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GOVERNMENT NOTICE

DEPARTMENT OF LABOUR

No. R. 605 14 April 1972
INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY, REPUBLIC OF SOUTH AFRICA

JOURNEYMAN RECOGNITION AGREEMENT

I, Marais Viljoen, Minister of Labour, hereby, 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 Iron, Steel, Engineering and Metallurgical Industry, shall be binding with effect from 29 April 1972 and for the period ending 28 October 1972, upon the employers' organisations and the trade unions which entered into the Agreement and upon the employers and employees who are members of the said organisations or unions.

M. VILJOEN, Minister of Labour.

SCHEDULE

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

AGREEMENT

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

Association of Electric Cable Manufacturers of South Africa;
Automotive Parts Production Engineers' Association;
Cape Engineers' and Founders' Association;
Constructional Engineering Association;
East London Engineers' and Founders' Employers' Association;
Edge Hand and Small Tool Manufacturers' Association;
Electrical Engineering and Allied Industries Association;
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape);
Gate and Fence Manufacturers' Association of the Transvaal;
Heavy Engineering Manufacturers' Association;
Iron and Steel Producers' Association of South Africa;
Lift Engineering Association of South Africa;
Light Engineering Industries Association of South Africa;
Materials Handling and Construction Plant Association of South Africa;
Natal Engineering Industries Association;
Non-Ferrous Metal Industries Association of South Africa;

A-74885

GOEWERMENTSKENNISGEWING

DEPARTEMENT VAN ARBEID

No. R. 605 14 April 1972
WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID, REPUBLIEK VAN SUID-AFRIKA

OOREENKOMS VIR ERKENNING AS VAKMAN

Ek, Marais Viljoen, Minister van Arbeid, verklaar hierby, 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 Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, met ingang van 29 April 1972 en vir die tydperk wat op 28 Oktober 1972 eindig, bindend is vir die werkgewersorganisasies en vakverenigings wat die Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

M. VILJOEN, Minister van Arbeid.

BYLAE

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

OOREENKOMS

ingevolge die Wet op Nywerheidsversoening, 1956, gesluit en aangegaan deur en tussen die

Association of Electric Cable Manufacturers of South Africa;
Automotive Parts Production Engineers' Association;
Cape Engineers' and Founders' Association;
Constructional Engineering Association;
East London Engineers' and Founders' Employers' Association;
Edge Hand and Small Tool Manufacturers' Association;
Electrical Engineering and Allied Industries Association;
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape);
Gate and Fence Manufacturers' Association of the Transvaal;
Heavy Engineering Manufacturers' Association;
Iron and Steel Producers' Association of South Africa;
Lift Engineering Association of South Africa;
Light Engineering Industries Association of South Africa;
Materials Handling and Construction Plant Association of South Africa;
Natal Engineering Industries Association;
Non-Ferrous Metal Industries Association of South Africa;

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Plastics Manufacturers' Association of South Africa;
 Port Elizabeth Engineers' Association;
 Precision Manufacturing Engineers' Association;
 Sheetmetal Industries Association of South Africa;
 S.A. Agricultural and Irrigation Machinery Manufacturers' Association;
 S.A. Electro Plating Industries Association;
 S.A. Fasteners Manufacturers' Association;
 S.A. Production Founders' Association;
 S.A. Reinforced Concrete Engineers' Association;
 S.A. Association of Shipbuilders and Repairers;
 S.A. Tube Makers' Association;
 S.A. Wire and Wire Rope Manufacturers' Association;
 S.A. Wrought Non-Ferrous Metal Manufacturers' Association;
 South African Industrial Refrigeration and Air Conditioning Contractors' Association;
 Transvaal and Orange Free State Foundry Association;

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

Amalgamated Engineering Union of South Africa;
 Amalgamated Society of Woodworkers of South Africa;
 Engineering Industrial Workers' Union;
 Iron Moulders' Society of South Africa;
 S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society;
 S.A. Electrical Workers' Association;
 S.A. Engine Drivers', Firemen's and Operators' Association;
 Suid-Afrikaanse Yster-, Staal- en Verwante Nywerhede-Unie;

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

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

1. SCOPE OF APPLICATION OF THE AGREEMENT

The terms of the Agreement shall be observed throughout the Republic of South Africa by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industry who are members of the employers' organisations and trade unions respectively but shall not apply to the undertakings of the S.A. Iron and Steel Industrial Corporation Limited, and African Metals Corporation Limited.

2. PERIOD OF OPERATION OF AGREEMENT

The terms of this Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 48 of the Act and shall remain in force for a period of six (6) months from that date or such period as may be determined by the Minister.

3. OBJECTS OF THE AGREEMENT

Whereas it is agreed that there is a serious shortage of journeymen and apprentices in the Industry in relation to work classified as Rate A work and where as it is desirable in the interest of the Industry that the number of persons recognised as journeymen shall be substantially increased, it is agreed between the parties that additional categories of persons shall in accordance with the terms of this Agreement be deemed to be journeymen in the Industry for all purposes and shall be recognised by the parties as such.

4. DEFINITIONS

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

"Act" means the Industrial Conciliation Act, 1956;

"apprentice" means an employee serving under a written contract of apprenticeship recognised by the Council or a contract of apprenticeship registered under the Apprenticeship Act, 1944;

"Council" means the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry;

"Industry" means the Iron, Steel, Engineering and Metallurgical Industry or Industries as defined in the Main Agreement;

"journeyman" means an employee who has completed a contract of apprenticeship under the Apprenticeship Act or a contract of apprenticeship recognised by the Council in any one of the classes of work specified under Rate A in Schedule A of Part III of the Main Agreement, or an employee who is over 21 years of age and in possession of a certificate recognised or issued by the Council enabling him to be employed as a journeyman;

"Main Agreement" means the Agreement published under Government Notice R. 1432 of 4 September 1970;

"Rate A work" means work classified at Rate A in the Main Agreement.

Plastics Manufacturers' Association of South Africa;
 Port Elizabeth Engineers' Association;
 Precision Manufacturing Engineers' Association;
 Sheetmetal Industries Association of South Africa;
 S.A. Agricultural and Irrigation Machinery Manufacturers' Association;

S.A. Electro Plating Industries Association;
 S.A. Fasteners Manufacturers' Association;
 S.A. Production Founders' Association;
 S.A. Reinforced Concrete Engineers' Association;
 S.A. Association of Shipbuilders and Repairers;
 S.A. Tube Makers' Association;
 S.A. Wire and Wire Rope Manufacturers' Association;
 S.A. Wrought Non-Ferrous Metal Manufacturers' Association;

South African Industrial Refrigeration and Air Conditioning Contractors' Association;

Transvaal and Orange Free State Foundry Association;

(hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die een kant, en die

Amalgamated Engineering Union of South Africa;
 Amalgamated Society of Woodworkers of South Africa;
 Engineering Industrial Workers' Union;
 Iron Moulders' Society of South Africa;
 S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society;
 S.A. Electrical Workers' Association;
 S.A. Engine Drivers', Firemen's and Operators' Association;
 Suid-Afrikaanse Yster-, Staal- en Verwante Nywerhede-Unie;

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

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

1. TOEPASSINGSBESTEK VAN OOREENKOMS

Die bepalinge van hierdie Ooreenkoms moet dwarsdeur die Republiek van Suid-Afrika nagekom word deur alle werkgewers en werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid wat onderskeidelik lede van die werkgewersorganisasies en vakverenigings is, maar is nie van toepassing nie op die ondernemings van die S.A. Yster en Staal Industriële Korporasie Beperk, en African Metals Corporation Beperk.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Die bepalinge van hierdie Ooreenkoms tree in werking op 'n datum wat deur die Minister van Arbeid kragtens artikel 48 van die Wet vasgestel word en bly van krag vir 'n tydperk van ses (6) maande vanaf daardie datum of vir 'n tydperk wat die Minister mag vasstel.

3. DOELSTELLINGS VAN DIE OOREENKOMS

Aangesien daar erken word dat daar 'n ernstige tekort aan vakmanne en vakleerlinge in die Nywerheid is ten opsigte van werk geklassifiseer as tarief A-werk en aangesien dit in belang van die Nywerheid wenslik is dat die getal persone wat as vakmanne erken word, aansienlik vermeerder word, word daar tussen die partye ooreengekom dat bykomende kategorieë persone ooreenkomstig die bepalinge van hierdie Ooreenkoms geag moet word vakmanne vir alle doeleindes in die Nywerheid te wees en as sodanig deur die partye erken moet word.

4. WOORDOMSKRYWINGS

Alle uitdrukkings wat in hierdie Ooreenkoms gebesig en in die Wet op Nywerheidsversoenings, 1956, omskryf word, het dieselfde betekenis as in daardie Wet, en waar daar van 'n wet melding gemaak word, word ook alle wysigings daarvan bedoel; voorts, tensy onbestaanbaar met die samehang, beteken—

"Wet" die Wet op Nywerheidsversoenings, 1956;

"vakleerling" 'n werknemer in diens kragtens 'n skriftelike vakleerlingskapkontrak wat deur die Raad erken word of 'n vakleerlingskapkontrak geregistreer ingevolge die Wet op Vakleerlinge, 1944;

"Raad" die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid;

"Nywerheid" die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid of Nywerhede soos in die Hoof-ooreenkoms omskryf;

"vakman" 'n werknemer wat 'n leerlingkontrak ingevolge die Wet op Vakleerlinge uitgedien het, of 'n leerlingkontrak wat deur die Raad erken word in enigen van die klasse werk onder tarief A in Bylae A van Deel III van die Hoof-ooreenkoms gespesifiseer, of 'n werknemer oor die leeftyd van 21 jaar wat die houer is van 'n sertifikaat wat deur die Raad erken word en hom in staat stel om as vakman in diens geneem te word;

"Hoof-ooreenkoms" die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1432 van 4 September 1970;

"tarief A-werk" werk geklassifiseer teen tarief A in die Hoof-ooreenkoms.

5. JOURNEYMAN RECOGNITION SCHEME

(1) From the date of commencement of this Agreement, the following persons not being journeymen or apprentices shall be deemed to be journeymen within the Industry for all purposes but in respect of not more than one trade:

(a) Major persons who at the date of commencement of this Agreement, have with the permission of the Council given by way of exemption, been employed on any of the classes of Rate A work which fall within the scope of one trade designated under the Apprenticeship Act of 1944 for periods amounting in the aggregate to more than seven years.

(b) Major persons who at the date of commencement of this Agreement, have with the permission of the Council, given by way of exemption, been employed on any classes of Rate A work which fall within the scope of any one designated trade for periods amounting in the aggregate to less than seven years, if within six months from the date of commencement of this Agreement, the said employee and his employer notify the Council that the employee is desirous of entering into a Journeyman Recognition Contract with the Council in terms of the Agreement in respect of that trade after the said employee has worked on Rate A work under any such contract with his employer and any other employer in the Industry in such work for such additional periods in the aggregate as may be determined by the Council.

(c) Major persons otherwise as described in paragraph (b) who have not notified the Council of a desire to enter into a Journeyman Recognition Contract within six months as aforesaid, but who have applied to the Council for such a contract, if the Council in its discretion, approves of such contract, after the said employee has worked on Rate A work under any such contract with his employer and/or any other employer in the Industry for such additional periods in the aggregate as may be determined by the Council.

(d) Major persons not previously employed on Rate A work but with previous experience on other classes of work in the Industry, who have applied to the Council for a Journeyman Recognition Contract in respect of any one designated trade if the Council approves of such contract, after the said person has worked on appropriate Rate A work thereunder with his employer and/or any other employer in the Industry for such periods in the aggregate as may be determined by the Council.

(e) Major persons not previously employed in the Industry who have applied to the Council for a Journeyman Recognition Contract in respect of any one designated trade, if the Council in its discretion approves of such a contract, after the said person has worked on appropriate Rate A work under such contract with his prospective employer and/or any other employer and/or any other employer in the Industry for such periods in the aggregate as may be determined by the Council.

(2) Whenever in terms of subsection (1) a discretion is vested in the Council to determine the period to be served by an employee under a Journeyman Recognition Contract, the Council shall take into account any period of employment on Rate A work under exemption and any employment on other work whether within the Industry or otherwise which the Council considers sufficiently related to the nature of Rate A work to have value in contributing to competence in the performance of Rate A work and any other factor which the Council in its discretion considers relevant and shall determine the period to be served as seven years reduced by the period which the Council considers to be equivalent to the value of the previous employment, experience and other relevant factors for the purpose of Rate A competence in the trade concerned.

(3) The Council shall not refuse to approve any application for a Journeyman Recognition Contract unless such refusal is consequent upon a decision made under subsection (9), or unless the parties objecting to approval furnish the Council with reasons therefor and unless such reasons in the Council's opinion reflect previous unsatisfactory implementation of the Journeyman Recognition Scheme in the establishment concerned or unless there are suitable journeymen or other persons in respect of whom contracts have been approved or persons previously employed on Rate A work under exemption issued by the Council who are unemployed and prepared to accept employment with the employer concerned.

(4) Applications for employment under a Journeyman Recognition Contract shall be in the form prescribed in Annexure A hereto and shall be completed as to the relevant portion thereof by the applicant and by the first employer who is willing to employ him thereunder, and thereafter by the applicant and by the next employer who is willing to employ him thereunder.

5. SKEMA VIR ERKENNING VAN VAKMANNE

(1) Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms word ondergenoemde persone wat nie vakmanne of vakleerlinge is nie, vir alle doeleindes maar ten opsigte van hoogstens een bedryf, geag vakmanne in die Nywerheid te wees:

(a) Meerderjarige persone wat op die datum van inwerkingtreding van hierdie Ooreenkoms, met die toestemming van die Raad wat by wyse van vrystelling verleen is, in diens was op enigen van die klasse tarief A-werk wat binne die bestek van enige bepaalde bedryf val wat kragtens die Wet op Vakleerlinge van 1944 aangewys is, vir tydperke van altesaam meer as sewe jaar.

(b) Meerderjarige persone wat op die datum van inwerkingtreding van hierdie Ooreenkoms, met die toestemming van die Raad wat by wyse van vrystelling verleen is, in diens was op enige klasse tarief A-werk wat binne die bestek van enige bepaalde aangewese bedryf val, vir tydperke van altesaam minder as sewe jaar, indien binne ses maande vanaf die datum van inwerkingtreding van hierdie Ooreenkoms, genoemde werknemer en sy werkgever die Raad in kennis stel dat die werknemer graag 'n Kontrak vir Erkenning as Vakman met die Raad wil aangaan kragtens die Ooreenkoms ten opsigte van daardie bedryf nadat genoemde werknemer kragtens enige sodanige kontrak met sy werkgever op tarief A-werk gewerk het en met enige ander werkgever in die Nywerheid in sodanige werk vir sodanige bykomende tydperke altesaam as wat deur die Raad vasgestel kan word.

(c) Ander meerderjarige persone as dié beskryf in paragraaf (b) wat nie die Raad in kennis gestel het van hul begerde om binne ses maande, soos voornoem, 'n Kontrak aan te gaan vir Erkenning as Vakman nie, maar wat by die Raad aansoek om sodanige kontrak gedoen het, indien die Raad na goedgekeurde sodanige kontrak goedkeur, nadat genoemde werknemer op tarief A-werk gewerk het kragtens enige sodanige kontrak met sy werkgever en/of enige ander werkgever in die Nywerheid vir sodanige bykomende tydperke altesaam as wat deur die Raad vasgestel kan word.

(d) Meerderjarige persone wat nie voorheen op tarief A-werk in diens was nie maar vorige ondervinding van ander klasse werk in die Nywerheid het, wat by die Raad aansoek om 'n Kontrak vir Erkenning as Vakman gedoen het ten opsigte van enige bepaalde aangewese bedryf, as die Raad sodanige kontrak goedkeur, nadat genoemde persoon op toepaslike tarief A-werk daarkragtens gewerk het by sy werkgever en/of enige ander werkgever in die Nywerheid vir sodanige tydperke altesaam as wat deur die Raad vasgestel kan word.

(e) Meerderjarige persone wat nie voorheen in die Nywerheid in diens was nie wat by die Raad aansoek gedoen het om 'n Kontrak vir Erkenning as Vakman ten opsigte van enige bepaalde aangewese bedryf, as die Raad na goedgekeurde sodanige kontrak goedkeur, nadat genoemde persoon op toepaslike tarief A-werk gewerk het kragtens sodanige kontrak by sy voornemende werkgever en/of enige ander werkgever in die Nywerheid vir sodanige tydperke altesaam as wat deur die Raad vasgestel kan word.

(2) Wanneer goedgekeurde kragtens subartikel (1) by die Raad berus om die tydperk vas te stel wat deur 'n werknemer kragtens 'n Kontrak vir Erkenning as Vakman uitgedien moet word, moet die Raad enige dienstydperk op tarief A-werk kragtens vrystelling in aanmerking neem asook enige diens op ander werk hetsy binne die Nywerheid of andersins, wat die Raad as voldoende verwant ag aan die aard van tarief A-werk wat van waarde sal wees om by te dra tot bevoegdheid in die verrigting van tarief A-werk en enige ander faktor wat die Raad na goedgekeurde van toepassing ag en moet die tydperk wat uitgedien moet word op sewe jaar vasstel, verminder deur die tydperk wat die Raad gelyk ag aan die waarde van die vorige diens, ondervinding en ander toepaslike faktore vir die doel van tarief A-bevoegdheid in die betrokke bedryf.

(3) Die Raad mag nie weier om die aansoek om 'n Kontrak vir Erkenning as Vakman goed te keur nie tensy sodanige weiering volg op 'n beslissing gedoen kragtens subartikel (9), of tensy die partye wat goedkeuring weier, redes daarvoor aan die Raad verstrek en tensy sodanige redes na die Raad se mening vorige onbevredigende implementering van die Skema vir Erkenning as Vakman in die betrokke bedryfsinrigting weerspieël of tensy daar geskikte vakmanne of ander persone is ten opsigte van wie kontrakte goedgekeur is of persone voorheen in diens op tarief A-werk kragtens vrystelling deur die Raad verleen, wat werkloos is en bereid is om werk by die betrokke werkgever te aanvaar.

(4) Aansoeke om werk kragtens 'n Kontrak vir Erkenning as Vakman moet in die vorm wees wat in Aanhangsel A hiervan voorgeskryf word en die toepaslike gedeelte daarvan moet ingevul word deur die applikant en deur die eerste werkgever wat gewillig is om hom daarkragtens in diens te neem, en daarna deur die applikant en deur die volgende werkgever wat gewillig is om hom daarkragtens in diens te neem.

(5) The Journeyman Recognition Contracts shall be in the form prescribed in Annexure B hereto and shall be signed by the employee, by or on behalf of the Council by the first employer, and thereafter by each employer who employs the employee.

(6) For the purpose of this Agreement "Council" shall include the Executive Committee of the Council or any regional council in respect of its area of jurisdiction or any other committee set up or appointed by the Council to administer the Journeyman Recognition Scheme or any aspects thereof or to carry out any specific duty in relation thereto when acting in terms of the powers delegated to it by the Council: Provided that—

(a) any decision taken by any such committee or other body referred to above, not being the Council itself or its Executive Committee, shall be subject to confirmation by the Executive Committee, and

(b) whenever any such committee or body is charged with the duty of taking any decision such as is referred to in this Agreement and any such committee or body is divided on the issue or is otherwise unable to come to a decision, the matter shall be referred to the Executive Committee or any other committee charged with the overall administration of the Scheme on a national basis.

(7) The wages to be paid and working conditions to be observed throughout the period of operation of any Journeyman Recognition Contract shall be those applicable to journeymen employed on Rate A work.

(8) (a) Employment under a Journeyman Recognition Contract may be terminated at any time by mutual consent and an employer may terminate the employment by the giving of the appropriate notice: Provided that—

(i) where an employer wishes to terminate the contract and the employee indicates that he has not been offered other employment under the Journeyman Recognition Scheme, the employer shall retain the employee under the contract for a period not exceeding three months or until other employment thereunder has been offered to him by another employer or until the Council has secured such an offer for the placement of the employee and advises the current employer thereof, whichever event occurs first; and

(ii) nothing herein contained shall affect the right of either party to terminate the employment without notice for any cause recognised by law as good and sufficient.

(b) Upon any contract being terminated, the employer shall in the appropriate place on the contract indicate the period of the employee's employment on appropriate Rate A work and the nature of the operations performed while so employed.

(c) Any employer who employs an employee previously employed by another employer under a Journeyman Recognition Contract shall enter thereon the date of the employee's engagement on Rate A work and the provisions of paragraph (b) shall *mutatis mutandis* apply to the periods of his employment with him.

(d) The employer in whose employ the employee is at the expiry of the aggregate period to be served by the employee on Rate A work for recognition as a journeyman, shall complete the entries descriptive of his employment on Rate A work up to that date and certify in the appropriate part of the contract that the full qualifying period or appropriate Rate A work has been served, whether or not the employee's services as journeyman are retained thereafter, and shall deliver this contract to the employee.

(e) An employee whose Journeyman Recognition Contract has been completed as aforesaid shall transmit the same to the Industrial Council for noting of the particulars and return to him, after which he shall retain the contract as proof of his journeyman status in the trade in the industry concerned.

(9) Notwithstanding anything to the contrary herein contained the Council may, should it appear that the shortage of journeymen and apprentices as aforesaid ceases to justify a continuance of the Journeyman Recognition Scheme set out herein or should other circumstances prevail which render it undesirable to continue therewith, either *in toto*, or in relation to any particular trade, or area, or establishment refuse to approve further contracts in relation thereto.

(10) (a) An employee who in terms of subsection (1) (a) of this section is recognised as a journeyman in respect of any trade shall be issued by the Council with a Certificate of Recognition in the form of Annexure C.

(b) An employee other than an employee described under paragraph (a) of this subsection, who has served under a Journeyman Recognition Contract for the period required shall be issued by the Council with a Certificate of Recognition as a Journeyman in the trade concerned in the form of Annexure D.

(5) Die Kontrakte vir Erkenning as Vakman moet in die vorm wees wat in Aanhangsel B hiervan voorgeskryf word en moet onderteken word deur die werknemer, deur of namens die Raad deur die eerste werkgever, en daarna deur elke werkgever wat die werknemer in diens neem.

(6) Vir die toepassing van hierdie Ooreenkoms omvat "Raad" die Uitvoerende Komitee van die Raad of enige streekraad ten opsigte van sy regsgebied of enige ander komitee ingestel of aangestel deur die Raad om die Skema vir Erkenning as Vakman toe te pas of enige aspekte daarvan of om enige spesifieke plig in verband daarmee uit te voer wanneer dié optree kragtens die bevoegdheid hom deur die Raad verleen: Met dien verstande—

(a) dat enige besluit geneem deur sodanige komitee of ander liggaam hierbo bedoel, wat nie die Raad self of sy Uitvoerende Komitee is nie, onderworpe sal wees aan bekragtiging deur die Uitvoerende Komitee; en

(b) dat wanneer enige sodanige komitee of liggaam belas word met die plig om enige besluit te neem soos wat in hierdie Ooreenkoms bedoel word en enige sodanige komitee of liggaam oor die saak verdeel is, of om 'n ander rede nie in staat is om tot 'n beslissing te geraak nie, moet die saak, verwys word na die Uitvoerende Komitee of enige ander komitee belas met die algemene toepassing van die Skema op 'n nasionale grondslag.

(7) Die lone wat betaal moet word en die diensvoorwaardes wat dwarsdeur die geldigheidsduur van enige Kontrak vir Erkenning as Vakman nagekom moet word, is dié wat van toepassing is op vakmanne in diens op tarief A-werk.

(8) (a) Diens kragtens 'n Kontrak vir Erkenning as Vakman kan te eniger tyd by onderlinge ooreenkoms beëindig word en 'n werkgever kan die diens beëindig deur die toepaslike diensopsegging te gee: Met dien verstande dat—

(i) waar 'n werkgever die kontrak wil beëindig en die werknemer te kenne gee dat hy nie ander werk kragtens die Skema vir Erkenning as Vakman aangebied is nie, die werkgever die werknemer kragtens die kontrak moet behou vir 'n tydperk van hoogstens drie maande of totdat ander werk daarkragtens aan hom deur 'n ander werkgever aangebied is, of totdat die Raad so 'n aanbod verkry het vir die plasing van die werknemer en die huidige werkgever daarvan in kennis stel, na gelang watter gebeurtenis eerste plaavind; en

(ii) niks hierin vervat die reg van enigeen van die partye kan aantas om die diens sonder kennisgewing om enige regsgeldige rede te beëindig nie.

(b) Wanneer 'n kontrak beëindig word, moet die werkgever in die toepaslike plek in die kontrak die tydperk van die werknemer se diens op toepaslike tarief A-werk aandui asook die aard van die werk verrig terwyl hy aldus in diens was.

(c) Enige werkgever wat 'n werknemer in diens neem wat voorheen by 'n ander werkgever kragtens 'n Kontrak vir Erkenning as Vakman in diens was, moet daarin die datum van die werknemer se indiensneming op tarief A-werk invul, en die bepaling van paragraaf (b) is *mutatis mutandis* van toepassing op sy diens tydperke by hom.

(d) Die werkgever in wie se diens die werknemer is by verstryking van die totale tydperk wat die werknemer op tarief A-werk vir erkenning as vakman moet uitdien, moet die inskrywings wat sy diens op tarief A-werk tot op daardie datum beskrywe, voltooi en in die toepaslike deel van die kontrak sertifiseer dat die volle kwalifiserende tydperk op toepaslike tarief A-werk uitgedien is, hetsy die werknemer se dienste as vakman daarna behou word of nie, en hierdie kontrak aan die werknemer oorhandig.

(e) 'n Werknemer wie se Kontrak vir Erkenning as Vakman soos voornoem ingevul is, moet dit aan die Nywerheidsraad stuur wat die besonderhede moet noteer en die kontrak aan hom terugstuur, waarna hy die kontrak moet bewaar as bewys van sy vakmanstatus in die bedryf in die betrokke nywerheid.

(9) Ondanks andersluidende bepalinge hierin vervat, kan die Raad, indien dit blyk dat die tekort aan vakmanne en vakleerlinge soos voornoem, nie langer dié voortsetting regverdig nie van die Skema vir Erkenning as Vakman soos hierin uiteengesit, of indien ander omstandighede hulle voordoende wat die onwenslik maak om daarmee voort te gaan, of *in toto*, of met betrekking tot enige besondere bedryf, gebied of bedryfsinrigting, weier om verdere kontrakte in verband daarmee goed te keur.

(10) (a) 'n Werknemer wat kragtens subartikel (1) (a) as 'n vakman erken word ten opsigte van enige bedryf, moet deur die Raad voorsien word van 'n Sertifikaat van Erkenning in die vorm van Aanhangsel C.

(b) 'n Werknemer, uitgesonderd 'n werknemer beskryf in paragraaf (a) van hierdie subartikel, wat die vereiste tydperk kragtens 'n Kontrak vir Erkenning as Vakman uitgedien het, moet deur die Raad voorsien word van 'n Sertifikaat vir Erkenning as Vakman in die betrokke bedryf in die vorm van Aanhangsel D.

6. ADMINISTRATION OF AGREEMENT

The Council shall be the body responsible for the administration of this Agreement.

7. AGENTS

An Agent of the Council shall be entitled to enter any establishment and may question the employer or any employees, inspect the records and make any enquiries for the purpose of ascertaining whether or not the terms of this Agreement are being observed.

Signed at Johannesburg for and on behalf of the Parties to the Council on this the 8th day of February 1972.

W. E. KIRKWOOD, Chairman.

R. F. BUDD, Vice-Chairman.

W. R. GLASTONBURY, General Secretary.

ANNEXURE A

APPLICATION IN TERMS OF JOURNEYMAN RECOGNITION SCHEME

To the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry:

1. I, the undersigned _____,
(full name in block letters)

hereby apply for a Certificate of Recognition or to enter into a Journeyman Recognition Contract with your Council, as the case may be, in terms of the Journeyman Recognition Agreement.

2. Date of birth _____
3. Race _____
4. Identity number _____
5. Name of trade union of which I am a member _____
6. I am in the employ of _____
7. Present hourly rate of pay _____
8. I desire a Certificate of Recognition or a contract in the following trade _____
9. My previous experience in this trade or on similar types of work, which I wish the Council to consider when determining this application is as follows:

Name of employer	Nature of work	Period	
		From	To

Note.—Written proof of the above previous experience must be attached hereto.

10. I declare that the particulars here furnished are to the best of my knowledge and belief correct and that I am acquainted with the conditions governing the Journeyman Recognition Scheme.

Signature of applicant

To be completed by employer

Full details of nature of work performed by applicant since date of employment:

I certify to the correctness of the information set out in Items 1 to 7 above and hereby indicate my approval of this application and that I understand the conditions governing the Scheme.

Name of employer _____

Signature of employer or
authorised representative

ANNEXURE B

JOURNEYMAN RECOGNITION CONTRACT

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

For the purpose of this document "Council" means the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

This contract for the recognition of journeyman status in the Iron, Steel, Engineering and Metallurgical Industry, by reason of employment in appropriate Rate A occupations in the trade of

i.e. those carried out by journeymen in the said trade in the said

6. TOEPASSING VAN OOREENKOMS

Die Raad is die liggaam wat verantwoordelik vir die toepassing van hierdie Ooreenkoms is.

7. AGENTE

'n Agent van die Raad het die reg om enige bedryfsinrigting binne te gaan en kan die werkgewer of enige werknemer ondervra, die registers nagaan en enige navrae doen met die doel om vas te stel of die bepalings van die Ooreenkoms nagekom word of nie.

Vir en namens die partye by die Raad op hierdie 8ste dag van Februarie 1972 in Johannesburg onderteken.

W. E. KIRKWOOD, Voorsitter.

R. F. BUDD, Ondervoorsitter.

W. R. GLASTONBURY, Hoofsekretaris.

AANHANGSEL A

AANSOEK OOREENKOMSTIG SKEMA VIR ERKENNING AS VAKMAN

Aan die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid:

1. Ek, die ondergetekende _____,
(volle naam in blokletters)

doen hierby aansoek om 'n Sertifikaat van Erkenning of om by u Raad 'n Kontrak vir Erkenning as Vakman aan te gaan, na gelang van die geval, ingevolge die Ooreenkoms vir Erkenning as Vakman.

2. Datum van geboorte _____
3. Ras _____
4. Persoonsnommer _____
5. Naam van vakbond waarvan ek 'n lid is _____
6. Tans is ek in diens by _____
7. Huidige uurloon _____
8. Ek verlang 'n Sertifikaat van Erkenning of 'n Kontrak in die volgende vak _____
9. My vorige ondervinding in hierdie vak of op soortgelyke tipes werk wat ek wil hê dat die Raad moet oorweeg wanneer hy oor hierdie aansoek besluit, is soos volg:

Naam van werkgewer	Aard van werk	Tydperk	
		Van	Tot

L.W.—Skriftelike bewys van bogenoemde vorige ondervinding moet hierby aangeheg word.

10. Ek verklaar dat die besonderhede hierbo verstrekk na my beste wete en geloof korrek is en dat ek kennis dra van die voorwaardes betreffende die Skema vir Erkenning as Vakman.

Handtekening van applikant

Moet deur werkgewer voltooi word

Volle besonderhede van aard van werk deur die applikant verrig sedert datum van indiensneming:

Ek waarborg dat die inligting in items 1 tot 7 hierbo verstrekk korrek is en getuig hierby dat ek hierdie aansoek goedkeur en dat ek die voorwaardes wat op hierdie Skema betrekking het, begryp.

Naam van werkgewer _____

Handtekening van werkgewer of
gemagtigde verteenwoordiger

AANHANGSEL B

KONTRAK VIR ERKENNING AS VAKMAN

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

Vir die toepassing van hierdie dokument beteken "Raad" die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid.

Hierdie kontrak vir die erkenning van vakmanstatus in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, uit hoofde van diens in toepaslike tarief A-werksaamhede in die bedryf _____

d.w.s. dié uitgevoer deur vakmanne in genoemde bedryf in genoemde

industry, is made and entered into by the Council for the said Industry and born on the _____ day of _____ 19____

(hereinafter called the employee) and the employers who from time to time agree to employ the employee in terms of this contract and subscribe thereto by signing the same.

WITNESSETH

1. That the employee, having been employed by the employer(s) enumerated hereunder in the occupations and for the periods indicated, to wit:

_____ as _____	for _____	months
_____ as _____	for _____	months
_____ as _____	for _____	months
_____ as _____	for _____	months
_____ as _____	for _____	months

which periods are determined by the Council to be taken as equivalent to _____ months of experience on appropriate Rate A work,

UNDERSTANDS

that, upon the performance of Rate A work for further periods which in the aggregate total _____ months he shall be recognised by the Council as a journeyman in the trade concerned in the Industry, and

UNDERTAKES

- (a) to work for employer(s) named in this contract, on the appropriate Rate A work subject to the conditions applicable to the Journeyman Recognition Scheme with a view to the attainment of journeyman status in the Industry in the said trade;
 - (b) to hand to each such employer on commencement of his service with such employer this contract for his signature and retention so that particulars of employment on the relevant Rate A work may from time to time be entered thereon by such employer in accordance with the said Scheme;
 - (c) upon the expiry of the aggregate period to be served on the relevant Rate A work as determined by the Council and specified above, to request his employer at that time to sign this contract in the space provided therefor, certifying that the said aggregate period has been served and to forward the contract to the Council to note and return for his retention as proof of his journeyman status in the said trade in the said Industry.
2. That any employer who from time to time has signed this contract of employment—

UNDERTAKES

during the period of the employee's service with him—

- (a) to employ the said employee on the appropriate Rate A work in accordance with the provisions of the Journeyman Recognition Scheme;
 - (b) to pay to the said employee wages at the following rates to wit: _____;
 - (c) to observe in all other respects the terms of any Industrial Agreement operative in the said Industry which may be applicable to the employer;
 - (d) to obtain this contract from the employee on engagement, and retain it until termination of service and enter thereon the relevant class(es) of Rate A work performed by the employee and the period(s) thereof;
 - (e) in the event of the aggregate periods served on Rate A work with all previous employers together with the period served with him, at any stage of his service becoming equal to the period to be served as determined by the Council and specified above, to sign the termination of his contract in the space provided, and to specify the relevant classes of Rate A work on which he was until then employed, whether or not the employee's service with him is then terminated and to deliver the contract to the employee.
3. The Council UNDERTAKES—
 - (a) to keep a record of its approval of this contract and the period to be served by the employee and the relevant classes of Rate A work in which the service is to be rendered in order to secure recognition as a journeyman in the Industry;
 - (b) to apply its best endeavours to securing employment for any employee under contract whose service with any particular employer is terminated by the latter for reasons other than those justifying dismissal without notice, before the aggregate period for securing recognition has been served;

Nywerheid, word gemaak en aangegaan deur die Raad vir genoemde Nywerheid en gebore op die _____ dag van _____ 19____ (hierna die werknemer genoem) en die werkgewers wat van tyd tot tyd instem om die werknemer kragtens hierdie kontrak in diens te neem en dit bekragtig deur dit te onderteken.

HIERBY WORD GETUIG

1. Dat die werknemer, nadat hy deur die werkgewer(s) hieronder genoem in diens geneem was in die werksaamhede en vir die tydperke aangedui, naamlik:

_____ as _____	vir _____	maande
_____ as _____	vir _____	maande
_____ as _____	vir _____	maande
_____ as _____	vir _____	maande
_____ as _____	vir _____	maande

welke tydperke deur die Raad bepaal word as gelykstaande met _____ maande ondervinding op toepaslike tarief A-werk,

VERSTAAN

dat, by die verrigting van tarief A-werk vir verdere tydperke wat altesaam _____ maande tel, hy deur die Raad erken moet word as 'n vakman in die betrokke bedryf in die Nywerheid, en

ONDERNEEM

- (a) om vir werkgewer(s) in hierdie kontrak genoem, te werk op die toepaslike tarief A-werk, behoudens die voorwaardes van toepassing op die Skema vir Erkenning as Vakman met die oog daarop om vakmanstatus in die Nywerheid in genoemde bedryf te verkry;
 - (b) om aan elke sodanige werkgewer by die aanvang van sy diens by sodanige werkgewer hierdie kontrak vir sy handtekening en bewaring te oorhandig sodat besonderhede van diens op die betrokke tarief A-werk van tyd tot tyd daarin deur sodanige werkgewer ooreenkomstig genoemde Skema ingevul kan word;
 - (c) om by verstryking van die totale tydperk wat op die betrokke tarief A-werk uitgedien moet word, soos deur die Raad bepaal en hierbo gespesifiseer, sy werkgewer op daardie tydstop te versoek om hierdie kontrak te teken in die ruimte wat daarvoor verskaf is, om te sertifiseer dat genoemde totale tydperk uitgedien is en die kontrak aan te stuur aan die Raad vir notering en terugsending vir bewaring deur hom as bewys van sy vakmanstatus in genoemde bedryf in genoemde Nywerheid.
2. Dat enige werkgewer wat van tyd tot tyd hierdie dienskontrak onderteken het, gedurende die tydperk van die werknemer se diens by hom—

ONDERNEEM

- (a) om genoemde werknemer op die toepaslike tarief A-werk in diens te neem ooreenkomstig die bepalinge van die Skema vir Erkenning as Vakman;
 - (b) om aan genoemde werknemer 'n loon teen ondergenoemde skale te betaal, naamlik: _____;
 - (c) om in alle ander opsigte die bepalinge van enige nywerheids-ooreenkoms na te kom wat in genoemde nywerheid van krag is en wat van toepassing op die werkgewer mag wees;
 - (d) om hierdie kontrak van die werknemer by indiensneming te verkry en dit te bewaar tot beëindiging van sy diens en daarin die betrokke klas(se) tarief A-werk in te vul wat deur die werknemer verrig is en die tydperk(e) daarvan;
 - (e) om, ingeval die totale tydperke op tarief A-werk by alle vorige werknemers uitgedien tesame met die tydperk by hom uitgedien, in enige stadium van sy diens gelyk word aan die tydperk wat uitgedien moet word soos deur die Raad bepaal en hierbo gespesifiseer, die beëindiging van sy kontrak te teken in die ruimte wat daarvoor verskaf word, en om die betrokke klasse tarief A-werk te spesifiseer waarop hy tot op daardie tydstop in diens was, hetsy die werknemer se diens by hom dan beëindig word of nie, en om die kontrak aan die werknemer te oorhandig.
3. Die Raad ONDERNEEM—
 - (a) om 'n register van sy goedkeuring van hierdie kontrak te bewaar en van die tydperk wat deur die werknemer uitgedien moet word en die betrokke klasse tarief A-werk waarin die diens verrig moet word ten einde die erkenning as 'n vakman in die Nywerheid te verkry;
 - (b) om na die beste van sy vermoë werk vir enige werknemer onder kontrak te verkry wie se diens by enige besondere werkgewer deur laasgenoemde beëindig word om ander redes as dié wat afdanking sonder kennisgewing toelaat, voordat die totale tydperk om erkenning te verkry, uitgedien is;

(c) to record the termination of the aggregate period to be served to secure such recognition, to note the contract duly terminated with the necessary evidence endorsed thereon when it is lodged with it, to accord such recognition to the employee in the form of a Certificate of Recognition issued by it and to transmit the said contract and certificate to the employee.

4. (a) *The first employer*

I _____ hereby certify
(name of employer)
that I engaged _____
on _____ to carry out Rate A work in terms
(date)
on the Journeyman Recognition Scheme.

Signature of employer

I _____ hereby accept
employment with the aforesaid employer in terms of the
Journeyman Recognition Contract No. _____

Signature of employee

I _____ hereby certify
that _____
left my employ on _____
(date)

During his service he carried out the following classes of
work relevant to the trade for the periods shown opposite each:

Class of work	Period	
	From	To
_____	_____	_____
_____	_____	_____

Signature of employer

(b) *The second employer*

I _____ hereby certify
that I engaged _____
on _____ to carry out Rate A work in terms
(date)
of the Journeyman Recognition Scheme.

Signature of employer

I _____ hereby accept
employment with the aforesaid employer in terms of the
Journeyman Recognition Contract No. _____

Signature of employee

I _____ hereby certify
that _____
left my employ on _____
(date)

During his service he carried out the following classes of
work relevant to the trade for the periods shown opposite each:

Class of work	Period	
	From	To
_____	_____	_____
_____	_____	_____

Signature of employer

(c) *The third employer*

I _____ hereby certify
that I engaged _____
on _____ to carry out Rate A work in terms
(date)
of the Journeyman Recognition Scheme.

Signature of employer

I _____ hereby accept
employment with the aforesaid employer in terms of the
Journeyman Recognition Contract No. _____

Signature of employee

I _____ hereby certify
that _____
left my employ on _____
(date)

During his service he carried out the following classes of
work relevant to the trade for the periods shown opposite each:

Class of work	Period	
	From	To
_____	_____	_____
_____	_____	_____

Signature of employer

(c) om die beëindiging van die totale tydperk op te teken wat uitgedien moet word om sodanige erkenning te verkry, om te noteer dat die kontrak behoorlik beëindig is met die nodige bewyse daarop aangeteken wanneer dit by die Raad ingedien word, om sodanige erkenning aan die werknemer te verleen in die vorm van 'n Sertifikaat van Erkenning deur hom uitgereik en om genoemde kontrak en sertifikaat aan die werknemer te oorhandig.

4. (a) *Die eerste werkgever*

Ek _____ sertifiseer hierby
(naam van werkgever)
dat ek _____
op _____ in diens geneem het om tarief A-werk
(datum)
te verrig kragtens die Skema vir Erkenning as Vakman.

Handtekening van werkgever

Ek _____ aanvaar hierby
werk by voornoemde werkgever kragtens die Kontrak vir
Erkenning as Vakman, No. _____

Handtekening van werknemer

Ek _____ sertifiseer hierby
dat _____
my diens op _____ verlaat het.
(datum)

Gedurende sy diens het hy ondergenoemde klasse werk verrig
wat betrekking het op die bedryf, vir die tydperke teenoor elk
aangetoen:

Klas werk	Tydperk	
	Van	Tot
_____	_____	_____
_____	_____	_____

Handtekening van werkgever

(b) *Die tweede werkgever*

Ek _____ sertifiseer hierby
dat ek _____
op _____ in diens geneem het om tarief A-werk
(datum)
te verrig kragtens die Skema vir Erkenning as Vakman.

Handtekening van werkgever

Ek _____ aanvaar hierby
werk by voornoemde werkgever kragtens die Kontrak vir
Erkenning as Vakman, No. _____

Handtekening van werknemer

Ek _____ sertifiseer hierby
dat _____
my diens op _____ verlaat het.
(datum)

Gedurende sy diens het hy ondergenoemde klasse werk verrig
wat betrekking het op die bedryf, vir die tydperke teenoor
elk aangetoen:

Klas werk	Tydperk	
	Van	Tot
_____	_____	_____
_____	_____	_____

Handtekening van werkgever

(c) *Die derde werkgever*

Ek _____ sertifiseer hierby
dat ek _____
op _____ in diens geneem het om tarief A-werk
(datum)
te verrig kragtens die Skema vir Erkenning as Vakman.

Handtekening van werkgever

Ek _____ aanvaar hierby
werk by voornoemde werkgever kragtens die Kontrak vir
Erkenning as Vakman, No. _____

Handtekening van werknemer

Ek _____ sertifiseer hierby
dat _____
my diens op _____ verlaat het.
(datum)

Gedurende sy diens het hy ondergenoemde klasse werk verrig
wat betrekking het op die bedryf, vir die tydperke teenoor
elk aangetoen:

Klas werk	Tydperk	
	Van	Tot
_____	_____	_____
_____	_____	_____

Handtekening van werkgever

5. TERMINATION OF CONTRACT

I, the employer of the said employee at the date of signature hereof hereby certify that according to the entries on this contract

(name of employee)
completed the period of service on Rate A work appropriate to the trade of _____
as determined by the Council for recognition as a journeyman in that trade in the Industry.

Signature of last employer under this contract

Particulars noted in Industrial Council records.

Secretary of the Council

JRC No.

ANNEXURE C

CERTIFICATE

ISSUED BY

THE NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY FOR RECOGNITION AS A JOURNEYMAN

This is to certify that _____
(full name)

Identity Card No. _____
is hereby recognised by the Council as a journeyman in the trade of _____
for all purposes in the Industry.

Secretary

Date of issue _____

ANNEXURE D

CERTIFICATE

ISSUED BY

THE NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY FOR RECOGNITION AS A JOURNEYMAN

This is to certify that _____
(full name)

Identity Card No. _____
having served under Journeyman Recognition Contract No. _____
with the National Industrial Council for the above Industry, is hereby recognised by the Council as a journeyman in the trade of: _____

for all purposes in the Industry.

Secretary

Date of issue _____

5. BEËINDIGING VAN KONTRAK

Ek, die werkgever van genoemde werknemer op die datum van ondertekening hiervan, sertifiseer dat, volgens die inskrywings in hierdie kontrak,

(naam van werknemer)
die tydperk van diens voltooi het op tarief A-werk wat betrekking het op die bedryf _____
soos bepaal deur die Raad vir erkenning as vakman in daardie bedryf in die Nywerheid.

Handtekening van laaste werk-
gewer kragtens hierdie kontrak

Besonderhede aangeteken in Nywerheidsraad se registers.

Sekretaris van die Raad

JRC-no.

AANHANGSEL C

SERTIFIKAAT

UITGEREIK DEUR

DIE NASIONALE NYWERHEIDSRAAD VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID VIR ERKENNING AS 'N VAKMAN

Hierby word gesertifiseer dat _____
(volle naam)

Persoonskaartnommer _____
hierby deur die Raad erken word as 'n vakman in die bedryf _____
vir alle doeleindes in die Nywerheid.

Sekretaris

Datum van uitreiking _____

AANHANGSEL D

SERTIFIKAAT

UITGEREIK DEUR

DIE NASIONALE NYWERHEIDSRAAD VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID, VIR ERKENNING AS 'N VAKMAN

Hierby word gesertifiseer dat _____
(volle naam)

Persoonskaartnommer _____
wat gedien het kragtens Kontrak vir Erkenning as Vakman, No. _____,
by die Nasionale Nywerheidsraad vir bogenoemde Nywerheid,
hierby deur die Raad erken word as 'n vakman in die bedryf _____

vir alle doeleindes in die Nywerheid.

Sekretaris

Datum van uitreiking _____

CONTENTS

No.	PAGE
Labour, Department of GOVERNMENT NOTICE	
R. 605. Iron, Steel, Engineering and Metallurgical Industry, Republic of South Africa: Journeyman Recognition Agreement ...	1

INHOUD

No.	BLADSY
Arbeid, Departement van GOEWERMENSKENNISGEWING	
R. 605. Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, Republiek van Suid-Afrika: Ooreenkoms vir Erkenning as Vakman	1