



STAATSKOERANT
VAN DIE REPUBLIEK VAN SUID-AFRIKA
REPUBLIC OF SOUTH AFRICA
GOVERNMENT GAZETTE

REGULASIEKOERANT No. 2512

REGULATION GAZETTE No. 2512

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GOEWERMENTSKENNISGEWINGS

DEPARTEMENT VAN ARBEID

No.-R. 1539 5 Augustus 1977

WET OP NYWERHEIDSVERSOENING, 1956

KLASIASIENYWERHEID, NATAL.—WYSIGING VAN VOORSORGFONDSOOREENKOMS

Ek, Stephanus Petrus Botha, Minister van Arbeid, verlaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat al die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Klerasiennywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1979 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1979 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die gebiede gespesifiseer in klousule 1 (2) van die Wysigingsooreenkoms; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1979 eindig, in die gebiede gespesifiseer in klousule 1 (2) van die Wysigingsooreenkoms *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Nywerheid by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

P. BOTHA, Minister van Arbeid.

61370—A

GOVERNMENT NOTICES

DEPARTMENT OF LABOUR

No. R. 1539 5 August 1977

INDUSTRIAL CONCILIATION ACT, 1956

CLOTHING INDUSTRY, NATAL.—AMENDMENT OF PROVIDENT FUND AGREEMENT

I, Stephanus Petrus Botha, Minister of Labour, hereby—

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that all the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Clothing Industry, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1979, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1979, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the areas specified in clause 1 (2) of the Amending Agreement; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the areas specified in clause 1 (2) of the Amending Agreement and with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1979, the provisions of the Amending Agreement, excluding those contained in clause 1 (1), shall *mutatis mutandis* be binding upon all Bantu employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Bantu in their employ.

S. P. BOTHA, Minister of Labour.

5705—1

BYLAE
NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID
(NATAL)

OOREENKOMS

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

Natal Clothing Manufacturers' Association

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

Garment Workers' Industrial Union (Natal)

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

wat die partye is by die Nywerheidsraad vir die Klerasienywerheid (Natal),

om die Ooreenkoms van die Raad, gepubliseer by Goewermentskennisgewing R. 1711 van 27 September 1974 en soos verleng by Goewermentskennisgewing R. 858 van 20 Mei 1977 te wysig.

1. TOEPASSINGSBESTEK

Hierdie Ooreenkoms moet in die Klerasienywerheid (Natal) nagekom word—

(1) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is en wat onderskeidelik daarby betrokke of daarin werksaam is;

(2) in die landdrostdistrikte Durban (uitgesonderd daardie gedeelte wat voor die publikasie van Goewermentskennisgewing R. 1401 van 16 Augustus 1968 binne die landdrostdistrik Umlazi geval het), Pinetown, Pietermaritzburg en Lower Tugela.

2. KLOUSULE 6.—BYDRAES

In subklousule (1), skrap die woorde "of klerke".

3. KLOUSULE 7.—FINANSIES

In subklousule (1), skrap die woorde "n amptelike kwitansie moet uitgereik word vir alle gelde wat in die Fonds ontvang word, en" en vervang die woord "opvragings" deur die woord "opvragings".

4. KLOUSULE 9.—BEDRAG VAN BYSTAND

(1) In subklousule (1), vervang die woord "twee" in die derde reël deur die woord "een".

(2) Vervang subklousule (1) (b) en (c) deur die volgende:

"(b) Waar die bydraer twee jaar of langer tot die Fonds bygedra het, is hy geregtig op 'n terugbetaling van sy eie bydraes plus die volgende persentasies van sy eie bydraes:

	Persent
2 Jaar.....	10
3 Jaar.....	15
4 Jaar.....	20
5 Jaar.....	25
6 Jaar.....	30
7 Jaar.....	35
8 Jaar.....	40
9 Jaar.....	45
10 Jaar.....	65
11 Jaar.....	70
12 Jaar.....	75
13 Jaar.....	80
14 Jaar.....	85
15 Jaar.....	95
16 Jaar.....	100
17 Jaar.....	105
18 Jaar.....	110
19 Jaar.....	115
20 Jaar.....	125
21 Jaar.....	130
22 Jaar.....	135
23 Jaar.....	140
24 Jaar.....	145
25 Jaar.....	155
26 Jaar.....	160
27 Jaar.....	165
28 Jaar.....	170
29 Jaar.....	175
30 Jaar en langer.....	185".

SCHEDULE
INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY
(NATAL)

AGREEMENT

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

Natal Clothing Manufacturers' Association

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

Garment Workers' Industrial Union (Natal)

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

being parties to the Industrial Council for the Clothing Industry (Natal)

to amend the Agreement of the Council published under Government Notice R. 1711 of 27 September 1974 and as extended by Government Notice R. 858 of 20 May 1977.

1. SCOPE OF APPLICATION

The terms of this Agreement shall be observed in the Clothing Industry (Natal)—

(1) by all employers who are members of the employers' organisation and by all employees who are members of the trade union who are engaged or employed therein;

(2) in the Magisterial Districts of Durban (excluding that portion which prior to the publication of Government Notice 1401 of 16 August 1968, fell within the Magisterial District of Umlazi), Pinetown, Pietermaritzburg and Lower Tugela.

2. CLAUSE 6.—CONTRIBUTIONS

In subclause (1), delete the words "or clerical employees"

3. CLAUSE 7.—FINANCE

In subclause (1), delete the words "An official receipt shall be issued for all moneys received into the Fund and" and substitute the word "Withdrawals" for the word "withdrawals".

4. CLAUSE 9.—AMOUNT OF BENEFITS

(1) In subclause (1), substitute the words "one year" for the words "two years" where they appear in the fourth line

(2) Substitute the following for subclause (1) (b) and (c)

"(b) Where a contributor has paid into the Fund for two years or more, he shall be entitled to a refund of his own contribution plus the following percentages of his own contributions:

	Per cent
2 Years.....	10
3 Years.....	15
4 Years.....	20
5 Years.....	25
6 Years.....	30
7 Years.....	35
8 Years.....	40
9 Years.....	45
10 Years.....	65
11 Years.....	70
12 Years.....	75
13 Years.....	80
14 Years.....	85
15 Years.....	95
16 Years.....	100
17 Years.....	105
18 Years.....	110
19 Years.....	115
20 Years.....	125
21 Years.....	130
22 Years.....	135
23 Years.....	140
24 Years.....	145
25 Years.....	155
26 Years.....	160
27 Years.....	165
28 Years.....	170
29 Years.....	175
30 Years and over.....	185".

(3) In subklousule (5), vervang die bedrag "R15" deur die bedrag "R30".

(4) Voeg die volgende nuwe subklousule (10) in:

"(10) *Bonusbystand*.—(a) 'n Bydraer wat voor of op 31 Desember 1974 tot die Fonds bygedra het en wat in aanmerking kom vir—

bystand by aftreding ingevolge subklousules (1) en (2);
opsionele laat aftreding ingevolge subklousules (1) en (4);
swak gesondheidsbystand ingevolge subklousules (1) en (6);

daarbenewens geregtig op die volgende bystand:

- (i) 25 persent van die bystand hierbo bedoel; en
- (ii) R150:

Met dien verstande dat in geval 'n bydraer te sterwe kom, die elfde bonusbystand benewens die bystand ingevolge subklousules (1) en (7) aan sy bevoordeelde betaal moet word.

(b) 'n Bydraer wat voor of op 31 Desember 1974 tot die Fonds bygedra en wat in aanmerking kom vir en verkies om die bystand vir Opsionele Vroeë aftreding ingevolge subklousule (3) te ontvang, is daarbenewens net geregtig op 'n bonusbystand van 25 persent van die bystand in subklousules (1) en (3) bedoel."

5. AANHANGSEL A

In die "L.W.—" vervang die woord "twee" deur die woord "een".

6. AANHANGSELS A, B, C, D, E, F EN G

In Aanhangsels A, B, C, D, E, F en G, vervang die posbusnommer "354" deur die posbusnommer "18354".

Hierdie Wysigingsooreenkoms is namens die partye op hede die sesde dag van Junie 1977 onderteken.

G. SAVAGE, Voorsitter van die Raad.

MUCKDOOM, Ondervoorsitter van die Raad.

I. ANSELL, Sekretaris van die Raad.

(3) In subclause (5), substitute the amount "R30,00" for the amount "R15".

(4) Insert the following new subclause (10):

"(10) *Bonus benefits*.—(a) A contributor who was a contributor to the Fund on or before 31 December 1974 and who qualifies for—

retirement benefits in terms of subclauses (1) and (2);

optional late retirement benefits in terms of subclauses (1) and (4);

ill-health benefits in terms of subclauses (1) and (6);

shall in addition, be entitled to the following benefits:

- (i) 25 Per cent of the benefits referred to above; and
- (ii) R150:

Provided that in the event of the death of a contributor, the same bonus benefits shall be paid to his beneficiary in addition to those in terms of subclauses (1) and (7).

(b) A contributor who was a contributor to the Fund on or before 31 December 1974 and who qualifies and elects to receive Optional Early Retirement benefits in terms of subclause (3) shall in addition, only be entitled to a bonus benefit of 25 per cent of the benefits referred to in subclauses (1) and (3)."

5. ANNEXURE A

In the N.B., substitute the words "one year" for the words "two years".

6. ANNEXURES A, B, C, D, E, F AND G

In Annexures A, B, C, D, E, F and G, substitute the Postal Box number "18354" for the Postal Box number "354".

This Amending Agreement signed at Durban on behalf of the parties this Sixth day of June 1977.

R. G. SAVAGE, Chairman of the Council.

I. MUCKDOOM, Vice-Chairman of the Council.

M. ANSELL, Secretary of the Council.

No. R. 1540 5 Augustus 1977
WET OP NYWERHEIDSVERSOENING, 1956

KLERASIENYWERHEID, NATAL.—VERLENGING
VAN GELDIGHEIDSDUUR VAN VOORSORG-
ONDSOOREENKOMS

Ek, Stephanus Petrus Botha, Minister van Arbeid, ver-
yng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op
nywerheidsversoening, 1956, die tydperke vasgestel in
oewermenskennissgewings R. 1711 van 27 September
1974 en R. 858 van 20 Mei 1977 met 'n verdere tydperk
at op 31 Desember 1979 eindig.

P. BOTHA, Minister van Arbeid.

No. R. 1540 5 August 1977
INDUSTRIAL CONCILIATION ACT, 1956

CLOTHING INDUSTRY, NATAL.—EXTENSION OF
PERIOD OF OPERATION OF PROVIDENT FUND
AGREEMENT

I, Stephanus Petrus Botha, Minister of Labour, hereby,
in terms of section 48 (4) (a) (i) of the Industrial
Conciliation Act, 1956, extend the periods fixed in
Government Notices R. 1711 of 27 September 1977 and
R. 858 of 20 May 1977, by a further period ending 31
December 1979.

S. P. BOTHA, Minister of Labour.

No. R. 1541 5 Augustus 1977
WET OP NYWERHEIDSVERSOENING, 1956

KLERASIENYWERHEID, NATAL.—WYSIGING
VAN HOOFOOREENKOMS

Ek, Stephanus Petrus Botha, Minister van Arbeid, ver-
aar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywer-
heidsversoening, 1956, dat al die bepalings van die Oor-
eenkoms (hierna die Wysigingsooreenkoms genoem) wat
in die Bylae hiervan verskyn en op die Klerasienywer-

No. R. 1541 5 August 1977
INDUSTRIAL CONCILIATION ACT, 1956

CLOTHING INDUSTRY, NATAL.—AMENDMENT
OF MAIN AGREEMENT

I, Stephanus Petrus Botha, Minister of Labour, hereby—

(a) in terms of section 48 (1) (a) of the Industrial
Conciliation Act, 1956, declare that all the provisions of
the Agreement (hereinafter referred to as the Amending
Agreement) which appears in the Schedule hereto and
which relates to the Clothing Industry, shall be binding,

heid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1979 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalinge van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1979 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die gebiede gespesifiseer in klousule 1 (1) (b) van die Wysigingsooreenkoms; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalinge van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1979 eindig, in die gebiede gespesifiseer in klousule 1 (1) (b) van die Wysigingsooreenkoms *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Nywerheid by dié werkgewers vir wie engeen van genoemde bepalinge ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

S. P. BOTHA, Minister van Arbeid.

BYLAE

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID (NATAL)

OOREENKOMS

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

Natal Clothing Manufacturers' Association

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

Garment Workers' Industrial Union (Natal)

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

wat die partye is by die Nywerheidsraad vir die Klerasienywerheid (Natal),

om die Ooreenkoms van die Raad, gepubliseer by Goewermentskennisgewing R. 1712 van 27 September 1974 en soos verleng by Goewermentskennisgewing R. 857 van 20 Mei 1977, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Klerasienywerheid (Natal) nagekom word—

(a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is en wat by die Klerasienywerheid betrokke of daarin werksaam is;

(b) in die landdrostdistrikte Durban (uitgesonderd daardie gedeelte wat voor die publikasie van Goewermentskennisgewing 1401 van 16 Augustus 1968 binne die landdrostdistrik Umlazi geval het), Pinetown, Pietermaritzburg en Lower Tugela.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms slegs van toepassing ten opsigte van werknemers vir wie lone in klousule 4 voorgeskryf word.

with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1979, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union;

(b) in terms of section 48 (1) (b) of the said Act declare that the provisions of the Amending Agreement excluding those contained in clause 1 (1) (a), shall be binding with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1979, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the areas specified in clause 1 (1) (b) of the Amending Agreement; and

(c) in terms of section 48 (3) (a) of the said Act declare that in the areas specified in clause 1 (1) (b) of the Amending Agreement and with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1979 the provisions of the said Agreement, excluding those contained in clause 1 (1) (a), shall *mutatis mutandis* be binding upon all Bantu employed in the said Industry by the employers upon whom any of the said provision are binding in respect of employees and upon those employers in respect of Bantu in their employ.

S. P. BOTHA, Minister of Labour.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (NATAL)

AGREEMENT

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

Natal Clothing Manufacturers' Association

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

Garment Workers' Industrial Union (Natal)

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

being the parties to the Industrial Council for the Clothing Industry (Natal),

to amend the Agreement of the Council published under Government Notice R. 1712 of 27 September 1974 and extended by Government Notice R. 857 of 20 May 1977.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Clothing Industry (Natal)—

(a) by all employers who are members of the employer organisation and by all employees who are members of the trade union who are engaged or employed therein;

(b) in the Magisterial Districts of Durban (excluding the portion which, prior to the publication of Government Notice 1401 of 16 August 1968, fell within the Magisterial District of Umlazi), Pinetown, Pietermaritzburg and Lower Tugela.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall only apply in respect of employees for whom wages are prescribed in clause 4.

2. KLOUSULE 4.—LONE

Vervang subklausule (1) deur die volgende:

"(1) Die minimum lone wat aan ondergenoemde klasse werknemers betaal en deur hulle aangeneem mag word, is soos volg:

2. CLAUSE 4.—WAGES

Substitute the following for subclause (1):

"(1) The minimum wages that shall be paid to and be accepted by the undermentioned classes of employees shall be as follows:

	Distrik 1 Per week		Distrik 2 Per week	
	Tot 30/9/78	Vanaf 1/10/78	Tot 30/9/78	Vanaf 1/10/78
	R	R	R	R
A. (a) Hoofsnyer.....	56,20	61,20	50,60	55,05
(b) Assistent-hoofsnyer.....	43,50	47,35	39,15	42,65
(c) Snyer en voeringmerker-snyer—gekwalfiseerd.....	28,85	31,40	26,00	28,30
(d) Snyer en voeringmerker-snyer—leerling:				
Eerste ses maande ondervinding.....	12,50	13,60	11,25	12,25
Tweede ses maande ondervinding.....	12,50	13,60	11,25	12,25
Derde ses maande ondervinding.....	14,30	15,55	12,90	14,00
Vierde ses maande ondervinding.....	16,15	17,60	14,60	15,85
Vyfde ses maande ondervinding.....	18,40	20,05	16,60	18,05
Sesde ses maande ondervinding.....	20,25	22,05	18,25	19,85
Sewende ses maande ondervinding.....	22,45	24,45	20,20	22,00
Daarna, die loon voorgeskryf vir 'n gekwalfiseerde werknemer.				
B. Werktuigkundige:				
(a) Gekwalfiseerd.....	56,20	61,20	50,60	55,05
(b) Leerling:				
Eerste jaar ondervinding.....	20,30	22,10	18,30	19,90
Tweede jaar ondervinding.....	20,30	22,10	18,30	19,90
Derde jaar ondervinding.....	29,25	31,85	26,35	28,65
Vierde jaar ondervinding.....	38,30	41,70	34,50	37,55
Daarna, die loon voorgeskryf vir 'n gekwalfiseerde werknemer.				
C. (i) Voorman:				
(a) Gekwalfiseerd.....	34,35	37,40	30,95	33,70
(b) Leerling:				
Eerste ses maande ondervinding.....	31,60	34,40	28,50	31,00
Daarna, die loon voorgeskryf vir 'n gekwalfiseerde werknemer.				
(ii) Voorvrou:				
(a) Gekwalfiseerd.....	31,60	34,40	28,50	31,00
(b) Leerling:				
Eerste ses maande ondervinding.....	27,05	29,45	24,35	26,50
Daarna, die loon voorgeskryf vir 'n gekwalfiseerde werknemer.				

	District 1 Per week		District 2 Per week	
	Until 30/9/78	From 1/10/78	Until 30/9/78	From 1/10/78
	R	R	R	R
A. (a) Head cutter.....	56,20	61,20	50,60	55,05
(b) Assistant head cutter.....	43,50	47,35	39,15	42,65
(c) Cutter and trimmer—qualified.....	28,85	31,40	26,00	28,30
(d) Cutter and trimmer—learner:				
First six months of experience.....	12,50	13,60	11,25	12,25
Second six months of experience.....	12,50	13,60	11,25	12,25
Third six months of experience.....	14,30	15,55	12,90	14,00
Fourth six months of experience.....	16,15	17,60	14,60	15,85
Fifth six months of experience.....	18,40	20,05	16,60	18,05
Sixth six months of experience.....	20,25	22,05	18,25	19,85
Seventh six months of experience.....	22,45	24,45	20,20	22,00
Thereafter, the wages prescribed for a qualified employee.				
B. Mechanic:				
(a) Qualified.....	56,20	61,20	50,60	55,05
(b) Learner:				
First year of experience.....	20,30	22,10	18,30	19,90
Second year of experience.....	20,30	22,10	18,30	19,90
Third year of experience.....	29,25	31,85	26,35	28,65
Fourth year of experience.....	38,30	41,70	34,50	37,55
Thereafter, the wages prescribed for a qualified employee.				
C. (i) Foreman:				
(a) Qualified.....	34,35	37,40	30,95	33,70
(b) Learner:				
First six months of experience.....	31,60	34,40	28,50	31,00
Thereafter, the wages prescribed for a qualified employee.				
(ii) Forewoman:				
(a) Qualified.....	31,60	34,40	28,50	31,00
(b) Learner:				
First six months of experience.....	27,05	29,45	24,35	26,50
Thereafter, the wages prescribed for a qualified employee.				

		Distrikte 1 en 2 Per week	
		Tot 30/9/78	Vanaf 1/10/78
		D	R
D. Handelsreisiger:			
(i) Man:			
(a) Gekwalifiseerd.....		56,20	61,20
(b) Leerling:			
Eerste ses maande ondervinding.....		37,10	40,35
Tweede ses maande ondervinding.....		37,10	40,35
Derde ses maande ondervinding.....		39,85	43,35
Vierde ses maande ondervinding.....		42,55	46,30
Vyfde ses maande ondervinding.....		45,30	49,30
Sesde ses maande ondervinding.....		48,05	52,30
Sewende ses maande ondervinding.....		50,75	55,25
Daarna, die loon voorgeskryf vir 'n gekwalifiseerde werknemer.			
(ii) Vrou:			
(a) Gekwalifiseerd.....		47,10	51,25
(b) Leerling:			
Eerste ses maande ondervinding.....		31,20	33,95
Tweede ses maande ondervinding.....		31,20	33,95
Derde ses maande ondervinding.....		33,45	36,40
Vierde ses maande ondervinding.....		35,75	38,90
Vyfde ses maande ondervinding.....		38,00	41,35
Sesde ses maande ondervinding.....		40,30	43,85
Sewende ses maande ondervinding.....		42,55	46,30
Daarna, die loon voorgeskryf vir 'n gekwalifiseerde werknemer.			
E. Klerk:			
(i) Man:			
(a) Gekwalifiseerd.....		38,35	41,75
(b) Leerling:			
Eerste jaar ondervinding.....		17,05	18,55
Tweede jaar ondervinding.....		22,50	24,50
Derde jaar ondervinding.....		27,95	30,45
Daarna, die loon voorgeskryf vir 'n gekwalifiseerde werknemer.			
(ii) Vrou:			
(a) Gekwalifiseerd.....		24,30	26,45
(b) Leerling:			
Eerste jaar ondervinding.....		15,35	16,70
Tweede jaar ondervinding.....		15,35	16,70
Derde jaar ondervinding.....		18,35	19,95
Daarna, die loon voorgeskryf vir 'n gekwalifiseerde werknemer.			

		Districts 1 and 2 Per week	
		Until 30/9/78	From 1/10/78
		R	R
D. Traveller:			
(i) Male:			
(a) Qualified.....		56,20	61,20
(b) Learner:			
First six months of experience.....		37,10	40,35
Second six months of experience.....		37,10	40,35
Third six months of experience.....		39,85	43,35
Fourth six months of experience.....		42,55	46,30
Fifth six months of experience.....		45,30	49,30
Sixth six months of experience.....		48,05	52,30
Seventh six months of experience.....		50,75	55,25
Thereafter, the wages prescribed for a qualified employee.			
(ii) Female:			
(a) Qualified.....		47,10	51,25
(b) Learner:			
First six months of experience.....		31,20	33,95
Second six months of experience.....		31,20	33,95
Third six months of experience.....		33,45	36,40
Fourth six months of experience.....		35,75	38,90
Fifth six months of experience.....		38,00	41,35
Sixth six months of experience.....		40,30	43,85
Seventh six months of experience.....		42,55	46,30
Thereafter, the wages prescribed for a qualified employee.			
E. Clerical employee:			
(i) Male:			
(a) Qualified.....		38,35	41,75
(b) Learner:			
First year of experience.....		17,05	18,55
Second year of experience.....		22,50	24,50
Third year of experience.....		27,95	30,45
Thereafter, the wages prescribed for a qualified employee.			
(ii) Female:			
(a) Qualified.....		24,30	26,45
(b) Learner:			
First year of experience.....		15,35	16,70
Second year of experience.....		15,35	16,70
Third year of experience.....		18,35	19,95
Thereafter, the wages prescribed for a qualified employee.			

	Distrik 1 Per week		Distrik 2 Per week	
	Tot 30/9/78	Vanaf 1/10/78	Tot 30/9/78	Vanaf 1/10/78
F. Werknemer, graad I—man:	R	R	R	R
(a) Gekwalifiseerd.....	28,85	31,40	26,00	28,30
(b) Leerling:				
Eerste ses maande ondervinding.....	12,50	13,60	11,25	12,25
Tweede ses maande ondervinding.....	12,50	13,60	11,25	12,25
Derde ses maande ondervinding.....	14,30	15,55	12,90	14,00
Vierde ses maande ondervinding.....	16,15	17,60	14,60	15,85
Vyfde ses maande ondervinding.....	18,40	20,05	16,60	18,05
Sesde ses maande ondervinding.....	20,25	22,05	18,25	19,85
Sewende ses maande ondervinding.....	22,45	24,45	20,20	22,00
Daarna, die loon voorgeskryf vir 'n gekwalifiseerde werknemer.				
G. Werknemer, graad I—vrou:				
(a) Gekwalifiseerd.....	22,45	24,45	20,20	22,00
(b) Leerling:				
Eerste ses maande ondervinding.....	12,50	13,60	11,25	12,25
Tweede ses maande ondervinding.....	12,50	13,60	11,25	12,25
Derde ses maande ondervinding.....	14,30	15,55	12,90	14,00
Vierde ses maande ondervinding.....	16,15	17,60	14,60	15,85
Vyfde ses maande ondervinding.....	18,40	20,05	16,60	18,05
Daarna, die loon voorgeskryf vir 'n gekwalifiseerde werknemer.				
H. Werknemers, graad II—man en vrou:				
(a) Gekwalifiseerd.....	18,40	20,05	16,60	18,05
(b) Leerling:				
Eerste ses maande ondervinding.....	12,50	13,60	11,25	12,25
Tweede ses maande ondervinding.....	12,50	13,60	11,25	12,25
Derde ses maande ondervinding.....	14,30	15,55	12,90	14,00
Daarna, die loon voorgeskryf vir 'n gekwalifiseerde werknemer.				
I. Motordrywers: Motorvoertuie met 'n onbelaste massa van—				
(a) hoogstens 454 kg.....	22,45	24,45	20,20	22,00
(b) meer as 454 kg, maar hoogstens 2 722 kg.....	26,05	28,35	23,45	25,55
(c) meer as 2 722 kg, maar hoogstens 4 540 kg.....	35,55	38,70	32,00	34,85
(d) meer as 4 540 kg.....	41,00	44,65	36,90	40,20
J. Arbeiders:				
Eerste ses maande ondervinding.....	15,20	16,55	13,70	14,90
Tweede ses maande ondervinding.....	15,20	16,55	13,70	14,90
Derde ses maande ondervinding.....	16,15	17,60	14,60	15,85
Daarna.....	18,40	20,05	16,60	18,05
K. Wag.....	16,60	18,05	15,00	16,30

	District 1 Per week		District 2 Per week	
	Until 30/9/78	From 1/10/78	Until 30/9/78	From 1/10/78
F. Grade I employee—Male:	R	R	R	R
(a) Qualified.....	28,85	31,40	26,00	28,30
(b) Learner:				
First six months of experience.....	12,50	13,60	11,25	12,25
Second six months of experience.....	12,50	13,60	11,25	12,25
Third six months of experience.....	14,30	15,55	12,90	14,00
Fourth six months of experience.....	16,15	17,60	14,60	15,85
Fifth six months of experience.....	18,40	20,05	16,60	18,05
Sixth six months of experience.....	20,25	22,05	18,25	19,85
Seventh six months of experience.....	22,45	24,45	20,20	22,00
Thereafter, the wages prescribed for a qualified employee.				
G. Grade I employee—Female:				
(a) Qualified.....	22,45	24,45	20,20	22,00
(b) Learner:				
First six months of experience.....	12,50	13,60	11,25	12,25
Second six months of experience.....	12,50	13,60	11,25	12,25
Third six months of experience.....	14,30	15,55	12,90	14,00
Fourth six months of experience.....	16,15	17,60	14,60	15,85
Fifth six months of experience.....	18,40	20,05	16,60	18,05
Thereafter, the wages prescribed for a qualified employee.				
H. Grade II employees—Male and female:				
(a) Qualified.....	18,40	20,05	16,60	18,05
(b) Learner:				
First six months of experience.....	12,50	13,60	11,25	12,25
Second six months of experience.....	12,50	13,60	11,25	12,25
Third six months of experience.....	14,30	15,55	12,90	14,00
Thereafter, the wages prescribed for a qualified employee.				
I. Drivers: Motor vehicles the unladen mass of which—				
(a) does not exceed 454 kg.....	22,45	24,45	20,20	22,00
(b) exceeds 454 kg but does not exceed 2 722 kg.....	26,05	28,35	23,45	25,55
(c) exceeds 2 722 kg but does not exceed 4 540 kg.....	35,55	38,70	32,00	34,85
(d) exceeds 4 540 kg.....	41,00	44,65	36,90	40,20
J. Labourers:				
First six months of experience.....	15,20	16,55	13,70	14,90
Second six months of experience.....	15,20	16,55	13,70	14,90
Third six months of experience.....	16,15	17,60	14,60	15,85
Thereafter.....	18,40	20,05	16,60	18,05
K. Watchman.....	16,60	18,05	15,00	16,30

3. KLOUSULE 8.—WERKURE EN OORTYDWERK

(1) Vervang die eerste paragraaf van subklousule (9) deur die volgende:

"Die werkgewer moet aan elke werknemer ruspouses van minstens 15 minute gedurende die oggendwerktye en 10 minute gedurende die middagwerktye toestaan. Die ruspouses moet so na as doenlik aan die middel van elke oggend en middag toegestaan word en dié pouses moet gereken word as deel van die gewone werkure, maar geen werkgewer mag van 'n werknemer vereis om werk gedurende sodanige pouse te verrig nie."

(2) In die Engelse teks, in die laaste sin van subklousule (12), vervang die woord "Die" deur die woord "The".

4. KLOUSULE 11.—GETALVERHOUDING VAN WERKNEMERS

In die Engelse teks, in subklousule (1) (c), vervang die uitdrukking "Grade II employee, female." deur die uitdrukking "Grade I employee, female."

5. KLOUSULE 14.—REGISTRASIE VAN WERKGEWERS

In subklousules (3), (4) en (5), vervang die woorde "vier weke se lone" deur die woorde "een week se lone".

6. KLOUSULE 15.—INDIENSNEMING EN DIENSBEÏNDIGING

Vervang subklousule (1) deur die volgende:

"(1) Voordat 'n werkgewer 'n aansoeker om werk in diens neem, moet hy van die aansoeker vereis om 'n verslagkaart van ondervinding te toon, uitgereik deur die Raad in die vorm van Aanhangsel A van hierdie Ooreenkoms.

By indiensneming moet die werkgewer onmiddellik—

(a) sy fabriek se naam, die datum van indiensneming, beroep, loon by indiensneming en die totale vorige ondervinding in die toepaslike kolomme van die dienskaart invul en die kaart in veilige bewaring hou sodat daar by die diensbeëindiging van die werknemer mee gehandel kan word ooreenkomstig subklousule (3) van hierdie klousule;

(b) 'n "Registrasie van werknemer"-vorm (Aanhangsel F van hierdie Ooreenkoms) in drievoud invul, die oorspronklike voor of op die Vrydag van elke week aan die Raad stuur, aan die werknemer die duplikaatkopie gee en die triplikaatkopie vir rekorddoeleindes behou;

(c) in die geval van 'n aansoeker om werk wat 'n nuweling in die Nywerheid is en/of 'n aansoeker wat nie 'n dienskaart van die Raad kan toon nie die "Registrasie van die werknemer"-vorm (Aanhangsel F van hierdie Ooreenkoms) in drievoud invul en die aansoeker met die oorspronklike en die duplikaatkopie na die Raad se kantore stuur, waar aan hom 'n registrasienommer van die Raad toegeken en 'n dienskaart van die Raad uitgereik sal word en hy in diens van die werkgewer geregistreer sal word.

Die werkgewer moet die triplikaatkopie vir rekorddoeleindes hou. Die werkgewer moet die dienskaart van die werknemer verkry voordat hy begin werk en die werkgewer moet dit behou totdat die werknemer se diens beëindig word en daar met die dienskaart gehandel word ooreenkomstig subklousules (3) en (4) van hierdie klousule."

7. KLOUSULE 27.—SIEKTEBYSTANDSFONDS

(1) In subklousule (2), voeg die woorde "na goeddunke van die Bestuurskomitee" in tussen die woorde "hom" en "by".

(2) In subklousule (17), skrap die woorde "klerke of".

8. AANHANGSELS

Voeg die volgende nuwe Aanhangsel in:

"AANHANGSEL F

NYWERHEIDSRaad VIR DIE KLERASIENYWERHEID (NATAL)

Telefoon 2-0682, 6-1847 en 2-4791

REGISTRASIE VAN WERKNEMER

Naam van fabriek.....
Die Sekretaris
Nywerheidsraad vir die Klerasienywerheid (Natal)
Galestraat 127/129
Durban, 4001

3. CLAUSE 8.—HOURS OF WORK AND OVERTIME

(1) Substitute the following for the first paragraph of subclause (9):

"The employer shall grant to each employee rest intervals of not less than 15 minutes during the morning work periods and 10 minutes during the afternoon work periods. Rest intervals shall be granted as nearly as practicable to the middle of each morning and afternoon and such intervals shall be reckoned as portion of the usual working hours, but no employer shall require an employee to perform work during such interval."

(2) In the last sentence of subclause (12), substitute the word "The" for the word "Die".

4. CLAUSE 11.—PROPORTION OR RATIO OF EMPLOYEES

In subclause (1) (c), substitute the expression "Grade I employee, female." for the expression "Grade II employee female."

5. CLAUSE 14.—REGISTRATION OF EMPLOYERS

In subclauses (3), (4) and (5), substitute the words "one week's wages" for the words "four weeks' wages".

6. CLAUSE 15.—ENGAGEMENTS AND TERMINATION OF EMPLOYMENT

Substitute the following for subclause (1):

"(1) An employer shall, before engaging an applicant for work, require the applicant to produce a record of experience card issued by the Council in the form of Annexure A to this Agreement.

The employer shall forthwith upon engagement—

(a) enter in the relevant columns of the service card, the name of his factory, the date of engagement, occupation wage on engagement and total previous experience and shall retain the card in safekeeping so that it can be dealt with in terms of subclause (3) of this clause upon termination of service of the employee;

(b) complete a 'Registration of Employee' form (Annexure F to this Agreement) in triplicate, forward the original to the Council not later than Friday of each week, hand the duplicate copy to the employee and retain the triplicate copy for his records;

(c) in the case of an applicant for work who is a new entrant into the Industry and/or an applicant who cannot produce a Council service card, complete the 'Registration of Employee' form (Annexure F to this Agreement) in triplicate and send the applicant with the original and duplicate copy to the Council offices where he will be allocated a Council registration number, be issued with a Council service card and be registered in the employ of the employer.

The triplicate copy shall be retained by the employer for his records. The employer shall acquire the service card of the employee before he commences work and the employer shall retain same until the employee's services are terminated at which time the service card is dealt with in terms of subclauses (3) and (4) of this clause."

7. CLAUSE 27.—SICK BENEFIT FUND

(1) In subclause (2), insert the words "at the discretion of the Management Committee" between the words "shall" and "present".

(2) In subclause (17), delete the words "clerical employees, or".

8. ANNEXURES

Insert the following new Annexure:

"ANNEXURE F

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (NATAL)

Phones 2-0682, 6-1847 and 2-4791

REGISTRATION OF EMPLOYEE

Name of factory.....
The Secretary
Industrial Council for the Clothing Industry (Natal)
127/129 Gale Street
Durban, 4001

of
 Posbus 18354, Dalbridge, 4014
 Mencer,
 Registreer asseblief draer hiervan in my/ons diens.
 Naam.....
 Raadsnommer.....
 Woonadres.....
 Naam van vorige werkgewer op dienskaart aangegee.....
 Datum waarop hy vorige werkgewer verlaat het.....
 Ras..... Geslag.....
 Geboortedatum..... Identiteitsnommer.....
 Beroep.....
 Loonskaal..... per week/maand
 Datum van diensaanvaarding.....
 Klokkaartnommer (indien reeds toegeken).....
 Datum..... Die uwe,

Naamtekening van werkgewer"

Hierdie Wysigingsooreenkoms is namens die partye op hede die sesde dag van Junie 1977 in Durban onderteken.

R. G. SAVAGE, Voorsitter van die Raad.

I. MUCKDOOM, Ondervoorsitter van die Raad.

M. ANSELL, Sekretaris van die Raad.

No. R. 1542 5 Augustus 1977

WET OP NYWERHEIDSVERSOENING, 1956

KLERASIENYWERHEID, NATAL.—VERLENGING VAN GELDIGHEDSDUUR VAN HOOFOORENKOMS

Ek, Stephanus Petrus Botha, Minister van Arbeid, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Nywerheidsversoening, 1956, die tydperke vasgestel in Goewermentskennisgewings R. 1712 van 27 September 1974 en R. 857 van 20 Mei 1977 met 'n verdere tydperk wat op 31 Desember 1979 eindig.

S. P. BOTHA, Minister van Arbeid.

or
 P.O. Box 18354, Dalbridge, 4014
 Dear Sir,
 Please register bearer in my/our employ.
 Name.....
 Council No.....
 Residential address.....
 Name of previous employer recorded on service card.....
 Date of leaving previous employer.....
 Race..... Sex.....
 Date of birth..... Identity No.....
 Occupation.....
 Rate of pay..... per week/month
 Date to commence work.....
 Clock card No. (if already allocated).....
 Yours faithfully
 Date..... Signature of employer"

This Amending Agreement signed at Durban, on behalf of the Parties, this Sixth day of June 1977.

R. G. SAVAGE, Chairman of the Council.

I. MUCKDOOM, Vice-Chairman of the Council.

M. ANSELL, Secretary of the Council.

No. R. 1542 5 August 1977

INDUSTRIAL CONCILIATION ACT, 1956

CLOTHING INDUSTRY, NATAL.—EXTENSION OF PERIOD OF OPERATION OF MAIN AGREEMENT

I, Stephanus Petrus Botha, Minister of Labour, hereby, in terms of section 48 (4) (a) (i) of the Industrial Conciliation Act, 1956, extend the periods fixed in Government Notices R. 1712 of 27 September 1974 and R. 857 of 20 May 1977, by a further period ending 31 December 1979.

S. P. BOTHA, Minister of Labour.

DIE BLOMPLANTE VAN AFRIKA

Hierdie publikasie word uitgegee as 'n geïllustreerde reeks, baie na die aard van Curtis se "Botanical Magazine". Die doel van die werk is om die skoonheid en variasie van vorm van die flora van Afrika aan die leser bekend te stel, om belangstelling in die studie en kweek van die inheemse plante op te wek, en om plantkunde in die algemeen te bevorder.

Die meeste van die illustrasies word deur kunstenaars van die Navorsingsinstituut vir Plantkunde gemaak, dog die redakteur verwelkom geskikte bydraes van 'n wetenskaplike en kunststandaard afkomstig van verwante inrigtings.

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This publication is issued as an illustrated serial, much on the same lines as Curtis's Botanical Magazine, and for imitating which no apology need be tendered.

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INHOUD

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