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GOEWERMENSKENNISGEWING

DEPARTEMENT VAN ARBEID

No. R. 1613

19 Augustus 1977

WET OP DIE REËLING VAN BANTOE-ARBEIDSVERHOUDINGE, 1953

LIGTE KATOENTEKSTIELNYWERHEID.—ORDER

Ek, Stephanus Petrus Botha, Minister van Arbeid—

(a) bepaal hierby, kragtens artikel 11A (3) van die Wet op die Reëling van Bantoe-arbeidsverhoudinge, 1953, dat die bepalings van die Order wat ek kragtens artikel 11A (2) van daardie Wet ten opsigte van die Ligte Katoentekstielnywerheid gemaak het en wat in die Bylae hiervan verskyn met ingang van 29 Augustus 1977 bindend is vir alle werkgewers en werknemers in genoemde Nywerheid wat daardeur geraak word; en

(b) verklaar hierby, kragtens artikel 14 (1), soos toegepas by artikel 11A (5), van genoemde Wet, dat die bepalings van genoemde Order, met ingang van 29 Augustus 1977 en vir die tydperk wat een jaar vanaf genoemde datum eindig, *mutatis mutandis* van toepassing is ten opsigte van persone wat werknemers is soos in die Wet op Nywerheidsversoening, 1956, omskryf.

S. P. BOTHA, Minister van Arbeid.

BYLAE ORDER

1. GEBIED EN OMVANG VAN DIE ORDER

(1) Hierdie Order is van toepassing op alle werkgewers, en werknemers wat betrokke is by of in diens is in die Ligte Katoentekstielnywerheid in die volgende landdrostdistrikte:

Transvaal—Benoni, Bronkhorstspuit, Randfontein, Johannesburg, Standerton, Pretoria;

Kaapprovinsie—Die Kaap, Oos-Londen, Goodwood, King William's Town, Port Elizabeth, Uitenhage;

Oranje-Vrystaat—Harrismith;

Natal—Durban, Pietermaritzburg, Pinetown, Inanda, Kliprivier, Mooirivier, Camperdown.

(2) Ondanks subklousule (1), is hierdie Order slegs van toepassing ten opsigte van werknemers vir wie minimum lone in klousule 4 vasgestel word.

63660—A

GOVERNMENT NOTICE

DEPARTMENT OF LABOUR

No. R. 1613

19 August 1977

BANTU LABOUR RELATIONS REGULATION ACT, 1953

LIGHT COTTON TEXTILE MANUFACTURING INDUSTRY.—ORDER

I, Stephanus Petrus Botha, Minister of Labour—

(a) hereby, in terms of section 11A (3) of the Bantu Labour Relations Regulation Act, 1953, determine that the provisions of the Order made by me in terms of section 11A (2) of that Act in respect of the Light Cotton Textile Manufacturing Industry and which appears in the Schedule hereto, shall be binding, with effect from 29 August 1977, upon all employers and employees in the said Industry who are affected thereby; and

(b) hereby, in terms of section 14 (1), as applied by section 11A (5), of the said Act, declare that the provisions of the said Order shall, with effect from 29 August 1977 and for the period ending one year from the said date, *mutatis mutandis* apply in respect of persons who are employees as defined in the Industrial Conciliation Act, 1956.

S. P. BOTHA, Minister of Labour.

SCHEDULE ORDER

1. AREA AND SCOPE OF ORDER

(1) This Order shall apply to all employers and employees who are engaged or employed in the Light Cotton Textile Manufacturing Industry in the following Magisterial Districts:

Transvaal—Benoni, Bronkhorstspuit, Randfontein, Johannesburg, Standerton, Pretoria;

Cape Province—The Cape, East London, Goodwood, King William's Town, Port Elizabeth, Uitenhage;

Orange Free State—Harrismith;

Natal—Durban, Pietermaritzburg, Pinetown, Inanda, Klip River, Mooi River, Camperdown.

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

5718—1

2. BESOLDIGING

(1) Geen werkgewer in die Ligte Katoentekstielywerheid in die gebiede wat in klousule 1 (1) gespesifiseer word, mag lone betaal en geen werknemer mag lone aanvaar nie teen 'n skaal wat laer is as dié wat in klousule 4 bepaal word.

(2) Vir die toepassing van hierdie Order word 'n werknemer geag in daardie kategorie te wees waarin hy uitsluitlik of hoofsaaklik in diens is.

(3) *Kontrakbasis*.—Die kontrakbasis van 'n werknemer, uitgesonderd 'n los werknemer, is weekliks. 'n Werknemer moet ten opsigte van 'n week van 46 uur minstens die volle weeklikse besoldiging betaal word wat vir 'n werknemer van sy graad en gebied as tydwerker voorgeskryf is, of indien hy 'n stukwerker is, as sou hy 'n tydwerker wees.

(4) *Stukwerk*.—Stukwerk kan die basis van 'n werknemer se besoldiging wees. Stukwerk beteken 'n stelsel waarvolgens 'n werknemer se besoldiging gedeeltelik of uitsluitlik berus op die omvang van produksie en/of gehalte van werk gedaan en word geag ook 'n stelsel van die betaling van aansporings- of produksiebonus of aanvullende loon te omvat. 'n Stukwerker is 'n werknemer wat aldus in diens is.

3. WOORDOMSKRYWING

Tensy die teenoorgestelde blykbaar bedoel word, het 'n uitdrukking wat in hierdie Order gebesig en in die Wet op die Reëling van Bantoe-arbeidsverhoudinge, 1953, omskryf is dieselfde betekenis as in dié Wet en tensy die teenoorgestelde bedoeling blyk, omvat woorde wat die manlike geslag aandui ook vroue; voorts, tensy onbestaanbaar met die samehang, beteken—

“assistent-hyskraanbediener” 'n werknemer wat die hyskraanbediener by die uitvoering van sy pligte help;

“assistent-masjienbediener” 'n werknemer wat die masjienbediener by die uitvoering van sy pligte help;

“assistent-voorraadversorger” 'n werknemer wat onder toesig van 'n magasynman ware vir opberging in 'n opbergingsgebied sorteer en rangskik, die magasynman behulpsaam is by die hou van rekords in verband met en beheer van hierdie ware en wat sodanige ware ontvang en uitreik;

“magasynvuller” 'n werknemer wat outomatiese weefmasjiensinslagtolmagasynne met inslagtolle vul;

“boomwerker” 'n werknemer wat die algemene voorbereiding van die weefmasjiene vir die knoop van die skering doen;

“tolverwer” 'n werknemer wat tolle, inslagtolle, keëltolle, buise, spoel of ander garing- of materiaalraaers verf;

“tolstropers/inslagtolstropers” 'n werknemer wat tolle, inslagtolle, keëltolle of buise stroop en afval, vuil of beskadigde garing of garingsreste daarvan verwyder;

“stoomketelbediener” 'n werknemer wat onder algemene toesig daarvoor verantwoordelik is om die waterpeil en stoomdruk in 'n stoomketel in stand te hou en wat vure in sodanige stoomketel kan stook of uithaal;

“nopper/dresseerder/materiaalstopper” 'n werknemer wat materiaal skoonmaak en/of knope, oormaatstukke of noppe uit materiaal verwyder sonder om gate daarin te maak en wat tangetjies, skêre of ander handapparate kan gebruik en wat in die algemeen vervaardigingsfoute herstel;

“kamerbediener” 'n werknemer wat 'n nywerheidskamera vir die patroondrukafdeling bedien;

“eethuisbediener” 'n werknemer wat in die verversingslokaal werksaam is by die bedien, hanteer of vervoer van voedsel en drankte of as assistent vir die personeel wat maaltye of drankte voorberei en gaarmaak;

“kaardslyper” 'n werknemer wat die kaardbeslag op kaardmasjiene slyp;

“kaardmasjiensroper” 'n werknemer wat die afval van die kaardmasjiene met die hand en/of met behulp van uitrusting verwyder;

“draer/karweier” 'n werknemer wat sowel alle tipes grondstowwe, afval, halfverwerkte of verwerkte garing as halfverwerkte of afgewerkte materiaal gereeld van een plek na die ander verskuif;

“onderbaas/hoofwerksman” 'n lid van 'n span of ploeg of groep werkers wat aangestel is om toesig te hou oor die werksaamhede van die span of ploeg of groep werkers of beheer daaroor uit te oefen en/of dit te reël;

“chemikaliemenger- en reseptuassistens” 'n werknemer wat die reseptuur help met die uitvoering van sy pligte;

“chemikaliemenger en reseptuur” 'n werknemer wat chemikalieë, kleurstowwe of verf- en afwerkhulpmiddels volgens bepaalde formules vir daaropvolgende gebruik in verskillende prosesse berei;

“skoonmaker/veër/wasser” 'n werknemer wat algemene skoonmaakpligte in verband met persele, implemente, gereedskap, masjiene of ander uitrusting of spesifieke oppervlakke uitvoer met behulp van borsels of ander eenvoudige gerei;

“kleedkamerversorger” 'n werknemer wat toesig uitoefen oor verkleekamers en/of waskamers en/of latrines en wat sodanige persele skoonmaak en/of was;

2. REMUNERATION

(1) No employer in the Light Cotton Textile Manufacturing Industry in the areas specified in clause 1 (1) shall pay, and no employee shall accept, wages at rates lower than those specified in clause 4.

(2) for the purposes of this Order, an employee shall be deemed to be in that class in which he is wholly or mainly engaged.

(3) *Basis of contract*.—The basis of a contract of an employee, other than a casual employee, shall be weekly. An employee shall be paid in respect of a week of 46 hours not less than the full weekly remuneration prescribed for an employee of his grade and area as a time-worker, or if a piece-worker, as though he were a time-worker.

(4) *Piece-work*.—Piece-work may be the basis of an employee's remuneration. Piece-work means any system under which an employee's remuneration is based partially or wholly upon the quantity of output and/or quality of work done, and shall be deemed to include any system of incentive or production bonus payment or supplementary wage payment. A piece-worker is an employee so employed.

3. DEFINITIONS

Unless the contrary intention appears, any expression used in this Order and defined in the Bantu Labour Relations Regulation Act, 1953, shall have the same meaning as in that Act and unless the contrary intention appears, words indicating the masculine gender shall include females; further, unless inconsistent with the context—

“assistant crane operator” means an employee engaged in assisting the crane operator in the performance of his duties;

“assistant machine operator” means an employee who is engaged in assisting the machine operator in the performance of his duties;

“assistant stores attendant” means an employee engaged, under the supervision of a storeman, in sorting and arranging items for storage in a stores area, assisting the storeman in recording and controlling these items, and receiving and issuing such items;

“battery filler” means an employee who is engaged in refilling automatic loom pirn batteries with pirns;

“beam gaiter” means an employee who generally prepares the looms for the warp-knotting operation;

“bobbin painter” means an employee who is engaged in painting bobbins, pirns, cones, tubes, spools or other yarn or cloth carriers;

“bobbin stripper/pirn stripper” means an employee who is engaged in stripping and cleaning waste, soiled, damaged yarn or yarn remnants from bobbins, pirns, cones or tubes;

“boiler attendant” means an employee who, under general supervision, is responsible for maintaining the water level and steam pressure in a boiler and who may maintain or draw fires in such boiler;

“burler/dresser/cloth mender” means an employee engaged in cleaning and/or taking out knots, lumps or burls from cloth without making holes in it and who may use tweezers or scissors or other hand appliances and who is engaged in generally rectifying manufacturing faults;

“camera operator” means an employee who operates an industrial camera for the cloth printing department;

“canteen attendant” means an employee engaged in the canteen to serve, handle or transport foods and beverages or engaged as an assistant to personnel preparing and cooking meals or beverages;

“card grinder” means an employee who is engaged in grinding the clothing on carding machines;

“carding machine stripper” means an employee who by hand and/or with assistance of equipment removes the waste from the carding machine;

“carrier/transporter” means an employee who is engaged regularly to move any type of raw materials, waste, semi-processed or processed yarns, as well as semi-processed or finished cloth from location to location;

“chargehand/head operator” means any one member of a team or gang or group of workers who has been appointed to supervise, take charge of and/or direct the operations of the team or gang or group of workers;

“chemical mixer and dispenser assistant” means an employee who assists the dispenser in the performance of his duties;

“chemical mixer and dispenser” means an employee who prepares chemicals, colouring materials, or dyeing and finishing auxiliaries according to given formulae for subsequent use in various processes;

“cleaner/sweeper/scourer” means an employee who is engaged in general cleaning duties of premises, implements, tools, machines or other equipment or specific areas using brushes or other simple utensils;

“cloakroom attendant” means an employee who is in charge of change-rooms and/or washrooms and/or lavatories and who cleans and/or washes such premises;

"materiaalsnyer" 'n werknemer wat materiaal van grootmaat-voorrade in kleiner groottes sny vir verdere regsny en afwerking;

"materiaaldoffer" 'n werknemer wat snitte opspoor wat van die weefmasjien verwyder moet word, die stuk uitsny, dit op die snippertrillie laai en die nuwe punt van die restant herop-boom;

"materiaalondersoeker" 'n werknemer wat geweeftde materiaal vir foute ondersoek, die foute aanteken en/of etiketteer;

"materiaalmonsternemer en -kontroleerder" 'n werknemer wat materiaalmonsters van voorafbepaalde prosesse en volgens voorafbepaalde frekwensies versamel om daarna fisiese en chemiese beheertoetse te ondergaan;

"keël-/kaastolwikkelaar" 'n werknemer wat garing op keëltolle en/of kaastolle op opdraaimasjiene opdraai;

"kok" 'n werknemer wat voedsel en drank voorberei;

"voorraambediener" 'n werknemer wat leë tolle en/of keëltolle van voerrame verwyder en hulle deur vol tolle en/of keëltolle vervang;

"doffer" 'n werknemer wat klaargemaakte pakkette dof, leë tolle in posisie plaas op spille en breekplekke op spin- en twyn-masjiene las nadat die masjiene aangeskakel is;

"inryger" 'n werknemer wat drade in sekere volgorde deur hewels, rietkamme, valstoppers of Jacquard-hewelrame trek;

"ondervinding" die totale tydperk of tydperke wat 'n werknemer in sy klas in die Ligtekatoentekstielywerheid werksaam was en omvat dit 'n dienstydperk in sy klas in die Nywerheid voor die datum waarop hierdie Order in werking tree;

"fabrieksklerk" 'n werknemer wat onder algemene toesig in 'n verwerkings- of versendingsafdeling of in 'n magasyn een of meer van die volgende pligte uitvoer:

(a) Getalle, hoeveelhede en massas van grondstowwe of gedeeltelik verwerkte materiaal of vervaardigde goedere kontroleer en opteken;

(b) voorraad- of produksierekords byhou;

(c) produksiekaarte of -state opstel, uitreik en insamel;

(d) kaartjies of etikette vir produksiedoeleindes uitskrif;

(e) dokumente betreffende sy pligte lusseer of in veilige bewaring hou;

maar omvat geen ander klas werknemers wat elders in hierdie klousule omskryf word nie, al maak klerklike werk of massa-meet ook deel uit van so 'n werknemer se werk;

"duigkaardvervanger" 'n werknemer wat opgelei is om beskadigde duigkaarde op draaiduigkaardmasjiene te identifiseer en in staat is om met die oog op herstelwerk duigkaarde om te ruil;

"vurkhywadrywer/hyskraanbediener" 'n werknemer wat vurk-hyswaens dryf en/of hyskrane bedien;

"werknemer graad I" 'n werknemer wat in een of meer van die volgende beroepe of hoedanighede in diens is:

Algemeen: Alle afdelings

Arbeider;

skoonmaker/veër/wasser;

draer/karweier;

kleedkamerversorger;

opstapelaar;

toedraaier/verpakker;

tolverwer;

teebediener;

werknemers nie elders vermeld nie.

Spinafdeling

Afvalgrondstof-/grondstofvoerder;

grondstofsorteerder;

tolstoper;

vleëlbediener;

voorraambediener.

Weefafdeling

Hewelraambereier;

magasynvuller;

inslagtolstoper;

inslagtolbereier/-sorteerder;

inhaker.

Afwerk-/kleur-/bleik-/patroondruk-/opmaakafdeling

Materiaalsnyer;

etiketdrukker;

gehaltesorteerder;

linne- en handdoekvouer (nie 'n masjienebediener nie);

"werknemer graad II" 'n werknemer wat in een of meer van die volgende beroepe of hoedanighede in diens is:

Algemeen: Alle afdelings

Assistent-hyskraanbediener;

assistent-voorraadversorger;

eethuisbediener;

"cloth cutter" means an employee engaged in cutting cloth into smaller sizes from bulk supplies for further trimming and finishing;

"cloth doffer" means an employee who locates loom cuts for doffing, cuts out the piece, loads it onto the piece truck and re-beams the new tab-end;

"cloth examiner" means an employee who is engaged in examining, recording and/or tagging woven cloth for flaws;

"cloth sampler and checker" means an employee who collects cloth samples from predetermined processes and at predetermined frequencies for subsequent physical and chemical control tests;

"cone/cheese winder" means an employee engaged in winding yarn on to cones and/or cheeses on winding machines;

"cook" means an employee engaged in the preparation of food and beverages;

"creller" means an employee engaged in removing empty bobbins and/or cones from creels and replacing them with full bobbins and/or cones;

"doffer" means an employee engaged in the doffing of finished packages, positioning empty bobbins on spindles and piecing breaks after the start-up on spinning and twisting machinery;

"drawer-in" means an employee who is engaged in pulling threads through healds, reeds, drop wires or Jacquard harnesses in a certain order;

"experience" means the total period or periods of employment which an employee has had in his class in the Light Cotton Textile Manufacturing Industry and shall include any period of employment in his class in the Industry prior to the date of coming into operation of this Order;

"factory clerk" means an employee who, in a processing or despatch department or in a store, under general supervision, is engaged in performing one or more of the following duties:

(a) Checking and recording numbers, quantities and masses of raw materials or partly processed materials or manufactured goods;

(b) maintaining stock or production records;

(c) preparing, issuing and collecting production cards or sheets;

(d) making out tickets or labels for production purposes;

(e) filing or keeping in safe custody documents relating to his duties;

but does not include any other class of employees elsewhere defined in this clause, notwithstanding the fact that clerical work or mass-measuring may form part of that employee's work;

"flat changer" means an employee who is trained to identify damaged flats on revolving flat carding machines and capable of making remedial flat changes;

"forklift truck driver/crane operator" means an employee engaged in driving and/or operating forklift trucks and/or cranes;

"Grade I employee" means an employee engaged in one or more of the following occupations or capacities:

General: All Departments

Labourer;

cleaner/sweeper/scourer;

carrier/transporter;

cloakroom attendant;

stacker;

wrapper/packer;

bobbin painter;

tea attendant;

employees not elsewhere specified.

Spinning Department

Waste raw material/raw material feeder;

raw material sorter;

bobbin stripper;

roller picker;

creeler.

Weaving Department

Heald frame preparer;

battery filler;

pirn stripper;

pirn preparer/sorter;

reacher-in.

Finishing/Dyeing/Bleaching/Printing/Make-up Department

Cloth cutter;

label printer;

quality sorter;

sheet and towel folder (not machine operator);

"Grade II employee" means an employee engaged in one or more of the following occupations or capacities:

General: All Departments

Assistant crane operator;

assistant stores attendant;

canteen attendant;

hystoestel- en hysbakbediener;
masjiensmeerder;
pakketombinder;
stofsuijterbediener.

Spinafdeling

Masjiensbedieners/-versorgers van—

mengel- en pluismasjiene;
vleëlmassjiene;
kaardmassjiene;
afduinmassjiene;
grootvoorspin-, tussenvoorspin-, fynvoorspinmassjiene (voorspinners);
laagafduin- en lontlaagmassjiene;
kammassjiene;
kondisioneermassjiene;
bewassjiene;
twynwikkel- en saamwikkelmassjiene;
stygdraaimassjiene;
twynmassjiene;
garingwikkeloutomate;
rolleroottrekker en -slyper;
spilbandhersteller;
spinner;
doffer;
keël- of kaastolwikkelaar;
spoelaanvoerder;
kaardmassjiensteroper;
duigkaardervanger;
garingmonsternemer/-kontroleerder.

Weefafdeling

Materiaalondersoeker;
skeringhersteller;
rietkamhersteller;
inslagtolwikkelaar;
materiaaldoffer;
nopper/dresseerder/materiaalstopper;
leerlingwewer;

assistent-masjiensbedieners van—

papmassjiene;
opskeermassjiene;
skeermassjiene;
stapelvou-, oprol- en kalandermassjiene;
knoopmassjiene;
inrygmassjiene.

Afwerk-/kleur-/bleik-/patroondruk-/opmaakafdeling

Sierverpakker/-vouer/-afroder;
materiaalondersoeker;
materiaalmonsternemer- en -kontroleerder;
chemikaliemenger- en resepteurassistent;
patroondrukroller-vernissier;
patroondruk-koperrollerdraaier;
patroondruk-koperroller-elektroplateerder;
natrekkier;

assistent-masjiensbedieners van—

heetkleurmassjiene;
droog- en verrypmassjiene, met inbegrip van spandroërs;
wassmassjiene;
nie-deurlopende-kleurmassjiene;
segmassjiene;
vou- en stapelvoumassjiene;
oprol- en kalandermassjiene;
stomers;
deurlopende-kleurmassjiene;
deurlopendewas- en -bleikmassjiene;
merceriseermassjiene;

masjiensbedieners van—

naaimassjiene;
skuurmassjiene;
doekoopmaakmassjiene;
pluismassjiene;
breedhoumassjiene;
fusetex-massjiene;
rugvulmassjiene;

“werknemer graad III” ’n werknemer wat in een of meer van die volgende beroepe of hoedanighede in diens is:

Algemeen: Alle afdelings

Hoofbedieners of onderbase wat aan die hoof staan van werknemers graad II;
tegnikus se assistent;
fabrieksklerk;
stoomketelbediener;
kok;
werkstudie-assistent.

hoist and lift operator;
machine lubricator;
package bander/strapper;
vacuum cleaning machine operator.

Spinning Department

Machine operators/attendants of—

blending and opening machine;
scutchers;
carding machines;
draw frames;
slubbers, intermediate, rovers (speed frames);
ribbon and sliver lap machines;
combing machines;
conditioning machines;
wax ring machines;
ply winding and assembly winding machines;
upwisting machines;
doubling or twisting machines;
automatic yarn winding machines;

roller coverer and grinder;
tape repairer;
spinner;
doffer;
cone or cheese winder;
starter maker;
carding machine stripper;
flat changer;
yarn sampler/checker.

Weaving Department

Cloth examiner;
warp mender;
reed mender;
pirn winder;
cloth doffer;
burler/dresser/cloth mender;
learner weaver;

assistant machine operators of—

sizing machines;
warping machines;
cropping machines;
plaiting, rolling, calender machines;
knotting machines;
drawing-in machines.

Finishing/Dyeing/Bleaching/Printing/Make-up Department

Presentation packer/folder/trimmer;
cloth examiner;
cloth sampler and checker;
chemical mixer and dispenser assistant;
print roller varnisher;
print copper roller turner;
print copper roller electroplater;
tracer;

assistant machine operators of—

pressure dyeing machines;
drying and curing machines, including stenters;
washing machines;
non-continuous dyeing machines;
singeing machines;
folding and plaiting machines;
rolling and calender machines;
steaming machines;
continuous dyeing machines;
continuous scouring and bleaching machines;
mercerising machines;

machine operators of—

sewing machines;
sanding machines;
cloth opening machines;
raising machines;
stretcher/beamer machines;
fusetex machines;
back filling machines;

“Grade III employee” means an employee engaged in one or more of the following occupations or capacities:

General: All Departments

Head operators or chargehands in charge of Grade II employees;
technician's assistant;
factory clerk;
boiler attendant;
cook;
work study assistant.

Spinafdeling

Kaardslyper;
naaldsetter;
handknoperhersteller.

Weefafdeling

Inryger;
wewer (gekwalfiseer);
skeringbereier/-afwerker;
pampenger;
boomwerker;
Jacquardkaartponser en -ryger;

masjienbedieners van—

knoopmasjiene;
opskeermasjiene;
skeermasjiene;
stapelvoumasjiene;
kalandermasjiene;
pampmasjiene;
inrygmasjiene.

Afwerk-/kleur-/bleik-/patroondruk-/opmaakafdeling

Chemikaliemenger en resepteur;
kamerabediener;
patroondrukroller-eter;
pentograafbediener;

assistent-masjienbedieners van—

patroondrukmasjiene;

masjienbedieners van—

heetkleurmasjiene;
droog- en verrypmasjiene, met inbegrip van spandroërs;
drenkmasjiene;
sengmasjiene;
wasmasjiene;
nie-deurlopendekleurmasjiene;
vou- stapelvou, oprol-, skeer- en kalandermasjiene;
stomers;
deurlopendewasmasjiene;
bleikmasjiene;
struikkrimpmasjiene;
deurlopendekleurmasjiene;

“werknemer graad IV” ’n werknemer wat in een of meer van die volgende beroepe of hoedanighede in diens is:

Algemeen: Alle afdelings

Hoofbedieners of onderbase wat aan die hoof staan van werknemers graad III;
magasynman;
senior fabrieksklerk;
vurkhuyswadywer/hyskraanbediener;
motorvoertuigdrywer;
verpleegster en verpleegassistent;
werktuigkundige se assistent;
laboratoriumassistent;
opleier/instrukteur.

Afwerk-/kleur-/bleik-/patroondruk-/opmaakafdeling

Negatiefontwerper (gaasdruk);
gaasskermmaker;

masjienbedieners van—

patroondrukmasjiene;

“handknoperhersteller” ’n werknemer wat handknopers herstel;
“hewelraambereier” ’n werknemer wat hewelrame vir weefmasjinerie skoonmaak, herstel en voorberei;
“hystoestel- en hysbakbediener” ’n werknemer wat elektriese of meganiese hystoestelle of hysbakke bedien;

“Jacquardkaartponser en -ryger” ’n werknemer wat ontwerpe vertolk en Jacquardkaarte pons en ryg;

“etiketdrukker” ’n werknemer wat etikette of merkers vir afgewerkte materiaal druk;

“laboratoriumassistent” ’n werknemer wat onder leiding roetine-toetse doen en die resultate daarvan opteken en oor die algemeen met laboratoriumwerk behulpsaam is;

“arbeider” ’n werknemer wat eenvoudige skoonmaak- en smeerwerk doen of ongeskoolde werk verrig soos grondstowwe, afgewerkte of halfafgewerkte goedere dra, oplig, verskuif of opstapel, voertuie laai of aflaai, tuinmaak, vuurmaak of as, vullis of afval verwyder, kruiswaens, trolles of ander handvoertuie trek of stoot, sakke of ander houters vul of herstel, kartonne toemaak of bale toewerk, boodskappe aflewer of doen;

“leerlingwewer” ’n werknemer wat vir ’n tydperk van hoogstens een jaar as wewer opgelei word;

“Ligtekatoentekstielnywerheid” die Nywerheid waarin ’n werkgewer en sy werknemers met mekaar geassosieer is met die doel om garing, materiaal, kledstowwe of nuwe produkte van

Spinning Department

Card grinder;
needle setter;
hand knotter repairer.

Weaving Department

Drawer-in;
weaver (qualified);
warp preparer/finisher;
size mixer;
beam gaiter;
Jacquard card puncher and lacer;

machine operators of—

knotting machines;
warping machines;
cropping machines;
plaiting machines;
calender machines;
sizing machines;
drawing-in machines.

Finishing/Dyeing/Bleaching/Printing/Make-up Department

Chemical mixer and dispenser;
camera operator;
print roller etcher;
pentographer;
assistant machine operators of—

printing machines;

machine operators of—

pressure dyeing machines;
drying and curing machines, including stenters;
padding machines;
singeing machines;
washing machines;
non-continuous dyeing machines;
folding, plaiting, rolling, cropping and calender machines;
steaming machines;
continuous scouring machines;
bleaching machines;
compressive shrinking machines;
continuous dyeing machines.

“Grade IV employee” means an employee engaged in one or more of the following occupations or capacities:

General: All Departments

Head operators or chargehands in charge of Grade III employees;

storeman;
senior factory clerk;
forklift truck driver/crane operator;
motor vehicle driver;
nurse and surgery assistant;
mechanic hand;
laboratory assistant;
teacher/instructor.

Finishing/Dyeing/Bleaching/Printing/Make-up Department

Negative designer (screen printing);
printing screenmaker;

machine operators of—

printing machines;

“hand knotter repairer” means an employee engaged in repairing hand knotters;

“heald frame preparer” means an employee engaged in cleaning, repairing and preparing heald frames for weaving machinery;

“hoist and lift operator” means an employee engaged in operating electrical or mechanical hoists or lifts;

“Jacquard card puncher and lacer” means an employee engaged in interpreting designs, punching and lacing Jacquard cards;

“label printer” means an employee engaged in printing labels or markers for finished cloth;

“laboratory assistant” means an employee who, under direction, makes routine tests and records the results thereof, and assists generally in laboratory work;

“labourer” means an employee who performs simple cleaning and oiling operations or unskilled labour such as carrying, lifting, moving or stacking raw materials, finished or semi-finished goods, loading or unloading of vehicles, gardening, making fires or removing ashes, refuse or waste, pulling or pushing wheelbarrows, trolleys or other manual vehicles, filling or repairing bags or other containers, closing cartons or sewing up bales, delivering or conveying messages;

“learner weaver” means an employee who for a period not exceeding one year is being trained as a weaver;

“Light Cotton Textile Manufacturing Industry” means the Industry in which an employer and his employees are associated for the purpose, in one form or another, of producing by means

sodanige garings of stowwe in een of ander vorm deur middel van spin, weef, kleur, patroondruk, afwerk of deur enige ander proses hoe ook al te produseer wat uitsluitlik of hoofsaaklik uit katoen en/of gefabrieerde of sintetiese vesels vervaardig is, en omvat dit alle bedrywigheide wat daarmee in verband staan of daaruit voortspuit wat deur sodanige werkgewer of werknemer beoefen word, uitgesonderd—

(a) enige bedrywigheid wat binne die omvang val van die Tekstielywerheid soos omskryf in die Nywerheidsraadooreenkoms gepubliseer by Goewermentskennigewing R. 1676 van 22 September 1972, in die gebiede wat in genoemde Goewermentskennigewing gespesifiseer word;

(b) enige bedrywigheid wat binne die omvang val van die Kamstoftekstielywerheid (Kaa) soos omskryf in die Nywerheidsraadooreenkoms gepubliseer by Goewermentskennigewing R. 1703 van 27 September 1974, in die gebiede wat in genoemde Goewermentskennigewing gespesifiseer word;

(c) enige bedrywigheid wat binne die omvang val van die Katoentekstielywerheid (Kaa) soos omskryf in die Nywerheidsraadooreenkoms gepubliseer by Goewermentskennigewing R. 1607 van 13 September 1974, in die gebiede wat in genoemde Goewermentskennigewing gespesifiseer word;

(d) enige bedrywigheid wat binne die omvang val van die Kamstoftekstielywerheid soos omskryf in die Versoeningsraadooreenkoms gepubliseer by Goewermentskennigewing R. 1787 van 28 Januarie 1973, in die gebied wat in genoemde Goewermentskennigewing gespesifiseer word;

“masjiensmeerder” ’n werknemer uitgerus met en opgelei in die gebruik van spesiale uitrusting vir die smeer en olie van masjiene op voorgeskrewe frekwensies en met die korrekte smeermiddel;

“masjienbediener/-versorger” ’n werknemer wat ’n kragmasjiene bedien, die produksie daarvan versorg, en dit aan- en afskakel; “werktuigkundige se assistent” ’n werknemer wat onder toesig van ’n gekwalifiseerde tegnikus herstelwerk of verstellings aan masjiene in die fabriek of die werkwinkel doen of van wie vereis kan word om ’n gekwalifiseerde tegnikus met sy werk in die fabriek of die werkwinkel te help;

“motorvoertuigdrywer” ’n werknemer wat motorvoertuie dryf en in besit is van die nodige rybewyse daarvoor;

“negatiefontwerper” ’n werknemer wat fotografiese negatiewe voorberei as ’n integrerende deel van die voorbereiding van skerms vir skermdruk;

“naaldsetter” ’n werknemer wat naalde in silinders en kamme vir kammassjiene set;

“verpleegster en verpleegassistent” ’n werknemer wat in ’n eerstehulpkamer diens doen as verpleegster, eerstehulpassistent of as verpleegassistent;

“pakketombinder” ’n werknemer wat ’n meganiese toestel of geskikte handgereedskap gebruik vir die verseëling van houers met staal- of sintetiese bande;

“inslagtolbereier/-sorteerder” ’n werknemer wat vol of leë inslagtolle vir verdere gebruik sorteer en voorberei;

“inslagtolwikkelaar” ’n werknemer wat ’n inslagtolwikkemasjiene bedien;

“siervepakker/-vouer/-afronder” ’n werknemer wat tekstiele sny, vou, verpak of versier vir spesiale sier- of kleinhandelverpakings;

“patroondruk-koperrollerdraaier” ’n werknemer wat die koper op ’n koperpatroondrukroller volgens ’n vooraf bepaalde omvang in ’n draaibank afdraai;

“patroondruk-koperroller-elektroplateerder” ’n werknemer wat patroondrukrollers van koper in ’n elektrolitiese bad plaas om ’n vooraf bepaalde laag koper of chroom op die koperroller te laat neerslaan;

“patroondrukroller-etsder” ’n werknemer wat ’n patroondrukroller van koper in ’n etsoplossing plaas vir ’n vooraf bepaalde tyd terwyl die roller geëts word;

“patroondrukroller-vernisser” ’n werknemer wat ’n patroondrukroller van koper in ’n draaibank plaas en suurvaste vernis oor die hele oppervlak van die roller aanbring;

“pentograafmasjienebediener” ’n werknemer wat ’n pentograafmasjiene bedien en patrone van ’n sinkplaatjie op verniste koperrollers oorbring;

“patroondruk-skermmaker” ’n werknemer wat skerms maak vir plat of rotasieskermdrukmasjiene;

“gehaltesorteerder” ’n werknemer wat afgeweepte of afgewerkte materiaal volgens gehalte sorteer;

“grondstofsorteerder” ’n werknemer wat gemengde lotte grondstof of afval sorteer;

“inhaker” ’n werknemer wat die garings in volgorde vir die inryger aangee;

“rietkamhersteller” ’n werknemer wat weefrietkamme skoonmaak, reguit maak en herstel;

“rolleroortrekker en -slyper” ’n werknemer wat diagrammeringrollers monteer, slyp, herstel en poets;

of spinning, weaving, dyeing, printing, finishing, or by any other process whatsoever yarns, materials, cloths or by-products of such yarns, or cloths, which are wholly or mainly manufactured from cotton and/or man-made or synthetic fibres, and includes all operations incidental thereto or consequent thereon, carried on by such an employer or employee, but shall not include—

(a) any operation coming within the scope of the Textile Manufacturing Industry as defined in the Industrial Council Agreement published under Government Notice R. 1676 of 22 September 1972, in the areas specified in the said Government Notice;

(b) any operation coming within the scope of the Worsteds Textile Manufacturing Industry (Cape) as defined in the Industrial Council Agreement published under Government Notice R. 1703 of 27 September 1974, in the areas specified in the said Government Notice;

(c) any operation coming within the scope of the Cotton Textile Manufacturing Industry (Cape) as defined in the Industrial Council Agreement published under Government Notice R. 1607 of 13 September 1974, in the areas specified in the said Government Notice;

(d) any operation coming within the scope of the Worsteds Textile Manufacturing Industry as defined in the Conciliation Board Agreement published under Government Notice R. 1787 of 28 January 1973, in the area specified in the said Government Notice;

“machine lubricator” means an employee equipped with and trained to use special equipment for lubricating and oiling machines at prescribed frequencies and with the correct lubricant;

“machine operator / attendant” means an employee who operates, attends to the production of, and starts and stops a power-driven machine;

“mechanic hand” means an employee who, under supervision of a qualified technician, is engaged in making repairs or adjustments to machines in the factory or in the workshop or who may be required to assist a qualified technician with his work in the factory or in the workshop;

“motor vehicle driver” means an employee engaged in driving motor vehicles and who has the proper licence to do so;

“negative designer” means an employee who prepares photographic negatives as an integral part of the preparation of screens for screen printing;

“needle setter” means an employee engaged in the setting of needles in cylinders and combs for combing machines;

“nurse and surgery assistant” means an employee engaged as a nurse, a first-aidier or as an assistant in a surgery;

“package bander/strapper” means an employee employed to use a mechanical device or appropriate hand tools for sealing containers with steel or synthetic bands;

“pirm preparer/sorter” means an employee engaged in sorting and preparing full or empty pirns for further use;

“pirm winder” means an employee engaged in operating a pirm winding machine;

“presentation packer/folder/trimmer” means an employee who either cuts, folds, packs or trims textiles for special presentation or retail packs;

“print copper roller turner” means an employee engaged in turning off the copper on a copper print roller to a predetermined girth in a lathe;

“print copper roller electroplater” means an employee engaged in placing copper print rollers in an electrolytic bath to deposit a predetermined layer of copper or chromium on to the copper roller;

“print roller etcher” means an employee who places a copper print roller in an etching solution for a predetermined time whilst the roller is etched;

“print roller varnisher” means an employee who places a copper print roller in a lathe and applies acid resisting varnish over the whole surface of the roller;

“pentographer” means an employee who operates a pentograph machine and transfers patterns from a zinc plate on to varnished copper rollers;

“printing screenmaker” means an employee engaged in making screens for flat or rotary screen printing machines;

“quality sorter” means an employee engaged in sorting loom-state or finished cloth into qualities;

“raw material sorter” means an employee engaged in sorting mixed batches of raw material or waste;

“reacher-in” means an employee who is engaged in presenting the threads in sequence for the drawer-in;

“reed mender” means an employee engaged in cleaning, straightening and repairing weaving reeds;

“roller coverer and grinder” means an employee engaged in mounting, grinding, repairing and buffing drafting rollers;

"vleëlbediener" 'n werknemer wat 'n vleëloestel bedien;

"senior fabrieksklerk" 'n fabrieksklerk wat vanweë die verantwoordelijkheid van sy werk deur sy werkgever as senior fabrieksklerk aangestel word;

"linne- en handdoekvouer" 'n werknemer wat gesnyde, gestikte en versierde lakens, handdoeke en ander afgewerkte tekstielstuk-goedere vou;

"pampenger" 'n werknemer wat chemikalieë en/of styselprodukte vir gebruik in die papmasjiene berei en meng;

"spinner" 'n werknemer wat die behoorlike en doeltreffende produksie van spinmasjiene versorg;

"opstapelaar" 'n werknemer wat grondstowwe, onafgewerkte of afgewerkte produkte opstapel;

"spoelaanvoorder" 'n werknemer wat 'n spoelaanvoordermasjiene vir outomatiese spoel bedien;

"magasynman" 'n werknemer wat verantwoordelik is vir die administrasie en beheer van voorrade grondstowwe, reserwedele of ander hulpuitrusting;

"spilbandhersteller" 'n werknemer wat aandryfspielbande op bandaangedrewe spinmasjiene vervang en las;

"teebediener" 'n werknemer wat tee en ander drankke maak, bedien en vervoer;

"opleier/instrukteur" 'n werknemer wat ander werknemers oplei en onderrig om hul pligte uit te voer;

"tegnikus se assistent" 'n werknemer wat 'n gekwalifiseerde tegnikus help;

"natrekker" 'n werknemer wat ontwerpe op negatiewe natrek in die Patroondrukafdeling;

"stofsuijterbediener" 'n werknemer wat draagbare stofsuijteruitrusting bedien;

"skeringhersteller" 'n werknemer wat die skeringdraad herstel as dit breek of skeringdraade in die weefmasjiene herrangskik;

"skeringbereier/-afwerker" 'n werknemer wat diens doen as die boomwerker of knoopmasjienebediener se assistent;

"afvalgrondstof/grondstofvoerder" 'n werknemer wat grondstof of afvalgrondstof vir verdere verwerking in masjiene voer;

"wag" 'n werknemer wat persele of ander eiendom bewaak;

"wewer, gekwalifiseer," 'n werknemer wat 'n stel weefmasjiene bedien en opleiding as leerlingwewer voltooi het;

"toedraaier/verpakker" 'n werknemer wat stukgoed of garing toedraai en/of verpak;

"werkstudie-assistent" 'n werknemer wat as assistent vir die werkstudiebeampte optree;

"garingmonsternemer/-kontroleerder" 'n werknemer wat van vooraf bepaalde masjiene en op vooraf bepaalde frekwensies monsters van gedeeltelik of ten volle verwerkte garing neem om later getoets en gekontroleer te word.

4. LONE

Die minimum loon vir 'n werkweek van 46 uur wat 'n werkgever aan elke lid van ondergenoemde grade werknemers moet betaal, is soos hieronder uiteengesit:

(a) In die landdrosdistrikte Harrismith, Mooirivier, Oos-Londen, King William's Town en Kliprivier:

	Vanaf 29/8/77	
	Man, 18 jaar of ouer	Man, onder 18 jaar, en vrou
	R	R
Werknemers graad I:		
Minimum.....	15,40	12,30
Werknemers graad II—		
gedurende eerste ses maande ondervinding.....	15,40	12,30
gedurende tweede ses maande ondervinding.....	15,85	12,65
gedurende tweede jaar ondervinding.....	16,30	13,05
daarna.....	16,70	13,40
Werknemers graad III—		
gedurende eerste ses maande ondervinding.....	16,85	13,55
gedurende tweede ses maande ondervinding.....	17,25	13,85
gedurende tweede jaar ondervinding.....	17,70	14,20
daarna.....	18,15	14,50
Werknemers graad IV—		
gedurende eerste ses maande ondervinding.....	18,50	14,75
gedurende tweede ses maande ondervinding.....	19,25	15,30
gedurende tweede jaar ondervinding.....	20,00	15,95
daarna.....	20,80	16,70
Wag.....	17,50	17,50

"roller picker" means an employee engaged in operating a roller picking device;

"senior factory clerk" means a factory clerk who by reason of the responsibility attaching to his work, is appointed by his employer as a senior factory clerk;

"sheet and towel folder" means an employee engaged in folding cut, sewn and trimmed sheets, towels and other finished textile piece-goods;

"size mixer" means an employee engaged in the preparation and mixing of chemicals and/or starch products for use in sizing machines;

"spinner" means an employee engaged in attending to the proper and efficient production of spinning machines;

"stacker" means an employee engaged in stacking raw materials, unfinished or finished products;

"starter maker" means an employee engaged in operating a starter-maker machine for automatic spools;

"storeman" means an employee who is responsible for the administration and control of stores of raw materials, spare parts or other auxiliary equipment;

"tape repairer" means an employee who is engaged in replacing and piecing driving tapes on tape-driven spinning machines;

"tea attendant" means an employee engaged in making, serving and transporting tea and other beverages;

"teacher/instructor" means an employee engaged in the training and teaching of other employees in the performance of their duties;

"technician's assistant" means an employee who assists a qualified technician;

"tracer" means an employee engaged in tracing designs on to negatives in the Printing Department;

"vacuum cleaning machine operator" means an employee engaged in the operation of portable vacuum cleaning equipment;

"warp mender" means an employee engaged in repairing warp-yarn smashes or in making re-adjustments of warp yarns in the looms;

"warp preparer/finisher" means an employee engaged as a support worker for the beam gaiter or for the knotting machine operator;

"waste raw material/raw material feeder" means an employee engaged in feeding raw material or waste raw material on to machines for further processing;

"watchman" means an employee engaged in guarding premises or other property;

"weaver, qualified," means an employee engaged in operating a set of looms and who has completed training as a learner weaver;

"wrapper/packer" means an employee engaged in wrapping and/or packing of piece-goods or yarn;

"work study assistant" means an employee engaged as an assistant to the work study officer;

"yarn sampler/checker" means an employee engaged in taking samples of partially processed or fully processed yarn from predetermined machines and at predetermined frequencies for subsequent testing and checking.

4. WAGES

The minimum wage for a 46-hour week which an employer shall pay to each member of the undermentioned grades of employees are set out hereunder:

(a) In the Magisterial Districts of Harrismith, Mooi River, East London, King William's Town and Klip River:

	From 29/8/77	
	Male, 18 years or over	Male, under 18, and female
	R	R
Grade I employees:		
Minimum.....	15,40	12,30
Grade II employees—		
during first six months of experience.....	15,40	12,30
during second six months of experience.....	15,85	12,65
during second year of experience.....	16,30	13,05
thereafter.....	16,70	13,40
Grade III employees—		
during first six months of experience.....	16,85	13,55
during second six months of experience.....	17,25	13,85
during second year of experience.....	17,70	14,20
thereafter.....	18,15	14,50
Grade IV employees—		
during first six months of experience.....	18,50	14,75
during second six months of experience.....	19,25	15,30
during second year of experience.....	20,00	15,95
thereafter.....	20,80	16,70
Watchman.....	17,50	17,50

(b) In die landdrosdistrikte Bronkhorstspuit, Standerton, Camperdown en Inanda:

	Vanaf 29/8/77	
	Man, 18 jaar of ouer	Man, onder 18 jaar, en vrou
	R	R
Werknemers graad I—		
Minimum.....	17,05	13,65
Werknemers graad II—		
gedurende eerste ses maande ondervinding	17,15	13,75
gedurende tweede ses maande ondervinding	17,70	14,20
gedurende tweede jaar ondervinding.....	18,15	14,65
daarna.....	18,60	14,95
Werknemers graad III—		
gedurende eerste ses maande ondervinding	18,90	15,20
gedurende tweede ses maande ondervinding	19,45	15,55
gedurende tweede jaar ondervinding.....	19,90	15,95
daarna.....	20,35	16,35
Werknemers graad IV—		
gedurende eerste ses maande ondervinding	20,70	16,65
gedurende tweede ses maande ondervinding	21,70	17,45
gedurende tweede jaar ondervinding.....	22,65	18,20
daarna.....	23,65	18,95
Wag.....	19,60	19,60

(c) In die landdrosdistrikte Pietermaritzburg en Uitenhage:

	Vanaf 29/8/77	
	Man, 18 jaar of ouer	Man, onder 18 jaar, en vrou
	R	R
Werknemer graad I:		
Minimum.....	17,70	14,20
Werknemers graad II—		
gedurende eerste ses maande ondervinding	17,80	14,30
gedurende tweede ses maande ondervinding	18,35	14,75
gedurende tweede jaar ondervinding.....	18,80	15,20
daarna.....	19,35	15,60
Werknemers graad III—		
gedurende eerste ses maande ondervinding	19,60	15,75
gedurende tweede ses maande ondervinding	20,15	16,10
gedurende tweede jaar ondervinding.....	20,55	16,50
daarna.....	21,10	16,90
Werknemers graad IV—		
gedurende eerste ses maande ondervinding	21,55	17,35
gedurende tweede ses maande ondervinding	22,55	18,15
gedurende tweede jaar ondervinding.....	23,55	18,90
daarna.....	24,55	19,70
Wag.....	20,15	20,15

(d) In die landdrosdistrikte Durban, Pinetown, Port Elizabeth, Benoni, Johannesburg, Randfontein en Pretoria:

	Vanaf 29/8/77	
	Man, 18 jaar of ouer	Man, onder 18 jaar, en vrou
	R	R
Werknemers graad I:		
Minimum.....	18,90	15,20
Werknemers graad II—		
gedurende eerste ses maande ondervinding	19,15	15,30
gedurende tweede ses maande ondervinding	19,70	15,75
gedurende tweede jaar ondervinding.....	20,25	16,15
daarna.....	20,80	16,60
Werknemers graad III—		
gedurende eerste ses maande ondervinding	21,00	16,85
gedurende tweede ses maande ondervinding	21,55	17,30
gedurende tweede jaar ondervinding.....	22,10	17,70
daarna.....	22,65	18,15
Werknemers graad IV—		
gedurende eerste ses maande ondervinding	23,10	18,50
gedurende tweede ses maande ondervinding	24,20	19,35
gedurende tweede jaar ondervinding.....	25,30	20,25
daarna.....	26,40	21,10
Wag.....	21,55	21,55

(b) In the Magisterial Districts of Bronkhorstspuit, Standerton, Camperdown and Inanda:

	From 29/8/77	
	Male, 18 years or over	Male, under 18, and female
	R	R
Grade I employees:		
Minimum.....	17,05	13,65
Grade II employees—		
during first six months of experience.....	17,15	13,75
during second six months of experience...	17,70	14,20
during second year of experience.....	18,15	14,65
thereafter.....	18,60	14,95
Grade III employees—		
during first six months of experience.....	18,90	15,20
during second six months of experience...	19,45	15,55
during second year of experience.....	19,90	15,95
thereafter.....	20,35	16,35
Grade IV employees—		
during first six months of experience.....	20,70	16,65
during second six months of experience...	21,70	17,45
during second year of experience.....	22,65	18,20
thereafter.....	23,65	18,95
Watchman.....	19,60	19,60

(c) In the Magisterial Districts of Pietermaritzburg and Uitenhage:

	From 29/8/77	
	Male, 18 years or over	Male, under 18, and female
	R	R
Grade I employees:		
Minimum.....	17,70	14,20
Grade II employees—		
during first six months of experience.....	17,80	14,30
during second six months of experience...	18,35	14,75
during second year of experience.....	18,80	15,20
thereafter.....	19,35	15,60
Grade III employees—		
during first six months of experience.....	19,60	15,75
during second six months of experience...	20,15	16,10
during second year of experience.....	20,55	16,50
thereafter.....	21,10	16,90
Grade IV employees—		
during first six months of experience.....	21,55	17,35
during second six months of experience...	22,55	18,15
during second year of experience.....	23,55	18,90
thereafter.....	24,55	19,70
Watchman.....	20,15	20,15

(d) In the Magisterial Districts of Durban, Pinetown, Port Elizabeth, Benoni, Johannesburg, Randfontein and Pretoria:

	From 29/8/77	
	Male, 18 years or over	Male, under 18, and female
	R	R
Grade I employees:		
Minimum.....	18,90	15,20
Grade II employees—		
during first six months of experience.....	19,15	15,30
during second six months of experience...	19,70	15,75
during second year of experience.....	20,25	16,15
thereafter.....	20,80	16,60
Grade III employees—		
during first six months of experience.....	21,00	16,85
during second six months of experience...	21,55	17,30
during second year of experience.....	22,10	17,70
thereafter.....	22,65	18,15
Grade IV employees—		
during first six months of experience.....	23,10	18,50
during second six months of experience...	24,20	19,35
during second year of experience.....	25,30	20,25
thereafter.....	26,40	21,10
Watchman.....	21,55	21,55

(e) In die landdrosdistrikte Die Kaap en Goodwood:

	Vanaf 29/8/77	
	Man, 18 jaar of ouer	Man, onder 18 jaar, en vrou
	R	R
Werknemers graad I:		
Minimum.....	20,80	16,60
Werknemers graad II—		
gedurende eerste ses maande ondervinding	21,00	16,85
gedurende tweede ses maande ondervinding	21,60	17,35
gedurende tweede jaar ondervinding.....	22,20	17,80
daarna.....	22,80	18,30
Werknemers graad III—		
gedurende eerste ses maande ondervinding	23,15	18,55
gedurende tweede ses maande ondervinding	23,80	19,05
gedurende tweede jaar ondervinding.....	24,40	19,55
daarna.....	25,05	20,00
Werknemers graad IV—		
gedurende eerste ses maande ondervinding	25,45	20,35
gedurende tweede ses maande ondervinding	26,65	21,30
gedurende tweede jaar ondervinding.....	27,95	22,35
daarna.....	29,15	23,25
Wag.....	23,80	23,80

5. BEËINDIGING VAN DIENSKONTRAK

(1) 'n Werkgewer of werknemer, uitgesonderd 'n los werknemer, wat die dienskontrak wil beëindig, moet—

(a) gedurende die eerste vier weke diens, minstens 24 uur kennis gee;

(b) na die eerste vier weke diens, minstens een week skriftelik kennis gee;

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

(i) In die geval van 24 uur kennisgewing, die weekloon wat die werknemer ontvang het onmiddellik voor die datum van sodanige beëindiging, gedeel deur ses in die geval van 'n werknemer wat 'n sesdaagse week werk en vyf in die geval van 'n werknemer wat 'n vyfdaagse week werk;

(ii) in die geval van 'n week kennisgewing, die weekloon wat die werknemer ten tyde van sodanige beëindiging ontvang het; en vir die toepassing van hierdie bepalings word 'n stukwerker geag 'n tydwerker te wees: Met dien verstande dat niks wat in hierdie subklousule vervat is die reg van 'n werkgewer of werknemer om 'n dienskontrak sonder kennisgewing om 'n regseldige rede te beëindig, raak nie.

(2) Ingeval 'n werknemer sy dienskontrak beëindig deur sy diens te verlaat sonder om die vereiste kennisgewing te gee en die kennisgewingstermyn uit te dien of sonder dat hy sy werkgewer in plaas van sodanige kennisgewing betaal, kan die werkgewer uit geld wat hy aan sodanige werknemer verskuldig is, aan homself 'n bedrag toeëien van hoogstens dié wat sodanige werknemer die werkgewer in plaas van kennisgewing sou moes betaal het.

(3) Vir die toepassing van hierdie klousule is die tydperk van "een week skriftelike kennis" in die geval van 'n werknemer wat 'n vyfdaagse week werk, gelyk aan vyf werkdade, en in die geval van 'n werknemer wat 'n sesdaagse week werk, gelyk aan ses werkdade.

(e) In the Magisterial Districts of The Cape and Goodwood:

	From 29/8/77	
	Male, 18 years or over	Male, under 18, and female
	R	R
Grade I employees:		
Minimum.....	20,80	16,60
Grade II employees—		
during first six months of experience.....	21,00	16,85
during second six months of experience...	21,60	17,35
during second year of experience.....	22,20	17,80
thereafter.....	22,80	18,30
Grade III employees—		
during first six months of experience.....	23,15	18,55
during second six months of experience...	23,80	19,05
during second year of experience.....	24,40	19,55
thereafter.....	25,05	20,00
Grade IV employees—		
during first six months of experience.....	25,45	20,35
during second six months of experience...	26,65	21,30
during second year of experience.....	27,95	22,35
thereafter.....	29,15	23,25
Watchman.....	23,80	23,80

5. TERMINATION OF CONTRACT OF EMPLOYMENT

(1) An employer or an 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 24 hours' notice;

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

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

(i) in the case of 24 hours' notice, the weekly wage which the employee was receiving immediately before the date of such termination, divided by six in the case of an employee who works a six-day week, and five in the case of an employee who works a five-day week;

(ii) in the case of one week's notice, the weekly wage which the employee was receiving at the time of such termination;

and a piece-worker shall be deemed to be a time worker for the purposes of these provisions: Provided that nothing contained in this subclause shall affect the right of an employer or an employee to terminate a contract of employment without notice for any cause recognised by law as sufficient.

(2) 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 such notice, the employer may appropriate to himself from any moneys which he owes to such employee an amount of not more than that which such employee would have had to pay the employer in lieu of notice.

(3) For the purposes of this clause, the period of "one week's written notice" shall, in the case of an employee who works a five-day week, be equivalent to five working days, and in the case of an employee who works a six-day week, be equivalent to six working days.

Koop Nasionale Spaarsertifikate

Buy National Savings Certificates

Nuttige wenke—

1. Adresseer alle posstukke 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. Posstukke 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.
11. 'n Posadres is onvoldoende as die toepaslike poskode weggelaat is.

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.
11. A postal address is insufficient when the appropriate postcode is omitted.

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