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 21 JULY

[No. 1795.]

**GOEWERMENTSKENNISGEWINGS.****DEPARTEMENT VAN ARBEID.**

No. R. 1097.] [21 Julie 1967.  
 WET OP NYWERHEIDSVERSOENING, 1956.

**MEUBELNYWERHEID, SUIDWESTELIKE DISTRIKTE.****HOOFOOREENKOMS.**

Ek, MARAIS VILJOEN, Minister van Arbeid, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat al die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Meubelnywerheid betrekking het, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 November 1969 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Ooreenkoms aangaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is;
- (b) kragtens artikel 48 (1) (b) van genoemde Wet dat die bepalings van die Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1), 2, 9 (4) (c), 22, 24, 25 en 30 van Deel I, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 November 1969 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die landdrosdistrikte George, Knysna, Mosselbaai en Oudtshoorn; en
- (c) kragtens artikel 48 (3) (a) van genoemde Wet dat die bepalings van die Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1), 2, 9 (4) (c), 22, 24, 25 en 30 Deel I, vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 November 1969 eindig, in die landdrosdistrikte George, Knysna, Mosselbaai en Oudtshoorn *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Nywerheid by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

M. VILJOEN,  
 Minister van Arbeid.

**GOVERNMENT NOTICES.****DEPARTMENT OF LABOUR.**

No. R. 1097.] [21 July 1967.  
 INDUSTRIAL CONCILIATION ACT, 1956.

**FURNITURE MANUFACTURING INDUSTRY, SOUTH WESTERN DISTRICTS.****MAIN AGREEMENT.**

I, MARAIS VILJOEN, Minister of Labour, hereby—

- (a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that all the provisions of the Agreement which appears in the Schedule hereto and which relates to the Furniture Manufacturing Industry, shall be binding from the second Monday after the date of publication of this notice and for the period ending the 10th November, 1969, upon the employers organisation and the trade unions which entered into the Agreement and upon the employers and employees who are members of the said organisation or unions;
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Agreement, excluding those contained in clauses 1 (1), 2, 9 (4) (c), 22, 24, 25 and 30 of Part I, shall be binding from the second Monday after the date of publication of this notice and for the period ending the 10th November, 1969, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the Magisterial Districts of George, Knysna, Mossel Bay and Oudtshoorn; and
- (c) in terms of section 48 (3) (a) of the said Act, declare that in the Magisterial Districts of George, Knysna, Mossel Bay and Oudtshoorn, and from the second Monday after the date of publication of this notice and for the period ending the 10th November, 1969, the provisions of the Agreement, excluding those contained in clauses 1 (1), 2, 9 (4) (c), 22, 24, 25 and 30 of Part I, shall *mutatis mutandis* be binding upon all Bantu employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Bantu in their employ.

M. VILJOEN,  
 Minister of Labour.

## BYLAE.

NYWERHEIDSRAAD VIR DIE MEUBELNYWERHEID  
VAN DIE SUIDWESTELIKE DISTRIKTE.

## OOREENKOMS

ingevolge die bepalings van die Wet op Nywerheidsversoening, 1956, soos gewysig, gesluit en aangegaan deur en tussen die—

South Western Furniture Manufacturers' Association  
(hieronder die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die  
National Union of Furniture and Allied Workers of South Africa;  
en die

National Association of Furniture and Allied Workers of South Africa

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

wat die partye is by die Nywerheidsraad vir die Meubelnywerheid van die Suidwestelike Distrikte.

## DEEL I.

BEPALINGS WAT DWARSDEUR DIE GEBIEDE WAT  
DEUR DIE OOREENKOMS GEDEK WORD, OP DIE  
NYWERHEID VAN TOEPASSING IS TENSY DIE  
TEENOORGESTELDE GEMELD WORD.

## 1. TOEPASSINGSBESTEK VAN OOREENKOMS.

(1) Die bepalings van hierdie Ooreenkoms word nagekom deur lede van die werkgewersorganisasie en die vakverenigings wat in die Meubelnywerheid betrokke is binne die landdrostrikte George, Knysna, Mosselbaai en Oudtshoorn (hieronder die "Suidwestelike Distrikte" genoem).

(2) Ondanks die bepalings van subklousule (1) is die bedinge van hierdie Ooreenkoms van toepassing—

- (a) slegs op werknemers vir wie minimum lone in die Ooreenkoms voorgeskryf word, en op die werkgewers van sodanige werknemers;
- (b) op vakleerlinge slegs vir sover dit nie onbestaanbaar is nie met die bepalings van die Wet op Vakleerlinge, 1944, of enige kontrak daarkragtens aangegaan of enige voorwaarde vasgestel.

## 2. GELDIGHEIDSTERMYN VAN OOREENKOMS.

Hierdie Ooreenkoms tree in werking op 'n datum wat die Minister van Arbeid kragtens subartikel (1) van artikel agt-entveertig van die Wet vasstel en bly van krag vir die tydperk wat op 10 November 1969 eindig, of vir dié tydperk wat hy mag bepaal.

## 3. WOORDOMSKRYWING.

Alle uitdrukkings wat in hierdie Ooreenkoms gebesig en in die Wet op Nywerheidsversoening, 1956, soos gewysig, omskryf word, het dieselfde betekenis as in daardie Wet, en waar daar van 'n wet melding gemaak word, word ook alle wysigings van sodanige wet bedoel, en tensy die teenoorgestelde bedoeling blyk, word daar met woorde wat die manlike geslag aandui, ook die vroulike geslag bedoel, en omgekeerd.

(a) Tensy onbestaanbaar met die sinsverband, is onderstaande woordskrywings op Deel I en II van hierdie Ooreenkoms van toepassing:—

"Wet" beteken die Wet op Nywerheidsversoening, 1956, soos gewysig;

"vakleerling" beteken 'n werknemer wat diens doen ingevolge 'n skriftelike vakleerlingkontrak wat ooreenkomstig die bepalings van die Wet op Vakleerlinge, 1944, soos gewysig, geregistreer is of geag word geregistreer te wees;

"bonus" beteken (1) enige betaling benewens 'n werknemer se voorgeskrewe loon of die loon waaroor daar ooreengekom is, wat voortspruit uit diens ooreenkomstig 'n bonusaansporingskema wat as sodanig in die loonregister aangeteken is; (2) enige ander spesiale of geleentheidsbetaling, deur 'n werkgever aan 'n werknemer, wat meer is as die voorgeskrewe loon of die loon waaroor daar ooreengekom is, wat as sodanig deur die werkgever in die loonregister aangeteken is en wat die werkgever na willekeur kan terugtrek;

"Raad" beteken die Nywerheidsraad vir die Meubelnywerheid van die Suidwestelike Distrikte wat ingevolge artikel negentien van die Wet geregistreer is;

"diens" beteken, met betrekking tot—

- (i) 'n kantoorwerknemer, die totale tydperk of tydperke diens wat 'n werknemer as 'n kantoorwerknemer gehad het in enige onderneming, nywerheid of bedryf of in die diens van die Staat;
- (ii) enige ander klas werknemer, die totale tydperk of tydperke diens wat 'n werknemer in sy klas in die Meubelnywerheid gehad het;

"bedryfsinrigting" beteken 'n plek waar die Meubelnywerheid beoefen word en ook 'n plek waar iemand werksaam is in engeen van of al die klasse werk wat in Deel II van hierdie Ooreenkoms gespesifiseer word;

## SCHEDULE.

## INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY OF THE SOUTH WESTERN DISTRICTS.

## AGREEMENT

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

South Western Furniture Manufacturers' Association

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

National Union of Furniture and Allied Workers of South Africa

and the

National Association of Furniture and Allied Workers of South Africa

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

being the parties to the Industrial Council for the Furniture Manufacturing Industry of the South Western Districts.

## PART I.

## PROVISIONS APPLICABLE TO THE INDUSTRY THROUGHOUT THE AREAS COVERED BY THE AGREEMENT UNLESS THE CONTRARY IS STATED.

## 1. SCOPE OF APPLICATION OF AGREEMENT.

(1) The terms of this Agreement shall be observed by members of the employers' organisation and trade unions engaged in the Furniture Industry within the Magisterial Districts of George, Knysna, Mossel Bay and Oudtshoorn (hereinafter referred to as the South Western Districts).

(2) Notwithstanding the provisions of sub-clause (1) the terms of this Agreement shall apply—

- (a) only to employees for whom minimum wages are prescribed in the Agreement and to the employers of such employees;
- (b) to apprentices only in so far as they are not inconsistent with the provisions of the Apprenticeship Act, 1944, or any contract entered into or any condition fixed thereunder.

## 2. PERIOD OF OPERATION OF AGREEMENT.

This Agreement shall come into operation on a date to be fixed by the Minister of Labour in terms of subsection (1) of section forty-eight of the Act, and shall continue in force for the period ending 10th November, 1969, or such period as may be determined by him.

## 3. DEFINITIONS.

Any expressions used in this Agreement which are defined in the Industrial Conciliation Act, 1956, as amended, shall have the same meaning as that Act, any reference to an Act shall include any amendments to such Act, and unless the contrary intention appears, words importing the masculine gender shall also include females and vice versa.

(a) Unless inconsistent with the context, the following definitions shall apply to Part I and II inclusive, in this Agreement:—

"Act" means the Industrial Conciliation Act, 1956, as amended;

"apprentice" means an employee serving under a written contract of apprenticeship registered or deemed to be registered under the provisions of the Apprenticeship Act, 1944, as amended;

"bonus" means (1) any payment in addition to the prescribed or agreed wage of an employee arising from employment under a bonus incentive scheme which is stipulated as such in the wage register; (2) any other special or occasional payment by an employer to an employee in excess of the prescribed or agreed wage stipulated by him as such in the wage register, and which the employer can withdraw at will.

"Council" means the Industrial Council for the Furniture Manufacturing Industry of the South Western Districts registered in terms of section nineteen of the Act;

"employment" means in relation to—

- (i) an office employee, the total period or periods of service which an employee has had as an office employee in any undertaking, industry or trade or in the service of the State;

- (ii) any other class of employee, the total period or period of service which an employee has had in his class in the Furniture Manufacturing Industry;

"establishment" means any place where the Furniture Industry is carried on and includes any place where a person is employed in all or any of the classes of work specified in Part II of this Agreement;

"Meubelnywerheid" of "Nywerheid" beteken, sonder om die gewone betekenis van die uitdrukking enigerwyse te beperk, die vervaardiging, hetsy in die geheel of gedeeltelik, van alle soorte meubels ongeag die materiaal wat gebruik word, en omvat onder andere ook die volgende werksaamhede:—

Herstel-, stoffeer-, herstoffeer-, beits-, spuit- of poleerwerk en/of herpoleerwerk, die maak van los oortreksels en/of stoelkussings en/of gordyne en/of die maak en/of herstel van raamveermatrasse en/of rame vir stoffeerwerk, houtmasjienwerk, fineerwerk, houtdraaiwerk, houtsniewerk in verband met die vervaardiging en/of herstel van meubels, poleer- en/of herpoleerwerk aan klaviere of die vervaardiging van en/of beitswerk, spuitwerk en poleerwerk en/of herpoleerwerk aan meubels vir teekamers, kantore, kerke, skole, kroes of teaters, kabinette vir musiekinstrumente en radio- of draadlooskabinette en ook die vervaardiging van of die prosesse vir die vervaardiging van beddegoed, wat so omskryf en uitgelê moet word dat dit alle soorte of tipes matrasse, veermatrasse, beleglae, kopkussings, peule en stoelkussings insluit, en ook die werksaamhede wat uitgevoer word op alle persele waar houtmasjienwerk, houtdraaiwerk en/of houtsniewerk uitgevoer word in verband met die vervaardiging van meubels; en ook nog herstel-, herstoffeer- of herpoleerwerk aan meubels in of in verband met bedryfsinrigtings waarin die vervaardiging van meubels of 'n werksaamheid wat in verband staan met die finale bereiding van 'n meubelstuk vir verkoop; of in sy geheel of gedeeltelik uitgevoer word, en die fineerwerk aan gelameldeerde blokbord- of laaghoutdeure wat vir meubels gebruik word, en alle gedeeltes van materiaal wat by die vervaardiging van meubels gebruik word, maar uitgesonderd die vervaardiging van meubels wat hoofsaaklik van mandjiesgoed, gras en/of rottang gemaak is en die vervaardiging van metaalmeubels, met inbegrip van die vervaardiging van metaalkatels;

"uurloon" beteken die weekloon van die betrokke werknemer soos in hierdie Ooreenkoms voorgeskryf, gedeel deur 44;

"stukwerk" beteken 'n stelsel waarvolgens die besoldiging gebaseer word op die hoeveelheid of omvang van die werk wat verrig is;

"besoldiging" beteken geld wat aan enigeen betaal of verskuldig is en wat op enige manier, van watter aard ook al, uit diens voortspruit;

"werkende eienaar" of "werkende vennoot" beteken 'n werkgewer wat persoonlik enigeen van die werksaamhede gespesifiseer in Deel II van hierdie Ooreenkoms, in sy eie bedryfsinrigting verrig;

"korttyd" beteken 'n vermindering van die getal gewone werke in 'n bedryfsinrigting weens 'n slappe in die bedryf, 'n tekort aan grondstowwe of 'n algemene onklaarraking van installasie of masjinerie wat deur 'n ongeluk of ander onvoorsiene noodgeval veroorsaak is.

(b) Tensy onbestaanbaar met die sinsverband, is onderstaande omskrywings op Deel II van hierdie Ooreenkoms van toepassing:—

"Proefleerling" beteken 'n werknemer onder die leeftyd van 21 jaar, in diens in 'n bedryf aangewys kragtens die Wet op Vakleerlinge, 1944, maar dit sluit nie 'n vakleerling of 'n arbeider in nie;

"leerlingverpakker" beteken 'n verpakker wat minder as twee jaar ondervinding van meubelverpakking in die Meubelnywerheid het en wat onder die toesig van 'n verpakker werk;

"masjienonderhoudswerktuigkundige" beteken 'n werknemer wat uitsluitlik enigeen van of al die volgende werksaamhede verrig:—

Defekte in masjiene opspoor, masjiene nasien of herstel wat in of in verband met 'n bedryfsinrigting gebruik word of toesig hou oor enigeen van of al hierdie werksaamhede;

"jeugdige" beteken 'n werknemer onder die leeftyd van 21 jaar, uitgesonderd 'n vakleerling en 'n arbeider.

(c) By die indeling van 'n werknemer vir die toepassing van hierdie Ooreenkoms, word hy geag in daardie klas te wees waarin hy hoofsaaklik of uitsluitlik werksaam is.

#### 4. STUKWERK.

Geen werkgewer mag van enigeen vereis of hom toelaat om stukwerk of werk volgens enige ander stelsel waarvolgens die verdienste gebaseer word op die hoeveelheid werk wat verrig is, te doen nie, behalwe soos in klousule 5 van hierdie Deel van die Ooreenkoms bepaal.

#### 5. AANSPORINGSBONUS.

(1) Behoudens die voorwaarde dat geen werknemer minder betaal mag word nie as die bedrag waarop hy kragtens hierdie Ooreenkoms geregtig sou gewees het as hy besoldig was volgens tyd gewerk, mag 'n werkgewer 'n werknemer se besoldiging baseer op die hoeveelheid of omvang van die werk wat verrig is; met dien verstande dat sodanige stelsel van besoldiging nie toelaatbaar is nie behalwe in die vorm van 'n aansporingskema op die voorwaardes waaroor daar ooreengekom is soos in subklousules (2), (3) en (4) bepaal.

"Furniture Industry" or "Industry" means—without in any way limiting the ordinary meaning of the expression—the manufacture either in whole or part of all types of furniture irrespective of the materials used, and shall include, *inter alia*, the following operations:—

Repairing, upholstering, re-upholstering, staining, spraying or polishing and/or re-polishing, making of loose covers and/or cushions and/or curtains and/or the making and/or repairing of box-spring mattresses and/or frames for upholstering, wood-machining, veneering, woodturning, carving in connection with the manufacture and/or repair of furniture, polishing and/or re-polishing of pianos, or the manufacture and/or staining, spraying and polishing and/or re-polishing of tearoom, office, church, school, bar or theatre furniture and cabinets for musical instruments and radio or wireless cabinets and shall include the manufacture or processes in the manufacture of bedding, the definition and interpretation of which shall include all manner or types of mattresses, spring-mattresses, overlays, pillows, bolsters and cushions and includes the activities carried on in any premises where wood-machining, wood-turning and/or carving in connection with the production of furniture is carried on; and includes, further, the repairing, re-upholstering or re-polishing of furniture in or in connection with establishments in which the production of furniture, or any operation associated with the final preparation of any article of furniture for sale, either whole or in part, is carried on and the veneering of laminated block-board or plywood doors used for furniture and all parts of materials used in the construction of furniture, but excluded the manufacture of articles made principally of wicker, grass and/or cane and the manufacture of metal furniture including the manufacture of metal bedsteads;

"hourly rate" means the weekly rate of the employee concerned as prescribed in this Agreement divided by 44;

"piece-work" means any system according to which payment is based on quantity or output of work done;

"remuneration" means any payment in money made or owing to any person which arises in any manner whatsoever out of employment;

"working proprietor" or "working partner" means an employer who is personally engaged in doing any of the work specified in Part II of this Agreement in his own establishment;

"short-time" means a reduction in the number of ordinary working hours in an establishment due to slackness of trade, shortage of raw materials or a general breakdown of plant or machinery caused by accident or other unforeseen emergency.

(b) Unless inconsistent with the context the following definitions shall apply to Part II of this Agreement:—

"Probationer" means an employee under 21 years of age employed in a trade designated under the Apprenticeship Act, 1944, but does not include an apprentice or a labourer;

"learner packer" means a packer who has had less than two years' experience of packing furniture in the Furniture Industry and who works under the supervision of a packer;

"machine maintenance mechanic" means an employee who is solely employed in all or any of the following operations:—

Tracing faults in, overhauling, or repairing machinery used in or in connection with an establishment or in supervising all or any of their operations;

"juvenile" means an employee under the age of 21 years, excluding apprentices and labourers.

(c) In classifying an employee for the purpose of this Agreement, he shall be deemed to be in that class in which he is wholly or mainly engaged.

#### 4. PIECE-WORK.

No employer shall require or allow any person to work piece-work or any other system by which earnings are based on quantity of work done, except as provided in clause 5 of this Part of the Agreement.

#### 5. INCENTIVE BONUS.

(1) Subject to the condition that no employee shall be paid less than he would be entitled to in terms of this Agreement had he been a time worker, an employer may base an employee's remuneration on the quantity or output of work done; provided that no such system of remuneration shall be permissible except in the form of an incentive scheme, the terms of which have been agreed upon as set out in sub-clauses (2), (3) and (4).

(2) 'n Werkgewer wat 'n aansporingskema wil invoer, moet 'n gesamentlike komitee van verteenwoordigers van die bestuur en die werknemers in die lewe roep wat, na oorlegpleging met enigeen van die vakverenigings wat 'n party by hierdie Ooreenkoms is en wie se lede daarby betrokke is, oor die bepalings van so 'n skema ooreen mag kom.

(3) Die bepalings van sodanige aansporingskema en alle latere wysigings daarvan waarvoor die Komitee ooreen mag kom, moet op skrif gestel en onderteken word deur die lede van die Komitee en mag nie deur die Komitee gewysig of deur enigeen van die partye beëindig word nie tensy die party wat die ooreenkoms wil wysig of beëindig, skriftelik dié kennis aan die ander party gegee het waarvoor die partye ooreen mag kom wanneer sodanige ooreenkoms aangegaan word.

(4) 'n Werknemer wat vir enige tydperk volgens 'n aansporingsbonusskema diens doen, moet die volle bedrag betaal word wat hy verdien het volgens die aansporingsbonusloon waarvoor daar ooreenkomstig hierdie klousule ooreengekom is.

(5) Die bepalings van hierdie klousule is nie op vakleerlinge van toepassing nie.

#### 6. BUITEWERK.

(1) Geen werkgewer mag van sy werknemers vereis of hulle toelaat om werk in verband met die Meubelnywerheid elders as in sy bedryfsinrigting te onderneem nie, behalwe wanneer sodanige werk in verband staan met die voltooiing van 'n bestelling wat by sodanige werkgewer geplaas is en wat bestaan uit die aanbring, inmeekaarsit, herstel of poleer van meubels in persele wat die eiendom is van of geëskppeer word deur die persoon vir wie die werk onderneem word.

(2) 'n Werknemer wat in die Meubelnywerheid werksaam is, mag nie, terwyl hy in die diens van 'n werkgewer in sodanige Nywerheid is, werk in verband met die Meubelnywerheid op sy eie of namens 'n ander persoon of firma vir verkoop vra, onderneem of bestellings daarvoor neem nie, hetsy teen vergoeding of besoldiging al dan nie.

(3) Met uitsondering van dié buitewerk waarvoor daar in subklousule (1) van hierdie klousule voorsiening gemaak word, mag geen werkgewer en/of werknemer werk in verband met die Meubelnywerheid in 'n ander perseel as die perseel geregistreer ingevolge die Wet op Fabriek, Masjinerie en Bouwerk, 1941, of die werkkamers wat by die Raad geregistreer is en uitsluitlik vir werk in die Meubelnywerheid gebruik word, onderneem nie.

(4) Geen werkgewer mag werk in verband met die vervaardiging van meubels of in sy geheel of gedeeltelik uitbesteë nie, afgesien van die materiaal wat gebruik word, behalwe werk vir onderneming in persele wat ingevolge die Wet op Fabriek, Masjinerie en Bouwerk, 1941, aan registrasie onderworpe is of in werkkamers wat by die Raad geregistreer en uitsluitlik gebruik word vir werk in die Meubelnywerheid en behalwe dié buitewerk waarvoor daar in subklousule (1) van hierdie klousule voorsiening gemaak word.

#### 7. WERKURE.

(1) Behoudens andersluidende bepalings in hierdie Ooreenkoms, mag 'n werkgewer nie van 'n werknemer, uitgesonderd 'n werknemer wat uitsluitlik as 'n oppasser of wag vir die aflewering van goedere of boodskappe in diens geneem is, vereis of hom toelaat om—

- (a) vir meer as 44 uur, uitgesonderd etensstye, in 'n bepaalde week te werk nie; of
- (b) langer as 8 uur, uitgesonderd etensstye, op 'n bepaalde dag te werk nie; met dien verstande dat in enige fabriek waarin—
  - (i) die gewone werkure op een dag in elke week nie meer as vyf is nie, daar van 'n werknemer vereis mag word of hy toegelaat mag word om vir 'n addisionele tydperk van hoogstens 'n halfuur op elkeen van die ander dae van die week te werk; of
  - (ii) die werknemers gewoonlik op nie meer as vyf dae in die week werk nie, daar van 'n werknemer vereis mag word of hy toegelaat mag word om op enige werkdag vir 'n addisionele tydperk van hoogstens een uur en vyftien minute te werk; of
- (c) vir 'n aaneenlopende tydperk van meer as vyf uur sonder 'n ononderbroke pouse van minstens een uur te werk nie; met dien verstande dat, vir die toepassing van hierdie paragraaf, werktydperke wat onderbreek word deur 'n pouse van minder as een uur, geag moet word aaneenlopend te wees;
- (d) as dit 'n vrou is—
  - (i) tussen sesuur nm. en sesuur vm. te werk nie; of
  - (ii) na eenuur nm. op meer as vyf dae in 'n week te werk nie.

(2) Ondanks die bepalings van paragraaf (a) en (b) van subklousule (1) van hierdie klousule en behoudens die bepalings van klousule 10, Deel I, van hierdie Ooreenkoms, mag 'n werkgewer van 'n werknemer vereis of hom toelaat om oortyd te werk vir 'n totale tydperk, in 'n bepaalde week, van hoogstens—

- (a) tien uur; of
- (b) 'n getal ure (wat meer as tien mag wees) wat die Raad vasgestel het in 'n skriftelike kennisgewing aan die werkgewer, waarin die werknemer of die klas werknemer ten opsigte van wie die kennisgewing van toepassing is en die tydperk waarvoor en die voorwaardes waarop dit geldig is, gespesifiseer word;

(2) Any employer who wishes to introduce an incentive scheme shall set up a joint committee of representatives of the management and the employees, which after consultation with any of the trade union parties to this Agreement whose members are involved, may agree upon the terms of any such scheme.

(3) The terms of any such incentive scheme and any subsequent alteration thereto which may have been agreed upon by the Committee shall be reduced to writing and be signed by the members of the Committee, and shall not be varied by the Committee or terminated by either party unless the party wishing to vary or terminate the Agreement has, in writing, given the other party such notice as may be agreed upon by the parties when entering into such an Agreement.

(4) An employee employed on an incentive bonus scheme for any period shall be paid the full amount earned by him under the incentive bonus rates agreed upon in terms of this clause.

(5) The provisions of this clause shall not apply to apprentices.

#### 6. OUTWORK.

(1) No employer shall require or allow any of his employees to undertake work in connection with the Furniture Industry elsewhere than in his establishment except when such work is in completion of an order placed with such employer and consists of fitting, assembling, repairing or polishing furniture in premises owned or occupied by the person for whom the work is undertaken.

(2) No employee engaged in the Furniture Industry shall solicit or take orders for or undertake any work in connection with the Furniture Industry on his own account for sale or on behalf of any other person or firm for reward whether for remuneration or not, whilst in the employ of an employer in such Industry.

(3) No employer and/or employee shall undertake any work in connection with the Furniture Industry in any premises other than premises registered under the Factories, Machinery and Building Work Act, 1941, or workrooms registered with the Council and used solely for work in the Furniture Industry, except such outwork as is provided for in sub-clause (1) of this clause.

(4) No employer shall give out any work in connection with the manufacture of furniture either in whole or in part, irrespective of the materials used, other than in premises subject to registration in terms of the Factories, Machinery and Building Work Act, 1941, or workrooms registered with the Council, and used solely for work in the Furniture Industry, except such outwork as is provided for in sub-clause (1) of this clause.

#### 7. HOURS OF WORK.

(1) Save as is otherwise provided in this Agreement, no employer shall require or permit an employee, other than one exclusively employed as a caretaker or watchman, or in the delivery of goods or messages—

- (a) to work for more than 44 hours, excluding meal times, in any one week; or
- (b) to work more than 8 hours, excluding meal times, on any one day; provided that in any factory in which—
  - (i) on one day in every week the ordinary hours of work are not more than five, an employee may be required or permitted to work for an additional period not exceeding half an hour on each of the remaining days of the week; or
  - (ii) the employees do not ordinarily work on more than five days in the week, an employee may on any work day be required or permitted to work for an additional period not exceeding one and a quarter hours; or
- (c) to work for a continuous period of more than five hours without an uninterrupted interval of at least one hour: Provided that for the purposes of this paragraph periods of work interrupted by an interval of less than one hour shall be deemed to be continuous;
- (d) who is a female to work—
  - (i) between six o'clock p.m. and six o'clock a.m.; or
  - (ii) after one o'clock p.m. on more than five days in any week.

(2) Notwithstanding the provisions of paragraphs (a) and (b) of sub-clause (1) of this clause and save as is provided in clause 10, Part I, of this Agreement, an employer may require or permit an employee to work overtime for a total period not exceeding in any one week—

- (a) ten hours; or
- (b) a number of hours (which may exceed ten) fixed by the Council by notice, in writing, to the employer, specifying the employee or the class of employee in respect of whom the notice is applicable, and the period for which and the conditions under which it shall be valid;

met dien verstande dat geen werkgewer van 'n vroulike werknemer mag vereis of haar mag toelaat om oortyd te werk—

- (a) vir meer as twee op 'n dag nie;
- (b) op meer as drie agtereenvolgende dae nie;
- (c) op meer as sesdag dae in 'n jaar nie;
- (d) na voltooiing van haar gewone werkure, vir meer as een uur op 'n dag nie, tensy hy—
  - (i) voor twaalfuur middag kennis daarvan aan sodanige werknemer gegee het; of
  - (ii) sodanige werknemer voorsien het van 'n toereikende ete voordat sy met haar oortydwerk moet begin; of
  - (iii) aan sodanige werknemer 'n toelae van minstens 15c so vroegtydig betaal het dat sy 'n ete kan bekom voordat sy met die oortydwerk moet begin.
- (3) Benewens enige tydperk wat 'n werknemer werklik aan die werk is, word hy geag aan die werk te wees—
  - (a) gedurende die hele tydperk van 'n pouse in sy werk, as hy nie vry is om die perseel van sy werkgewer vir die hele tydperk van sodanige pouse te verlaat nie;
  - (b) gedurende enige tydperk wat hy op die perseel van sy werkgewer is;

met dien verstande dat, as daar bewys word dat so 'n werknemer nie aan die werk was nie en vry was om die perseel te verlaat gedurende enige gedeelte van 'n tydperk soos bedoel in paragraaf (b) die veronderstelling waarvoor daar in hierdie subklousule voorsiening gemaak word, nie ten opsigte van daardie gedeelte van sodanige tydperk op so 'n werknemer van toepassing is nie.

(4) Elke werkgewer moet in sy bedryfsinrigting en op 'n plek wat maklik toeganklik vir sy werknemers is, 'n kennisgewing in die vorm voorgeskryf in Aanhangel B van hierdie deel van die Ooreenkoms, vertoon waarin die begin- en uitskeityd van die werk vir elke dag van die week en die etensuur gespesifiseer word.

#### 8. KORTTYD.

(1) As dit weens 'n handelslapse in 'n bedryfsinrigting onmoontlik gevind word om voltyds te werk, moet daar korttyd gewerk word deur die beskikbare werk op 'n billike manier te verdeel onder die werknemers wat in enige afdeling geraak word, en as dit nodig gevind word om werknemers vir wie lone in klousule 1 van Deel II van hierdie Ooreenkoms voorgeskryf word, te ontslaan, moet dié werknemers wat die laagste lone verdien, die eerste ontslaan word; met dien verstande dat geen werknemer weens 'n handelslapse ontslaan mag word nie totdat die getal ure wat daar korttyd gewerk word, daal tot minder as 35 per week oor 'n aanenlopende tydperk van vier weke.

Vir die toepassing van hierdie klousule word die volgende afdelings erken: Poleerwerk met die hand of 'n masjien, meubelmassjienwerk, meubelmakery, stoffeerwerk, fineerwerk, raammakery en beddegoedmakery.

(2) 'n Werknemer wat hom op enige dag op die gewone begintyd van die bedryfsinrigting vir diens aanmeld en vir wie daar nie werk beskikbaar is nie, moet ten opsigte van sodanige dag 'n bedrag wat minstens gelyk is aan vier uur se besoldiging, betaal word tensy sy werkgewer hom vooraf in kennis gestel het dat sy dienste nie op die betrokke dag nodig sal wees nie.

(3) Die bepaling van hierdie klousule is nie op vakleerlinge van toepassing nie.

#### 9. BETALING VAN LONE EN OORTYDBESOLDIGING.

(1) Lone en oortydbesoldiging moet weekliks in kontant betaal word op die betaaldag van elke bedryfsinrigting en wel nie later nie as vyftien minute voor die gewone uitskeityd, of by diensbeëindiging as dit voor die gewone betaaldag plaasvind. Die betaaldag van elke bedryfsinrigting is Vrydag elke week, behalwe waar Vrydag 'n dag is waarop daar nie gewerk word nie, en in so 'n geval is die betaaldag die laaste werkdag voor sodanige Vrydag.

(2) Die geld wat ingevolge hierdie Ooreenkoms aan werknemers verskuldig is, moet aan die werknemers oorhandig word in verskeide koeferte waarop die naam van die werkgewer, die datum van betaling, die naam of nommer van die werknemer en die bedrag wat daarin is, gemeld moet word en daar moet op sodanige koefert gemeld word hoe sodanige bedrag bereken is.

(3) Die werkgewer mag geen premie vir die opleiding van 'n werknemer vra of aanneem nie.

(4) Geen bedrag vir die beskdiging van materiaal of van enige aard, uitgesonderd die volgende, mag van die besoldiging wat aan 'n werknemer verskuldig is, afgetrek word nie:—

- (a) Behoudens andersluidende bepalinge in hierdie Ooreenkoms, 'n bedrag wat eweredig is aan enige tydperk wat 'n werknemer nie by die werk was nie om 'n ander rede as op las of op versoek van sy werkgewer.
- (b) Met die skriftelike toestemming van die werknemer, bedrae vir siekte-, versekerings-, pensioen- of soortgelyke fondse.
- (c) Met die skriftelike toestemming van die werknemer, bydraes tot die fondse van die vakverenigings.
- (d) Bydraes ingevolge klousule 17 van Deel I van hierdie Ooreenkoms.
- (e) Enige bedrag wat 'n werkgewer ingevolge 'n wetterregtelike bepaling, ordonansie of regsproses namens 'n werknemer moes betaal en wel betaal het.
- (f) Enige bedrag wat ingevolge die gemene reg by wyse van skuldvergeliking afgetrek mag word ter delging van 'n bedrag wat 'n werknemer aan 'n werkgewer verskuldig is.
- (g) Behoudens die bepalinge van klousule 8, 'n bedrag wat eweredig is aan die hoeveelheid korttyd wat daar gewerk is.

provided that no employer shall require or permit a female employee to work overtime—

- (a) for more than two hours on any day;
- (b) on more than three consecutive days;
- (c) on more than sixty days in any year;
- (d) after completion of her ordinary working hours for more than one hour on any day unless he has—
  - (i) given notice thereof to such employee before midday; or
  - (ii) provided such employee with an adequate meal before she has to commence overtime; or
  - (iii) paid such employee an allowance of not less than 15c in sufficient time to enable the employee to obtain a meal before the overtime is due to commence.
- (3) An employee shall be deemed to be working in addition to any period during which he is actually working—
  - (a) during the whole of any interval in his work if he is not free to leave the premises of his employer for the whole of such interval; or
  - (b) during any other period which he is on the premises of his employer;

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

(4) Every employer shall display in his establishment in a place readily accessible to his employees a notice in the form prescribed in Appendix B to this part of the Agreement specifying the starting and finishing time of work for each day of the week and the meal hour.

#### 8. SHORT-TIME.

(1) If owing to slackness of trade in any establishment, it is found impossible to work full time, short-time shall be worked by distributing the work available fairly amongst the employees affected in any section and should it be found necessary to dismiss any employees for whom wages are prescribed in clause 1 of Part II of this Agreement, the employees to be dismissed first shall be those earning the lowest wages; provided that no employee shall be dismissed owing to slackness of trade until the hours of work on short-time fall below 35 per week over a continuous period of four weeks.

For the purpose of this clause, the following "sections" will be recognised: Polishing by hand or machine, furniture machining, furniture making, upholstering, veneering, frame-making and bedding-making.

(2) An employee who on any day reports for duty at the usual starting time of the establishment, and for whom no work is available, shall be paid in respect of such day an amount not less than four hours' remuneration, unless he was notified by his employer previously that his services would not be required on the day in question.

(3) The provision of this clause shall not apply to apprentices.

#### 9. PAYMENT OF WAGES AND OVERTIME.

(1) Wages and overtime shall be paid weekly, in cash, on the pay-day of each establishment and not later than 15 minutes before the usual stopping time, or on termination of employment if this takes place before the ordinary pay-day. The pay-day of every establishment shall be Friday in each week, except where Friday is a non-working day; when the pay-day shall be the last working day preceding Friday.

(2) Money due to employees in terms of the Agreement shall be handed to employees in sealed envelopes bearing on the outside the name of the employer, the date of payment, the name or number of the employee and the amount of money contained therein and how such amount is arrived at.

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

(4) No charge for damage done to material or deduction of any description, other than the following, shall be made from the remuneration due to an employee:—

- (a) Except where otherwise provided in this Agreement an amount proportionate to any period when an employee is not at work otherwise than on the instructions or at the request of his employer.
- (b) With the written consent of the employee, deductions for sick, insurance, pension or other similar funds.
- (c) With the written consent of the employee, deductions for contributions to the funds of the trade unions, may be made.
- (d) Contributions in terms of clause 17 of Part I of the Agreement.
- (e) Any amount paid by an employer compelled by any statutory law, ordinance or legal process to make payment on behalf of an employee.
- (f) Any amount which may be set off in accordance with common law against any debt owing to an employer by an employee.
- (g) Subject to the provisions of clause 8 a deduction proportionate to the amount of short-time worked.

- (h) 'n Bedrag wat eweredig is aan enige tyd wat 'n bedryfs-inrigting by wyse van 'n onderlinge reëling tussen die werkgever en minstens 75 persent van sy werknemers gesluit mag wees.

#### 10. OORTYDWERK.

(1) Alle tyd wat daar langer gewerk word as die weeklikse of daaglikse ure soos bepaal in klousule 7 (1) van hierdie deel van die Ooreenkoms of wat daar buite die gewone werkure soos gespesifiseer in die kennisgewing wat ingevolge klousule 7 (4) van hierdie deel van die Ooreenkoms vertoon moet word, gewerk word, word geag oortyd te wees, en daar moet behoudens die bepalings van subklousule (2), soos volg betaal word vir elke uur of deel van 'n uur aldus gewerk:—

- Vir enige tyd gewerk na die gewone uitskeityd en tot om 10 nm. op enige dag van Maandag tot Vrydag of tot om 6 nm. op Saterdag, een en een derde maal die uurloon van die betrokke werknemer.
- Vir enige tyd gewerk tussen 10 nm. en die gewone begin-tyd van Maandag tot Vrydag of na 6 nm. op Saterdag, of enige tyd gewerk op Sondag, dubbel die uurloon van die betrokke werknemer; met dien verstande dat werknemers vir werk wat op Sondag verrig word, minstens twee maal 'n volle dag se besoldiging betaal moet word.
- Vir alle ure wat daar langer gewerk word as die daaglikse ure soos in klousule 7 (1) van hierdie deel van die Ooreenkoms bepaal en ten opsigte waarvan daar geen oortydbesoldiging ingevolge paragrafe (a) en (b) van hierdie klousule betaalbaar is nie, een en een derde maal die uurloon.
- Vir alle ure wat daar langer gewerk word as 44 per week, teen een en een derde maal die uurloon.

(2) Waar die oortyd wat op 'n daaglikse grondslag bereken word, verskil van die oortyd wat op 'n weeklikse grondslag bereken word, moet die grondslag wat vir die betrokke werknemer die gunstigste is, aanvaar word.

(3) Ondanks die bepalings van subklousule (1) van hierdie klousule, mag 'n bedryfsinrigting wat vyf dae per week werk, geen oortyd op 'n Saterdag werk nie tensy die betrokke werk-gever vooraf die skriftelike toestemming van die Raad verkry het. Die betrokke werkgever moet die Raad skriftelik in kennis stel van alle oortyd wat daar op enige dag van Maandag tot Vrydag gewerk word, en sodanige kennisgewing moet, geskied binne sewe dae vanaf die dag waarop daar oortyd gewerk is.

#### 11. WERKNEMERS WAT HOËR LONE ONTVANG AS DIE VOORGESKRYF.

'n Werknemer vir wie lone in Deel II van hierdie Ooreenkoms voorgeskryf word en wat op die datum waarop hierdie Ooreenkoms in werking tree, 'n hoër loon ontvang as die minimum vir sodanige klas, moet, solank hy in die diens van dieselfde werkgever bly en dieselfde klas werk verrig, 'n loon ontvang wat nie laer is nie as die loon wat hy op sodanige datum ontvang het; met dien verstande dat die Raad magtiging mag verleen dat sodanige hoër loon verlaag word tot die peil wat in hierdie Ooreenkoms vir 'n werknemer van sy klas voorgeskryf word.

#### 12. LEWENSKOSTETOELAE.

(1) Met uitsondering van leerlinge vir wie lone in klousule 2 van Deel II van hierdie Ooreenkoms voorgeskryf word, word die voorgeskrewe lone geag die lewenskostoelae in te sluit wat ingevolge Oorlogsmaatreël No. 43 van 1942, soos gewysig, betaalbaar is. Ingeval die lewenskostoelae wat ingevolge genoemde Oorlogsmaatreël betaalbaar is, verhoog word, moet die voorgeskrewe lone dienoreenkomstig verhoog word; met dien verstande dat 'n bedrag gelyk aan 85 persent van die lone voorgeskryf in die Ooreenkoms wat in die Bylae van Goewermements-kennisgewing No. 465 van 1 April 1960 gepubliseer is, vir die toepassing van genoemde Oorlogsmaatreël as lewenskos- te tel.

(2) In die geval van leerlinge vir wie lone in klousule 2 van Deel II van hierdie Ooreenkoms voorgeskryf word, word die lone wat vir sodanige werknemers voorgeskryf is, geag die lewens- kostetoelae in te sluit wat ingevolge Oorlogsmaatreël No. 43 van 1942, soos gewysig, betaalbaar is. Ingeval die lewenskostoelae wat ingevolge genoemde Oorlogsmaatreël betaalbaar is, verhoog word, moet die voorgeskrewe lone vir genoemde werknemers dienoreenkomstig verhoog word: Met dien verstande dat die verskil tussen die lone wat hierin voorgeskryf word en die lone wat vir genoemde werkgewers voorgeskryf word in die Ooreen- koms gepubliseer in die Bylae van Goewermementskennisgewing No. 465 van 1 April 1960, vir die toepassing van genoemde Oorlogs- maatreël as lewenskostoelae tel by die bepaling van die betrokke aanpassings.

#### 13. VAKANSIEDAE.

(1) Onderstaande voorwaardes moet nagekom word deur alle werkgewers en werknemers vir wie lone in Deel II van hierdie Ooreenkoms voorgeskryf word:—

- Goeie Vrydag, Paasmaandag, Hemelvaartsdag, Geloftedag, Kersdag en Nuwejaarsdag is vakansiedae met volle betaling. Elke werknemer moet ten opsigte van elkeen van hierdie vakansiedae die besoldiging betaal word wat hy sou ontvang het as hy op daardie dag gewerk het; met dien verstande dat, ingeval sodanige vakansiedag op 'n Saterdag val, elke werknemer, benewens sy gewone besoldiging, 'n bedrag betaal moet word wat gelyk is aan 8½ maal sy uurloon, afgesien daarvan of die bedryfs- inrigting waarin hy werksaam is, vyf of ses dae per week werk.

- (h) A deduction proportionate to any time that an establish- ment may be closed by a mutual arrangement between the employer and not less than 75 per cent of his employees.

#### 10. OVERTIME.

(1) All time worked in excess of the weekly or daily hours laid down in clause 7 (1) of this part of the Agreement or outside the ordinary working hours as specified in the notice which is required to be displayed in terms of clause 7 (4) of this part of the Agreement shall be regarded as overtime and shall, subject to the provisions of sub-clause (2) be paid as follows for each hour or part of an hour so worked:—

- For any time worked after the ordinary finishing time and up to 10 p.m. on any day from Mondays to Fridays or up to 6 p.m. on Saturdays, at the rate of one and a third times the hourly rate of the employee concerned.
- For any time worked between 10 p.m. and the ordinary starting time from Mondays to Fridays, or after 6 p.m. on Saturdays, or any time worked on Sundays at double the hourly rate of the employee concerned; provided that for work performed on Sundays the employees shall be paid at least twice a full day's remuneration.
- For all hours worked in excess of the daily hours laid down in clause 7 (1) of this part of the Agreement in respect of which no overtime is payable under paragraph (a) and (b) of this clause at one and a third times the hourly rate.
- For all hours in excess of 44 per week at one and a third times the hourly rate.

(2) Where overtime calculated on a daily basis differs from that calculated on a weekly basis, the basis more favourable to the employee concerned shall be adopted.

(3) Notwithstanding the provisions of sub-clause (1) of this clause, no overtime may be worked on a Saturday by an establish- ment working a five-day week, unless the employer concerned has obtained the prior permission of the Council in writing. All overtime worked on any day from Monday to Friday shall, within seven days of the day on which the overtime was worked, be notified in writing to the Council by the employer concerned.

#### 11. EMPLOYEES RECEIVING HIGHER WAGES THAN THOSE PRESCRIBED.

An employee for whom wages are prescribed in Part II of this Agreement and who at the date of the commencement of this Agreement is receiving a higher wage than the minimum for such class shall, so long as he remains in the service of the same employer and is engaged in the same class of work, receive a wage not lower than the wage he is receiving at such date subject to the condition that the Council may authorise a reduc- tion of such higher wage to the level prescribed in this Agreement for an employee of his class.

#### 12. COST OF LIVING ALLOWANCE.

(1) Except in the case of learners for whom wages are prescribed in clause 2 of Part II of this Agreement, the wages prescribed shall be deemed to include the cost of living allowance payable in terms of War Measure No. 43 of 1942, as amended. In the event of the cost of living allowance payable in terms of the said War Measure being increased, the wages prescribed shall be increased accordingly: Provided that the amount of 85 per cent of the wages prescribed in the Agreement published in the Schedule to Government Notice No. 465, dated 1st April, 1960, shall count as cost of living allowance for the purpose of the said War Measure.

(2) In the case of learners for whom wages are prescribed in clause 2 of Part II of this Agreement, the wages prescribed for such employees shall be deemed to include the cost of living allowance payable in terms of War Measure No. 43 of 1942, as amended. In the event of the cost of living allowance payable in terms of the said War Measure being increased, the wages prescribed for the said employees shall be increased accordingly: Provided that the difference between the rates prescribed herein and the rates prescribed for the said employees in the Agreement published in the Schedule to Government Notice No. 465, dated 1st April, 1960, shall for the purpose of the said War Measure count as cost of living allowance in the determination of the relevant adjustments.

#### 13. HOLIDAYS.

(1) The following conditions shall be observed by all employers and employees for whom wages are prescribed in Part II of this Agreement:—

- Good Friday, Easter Monday, Ascension Day, Day of the Covenant, Christmas Day and New Year's Day shall be holidays on full pay. Each employee shall be paid in respect of each of these holidays the remuneration he would have received had he worked on that day; provided that in the event of any such holiday falling on a Saturday, each employee shall in addition to his ordinary remuneration be paid an amount equal to 8½ times his hourly rate, irrespective of whether the establishment in which he is employed observes a five or six-day week.

- (ii) Vir alle tyd gewerk op Goeie Vrydag, Paasmaandag, Hemelvaartsdag, Kersdag, Geloftedag of Nuwejaarsdag, moet elke werkgewer, benewens die besoldiging wat ingevolge paragraaf (i) verskuldig is, aan elke betrokke werknemer 'n besoldiging betaal teen dubbel die uurloon van sodanige werknemer.
- (iii) Alle fabriek moet van 24 Desember tot en met 9 Januarie gesluit word.

(2) (a) Die Fonds wat as die Vakansiefonds van die Meubelnywerheid, Suidwestelike Distrikte, bekend staan (hieronder die "Fonds" genoem), wat gestig is ingevolge die Ooreenkoms gepubliseer in die Bylae van Goewermentskennisgewing No. 465 van 1 April 1960, word hierby voortgesit. Elke werkgewer moet ten opsigte van elke week 'n som in die Fonds stort wat gelyk is aan 6% (ses persent) van die werklike besoldiging, uitgesonderd bonusbetalings, wat deur elkeen van sy werknemers gedurende daardie week verdien is; met dien verstande dat, indien 'n werknemer korttyd werk of weens siekte van die werk afwesig is en op versoek van die werkgewer 'n geneeskundige sertifikaat kan verstrek, die werkgewer 6% (ses persent) van die besoldiging moet betaal wat daardie werknemer sou verdien het, as hy voltyds werksaam was; met dien verstande dat die bydrae van 6% (ses persent) ten opsigte van siekte nie vir 'n tydperk van langer as vyf-en-twintig gewone werkdae in 'n bepaalde jaar betaal hoef te word nie. Wanneer die werkgewer sodanige betaling doen, moet hy 'n staat verstrek in die vorm voorgeskryf in Aanhangsel A van hierdie Deel van hierdie Ooreenkoms.

(b) Die bedrae wat ingevolge paragraaf (a) hiervan betaalbaar is, moet voor of op die tiende dag van elke maand wat volg op die maand ten opsigte waarvan dit verskuldig is, aan die Sekretaris van die Raad betaal word.

(c) Die bedrae wat ingevolge paragraaf (a) hiervan betaalbaar is, moet deur die werkgewer betaal word benewens die loon of oortydbesoldiging wat ingevolge hierdie Ooreenkoms aan 'n werknemer betaalbaar is en mag nie van die loon of oortydbesoldiging van sodanige werknemer afgetrek word nie.

(d) Die Raad moet 'n register hou van elke werknemer ten opsigte van wie bedrae ingevolge paragraaf (a) hiervan aan die Fonds betaal word en van die bedrag wat ten opsigte van hom aan die Fonds betaal is.

(e) Die Fonds moet gebruik word om aan werknemers 'n vakansiebonus te betaal op onderstaande grondslag en met inagneming van die volgende tydperke:—

Tussen 8 en 23 Desember, moet elke werknemer 'n vakansiebonus betaal word wat gelyk is aan die bedrag wat ingevolge paragraaf (a) hiervan gedurende die jaar geëindig op die laaste betaaldag in Oktober, ten opsigte van hom aan die Fonds betaal is.

(f) Die Raad kan gelde wat aan die Fonds behoort, van tyd tot tyd op vaste deposito of as onmiddellik opvraagbaar in 'n bank of geregistreerde bougenootskap belê, en alle rente wat uit sodanige beleggings verkry word, kom die algemene fondse van die Raad toe as vergoeding vir die Raad se administrasie van die Fonds.

(g) Gelde wat verskuldig is aan werknemers wat nie opgespoor kan word nie en wat nie binne 'n tydperk van twee jaar vanaf die datum waarop die gelde betaalbaar geword het, betaling daarvan eis nie, kom die fondse van die Raad toe.

(h) Indien die boedel van 'n werkgewer gesekwestreer word of, waar die werkgewer 'n maatskappy is, onder likwidasie geplaas word, en gelde wat deur sodanige werkgewer ingevolge paragraaf (a) hiervan aan die Raad verskuldig is ten opsigte van enige dienstydperk van hoogstens twaalf maande van 'n werknemer, nie betaal is nie, word die werknemer ten opsigte van wie die geld verskuldig is, geag by sodanige sekwestrasie of likwidasie geregtig te wees op 1½ dae verlof vir elke maand van sodanige tydperk van hoogstens twaalf maande.

(i) Ingeval hierdie Ooreenkoms weens verloop van tyd verval of om 'n ander rede gestaak word, moet die Fonds deur die Raad geadministreer word totdat dit of gelikwedeer of deur die Raad oorgeplaas word na 'n ander fonds wat in die lewe geroep is vir 'n soortgelyke doel as dié waarvoor die Fonds gestig is of totdat dit in 'n latere Ooreenkoms voortgesit word.

(j) Ingeval die Raad ontbind word of ingeval dit ophou om ooreenkomsig subartikel (2) van artikel vier-en-dertig van die Wet te funksioneer gedurende enige tydperk waarin hierdie Ooreenkoms bindend is, moet die Raad, behoudens die goedkeuring van die Nywerheidsregistrator ooreenkomsig die eerste voorbehoudsbepaling van genoemde artikel van die Wet, aanhou om die Fonds te administreer, en die lede van sodanige Raad op die datum waarop die Raad ophou om te funksioneer of ontbind word, word vir sodanige doel geag die lede daarvan te wees; met dien verstande egter dat 'n vakature wat in sodanige Raad ontstaan, deur die Registrator gevul mag word uit die geledere van die werkgewers en die werknemers in die Meubelnywerheid van die Suidwestelike Distrikte ten einde te verseker dat die ledetal van die Raad uit ewe veel werkgewers- en werknemersvertegenwoordigers en hul sekundi bestaan. Ingeval die Raad nie daartoe in staat is nie of onwillig is om sy pligte te vervul of ingeval dit voor 'n dooie punt te staan kom wat die administrasie van die Fonds, na die mening van die Registrator, ondoenlik of onwenslik maak, mag hy 'n trustee of trustees aanstel om die pligte van sodanige Raad uit te voer, en sodanige trustee of trustees het vir daardie doel al die bevoegdhede van sodanige Raad. Ingeval daar geen Raad bestaan nie moet die Fonds by verstryking van die Ooreenkoms gelikwedeer word soos in paragraaf (k) van hierdie klousule voorgeskryf, en indien die

- (ii) For any time worked on Good Friday, Easter Monday, Ascension Day, Christmas Day, the Day of the Covenant or New Year's Day, each employer shall in addition to the remuneration due in terms of paragraph (i) pay to each employee concerned remuneration at double the hourly rates of such an employee.
- (iii) All factories shall close from the 24th December to the 9th January (both dates inclusive).

(2) (a) The Fund known as the South Western Districts Furniture Holiday Fund (hereinafter referred to as "the Fund"), established in terms of the Agreement published in the Schedule to Government Notice No. 465, dated 1st April, 1960, is hereby continued. Every employer shall pay in respect of each week into the Fund a sum equal to 6% (six per cent) of the actual remuneration excluding bonus payments earned by each of his employees during that week; provided that if any employee is on short-time or absents himself from work on account of illness and can on demand by the employer produce a medical certificate, the employer shall pay 6% (six per cent) of the remuneration that the employee would have earned had he remained in full-time employment; provided that the contribution of 6% (six per cent) in respect of illness need not be paid for any period in excess of twenty-five ordinary working days in any one year. When making such payment the employer shall furnish a statement in the form prescribed in Appendix A to this part of this Agreement.

(b) Amounts payable in terms of paragraph (a) hereof shall be paid not later than the tenth day of each month following that in respect of which they are due, to the Secretary of the Council.

(c) Amounts payable in terms of paragraph (a) hereof shall be paid by the employer in addition to any wage or overtime pay payable to an employee in terms of this Agreement, and shall not be deducted from the wages or overtime pay of such employee.

(d) The Council shall keep a record of each employee in respect of whom payments are made in terms of paragraph (a) hereof to the Fund and the amount paid to the Fund in respect of him.

(e) The Fund shall be utilised for the purpose of distribution to employees of a holiday bonus on the following basis and operating over the following periods:—

Between the 8th and 23rd December, each employee shall be paid a holiday bonus equal to the amount paid into the Fund in terms of paragraph (a) hereof in respect of him during the year ending on the last pay-day occurring in October.

(f) The Council may invest any of the moneys belonging to the Fund from time to time on fixed deposit or on call with a bank or registered building society and any interest accruing from such investments shall accrue to the general funds of the Council in consideration of the Council's administration of the Fund.

(g) Moneys due to employees who cannot be traced and who have not claimed payment within a period of two years from the date of which the moneys became payable shall accrue to the funds of the Council.

(h) Should the estate of an employer be sequestrated, or a company, which is an employer, be placed in liquidation, and any moneys due by such employer to the Council in terms of paragraph (a) hereof in respect of any period of employment of any employee, not exceeding twelve months, not having been paid, the employee in respect of whom the money is due shall be deemed to be entitled, on such sequestration or liquidation, to 1½ days' leave for each month of such period not exceeding twelve months.

(i) In the event of the expiry of this Agreement by effluxion of time or cessation for any other cause, the Fund shall be administered by the Council until it be either liquidated or transferred by the Council to any other fund constituted for a similar purpose to that for which the Fund was established or continued in a subsequent Agreement.

(j) In the event of the dissolution of the Council or in the event of it ceasing to function in terms of subsection (2) of section thirty-four of the Act, during any period in which this Agreement is binding, the Council shall, subject to the approval of the Industrial Registrar in terms of the first proviso to the said section of the Act, continue to administer the Fund and the members of such Council at the date on which the Council ceases to function or is dissolved shall be deemed to be members thereof for such purposes, provided however, that any vacancies occurring on such Council may be filled by the Registrar from employers and employees in the Furniture Manufacturing Industry of the South Western Districts, to ensure an equality of employer and employee representatives and alternates in the membership of the Council. In the event of the Council being unable or unwilling to discharge its duties or a deadlock arising thereon which renders the administration of the Fund impracticable or undesirable in the opinion of the Registrar he may appoint a trustee or trustees to carry out the duties of such Council and who shall possess all the powers of such Council for that purpose. In the event of there being no Council in existence the Fund shall upon expiry of the Agreement be liquidated in the manner set forth in paragraph (k) of this clause and if upon

sake van die Raad by sodanige verstryking reeds gelikwider en sy bates verdeel is, moet die saldo van die Fonds ooreenkomstig die bepaling van artikel vier-en-dertig (4) van die Wet verdeel word asof dit deel van die algemene fondse van die Raad uitgemaak het.

(k) By die likwidasië van die Fonds moet die gelde wat na betaling van alle eise, met inbegrip van administrasie- en likwidasiëkoste, in die krediet van die Fonds staan, in die algemene fondse van die Raad gestort word.

#### 14. VERSKAFFING VAN GEREEDSKAP.

Meubelmakersbanke, klampe, handskroewe, lypotte en alle kwaste moet deur die werkgewer verskaf word.

Die werkgewer moet op eie koste die gereedskap van die meubelmakers in sy diens teen verlies of vernietiging weens brand verseker. In dié verband is elke meubelmaker verplig om, wanneer dit van hom vereis word, 'n inventaris te vertrek van die gereedskap in sy besit en moet hy voorts dié inligting verstrek wat die versekeraars van tyd tot tyd ten opsigte van genoemde gereedskap mag vereis. Die Raad mag van tyd tot tyd bepaal watter gereedskap 'n meubelmaker moet verskaf.

#### 15. VRYSTELLINGS.

(1) Die Raad mag om 'n afdoende rede vrystelling van enigeen van die bepaling van hierdie Ooreenkoms verleen.

(2) Die Raad moet ten opsigte van enigeen aan wie vrystelling verleen word, die voorwaardes stel waarop sodanige vrystelling verleen word en die tydperk bepaal waarin sodanige vrystelling van krag is; met dien verstande dat die Raad, as hy dit dienstig ag, na een week skriftelike kennisgewing aan die betrokke persoon enige vrystellingsertifikaat mag intrek, afgesien daarvan of die tydperk waarvoor die vrystelling verleen is, verstryk het al dan nie.

(3) Die Sekretaris van die Raad moet aan elkeen aan wie vrystelling verleen is, 'n sertifikaat uitreik wat deur die Voorsitter en die Sekretaris van die Raad onderteken is en wat die volgende meld:—

- Die volle naam van die betrokke persoon;
- die bepaling van die Ooreenkoms waarvan vrystelling verleen word;
- die voorwaardes, soos gestel kragtens subklousule (2) van hierdie klousule, waarop sodanige vrystelling verleen word;
- die tydperk wat die vrystelling van krag is; en
- die rede waarom die vrystelling verleen word.

(4) Die Sekretaris van die Raad moet—

- alle sertifikate wat uitgereik word, agtereenvolgens nommer;
- 'n kopie bewaar van elke sertifikaat wat uitgereik word, en
- 'n kopie van die sertifikaat aan die betrokke werkgewer en 'n ander kopie aan die naaste Afdelingsinspekteur van die Departement van Arbeid stuur.

#### 16. BESTAANDE SERTIFIKATE.

Ondanks die verstryking van vorige Ooreenkomste vir die Nywerheid, moet die Raad alle of enigeen van die leerlingssertifikaat wat ingevolge sodanige vorige Ooreenkomste uitgereik is, aanhou administreer totdat sodanige sertifikaat weens tydverloop verstryk het of deur die Raad in- of teruggetrek is.

#### 17. UITGAWES VAN DIE RAAD.

Ten einde die uitgawes van die Raad te bestry, moet elke werkgewer dertien sent per week van die lone van elkeen van sy werknemers (uitgesonderd leerlinge en vakleerlinge) vir wie 'n loon van R13 of meer voorgeskryf word en ses sent per week van die lone van elkeen van sy werknemers (uitgesonderd leerlinge en vakleerlinge) vir wie 'n loon van minder as R13 per week voorgeskryf is of dié kleiner bedrae aftrek wat die Raad mag bepaal; met dien verstande dat geen bedrag in gevalle waar die totale weeklikse verdienste hoogstens R4.10 is, afgetrek mag word nie.

By die bedrag aldus afgetrek, moet die werkgewer 'n bedrag voeg wat daaraan gelyk is en die totale bedrag maand na maand en wel voor of op die tiende dag van elke maand aan die Sekretaris van die Raad stuur en ten tyde van sodanige betaling 'n uittreksel uit sy loonregister voorlê waarin die name van die werknemers en die tydperke deur elkeen gewerk, ten opsigte van die bedrag wat aangestuur word, gemeld word.

#### 18. REGISTRASIE VAN WERKGEWERS EN WERKNEMERS.

(1) Elke werkgewer moet binne een maand vanaf die datum waarop hierdie Ooreenkoms in werking tree en elke werkgewer wat na daardie datum tot die Nywerheid toetree, moet binne een maand vanaf die datum waarop hy met sy werksaamhede begin, onderstaande besonderhede aan die Sekretaris van die Raad stuur, en sodanige besonderhede moet skriftelik verstrek en deur die werkgewer onderteken word:—

- Sy volle naam (waar die sakeonderneming 'n maatskappy of vennootskap is, moet die volle naam van die verantwoordelike bestuurder en/of vennote verstrek word).
- Die adres waar die sakeonderneming gedryf word en die woonadresse van die persone bedoel in subklousule (1) (a) van hierdie klousule.
- Die ambag of ambagte wat hy in die Nywerheid beoefen.
- Die name van sy werknemers en die beroepe waarin hulle werksaam is.

such expiration the affairs of the Council have already been wound up and its assets distributed, the balance of the Fund shall be distributed as provided for in section thirty-four (4) of the Act, as if it formed part of the general funds of the Council.

(k) Upon liquidation of the Fund, the moneys remaining to the credit of the Fund after payment of all claims including administration and liquidation expenses, shall be paid into the general funds of the Council.

#### 14. PROVISION OF TOOLS.

Cabinetmakers' benches, cramps, hand screws, gluepots and all brushes shall be provided by the employer.

The employer shall, at his expense, insure against loss or destruction by fire, the tools of the cabinetmakers in his employ. In this connection each cabinetmaker shall be obliged to submit, when required, an inventory of the tools in his possession and shall further submit such information as may be required from time to time by the insurers in respect of the said tools. The Council may from time to time determine what tools a cabinetmaker should provide.

#### 15. EXEMPTIONS.

(1) The Council may grant exemptions from any of the provisions of the Agreement for any good and sufficient reason.

(2) The Council shall fix, in respect of any person granted exemption, the conditions subject to which such exemption is granted and the period during which such exemption shall operate; provided that the Council may, if it deems fit, after one week's notice, in writing, has been given to the person concerned, withdraw any licence of exemption whether or not the period for which exemption was granted has expired.

(3) The Secretary of the Council shall issue to every person granted exemption a licence signed by the Chairman and Secretary of the Council setting out—

- the full name of the person concerned;
- the provisions of the Agreement from which exemption is granted;
- the conditions fixed in accordance with the provisions of sub-clause (2) of this clause subject, to which such exemption is granted; and
- the period for which the exemption shall operate;
- the reason for the exemption being granted.

(4) The Secretary of the Council shall—

- number consecutively all licences issued;
- retain a copy of each licence issued; and
- forward a copy of the licence to the employer concerned, and a further copy to the nearest Divisional Inspector of the Department of Labour.

#### 16. EXISTING CERTIFICATES.

Notwithstanding the expiry of any previous Agreements for the Industry, the Council shall continue to administer all or any learnership certificates issued under such previous Agreements until such certificates shall expire by the effluxion of time or have otherwise been cancelled or withdrawn by the Council.

#### 17. EXPENSES OF THE COUNCIL.

For the purpose of meeting the expenses of the Council each employer shall deduct thirteen cents per week from the wages of each of his employees (other than learners and apprentices) for whom a wage of R13 or more is prescribed and six cents per week from the wages of each of his employees (other than learners and apprentices) for whom a wage of less than R13 per week is prescribed or such lesser amounts as the Council may determine; provided that no deductions shall be made in cases where the total weekly earnings do not exceed R4.10.

To the amount so deducted the employer shall add a like amount and forward month by month, and not later than the tenth day of each month, the total sum to the Secretary of the Council, submitting at the time of payment an extract from his wage register showing the names of employees and period worked by each in respect of the amount forwarded.

#### 18. REGISTRATION OF EMPLOYERS AND EMPLOYEES.

(1) Every employer shall within one month from the date of which this Agreement comes into operation, and every employer entering the Industry after that date shall within one month of commencement of operations by him forward to the Secretary of the Council, the following particulars, which shall be in writing and signed by the employer:—

- Full name (where the business is a company or partnership the full name of the responsible manager and/or partners to be furnished).
- Address where the business is carried on and the residential addresses of the persons referred to in sub-clause (1) (a) of this clause.
- Trade or trades carried on by him in the Industry.
- Names of his employees and occupation in which they are employed.

(2) Waar die werkgewer 'n vennootskap is, moet inligting omtrent elkeen van die vennote ooreenkomstig subklousule (1) van hierdie klousule verstrekk word en daarby moet ook die naam waaronder die vennootskap sake doen, verstrekk word.

(3) Elke werkgewer moet die Raad skriftelik in kennis stel van 'n verandering ten opsigte van die besonderhede wat ingevolge subklousule (1) van hierdie klousule verstrekk is, en sodanige kennisgewing moet geskied binne veertien dae na sodanige verandering.

#### 19. WERKENDE EIENAARS EN VENNOTE.

Alle werkende eienaars en/of vennote moet hulle hou aan die erkende ure wat in hierdie Ooreenkoms vir werknemers voorgeskryf word.

#### 20. VERTONING VAN OOREENKOMS.

Elke werkgewer moet 'n leesbare kopie van hierdie Ooreenkoms, in die vorm soos voorgeskryf in die regulasies wat kragtens die Wet opgestel is en in albei amptelike tale, in 'n opvallende plek waar sy werknemers gereedelik toegang daartoe het, in sy bedryfsinrigting opplak en opgeplak hou.

#### 21. BYHOUDING VAN REGISTERS.

Die tyd- en loonregisters wat ingevolge artikel *sewe-en-veertig* van die Wet gehou moet word, moet in 'n leesbare skrif met ink of op 'n ander goedgekeurde manier bygehou word.

#### 22. VAKVERENIGINGVERTEENWOORDIGERS IN DIE RAAD.

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

#### 23. ADMINISTRASIE VAN OOREENKOMS.

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

#### 24. AGENTE.

(1) Die Raad moet een of meer gespesifiseerde persone as agente aanstel om te help om uitvoering aan die bepalings van hierdie Ooreenkoms te gee.

Die agent het die reg—

- om 'n perseel of plek waarin die Meubelnywerheid beoefen word, te eniger tyd te betree, te inspekteer en te ondersoek wanneer hy redelike grond het om te vermoed dat enigeen daarin werksaam is;
- om elke werknemer wat hy in of in die omgewing van die perseel of plek vind, of alleen of in die teenwoordigheid van 'n ander persoon, soos hy dienstig ag, mondeling te ondervra in verband met sake wat op hierdie Ooreenkoms betrekking het en om van sodanige werknemer te vereis om te antwoord op die vraag wat gestel word;
- om te vereis dat enige kennisgewing, boek, lys of dokument wat ingevolge hierdie Ooreenkoms gehou, vertoon of opgestel moet word, voorgelê word, en om dit te ondersoek en 'n afskrif daarvan te maak;
- om te vereis dat alle betaalstate of boeke waarin daar boekgehou word van die werklike loon wat betaal word aan 'n werknemer wie se loon by hierdie Ooreenkoms vasgestel word, vertoon word en om dit te inspekteer, te ondersoek en 'n afskrif daarvan te maak.

(2) Die agent mag, wanneer hy sodanige plek betree, inspekteer of ondersoek, 'n tolk met hom saamneem.

(3) Elkeen vir wie die bepalings van hierdie Ooreenkoms bindend is, moet die agent al die fasiliteite verleen wat hierbo bedoel word.

#### 25. INDIENSNEMING VAN LEDE VAN VAKVERENIGING.

(1) Lede van die vakverenigings stem daarmee in om slegs by lede van die werkgewersorganisasie diens te aanvaar, en lede van die werkgewersorganisasie stem daarmee in om slegs lede van die vakverenigings in diens te neem; met dien verstande dat hierdie klousule nie van toepassing is nie waar 'n werkgewer of 'n werknemer na die mening van die Raad sonder redelike gronde lidmaatskap van 'n party by hierdie Ooreenkoms geweier is; met dien verstande voorts, dat enigeen wat gegrief voel deur die Raad se beslissing waarby 'n besluit van die partye bekragtig word, die feite onder die aandag van die Minister van Arbeid mag bring, en as die Minister, na oorlegpleging met die Raad, so besluit, is die bepalings van hierdie subklousule met ingang van 'n datum wat die Minister bepaal en waarvan die gegriefde persoon en die Raad in kennis gestel moet word, nie ten opsigte van sodanige persoon van toepassing nie.

(2) Vir die toepassing van hierdie klousule beteken "lidmaatskap" lidmaatskap ooreenkomstig die bepalings van die konstitusie van die vakverenigings of die werkgewersorganisasie.

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

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

#### 19. WORKING PROPRIETORS AND PARTNERS.

All working proprietors and/or partners shall observe the recognised hours prescribed for employees in this Agreement.

#### 20. EXHIBITION OF AGREEMENT.

Every employer shall affix and keep affixed in his establishment a legible copy of this Agreement in the form prescribed in the regulation under the Act in both official languages and in a conspicuous place where it is readily accessible to his employees.

#### 21. KEEPING OF RECORDS.

The time and wage records which are required to be kept in terms of section *fifty-seven* of the Act shall be kept written in a legible manner in ink or any other approved form.

#### 22. TRADE UNION REPRESENTATION ON THE COUNCIL.

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

#### 23. ADMINISTRATION OF AGREEMENT.

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

#### 24. AGENTS.

(1) The Council shall appoint one or more specified persons as agents to assist in giving effect to the terms of this Agreement.

The agent shall have the right to—

- enter, inspect and examine any premises or place in which the Furniture Industry is carried on at any time when he has reasonable cause to believe that any person is employed therein;
- orally examine, either alone or in the presence of any other person, as he thinks fit, with respect to matters relating to this Agreement, every employee whom he finds in or about the premises or place and require such employees to answer the question put;
- require the production of any notice, book, list or document which is by this Agreement required to be kept, exhibited or made, and inspect and copy the same;
- require the production and inspect, examine and copy all pay sheets or books wherein an account is kept of actual wages paid to an employee whose wages are fixed by this Agreement.

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

(3) Every person upon whom the provisions of this Agreement are binding shall grant the agent all facilities referred to.

#### 25. EMPLOYMENT OF TRADE UNION LABOUR.

(1) Members of the trade unions agree to accept employment with members of the employers' organisation only and members of the employers' organisation agree to employ members of the trade unions only; provided that this clause shall not apply where an employer or employee has in the opinion of the Council been refused membership of a party to this Agreement without reasonable cause; provided further that any person who feels aggrieved by the Council's decision in confirming any decision of the parties may bring the facts to the notice of the Minister of Labour and if the Minister, after consultation with the Council, so decides this sub-clause shall not apply in relation to such person with effect from a date specified by the Minister which date shall be notified to the aggrieved person and the Council.

(2) For the purpose of this clause membership shall mean being a member in terms of the constitution of the trade unions or employers' organisation.

(3) Die bewys dat enige lid van die vakverenigings of die werkgewersorganisasie is, bestaan uit die voorlegging van 'n kaart en/of sertifikaat wat deur die sekretaris van die betrokke organisasies onderteken is.

Die vakverenigings en die werkgewersorganisasie moet die Raad voorsien van 'n lys van alle lede van hul onderskeie organisasies wat bedank het, uitgesit is en geskors is. By ontvangs van sodanige lys moet die Sekretaris van die Raad die lid of lede van die betrokke organisasie meedeel dat sy lidmaatskapkaart en/of -sertifikaat nie meer vir die toepassing van hierdie klousule geldig is nie.

Hierdie klousule is nie op persone wat, na die mening van die Raad, sonder redelike gronde lidmaatskap van 'n party by hierdie Ooreenkoms geweier is, van toepassing nie as die applikant sodanige weiering aan die Raad gerapporteer het.

(4) Hierdie klousule is nie op kantoorwerknemers van toepassing nie.

(5) Die bepalings van hierdie klousule is nie ten opsigte van 'n immigrant gedurende die eerste jaar na die datum waarop hy in die Republiek van Suid-Afrika aangekom het, van toepassing nie; met dien verstande dat, as 'n immigrant te eniger tyd na die eerste drie maande vanaf die datum waarop hy in die Nywerheid begin werk het, 'n uitnodiging van die betrokke vakvereniging om lid daarvan te word, geweier het, die bepalings van hierdie klousule onmiddellik in werking tree.

#### 26. LONE.

Behoudens die bepalings van klousules 9, 10, 13 en 17 van hierdie deel van die Ooreenkoms, mag geen loon wat laer is as dié wat in Deel II van hierdie Ooreenkoms voorgeskryf word, deur 'n werkgewer betaal en deur 'n werknemer aangeneem word nie.

#### 27. INDIENSNEEMING VAN MINDERJARIGES.

Niemand onder die leeftyd van 16 jaar mag in die Nywerheid in diens geneem word nie.

#### 28. LEERLINGE.

(1) Geen werkgewer mag 'n werknemer as 'n leerling in diens neem nie tensy sodanige werknemer in besit is van 'n sertifikaat wat deur die Raad uitgereik is en waarin magtiging vir sy indiensneming as sodanige verleen word.

(2) Aansoek om toestemming om as 'n leerling te werk, moet aan die Raad gerig word in die vorm soos voorgeskryf en moet vergesel gaan van 'n geneeskundige sertifikaat in die vorm soos in Aanhangsel C voorgeskryf. Die koste van die geneeskundige ondersoek moet deur die voornemende werkgewer gedra word.

(3) Die Sekretaris van die Raad moet aan elke werknemer aan wie toestemming verleen is om as 'n leerling te werk, 'n sertifikaat uitreik wat die naam van die werknemer, sy ouderdom, die minimum loon wat aan hom betaalbaar is, die naam van die werkgewer en die tydperk waarin die toestemming van krag is, gemeld word; met dien verstande dat die Raad, as hy dit dienstig ag en as die bepalings van subklousule (7) van hierdie klousule nie meer van toepassing is nie, na een week skriftelike kennisgewing aan die werkgewer en die werknemer enige sertifikaat wat ooreenkomstig hierdie subklousule uitgereik is, mag intrek, afgesien daarvan of die tydperk waarvoor toestemming verleen is, verstryk het al dan nie.

(4) 'n Duplikaatkopie van elke sertifikaat wat ingevolge subklousule (3) van hierdie klousule uitgereik word, moet aan die werkgewer verstrek word, en die werkgewer moet dit aan die Raad terugbesorg wanneer dit nie meer van krag is nie.

(5) Ten einde die minimum loon vas te stel wat aan 'n leerling betaalbaar is, mag vorige ondervinding in die Nywerheid na goedvinde van die Raad in aanmerking geneem word, en die loon moet gespesifiseer word in die sertifikaat wat die Raad ingevolge subklousule (1) uitreik.

(6) (i) 'n Leerling mag nie sonder die goedkeuring van die Raad vir langer as drie maande gedurende die tydperk van sy leerlingkap met dieselfde werksaamheid belas word nie.

(ii) Die groepe werksaamhede ten opsigte waarvan leerlinge in beddegoedmakery aangeneem mag word, is—

- (a) veerdraadvlegwerk;
- (b) die maak van matrasse.

(iii) Die werksaamhede ten opsigte waarvan leerlinge in naaiers- of naaisterswerk aangeneem mag word, is—

- (a) glipsteekwerk, die naai en/of aanmekaarwerk van oortreksels, klappe, stoelkussings, koorde, gordynvalle, peule of gordyne, maar uitgesonderd die sny van oortreksels;
- (b) die sny van matrasslope en oortreksels en kussings.

(7) (i) Die Raad mag, op aansoek, magtiging verleen vir die indiensneming van leerlinge in die volgende getalsverhoudings:—

Twee leerlinge vir elke vyf werknemers wat in ontvangs is van die loon wat in klousule 1 van Deel II van hierdie Ooreenkoms gespesifiseer word.

Leerlingkap in beddegoedmakery, naaiers- of naaisterswerk word toegestaan slegs in 'n getalsverhouding van een leerling vir elke drie volwasse werknemers wat werksaam is in die groep werksaamhede bedoel in klousules 5 (1) en 7 van Deel II van hierdie Ooreenkoms.

(3) Proof of membership of any of the trade unions or the employers' organisation shall be the production of a card and/or certificate signed by the secretary of the organisation concerned.

The trade unions and the employers' organisation shall supply the Council with a list of all resignations, expulsions and suspensions of members from their respective organisations. Upon receipt of such lists the Secretary of the Council shall advise the member or members of the organisation concerned that his card and/or certificate of membership is no longer valid for the purpose of this clause.

This clause shall not apply to persons who are in the opinion of the Council refused membership of a party to this Agreement without reasonable cause and the applicant has reported such refusal to the Council.

(4) This clause shall not apply to office employees.

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

#### 26. WAGES.

Subject to the provisions of clauses 9, 10, 13 and 17 of this part of the Agreement, no employer shall pay and no employee shall accept wages lower than those prescribed in Part II of this Agreement.

#### 27. EMPLOYMENT OF MINORS.

No person under the age of 16 years shall be employed in the Industry.

#### 28. LEARNERS.

(1) No employer shall employ any employee as a learner unless such employee is in possession of a certificate issued by the Council authorising his employment as such.

(2) Application for permission to work as a learner shall be made to the Council in the prescribed form and shall be accompanied by a medical certificate in the form prescribed in Appendix C. The cost of the medical examination to be borne by the prospective employer.

(3) The Secretary of the Council shall issue to each employee who has been granted permission to work as a learner a certificate showing the name of the employee, age, minimum wage payable to him, the name of the employer and the period during which the permission shall be effective; provided that the Council may, if it deems fit and if the provisions of sub-clause (7) of this clause no longer apply, after one week's notice, in writing, has been given to the employer and the employee withdraw any certificate issued in terms of this sub-clause, whether or not the period for which permission was granted has expired.

(4) A duplicate copy of every certificate issued in terms of sub-clause (3) of this clause shall be furnished to the employer who shall return it to the Council when it is no longer operative.

(5) For the purpose of ascertaining the minimum wage payable to a learner, any previous experience in the Industry may in the discretion of the Council be taken into consideration and the wage rate shall be specified in the certificate issued by the Council in terms of sub-clause (1).

(6) (i) A learner shall not be employed on the same operation for more than three months during the period of his learnership without the approval of the Council.

(ii) The groups of operations in respect of which learnerships in bedding-making shall be granted are—

- (a) the weaving of spring wire mesh;
- (b) the making of mattresses.

(iii) The operations in respect of which learnership in seamstresses' or seamstresses' work shall be granted are—

- (a) slipstitching, sewing and/or joining covers, flies, cushions, cords, pelmets, bolsters or curtains, but shall exclude the cutting of covers;
- (b) the cutting of mattress cases and covers, and pillows.

(7) (i) The Council may, on application authorise the employment of learners in the following ratios:—

Two learners for every five employees in receipt of the wage specified in clause 1 of Part II of this Agreement.

The learnerships in bedding-making, seamstresses' or seamstresses' work shall be granted only in a ratio of one learner to each three adult employees engaged in the group of operations referred to in clauses 5 (1) and 7 of Part II of this Agreement.

(ii) Waar die Raad daarvan oortuig is dat daar behoorlike fasiliteite vir die opleiding van leerlinge bestaan en die vereiste getal werkgewers wat die lone ontvang wat in klousule 1 van Deel II van hierdie Ooreenkoms gespesifiseer word, nie beskikbaar is nie, mag die getalsverhouding van die leerlinge vergroot word.

(iii) Die Raad het die reg om, wanneer hy daarvan oortuig is dat daar nie behoorlike opleidingsfasiliteite verskaf word nie of wanneer hy 'n ander grondige en afdoende rede het, enige sertifikaat wat ooreenkomstig hierdie klousule uitgereik is, in te trek afgesien daarvan of die tydperk waarvoor toestemming verleen is, verstryk het al dan nie.

(iv) Die bepalings van subklousule (7) (i) is nie van toepassing nie op bedryfsinrigtings wat nie vir 'n aanenlopende tydperk van twaalf maande bestaan het nie.

(8) Die leertyd vir die klasse werk wat in klousule 1 van Deel II van hierdie Ooreenkoms bedoel word, is vyf jaar; met dien verstande dat 50 persent van die tyd wat aan 'n vak- of nywerheidsskool deurgebring is, as deel van die leertyd tel. Die leertyd vir die klasse werk wat in klousules 5 (1) en 7 van Deel II bedoel word, is twee jaar.

## 29. POUSES IN DIE VOOR- EN NAMIDDAG.

Daar moet elke dag aan elke werknemer 'n pouse van tien minute in beide die voor- en die namiddag verleen word, wat gereken moet word as tyd gewerk.

## 30. LEDEGELD VIR GEREGERISTREERDE VAKVERENIGING.

Elke werkgewer mag, na sy goedvinde en met die skriftelike toestemming van die werknemer, van die loon wat aan die werknemer verskuldig is, dié bydraes aftrek wat die werknemer op 'n vrywillige grondslag besluit om tot die fondse van 'n vakvereniging by te dra.

## 31. WERKNEMERS WAT BY MEER AS EEN WERKSAAMHEID BETROKKE IS.

(1) 'n Werkgewer wat van 'n lid van een klas van sy werknemers vereis of hom toelaat om of benewens sy eie werk of in plaas daarvan werk van 'n ander klas te verrig waarvoor daar—

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

(b) 'n stygende loonskaal wat uitloop op 'n loon wat hoër is as dié van sy eie klas;

in Deel II van hierdie Ooreenkoms voorgeskryf word, moet aan sodanige werknemer ten opsigte van daardie dag die volgende betaal:—

(i) In die geval wat in paragraaf (a) bedoel word, minstens die dagloon bereken teen die hoogste weekloon vir die hoër klas werk; en

(ii) in die geval wat in paragraaf (b) bedoel word, minstens die dagloon bereken teen die hoogste weekloon vir die hoër klas werk;

met dien verstande dat waar die verskil tussen klasse ingevolge Deel II van hierdie Ooreenkoms op ondervinding, geslag of ouderdom gegrond is, die bepalings van hierdie klousule nie van toepassing is nie.

## 32. LOONKORTING.

(1) Geen werknemer mag, terwyl hy in die diens van 'n werkgewer is, 'n geskenk, bonus, lening, waarborg of terugbetaling, hetsy in kontant of in natura, wat in werklikheid neerkom op 'n korting van die loon wat ooreenkomstig hierdie Ooreenkoms aan sodanige werknemer betaal moet word, aan sodanige werkgewer gee nie, en sodanige werkgewer mag dit nie van sodanige werknemer ontvang nie.

(2) Daar mag nie van 'n werknemer vereis word om, as deel van sy dienskontrak, kos of huisvesting van sy werkgewer of van 'n plek deur sy werkgewer aangewys, te ontvang nie of om goedere van sy werkgewer te koop of eiendom van hom te huur nie.

## 33. DIENSBEEÏNDIGING.

(a) Die werkgewer of die werknemer moet een week vooraf kennis gee van die beëindiging van 'n dienskontrak; met dien verstande dat die reg van 'n werkgewer of 'n werknemer om 'n dienskontrak om 'n regsgeldige rede sonder kennisgewing te beëindig, nie hierdeur geraak word nie.

(b) Ondanks die bepalings van subklousule (a) van hierdie klousule, mag 'n werkgewer en 'n werknemer ooreenkom om voorsiening te maak vir 'n kennisgewingstermyn wat langer as een week is. Versuim om sodanige reëling na te kom, is 'n verbreking van hierdie klousule; met dien verstande dat 'n werkgewer aan 'n werknemer of 'n werknemer aan 'n werkgewer een week se loon in plaas van die voorgeskrewe kennisgewingstermyn of, in die geval van 'n ooreenkoms vir 'n langer kennisgewingstermyn, 'n eweredig groter bedrag aan loon in plaas van sodanige kennisgewing mag betaal of verbeur.

(c) Die kennisgewingstermyn mag nie saamval nie met, en daar mag ook nie kennis gegee word nie gedurende, 'n werknemer se afwesigheid met verlof wat ingevolge klousule 13 (1) (iii) van Deel I van hierdie Ooreenkoms verleen is of 'n tydperk van militêre opleiding wat 'n werknemer, ingevolge die Verdedigingswet, 1957, moet ondergaan.

(ii) Where the Council is satisfied that proper facilities exist for the training of learners, and the requisite number of adults and/or employees in receipt of the wages specified in clause 1 of Part II of this Agreement is not available, the ratio of learners may be extended.

(iii) The Council shall have the right, when it is satisfied that proper facility for training is not provided, or for any other good and sufficient reason, to withdraw any certificate issued in terms of this clause whether or not the period for which permission was granted has expired.

(iv) The provision of sub-clause (7) (i) shall not apply to establishments which have not been in existence for a consecutive period of twelve months.

(8) The period of learnership for the classes of work referred to in clause 1 of Part II of this Agreement shall be five years; provided that 50 per cent of the time spent at a Trade or Industrial School shall count as part of the learnership period. The period of learnership for the classes of work referred to in clauses 5 (1) and 7 of Part II shall be two years.

## 29. FORENOON AND AFTERNOON BREAKS.

Every employee shall be given a break of ten minutes both in the forenoon and afternoon each day, which shall be reckoned as time worked.

## 30. SUBSCRIPTIONS TO REGISTERED TRADE UNION.

Any employer, at his option, and with the written consent of the employee, may deduct from the wages due to the latter such contributions as the employee may on a voluntary basis decide to contribute to the funds of any trade union.

## 31. EMPLOYEES ENGAGED IN MORE THAN ONE OPERATION.

(1) An employer, who requires or permits a member of one class of his employees to perform either in addition to his own work or in substitution therefor, work of an other class for which either—

(a) a wage higher than that of his own class; or

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

is prescribed in Part II of this Agreement shall pay to such employee in respect of that day—

(i) in the case referred to in paragraph (a) not less than the daily wage calculated on the highest weekly rate for the higher class; and

(ii) in the case referred to in paragraph (b), not less than the daily wage calculated on the highest weekly rate for the higher class;

provided that where the difference between classes is in terms of Part II of this Agreement based on experience, sex or age, the provisions of this clause shall not apply.

## 32. ABATEMENT OF WAGES.

(1) No employee shall, while in the employ of an employer, give to, and no such employee shall receive from such employer any gift, bonus, loan, guarantee or refund either in cash or in kind which will in effect amount to an abatement of the wages which must in terms of this Agreement be paid to such employee.

(2) No employee shall be required as part of his contract of service to board or lodge with his employer or at any place nominated by his employer, or to purchase any goods or hire property from his employer.

## 33. TERMINATION OF EMPLOYMENT.

(a) One week's notice shall be given by the employer or employee to terminate a contract of service; provided this shall not affect the right of an employer or employee to terminate a contract of service without any notice for any good cause recognised by law as sufficient.

(b) Notwithstanding the provisions of sub-clause (a) of this clause, an employer and employee may agree to provide for a longer period of notice than one week. Failure to comply with such arrangement shall be a contravention of this clause; provided that an employer may pay to an employee or an employee may pay or forfeit to an employer a week's wages for and in lieu of the prescribed period of notice or in the case of any agreement for a longer notice a correspondingly increased wage in lieu thereof.

(c) 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 13 (1) (iii) of Part I of this Agreement or any period of military training an employee is required to undergo, in pursuance of the Defence Act, 1957.

## 34. VERBOD OP INDIENSNEMING.

Behoudens die bepaling van artikel drie-en-tagtig van die Wet en ondanks andersluidende bepalings in hierdie Ooreenkoms, word geen bepaling waarby 'n verbod geplaas word op die aanstelling of indiensneming van 'n werknemer vir enige klas werk of op enige voorwaarde, geag die werkgewer te onthef van die betaling van die besoldiging en die nakoming van die voorwaardes wat hy sou moes betaal of nagekom het as sodanige aanstelling of indiensneming nie verbode was nie en moet die werkgewer aanhou om sodanige besoldiging te betaal of sodanige voorwaardes na te kom asof sodanige aanstelling of indiensneming nie verbode was nie.

## 35. GRONDSLAG VAN BETALING.

Ondanks andersluidende bepalings in hierdie Ooreenkoms, moet daar vir alle werk wat verrig is, betaal word teen die loon wat voorgeskryf is vir die werksaamheid of werksaamhede wat verrig word en mag sodanige betaling nie op die tegniese bedrewenheid of kwalifikasies van die betrokke werknemer gegrond word nie.

## 36. NAGSKOFWERK.

Indien 'n werkgewer vereis dat sy bedryfsinrigting gedurende sowel die dag as die nag moet werk, word alle tyd wat daar na 6 nm. tot 6 vm. gewerk word, geag nagskofwerk te wees. Alle werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word en wat toegelaat word of van wie vereis word om nagskofwerk te verrig, moet, benewens die voorgeskrewe loon, 'n addisionele 10% (tien persent) van die voorgeskrewe loon ontvang vir alle tyd gedurende die nagskof gewerk.

Tyd deur 'n werknemer gewerk na die voltooiing van sy gewone skof in die betrokke bedryfsinrigting, word geag oortydwerk te wees, en daarvoor moet betaal word soos in klousule 10 voorgeskryf.

## 37. UURLOON.

Ondanks andersluidende bepalings in hierdie Ooreenkoms, word daar vir alle werk wat deur werknemers verrig word, teen 'n uurloon betaal. Die uurloon word bepaal deur die voorgeskrewe weekloon deur 44 te verdeel.

## 34. PROHIBITED EMPLOYMENT.

Subject to the provisions of section eighty-three of the Act and notwithstanding anything to the contrary in this Agreement, no provision which prohibits the engagement or employment of an employee on any class of work or on any conditions, shall be deemed to relieve the employer from paying the remuneration and observing the conditions which he would have had to pay or observed had such engagement or employment not been prohibited and the employer shall continue to pay such remuneration and observe such conditions as if such engagement or employment had not been prohibited.

## 35. BASIS OF PAYMENT.

Notwithstanding anything to the contrary contained in this Agreement, payment for all work done will be at the rate prescribed for the operation or operations performed, and will not be based upon the technical skill or qualification of the employee concerned.

## 36. NIGHT SHIFT WORK.

Should an employer require to operate his establishment both during the day and night any time worked after 6 p.m. until 6 a.m. will be regarded as night shift work. All employees for whom wages are prescribed in this Agreement and who are required or permitted to perform night shift work must in addition to the prescribed wage rate receive an additional 10% (ten per cent) of the prescribed rate for all time worked during the night shift.

Time worked by an employee after the completion of his usual shift in the establishment concerned, shall be regarded as overtime and must be paid for at the rates prescribed in clause 10.

## 37. HOURLY RATE.

Notwithstanding anything to the contrary in this Agreement, all work performed by employees shall be paid for at an hourly rate. The hourly rate to be determined by dividing the prescribed weekly rate by 44.

## AANHANGSEL A.

[Staat ingedien ingevolge klousule 13 (2) (a) van die Ooreenkoms.]

Naam en adres van werkgewer \_\_\_\_\_  
Week geëindig \_\_\_\_\_

| Indeks-<br>nommer<br>toegewys<br>deur die<br>Raad. | Familienaam van<br>werknemer. | Beroep. | Uurloon. | Getal ure<br>gewerk<br>gedurende<br>week. | Voornaam<br>of -name<br>van werk-<br>nemer. | Totale<br>besoldiging<br>betaal. | Bedrag<br>waarop<br>vakansie-<br>bonus be-<br>taal word. | Totale<br>getal ure<br>siek. | Totale<br>getal ure<br>verpligte<br>korttyd. | Totale<br>getal ure<br>afwesig<br>uit eie<br>beweging. |
|----------------------------------------------------|-------------------------------|---------|----------|-------------------------------------------|---------------------------------------------|----------------------------------|----------------------------------------------------------|------------------------------|----------------------------------------------|--------------------------------------------------------|
|                                                    |                               |         |          |                                           |                                             | R                                |                                                          |                              |                                              |                                                        |
|                                                    |                               |         |          |                                           |                                             | R                                |                                                          |                              |                                              |                                                        |
|                                                    |                               |         |          |                                           |                                             |                                  |                                                          |                              |                                              |                                                        |
|                                                    |                               |         |          |                                           |                                             |                                  |                                                          |                              |                                              |                                                        |
|                                                    |                               |         |          |                                           |                                             | R                                |                                                          |                              |                                              |                                                        |
|                                                    |                               |         |          |                                           |                                             |                                  |                                                          |                              |                                              |                                                        |
|                                                    |                               |         |          |                                           |                                             | R                                |                                                          |                              |                                              |                                                        |
|                                                    |                               |         |          |                                           |                                             |                                  |                                                          |                              |                                              |                                                        |

## AANHANGSEL B.

Kennisgewing vereis by klousule 7 (4) van Deel I van die Nywerheidsraadooreenkoms.

| Dag.                 | Begin tyd. | Uitskeityd. | Etensuur.   |
|----------------------|------------|-------------|-------------|
| Maandae.....         | vm. tot    | nm.         | nm. tot nm. |
| Dinsdae.....         | vm. tot    | nm.         | nm. tot nm. |
| Woensdae.....        | vm. tot    | nm.         | nm. tot nm. |
| Donderdae.....       | vm. tot    | nm.         | nm. tot nm. |
| Vrydae.....          | vm. tot    | nm.         | nm. tot nm. |
| Saterdag.....        | vm. tot    | nm.         | nm. tot nm. |
| Voormiddagpouse..... | vm. tot    | nm.         | nm. tot nm. |
| Namiddagpouse.....   | vm. tot    | nm.         | nm. tot nm. |

## APPENDIX A.

[Statement submitted in terms of Clause 13 (2) (a) of the Agreement.]

Name and address of employer \_\_\_\_\_  
Week ending \_\_\_\_\_

| Index Number Allotted by the Council. | Surname of Employee. | Occupation. | Hourly Rate. | No. of Hours Worked during week. | Christian Name or Names of Employee. | Total Remuneration paid. | Amount on which Holiday Bonus is paid. | Total No. of Hours ill. | Total Hours of Compulsory Short-time. | Total Hours away on own accord. |
|---------------------------------------|----------------------|-------------|--------------|----------------------------------|--------------------------------------|--------------------------|----------------------------------------|-------------------------|---------------------------------------|---------------------------------|
|                                       |                      |             |              |                                  |                                      | R                        |                                        |                         |                                       |                                 |
|                                       |                      |             |              |                                  |                                      | R                        |                                        |                         |                                       |                                 |
|                                       |                      |             |              |                                  |                                      |                          |                                        |                         |                                       |                                 |
|                                       |                      |             |              |                                  |                                      | R                        |                                        |                         |                                       |                                 |
|                                       |                      |             |              |                                  |                                      |                          |                                        |                         |                                       |                                 |
|                                       |                      |             |              |                                  |                                      | R                        |                                        |                         |                                       |                                 |
|                                       |                      |             |              |                                  |                                      |                          |                                        |                         |                                       |                                 |

## APPENDIX B.

[Notice required under Clause 7 (4) of Part I of the Industrial Council Agreement.]

| Day.                 | Starting Time. | Finishing Time. | Meal Hour. |
|----------------------|----------------|-----------------|------------|
| Mondays.....         | a.m. to        | p.m.            | p.m. to    |
| Tuesdays.....        | a.m. to        | p.m.            | p.m. to    |
| Wednesdays.....      | a.m. to        | p.m.            | p.m. to    |
| Thursdays.....       | a.m. to        | p.m.            | p.m. to    |
| Fridays.....         | a.m. to        | p.m.            | p.m. to    |
| Saturdays.....       | a.m. to        | p.m.            | p.m. to    |
| Forenoon break.....  | a.m. to        | p.m.            | p.m. to    |
| Afternoon break..... | a.m. to        | p.m.            | p.m. to    |

## AANHANGSEL C.

[Geneeskundige sertifikaat ingevolge klousule 28 (2) van Ooreenkoms vir Meubelnywerheid.]

Ek sertifiseer dat ek (naam voluit) \_\_\_\_\_  
geslag \_\_\_\_\_  
ras \_\_\_\_\_, wat verklaar dat hy/sy tans \_\_\_\_\_  
oud is, geneeskundig ondersoek het en dat my bevindings soos volg is:—

Ek is daarvan oortuig/nie daarvan oortuig nie dat hy/sy gesond en geskik is vir indiensneming as 'n leerling in die ambag \_\_\_\_\_

of 'n ander ambag sonder gevaar vir homself/haarself of ander.

- (a) Toestand van hart en bloedsomloop \_\_\_\_\_  
 (b) Aan- of afwesigheid van liggaamlike gebrek of wanstaltigheid, met inbegrip van breuk \_\_\_\_\_  
 (c) Toestand van longe \_\_\_\_\_  
 (d) Toestand van mangels en adenoïede \_\_\_\_\_  
 (e) Toestand van nekkliere \_\_\_\_\_  
 (f) Toestand van tande \_\_\_\_\_  
 (g) Gehoor \_\_\_\_\_  
 (h) Gesig \_\_\_\_\_  
 (i) Aansteeklike siekte \_\_\_\_\_  
 (j) Pedikulose \_\_\_\_\_  
 (k) Liggaamlike ontwikkeling \_\_\_\_\_

Geneeskundige beampte.

Plek \_\_\_\_\_  
Datum \_\_\_\_\_

## DEEL II.

## LONE.

1. Met uitsondering van die werknemers wat in klousule 2 tot en met 11 hieronder bedoel word, moet elke werkgever aan elkeen van sy werknemers wat betrokke is in enigeen van of al die werksaamhede wat in die Meubelnywerheid verrig word, minstens die loon betaal wat hieronder gespesifiseer word:—

|                                                                                     | Per week. |
|-------------------------------------------------------------------------------------|-----------|
|                                                                                     | R         |
| (a) Vanaf die datum waarop die Ooreenkoms in werking tree tot 11 November 1967..... | 27.28     |
| (b) Van 12 November 1967 tot 11 November 1968..                                     | 28.60     |
| (c) Daarna.....                                                                     | 29.48     |

## APPENDIX C.

[Medical Certificate under Clause 28 (2) of the Agreement for Furniture Industry.]

I certify that I have medically examined (full name) \_\_\_\_\_  
sex \_\_\_\_\_  
race \_\_\_\_\_, who states that his/her present age is \_\_\_\_\_ with the following results:—

I am satisfied/I am not satisfied that he/she is in sound health and fit for employment as a learner in the trade of \_\_\_\_\_ or any other trade, without danger to himself/herself or others.

- (a) Condition of heart and circulation \_\_\_\_\_  
 (b) Presence or absence of physical defect or deformity, including hernia \_\_\_\_\_  
 (c) Condition of lungs \_\_\_\_\_  
 (d) Condition as to tonsils and adenoids \_\_\_\_\_  
 (e) Condition of glands of neck \_\_\_\_\_  
 (f) Condition of teeth \_\_\_\_\_  
 (g) Hearing \_\_\_\_\_  
 (h) Sight \_\_\_\_\_  
 (i) Communicable disease \_\_\_\_\_  
 (j) Pediculosis \_\_\_\_\_  
 (k) Physical development \_\_\_\_\_

Medical Officer.

Place \_\_\_\_\_  
Date \_\_\_\_\_

## PART II.

## WAGES.

1. With the exception of the employees referred to in Clause 2 to 11 inclusive hereunder, each employer shall pay to each of his employees engaged in any or all of the operations performed in the Furniture Industry, a wage of not less than that specified below:—

|                                                                                          | Per Week. |
|------------------------------------------------------------------------------------------|-----------|
|                                                                                          | R         |
| (a) From the date on which the Agreement comes into force until 11th November, 1967..... | 27.28     |
| (b) From 12th November 1967 to 11th November, 1968.....                                  | 28.60     |
| (c) Thereafter.....                                                                      | 29.48     |

2. Leerlinge in diens geneem om die werksaamhede te leer wat deur klousule 1 van Deel II van hierdie Ooreenkoms gedek word:—

|                                | Per week. |
|--------------------------------|-----------|
|                                | R         |
| Vir die eerste jaar diens..... | 8.80      |
| Vir die tweede jaar diens..... | 11.00     |
| Vir die derde jaar diens.....  | 14.52     |
| Vir die vierde jaar diens..... | 18.04     |
| Vir die vyfde jaar diens.....  | 21.12     |

Daarna die loon voorgeskryf in klousule 1.

3. Alle jeugdiges. Die minimum loon voorgeskryf vir volwasse werknemers wat dieselfde klas werk verrig.

4. Werknemers wat die volgende werksaamhede verrig:—

|                                                                                                                                                                                                   | Per week.                                                                   |         |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|---------|
|                                                                                                                                                                                                   | Vanaf die datum waarop die Ooreenkoms in werking tree tot 11 November 1967. | Daarna. |
|                                                                                                                                                                                                   | R                                                                           | R       |
| (1) Hout- en metaallatte, en dwarsstawe aanbring aan rame vir stof-feerwerk.....                                                                                                                  | 17.60                                                                       | 18.48   |
| (2) Klaargemaakte rottangmatte aanbring.....                                                                                                                                                      | 17.60                                                                       | 18.48   |
| (3) Enkeltrommelskuurmasjien opstel en bedien.....                                                                                                                                                | 17.60                                                                       | 18.48   |
| (4) Gate boor.....                                                                                                                                                                                | 17.60                                                                       | 18.48   |
| (5) Tapgate maak slegs met die tapmasjien.....                                                                                                                                                    | 17.60                                                                       | 18.48   |
| (6) Skarniëruitholmasjien bedien met die doel om holtes vir slotte en skarniere uit te sny.....                                                                                                   | 17.60                                                                       | 18.48   |
| (7) Stoelkussings vul met veerbinne-werk en/of veereenhede.....                                                                                                                                   | 17.60                                                                       | 18.48   |
| (8) Boutwerk verrig.....                                                                                                                                                                          | 10.12                                                                       | 10.56   |
| (9) Tappenne en ander penne van hout met die hand en/of 'n masjien maak of spitsmaak.....                                                                                                         | 10.12                                                                       | 10.56   |
| (10) Houttappenne met die hand inslaan.....                                                                                                                                                       | 10.12                                                                       | 10.56   |
| (11) Skuurwerk met die hand en/of draagbare skuurmasjien verrig afgesien daarvan of die artikels wat geskuur word, stilstaan of draai, 'n oopband-, oopskyf-, tol- of lugskuurmasjien bedien..... | 10.12                                                                       | 10.56   |
| (12) Soliede hout met die hand of deur middel van 'n meganiese proses buig.....                                                                                                                   | 10.12                                                                       | 10.56   |
| (13) Sokke vir rolwiele inslaan.....                                                                                                                                                              | 10.12                                                                       | 10.56   |
| (14) Gate of barste in meubels vul met houtvulsel of soortgelyke stowwe                                                                                                                           | 10.12                                                                       | 10.56   |
| (15) Katelysters, koepels en rolwiele aanheg.....                                                                                                                                                 | 10.12                                                                       | 10.56   |
| (16) Was aanbring.....                                                                                                                                                                            | 10.12                                                                       | 10.56   |
| (17) Kante verf en/of opvul.....                                                                                                                                                                  | 10.12                                                                       | 10.56   |
| (18) Deure en toebehorens verwyder voordat stukke vir poleerwerk voorberei word.....                                                                                                              | 10.12                                                                       | 10.56   |
| (19) Vulwerk met gips of enige ander vulmateriaal verrig.....                                                                                                                                     | 10.12                                                                       | 10.56   |
| (20) Meubels met sure of enige ander bleikmiddel bleik.....                                                                                                                                       | 10.12                                                                       | 10.56   |
| (21) Gepoleerde oppervlak stroop....                                                                                                                                                              | 10.12                                                                       | 10.56   |
| (22) Beitswerk, opvulwerk, oliewerk en/of hernuwingswerk slegs met die hand verrig.....                                                                                                           | 10.12                                                                       | 10.56   |
| (23) Webwerk.....                                                                                                                                                                                 | 10.12                                                                       | 10.56   |
| (24) Laaghout aan los sitplekke vaspysker vir stoffeerdoeleindes.....                                                                                                                             | 10.12                                                                       | 10.56   |
| (25) Metaal bespuit.....                                                                                                                                                                          | 10.12                                                                       | 10.56   |
| (26) Riempiewerk verrig.....                                                                                                                                                                      | 10.12                                                                       | 10.56   |
| (27) Heliese vere en/of ketting- en/of sigsag- of nie-sakkende tipe vere vashaak.....                                                                                                             | 10.12                                                                       | 10.56   |
| (28) Klapperhaar of ander materiaal met 'n masjien uitpluis.....                                                                                                                                  | 10.12                                                                       | 10.56   |
| (29) Stippel- en ponswerk aan die agtergrond van houtsneewerk verrig.....                                                                                                                         | 10.12                                                                       | 10.56   |

2. Learners employed in learning the operations covered by Clause 1 of Part II of this Agreement:—

|                                        | Per Week. |
|----------------------------------------|-----------|
|                                        | R         |
| For the first year of employment.....  | 8.80      |
| For the second year of employment..... | 11.00     |
| For the third year of employment.....  | 14.52     |
| For the fourth year of employment..... | 18.04     |
| For the fifth year of employment.....  | 21.12     |

Thereafter the wage prescribed in Clause 1.

3. All juveniles. The minimum wage prescribed for adult employees employed on the same class of work.

4. Employees engaged in:—

|                                                                                                                                                                                                               | Per Week.                                                                        |             |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|-------------|
|                                                                                                                                                                                                               | From the date on which the Agreement comes into force until 11th November, 1967. | Thereafter. |
|                                                                                                                                                                                                               | R                                                                                | R           |
| (1) Positioning of wooden and metal lathes and crossbars to frames for upholstery.....                                                                                                                        | 17.60                                                                            | 18.48       |
| (2) Fixing of ready-made cane mats..                                                                                                                                                                          | 17.60                                                                            | 18.48       |
| (3) Setting up and operating single drum sander.....                                                                                                                                                          | 17.60                                                                            | 18.48       |
| (4) Boring holes.....                                                                                                                                                                                         | 17.60                                                                            | 18.48       |
| (5) Morticing on the mortice machine only.....                                                                                                                                                                | 17.60                                                                            | 18.48       |
| (6) Operating of the hinge recessing machine for the purpose of cutting recesses for locks and hinges at..                                                                                                    | 17.60                                                                            | 18.48       |
| (7) Filling of cushions with spring interiors and/or spring units....                                                                                                                                         | 17.60                                                                            | 18.48       |
| (8) Bolting.....                                                                                                                                                                                              | 10.12                                                                            | 10.56       |
| (9) Making and/or pointing of wooden dowels and pins by hand or machine                                                                                                                                       | 10.12                                                                            | 10.56       |
| (10) Knocking in wooden dowels, by hand                                                                                                                                                                       | 10.12                                                                            | 10.56       |
| (11) Sandpapering by hand and/or portable sander regardless of whether the article papered are stationary or rotating, operating open belt sander, open disc sander, bobbin sander, or air filled sander..... | 10.12                                                                            | 10.56       |
| (12) Bending of solid timber by hand or mechanical process.....                                                                                                                                               | 10.12                                                                            | 10.56       |
| (13) Knocking of sockets for castors..                                                                                                                                                                        | 10.12                                                                            | 10.56       |
| (14) Filling of holes or cracks in furniture with wood filler or similar substances                                                                                                                           | 10.12                                                                            | 10.56       |
| (15) Fixing bed irons, domes and castors                                                                                                                                                                      | 10.12                                                                            | 10.56       |
| (16) The application of wax.....                                                                                                                                                                              | 10.12                                                                            | 10.56       |
| (17) The painting and/or filling of edges                                                                                                                                                                     | 10.12                                                                            | 10.56       |
| (18) The removal of doors and fittings prior to preparation for polishing                                                                                                                                     | 10.12                                                                            | 10.56       |
| (19) Filling in with plaster of paris or any other filling material.....                                                                                                                                      | 10.12                                                                            | 10.56       |
| (20) Bleaching of furniture with acids or any other bleaching agent.....                                                                                                                                      | 10.12                                                                            | 10.56       |
| (21) Stripping of polished surface....                                                                                                                                                                        | 10.12                                                                            | 10.56       |
| (22) Staining, oiling, filling and/or reviving by hand only.....                                                                                                                                              | 10.12                                                                            | 10.56       |
| (23) Webbing.....                                                                                                                                                                                             | 10.12                                                                            | 10.56       |
| (24) Tacking of plywood onto loose seats for upholstery purposes....                                                                                                                                          | 10.12                                                                            | 10.56       |
| (25) Spraying of metal.....                                                                                                                                                                                   | 10.12                                                                            | 10.56       |
| (26) Riempie work.....                                                                                                                                                                                        | 10.12                                                                            | 10.56       |
| (27) Hooking on of helical springs and/or chain and/or zigzag or no-sag type springing.....                                                                                                                   | 10.12                                                                            | 10.56       |
| (28) Teasing coir or other materials by machine.....                                                                                                                                                          | 10.12                                                                            | 10.56       |
| (29) Stipling and punching the background of carving.....                                                                                                                                                     | 10.12                                                                            | 10.56       |

## 5. Werknemers wat die volgende werksaamhede verrig:—

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Per week.<br>Vanaf die<br>datum<br>waarop<br>die<br>Ooreenkoms<br>in werking<br>tree tot 11<br>November<br>1967.<br>R | Daarna.<br>R |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|--------------|
| (1) Beddegoedmakery, d.w.s. die vervaardiging, met die hand of 'n meganiese toestel, hetsy in die geheel of gedeeltelik, van alle soorte matrassie gevul met klapperhaar, haarvulsel, vlok, kapok, katoen, watte, hare, vesels, wol, vere, gras, kaf, strooi, rubber of ander soortgelyke materiaal of enige kombinasie van veerbinnekante, alle tipes draadvere, ketting- en/of spiraalvere, volle spiraalvere, maasvere, heliese vere, alle tipes vere en/of veereenhede, kopkussings, stoelkussings, peule, beleglae, bedspreie, die vasmaak en/of vashaak van veermatrasdrade, kettingveermaas, spiraalvere en heliese vere aan rame vir beddegoed, maar uitgesonderd ondergenoemde diverse werksaamhede. | 17.60                                                                                                                 | 18.48        |
| (2) Veermaas vleg.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 17.60                                                                                                                 | 18.48        |
| (3) Vulsel in matrasslope stop, hetsy met die hand of 'n masjien.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 17.60                                                                                                                 | 18.48        |
| (4) Sye stik.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 17.60                                                                                                                 | 18.48        |
| (5) Kwassies maak, hetsy met die hand of 'n masjien.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 17.60                                                                                                                 | 18.48        |
| (6) 'n Randstikmasjien bedien.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 17.60                                                                                                                 | 18.48        |
| (7) 'n Topstikmasjien bedien.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 17.60                                                                                                                 | 18.48        |
| (8) Rame en rollers vir topstikmasjien voorberei.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 17.60                                                                                                                 | 18.48        |
| (9) Deurgevlegte kussinkies aan veereenhede heg, stik of vaskram, hetsy met die hand of 'n masjien.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 17.60                                                                                                                 | 18.48        |
| (10) Stoelkussings met veerbinnekante en/of veereenhede vul.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 17.60                                                                                                                 | 18.48        |
| (11) Vulmateriaal oor 'n veereenheid spreid.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 17.60                                                                                                                 | 18.48        |
| (12) Matrasstoppe, hetsy gestik of nie, in posisie plaas en vasmaak om 'n voorafgeboude binnewerk of veermatras te bou.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 17.60                                                                                                                 | 18.48        |
| (13) Bande aan kante van binneveermatras aanbring.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 17.60                                                                                                                 | 18.48        |
| (14) Rolkantwerk verrig met die hand of 'n masjien.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 17.60                                                                                                                 | 18.48        |
| (15) Bostukke, rande en oortreksels uitsny.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 13.20                                                                                                                 | 14.08        |
| (16) Alle stikwerk verrig wat nodig is by die vervaardiging van bostukke, rande, matrasslope, ateljeerusbank-oortreksels en samestellende dele.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 13.20                                                                                                                 | 14.08        |
| (17) Matrashandvatsels aan rande stik.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 13.20                                                                                                                 | 14.08        |
| (18) Gestikte rande aan matrassie vaswerk voordat kantbande aangebring word.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 13.20                                                                                                                 | 14.08        |
| (19) Die bek van 'n matras met die hand of 'n masjien toemaak.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 13.20                                                                                                                 | 14.08        |
| (20) Randlengtes las.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 13.20                                                                                                                 | 14.08        |
| (21) Kopkussings, stoelkussings en peule toemaak.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 13.20                                                                                                                 | 14.08        |
| (22) Bedmatrasrame, ateljeerusbankrame en bababedjies met die hand vasbout.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 10.56                                                                                                                 | 11.00        |
| (23) Spoel vir randstikmasjien voorberei.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 10.56                                                                                                                 | 11.00        |
| (24) Gestikte rande volgens lengtes sny.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 10.56                                                                                                                 | 11.00        |
| (25) Gate in matrassrande pons.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 10.56                                                                                                                 | 11.00        |
| (26) Ventilateurs en handvatsels aan matrassrande aanbring.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 10.56                                                                                                                 | 11.00        |
| (27) Deurvlegmasjien voer.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 10.56                                                                                                                 | 11.00        |
| (28) Kussinkies uitsny en maak, afgesien van die materiaal wat gebruik word.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 10.56                                                                                                                 | 11.00        |
| (29) Latte en dwarsstawe in posisie plaas of vlegwerk aan matrass- of katelrame heg.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 10.56                                                                                                                 | 11.00        |
| (30) Matrasrame beits.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 10.56                                                                                                                 | 11.00        |
| (31) Kloue aan matrassrame heg.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 10.56                                                                                                                 | 11.00        |
| (32) 'n Maas in 'n matrassraam in posisie plaas en dit vasmaak.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 10.56                                                                                                                 | 11.00        |
| (33) Lissies aan naalde hang vir drukdeurstikmasjien.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 10.56                                                                                                                 | 11.00        |
| (34) 'n Doekspreimasjien laai, stoot en bedien.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 10.56                                                                                                                 | 11.00        |

## 5. Employees engaged in:—

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Per Week.<br>From the<br>date on<br>which the<br>Agreement<br>comes into<br>force<br>until 11th<br>November,<br>1967.<br>R | Thereafter.<br>R |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|------------------|
| (1) Bedding-making, which means the manufacture by hand or mechanical appliance either in whole or in part, of all types of mattresses filled with coir, hairlock, flock, kapok, cotton wadding, hair, fibre wool, feathers, grass, chaff, straw, rubber, or any other similar materials; or any combination of spring interior, all types of wire springs, chain and/or spiral springs, full spiral springs, mesh springs, helical springs, all types of spring and/or spring units, pillows, cushion bolsters, overlays, quilts, the knocking on and/or hooking on spring mattress wires, chain spring meshes, spiral springs, and helical springs to frames for bedding, but excluding the under-mentioned sundry operations. | 17.60                                                                                                                      | 18.48            |
| (2) Weaving of spring mesh.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 17.60                                                                                                                      | 18.48            |
| (3) Stuffing filling into mattress cases whether by hand or machine.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 17.60                                                                                                                      | 18.48            |
| (4) Side stitching.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 17.60                                                                                                                      | 18.48            |
| (5) Tufting, whether by hand or machine.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 17.60                                                                                                                      | 18.48            |
| (6) Operating a border quilting machine.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 17.60                                                                                                                      | 18.48            |
| (7) Operating a top quilting machine.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 17.60                                                                                                                      | 18.48            |
| (8) Preparing frames and rollers for top quilting machine.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 17.60                                                                                                                      | 18.48            |
| (9) Securing, sewing or stapling interlaced pads to spring units whether by hand or machine.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 17.60                                                                                                                      | 18.48            |
| (10) Filling of cushions with spring interiors and/or spring units.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 17.60                                                                                                                      | 18.48            |
| (11) Laying out filling material upon a spring unit.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 17.60                                                                                                                      | 18.48            |
| (12) Securing mattress tops, whether quilted or not, in position for building a prebuilt interior or spring mattress.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 17.60                                                                                                                      | 18.48            |
| (13) Tape edging a spring interior mattress.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 17.60                                                                                                                      | 18.48            |
| (14) Roll edging by hand or machine.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 17.60                                                                                                                      | 18.48            |
| (15) Cutting tops, borders and cases.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 13.20                                                                                                                      | 14.08            |
| (16) All sewing required in the manufacture of tops borders, mattress cases, studio couch covers and component parts.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 13.20                                                                                                                      | 14.08            |
| (17) Sewing mattress handles to borders.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 13.20                                                                                                                      | 14.08            |
| (18) Sewing of quilted borders on to mattress units prior to tape edging.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 13.20                                                                                                                      | 14.08            |
| (19) Closing up, by hand or machine, the mouth of a mattress.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 13.20                                                                                                                      | 14.08            |
| (20) Joining border lengths.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 13.20                                                                                                                      | 14.08            |
| (21) Closing pillows, cushions, bolsters.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 13.20                                                                                                                      | 14.08            |
| (22) Bolting by hand of bed mattress frames, studio couch frames and cots.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 10.56                                                                                                                      | 11.00            |
| (23) Preparing spools for a border quilting machine.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 10.56                                                                                                                      | 11.00            |
| (24) Cutting quilted borders to length.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 10.56                                                                                                                      | 11.00            |
| (25) Punching holes in mattress borders.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 10.56                                                                                                                      | 11.00            |
| (26) Fitting ventilators and handles to mattress borders.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 10.56                                                                                                                      | 11.00            |
| (27) Feeding the interlacing machine.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 10.56                                                                                                                      | 11.00            |
| (28) Cutting and making of pads irrespective of materials used.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 10.56                                                                                                                      | 11.00            |
| (29) Positioning of lathes, crossbars or fixing webbing to mattress or bed frames.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 10.56                                                                                                                      | 11.00            |
| (30) Staining mattress frames.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 10.56                                                                                                                      | 11.00            |
| (31) Affixing lugs to mattress frames.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 10.56                                                                                                                      | 11.00            |
| (32) Positioning and securing a mesh to a mattress frame.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 10.56                                                                                                                      | 11.00            |
| (33) Hanging loops on needles in compression tufting.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 10.56                                                                                                                      | 11.00            |
| (34) Loading, wheeling and operating a cloth spreading machine.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 10.56                                                                                                                      | 11.00            |

|                                                                                                                                                                | Per week.                                                                   |         |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|---------|
|                                                                                                                                                                | Vanaf die datum waarop die Ooreenkoms in werking tree tot 11 November 1967. | Daarna. |
|                                                                                                                                                                | R                                                                           | R       |
| (35) 'n Pluismasjien bedien.....                                                                                                                               | 10.56                                                                       | 11.00   |
| (36) 'n Lissiemasjien bedien.....                                                                                                                              | 10.56                                                                       | 11.00   |
| (37) Lissies aan knope of kwassies heg                                                                                                                         | 10.56                                                                       | 11.00   |
| (38) Rolwiele en sokke aanbring.....                                                                                                                           | 10.56                                                                       | 11.00   |
| (39) Rame vir beddegoed met die hand beits en/of vernis.....                                                                                                   | 10.56                                                                       | 11.00   |
| (40) Geweefde draadmaas en ketting-veermaas aanmeekaarsit en aan beddegoedrame vasslaan of vashaak, afgesien van die materiaal waarvan sodanige rame gemaak is | 10.56                                                                       | 11.00   |
| (41) Katelysters aanbring.....                                                                                                                                 | 10.56                                                                       | 11.00   |
| (42) Veereenhede aan katelrame aanbring.....                                                                                                                   | 10.56                                                                       | 11.00   |

6. Leerlinge wat in diens geneem is om die klasse werk te leer wat in klousule 5 gemeld word:—

- Vir die eerste ses maande diens: 40 persent van die loon voorgeskryf in klousule 5 (1).  
 Vir die tweede ses maande diens: 50 persent van die loon voorgeskryf in klousule 5 (1).  
 Vir die derde ses maande diens: 60 persent van die loon voorgeskryf in klousule 5 (1).  
 Vir die vierde ses maande diens: 70 persent van die loon voorgeskryf in klousule 5 (1).  
 Daarna die loon voorgeskryf in klousule 5 (1).

7. Werknemers wat enige werksaamheid of proses of in sy geheel of gedeeltelik met die hand of met 'n meganiese toestel verrig of uitvoer in verband met glijsteekwerk, die naai- en/of aanmeekaarwerk van oortreksels, klappe, stoelkussings, koorde, gordynkappe, peule of gordyne, maar uitgesonderd die sny van oortreksels, R14.96 per week vanaf die datum waarop die Ooreenkoms in werking tree tot 11 November 1967 en daarna R15.40 per week.

8. Leerlinge wat in diens geneem is om die klaswerk te leer wat in klousule 7 genoem word:—

- Vir die eerste ses maande diens: 40 persent van die loon voorgeskryf in klousule 7.  
 Vir die tweede ses maande diens: 50 persent van die loon voorgeskryf in klousule 7.  
 Vir die derde ses maande diens: 60 persent van die loon voorgeskryf in klousule 7.  
 Vir die vierde ses maande diens: 70 persent van die loon voorgeskryf in klousule 7.  
 Daarna die loon voorgeskryf in klousule 7.

9. Werknemers wat die volgende werksaamhede verrig:—

|                                                                                                                     | Vanaf die datum waarop die Ooreenkoms in werking tree tot 11 November 1967. | Vanaf 12 November 1967 tot 11 November 1968. | Daarna. |
|---------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|----------------------------------------------|---------|
|                                                                                                                     | R                                                                           | R                                            | R       |
| (1) Persele skoonmaak en vee.....                                                                                   | 7.92                                                                        | 8.14                                         | 8.36    |
| (2) Masjinerie, uitrustings, gereedskap, spuite en gerei skoonmaak.....                                             | 7.92                                                                        | 8.14                                         | 8.36    |
| (3) Masjiene en/of voertuie olie en smeer.....                                                                      | 7.92                                                                        | 8.14                                         | 8.36    |
| (4) Afwitwerk verrig.....                                                                                           | 7.92                                                                        | 8.14                                         | 8.36    |
| (5) Voertuie op- en/of aflaai.....                                                                                  | 7.92                                                                        | 8.14                                         | 8.36    |
| (6) Materiaal hanteer.....                                                                                          | 7.92                                                                        | 8.14                                         | 8.36    |
| (7) 'n Voertuig of handkar stoot of trek.....                                                                       | 7.92                                                                        | 8.14                                         | 8.36    |
| (8) Afleweringswerk verrig met 'n handvoertuig.....                                                                 | 7.92                                                                        | 8.14                                         | 8.36    |
| (9) Grondstowwe uitpak, baal en uit bale haal.....                                                                  | 7.92                                                                        | 8.14                                         | 8.36    |
| (10) Uitrustings skoonmaak en afblaas.....                                                                          | 7.92                                                                        | 8.14                                         | 8.36    |
| (11) Stoomketel, verbrander en/of oond bedien.....                                                                  | 7.92                                                                        | 8.14                                         | 8.36    |
| (12) Droogoonde laai en leegmaak.....                                                                               | 7.92                                                                        | 8.14                                         | 8.36    |
| (13) Tee of dergelike drank berei.....                                                                              | 7.92                                                                        | 8.14                                         | 8.36    |
| (14) Hout vir preservering behandel.....                                                                            | 7.92                                                                        | 8.14                                         | 8.36    |
| (15) Artikels in kartonhouers en/of kartondose verpak.....                                                          | 7.92                                                                        | 8.14                                         | 8.36    |
| (16) Artikels in kartonhouers verpak en daarna sodanige houers en dose vul en toemaak.....                          | 7.92                                                                        | 8.14                                         | 8.36    |
| (17) Lym afwas en/of afvee.....                                                                                     | 7.92                                                                        | 8.14                                         | 8.36    |
| (18) Tweedehandse stoffeerwerk en beddegoed stroop.....                                                             | 7.92                                                                        | 8.14                                         | 8.36    |
| (19) 'n Meubelmassienwerker help met die hantering van materiaal voor- en nadat dit bewerk is                       | 7.92                                                                        | 8.14                                         | 8.36    |
| (20) Metaalstawe, skatniere, metaalbuise, metaalstroke, ketting, draad, hoepelyster en dergelike materiaal sny..... | 7.92                                                                        | 8.14                                         | 8.36    |
| (21) Klinknaelwerk verrig of skroefdraad aan ysterboute en -stawe sny.....                                          | 7.92                                                                        | 8.14                                         | 8.36    |
| (22) Perse van enige tipe bedien.....                                                                               | 7.92                                                                        | 8.14                                         | 8.36    |
| (23) Stoffeervere baal en indompel.....                                                                             | 7.92                                                                        | 8.14                                         | 8.36    |
| (24) Sorg vir stofsakke en/of siklone van skuurmasjiene.....                                                        | 7.92                                                                        | 8.14                                         | 8.36    |
| (25) Skuurpapierskywe vaslym.....                                                                                   | 7.92                                                                        | 8.14                                         | 8.36    |
| (26) Goedere in papier of kartonbord toedraai.....                                                                  | 7.92                                                                        | 8.14                                         | 8.36    |
| (27) Rubbereenhede in matrasslope invoeg.....                                                                       | 7.92                                                                        | 8.14                                         | 8.36    |
| (28) Rubbereenhede sny.....                                                                                         | 7.92                                                                        | 8.14                                         | 8.36    |
| (29) Fmeerstukke met band vasmaak en fineerpers bedien.....                                                         | 7.92                                                                        | 8.14                                         | 8.36    |

|                                                                                                                                                                         | Per Week.                                                                        |             |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|-------------|
|                                                                                                                                                                         | From the date on which the Agreement comes into force until 11th November, 1967. | Thereafter. |
|                                                                                                                                                                         | R                                                                                | R           |
| (35) Operating a teasing machine.....                                                                                                                                   | 10.56                                                                            | 11.00       |
| (36) Attending a loop making machine                                                                                                                                    | 10.56                                                                            | 11.00       |
| (37) Attaching loops to buttons or tufts                                                                                                                                | 10.56                                                                            | 11.00       |
| (38) Fitting castors and sockets.....                                                                                                                                   | 10.56                                                                            | 11.00       |
| (39) Staining and/or varnishing by hand, frames for bedding.....                                                                                                        | 10.56                                                                            | 11.00       |
| (40) Assembling, knocking or hooking on woven wire mesh and chain spring meshes to frames for bedding, irrespective of the materials of which such frames are made..... | 10.56                                                                            | 11.00       |
| (41) Fixing bed irons.....                                                                                                                                              | 10.56                                                                            | 11.00       |
| (42) Attaching spring units to bed frames                                                                                                                               | 10.56                                                                            | 11.00       |

6. Learners employed in learning the classes of work referred to in Clause 5:—

- For the first six months of employment: 40 per cent of the wage prescribed in clause 5 (1).  
 For the second six months of employment: 50 per cent of the wage prescribed in clause 5 (1).  
 For the third six months of employment: 60 per cent of the wage prescribed in clause 5 (1).  
 For the fourth six months of employment: 70 per cent of the wage prescribed in clause 5 (1).  
 Thereafter the wage prescribed in clause 5 (1).

7. Employees engaged in any operation or process either in whole or in part, performed by hand or mechanical appliance in slip-stitching, sewing and/or joining covers, files, cushions, cords, pelmets, bolsters or curtains, but shall exclude the cutting of covers, R14.96 per week from the date on which the Agreement comes into force until 11th November, 1967, thereafter R15.40.

8. Learners employed in learning the class of work referred to in Clause 7:—

- For the first six months of employment: 40 per cent of the wage prescribed in clause 7.  
 For the second six months of employment: 50 per cent of the wage prescribed in clause 7.  
 For the third six months of employment: 60 per cent of the wage prescribed in clause 7.  
 For the fourth six months of employment: 70 per cent of the wage prescribed in clause 7.  
 Thereafter the wages prescribed in clause 7.

9. Employees engaged in:—

|                                                                                                                     | Vanaf die datum waarop die Ooreenkoms in werking tree tot 11 November 1967. | Vanaf 12 November 1967 tot 11 November 1968. | Daarna. |
|---------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|----------------------------------------------|---------|
|                                                                                                                     | R                                                                           | R                                            | R       |
| (1) Persele skoonmaak en vee.....                                                                                   | 7.92                                                                        | 8.14                                         | 8.36    |
| (2) Masjinerie, uitrustings, gereedskap, spuite en gerei skoonmaak.....                                             | 7.92                                                                        | 8.14                                         | 8.36    |
| (3) Masjiene en/of voertuie olie en smeer.....                                                                      | 7.92                                                                        | 8.14                                         | 8.36    |
| (4) Afwitwerk verrig.....                                                                                           | 7.92                                                                        | 8.14                                         | 8.36    |
| (5) Voertuie op- en/of aflaai.....                                                                                  | 7.92                                                                        | 8.14                                         | 8.36    |
| (6) Materiaal hanteer.....                                                                                          | 7.92                                                                        | 8.14                                         | 8.36    |
| (7) 'n Voertuig of handkar stoot of trek.....                                                                       | 7.92                                                                        | 8.14                                         | 8.36    |
| (8) Afleweringswerk verrig met 'n handvoertuig.....                                                                 | 7.92                                                                        | 8.14                                         | 8.36    |
| (9) Grondstowwe uitpak, baal en uit bale haal.....                                                                  | 7.92                                                                        | 8.14                                         | 8.36    |
| (10) Uitrustings skoonmaak en afblaas.....                                                                          | 7.92                                                                        | 8.14                                         | 8.36    |
| (11) Stoomketel, verbrander en/of oond bedien.....                                                                  | 7.92                                                                        | 8.14                                         | 8.36    |
| (12) Droogoonde laai en leegmaak.....                                                                               | 7.92                                                                        | 8.14                                         | 8.36    |
| (13) Tee of dergelike drank berei.....                                                                              | 7.92                                                                        | 8.14                                         | 8.36    |
| (14) Hout vir preservering behandel.....                                                                            | 7.92                                                                        | 8.14                                         | 8.36    |
| (15) Artikels in kartonhouers en/of kartondose verpak.....                                                          | 7.92                                                                        | 8.14                                         | 8.36    |
| (16) Artikels in kartonhouers verpak en daarna sodanige houers en dose vul en toemaak.....                          | 7.92                                                                        | 8.14                                         | 8.36    |
| (17) Lym afwas en/of afvee.....                                                                                     | 7.92                                                                        | 8.14                                         | 8.36    |
| (18) Tweedehandse stoffeerwerk en beddegoed stroop.....                                                             | 7.92                                                                        | 8.14                                         | 8.36    |
| (19) 'n Meubelmassienwerker help met die hantering van materiaal voor- en nadat dit bewerk is                       | 7.92                                                                        | 8.14                                         | 8.36    |
| (20) Metaalstawe, skatniere, metaalbuise, metaalstroke, ketting, draad, hoepelyster en dergelike materiaal sny..... | 7.92                                                                        | 8.14                                         | 8.36    |
| (21) Klinknaelwerk verrig of skroefdraad aan ysterboute en -stawe sny.....                                          | 7.92                                                                        | 8.14                                         | 8.36    |
| (22) Perse van enige tipe bedien.....                                                                               | 7.92                                                                        | 8.14                                         | 8.36    |
| (23) Stoffeervere baal en indompel.....                                                                             | 7.92                                                                        | 8.14                                         | 8.36    |
| (24) Sorg vir stofsakke en/of siklone van skuurmasjiene.....                                                        | 7.92                                                                        | 8.14                                         | 8.36    |
| (25) Skuurpapierskywe vaslym.....                                                                                   | 7.92                                                                        | 8.14                                         | 8.36    |
| (26) Goedere in papier of kartonbord toedraai.....                                                                  | 7.92                                                                        | 8.14                                         | 8.36    |
| (27) Rubbereenhede in matrasslope invoeg.....                                                                       | 7.92                                                                        | 8.14                                         | 8.36    |
| (28) Rubbereenhede sny.....                                                                                         | 7.92                                                                        | 8.14                                         | 8.36    |
| (29) Fmeerstukke met band vasmaak en fineerpers bedien.....                                                         | 7.92                                                                        | 8.14                                         | 8.36    |

|                                                                                                                                                                                                                                                                                                                                                                  | Vanaf die datum waarop die Ooreenkoms in werking tree tot 11 November 1967. | Per week.                                    |         |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|----------------------------------------------|---------|
|                                                                                                                                                                                                                                                                                                                                                                  |                                                                             | Vanaf 12 November 1967 tot 11 November 1968. | Daarna. |
|                                                                                                                                                                                                                                                                                                                                                                  | R                                                                           | R                                            | R       |
| (30) Lym en papier van geperste fineerwerk verwyder, afwas en/of afveeg.                                                                                                                                                                                                                                                                                         | 7.92                                                                        | 8.14                                         | 8.36    |
| (31) Hoepelyster wat vir webwerk gebruik word, reguit maak en/of sny.                                                                                                                                                                                                                                                                                            | 7.92                                                                        | 8.14                                         | 8.36    |
| (32) Kopkussings, stoelkussings en peule vul met ander stowwe of materiaal as veerbinnekant en/of veereenhede.                                                                                                                                                                                                                                                   | 7.92                                                                        | 8.14                                         | 8.36    |
| (33) Klapperhaar met die hand uitklop en/of uitpluis.                                                                                                                                                                                                                                                                                                            | 7.92                                                                        | 8.14                                         | 8.36    |
| (34) Metaalstawe skoonmaak.                                                                                                                                                                                                                                                                                                                                      | 7.92                                                                        | 8.14                                         | 8.36    |
| (35) Kopkussings, peule, stoelkussings en veerkomberse weeg.                                                                                                                                                                                                                                                                                                     | 7.92                                                                        | 8.14                                         | 8.36    |
| (36) Klapperhaar of enige ander materiaal met die hand uitpluis.                                                                                                                                                                                                                                                                                                 | 7.92                                                                        | 8.14                                         | 8.36    |
| (37) Beddegoed stroop.                                                                                                                                                                                                                                                                                                                                           | 7.92                                                                        | 8.14                                         | 8.36    |
| (38) Lym van meubels verwyder.                                                                                                                                                                                                                                                                                                                                   | 7.92                                                                        | 8.14                                         | 8.36    |
| (39) Metaaldele buig, pons, vasklink, boor en/of aanmeekaarsit.                                                                                                                                                                                                                                                                                                  | 7.92                                                                        | 8.14                                         | 8.36    |
| (40) Lym meng, weeg en berei.                                                                                                                                                                                                                                                                                                                                    | 7.92                                                                        | 8.14                                         | 8.36    |
| (41) Lym en lymverhardingsmiddels met die hand, 'n kwas of masjien aanbring en/of spreid maar uitdruklik met die uitsondering dat meubelonderdele nie saamgevoeg of aanmeekaargesit mag word nie. Hierdie uitsluiting is nie op werknemers soos in subklousule (45) hieronder bedoel, van toepassing nie.                                                        | 7.92                                                                        | 8.14                                         | 8.36    |
| (42) Tapdrukmasjien bedien.                                                                                                                                                                                                                                                                                                                                      | 7.92                                                                        | 8.14                                         | 8.36    |
| (43) Merkwark met 'n leipatroon en/of 'n setmaat verrig ter voorbereiding vir masjienwerk.                                                                                                                                                                                                                                                                       | 7.92                                                                        | 8.14                                         | 8.36    |
| (44) 'n Leipatroon en/of setmaat afmerk.                                                                                                                                                                                                                                                                                                                         | 7.92                                                                        | 8.14                                         | 8.36    |
| (45) Meubelonderdele wat geklamp, vasgeklemd of vasgepers moet word, bymeekaarsit of byeenbring mits die getalsverhouding van die werknemers wat hierdie werksaamheid verrig, in vergelyking met die werknemers wat die loon ontvang soos in klousule 1 van hierdie deel voorgeskryf en wat klamp-, klem- of perswerk verrig, nie groter as een tot twee is nie. | 7.92                                                                        | 8.14                                         | 8.36    |
| (46) Skuurpapier of -skywe en -stroke vir oopbandskuurmasjiene maak en las.                                                                                                                                                                                                                                                                                      | 7.92                                                                        | 8.14                                         | 8.36    |
| (47) Materiaal span.                                                                                                                                                                                                                                                                                                                                             | 7.92                                                                        | 8.14                                         | 8.36    |
| (48) Fineerhout, laaghout en hardbord op rame of kernmateriaal vir perswerk met band vasmaak, kram en/of vasspyker.                                                                                                                                                                                                                                              | 7.92                                                                        | 8.14                                         | 8.36    |
| (49) Bandlose laswerk met 'n masjien verrig.                                                                                                                                                                                                                                                                                                                     | 7.92                                                                        | 8.14                                         | 8.36    |
| (50) Vakuumsak en -pers van enige aard laai en ontlai.                                                                                                                                                                                                                                                                                                           | 7.92                                                                        | 8.14                                         | 8.36    |
| (51) Gegomde of ander bande afwas.                                                                                                                                                                                                                                                                                                                               | 7.92                                                                        | 8.14                                         | 8.36    |
| (52) Dele opstapel nadat dit gepers is.                                                                                                                                                                                                                                                                                                                          | 7.92                                                                        | 8.14                                         | 8.36    |
| (53) Stoffeerder help deur materiaal vas te hou.                                                                                                                                                                                                                                                                                                                 | 7.92                                                                        | 8.14                                         | 8.36    |

|                                                                                                                                                                                                                                                                 | From the date on which the Agreement comes into force until the 11th November, 1967. | Per Week.                                            |             |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|------------------------------------------------------|-------------|
|                                                                                                                                                                                                                                                                 |                                                                                      | From the 12th November, 1967 to 11th November, 1968. | Thereafter. |
|                                                                                                                                                                                                                                                                 | R                                                                                    | R                                                    | R           |
| (1) Cleaning and sweeping premises.                                                                                                                                                                                                                             | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (2) Cleaning machinery, plants, tools, spray guns and utensils.                                                                                                                                                                                                 | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (3) Oiling and greasing machines and/or vehicles.                                                                                                                                                                                                               | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (4) Lime washing.                                                                                                                                                                                                                                               | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (5) Loading and/or unloading vehicles.                                                                                                                                                                                                                          | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (6) Handling materials.                                                                                                                                                                                                                                         | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (7) Pushing or pulling a vehicle or handcart.                                                                                                                                                                                                                   | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (8) Delivery by manually propelled vehicles.                                                                                                                                                                                                                    | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (9) Unpacking, baling and unbalancing raw materials.                                                                                                                                                                                                            | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (10) Cleaning and blowing down of equipment.                                                                                                                                                                                                                    | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (11) Attending boiler, incinerator and/or oven.                                                                                                                                                                                                                 | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (12) Loading and unloading kilns.                                                                                                                                                                                                                               | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (13) Making tea or other similar beverages.                                                                                                                                                                                                                     | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (14) The treatment of timber for preservation.                                                                                                                                                                                                                  | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (15) Packing articles into cartons and/or cardboard containers.                                                                                                                                                                                                 | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (16) Packing articles into cartons and thereafter filling and closing such cartons and containers.                                                                                                                                                              | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (17) Washing and/or wiping off glue.                                                                                                                                                                                                                            | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (18) Stripping second-hand upholstery and bedding.                                                                                                                                                                                                              | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (19) Assisting a furniture machinist in handling materials before and after machining.                                                                                                                                                                          | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (20) Cutting metal rods, cutting hinges, metal tubes, metal strips, chain, wire, hoop-iron and all similar materials.                                                                                                                                           | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (21) Riveting or making threads on iron bolts and rods.                                                                                                                                                                                                         | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (22) Operating presses of any type.                                                                                                                                                                                                                             | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (23) Baling and dipping of upholstery springs.                                                                                                                                                                                                                  | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (24) Attending to dust bags and/or cyclones from sanding machines.                                                                                                                                                                                              | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (25) Glueing sandpaper discs.                                                                                                                                                                                                                                   | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (26) Wrapping in paper or cardboard.                                                                                                                                                                                                                            | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (27) Insertion of rubber units into mattress cases.                                                                                                                                                                                                             | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (28) Cutting of rubber units.                                                                                                                                                                                                                                   | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (29) Taping of veneers and attending veneer presses.                                                                                                                                                                                                            | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (30) Removing, washing and/or cleaning off glue and paper from pressed veneers.                                                                                                                                                                                 | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (31) Straightening and/or cutting hoop-iron used for webbing.                                                                                                                                                                                                   | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (32) Filling of pillows, cushions and bolsters with substances or materials other than spring interior and/or spring units.                                                                                                                                     | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (33) Beating and/or teasing coir by hand.                                                                                                                                                                                                                       | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (34) Cleaning metal rods.                                                                                                                                                                                                                                       | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (35) Weighing pillows, bolsters, quilts and cushions.                                                                                                                                                                                                           | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (36) Teasing coir or any other materials by hand.                                                                                                                                                                                                               | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (37) Stripping bedding.                                                                                                                                                                                                                                         | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (38) Removing glue from furniture.                                                                                                                                                                                                                              | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (39) Bending, punching, riveting, drilling and/or assembling metal parts.                                                                                                                                                                                       | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (40) Glue mixing, weighing and preparing.                                                                                                                                                                                                                       | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (41) The application and/or spreading of glue, and glue hardeners by hand, brush or machine but expressly excluding the putting together or assembling of furniture parts. This exclusion not to apply to the employees referred to in sub-clause 45 hereunder. | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (42) Operating the tenon squashing machine.                                                                                                                                                                                                                     | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (43) Marking by template pattern and/or jig in preparation for machining.                                                                                                                                                                                       | 7.92                                                                                 | 8.14                                                 | 8.36        |
| (44) Marking of pattern template and/or jig.                                                                                                                                                                                                                    | 7.92                                                                                 | 8.14                                                 | 8.36        |

|                                                                                                                                                                                                                                                                                                                                  | From the date on which the Agreement comes into force until the 11th November, 1967. | Per Week.<br>From the 12th November, 1967 to 11th November, 1968. | Thereafter. |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-------------------------------------------------------------------|-------------|
|                                                                                                                                                                                                                                                                                                                                  | R                                                                                    | R                                                                 | R           |
| (45) The putting together or assembling of furniture parts which are to be cramped, clamped or pressed provided that the ratio of employees performing this operation to employees in receipt of the wage prescribed in Clause 1 of this part who are engaged in cramping, clamping or pressing shall not exceed two to one..... | 7.92                                                                                 | 8.14                                                              | 8.36        |
| (46) Making and jointing sandpaper or discs and belts for open belt sanders.....                                                                                                                                                                                                                                                 | 7.92                                                                                 | 8.14                                                              | 8.36        |
| (47) Straining of materials.....                                                                                                                                                                                                                                                                                                 | 7.92                                                                                 | 8.14                                                              | 8.36        |
| (48) Taping, stapling and/or tacking of veneers, plywood and hardboard on to frames or core material for pressing.....                                                                                                                                                                                                           | 7.92                                                                                 | 8.14                                                              | 8.36        |
| (49) Tapeless jointing by machine.....                                                                                                                                                                                                                                                                                           | 7.92                                                                                 | 8.14                                                              | 8.36        |
| (50) Loading and unloading vacuum bag and press of any kind.....                                                                                                                                                                                                                                                                 | 7.92                                                                                 | 8.14                                                              | 8.36        |
| (51) Washing of gum or other tapes.....                                                                                                                                                                                                                                                                                          | 7.92                                                                                 | 8.14                                                              | 8.36        |
| (52) Stacking parts after pressing.....                                                                                                                                                                                                                                                                                          | 7.92                                                                                 | 8.14                                                              | 8.36        |
| (53) Assisting upholsterer in holding cover.....                                                                                                                                                                                                                                                                                 | 7.92                                                                                 | 8.14                                                              | 8.36        |

## 10. Werknemers wat die volgende werksaamhede verrig:—

|                                                                                                                                                  | Per week.<br>Vanaf die datum waarop die Ooreenkoms in werking tree tot 11 November 1967. | Daarna. |
|--------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|---------|
|                                                                                                                                                  | R                                                                                        | R       |
| (1) Sweiswerk, uitgesonderd puntsweiswerk.....                                                                                                   | 26.40                                                                                    | 27.72   |
| (2) Masjienonderhoud.....                                                                                                                        | 26.40                                                                                    | 27.72   |
|                                                                                                                                                  | Per week gedurende hele geldigheidstermyn van die Ooreenkoms.                            | R       |
| (3) Puntsweiswerk.....                                                                                                                           |                                                                                          | 17.60   |
| (4) As versendingsklerk, pakhuisman en tydaantekeenaar werk.....                                                                                 |                                                                                          | 14.52   |
| (5) As oppasser of wag werk.....                                                                                                                 |                                                                                          | 11.88   |
| (6) Verpakkingswerk.....                                                                                                                         |                                                                                          | 10.56   |
| (7) As leerlingverpakker werk.....                                                                                                               |                                                                                          | 7.04    |
| (8) In verband met enigeen van die prosesse in die maak van veerbinnekante en/of veereenhede en die vervaardiging van hul samestellende dele.... |                                                                                          | 9.24    |
| (9) As kantoorbode werk.....                                                                                                                     |                                                                                          | 5.50    |

11. Kantoorwerknemers: Ondanks andersluidende bepalings in hierdie Ooreenkoms, is die minimum lone wat aan manlike en vroulike kantoorwerknemers betaalbaar is, soos volg:—

|                        | Per maand.<br>R |
|------------------------|-----------------|
| Mans—                  |                 |
| Eerste jaar diens..... | 23.18           |
| Tweede jaar diens..... | 34.19           |
| Derde jaar diens.....  | 45.60           |
| Vierde jaar diens..... | 55.56           |
| Vyfte jaar diens.....  | 63.98           |
| Daarna.....            | 72.12           |
| Vrouens—               |                 |
| Eerste jaar diens..... | 22.66           |
| Tweede jaar diens..... | 28.08           |
| Derde jaar diens.....  | 32.47           |
| Vierde jaar diens..... | 42.09           |
| Daarna.....            | 47.70           |

Hierdie Ooreenkoms is op die 8ste dag van Desember 1966 namens die partye onderteken.

P. J. VAN REENEN, Voorsitter.  
J. F. KLOPPER, Ondervoorsitter.  
A. S. YOUNG, Sekretaris.

No. R. 1098.] [21 Julie 1967.  
WET OP OORLOGSMAATREËLS, 1940.

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

MEUBELNYWERHEID, SUIDWESTELIKE  
DISTRIKTE.

Ek, MARAIS VILJOEN, Minister van Arbeid, skort hierby kragtens regulasie 4 (1) van die regulasies wat by Oorlogsmaatreël No. 43 van 1942, soos gewysig, gepubliseer is, die bepalings van genoemde regulasies op ten opsigte

## 10. Employees employed:—

|                                                                                                                                                           | Per Week.<br>From the date on which the Agreement comes into force until 11th November, 1967. | Thereafter. |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|-------------|
|                                                                                                                                                           | R                                                                                             | R           |
| (1) In welding other than spot welding                                                                                                                    | 26.40                                                                                         | 27.72       |
| (2) In the maintenance of machinery                                                                                                                       | 26.40                                                                                         | 27.72       |
|                                                                                                                                                           | Per Week. Throughout the period of the Agreement.                                             | R           |
| (3) In spot welding.....                                                                                                                                  |                                                                                               | 17.60       |
| (4) As despatch clerk, storeman, timekeeper.....                                                                                                          |                                                                                               | 14.52       |
| (5) As caretaker, watchman.....                                                                                                                           |                                                                                               | 11.88       |
| (6) As packer.....                                                                                                                                        |                                                                                               | 10.56       |
| (7) As learner packer.....                                                                                                                                |                                                                                               | 7.04        |
| (8) In connection with any of the processes in the construction of spring interiors and/or spring units and the manufacture of their component parts..... |                                                                                               | 9.24        |
| (9) As office messenger.....                                                                                                                              |                                                                                               | 5.50        |

11. Office employees: Notwithstanding anything to the contrary to this Agreement, the following will be the minimum wages payable to male and female office employees:—

|                                | Per Month.<br>R |
|--------------------------------|-----------------|
| Male—                          |                 |
| First year of employment.....  | 23.18           |
| Second year of employment..... | 34.19           |
| Third year of employment.....  | 45.60           |
| Fourth year of employment..... | 55.56           |
| Fifth year of employment.....  | 63.98           |
| Thereafter.....                | 72.12           |
| Female—                        |                 |
| First year of employment.....  | 22.66           |
| Second year of employment..... | 28.08           |
| Third year of employment.....  | 32.47           |
| Fourth year of employment..... | 42.09           |
| Thereafter.....                | 47.70           |

This Agreement signed on behalf of the parties on this eighth day of December, 1966.

P. J. VAN REENEN, Chairman.  
J. F. KLOPPER, Vice-Chairman.  
A. S. YOUNG, Secretary.

No. R. 1098.] [21 July 1967.  
WAR MEASURES ACT, 1940.

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

FURNITURE MANUFACTURING INDUSTRY,  
SOUTH WESTERN DISTRICTS.

I, MARAIS VILJOEN, Minister of Labour, hereby in terms of regulation 4 (1) of the regulations published under War Measure No. 43 of 1942, as amended, suspend the operation of the said regulations in respect of all employees for

van alle werknemers vir wie lone voorgeskryf word in die Ooreenkoms vir die Meubelnywerheid wat by Goewermentskennisgewing No. R. 1097 van 21 Julie 1967 gepubliseer is.

M. VILJOEN,  
Minister van Arbeid.

No. R. 1099.] [21 Julie 1967.]

WET OP FABRIEKE, MASJINERIE EN BOU-  
WERK, 1941.

MEUBELNYWERHEID, SUIDWESTELIKE  
DISTRIKTE.

Ek, MARAIS VILJOEN, Minister van Arbeid, verklaar hierby kragtens artikel 22 (1) van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, dat die bepalings van die Ooreenkoms en kennisgewing in verband met die Meubelnywerheid gepubliseer by Goewermentskennisgewing No. R. 1097 van 21 Julie 1967, oor die algemeen vir die werknemers wie se werkeure en besoldiging ten opsigte van oortyd, openbare feesdae en werk op Sondae en openbare feesdae daarby gereël word, nie minder gunstig is nie as die desbetreffende bepalings van genoemde Wet.

M. VILJOEN,  
Minister van Arbeid.

whom wages are prescribed in the Agreement for the Furniture Manufacturing Industry, published under Government Notice No. R. 1097 of the 21st July, 1967.

M. VILJOEN,  
Minister of Labour.

No. R. 1099.] [21 July 1967.]

FACTORIES, MACHINERY AND BUILDING  
WORK ACT, 1941.

FURNITURE MANUFACTURING INDUSTRY,  
SOUTH WESTERN DISTRICTS.

I, MARAIS VILJOEN, Minister of Labour, hereby in terms of section 22 (1) of the Factories, Machinery and Building Work Act, 1941, declare the provisions of the Agreement and notice relating to the Furniture Manufacturing Industry, published under Government Notice No. R. 1097 of the 21st July, 1967, to be, on the whole, not less favourable to the employees whose hours of work and remuneration in respect of overtime, public holidays and work on Sundays and public holidays are regulated thereby, than the relative provisions of the said Act.

M. VILJOEN,  
Minister of Labour.

## INHOUD.

| No.                                                                                  | BLADSY |
|--------------------------------------------------------------------------------------|--------|
| Departement van Arbeid.                                                              |        |
| GOEWERMENTSKENNISGEWINGS.                                                            |        |
| R. 1097. Wet op Nywerheidsversoening, 1956: Meubelnywerheid, Suidwestelike Distrikte | 1      |
| R. 1098. Wet op Oorlogsmaatreëls, 1940                                               | 18     |
| R. 1099. Wet op Fabriek, Masjinerie en Bouwerk, 1941                                 | 19     |

## CONTENTS.

| No.                                                                                                   | PAGE |
|-------------------------------------------------------------------------------------------------------|------|
| Department of Labour.                                                                                 |      |
| GOVERNMENT NOTICES.                                                                                   |      |
| R. 1097. Industrial Conciliation Act, 1956: Furniture Manufacturing Industry, South Western Districts | 1    |
| R. 1098. War Measures Act, 1940                                                                       | 18   |
| R. 1099. Factories, Machinery and Building Work Act, 1941                                             | 19   |

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