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GOVERNMENT NOTICES

DEPARTMENT OF LABOUR

No. R. 1097

29 June 1973

WAGE ACT, 1957

WAGE DETERMINATION 354

GLASS AND GLASSWARE MANUFACTURING INDUSTRY, REPUBLIC OF SOUTH AFRICA

By direction of the Minister of Labour it is hereby notified, in terms of section 14 (2) of the Wage Act, 1957, that the Minister, under the powers vested in him by section 14 (1) of the said Act, has made the Wage Determination in the Schedule hereto in respect of the Glass and Glassware Manufacturing Industry, Republic of South Africa, and has fixed the fourth Monday after the date of publication of this notice as the date from which the provisions of the said Wage Determination shall be binding.

SCHEDULE

1. AREA AND SCOPE OF DETERMINATION

This Determination shall apply to all the employers and all their employees, other than managers, in the Glass and Glassware Manufacturing Industry in the Republic of South Africa.

2. DEFINITIONS

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

(A) In All Sections of the Industry

(1) "artisan" means an employee who is engaged in work normally performed by a skilled artisan, and for the purpose of this definition the expression "skilled artisan" means a person who has served his apprenticeship in a trade designated or deemed to have been designated under the Apprenticeship Act, 1944, or who holds a certificate of proficiency issued to him by the Registrar of Apprenticeship in terms of section 6 of the Training of Artisans Act, 1951, or a certificate issued to him by the said Registrar in terms of either section 2 (7) or section 7 (3) of the said Act;

(2) "assistant foreman" means an employee who, under the general supervision of a foreman, performs any of the activities or duties of a foreman and who may act for him during his absence;

GOEWERMENTSKENNISGEWINGS

DEPARTEMENT VAN ARBEID

No. R. 1097

29 Junie 1973

LOONWET, 1957

LOONVASSTELLING 354

GLAS- EN GLASWARENYWERHEID, REPUBLIEK VAN SUID-AFRIKA

In opdrag van die Minister van Arbeid, word hierby ingevolge artikel 14 (2) van die Loonwet, 1957, bekendgemaak dat die Minister kragtens die bevoegdheid aan hom verleen by artikel 14 (1) van genoemde Wet, die Loonvasstelling wat in die Bylae hiervan verskyn ten opsigte van die Glas- en Glaswarenywerheid, Republiek van Suid-Afrika, gemaak en die vierde Maandag na die datum van publikasie van hierdie kennisgewing bepaal het as die datum waarop die bepalinge van genoemde Loonvasstelling bindend word.

BYLAE

1. GEBIED EN OMVANG VAN DIE VASSTELLING

Hierdie Vasstelling is van toepassing op al die werkgewers en al hul werknemers, uitgesonderd bestuurders, in die Glas- en Glaswarenywerheid in die Republiek van Suid-Afrika.

2. WOORDOMSKRYWING

(a) Tensy die sinsverband anders aandui, het elke uitdrukking wat in hierdie Vasstelling gebesig en in die Loonwet, 1957, omskryf word, dieselfde betekenis as in daardie Wet, en, tensy onbestaanbaar met die sinsverband, beteken—

(A) In Alle Seksies van die Nywerheid

(1) "ambagsman" 'n werknemer wat werk doen wat in die reël deur 'n geskoolde ambagsman verrig word, en by die toepassing van hierdie woordoms krywing beteken die uitdrukking "geskoolde ambagsman" iemand wat sy leertyd uitgedien het in 'n bedryf wat kragtens die Wet op Vakleerlinge, 1944, aangewys is of geag word aangewys te wees, of wat in besit is van 'n vaardigheidsertifikaat deur die Registrateur van Vakleerlinge aan hom uitgereik ingevolge artikel 6 van die Wet op Opleiding van Ambagsmanne, 1951, of 'n sertifikaat deur genoemde Registrateur aan hom uitgereik ingevolge of artikel 2 (7) of artikel 7 (3) van genoemde Wet;

(2) "assistent-voorman" 'n werknemer wat, onder die algemene toesig van 'n voorman, enige van die werksaamhede of pligte van 'n voorman verrig en wat gedurende sy afwesigheid namens hom kan waarneem;

(3) "boiler attendant" means an employee who, under general supervision, maintains the water level and steam pressure in a boiler and who may make, maintain and draw the fire in such boiler;

(4) "casual employee" means an employee who is employed by the same employer on not more than three days in any week;

(5) "chargehand" means an employee who is in charge of a group of general workers;

(6) "chauffeur" means an employee (other than a traveller's assistant) who is engaged in driving a motor vehicle which is intended to carry passengers and used for the conveyance of his employer or of staff, clients or visitors and which may be used for the conveyance of documents or parcels;

(7) "clerk" means an employee who is engaged in writing, typing, filing or in any other form of clerical work and includes a cashier, demonstrator, storeman, despatch clerk and a telephone switchboard operator, but does not include any other class of employee elsewhere defined in this clause notwithstanding the fact that clerical work may form a portion of such employee's work;

(8) "clerk, female, qualified," means a female clerk who has had not less than four years' experience;

(9) "clerk, female, unqualified," means a female clerk who has had less than four years' experience;

(10) "clerk, male, qualified," means a male clerk who has had not less than five years' experience;

(11) "clerk, male, unqualified," means a male clerk who has had less than five years' experience;

(12) "commission work" means any system under which a traveller's remuneration is calculated on the value or number of orders submitted by him to and accepted by his employer;

(13) "continuous process worker" means an employee who is engaged in an activity in which continuous working by means of three consecutive shifts per day on seven days per week is necessary;

(14) "cratemaker" means an employee who is engaged in making or repairing wooden crates or pallets, other than the nailing together of ready prepared wood into boxes;

(15) "day" means the period of 24 hours from midnight to midnight: Provided that in the case of a continuous process worker or a shift worker, it shall mean a period of 24 hours reckoned from the time such an employee commences work;

(16) "despatch clerk" means an employee who is responsible for the despatch or the packing of goods for transport or delivery and who may supervise the assembling, checking, mass-measuring, packing, marking, addressing or despatching of goods or packages;

(17) "driver of a motor vehicle" means an employee, other than a factory truck driver, who is engaged in driving a motor vehicle, and for the purpose of this definition the expression "driving a motor vehicle" includes all periods of driving and any time spent by the driver on work connected with the vehicle or the load and all periods during which he is obliged to remain at his post in readiness to drive;

(18) "emergency work" means—

(a) any work which, owing to unforeseen circumstances such as fire, storm, accident, epidemic, act of violence, theft or a breakdown of plant or machinery, must be done without delay;

(b) any work in connection with the loading or unloading of—

(i) trucks or vehicles of the South African Railways and Harbours;

(ii) vehicles used by a cartage contractor in the fulfilment of his contract as such with the South African Railways and Harbours;

(c) any work in connection with the overhauling or repairing of plant or machinery which cannot be performed during ordinary working hours;

(d) any work in connection with machine setting or the changing of moulds or machinery or the repairing or re-building of furnaces;

(e) any work which a shift-worker or continuous process worker is required to perform in substitution for any other shift-worker or continuous process worker, as the case may be, who fails to report for duty;

(f) any work in connection with the production, packing, loading or despatch of glass containers to meet a seasonal demand by a factory (engaged in the canning or preserving of foodstuffs) in order to prevent the loss of perishable raw materials or a factory engaged in bottling new wine produced in such factory;

(19) "establishment" means any premises in or in connection with which one or more employees are employed in the Glass and Glassware Manufacturing Industry;

(3) "ketelbediener" 'n werknemer wat onder algemene toesig die waterpeil en stoomdruk in 'n stoomketel in stand hou en wat die vuur in sodanige stoomketel kan maak, stook of nithaal;

(4) "los werknemer" 'n werknemer wat hoogstens drie dae in 'n week by dieselfde werkgever in diens is;

(5) "onderbaas" 'n werknemer wat aan die hoof staan van 'n groep algemene werkers;

(6) "chauffeur" 'n werknemer (uitgesonderd 'n handelsreisiger se assistent) wat 'n motorvoertuig dryf wat vir die vervoer van passasiers bedoel is en wat gebruik word vir die vervoer van sy werkgever of van personeel, klante of besoekers en waarmee ook dokumente of pakkette vervoer mag word;

(7) "klerk" 'n werknemer wat skryf-, tik-, liasseer- of enige ander soort klerklike werk verrig en omvat dit ook 'n kassier, demonstreerder, magasynman, versendingsklerk en 'n telefoonskakelbordoperateur, maar geen ander klas werknemer wat elders in hierdie klausule omskryf word nie, al maak klerklike werk ook deel uit van so 'n werknemer se werk;

(8) "klerk, vrou, gekwalifiseerd," 'n vroulike klerk met minstens vier jaar ondervinding;

(9) "klerk, vrou, ongekwalifiseerd," 'n vroulike klerk met minder as vier jaar ondervinding;

(10) "klerk, man, gekwalifiseerd," 'n manlike klerk met minstens vyf jaar ondervinding;

(11) "klerk, man, ongekwalifiseerd," 'n manlike klerk met minder as vyf jaar ondervinding;

(12) "kommissiewerk" 'n stelsel waarvolgens 'n handelsreisiger se besoldiging bereken word volgens die getal of waarde van die bestelling wat hy aan sy werkgever voorlê en wat laasgenoemde aanvaar;

(13) "deurlopendeproseswerker" 'n werknemer wat 'n werksaamheid verrig waarin daar deur middel van drie agtereenvolgende skofte per dag op sewe dae van die week deurlopend gewerk moet word;

(14) "kratmaker", 'n werknemer wat houtkratte of balette maak of herstel, maar nie iemand wat kiste uit vooraf bewerkte hout aanmekaar spyker nie;

(15) "dag" die tydperk van 24 uur van middernag tot middernag: Met dien verstande dat, in die geval van 'n deurlopendeproseswerker of 'n skofwerker, dit beteken 'n tydperk van 24 uur, gereken vanaf die tydstop waarop so 'n werknemer begin werk;

(16) "versendingsklerk" 'n werknemer wat verantwoordelik is vir die versending of verpakking van goedere vir vervoer of aflewering en wat toesig mag hou oor die byeenbring, nagaan, massameting, verpakking, merk, adresseer of versending van goedere of pakkette;

(17) "drywer van 'n motorvoertuig" 'n werknemer, uitgesonderd 'n fabrieksvragmotordrywer, wat 'n motorvoertuig dryf, en by die toepassing van hierdie woordskrywing omvat die uitdrukking "n motorvoertuig dryf" alle tydperke wat hy dryf, alle tyd wat hy bestee aan werk in verband met die voertuig of die vrag en alle tydperke wat hy verplig is om op sy pos te bly gereed om te dryf;

(18) "noodwerk"—

(a) enige werk wat weens onvoorsiene omstandighede soos 'n brand, storm, ongeluk, epidemie, gewelddaad, diefstal, of 'n onklaarraking van installasie of masjinerie sonder versuim gedoen moet word;

(b) enige werk in verband met die laai of aflaai van—

(i) spoorwaens of voertuie van die Suid-Afrikaanse Spoorweë en Hawens;

(ii) voertuie wat deur 'n vervoerkontraakteur gebruik word by die nakoming van sy kontrak as sodanig met die Suid-Afrikaanse Spoorweë en Hawens;

(c) enige werk in verband met die opknapping of herstel van installasie of masjinerie wat nie gedurende gewone werksure verrig kan word nie;

(d) enige werk in verband met masjieninstelling of die omruiling van gietvorms of masjinerie of die herstel of herbou van oonde;

(e) enige werk wat 'n skofwerker of deurlopendeproseswerker moet verrig ter vervanging van enige ander skofwerker of deurlopendeproseswerker, na gelang van die geval, wat nie vir werk aanmeld nie;

(f) enige werk in verband met die produksie, verpakking, laai of versending van glashouers om te voldoen aan 'n seisoensvraag deur 'n fabriek (wat betrokke is by die inmaak of preservering van voedsel) ten einde die verlies van bederfbare grondstowwe te voorkom of 'n fabriek wat betrokke is by die bottel van nuwe wyn wat deur so 'n fabriek geproduseer word;

(19) "bedryfsinrigting" 'n perseel waarop of in verband waarmee een of meer werknemers in die Glas- en Glaswarenywerheid in diens is;

(20) "experience" means in relation to—

(a) a clerk or factory clerk, the total period or periods of employment which an employee has had as a clerk or factory clerk, respectively, in any trade or in the service of the State;

(b) a traveller, the total period or periods of employment which an employee has had as a traveller in any trade;

(c) any other class of employee, the total period or periods of employment which an employee had had in his class in the Glass and Glassware Manufacturing Industry;

(21) "factory clerk" means an employee who, under the supervision of a compound manager, a foreman, an assistant foreman or a qualified male clerk, is engaged in any one or more of the following activities:

(a) Assembling orders;

(b) checking the number of bags, bales, bottles, components, glass sheets, glass squares or packages for use, storage or despatch;

(c) entering or stamping names or numbers on attendance cards;

(d) entering up time-sheets of Bantu employees;

(e) handing out stores against written requisitions or receiving stores;

(f) interpreting or translating Bantu or Indian languages;

(g) issuing cartons for container packaging requirements;

(h) issuing tools or equipment against requisition or receiving tools or equipment and returning requisitions held;

(i) maintaining stock records;

(j) making out delivery or railway consignment notes;

(k) mass-measuring and recording;

(l) recording production or collecting, compiling or issuing daily work papers;

(m) registering the engagement, discharge or resignation of employees;

(n) sorting or filing invoices or consignment or delivery notes, requisitions or attendance cards or other documents relating to his duties;

(o) stamping or checking time tickets or calling out time tickets to the keeper of the time register;

(p) stamping or writing on tickets or cartons;

(q) testing containers or mineral wool samples and recording results;

(r) testing raw materials and recording results;

(s) writing out passes or tickets or addressing labels;

(t) writing up a time register;

(22) "factory clerk, qualified," means a factory clerk who has had not less than 12 months' experience;

(23) "factory clerk, unqualified," means a factory clerk who has had less than 12 months' experience;

(24) "factory truck driver" means an employee who is engaged in driving a motor vehicle within an establishment and for the purpose of this definition the expression "driving a motor vehicle" includes all periods of driving and any time spent by the driver on work connected with the vehicle or load and all periods during which he is obliged to remain at his post in readiness to drive;

(25) "first-aid assistant" means an employee who holds a current certificate of competency in first-aid issued by—

(a) the South African Red Cross Society;

(b) the St John Ambulance Association; or

(c) die Suid-Afrikaanse Noodhulpliga;

who assists a first-aid attendant in the performance of his duties and who may act for him during his absence;

(26) "first-aid attendant" means an employee who holds a current certificate of competency in first-aid issued by—

(a) the South African Red Cross Society;

(b) the St John Ambulance Association; or

(c) die Suid-Afrikaanse Noodhulpliga;

who is in charge of a first-aid room and who may record injuries;

(27) "foreman" means an employee who is in charge of the employees in an establishment or a department of an establishment, who exercises control over such employees and who is responsible for the efficient performance by them of their duties;

(28) "general worker" means an employee who is engaged in any one or more of the following activities or capacities:

(i) In all sections of the Industry:

(a) Applying a gas burner to sheetglass;

(b) applying cement or other pigment, enamel or wax to containers, glassware or insulators;

(c) applying transfers to glassware by hand;

(d) assembling weld mesh crates;

(20) "ondervinding" met betrekking tot—

(a) 'n klerk of 'n fabrieksklerk, die totale tydperk of tydperke wat 'n werknemer onderskeidelik as 'n klerk of 'n fabrieksklerk in enige bedryf of in die diens van die Staat werksaam was;

(b) 'n handelsreisiger, die totale tydperk of tydperke wat 'n werknemer as 'n handelsreisiger in enige bedryf werksaam was;

(c) alle ander klasse werknemers, die totale tydperk of tydperke wat 'n werknemer in sy klas in die Glas- en Glaswarenywerheid werksaam was;

(21) "fabrieksklerk" 'n werknemer wat onder die toesig van 'n kampongbestuurder, 'n voorman, 'n assistent-voorman of 'n gekwalifiseerde manlike klerk, een of meer van die volgende werksaamhede verrig:

(a) Bestellings opmaak;

(b) die getal sakke, bale, bottels, onderdele, glasplate, glasvierkante of pakke vir gebruik, opberging of versending nagaan;

(c) name of nommers op bywoningskaarte inskryf of stempel;

(d) Bantoe-werknemers se tydstaat byhou;

(e) voorrade volgens skriftelike rekwisities uitreik of dit ontvang;

(f) uit Bantoe- of Indiërtale tolk of vertaal;

(g) kartonne uitreik vir houerverpakkingsvereistes;

(h) gereedskap of uitrusting volgens rekwisities uitreik of gereedskap of uitrusting terug ontvang en die rekwisities daarvoor teruggee;

(i) voorraadregisters byhou;

(j) aflewerings- of spoorwegvragbriewe uitskryf;

(k) artikels massameet en die massa daarvan aanteken;

(l) aantekeninge hou van produksie of die daaglikse werkopdragte bymekaar maak, opstel of uitreik;

(m) die indiensneming, ontslag of bedanking van werknemers aanteken;

(n) fakture of vrag- of afleweringsbriewe, rekwisities of bywoningskaarte of ander dokumente in verband met sy pligte sorteer of liasseer;

(o) tydkaarte stempel of nagaan of tydkaarte vir die byhouer van die tydregister uitlees;

(p) kaartjies of kartonne stempel of daarop skryf;

(q) houers of mineraalwolmonsters toets en die bevindings aanteken;

(r) grondstowwe toets en die bevindings aanteken;

(s) passe of kaartjies uitskryf of etikette adresseer;

(t) 'n tydregister byhou;

(22) "fabrieksklerk, gekwalifiseerd," 'n fabrieksklerk met minstens 12 maande ondervinding;

(23) "fabrieksklerk, ongekwalifiseerd," 'n fabrieksklerk met minder as 12 maande ondervinding;

(24) "fabrieksvragmotordrywer" 'n werknemer wat 'n motorvoertuig in 'n bedryfsinrigting dryf, en by die toepassing van hierdie woordskrywing omvat die uitdrukking "motorvoertuig dryf" alle tydperke wat hy dryf, alle tyd wat die drywer bestee aan werk in verband met die voertuig of die vrag en alle tydperke wat hy verplig is om op sy pos te bly, gereed om te dryf;

(25) "eerstehulpassistent" 'n werknemer wat in besit is van 'n geldige bekwaamheidsertifikaat in eerstehulp wat uitgereik is deur—

(a) die Suid-Afrikaanse Rooikruisvereniging;

(b) die St. John Ambulance Association; of

(c) die Suid-Afrikaanse Noodhulpliga;

wat 'n eerstehulpbediener in die uitvoering van sy pligte behulpsaam is en wat gedurende sy afwesigheid namens hom kan waarneem;

(26) "eerstehulpbediener" 'n werknemer wat in besit is van 'n geldige bekwaamheidsertifikaat in eerstehulp wat uitgereik is deur—

(a) die Suid-Afrikaanse Rooikruisvereniging;

(b) die St. John Ambulance Association; of

(c) die Suid-Afrikaanse Noodhulpliga;

en wat beheer het oor 'n eerstehulpkamer en beserings kan aanteken;

(27) "voorman" 'n werknemer wat aan die hoof staan van die werknemers in 'n bedryfsinrigting of 'n afdeling van 'n bedryfsinrigting, wat beheer oor sodanige werknemers uitoefen en wat daarvoor verantwoordelik is dat hulle hul pligte doeltreffend verrig;

(28) "algemene werker" 'n werknemer wat in een of meer van die volgende hoedanighede in diens is of een of meer van die volgende werksaamhede verrig:

(i) In alle seksies van die Nywerheid:

(a) Ruitglas met 'n gasbrander warmmaak;

(b) sement of ander kleurstof, emalje of was op houers, glasware of isolators aanbring;

(c) ontwerpe met die hand op glasware oordra;

(d) gesweiste maaskratte aannekaarsit;

(e) assisting an artisan by holding articles or tools or otherwise working with him, other than by the independent use of tools;

- (f) assisting a furnaceman or machineman;
- (g) assisting on delivery vehicles, other than driving or effecting repairs;
- (h) baling scrap cardboard;
- (i) carrying, moving or stacking articles or goods;
- (j) checking the number of articles packed into a container;
- (k) cleaning premises or vehicles or machinery, implements, tools, utensils or other articles or products, other than glass during processing in the Safety Glass Section of the Industry;
- (l) collecting or delivering messages, letters or goods on foot or by means of a bicycle or other non-power-driven vehicle; collecting cash on C.O.D. sales or accepting written orders;
- (m) controlling traffic by flag signalling;
- (n) cooking rations or making or serving tea or similar beverages;
- (o) cutting down, destroying or removing trees or vegetation;
- (p) cutting paper by non-power-driven guillotine;
- (q) demolishing buildings or other structures;
- (r) feeding into or taking off from machines; feeding into or drawing off from tanks;
- (s) filling bags, bottles or other containers;
- (t) gardening work;
- (u) glueing cartons or wrapping paper;
- (v) interleaving glass or glassware with paper, wood flour or similar separation material;
- (w) keeping tallies;
- (x) limewashing compounds, latrines, outbuildings or similar buildings or structures;
- (y) loading or unloading;
- (z) loosening, breaking or taking out insulation, refractory or building material by hand;
- (aa) loosening, taking out, breaking or spreading stone, soil, clay or sand, or digging trenches, foundations or other excavation, other than by machine;
- (ab) making or maintaining fires, removing refuse or ash or sorting clinkers;
- (ac) marking, stencilling or affixing labels on boxes, bags or other containers or packages;
- (ad) mass-measuring to a set scale or measuring to a fixed measure;
- (ae) mixing batches by means of a shovel;
- (af) mixing mortar, concrete, stone or bitumen, or spreading concrete or bitumen by shovel, rake, fork or barrow;
- (ag) mixing resin;
- (ah) nailing crates or nailing together ready prepared wood into boxes;
- (ai) oiling or greasing machinery or vehicles, other than motor vehicles;
- (aj) opening or closing boxes, bales, bags, packages or other containers;
- (ak) operating a decorating machine, other than in the Hollow-ware Section of the Industry;
- (al) operating a goods lift or hand hoist;
- (am) operating a mechanical hammer used for testing glass;
- (an) operating an office duplicating machine;
- (ao) operating a non-power-driven stapling machine;
- (ap) operating a power-driven floor polisher, vacuum cleaner or lawn mower;
- (aq) operating a vibrating screen;
- (ar) packing articles of uniform size and number into containers specially designed to contain them;
- (as) picking out foreign matter from broken glass;
- (at) pushing or pulling vehicles, other than by means of a power-driven device;
- (au) ramming or tamping cement or concrete in moulds or ramming concrete in foundations;
- (av) setting up or assembling cardboard or fibre board containers;
- (aw) silk screening, other than in the Safety Glass Section of the Industry;
- (ax) sorting, shaking out or mending bags;
- (ay) trimming hoppers;
- (az) wrapping glass, glass products or fibreglass, or strapping by machine.

(ii) *In the Hollow-ware Section of the Industry.*

- (ba) Acid etching;
- (bb) assembling component parts of jars;
- (bc) cutting metal for screens by hand tool;
- (bd) dismantling screens;
- (be) examiner;
- (bf) fire finisher;
- (bg) moving loaded pallets by means of a power-driven but pedestrian controlled vehicle;
- (bh) placing bottles in bags for transport or sewing such bags;
- (bi) pressing;
- (bj) scaleman;
- (bk) spray painting or hand printing of containers;

(e) 'n ambagsman behulpsaam wees deur artikels of gereedskap vas te hou of andersins met hom saam te werk, maar nie gereedskap selfstandig gebruik nie;

- (f) 'n oondwerker of masjierversorger help;
- (g) op afleweringvoertuie help maar nie bestuur of herstelwerk doen nie;
- (h) afvalkarton baal;
- (i) artikels of goedere dra, verplaas of opstapel;
- (j) die getal artikels wat in 'n houer verpak is, nagaan;
- (k) persele of voertuie of masjinerie, werktuie, gereedskap, gerei of ander artikels of produkte, uitgesonderd glas gedurende bewerking in die Veiligheidsglasseksie van die Nywerheid, skoonmaak;
- (l) boodskappe, briewe of goedere te voet of per fiets of met 'n ander nie-kragaangedrewe voertuig afhaal of aflewer; kontant vir k.b.a.-verkope ontvang of skriftelike bestellings aanneem;
- (m) verkeer deur middel van vlagseine beheer;
- (n) rantsone kook of tee of dergelike drankie maak of bedien;
- (o) bome of plantegroei afkap, vernietig of verwyder;
- (p) papier met 'n nie-kragaangedrewe guillotine sny;
- (q) geboue of ander bouwerke sloop;
- (r) goedere in masjiene voer of dit daarvan afneem; tenks vul of daaruit aftap;
- (s) sakke, bottels of ander houers vul;
- (t) tuinwerk verrig;
- (u) kartonhouers of pakpapier vaslym;
- (v) tussenlae papier, houtmeel of soortgelyke skeidingsmateriaal tussen glas of glasware plaas;
- (w) telwerk verrig;
- (x) kampongs, latrines, buitegeboue of dergelike geboue of bouwerke afwit;
- (y) laai of aflaai;
- (z) isolasie-, vuurvaste of boumateriaal met die hand losmaak, breek of uithaal;
- (aa) klip, grond, klei of sand losmaak, uithaal, breek of uitsprei of slote of fondamente grawe of ander uitgrawings maak, uitgesonderd met 'n masjien;
- (ab) vure maak of in stand hou, afval of as verwyder of klinkers sorteer;
- (ac) kiste, sakke, ander houers of pakkette merk, sjabloneer of etiketteer;
- (ad) op 'n gestelde skaal massameet of met 'n gestelde maat meet;
- (ae) glasmengsels met skopgrawe meng;
- (af) mortel, beton, klip of bitumen meng, of beton of bitumen met 'n skopgraaf, hark, vurk of kruiwa uitsprei;
- (ag) hars meng;
- (ah) kiste toespyker of kiste uit vooraf bewerkte hout aanmekeer spyker;
- (ai) masjinerie of voertuie, uitgesonderd motorvoertuie, olie of smeer;
- (aj) kiste, bale, sakke, pakkette of ander houers oop- of toe- maak;
- (ak) 'n versiermasjiën bedien, uitgesonderd in die Holwareseksie van die Nywerheid;
- (al) 'n goederehyser of handystoestel bedien;
- (am) 'n meganiese hamer bedien wat vir die toets van glas gebruik word;
- (an) 'n kantoorafrolmasjiën bedien;
- (ao) 'n nie-kragaangedrewe krammasjiën bedien;
- (ap) 'n kragaangedrewe vloerpoelmasjiën, stofsuier of gras-snyer bedien;
- (aq) 'n trilsif bedien;
- (ar) artikels van dieselfde grootte en getal in houers verpak wat spesiaal ontwerp is om dié artikels te bevat;
- (as) vreemde voorwerpe van gebreke glas verwyder;
- (at) voertuie stoot of trek, maar nie met 'n kragaangedrewe toestel nie;
- (au) sement of beton in gietvorms stamp of vasstamp of beton in fondamente stamp;
- (av) karton- of veselbordhouers monteer of aanmekearsit;
- (aw) syskermwerk, uitgesonderd in die Veiligheidsglasseksie van die Nywerheid;
- (ax) sakke sorteer, uitskud of heelmaak;
- (ay) stortregters dresseer;
- (az) glas, glasprodukte of veselglas toedraai of met 'n masjiën vasbind.

(ii) *In die Holwareseksie van die Nywerheid.*

- (ba) Etswerk met suur doen;
- (bb) flesse uit onderdele monteer;
- (bc) metaal vir skerms met handgereedskap sny;
- (bd) skerms demonteer;
- (be) ondersoeker;
- (bf) afwerker met vuur;
- (bg) gelaaide palette verplaas met behulp van 'n kragaangedrewe voertuig wat deur 'n voetganger beheer word;
- (bh) bottels in sakke sit vir vervoer, of sodanige sakke vasnaai;
- (bi) perswerk;
- (bj) skaalwerker;
- (bk) houers spuitverf of met die hand bedruk;

- (bl) taker-in;
- (bm) taker-out.

(iii) *In the Mineral Wool Section of the Industry, including the manufacture of fibreglass, slagwool and rockwool and the manufacture of fibreglass continuous filament products:*

- (bn) Applying alternate layers of liquid resin to a waxed mould;
- (bo) applying release agent by hand to mandrels;
- (bp) attending a cutting, a centreless grinding, a hollow-rod, a length-slitting, a mandrel-pulling, a mandrel-winding, a roning, a solid-rod or a winding machine;
- (bq) cavity filling;
- (br) counting and recording the number of rolls of fibreglass or wrapped packages on a non-power-driven vehicle in an establishment;
- (bs) cutting fibreglass to set measure;
- (bt) cutting fibreglass to templet and counting cut pieces;
- (bu) cutting mineral wool, slagwool or rockwool to templet;
- (bv) cutting or riveting rigid section bands by means of a non-power-driven machine;
- (bw) cutting canvas, oppanol, polythene or scrim to templet by means of a non-power-driven guillotine;
- (bx) drawing filament from the bushing and directing it over the gathering shoe to the minder attendant;
- (by) feeding slagwool, rockwool or mineral wool on to a moving belt;
- (bz) finding ends in sliver packages;
- (ca) glueing canvas to rigid sections;
- (cb) placing cut fibreglass on conveyor belt;
- (cc) placing mandrels in containers above rigid section machine;
- (cd) placing or spreading mineral wool, slagwool or rockwool on a conveyor belt;
- (ce) placing packages of fibreglass filament on to a creel and feeding ends into a machine;
- (cf) putting waterproof covering on rigid sections;
- (cg) removing mandrels from sections;
- (ch) splitting rigid sections by means of a mechanical knife;
- (ci) trimming rigid sections by machine;
- (cj) trimming rough edges and smoothing completed moulding by means of power-driven tools;
- (ck) wire-mattress maker.

(iv) *In the Sheetglass and Insulator Sections of the Industry:*

- (cl) Examining and gauging fittings for manufacturing or for galvanising defects;
- (cm) gauging and placing insulator shells on the Lehr unit;
- (cn) ladling molten glass into press;
- (co) making clay pieces in pre-prepared casings or moulds;
- (cp) mixing clay for moulds;
- (cq) moving coal by power-driven but pedestrian controlled scoop;
- (cr) pin or cap waxing;
- (cs) removing glass from drawing machine by fracture separation;
- (ct) removing pre-cut edges from glass;
- (cu) sorting cullet for colour;
- (cv) tailor;
- (cw) taker-in;
- (cx) toughener;

(29) "Glass and Glassware Manufacturing Industry" or "the Industry" means the industry in which employers and employees are associated in establishments which are registered or liable to registration in terms of the Factories, Machinery and Building Work Act, 1941, for the purpose of carrying on any one or more of the following activities:

- (a) The manufacture or smelting of glass;
- (b) the production of articles from glass by employers and employees engaged in any of the activities referred to in (a);
- (c) decorating glass or glassware, including bending or colouring;
- (d) the manufacture of safety glass, laminated glass or any other composite material of which glass forms the major component;
- (e) the cutting, silvering or bevelling of glass in standard forms for mirrors, motor vehicles, windows, picture frames, table tops or other like purposes;
- (f) the manufacture of mineral wools, including fibreglass, slagwool and rockwool; and the manufacture of fibreglass continuous filament products;
- (g) the production of insulating materials of which fibreglass, slagwool or rockwool forms the major component by employers and employees engaged in any of the activities referred to in (f);

and includes all operations incidental to or consequent on any of the afore-said activities; but does not include the production of custom-made glass articles other than by the use of power-driven machines or the production of glass mosaic tiles;

- (bl) innemer;
- (bm) uitnemer.

(iii) *In die Mineraalwolseksie van die Nywerheid, met inbegrip van die vervaardiging van veselglas, slakwol en rotswol en die vervaardiging van produkte van aaneenlopende veselglas-filament:*

- (bn) Afwisselende lae hars in vloeistofvorm op 'n wasbestrykte gietvorm aanbring;
- (bo) losmaakmiddel met die hand op drewels aanbring;
- (bp) 'n snymasjien, senterlose slypmasjien, holstammasjien, lengtegroefmasjien, dreweltrekmasjien, drewelwikkelmasjien, "roning"-masjien, soliedestammasjien, of 'n wikkelmasjien bedien;
- (bq) holtes vul;
- (br) die getal rolle veselglas of toegedraaide pakkette op 'n nie-kragaangedrewe voertuig in 'n bedryfsinrigting tel en aantekene;
- (bs) veselglas volgens gestelde maat sny;
- (bt) veselglas volgens 'n leipatroon sny en die gesnyde stukke tel;
- (bu) mineraalwol, slakwol of rotswol volgens 'n leipatroon sny;
- (bv) vasteprofielbande deur middel van 'n nie-kragaangedrewe masjien sny of vaslink;
- (bw) seil, oppanol, politeen of voeringlinne met 'n nie-kragaangedrewe guillotine volgens 'n leipatroon sny;
- (bx) filament van die bus aftrek en dit oor die draplaan na die bedieneroppasser rig;
- (by) slakwol, rotswol of mineraalwol op 'n bewegende band voer;
- (bz) ente in splinterverpakkings soek;
- (ca) seil aan vaste profiele vasplak;
- (cb) gesnyde veselglas op 'n vervoerband plaas;
- (cc) drewels in houers bo vasteprofielmasjiene plaas;
- (cd) mineraalwol, slakwol of rotswol op 'n vervoerband plaas of uitsprei;
- (ce) pakke veselglasfilament op 'n skeerbank plaas en ente in 'n masjien voer;
- (cf) 'n waterdigte bedekking op vaste profiele plaas;
- (cg) drewels uit snede verwyder;
- (ch) vaste profiele met 'n meganiese mes kloof;
- (ci) vaste profiele met 'n masjien afwerk;
- (cj) ruwe rande afwerk en voltooiide vormgiestukke met kraggereedskap glad maak;
- (ck) draadmatrasmaker.

(iv) *In die Ruitglas- en Isolatorseksie van die Nywerheid:*

- (cl) Toebehore vir vervaardigings- of galvaniseringsdefekte ondersoek en meet;
- (cm) isolatordoppe op die Lehr-eenheid meet en plaas;
- (cn) gesmelte glas in 'n pers inskep;
- (co) kleistukke in voorafbereide doppe of gietvorms maak;
- (cp) klei vir gietvorms meng;
- (cq) steenkool met 'n kragaangedrewe maar voetgangerbeheerde skop verplaas;
- (cr) pen- of dopbewassing;
- (cs) glas van die trekmasjien verwyder deur middel van breukskeiding;
- (ct) voorafgesnyde rande van glas verwyder;
- (cu) afvalglas volgens kleur sorteer;
- (cv) snyer;
- (cw) innemer;
- (cx) temperaar;

(29) "Glas- en Glaswarenywerheid" of "die Nywerheid" die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is in bedryfsinrigtings wat ingevolge die Wet op Fabriek, Masjinerie en Bouwerk, 1941, geregistreer is of aan registrasie onderworpe is met die doel om een of meer van die volgende werksaamhede te verrig:

- (a) Die vervaardiging of smelt van glas;
- (b) die maak van artikels uit glas deur werkgewers en werknemers wat werksaam is in enige van die aktiwiteite in (a) vermeld;
- (c) die versier van glas of glasware, met inbegrip van buig of kleur;
- (d) die vervaardiging van veiligheidsglas, gelamelleerde glas of enige ander saamgestelde materiaal waarvan glas die hoofbestanddeel uitmaak;
- (e) die sny, versilwering of afskuinsing van glas in standaardvorms vir spieëls, motorvoertuie, vensters, prentframe, tafelblaaie of ander dergelike doeleindes;
- (f) die vervaardiging van mineraalwol, met inbegrip van veselglas, slakwol en rotswol, en die vervaardiging van produkte van aaneenlopende veselglasfilament;
- (g) die maak van isoleermateriale waarvan veselglas, slakwol of rotswol die hoofbestanddeel uitmaak deur werkgewers en werknemers wat werksaam is in enige van die aktiwiteite in (f) vermeld;

en omvat dit alle werksaamhede wat met enigeen van voornoemde aktiwiteite in verband staan of daaruit voortspruit; maar omvat dit nie die produksie van glasartikels wat op bestelling gemaak word op 'n ander wyse as deur kragmasjiene te gebruik of die produksie van glasmosaïekteëls nie;

(30) "handyman" means an employee who is engaged in making minor repairs or adjustments to machinery or equipment, other than machinery or equipment directly used in the manufacture of the products of an establishment, and who may effect minor repairs or renovations to buildings, but who does not do work normally performed by an artisan;

(31) "law" includes the common law;

(32) "machine attendant" means an employee who attends and feeds a power-driven machine, other than a container-machine in the Hollow-ware Section of the Industry, and who, under supervision, may start and stop such machine by pressing a button or working a lever, and the expression "attending a machine" has a corresponding meaning;

(33) "machine handyman" means an employee who is engaged in making minor repairs or adjustments to machinery or equipment used directly in the manufacture of the products of an establishment but who does not do work normally performed by an artisan;

(34) "machine operator" means an employee who operates, controls and attends one or more power-driven machines, other than a container-machine in the Hollow-ware Section of the Industry, who may make minor repairs and running adjustments thereto and who may supervise two or more machine attendants, and the expression "operating a machine" has a corresponding meaning;

(35) "manager" means an employee who is charged by his employer with the overall—

- (a) supervision over,
- (b) responsibility for, and
- (c) direction of,

the activities of an establishment and the employees engaged therein;

(36) "mobile hoist operator" means an employee who is engaged in operating a power-driven mobile hoist used in the loading, unloading, moving or stacking of goods and includes the operator of a crane and the driver of an industrial tractor towing one or more trailers within an establishment;

(37) "motor vehicle" means (except in the definition of the Industry), any power-driven vehicle used for conveying goods, other than a traveller's samples, and includes a front-end loader, a mechanical horse and a tractor but does not include a crane, a mobile hoist or an industrial tractor used within an establishment;

(38) "night shift" means any period of work the major portion of which falls between 8 o'clock p.m. and 6 o'clock a.m.;

(39) "overtime" means that portion of any period which an employee works for his employer during any week or on any day, as the case may be, and which is in excess of the respective ordinary hours of work prescribed for such employee in clause 5 (1), (2) or (3) but does not include any period during which an employee—

- (a) whose ordinary hours of work are prescribed in clause 5 (1), works for his employer on a Sunday;
- (b) whose ordinary hours of work are prescribed in clause 5 (2), works for his employer during his free period prescribed in clause 5 (5);

(40) "packer" means an employee, other than in the Safety Glass Section and Hollow-ware Section of the Industry, who, under the supervision of a foreman, an assistant foreman or a qualified male clerk, is engaged in packing goods for transport or delivery and who may mass-measure such articles;

(41) "piece-work" means any system under which an employee's remuneration is based on the quantity of work done;

(42) "sandblaster" means an employee who attends a sandblasting machine;

(43) "sandblaster, qualified," means a sandblaster who has had not less than six months' experience;

(44) "sandblaster, unqualified," means a sandblaster who has had less than six months' experience;

(45) "senior managerial or administrative employee" means an employee who is charged by his employer with the performance of work entailing responsibility for taking decisions of an administrative character in the conduct of the activities of an establishment;

(46) "shift-worker" means an employee who is engaged on shift work in an activity in an establishment in which two or three shifts per day on not more than six days per week are worked;

(47) "short-time" means a temporary reduction in the number of ordinary hours of work owing to slackness of trade, shortage of raw or packing materials, a breakdown of plant or machinery or a breakdown or threatened breakdown of buildings or a cessation of production owing to faulty raw materials or devitrification of glass;

(48) "storeman" means an employee who is in charge of stocks of incoming goods or finished or partly finished products and who is responsible for receiving, storing, packing or unpacking

(30) "faktotum" 'n werknemer wat kleinere herstelwerk of verstellings doen aan masjinerie of uitrusting, uitgesonderd masjinerie of uitrusting wat regstreeks by die vervaardiging van die produkte van 'n bedryfsinrigting gebruik word, en wat ook kleinere herstelwerk of opknappings aan geboue mag doen maar wat geen werk verrig wat gewoonlik deur 'n ambagsman gedoen word nie;

(31) "wet" ook die gemene reg;

(32) "masjienoppasser" 'n werknemer wat 'n kragaangedrewe masjien, uitgesonderd 'n houermasjien in die Holwareseksie van die Nywerheid, oppas en voer en wat sodanige masjien onder toesig kan aansit of stopsit deur 'n knoppie te druk of 'n hefboom te trek of te stoot, en die uitdrukking "n masjien oppas" het 'n ooreenstemmende betekenis;

(33) "masjienfaktotum" 'n werknemer wat kleinere herstelwerk of verstellings doen aan masjinerie of uitrusting wat regstreeks by die vervaardiging van die produkte van 'n bedryfsinrigting gebruik word maar wat geen werk verrig wat gewoonlik deur 'n ambagsman gedoen word nie;

(34) "masjienbediener" 'n werknemer wat een of meer kragaangedrewe masjiene, uitgesonderd 'n houermasjien in die Holwareseksie van die Nywerheid bedien, beheer en oppas, wat kleinere herstelwerk en lopende verstellings daaraan kan doen en wat toesig oor twee of meer masjienoppassers kan hou, en die uitdrukking "n masjien bedien" het 'n ooreenstemmende betekenis;

(35) "bestuurder" 'n werknemer wat deur sy werkgever belas is met die algehele—

- (a) toesig oor,
- (b) verantwoordelikheid vir, en
- (c) leiding van,

die werksaamhede van 'n bedryfsinrigting en die werknemers wat daarin werk;

(36) "bediener van 'n mobiele hystoestel" 'n werknemer wat 'n kragaangedrewe mobiele hystoestel bedien wat by die laai, aflaai, versit of opstapel van goedere gebruik word; en omvat dit ook die bediener van 'n hyskraan, 'n mobiele hystoestel of 'n nywerheidstrekker wat een of meer sleepwaens binne 'n bedryfsinrigting sleep;

(37) "motorvoertuig" (behalwe in die omskrywing van die Nywerheid), 'n kragaangedrewe voertuig wat gebruik word vir die vervoer van goedere, uitgesonderd 'n handelsreisiger se monstres, en omvat dit ook 'n voerentlaaier, 'n voorhaker en 'n trekker maar nie 'n hyskraan, 'n mobiele hystoestel of 'n nywerheidstrekker wat binne 'n bedryfsinrigting gebruik word nie;

(38) "nagskof" enige werkdagperk waarvan die grootste deel tussen 8-uur nm. en 6-uur vm. val;

(39) "oortyd" daardie gedeelte van enige tydperk wat 'n werknemer gedurende 'n week of op 'n dag, na gelang van die geval, vir sy werkgever werk en wat langer is as die onderskeie gewone werkure by klousule 5 (1), (2) of (3) vir sodanige werknemer voorgeskryf, maar omvat dit nie 'n tydperk waarin 'n werknemer—

- (a) wie se gewone werkure by klousule 5 (1) voorgeskryf word, op 'n Sondag vir sy werkgever werk nie;
- (b) wie se gewone werkure by klousule 5 (2) voorgeskryf word, gedurende sy vry periode by klousule 5 (5) voorgeskryf, vir sy werkgever werk nie;

(40) "verpakker" 'n werknemer, uitgesonderd in die Veiligheidsglasseksie en Holwareseksie van die Nywerheid, wat onder die toesig van 'n voorman, 'n assistent-voorman of 'n gekwalifiseerde manlike klerk goedere vir vervoer of aflewering verpak en wat sodanige artikels mag massameet;

(41) "stukwerk" 'n stelsel waarvolgens 'n werknemer se besoldiging gegrond word op die hoeveelheid werk wat verrig is;

(42) "sandstraler" 'n werknemer wat 'n sandstraalmasjien bedien;

(43) "sandstraler, gekwalifiseerd," 'n sandstraler met minstens ses maande ondervinding;

(44) "sandstraler, ongekwalifiseerd," 'n sandstraler met minder as ses maande ondervinding;

(45) "senior bestuurs- of administratiewe werknemer" 'n werknemer wat in opdrag van sy werkgever werk verrig wat verantwoordelikheid meebring vir die neem van besluite van 'n administratiewe aard in die uitvoering van die werksaamhede van 'n bedryfsinrigting;

(46) "skofwerker" 'n werknemer wat skofwerk verrig in 'n werksaamheid in 'n bedryfsinrigting waarin twee of drie skofte per dag op hoogstens ses dae per week gewerk word;

(47) "korttyd" 'n tydelike vermindering van die getal gewone werkure weens 'n slappe in die bedryf, 'n tekort aan grondstowwe of verpakkingsmateriaal, of 'n onklaarraking van masjinerie of installasie, of weens die feit dat die geboue onbruikbaar is of dreig om dit te word, of weens 'n staking van produksie te wyte aan foutiewe grondstowwe of devitrifikasie van glas;

(48) "magasynman" 'n werknemer wat beheer het oor voorrade inkomende goedere of afgewerkte of gedeeltelik afgewerkte produkte en wat daarvoor verantwoordelik is om goedere in 'n

goods in a store or warehouse or delivering goods from a store or warehouse to the consuming departments in an establishment or for despatch;

(49) "team leader" means an employee who is engaged in supervising the work of a group of employees all of the same class and who additionally performs the work of that class;

(50) "technical or professional employee" means an employee who is charged by his employer with the performance of work of a technical or professional character;

(51) "trailer" means any conveyance drawn by a motor vehicle;

(52) "traveller" means an employee who, as a travelling representative of an establishment, invites, canvasses or solicits orders on behalf of such establishment;

(53) "traveller, qualified," means a traveller who has had not less than four years' experience;

(54) "traveller, unqualified," means a traveller who has had less than four years' experience;

(55) "traveller's assistant" means an employee who accompanies a traveller and assists him in packing, unpacking or displaying his samples and who may drive the motor vehicle used by the traveller in the performance of his duties;

(56) "unladen mass" means the mass of any motor vehicle or trailer as recorded in a licence or certificate issued in respect of such motor vehicle or trailer by any authority empowered by law to issue licences in respect of motor vehicles: Provided that in the case of a two- or three-wheeled motor cycle, motor scooter or autocycle or a cycle fitted with an auxiliary engine, the unladen mass shall be deemed not to exceed 450 kg;

(57) "wage" means the amount of money payable to an employee in terms of clause 3 (1) in respect of his ordinary hours of work as prescribed in clause 5: Provided that—

(i) if an employer regularly pays an employee in respect of such ordinary hours of work an amount higher than that prescribed in clause 3 (1), it means such higher amount;

(ii) the first proviso shall not be construed so as to refer to or include any remuneration which an employee who is employed on any basis provided for in clause 9 receives over and above the amount which he would have received if he had not been employed on such a basis;

(58) "watchman" means an employee who is engaged in guarding premises or property.

(B) In the Decorating Section of the Industry

(59) "glass cutter" means an employee who is engaged in decorating domestic glassware by means of a grinding wheel;

(60) "glass cutter, qualified," means a glass cutter who has had not less than 18 months' experience;

(61) "glass cutter, unqualified," means a glass cutter who has had less than 18 months' experience.

(C) In the Mineral Wool Section of the Industry, including the Manufacture of Fibreglass, Slagwool and Rockwool and the Manufacture of Fibreglass Continuous Filament Products

(62) "batchman" means an employee who is responsible for the mass-measuring, measuring and mixing of specified proportions of ingredients;

(63) "batchman, qualified," means a batchman who has had not less than six months' experience;

(64) "batchman, unqualified," means a batchman who has had less than six months' experience;

(65) "chargeman" means an employee who is responsible for charging a furnace with specified proportions of raw materials which go to make slagwool, rockwool or mineral wool and who, under the supervision of a spinnerman, maintains an even level of the charge in the furnace;

(66) "conveyor attendant" means an employee who, under the supervision of a conveyor operator or a supervisor, attends a curing oven and who may, under such supervision, regulate the speed of the conveyor belt;

(67) "conveyor operator" means an employee who is in charge of the curing oven, who regulates the speed of the conveyor belt and who may supervise the packing and labelling of products;

(68) "conveyor operator, qualified," means a conveyor operator, who has had not less than six months' experience;

(69) "conveyor operator, unqualified," means a conveyor operator who has had less than six months' experience;

(70) "melting tank attendant" means an employee who, under the supervision of a melting tank operator or a supervisor, attends a glass melting tank, a fibrising machine or a resin spray;

(71) "melting tank operator" means an employee who is engaged in operating a glass melting tank, a fibrising machine or a resin spray and who is responsible for the quality of the fibreglass produced;

(72) "melting tank operator, qualified," means a melting tank operator who has had not less than 12 months' experience;

(73) "melting tank operator, unqualified," means a melting tank operator who has had less than 12 months' experience;

magasyn of pakhuis te ontvang, op te berg, te verpak of uit te pak of om goedere uit 'n magasyn of pakhuis aan die verbruiksafdelings in 'n bedryfsinrigting of vir versending te lewer;

(49) "spanleier" 'n werknemer wat toesig hou oor die werk van 'n groep werknemers wat almal van dieselfde klas is en wat daarbenewens ook die werk van daardie klas verrig;

(50) "tegniese of professionele werknemer" 'n werknemer wat in opdrag van sy werkgever werk van 'n tegniese of professionele aard verrig;

(51) "sleepwa" enige vervoermiddel wat deur 'n motorvoertuig getrek word;

(52) "handelsreisiger" 'n werknemer wat as 'n reisende verteenwoordiger van 'n bedryfsinrigting namens so 'n inrigting bestellings vra, werf of soek;

(53) "handelsreisiger, gekwalifiseerd," 'n handelsreisiger met minstens vier jaar ondervinding;

(54) "handelsreisiger, ongekwalifiseerd," 'n handelsreisiger met minder as vier jaar ondervinding;

(55) "handelsreisiger se assistent" 'n werknemer wat 'n handelsreisiger vergesel en hom met die inpak, uitpak of vertoon van sy monsters help en wat die motorvoertuig mag dryf wat die handelsreisiger in die uitvoering van sy werk gebruik;

(56) "onbelaste massa" die massa van 'n motorvoertuig of sleepwa soos aangegee in 'n lisensie of sertifikaat wat ten opsigte van so 'n motorvoertuig of sleepwa uitgereik is deur 'n owerheid wat by wet gemagtig is om lisensies ten opsigte van motorvoertuie uit te reik: Met dien verstande dat, in die geval van 'n twee- of driewielmotorfiets, bromponie of bromfiets of 'n trapfiets met hulpmotor, die onbelaste massa geag word hoogstens 450 kg te wees;

(57) "loon" die bedrag wat ingevolge klousule 3 (1) aan 'n werknemer betaalbaar is ten opsigte van sy gewone werkure soos by klousule 5 voorgeskryf: Met dien verstande dat—

(i) as 'n werkgever 'n werknemer ten opsigte van sodanige gewone werkure gereeld 'n hoër bedrag betaal as dié by klousule 3 (1) voorgeskryf, dit sodanige hoër bedrag beteken;

(ii) die eerste voorbehoudbepaling nie so uitgelê mag word nie dat dit besoldiging bedoel of omvat wat 'n werknemer wat in diens is op enige grondslag waarvoor daar in klousule 9 voorsiening gemaak word, ontvang bo en behalwe die bedrag wat hy sou ontvang het as hy nie op sodanige grondslag in diens was nie;

(58) "wag" 'n werknemer wat 'n perseel of eiendom bewaak.

(B) In die Versierseksie van die Nywerheid

(59) "glassnyer" 'n werknemer wat huishoudelike glasware versier deur middel van 'n slypwiël;

(60) "glassnyer, gekwalifiseerd," 'n glassnyer met minstens 18 maande ondervinding;

(61) "glassnyer, ongekwalifiseerd," 'n glassnyer met minder as 18 maande ondervinding.

(C) In die Mineraalwolseksie van die Nywerheid, met inbegrip van die Vervaardiging van Veselglas, Slakwol en Rotswol en die Vervaardiging van Produkte van Aaneenlopende Veselglasfilament

(62) "glasmengselbereider" 'n werknemer wat verantwoordelik is vir die massameet, uitmeet en meng van bestanddele in voorgeskrewe verhoudings;

(63) "glasmengselbereider, gekwalifiseerd," 'n glasmengselbereider met minstens ses maande ondervinding;

(64) "glasmengselbereider, ongekwalifiseerd," 'n glasmengselbereider met minder as ses maande ondervinding;

(65) "oondvuller" 'n werknemer wat verantwoordelik is vir die vul van 'n oond met bepaalde verhoudings grondstowwe vir die vervaardiging van slakwol, rotswol of mineraalwol en wat, onder die toesig van 'n toetsighouer, 'n konstante peil van die vulling in die oond handhaaf;

(66) "vervoerbandoppasser" 'n werknemer wat onder toesig van 'n vervoerbandbediener of 'n toetsighouer, 'n verhardingsoond oppas en wat, onder sodanige toesig, die snelheid van die vervoerband mag reguleer;

(67) "vervoerbandbediener" 'n werknemer wat in beheer is van die verhardingsoond, wat die snelheid van die vervoerband reguleer en wat oor die verpakking en etikettering van produkte toesig mag hou;

(68) "vervoerbandbediener, gekwalifiseerd," 'n vervoerbandbediener met minstens ses maande ondervinding;

(69) "vervoerbandbediener, ongekwalifiseerd," 'n vervoerbandbediener met minder as ses maande ondervinding;

(70) "smelttenkoppasser" 'n werknemer wat onder die toesig van 'n smelttenkbediener of 'n toetsighouer, 'n glassmelttenk, 'n pluismasjien of 'n harssproeier oppas;

(71) "smelttenkbediener" 'n werknemer wat 'n glassmelttenk, 'n pluismasjien of 'n harssproeier bedien en wat verantwoordelik is vir die gehalte van die geproduseerde glasvesel;

(72) "smelttenkbediener, gekwalifiseerd," 'n smelttenkbediener met minstens 12 maande ondervinding;

(73) "smelttenkbediener, ongekwalifiseerd," 'n smelttenkbediener met minder as 12 maande ondervinding;

(74) "pipe machine attendant" means an employee who attends a pipe forming machine and is responsible for winding slag-wool, rockwool or mineral wool on a mandrel;

(75) "pipe machine attendant, qualified," means a pipe machine attendant who has had not less than three months' experience;

(76) "pipe machine attendant, unqualified," means a pipe machine attendant who has had less than three months' experience;

(77) "spinnerman" means an employee who, under the supervision of a foreman or assistant foreman, is responsible for regulating the flow of molten material from the furnace on to the spinners and who may instruct a chageman as to the ingredients to be charged into the furnace;

(78) "spinnerman, qualified," means a spinnerman who has had not less than six months' experience;

(79) "spinnerman, unqualified," means a spinnerman who has had less than six months' experience;

(80) "supervisor" means an employee who is in charge of the employees in the rigid section or any other section manufacturing products from fibreglass, who is responsible for the efficient performance by them of their duties and who may set rigid section, cutting, glueing or facing machines;

(81) "wire-mattress maker" means an employee who stitches fibreglass wool on to a wire mesh foundation to a fixed pattern.

(D) In the Flat-ware Section of the Industry

(82) "driller" means an employee who drills holes in glass by hand or machine;

(83) "driller, qualified," means a driller who has had not less than 12 months' experience;

(84) "driller, unqualified," means a driller who has had less than 12 months' experience;

(85) "examiner" means an employee who makes a final inspection of glass for defects prior to silvering and who determines which side is to be silvered;

(86) "glass beveller" means an employee, other than a polisher, who is engaged in bevelling glass in any or all of its processes and who may cut stencils for decorative work;

(87) "glass beveller, qualified," means a glass beveller who has had not less than three years' experience;

(88) "glass beveller, unqualified," means a glass beveller who has had less than three years' experience;

(89) "glass cutter" means an employee who is engaged in cutting glass;

(90) "glass cutter, Grade I," means a glass cutter who, under the supervision of a foreman or an assistant foreman, is engaged in straight or shape cutting of glass, including laminated or plate glass, who may select glass and who may supervise glass cutters, Grade II;

(91) "glass cutter, Grade I, qualified," means a glass cutter, Grade I, who has had not less than three years' experience;

(92) "glass cutter, Grade I, unqualified," means a glass cutter, Grade I, who has had less than three years' experience;

(93) "glass cutter, Grade II," means a glass cutter who, under the supervision of a foreman, assistant foreman or a glass cutter, Grade I, and by using a jig and a hand held glass cutting tool performs any one or more of the following activities:

(a) Cutting glass intended for rear view mirrors, ladies' compact mirrors, torches, goggles, lamps, bird cages, drawer fronts or other similar articles;

(b) stripping glass for processing on automatic or semi-automatic cutting machines;

(c) squaring off broken or defective glass or mirrors or off-cuts from the production tables for purposes of reclamation;

(94) "glass cutter, Grade II, qualified," means a glass cutter, Grade II, who has had not less than 12 months' experience;

(95) "glass cutter, Grade II, unqualified," means a glass cutter, Grade II, who has had less than 12 months' experience;

(96) "glass silverer" means an employee who is engaged in the preparation of a silvering solution from a supplied formula and who may apply or supervise the application of such solution to glass by hand or machine;

(97) "glass silverer, qualified," means a glass silverer who has had not less than three years' experience;

(98) "glass silverer, unqualified," means a glass silverer who has had less than three years' experience;

(99) "paint sprayer, qualified," means a paint sprayer who has had not less than six months' experience;

(100) "paint sprayer, unqualified," means a paint sprayer who has had less than six months' experience;

(101) "polisher" means an employee who is engaged in arrising, buffing, grooving, polishing or rougeing the edges of glass by hand or machine other than feeding into or taking off from an automatic machine;

(102) "polisher, qualified," means a polisher who has had not less than two years' experience;

(103) "polisher, unqualified," means a polisher who has had less than two years' experience.

(74) "pypmasjienoppasser" 'n werknemer wat 'n pypvormmasjien oppas en vir die opwikkel van slakwol, rotswol of mineraalwol op 'n drewel verantwoordelik is;

(75) "pypmasjienoppasser, gekwalifiseerd," 'n pypmasjienoppasser met minstens drie maande ondervinding;

(76) "pypmasjienoppasser, ongekwalifiseerd," 'n pypmasjienoppasser met minder as drie maande ondervinding;

(77) "tolmasjienwerker" 'n werknemer wat, onder die toesig van 'n voorman of assistent-voorman verantwoordelik is vir die regulering van die vloeï van gesmelte materiaal vanaf die oond op die tolmasjiene en wat aan 'n oondvuller kan voorskryf met watter bestanddele die oond gevul moet word;

(78) "tolmasjienwerker, gekwalifiseerd," 'n tolmasjienwerker met minstens ses maande ondervinding;

(79) "tolmasjienwerker, ongekwalifiseerd," 'n tolmasjienwerker met minder as ses maande ondervinding;

(80) "toesighouer" 'n werknemer wat beheer het oor die werknemers in die vaste profielseksie of enige ander seksie wat produkte uit veselglas vervaardig, wat vir die doeltreffende verrigting deur hulle van hul pligte verantwoordelik is en wat ook vaste-profiel-, afsny-, lym-, of vlakbankmasjiene kan stel;

(81) "draadmatrasmaker" 'n werknemer wat veselglaswol volgens 'n vaste patroon op 'n draadgaasmats vasstik.

(D) In die Platwareseksie van die Nywerheid

(82) "boorwerker" 'n werknemer wat gate met die hand of 'n masjien in glas boor;

(83) "boorwerker, gekwalifiseerd," 'n boorwerker met minstens 12 maande ondervinding;

(84) "boorwerker, ongekwalifiseerd," 'n boorwerker met minder as 12 maande ondervinding;

(85) "ondersoeker" 'n werknemer wat glas finaal inspekteer om vas te stel of daar defekte is voordat dit versilwer word en wat bepaal watter kant versilwer moet word;

(86) "glasafskuinser" 'n werknemer, uitgesonderd 'n poleerder, wat glas afskuins in enigeen van of al die prosesse en wat sjablone vir versierwerk mag sny;

(87) "glasafskuinser, gekwalifiseerd," 'n glasafskuinser met minstens drie jaar ondervinding;

(88) "glasafskuinser, ongekwalifiseerd," 'n glasafskuinser met minder as drie jaar ondervinding;

(89) "glassnyer" 'n werknemer wat glas sny;

(90) "glassnyer, graad I," 'n glassnyer wat, onder die toesig van 'n voorman of 'n assistent-voorman, reguit- of fatsoensnywerk van glas, met inbegrip van gelammelleerde of ruitglas, verrig, wat glas mag uitsoek en wat toesig mag hou oor glassnyers, graad II;

(91) "glassnyer, graad I, gekwalifiseerd," 'n glassnyer, graad I, met minstens drie jaar ondervinding;

(92) "glassnyer, graad I, ongekwalifiseerd," 'n glassnyer, graad I, met minder as drie jaar ondervinding;

(93) "glassnyer, graad II," 'n glassnyer wat, onder die toesig van 'n voorman, assistent-voorman of 'n glassnyer, graad I, en deur gebruik te maak van 'n setmaat en 'n glassnyerwerktoeg wat met die hand gehou word, een of meer van die volgende werksaamhede verrig:

(a) Glas sny wat bedoel is vir agtersigspieëls, damespoeierdosiespieëls, flitsligte, skermbrille, lampe, voëlkontjies, voorkante van laaie of ander dergelike artikels;

(b) glas stroop vir prosesering op outomatiese of halfoutomatiese snymasjiene;

(c) gebreekte of defektiewe glas of spieëls of afsnystukke van die produksietafels af in vierkante werk vir herwinningsdoeleindes;

(94) "glassnyer, graad II, gekwalifiseerd," 'n glassnyer, graad II, met minstens 12 maande ondervinding;

(95) "glassnyer, graad II, ongekwalifiseerd," 'n glassnyer, graad II, met minder as 12 maande ondervinding;

(96) "glasversilweraar" 'n werknemer wat 'n versilweringsoplossing volgens 'n verstrekte formule berei en wat sodanige oplossing met die hand of 'n masjien op glas mag aanbring of oor 'n dergelike aanwending toesig mag hou;

(97) "glasversilweraar, gekwalifiseerd," 'n glasversilweraar met minstens drie jaar ondervinding;

(98) "glasversilweraar, ongekwalifiseerd," 'n glasversilweraar met minder as drie jaar ondervinding;

(99) "spuitverwer, gekwalifiseerd," 'n spuitverwer met minstens ses maande ondervinding;

(100) "spuitverwer, ongekwalifiseerd," 'n spuitverwer met minder as ses maande ondervinding;

(101) "poleerder" 'n werknemer wat die kante van glas met die hand of met 'n masjien afskerp, fynskuur, uitgroef, poleer of poetspoleer, maar nie 'n outomatiese masjien voer of daarvan afneem nie;

(102) "poleerder, gekwalifiseerd," 'n poleerder met minstens twee jaar ondervinding;

(103) "poleerder, ongekwalifiseerd," 'n poleerder met minder as twee jaar ondervinding.

(E) *In the Hollow-ware Section of the Industry*

(104) "batchman" means an employee who, under the supervision of a chemist, a foreman or an assistant foreman, is responsible for the mass-measuring and mixing of specified proportions of ingredients which go to make glass and who may supervise scalemen;

(105) "batchman, qualified," means a batchman who has had not less than 12 months' experience;

(106) "batchman, unqualified," means a batchman who has had less than 12 months' experience;

(107) "compound manager" means an employee who is in charge of a compound and responsible for the cleanliness and discipline of the persons housed in the compound;

(108) "container-machine" means a machine designed and used for producing containers;

(109) "container-machine attendant" means an employee who, under the supervision of a process technician, attends a container-machine and who may start or stop such machine;

(110) "container-machine attendant, qualified," means a container-machine attendant who has had not less than 12 months' experience;

(111) "container-machine attendant, unqualified," means a container-machine attendant who has had less than 12 months' experience;

(112) "decorating-machine feeder" means an employee who is engaged in feeding bottles to or taking off bottles from a decorating-machine and who may start and stop such machine;

(113) "examiner" means an employee who, under the supervision of a sorter, examines containers or other glassware for defects and who may pack or stencil such articles;

(114) "furnaceman" means an employee who is responsible for maintaining the steam pressure and the temperature of gases produced in gas producers and the temperature of and the metal level in furnaces;

(115) "furnaceman, qualified," means a furnaceman who has had not less than 12 months' experience;

(116) "furnaceman, unqualified," means a furnaceman who has had less than 12 months' experience;

(117) "Grade I employee" means an employee who is engaged in any one or more of the following activities or capacities:

(a) Attending any power-driven machine not elsewhere in this clause specifically mentioned;

(b) decorating-machine feeder;

(c) gold banding;

(d) making screens for decorating work;

(e) preparing paint for use;

(f) sand winch operator;

(118) "Grade I employee, qualified," means a Grade I employee who has had not less than three months' experience;

(119) "Grade I employee, unqualified," means a Grade I employee who has had less than three months' experience;

(120) "induna" means an employee who assists a compound manager in maintaining order or discipline in a compound;

(121) "mould cleaner" means an employee who is engaged in cleaning moulds by means of compressed air or power-driven machine;

(122) "mould repairer" means an employee who is engaged in repairing moulds;

(123) "mould repairer, qualified," means a mould repairer who has had not less than four years' experience;

(124) "mould repairer, unqualified," means a mould repairer who has had less than four years' experience;

(125) "process technician" means an employee who is responsible for the operation of two or more container-machines, who supervises container-machine attendants and who may effect alterations or running adjustments to such machines;

(126) "process technician, qualified," means a process technician who has had not less than 12 months' experience;

(127) "process technician, unqualified," means a process technician who has had less than 12 months' experience;

(128) "sand winch operator" means an employee who is engaged in scraping sand into hoppers by means of a power-driven winch and who may start and stop such winch;

(129) "scaleman" means an employee who, under the supervision of a foreman, an assistant foreman or a batchman, mass-measures ingredients which go to make glass;

(130) "sorter" means an employee who supervises examiners and is responsible for the efficient performance by them of their duties;

(131) "sorter, qualified," means a sorter who has had not less than 12 months' experience;

(132) "sorter, unqualified," means a sorter who has had less than 12 months' experience.

(E) *In die Holwareseksie van die Nywerheid*

(104) "glasmengselbereider" 'n werknemer wat, onder die toesig van 'n skeikundige, 'n voorman of 'n assistentvoorman, verantwoordelik is vir die massameet en meng van bestanddele, volgens bepaalde verhoudings, wat vir die vervaardiging van glas gebruik word, en wat oor skaalwerkers toesig mag hou;

(105) "glasmengselbereider, gekwalifiseerd," 'n glasmengselbereider met minstens 12 maande ondervinding;

(106) "glasmengselbereider, ongekwalifiseerd," 'n glasmengselbereider met minder as 12 maande ondervinding;

(107) "kampongbestuurder" 'n werknemer wat in beheer is van 'n kampong en verantwoordelik is vir die sindelikeit en dissipline van die persone wat daarin gehuisves is;

(108) "houermasjien" 'n masjien wat ontwerp is en gebruik word vir die produksie van houters;

(109) "houermasjioppasser" 'n werknemer wat, onder die toesig van 'n prosestegnikus, 'n houermasjien oppas en wat sodanige masjien mag aansit of stopsit;

(110) "houermasjioppasser, gekwalifiseerd," 'n houermasjioppasser met minstens 12 maande ondervinding;

(111) "houermasjioppasser, ongekwalifiseerd," 'n houermasjioppasser met minder as 12 maande ondervinding;

(112) "versiermasjienvoerder" 'n werknemer wat bottels in 'n versiermasjien voer of dit daarvan afneem en wat sodanige masjien mag aansit of stopsit;

(113) "ondersoeker" 'n werknemer wat onder die toesig van 'n sorteerder houters of ander glasware ondersoek ten einde vas te stel of daar defekte is, en wat sodanige artikels mag verpak of sjabloneer;

(114) "oondwerker" 'n werknemer wat verantwoordelik is vir die instandhouding van die stoomdruk en die temperatuur van gasse wat deur die gasopwekkers geproduseer word, asook vir die temperatuur en die stand van die metaal in oonde;

(115) "oondwerker, gekwalifiseerd," 'n oondwerker met minstens 12 maande ondervinding;

(116) "oondwerker, ongekwalifiseerd," 'n oondwerker met minder as 12 maande ondervinding;

(117) "werknemer, graad I," 'n werknemer wat in een of meer van die volgende hoedanighede diens doen of een of meer van die volgende werksaamhede verrig:

(a) Enige kragaangedrewe masjien oppas wat nie elders in hierdie klousule uitdruklik vermeld word nie;

(b) versiermasjienvoerder;

(c) bandvergulsel aanbring;

(d) skerms vir sierwerk vervaardig;

(e) verf vir gebruik berei;

(f) sleepgraafbediener;

(118) "werknemer, graad I, gekwalifiseerd," 'n werknemer, graad I, met minstens drie maande ondervinding;

(119) "werknemer, graad I, ongekwalifiseerd," 'n werknemer, graad I, met minder as drie maande ondervinding;

(120) "indoena" 'n werknemer wat 'n kampongbestuurder help om orde of dissipline in 'n kampong te handhaaf;

(121) "gietvormskoonmaker" 'n werknemer wat gietvorms skoonmaak deur middel van saamgeperste lug of 'n kragaangedrewe masjien;

(122) "gietvormhersteller" 'n werknemer wat gietvorms herstel;

(123) "gietvormhersteller, gekwalifiseerd," 'n gietvormhersteller met minstens vier jaar ondervinding;

(124) "gietvormhersteller, ongekwalifiseerd," 'n gietvormhersteller met minder as vier jaar ondervinding;

(125) "prosestegnikus" 'n werknemer wat verantwoordelik is vir die bediening van twee of meer houermasjiene, wat toesig hou oor houermasjioppassers en wat veranderinge of lopende verstelling aan sodanige masjiene kan aanbring;

(126) "prosestegnikus, gekwalifiseerd," 'n prosestegnikus met minstens 12 maande ondervinding;

(127) "prosestegnikus, ongekwalifiseerd," 'n prosestegnikus met minder as 12 maande ondervinding;

(128) "sleepgraafbediener" 'n werknemer wat sand in stortregters skraap met behulp van 'n kragaangedrewe windas en wat sodanige windas mag aansit en stopsit;

(129) "skaalwerker" 'n werknemer wat, onder die toesig van 'n voorman, 'n assistentvoorman of glasmengselbereider bestanddele vir die vervaardiging van glas massameet;

(130) "sorteerder" 'n werknemer wat toesig hou oor ondersoekers en wat daarvoor verantwoordelik is dat hulle hul pligte op 'n doeltreffende wyse uitvoer;

(131) "sorteerder, gekwalifiseerd," 'n sorteerder met minstens 12 maande ondervinding;

(132) "sorteerder, ongekwalifiseerd," 'n sorteerder met minder as 12 maande ondervinding.

(F) In the Safety Glass Section of the Industry

- (133) "edge grinder by hand" means an employee who is engaged in grinding and polishing the edges of glass by hand;
- (134) "edge grinder by hand, qualified," means an edge grinder by hand who has had not less than two years' experience;
- (135) "edge grinder by hand, unqualified," means an edge grinder by hand who has had less than two years' experience;
- (136) "examiner" means an employee who is engaged in the visual examination of glass for defects;
- (137) "furnace operator" means an employee who is engaged in operating a furnace in the process of bending or toughening glass;
- (138) "furnace operator, qualified," means a furnace operator who has had not less than three years' experience;
- (139) "furnace operator, unqualified," means a furnace operator who has had less than three years' experience;
- (140) "glass cutter" means an employee, other than a templet cutter, who is engaged in cutting glass and who may select glass and supervise templet cutters;
- (141) "glass cutter, qualified," means a glass cutter who has had not less than three years' experience;
- (142) "glass cutter, unqualified," means a glass cutter who has had less than three years' experience;
- (143) "operator of an edge grinding and polishing machine, qualified," means an operator of an edge grinding and polishing machine who has had not less than six months' experience;
- (144) "operator of an edge grinding and polishing machine, unqualified," means an operator of an edge grinding and polishing machine who has had less than six months' experience;
- (145) "packer" means an employee who, under the supervision of a foreman, an assistant foreman or a qualified male clerk, is engaged in packing goods for transport or delivery;
- (146) "process hand" means an employee who is engaged in any one or more of the following activities or capacities:

- (a) Assembling by hand;
 - (b) edge sealing;
 - (c) film cutter;
 - (d) film washer and drier;
 - (e) fitting rubber ducting to or removing it from a glass assembly;
 - (f) loading or unloading an autoclave or oven;
 - (g) operating a cleaning machine;
 - (h) operating an assembly machine;
 - (i) operating a tinting machine;
 - (j) platen process operator;
 - (k) silk screen operator;
 - (l) trimming edges of films in glass assemblies;
- (147) "process hand, qualified," means a process hand who has had not less than two years' experience;
- (148) "process hand, unqualified," means a process hand who has had less than two years' experience;
- (149) "templet cutter" means an employee who is engaged in cutting glass to templet circle appliance, circle cutting appliance or glass cutting range or by other guiding appliance;
- (150) "templet cutter, qualified," means a templet cutter who has had not less than two years' experience;
- (151) "templet cutter, unqualified," means a templet cutter who has had less than two years' experience.

(G) In the Sheetglass and Insulator Sections of the Industry

- (152) "archman" means an employee who, under the supervision of a foreman or an assistant foreman, is responsible for recording furnace temperatures;
- (153) "archman, qualified," means an archman who has had not less than six months' experience;
- (154) "archman, unqualified," means an archman who has had less than six months' experience;
- (155) "batchman" means an employee who, under the supervision of a chemist, a foreman or an assistant foreman, is responsible for the massmeasuring and mixing of specified proportions of ingredients which go to make glass;
- (156) "batchman, qualified," means a batchman who has had not less than six months' experience;
- (157) "batchman, unqualified," means a batchman who has had less than six months' experience;
- (158) "boilerman" means an employee who is in charge of one or more boiler attendants;
- (159) "capping machine operator" means an employee who operates an insulator capping machine;
- (160) "chief glass drawing machine operator" means an employee who is engaged in supervising two or more glass drawing machine operators and who rectifies any glass substance faults;
- (161) "cut-off man" means an employee who, under the supervision of a top floor supervisor, is engaged in—
- (a) examining glass at it is cut off on the top floor;
 - (b) the initial classifying or grading of such glass; and

(F) In die Veiligheidsglasseksie van die Nywerheid

- (133) "handrandslyper" 'n werknemer wat glasrande met die hand slyp en poleer;
- (134) "handrandslyper, gekwalifiseerd," 'n handrandslyper met minstens twee jaar ondervinding;
- (135) "handrandslyper, ongekwalifiseerd," 'n handrandslyper met minder as twee jaar ondervinding;
- (136) "ondersoeker" 'n werknemer wat glas visueel ondersoek ten einde defekte te ontdek;
- (137) "oondbediener" 'n werknemer wat 'n oond in die buig- of temperingproses van glas bedien;
- (138) "oondbediener, gekwalifiseerd," 'n oondbediener met minstens drie jaar ondervinding;
- (139) "oondbediener, ongekwalifiseerd," 'n oondbediener met minder as drie jaar ondervinding;
- (140) "glassnyer" 'n werknemer, uitgesonderd 'n leipatroonglassnyer, wat glas sny en wat glas mag uitsoek en toesig mag hou oor leipatroonglassnyers;
- (141) "glassnyer, gekwalifiseerd," 'n glassnyer met minstens drie jaar ondervinding;
- (142) "glassnyer, ongekwalifiseerd," 'n glassnyer met minder as drie jaar ondervinding;
- (143) "bediener van 'n randslyp- en -poleermasjien, gekwalifiseerd," 'n bediener van 'n randslyp- en -poleermasjien met minstens ses maande ondervinding;
- (144) "bediener van 'n randslyp- en -poleermasjien, ongekwalifiseerd," 'n bediener van 'n randslyp- en -poleermasjien met minder as ses maande ondervinding;
- (145) "verpaker" 'n werknemer wat, onder die toesig van 'n voorman, 'n assistent voorman of 'n gekwalifiseerde manlike klerk, goedere verpak vir vervoer of aflewering;
- (146) "proseswerker" 'n werknemer wat in een of meer van die volgende hoedanighede diens doen of een of meer van die volgende werksaamhede verrig:

- (a) Met die hand monteer;
 - (b) randafsluiting;
 - (c) filmsnyer;
 - (d) films was en droog;
 - (e) rubberpype aan 'n glasmontering aanbring of dit daarvan verwyder;
 - (f) 'n outoklaaf of oond vul of leegmaak;
 - (g) 'n skoonmaakmasjien bedien;
 - (h) 'n monteermasjien bedien;
 - (i) 'n kleurmasjien bedien;
 - (j) plaatproseswerker;
 - (k) syskermbediener;
 - (l) filmrande in glasmonterwerk afwerk;
- (147) "proseswerker, gekwalifiseerd," 'n proseswerker met minstens twee jaar ondervinding;
- (148) "proseswerker ongekwalifiseerd," 'n proseswerker met minder as twee jaar ondervinding;
- (149) "leipatroonsnyer" 'n werknemer wat glas sny volgens 'n leipatroonsirkeltoestel, 'n sirkelsnytoestel, 'n glasleipatroontoestel of ander leitoestel;
- (150) "leipatroonsnyer, gekwalifiseerd," 'n leipatroonsnyer met minstens twee jaar ondervinding;
- (151) "leipatroonsnyer, ongekwalifiseerd," 'n leipatroonsnyer met minder as twee jaar ondervinding.

(G) In die Ruitglas- en Isolatorseksie van die Nywerheid

- (152) "temperatuuraantekenaar" 'n werknemer wat onder die toesig van 'n voorman of 'n assistent-voorman verantwoordelik is vir die aantekening van oondtemperatuur;
- (153) "temperatuuraantekenaar, gekwalifiseerd," 'n temperatuuraantekenaar met minstens ses maande ondervinding;
- (154) "temperatuuraantekenaar, ongekwalifiseerd," 'n temperatuuraantekenaar met minder as ses maande ondervinding;
- (155) "glasmengselbereider" 'n werknemer wat onder die toesig van 'n skeikundige, 'n voorman of 'n assistent-voorman verantwoordelik is vir die massameet en meng, in bepaalde verhoudings, van bestanddele wat gebruik word vir die vervaardiging van glas;
- (156) "glasmengselbereider, gekwalifiseerd," 'n glasmengselbereider met minstens ses maande ondervinding;
- (157) "glasmengselbereider, ongekwalifiseerd," 'n glasmengselbereider met minder as ses maande ondervinding;
- (158) "ketelwerker" 'n werknemer wat in beheer van een of meer ketelbedieners is;
- (159) "dopopsitmasjienbediener" 'n werknemer wat 'n isolatordopopsitmasjien bedien;
- (160) "hoofbediener van 'n glastrekmassjien" 'n werknemer wat toesig hou oor twee of meer glastrekmassjienbedieners en wat foute in die samestelling van die glas regmaak;
- (161) "afsnwyer" 'n werknemer wat, onder die toesig van 'n boonste verdiepingtoesighouer, die volgende take verrig:
- (a) Glas ondersoek wanneer dit op die boonste verdieping afgesny word;
 - (b) sodanige glas aanvanklik klassifiseer of gradeer; en

(c) changing cutting wheels or devices;

and who may split pre-cut sheets, keep records and supervise employees removing pre-cut edges from glass;

(162) "cut-off man, qualified," means a cut-off man who has had not less than 12 months' experience;

(163) "cut-off man, unqualified," means a cut-off man who has had less than 12 months' experience;

(164) "cutter and presser" means an employee who measures the quantity of molten glass into a mould and presses the shell;

(165) "cutter and presser, qualified," means a cutter and presser who has had not less than 12 months' experience;

(166) "cutter and presser, unqualified," means a cutter and presser who has had less than 12 months' experience;

(167) "furnaceman" means an employee who, under the supervision of a foreman or an assistant foreman, controls the feed of raw materials and gas into a furnace;

(168) "furnaceman, qualified," means a furnaceman who has had not less than six months' experience;

(169) "furnaceman, unqualified," means a furnaceman who has had less than six months' experience;

(170) "glass cutter" means an employee who is engaged in cutting glass for stock by means of a range;

(171) "glass cutter, qualified," means a glass cutter who has had not less than 18 months' experience;

(172) "glass cutter, unqualified," means a glass cutter who has had less than 18 months' experience;

(173) "glass drawing machine operator" means an employee who, under the supervision of a chief glass drawing machine operator, is engaged in withdrawing glass by power-driven machine from the furnace as a broad controlled ribbon;

(174) "glass drawing machine operator, qualified," means a glass drawing machine operator who has had not less than 12 months' experience;

(175) "glass drawing machine operator, unqualified," means a glass drawing machine operator who has had less than 12 months' experience;

(176) "glass examiner" means an employee who examines glass for defects and sorts glass to quality standards before despatch;

(177) "insulator examiner" means an employee who examines and sorts insulator shells after the initial toughening process;

(178) "lehr end examiner" means an employee who examines and sorts insulator shells after shock tests;

(179) "lehr end examiner, qualified," means a lehr end examiner who has had not less than 12 months' experience;

(180) "lehr end examiner, unqualified," means a lehr end examiner who has had less than 12 months' experience;

(181) "loading supervisor" means an employee who is responsible for the efficient loading of all packed glass;

(182) "machineman" means an employee who, under the supervision of a foreman or an assistant foreman, is responsible for the efficient running of machines or oil burners including the oiling and greasing of machines, maintaining the water and air cooling devices of furnaces and who records machine speeds and glass levels;

(183) "machineman, qualified," means a machineman who has had not less than six months' experience;

(184) "machineman, unqualified," means a machineman who has had less than six months' experience;

(185) "part-time waiter" means an employee who is engaged in serving meals or tea or similar beverages in a staff eating room for not more than four hours on any day and who for the remaining ordinary hours of work is engaged on the duties of a class for which the same or a lower rate of wage is prescribed;

(186) "pinning machine operator" means an employee who is engaged in fitting insulators and pins in a pinning machine and guages and cements them together;

(187) "routine tension tester" means an employee who, under the supervision of a foreman or an assistant foreman, couples strings of insulators to a tension machine and by pressing a button tests such insulators to a pre-determined standard;

(188) "stirrer" means an employee who, under the supervision of a cutter and presser, is engaged in stirring the cavity in an insulator shell in a mould using a hand press;

(189) "tailor" means an employee who is engaged in making or repairing asbestos clothing;

(190) "top floor supervisor" means an employee who is engaged in supervising all employees working on the top floor and who maintains the top floor records;

(191) "toughener" means an employee who removes insulators from the equilibrating kiln and places them on and removes them from the toughening machine.

(b) For the purpose of this Determination an employee shall be deemed to be in that class in which he is wholly or mainly engaged.

(c) snywiele of -toestelle omruil;

en wat vooraf gesnyde ruitglas mag kloof, registers mag byhou en toesig mag hou oor werknemers wat die rande van vooraf gesnyde glas verwyder;

(162) "afsnwyerker, gekwalifiseerd," 'n afsnwyerker met minstens 12 maande ondervinding;

(163) "afsnwyerker, ongekwalifiseerd," 'n afsnwyerker met minder as 12 maande ondervinding;

(164) "snyer en perser" 'n werknemer wat die hoeveelheid gesmelte glas in 'n gietvorm afmeet en die dop afdruk;

(165) "snyer en perser, gekwalifiseerd," 'n snyer en perser met minstens 12 maande ondervinding;

(166) "snyer en perser, ongekwalifiseerd," 'n snyer en perser met minder as 12 maande ondervinding;

(167) "oondwerker" 'n werknemer wat, onder die toesig van 'n voorman of 'n assistent voorman beheer het oor die voer van grondstowwe en gas in 'n oond;

(168) "oondwerker, gekwalifiseerd," 'n oondwerker met minstens ses maande ondervinding;

(169) "oondwerker, ongekwalifiseerd," 'n oondwerker met minder as ses maande ondervinding;

(170) "glassnyer" 'n werknemer wat glas vir voorraad sny met behulp van 'n leipatroontoestel;

(171) "glassnyer, gekwalifiseerd," 'n glassnyer met minstens 18 maande ondervinding;

(172) "glassnyer, ongekwalifiseerd," 'n glassnyer met minder as 18 maande ondervinding;

(173) "glastrekmassienbediener" 'n werknemer wat, onder die toesig van 'n hoofbediener van 'n glastrekmassien, glas in die vorm van 'n breë, beheerde band uit die oond trek met behulp van 'n kragaaangedrewe massien;

(174) "glastrekmassienbediener, gekwalifiseerd," 'n glastrekmassienbediener met minstens 12 maande ondervinding;

(175) "glastrekmassienbediener, ongekwalifiseerd," 'n glastrekmassienbediener met minder as 12 maande ondervinding;

(176) "glasondersoeker" 'n werknemer wat glas ondersoek ten einde defekte te ontdek en wat glas volgens gehaltestandaarde sorteer voordat dit versend word;

(177) "isolatorondersoeker" 'n werknemer wat isolatordoppe na die aanvanklike temperingsproses ondersoek en sorteer;

(178) "lehr-endondersoeker" 'n werknemer wat isolatordoppe ná skoktoetse ondersoek en sorteer;

(179) "lehr-endondersoeker, gekwalifiseerd," 'n lehr-endondersoeker met minstens 12 maande ondervinding;

(180) "lehr-endondersoeker, ongekwalifiseerd," 'n lehr-endondersoeker met minder as 12 maande ondervinding;

(181) "laai-toesighouer" 'n werknemer wat daarvoor verantwoordelik is dat alle verpakte glas doeltreffend gelaai word;

(182) "massienversorger" 'n werknemer wat, onder die toesig van 'n voorman of 'n assistent-voorman verantwoordelik is vir die doeltreffende werking van massiene of oliebranders, met inbegrip van die olie en smeer daarvan, die instandhouding van die water- en lugverkoelingstoestelle van oonde, en wat massiensnelhede en die glasstande aanteken;

(183) "massienversorger, gekwalifiseerd," 'n massienversorger met minstens ses maande ondervinding;

(184) "massienversorger, ongekwalifiseerd," 'n massienversorger met minder as ses maande ondervinding;

(185) "deelytse tafelbediende" 'n werknemer wat etes, tee of soortgelyke drankie in 'n personeeleetkamer vir hoogstens vier uur per dag bedien en wat vir die res van die gewone werkdag die pligte verrig van 'n klas werknemer vir wie dieselfde of 'n laer loon voorgeskryf word;

(186) "penbevestigingsmassienbediener" 'n werknemer wat isolators en penne in 'n penbevestigingsmassien insit en hulle meet en aanmekeer;

(187) "roetinespanningstoetser" 'n werknemer wat, onder die toesig van 'n voorman of 'n assistent-voorman, stringe isolators aan 'n spanningsmassien vaskoppel en, deur 'n knoppie te druk, sodanige isolators aan 'n vooraf bepaalde standaard toets;

(188) "roerder" 'n werknemer wat, onder die toesig van 'n snyer en perser, die opening in 'n isolatordop in 'n gietvorm roer deur van 'n handpers gebruik te maak;

(189) "snyer" 'n werknemer wat asbesklere maak of herstel;

(190) "boonste verdiepingtoesighouer" 'n werknemer wat toesig hou oor al die werknemers wat op die boonste verdieping werk en wat die registers van die boonste verdieping byhou;

(191) "temperaar" 'n werknemer wat isolators van die effenings-oond verwyder en hulle op die temperingsmassien plaas en daarvan verwyder.

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

3. REMUNERATION

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

(a) *Employees other than casual employees.*

(A) *In all Sections of the Industry*

(i)	In all areas Per week R
Artisan.....	46,00
Assistant foreman.....	40,02
Chauffeur.....	17,00
Clerk, female, unqualified—	
during the first year of experience.....	17,31
during the second year of experience.....	19,38
during the third year of experience.....	21,46
during the fourth year of experience.....	23,54
Clerk, female, qualified.....	25,62
Clerk, male, unqualified—	
during the first year of experience.....	18,92
during the second year of experience.....	23,08
during the third year of experience.....	27,23
during the fourth year of experience.....	31,38
during the fifth year of experience.....	35,54
Clerk, male, qualified.....	40,62
Foreman.....	50,00
Handyman.....	21,00
Machine handyman.....	27,00
Traveller, unqualified—	
during the first year of experience.....	34,62
during the second year of experience.....	40,38
during the third year of experience.....	46,15
during the fourth year of experience.....	51,92
Traveller, qualified.....	57,69
Traveller's assistant.....	17,00

3. BESOLDIGING

(1) Die minimum loon wat 'n werkgever aan elke lid van ondergenoemde klasse werknemers in sy diens moet betaal, is dié hieronder uiteengesit:

(a) *Werknemers, uitgesonderd los werknemers.*

(A) *In alle Seksies van die Nywerheid*

(i)	In alle gebiede Per week R
Ambagsman.....	46,00
Assistent-voorman.....	40,02
Chauffeur.....	17,00
Klerk, vrou, ongekwalifiseerd—	
gedurende die eerste jaar ondervinding.....	17,31
gedurende die tweede jaar ondervinding.....	19,38
gedurende die derde jaar ondervinding.....	21,46
gedurende die vierde jaar ondervinding.....	23,54
Klerk, vrou, gekwalifiseerd.....	25,62
Klerk, man, ongekwalifiseerd—	
gedurende die eerste jaar ondervinding.....	18,92
gedurende die tweede jaar ondervinding.....	23,08
gedurende die derde jaar ondervinding.....	27,23
gedurende die vierde jaar ondervinding.....	31,38
gedurende die vyfde jaar ondervinding.....	35,54
Klerk, man, gekwalifiseerd.....	40,62
Voorman.....	50,00
Faktotum.....	21,00
Masjienfaktotum.....	27,00
Handelsreisiger, ongekwalifiseerd—	
gedurende die eerste jaar ondervinding.....	34,62
gedurende die tweede jaar ondervinding.....	40,38
gedurende die derde jaar ondervinding.....	46,15
gedurende die vierde jaar ondervinding.....	51,92
Handelsreisiger, gekwalifiseerd.....	57,69
Handelsreisiger se assistent.....	17,00

(ii)

	In the Magisterial Districts of Bellville, Port Elizabeth, Simonstown, The Cape and Wynberg	In the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Delmas, Durban, Germiston, Inanda, Johannes- burg, Kempton Park, Krugersdorp, Nigel, Oberholzer, Pine- town, Pretoria, Rand- fontein, Roodepoort, Springs, Vanderbijl- park and Vereeniging	In the Magisterial Districts of Bloem- fontein, East London, Kimberley, Klerks- dorp, Pietermaritz- burg, Potchefstroom and Welkom	In all other areas
	Per week R	Per week R	Per week R	Per week R
Boiler attendant.....	14,26	12,65	11,04	7,59
Chargehand.....	14,26	12,65	11,04	7,59
Cratemaker.....	14,95	14,03	12,42	9,89
Driver of a motor vehicle the unladen mass of which together with the unladen mass of any trailer or trailers drawn by such vehicle—				
(i) does not exceed 450 kg.....	16,10	16,10	14,26	14,26
(ii) exceeds 450 kg but not 2 700 kg.....	20,24	20,24	20,24	19,78
(iii) exceeds 2 700 kg but not 4 500 kg....	24,15	24,15	24,15	21,16
(iv) exceeds 4 500 kg.....	28,52	28,52	28,52	25,53
Factory clerk, unqualified—				
during the first six months of experience....	12,88	11,50	11,04	10,58
during the second six months of experience	15,41	14,26	13,80	13,11
Factory clerk, qualified.....	18,17	17,25	16,56	15,87
Factory truck driver.....	16,10	16,10	14,49	13,80
First-aid assistant.....	13,34	11,96	10,35	7,13
First-aid attendant.....	16,33	14,49	12,65	9,66
General worker, female.....	9,89	8,74	7,59	6,21
General worker, male—				
under 18 years of age.....	9,43	8,28	7,36	6,44
18 years of age or over.....	12,42	11,04	9,66	6,67
Mobile hoist operator.....	14,95	14,03	12,42	9,89
Operator of a power-driven band or circular saw	14,95	14,03	12,42	9,89
Packer.....	13,34	11,96	11,75	11,04
Sandblaster, unqualified.....	12,42	11,04	9,66	6,67
Sandblaster, qualified.....	14,95	14,03	12,42	9,89
Watchman.....	14,26	12,65	11,04	7,59
Employee not elsewhere in this subclause speci- fically mentioned.....	14,95	14,03	12,42	9,89

(ii)

	In die landdros- distrikte Bellville, Port Elizabeth, Simonstad, Die Kaap en Wynberg	In die landdros- distrikte Alberton, Benoni, Boksburg, Brakpan, Delmas, Durban, Germiston, Inanda, Johannes- burg, Kempton Park, Krugersdorp, Nigel, Oberholzer, Pinetown, Pretoria, Randfontein, Roode- poort, Springs, Van- derbijlpark en Vereeniging	In die landdros- distrikte Bloem- fontein, Oos-Londen, Kimberley, Klerks- dorp, Pietermaritz- burg, Potchefstroom, en Welkom	In alle ander gebiede
	Per week R	Per week R	Per week R	Per week R
Ketelbediener.....	14,26	12,65	11,04	7,59
Onderbaas.....	14,26	12,65	11,04	7,59
Kratmaker.....	14,95	14,03	12,42	9,89
Drywer van 'n motorvoertuig waarvan die onbe- laste massa tesame met die onbelaste massa van enige sleepwa of sleepwaens deur sodanige voertuig getrek—				
(i) hoogstens 450 kg is.....	16,10	16,10	14,26	14,26
(ii) meer as 450 kg maar hoogstens 2 700 kg is.....	20,24	20,24	20,24	19,78
(iii) meer as 2 700 kg maar hoogstens 4 500 kg is.....	24,15	24,15	24,15	21,16
(iv) meer as 4 500 kg is.....	28,52	28,52	28,52	25,53
Fabrieksklerk, ongekwalifiseerd—				
gedurende die eerste ses maande ondervinding	12,88	11,50	11,04	10,58
gedurende die tweede ses maande ondervinding	15,41	14,26	13,80	13,11
Fabrieksklerk, gekwalifiseerd.....	18,17	17,25	16,56	15,87
Fabrieksvragmotordrywer.....	16,10	16,10	14,49	13,80
Eerstehulpassistente.....	13,34	11,96	10,35	7,13
Eerstehulpbediener.....	16,33	14,49	12,65	9,66
Algemene werker, vrou.....	9,89	8,74	7,59	6,21
Algemene werker, man—				
onder 18 jaar.....	9,43	8,28	7,36	6,44
18 jaar of ouer.....	12,42	11,04	9,66	6,67
Bediener van 'n mobiele hystoestel.....	14,95	14,03	12,42	9,89
Bediener van 'n kragaangedrewe band- of sirkel- saag.....	14,95	14,03	12,42	9,89
Verpakker.....	13,34	11,96	11,75	11,04
Sandstraler, ongekwalifiseerd.....	12,42	11,04	9,66	6,67
Sandstraler, gekwalifiseerd.....	14,95	14,03	12,42	9,89
Wag.....	14,26	12,65	11,04	7,59
Werknemer nie elders in hierdie subklousule uitdruklik vermeld nie.....	14,95	14,03	12,42	9,89

(iii) *Team leader*.—For every week of employment, the weekly wage prescribed for the class of employee which he supervises in the area in which he works, plus 5 per cent: Provided that if wages are prescribed for such class of employee on a rising scale, the expression "weekly wage" shall mean the weekly wage for a qualified employee of that class.

(B) *In the Decorating Section of the Industry*

	In all areas Per week R
Glass cutter, female, unqualified—	
during the first six months of experience.....	9,89
during the second six months of experience.....	10,58
during the third six months of experience.....	11,27
Glass cutter, female, qualified.....	12,19
Glass cutter, male, unqualified—	
during the first six months of experience.....	12,42
during the second six months of experience.....	13,34
during the third six months of experience.....	14,26
Glass cutter, male, qualified.....	15,18

(iii) *Spanleier*.—Vir elke week diens, die weekloon voorgeskryf vir die klas werknemer waarvoor hy toesig hou in die gebied waarin hy werk, plus 5 persent: Met dien verstande dat indien lone op 'n stygende skaal vir sodanige klas werknemer voorgeskryf is, die uitdrukking "weekloon" die weekloon beteken wat vir 'n gekwalifiseerde werknemer van daardie klas voorgeskryf is.

(B) *In die Versierseksie van die Nywerheid*

	In alle gebiede Per week R
Glassnyer, vrou, ongekwalifiseerd—	
gedurende die eerste ses maande ondervinding.....	9,89
gedurende die tweede ses maande ondervinding.....	10,58
gedurende die derde ses maande ondervinding.....	11,27
Glassnyer, vrou, gekwalifiseerd.....	12,19
Glassnyer, man, ongekwalifiseerd—	
gedurende die eerste ses maande ondervinding.....	12,42
gedurende die tweede ses maande ondervinding.....	13,34
gedurende die derde ses maande ondervinding.....	14,26
Glassnyer, man, gekwalifiseerd.....	15,18

(C) In the Mineral Wool Section of the Industry, including the Manufacture of Fibreglass, Slagwool and Rockwool, and the Manufacture of Fibreglass Continuous Filament Products

	In all areas Per week R
Batchman, unqualified.....	25,07
Batchman, qualified.....	29,90
Chargeman.....	11,96
Conveyor attendant.....	17,25
Conveyor operator, unqualified.....	25,07
Conveyor operator, qualified.....	29,90
Melting tank attendant.....	17,25
Melting tank operator, unqualified—	
during the first six months of experience.....	25,07
during the second six months of experience.....	29,90
Melting tank operator, qualified.....	34,96
Pipe machine attendant, unqualified.....	11,04
Pipe machine attendant, qualified.....	11,96
Spinnerman, unqualified.....	11,96
Spinnerman, qualified.....	15,18
Supervisor.....	30,36

(C) In die Mineraalwolseksie van die Nywerheid, insluitende die Vervaardiging van Veselglas, Slakwol en Rotswol en die Vervaardiging van Produkte van Aaneenlopende Veselglasfilament

	In alle gebiede Per week R
Glasmengselbereider, ongekwalifiseerd.....	25,07
Glasmengselbereider, gekwalifiseerd.....	29,90
Oondvuller.....	11,96
Vervoerbandoppasser.....	17,25
Vervoerbandbediener, ongekwalifiseerd.....	25,07
Vervoerbandbediener, gekwalifiseerd.....	29,90
Smelttenkoppasser.....	17,25
Smelttenkbediener, ongekwalifiseerd—	
gedurende die eerste ses maande ondervinding.....	25,07
gedurende die tweede ses maande ondervinding.....	29,90
Smelttenkbediener, gekwalifiseerd.....	34,96
Pypmasjienoppasser, ongekwalifiseerd.....	11,04
Pypmasjienoppasser, gekwalifiseerd.....	11,96
Tolmasjienwerker, ongekwalifiseerd.....	11,96
Tolmasjienwerker, gekwalifiseerd.....	15,18
Toesighouer.....	30,36

(D) In the Flat-ware Section of the Industry

	In the Magisterial Districts of Bellville, Port Elizabeth, Simonstown, The Cape and Wynberg	In the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Delmas, Durban, Germiston, Inanda, Johannes- burg, Kempton Park, Krugersdorp, Nigel, Oberholzer, Pine- town, Pretoria, Rand- fontein, Roodepoort, Springs, Vanderbijl- park and Vereeniging	In the Magisterial Districts of Bloem- fontein, East London, Kimberley, Klerks- dorp, Pietermaritz- burg, Potchefstroom and Welkom	In all other areas
	Per week R	Per week R	Per week R	Per week R
Driller, unqualified—				
during the first six months of experience....	13,80	12,42	11,27	9,89
during the second six months of experience...	15,87	14,26	13,34	12,88
Driller, qualified.....	17,94	17,25	16,10	15,41
Examiner.....	16,56	16,10	14,95	14,26
Glass beveller } unqualified—				
Glass silverer } during the first year of experience.....	12,42	11,04	9,66	8,05
} during the second year of experience.....	15,41	14,26	12,88	11,50
} during the third year of experience.....	18,40	17,48	16,10	14,95
Glass beveller } qualified.....	21,62	20,70	19,55	18,86
Glass silverer }				
Glass cutter, Grade I, unqualified—				
during the first year of experience.....	12,42	11,04	9,66	8,05
during the second year of experience.....	17,94	16,56	15,18	13,80
during the third year of experience.....	23,69	22,31	20,70	19,55
Glass cutter, Grade I, qualified.....	29,44	28,06	26,22	25,30
Glass cutter, Grade II, unqualified—				
during the first six months of experience....	12,42	11,04	9,66	8,05
during the second six months of experience...	14,72	13,11	11,73	9,89
Glass cutter, Grade II, qualified.....	17,25	15,18	13,80	11,73
Paint sprayer, unqualified.....	12,42	11,04	9,66	8,05
Paint sprayer, qualified.....	13,34	12,42	11,73	11,04
Polisher, unqualified—				
during the first six months of experience....	12,42	11,04	9,66	8,05
during the second six months of experience...	13,80	12,42	11,27	9,89
during the third six months of experience....	15,18	14,03	12,88	11,73
during the fourth six months of experience...	16,56	15,64	14,49	13,57
Polisher, qualified.....	17,94	17,25	16,10	15,41

(D) In die Platwareseksie van die Nywerheid

	In die landdros- distrikte Bellville, Port Elizabeth, Simonstad, Die Kaap en Wynberg	In die landdros- distrikte Alberton, Benoni, Boksburg, Brakpan, Delmas, Durban, Germiston, Inanda, Johannes- burg, Kempton Park, Krugersdorp, Nigel, Oberholzer, Pinetown, Pretoria, Randfontein, Roode- poort, Springs, Van- derbijlpark en Vereeniging	In die landdros- distrikte Bloem- fontein, Oos-Londen, Kimberley, Klerks- dorp, Pietermaritz- burg, Potchefstroom, en Welkom	In alle ander gebiede
	Per week R	Per week R	Per week R	Per week R
Boorwerker, ongekwalifiseerd—				
gedurende die eerste ses maande ondervinding	13,80	12,42	11,27	9,89
gedurende die tweede ses maande ondervinding.....	15,87	14,26	13,34	12,88
Boorwerker, gekwalifiseerd.....	17,94	17,25	16,10	15,41
Ondersoeker.....	16,56	16,10	14,95	14,26
Glasafskuinser } ongekwalifiseerd—				
Glasversilweraar } gedurende die eerste jaar ondervinding.....	12,42	11,04	9,66	8,05
gedurende die tweede jaar ondervinding....	15,41	14,26	12,88	11,50
gedurende die derde jaar ondervinding.....	18,40	17,48	16,10	14,95
Glasafskuinser } gekwalifiseerd.....	21,62	20,70	19,55	18,86
Glasversilweraar }				
Glassnyer, graad I, ongekwalifiseerd—				
gedurende die eerste jaar ondervinding.....	12,42	11,04	9,66	8,05
gedurende die tweede jaar ondervinding....	17,94	16,56	15,18	13,80
gedurende die derde jaar ondervinding.....	23,69	22,31	20,70	19,55
Glassnyer, graad I, gekwalifiseerd.....	29,44	28,06	26,22	25,30
Glassnyer, graad II, ongekwalifiseerd—				
gedurende die eerste ses maande ondervinding	12,42	11,04	9,66	8,05
gedurende die tweede ses maande ondervinding	14,72	13,11	11,73	9,89
Glassnyer, graad II, gekwalifiseerd.....	17,25	15,18	13,80	11,73
Spuutverwer, ongekwalifiseerd.....	12,42	11,04	9,66	8,05
Spuutverwer, gekwalifiseerd.....	13,34	12,42	11,73	11,04
Poleerder, ongekwalifiseerd—				
gedurende die eerste ses maande ondervinding	12,42	11,04	9,66	8,05
gedurende die tweede ses maande ondervinding	13,80	12,42	11,27	9,89
gedurende die derde ses maande ondervinding	15,18	14,03	12,88	11,73
gedurende die vierde ses maande ondervinding	16,56	15,64	14,49	13,57
Poleerder, gekwalifiseerd.....	17,94	17,25	16,10	15,41

(E) In the Hollow-ware Section of the Industry

(i)	In all areas Per week R
Batchman } unqualified—	
Furnaceman } during the first six months of experience.....	16,56
during the second six months of experience.....	24,84
Batchman } qualified.....	33,12
Furnaceman }	
Compound manager.....	44,62
Mould cleaner.....	21,39
Mould repairer, unqualified—	
during the first year of experience.....	36,80
during the second year of experience.....	39,10
during the third year of experience.....	41,40
during the fourth year of experience.....	43,70
Mould repairer, qualified.....	46,00
Process technician } unqualified.....	41,40
Sorter }	
Process technician } qualified.....	46,00
Sorter }	

(ii)

(E) In die Holwareseksie van die Nywerheid

(i)	In alle gebiede Per week R
Glasmengselbereider } ongekwalifiseerd—	
Oondwerker } gedurende die eerste ses maande ondervinding.....	16,56
gedurende die tweede ses maande ondervinding.....	24,84
Glasmengselbereider } gekwalifiseerd.....	33,12
Oondwerker }	
Kampongbestuurder.....	44,62
Gietvormskoonmaker.....	21,39
Gietvormhersteller, ongekwalifiseerd—	
gedurende die eerste jaar ondervinding.....	36,80
gedurende die tweede jaar ondervinding.....	39,10
gedurende die derde jaar ondervinding.....	41,40
gedurende die vierde jaar ondervinding.....	43,70
Gietvormhersteller, gekwalifiseerd.....	46,00
Prosestegnikus } ongekwalifiseerd.....	41,40
Sorteerder }	
Prosestegnikus } gekwalifiseerd.....	46,00
Sorteerder }	

	In the Magisterial Districts of Bellville, Simonstown, The Cape and Wynberg	In the Magisterial District of Dundee	In all other areas
	Per week R	Per week R	Per week R
Container-machine attendant, unqualified—			
during the first six months of experience.....	20,70	13,80	18,40
during the second six months of experience.....	23,00	16,10	20,70
Container-machine attendant, qualified.....	25,30	18,40	23,00
Grade I employee, unqualified.....	12,42	6,67	11,04
Grade I employee, qualified.....	13,34	8,51	11,96
Induna.....	13,80	9,66	12,42

(ii)

	In die landdros- distrikte Bellville, Simonstad, Die Kaap en Wynberg	In die landdros- distrik Dundee	In alle ander gebiede
	Per week R	Per week R	Per week R
Houermasjienoppasser ongekwalifiseerd—			
gedurende die eerste ses maande ondervinding.....	20,70	13,80	18,40
gedurende die tweede ses maande ondervinding.....	23,00	16,10	20,70
Houermasjienoppasser, gekwalifiseerd.....	25,30	18,40	23,00
Werknemer, graad I, ongekwalifiseerd.....	12,42	6,67	11,04
Werknemer, graad I, gekwalifiseerd.....	13,34	8,51	11,96
Indoena.....	13,80	9,66	12,42

(F) In the Safety Glass Section of the Industry

	In all areas Per week R
Edge grinder by hand, process hand, templet cutter, unqualified—	
during the first six months of experience.....	12,42
during the second six months of experience.....	14,03
during the third six months of experience.....	15,64
during the fourth six months of experience.....	17,48
Edge grinder by hand, process hand, templet cutter, qualified.....	19,32
Employee stacking glass according to size and pattern Examiner.....	16,79
	19,32
Furnace operator, glass cutter, unqualified—	
during the first year of experience.....	12,42
during the second year of experience.....	19,32
during the third year of experience.....	26,22
Furnace operator, glass cutter, qualified.....	33,12
Operator of an edge grinding and polishing machine, unqualified—	
during the first three months of experience.....	12,42
during the second three months of experience.....	13,57
Operator of an edge grinding and polishing machine, qualified.....	14,95
Packer.....	17,25

(G) In the Sheetglass and Insulator Section of the Industry

	In all areas Per week R
Archman, batchman, furnaceman, unqualified.....	24,84
Archman, batchman, furnaceman, qualified.....	33,12
Boilerman.....	34,96
Capping machine operator.....	11,96
Chief glass drawing machine operator.....	39,56
Cut-off man, cutter and presser, glass drawing machine operator, Lehr end examiner, unqualified—	
during the first six months of experience.....	24,84
during the second six months of experience.....	30,59
Cut-off man, cutter and presser, glass drawing machine operator, Lehr end examiner, qualified.....	36,34
Glass cutter, unqualified—	
during the first six months of experience.....	11,73
during the second six months of experience.....	14,26
during the third six months of experience.....	16,79
Glass cutter, qualified.....	19,55
Glass examiner.....	38,18
Insulator examiner.....	27,37
Loading supervisor.....	16,56
Machineman, unqualified.....	27,60
Machineman, qualified.....	32,12
Part-time waiter.....	11,04
Pinning machine operator.....	11,96
Routine tension tester.....	12,42
Stirrer.....	27,37
Top floor supervisor.....	39,56

(b) Casual employee.—An employee shall pay his casual employee for each day or part of a day of employment a wage of not less than—

(i) one fifth, if the maximum prescribed ordinary hours of work of such employee is nine and one quarter;

(F) In die Veiligheidsglasseksie van die Nywerheid

	In alle gebiede Per week R
Handrandslyper, proseswerker, leipatroonsnyer, ongekwalifiseerd—	
gedurende die eerste ses maande ondervinding.....	12,42
gedurende die tweede ses maande ondervinding.....	14,03
gedurende die derde ses maande ondervinding.....	15,64
gedurende die vierde ses maande ondervinding.....	17,48
Handrandslyper, proseswerker, leipatroonsnyer, gekwalifiseerd.....	19,32
Werknemer wat glas volgens grootte en patroon opstapel Ondersoeker.....	16,79
	19,32
Oondbediener, glassnyer, ongekwalifiseerd—	
gedurende die eerste jaar ondervinding.....	12,42
gedurende die tweede jaar ondervinding.....	19,32
gedurende die derde jaar ondervinding.....	26,22
Oondbediener, glassnyer, gekwalifiseerd.....	33,12
Bediener van 'n randslyp- en poleermasjien, ongekwalifiseerd—	
gedurende die eerste drie maande ondervinding.....	12,42
gedurende die tweede drie maande ondervinding.....	13,57
Bediener van 'n randslyp- en poleermasjien, gekwalifiseerd	14,95
Verpakker.....	17,25

(G) In die Ruitglas- en Isolatorseksies van die Nywerheid

	In alle gebiede Per week R
Temperatuuraantekenaar, glasmengselbereider, oondwerker, ongekwalifiseerd.....	24,84
Temperatuuraantekenaar, glasmengselbereider, oondwerker, gekwalifiseerd.....	33,12
Ketelwerker.....	34,96
Dopopsitmasjienbediener.....	11,96
Hoofglastrekmassjienbediener.....	39,56
Afsnywerker, snyer en perser, glastrekmassjienbediener, Lehr-endondersoeker, ongekwalifiseerd—	
gedurende die eerste ses maande ondervinding.....	24,84
gedurende die tweede ses maande ondervinding.....	30,59
Afsnywerker, snyer en perser, glastrekmassjienbediener, Lehr-endondersoeker, gekwalifiseerd.....	36,34
Glassnyer, ongekwalifiseerd—	
gedurende die eerste ses maande ondervinding.....	11,73
gedurende die tweede ses maande ondervinding.....	14,26
gedurende die derde ses maande ondervinding.....	16,79
Glassnyer, gekwalifiseerd.....	19,55
Glasondersoeker.....	38,18
Isolatorondersoeker.....	27,37
Laai-toesighouer.....	16,56
Masjienversorger, ongekwalifiseerd.....	27,60
Masjienversorger, gekwalifiseerd.....	32,12
Deeltydse tafelbediende.....	11,04
Penbevestigingsmasjienbediener.....	11,96
Roetinespanningstoetsers.....	12,42
Roerder.....	27,37
Boonsteverdiepingtoesighouer.....	39,56

(b) Los werknemer.—'n Werkgewer moet sy los werknemer vir elke dag of gedeelte van 'n dag diens 'n loon betaal van minstens—

(i) indien die maksimum voorgeskrewe gewone werkure van sodanige werknemer nege en 'n kwart is, een vyfde;

(ii) one sixth, if such maximum is eight and one half; of the weekly wage prescribed for an employee in the same area and of the same sex who performs the same class of work as the casual employee is required to do, plus 10 per cent:

Provided that—

(i) where the employer requires a casual employee to perform the work of a class of employee for whom wages on a rising scale are prescribed, the expression "weekly wage" shall mean the weekly wage prescribed for a qualified employee of that class;

(ii) where the employer requires a casual employee to work for a period of not more than four consecutive hours on any day, his wage may be reduced by not more than 50 per cent.

(2) *Basis of contract.*—For the purpose of this clause the contract of employment of an employee, other than a casual employee, shall be on a weekly basis, and, save as provided in clause 4 (6), an employee shall be paid in respect of a week not less than the full weekly wage prescribed in subclause (1), read with subclause (3), for an employee of his class in the area in which he works, whether he has in that week worked the maximum number of ordinary hours of work applicable to him in terms of clause 5 or less.

(3) *Differential wage.*—An employer who requires or permits a member of one class of his employees to perform for longer than one hour in the aggregate on any day, either in addition to his own work or in substitution therefor, work of another 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 subclause (1), 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 at the higher rate; and

(ii) in the case referred to in paragraph (b), not less than the daily wage calculated on the notch in the rising scale immediately above the wage which the employee was receiving for his ordinary work:

Provided that—

(i) this subclause shall not apply where the difference between classes in terms of subclause (1) is based on age, experience or sex;

(ii) unless expressly otherwise provided in a written contract between an employer and his employee, nothing in this Determination shall be so construed as to preclude an employer from requiring his employee to perform work of another class for which class the same or a lower wage is prescribed than that prescribed for such employee.

(4) *Calculation of wages.*—(a) The hourly wage of an employee, other than a casual employee, shall be his weekly wage divided by the number of ordinary hours of work prescribed for such employee in any week.

(b) The daily wage of an employee, other than a casual employee, shall be his weekly wage divided by—

(i) five, in the case of an employee who normally works a five-day week;

(ii) six, in the case of any other employee.

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

(5) *Transport allowance and expenses.*—In addition to paying any other remuneration due to—

(a) a traveller who uses his employer's motor transport or who is required to travel by train or any other means of conveyance than his own, his employer shall reimburse him all the reasonable expenses incurred by him in connection with such transport in the performance of his duties, and for the purpose of this subclause the cost of overnight garaging of motor transport shall be deemed to be a transport expense;

(b) a traveller who is required to provide motor transport for the performance of his duties, his employer shall pay him for each kilometre travelled in the performance of his duties a transport allowance of not less than—

(i) where the engine capacity of the vehicle, in which the employee so travelled, does not exceed 1 250 cm³: 4,5c;

(ii) where the engine capacity of such vehicle exceeds 1 250 cm³ but not 2 500 cm³: 5,3c;

(iii) where the engine capacity of such vehicle exceeds 2 500 cm³: 6,9c.

(ii) indien sodanige maksimum agt en 'n half is, een sesde; van die weekloon voorgeskryf vir 'n werknemer in dieselfde gebied en van dieselfde geslag wat dieselfde klas werk verrig as dié wat van die los werknemer vereis word, plus 10 persent: Met dien verstande dat—

(i) waar die werkgewer van 'n los werknemer vereis om die werk te verrig van 'n klas werknemer vir wie 'n loon teen 'n stygende skaal voorgeskryf word, die uitdrukking "weekloon" beteken die weekloon wat vir 'n gekwalifiseerde werknemer van daardie klas voorgeskryf word;

(ii) waar die werkgewer van 'n los werknemer vereis om vir 'n tydperk van hoogstens vier agtereenvolgende ure op enige dag te werk, sy loon met hoogstens 50 persent verminder kan word.

(2) *Kontrakgrondslag.*—By die toepassing van hierdie klousule moet die dienskontrak van 'n werknemer, uitgesonderd 'n los werknemer, op 'n weeklikse grondslag berus en, behoudens klousule 4 (6), moet 'n werknemer vir 'n week minstens die volle weekloon betaal word wat by subklousule (1), gelees met subklousule (3), vir 'n werknemer van sy klas in die gebied waarin hy werk, voorgeskryf word, afgesien daarvan of hy in so 'n week die maksimum getal gewone werkure wat ingevolge klousule 5 vir hom geld, of minder, gewerk het.

(3) *Differensiële loon.*—'n Werkgewer wat van 'n lid van een klas van sy werknemers vereis of hom toelaat om vir langer as altesaam een uur op 'n dag of benewens sy eie werk of in die plek daarvan werk van 'n ander klas te verrig waarvoor of—

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

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

by subklousule (1) voorgeskryf word, moet ten opsigte van daardie dag aan sodanige werknemer betaal—

(i) in die geval in paragraaf (a) bedoel, minstens die dagloon bereken teen die hoër tarief; en

(ii) in die geval in paragraaf (b) bedoel, minstens die dagloon bereken op dié kerf in die stygende skaal onmiddellik bokant die loon wat die werknemer vir sy gewone werk ontvang het:

Met dien verstande dat—

(i) hierdie subklousule nie geld nie wanneer die verskil tussen die klasse ingevolge subklousule (1) op ouderdom, ondervinding of geslag berus;

(ii) tensy daar in 'n skriftelike kontrak tussen 'n werkgewer en sy werknemer uitdruklik anders bepaal word, niks in hierdie Vastelling só uitgeleë mag word dat dit 'n werkgewer belet om van sy werknemer te vereis om 'n ander klas werk te verrig waarvoor die voorgeskrewe loon dieselfde of laer is as dié wat vir so 'n werknemer voorgeskryf word nie.

(4) *Loonberekening.*—(a) Die uurloon van 'n werknemer, uitgesonderd 'n los werknemer, is sy weekloon gedeel deur die getal gewone werkure wat vir so 'n werknemer in enige week voorgeskryf is.

(b) Die dagloon van 'n werknemer, uitgesonderd 'n los werknemer, is sy weekloon gedeel deur—

(i) vyf, in die geval van 'n werknemer wat normaalweg vyf dae per week werk;

(ii) ses, in die geval van enige ander werknemer.

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

(5) *Vervoertoelae en -uitgawes.*—Benewens die betaling van enige ander besoldiging verskuldig aan—

(a) 'n handelsreisiger wat van sy werkgewer se motorvoertuig gebruik maak of van wie vereis word om per trein of met enige ander vervoermiddel as sy eie te reis, moet sy werkgewer hom vergoed vir alle redelike uitgawes wat hy in die uitvoering van sy pligte in verband met sodanige vervoer aangegaan het, en by die toepassing van hierdie subklousule word die koste verbonde aan die stalling van 'n motorvoertuig oornag, geag 'n vervoeruitgawe te wees;

(b) 'n handelsreisiger van wie vereis word om 'n motorvoertuig vir die uitvoering van sy pligte te verskaf, moet sy werkgewer hom vir elke kilometer wat hy in die uitvoering van sy pligte afgelê het, 'n vervoertoelae betaal van minstens—

(i) waar die silinderinhoud van die voertuig waarmee die werknemer aldus gereis het hoogstens 1 250 cm³ is: 4,5c;

(ii) waar die silinderinhoud van sodanige voertuig meer as 1 250 cm³ maar hoogstens 2 500 cm³ is: 5,3c;

(iii) waar die silinderinhoud van sodanige voertuig meer as 2 500 cm³ is: 6,9c.

(6) *Subsistence allowance and expenses.*—In addition to paying any other remuneration due to—

(a) a traveller who, on any journey undertaken in the performance of his duties, is absent from his place of residence and his employer's establishment for any period in excess of six consecutive hours, his employer shall—

(i) reimburse him all expenses reasonably incurred by him for any meals and teas for himself during each such period of absence not extending over a night;

(ii) pay him a subsistence allowance of not less than R8 for each night where such absence extends over one or more nights;

(b) a traveller's assistant who, accompanying a traveller on any journey undertaken by the traveller in the performance of his duties, is absent from his place of residence and his employer's establishment for any period in excess of six consecutive hours, his employer shall—

(i) reimburse him all expenses reasonably incurred by him for any meals and teas for himself during each such period of absence not extending over a night;

(ii) pay him a subsistence allowance of not less than three rand for each night where such absence extends over one or more nights;

Provided that for the purpose of this subclause the expression "night" means the period between 11 o'clock p.m. and 4 o'clock a.m.

(7) (a) Any allowances and expenses payable to an employee in terms of subclauses (5) and (6) shall be paid by an employer within seven days of the employee's written claim therefor: Provided that an employee shall submit any such claims within one month of entitlement but shall not submit more than one claim in any one week.

(b) An employer may require his traveller to frame any claim so that it shall reflect—

(i) in respect of any claim in terms of subclause (5) (a), the mode of travel employed and the transport expenses incurred or the nature of any other expense for which reimbursement is claimed;

(ii) in respect of any claim in terms of subclause (5) (b), the distance travelled each day, the points of call and, except in municipal areas, the route followed;

(iii) in respect of any claim in terms of subclause (6), the times of commencement and ending of each period of absence; and to enable him to comply with such a requirement, his employer shall, before any such journey is undertaken by such traveller, provide him with a suitable book or forms in or on which to maintain suitable records.

4. PAYMENT OF REMUNERATION

(1) *Employees other than casual employees.*—Save as provided in clauses 3 (7) and 6 (4), any amount due to an employee, other than a casual employee, shall be paid in cash weekly or, with the consent of the employee, in cash or by cheque monthly, during the hours of work or within 30 minutes of ceasing work, on the usual pay-day of the establishment for such employee (or in the case of a shift worker or a continuous process worker at a time agreed upon between such employee and his employer, which time shall be during the usual office hours of the establishment but not later than 24 hours after the usual pay-day) or on termination of employment if this takes place before the usual pay-day, and such amount shall be contained in a sealed envelope or container on which shall be recorded, or which shall be accompanied by a statement showing—

(a) the employer's name;

(b) the employee's name or his number on the pay roll and his occupation;

(c) the number of ordinary hours of work worked by the employee;

(d) the number of overtime hours worked by the employee;

(e) the number of hours worked by the employee on a Sunday, a public holiday referred to in clause 8 (1), or during his free period;

(f) the employee's wage;

(g) the details of any other remuneration arising out of the employee's employment;

(h) the details of any deductions made;

(i) the actual amount paid to the employee; and

(6) *Onderhoudstoelae en -uitgawes.*—Benewens die betaling van enige ander besoldiging verskuldig aan—

(a) 'n handelsreisiger wat op enige reis wat hy in die uitvoering van sy pligte onderneem, vir 'n langer tydperk as ses agtereenvolgende ure van sy woonplek en sy werkgewer se bedryfsinrigting afwesig is—

(i) moet sy werkgewer hom alle redelike uitgawes vergoed wat hy in elke sodanige tydperk van afwesigheid wat nie oor 'n nag strek nie, aan etes en tee vir homself aangegaan het;

(ii) moet sy werkgewer hom 'n onderhoudstoelae van minstens R8 vir elke nag betaal as so 'n afwesigheid oor een of meer nagte strek;

(b) 'n handelsreisiger se assistent wat, wanneer hy 'n handelsreisiger vergesel op enige reis wat die handelsreisiger in die uitvoering van sy pligte onderneem, vir 'n langer tydperk as ses agtereenvolgende ure van sy woonplek en sy werkgewer se bedryfsinrigting afwesig is—

(i) moet sy werkgewer hom alle redelike uitgawes vergoed wat hy in elke sodanige tydperk van afwesigheid wat nie oor 'n nag strek nie, aan etes en tee vir homself aangegaan het;

(ii) moet sy werkgewer hom 'n onderhoudstoelae van minstens drie rand vir elke nag betaal as so 'n afwesigheid oor een of meer nagte strek;

Met dien verstande dat by die toepassing van hierdie subklousule die uitdrukking "nag" die tydperk tussen 11-uur nm. en 4-uur vm. beteken.

(7) (a) 'n Werkgewer moet alle toelaes en uitgawes wat ingevolge subklousules (5) en (6) aan 'n werknemer betaalbaar is, binne sewe dae nadat die werknemer dit skriftelik geëis het, aan hom betaal: Met dien verstande dat 'n werknemer elke sodanige eis binne een maand vanaf die tydstop waarop hy daarop geregtig geword het, moet indien maar dat hy nie meer as een eis in 'n week mag indien nie.

(b) 'n Werkgewer kan van sy handelsreisiger vereis om elke eis so op te stel dat dit weergee—

(i) in die geval van 'n eis ingevolge subklousule (5) (a), die soort vervoer en die vervoerkoste of die aard van alle ander uitgawes waarvoor hy vergoeding eis;

(ii) in die geval van 'n eis ingevolge subklousule (5) (b), die afstand wat hy elke dag afgelê het, die plekke wat besoek is en, uitgesonderd in munisipale gebiede, die roete wat gevolg is;

(iii) in die geval van 'n eis ingevolge subklousule (6), die tyd waarop elke tydperk van afwesigheid begin en geëindig het;

en ten einde aan so 'n vereiste te kan voldoen, moet sy werkgewer, voordat sodanige reis deur sodanige handelsreisiger onderneem word, aan hom 'n geskikte boek of vorms verskaf waarin of waarop gepaste aantekeninge gehou kan word.

4. BETALING VAN BESOLDIGING

(1) *Werknemers uitgesonderd los werknemers.*—Behoudens klousules 3 (7) en 6 (4), moet elke bedrag verskuldig aan 'n werknemer, uitgesonderd 'n los werknemer, weekliks in kontant, of as die werknemer daartoe instem, maandeliks in kontant of per tjek betaal word gedurende die werkure, of binne 30 minute nadat die werk gestaak is, op die gewone betaaldag van die bedryfsinrigting vir so 'n werknemer (of in die geval van 'n skofwerker of 'n deurlopendeproseswerker, op 'n tydstop waaroor sodanige werkgewer en sy werknemer ooreenkomstig het en wat gedurende die gewone kantoorure van die bedryfsinrigting moet wees, maar nie later nie as 24 uur na die gewone betaaldag) of by diensbeëindiging, as dit voor die gewone betaaldag geskied, en sodanige bedrag moet in 'n verseëlde koevert of houër wees waarop, of wat vergesel gaan van 'n staat waarop, gemeld word—

(a) die werkgewer se naam;

(b) die werknemer se naam of sy nommer op die betaalstaat en sy beroep;

(c) die getal gewone werkure wat die werknemer gewerk het;

(d) die getal ure wat die werknemer oortyd gewerk het;

(e) die getal ure wat die werknemer op 'n Sondag, 'n openbare vakansiedag in klousule 8 (1) bedoel, of gedurende sy vry periode gewerk het;

(f) die werknemer se loon;

(g) besonderhede van enige ander besoldiging wat uit die werknemer se diens voortspruit;

(h) besonderhede van enige bedrag wat afgetrek is;

(i) die werklike bedrag wat aan die werknemer betaal word; en

(j) the period in respect of which payment is made; and such envelope or container on which these particulars are recorded or such statement shall become the property of the employee: Provided that—

(i) at the written request of an employee the amount due to him may be paid into his building society or bank account by his employer who shall hand to him the relevant receipt together with the afore-mentioned statement;

(ii) the afore-mentioned information relating to time worked need not be furnished in respect of an employee who is excluded from the hours of work provisions by virtue of clause 5 (12) (a).

(2) *Casual employee.*—An employer shall pay the remuneration due to a casual employee in cash on termination of his employment.

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

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

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

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

(a) With the written consent of his employee, a deduction for—

(i) holiday, sick benefit, medical aid, insurance, savings, provident, pension or staff presentation funds;

(ii) subscriptions to trade unions or to any institution for the benefit of the employee or to an employee's recreational club if such club is on the employer's premises;

(iii) rentals in respect of housing provided by the employer:

Provided that the written consent of an employee to whom proviso (ii) to clause 7 (1) applies, need not be obtained in the case of a deduction of his contributions to the fund or organisation nominated by him;

(b) except where otherwise provided in this Determination, whenever an employee is absent from work, other than on the instructions or at the request of his employer, a deduction proportionate to the period of his absence and calculated on the basis of the wage which such employee was receiving in respect of his ordinary hours of work at the time of such absence;

(c) a deduction of any amount which an employer by law or order of any competent court is required or permitted to make;

(d) whenever an employee agrees or is required in terms of the Bantu (Urban Areas) Consolidation Act, 1945, to accept board and lodging or board or lodging with his employer, a deduction not exceeding the amounts specified hereunder:

	Per week	Per month
	R	R
(i) Board.....	0,95	4,10
(ii) Lodging.....	0,45	1,95
(iii) Board and lodging.....	1,40	6,05;

(e) whenever the ordinary hours of work prescribed in clause 5 are reduced on account of short-time, a deduction not exceeding the amount of the employee's (other than a casual employee's) hourly wage in respect of each hour of such reduction: Provided that—

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

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

(iii) no deduction shall be made in the case of short-time owing to any other cause, in respect of the first hour not worked, unless the employer has given his employee notice on the previous day that no work will be available;

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

(j) die tydperk waarvoor die betaling geskied;

en sodanige koevert of houer waarop hierdie inligting aange-teken is of sodanige staat word die eiendom van die werknemer: Met dien verstande dat—

(i) op die skriftelike versoek van 'n werknemer, die bedrag aan hom verskuldig gestort kan word op sy bouvereniging- of bankrekening deur die werkgever wat die betrokke kwitansie, tesame met voornoemde staat, aan hom moet oorhandig;

(ii) voornoemde inligting betreffende tyd gewerk nie verstrek hoef te word aan 'n werknemer wat ingevolge klousule 5 (12) (a) van die werkure bepalings uitgesluit is nie.

(2) *Los werknemer.*—'n Werkgever moet die besoldiging wat aan 'n los werknemer verskuldig is, by die beëindiging van sy diens in kontant aan hom betaal.

(3) *Premies.*—Geen bedrag mag regstreeks of onregstreeks vir die indiensneming of opleiding van 'n werknemer aan 'n werk-gever betaal of deur hom aangeneem word nie.

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

(5) *Kos en inwoning.*—Behoudens die Bantoe (Stadsgebiede) Konsolidasiewet, 1945, mag 'n werkgever nie van sy werknemer vereis om kos of inwoning of kos en inwoning van hom of van enigiemand anders of op 'n plek deur hom aangewys, aan te neem nie.

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

(a) Met die skriftelike toestemming van sy werknemer—

(i) 'n bedrag vir 'n vakansie-, siektebystands-, mediese hulp-versekerings-, spaar-, voorsorgs-, pensioen- of personeelpre-sentatiefonds;

(ii) ledegelde van vakverenigings of vir enige inrigting wat tot die voordeel van die werknemer strek of vir ledegeld van die werknemer se ontspanningsklub, indien sodanige klub op die werkgever se perseel geleë is;

(iii) huur aan huisvesting wat deur die werkgever verskaf word;

Met dien verstande dat die skriftelike toestemming van die werknemer op wie voorbehoudsbepaling (ii) van klousule 7 (1) van toepassing is, nie verkry hoef te word nie in die geval van 'n aftrekking van sy bydraes tot die fonds of organisasie deur hom aangewys;

(b) behoudens andersluidende bepalings in hierdie Vasstelling, telkens wanneer 'n werknemer om 'n ander rede as op las of versoek van sy werkgever van sy werk afwesig is, 'n bedrag eweredig aan die tydperk van sy afwesigheid en bereken op die grondslag van die loon wat sodanige werknemer ten tyde van sodanige afwesigheid ten opsigte van sy gewone werkure ontvang het;

(c) enige bedrag wat 'n werkgever regtens of kragtens of ingevolge 'n bevel van 'n bevoegde hof mag of moet aftrek;

(d) wanneer 'n werknemer daartoe instem of daar ingevolge die Bantoe (Stadsgebiede) Konsolidasiewet, 1945, van hom veries word om kos en inwoning of kos of inwoning van sy werkgever aan te neem, 'n bedrag van hoogstens—

	Per week	Per maand
	R	R
(i) Kos.....	0,95	4,10
(ii) Inwoning.....	0,45	1,95
(iii) Kos en inwoning.....	1,40	6,05;

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

(i) sodanige aftrekking hoogstens een derde van die werknemer se weekloon is, ongeag die getal ure waarmee die gewone werkure aldus verminder word;

(ii) geen aftrekking ten opsigte van korttyd wat deur 'n slapte in die bedryf of 'n tekort aan grondstowwe of ver-pakkingsmateriaal ontstaan, geskied nie tensy die werkgever sy werknemer op die vorige werkdag kennis gegee het van sy voorneme om die gewone werkure te verminder;

(iii) geen aftrekking ten opsigte van korttyd weens enige ander oorsaak geskied nie vir die eerste uur waarin daar nie gewerk word nie, tensy die werkgever sy werknemer op die vorige dag kennis gegee het dat daar geen werk sal wees nie;

(f) met die skriftelike toestemming van 'n werknemer, enige bedrag wat 'n werkgever betaal het of onderneem het om te betaal aan 'n munisipale raad of ander plaaslike owerheid ten opsigte van die huur van 'n huis of vir huisvesting in 'n tehuus wat die werknemer in 'n lokasie of bantoeoord onder die beheer van so 'n raad of ander plaaslike owerheid bewoon.

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

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

- (a) in the case of an employee who works a six-day week—
 - (i) forty-six in any week from Monday to Saturday, inclusive; and
 - (ii) subject to subparagraph (i) hereof, eight on any day, unless the hours on one day do not exceed five, in which case the hours on any of the other days may be extended to eight and one-half;
- (b) in the case of an employee who works a five-day week—
 - (i) forty-six in any week from Monday to Friday, inclusive; and
 - (ii) subject to subparagraph (i) hereof, nine and one-quarter on any day.

(2) An employer shall not require or permit a continuous process worker to work—

- (a) more ordinary hours of work than—
 - (i) forty-eight in any week from Sunday to Saturday, inclusive: Provided that any ordinary hours of work worked by a continuous process worker in any week in excess of 46 hours shall be paid for at a rate of not less than one and one-third times his ordinary wage, but this proviso shall not apply to a continuous process worker who normally works a five day week;
 - (ii) eight on any shift;
- (b) more than six shifts in any week: Provided—
 - (i) that all shifts worked shall normally be interrupted by not less than eight hours;
 - (ii) that an employer may require or permit his continuous process worker to work not more than seven shifts in any one week during any period of three consecutive weeks; and
 - (iii) that the ordinary hours of work of a continuous process worker shall not exceed 144 hours in any such period of three consecutive weeks.

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

- (a) nine and one-quarter in an establishment or portion of an establishment in which a five-day week is worked;
- (b) eight and one-half in an establishment or portion of an establishment in which a six-day week is worked.

(4) *Meal intervals.*—An employer shall not require or permit an employee to work for more than five hours continuously without a meal interval of not less than one hour, during which interval such employee shall not be required or permitted to perform any work, and such interval shall not form part of the ordinary hours of work or overtime: Provided that—

- (i) an employer may agree with his employee to reduce the period of such interval to not less than half an hour, and in that event, and after the employer has informed the Divisional Inspector, Department of Labour, for his area, in writing of such agreement, the interval may be so reduced;
- (ii) periods of work interrupted by intervals of less than one hour, except when proviso (i) or (v) applies, shall be deemed to be continuous;
- (iii) if such interval be longer than one hour, any period in excess of one and one-quarter hours shall be deemed to be time worked;
- (iv) only one such interval during the ordinary hours of work of an employee on any day shall not form part of the ordinary hours of work;
- (v) when on any day by reason of overtime work an employer is required to give an employee a second meal interval, such interval may be reduced to not less than 15 minutes or such second meal interval may be dispensed with if the total period worked by the employee after the first meal interval does not exceed six hours;
- (vi) a driver of a motor vehicle who during such interval does no work other than being or remaining in charge of the vehicle shall be deemed for the purposes of this subclause not to have worked during such interval;
- (vii) such interval need not be granted to a continuous process worker or a shiftworker during his ordinary hours of work on any shift if he is given the opportunity during

5. WERKURE, GEWONE EN OORTYD-, EN BETALING VIR OORTYDWERK

(1) *Gewone werkure.*—'n Werkgewer mag nie van 'n werknemer, uitgesonderd 'n los werknemer of 'n deurlopende proseswerker, vereis of hom toelaat om meer gewone werkure te werk nie as—

- (a) in die geval van 'n werknemer wat ses dae per week werk—
 - (i) ses-en-veertig in 'n week van Maandag tot en met Saterdag; en
 - (ii) behoudens subparagraaf (i) hiervan, agt op 'n dag, tensy die ure op een dag hoogstens vyf is, wanneer die ure op enigteen van die ander dae tot agt en 'n half verleng kan word;
- (b) in die geval van 'n werknemer wat vyf dae per week werk—
 - (i) ses-en-veertig in 'n week van Maandag tot en met Vrydag; en
 - (ii) behoudens subparagraaf (i) hiervan, nege en 'n kwart op 'n dag.

(2) 'n Werkgewer mag nie van 'n deurlopendeproseswerker vereis of hom toelaat om—

- (a) meer gewone werkure te werk nie as—
 - (i) agt-en-veertig in enige week van Sondag tot en met Saterdag: Met dien verstande dat 'n deurlopendeproseswerker vir elke gewone werkuur wat hy bo en behalwe 46 in 'n week werk, betaal moet word teen 'n skaal van minstens een en 'n derde maal sy gewone loon, maar hierdie voorbehoudsbepaling is nie van toepassing op 'n deurlopendeproseswerker wat gewoonlik 'n werksweek van vyf dae het nie;
 - (ii) agt in enige skof;
- (b) meer as ses skofte in enige week te werk nie: Met dien verstande—
 - (i) dat alle skofte wat gewerk word normaalweg deur minstens agt ure onderbreek word;
 - (ii) dat 'n werkgewer van sy deurlopendeproseswerker kan vereis of hom kan toelaat om hoogstens sewe skofte in enige week gedurende enige tydperk van drie agtereenvolgende weke te werk; en
 - (iii) dat die gewone werkure van 'n deurlopende proseswerker hoogstens 144 in enige sodanige tydperk van drie agtereenvolgende weke mag wees.

(3) 'n Werkgewer mag nie van 'n los werknemer vereis of hom toelaat om meer gewone werkure op 'n dag te werk nie as—

- (a) nege en 'n kwart in 'n bedryfsinrigting of gedeelte van 'n bedryfsinrigting waarin daar vyf dae per week gewerk word;
- (b) agt en 'n half in 'n bedryfsinrigting of gedeelte van 'n bedryfsinrigting waarin daar ses dae per week gewerk word.

(4) *Etenspouses.*—'n Werkgewer mag nie van 'n werknemer vereis of hom toelaat om meer as vyf uur aaneen sonder 'n etenspouse van minstens een uur te werk nie, en gedurende sodanige pouse mag daar nie van sodanige werknemer vereis of mag hy nie toegelaat word om enige werk te verrig nie, en sodanige pouse maak nie deel van die gewone werkure of oortydure uit nie: Met dien verstande dat—

- (i) 'n werkgewer met sy werknemer ooreen kan kom om die duur van sodanige pouse tot minstens 'n halfuur te verkort, en in dié geval en nadat die werkgewer die Afdelingsinspekteur, Departement van Arbeid, vir sy gebied skriftelik in kennis gestel het van sodanige ooreenkoms, kan die pouse aldus verkort word;
- (ii) werkydperke wat onderbreek word deur pouses van minder as een uur, uitgesonderd waar voorbehoudsbepaling (i) of (v) van toepassing is, geag word aaneenlopend te wees;
- (iii) as sodanige pouse langer as een uur is, enige tyd wat een en 'n kwart uur te bowe gaan, geag word werkyd te wees;
- (iv) alleenlik een sodanige pouse gedurende die gewone werkure van 'n werknemer op 'n dag nie deel van die gewone werkure mag uitmaak nie;
- (v) wanneer daar, vanweë oortyd wat gewerk is, van 'n werkgewer vereis word om op 'n dag 'n tweede etenspouse aan 'n werknemer toe te staan, sodanige pouse tot minstens 15 minute verkort mag word of dat daar met die toestaan van die tweede etenspouse weggedoen mag word indien die totale tydperk wat die werknemer ná die eerste etenspouse werk, hoogstens ses uur beloop;
- (vi) 'n drywer van 'n motorvoertuig wat gedurende sodanige pouse geen ander werk verrig as om in beheer van die voertuig te wees of te bly nie, by die toepassing van hierdie subklousule geag word nie gedurende sodanige pouse te gewerk het nie;
- (vii) sodanige pouse nie aan 'n deurlopendeproseswerker of 'n skofwerker toegestaan hoef te word gedurende sy gewone werkure op enige skof nie indien aan hom gedurende sodanige

such hours of having a meal while at his post, unless this is prohibited by virtue of any notice published in terms of section 27 of the Factories, Machinery and Building Work Act, 1941.

(5) An employer shall grant to each of his continuous process workers one free period of not less than 24 consecutive hours in every week, but, if an employer requires or permits such a worker to work during his free period, the hours worked shall not form part of the ordinary hours of work prescribed in subclause (2).

(6) (a) Every employer who employs continuous process workers shall, prior to the commencement of each shift cycle, display prominently in a conspicuous place upon his premises to be determined by him, a notice or time-table indicating the shifts which each such worker will be required to work during the ensuing shift cycle and the free periods of each such worker.

(b) The employer shall retain such notice or time-table for a period of three years subsequent to the date thereof.

(c) If no such notice or time-table is displayed, the free period of each such worker shall be deemed to commence at midnight on Saturday.

(7) *Rest intervals.*—An employer shall grant to each of his employees, other than a continuous process worker or a shift-worker, a rest interval of not less than 10 minutes as nearly as practicable in the middle of each morning and afternoon work period, and during such interval such employee shall not be required or permitted to perform any work, and such interval shall be deemed to be part of the ordinary hours of work of such employee.

(8) *Hours of work to be consecutive.*—Save as provided in subclause (4), all hours of work of an employee on any day shall be consecutive.

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

- (a) in the case of a casual employee, two hours on any day;
- (b) in the case of any other employee, 10 hours in any week.

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

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

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

- (a) between 6 o'clock p.m. and 6 o'clock a.m.;
- (b) after 1 o'clock p.m. on more than five days a week;
- (c) overtime for more than two hours on any day, except that an employee who works a five-day week may work up to four hours overtime on a Saturday, but so that 10 hours are not exceeded in any week;
- (d) overtime on more than three consecutive days in any week;
- (e) overtime on more than 60 days in any year.
- (f) overtime after completion of her ordinary hours of work for more than one hour on any day unless he has—
 - (i) before midday given notice thereof to such employee; or
 - (ii) provided such employee with an adequate meal and allowed her sufficient time to have it before she has to commence overtime; or
 - (iii) paid such employee not less than 25c in sufficient time to enable her to obtain and have a meal before overtime is due to commence.

(12) *Savings.*—(a) Subclauses (1) to (11), inclusive, shall not apply to—

- (i) a traveller or a traveller's assistant;
- (ii) a foreman, a senior managerial or administrative employee or a technical or professional employee if and for so long as such an employee is in receipt of a regular wage at a rate of not less than R300 per month, or, if such an employee is a continuous process worker, R330 per month;
- (iii) a watchman whose employer grants him a free period of 24 consecutive hours in every week of employment: Provided that—
 - (i) he makes no deduction from his watchman's wage in respect thereof;

ure die geleentheid verskaf word om 'n ete te nuttig terwyl hy op sy pos bly, tensy dit verbied word ooreenkomstig 'n kennisgewing wat ingevolge artikel 27 van die Wet op Fabrieke, Masjinerie en Bouwerk, 1941, gepubliseer is.

(5) 'n Werkgewer moet elke week aan elkeen van sy deurlopendeproseswerkers een vry periode van minstens 24 agtereenvolgende ure toestaan, maar, indien 'n werkgewer van sodanige werker vereis of hom toelaat om gedurende sy vry periode te werk, maak die ure wat gewerk is nie deel uit van die gewone werkure by subklousule (2) voorgeskryf nie.

(6) (a) Elke werkgewer wat deurlopendeproseswerkers in diens het, moet voor die aanvang van elke skofsiklus, op 'n opvallende plek in sy perseel wat hy self bepaal, 'n kennisgewing of rooster vertoon waarin die skofte wat elke sodanige werker gedurende die daaropvolgende skofsiklus sal moet werk en die vry periodes van elke sodanige werker gemeld word.

(b) Die werkgewer moet sodanige kennisgewing of rooster vir 'n tydperk van drie jaar na die datum daarvan bewaar.

(c) Indien geen sodanige kennisgewing of rooster vertoon word nie, word daar geag dat die vry periode van elke sodanige werker om middernag op Saterdag begin.

(7) *Ruspouses.*—'n Werkgewer moet, so na as doenlik aan die middel van elke werktydperk in die voor- en namiddag, aan elkeen van sy werknemers, uitgesonderd 'n deurlopendeproseswerker of skofwerker, 'n ruspouse van minstens 10 minute toestaan waarin daar nie van sodanige werknemer vereis of hy nie toegelaat mag word om werk te verrig nie, en daar word geag dat so 'n pouse deel van die gewone werkure van so 'n werknemer uitmaak.

(8) *Werkure moet agtereenvolgend wees.*—Behoudens subklousule (4), moet alle werkure van 'n werknemer op elke dag agtereenvolgend wees.

(9) *Beperking van oortydwerk.*—'n Werkgewer mag nie van 'n werknemer vereis of hom toelaat om langer oortyd te werk nie as—

- (a) in die geval van 'n los werknemer, twee uur op 'n dag; en
- (b) in die geval van enige ander werknemer, 10 uur in 'n week.

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

- (a) in die geval van 'n los werknemer, een en 'n derde maal sy gewone loon ten opsigte van die totale tydperk aldus deur sodanige werknemer op enige dag gewerk;
- (b) in die geval van 'n ander werknemer, een en 'n derde maal sy gewone loon ten opsigte van die totale tydperk aldus deur sodanige werknemer in enige week gewerk.

(11) *Vroulike werknemers.*—Ondanks andersluidende bepalinge in hierdie klousule, mag 'n werkgewer nie van 'n vroulike werknemer vereis of haar toelaat om—

- (a) tussen 6-uur nm. en 6-uur vm. te werk nie;
- (b) op meer as vyf dae in 'n week na 1-uur nm. te werk nie;
- (c) meer as twee uur oortyd op 'n dag te werk nie, behalwe dat 'n werknemer wat 'n werkweek van vyf dae het, op 'n Saterdag tot vier uur oortyd mag werk, maar dan só dat die oortydwerk hoogstens 10 uur in enige week is;
- (d) op meer as drie agtereenvolgende dae in 'n week oortyd te werk nie;
- (e) op meer as 60 dae in 'n jaar oortyd te werk nie;
- (f) na voltooiing van haar gewone werkure meer as een uur op 'n dag oortyd te werk nie, tensy hy—
 - (i) sodanige werknemer voor die middag kennis daarvan gegee het; of
 - (ii) sodanige werknemer van 'n toereikende ete voorsien en haar genoeg tyd gelaat het om dit te nuttig voordat sy met die oortydwerk moet begin; of
 - (iii) sodanige werknemer minstens 25c betyds betaal het om haar in staat te stel om 'n ete te verkry en te nuttig voordat sy met die oortydwerk moet begin.

(12) *Voorbehoudsbepalings.*—(a) Subklousules (1) tot en met (11), is nie van toepassing nie op—

- (i) 'n handelsreisiger of 'n handelsreisiger se assistent;
- (ii) 'n voorman, 'n senior bestuurs- of administratiewe werknemer of 'n tegniese of professionele werknemer indien en solank so 'n werknemer gereeld 'n loon van minstens R300 per maand ontvang of, as so 'n werknemer 'n deurlopende proseswerker is, R330 per maand;
- (iii) 'n wag wie se werkgewer hom 'n vry periode van minstens 24 agtereenvolgende ure in elke week diens toestaan: Met dien verstande dat—
 - (i) hy geen bedrag van sy wag se loon ten opsigte daarvan aftrek nie;

(ii) an employer may, in lieu of granting his watchman any such free period, pay such watchman the wage which he would have received if he had not worked during such period, plus an amount of not less than double his daily wage in respect of such period not granted.

(b) Subclause (7) shall not apply to a driver of a motor vehicle or a general worker assisting on a delivery vehicle.

(c) Subclause (9) shall not apply to an employee whilst he is engaged on any work specified in paragraph (f) of the definition of emergency work and subclauses (4), (7), (8) and (9) shall not apply to an employee whilst he is engaged on any other emergency work or to a chauffeur, a first-aid attendant, a first-aid assistant or an induna.

6. ANNUAL LEAVE

(1) Subject to subclause (2), an employer shall grant to his employee, other than a casual employee, in respect of each completed period of 12 months of employment with him—

(a) in the case of a traveller, traveller's assistant or watchman, 21 consecutive days' leave;

(b) in the case of any other employee, two weeks plus three work days' consecutive leave;

and shall pay such employee in respect of such leave—

(i) in the case of an employee referred to in paragraph (a), an amount of not less than three times the weekly wage which the employee was receiving immediately prior to the date on which the leave commenced;

(ii) in the case of an employee referred to in paragraph (b), an amount of not less than double the weekly wage plus three times the daily wage which the employee was receiving immediately prior to the date on which the leave commenced.

Provided that for the purpose of this clause—

(i) the weekly wage of a traveller who is employed on commission work shall be calculated by dividing the remuneration payable to him by virtue of his agreement in accordance with clause 9 (7) in respect of the 12 months immediately preceding the date of the accrual of his leave by 52 or, if he has had less than 12 months of such employment, by dividing the total remuneration so payable to him during his period of such employment by the number of completed weeks in such period;

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

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

(i) if such leave has not been granted earlier, it shall, save as provided in subclause (3), be granted so as to commence within four months after the completion of the 12 months of employment to which it relates or, if the employer and employee have agreed thereto in writing before the expiration of the said period of four months, the employer may grant such leave to the employee as from a date not later than two months after the expiration of the said period of four months;

(ii) the period of leave shall not be concurrent with sick leave granted in terms of clause 7 nor, unless the employee so requests and the employer agrees in writing, with any period of military training under the Defence Act, 1957;

(iii) if New Year's Day, Good Friday, Ascension Day, Republic Day, the Day of the Covenant or Christmas Day falls within the period of such leave, another work day shall, for each such holiday, be added to the said period as a further period of leave and the employee shall be paid an amount of not less than his daily wage in respect of each such day added;

(iv) an employer may set off against such period of leave any days of occasional leave granted on full pay to his employee at such employee's written request during the period of 12 months of employment to which the period of leave relates.

(3) (a) At the written request of his employee, an employer may permit the leave to accumulate over a period of not more than 24 months of employment: Provided—

(i) that the request is made by such employee not later than four months after the expiration of the first period of 12 months of employment to which the leave relates; and

(ii) that the date of the receipt of the request is endorsed on the request over his signature by the employer, who shall retain the request at least until after the expiration of the period of leave.

(ii) 'n werkgewer, in plaas daarvan dat hy sodanige vry periode aan sy wag toestaan, sodanige wag dié loon kan betaal wat hy sou ontvang het indien hy nie gedurende sodanige vry periode gewerk het nie, plus 'n bedrag van minstens dubbel sy dagloon ten opsigte van sodanige vry periode wat nie toegestaan is nie.

(b) Subklousule (7) is nie van toepassing nie op 'n motorvoertuigdrywer of 'n algemene werker wat op 'n afleweringsvoertuig werk.

(c) Subklousule (9) is nie van toepassing nie op 'n werknemer terwyl hy enige werk verrig wat in paragraaf (f) van die omskrywing van noodwerk voorgeskryf word en subklousules (4), (7), (8) en (9) is nie van toepassing nie op 'n werknemer terwyl hy enige ander noodwerk verrig of op 'n chauffeur, 'n eerstehulpbediener, 'n eerstehulpassistent of 'n indoeana.

6. JAARLIKSE VERLOF

(1) Behoudens subklousule (2), moet 'n werkgewer aan sy werknemer, uitgesonderd 'n los werknemer, ten opsigte van elke voltooide tydperk van 12 maande diens by hom verlof verleen van—

(a) in die geval van 'n handelsreisiger, 'n handelsreisiger se assistent of 'n wag, 21 agtereenvolgende dae;

(b) in die geval van enige ander werknemer, twee weke plus drie werkdae agtereenvolgend;

en moet hy sodanige werknemer ten opsigte van sodanige verlof betaal—

(i) in die geval van 'n werknemer in paragraaf (a) bedoel, 'n bedrag van minstens drie maal die weekloon wat hy onmiddellik voor die aanvangsdatum van die verlof ontvang het;

(ii) in die geval van 'n werknemer in paragraaf (b) bedoel, 'n bedrag van minstens twee maal die weekloon plus drie maal die dagloon wat hy onmiddellik voor die aanvangsdatum van die verlof ontvang het.

Met dien verstande dat, by die toepassing van hierdie klousule—

(i) die weekloon van 'n handelsreisiger wat kommissiewerk doen, bereken word deur die besoldiging wat uit hoofde van sy ooreenkoms ingevolge klousule 9 (7) aan hom betaalbaar is ten opsigte van die 12 maande onmiddellik voor die datum waarop die verlof hom toekom, deur 52 te deel of, indien hy minder as 12 maande aldus gewerk het, deur die totale besoldiging wat aldus vir sodanige dienstydperk aan hom betaalbaar is, deur die getal voltooide weke in sodanige tydperk te deel;

(ii) die weekloon van 'n werknemer wat stukwerk verrig, bereken word op die grondslag uiteengesit in artikel 20 (5) van die Wet op Fabriek, Masjinerie en Bouwerk, 1941.

(2) Die verlof by subklousule (1) voorgeskryf, moet verleen word op 'n tyd wat die werkgewer bepaal: Met dien verstande dat—

(i) as sodanige verlof nie eerder verleen is nie, dit, behoudens subklousule (3), so verleen moet word dat dit binne vier maande begin na voltooiing van die 12 maande diens waarop dit betrekking het of, as die werkgewer en sy werknemer voor die verstryking van genoemde tydperk van vier maande skriftelik daartoe ooreengekom het, die werkgewer sodanige verlof aan die werknemer kan verleen met ingang van 'n datum uiterlik twee maande na die verstryking van genoemde tydperk van vier maande;

(ii) die tydperk van verlof nie met siekteverlof wat ingevolge klousule 7 verleen is of, tensy die werknemer dit versoek en die werkgewer skriftelik daartoe instem, met enige tydperk van militêre opleiding ingevolge die Verdedigingswet, 1957, mag saamval nie;

(iii) as Nuwejaarsdag, Goeie Vrydag, Hemelvaartsdag, Republiekdag, Geloftedag of Kersdag binne die tydperk van sodanige verlof val, daar vir elke sodanige vakansiedag nog 'n werkdag by gemelde tydperk gevoeg moet word as 'n verdere tydperk van verlof en dat die werknemer vir elke sodanige dag wat bygevoeg word, 'n bedrag van minstens sy dagloon betaal moet word;

(iv) 'n werkgewer al die dae geleentheidsverlof wat op die skriftelike versoek van sy werknemer met volle betaling aan hom verleen is gedurende die tydperk van 12 maande diens waarop die verloftydperk betrekking het, van sodanige verloftydperk kan aftrek.

(3) (a) Op die skriftelike versoek van sy werknemer kan 'n werkgewer toelaat dat die verlof oor 'n tydperk van hoogstens 24 maande diens ooploop: Met dien verstande—

(i) dat sodanige werknemer so 'n versoek doen binne vier maande na verstryking van die eerste tydperk van 12 maande diens waarop die verlof betrekking het; en

(ii) dat die werkgewer die datum van ontvangs van sodanige versoek daarop aanbring en dit onderteken en die versoek tot minstens na verstryking van die verlof tydperk bewaar,

(b) Subclause (2) shall *mutatis mutandis* apply to the leave referred to in this subclause.

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

(5) An employee whose employment terminates during any period of 12 months of employment before the period of leave prescribed in subclause (1) in respect of that period has accrued shall, upon such termination and in addition to any other remuneration which may be due to him, be paid in respect of each completed month of such period of employment an amount of not less than—

(a) in the case of an employee referred to in subclause (1) (a), one-fourth; and

(b) in the case of an employee referred to in subclause (1) (b), one-sixth;

of the weekly wage he was receiving immediately before the date of such termination: Provided that an employer may make a proportionate deduction in respect of any period of leave granted to an employee in terms of the fourth proviso to subclause (2); provided further that, subject to clause 12 (4), an employee—

(i) who leaves his employment without having given and served the period of notice prescribed in clause 12, unless the employer has waived such notice or the employee has paid the employer in lieu of notice; or

(ii) who leaves his employment without cause recognised by law as sufficient; or

(iii) who is dismissed by his employer without notice for any cause recognised by law as sufficient for such dismissal without notice;

shall not be entitled to any payment by virtue of this subclause.

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

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

(a) any period in respect of which an employer, in terms of clause 12, pays an employee in lieu of notice;

(b) any period during which an employee is absent—

(i) on leave in terms of this clause;

(ii) on sick leave in terms of clause 7;

(iii) on the instructions or at the request of his employer; amounting in the aggregate in any year to not more than 10 weeks; and

(c) any period during which an employee is absent undergoing military training in pursuance of the Defence Act, 1957: Provided that an employee shall not be entitled to claim as employment more than four months of any one period of such training;

and employment shall be deemed to commence—

(i) in the case of an employee who before this Determination became binding, had become entitled to a period of annual leave in terms of any law, on the date on which such employee last became entitled to such leave under such law;

(ii) in the case of an employee who was in employment before this Determination became binding and to whom any law providing for annual leave applied but who had not become entitled to a period of leave in terms thereof, on the date on which such employment commenced;

(iii) in the case of any other employee, on the date on which such employee entered his employer's service or on the date on which this Determination became binding, whichever is the later.

(8) (a) Notwithstanding anything to the contrary contained in this clause, an employer may for the purpose of annual leave at any time, but not more than once in any period of 12 months, close his establishment or a portion of his establishment for 14 consecutive days plus any additional days that may have to be added by virtue of the third proviso to subclause (2).

(b) An employee who, at the date of the closing of an establishment or the portion thereof in which he is employed, is not entitled to the full period of annual leave prescribed in subclause (1) (b) shall, in respect of any leave due to him, be paid by his

(b) Subklousule (2) is *mutatis mutandis* van toepassing op die verlot in hierdie subklousule bedoel.

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

(5) Aan 'n werknemer wie se diens gedurende enige dienstermyn van 12 maande eindig voordat die verloftydperk by subklousule (1) voorgeskryf ten opsigte van so 'n termyn opgeloopt het, moet daar by sodanige diensbeëindiging, benewens enige ander besoldiging wat aan hom verskuldig mag wees, vir elke voltooide maand van sodanige dienstermyn 'n bedrag betaal word van minstens—

(a) in die geval van 'n werknemer in subklousule (1) (a) bedoel, een vierde van die weekloon; en

(b) in die geval van 'n werknemer in subklousule (1) (b) bedoel, een sesde van die weekloon;

wat hy onmiddellik voor die datum van sodanige diensbeëindiging ontvang het: Met dien verstande dat 'n werkgewer ten opsigte van 'n verloftydperk wat hy ingevolge die vierde voorbehoudsbepaling van subklousule (2) aan 'n werknemer verleen het, 'n eweredige bedrag kan aftrek; voorts met dien verstande dat, behoudens klousule 12 (4), 'n werknemer—

(i) wat sy diens verlaat sonder om die kennis te gee en die kennisgewingstermyn uit te dien wat by klousule 12 voorgeskryf word, tensy die werkgewer van sodanige kennisgewing afgesien het of tensy die werknemer sy werkgewer betaal het in plaas daarvan om aldus kennis te gee; of

(ii) wat sy diens sonder 'n regsgeldige rede verlaat; of

(iii) wat sonder kennisgewing deur sy werkgewer ontslaan word om 'n rede wat vir sodanige ontslag sonder kennisgewing regsgeldig is;

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

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

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

(a) enige tydperk ten opsigte waarvan 'n werkgewer 'n werknemer ingevolge klousule 12 betaal in plaas van kennis te gee;

(b) enige tydperk wat 'n werknemer afwesig is—

(i) met verlot ingevolge hierdie klousule;

(ii) met siekteverlof ingevolge klousule 7;

(iii) op las of versoek van sy werkgewer;

en wel tot 'n totaal, in enige jaar, van hoogstens 10 weke; en

(c) enige tydperk wat 'n werknemer afwesig is vir militêre opleiding ingevolge die Verdedigingswet, 1957: Met dien verstande dat 'n werknemer nie geregtig is om meer as vier maande van een sodanige opleidings tydperk as diens te eis nie; en word diens geag te begin—

(i) in die geval van 'n werknemer wat, voordat hierdie Vastelling bindend geword het, kragtens enige wet op 'n tydperk van jaarlikse verlot geregtig geword het, op die datum waarop sodanige werknemer laas kragtens sodanige wet op verlot geregtig geword het;

(ii) in die geval van 'n werknemer wat, voordat hierdie Vastelling bindend geword het, in diens was en op wie enige wet wat vir jaarlikse verlot voorsiening maak, van toepassing was maar wat nog nie daarkragtens op 'n tydperk van verlot geregtig geword het nie, op die aanvangsdatum van sodanige diens;

(iii) in die geval van enige ander werknemer, op die datum waarop sodanige werknemer by sy werkgewer in diens getree het of op die datum waarop hierdie Vastelling bindend geword het, en wel op die jongste van die twee datums.

(8) (a) Ondanks andersluidende bepalings in hierdie klousule, kan 'n werkgewer vir die doel vir jaarlikse verlot, te eniger tyd, maar hoogstens een maal in 'n tydperk van 12 maande, sy bedryfsinrigting of 'n deel van sy bedryfsinrigting sluit vir 14 agtereenvolgende dae plus alle addisionele dae wat moontlik uit hoofde van die derde voorbehoudsbepaling van subklousule (2) daarby gevoeg moet word.

(b) 'n Werknemer wat op die sluitingsdatum van 'n bedryfsinrigting of deel van 'n bedryfsinrigting waarin hy werksaam is, nie geregtig is nie op die volle tydperk van die jaarlikse verlot by subklousule (1) (b) voorgeskryf, moet, ten opsigte van enige verlot wat aan hom verskuldig is, deur sy werkgewer betaal word

employer on the basis set out in subclause (5), and for the purpose of annual leave thereafter his employment shall be deemed to commence on the date of such closing of the establishment or the portion of the establishment, as the case may be.

7. SICK LEAVE

(1) Subject to subclause (2), an employer shall grant to his employee, other than a casual employee, who is absent from work through incapacity—

(a) in the case of an employee who normally works a five-day week, not less than 20 work-days; and

(b) in the case of any other employee, not less than 24 work-days;

sick leave in the aggregate during each cycle of 24 consecutive months of employment with him, and shall pay such employee in respect of any period of absence in terms of this subclause not less than the wage he would have received had he worked during such period: Provided that—

(i) in the first 24 consecutive months of employment an employee shall not be entitled to sick leave on full pay at a rate of more than, in the case of an employee who works a five-day week, one work-day in respect of each completed period of five weeks of employment and, in the case of any other employee, one work-day in respect of each completed month of employment;

(ii) this clause shall not apply to an employee at whose written request an employer makes contributions, at least equal to those made by the employee, to any fund or organisation nominated by the employee, which fund or organisation guarantees to the employee in the event of his incapacity in the circumstances set out in this clause, the payment to him of not less than in the aggregate the equivalent of his wage for 20 or 24 work-days, as the case may be, in each cycle of 24 months of employment, except that during the first 24 months of the payment of contributions by the employee the guaranteed rate may be reduced but to not less than the rate of accrual set out in the first proviso to this subclause;

(iii) where an employer is by any law required to pay fees for hospital or medical treatment in respect of an employee, and pays such fees, the amount so paid may be set off against the payment due in respect of absence owing to incapacity in terms of this clause;

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

(v) for the purpose of this clause a continuous process worker whose ordinary hours of work during a shift cycle of four weeks, do not exceed 40 hours per week during three weeks in that cycle and 48 hours during one week, shall be deemed to be an employee who works a five-day week.

(2) An employer may, as a condition precedent to the payment by him of any amount claimed in terms of this clause by an employee in respect of any absence from work—

(a) for more than three consecutive work-days; or

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

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

(3) Where, during the first cycle of 24 months of employment with the same employer, an employee is absent owing to incapacity for a period in excess of any sick leave accrued at the time of such incapacity, he shall be entitled to be paid in respect of only such leave as has so accrued; but his employer shall, if he has not previously done so, at the expiration of the said cycle of employment or on termination of employment before such expiration, pay him in respect of such excess period of absence owing to incapacity to the extent to which sick leave, accrued at such expiration or termination, had not been taken.

op die grondslag in subklousule (5) vermeld, en vir die doel van jaarlikse verlof daarna word sy diens geag te begin op die datum waarop die bedryfsinrigting of deel van die bedryfsinrigting, na gelang van die geval, aldus sluit.

7. SIEKTEVERLOF

(1) Behoudens subklousule (2), moet 'n werkgewer aan sy werknemer, uitgesonderd 'n los werknemer, wat weens ongeskiktheid van die werk afwesig is, siekteverlof verleen van—

(a) in die geval van 'n werknemer wat normaalweg vyf dae per week werk, altesaam minstens 20 werkdag; en

(b) in die geval van enige ander werknemer, altesaam minstens 24 werkdag;

gedurende elke tydkring van 24 agtereenvolgende maande diens by hom, en moet hy sodanige werknemer ten opsigte van enige tydperk van afwesigheid ingevolge hierdie subklousule minstens die loon betaal wat hy sou ontvang het as hy gedurende sodanige tydperk gewerk het: Met dien verstande dat—

(i) 'n werknemer gedurende die eerste 24 agtereenvolgende maande diens nie op meer siekteverlof met volle betaling geregtig is nie as, in die geval van 'n werknemer met 'n werkweek van vyf dae, een werkdag ten opsigte van elke voltooide tydperk van vyf weke diens en, in die geval van enige ander werknemer, een werkdag ten opsigte van elke voltooide maand diens;

(ii) hierdie klousule nie van toepassing is nie op 'n werknemer op wie se skriftelike versoek 'n werkgewer bydraes wat minstens gelyk is aan dié wat die werknemer self bydra, aan 'n fonds of organisasie betaal wat die werknemer aanwys en wat die werknemer waarborg dat, in geval van sy ongeskiktheid in die omstandighede in hierdie klousule vermeld, altesaam minstens die ekwivalent van sy loon vir 20 of 24 werkdag, na gelang van die geval, in elke tydkring van 24 maande diens aan hom betaal sal word, behalwe dat die gewaarborgde koers gedurende die eerste 24 maande wat die werknemer bydraes betaal, verlaag kan word maar tot minstens die aanwaskoers in die eerste voorbehoudsbepaling van hierdie subklousule vermeld;

(iii) waar 'n werkgewer ingevolge 'n wet gelde vir hospitaal- of mediese behandeling ten opsigte van 'n werknemer moet betaal en sodanige gelde wel betaal, die bedrag wat aldus betaal is, afgetrek kan word van die bedrag wat ingevolge hierdie klousule ten opsigte van afwesigheid weens ongeskiktheid verskuldig is;

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

(v) vir die doel van hierdie klousule 'n deurlopendeproseswerker wie se gewone werkkure gedurende 'n skofsiklus van vier weke hoogstens 40 uur per week gedurende drie weke in daardie siklus en hoogstens 48 uur gedurende een week is, geag word 'n werknemer te wees wat vyf dae per week werk.

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

(a) vir langer as drie agtereenvolgende werkdag; of

(b) op die werkdag onmiddellik voor of die werkdag onmiddellik na 'n Sondag of Nuwerjaarsdag, Goeie Vrydag, Hemelsvaarsdag, Republiekdag, Geloftedag of Kersdag;

van die werknemer vereis om 'n sertifikaat voor te lê wat deur 'n geregistreerde mediese praktisyn onderteken is en waarin die aard en duur van die werknemer se ongeskiktheid vermeld word: Met dien verstande dat, wanneer 'n werknemer gedurende enige tydperk van hoogstens agt weke by twee of meer geleenthede betaling ingevolge hierdie klousule ontvang het sonder om so 'n sertifikaat voor te lê, sy werkgewer gedurende die tydperk van agt weke onmiddellik na die laaste sodanige geleentheid van hom kan vereis om so 'n sertifikaat ten opsigte van enige afwesigheid voor te lê.

(3) Wanneer 'n werknemer gedurende die eerste tydkring van 24 maande diens by dieselfde werkgewer weens ongeskiktheid vir 'n langer tydperk afwesig is as die siekteverlof wat hom ten tyde van sodanige ongeskiktheid toekom, is hy geregtig op betaling vir slegs dié siekteverlof wat hom dan toekom; maar sy werkgewer moet, as hy dit nie reeds gedoen het nie, by verstryking van gemelde tydkring of by diensbeëindiging voor sodanige verstryking, hom ten opsigte van sodanige langer tydperk van afwesigheid weens ongeskiktheid uitbetaal vir sover die siekteverlof wat hom ten tyde van sodanige verstryking of beëindiging toekom, nog nie geneem is nie.

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

(a) "employment" shall be deemed to include—

(i) any period during which an employee is absent—

(aa) on leave in terms of clause 6;

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

(ac) on sick leave in terms of subclause (1);

amounting in the aggregate, in any year, to not more than 10 weeks; and

(ii) any period during which an employee is absent undergoing military training in pursuance of the Defence Act, 1957: Provided that an employee shall not be entitled to claim as employment more than four months of any one period of such training;

and any period of employment which an employee has had with the same employer immediately before the date on which this Determination became binding shall, for the purpose of this clause, be deemed to be employment under this Determination, and any sick leave on full pay granted to such an employee during such period shall be deemed to have been granted under this Determination;

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

8. PUBLIC HOLIDAYS, SUNDAYS AND FREE PERIODS

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

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

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

(a) pay the employee—

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

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

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

(4) Whenever a continuous process worker works on a Sunday his employer shall, subject to subclause (5), pay him at a rate of not less than one and one-third times his ordinary wage in respect of the total period worked by him on such Sunday: Provided that work on a Sunday shall not attract payment for overtime over and above the rate of remuneration prescribed in this subclause.

(5) Whenever a continuous process worker works during his free period, his employer shall pay him at a rate of not less than double his ordinary wage in respect of the total period worked by him during such free period: Provided that he shall be paid not less than double his daily wage.

(6) Whenever a continuous process worker or a shiftworker works a shift which falls partly on any public holiday referred to in subclause (1) or on a Sunday and partly on any other day, the whole shift shall be deemed to have been worked on the day on which the major portion of such shift falls.

(7) Subclauses (2) to (6), inclusive, shall not apply to—

(a) an employee who is excluded from the hours of work provisions by virtue of clause 5 (12) (a);

(b) a casual employee or a watchman.

(4) By die toepassing van hierdie klousule—

(a) word die uitdrukking "diens" geag te omvat—

(i) enige tydperk wat 'n werknemer afwesig is—

(aa) met verlof ingevolge klousule 6;

(ab) op las of versoek van sy werkgever;

(ac) met siekteverlof ingevolge subklousule (1);

en wat in enige jaar altesaam hoogstens 10 weke beloop; en

(ii) enige tydperk wat 'n werknemer afwesig is vir militêre opleiding ingevolge die Verdedigingswet, 1957: Met dien verstande dat 'n werknemer nie geregtig is om meer as vier maande van een sodanige opleidingstydperk as diens te eis nie;

en word enige tydperk van diens by dieselfde werkgever onmiddellik voordat hierdie Vasstelling bindend geword het, by die toepassing van hierdie klousule geag diens ingevolge hierdie Vasstelling te wees, en word alle siekteverlof wat met volle betaling aan so 'n werknemer gedurende sodanige tydperk verleen is, geag ingevolge hierdie Vasstelling verleen te wees;

(b) beteken "ongeskiktheid" onvermoë om te werk weens siekte of besering, behalwe siekte of besering wat deur 'n werknemer se eie wangedrag veroorsaak is: Met dien verstande dat sodanige onvermoë om te werk wat veroorsaak is deur 'n ongeluk of vergoedingspligtige siekte waarvoor vergoeding kragtens die Ongevalwet, 1941, betaalbaar is, slegs as ongeskiktheid beskou word gedurende 'n tydperk ten opsigte waarvan geen ongeskiktheidsbetaling ingevolge daardie Wet betaalbaar is nie.

8. OPENBARE VAKANSIEDAE, SONDAE EN VRY PERIODES

(1) Behoudens klousules 4 (6) en 6 (2), moet 'n werkgever aan 'n werknemer, uitgesonderd 'n los werknemer, wat nie op Nuwejaarsdag, Goeie Vrydag, Hemelvaartsdag, Republiekdag, Geloftedag of Kersdag werk nie, minstens sy weekloon betaal vir die week waarin so 'n dag val.

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

(3) Wanneer 'n werknemer, uitgesonderd 'n deurlopendeproseswerker, op 'n Sondag werk, moet sy werkgever of—

(a) die werknemer—

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

(ii) indien hy aldus vir 'n tydperk van meer as vier uur werk, teen minstens dubbel sy gewone loon ten opsigte van die hele tydperk wat hy op sodanige Sondag werk, of minstens dubbel sy dagloon betaal, en wel die bedrag wat die grootste is; of

(b) die werknemer teen minstens een en 'n derde maal sy gewone loon betaal ten opsigte van die hele tydperk wat hy op sodanige Sondag werk en hom binne sewe dae vanaf sodanige Sondag een dag verlof verleen en hom ten opsigte daarvan minstens sy dagloon betaal: Met dien verstande dat, waar daar van sodanige werknemer vereis of hy toegelaat word om minder as vier uur op sodanige Sondag te werk, daar geag moet word dat hy vier uur gewerk het.

(4) Wanneer 'n deurlopendeproseswerker op 'n Sondag werk, moet sy werkgever hom, behoudens subklousule (5), minstens een en 'n derde maal sy gewone loon betaal ten opsigte van die totale tydperk wat hy op sodanige Sondag werk: Met dien verstande dat werk op 'n Sondag nie betaling vir oortyd sal meebring wat die besoldiging in hierdie subklousule voorgeskryf, te bowe sal gaan nie.

(5) Wanneer 'n deurlopendeproseswerker gedurende sy vry periode werk, moet sy werkgever hom minstens dubbel sy gewone loon betaal ten opsigte van die totale tydperk wat hy gedurende sodanige vry periode werk: Met dien verstande dat hy minstens dubbel sy dagloon betaal moet word.

(6) Wanneer 'n deurlopendeproseswerker of 'n skofwerker 'n skof werk wat gedeeltelik op 'n openbare vakansiedag in subklousule (1) bedoel, of op 'n Sondag en gedeeltelik op enige ander dag val, word daar geag dat die hele skof gewerk was op die dag waarop die grootste gedeelte van sodanige skof val.

(7) Subklousules (2) tot en met (6) is nie van toepassing nie—

(a) op 'n werknemer wat ingevolge klousule 5 (12) (a) van die werkbepalings uitgesluit is;

(b) op 'n los werknemer, of 'n wag.

9. PIECE-WORK AND COMMISSION WORK

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

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

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

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

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

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

(5) A traveller who by agreement with his employer undertakes commission work shall be supplied by his employer, before such work is commenced, with a true copy of the agreement or a statement setting out the terms of the agreement, which shall include—

(a) the weekly or monthly wage payable to the traveller, where such wage is higher than that prescribed in clause 3 (1) for such traveller, and the rate or rates of the commission and the conditions of entitlement thereto;

(b) the day of the week or month on which commission earned is due and payable;

(c) the area in which the traveller is required or permitted to work;

(d) the type, description, number, quantity or value of orders (individual, weekly, monthly or otherwise) which the employer is from time to time prepared to accept; and

(e) the day of payment of commission in respect of orders accepted by the employer before termination of the contract of employment: Provided that such day of payment shall be not later than the last work day of the month succeeding the month during which employment was terminated.

(6) The terms of the agreement referred to in subclause (5) shall be financially not less favourable to the traveller than the relative terms of this Determination: Provided that the remuneration of a traveller on commission work shall be payable on the day stipulated in the agreement, and in this respect clause 4 (1) shall not apply to such payment.

(7) Save as provided in clause 4 (6), an employer shall pay to his traveller who is employed on commission work remuneration at not less than the rate agreed upon between them: Provided that, irrespective of the number or value of orders accepted by the employer, the remuneration of such traveller in respect of any period shall be not less than that which would be due to him for that period in terms of clause 3 (1).

(8) An employer or a traveller who intends to cancel, or to negotiate for an alteration of, an agreement in regard to commission work, shall give written notice of such intention, and the period of such notice shall be not less than that required to terminate the contract of employment of such traveller in terms of clause 12.

10. RATIO

(1) An employer in the Flat-ware Section of the Industry shall not employ an unqualified glass beveller, an unqualified glass cutter, Grade I, an unqualified glass cutter, Grade II, an unqualified glass silverer or an unqualified polisher unless he has in his employ a qualified glass beveller, a qualified glass cutter, Grade I, a qualified glass cutter, Grade II, a qualified glass silverer or a qualified polisher, respectively, and for every qualified glass beveller, qualified glass cutter, Grade I, qualified glass cutter, Grade II, qualified glass silverer or qualified polisher in his employ, he shall not employ more than two

9. STUKWERK EN KOMMISSIEWERK

(1) 'n Werkgewer kan nadat hy minstens een week vooraf kennis aan sy werknemer, uitgesonderd 'n handelsreisiger, gegee het, 'n stukwerkstelsel invoer, en sodanige werkgewer moet, behoudens klousule 4 (6), sy werknemer wat volgens sodanige stukwerkstelsel werk, besoldig teen die tariewe wat ooreenkomstig sodanige stelsel van toepassing is: Met dien verstande dat die werkgewer, ongeag die hoeveelheid werk wat verrig is, sodanige werknemer moet betaal—

(a) in die geval van 'n werknemer, uitgesonderd 'n los werknemer, vir elke week waarin stukwerk verrig word, minstens die bedrag wat hy so 'n werknemer vir daardie week sou moes betaal het as hy hom 'n tydloon betaal het;

(b) in die geval van 'n los werknemer, vir elke dag waarop stukwerk verrig word, minstens die bedrag wat hy so 'n werknemer vir daardie dag sou moes betaal het as hy hom 'n tydloon betaal het.

(2) 'n Werkgewer moet 'n lys van die besoldiging in subklousule (1) bedoel, op 'n opvallende plek in sy bedryfsinrigting opgeplak hou.

(3) 'n Werkgewer wat voornemens is om 'n bestaande stukwerkstelsel of die besoldiging wat daarvolgens van toepassing is, af te skaf of te wysig, moet aan sy werknemer wat volgens sodanige stelsel werk, minstens een maand kennis van sodanige voorneme gee: Met dien verstande dat 'n werkgewer en sy werknemer oor 'n langer kennisgewingstermyn ooreen kan kom, en in so 'n geval mag die werkgewer nie vir 'n korter termyn as dié waaroor daar ooreengekom is, kennis gee nie.

(4) Ondanks andersluidende bepalings in hierdie klousule, hoef 'n werkgewer nie 'n los werknemer kennis te gee van sy voorneme om 'n stuwerkstelsel in te voer of af te skaf of te wysig nie.

(5) 'n Handelsreisiger wat volgens 'n ooreenkoms met sy werkgewer kommissiewerk onderneem, moet, voordat sodanige werk begin, deur sy werkgewer voorsien word van 'n juiste kopie van die ooreenkoms of 'n verklaring wat die bepalings van die ooreenkoms bevat en wat moet insluit—

(a) die week- of maandloon aan die handelsreisiger betaalbaar, indien sodanige loon hoër is as dié wat by klousule 3 (1) vir so 'n handelsreisiger voorgeskryf word, asook die kommissietarief of -tariewe en die voorwaardes waarop hy die reg daarop verkry;

(b) die dag van die week of maand waarop die verdiende kommissie verskuldig en betaalbaar is;

(c) die gebied waarin daar van die handelsreisiger vereis word of hy toegelaat word om te werk;

(d) die tipe, beskrywing, getal, hoeveelheid of waarde van die bestellings (individueel, weekliks, maandeliks of hoe ook al) wat die werkgewer van tyd tot tyd bereid is om te aanvaar; en

(e) die dag waarop die kommissie op bestellings wat die werkgewer voor die beëindiging van die dienskontrak aanvaar het, betaal moet word: Met dien verstande dat sodanige betaaldag uiterlik die laaste werkdag moet wees van die maand wat volg op die maand waarin die diens beëindig is.

(6) Die bepalings van die ooreenkoms in subklousule (5) bedoel, mag vir die handelsreisiger geldelik nie minder voordelig wees nie as die betrokke bepalings van hierdie Vastelling: Met dien verstande dat die besoldiging van 'n handelsreisiger wat kommissiewerk verrig, betaalbaar is op die dag wat in die ooreenkoms bepaal word, en in hierdie opsig is klousule 4 (1) nie op sodanige betaling van toepassing nie.

(7) Behoudens klousule 4 (6), moet 'n werkgewer sy handelsreisiger wat kommissiewerk onderneem minstens die besoldiging betaal waaroor hulle ooreengekom het: Met dien verstande dat, ongeag die getal of waarde van die bestellings wat die werkgewer aanvaar, die besoldiging van so 'n handelsreisiger vir elke tydperk nie minder mag wees nie as dié wat ingevolge klousule 3 (1) vir daardie tydperk aan hom verskuldig sou wees.

(8) 'n Werkgewer of 'n handelsreisiger wat voornemens is om 'n ooreenkoms in verband met kommissiewerk op te sê of oor 'n wysiging daarvan te onderhandel, moet van sodanige voorneme skriftelik kennis gee en die termyn van sodanige kennisgewing mag nie korter wees nie as dié wat by klousule 12 vir die beëindiging van die dienskontrak van so 'n handelsreisiger vereis word.

10. GETALSVERHOUDING

(1) 'n Werkgewer in die Platwareseksie van die Nywerheid mag nie 'n ongekwalifiseerde glasafskuinser, 'n ongekwalifiseerde glassnyer, graad I, 'n ongekwalifiseerde glassnyer, graad II, 'n ongekwalifiseerde glasversilweraar of 'n ongekwalifiseerde poleerder in diens neem nie tensy hy onderskeidelik 'n gekwalifiseerde glasafskuinser, 'n gekwalifiseerde glassnyer, graad I, 'n gekwalifiseerde glassnyer, graad II, 'n gekwalifiseerde glasversilweraar of 'n gekwalifiseerde poleerder in sy diens het, en vir elke gekwalifiseerde glasafskuinser, gekwalifiseerde glassnyer, graad I, gekwalifiseerde glassnyer graad II, gekwalifiseerde glasversilweraar of gekwalifiseerde poleerder in sy diens mag hy onderskeidelik hoogstens twee ongekwalifiseerde glasafskuiers, ongekwalifiseerde

unqualified glass bevellers, unqualified glass cutters, Grade I, unqualified glass cutters, Grade II, unqualified glass silverers or unqualified polishers, respectively.

(2) An employer in the Hollow-ware Section of the Industry shall not employ an unqualified batchman, an unqualified container-machine attendant, an unqualified furnaceman, an unqualified process technician or an unqualified sorter unless he has in his employ a qualified batchman, a qualified container-machine attendant, a qualified furnaceman, a qualified process technician or a qualified sorter, respectively, and for every qualified batchman, qualified container-machine attendant, qualified furnaceman, qualified process technician or qualified sorter in his employ, he shall not employ more than two unqualified batchmen, unqualified container-machine attendants, unqualified furnacemen, unqualified process technicians or unqualified sorters, respectively.

(3) An employer in the Safety Glass Section of the Industry shall not employ an unqualified edge grinder by hand, an unqualified furnace operator, an unqualified glass cutter, an unqualified operator of an edge grinding and polishing machine, an unqualified process hand or an unqualified templet cutter unless he has in his employ a qualified edge grinder by hand, a qualified furnace operator, a qualified glass cutter, a qualified operator of an edge grinding and polishing machine, a qualified process hand or qualified templet cutter, respectively, and for every qualified edge grinder by hand, qualified furnace operator, qualified glass cutter, qualified operator of an edge grinding and polishing machine, a qualified process hand or qualified templet cutter in his employ he shall not employ more than two unqualified edge grinders by hand, unqualified furnace operators, unqualified glass cutters, unqualified operators of an edge grinding and polishing machine, unqualified process hands or unqualified templet cutters, respectively.

(4) For the purpose of this clause—

(a) an unqualified employee who receives a wage of not less than that prescribed in clause 3 (1) for a qualified employee of his class in the area in which he works may be deemed to be a qualified employee in that class;

(b) an employer or a manager who is wholly or mainly engaged in his establishment in the work of any class of employee mentioned in this clause, may be deemed to be a qualified employee of that class.

11. UNIFORMS, OVERALLS AND PROTECTIVE CLOTHING

An employer shall supply and maintain in serviceable and clean condition, free of charge, any uniform, overall, gumboots or other protective clothing which he requires his employee to wear or which by any law he is compelled to provide for his employee, and any such uniform, overall, gumboots or other protective clothing shall remain the property of the employer.

12. TERMINATION OF CONTRACT OF EMPLOYMENT

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

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

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

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

(i) in the case of one work-day's notice, the daily wage which the employee is receiving at the time of such termination;

(ii) in the case of one week's notice, the weekly wage which the employee is receiving at the time of such termination:

Provided that this shall not affect—

(i) the right of an employer or his employee to terminate the contract without notice for any cause recognised by law as sufficient;

(ii) any written agreement between an employer and his employee which provides for a period of notice of equal duration on both sides and for longer than that prescribed in this clause;

glassnyers graad I, ongekwalifiseerde glassnyers, graad II, ongekwalifiseerde glasversilweraars of ongekwalifiseerde poleerders in diens neem.

(2) 'n Werkgewer in die Holwareseksie van die Nywerheid mag nie 'n ongekwalifiseerde glasmengselbereider, 'n ongekwalifiseerde houermasjiennoppasser, 'n ongekwalifiseerde oondwerker, 'n ongekwalifiseerde prosegtegnikus of 'n ongekwalifiseerde sorteerder in diens neem nie tensy hy onderskeidelik 'n gekwalifiseerde glasmengselbereider, 'n gekwalifiseerde houermasjiennoppasser, 'n gekwalifiseerde oondwerker, 'n gekwalifiseerde prosegtegnikus of 'n gekwalifiseerde sorteerder in sy diens het, en vir elke gekwalifiseerde glasmengselbereider, gekwalifiseerde houermasjiennoppasser, gekwalifiseerde oondwerker, gekwalifiseerde prosegtegnikus of gekwalifiseerde sorteerder in sy diens mag hy onderskeidelik hoogstens twee ongekwalifiseerde glasmengselbereiders, ongekwalifiseerde houermasjiennoppassers, ongekwalifiseerde oondwerkers, ongekwalifiseerde prosegtegnici of ongekwalifiseerde sorteerders in diens neem.

(3) 'n Werkgewer in die Veiligheidsglasseksie van die Nywerheid mag nie 'n ongekwalifiseerde handrandslip, 'n ongekwalifiseerde oondbediener, 'n ongekwalifiseerde glassnyer, 'n ongekwalifiseerde bediener van 'n randslip- en poleermasjien, 'n ongekwalifiseerde proseswerker of 'n ongekwalifiseerde leipatroonsnyer in diens neem nie tensy hy onderskeidelik 'n gekwalifiseerde handrandslip, 'n gekwalifiseerde oondbediener, 'n gekwalifiseerde glassnyer, 'n gekwalifiseerde bediener van 'n randslip- en poleermasjien, 'n gekwalifiseerde proseswerker of 'n gekwalifiseerde leipatroonsnyer in sy diens het, en vir elke gekwalifiseerde handrandslip, gekwalifiseerde oondbediener, gekwalifiseerde glassnyer, gekwalifiseerde bediener van 'n randslip- en poleermasjien, gekwalifiseerde proseswerker of gekwalifiseerde leipatroonsnyer in sy diens mag hy onderskeidelik hoogstens twee ongekwalifiseerde handrandslippers, ongekwalifiseerde oondbedieners, ongekwalifiseerde glassnyers, ongekwalifiseerde bedieners van 'n randslip- en poleermasjien, ongekwalifiseerde proseswerkers of ongekwalifiseerde leipatroonsnyers in diens neem.

(4) By die toepassing van hierdie klousule—

(a) kan 'n ongekwalifiseerde werknemer wat 'n loon ontvang minstens gelyk aan dié wat in klousule 3 (1) voorgeskryf word vir 'n gekwalifiseerde werknemer van sy klas in die gebied waarin hy werk, geag word 'n gekwalifiseerde werknemer in daardie klas te wees;

(b) kan 'n werkgewer of 'n bestuurder wat in sy bedryfsinrigting uitsluitlik of hoofsaaklik die werk verrig van enige klas werknemer wat in hierdie klousule gemeld word, geag word 'n gekwalifiseerde werknemer van daardie klas te wees.

11. UNIFORMS, OORPAKKE EN BESKERMENDE KLERE

'n Werkgewer moet alle uniforms, oorpakke, rubberstewels of ander beskermende klere wat hy van sy werknemer vereis om te dra of wat hy ingevolge enige wet verplig is om aan sy werknemer te verskaf, gratis verskaf en in 'n bruikbare en sindelike toestand hou; en alle sodanige uniforms, oorpakke, rubberstewels of ander beskermende klere bly die eiendom van die werkgewer.

12. BEÏNDIGING VAN DIENSKONTRAK

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

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

(b) na die eerste vier weke diens, minstens een week;

vooraf kennis van die beëindiging van die kontrak gee of 'n werkgewer of 'n werknemer kan die kontrak sonder kennisgewing beëindig deur, in plaas van sodanige kennisgewing, aan die werknemer of die werkgewer, na gelang van die geval, te betaal—

(i) in die geval van een werkdag kennisgewing, minstens die dagloon wat die werknemer ten tyde van sodanige beëindiging ontvang;

(ii) in die geval van een week kennisgewing, minstens die weekloon wat die werknemer ten tyde van sodanige beëindiging ontvang;

Met dien verstande dat—

(i) die reg van 'n werkgewer of sy werknemer om die kontrak op 'n regsgeldige grond sonder kennisgewing te beëindig;

(ii) 'n skriftelike ooreenkoms tussen 'n werkgewer en sy werknemer waarin voorsiening gemaak word vir 'n kennisgewingstermyn wat vir beide partye ewe lank is en langer is as dié wat in hierdie klousule voorgeskryf word;

(iii) the operation of any forfeitures or penalties which by law may be applicable in respect of an employee who deserts;

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

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

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

(i) the period of notice shall not run concurrently with nor shall notice be given during an employee's absence on leave granted in terms of clause 6 or any period of military training which an employee is undergoing in pursuance of the Defence Act, 1957;

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

(4) Notwithstanding anything to the contrary in this Determination, where an employee terminates his contract of employment by leaving his employment without having given and served the required period of notice or without paying his employer in lieu of notice, his employer may appropriate to himself, from any moneys which he owes to such employee by virtue of any provisions of this Determination, an amount of not more than that which such employee would have had to pay him in lieu of notice: Provided that where an employer has so appropriated an amount in lieu of notice, it shall be deemed for the purpose of clause 6 (5), that the employee paid the employer in lieu of notice.

13. CERTIFICATE OF SERVICE

Except where a contract of employment of an employee is terminated on the ground of desertion or where the employee is a casual employee, the employer shall, upon termination of any contract of employment, furnish the employee with a certificate of service substantially in the form prescribed in the Schedule to this Determination, showing the full names of the employer and of the employee, the occupation of the employee, the date of commencement and the date of termination of the contract and the weekly wage of the employee on the date of such termination.

14. PROHIBITION OF EMPLOYMENT

An employer shall not employ any person under the age of 15 years.

SCHEDULE

I/We (a).....
carrying on trade in the Glass and Glassware Manufacturing Industry at.....
hereby certify that.....
was employed by me/us (a) from the..... day
of..... 19..... to the..... day
of..... 19..... as (b).....

At the termination of employment his/her (a) wage was.....
rand.....cents per week.

(Signature of employer or
authorised representative)

Date.....19.....

(a) Delete whichever inapplicable.

(b) State occupation in which employee was wholly or mainly engaged, e.g. clerk, general worker.

(iii) die werking van 'n verbeuring of boete wat regtens van toepassing mag wees op 'n werknemer wat dros;

nie hierdeur geraak word nie; voorts met dien verstande dat, indien die loon van 'n werknemer op die datum van die beëindiging verminder is deur aftrekkings ten opsigte van korttyd en die werkgever hom betaal in plaas van kennis te gee, die uitdrukking "ten tyde van sodanige beëindiging ontvang" geag word te beteken "ten tyde van sodanige beëindiging sou ontvang het as geen bedrag weens korttyd afgetrek was nie".

(2) Indien daar 'n ooreenkoms ingevolge die tweede voorbehoudsbepaling van subklousule (1) bestaan, moet die betaling in plaas van kennisgewing eweredig wees aan die kennisgewingstermyn waarvoor daar ooreengekom is.

(3) Die kennisgewing by subklousule (1) voorgeskryf, kan op enige werkdag geskied: Met dien verstande dat—

(i) die kennisgewingstermyn nie mag saamval nie met, en die kennisgewing nie mag geskied nie gedurende 'n werknemer se afwesigheid met verlof ingevolge klousule 6 of enige tydperk van militêre opleiding wat 'n werknemer ingevolge die Verdedigingswet, 1957, ondergaan;

(ii) daar nie gedurende 'n werknemer se afwesigheid met siekteverlof ooreenkomstig klousule 7 kennis gegee mag word nie.

(4) Ondanks andersluidende bepalings in hierdie Vasstelling mag 'n werkgever, in die geval waar 'n werknemer sy dienskontrak beëindig deur sy diens te verlaat sonder om kennis te gee en sonder om die kennisgewingstermyn uit te dien of sonder om sy werkgever te betaal in plaas van kennis te gee, uit enige geld wat hy sodanige werknemer uit hoofde van enige bepaling van hierdie Vasstelling skuld, aan homself 'n bedrag toeëien van hoogstens dié wat sodanige werknemer hom sou moes betaal het in plaas van kennis te gee: Met dien verstande dat dat wanneer 'n werkgever 'n bedrag aldus aan homself toegeëien het in plaas van kennisgewing, daar by die toepassing van klousule 6 (5) geag word dat die werknemer die werkgever betaal het in plaas van kennis te gee.

13. DIENSSERTIFIKAAT

Behalwe waar 'n werknemer se dienskontrak op grond van diensverlatende beëindig word of waar die werknemer 'n los werknemer is, moet die werkgever by beëindiging van enige dienskontrak die werknemer van 'n dienssertifikaat voorsien wat wesenlik die vorm het soos in die Bylae van hierdie Vasstelling voorgeskryf en waarin die volle name van die werkgever en die werknemer, die beroep van die werknemer, die aanvangsdatum en die datum van beëindiging van die kontrak en die weekloon van die werknemer op die datum van sodanige beëindiging vermeld word.

14. VERBOD OP INDIENSNEMING

'n Werkgever mag niemand onder die ouderdom van 15 jaar in diens neem nie.

BYLAE

Ek/Ons (a).....
wat die Glas- en Glaswarenywerheid beoefen te.....
verklaar hierby dat.....
in my/ons (a) diens was van die..... dag van
..... 19..... tot die..... dag van
..... 19..... as (b).....

By diensbeëindiging was sy/haar (a) loon.....rand
.....sent per week.

(Handtekening van werkgever of
gemagtigde verteenwoordiger)

Datum.....19.....

(a) Skrap wat nie van toepassing is nie.

(b) Meld die beroep waarin die werknemer uitsluitlik of hoofsaaklik in diens was, bv. klerk, algemene werker.

No. R. 1098

29 June 1973

FACTORIES, MACHINERY AND BUILDING WORK ACT, 1941, AS AMENDED**GLASS AND GLASSWARE MANUFACTURING INDUSTRY, REPUBLIC OF SOUTH AFRICA**

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 Wage Determination for the Glass and Glassware Manufacturing Industry, Republic of South Africa, published under Government Notice R. 1097 of 29 June 1973, 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.

No. R. 1099

29 June 1973

WAGE ACT, 1957**CANCELLATION OF THE PROVISIONS OF WAGE DETERMINATION 294****GLASS AND GLASSWARE MANUFACTURING INDUSTRY, REPUBLIC OF SOUTH AFRICA**

I, Marais Viljoen, Minister of Labour, hereby, in terms of section 16 of the Wage Act, 1957, cancel with effect from the fourth Monday after the date of publication of this notice, all the provisions of Wage Determination 294, published under Government Notice R. 126 of 26 January 1968.

M. VILJOEN, Minister of Labour.

No. R. 1098

29 June 1973

WET OP FABRIEKE, MASJINERIE EN BOUWERK, 1941 SOOS GEWYSIG**GLAS- EN GLASWARENYWERHEID, REPUBLIEK VAN SUID-AFRIKA**

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 Loonvasstelling vir die Glas- en Glaswarenywerheid, Republiek van Suid-Afrika, gepubliseer by Goewermentskennisgewing R. 1097 van 29 Junie 1973, oor die algemeen vir die werknemers wie se werkure en beloning 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.

No. R. 1099

29 June 1973

LOONWET, 1957**INTREKKING VAN DIE BEPALING VAN LOONVASSTELLING 294****GLAS- EN GLASWARENYWERHEID, REPUBLIEK VAN SUID-AFRIKA**

Ek, Marais Viljoen, Minister van Arbeid, trek hierby kragtens artikel 16 van die Loonwet, 1957, met ingang van die vierde Maandag na die datum van publikasie van hierdie kennisgewing, al die bepalings van Loonvasstelling 294, gepubliseer by Goewermentskennisgewing R. 126 van 26 Januarie 1968, in.

M. VILJOEN, Minister van Arbeid.

Useful Hints—

1. Address all mail fully, clearly and without misleading abbreviations.
2. Place your own address on the back of the envelope or wrapper.
3. Do not enclose coins or other hard objects in letters.
4. Send remittances by Postal Order or Money Order.
5. Pack parcels properly, using strong containers and heavy paper. Tie securely.
6. Prepay postage fully.
7. Place postage stamps in the upper right hand corner of the envelope or wrapper.
8. Insure your parcels and register valuable letters. Documents which can only be replaced at considerable cost should preferably be insured.
9. Post early and often during the day. Mail held until the last moment may cause delay.
10. Give your correspondents your correct post office address including your box number where applicable.

Nuttige wenke—

1. Adresseer alle poststukke volledig, duidelik en sonder misleidende afkortings.
2. Plaas u eie adres agterop die koevert of omslag.
3. Moenie muntstukke of ander harde artikels in briewe insluit nie.
4. Gebruik posorders of poswissels wanneer geld deur die pos gestuur word.
5. Verpak pakkette behoorlik. Gebruik sterk houers en dik papier en bind dit stewig vas.
6. Maak seker dat die posgeld ten volle vooruitbetaal is.
7. Plak die posseëls in die boonste regterhoek van die koevert of omslag.
8. Verseker u pakkette en registreer waardevolle briewe. Dokumente wat slegs teen hoë koste vervang kan word, moet verkieslik verseker word.
9. Pos vroegtydig en dikwels gedurende die dag. Poststukke wat tot op die laaste oomblik teruggehou word kan vertraging veroorsaak.
10. Verstrek u volledige posadres aan u korrespondente asook u posbusnommer waar van toepassing.

Registered mail carries no insurance.

Send valuables by
INSURED PARCEL POST
and

Money by means of a POSTAL ORDER or
MONEY ORDER.



Use air mail parcel post

———*It's quicker!*



CONSULT YOUR LOCAL POSTMASTER.

Geregistreeerde pos is nie verseker nie.

Stuur waardevolle artikels per
VERSEKERDE PAKKETPOS

en

Geld deur middel van 'n POSORDER of
POSWISSEL.



Stuur u pakkette per lugpos

———*dis vinniger!*



RAADPLEEG U PLAASLIKE POSMEESTER.

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