) vir sy oorspronklike werkgewer te werk nie.

(4) *Voorbehoudsbepalings*.—Ondanks andersluidende bepalings in subklousule (2)—

(a) mag werknemers 'n bykomende halfuur per dag op elke werkdag per week werk, d.w.s. Maandag tot en met Saterdag, om die perseel skoon te maak;

(b) werknemers wat 'n weekloon van minstens R40 ontvang, mag 'n bykomende 10 uur per week, d.w.s. Maandag tot en met Saterdag, werk; met dien verstande dat hoogstens drie bykomende ure op enige sodanige dag gewerk mag word.

7. TYDSTATE, DIENS- EN LOONREGISTERS.

(1) Elke werkgewer moet op 'n opvallende plek in sy bedryfsinrigting elke Maandagoggend, of op die volgende dag as Maandag 'n openbare vakansiedag is, 'n tydstaat opklap wat die tyd aangee wat elke werknemer gedurende daardie week daagliks moet werk, en hy moet die tydstaat gedurig gedurende daardie tydperk opgeklap hou; met dien verstande dat indien die werkure van 'n werknemer of werknemers nie van week tot week verander nie, die tydstaat deur die werkgewer geëndosseer en geteken kan word "vir die week wat op begin, en tot verdere kennisgewing", en voorts met dien verstande dat wanneer die werkure van 'n werknemer verander word, 'n nuwe tydstaat opgestel moet word.

(2) Elke werknemer, uitgesonderd 'n motorvoertuigbestuurder, 'n slagtersassistent, 'n toedraaier of 'n arbeider, moet elke dag in 'n presensieregister, wat sy werkgewer moet verskaf, en wat altyd op die perseel gehou moet word, aantekene hoe laat hy begin werk en hoe laat hy ophou vir die dag, tesame met besonderhede wat betref die tyd wat hy ophou werk kragtens hierdie Ooreenkoms, en hoe laat hy daarna weer begin werk, en die begintyd en einde van enige ander tydperk wat hy gedurende die dag nie gewerk het nie. Elke werknemer moet die aanvangstyd van die

- (iii) such establishment shall at all times display over the main entrance in an unobscured position a sign which shall be painted in black on a white background the words "Bantu Shop/Bantoewinkel" in letters not less than 6 inches in height, 1 inch in breadth and 4 inches in width (except in the case of the letter "I" which shall be not less than 1 inch in breadth) with a space of not less than 1 inch between the letters of every word and a space of not less than 3 inches between words.

The permission granted in terms hereof may be withdrawn by the Council at any time by one week's notice thereof being given in writing to the employer concerned.

(2) *Hours of Work*.—(i) The ordinary working hours in respect of which minimum wages are prescribed in this Agreement shall not exceed 46 per week.

(ii) No employer shall employ an employee and no employee shall work—

(a) for more than—

- (i) eight hours on a Monday, such hours to be completed within nine hours from the time of commencement of duty;
- (ii) eight hours on a Tuesday, such hours to be completed within nine hours from the time of commencement of duty;
- (iii) six hours on a Wednesday, such hours to be completed within seven hours from the time of commencement of duty;
- (iv) nine hours on a Thursday, such hours to be completed within 10 hours from the time of commencement of duty;
- (v) 10 hours on a Friday, such hours to be completed within 12 hours from the time of commencement of duty;
- (vi) eight hours on a Saturday, such hours to be completed within nine hours from the time of commencement of duty;

(b) for a continuous period of more than five hours without an uninterrupted interval of at least one hour on all working days except Wednesdays and Saturdays; provided that for the purposes of this sub-clause periods of work interrupted by an interval of less than one hour shall be deemed to be continuous. An employer shall afford his employees reasonable opportunity to partake of refreshments on Wednesdays and Saturdays during working hours.

(c) on more than six days in any one week;

(d) on any Sunday or Public Holiday;

(e) before 5 a.m., on Mondays to Fridays and 4 a.m., on Saturdays;

(f) later than noon, on Wednesdays;

(g) later than 5 p.m., on Mondays, Tuesdays, Thursdays and Fridays;

(h) later than 1 p.m., on Saturdays.

(3) No employee in regular employment with an employer in the Retail Meat Trade shall be permitted to work for a second employer in the trade and/or in any other trade within or outside the hours he is called upon to work in terms of sub-clause (2) for his original employer, without the written permission of the Council.

(4) *Savings*.—Notwithstanding anything to the contrary contained in sub-clause (2)—

(a) employees may work an additional one half hour per day on each work day per week, viz. Monday to Saturday inclusive, for the purpose of cleaning premises;

(b) employees in receipt of a weekly wage of not less than R40 per week may work an additional ten hours per week, viz. Monday to Saturday inclusive; provided not more than three additional hours may be worked on any such day.

7. TIME SHEETS AND ATTENDANCE REGISTERS.

(1) Every employer shall exhibit in a conspicuous place within his establishment every Monday morning or the next day if Monday is a public holiday, a time sheet showing the time to be worked daily by every employee during that week and shall keep such time sheet continuously exhibited during this period provided that if the hours of work of an employee or employees are not changed from week to week the time sheet may be endorsed and signed by the employer "for the week commencing ... and until further notice" and, provided further that when the hours of work of an employee are changed a fresh time sheet be prepared.

(2) Every employee other than a motor vehicle driver, a butcher's assistant, a wrapper or a labourer, shall each day enter in an attendance register, which his employer shall provide, and which shall be kept on the premises at all times, the time he starts work and the time he finally ceases work for the day together with particulars as to the time he ceases work in terms of this Agreement, and the time he resumes work thereafter, and the commencing and finishing times of any other period during the day during which he was not employed.

werk, die einde en die hervatting van die werk vóór en ná die etensuur en die ophoutyd vir die dag aanteken op die tydstop wanneer dit plaasvind.

(3) Die bepalings van subklousules (1) en (2) is nie van toepassing nie op 'n werknemer wat 'n weekloon van minstens R40 ontvang.

8. OORTYDWERK EN OORTYDBESOLDIGING.

(1) *Oortydwerk*.—Alle tyd wat 'n werknemer langer werk as die getal gewone werkure voorgeskryf vir klousule 6 (2) en (4), na gelang van die geval, word geag oortyd te wees.

(2) *Beperking van oortydwerk*.—Oen werkgever mag van 'n werknemer vereis of hom toelaat om langer te werk nie as—

- (a) twee uur op 'n dag;
- (b) 10 uur in 'n week.

(3) *Vroulike werknemers*.—Ondanks andersluidende bepalings in hierdie klousule, mag 'n werkgever nie van 'n vroulike werknemer vereis of haar toelaat om die volgende tye te werk nie—

- (a) tussen 6 nm. en 6 vm.;
- (b) ná 1 nm. op meer as vyf dae in 'n week;
- (c) oortyd vir langer as twee uur op 'n dag;
- (d) oortyd op meer as drie agtereenvolgende dae in 'n week.
- (e) oortyd op meer as 60 dae in 'n jaar;

(f) oortyd ná voltooiing van haar gewone werkure vir langer as een uur op 'n dag tensy hy—

- (i) vóór die middag kennis daarvan aan sodanige werknemer gegee het;
- (ii) sodanige werknemer van 'n toereikende ete voorsien het en haar voldoende tyd gegee het om dit te nuttig voordat sy met oortydwerk moet begin; of
- (iii) sodanige werknemer minstens 25 sent betyds genoeg betaal het om haar in staat te stel om 'n ete te bekom en te nuttig voordat daar met oortydwerk begin moet word.

(4) *Besoldiging vir oortydwerk*.—'n Werkgever moet 'n werknemer wat oortyd werk, betaal teen 'n skaal van minstens een en 'n half maal sy uurloon ten opsigte van 'n uur of deel van 'n uur wat hy aldus gewerk het.

(5) *Laat aflewering*.—Wanneer 'n blokman of 'n vakleerling, as gevolg waarvan dat vleis laat by sy werkgever se bedryfsinrigting afgelewer word, aangesê word om in die bedryfsinrigting te wag om die vleis in ontvangs te neem, word tyd wat hy buite die gewone werkure, soos uiteengesit op die tydstaat wat in klousule 7 (1) bedoel word, vir die vleis moet wag, nie geag tyd gewerk te wees nie; met dien verstande dat 'n werkgever nie gedurende sodanige tydperke van sodanige blokman of vakleerling vereis om werk te verrig nie, en voorts met dien verstande dat sodanige werknemer die tyd wat hy vir die vleis wag buite die gewone werkure in die kolom vir "opmerkings" van die bywoningsregister en nie onder die kolom vir "gewone werkure" nie moet aanteken.

9. JAARLIKSE VERLOF.

(1) (a) Elke werknemer, uitgesonderd 'n werknemer in paragraaf (b) van hierdie subklousule bedoel, moet vir elke voltooië jaar van sy diens by dieselfde werkgever twee agtereenvolgende weke vakansieverlof met volle besoldiging toegestaan word.

(b) 'n Werknemer wat drie of meer agtereenvolgende jare diens by dieselfde werkgever of in dieselfde bedryfsinrigting, bereken vanaf die aanvangsdatum van sodanige diens, voltooi het, kwalifiseer vir drie agtereenvolgende weke jaarlikse verlof met volle besoldiging by die voltooiing van sodanige drie agtereenvolgende jare diens en is daarna geregtig op sodanige tydperk van drie weke verlof by die voltooiing van elke daaropvolgende jaar aanlopende diens by genoemde werkgever of in genoemde bedryfsinrigting. Sodanige verlof word, in die geval van werknemers wat daarvoor kwalifiseer, van toepassing vanaf die datum waarop sodanige kwalifiserende dienstrydperk voltooi is, of in die geval van 'n werknemer wat alreeds sodanige kwalifiserende dienstrydperk voltooi het, by die voltooiing van 'n voltooië jaar diens bereken vanaf die datum waarop die werknemer se vorige jaarlikse verlof het vóór die datum van inwerkingtreding van hierdie Ooreenkoms toegeken het. Met dien verstande dat indien 'n openbare vakansiedag binne die tydperk val wanneer die werknemer met verlof is, word die vakansiedag by dieselfde tydperk as 'n verdere verlof tydperk met volle besoldiging gevoeg. Die werkgever moet die tyd wanneer die verlof geneem moet word, vasstel, maar indien die werkgever 'n werknemer hierdie verlof nie op 'n vroër datum verleen het nie, moet die verlof toegestaan word om binne 'n maand na die voltooiing van 'n jaar diens te begin. Jaarlikse verlof mag nie met 'n tydperk van militêre opleiding ingevolge die Verdedigingswet, 1957, of met enige tydperk van siekteverlof kragtens klousules 10 of 11 van hierdie Ooreenkoms of met enige tydperk van kennisgewing van diensbeëindiging kragtens klousule 26 van hierdie Ooreenkoms, saamval nie.

(2) By diensbeëindiging moet 'n werkgever aan sy werknemer die volgende betaal:—

- (a) Volle besoldiging ten opsigte van jaarlikse verlof wat hom toekom teen die besoldiging wat die werknemer ontvang het toe sy verlof moes begin, maar wat nie vóór die datum van diensbeëindiging toegestaan is nie; en/of

Every employee shall make every such entry commencing work, ceasing and resuming work for meal breaks and ceasing work for the day at the time of occurrence.

(3) The Provisions of sub-clauses (1) and (2) shall not apply to an employee who is in receipt of a weekly wage of not less than R40 per week.

8. OVERTIME AND PAYMENT FOR OVERTIME.

(1) *Overtime*.—All time worked by an employee in excess of the number of ordinary hours of work prescribed in clause 6 (2) and (4) as the case may be, shall be deemed to be overtime.

(2) *Limitation of Overtime*.—An employer shall not require or permit an employee to work overtime for more than—

- (a) two hours on any day;
- (b) ten hours in any week.

(3) *Female Employees*.—Notwithstanding anything to the contrary contained in this clause, an employer shall not require or permit a female employee to work—

- (a) between 6 o'clock p.m. and 6 o'clock a.m.;
- (b) after 1 o'clock p.m. on more than five days a week;
- (c) overtime for more than two hours on any day;
- (d) overtime on more than three consecutive days in any week;
- (e) Overtime on more than sixty days in any year;

(f) overtime after completion of her ordinary hours of work for more than one hour on any day unless he has—

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

(4) *Payment for Overtime*.—An employer shall pay an employee who works overtime at a rate of not less than one and a half times his hourly wage in respect of each hour or part of an hour so worked.

(5) *Late Delivery*.—When a blockman or an apprentice, owing to the late delivery of meat to his employer's establishment is instructed to wait in the establishment in order to take delivery of the meat, any time spent waiting for such meat outside the normal working hours as shown on the time sheet referred to in clause 7 (1) shall not be regarded as working time; provided an employer does not require such blockman or apprentice to perform work during such periods and provided further that such employee shall enter the time spent in waiting for such meat outside the ordinary hours in the "remarks" column of the attendance register and not under the "normal hours of work" column in the attendance register.

9. ANNUAL LEAVE.

(1) (a) Each employee, other than an employee referred to in paragraph (b) of this sub-clause shall be given for each completed year of his service with the same employer two consecutive weeks' leave of absence on full pay.

(b) An employee who has completed three or more consecutive years' employment with the same employer, or in the same establishment calculated from the date of the commencement of such employment, shall qualify for three consecutive weeks annual leave of absence on full pay on the completion of such three consecutive years of employment and shall thereafter continue to qualify for such period of three weeks leave of absence on the completion of each subsequent year of consecutive employment with the said employer or in the said establishment. Such leave of absence shall commence to be applicable in the case of employees who qualify therefor as from the date such qualifying period of employment is completed, or in the case of an employee who has already completed such qualifying period of employment, on the completion of a completed year of employment calculated from the date the employee's last annual leave had accrued to him prior to the date of commencement of this Agreement; provided that if a public holiday occurs while an employee is on leave, such holiday shall be added to the said period as a further period of leave on full pay. The employer shall fix the time when such leave shall be taken, but if the employer shall not have granted to the employee this period of leave at an earlier date, such leave shall be given so as to commence within one month after the termination of a year's service. Annual leave shall not run concurrently with any period of military training under the Defence Act, 1957, or with any period of sick leave in terms of clauses 10 or 11 of this Agreement or with any period of notice of termination of employment in terms of clause 26.

(2) Upon termination of employment, an employer shall pay to his employee—

- (a) full pay in respect of annual leave which has accrued to him at the remuneration the employee was receiving when his leave became due but was not granted before the date of termination of employment; and/or

- (b) in die geval van 'n werknemer in subklousule (1) (a) bedoel, een vyf-en-twintigste van die weekloon wat hy onmiddellik voor die datum van sodanige diensbeëindiging ontvang het ten opsigte van elke voltooide week diens by die werkgever vanaf die datum waarop die werknemer laas 'n jaar diens ingevolge subklousule (1) voltooi het wat hom op jaarlikse verlof geregtig maak, of vanaf die datum van sy diensaanvaarding as sy diens minder as 12 maande is, na gelang van die geval;
- (c) in die geval van 'n werknemer in subklousule (1) (b) bedoel, drie nege-en-veertigstes van sy weekloon wat hy onmiddellik vóór die datum van sodanige diensbeëindiging ontvang het ten opsigte van elke voltooide week diens in sy derde of daaropvolgende jaar diens by dieselfde werkgever of dieselfde bedryfsinrigting vanaf die datum waarop die werknemer laas 'n jaar diens voltooi het ingevolge subklousule (1) waarkragtens hy op jaarlikse verlof geregtig is.

(3) By die toepassing van hierdie klousule word die uitdrukking "diens" geag 'n tydperk of tydperke te omvat waarin 'n werknemer—

- (a) ingevolge die bepalings van subklousule (1) met verlof afwesig is; of
- (b) verplig word om ingevolge die Verdedigingswet, 1957, militêre opleiding te ondergaan;
- (c) op las of op versoek van sy werknemer van sy werk afwesig is;
- (d) weens siekte of 'n ongeluk van sy werk afwesig is, en sy diens nie beëindig is nie;

wat in 'n jaar in die geval van (a) (c) en (d) altesaam hoogstens 10 weke beloop plus tot vier maande van enige tydperk van militêre opleiding wat in daardie jaar ondergaan is, en diens word geag 'n aanvang te neem—

- (i) in die geval van 'n werknemer wat ten opsigte van sy diens by dieselfde werkgever in die Kleinhandelvleisbedryf in die gebiede in klousule 1 bedoel, vóór die inwerking-treding van hierdie Ooreenkoms kragtens enige Wet op verlof geregtig was, van die datum af waarop sodanige werknemer laas ingevolge sodanige Wet op verlof geregtig geword het;
- (ii) in die geval van 'n werknemer wat by dieselfde werkgever in die Kleinhandelvleisbedryf in die gebiede in klousule 1 bedoel, vóór die aanvangsdatum van hierdie Ooreenkoms in diens was, en op wie enige Wet wat vir jaarlikse verlof voorsiening maak ten opsigte van diens in die Kleinhandelvleisbedryf in gebiede in klousule 1 bedoel, van toepassing was, maar wat nie op verlof ingevolge daarvan, van die datum af waarop sodanige diens 'n aanvang geneem het, geregtig geword het nie;
- (iii) in die geval van enige ander werknemer, van die datum af waarop die werknemer in sy werkgever se diens begin werk het, of van die datum van die inwerkingtreding van hierdie Ooreenkoms af, na gelang van die jongste datum.

(4) Elke werkgever moet die Sekretaris van die Raad in die vorm van Aanhangsel A in kennis stel wanneer enigeen van sy werknemers met verlof gaan en aan 'n werknemer aan wie verlof kragtens subklousule (1) van hierdie klousule toegestaan is, sy besoldiging ten opsigte van die verloftydperk vóór of op die laaste werkdag voor die aanvang van genoemde tydperk betaal.

(5) Geen werknemer mag in enige bedryf werk verrig terwyl hy met jaarlikse verlof is nie, en geen werkgever mag 'n werknemer gedurende sy jaarlikse verlof in diens neem nie.

(6) *Openbare vakansiedae.*—'n Werknemer is geregtig op en moet verlof met volle besoldiging verleen word op alle openbare vakansie dae; met dien verstande dat indien 'n werknemer op die werkdag wat 'n openbare vakansiedag onmiddellik voorafgaan of onmiddellik daarop volg, van sy werk afwesig is en nie op betaling ten opsigte van sodanige werkdag geregtig is nie, hy nie op betaling ten opsigte van sodanige openbare vakansiedag geregtig sal wees nie.

(7) Ondanks andersluidende bepalings hierin vervat, kan 'n werkgever wat 'n werknemer jaarlikse verlof ingevolge subklousule (1) (b) moet verleen, van sodanige werknemer vereis om betaling aan te neem in plaas van die addisionele weke verlof wat hy aan sodanige werknemer met toestaan.

(8) Hierdie klousule is nie van toepassing ten opsigte van los werknemers nie.

10. SIEKTE- EN ONGELUKSVORDELE.

(1) Hierdie klousule is slegs van toepassing op voltydse blokmanne, manlike boekhouders, vroulike boekhouders, kassiers, assistent-boekhouders, verkoopsdames, weërs en prysbepalers en vakleerlinge.

(2) Ten einde siekte- en ongeluksvoordele in subklousule (4) gespesifiseer aan werknemers wat in subklousule (1) hierbo bedoel word, en hul afhanklikes, te verskaf, moet 'n werkgever ten opsigte van elke maand die bedrag wat as werknemers se bydraes aangegee word, van die loon wat aan genoemde werknemers in sy diens betaalbaar is, aftrek in ooreenstemming met

(b) in the case of an employee referred to in sub-clause (1) (a) one twenty-fifth of his weekly wage he was receiving immediately before the date of such termination in respect of each completed week of employment with the employer from the date on which the employee had last completed a year's service in terms of sub-clause (1) entitling him to annual leave or the date of his engagement when his service is less than twelve months, as the case may be;

(c) in the case of an employee referred to in sub-clause (1) (b), three forty-ninths of his weekly wage he was receiving immediately before the date of such termination in respect of each completed week of employment in his third or subsequent year of employment with the same employer or in the same establishment from the date on which the employee had last completed a year's service in terms of sub-clause (1) entitling him to annual leave.

(3) 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); or
- (b) required to undergo military training under the Defence Act, 1957;
- (c) absent from work on the instructions or at the request of his employer;
- (d) absent from work due to illness or accident and employment has not been terminated;

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

- (i) in the case of an employee who, in respect of his employment with the same employer in the Retail Meat Trade in the areas referred to in clause 1, 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 leave under such law;
- (ii) in the case of an employee who was in employment with the same employer in the Retail Meat Trade in the areas specified in clause 1 before the date of commencement of this Agreement, and, to whom any law providing for annual leave in respect of employment in the Retail Meat Trade, in the areas specified in clause 1 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.

(4) Every employer shall notify the Secretary of the Council in the form of Annexure A, when any of his employees proceed on leave and shall pay to an employee to whom leave is granted in terms of sub-clause 1 of this clause, his pay in respect of the period of leave not later than the last working day before the commencement of the said period.

(5) No employee, while on annual leave shall perform any work in any trade or occupation and no employer shall employ an employee during his annual leave period.

(6) *Public Holidays.*—An employee shall be entitled to and be granted leave on full pay on all public holidays; provided that if an employee is absent from work on the work day immediately preceding and the work day immediately succeeding any public holiday and is not entitled to payment in respect of such work days, he shall not be entitled to payment in respect of such public holiday.

(7) Notwithstanding anything to the contrary herein contained, an employer who is required to grant an employee annual leave in terms of sub-clause (1) (b), may require such employee to accept payment in lieu of leave of the additional week's leave he is required to grant such employee.

(8) This clause shall not apply in respect of casual employees.

10. SICK AND ACCIDENT BENEFITS.

(1) This clause shall apply in respect of full-time blockmen, male bookkeepers, female bookkeepers, cashiers and assistant bookkeepers, salesladies, weigher and pricers and apprentices only.

(2) For the purpose of providing employees referred to in sub-clause (1) above and their dependants with the benefits specified in sub-clause (4), an employer shall in respect of each month deduct from the wages payable to the said employees in his employ the amount indicated as employees contribution in

ondergenoemde Bylae ten opsigte van elke sodanige werknemer wat in die werkgewer se diens was op die eerste dag van sodanige maand of in die geval van 'n werknemer wat in diens tree ná die eerste dag van die maand, as die werkgewer die eerste werkgewer is om hom in sodanige maand in diens te neem. Bedrae wat ingevolge hierdie bepalings vasgetrek moet word, moet van die laaste betaling van lone wat aan elke werknemer ten opsigte van elke maand betaal is, afgetrek word, of sodanige werknemer die volle maand vir die werkgewer van wie vereis word om bedrae af te trek, gewerk het of nie.

accordance with the undermentioned schedule in respect of any such employee who was in the employer's employ on the first day of such month or in the case of an employee who obtains employment after the first day of the month, if the employer is the first employer to employ him in such month. Deductions required to be effected in terms hereof shall be made from the last payment of wages paid to each employee in respect of each month whether such employee has worked for the full month for the employer who is required to make deductions, or not:—

Blokmanne, Manlike boekhouders, Vroulike boekhouders, Kassiers, Assistent-boekhouders, Verkoopdames, Weërs, Prysbepalers en Vakleerlinge.	Werknemers in die Kleinhandelverleisbedryf op die datum van inwerkintreding van hierdie Ooreenkoms, met inbegrip van werknemers wat ná genoemde datum tot die Kleinhandelverleisbedryf toetree en wat op dié datum nie ouer as 54 jaar is nie.		Werknemers wat tot die Kleinhandelverleisbedryf toetree ná inwerkintreding van hierdie Ooreenkoms en wat tussen 55 en 59 jaar oud is.		Werknemers wat tot die Kleinhandelverleisbedryf toetree ná inwerkintreding van hierdie Ooreenkoms en wat tussen 60 jaar en ouer is.	
	Bydrae van werknemers.	Bydrae van werkgewers.	Bydrae van werknemers.	Bydrae van werkgewers.	Bydrae van werknemers.	Bydrae van werkgewers.
Ongetroude lid.....	R c 3.32	R c 2.75	R c 3.67	R c 3.10	R c 4.02	R c 3.45
Lid met een afhanklike.....	5.07	3.75	6.07	4.10	7.12	4.45
Lid met twee afhanklikes.....	5.97	3.75	7.37	4.10	8.62	4.45
Lid met twee of drie afhanklikes.....	7.07	3.75	8.62	4.10	10.12	4.45
Lid met vyf of meer afhanklikes.....	7.57	3.75	9.22	4.10	10.87	4.45

In die geval van vroulike boekhouders, kassiers en assistent-boekhouders, verkoopdames, weërs en prysbepalers en vakleerlinge word die bydrae van die werknemers en die bydrae van die werkgewers albei met 50c verminder. In die geval van vakleerlinge moet die bydraes wat deur sowel die werknemers as die werkgewers betaalbaar is, deur die werkgewer betaal word, d.w.s. geen bedrag mag van die vakleerling se loon afgetrek word nie.

Blockmen, Male Bookkeepers, Female Bookkeepers, Cashiers and Assistant Bookkeepers, Salesladies, Weighers and Pricers, Apprentices.	Employees in the Retail Meat Trade at the date of coming into operation of this Agreement and including Employees entering the Retail Meat Trade after the said date who at such date are not older than 54 years of age.		Employees entering the Retail Meat Trade after the coming into operation of this Agreement who are between 55 and 59 years of age.		Employees entering the Retail Meat Trade after the coming into operation of this Agreement who are 60 years of age or over.	
	Employees' Contribution.	Employers' Contribution.	Employees' Contribution.	Employers' Contribution.	Employees' Contribution.	Employers' Contribution.
Single Member.....	R c 3.32	R c 2.75	R c 3.67	R c 3.10	R c 4.02	R c 3.45
Member with one Dependant.....	5.07	3.75	6.07	4.10	7.12	4.45
Member with two Dependents.....	5.97	3.75	7.37	4.10	8.62	4.45
Member with three or four Dependents.....	7.07	3.75	8.62	4.10	10.12	4.45
Member with five or more Dependents.....	7.57	3.75	9.22	4.10	10.87	4.45

In the case of Female Bookkeepers, Cashiers and Assistant Bookkeepers, Salesladies, Weighers and Pricers and Apprentices. The Employees' contribution and the Employers' contribution respectively shall be reduced by 50c. In the case of Apprentices both the Employees' and the Employers' contribution payable shall be paid by the Employer i.e. no deduction will be made from the Apprentices wages.

(3) Die bedrae soos voorgeskryf en aftrekbaar ingevolge die bepalings van die Bylae by subklousule (2), moet voor of op die 10de van elke daaropvolgende maand deur die werkgewer aan die Sekretaris van die Raad, Posbus 10589, Johannesburg, gestuur word saam met die ooreenstemmende bydraes wat in genoemde Bylae as die bydrae van die werkgewer aangegee word en wat die werkgewer ten opsigte van elke werknemer moet betaal. Bedrae wat ingevolge hierdie subklousule betaal word, moet van 'n gedetailleerde staat in die vorm van Aanhangsel (E) vergesel gaan.

(4) Van die bedrae wat ingevolge subklousule (3) hierbo ontvang is, moet die Raad die betrokke werknemers van die volgende voorsien:—

- Mediese en ongeluksvoordele ooreenkomstig die M1-skema van die South African National Sickness and Accident Insurance Company, Ltd., en onderworpe aan die bepalings en voorwaardes daarin gespesifiseer;
- 'n bedrag van R20 per week in die geval van blokmanne en manlike boekhouders, en R10 per week in die geval van ander werknemers vir 'n maksimum tydperk van 52 weke in 'n jaar ingeval hulle as gevolg van siekte of in 'n ongeluk van hul werk afwesig is, ooreenkomstig die bepalings van die ongeskiktheidbetalingskema van die South African National Sickness and Accident Insurance Company, Ltd.;
- ongeluksversekering tot 'n maksimum dekking van R1,000 per werknemer soos deur die South African National Sickness and Accident Insurance Company, Ltd., verskaf;

(3) The amounts as prescribed and deductible in terms of the schedule to sub-clause (2) shall be transmitted by the employer to the Secretary of the Council P.O. Box 10589, Johannesburg, on or before the 10th of each succeeding month, together with the corresponding contributions indicated in the said schedule as the employer's contribution and required to be paid by the employer in respect of each employee. Payments in terms of this sub-clause shall be accompanied by a detailed statement in the form of Annexure E.

(4) From the amounts received in terms of sub-clause (3), the Council shall provide the employees concerned with:—

- Medical and Accident Benefits in accordance with the M1 Scheme of the South African National Sickness and Accident Insurance Company Ltd., and subject to the terms and conditions specified therein.
- Payment of R20 per week in the case of blockmen and male bookkeepers and R10 per week in the case of other employees for a maximum period of 52 weeks in any year in the event absence from work due to illness or accident in accordance with the terms and conditions of the Disability Payment Scheme of the South African National Sickness and Accident Insurance Company Ltd.
- Accident Insurance to a maximum cover of R1,000 per employee as provided by the South African National Sickness and Accident Insurance Company Ltd.

(d) groeplewensversekering van R600 soos deur die South African National Life Assurance Co. verskaf;

Die premies wat die Raad aan die versekeraar ten opsigte van bogenoemde voordele moet betaal, is soos volg:—

(i) Ten opsigte van paragraaf (a) hierbo:—

Blokmanne, Manlike boekhouders, Vroulike boekhouders, Kassiers, Assistent-boekhouders, Verkoopdames, Weërs, Prysbepalers en Vakleerlinge.	Werknemers in die Kleinhandelvisbedryf op die datum van inwerk-treding van hierdie Ooreenkoms, met inbegrip van werknemers wat ná genoemde datum tot die Kleinhandelvisbedryf toetree en wat op dié datum nie ouer as 54 jaar is nie.	Werknemers wat tot die Kleinhandelvisbedryf toetree ná inwerk-treding van hierdie Ooreenkoms en wat tussen 55 en 59 jaar oud is.	Werknemers wat tot die Kleinhandelvisbedryf toetree ná inwerk-treding van hierdie Ooreenkoms en wat tussen 60 jaar en ouer is.
	per maand. R c	per maand. R c	per maand. R c
Ongetroude lid.....	2.75	3.45	4.15
Lid met een afhanklike.....	5.50	6.90	8.25
Lid met twee afhanklikes.....	6.50	8.15	9.75
Lid met twee of drie afhanklikes.....	7.50	9.40	11.25
Lid met vyf of meer afhanklikes.....	8.00	10.00	12.00

Blockmen, Male Bookkeepers, Female Bookkeepers, Cashiers and Assistant Bookkeepers, Salesladies, Weighers and Pricers, Apprentices.	Employees in the Retail Meat Trade at the date of coming into operation of this Agreement and including Employees entering the Retail Meat Trade after the said date who at such date are not older than 54 years of age.	Employees entering the Retail Meat Trade after the coming into operation of the Agreement who are between 55 and 59 years of age.	Employees entering the Retail Meat Trade after the coming into operation of this Agreement who are 60 years of age or over.
	Per Month. R c	Per Month. R c	Per Month. R c
Single Member.....	2.75	3.45	4.15
Member with one Dependant.....	5.50	6.90	8.25
Member with two Dependents.....	6.50	8.15	9.75
Member with three or four Dependents.....	7.50	9.40	11.25
Member with five or more Dependents.....	8.00	10.00	12.00

(ii) Ten opsigte van paragraaf (b) hierbo:—

R2 per maand ten opsigte van Blokmanne en Manlike Boekhouders.

R1 per maand ten opsigte van Vroulike Boekhouders, Kassiers en Assistent-boekhouders, Verkoopdames, Weërs en Prysbepalers en Vakleerlinge.

(iii) Ten opsigte van paragraaf (c) hierbo: R0.37 per maand.

(iv) Ten opsigte van paragraaf (d) hierbo: R0.20 per maand;

Met dien verstande dat die Raad die verskaffing van enigeen of almal van bostaande voordele wat of deur genoemde South African National Sickness and Accident Insurance Company, Ltd., of South African National Life Assurance Company, na gelang van die geval, gebied word, mag staak. In dié geval is die bydraes soos by subklousule (3) hiervan voorgeskryf of dié gedeelte wat gelyk is aan die premie vir die voordeel wat gestaak is, nogtans steeds aan die Raad betaalbaar en moet aan die rekening van elke werknemer ten opsigte van wie genoemde bedrae betaal is, gekrediteer word, onderworpe daaraan dat die Raad alternatiewe voordele verskaf wat behoorlik deur 'n wysiging van hierdie Ooreenkoms wat van toepassing is ingevolge die bepaling van artikel *agt-en-veertig* van die Wet op Nywerheidsversoenings, teweeggebring is, binne 'n tydperk van nege maande van die datum van sodanige staking af, en indien die Raad in gebreke bly om die voordele te verskaf, moet genoemde geld aan die werkgewer en werknemer terugbetaal word, ooreenkomstig die bedrae wat hulle onderskeidelik bygedra het en die Raad moet in elk geval sodanige bydraes wat ten opsigte van 'n werknemer wat die Kleinhandelvisbedryf verlaat het vóór die verskaffing van alternatiewe voordele, soos hierin voorsien, terugbetaal.

(5) Wat oorbly van die geld wat ingevolge subklousule (3) ingevorder word, kom die fonds van die Raad toe wat verantwoordelik is vir alle uitgawes in verband met die invordering van bedrae wat in hierdie klousule en klousule 12 van dié Ooreenkoms bepaal word.

(6) Die Raad is die liggaam wat verantwoordelik is vir die afhandeling van alle sake wat voortspruit uit of in verband staan met die betaling van premies en voordele ingevolge hierdie klousule wanneer enige geskil in verband hiermee ontstaan.

(7) Hierdie klousule is van toepassing vanaf die eerste dag van die maand wat volg op die datum waarop hierdie Ooreenkoms bindend verklaar word kragtens artikel *agt-en-veertig* van die Wet; met dien verstande dat indien sodanige dag die eerste dag van die maand is, die klousule van sodanige datum af geag moet word van toepassing te wees.

(d) Group Life Insurance of R600 as provided by the South African National Life Assurance Co.

The premiums to be paid by the Council to the Insurer in respect of the above benefits shall be:—

(i) In respect of paragraph (a) above:—

(ii) In respect of paragraph (b) above:

R2.00 per month in respect of Blockmen and Male Bookkeepers.

R1.00 per month in respect of Female Bookkeepers, Cashiers and Assistant Bookkeepers, Salesladies, Weighers and Pricers and Apprentices.

(iii) In respect of paragraph (c) above: R0.37 per month.

(iv) In respect of paragraph (d) above: R0.20 per month.

Provided that the Council may discontinue the provision of any or all of the above benefits through the facilities offered by the said South African National Sickness and Accident Insurance Company Ltd. or South African National Life Assurance Company, as the case may be. In such event the contributions as prescribed in sub-clause (3) or such portion thereof as is equivalent to the premium for the benefit discontinued shall nevertheless continue to be payable to the Council and shall be credited to the account of each employee in respect of whom the said payments have been made subject to the Council providing alternative benefits duly implemented by way of an amendment of this Agreement applicable in terms of section *forty-eight* of the Industrial Conciliation Act within a period of nine months of the date of any such discontinuation and failing which, the said moneys shall be refunded to the employers and employees accordingly to the amounts they had respectively contributed and the Council shall in any event similarly refund such contributions received in respect of any employee who had left the Retail Meat Trade prior to the provision of alternative benefits as herein provided.

(5) The residue of moneys collected in terms of sub-clause (3) shall accrue to the funds of the Council which shall be responsible for all expenses connected with the collection of payments prescribed in this clause and clause 12 of this Agreement.

(6) The Council shall be the body responsible for dealing with all matters arising from or in connection with the payments of premiums and benefits in terms of this clause when any dispute arises in connection therewith.

(7) This Clause shall apply as from the first day of the month following on the date from which this Agreement is declared to the binding in terms of section *forty-eight* of the Act; provide that if such day is the first day of the month this clause shall be deemed to apply as from such date.

(8) Hierdie klousule is nie ten opsigte van los werknemers van toepassing nie.

(9) By die toepassing van hierdie klousule beteken "afhanklike" 'n gade van 'n lid of 'n lid se kind onder die leeftyd van 18 jaar.

11. SIEKTEVERLOF.

(1) Behoudens die bepalings van subklousule (2) moet 'n werkgewer sy voltydse werknemers, uitgesonderd 'n blokman, manlike boekhouer, vroulike boekhouer, kassier en assistent-boekhouer, verkoopsdame, weër en prysbepaler en vakleerling, wat as gevolg van ongeskiktheid afwesig is, minstens 'n totaal van 12 werkdae siekteverlof gedurende elke kringloop van 12 agtereenvolgende maande diens by hom toestaan, en sodanige werknemer ten opsigte van 'n tydperk van afwesigheid ingevolge hierdie subklousule minstens die loon wat hy sou ontvang het as hy gedurende sodanige tydperk gewerk het, betaal; met dien verstande dat 'n werknemer in elke 12 agtereenvolgende maande diens op nie meer as één werkdag siekteverlof met volle besoldiging ten opsigte van elke voltooide maand diens geregtig is nie.

(2) 'n Werkgewer mag, as 'n vooropgestelde voorwaarde, vir die betaling van enige bedrag wat 'n werknemer ten opsigte van afwesigheid van sy werk eis, vereis dat 'n werknemer 'n sertifikaat moet indien wat deur 'n geregistreerde mediese praktisyn onderteken is en wat die aard en duur van die werknemer se ongeskiktheid bevestig.

(3) Waar 'n werknemer gedurende elke kringloop van 12 maande diens by dieselfde werkgewer weens ongeskiktheid afwesig is vir 'n tydperk wat langer is as dié wat op die tydstop van sodanige ongeskiktheid opgevolg het, is hy geregtig daarop om slegs ten opsigte van dié verlof wat aldus opgevolg het, betaal te word; maar sy werkgewer moet, as hy dit nie reeds gedoen het nie, by verstryking van genoemde dienskringloop of by diensbeëindiging vóór sodanige verstryking, hom vir sodanige langer tydperk van afwesigheid weens onvermoë om te werk, betaal in dié mate waarin siekteverlof wat by sodanige verstryking of diensbeëindiging opgevolg het, nie geneem is nie.

(4) (a) By die toepassing van hierdie klousule word die uitdrukking "diens" geag die tydperk of tydperke in te sluit waarin 'n werknemer afwesig is—

- (i) met jaarlikse verlof ingevolge klousule 9;
- (ii) op las of op versoek van sy werkgewer;
- (iii) met siekteverlof ingevolge subklousule (1);
- (iv) met dié goedkeuring of kondonering van sy werkgewer;
- (v) om enige rede wat nie met die dienskontrak in stryd is nie;
- (vi) om militêre opleiding te ondergaan;

wat altesaam in 'n jaar hoogstens 10 weke ten opsigte van items (i), (ii), (iii), (iv) en (v) beloop, plus tot vier maande militêre opleiding wat in daardie jaar ondergaan is, en 'n diens tydperk wat 'n werknemer by dieselfde werkgewer gehad het onmiddellik vóór die datum waarop hierdie Ooreenkoms in werking getree het, word by die toepassing van hierdie klousule geag diens onder hierdie Ooreenkoms te wees, en alle siekteverlof met volle besoldiging wat aan 'n werknemer gedurende sodanige tydperk toegestaan is, word geag onder hierdie Ooreenkoms toegestaan te gewees het;

(b) beteken "ongeskiktheid" dié onvermoë om te werk weens 'n siekte of besering, uitgesonderd dié wat veroorsaak is deur 'n werknemer se eie wangedrag; met dien verstande dat onvermoë om te werk, wat veroorsaak is deur 'n ongeluk ten opsigte waarvan vergoeding ingevolge die Ongevalwet, 1941, betaalbaar is, geag word ongeskiktheid te wees slegs ten opsigte van enige tydperk van onvermoë om te werk waarvoor geen vergoeding weens ongeskiktheid ingevolge daardie Wet betaalbaar is nie.

(5) Elke werkgewer moet binne 14 dae nadat siektebesoldiging ingevolge hierdie klousule betaal is, die Raad in die vorm van Aanhangsel B daarvan in kennis stel.

(6) Hierdie klousule is nie ten opsigte van los werknemers van toepassing nie.

12. PENSIOENFONDS.

(1) Hierdie klousule is alleen op voltydse blokmanne, manlike boekhouders, vroulike boekhouders, kassiers en assistent-boekhouders, verkoopsdames, weërs en prysbepalers en vakleerlinge van toepassing.

(2) Ten einde werknemers wat in subklousule (1) hierbo bedoel word, van pensioenvoordele te voorsien, moet 'n werkgewer ten opsigte van elke maand van die loon wat aan genoemde werknemers betaalbaar is, 'n bedrag aftrek ooreenkomstig ondergenoemde Bylae ten opsigte van elke sodanige werknemer wat op die eerste dag van sodanige maand in dié diens van die werkgewer was, of in die geval van 'n werknemer wat ná die eerste dag van die maand in diens geneem word, as die werkgewer die eerste werkgewer is wat hom in sodanige maand in diens neem. Bedrae wat ingevolge hiervan afgetrek moet word, moet van die laaste loongeld wat ten opsigte van elke maand aan 'n werknemer betaal word, afgetrek word, of sodanige werknemer vir dié volle maand, vir die werkgewer wat die bedrag moet aftrek, gewerk het of nie.

Per maand.

R c

Blokman en manlike boekhouders.....	1.50
Vroulike boekhouders, assistent-boekhouders en kassiers, verkoopsdames, weërs en prysbepalers.....	1.00

(8) This clause shall not apply in respect of casual employees.

(9) For the purposes of this clause a "dependant" shall mean a spouse or child of a member under 18 years of age.

11. SICK LEAVE.

(1) Subject to the provisions of sub-clause (2), an employer shall grant to his full-time employees, other than a blockman, male bookkeeper, female bookkeeper cashier and assistant bookkeeper, saleslady, weigher and pricer and apprentice, who is absent from work through incapacity, not less than twelve work days sick leave in the aggregate during each cycle of twelve consecutive months of employment with him, and shall pay such employee in respect of any period of absence in terms of this sub-clause not less than the wage he would have received had he worked during such period; provided that in each twelve consecutive months of employment an employee shall not be entitled to sick leave on full pay at a rate of more than one work day in respect of each completed month of employment.

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

(3) Where, during each cycle of twelve months of employment with the same employer an employee is absent owing to incapacity for a period in excess of any sick leave accrued at the time of such incapacity, he shall be entitled to be paid only in respect of such leave as has so accrued; but his employer shall, if he has not previously done so, at the expiry of the said cycle of employment or on termination of employment before such expiry pay him in respect of such excess period of absence owing to incapacity to the extent to which sick leave, accrued at such expiry or termination, had not been taken.

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

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

- (i) on annual leave in terms of clause 9.
- (ii) on the instruction or the request of his employer;
- (iii) on sick leave in terms of sub-clause (1);
- (iv) with the consent or condonation of his employer;
- (v) for any reason not being in breach of the contract of employment;

(vi) undergoing military training; in pursuance of the Defence Act, 1957; amounting in the aggregate in any year to not more than ten weeks in respect of items (i), (ii), (iii), (iv) and (v), plus up to four months of any military training undergone in that year, and any period of employment which an employee has had with the same employer immediately before the date of the coming into operation of this Agreement shall for the purpose of this clause be deemed to be employment under this Agreement, and any sick leave on full pay granted to such an employee during such period shall be deemed to have been granted under this Agreement;

(b) "incapacity" means inability to work owing to any sickness or injury other than that caused by an employee's own misconduct: Provided that any inability to work caused by an accident for which compensation is payable under the Workmen's Compensation Act, 1941, shall be deemed to be incapacity only in respect of any period of inability to work for which no disablement payment is payable in terms of that Act.

(5) Every employer shall notify the Council in the form of Annexure B, within fourteen days of payment of sick leave in terms of this clause.

(6) This clause shall not apply in respect of casual employees.

12. PENSION FUND.

(1) This clause shall apply in respect of fulltime blockmen, male bookkeepers, female bookkeepers, cashiers and assistant bookkeepers, salesladies, weighers and pricers and apprentices only.

(2) For the purpose of providing employees referred to in sub-clause (1) above with Pension benefits, an employer shall in respect of each month deduct from the wages payable to the said employees in his employ an amount in accordance with the undermentioned Schedule in respect of any such employee who was in the employer's employ on the first day of such month or in the case of an employee who obtains employment after the first day of the month, if the employer is the first employer to employ him in such month. Deductions required to be effected in terms hereof shall be made from the last payment of wages paid to each employee in respect of each month whether such employee has worked for the full month for the employer who is required to make the deduction, or not.

Per Month.

R c

Blockmen and male bookkeepers.....	1.50
Female bookkeepers, assistant bookkeepers and cashiers, salesladies, weigher and pricers.....	1.00

(3) Die bedrae soos voorgeskryf en aftrekbaar ingevolge subklousule (2) hierbo, moet voor of op die 10de dag van die daaropvolgende maand, saam met 'n gelyke bedrag van die werkgewer, aan die Sekretaris van die Nywerheidsraad, Posbus 10589, Johannesburg, gestuur word. Bedrae wat ingevolge hierdie subklousule betaal word, moet vergesel gaan van 'n gedetailleerde staat in die vorm van Aanhangsel (E) van hierdie Ooreenkoms. Daarbenewens moet 'n werkgewer ten opsigte van elke vakleerling in sy diens, sonder om 'n bedrag van genoemde vakleerling se besoldiging af te trek, R1.50 aan die Raad betaal, en die bepaling van hierdie klousule is *mutatis mutandis* van toepassing met betrekking tot sodanige betaling.

(4) Die geld ingevolge subklousule (3) hierbo ontvang, moet deur die Sekretaris van die Raad aan die African Life Assurance Society, Limited, Johannesburg, gestuur word, ten opsigte van en namens elke werknemer om hom te dek vir Pensioenfondsvoordele waarvoor daar in Groeppolis No. 412113 voorsiening gemaak word, en behoudens die bepalinge en voorwaardes wat daarin gespesifiseer word, en 'n kopie van die polis moet aan die Sekretaris van Arbeid gestuur word.

(5) Die Raad is die liggaam wat verantwoordelik is vir die afhandeling van alle sake wat voortvloei uit of wat in verband staan met die betaling van premies en voordele kragtens hierdie klousule.

(6) Hierdie klousule is van toepassing van die eerste dag van die maand af wat volg op die datum waarop hierdie Ooreenkoms kragtens artikel agt-en-veertig (1), (2) en (4) bindend verklaar word; met dien verstande dat indien sodanige dag die eerste dag van die maand is, dié klousule geag moet word van sodanige dag af van toepassing te wees.

(7) Bydraes ingevolge hierdie klousule is nie betaalbaar nie ten opsigte van enige werknemer wat 65 jaar of ouer is in die geval van blokmans of manlike boekhouders, of 60 jaar of ouer in die geval van kassiers en assistent-boekhouders, vroulike boekhouders, verkoopsdames, weërs en prysbepalers of nadat hulle sodanige ouderdom bereik het nie.

(8) Hierdie klousule is nie ten opsigte van los werknemers van toepassing nie.

13. FONDSE VAN DIE RAAD.

Die Fondse van die Raad wat by die Raad berus en deur hom bestuur word, moet op die volgende wyse verkry word:—

(a) Elke werkgewer moet ten opsigte van elke bedryfsinrigting wat hy besit of bestuur, 'n jaarlikse heffing van R8.40 ten opsigte van bedryfsinrigtings waarin geen blokmans werksaam is nie, en R6.30 ten opsigte van bedryfsinrigting waarin een of meer blokmans werksaam is, aan die Raad betaal. Hierdie heffing is betaalbaar op 31 Desember elke jaar; met dien verstande dat werkgewers wat tot die bedryf toetree of 'n bykomende bedryfsinrigting aanskaf, wanneer hulle tot die bedryf toetree of sodanige inrigting aanskaf, ten opsigte van elke maand of gedeelte daarvan wat binne die tydperk val vanaf die datum van sodanige aanskaffing of toetrede tot 31 Desember, een twaalfde van die heffing moet betaal wat van toepassing is en daaropvolgende bedrae is dan op 31 Desember in elke daaropvolgende jaar betaalbaar.

(b) Elke werkgewer moet die bedrae wat hieronder genoem word, van die loon van elk van die volgende klasse werknemers in sy diens aftrek:—

Werknemer.	Bedrag weekliks afgetrek.
Blokmans, kassiers, onderblokmans, weërs en prysbepalers, verkoopsdames, motorvoertuigbestuurders	10 sent.
Slagtersassistent, toedraaiers, los werknemers	5 sent.
Arbeiders	4 sent.

(c) Die totale bedrag wat aldus ingevolge (b) hierbo afgetrek word, moet saam met 'n gelyke bedrag wat deur die werkgewer bygedra word, maandeliks voor of op die 10de dag van elke maand wat volg op die maand waarop die bedrae betrekking het, saam met 'n staat in die vorm van Aanhangsel (E), deur die werkgewer aan die Sekretaris van die Raad gestuur word.

14. REGISTRASIE VAN WERKGEWERS EN WERKNEMERS.

Elke werkgewer moet ten opsigte van elke bedryfsinrigting wat hy in die Kleinhandelbedryf besit of bestuur, binne een maand van die datum af waarop hierdie Ooreenkoms in werking tree, en elke werkgewer wat tot die Kleinhandelbedryf toetree een maand nadat hy werksaamhede in verband daarmee begin of 'n bykomende bedryfsinrigting ten opsigte van elke bedryfsinrigting en binne een maand van die daarin aangeskaf het, aan die Sekretaris van die Raad die volgende besonderhede stuur:—

- Die handelsnaam van die inrigting voluit;
- die volle naam en adres van die eienaar, vennote of direkteure, na gelang van die geval;
- die besigheidsadres;
- die naam van elke werknemer voluit, die aard van sy werk en die loon wat hy ontvang;

met dien verstande dat dit nie vir 'n werkgewer nodig is om kragtens hierdie klousule registrasie te verkry nie ten opsigte van enige bedryfsinrigting wat hy alreeds by die Raad geregistreer het of wat geag word geregistreer te wees ingevolge klousule 14 van

(3) The amounts as prescribed and deductible in terms of sub-clause (2) above shall be transmitted to the Secretary of the Industrial Council, P.O. Box 10589, Johannesburg, on or before the 10th day of each succeeding month together with a like amount from the employer. Payments in terms of this sub-clause shall be accompanied by a detailed statement in terms of Annexure E of this Agreement.

In addition an employer shall in respect of each apprentice in his employ pay to the Council, without effecting any deduction from the said apprentice's remuneration, an amount of R1.50 and the provisions of this clause shall *mutatis mutandis* apply in relation to such payment.

(4) The moneys received in terms of sub-clause (3) above shall be transmitted by the Secretary of the Council to the African Life Assurance Society, Limited, Johannesburg, in respect of and on behalf of each employee to cover him for Pension Fund Benefits as provided for in Group Policy No. 412113, and subject to the terms and conditions specified therein and copy of which policy shall be transmitted to the Secretary for Labour.

(5) The Council shall be the body responsible for dealing with all matters arising from or in connection with the payments of premiums and benefits in terms of this clause.

(6) This clause shall apply as from the first day of the month following on the date from which this Agreement is declared to be binding in terms of section forty-eight of the Act; provided that if such day is the first day of the month, this clause shall be deemed to commence to apply as from such day.

(7) Contributions in terms of this clause shall not be payable in respect of any employee who is 65 years of age or older in the case of blockmen or male bookkeepers or 60 years of age or older in the case of cashiers and assistant bookkeepers, female bookkeepers, salesladies or weighers and pricers, or after attaining such age.

(8) This clause shall not apply in respect of casual employees.

13. COUNCIL FUNDS.

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

(a) Every employer shall in respect of each establishment he owns or conducts pay to the Council an annual levy of R8.40 in the case of establishments in which no blockman is employed or R6.30 in the case of establishments in which one or more blockmen are employed. This levy shall become due on the 31st December in each year; provided that employers who enter the trade or acquire an additional establishment shall upon entering the trade or acquiring such additional establishment, pay in respect of each month or part thereof, falling within the period from the date of such entry or acquisition to the 31st December one-twelfth of the levy applicable and subsequent payments shall then fall due on the 31st December in each succeeding year.

(b) Every employer shall deduct the amounts set out hereunder from the wages of each of the following classes of employees in his employ:—

Employee.	Weekly Deductions.
Blockmen, bookkeepers, cashiers and assistant bookkeepers, weigher and pricers, salesladies, motor vehicle drivers	10 cents.
Butcher's assistants, wrappers, casual blockmen	5 cents.
Labourers	4 cents.

(c) The total amount so deducted in terms of (b) above, together with an equal amount which shall be contributed by the employer shall be forwarded monthly by the latter to the Secretary of the Council, not later than the 10th day of each month following the month to which payment refers, together with a statement in the form of Annexure E.

14. REGISTRATION OF EMPLOYERS AND EMPLOYEES.

Every employer in respect of each establishment he owns or conducts in the Retail Meat Trade shall within one month of the date on which this Agreement comes into operation, and every employer entering or acquiring any additional establishment in the Retail Meat Trade after one month of the date of commencing operations in regard thereto, forward to the Secretary of the Council—

- the full name and title of the establishment;
- the full name and address of the proprietor, partners or directors, as the case may be;
- the business address;
- the full names of each of the employees, the capacity in which he is employed and the wages he is paid;

provided it shall not be necessary for an employer to effect registration in terms of this clause in respect of any establishment which he has already registered or is deemed to be regis-

die Raad se vorige ooreenkomste, gepubliseer by Goewermentskennisgewing No. 1311 van 20 Julie 1956 en soos verder verleng by Goewermentskennisgewing No. 1258 van 23 Augustus van 1957, No. 288 van 28 Februarie 1958, No. 810 van 13 Junie 1958, No. 1496 van 9 Oktober 1958 en No. 1957 van 24 Desember 1958 en hy nog sodanige bedryfsinrigting op die datum waarop hierdie Ooreenkoms in werking tree bestuur of besit.

Ingeval van ontbinding of verandering van vennootskap, of in 'n verandering van die direksie van 'n maatskappy, moet die feit skriftelik binne een maand na die datum daarvan aan die Sekretaris bekend gemaak word, tesame met volle besonderhede aangaande enige nuwe direkteure of vennote, na gelang van die geval.

15. ORGANISASIE.

(1) Geen werkgewer wat ooreenkomstig die konstitusie van 'n werkgewersorganisasie lid van sodanige werkgewersorganisasie is, mag 'n werknemer wat in aanmerking kom vir lidmaatskap van die vakvereniging en nie 'n lid is ingevolge die konstitusie van sodanige vakvereniging nie of wie se lidmaatskap by die vakvereniging deur die vakvereniging ooreenkomstig die bepalings van die konstitusie van die vakvereniging opgeskort is, in diens neem of voortgaan om hom in diens te hou nie.

(2) Niemand wat ooreenkomstig die konstitusie van die vakvereniging lid van die vakvereniging is, mag werk aannem van of voortgaan om in die diens van 'n persoon te bly wat in aanmerking kom vir lidmaatskap van die werkgewersorganisasie wat nie lid van die werkgewersorganisasie is nie, of wie se lidmaatskap van die werkgewersorganisasie deur die werkgewersorganisasie ooreenkomstig die konstitusie van die werkgewersorganisasie opgeskort is.

(3) Op die eerste betaaldag van elke maand moet elke werkgewer van die loon van elke vakvereniginglid in sy diens die ledesgeld en sterfteheffing wat aan die vereniging betaalbaar is, aftrek, en die werkgewer moet die totale bedrag wat aldus afgetrek is, voor of op die 10de dag van die maand wat volg op die waarop die bedrae betrekking het, aan die Sekretaris van die Vereniging Posbus 10589, Johannesburg, stuur. Die Sekretaris van die Vereniging moet die betrokke werkgewers van tyd tot tyd van die ledesgeldskale in kennis stel.

(4) Die bepalings van hierdie klousule is nie van toepassing nie op:—

- (a) 'n persoon wat lidmaatskap van 'n vakvereniging geweier is omdat hy nie bewys kan lewer dat hy 'n vakleerling-skap met welslae voltooi het nie, as hy 'n ambagstoets soos deur die Raad voorgeskryf, ondergaan en slaag, en die vakvereniging steeds lidmaatskap aan sodanige persoon weier; of
- (b) 'n persoon wat gedurende die eerste twee jaar van sodanige diens deur die Raad toegelaat word om die werk van 'n blokman te verrig, en daarna as sodanige persoon 'n ambagstoets, soos deur die Raad voorgeskryf, ondergaan en daarin slaag, en die vakvereniging lidmaatskap aan sodanige persoon weier; of
- (c) 'n immigrant gedurende die eerste jaar na die datum waarop hy die Republiek van Suid-Afrika binnegekom het, met dien verstande dat as 'n immigrant te eniger tyd na die eerste drie maande van sy diens in die bedryf, weier om op uitnodiging van die betrokke vakvereniging lid daarvan te word, die bepalings van hierdie klousule onmiddellik van toepassing word.

(5) Ondanks die bepalings van subklousule (1), is die applikant daarop geregtig, wanneer die Raad 'n aansoek om 'n ambagstoets ontvang het, om in diens te bly in afwagting van die toets, en moet hy die eksamengeld wat van tyd tot tyd deur die Raad gespesifiseer word, betaal om alle koste wat aangegaan is om die toets af te neem, te dek, en sodanige toets moet so spoedig moontlik afgeneem word in 'n inrigting wat deur die Raad gekies en goedgekeur is in ooreenstemming met reëls en voorwaardes wat die Raad van tyd tot tyd in verband met die afneem van toetse kan voorskryf.

16. GETALVERHOUDING VAN WERKNEMERS.

(1) Behoudens die bepalings van subklousule (2) van hierdie klousule, mag geen werkgewer 'n verkoopsdame in 'n bedryfsinrigting in diens hê nie tensy daar minstens een blokman in diens is, en vir elke twee of gedeelte van twee blokmanne daarin in diens, kan hoogstens een verkoopsdame in diens wees.

(2) (a) 'n Werkgewer kan by die toepassing van hierdie klousule ten opsigte van 'n bedryfsinrigting as blokman gereken word—

- (i) as hy werklik die werk van 'n blokman verrig;
- (ii) as hy die Raad oortuig dat hy as gevolg van sy praktiese kennis van die bedryf geskik is om die werk van 'n blokman te verrig;
- (iii) as hy van die Raad 'n sertifikaat deur die Sekretaris onderteken, ontvang wat hom magtig om homself by die toepassing van hierdie klousule ten opsigte van 'n bepaalde bedryfsinrigting as 'n blokman te reken;
- (iv) met dien verstande dat geen sertifikaat ingevolge die bepalings van subklousule (2) (a) (iii) toegestaan word voordat die vereistes van subklousule (2) (a) (ii) nagekom is nie.

tered with the Council in terms of the Council's previous agreements, and he still owns or conducts such establishment at the date of coming into operation of this Agreement.

In the event of a dissolution or change of partnership, or change in the directorate of a company, the fact must be notified in writing within one month of the date thereof to the Secretary, together with full details in regard to any new directors or partners as the case may be.

15. ORGANISATION.

(1) No employer who is a member of the employers' organisation in accordance with the constitution of such employers' organisation shall employ or continue to employ an employee who is eligible for membership of the trade union and who is not a member in terms of the constitution of such trade union or whose membership of such trade union has been suspended by the trade union in accordance with the provision of the constitution of the trade union.

(2) No person who is a member of the trade union in accordance with the constitution of such trade union shall accept employment with, or continue in the employment of any person who is eligible for membership of the employers' organisation and who is not a member of such employers' organisation, or whose membership of such employers' organisation has been suspended by the employers' organisation in accordance with the constitution of the employers' organisation.

(3) On the first pay-day of each month every employer shall deduct from the wages of each trade union member in his employ the subscription and death levy payable to the union; and the employer shall forward the total amount so deducted to the Secretary of the Council, P.O. Box 10589, Johannesburg, not later than the 10th day of the month following that to which the deductions refer, together with a statement in the form of Annexure E. The subscription scale shall be notified to the employers concerned from time to time by the Secretary of the Union.

(4) The provisions of this clause shall not apply to—

- (a) a person who has been refused membership of the trade union on the grounds that he cannot produce satisfactory evidence of having completed an apprenticeship successfully, if he undergoes and passes a trade test as prescribed by the Council and the trade union still declines to admit such person to membership; or
- (b) a person permitted by the Council to do the work of a blockman during the first two years of such employment, and thereafter if such person undergoes and passes a trade test as prescribed by the Council and the trade union declines to admit such person to membership; or
- (c) an immigrant during the first year after the date of his entry into the Republic of South Africa, provided that if any immigrant has at any time after the first three months of his employment in the trade refused any invitation from the trade union concerned to become a member thereof, the provisions of this clause shall immediately come into operation.

(5) Notwithstanding the provisions of sub-clause (1), on receipt by the Council of a request for a trade test, the applicant shall be entitled to remain in employment pending examination and shall be required to pay an examination fee as specified by the Council from time to time to defray any expenses incurred in conducting the test which shall be carried out as soon as possible in an establishment selected and approved by the Council, in accordance with rules and conditions which the Council may prescribe from time to time in connection with the conduct of tests.

16. PROPORTION OR RATIO OF EMPLOYEES.

(1) Subject to the provisions of sub-clause (2) of this clause no employer shall employ in any establishment a saleslady unless at least one blockman is employed, and for every two or part of two blockmen employed therein, not more than one saleslady may be employed.

(2) (a) An employer may in respect of any establishment be reckoned as a blockman for the purpose of this clause, if—

- (i) he is actually engaged in performing the work of a blockman;
- (ii) he satisfies the Council that by reason of his practical knowledge of the trade, he is competent to perform the work of a blockman;
- (iii) he obtains from the Council a certificate signed by the Secretary authorising him to reckon himself as a blockman for the purpose of this clause in respect of a specified establishment;
- (iv) provided that no certificate in terms of sub-clause (2) (a) (iii) be granted until the requirements of sub-clause (2) (a) (ii) have been complied with.

(b) Waar 'n werkgewer die Kleinhandelvleisbedryf in meer as een bedryfsinrigting uitoefen, word sodanige werkgewer by die toepassing van hierdie klousule nie as 'n blokman ten opsigte van meer as een bedryfsinrigting gereken nie.

17. INDIENSNEMING VAN SLAGTERSASSISTENTE.

(1) Geen werkgewer mag 'n slagtersassistent in diens hê nie, uitgesonderd met die skriftelike toestemming van die Raad en in elk geval mag 'n slagtersassistent nie toegelaat word om in enige bedryfsinrigting in diens geneem te word waar daar nie een of meer blokmanne in diens is nie; ook mag hoogstens een slagtersassistent in enige inrigting in diens wees. By die toepassing van hierdie klousule is die bepaling van klousule 16 (2) (a) en (b) *mutatis mutandis* van toepassing.

(2) 'n Aansoek om magtiging om 'n slagtersassistent in diens te neem, moet in die vorm van Aanhangsel D geskied.

(3) Elke werkgewer wat magtiging verkry om 'n slagtersassistent in diens te neem moet, wanneer die getal blokmanne of vakleerlinge in diens by die betrokke bedryfsinrigting benede die getal daal wat op die aansoekvorm, in besit van die Raad, aangegee word, die Sekretaris van die Raad binne 14 dae nadat dit geskied, skriftelik daarvan in kennis stel, en hy moet die redes vir die vermindering verstrek, meld watter stappe (indien enige) gedoen is om 'n plaasvervanger of plaasvervangers te verkry en of hy voornemens is om enige stappe te doen om 'n plaasvervanger of plaasvervangers te verkry of nie.

(4) Wanneer 'n werkgewer aan wie 'n lisensie toegestaan is om 'n slagtersassistent in diens te neem, die Ooreenkoms verbreek deur hom vir werk van 'n hoër besoldigde graad in diens te neem as dié van 'n "slagtersassistent", en die Raad homself oortuig het dat die Ooreenkoms aldus verbreek is, vervel sodanige lisensie outomaties.

(5) Die Raad besluit alleenlik na eie goedvinde of hy enige aansoek om magtiging om 'n slagtersassistent in diens te neem, gaan toestaan of nie, en of sodanige magtiging ingevolge die magtiging van hierdie klousule ingetrek moet word of nie; met dien verstande dat indien hy ten gunste van die voorgesette diens van 'n slagtersassistent besluit, hy nietemin by heroerwering van die saak hom altyd die reg voorbehou om sy besluit te herroep as hy oortuig voel dat die omstandighede wat hom genoodsaak het om die voorgesette diens van genoemde slagtersassistent toe te laat, nie meer van toepassing is nie, of na sy mening nie binne redelike tyd geskied, het nie.

(6) Magtiging om 'n slagtersassistent ingevolge die Raad se vorige ooreenkoms in diens te neem, moet beskou word as 'n magtiging volgens hierdie klousule en die bepaling van hierdie klousule is *mutatis mutandis* op sodanige magtiging van toepassing.

18. VRYSTELLINGS.

(1) Die Raad kan, om enige afdoende rede aan of ten opsigte van enige persoon, vrystelling van enigeen van die bepalinge van hierdie Ooreenkoms verleen.

(2) Die Raad moet ten opsigte van enige persoon aan wie vrystelling kragtens die bepalinge van subklousule (1) verleen word, die voorwaardes waarkragtens sodanige vrystelling verleen word, vasstel; met dien verstande dat die Raad na goedvinde en nadat een week skriftelike kennis aan die betrokke persoon gegee is, enige vrystelling kan herroep, of die tydperk waarvoor die vrystelling verleen is, verstryk het of nie.

(3) Die Sekretaris van die Raad moet aan elke persoon aan wie vrystelling ooreenkomsdig die bepalinge van hierdie klousule verleen word, 'n vrystellingsertifikaat, deur hom onderteken, uitreik, waarin vermeld word—

- (a) die naam van die betrokke persoon voluit;
- (b) die bepalinge van die Ooreenkoms waarvan vrystelling verleen word;
- (c) die voorwaardes ooreenkomsdig die bepalinge van subklousule (2) van hierdie klousule vasgestel, waarkragtens die vrystelling toegestaan word; en
- (d) die tydperk waarvoor die vrystelling geldig is.

(4) Die Sekretaris van die raad moet—

- (a) alle sertifikate wat uitreik word, in volgorde nommer;
- (b) 'n afskrif van alle uitgereikte sertifikate bewaar; en
- (c) ingeval vrystelling aan 'n werknemer verleen word, 'n afskrif van die sertifikaat aan die betrokke werkgewer en werknemer en nog 'n afskrif aan die Afdelingsinspekteur, Departement van Arbeid, Johannesburg, stuur.

19. PREMIES.

Geen premie mag deur 'n werkgewer vir die opleiding van 'n werknemer gevorder of aangeneem word nie.

20. BESTAANDE KONTRAKTE.

Enige dienskontrak wat van krag is op die aanvangsdatum van hierdie Ooreenkoms, of wat na dié datum aangegaan word, is onderworpe aan die bepalinge van hierdie Ooreenkoms.

21. VERTONING VAN OOREENKOMS.

Elke werkgewer moet op 'n opvallende plek in sy bedryfsinrigting, wat maklik vir sy werknemers toeganklik is, 'n leesbare eksemplaar van hierdie Ooreenkoms in albei amptelike tale opplak en opgeplak hou.

(b) When an employer carries on the Retail Meat Trade in more than one establishment such employer shall not, for the purpose of this clause, be reckoned as a blockman in respect of more than one establishment.

17. EMPLOYMENT OF BUTCHER'S ASSISTANTS.

(1) No employer shall employ a butcher's assistant except with the written authority of the Council and, it shall in any event not be permissible for a butcher's assistant to be employed in any establishment where one or more blockmen are not employed; nor shall it be permissible to employ more than one butcher's assistant in any establishment. For the purpose of this clause the provisions of clause 16 (2) (a) and (b) shall *mutatis mutandis* apply.

(2) An application for authority to employ a butcher's assistant shall be made in the form of Annexure D.

(3) Every employer who is permitted to employ a butcher's assistant shall, whenever the number of blockmen or apprentices employed in the establishment concerned fall below the number stated in the application in the Council's possession, notify the Council's Secretary in writing of such reduction within 14 days of the occurrence thereof, and shall be required to state the reasons for the reduction, what action if any, has been taken to effect a replacement or replacements or whether or not it is intended to take any action to effect replacement or replacements.

(4) When an employer, who has been granted a licence to employ a butcher's assistant, violates the Agreement by employing him on work of a higher paid grade than that of a "butcher's assistant" and the Council has satisfied itself that the Agreement was so violated such licence shall be automatically withdrawn.

(5) The Council shall in its sole discretion decide whether or not to approve of any application for authority to employ a butcher's assistant or whether or not such authority shall be cancelled in accordance with the requirements of this clause, provided that if it decides in favour of the continued employment of a butcher's assistant, it shall nevertheless on review of the matter at any time have the right to reverse its decision if it is satisfied that the circumstances which caused it to allow the said butcher's assistant's employment to continue have ceased to apply or have not eventuated within a reasonable time in its opinion.

(6) An authority to employ a butcher's assistant in terms of the Council's previous agreements shall be deemed to be an authority in terms of this clause and the provisions of this clause shall *mutatis mutandis* apply to any such authority.

18. EXEMPTIONS.

(1) The Council may grant exemption from any of the provisions of this Agreement to or in respect of any person for any good and sufficient reason.

(2) The Council shall fix, in respect of any person granted exemption under the provisions of sub-clause (1), the conditions subject to which such exemption shall operate, provided that the Council may, if it deems fit, after one week's notice in writing has been given to the person concerned, withdraw an exemption whether or not the period for which the exemption granted has expired.

(3) The Secretary of the Council shall issue to every person granted exemption in accordance with the provisions of this clause a licence of exemption signed by him, setting out—

- (a) full name of the person concerned;
- (b) the provisions of the Agreement from which exemption is granted;
- (c) the conditions fixed in accordance with the provisions of sub-clause (2) of this clause subject to which such exemption is granted; and
- (d) the period during which the exemption shall operate.

(4) The Secretary of the Council shall—

- (a) number consecutively all licences issued;
- (b) retain a copy of each licence issued; and
- (c) where an exemption is granted, forward a copy of the licence to the employer and employee concerned and a further copy to the Divisional Inspector, Department of Labour, Johannesburg.

19. PREMIUMS.

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

20. EXISTING CONTRACTS.

Any contract of service in operation at the date of commencement of this Agreement or concluded subsequent to such date shall be subject to the provisions of this Agreement.

21. EXHIBITION OF AGREEMENT.

Every employer shall affix and keep affixed in his establishment in a conspicuous place readily accessible to his employees a legible copy of this Agreement in both official languages.

22. INDIENSNEMING VAN SEKERE PERSONE.

Geen werkgewer mag 'n persoon onder de leeftyd van 16 jaar in diens neem nie.

23. AGENTE.

Die Raad kan een of meer aangewese persone as agente aanstel om behulpsaam te wees by die toepassing van die bepalings van hierdie Ooreenkoms.

Elke werkgewer en werknemer is verplig om die agente toe te laat om dié ondersoek in te stel en dié boeke en/of stukke te ondersoek wat vir hierdie doel nodig is.

24. DIENSSERTIFIKAAT.

Elke werkgewer moet aan elkeen van sy werknemers wat uit sy diens tree, kosteloos 'n dienssertifikaat uitreik wat die werknemer se naam en adres aantoon sowel as die aard van sy werk en dienstyd en loon wat aan elkeen van sy werknemers, uitgesonderd 'n slagtersassistent of 'n arbeider, betaal is toe hy sy werkgewer se diens verlaat het.

25. BLOKMANSWERK.

Geen werkgewer mag 'n ander persoon as 'n blokman of 'n vakleerling aanstel om die werk van 'n blokman te verrig sonder dat verlof daartoe vooraf van die Raad verkry is nie.

26. BEÏNDIGING VAN DIENSKONTRAK.

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

- (a) in die geval van arbeiders, slagtersassistenten, onderblokmanne, motorvoertuigbestuurders en toedraaiers, minstens 24 uur kennis;
- (b) in die geval van alle ander klasse werknemers, minstens ses werkdag kennis;

van die beëindiging van die kontrak gee, of 'n werkgewer of werknemer mag die kontrak sonder kennisgewing beëindig deur die werknemer of werkgewer, na gelang van die geval, in plaas van sodanige kennisgewing, minstens die volgende te betaal:—

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

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

- (i) Die reg van 'n werkgewer of werknemer om die kontrak om 'n regsgeldige rede te beëindig;
- (ii) enige skriftelike ooreenkoms tussen 'n werkgewer en sy werknemer wat voorsiening maak vir 'n tydperk van kennisgewing van gelyke duur aan albei kante en vir langer as wat in hierdie klousule voorgeskryf word;
- (iii) die reg van 'n werkgewer om van geld wat hy die werknemer kragtens enige bepalings van hierdie Ooreenkoms skuld, 'n bedrag van hoogstens dié wat sodanige werknemer hom in plaas van kennis te gee, sou moes betaal, terug te hou, waar sodanige werknemer sy diens sonder kennisgewing of sonder om sy werknemer in plaas van kennis te betaal, beëindig, en sodanige verbeuring word geag die betrokke werknemer daarvan te onthef dat hy nie die vereiste kennis van sy diensbeëindiging gegee het nie.

(2) Waar daar ingevolge die tweede voorbehoudsbepaling by subklousule (1) 'n ooreenkoms bestaan, moet die betaling in plaas van kennisgewing ooreenstem met die kennisgewingstydperk waarvoor ooreengekom is.

(3) Die kennisgewing wat by subklousule (1) voorgeskryf word, mag op enige werkdag gegee word: Met dien verstande—

- (a) dat die kennisgewingstydperk nie mag saamval nie met, of kennis nie gegee mag word nie gedurende 'n werknemer se afwesigheid met verlof verleen ingevolge die bepalings van klousule 9, of 'n tydperk van militêre opleiding wat 'n werknemer ondergaan ingevolge die Verdedigingswet, 1957;
- (b) dat kennis nie gegee mag word nie gedurende 'n werknemer se siekteverlof met besoldiging wat ingevolge die bepalings van klousule 11 verleen word, of in die geval van afwesigheidstydperke ingevolge klousule 10, vóór die afloop van 14 kalenderdae vanaf die aanvang van sodanige afwesigheidstydperke waar dit gestaaf word deur 'n sertifikaat, geteken deur 'n geregistreerde mediese praktisyn, wat die aard en duur van die werknemer se ongeskiktheid bevestig.
- (4) 'n Afskrif van die kennisgewing in hierdie klousule bedoel, moet in die vorm van Aanhangsel C deur die werkgewer aan die Raad gestuur word.
- (5) Die bepalings van hierdie klousule is nie op 'n werknemer wat vir 'n proeftydperk van hoogstens een week in diens is, of op 'n los werknemer van toepassing nie.

22. EMPLOYMENT OF CERTAIN PERSONS.

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

23. 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 every employer and employee to permit such agent to institute such enquiries and to examine books and/or documents as may be necessary for this purpose.

24. CERTIFICATE OF SERVICE.

Every employer shall issue free of charge a certificate of service showing the name and address, nature of occupation, period of service, and wages paid to each of his employees, other than a butcher's assistant or a labourer, at the time he leaves such employer's service.

25. BLOCKMAN'S WORK.

No employer shall employ any person other than a blockman or an apprentice on the work of a blockman without the prior permission of the Council.

26. TERMINATION OF CONTRACT OF EMPLOYMENT.

(1) An employer or his employee, other than a casual employee, who desires to terminate the contract of employment, shall give—

- (a) in the case of labourers, butcher's assistants, sub-blockman, motor vehicle drivers and wrappers, not less than twenty-four hours notice;
- (b) in the case of all other classes of employees not less than six working days notice;

of termination of contract, or an employer or employee may terminate the contract without notice by paying the employee or the employer, as the case may be, in lieu of such notice not less than—

- (i) in the case of twenty-four hours notice, the daily wage which the employee is receiving at the time of such termination;
- (ii) in the case of a week's notice, the weekly wage which the employee is receiving at the time of such termination;

Provided that this shall not affect—

- (i) the right of an employer or an employee to terminate the contract without notice for any cause recognised by law as sufficient;
- (ii) any written agreement between an employer and his employee which provides for a period of notice of equal duration on both sides and for longer than that prescribed in this clause;
- (iii) the right of the employer to withhold from any moneys which he owes to an employee by virtue of any provisions of this Agreement, an amount of not more than that which such employee would have had to pay him in lieu of notice; where such employee terminates his employment without notice or without paying his employer in lieu of notice, and such forfeiture shall be deemed to exonerate the employee concerned in respect of his failure to have given the required notice of termination of his employment.

(2) Where there is an agreement in terms of the second proviso to sub-clause (1), the payment in lieu of notice shall correspond to the period of notice agreed upon.

(3) The notice prescribed in sub-clause (1) may be given on any work day: Provided—

- (a) that the period of notice shall not run concurrently with, nor shall notice be given during, an employee's absence on leave granted in terms of clause 9 or any period of military training which an employee is undergoing in pursuance of the Defence Act, 1957;
- (b) That notice shall not be given during an employee's absence on paid sick leave granted in terms of clause 11; or in the case of periods of absence under clause 10 before the expiry of fourteen calendar days from the commencement of any such periods of absence where supported by a certificate signed by a registered medical practitioner confirming the nature and duration of the employee's incapacity.

(4) A copy of the notice referred to in this clause shall be forwarded to the Council by the employer, in the form of Annexure C.

(5) The provisions of this clause shall not apply in the case of an employee engaged on trial for a period not exceeding one week, nor shall it apply to a casual employee.

27. BEDIENING VAN BANDSAAG DEUR SLAGTERSASSISTENTE OF ARBEIDERS.

'n Werkgewer kan 'n skriftelike aansoek aan die Raad voorlê dat 'n genoemde slagtersassistent of arbeider in sy diens toegelaat moet word om in 'n bepaalde bedryfsinrigting afgestroopte of skeenbene, gewoonweg bekend as honde- of sopvleis, met 'n bandsaag op te saag.

Die Raad moet sodanige toestemming verleen; met dien verstande dat hoogstens een werknemer, of hy 'n slagtersassistent of 'n arbeider is, toegelaat mag word om die pligte, hierin vermeld, in 'n inrigting te verrig, en voorts met dien verstande dat die Raad sodanige toestemming en die toekomstige reg daarop vir sodanige tydperk as wat nodig geag word, kan intrek, indien 'n arbeider of 'n slagtersassistent toegelaat word om 'n bandsaag te gebruik sonder die voorafgaande toestemming van die Raad en in stryd met die vereistes van hierdie klousule en geen werk-gewer of blokman mag 'n slagtersassistent of 'n arbeider toelaat om 'n bandsaag te bedien nie uitgesonderd met die verlot van die Raad ingevolge hierdie klousule.

28. ADVERTISEER.

Wanneer 'n werkgewer pryse vir sy vleis adverteer of vertoon, uitgesonderd pryse vir afvalstukke, gemaalde of prosesbewerkte vleis of soortgelyke ongegradeerde vleis, en indien die werklike vleis met die graadmerk daarop nie vertoon word saam met die prys wat genoem word nie, moet hy ten opsigte van elke en iedere prys wat aldus genoem word, in dieselfde grootte letters ook die bepaalde graad of elk van die bepaalde grade vleis noem wat verkrygbaar is teen sodanige prys in ooreenstemming met die graderingsklassifikasie wat deur die Afdeling Ekonomie en Marke van die Departement van Landbou-ekonomie en -bemaking daarop toegepas word kragtens Goewermentskennissgewing No. 1300 van 19 Julie 1953, soos gewysig.

29. ONOPGEËISTE OF ONUITBETAALDE GELD IN BESIT VAN DIE RAAD.

Voordele of terugbetaalbare geld kragtens klousules 11 en 12 van die Ooreenkoms verkry wat onopgeëis bly vir 'n tydperk van twee jaar vanaf die datum waarop dit betaalbaar of terugbetaalbaar geword het, kom die fondse van die Raad toe; met dien verstande dat die Raad aanspreeklik is vir die betaling uit Raadsfondse van enige sodanige geld wat opgeëis word gedurende 'n verdere tydperk van drie jaar nadat dit die Raadsfondse toegekome het. Indien die Raad ontbind word binne enigeen van die tydperke hierin genoem, kom dié geld, ondanks andersluidende bepalings in hierdie klousule, die Raadsfondse toe binne drie maande na sodanige ontbinding.

Namens die partye by die Nywerheidsraad vir die Kleinhandel-vleisbedryf op hede die 26ste dag van April 1965 in Johannesburg onderteken.

F. J. STIGLINGH,
Voorsitter van die Raad.

H. J. SADOWSKY,
Ondervoorsitter van die Raad.

W. A. DAVIDSON,
Sekretaris van die Raad.

AANHANGSEL A.

KENNISGEWING AANGAANDE DIE AANVANG VAN JAARLIKSE VERLOF KRAGTENS ARTIKEL 9 (4) VAN DIE OOREENKOMS.

Naam van Firma.....
Adres.....
Datum.....

Die Sekretaris,
Nywerheidsraad vir die Kleinhandel-vleisbedryf (Witwatersrand),
Posbus 10589,
Johannesburg.

AANVANG VAN JAARLIKSE VERLOF.

Meneer,

Mnr./Mev./Mej.....
wat by my in diens is as..... (meld beroep).....
is met jaarlikse verlof afwesig van..... 19.....
af tot..... 19..... en het R..... aan verlofbesoldiging
op..... 19..... ontvang.

Die uwe,

- Werkgewer.

Handtekening van Werknemer.

Opmerking.—Moet in tweevoud ingevul word sodra 'n werknemer op sy jaarlikse verlof geregtig is. Die oorspronklike moet aan die Sekretaris, Nywerheidsraad vir die Kleinhandel-vleisbedryf (Witwatersrand), Posbus 10589, Johannesburg, gegee en die kopie deur die werkgewer vir registrasiedoeleindes bewaar word.

27. OPERATION OF BANDSAW BY BUTCHERS' ASSISTANTS OR LABOURERS.

An employer may submit a written application to the Council for a named butcher's assistant or labourer in his employ to be permitted to cut stripped or ship bones, and normally known as dog's or soupmeat, by means of a bandsaw in a specified establishment.

The Council shall grant such permission; provided that there shall not be more than one employee, whether he be a butcher's assistant or a labourer, permitted to perform the duties stated herein in any one establishment and provided further that the Council may cancel such permission and the future right thereto for such period as it deems warranted, if a labourer or butcher's assistant is permitted to use a bandsaw without the prior permission of the Council in terms of this clause and in contravention of the requirements of this Agreement and no employer or blockman shall allow any butcher's assistant or labourer to operate a bandsaw except with the permission of the Council in terms of this clause.

28. ADVERTISING.

Whenever an employer advertises or displays prices for his meat, other than prices for offal pieces, minced or processed meats or similarly ungraded meats, and if the actual meat bearing the grade mark thereof is not displayed with the price so stated he shall in respect of each and every price so stated also state in equal dimensions the specific grade or each of the specific grades of meat procurable at such price in accordance with the grading classification applied thereto by the Division of Economics and Marketing of the Department of Agricultural Economics and Marketing in terms of Government Notice No. 1300 of the 19th July, 1953, as amended.

29. UNCLAIMED OR UNPAID MONEYS IN THE POSSESSION OF THE COUNCIL.

Benefits or refundable moneys in terms of clauses 11 and 12 of the Agreement, which remain unclaimed for a period of two years from the date on which they became payable or refundable shall accrue to the funds of the Council; provided that the Council shall be liable for payment from Council funds of any such moneys claimed during a further period of three years after such accrual to the Council's funds. Should the Council be dissolved within any or either of the periods mentioned herein and, notwithstanding anything to the contrary contained in this clause, such moneys shall accrue to the Council's general funds three months after such dissolution.

Signed at Johannesburg on behalf of the parties to the Industrial Council for the Retail Meat Trade (Witwatersrand) this 26th day of April, 1965.

F. J. STIGLINGH,
Chairman of the Council.

H. J. SADOWSKY,
Vice-Chairman of the Council.

W. A. DAVIDSON,
Secretary of the Council.

ANNEXURE A.

NOTIFICATION OF COMMENCEMENT OF ANNUAL LEAVE IN TERMS OF CLAUSE 9 (4) OF THE AGREEMENT.

Name of Firm.....
Address.....
Date.....

The Secretary,
Industrial Council for the Retail Meat Trade (Witwatersrand),
P.O. Box 10589,
Johannesburg.

COMMENCEMENT OF ANNUAL LEAVE.

Dear Sir,

Mr./Mrs./Miss.....
who is employed by me as a..... (state occupation).....

has proceeded on annual leave from..... 19.....
to..... 19..... and received R..... leave pay on the
..... 19.....

Yours faithfully,

Employer.

Signature of Employee.

Note.—To be completed in duplicate immediately an employee is due to proceed on annual leave. The original to be posted to the Secretary, Industrial Council for the Retail Meat Trade (Witwatersrand), P.O. Box 10589, Johannesburg, and the copy to be retained by the employer for record purposes.

AANHANGSEL B.

KENNISGEWING VAN SIEKTEVERLOF-BESOLDIGING
KRAGTENS KLOUSULE 11 (1) VAN DIE OOREENKOMS.

Naam van Firma _____
Adres _____
Datum _____

Die Sekretaris,
Nywerheidsraad vir die Kleinhandelvleisbedryf (Witwatersrand),
Posbus 10589,
Johannesburg.

BESOLDIGING VIR SIEKTEVERLOF.

Meneer,
Mnr./Mev./Mej. _____
wat by my in diens is as _____
het _____ dae siekteverlof gehad en is op _____ 19 _____
vir _____ dae siekteverlof besoldig.

Die uwe,

Werkgewer.

Handtekening van Werknemer.

(Indien beskikbaar.)

Opmerking.—Moet in tweevoud ingevul word sodra 'n werknemer sy siekteverlofgeld betaal word. Die oorspronklike moet aan die Sekretaris, Nywerheidsraad vir die Kleinhandelvleisbedryf (Witwatersrand), Posbus 10589, Johannesburg, gepos en die kopie deur die werkgewer vir registrasiedoeleindes bewaar word.

AANHANGSEL C.

KENNISGEWING VAN DIENSBEEÏNDIGING KRAGTENS
KLOUSULE 26 VAN DIE OOREENKOMS.

NYWERHEIDSRAAD VIR DIE KLEINHANDELVLEISBEDRYF
(WITWATERSRAND).

KENNISGEWING VAN DIENSBEEÏNDIGING.

Aan _____
Hierby gee ek een week kennis [beginnende op _____
(dag van week) die _____ dag van _____ 19 _____]
om u/my diens te beëindig.

Handtekening.

Datum _____

Handtekening van Ontvanger.

Opmerking.—Moet in drievoud ingevul word wanneer kennis van diensbeëindiging gegee word. Een kopie moet aan die Sekretaris, Nywerheidsraad vir die Kleinhandelvleisbedryf (Witwatersrand), Posbus 10589, Johannesburg, gestuur, een kopie deur die ontvanger bewaar, en een kopie deur die persoon wat kennis gegee het, bewaar word.

AANHANGSEL D.

AANSOEK OM MAGTIGING OM 'N SLAGTERSASSISTENT
KRAGTENS KLOUSULE 17 VAN DIE OOREENKOMS IN
DIENS TE NEEM.

Naam _____
Adres _____
Datum _____

Die Sekretaris,
Nywerheidsraad vir die Kleinhandelvleisbedryf (Witwatersrand),
Posbus 10589,
Johannesburg.

AANSOEK OM MAGTIGING OM 'N SLAGTERSASSISTENT
IN DIENS TE NEEM.

Meneer,

Kragtens klausule 17 van die Raad se Ooreenkoms doen ek/ons hiermee aansoek om magtiging om 'n slagtersassistent in diens te neem.

*Ek/Ons het _____ blokmanne en _____ vakleerlinge in diens.

*Ek/Ons het geen blokmanne of vakleerlinge in diens nie, en kragtens subklausule (1) van klausule 17 van die Raad se Ooreenkoms, versoek ek om by die toepassing van hierdie aansoek as 'n blokman geag te word.

Die uwe,

Handtekening.

*Skrap wat nie van toepassing is nie.

ANNEXURE B.

NOTIFICATION OF PAYMENT OF SICK LEAVE IN TERMS
OF CLAUSE 11 (1) OF THE AGREEMENT.

Name of Firm _____
Address _____
Date _____

The Secretary,
Industrial Council for the Retail Meat Trade (Witwatersrand),
P.O. Box 10589,
Johannesburg.

PAYMENT OF SICK LEAVE.

Dear Sir,

Mr./Mrs./Miss _____
who is employed by me as _____
has had _____ days sick leave and was paid for _____
days sick leave on the _____ 19 _____.

Yours faithfully,

Employer.

Signature of Employee.

(If available.)

Note.—To be completed in duplicate immediately an employee is paid sick leave. Original to be posted to the Secretary, Industrial Council for the Retail Meat Trade (Witwatersrand), P.O. Box 10589, Johannesburg, and the copy to be retained by the employer for record purposes.

ANNEXURE C.

NOTICE OF TERMINATION OF EMPLOYMENT IN TERMS
OF CLAUSE 26 OF THE AGREEMENT.

INDUSTRIAL COUNCIL FOR THE RETAIL MEAT TRADE
(WITWATERSRAND).

NOTICE OF TERMINATION OF EMPLOYMENT.

To _____
I hereby tender one week's notice [commencing on _____
(day of week) the _____ of _____ 19 _____] to terminate
your/my employment.

Signature.

Date _____

Signature of Recipient.

Note.—To be completed in triplicate when notice of termination of employment is given. One copy to be forwarded to the Secretary, Industrial Council for the Retail Meat Trade (Witwatersrand), P.O. Box 10589, Johannesburg, one copy to be retained by the recipient and one copy to be retained by the notifier.

ANNEXURE D.

APPLICATION FOR PERMISSION TO EMPLOY A BUTCHER'S
ASSISTANT IN TERMS OF CLAUSE 17 OF THE AGREEMENT.

Name _____
Address _____
Date _____

The Secretary,
Industrial Council for the Retail Meat Trade (Witwatersrand),
P.O. Box 10589,
Johannesburg.

APPLICATION FOR PERMISSION TO EMPLOY A BUTCHER'S
ASSISTANT.

Dear Sir,

In terms of clause 17 of the Council's Agreement I/we hereby request permission to employ a butcher's assistant.

*I/We employ _____ blockmen and _____ apprentices.

*I/We do not employ any blockman or apprentices and, in terms of sub-clause (1) of clause 17 of the Council's Agreement, request that I be regarded as a blockman for the purposes of this application.

Yours faithfully,

Signature.

*Delete whichever is not applicable.

AANHANGSEL E.

SIEKTE- EN ONGELUKSVOORDELE; PENSIOENFONDS EN RAADSHEFFINGS.

Naam van firma.....

Adres.....

Maand..... 19.....

Naam van werknemer.	Raadsheffing.		Siekte- en ongeluksvoor- dele.		Pensioenfonds.		Vakverenig- ingdeged.	Totaal.
	Bydrae van werknemers.	Bydrae van werkgevers.	Bydrae van werknemers.	Bydrae van werkgevers.	Bydrae van werknemers.	Bydrae van werkgevers.		

ANNEXURE E.

SICK AND ACCIDENT BENEFITS; PENSION FUND AND COUNCIL LEVIES.

Name of Firm.....

Address.....

Month..... 19.....

Name of Employee.	Council Levy.		Benefits—Sick and Acci- dent.		Pension Fund.		Trade Union Subscrip- tions.	Total.
	Employees Contribution.	Employers Contribution.	Employees Contribution.	Employers Contribution.	Employees Contribution.	Employers Contribution.		

No. R. 1465.] [24 September 1965.

WET OP OORLOGSMAATREËLS, 1940.

OPSKORTING VAN REGULASIES OP LEWENS-
KOSTETOELAES, GEPUBLISEER BY OOR-
LOGSMAATREËL No. 43 VAN 1942.

KLEINHANDELVLEISBEDRYF,
WITWATERSRAND.

Namens die Minister van Arbeid, skort ek, MARAIS VILJOEN, Adjunk-minister van Arbeid, hierby, kragtens subregulasie (1) van regulasie 4 van die regulasies wat by Oorlogsmatreël 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 Kleinhandelvleisbedryf wat by Goewermentskennisgewing No. R. 1464 van 24 September 1965 gepubliseer is.

M. VILJOEN,
Adjunk-minister van Arbeid.

No. R. 1465.] [24 September 1965.

WAR MEASURES ACT, 1940.

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

RETAIL MEAT TRADE, WITWATERSRAND.

On behalf of the Minister of Labour, I, MARAIS VILJOEN, Deputy-Minister of Labour, hereby, in terms of sub-regulation (1) of regulation 4 of the regulations published under War Measure No. 43 of 1942, as amended, suspend the operation of the said regulations in respect of all employees for whom wages are prescribed in the Agreement for the Retail Meat Trade published under Government Notice No. R. 1464 of the 24th September, 1965.

M. VILJOEN,
Deputy-Minister of Labour.

No. R. 1466.]

[24 September 1965.]

WET OP FABRIEKE, MASJINERIE EN BOUWERK, 1941.**KLEINHANDELVLEISBEDRYF, WITWATERSRAND.**

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 Kleinhandelvleisbedryf, gepubliseer by Goewermentskennisgewing No. R. 1464 van 24 September 1965, oor die algemeen vir werknemers wie se werkeure 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 desbetreffende bepalings van genoemde Wet.

M. VILJOEN,
Adjunk-minister van Arbeid.

No. R. 1466.]

[24 September 1965.]

FACTORIES, MACHINERY AND BUILDING WORK ACT, 1941.**RETAIL MEAT TRADE, WITWATERSRAND.**

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 Retail Meat Trade, published under Government Notice No. R. 1464 of the 24th September, 1965, to be, on the whole not less favourable to the employees whose hours of work and remuneration in respect of overtime, public holidays and work on Sundays and public holidays are regulated thereby, than the relative provisions of the said Act.

M. VILJOEN,
Deputy-Minister of Labour.

INHOUD.

No.	Departement van Arbeid.	BLADSY
	GOEWERMENSKENNISGEWINGS.	
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Land van Bestemming.	Briewe per ½ ons.	Pos- kaarte elk.	Lug- briewe elk.	Tweede- klaspos- stukke per ½ ons.
AFRIKA. —(Behalwe lande van die Posunie van Afrika)	c	c	c	c
Mauritius, Reunion, Seychelle en Zanzibar	10	5	5	4
EUROPA. —				
(a) Verenigde Koninkryk, Noord-Ierland, Republiek Ierland, Ciprus en Malta	12½	7	5	5
(b) Alle ander lande, met inbegrip van die Unie van die Sosialistiese Sowjetrepublieke en eilande in die Middellandse See, behalwe Ciprus en Malta	15	7½	5	6
(c) Asore, Kanariese Eilande, Kaap-Verdiëse Eilande, Ysland, Madeira	15	7½	5	6
NABYE OOSTE. —				
Bahreineilande, Debai, Iran, Irak, Israel, Jordanië (Hashemitiese Koninkryk), Koeweit, Libanon, Maskat, Saoedi-Arabië, Sjarja, Sirië, Turkye	12½	7	5	5
AMERIKA. —				
Kanada, Verenigde State van Amerika, Sentraal- en Suid-Amerika	22½	12	10	10
AUSTRALASIE. —				
Australië, Nieu-Seeland.....	25	12½	10	10
STILLE OSEAAN. —				
Eilande in die Noordelike en Suidelike Stille Oseaan nie elders genoem nie	25	12½	10	10
OOSTERSE LANDE. —				
(a) Afghanistan, Birma, Ceylon, Indië, Pakistan, Thailand, Tibet	17½	9	5	7½
(b) Broenel, Sjina, Kokoseilande, Formosa, Hongkong, Indonesië, Korea, Macao, Maleisië, Mantsjoerye, Filippyne, Sabah, Serawak, Timor	22½	12	10	10
(c) Japan.....	25	12½	10	10

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AFRICA. —(Excluding countries of the African Postal Union)	c	c	c	c
Mauritius, Reunion, Seychelles and Zanzibar	10	5	5	4
EUROPE. —				
(a) United Kingdom, Northern Ireland, Republic of Ireland, Cyprus and Malta	12½	7	5	5
(b) All other countries, including the Union of Soviet Socialist Republics and islands in the Mediterranean Sea except Cyprus and Malta	15	7½	5	6
(c) Azores, Canary Islands, Cape Verde Islands, Iceland, Madeira	15	7½	5	6
NEAR EAST. —				
Bahrain Islands, Dubai, Iran, Iraq, Israel, Jordan (Hashemite Kingdom of), Kuwait, Lebanon, Muscat, Saudi Arabia, Sharjah, Syria, Turkey	12½	7	5	5
AMERICA. —				
Canada, United States of America, Central and South America	22½	12	10	10
AUSTRALASIA. —				
Australia, New Zealand.....	25	12½	10	10
PACIFIC. —				
Islands in the Northern and Southern Pacific Ocean not mentioned elsewhere	25	12½	10	10
EASTERN COUNTRIES. —				
(a) Afghanistan, Burma, Ceylon, India, Pakistan, Thailand, Tibet	17½	9	5	7½
(b) Brunei, China, Cocos Islands, Formosa, Hong Kong, Indonesia, Korea, Macao, Malaysia, Manchuria, Philippines, Sabah, Sarawak, Timor	22½	12	10	10
(c) Japan.....	25	12½	10	10

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