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### GOVERNMENT NOTICES.

#### DEPARTMENT OF LABOUR.

No. R. 1819.] [19 November 1965.  
WAGE ACT, No. 5 OF 1957.

WAGE DETERMINATION No. 268.

UNSKILLED LABOUR, DURBAN, PIETERMARITZBURG AND PINETOWN.

By direction of the Deputy-Minister of Labour, it is hereby notified in terms of sub-section (2) of section *fourteen* of the Wage Act, 1957, that he, acting on behalf of and under the powers vested in the Minister of Labour, by sub-section (1) of section *fourteen* of the said Act, has made the Determination in the Schedule hereto in respect of Unskilled Labour and has fixed the 13th day of December, 1965, as the date from which the provisions of the said Determination shall be binding.

#### SCHEDULE.

##### 1. AREA AND SCOPE OF DETERMINATION.

This Determination shall apply to all employees, other than employees of local authorities, who perform unskilled labour in the area comprising the Magisterial Districts of Durban, Pietermaritzburg and Pinetown in any of the undermentioned trades—

- (1) Brewing or bottling beer; (3)
- (2) bunkering, other than in the Magisterial District of Pietermaritzburg; (4)
- (3) cleaning of buildings (including windows); (18)
- (4) delivery services, including messenger services (except delivery by means of motor-propelled vehicles); (1)
- (5) demolition of buildings; (19)
- (6) distilling of spirituous liquors; (5)
- (7) excavating, levelling, pumping, selling or delivering of sand, soil or gravel; (22)
- (8) fertilizer manufacture, other than in the municipal areas of Durban and Pinetown or in the Health Committee Area of Umbogintwini; (13)
- (9) generation or distribution of electricity; (15)
- (10) grease manufacture; (6)
- (11) letting of offices; (23)
- (12) manufacture of lead acid batteries; (24)
- (13) manufacture of food for domestic animals, livestock feeds or malt where not undertaken in conjunction with the activities specified in items (i) or (ii) of the definition of Milling Industry contained in Government Notice No. 407 of the 21st March, 1958; (25)
- (14) manufacture of glucose, dextrose or cornflour; (26)
- (15) manufacture of whale products, other than in the Magisterial District of Pietermaritzburg; (29)
- (16) manufacture or distribution of gas, other than in the Health Committee Area of Umbogintwini; (30)
- (17) manufacturing or mending hessian or jute bags; (27)

### GOEWERMENSKENNISGEWINGS.

#### DEPARTEMENT VAN ARBEID.

No. R. 1819.] [19 November 1965.  
LOONWET, No. 5 VAN 1957.

LOONVASSTELLING No. 268.

ONGESKOOLDE ARBEID, DURBAN, PIETERMARITZBURG EN PINETOWN.

In opdrag van die Adjunk-minister van Arbeid word hierby ingevolge subartikel (2) van artikel *veertien* van die Loonwet, 1957, bekendgemaak dat hy, handelende namens en kragtens die bevoegdheid verleen aan die Minister van Arbeid, by subartikel (1) van artikel *veertien* van genoemde Wet, die Vasstelling wat in die Bylae hiervan verskyn ten opsigte van Ongeskoolde Arbeid gemaak het en die 13de dag van Desember 1965, bepaal het as die datum waarop die bepalings van genoemde Vasstelling bindend word.

#### BYLAE.

##### 1. GEBIED EN OMVANG VAN DIE VASSTELLING.

Hierdie Vasstelling is van toepassing op alle werknemers, uitgesonderd werknemers van plaaslike owerhede, wat ongeskoolde arbeid in die gebied bestaande uit die landdrosdistrikte Durban, Pietermaritzburg en Pinetown in enige van die ondergenoemde bedrywe verrig—

- (1) afleweringdienste, met inbegrip van bodedienste (uitgesonderd aflewering met motoraangedrewe voertuie); (4)
- (2) behandeling van timmerhout met hitte of chemikalieë; (30)
- (3) bierbrou of die bottel van bier; (1)
- (4) bunkerwerk, uitgesonderd in die landdrosdistrik Pietermaritzburg; (2)
- (5) distillering van spiritualieë; (6)
- (6) ghriesvervaardiging; (10)
- (7) goederevervoer, met inbegrip van die stoor van goedere; (28)
- (8) handel in ou metaal; (25)
- (9) handel in tweedehandse bottels; (26)
- (10) herwinning van afvalglas; (31)
- (11) herwinning van afvalpapier; (32)
- (12) klipbreek, waar dit nie gesamentlik met klipvergruising onderneem word nie; (23)
- (13) kunsmisvervaardiging, uitgesonderd in die munisipale gebiede van Durban en Pinetown of in die gebied van die Gesondheidskomitee van Umbogintwini; (8)
- (14) mark- of kommissieagentskappe; (18)
- (15) opwekking of verspreiding van elektrisiteit; (9)
- (16) passasiersvervoer, alleenlik in die landdrosdistrik Pietermaritzburg; (29)
- (17) raffineer of skoonmaak van olie; (24)

- (18) market or commission agencies; (14)
  - (19) night soil removal; (31)
  - (20) preparing sites for building or other purposes; (32)
  - (21) processing of tanning extract; (28)
  - (22) purifying, grinding, winning or packing of salt; (20)
  - (23) quarrying, where not undertaken in conjunction with stonecrushing; (12)
  - (24) refining or cleaning of oil; (17)
  - (25) scrap metal dealing; (8)
  - (26) second hand bottle dealing; (9)
  - (27) shipping agencies; (21)
  - (28) transportation of goods, including the storage of goods; (7)
  - (29) transportation of passengers, only in the Magisterial District of Pietermaritzburg; (16)
  - (30) treatment of timber by heat or chemicals; (2)
  - (31) waste glass recovery; (10)
  - (32) waste paper recovery; (11)
- and to the employers of such employees.

## 2. DEFINITIONS.

(1) Unless the context otherwise indicates, any expression which is used in this Determination and which is defined in the Wage Act, 1957, has the same meaning as in that Act and unless inconsistent with the context—

- (i) "continuous process worker" means an employee who is engaged in any activity which in terms of paragraph (a) of sub-section (1) of section nineteen of the Factories, Machinery and Building Work Act, 1941, has been declared to be an activity in which continuous working by means of three shifts per day is necessary; (xiii)
- (ii) "daily employee" means an employee who is employed by the day; (ii)
- (iii) "day", in relation to a continuous process worker, a shift worker or an employee engaged in cleaning premises, means a period of twenty-four consecutive hours calculated from the time such employee commences work, and, in relation to any other employee, a period of twenty-four consecutive hours commencing at midnight; (iii)
- (iv) "emergency work" means—
  - (a) any work which, owing to unforeseen circumstances such as fire, storm, accident, act of violence, epidemic or theft, must be done without delay;
  - (b) any work necessary for the maintenance or provision of light, power, water, telephone, public health, sanitary, cleansing, public transport or airport services or for the supply of goods to hospitals or the police or military forces;
  - (c) any work necessitated by a general breakdown of plant or machinery or an actual breakdown or threatened breakdown of buildings;
  - (d) any work in connection with the overhauling or repairing of plant or machinery which cannot be performed during ordinary working hours; or
  - (e) the work of or connected with the loading or unloading of trucks or vehicles belonging to the South African Railways and Harbours; (vi)
- (v) "establishment" means any premises in or in connection with which one or more employees are employed in any one or more of the trades mentioned in clause 1; (i)
- (vi) "local authorities" mean divisional councils, city councils, municipal councils, borough councils, town councils, village councils, town boards, local boards, village management boards or health committees, the Peri-Urban Areas Health Board established under the Peri-Urban Areas Health Board Ordinance, 1943 (Ordinance No. 20 of 1943) of Transvaal, the Local Health Commission constituted under the Local Health Commission (Public Health Areas Control) Ordinance, 1941 (Ordinance No. 20 of 1941) of Natal, and any other similar institution or body contemplated in paragraph (f) of sub-section (1) of section eighty-four of the Republic of South Africa Constitution Act, 1961; (ix)
- (vii) "overtime" means that portion of any period during which an employee works for his employer during any week or on any day, as the case may be, which is in excess of the respective ordinary hours of work prescribed for such employee in sub-clause (1), (2) or (3) of clause 5, but does not include any period during which an employee—
  - (i) whose said hours are prescribed in sub-clause (1) of clause 5, works for his employer on a Sunday;
  - (ii) whose said hours are prescribed in sub-clause (2) of clause 5, works for his employer on his day of rest; (viii)
- (viii) "piece-work" means any system under which an employee's remuneration is based on the quantity of work done; (x)

- (18) skoonmaak van geboue (met inbegrip van vensters); (3)
  - (19) sloping van geboue; (5)
  - (20) suiwering, maal, herwinning of verpakking van sout; (22)
  - (21) skeepagentskappe; (27)
  - (22) uitgrawe, gelykmaak, uitpomp, verkoop of aflewering van sand, grond of gruis; (7)
  - (23) verhuur van kantore; (11)
  - (24) vervaardiging van lood-en-suur batterye; (12)
  - (25) vervaardiging van voedsel vir huisdiere, voedingsmiddels vir lewende hawe, of mout, waar dit nie tesame met die aktiwiteite vermeld in items (i) of (ii) van die omskrywing van maaltywerheid, soos vervat in Goewermentskennissgewing No. 407 van 21 Maart 1958, onderneem word nie; (13)
  - (26) vervaardiging van glukose, dekstrose of melieblom; (14)
  - (27) vervaardiging of herstel van goiing- of jutesakke; (17)
  - (28) vervaardiging van looi-ekstrak; (21)
  - (29) vervaardiging van walvisprodukte, uitgesonderd in die landdrosdistrik Pietermaritzburg; (15)
  - (30) vervaardiging of verspreiding van gas, uitgesonderd in die gebied van die Gesondheidskomitee van Umbogintwini; (16)
  - (31) verwydering van nagvuil; (19)
  - (32) voorbereiding van terreine vir bou- of ander doeleindes; (20)
- en op die werkgewers van sodanige werknemers.

## 2. WOORDOMSKRYPINGS.

- (1) Tensy uit die samehang anders blyk, het iedere uitdrukking wat in hierdie Vasstelling gebruik en in die Loonwet, 1957, omskryf word, dieselfde betekenis as in dié Wet en, tensy strydig met die samehang, beteken—
  - (i) „bedryfsinrigting” enige perseel waarop of in verband waarmee een of meer werknemers in een of meer van die bedrywe in klousule 1 genoem in diens is; (v)
  - (ii) „daaglikse werknemer” ’n werknemer wat by die dag in diens is; (ii)
  - (iii) „dag”, met betrekking tot ’n werknemer in ’n onafgebroke proses, ’n skofwerker of ’n werknemer wat in diens is vir die skoonmaak van persele, ’n tydperk van vier-en-twintig opeenvolgende ure bereken vanaf die tyd waarop sodanige werknemer met sy werk begin en met betrekking tot enige ander werknemer, ’n tydperk van vier-en-twintig, opeenvolgende ure wat om middernag begin; (iii)
  - (iv) „korttyd” ’n tydelike vermindering in die getal gewone werkure weens ongunstige weersomstandighede, ’n tekort aan grondstowwe of ’n algehele onklaarraking van die masjinerie of installasie of die feit dat die geboue onbruikbaar is of dreig om dit te word; (x)
  - (v) „loon” die geldbedrag wat ingevolge klousule 3 (1) aan ’n werknemer betaalbaar is ten opsigte van sy gewone werkure soos by klousule 5 voorgeskryf: Met dien verstande—
    - (i) dat, as ’n werkgewer sy werknemer ten opsigte van sy gewone werkure gereeld ’n hoër bedrag betaal as dié in klousule 3 (1) voorgeskryf, dit dié hoër bedrag beteken;
    - (ii) dat die eerste voorbehoudsbepaling nie so uitgelê moet word dat dit verwys na of enige besoldiging omvat wat ’n werknemer, wat in diens is op enige grondslag waarvoor in klousule 9 voorsiening gemaak word, ontvang het bo en behalwe die bedrag wat hy sou ontvang het as hy nie op sodanige grondslag in diens was nie; (xii)
  - (vi) „noodwerk”—
    - (a) alle werk wat weens onvoorsiene omstandighede soos brand, storm, ongeluk, gewelddaad, epidemie of diefstal sonder versuim gedoen moet word;
    - (b) alle werk wat gedoen moet word vir die instandhouding of voorsiening van lig, krag of water, of van telefoon-, openbare gesondheids-, sanitêre, skoonmaak-, openbare vervoer- of lughawediensle, of vir die lewering van goedere aan hospitale of die polisie- of militêre magte;
    - (c) alle werk wat genoodsaak word ten gevolge van die algehele onklaarraking van die installasie of masjinerie of die feit dat die geboue onbruikbaar is of dreig om dit te word;
    - (d) alle werk in verband met die opknapping of herstel van installasies of masjinerie wat nie gedurende die gewone werkure verrig kan word nie;
    - (e) die laai of aflaai van spoorwaens of voertuie van die Suid-Afrikaanse Spoorweë en Hawens of werk wat daarmee in verband staan; (iv)
  - (vii) „ongeskoolde arbeid”—
    - (i) artikels van gelyke grootte en getal in houters verpak wat spesiaal gemaak is om sodanige artikels te bevat; (38)
    - (2) afval van gesmelte lood verwyder; (44)
    - (3) artikels, leë bottels, sakke, pakkette of ander houters sorteër, vasbind of toedraai of ou metaal, afvalglas of afvalpapier sorteër of bymekaarmaak; (55)



- (ix) "shift worker" means an employee who is engaged on shift work in an establishment in which three consecutive shifts per day on five or six days per week are worked; (xi)
- (x) "short-time" means any temporary reduction in the number of ordinary hours of work owing to the vagaries of the weather, a shortage of raw materials or a general breakdown of plant or machinery or a breakdown or threatened breakdown of buildings; (iv)
- (xi) "unskilled labour" means—
- (1) affixing labels to or marking, branding, stamping or stencilling articles or containers or perforating labels (18);
  - (2) affixing stamps to letters, parcels or other articles; (45)
  - (3) assisting an artisan, other than by using the tools of his trade; (59)
  - (4) bending or cutting, under supervision, by means of a blowlamp, or bending or breaking up by means of hammers, saws, chisels, crowbars or spanners any scrap metal, machine, wreck, vehicle or bridge; (19)
  - (5) carrying, lifting, pulling, pushing, hauling, packing, stacking, rolling, moving or burying any articles, vehicles or containers, whether in or on the workshop, storeroom, shed, premises, vehicle or railway truck, other than by the use of power equipment; (14)
  - (6) checking, keeping tally or stacking of bags; (41)
  - (7) cleaning or levelling bricks, stones or concrete by means of hammers, trowels or other non-power-driven tools; (5)
  - (8) cleaning or washing premises, doors, windows, equipment, tools, machinery, furniture, vehicles, tanks, containers or other articles, including polishing floors, furniture or vehicles or brushing carpets; (46)
  - (9) connecting or disconnecting, screwing or unscrewing pipes; (47)
  - (10) cooking rations or making or serving tea or similar beverages for or to employees, or making or serving tea or other refreshments for or to the employer or his guests; (51)
  - (11) coupling, uncoupling or braking cocopans, laying or bolting or unbolting tracks; (28)
  - (12) covering with or removing tarpaulins; (7)
  - (13) cutting wire, rope or hessian by hand; (15)
  - (14) delivering or conveying messages, parcels, letters or goods on foot or by means of a bicycle, tricycle or manually propelled vehicle; (6)
  - (15) drilling by hand; (37)
  - (16) erecting scaffolding under supervision; (53)
  - (17) feeding or taking off from conveyor belts, machines, hoppers, platforms or tanks; (57)
  - (18) filling fuel tanks or draining or filling oil sumps; (8)
  - (19) gardening, i.e. digging, raking, mowing, spreading, mixing, watering, trimming hedges, weeding, felling or removing trees or other vegetation or planting under supervision; (56)
  - (20) guarding premises or property; (48)
  - (21) heating metal vats, tanks, pipes, drums or other containers by steam; (38)
  - (22) lime-washing, cleaning or disinfecting compounds, latrines, stables or outbuildings or applying cleansing or disinfecting substances to night soil containers; (29)
  - (23) loading or unloading; (35)
  - (24) loosening, excavating, breaking or spreading stone, gravel, soil, clay, sand or other raw materials; shovelling, digging trenches, holes or foundations or performing other excavation work by hand; digging out tree stumps; (30)
  - (25) loosening, demolishing or breaking up walls; (39)
  - (26) loosening or taking down planks, beams or other kinds of timbering, roof tiling, corrugated iron sheets, asbestos sheeting or other roofing material, or removing nails therefrom; (49)
  - (27) making or maintaining fires, whether in hearths, ovens or any other fireplace; removing refuse or ashes; sorting out cinders; (58)
  - (28) mending, cleaning or shaking out bags; cutting bags by hand or machine; (54)
  - (29) minding, cleaning, driving, feeding or in any other way tending livestock; (36)
  - (30) moving, placing, dragging or lifting pipes or poles; driving in or planting poles; (50)
  - (31) oiling or greasing vehicles, rails or machinery, but not electric generating machinery or motor vehicles; (60)
  - (32) opening or closing cocks or valves or adjusting levers, under supervision; (43)
  - (33) opening or closing doors or windows; (16)
  - (34) opening or closing filter presses or removing or changing filter cloths; (21)

- (4) afval van walvisse verwyder; (47)
- (5) bakstene, klippe of beton met hamers, troffels of ander nie-kragaangedrewe gereedskap skoonmaak of afvlak; (7)
- (6) boodskappe, pakkette, briewe of goedere te voet, per trapfiets, driewieler of handvoertuig aflewer of vervoer; (14)
- (7) bokseile oorgooi of afhaal; (12)
- (8) brandstoftenks volmaak of oliebakke leegtap of volmaak; (18)
- (9) briewe, pakkette, bottels, vate, kaste, blikke, platkissies, kartonne, konkas, sakke, bale of enige ander houers oopmaak of toemaak, volmaak of leegmaak; spoorwegwaens of toemaak oop- of toemaak; (35)
- (10) baalperse of ander perse met die hand bedien, of draad, hoepels, toue of metaalbande om kiste, sakke, vesel of bale sit of vasmaak; (36)
- (11) bottels of soortgelyke houers in kragaangedrewe masjiene plaas of daaruit neem, etikette van bottels, kaste of ander artikels met die hand verwyder, of daarop plak; etikette aan kragaangedrewe etiketteer-masjiene voer; (39)
- (12) briewe, omsendbriewe, dokumente, biljette, advertensies of ander geskrewe, gedrukte, getikte of afgerolde geskrifte in koeverte plaas of in pakkies opmaak; (41)
- (13) batterye afhaal, volmaak of terugsit; (48)
- (14) dra, ophang, sleep, stoot, trek, verpak, opstapel, rol, verskuif of begrawe van enige artikels, voertuie of houers, hetsy in of op die werkplek, pakkamer, loods, perseel, voertuig of spoorwa, behalwe deur die gebruik van kragtoerusting; (5)
- (15) draad, tou of goingsak met die hand sny; (13)
- (16) deure of vensters oop- of toemaak; (33)
- (17) drade op- of afrol, in posisie lê, sleep of trek; (61)
- (18) etikette op artikels of houers plak of dit merk, brandmerk, stempel of sjabloner of etikette perforeer; (1)
- (19) enige ou metaal, masjien, wrak, voertuig of brug met hamers, sae, beitels, koevoete of skroefsluitels buig of opbrek, of onder toesig met 'n blaaslamp buig of sny; (4)
- (20) enige onsuiverheid uit going of jute met die hand verwyder; (45)
- (21) filterperse oop- of toemaak of filterdoeke verwyder of vervang; (34)
- (22) goedere volgens voorafbepaalde gewig by herhaling weeg, of goedere volgens voorafbepaalde maat by herhaling meet; (51)
- (23) groente, vrugte, pluimvee, blomme of ander plaasprodukte sorteer of verpak; (54)
- (24) gars of ander graansoorte met grawe of skoppe oopsprei of omkeer; (56)
- (25) going of jute met die hand pluig; (58)
- (26) handdoeke, seep of toiletpapier vervang; (52)
- (27) 'n hystoestel, goederhysbak, handpomp, afrolmasjien, domkrag, windas, gangspil of naaimasjien bedien; (37)
- (28) koekepanne koppel, ontkoppel of rem; spore lê of vas- of losboud; (11)
- (29) kampongs, latrines, stalle of buitegeboue witkalk, skoonmaak of ontsmet of reinigings- of ontsmettingsmiddels aan houers van nagvuil aanwend; (22)
- (30) klip, gruis, grond, klei, sand of ander grondstowwe losmaak, uithaal, brek of strooi, met 'n skopgraaf skep, slote, gate of fondamente grawe of uitgrawingswerk met die hand verrig; boomstompe uitgrawe; (24)
- (31) konkas verf; (40)
- (32) kruiwaens, trollies, waentjies of ander handvoertuie stoot of trek; (42)
- (33) kiste, bokke of kratte met die hand herstel; (50)
- (34) klaargemaakte karton- of veselborddose of soortgelyke houers met die hand opstel of uitmekaar haal, of papier met die hand vou; (53)
- (35) laai of aflaai; (23)
- (36) lewende hawe oppas, aanjaag, skoonmaak, voer of op enige wyse versorg; (29)
- (37) met die hand boor; (15)
- (38) metaalvate, tenks, pype, konkas of ander houers met stoom verhit; (21)
- (39) mure losmaak, afbreek of opbreek; (25)
- (40) met die hand omroer of meng; uitskep; (57)
- (41) nasien, met 'n telbord telling hou of opstapel van sakke; (6)
- (42) nagemmers verwyder, leegmaak, skoonmaak of vervang; (46)
- (43) onder toesig krane of kleppe oopmaak of toemaak, of masjienhefbome verstel; (32)
- (44) oorpakke, uniforms of beskermende klere was; (60)
- (45) posseëls op briewe, pakkette of ander artikels plak; (2)

- (35) opening, closing, filling or emptying letters, parcels, bottles, casks, boxes, tins, trays, cartons, drums, bags, bales or any other containers, opening or closing railway trucks or ships' holds; (9)
- (36) operating baling presses or other presses by hand, or placing or securing wire, hoops, ropes or metal bands around boxes, bags, fibre or bales; (10)
- (37) operating a hoist, goods lift, handpump, duplicating machine, jack, winch, capstan or sewing machine; (27)
- (38) packing articles of uniform size and number in containers specially made to contain such articles; (1)
- (39) placing bottles or similar containers in power-driven machines or taking therefrom; removing labels from bottles, boxes or other articles by hand or affixing labels thereto; feeding labels to power-driven labelling machines; (11)
- (40) painting drums; (31)
- (41) placing letters, circulars, documents, handbills, advertisements or other written, printed, typed or roneoed documents in envelopes or making them up into bundles; (12)
- (42) pulling or pushing wheelbarrows, trolleys, barrows or other manually propelled vehicles; (32)
- (43) pumping, washing or screening sand or gravel by hand; (55)
- (44) removing dross from molten lead; (2)
- (45) removing any impurities from hessian or jute by hand; (20)
- (46) removing, emptying, cleansing or replacing sanitary pails; (42)
- (47) removing offal from whales; (4)
- (48) removing, topping up or replacing batteries; (13)
- (49) removing, replacing, changing or inflating wheels or tyres or tubes of motor vehicles, bicycles or wheelbarrows or repairing tubes; (61)
- (50) repairing trestles, crates or boxes by hand; (33)
- (51) repetitive weighing of goods to a predetermined weight, or repetitive measuring of goods to a set gauge; (22)
- (52) replacing towels, soap or toilet paper; (26)
- (53) setting up or taking apart ready-made cardboard or fibreboard boxes or similar containers or folding paper by hand; (34)
- (54) sorting or packing vegetables, fruit, poultry, flowers or other farm produce; (23)
- (55) sorting, tying or wrapping articles, empty bottles, bags, parcels or other containers or sorting or collecting scrap metal, waste glass or waste paper; (3)
- (56) spreading or turning over barley or other kinds of grain by means of spades or shovels; (24)
- (57) stirring or mixing by hand; ladling; (40)
- (58) teasing hessian or jute by hand; (25)
- (59) using rubber or other stamps where selection or discretion is unnecessary; (52)
- (60) washing overalls, uniforms or protective clothing; (44)
- (61) winding or unwinding, putting into position, dragging or pulling wire; (17) (vii)
- (xii) "wage" means the amount of money payable to an employee in terms of clause 3 (1) in respect of his ordinary hours of work as prescribed in clause 5: Provided—
- (i) that, if an employer regularly pays an employee in respect of such ordinary hours of work an amount higher than that prescribed in clause 3 (1), it means such higher amount;
- (ii) that the first proviso shall not be construed so as to refer to or include any remuneration which an employee, who is employed on any basis provided for in clause 9, received over and above the amount which he would have received if he had not been employed on such a basis; (v)
- (xiii) "watchman" means an employee who is engaged in guarding premises or property. (xii)
- (2) For the purpose of this Determination an employee shall be deemed to be in that class in which he is wholly or mainly engaged.
- (46) persele, deure, vensters, toerusting, gereedskap, masjinerie, meubels, voertuie, tenks, houters of ander artikels skoonmaak of was en dit sluit in vloere, meubels of voertuie polcer of tapyte uitborsel; (8)
- (47) pype koppel of ontkoppel, vas- of losskroef; (9)
- (48) persele of eiendom bewaak; (20)
- (49) planke, balke of ander soorte timmerhout, dakteëls, sinkplate, asbesplate of ander dakmateriaal losmaak of afbreek, of spykers daaruit verwyder; (26)
- (50) pype of pale verlê, regsit, sleep of oplik; pale indryf of implant; (30)
- (51) rantsoene kook of tee of soortgelyke drank vir werknemers maak of aan hulle bedien of tee of ander verserings vir die werkgewer of sy gaste maak of bedien; (10)
- (52) rubber- of ander stempels gebruik waar seleksie of diskresie nie nodig is nie; (59)
- (53) steiers onder toesig oprig; (16)
- (54) sakke heelmaak, skoonmaak of uitskud; sakke met die hand of met 'n masjien sny; (28)
- (55) sand of gruis met die hand uitpomp, was of sif; (43)
- (56) tuinmaak, d.w.s. spit, hark, gras sny, strooi, meng, natmaak, heinings snoei, onkruid verwyder, bome of ander plantegroei afkap of verwyder of onder toesig plant; (19)
- (57) vervoerbande, masjiene, vultregters, platforms of tenks met die hand voer of daarvan afneem; (17)
- (58) vuurmaak of vure aan die brand hou, hetsy in kaggels, oonde of enige ander vuurmaakplek; afval of as verwyder; sintels uitsoek; (27)
- (59) 'n vakman behulpsaam wees op 'n ander wyse as deur die gereedskap van sy vak te gebruik; (3)
- (60) voertuie, spore of masjinerie, maar nie elektriese opwekkingsmasjinerie of motorvoertuie nie, olie of smeer; (31)
- (61) wile of buite- of binnebande van motorvoertuie, fietse of kruiwaens afhaal, terugsit, omruil of oppomp, of binnebande herstel; (49) (xi)
- (xiii) „oortyd” dié gedeelte van enige tydperk wat 'n werknemer, gedurende enige week of op enige dag, al na gelang van die geval, langer as die onderskeie gewone werkure wat in subklousule (1), (2) of (3) van klousule 5 vir sodanige werknemer voorgeskryf word, vir sy werkgewer werk, maar uitgesonderd enige tydperk wat 'n werknemer—
- (i) wie se gemelde werkure in subklousule (1) van klousule 5 voorgeskryf word, op 'n Sondag vir sy werkgewer werk;
- (ii) wie se gemelde werkure in subklousule (2) van klousule 5 voorgeskryf word, op sy rusdag vir sy werkgewer werk; (vii)
- (ix) „plaaslike owerhede” beteken afdelingsrade, stadsrade, munisipale rade, dorpsrade, dorpsbesture, plaaslike bestuursrade, dorpsbestuursrade of gesondheidskomitees, die Gesondheidsraad vir Buitestedelike Gebiede ingestel kragtens die Ordonnansie tot Instelling van 'n Gesondheidsraad vir Buitestedelike Gebiede, 1943 (Ordonnansie No. 20 van 1943) van Transvaal, die Kommissie vir Plaaslike Gesondheid ingestel kragtens die Ordonnansie op die Kommissie vir Plaaslike Gesondheid (Beheer oor Openbare Gesondheidsgebiede), 1941 (Ordonnansie No. 20 van 1941 van Natal), en enige ander soortgelyke instelling of liggaam wat in paragraaf (f) van subartikel (1) van artikel vier-entagtig van die Grondwet van die Republiek van Suid-Afrika, 1961, beoog word; (vi)
- (x) „stukwerk” enige stelsel waarvolgens 'n werknemer se beloning op die hoeveelheid gedane werk gebaseer word; (xiii)
- (xi) „skofwerker” 'n werknemer wat skofwerk doen in 'n bedryfsinrigting waar drie agtereenvolgende skofte op vyf of ses dae in 'n week gewerk word; (xi)
- (xii) „wag” 'n werknemer wat persele of eiendom bewaak; (xiii)
- (xiii) „werknemer in 'n onafgebroke proses” 'n werknemer wat werksaam is in 'n bedrywigheid wat ingevolge paragraaf (a) van subartikel (1) van artikel negentien van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, aangekondig is as 'n bedrywigheid waarin onafgebroke werk deur drie skofte per dag noodsaaklik is. (i)

(2) By die toepassing van hierdie Vasstelling word 'n werknemer geag in dié klas te wees waarin hy uitsluitlik of hoofsaaklik in diens is.



3. REMUNERATION.

(1) The minimum wage which an employer shall pay to each member of the undermentioned classes of his employees shall be as set out hereunder:—

3. BESOLDIGING.

(1) Die minimum loon wat 'n werkgewer aan elkeen van sy werknemers in ondergenoemde klasse moet betaal, word hieronder uiteengesit:—

|                                                           | In the Magisterial District of Pietermaritzburg.                |                        | In the other areas.    |
|-----------------------------------------------------------|-----------------------------------------------------------------|------------------------|------------------------|
|                                                           | During the first year after this Determination becomes binding. | Thereafter.            |                        |
|                                                           | Per day.<br>R<br>1.30                                           | Per day.<br>R<br>1.35  | Per day.<br>R<br>1.50  |
| (a) Daily employee.....                                   | Per week.<br>R<br>7.20                                          | Per week.<br>R<br>7.45 | Per week.<br>R<br>8.25 |
| (b) Watchman.....                                         |                                                                 |                        |                        |
| (c) Employee (other than a daily employee or a watchman)— |                                                                 |                        |                        |
| (i) female.....                                           | 5.00                                                            | 5.20                   | 5.80                   |
| (ii) male of the age of 18 years or over.....             | 6.25                                                            | 6.50                   | 7.25                   |
| (iii) male under the age of 18 years.....                 | 4.70                                                            | 4.90                   | 5.45                   |

|                                                                | In die landdrosdistrik Pietermaritzburg.                                    |                        | In die ander gebiede.  |
|----------------------------------------------------------------|-----------------------------------------------------------------------------|------------------------|------------------------|
|                                                                | Gedurende die eerste jaar na die inwerking-treding van hierdie vasstelling. | Daarna.                |                        |
|                                                                | Per dag.<br>R<br>1.30                                                       | Per dag.<br>R<br>1.35  | Per dag.<br>R<br>1.50  |
| (a) Daaglikse werknemer.....                                   | Per week.<br>R<br>7.20                                                      | Per week.<br>R<br>7.45 | Per week.<br>R<br>8.25 |
| (b) Wag.....                                                   |                                                                             |                        |                        |
| (c) Werknemer (uitgesonderd 'n daaglikse werknemer of 'n wag)— |                                                                             |                        |                        |
| (i) vrou.....                                                  | 5.00                                                                        | 5.20                   | 5.80                   |
| (ii) man, 18 jaar oud of ouer.....                             | 6.25                                                                        | 6.50                   | 7.25                   |
| (iii) man, onder die ouderdom van 18 jaar.....                 | 4.70                                                                        | 4.90                   | 5.45                   |

(d) Notwithstanding anything to the contrary in this sub-clause, an employee who is wholly or mainly engaged in removing emptying, cleaning or replacing sanitary pails shall be paid a wage of not less than that prescribed for his area in paragraph (c) for a male employee of the age of 18 years or over, plus thirty-five cents per week, or, if he is a daily employee, not less than that prescribed in paragraph (a) plus six cents per day.

(e) Notwithstanding anything to the contrary in this sub-clause, if a daily employee is employed as a night watchman his wage shall be not less than that prescribed for him in paragraph (a) hereof plus ten cents per day: Provided that for the purpose of this paragraph the expression "day" shall mean a period of twenty-four consecutive hours reckoned from the time the employee commences work.

(f) Notwithstanding anything to the contrary in this clause, where on any day a daily employee has worked or stood-by for the work for which he was engaged and which work he was precluded from doing through unforeseen circumstances beyond his control, his employer shall pay him not less than his daily wage, irrespective of whether he has on that day worked or so stood-by for eight and a half hours or less: Provided that if he was required to work or so stand-by for less than four hours on any day, his wage in respect of such day may be reduced by not more than fifty per cent.

(2) *Basis of Contract.*—For the purpose of this clause the contract of employment of an employee, other than a daily employee, shall be on a weekly basis and, save as provided in clause 4 (6), an employee shall be paid in respect of a week not less than the full weekly wage prescribed in sub-clause (1) for an employee of his class and area, whether he has in that week worked the maximum ordinary hours of work applicable to him in terms of clause 5 or less.

(3) *Calculation of Wages.*—(a) The daily wage of an employee, other than a daily employee or a watchman, shall be his weekly wage divided by the number of days he ordinarily works in a week.

(b) The daily wage of a watchman shall be his weekly wage divided by six.

(c) The monthly wage of an employee shall be his weekly wage multiplied by four and a third.

(d) Ondanks enige andersluidende bepalings in hierdie sub-klausule, moet die loon van 'n werknemer wat uitsluitlik of hoofsaaklik in diens is vir die verwydering, leegmaak, skoonmaak of vervanging van nagemmers, minstens dié wees wat vir sy gebied in paragraaf (c) vir 'n manlike werknemer van 18 jaar oud of ouer, voorgeskryf word, plus vyf-en-dertig sent per week, of, as hy 'n daaglikse werknemer is, minstens die loon in paragraaf (a) voorgeskryf, plus ses sent per dag.

(e) Ondanks enige andersluidende bepalings in hierdie sub-klausule, moet die loon van 'n daaglikse werknemer, indien hy as wag in diens is, minstens dié wees wat in paragraaf (a) vir hom voorgeskryf word plus tien sent per dag: Met dien verstande dat die uitdrukking „dag” by die toepassing van hierdie paragraaf 'n tydperk van vier-en-twintig opeenvolgende ure beteken, bereken vanaf die tyd wanneer die werknemer met sy werk begin.

(f) Ondanks enige andersluidende bepalings in hierdie klausule, wanneer 'n daaglikse werknemer op enige dag gewerk het of beskikbaar was vir die werk waarvoor hy in diens geneem is maar wat hy verhinder was om te verrig weens onvoorsiene omstandighede buite sy beheer, moet sy werkgewer hom minstens sy dagloon betaal, afgesien daarvan of hy die dag agt en 'n half uur of minder gewerk het of aldus vir die werk beskikbaar was: Met dien verstande dat as van hom vereis was om te werk of om aldus beskikbaar te wees vir minder as vier uur op enige dag, sy loon vir dié dag met nie meer as vyftig persent verminder mag word nie.

(2) *Kontrakbasis.*—By die toepassing van hierdie klausule is die dienskontrak van 'n werknemer, uitgesonderd 'n daaglikse werknemer, op 'n weeklikse grondslag en, behoudens soos in klausule 4 (6) bepaal, moet 'n werknemer vir 'n week minstens die volle weekloon betaal word wat in subklausule (1) vir 'n werknemer van sy klas en gebied voorgeskryf word, ongeag of hy in daardie week die maksimum getal gewone werkure wat ingevolge klausule 5 vir hom geld, of minder, gewerk het.

(3) *Loonberekening.*—(a) Die dagloon van 'n werknemer, uitgesonderd 'n daaglikse werknemer of 'n wag, is sy weekloon gedeel deur die getal dae wat hy gewoonlik in 'n week werk.

(b) Die dagloon van 'n wag is sy weekloon gedeel deur ses.

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

(d) The hourly wage of an employee, other than a daily employee, shall be his weekly wage divided by the number of ordinary hours of work which he ordinarily works in a week.

(4) *Bicycle Allowance.*—An employer who requires an employee to use his own bicycle in the performance of his duties shall pay such employee, in addition to any other remuneration due to him, an allowance of not less than forty cents per week, or, if the employee is a daily employee, not less than eight cents per day.

(5) *Subsistence Allowance.*—(a) An employer shall, in addition to any other remuneration due, pay his employee, who is engaged in packing, unpacking, loading, unloading or the transportation of household furniture and who on any journey undertaken in the performance of his duties is absent from his place of residence and his employer's establishment for any period extending over one or more nights, a subsistence allowance of not less than—

- (i) seventy-five cents for each night of such absence; and
- (ii) fifteen cents for each meal necessarily obtained during such absence.

(b) For the purpose of this sub-clause the expression "night" means the period between 11 o'clock p.m. and 4 o'clock a.m.

#### 4. PAYMENT OF REMUNERATION.

(1) *Employees, Other than Daily Employees.*—Save as provided in clause 6 (4), any amount due to an employee, other than a daily employee, shall be paid in cash weekly or, with the consent of the employee, monthly during the hours of work or within fifteen minutes of ceasing work, on the usual pay-day of the establishment for such employee or on termination of employment if this takes place before the usual pay-day: Provided that in the case of a continuous process worker or a shift worker payment may be made at a time agreed upon between such employee and his employer, which time shall be during the usual office hours of the establishment, but not later than twenty-four hours after the usual pay-day.

(2) *Daily Employees.*—An employer shall pay the remuneration due to his daily employee in cash on completion of each day's work.

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

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

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

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

- (a) with the written consent of his employee, a deduction for holiday, sick benefit, insurance, savings, provident or pension funds;
- (b) except where otherwise provided in this Determination, whenever an employee is absent from work, other than on the instructions or at the request of his employer a deduction proportionate to the period of his absence and calculated on the basis of the wage which such employee was receiving in respect of his ordinary hours of work at the time thereof;
- (c) a deduction of any amount which an employer by law or order of any competent court is required or permitted to make;
- (d) whenever an employee agrees or is required in terms of the Bantu (Urban Areas) Consolidation Act, 1945, to accept board or lodging or board and lodging with his employer, a deduction not exceeding the amounts specified hereunder:—

|                              | Per Week. | Per Month. |
|------------------------------|-----------|------------|
|                              | R         | R          |
| (i) Board.....               | 0.80      | 3.47       |
| (ii) Lodging.....            | 0.40      | 1.73       |
| (iii) Board and lodging..... | 1.20      | 5.20       |

(e) whenever the ordinary hours of work prescribed in clause 5 are reduced on account of short-time, a deduction to the amount of the employee's (other than a daily employee's) hourly wage in respect of each hour of such reduction: Provided—

- (i) that such deduction shall not exceed one-third of the employee's weekly wage, irrespective of the number of hours by which the ordinary hours of work are thus reduced;

(d) Die uurloon van 'n werknemer, uitgesonderd 'n daaglikse werknemer, is sy weekloon gedeel deur die getal gewone werkure wat hy gewoonlik in 'n week werk.

(4) *Fietstoelae.*—'n Werkgever wat van 'n werknemer vereis om in die uitvoering van sy pligte sy eie fiets te gebruik, moet sodanige werknemer, benewens enige ander besoldiging aan hom verskuldig, 'n toelaag van minstens veertig sent per week, of, as die werknemer 'n daaglikse werknemer is, minstens agt sent per dag betaal.

(5) *Onderhoudstoelae.*—(a) 'n Werkgever moet, benewens enige ander besoldiging verskuldig, aan sy werknemer wat huisraad verpak, uitpak, laai, aflaai of vervoer en wat met enige reis wat in die uitvoering van sy pligte onderneem word van sy woonplek en sy werkgever se bedryfsinrigting afwesig is vir 'n tydperk wat oor een of meer nagte strek, 'n onderhoudstoelae betaal van minstens—

- (i) vyf-en-sewentig sent vir elke nag van sodanige afwesigheid, en
- (ii) vyftien sent vir elke ete wat noodwendig gedurende sodanige afwesigheid verkry moet word.

(b) By die toepassing van hierdie subklousule beteken die uitdrukking „nag" die tyd tussen 11-uur nm. en 4-uur vm.

#### 4. BETALING VAN BESOLDIGING.

(1) *Werknemers, uitgesonderd daaglikse werknemers.*—Behoudens die bepalings van klousule 6 (4), moet enige bedrag verskuldig aan 'n werknemer, uitgesonderd 'n daaglikse werknemer, wekeliks of, met die toestemming van die werknemer, maandeliks in kontant betaal word gedurende die werkure of binne vyftien minute nadat die werk gestaak is op die dag waarop die bedryfsinrigting so 'n werknemer gewoonlik betaal, of by diensbeëindiging as dit voor die gewone betaaldag geskied: Met dien verstande dat in die geval van 'n werknemer in 'n onafgebroke proses, of 'n skofwerker, betaling kan geskied op 'n tyd waarop sodanige werknemer en sy werkgever ooreengekom het en wat gedurende die gewone kantoorure van die bedryfsinrigting moet wees, maar nie later as vier-en-twintig uur na die gewone betaaldag nie.

(2) *Daaglikse werknemers.*—'n Werkgever moet die besoldiging wat aan 'n daaglikse werknemer verskuldig is, by die beëindiging van elke dag se werk aan hom in kontant betaal.

(3) *Premies.*—Geen bedrag mag regstreeks of onregstreeks ten opsigte van die indiensneming of opleiding van 'n werknemer aan 'n werkgever betaal of deur hom aangeneem word nie.

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

(5) *Kos en inwoning.*—Behoudens die bepalings van die Bantoe (Stadsgebiede) Konsolidasiewet, 1945, mag 'n werkgever nie van sy werknemer vereis dat hy by hom of by enige ander persoon of plek deur hom aangewys, moet eet of inwoon of eet en inwoon nie.

(6) *Aftekings.*—'n Werkgever mag sy werknemer geen boetes oplê of enige bedrae van sy werknemer se besoldiging aftrek nie: Met dien verstande dat hy die volgende kan aftrek:—

- (a) met die skriftelike toestemming van sy werknemer, 'n bedrag vir vakansie-, siektebystands-, versekerings-, spaar-, voorsorg- of pensioenfondse;
- (b) behoudens andersluidende bepalings in hierdie Vasstelling, wanneer 'n werknemer om 'n ander rede as op las of versoek van sy werkgever uit sy werk afwesig is, 'n bedrag eweredig aan die tydperk van sy afwesigheid en bereken op die grondslag van die loon wat so 'n werknemer ten tyde van sodanige afwesigheid ten opsigte van sy gewone werkure ontvang het;
- (c) iedere bedrag wat 'n werkgever regtens of op bevel van 'n bevoegde hof verplig of toegelaat word om af te trek;
- (d) wanneer 'n werknemer daarmee instem, of ingevolge die Bantoe (Stadsgebiede) Konsolidasiewet, 1945, verplig word, om kos en inwoning of kos of inwoning van sy werkgever aan te neem, 'n bedrag hoogstens gelyk aan onderstaande bedrae:—

|                            | Per week. | Per maand. |
|----------------------------|-----------|------------|
|                            | R         | R          |
| (i) Kos.....               | 0.80      | 3.47       |
| (ii) Inwoning.....         | 0.40      | 1.73       |
| (iii) Kos en inwoning..... | 1.20      | 5.20       |

(e) wanneer die gewone werkure in klousule 5 voorgeskryf weens korttyd verminder word, 'n bedrag gelyk aan die werknemer (uitgesonderd 'n daaglikse werknemer) se uurloon vir elke uur van sodanige vermindering: Met dien verstande—

- (i) dat sodanige bedrag, ongeag die getal ure waarmee die gewone werkure aldus verminder word, hoogstens een-derde van die werknemer se weekloon mag wees;



(ii) that no deduction shall be made in the case of short-time arising out of shortage of raw materials, unless the employer has given his employee notice on the previous work day of his intention to reduce the ordinary hours of work;

(iii) that no deduction shall be made in the case of short-time owing to the vagaries of the weather or a general breakdown of plant or machinery or a breakdown or threatened breakdown of buildings in respect of the first hour not worked unless the employer has given his employee notice on the previous day that no work will be available;

(f) with the written consent of an employee, a deduction of any amount which an employer has paid to any local authority in respect of the rent of any house or accommodation in any hostel occupied by such employee in any location or Bantu village under the control of such local authority.

#### 5. HOURS OF WORK, ORDINARY AND OVERTIME, AND PAYMENT FOR OVERTIME.

(1) *Ordinary Hours of Work.*—An employer shall not require or permit an employee, other than a continuous process worker or a daily employee, to work more ordinary hours of work than—

(a) in the case of an employee who works a six-day week—

(i) forty-six in any week from Monday to Saturday, inclusive; and

(ii) subject to sub-paragraph (i) hereof, eight on any day, unless the hours on one day do not exceed five, in which case the hours on any of the other days may be extended to eight and one-half;

(b) in the case of an employee who works a five-day week—

(i) forty-six in any week from Monday to Friday, inclusive; and

(ii) subject to sub-paragraph (i) hereof, nine and one-quarter on any day.

(2) An employer shall not require or permit a continuous process worker to work more ordinary hours of work than—

(i) forty-eight in any week from Sunday to Saturday, inclusive; and

(ii) subject to sub-paragraph (i) hereof, eight on any day: Provided that an employer may require or permit such an employee to work two shifts of eight hours on one day but not more often than once in any period of three consecutive weeks and so that the employee has a free period of at least eight hours between such shifts.

(3) An employer shall not require or permit a daily employee to work more ordinary hours of work than—

(a) eight and a half on any day; or

(b) subject to paragraph (a) hereof, forty-six in any week with him.

(4) *Meal Intervals.*—An employer shall not require or permit an employee to work continuously for more than—

(a) eight hours, in the case of a continuous process worker, and

(b) five hours, in the case of any other employee,

without a meal interval of not less than one hour during which interval such employee shall not be required or permitted to perform any work, and such interval shall be deemed not to be part of the ordinary hours of work or overtime: Provided—

(i) that an employer may agree with his employee to reduce the period of such meal interval to not less than half-an-hour, and in that event and after the employer has lodged a statement of such agreement with the Divisional Inspector, Department of Labour, for his area, the meal interval may be so reduced;

(ii) that periods of work interrupted by intervals of less than one hour, except when proviso (i) or (vi) applies, shall be deemed to be continuous;

(iii) that, if such interval be longer than one hour, except when proviso (iv) applies, any period in excess of one and one-quarter hours shall be deemed to be time worked;

(iv) that, in the case of an employee who is wholly or mainly engaged in cleaning premises or vehicles used for the transportation of passengers or tending to animals, if such interval be longer than three hours any period in excess of three hours shall be deemed to form part of the ordinary hours of work;

(v) that no more than one such interval during the ordinary hours of work of an employee on any day shall be deemed not to form part of the ordinary hours of work;

(vi) that when on any day by reason of overtime work an employer is required to give an employee a second meal interval, such interval may, at the request of the employee, be reduced to fifteen minutes so long as the total period worked by the employee after the first meal interval of the day does not exceed seven hours.

(ii) dat geen aftrekking gemaak mag word ten opsigte van korttyd wat deur 'n tekort aan grondstowwe ontstaan nie, tensy die werkgewer sy werknemer op die vorige werkdag kennis gegee het van sy voorneme om die gewone werkure te verminder;

(iii) dat geen aftrekking gemaak mag word nie in die geval van korttyd as gevolg van ongunstige weersomstandighede of 'n algemene onklaarraking van masjinerie of installasie of 'n werklike of dreigende onklaarraking van geboue ten opsigte van die eerste uur waarin daar nie gewerk word nie, tensy die werkgewer sy werknemer op die vorige dag kennis gegee het dat daar geen werk beskikbaar sal wees nie;

(f) met die skriftelike toestemming van 'n werknemer, enige bedrag wat 'n werkgewer aan 'n plaaslike owerheid betaal het, ten opsigte van die huur van 'n huis, of aan huisvesting in 'n tehuis, wat die werknemer bewoon in 'n lokasie of Bantodorp onder die beheer van so 'n plaaslike owerheid.

#### 5. WERKURE, GEWONE EN OORTYD, EN BETALING VIR OORTYD.

(1) *Gewone werkure.*—'n Werkgewer mag nie vereis of toelaat dat 'n werknemer, uitgesonderd 'n daaglikse werknemer of 'n werknemer in 'n onafgebroke proses, meer gewone werkure werk nie as—

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

(i) ses-en-veertig in enige week van Maandag tot en met Saterdag; en

(ii) behoudens die bepalinge van subparagraaf (i) hiervan, agt op 'n dag, tensy die ure op een dag hoogstens vyf is, wanneer die ure op enige van die ander dae tot agt en 'n half verleng kan word;

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

(i) ses-en-veertig in enige week van Maandag tot en met Vrydag; en

(ii) behoudens die bepalinge van subparagraaf (i) hiervan, nege en 'n kwart op enige dag.

(2) 'n Werkgewer mag nie vereis of toelaat dat 'n werknemer in 'n onafgebroke proses meer gewone werkure werk nie as—

(i) agt-en-veertig in enige week van Sondag tot en met Saterdag; en

(ii) behoudens subparagraaf (i) hiervan, agt op enige dag: Met dien verstande dat 'n werkgewer van sodanige werknemer mag vereis of hom mag toelaat om twee skofte van agt uur elk op een dag te werk maar dan hoogstens een keer in enige tydperk van drie opeenvolgende weke en wel so dat die werknemer 'n tydperk van minstens agt uur tussen die twee skofte vry het.

(3) 'n Werkgewer mag nie vereis of toelaat dat 'n daaglikse werknemer meer gewone werkure werk nie as—

(a) agt-en-'n-half op enige dag; of

(b) behoudens die bepalinge van paragraaf (a) hiervan, ses-en-veertig in enige week in sy diens.

(4) *Etenspouse.*—'n Werkgewer mag nie vereis of toelaat dat 'n werknemer langer aaneen werk nie as—

(a) wat betref 'n werknemer in 'n onafgebroke proses, agt uur, en

(b) wat betref enige ander werknemer, vyf uur,

sonder 'n etenspouse van minstens een uur gedurende welke pouse so 'n werknemer nie verplig of toegelaat mag word om enige werk te verrig nie, en dié pouse word nie geag deel van die gewone werkure of oortydwerk te vorm nie: Met dien verstande—

(i) dat 'n werkgewer met sy werknemer kan ooreenkom om die duur van so 'n etenspouse tot uiters 'n halfuur te verkort, en in dié geval en nadat die werkgewer 'n weergawe van dié ooreenkoms by die Afdelingsinspekteur, Departement van Arbeid, van sy gebied ingedien het, kan die etenspouse aldus verkort word.

(ii) dat werktye wat onderbreek word deur pouses van minder as 'n uur, behalwe waar voorbehoud (i) of (vi) van toepassing is, geag word aaneen te loop;

(iii) dat, as so 'n pouse langer as 'n uur is, uitgesonderd waar voorbehoudsbepaling (iv) van toepassing is, elke tydperk van meer as een en 'n kwart uur geag word tyd te wees waarin daar gewerk is;

(iv) dat, indien sodanige pouse in die geval van 'n werknemer wat uitsluitlik of hoofsaaklik in diens is op persele of voertuie wat vir die vervoer van passasiers gebruik word skoon te maak of diere te versorg, langer as drie uur is, enige tydperk wat drie uur oorskry geag word gewone werkure te wees;

(v) dat hoogstens een sodanige pouse gedurende die gewone werkure van 'n werknemer op enige dag geag word nie deel van die gewone werkure uit te maak nie;

(vi) dat wanneer 'n werkgewer op enige dag weens oortydwerk verplig is om aan 'n werknemer 'n tweede etenspouse toe te staan, sodanige pouse, op die versoek van die werknemer, tot vyftien minute verkort mag word, solank as wat die totale tydperk wat die werknemer na die eerste etenspouse van die dag gewerk het, nie sewe uur te bowe gaan nie.

(5) *Hours of Work to be Consecutive.*—Save as provided in sub-clauses (2) (ii) and (4), all hours of work of an employee on any day, shall be consecutive.

(6) *Limitation of Overtime.*—(a) An employer of an employee, other than a daily employee, who is engaged in the packing, unpacking, loading, unloading or the transportation of household furniture, shall not require or permit such employee to work overtime for more than fifteen hours in any week for more than two weeks in any month and six and a half hours in the remaining weeks of the month but so that the total overtime in any month shall not exceed forty-three hours.

(b) Save as provided in paragraph (a) hereof, an employer shall not require or permit an employee, other than a daily employee, to work overtime for more than ten hours in any week.

(c) An employer shall not require or permit his daily employee to work overtime for more than two hours on any day.

(7) *Female Employees.*—Notwithstanding anything to the contrary 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, except that an employee who works a five-day week may work up to four hours overtime on a Saturday but so that ten hours are not exceeded in such week;

(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.

(8) *Overtime.*—Notwithstanding the definition of "overtime" in clause 2, any time worked by a continuous process worker in any week, other than on his day of rest, in excess of forty-six hours shall for the purposes of payment be deemed to be overtime.

(9) *Payment for Overtime.*—An employer shall pay an employee who works overtime at a rate of not less than—

(a) in the case of a daily employee, one and one-third times his ordinary wage in respect of the total period so worked by such employee on any day;

(b) in the case of any other employee, one and one-third times his ordinary wage in respect of the total period so worked by such employee in any week.

(10) *Day of Rest.*—(a) An employer shall grant to each of his continuous process workers one full day of rest during every seven consecutive days, but, if an employer requires or permits such an employee to work on his day of rest, the hours worked shall be deemed not to be part of the ordinary hours of work prescribed in sub-clause (2).

(b) An employer shall grant his watchman, other than a daily employee, not less than six days of rest in every six consecutive weeks of employment: Provided—

(i) that he shall make no deduction from the watchman's wage in respect thereof;

(ii) that an employee may, in lieu of granting his watchman any such day of rest, pay him the wage which he would have received if he had not worked on such a day of rest plus an amount of not less than his daily wage in respect of each such day of rest not granted;

(iii) that, where a watchman's contract of employment terminates before he has been granted all the days of rest to which he has become entitled by virtue of this sub-clause, his employer shall pay him in respect of each such day of rest not granted an amount of not less than his daily wage;

(iv) that for the purpose of this sub-clause the expression "day" means a period of twenty-four consecutive hours calculated from the time the watchman normally commences duty.

(11) *Savings.*—(a) Save as provided in sub-clause (10), the provisions of this clause shall not apply to a watchman.

(b) The provisions of sub-clauses (4), (5) and (6) shall not apply to an employee while he is engaged on emergency work.

(c) The provisions of sub-clause (4) shall not apply to an employee who is engaged exclusively on the removal of night soil.

(5) *Werkure moet opeenvolgend wees.*—Behoudens die bepalings van subklousules (2) (ii) en (4), moet alle werkure van 'n werknemer op enige dag, opeenvolgend wees.

(6) *Beperking van oortyd.*—(a) 'n Werkgewer mag nie vereis of toelaat dat sy werknemer, uitgesonderd 'n daaglikse werknemer, wat huisraad verpak, uitpak, laai, aflaai of vervoer, langer oortyd werk nie as hoogstens vyftien uur in enige week gedurende hoogstens twee weke in enige maand en ses en 'n half uur in die oorblywende weke van sodanige maand, maar dan só dat, altesaam hoogstens drie-en-veertig uur in enige maand oortyd gewerk word.

(b) Behoudens die bepalings van paragraaf (a) hiervan, mag 'n werkgewer nie vereis of toelaat dat 'n werknemer, uitgesonderd 'n daaglikse werknemer, langer as tien uur in enige week oortyd werk nie.

(c) 'n Werkgewer mag nie vereis of toelaat dat sy daaglikse werknemer langer as twee uur op 'n dag oortyd werk nie.

(7) *Vroulike werknemers.*—Ondanks enige andersluidende bepalings in hierdie klousule, mag 'n werkgewer nie vereis of toelaat dat 'n vroulike werknemer—

(a) tussen 6-uur nm. en 6-uur vm. werk nie;

(b) op meer as vyf dae in 'n week na 1-uur nm. werk nie;

(c) meer as twee uur op 'n dag oortyd werk nie, behalwe dat 'n werknemer met 'n werkweek van vyf dae op 'n Saterdag tot vier uur oortyd mag werk; maar dan só dat tien uur in so 'n week nie oorskry word nie;

(d) op meer as drie opeenvolgende dae in 'n week oortyd werk nie;

(e) op meer as sestig dae in 'n jaar oortyd werk nie;

(f) na voltooiing van haar gewone werkure meer as een uur op 'n dag oortyd werk nie, tensy hy—

(i) so 'n werknemer voor, die middag kennis daarvan gegee het; of

(ii) so 'n werknemer van 'n behoorlike ete voorsien en haar genoeg tyd gelaat het om dit te nuttig voordat sy met die oortydwerk moet begin; of

(iii) so 'n werknemer minstens vyf-en-twintig sent betyds betaal het om haar in staat te stel om 'n ete te verkry en te nuttig voordat die oortydwerk moet begin.

(8) *Oortyd.*—Ondanks die omskrywing van „oortyd” in klousule 2, moet alle tyd wat 'n werknemer in 'n onafgebroke proses in enige week, uitgesonderd op sy rusdag, langer as ses-en-veertig uur werk, vir die doeleindes van besoldiging as oortyd beskou word.

(9) *Betaling vir oortydwerk.*—'n Werkgewer moet 'n werknemer wat oortyd werk, betaal teen 'n tarief van minstens—

(a) in die geval van 'n daaglikse werknemer, een en 'n derde maal sy gewone loon ten opsigte van die totale tydperk wat sodanige werknemer op enige dag aldus gewerk het;

(b) in die geval van enige ander werknemer, een en 'n derde maal sy gewone loon ten opsigte van die totale tydperk wat sodanige werknemer in enige week aldus gewerk het.

(10) *Rusdag.*—(a) 'n Werkgewer moet aan elkeen van sy werknemers in 'n onafgebroke proses een volle rusdag gedurende elke sewe agtereenvolgende dae toestaan, maar indien die werkgewer vereis of toelaat dat sodanige werknemer op sy rusdag werk, word die ure wat aldus gewerk is geag nie-deel te vorm van die gewone werkure in subklousule (2) voorgeskryf nie.

(b) 'n Werkgewer moet aan sy wag, uitgesonderd 'n daaglikse werknemer, in elke ses opeenvolgende weke diens minstens ses rusdae toestaan: Met dien verstande—

(i) dat hy ten opsigte daarvan geen aftrekking van die wag se loon mag maak nie;

(ii) dat 'n werkgewer in plaas daarvan om sy wag enige sodanige rusdag toe te staan, hy hom die loon kan betaal wat hy sou ontvang het indien hy nie op sodanige rusdag gewerk het nie, plus 'n bedrag minstens gelyk aan sy dagloon, ten opsigte van elke sodanige rusdag wat nie toegestaan word nie;

(iii) dat, indien 'n wag se dienskontrak eindig voordat al die rusdae waartoe hy ingevolge hierdie subklousule geregtig geword het aan hom toegestaan is, sy werkgewer hom ten opsigte van elke sodanige rusdag wat nie toegestaan is nie, 'n bedrag van minstens sy dagloon moet betaal;

(iv) dat by die toepassing van hierdie subklousule die uitdrukking „dag” 'n tydperk van vier-en-twintig opeenvolgende ure beteken, bereken vanaf die tyd waarop die wag gewoonlik met sy werk begin.

(11) *Voorbehoudsbepalings.*—(a) Behoudens die bepalings van subklousule (10), is die bepalings van hierdie klousule nie op 'n wag van toepassing nie.

(b) Die bepalings van subklousules (4), (5) en (6) is nie van toepassing op 'n werknemer onderwyl hy noodwerk verrig nie.

(c) Die bepalings van subklousule (4) is nie van toepassing op 'n werknemer wat uitsluitlik in diens is om nagvuil te verwyder nie.



(d) The provisions of sub-clause (6) shall not apply to an employee employed in the Bunkering Trade.

#### 6. ANNUAL LEAVE.

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

- (a) in the case of a watchman, twenty-one consecutive calendar days' leave,
- (b) in the case of every other employee, fourteen consecutive calendar days' leave,

and shall pay such employee in respect of such leave—

- (i) in the case of an employee referred to in paragraph (a), an amount of not less than three times the weekly wage to which he is entitled as from the first day of the leave;
- (ii) in the case of an employee referred to in paragraph (b), an amount of not less than double the weekly wage to which he is entitled as from the first day of the leave:

Provided that for the purpose of this clause the weekly wage of any employee who is engaged on piece-work shall be calculated on the basis set out in section 20 (5) (a) of the Factories, Machinery and Building Work Act, 1941.

(2) The leave prescribed in sub-clause (1) shall be granted at a time to be fixed by the employer: Provided—

- (i) that, if such leave has not been granted earlier, it shall, save as provided in sub-clause (3), be granted so as to commence within four months after the completion of the twelve months of employment to which it relates or, if the employer and employee have agreed thereto in writing before the expiration of the said period of four months, the employer shall grant such leave to the employee as from a date not later than two months after the expiration of the said period of four months;
- (ii) that the period of leave shall not be concurrent with sick leave granted in terms of clause 7;
- (iii) that if New Year's Day, Good Friday, Ascension Day, the Day of the Covenant or Christmas Day falls within the period of such leave, another work day shall, for each such holiday, be added to the said period as a further period of leave and the employee shall be paid an amount of not less than his daily wage in respect of each such day added;
- (iv) that an employer may set off against such period of leave any days of occasional leave granted on full pay to his employee at his employee's written request during the period of twelve months of employment to which the period of leave relates.

(3) (a) At the written request of his employee, an employer may permit the leave to accumulate over a period of not more than twenty-four months of employment: Provided—

- (i) that the request is made by such employee not later than four months after the expiry of the first period of twelve months of employment to which the leave relates, and
- (ii) that the date of the receipt of the request is endorsed on the request over his signature by the employer, who shall retain the request for a period of not less than three years from such date or the date of the expiry of the first period of twelve months of employment to which the leave relates, whichever is the later.

(b) The provisions of sub-clause (2) shall *mutatis mutandis* apply to the leave referred to in this sub-clause.

(4) The remuneration in respect of the leave prescribed in sub-clause (1), read with sub-clause (3), shall be paid not later than the last work day before the date of commencement of the leave.

(5) An employee whose employment terminates during any period of twelve months of employment before the period of leave prescribed in sub-clause (1) in respect of that period has accrued, shall, upon such termination and in addition to any other remuneration which may be due to him, be paid in respect of each completed month of such period of employment an amount of not less than—

- (a) in the case of an employee referred to in paragraph (a) of sub-clause (1), one-fourth, and
- (b) in the case of an employee referred to in paragraph (b) of sub-clause (1), one-sixth,

of the weekly wage he was receiving immediately before the date of such termination: Provided that an employer may make a proportionate deduction in respect of any period of leave granted to an employee in terms of the fourth proviso to sub-clause (2) and provided further that an employee—

- (i) who leaves his employment without having given and served the period of notice prescribed in clause 12, unless the employer has waived such notice or the employee has paid the employer in lieu of notice; or
- (ii) who leaves his employment without cause recognised by law as sufficient; or

(d) Die bepalings van subklousule (6) is nie van toepassing op 'n werknemer wat in die bunkerbedryf in diens is nie.

#### 6. JAARLIKSE VERLOF.

(1) Behoudens die bepalings van subklousule (2), moet 'n werkgever aan sy werknemer, uitgesonderd 'n daaglikse werknemer, ten opsigte van elke voltooide tydperk van twaalf maande diens by hom, verlof soos volg toestaan:—

- (a) In die geval van 'n wag, een-en-twintig opeenvolgende kalenderdae; en
- (b) in die geval van enige ander werknemer, veertien opeenvolgende kalenderdae;

en moet hy so 'n werknemer ten opsigte van sodanige verlof soos volg betaal:—

- (i) In die geval van 'n werknemer in paragraaf (a) vermeld, 'n bedrag van minstens drie maal die weekloon waarop hy vanaf die eerste dag van die verlof geregtig is;
- (ii) in die geval van 'n werknemer in paragraaf (b) vermeld, 'n bedrag van minstens twee maal die weekloon waarop hy vanaf die eerste dag van die verlof geregtig is:

Met dien verstande dat by die toepassing van hierdie klousule die weekloon van 'n werknemer wat stukwerk verrig, bereken moet word op die grondslag in artikel 20 (5) (a) van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, uiteengesit.

(2) Die verlof in subklousule (1) voorgeskryf, moet toegestaan word op 'n tyd wat die werkgever bepaal: Met dien verstande—

- (i) dat, as sodanige verlof nie eerder toegestaan is nie, dit só toegestaan moet word dat dit, behoudens die bepalings van subklousule (3), begin binne vier maande na voltooiing van die twaalf maande diens waarop dit betrekking het of, indien die werkgever en werknemer skriftelik daartoe ooreengekom het voor die afloop van die gemelde tydperk van vier maande, moet die werkgever aan die werknemer sodanige verlof toestaan vanaf 'n datum nie later as twee maande na die afloop van die gemelde tydperk van vier maande nie;
- (ii) dat die tydperk van verlof nie mag saamval met siekteverlof wat ingevolge klousule 7 toegestaan is nie;
- (iii) dat, as Nuwejaarsdag, Goede Vrydag, Hemelvaartdag, Gelofte van Kersdag binne die tydperk van sodanige verlof val, daar vir elke sodanige vakansiedag nog 'n werkdag by gemelde tydperk as verdere verloftyd gevoeg en vir elke sodanige bygevoegde dag aan die werknemer 'n bedrag van minstens sy dagloon betaal moet word;
- (iv) dat 'n werkgever al die dae geleentheidsverlof wat op die skriftelike versoek van sy werknemer met volle betaling aan hom toegestaan is gedurende die tydperk van twaalf maande diens waarop die verloftydperk betrekking het, van sodanige tydperk van verlof kan trek.

(3) (a) Op die skriftelike versoek van sy werknemer mag 'n werkgever die verlof oor 'n tydperk van hoogstens vier-en-twintig maande diens laat ooploop: Met dien verstande—

- (i) dat die versoek deur sodanige werknemer gedoen word binne vier maande na afloop van die eerste tydperk van twaalf maande diens waarop die verlof betrekking het; en
- (ii) dat die werkgever die datum van ontvangs van sodanige versoek daarop aanbring en dit onderteken en die versoek vir minstens drie jaar bewaar vanaf sodanige datum of vanaf die datum van afloop van die eerste tydperk van twaalf maande diens waarop die verlof betrekking het, en wel vanaf die jongste van die twee datums.

(b) Die bepalings van subklousule (2) geld *mutatis mutandis* vir die verlof in hierdie subklousule bedoel.

(4) Die besoldiging ten opsigte van die verlof voorgeskryf in subklousule (1), gelees met subklousule (3), moet uiterlik op die laaste werkdag voor die aanvangsdatum van die verlof betaal word.

(5) 'n Werknemer wie se diens gedurende enige dienstermyn van twaalf maande eindig voordat die verloftydperk voorgeskryf in subklousule (1) ten opsigte van so 'n termyn opgeloopt het, moet by sodanige diensbeëindiging, benewens enige ander besoldiging wat aan hom verskuldig mag wees, vir elke voltooide maand van sodanige dienstermyn 'n bedrag betaal word van minstens—

- (a) in die geval van 'n werknemer in paragraaf (a) van subklousule (1) vermeld, een vierde; en
- (b) in die geval van 'n werknemer in paragraaf (b) van subklousule (1) vermeld, een sesde,

van die weekloon wat hy onmiddellik voor die datum van sodanige diensbeëindiging ontvang het: Met dien verstande dat 'n werkgever ten opsigte van enige verloftyd wat hy ingevolge die vierde voorbehoudsbepaling by subklousule (2) aan 'n werknemer toegestaan het, 'n eweredige bedrag kan aftrek, en met dien verstande voorts dat 'n werknemer—

- (i) wat sy diens verlaat sonder om die kennis te gee en die kennis tydperk uit te dien wat by klousule 12 voorgeskryf word, tensy die werkgever van sodanige kennisgewing afgesien het of die werknemer sy werkgever betaal het in plaas van sodanige kennis te gee; of
- (ii) wat sy diens sonder regsgeldige rede verlaat; of

(iii) who is dismissed by his employer without notice for any cause recognised by law as sufficient for such dismissal without notice, shall not be entitled to any payment by virtue of this sub-clause.

(6) An employee who has become entitled to a period of leave prescribed in sub-clause (1), read with sub-clause (3), and whose employment terminates before such leave has been granted, shall upon such termination be paid the amount he would have received in respect of the leave, had the leave been granted to him as at the date of the termination.

(7) For the purpose of this clause the expression "employment" shall be deemed to include—

- (a) any period in respect of which an employer, in terms of clause 12, pays an employee in lieu of notice;
- (b) any period during which an employee is absent—
  - (i) on leave in terms of this clause;
  - (ii) on sick leave in terms of clause 7;
  - (iii) on the instructions or at the request of his employer, amounting in the aggregate in any year to not more than ten weeks,

and employment shall be deemed to commence—

- (i) in the case of an employee who had before the coming into force of this Determination become entitled to a period of annual leave in terms of any law, on the date on which such employee last became entitled to such leave under such law;
- (ii) in the case of an employee who was in employment before the coming into force of this Determination and to whom any law providing for annual leave applied but who had not become entitled to a period of leave in terms thereof, on 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 on the date of the coming into force of this Determination, whichever is the later.

(8) (a) Notwithstanding anything to the contrary contained in this clause, an employer may for the purpose of annual leave at any time, but not more than once in any period of twelve months, close his establishment for fourteen consecutive calendar days plus any additional days that may have to be added by virtue of the third proviso to sub-clause (2).

(b) An employee who at the date of the closing of an establishment in terms of paragraph (a) is not entitled to the full period of annual leave prescribed in sub-clause (1) (b) shall in respect of any leave due to him be paid by his employer on the basis set out in sub-clause (5), and for the purpose of annual leave thereafter his employment shall be deemed to commence on the date of such closing of the establishment.

#### 7. SICK LEAVE.

(1) Subject to the provisions of sub-clause (2), an employer shall grant to his employee, other than a daily employee, who is absent from work through incapacity—

- (a) in the case of an employee who works a five-day week, not less than twenty work days; and
- (b) in the case of every other employee, not less than twenty-four work days.

sick leave in the aggregate during each cycle of twenty-four 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—

- (i) that in the first twenty-four consecutive months of employment an employee shall not be entitled to sick leave on full pay at a rate of more than, in the case of an employee who works a five-day week, one work day in respect of each completed period of five weeks of employment and, in the case of any other employee, one work day in respect of each completed month of employment;
- (ii) that this clause shall not apply to an employee at whose written request an employer makes contributions, at least equal to those made by the employee, to any fund or organisation nominated by the employee, which fund or organisation guarantees to the employee in the event of his incapacity in the circumstances set out in this clause the payment to him of not less than in the aggregate the equivalent of his wage for twenty or twenty-four work days, as the case may be, in each cycle of twenty-four months of employment, except that during the first twenty-four months of the payment of contributions by the employee the guaranteed rate need not exceed the rate of accrual set out in the first proviso to this sub-clause;
- (iii) that where an employer is by any law required to pay fees for hospital or medical treatment in respect of an employee, and pays such fees, the amount so paid may be set off against the payment due in respect of absence owing to incapacity in terms of this clause;

(iii) wat deur sy werkgever sonder kennisgewing ontslaan word om 'n rede wat vir sodanige ontslag sonder kennisgewing regtens genoegsaam is,

op geen betaling uit hoofde van hierdie subklousule geregtig is nie.

(6) 'n Werknemer wat geregtig geword het op 'n tydperk van verlof voorgeskryf in subklousule (1), gelees met subklousule (3), en wie se diens eindig voordat sodanige verlof toegestaan is, moet by sodanige diensbeëindiging die bedrag betaal word wat hy ten opsigte van die verlof sou ontvang het as die verlof op die datum van diensbeëindiging aan hom toegestaan was.

(7) By die toepassing van hierdie klousule word die uitdrukking „diens” geag ook te omvat—

- (a) enige tydperk ten opsigte waarvan 'n werkgever ingevolge klousule 12 'n werknemer betaal in plaas van kennis van diensbeëindiging te gee;
- (b) enige tydperk wat 'n werknemer afwesig is—
  - (i) met verlof ingevolge hierdie klousule;
  - (ii) met siekteverlof ingevolge klousule 7;
  - (iii) op las of op versoek van sy werkgever;

en wel tot 'n totaal in enige jaar van hoogstens tien weke, en diens word geag te begin—

- (i) in die geval van 'n werknemer wat voor die inwerking-treding van hierdie Vasstelling op 'n tydperk van jaarlikse verlof ingevolge enige wet geregtig geword het, op die datum waarop so 'n werknemer die vorige maal geregtig geword het op sodanige verlof ingevolge so 'n wet;
- (ii) in die geval van 'n werknemer wat voor die datum van inwerking-treding van hierdie Vasstelling in diens was en op wie enige wet wat vir jaarlikse verlof voorsiening maak van toepassing was maar wat nog nie op 'n tydperk van verlof ingevolge daarvan geregtig geword het nie, op die aanvangsdatum van sodanige diens;
- (iii) in die geval van enige ander werknemer, op die datum waarop so 'n werknemer by sy werkgever in diens getree het of op die datum van die inwerking-treding van hierdie Vasstelling, en wel op die jongste van die twee datums.

(8) (a) Ondanks andersluidende bepalings in hierdie klousule, mag 'n werkgever vir die doel van jaarlikse verlof te enige tyd, maar hoogstens een maal in enige tydperk van twaalf maande, sy bedryfsinrigting sluit vir veertien opeenvolgende kalenderdae plus enige ander dae wat moontlik uit hoofde van die derde voorbehoudsbepaling van subklousule (2) daarby gevoeg moet word.

(b) 'n Werknemer wat op die sluitingsdatum van 'n bedryfs-inrigting ingevolge paragraaf (a) nie op die volle tydperk van die jaarlikse verlof voorgeskryf in subklousule (1) (b) geregtig is nie, moet ten opsigte van enige verlof wat aan hom verskuldig is, deur sy werkgever betaal word op die grondslag in subklousule (5) uiteengesit, en vir die doel van die jaarlikse verlof daarna word sy diens geag te begin op die datum waarop die bedryfsinrigting aldus gesluit is.

#### 7. SIEKTEVERLOF.

(1) Behoudens die bepalings van subklousule (2), moet 'n werkgever aan sy werknemer, uitgesonderd 'n daaglikse werknemer, wat weens ongeskiktheid van die werk afwesig is—

- (a) in die geval van 'n werknemer wat 'n werkweek van vyf dae het, altesaam minstens twintig werkdade, en
- (b) in die geval van enige ander werknemer, altesaam minstens vier-en-twintig werkdade,

siekteverlof toestaan gedurende elke tydkring van vier-en-twintig opeenvolgende maande diens by hom, en moet hy so 'n werknemer vir elke tydperk van afwesigheid ingevolge hierdie subklousule minstens die loon betaal wat hy sou ontvang het as hy gedurende so 'n tydperk gewerk het: Met dien verstande—

- (i) dat gedurende die eerste vier-en-twintig opeenvolgende maande diens 'n werknemer nie op meer siekteverlof met volle betaling geregtig is nie as, wat 'n werknemer met 'n werkweek van vyf dae betref, een werkdag ten opsigte van elke voltooide tydperk van vyf weke diens en, wat enige ander werknemer betref, een werkdag ten opsigte van elke voltooide maand diens;
- (ii) dat hierdie klousule nie van toepassing is nie op 'n werknemer op wie se skriftelike versoek 'n werkgever bydraes, minstens gelyk aan dié wat die werknemer self daarin stort, betaal aan enige fonds of organisasie wat die werknemer aanwys en wat aan die werknemer waarborg dat aan hom by ongeskiktheid in die omstandighede in hierdie klousule vermeld, altesaam minstens die ekwivalent van sy loon vir twintig of vier-en-twintig werkdade, al na gelang van die geval, in elke tydkring van vier-en-twintig maande diens betaal sal word, behalwe dat gedurende die eerste vier-en-twintig maande waarin die werknemer bydraes stort, die gewaarborgde tarief nie die koers van aanwas soos uiteengesit in die eerste voorbehoudsbepaling van hierdie subklousule te bowe hoef te gaan nie;
- (iii) dat, indien 'n werkgever ingevolge enige wet gelde vir hospitaal- of mediese behandeling ten opsigte van 'n werknemer moet betaal, en sodanige gelde wel betaal, die aldus betaalde bedrag afgetrek kan word van die bedrag wat ingevolge hierdie klousule ten opsigte van afwesigheid weens ongeskiktheid verskuldig is;



(iv) that, if in respect of any period of incapacity covered by this clause an employer is required by any other law to pay to an employee his full wages, the provisions of this clause shall not apply;

(v) that the wage payable to an employee who is employed on piece-work for any period of absence on sick leave in terms of this clause, shall be calculated on the basis of the remuneration paid to such employee on his last pay-day immediately preceding such absence.

(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—

(a) for a period covering more than three consecutive calendar days; or

(b) on the work day immediately preceding or the work day immediately succeeding a Sunday or New Year's Day, Good Friday, Ascension Day, the Day of the Covenant or Christmas Day,

require the employee to produce a certificate signed by a registered medical practitioner stating the nature and duration of the employee's incapacity: Provided that when an employee has during any period of up to eight consecutive weeks received payment in terms of this clause on two or more occasions without producing such a certificate his employer may during the period of eight consecutive weeks immediately succeeding the last such occasion require him to produce such a certificate in respect of any absence.

(3) Where, during the first cycle of twenty-four 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 during which an employee is absent—

(i) on leave in terms of clause 6;

(ii) on the instructions or at the request of his employer;

(iii) on sick leave in terms of sub-clause (1);

amounting in the aggregate, in any year, to not more than ten weeks, and any period of employment which an employee has had with the same employer immediately before the date of the coming into force of this Determination shall for the purpose of this clause be deemed to be employment under this Determination, and any sick leave on full pay granted to such an employee during such period shall be deemed to have been granted under this Determination;

(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.

#### 8. PUBLIC HOLIDAYS AND SUNDAYS.

(1) Subject to the provisions of clauses 4 (6) and 6 (2), if an employee does not work on New Year's Day, Good Friday, Ascension Day, the Day of the Covenant or Christmas Day, his employer shall pay him for the week in which such day falls not less than his weekly wage.

(2) Whenever an employee works on New Year's Day, Good Friday, Ascension Day, the Day of the Covenant or Christmas Day his employer shall, save as provided in clause 4 (6), pay him for the week in which such day falls not less than his weekly wage, plus his hourly wage for each hour or part of an hour worked by the employee in the aggregate on such day: Provided that where such an employee is required or permitted to work for less than four hours on such day, he shall be deemed to have worked for four hours.

(3) *Compensation for Work on a Sunday.*—Whenever an employee, other than a continuous process worker, works on a Sunday, his employer shall either—

(a) pay the employee—

(i) if he so works for a period not exceeding four hours, not less than his daily wage;

(ii) if he so works for a period exceeding four hours, at a rate not less than double his ordinary wage in respect of the total period worked by him on such Sunday, or not less than double his daily wage, whichever is the greater; or

(iv) dat, indien 'n werkgewer by enige ander wet verplig word om 'n werknemer sy volle loon te betaal, ten opsigte van enige tydperk van ongeskiktheid waarvoor hierdie klousule voorsiening maak, die bepaling van hierdie klousule nie van toepassing is nie;

(v) dat die loon wat aan 'n werknemer wat stukwerk verrig betaalbaar is ten opsigte van enige tydperk van afwesigheid met siekteverlof ingevolge hierdie klousule, bereken moet word op die grondslag van die besoldiging wat aan so 'n werknemer op sy laaste betaaldag onmiddellik voor sodanige afwesigheid betaal is.

(2) 'n Werkgewer kan, as 'n voorafgestelde voorwaarde vir die betaling van enige bedrag wat 'n werknemer kragtens hierdie klousule eis ten opsigte van enige afwesigheid uit sy werk—

(a) vir 'n tydperk wat oor meer as drie opeenvolgende kalenderdae strek; of

(b) op die werkdag onmiddellik voor of op die werkdag onmiddellik na 'n Sondag of Nuwejaarsdag, Goeie Vrydag, Hemelvaartdag, Geloftedag of Kersdag,

van die werknemer vereis dat hy eers 'n sertifikaat moet voorlê wat deur 'n geregistreerde mediese praktisys geteken is en wat die aard en duur van die werknemer se ongeskiktheid aangee: Met dien verstande dat wanneer 'n werknemer gedurende enige tydperk van hoogstens agt opeenvolgende weke betaling kragtens hierdie klousule by twee of meer geleenthede ontvang het, sonder om so 'n sertifikaat voor te lê, sy werkgewer gedurende die tydperk van agt opeenvolgende weke wat onmiddellik ná die laaste sodanige geleentheid volg van die werknemer vereis dat hy ten opsigte van enige afwesigheid so 'n sertifikaat voorlê.

(3) Wanneer 'n werknemer gedurende die eerste tydkring van vier-en-twintig maande diens by dieselfde werkgewer weens ongeskiktheid vir 'n langer tydperk afwesig is as die siekteverlof wat hom ten tyde van sodanige ongeskiktheid toekom, is hy geregtig op betaling vir slegs dié siekteverlof wat hom dan toekom; maar sy werkgewer moet, as hy dit nie reeds gedoen het nie, by verstryking van gemelde dienstrydkring, of by diensbeëindiging voor sodanige verstryking, hom ten opsigte van dié langer tydperk van afwesigheid weens ongeskiktheid uitbetaal vir sover dié siekteverlof wat by sodanige verstryking of beëindiging aan hom toekom, nog nie gebruik is nie.

(4) By die toepassing van hierdie klousule—

(a) word die uitdrukking „diens” geag enige tydperk te omvat wat die werknemer afwesig is—

(i) met verlof ingevolge klousule 6;

(ii) op las of op versoek van sy werkgewer;

(iii) met siekteverlof ingevolge subklousule (1);

en wat altesaam hoogstens tien weke in enige jaar beloop en enige tydperk van diens wat 'n werknemer by dieselfde werkgewer gehad het onmiddellik voor die datum van die inwerkingtreding van hierdie Vasstelling, word by die toepassing van hierdie klousule geag diens ingevolge hierdie Vasstelling te wees, en alle siekteverlof wat met volle betaling aan so 'n werknemer gedurende sodanige tydperk toegestaan is, word geag ingevolge hierdie Vasstelling toegestaan te gewees het;

(b) beteken „ongeskiktheid” die onvermoë om te werk weens enige siekte of besering, behalwe as dit veroorsaak is deur 'n werknemer se eie wangedrag: Met dien verstande dat enige onvermoë om te werk wat veroorsaak is deur 'n ongeluk waarvoor skadeloosstelling ingevolge die Ongevallewet, 1941, betaalbaar is geag word ongeskiktheid te wees slegs ten opsigte van enige tydperk van onvermoë om te werk waarvoor geen ongeskiktheidsbetaling kragtens dié Wet betaalbaar is nie.

#### 8. OPENBARE VAKANSIEDAE EN SONDAG.

(1) Behoudens die bepalinge van klousules 4 (6) en 6 (2), moet 'n werkgewer aan sy werknemer indien hy nie op Nuwejaarsdag, Goeie Vrydag, Hemelvaartdag, Geloftedag of Kersdag werk nie, minstens sy weekloon betaal vir die week waarin so 'n dag val.

(2) Wanneer 'n werknemer op Nuwejaarsdag, Goeie Vrydag, Hemelvaartdag, Geloftedag of Kersdag werk, moet sy werkgewer hom, behoudens die bepalinge van klousule 4 (6), vir die week waarin so 'n dag val, minstens sy weekloon betaal, plus sy uurloon vir elke uur of deel van 'n uur wat die werknemer altesaam op so 'n dag werk: Met dien verstande dat waar daar van so 'n werknemer vereis of hy toegelaat word om vir minder as vier uur op so 'n dag te werk, hy geag word vier uur te gewerk het.

(3) *Vergoeding vir werk op 'n Sondag.*—Wanneer 'n werknemer uitgesonderd 'n werknemer in 'n onafgebroke proses, op 'n Sondag werk, moet sy werkgewer of—

(a) die werknemer—

(i) indien hy aldus 'n tydperk van hoogstens vier uur werk, minstens sy dagloon betaal; of

(ii) indien hy aldus 'n tydperk van meer as vier uur werk, teen 'n tarief van minstens dubbel sy gewone loon betaal ten opsigte van die totale tydperk wat hy op sodanige Sondag werk, of minstens dubbel sy dagloon, watter ook al die meeste is, of

(b) pay him at a rate not less than one and one-third times his ordinary wage in respect of the total period worked by him on such Sunday, and grant him within fourteen days of such Sunday one day's leave and pay him in respect thereof not less than his daily wage: Provided that where such an employee is required or permitted to work for less than four hours on such Sunday, he shall be deemed to have worked for four hours.

(4) Whenever a continuous process worker works on a Sunday his employer shall pay him not less than one and one-third times his hourly wage for each hour or part of an hour worked by him on such Sunday: Provided—

- (i) that where such an employee is required or permitted to work for less than four hours on such Sunday he shall be deemed to have worked for four hours;
- (ii) that work on a Sunday shall not attract payment for over-time over and above the rate of remuneration prescribed in this sub-clause.

(5) Whenever a continuous process worker works on his day of rest his employer shall pay him at a rate of not less than double his ordinary wage in respect of the total period worked by him on such day of rest: Provided that where such an employee is required or permitted to work for less than four hours on such day of rest he shall be deemed to have worked for four hours.

(6) Whenever a continuous process worker works a shift which falls partly on any public holiday mentioned in sub-clause (1), on a Sunday or on his day of rest and partly on any other calendar day, the whole shift shall be deemed to have been worked on the calendar day on which the major portion of such shift fell.

(7) Whenever a shift worker works a shift which falls partly on any public holiday mentioned in sub-clause (1) or on a Sunday and partly on any other calendar day, the whole shift shall be deemed to have been worked on the calendar day on which the major portion of such shift fell.

(8) This clause shall not apply to a daily employee or a watchman.

#### 9. PIECE-WORK.

(1) An employer may, after at least one week's notice to his employee, introduce any piece-work system and, save as provided in clause 4 (6), the employer shall pay such employee, who is employed on such piece-work system, remuneration at the rates applicable under such system: Provided that, irrespective of the quantity of work done, the employer shall pay such employee not less than—

- (a) in the case of an employee, other than a daily employee, in respect of each week in which piece-work is performed, the amount which he would have been required to pay such employee for that week had he been remunerated on the basis of time worked;
- (b) in the case of a daily employee, in respect of each day on which piece-work is performed the amount which he would have been required to pay such employee for that day had he been remunerated on the basis of time worked.

(2) An employer shall keep posted up in a conspicuous place in his establishment a schedule of the rates referred to in sub-clause (1).

(3) An employer who intends to cancel or amend any piece-work system in operation or the rates applicable thereunder shall give his employee employed on such system not less than one month's notice of such intention: Provided that an employer and his employee may agree on a longer period of notice, in which case the employer shall give not less than the period of notice agreed upon.

(4) Notwithstanding anything to the contrary in this clause, an employer need not give a daily employee notice of his intention to introduce any piece-work system or to cancel or amend it.

#### 10. PROTECTIVE CLOTHING, UNIFORMS OR OVERALLS.

An employer shall supply and maintain in serviceable condition, free of charge, any uniform, overall, washing coat, apron, cap, boots or protective clothing, which he requires his employee to wear or which by any law he is compelled to provide to his employee and any such article shall remain the property of the employer.

#### 11. PROHIBITION OF EMPLOYMENT.

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

#### 12. TERMINATION OF CONTRACT OF EMPLOYMENT.

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

- (a) during the first four weeks of employment, not less than one work day's,

(b) hom teen 'n tarief van minstens een en 'n derde maal sy gewone loon betaal vir die totale tydperk wat hy op so 'n Sondag werk, en hom binne veertien dae vanaf so 'n Sondag een dag verlof toestaan en hom vir dié dag minstens sy dagloon betaal: Met dien verstande dat wanneer van so 'n werknemer vereis of hy toegelaat word om minder as vier uur op so 'n Sondag te werk, hy geag word vier uur te gewerk het.

(4) Wanneer 'n werknemer in 'n onafgebroke proses op 'n Sondag werk, moet sy werkgever hom teen 'n tarief van minstens een en 'n derde maal sy uurloon betaal vir die totale tydperk wat hy op sodanige Sondag gewerk het: Met dien verstande—

- (i) dat waar daar van so 'n werknemer vereis of hy toegelaat word om vir minder as vier uur op sodanige Sondag te werk, hy geag word vir vier uur te gewerk het;
- (ii) dat daar nie vir oortydwerk op 'n Sondag meer betaal hoef te word as die besoldiging wat in hierdie subklousule voorgeskryf word nie.

(5) Wanneer 'n werknemer in 'n onafgebroke proses op sy rusdag werk, moet sy werkgever hom teen 'n tarief van minstens dubbel sy gewone loon betaal ten opsigte van die totale tydperk wat hy op sodanige rusdag gewerk het: Met dien verstande dat waar daar van sodanige werknemer vereis of hy toegelaat word om vir minder as vier uur op sodanige rusdag te werk, hy geag word vir vier uur te gewerk het.

(6) Wanneer 'n werknemer in 'n onafgebroke proses 'n skof werk wat gedeeltelik op 'n openbare vakansiedag in subklousule (1) genoem, of op 'n Sondag of op sy rusdag val en gedeeltelik op 'n ander kalenderdag, word geag dat die hele skof gewerk is op dié kalenderdag waarop die grootste deel van die skof geval het.

(7) Wanneer 'n skofwerker 'n skof werk wat gedeeltelik op 'n openbare vakansiedag in subklousule (1) genoem of op 'n Sondag val en gedeeltelik op 'n ander kalenderdag, word geag dat die hele skof gewerk is op dié kalenderdag waarop die grootste deel van die skof geval het.

(8) Hierdie klousule is nie op 'n daaglikse werknemer of op 'n wag van toepassing nie.

#### 9. STUKWERK.

(1) Ná minstens een week kennisgewing aan sy werknemer, kan 'n werkgever 'n stukwerkstelsel invoer en, behoudens die bepalinge van klousule 4 (6), moet die werkgever 'n werknemer wat volgens so 'n stukwerkstelsel werk, besoldig teen die tarief wat volgens dié stelsel geld: Met dien verstande dat die werkgever, ongeag die hoeveelheid gedane werk, die werknemer minstens die volgende moet betaal:—

- (a) In die geval van 'n ander werknemer as 'n daaglikse werknemer, vir elke week waarin stukwerk verrig word, die bedrag wat hy so 'n werknemer vir dié week sou moes betaal het as hy op 'n grondslag van tyd gewerk besoldig was;
- (b) in die geval van 'n daaglikse werknemer, ten opsigte van elke dag waarop stukwerk verrig word, die bedrag wat hy so 'n werknemer vir daardie dag sou moes betaal het as hy op 'n grondslag van tyd gewerk besoldig was.

(2) 'n Werkgever moet 'n lys van die tariewe in subklousule (1) vermeld op 'n opvallende plek in sy bedryfsinrigting opgeplak hou.

(3) 'n Werkgever wat voornemens is om 'n bestaande stukwerkstelsel of die tariewe wat daarvolgens geld, af te skaf of te wysig, moet aan sy werknemer wat volgens sodanige stelsel werk, minstens een maand kennis van sodanige voorneme gee: Met dien verstande dat 'n werkgever en sy werknemer oor 'n langer tydperk van kennisgewing kan ooreenkom en dan moet die werkgever minstens die tydperk van kennis gee waarop ooreengekom is.

(4) Ondanks andersluidende bepalinge in hierdie klousule, hoef 'n werkgever nie 'n daaglikse werknemer kennis te gee van sy voorneme om 'n stukwerkstelsel in te voer of om dit af te skaf of te wysig nie.

#### 10. UNIFORMS, OORPAKKE EN BESKERMENDE KLERE.

'n Werkgever moet enige uniform, oorpak, wasjas, voorskoot, pet, stewels of beskermende klere wat hy vereis dat sy werknemer moet dra, of wat enige wet hom verplig om aan sy werknemer te verskaf, gratis voorsien en in diensbare toestand hou en enige sodanige artikel bly die eiendom van die werkgever.

#### 11. VERBOD OP INDIENSNEMING.

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

#### 12. BEÏNDIGING VAN DIENSKONTRAK.

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

- (a) gedurende die eerste vier weke diens, minstens een werkdag,



(b) after the first four weeks of employment, not less than one week's

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

- (i) in the case of one work day's notice, the daily wage which the employee is receiving at the time of such termination;
- (ii) in the case of one 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 his 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 operation of any forfeitures or penalties which by law may be applicable in respect of an employee who deserts:

Provided further, that where the wage of an employee at the date of termination has been reduced by deductions in respect of short-time, the expression "is receiving at the time of such termination" shall, when an employer pays an employee in lieu of notice, be deemed to mean "would have received at the time of such termination if no deductions had been made in respect of short-time".

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

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

- (i) 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 6;
- (ii) that notice shall not be given during an employee's absence on sick leave granted in terms of clause 7.

(4) Notwithstanding anything to the contrary in this Determination, where an employee terminates his contract of employment by leaving his employment without having given and served the required period of notice or without paying his employer in lieu of notice, his employer may appropriate to himself, from any moneys which he owes to such employee by virtue of any provisions of this Determination, an amount of not more than that which such employee would have had to pay him in lieu of notice.

No. R. 1820.] [19 November 1965.  
WAR MEASURES ACT, 1940.

SUSPENSION OF PAYMENT OF COST OF LIVING ALLOWANCES PAYABLE UNDER WAR MEASURE No. 43 OF 1942, AS AMENDED.

UNSKILLED LABOUR, DURBAN, PIETERMARITZBURG AND PINETOWN.

On behalf of the Minister of Labour, I, MARAIS VILJOEN, Deputy-Minister of Labour, in terms of sub-regulation (1) of regulation 4 of the regulations published under War Measure No. 43 of 1942, as amended, hereby suspend the operation of the said regulations in respect of all employees for whom wages are prescribed in clause 3 of the wage determination for Unskilled Labour, Durban, Pietermaritzburg and Pinetown, published under Government Notice No. R. 1819 of the 19th November, 1965.

M. VILJOEN,  
Deputy-Minister of Labour.

(b) ná die eerste vier weke diens, minstens 'n week,

se kennis van beëindiging van die kontrak gee; of 'n werkgewer of 'n werknemer kan die kontrak sonder kennisgewing beëindig deur, in plaas van die kennisgewing, aan die werknemer of aan die werkgewer, al na gelang van die geval, minstens die volgende te betaal:—

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

Met dien verstande dat hierdeur geen inbreuk gemaak word op—

- (i) die reg van 'n werkgewer of sy werknemer om op enige regsgeldige grond die kontrak sonder kennisgewing te beëindig nie;
- (ii) 'n skriftelike ooreenkoms tussen 'n werkgewer en sy werknemer waarin voorsiening gemaak word vir 'n kennis-tydperk wat vir beide partye ewe lank is en langer is as dié wat hierdie klousule voorskryf nie;
- (iii) die inwerkingtreding van enige verbeurings of boetes wat regtens op 'n werknemer wat sy diens verlaat van toepassing mag wees nie:

Met dien verstande voorts dat, indien die loon van 'n werknemer op die datum van diensbeëindiging weens afrekkings ten opsigte van korttyd verminder is, die uitdrukking „ten tyde van sodanige beëindiging ontvang”, in die geval waar 'n werkgewer 'n werknemer in plaas van kennisgewing betaal, geag word te beteken „ten tyde van sodanige beëindiging sou ontvang het as geen afrekkings weens korttyd gemaak was nie”.

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

(3) Die kennis in subklousule (1) voorgeskryf, kan op enige werkdag gegee word: Met dien verstande—

- (i) dat die kennis tydperk nie mag saamval met, en die kennis nie gegee mag word gedurende, 'n werknemer se afwesigheid, met verlof wat ingevolge klousule 6 toegestaan is nie;
- (ii) dat kennis nie gedurende 'n werknemer se afwesigheid met siekteverlof ooreenkomstig klousule 7 gegee mag word nie.

(4) Ondanks andersluidende bepalings in hierdie Vastelling mag 'n werkgewer in die geval waar 'n werknemer sy dienskontrak beëindig deur sy diens te verlaat sonder kennisgewing of sonder om die kennis tydperk uit te dien of sonder om sy werkgewer in plaas van kennisgewing te betaal, uit enige geld wat hy aan sodanige werknemer uit hoofde van enige bepalings van hierdie Vastelling skuld, aan homself 'n bedrag toeëien van hoogstens dié wat sodanige werknemer aan hom in plaas van kennisgewing sou moes betaal het.

No. R. 1820.] [19 November 1965.  
WET OP OORLOGSMAATREËLS, 1940.

OPSKORTING VAN BETALING VAN LEWENS-KOSTETOELAES BETAALBAAR INGEVOLGE OORLOGSMAATREËL No. 43 VAN 1942, SOOS GEWYSIG.

ONGESKOOLDE ARBEID, DURBAN, PIETERMARITZBURG EN PINETOWN.

Namens die Minister van Arbeid, skort ek, MARAIS VILJOEN, Adjunk-minister van Arbeid, kragtens die bepalings van subregulasie (1) van regulasie 4 van die regulasies gepubliseer by Oorlogsmaatreël No. 43 van 1942, soos gewysig, hierby die toepassing van genoemde regulasies op ten opsigte van alle werknemers vir wie lone voorgeskryf word in klousule 3 van die loonvaststelling vir Ongeschoolde Arbeid, Durban, Pietermaritzburg en Pinetown, gepubliseer by Goewermentskennisgewing No. R. 1819 van 19 November 1965.

M. VILJOEN,  
Adjunk-minister van Arbeid.

No. R. 1821.] [19 November 1965.  
**FACTORIES, MACHINERY AND BUILDING WORK  
 ACT, 1941, AS AMENDED.**

**UNSKILLED LABOUR, DURBAN, PIETERMARITZ-  
 BURG AND PINETOWN.**

On behalf of the Minister of Labour, I, MARAIS VILJOEN, Deputy-Minister of Labour, 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 Wage Determination for Unskilled Labour, Durban, Pietermaritzburg and Pinetown, published under Government Notice No. R. 1819 of the 19th November, 1965, on the whole to be 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.

No. R. 1821.] [19 November 1965.  
**WET OP FABRIEKE, MASJINERIE EN BOUWERK,  
 1941, SOOS GEWYSIG.**

**ONGESKOOLDE ARBEID, DURBAN, PIETER-  
 MARITZBURG EN PINETOWN.**

Namens die Minister van Arbeid, verklaar ek, MARAIS VILJOEN, Adjunk-minister van Arbeid, kragtens subartikel (1) van artikel *twee-en-twintig* van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, soos gewysig, dat die bepaling van die Loonvasstelling vir Ongeskoolde Arbeid, Durban, Pietermaritzburg en Pinetown, gepubliseer by Goewermentskennisgewing No. R. 1819 van 19 November 1965, oor die algemeen nie vir die werknemers wie se werkure en beloning ten opsigte van oortyd, openbare feesdae en werk op Sondae en openbare feesdae daarby gereël word, minder gunstig as die desbetreffende bepaling van genoemde Wet is nie.

M. VILJOEN,  
 Adjunk-minister van Arbeid.

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# DEPARTMENT OF WATER AFFAIRS.

## ORANGE RIVER DEVELOPMENT PROJECT.

### ANNOUNCEMENT.

With reference to the world-wide invitation issued in April, 1965, to all interested firms to apply to be placed on the list of approved tenderers for the manufacture and erection of mechanical equipment and ancillary works for the Hendrik Verwoerd and Van der Kloof dams of the Orange River Project, the Honourable the Minister of Water Affairs wishes to announce that it has been decided, on recommendation of the State Tender Board, to accept the applications of the undermentioned consortiums and firms:—

| <i>Firm or Consortium.</i>                                                                                                                                                                                                                                                                                                                  | <i>Nationality.</i>                                        |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|
| 1. Societe B. V. S.,<br>157 Cons Beinat,<br>Grenoble, France.                                                                                                                                                                                                                                                                               | French.                                                    |
| 2. Allis-Chalmers International,<br>P.O. Box 512,<br>Milwaukee,<br>Wisconsin 53201, U.S.A.                                                                                                                                                                                                                                                  | American.                                                  |
| 3. Fried. Krupp Maschinen-Und<br>Stahlbau Rheinhausen,<br>Franz Schubert-strasse 1-3,<br>Rheinhausen, Germany.                                                                                                                                                                                                                              | German.                                                    |
| 4. Consortium consisting of:<br>(a) Isikkawajima-Harima,<br>4, 2 Chome,<br>Ohtemaci,<br>Chiyoda-ku,<br>Tokyo, Japan; and<br>(b) Sakai Iron Works Co., Ltd.,<br>Japan; and<br>(c) Davy-Ashmore,<br>Johannesburg.<br>(d) Reunert & Lenz,<br>Johannesburg.                                                                                     | Japanese.<br>Japanese.<br>South African.<br>South African. |
| 5. Sorefame Sociedades Reunidas,<br>De Fabricacoes Metalicas,<br>S.A.R.L.,<br>Apartado No. 5,<br>Amadora, Portugal.                                                                                                                                                                                                                         | Portuguese.                                                |
| 6. Consortium consisting of:—<br>(a) South African Hydraulic Plant<br>Co. (Pty.), Ltd.,<br>Transvalia Building,<br>Melle Street,<br>Braamfontein,<br>Johannesburg; and<br>(b) Acciaieria E Tubificio Di Brescia,<br>Italy; and<br>(c) Messrs. James Brown and Hamer,<br>Durban.<br>(d) Messrs. Calzoni,<br>Via Emilia Ponente 72,<br>Italy. | South African.<br>Italian.<br>South African.<br>Italian    |
| 7. Consortium consisting of:—<br>(a) Compagnie Francaise De Enterprises<br>31-37 Boulevard de Montmorency,<br>(Paris 16°); and<br>(b) Entreprise D'Equipment<br>Mechaniques Et Hydrauliques,<br>Paris.                                                                                                                                      | French.<br>French.                                         |
| 8. Consortium consisting of:—<br>(a) Kobe Engineering (S.A.) (Pty.), Ltd.,<br>Sanlam Centre,<br>Heerengracht,<br>Cape Town; and<br>(b) General Mining and Finance Corporation,<br>6 Holland Street,<br>Johannesburg.                                                                                                                        | South African.<br>South African.                           |
| 9. Consortium consisting of:—<br>(a) Dorman Long (Africa), Ltd.,<br>Norwich Union House,<br>91 Commissioner Street,<br>Johannesburg; and<br>(b) Terni Societa Per L'Industria<br>E L'Elettricit  S.P.A.,<br>66 Via Due Macelli,<br>Rome.                                                                                                    | South African.<br>Italian.                                 |
| 10. Waagner-Biro,<br>Margaretenstrasse 70,<br>Vienna 5,<br>Austria.                                                                                                                                                                                                                                                                         | Austrian.                                                  |

# DEPARTEMENT VAN WATERWESE.

## ORANJERIVIER-ONTWIKKELINGSPROJEK.

### AANKONDIGING.

Na aanleiding van die wereldwye uitnodiging wat in April 1965 aan alle belangstellende firmas uitgereik is om aansoek te doen om op die lys van goedgekeurde tenderaars vir die vervaardiging en oprigting van werktuigkundige uitrusting en bykomstige werke vir die Hendrik Verwoerd- en die Vanderkloofdam van die Oranjerivierprojek geplaas te word, wens Sy Edele die Minister van Waterwese om aan te kondig dat op aanbeveling van die Staatstenderraad daar besluit is om die aansoeke van ondergenoemde konsortiums en firmas aan te neem:

| <i>Firma of Konsortium.</i>                                                                                                                                                                                                                                                                                                            | <i>Nasionaliteit.</i>                                          |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|
| 1. Societe B. V. S.,<br>157 Cons Beinat<br>Grenoble, Frankryk.                                                                                                                                                                                                                                                                         | Frans.                                                         |
| 2. Allis-Chalmers International,<br>P.O. Box 512,<br>Milwaukee,<br>Wisconsin 53201, V.S.A.                                                                                                                                                                                                                                             | Amerikaans.                                                    |
| 3. Fried. Krupp Maschinen-Und<br>Stahlbau Rheinhausen,<br>Franz Schubert-strasse 1-3,<br>Rheinhausen, Duitsland.                                                                                                                                                                                                                       | Duits.                                                         |
| 4. Konsortium bestaande uit:<br>(a) Isikkawajima-Harima,<br>4, 2 Ch me,<br>Ohtemaci,<br>Chiyoda-ku,<br>Tokio, Japan; en<br>(b) Sakai Iron Works Co., Ltd.,<br>Japan; en<br>(c) Davy-Ashmore,<br>Johannesburg.<br>(d) Reunert en Lenz,<br>Johannesburg.                                                                                 | Japannees.<br>Japannees.<br>Suid-Afrikaans.<br>Suid-Afrikaans. |
| 5. Sorefame Sociedades Reunidas,<br>De Fabricacoes Metalicas,<br>S.A.R.L.,<br>Apartado No. 5,<br>Amadora, Portugal.                                                                                                                                                                                                                    | Portugees.                                                     |
| 6. Konsortium bestaande uit:<br>(a) South African Hydraulic Plant<br>Co. (Pty.), Ltd.,<br>Transvaliagebou,<br>Mellestraat,<br>Braamfontein, Johannesburg; en<br>(b) Acciaieria E Tubificio Di Brescia,<br>Itali , en<br>(c) Die firma James Brown and Hamer,<br>Durban.<br>(d) Die firma Calzoni,<br>Via Emilia Ponente 72,<br>Itali . | Suid-Afrikaans.<br>Italiaans.<br>Suid-Afrikaans.<br>Italiaans. |
| 7. Konsortium bestaande uit:<br>(a) Compagnie Francaise De Enterprises<br>31-37 Boulevard de Montmorency,<br>(Paris 16°); en<br>(b) Entreprise D'Equipment<br>Mechaniques Et Hydrauliques,<br>Paris.                                                                                                                                   | Frans.<br>Frans.                                               |
| 8. Konsortium bestaande uit:<br>(a) Kobe Engineering (S.A.) (Pty.), Ltd.,<br>Sanlamsentrum,<br>Heerengracht,<br>Kaapstad; en<br>(b) General Mining and Finance Corporation,<br>Hollandstraat 6,<br>Johannesburg.                                                                                                                       | Suid-Afrikaans.<br>Suid-Afrikaans.                             |
| 9. Konsortium bestaande uit:<br>(a) Dorman Long (Africa), Ltd.,<br>Norwich Union House,<br>Commissionerstraat 91,<br>Johannesburg; en<br>(b) Terni Societa Per L'Industria<br>E L'Elettricit  S. P. A.,<br>66 Via Due Macelli,<br>Rome.                                                                                                | Suid-Afrikaans.<br>Italiaans.                                  |
| 10. Waagner-Biro,<br>Margaretenstrasse 70,<br>Wenen 5,<br>Oostenryk.                                                                                                                                                                                                                                                                   | Oostenryks.                                                    |

| <i>Firm or Consortium.</i>                                                                                                                                                                                                                                                              | <i>Nationality.</i>                                                       | <i>Firma of Konsortium.</i>                                                                                                                                                                                                                                                        | <i>Nasionaliteit.</i>                                                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------|
| 11. Consortium consisting of:—<br>(a) Steelmetals, Ltd.,<br>79 De Korte Street,<br>Braamfontein,<br>Johannesburg; and<br>(b) Rheinstahl Union Bruckenbau; and<br>(c) J. M. Voith; and<br>(d) Vereinigte Armaturen Gesellschaft; and<br>(e) Messrs. Noell & Co.<br>(f) Bopp and Reuther. | South African.<br><br>German.<br>German.<br>German.<br>German.<br>German. | 11. Konsortium bestaande uit:<br>(a) Steelmetals, Ltd.<br>De Kortestraat 79,<br>Braamfontein, Johannesburg; en<br>(b) Rheinstahl Union<br>Bruckenbau; en<br>(c) J. M. Voith; en<br>(d) Vereinigte Armaturen Gesellschaft; en<br>(e) Die firma Noell & Co.<br>(f) Bopp and Reuther. | Suid-Afrikaans,<br><br>Duits.<br>Duits.<br>Duits.<br>Duits.<br>Duits. |
| 12. Chicago Bridge and Iron Co.,<br>901 W. 22nd Street,<br>Oak Brook,<br>Illinois, U.S.A.                                                                                                                                                                                               | American.                                                                 | 12. Chicago Bridge and Iron Co.,<br>901 W. 22nd Street,<br>Oak Brook,<br>Illinois, V.S.A.                                                                                                                                                                                          | Amerikaans.                                                           |
| 13. M. A. N. Maschinenfabrik,<br>Augsburg-Nurnberg A.G.,<br>89 Augsburg,<br>Stadtbachgasse 7,<br>W. Germany.                                                                                                                                                                            | German.                                                                   | 13. M. A. N. Maschinenfabrik,<br>Augsburg-Nurnberg, A. G.,<br>89 Augsburg,<br>Stadtbachgasse 7,<br>Wes-Duitsland.                                                                                                                                                                  | Duits.                                                                |
| 14. Mitsubishi Heavy Industries, Ltd.<br>10, 2 Chome,<br>Marunouchi,<br>Chiyoda-ku,<br>Tokyo, Japan.                                                                                                                                                                                    | Japanese.                                                                 | 14. Mitsubishi Heavy Industries, Ltd.,<br>10, 2 Chome,<br>Marunouchi,<br>Chiyoda-ku,<br>Tokio, Japan.                                                                                                                                                                              | Japanees.                                                             |
| 15. Vereinigte Österreichische<br>Eisen-und Stahlwerke A. G.,<br>Muldenstrasse 5,<br>Linz,<br>Donau, Austria.                                                                                                                                                                           | Austrian.                                                                 | 15. Vereinigte Österreichische<br>Eisen-und Stahlwerke, A. G.,<br>Muldenstrasse 5,<br>Linz,<br>Donsu, Oostenryk.                                                                                                                                                                   | Oostenryks.                                                           |
| 16. Dinglerwerke Aktiengesellschaft,<br>Sweibruken, Dinglerstrasse,<br>W. Germany.                                                                                                                                                                                                      | German.                                                                   | 16. Dinglerwerke, Aktiengesellschaft,<br>Sweibruken, Dinglerstrasse,<br>Wes-Duitsland.                                                                                                                                                                                             | Duits.                                                                |
| 17. Escher Wys, Ltd.,<br>Hardstrasse 319,<br>Zurich, Switzerland.                                                                                                                                                                                                                       | Swiss.                                                                    | 17. Escher Wyss, Ltd.,<br>Hardstrasse 319,<br>Zurich, Switzerland.                                                                                                                                                                                                                 | Switsers.                                                             |

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## LEWERANSIES EN DIENSTE.

Tenderdokumente is alleenlik op aanvraag verkrygbaar van die Posmeester-generaal, Voorrade Afdeling, Posbus 447, Kamer No. 215, Electrohuis, Bosmanstraat 321 (Telefoon 3-9381, Uitbreiding 154), Pretoria.

| Tender No.      | Supplies.<br><i>Leweransies.</i>                                                         | Due 11 a.m.<br><i>Sluit 11 vm.</i> |
|-----------------|------------------------------------------------------------------------------------------|------------------------------------|
| P.O. 58267..... | Seats for operators chairs.....<br>Sitvlakke vir operateurstoel                          | 3 Jan. 1966.                       |
| P.O. 2312.....  | Watertrailers.....<br>Waterkarre                                                         | 5 Jan. 1966.                       |
| P.O. 2313.....  | Concrete mixers.....<br>Betonmengers                                                     | 5 Jan. 1966.                       |
| P.O. 2314.....  | Polishing machine, double-ended, pedestal type.....<br>Dubbelpoleermasjien, staandertipe | 5 Jan. 1966.                       |
| P.O. 2315.....  | Universal milling machine.....<br>Universele freesmasjien                                | 5 Jan. 1966.                       |
| P.O. 2316.....  | Sheet metal guillotine.....<br>Metaalplaatsnyer                                          | 6 Jan. 1966.                       |



# DEPARTMENT OF COMMUNITY DEVELOPMENT.

## BUILDING, ELECTRICAL, ENGINEERING AND RENOVATION SERVICES.

The necessary tender documents are obtainable at Room No. 647, Department of Community Development, Fountain Lane, Pretoria, and from the Department's Regional Representative(s) as scheduled.

Tender documents will be issued on payment of the amount as indicated against each item in the schedule, which will be refunded on receipt of a bona fide tender. If a tender is not submitted and the documents are returned to the issuing office on or before the closing date of the tenders, the deposit will also be refunded.

# DEPARTEMENT VAN GEMEENSKAPSBOU.

## BOU, ELEKTRIESE, INGENIEURS- EN OPKNAPPINGS-DIENSTE.

Die nodige tenderdokumente is verkrygbaar te Kamer No. 647, Departement van Gemeenskapsbou, Fonteinlaan, Pretoria, en van die Departement se Streekvertegenwoordiger(s) soos aangegee.

Tenderdokumente sal teen betaling van 'n deposito soos teenoor elke item in die bylae aangetoon, uitgereik word, wat na ontvangs van 'n bona fide-tender terugbetaal sal word. Indien geen tender ingedien word nie en die dokumente voor of op die sluitingsdatum vir tenders aan die kantoor van uitreiking terugbesorg word, sal die deposito ook terugbetaal word.

| Tender No. | Building, electrical, engineering and renovation services.<br><i>Bou-, elektriese-, ingenieurs- en opknappingsdienste.</i> | Other centres at which tender documents are available.<br><i>Ander sentrums waar tenderdokumente verkrygbaar is.</i> | Deposit amount required for tender documents.<br><i>Depositobedrag vir tenderdokumente vereis.</i> | Due 11 a.m.<br><i>Sluit 11 vm.</i> |
|------------|----------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|------------------------------------|
|------------|----------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|------------------------------------|

### ELECTRICAL INSTALLATION.—ELEKTRIESE INSTALLASIE.

|              |                                                                                                                                             |                                                                                                                                              |    |                    |
|--------------|---------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|----|--------------------|
| G.C. 14..... | Electrical installation in 108 houses at Tedstoneville, Germiston<br><i>Elektriese installasie in 108 huise te Tedstoneville, Germiston</i> | Siemens House, cor. of Biccand and Wolmarans Streets, Johannesburg<br><i>Siemenshuis, hoek van Biccand- en Wolmaransstraat, Johannesburg</i> | R3 | 14 Dec./Des. 1965. |
| G.C. 15..... | Electrical installation in 67 houses at Walmer, Port Elizabeth<br><i>Elektriese installasie in 67 huise te Walmer, Port Elizabeth</i>       | Old Mutual Building, Main Street, Port Elizabeth<br><i>Ou Mutualgebou, Mainstraat, Port Elizabeth</i>                                        | R3 | 14 Dec./Des. 1965. |
| G.C. 16..... | Electrical installation in 101 houses at Florida Lake, Roodepoort<br><i>Elektriese installasie in 101 huise te Floridameer, Roodepoort</i>  | Siemens House, cor. of Biccand and Wolmarans Streets, Johannesburg<br><i>Siemenshuis, hoek van Biccand- en Wolmaransstraat, Johannesburg</i> | R3 | 14 Dec./Des. 1965. |
| G.C. 17..... | Electrical installation in 74 houses at Triomf, Johannesburg<br><i>Elektriese installasie in 74 huise te Triomf, Johannesburg</i>           | Siemens House, cor. of Biccand and Wolmarans Streets, Johannesburg<br><i>Siemenshuis, hoek van Biccand- en Wolmaransstraat, Johannesburg</i> | R3 | 14 Dec./Des. 1965. |
| G.C. 18..... | Electrical installation in 67 houses at Triomf, Johannesburg<br><i>Elektriese installasie in 67 huise te Triomf, Johannesburg</i>           | Siemens House, cor. of Biccand and Wolmarans Streets, Johannesburg<br><i>Siemenshuis, hoek van Biccand- en Wolmaransstraat, Johannesburg</i> | R3 | 14 Dec./Des. 1965. |
| G.C. 19..... | Electrical installation in 100 houses Triomf, Johannesburg<br><i>Elektriese installasie in 100 huise te Triomf, Johannesburg</i>            | Siemens House, cor. of Biccand and Wolmarans Streets, Johannesburg<br><i>Siemenshuis, hoek van Biccand- en Wolmaransstraat, Johannesburg</i> | R3 | 14 Dec./Des. 1965. |

### ERECTION OF HOUSES.—OPRIGTING VAN HUISE.

|              |                                                                                                            |                                                                                                                                              |     |                    |
|--------------|------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|-----|--------------------|
| G.C. 12..... | Erection of 190 houses at Lenasia, Johannesburg<br><i>Oprigting van 199 huise te Lenasia, Johannesburg</i> | Siemens House, cor. of Biccand and Wolmarans Streets, Johannesburg<br><i>Siemenshuis, hoek van Biccand- en Wolmaransstraat, Johannesburg</i> | R10 | 14 Dec./Des. 1965. |
|--------------|------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|-----|--------------------|

### ERECTION OF SCHOOL.—OPRIGTING VAN SKOOL.

|             |                                                                                                                       |                                                                                                     |     |                    |
|-------------|-----------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|-----|--------------------|
| G.C. 8..... | Erection of new Primary School Pinati, Lansdowne, Cape<br><i>Oprigting van nuwe Laerskool Pinati, Lansdowne, Kaap</i> | New Labour Building, Barrack Street, Cape Town<br><i>Nuwe Arbeidsgebou, Barrackstraat, Kaapstad</i> | R10 | 14 Dec./Des. 1965. |
|-------------|-----------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|-----|--------------------|

### ENGINEERING SERVICES.—INGENIEURS DIENSTE.

|             |                                                                                                                                                                |                                                                                                                                         |     |                    |
|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|-----|--------------------|
| G.C. 4..... | Roads and stormwater drainage for coloured Township, Wentworth, Durban<br><i>Strate en stormwater dreinerings vir Kleurling Dorpsgebied, Wentworth, Durban</i> | Government offices, cor. of Esplanade and Stanger Streets, Durban<br><i>Staatskantore, hoek van Esplanade- en Stangerstraat, Durban</i> | R10 | 14 Dec./Des. 1965. |
|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|-----|--------------------|

### ERECTION OF BUILDING.—OPRIGTING VAN GEBOU.

|              |                                                                                                                                                                                                              |                                                                                                                                         |     |                    |
|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|-----|--------------------|
| G.C. 13..... | Erection of proposed block of shops and flats between St. George's and McArthur Streets, Durban<br><i>Oprigting van voorgestelde blok winkels en woonstelle tussen St. George- en McArthurstraat, Durban</i> | Government offices, cor. of Esplanade and Stanger Streets, Durban<br><i>Staatskantore, hoek van Esplanade- en Stangerstraat, Durban</i> | R10 | 14 Dec./Des. 1965. |
| G.C. 20..... | Electrical installation in Coloured Primary School, Pinati, Lansdowne, Cape<br><i>Elektriese installasie in Kleurling-Jaerskool, Pinati, Lansdowne, Kaap</i>                                                 | New Labour Building, Barrack Street, Cape Town<br><i>Nuwe Arbeidsgebou, Barrackstraat, Kaapstad</i>                                     | R3  | 14 Dec./Des. 1965. |

**DEPARTMENT OF WATER AFFAIRS.****SUPPLIES AND SERVICES OTHER THAN BORING CONTRACTS.**

Tender forms are obtainable from the Controller of Stores, Department of Water Affairs, Room No. 134, Patterson's Buildings, 173 Schoeman Street (Private Bag 313) (Telephone 2-5941), Pretoria.

**DEPARTEMENT VAN WATERWESE.****LEWERANSIES EN DIENSTE UITGESONDERD BOOR-KONTRAKTE.**

Tendervorms is verkrygbaar by die Kontroleur van Voorrade, Departement van Waterwese, Kamer No. 134, Pattersongebou, Schoemanstraat 173 (Privaatsak 313) (Telefoon 2-5941), Pretoria.

| Tender No.   | Supplies.<br><i>Leweransies.</i>                                                                            | Due 11 a.m.<br><i>Sluit 11 vm.</i> |
|--------------|-------------------------------------------------------------------------------------------------------------|------------------------------------|
| W. 1340..... | Air entraining admixture .....<br>Lugdrabymengsel                                                           | 6 Jan. 1966.                       |
| W. 1350..... | Outboard Motor.....<br>Buiteboordmotor                                                                      | 6 Jan. 1966.                       |
| W. 1343..... | Hot water cylinders, 100 and 250 gallon.....<br>Warmwatersilinders, 100 en 250 gellings                     | 6 Jan. 1966.                       |
| W. 1342..... | Plasti-joint or equal.....<br>Plasti-joint of gelykwaardig                                                  | 6 Jan. 1966.                       |
| W. 1283..... | Strip-chart multiple recorder with accessories.....<br>Strook-kaart- meervoudige registreerder met bybehore | 6 Jan. 1966.                       |
| W. 1284..... | Vulcanised fibre.....<br>Gevulkaniseerde vesel                                                              | 6 Jan. 1966.                       |
| W. 1285..... | Chilled iron shot.....<br>Verkilde hael van yster                                                           | 6 Jan. 1966.                       |
| W. 1286..... | Sluice valves.....<br>Sluiskleppe                                                                           | 6 Jan. 1966.                       |
| W. 1288..... | Sluice valves.....<br>Sluiskleppe                                                                           | 6 Jan. 1966.                       |
| W. 1289..... | Steel and cast iron pipes and specials.....<br>Pype en ander stukke van staal en gietyster                  | 6 Jan. 1966.                       |
| W. 1296..... | Electrically driven borehole pumps.....<br>Elektriese boorgatpompe                                          | 6 Jan. 1966.                       |
| W. 1301..... | Windmills.....<br>Windpompe                                                                                 | 6 Jan. 1966.                       |
| W. 1312..... | Flanged cast iron pipes and specials.....<br>Flenspype van gietyster en ander stukke                        | 6 Jan. 1966.                       |
| W. 1314..... | Sluice valves.....<br>Sluiskleppe                                                                           | 6 Jan. 1966.                       |
| W. 1339..... | Metering nozzles, 36 inch.....<br>Metertuite, 36 duim                                                       | 6 Jan. 1966.                       |

**DEPARTMENT OF PUBLIC WORKS.****ELECTRICAL AND MECHANICAL SERVICES.**

Tender forms are obtainable from the Secretary, P.W.D., Room No. 503, Central Government Offices, Vermeulen Street (Telephone 3-9581, Extension 45), Pretoria.

**DEPARTEMENT VAN OPENBARE WERKE.****ELEKTRIESE EN WERKTUIGKUNDIGE DIENSTE.**

Tendervorms is verkrygbaar van die Sekretaris, D.O.W., Kamer no. 503, Sentrale Goewermentskantore, Vermeulenstraat (Telefoon 3-9581, bylyn 45), Pretoria.

| Tender No.       | Services.<br><i>Dienste.</i>                                                                                                                                                                                                                                                                                                      | Due 11 a.m.<br><i>Sluit 11 vm.</i> |
|------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|
| P.W.D. 998.....  | Pretoria: Electrical installation in two blocks of flats, garage and store at the additional accommodation (Contract 12) to the S.A. Police Training College<br>Pretoria: Elektriese installasie in twee blokke woonstelle, motorhuis en stoor by die addisionele akkommodasie (Kontrak 12) vir die S.A. Polisie-opleidingsentrum | 21 Dec./Des. 1965.                 |
| P.W.D. 999.....  | Pretoria (Waterkloof): Electrical installation in the conversion of buildings for single personnel and alterations to mess block at the Air Force Station<br>Pretoria (Waterkloof): Elektriese installasie in die omskepping van geboue vir ongetroude personeel en veranderinge aan die menasieblok by die Lugmagstasie          | 21 Dec./Des. 1965.                 |
| P.W.D. 1000..... | Pretoria (Waterkloof): Electrical installation in quarters for married Permanent Force personnel, consisting of six houses at the Air Force Station<br>Pretoria (Waterkloof): Elektriese installasie in kwartiere vir getroude lede van die Staande Mag bestaande uit ses wonings by die Lugmagstasie                             | 11 Jan. 1966.                      |



**DEPARTMENT OF WATER AFFAIRS.**

**BORING CONTRACTS.**

Tender forms are obtainable from the Boring Engineer, Department of Water Affairs, Aquila Building, Room No. 223, 157 Schoeman Street (Private Bag 313) (Telephone 2-4811), Pretoria.

**DEPARTEMENT VAN WATERWESE.**

**BOORKONTRAKTE.**

Tendervorms is verkrygbaar by die Booringenieur, Departement van Waterwese, Aquilagebou, Kamer No. 223, Schoemanstraat 157 (Privaatsak 313) (Telefoon 2-4811), Pretoria.

| Tender No.   | Boring for water.<br><i>Boor na water.</i>                                                                               | Due 11 a.m.<br><i>Sluit 11 vm.</i> |
|--------------|--------------------------------------------------------------------------------------------------------------------------|------------------------------------|
| W. 1382..... | Department of Bantu Administration, Vryburg District.....<br>Departement van Bantoe-administrasie, distrik Vryburg       | 9 Dec./Des. 1965.                  |
| W. 1383..... | Department of Bantu Administration, Lady Frere District.....<br>Departement van Bantoe-administrasie, distrik Lady Frere | 9 Dec./Des. 1965.                  |
| W. 1384..... | Waterkloof Air Force Station, Pretoria District.....<br>Waterklooflugmagtasie, distrik Pretoria                          | 9 Dec./Des. 1965.                  |
| W. 1385..... | Research Station at Koopmansfontein, Barkly West District.....<br>Navorsingstasie te Koopmansfontein, distrik Barkly-Wes | 9 Dec./Des. 1965.                  |
| W. 1386..... | Police Station and Quarters Vanrhynsdorp District.....<br>Polisiestasie en -kwartiere, distrik Vanrhynsdorp              | 9 Dec./Des. 1965.                  |

**DEPARTMENT OF PUBLIC WORKS.**

**SUPPLY SERVICES.**

Tender forms are obtainable from the Secretary, P.W.D., Room No. T464, Forum Building, cor. of Bosman and Struben Streets (Telephone 2-3206), Pretoria.

**DEPARTEMENT VAN OPENDARE WERKE.**

**LEWERINGSDIENSTE.**

Tendervorms is verkrygbaar van die Sekretaris, D.O.W., Kamer No. T464, Forumgebou, h/v Bosman- en Strubenstraat (Foon 2-3206), Pretoria.

| Tender No.             | Supplies.<br><i>Leweransies.</i>                                                                                                                                                     | Due 11 a.m.<br><i>Sluit 11 vm.</i> |
|------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|
| P.W.D. S. 2017(V)..... | Laboratory Apparatus: P.W.D., Pretoria.....<br>Laboratoriumapparaat: D.O.W., Pretoria                                                                                                | 14 Dec./Des. 1965.                 |
| P.W.D. S. 2025(V)..... | Boiler, hot water: P.W.D., Bloemfontein.....<br>Watervarmer: D.O.W., Bloemfontein                                                                                                    | 13 Dec./Des. 1965.                 |
| P.W.D. S. 2027(V)..... | 20 Cubic feet refrigerator and fan-powered roof extract units: P.W.D., Kroonstad, New Prison<br>Koelkas, 20 kubieke voet, en daksuigwaaierenhede: D.O.W., Kroonstad, Nuwe Gevangenis | 13 Dec./Des. 1965.                 |
| P.W.D. S. 2028(V)..... | Safety Belts: General Pretorius Building, Pretoria.....<br>Veiligheidsgordels: Generaal Pretoriusgebou, Pretoria                                                                     | 14 Dec./Des. 1965.                 |

**GOVERNMENT PRINTER.**

**SUPPLIES AND SERVICES.**

Tender forms are obtainable from The Government Printer, Bosman Street, Pretoria, Telephone 3-9731, Extension 62, or from the buying section during the hours 7.30 a.m. to 12.15 p.m., and 1.30 p.m. to 4.30 p.m.

**STAATSDRUKKER.**

**LEWERANSIES EN DIENSTE.**

Tendervorms is verkrygbaar van Die Staatsdrukker, Bosmanstraat, Pretoria, Telefoon 3-9731, bylyn 62, of by die aankoopafdeling gedurende die ure 7.30 vm. tot 12.15 nm., en 1.30 nm. tot 4.30 nm.

| Tender No.      | Supplies.<br><i>Leweransies.</i>                                                                               | Due 11 a.m.<br><i>Sluit 11 vm.</i> |
|-----------------|----------------------------------------------------------------------------------------------------------------|------------------------------------|
| SD.-D. 225..... | Printing and supply of 750,000 Bantu Reference books.....<br>Druk en lewering van 750,000 Bantoe Bewys boekies | 10 Dec./Des. 1965.                 |
| SD.-D. 232..... | Printing and supply of continuous forms.....<br>Druk en lewering van aaneenlopende vorms                       | 13 Dec./Des. 1965.                 |

**DEFENCE DIVISION.****SUPPLIES AND SERVICES.**

Tenders should be addressed to the Secretary, State Tender Board, (Defence Division), Private Bag 316, Pretoria, or be deposited in the Tender Box in Steyns Arcade of Steyns Buildings, 270 Schoeman Street, Pretoria.

Tender documents are obtainable from the State Buyer, Defence Division, Room No. 900, Eighth Floor, Steyns Buildings, 270 Schoeman Street (Private Bag 316) (Phone 3-3091, Extension 31), Pretoria.

Office hours, Mondays to Fridays: 8 a.m. to 12.45 p.m.; 1.30 p.m. to 4.30 p.m.

**VERDEDIGINGSAFDELING.****LEWERANSIES EN DIENSTE.**

Tenders moet geadresseer word aan die Sekretaris, Staatstenderraad (Verdedigingsafdeling), Privaatsak 316, Pretoria, of in die Tenderbus in Steynsdeurloop van Steynsgebou, Schoemanstraat 270, Pretoria, geplaas word.

Tenderdokumente is verkrygbaar van die Staatskoper, Verdedigingsafdeling, Kamer no. 900, Agste Verdieping, Steynsgebou, Schoemanstraat 270 (Privaatsak 316) (Telefoon 3-3091, bylyn 31), Pretoria.

Kantoorure, Maandae tot Vrydae: 8 vm. tot 12.45 nm; 1.30 nm. tot 4.30 nm.

| Tender No.       | Supplies.<br><i>Leweransies.</i>                                                                                                                                          | Due 11 a.m.<br><i>Sluit 11 vm.</i> |
|------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|
| TEN. 2783/U..... | Battery charging sets: Lyttelton.....<br>Batterylaaitoestelle: <i>Lyttelton</i>                                                                                           | 6 Jan. 1966.                       |
| TEN. 2787/S..... | Steel windows, sliding doors and rolling shutters: Kroonstad.....<br>Staalvensters, skuifdeure en rolhortjies: <i>Kroonstad</i>                                           | 3 Jan. 1966.                       |
| TEN. 2788/S..... | Bitumen rock: Standerton.....<br>Bitumenstukke: <i>Standerton</i>                                                                                                         | 14 Dec./Des. 1965.                 |
| TEN. 2794/U..... | Cubicles, approach lights and electrical cable: Pretoria.....<br>Skakelbordkamers, aanloopbaanligte en elektriese kabel: <i>Pretoria</i>                                  | 12 Jan. 1966.                      |
| TEN. 2805/T..... | Jackets, "Fearnought": Cape Town.....<br>Baadjies, „Fearnought": <i>Kaapstad</i>                                                                                          | 20 Dec./Des. 1965.                 |
| TEN. 2807/T..... | Fibre board: Cape Town.....<br>Veselbord: <i>Kaapstad</i>                                                                                                                 | 20 Dec./Des. 1965.                 |
| TEN. 2809/U..... | Transistorised speech plus duplex voice frequency telegraph equipment: Pretoria.....<br>Getransistoriseerde S.F.-telegraafuitrusting (spraak en dupleks): <i>Pretoria</i> | 4 Jan. 1966.                       |
| TEN. 2813/T..... | Waxed wrapping paper: Pretoria.....<br>Waspakpapier: <i>Pretoria</i>                                                                                                      | 20 Dec./Des. 1965.                 |
| TEN. 2815/T..... | Warms, athletic: Pretoria, Cape Town and Tempe.....<br>Sweepakke: <i>Pretoria, Kaapstad en Tempe</i>                                                                      | 20 Dec./Des. 1965.                 |
| TEN. 2818/T..... | Badges, cap, gold embroidered: Pretoria.....<br>Wapens met goud omboersel vir pette: <i>Pretoria</i>                                                                      | 20 Dec./Des. 1965.                 |
| TEN. 2819/T..... | Rope manila, natural: Cape Town.....<br>Natuurlike manillatou: <i>Kaapstad</i>                                                                                            | 20 Dec./Des. 1965.                 |
| TEN. 2820/T..... | Banners: Pretoria.....<br>Baniere: <i>Pretoria</i>                                                                                                                        | 20 Dec./Des. 1965.                 |
| TEN. 2821/T..... | Carpets with underfelt: Cape Town.....<br>Tapyte met ondervilt: <i>Kaapstad</i>                                                                                           | 20 Dec./Des. 1965.                 |
| TEN. 2825/T..... | Bunting, nylon: Cape Town.....<br>Vlagdoek, nylon: <i>Kaapstad</i>                                                                                                        | 21 Dec./Des. 1965.                 |
| TEN. 2830/U..... | Trailers: Various centres.....<br>Sleepwaens: <i>Verskeie sentrums</i>                                                                                                    | 11 Jan. 1966.                      |
| TEN. 2832/T..... | Red meranti: Cape Town.....<br>Rooi meranti: <i>Kaapstad</i>                                                                                                              | 21 Dec./Des. 1965.                 |
| TEN. 2834/T..... | Milk cans: Cape Town.....<br>Melkkanne: <i>Kaapstad</i>                                                                                                                   | 21 Dec./Des. 1965.                 |
| TEN. 2835/T..... | Deck tubes: Cape Town.....<br>Dekpype: <i>Kaapstad</i>                                                                                                                    | 21 Dec./Des. 1965.                 |
| TEN. 2836/T..... | Two-pint insulated containers: Bloemfontein.....<br>Geïsoleerde houers, 2-pint: <i>Bloemfontein</i>                                                                       | 21 Dec./Des. 1965.                 |

| Tender No.       | Services.<br><i>Dienste.</i>                                                                                                                                                                    | Due 11 a.m.<br><i>Sluit 11 vm.</i> |
|------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|
| TEN. 2806/U..... | Supply, installation and commissioning of a paging system: Pretoria and Wynberg, C.P.....<br>Lewering, installering en ingebruikstelling van 'n oproepstelsel: <i>Pretoria en Wynberg. K.P.</i> | 5 Jan. 1966.                       |
| TEN. 2814/T..... | Machining of hinges and tips for pacing sticks: Pretoria.....<br>Afwerking van skarniere en punte vir passtokke: <i>Pretoria</i>                                                                | 20 Dec./Des. 1965.                 |
| TEN. 2816/T..... | Cut, make and trim of trousers, action, working dress: Cape Town.....<br>Sny, maak en afwerk van broeke, veg en werktenuue: <i>Kaapstad</i>                                                     | 20 Dec./Des. 1965.                 |
| TEN. 2822/T..... | Cut, make and trim of caps: Pretoria.....<br>Sny, maak en afwerk van pette: <i>Pretoria</i>                                                                                                     | 21 Dec./Des. 1965.                 |



STATE TENDER BOARD.—STAATSTENDERRAAD.

SUPPLIES.—LEWERANSIES.

The following tender results are being published for general information/Die volgende tenderuitslae word vir algemene inligting gepubliseer:—

| Tender No.                                      | Item No.          | Successful tenderer.<br>Sukcesvolle tenderaar.                                                     | Price.<br>Prys.                                    | Brand.<br>Handelsmerk.                                                                                                                                              | *Basis of delivery.<br>*Basis van aflewering.                        | Preference<br>claimed.<br>Voorkeur<br>geëis. |
|-------------------------------------------------|-------------------|----------------------------------------------------------------------------------------------------|----------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------|
| R.T. 4276/P...                                  | 1                 | Stewarts & Lloyds.....                                                                             | R663.92.....                                       | Pump:<br>"National<br>D 12"<br>Engine:<br>"Lister<br>L.D.I."<br>Sacem SCV<br>Stihl Model<br>1108<br>Rootes<br>Tempair<br>Wilson<br>Rockwell<br>3JR<br>Fletcraft.... | (a) Durban.....                                                      | 9%                                           |
| R.T. 3844/M..<br>I.P. 9607/M...                 | 1<br>1            | Forest Engineering.....<br>Motor and General.....                                                  | R1,229 each.....<br>R154 each.....                 |                                                                                                                                                                     | (b) Bilboa.....<br>(a) Durban.....                                   | —<br>—                                       |
| P.O. 2029.....                                  | 1                 | Stanley Motors.....                                                                                | R1,356 lot.....                                    |                                                                                                                                                                     |                                                                      | —                                            |
| I.P. 9480/M...                                  | 1                 | Drury Wickman.....                                                                                 | R704.53 each.....                                  |                                                                                                                                                                     | (a) Pretoria.....                                                    | —                                            |
| R.T. 4229/R..                                   | 1                 | Fletcraft Sheet Metal Ind.....                                                                     | R37.75 each.....                                   |                                                                                                                                                                     | (a) Pretoria.....                                                    | 10%                                          |
| R.T. 4362/A..<br>W. 1086/M..<br>P.O. 2072.....  | 1<br>1<br>2       | Leibowitz Bros. Ltd.....<br>F. A. Poole (Pty.), Ltd.....<br>Delfos and Atlas Copco (Pty.),<br>Ltd. | R4.95 each.....<br>R195 each.....<br>R864 lot..... | —<br>F. A. Poole..                                                                                                                                                  | Ex Stock.....<br>(a) Pretoria.....                                   | Nil.<br>—<br>2%                              |
| W. 1205.....<br>W. 1205.....                    | (a) (i)<br>(a)    | George Morris & Sons.....<br>George Morris & Sons.....                                             | R236.35.....<br>R175.60.....                       | Critical Hope.<br>Critical Hope.                                                                                                                                    | (a) Johannesburg.....<br>(a) Johannesburg.....                       | 10%<br>10%                                   |
| W. 1205.....                                    | (a)               | George Morris & Sons.....                                                                          | R314.20.....                                       | Critical Hope.                                                                                                                                                      | (a) Johannesburg.....                                                | 10%                                          |
| W. 1205.....<br>W. 1218.....<br>R.T. 3859/M..   | (b)<br>1-28<br>11 | George Morris & Sons.....<br>Hume, Ltd.....<br>Lubrication Equipment.....                          | R232.....<br>R5,228.58.....<br>R245 each.....      | Critical Hope.<br>Hume.....<br>Alemite<br>7058-2                                                                                                                    | (a) Johannesburg.....<br>(a) Wattles.....<br>(d) Port Elizabeth..... | 10%<br>10%<br>—                              |
| R.T. 3859/M..                                   | 12                | Lubrication Equipment.....                                                                         | R112 each.....                                     | Alemite<br>711. CR                                                                                                                                                  | (a) Johannesburg.....                                                | 5%                                           |
| R.T. 3859/M..                                   | 9                 | General Spares and Accessories<br>Wholesale                                                        | R137 each.....                                     | Bradbury No.<br>668                                                                                                                                                 | (a) Brakpan.....                                                     | —                                            |
| R.T. 4177/K...                                  | 1                 | M. I. (S.A.) (Pty.), Ltd.....                                                                      | R1,000 per set.....                                | Lancashire<br>Dynamab &<br>Crypto Ltd.                                                                                                                              | (b) Southampton.....                                                 | —                                            |
| P.W.D. 886...<br>P.O. 2096...<br>P.O. 2082..... | 1<br>1<br>1       | Air Systems (Pty.), Ltd.....<br>Voltex Electric.....<br>Fraser and Chalmers S.A.....               | R27,300.....<br>R594.50.....<br>R3,025.....        | Airsteel.....<br>A.V.O. Model<br>8                                                                                                                                  | (e)<br>(a) Johannesburg.....<br>(a) Wattles.....                     | 10%<br>—<br>3%                               |
| R.T. 4176/K...                                  | 2                 | S. A. Philips (Pty.), Ltd.....                                                                     | R279.....                                          | Philips GM<br>2314                                                                                                                                                  | (a) Port Elizabeth.....                                              | —                                            |
| R.T. 4176/K...                                  | 3                 | S. A. Philips (Pty.), Ltd.....                                                                     | R396.....                                          | Philips PP<br>1071                                                                                                                                                  | (a) Port Elizabeth.....                                              | —                                            |
| R.T. 4176/K...                                  | 4                 | S. A. Philips (Pty.), Ltd.....                                                                     | R356.....                                          | Philips GM<br>4585                                                                                                                                                  | (a) Port Elizabeth.....                                              | —                                            |

\*Basis of delivery/Basis van aflewering—

(a) f.o.r./v.o.s. (b) f.o.b./v.a.b. (c) f.o.r. in Bond/v.o.s. in entrepot. (d) c.i.f./k.a.v. (e) Delivered/Afgelewer.

STATE TENDER BOARD.—STAATSTENDERRAAD.

DEFENCE DIVISION.—VERDEDIGINGSAFDELING.

SUPPLIES.—LEWERANSIES.

The following tender results are published for general information/Die volgende tenderuitslae word vir algemene inligting gepubliseer.

| Tender No.                                      | Item No.     | Successful tenderer.<br>Sukcesvolle tenderaar.                                                             | Price.<br>Prys.                                 | Brand.<br>Handelsmerk.                          | *Basis of delivery.<br>*Basis van aflewering.                  | Preference<br>claimed.<br>Voorkeur<br>geëis. |
|-------------------------------------------------|--------------|------------------------------------------------------------------------------------------------------------|-------------------------------------------------|-------------------------------------------------|----------------------------------------------------------------|----------------------------------------------|
| TEN. 1450<br>F.T.(U)                            | 1            | Ash Bros. (Pty.), Ltd.....                                                                                 | R4,911.05 lot.....                              | —                                               | (b) Hamburg.....                                               | —                                            |
| TEN. 1797<br>F.T.(U)                            | 1            | Conn's Engineering Works.....                                                                              | R385 each.....                                  | Conn's.....                                     | (a) Accacia or<br>Culemborg                                    | —                                            |
| TEN. 2222/S..<br>TEN. 2234/U..<br>TEN. 2252/S.. | 1<br>18<br>1 | C. F. Earl & Co.....<br>Voltex Electrical.....<br>General Spares and Wholesale<br>Accessories (Pty.), Ltd. | R520 lot.....<br>R896 lot.....<br>R260 lot..... | Enstav Doehl<br>P. V. Cor....<br>Nelectric..... | (b) German Port.....<br>(a) Pretoria.....<br>(a) Pretoria..... | —<br>—<br>10%                                |
| TEN. 2255/S..<br>D.O.W. 927..                   | 1<br>1       | Peninsula Sheet Metal Works...<br>Chas Westwood (Pty.), Ltd....                                            | R4,138 lot.....<br>R4,250.....                  | —<br>—                                          | (e)<br>(e)                                                     | 10%<br>—                                     |

\*Basis of delivery/Basis van aflewering—

(a) f.o.r./v.o.s. (b) f.o.b./v.a.b. (c) f.o.r. in Bond/v.o.s. in entrepot. (d) c.i.f./k.a.v. (e) Delivered/Afgelewer.

## STATE TENDER BOARD.—STAATSTENDERRAAD.

Notice of non-acceptance of tenders will no longer be sent to individual unsuccessful tenderers, but the reference numbers of tenders finalised during the preceding week are indicated below.

Tenderers and other interested parties are requested not to call for the results of a tender until its reference number has been published. When applying for results which have not been published in a Bulletin, a list of the item numbers involved and the particulars required, in respect of each tender concerned, should be sent in duplicate. A completed copy will be returned to the enquirer.

Kennisgewings van nie-aanname van tenders word nie meer aan individuele onsuksesvolle tenderaars gestuur nie maar die verwysingsnommers van tenders wat gedurende die afgelope week afgehandel is, word hieronder verstrek.

Tenderaars en ander belangstellendes word versoek om nie navrae in verband met die uitslag van 'n tender te doen voordat die verwysingsnommer daarvan gepubliseer is nie. Wanneer aansoek gedoen word, moet seker gemaak word, dat die besonderhede nie alreeds in 'n Bulletin gepubliseer is nie en moet ten opsigte van elke betrokke tender 'n lys van die betrokke itemnommers met die besonderhede wat verlang word, in tweevoud verstrek word. Een ingevulde eksemplaar sal aan die navraer teruggestuur word.

## CASES WHERE TENDERS HAVE BEEN ACCEPTED.—GEVALLE WAAR TENDERS AANGENEEM IS.

P.O. 2079/B, P.O. 2082/K, P.O. 2096/K, P.W.D. 886, R.T. 51/65/D, R.T. 146/28/65/E, R.T. 3865/G, R.T. 3930/D, R.T. 3974/G, R.T. 4098/C, R.T. 4107/C, R.T. 4120/G, R.T. 4205/G, R.T. 4208/P, R.T. 4209/G, R.T. 4220/D, R.T. 4245/B, R.T. 4276/P, R.T. 4362/A, SD.-D. 208.

## CANCELLED TENDERS.—GEKANSELEERDE TENDERS.

F.T. 3778/G, R.T. 3929/D, R.T. 4235/Q, R.T. 4255/G, R.T. 4339/P, R.T. 4498/A.

## SOUTH AFRICAN RAILWAYS AND HARBOURS.

## TENDERS ARE INVITED FOR THE UNDERMENTIONED SUPPLIES, SERVICES AND DISPOSALS.

All tenders should be submitted on the appropriate departmental tender forms and should, except where otherwise indicated, be addressed to the Chairman, Railway Tender Board, P.O. Box 7784, Johannesburg, or be deposited in the Tender Box, Room No. 102, Sandvelt Building, 3 Plein Street, Johannesburg, not later than 9.00 a.m. on the closing dates of the respective tenders.

## STORES DEPARTMENT.

Tender documents are obtainable from the Chief Stores Superintendent, Room No. 604, S.A. Airways Centre (off Rissik Street Bridge), Johannesburg, or from any Stores Superintendent at the various stores depots.

## SUID-AFRIKAANSE SPOORWEE EN HAWENS.

## TENDERS WORD VIR DIE ONDERGENOEMDE LEWERANSIES, DIENSTE EN VERKOPE GEVRA.

Alle tenders moet ingedien word op die toepaslike departementele tendervorms en tensy anders vermeld, moet dit gerig word aan die Voorsitter, Spoorwegtenderraad, Posbus 7784, Johannesburg, of nie later nie as 9.00 vm. op die sluitingsdatums van die onderskeie tenders in die Tenderbus, Kamer No. 102, Sandveltgebou, Pleinstraat 3, Johannesburg, geplaas word.

## MAGASYNDEPARTEMENT.

Tenderdokumente is verkrygbaar van die Hoofmagasynsuperintendent, Kamer No. 604, S.A. Lugdiensentrum (langs Rissikstraatbrug), Johannesburg, of van enige magasynsuperintendent by die verskillende magasyndepots.

| Tender No.     | Nature of supplies, services or disposals.<br><i>Aard van leweransies, dienste of verkope.</i>                      | Due 9 a.m.<br><i>Sluit 9 vm.</i> |
|----------------|---------------------------------------------------------------------------------------------------------------------|----------------------------------|
| E. 6469.....   | Roofing felt: Various centres.....<br><i>Dakviit: Verskeie sentrums</i>                                             | 10 Dec./Des. 1965.               |
| E. 6459.....   | Lime for water treatment: Various centres.....<br><i>Kalk vir waterbehandeling: Verskeie sentrums</i>               | 17 Dec./Des. 1965.               |
| G. 6507.....   | Continuous stationery: Germiston.....<br><i>Strookpapier: Germiston</i>                                             | 17 Dec./Des. 1965.               |
| H. 6404.....   | Non-Ferrous material: Various centres.....<br><i>Nie-ysterhoudende materiaal: Verskeie sentrums</i>                 | 17 Dec./Des. 1965.               |
| M.C. 6498..... | Faun surface proof cloth: Cape Town.....<br><i>Reebruin oppervlakkige weefstof: Kaapstad</i>                        | 17 Dec./Des. 1965.               |
| F. 6446.....   | Two guillotines: Koedoespoort and East-London.....<br><i>Twee guillotines Koedoespoort en Oos-Londen</i>            | 14 Jan. 1966.                    |
| F. 6458.....   | 200 ton trimming press: Koedoespoort.....<br><i>200-tonafwerkpers: Koedoespoort</i>                                 | 14 Jan. 1966.                    |
| F. 6452.....   | Carriage and wagon wheel lathe: East London.....<br><i>Passasierswa- en trokwielderaiibank: Oos-Londen</i>          | 14 Jan. 1966.                    |
| H. 6405.....   | Sale of foundry waste and dross: Koedoespoort.....<br><i>Verkoop van gieteryafval en metaal skuim: Koedoespoort</i> | 17 Dec./Des. 1965.               |
| D. 6488.....   | Steel footbridges.....<br><i>Staalvoetbrûe</i>                                                                      | 17 Dec./Des. 1965.               |



**TRANSPORTATION DEPARTMENT.**  
**CARTAGE CONTRACT COLOCOLAN.**

Conditions of contract and tender forms may be obtained from the System Manager, Bloemfontein, or the Station Master, Clocolan.

**VERVOERDEPARTEMENT.**

**BESTELDIENSKONTRAK CLOCOLAN.**

Kontrakvoorwaardes en tendervorms kan verkry word van die Afdelingsbestuurder, Bloemfontein, of die Stasiemeester, Clocolan.

| Tender No.   | Nature of supplies, services or disposals.<br><i>Aard van leweransies, dienste of verkope.</i>                                                                                                                                                                                                       | Due 9 a.m.<br><i>Sluit 9 vm.</i> |
|--------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|
| G.1/447..... | Collection and delivery of goods (exclusive of grain traffic), parcels and passengers' luggage within a radius of 3½ miles from The Post Office, Clocolan<br>Afhaal en aflewer van goedere (met uitsondering van graan), pakkette en bagasie binne 'n omtrek van 3½ myl van die Poskantoor, Clocolan | 3 Dec./Des. 1965.                |

17621—19

**TRANSPORTATION DEPARTMENT.**  
**CARTAGE CONTRACT STELLENBOSCH.**

Conditions of contract and tender forms may be obtained from the System Manager, Cape Town or the Station Master, Stellenbosch.

**VERVOERDEPARTEMENT.**

**BESTELDIENSKONTRAK STELLENBOSCH**

Kontrakvoorwaardes en tendervorms kan verkry word van die Afdelingsbestuurder, Kaapstad, of die Stasiemeester, Stellenbosch.

| Tender No.    | Nature of supplies, services or disposals.<br><i>Aard van leweransies, dienste of verkope.</i>                                                                                                                                                                                                         | Due 9 a.m.<br><i>Sluit 9 vm.</i> |
|---------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|
| G. 1/961..... | Collection and delivery of goods (exclusive of grain traffic), parcels and passengers' luggage within a radius of 2 miles from the Town Hall, Stellenbosch<br>Afhaal en aflewer van goedere (met uitsondering van graan), pakkette en bagasie binne 'n omtrek van 2 myl van die Stadhuis, Stellenbosch | 3 Dec./Des. 1965.                |

17620—19

**CIVIL ENGINEERING.**

Tender documents may be inspected at the office of the Chief Civil Engineer, Room No. 282, Tippet Buildings, Johannesburg, and that of the Resident Engineer (Construction), Durban.

On payment of a deposit of R6 tender documents may be obtained from the office of the Resident Engineer (Construction), Durban.

**SIVIELE INGENIEURSWESE.**

Tenderdokumente lê ter insae op die kantoor van die Siviele Hoofingenieur, Kamer no. 282, Tippetgebou, Johannesburg, en dié van die Residentingenieur (aanleg), Durban.

Teen 'n deposito van R6 kan die tenderdokumente verkry word van die kantoor van die Residentingenieur (aanleg), Durban.

| Tender No.      | Nature of supplies, services or disposals.<br><i>Aard van leweransies, dienste of verkope.</i>                        | Due 9 a.m.<br><i>Sluit 9 vm.</i> |
|-----------------|-----------------------------------------------------------------------------------------------------------------------|----------------------------------|
| C.C.E. 545..... | Erection of a Traffic Control Building at Newcastle, Natal.....<br>Bou van 'n verkeersbeheergebou op Newcastle, Natal | 17 Dec./Des. 1965.               |

17619—19

**CIVIL ENGINEERING.**

Tender documents may be inspected at the office of the Chief Civil Engineer, Room No. 282, Tippet Buildings, Johannesburg, and that of the System Manager, Room No. 527, Oswald Pirow Building, Smith Street, Durban.

On payment of a deposit of R6 tender documents may be obtained from the office of the System Manager, Room 527, Oswald Pirow Building, Smith Street, Durban.

**SIVIELE INGENIEURSWESE.**

Tenderdokumente lê ter insae op die kantoor van die Siviele Hoofingenieur, Kamer no. 282, Tippetgebou, Johannesburg, en dié van die Afdelingsbestuurder, Kamer no. 527, Oswald Pirowgebou, Smithstraat, Durban.

Teen 'n deposito van R6 kan die tenderdokumente verkry word van die kantoor van die Afdelingsbestuurder, Kamer 527, Oswald Pirowgebou, Smithstraat, Durban.

| Tender No.         | Nature of supplies, services or disposals.<br><i>Aard van leweransies, dienste of verkope.</i>                                                                 | Due 9 a.m.<br><i>Sluit 9 vm.</i> |
|--------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|
| N.H. 65/66/24..... | Painting and repairs of houses and ancillary structures on the North Coast, Natal.....<br>Verf en herstelwerk aan huise en buitegeboue aan die noordkus, Natal | 10 Dec./Des. 1965.               |

17618—19

Tender documents can be obtained for a deposit of R4.20 from the System Manager, Room 706, Paul Sauer Building, Cape Town.

Tenderdokumente kan verkry word teen 'n deposito van R4.20 van die Afdelingsbestuurder se kantoor, Kamer no. 706, Paul Sauergebou, Kaapstad.

| Tender No.    | Nature of supplies, services or disposals.<br><i>Aard van leweransies, dienste of verkope.</i>                                                                          | Due 9 a.m.<br><i>Sluit 9 vm.</i> |
|---------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|
| C.W. 120..... | Lease of shops in the suburban concourse for non-Whites at Cape Town station.....<br>Huur van winkels in die voorstedelike binneplein vir nie-blankes op Kaapstadstasie | 10 Dec./Des. 1965.               |

17809—19

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