



STAATSKOERANT

VAN DIE REPUBLIEK VAN SUID-AFRIKA

REPUBLIC OF SOUTH AFRICA

GOVERNMENT GAZETTE

REGULASIEKOERANT No. 2595

As 'n Nuusblad by die Poskantoor Geregistreer

PRYS 20c PRICE
OORSEE 30c OVERSEAS
POSVRY — POST FREE

REGULATION GAZETTE No. 2595

Registered at the Post Office as a Newspaper

Vo.. 151]

PRETORIA, 27 JANUARIE 1978
27 JANUARY

[No. 5870

GOEWERMENSKENNISGEWINGS

DEPARTEMENT VAN ARBEID

No. R. 158

27 Januarie 1978

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.—ADMINISTRASIEFONDS-OOREENKOMS

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

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956 dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Januarie 1983 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 en 6, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Januarie 1983 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 Nywerhede in die Republiek van Suid-Afrika; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 en 6, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Januarie 1983 eindig, in die Republiek van Suid-Afrika *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Nywerhede 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.

S. P. BOTHA, Minister van Arbeid.

67796—A

GOVERNMENT NOTICES

DEPARTMENT OF LABOUR

No. R. 158

27 January 1978

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES.—ADMINISTRATION EXPENSES 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 the provisions of the Agreement which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industries, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 January 1983, upon the employers organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 and 6, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 January 1983, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industries in the Republic of South Africa; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the Republic of South Africa and with effect from the second Monday after the date of publication of this notice and for the period ending 31 January 1983, the provisions of the said Agreement, excluding those contained in clauses 1 and 6, shall *mutatis mutandis* be binding upon all Bantu employed in the said Industries 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.

5870—1

BYLAE

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

OOREENKOMS

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

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Bright Bar Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
Domestic Appliance Manufacturers' Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Ferro Alloy Producers' Association
Fire Protection Industries' Association of South Africa
Gate and Fence Manufacturers' Association of the Transvaal
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling and Construction Plant Association of South Africa
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Plumbers and Engineers Brassware Manufacturers' Association
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Radio Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural and Irrigation Machinery Manufacturers' Association
S.A. Air Conditioning Equipment Manufacturers' Association
S.A. Association of Shipbuilders and Repairers
S.A. Burglar Alarm Systems Association
S.A. Electro Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Machine Tool Manufacturers' Association
S.A. Production Founders' Association
S.A. Radio Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association
S.A. Wrought Non-Ferrous Metal Manufacturers' Association
Transvaal and Orange Free State Foundry Association
(hierna die "werkgewers" of die "werkgewersverenigings" genoem), aan die een kant, en die
Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Electrical and Allied Trades Union of South Africa
Engineering Industrial Workers' Union of South Africa
Iron Moulders' Society of South Africa
Radio, Television, Electronic and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Engine Drivers', Firemen's and Operators' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,
wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs en Metallurgiese Nywerheid.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet oral in die Republiek van Suid-Afrika nagekom word deur alle werkgewers en werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid wat onderskeidelik lede van die werkgewersorganisasies en die vakverenigings is.

(2) Ondanks subartikel (1), is hierdie Ooreenkoms nie van toepassing nie op—

(a) die vervaardiging vir verkoop van standaard snelygereedskap gemaak van sneldraaistaal deur middel van installasies en/of uitrusting en/of metodes wat spesiaal aangepas en/of ontwerp is vir produksie deur herhalingsprosesse in die landdrosdistrikte Johannesburg, Boksburg, Vereeniging en Pietermaritzburg;

SCHEDULE

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

AGREEMENT

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

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Bright Bar Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
Domestic Appliance Manufacturers' Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Ferro Alloy Producers' Association
Fire Protection Industries' Association of South Africa
Gate and Fence Manufacturers' Association of the Transvaal
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling and Construction Plant Association of South Africa
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Plumbers and Engineers Brassware Manufacturers' Association
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Radio Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural and Irrigation Machinery Manufacturers' Association
S.A. Air Conditioning Equipment Manufacturers' Association
S.A. Association of Shipbuilders and Repairers
S.A. Burglar Alarm Systems Association
S.A. Electro Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Machine Tool Manufacturers' Association
S.A. Production Founders' Association
S.A. Radio Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association
S.A. Wrought Non-Ferrous Metal Manufacturers' Association
Transvaal and Orange Free State Foundry Association
(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the
Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Electrical and Allied Trades Union of South Africa
Engineering Industrial Workers' Union of South Africa
Iron Moulders' Society of South Africa
Radio, Television, Electronic and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Engine Drivers', Firemen's and Operators' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie

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

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

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed throughout the Republic of South Africa by all employers and employees who are members of the employers' organisations and trade unions respectively in the Iron, Steel, Engineering and Metallurgical Industry.

(2) Notwithstanding the provisions of subsection (1), the terms of this Agreement shall not apply to—

(a) the manufacture for sale of standard high-speed cutting tools made from high-speed steel by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes in the Magisterial Districts of Johannesburg, Boksburg, Vereeniging and Pietermaritzburg;

(b) die installering, onderhoud en herstel van elektriese uitrusting—soos bedoel in paragraaf (b) van die woordoms-krywing van “Elektrotegniese Ingenieursnywerheid” in klousule 2 van die Ooreenkoms—in die provinsies die Kaap, die Oranje-Vrystaat en Natal;

(c) die monteer, versiening, installering, onderhoud en/of herstel van toestelle, uitrusting, masjiene, instrumente en apparaat, of dit van hand-, fotografiese, meganiese, elektriese, elektrostatiese of elektroniese beginsels of enige kombinasie van sodanige beginsels gebruik maak, wat in die eerste plek bedoel is vir gebruik in rekeningkunde- en/of sake- en/of berekenings- en/of kantoor- en/of opvoedkundige prosedures;

(d) die Vervaardigingsnywerheid vir Hortjiesblindes en Verwante Produkte in die provinsie Transvaal;

(e) die installering en/of herstel van dief- en/of ander soortgelyke alarmstelsels in die provinsies die Kaap, die Oranje-Vrystaat en Natal;

(f) die slotbedryf in die landdrosdistrikte Benoni, Boksburg, Germiston, Johannesburg, Krugersdorp, Pretoria, Randburg, Roodepoort en Springs;

(g) die installering en/of herstel en/of versiening van radio's en/of koelkaste en/of huishoudelike elektriese toestelle in die provinsies die Kaap, Natal en die Oranje-Vrystaat;

(h) die produksie, vir verkoop, van sweiselektrodes deur middel van masjinerie en/of uitrusting en/of metodes wat spesifiek aangepas en/of ontwerp is vir produksie deur herhaalprosesse, in die landdrosdistrikte Brits, Germiston, Kempton Park en Pretoria.

(3) Ondanks subklousule (1), is hierdie Ooreenkoms van toepassing op—

(a) vakleerlinge alleenlik in die mate waarin dit nie onbestaanbaar is nie met die Wet op Vakleerlinge, 1944, of met 'n kontrak daarkragtens aangegaan of voorwaardes daarkragtens vasgestel; en

(b) trainee's kragtens die Wet op Opleiding van Ambagsmanne, 1951, alleenlik vir sover dit nie onbestaanbaar is nie met daardie Wet of met voorwaardes daarkragtens vasgestel.

2. WOORDOMSKRYWING

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

“Wet” die Wet op Nywerheidsversoening, 1956;

“vakleerling” 'n werknemer in diens ooreenkomstig 'n skriftelike leerkontrak wat deur die Raad erken word of 'n leerkontrak registreer ingevolge die Wet op Vakleerlinge, 1944;

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

“werknemer” enige persoon in diens in of betrokke by die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, vir wie lone ingelys is in die ooreenkomste wat in paragrawe (1), (2) en (3) hiervan genoem word, en sluit dit vakleerlinge in ongeag hulle loonskale, en persone wat operatiewe prosesse verrig wie se lone moontlik nie in die ooreenkomste genoem in paragrawe (1), (2) en (3) hiervan ingelys is nie.

(1) Die volgende ooreenkomste gepubliseer ingevolge artikel 48 van die Wet:

(a) Hofooreenkoms, gepubliseer by Goewermenskennisgewing R. 479 van 29 Maart 1974, insluitende enige daaropvolgende Hofooreenkoms;

(b) Ooreenkoms vir die Afdeling Radio-, Verkoelings- en Huishoudelike Elektriese Toestelle, gepubliseer by Goewermenskennisgewing R. 1436 van 4 September 1970, insluitende enige daaropvolgende Ooreenkoms vir die Afdeling Radio-, Verkoelings- en huishoudelike Elektriese Toestelle;

(c) Radiovervaardigingseksie-ooreenkoms gepubliseer by Goewermenskennisgewing R. 2199 van 22 November 1974, insluitende enige daaropvolgende Radiovervaardigingseksie-ooreenkoms;

(d) ISPA-subgroeпоoreenkoms gepubliseer by Goewermenskennisgewing R. 1319 van 2 Augustus 1974, insluitende enige daaropvolgende ISPA-subgroeпоoreenkoms.

(2) Die ooreenkomste wat ingevolge artikel 31 van die Wet aan die Minister gestuur is en op die volgende bedryfsinrigtings van toepassing is en daarmee in verband staan:

(a) Alusaf (Pty) Limited.

(b) Samancor:

(i) Ferrometals Limited.

(ii) Metalloys Limited, Chemfos Limited, Polyfos Limited.

(c) Delta Manganese (Pty) Limited.

(d) Feralloys Limited:

(i) Cato Ridge.

(ii) Machadodorp.

(b) the installation, maintenance and repair of electrical equipment referred to in paragraph (b) of the definition “Electrical Engineering Industry” in section 2 of the Agreement, in the Provinces of the Cape, Natal and the Orange Free State;

(c) assembling, servicing, installation, maintenance and/or repair of appliances, equipment, machines, devices and apparatus, whether utilising manual, photographic, mechanical, electrical, electrostatic or electronic principles, or any combination of such principles, that are primarily intended for use in accounting and/or business and/or calculating and/or office and/or educational procedures;

(d) the Venetian Blind and Allied Products Manufacturing Industry in the Province of the Transvaal;

(e) the installation and/or repair of burglar and/or other similar alarm systems in the Provinces of the Cape, Natal and the Orange Free State;

(f) the locksmithing trade in the magisterial districts of Benoni, Boksburg, Germiston, Johannesburg, Krugersdorp, Pretoria, Randburg, Roodepoort and Springs;

(g) the installation and/or repair and/or servicing of radios and/or refrigerators and/or domestic electrical appliances in the provinces of the Cape, Natal and the Orange Free State;

(h) the production for sale of welding electrodes by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in the Magisterial Districts of Brits, Germiston, Kempton Park and Pretoria.

(3) Notwithstanding the provisions of subsection (1), the terms of this Agreement shall apply to—

(a) apprentices only to the extent to which they are not inconsistent with the provisions of the Apprenticeship Act, 1944, or any contract entered into or any conditions fixed thereunder; and

(b) trainees under the Training of Artisans Act, 1951, only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed thereunder.

2. DEFINITIONS

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

“Act” means the Industrial Conciliation Act, 1956;

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

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

“employee” means any person employed or engaged in the Iron, Steel, Engineering and Metallurgical Industry, whose wages are scheduled in the Agreements listed in paragraphs (1), (2) and (3) hereof and shall include apprentices irrespective of the wage rates and persons engaged on operative processes whose wage rates may not be scheduled in the Agreements listed in paragraphs (1), (2) and (3) hereof.

(1) The following Agreements published in terms of section 48 of the Act:

(a) Main Agreement published under Government Notice R. 479 of 29 March 1974, including any succeeding Main Agreement.

(b) Radio, Refrigeration and Domestic Electrical Appliances Division Agreement published under Government Notice R. 1436 of 4 September 1970 including any succeeding Radio, Refrigeration and Domestic Electrical Appliances Division Agreement;

(c) Radio Manufacturing Agreement published under Government Notice R. 2199 of 22 November 1974 including any succeeding Radio Manufacturing Agreement;

(d) ISPA Sub-Group Agreement published under Government Notice R. 1319 of 2 August 1974 including any succeeding ISPA Sub-Group Agreement.

(2) The Agreements transmitted to the Minister in terms of section 31 of the Act, applicable and relating to the following establishments:

(a) Alusaf (Pty) Limited.

(b) Samancor:

(i) Ferrometals Limited.

(ii) Metalloys Limited, Chemfos Limited, Polyfos Limited.

(c) Delta Manganese (Pty) Limited.

(d) Feralloys Limited:

(i) Cato Ridge.

(ii) Machadodorp.

(e) Ferro Alloy Producers Transvaal, Electrolytic Metal Corp. (Pty) Ltd, Palmiet Chrome Corp. (Pty) Ltd, Southern Cross Steel Co. (Pty) Ltd.

(f) Highveld Steel and Vanadium Corp. Ltd.

(g) Hulett's Aluminium Limited:

(i) Pietermaritzburg.

(ii) Cape Town.

(iii) Olifantsfontein.

(h) ISCOR:

(i) Pretoria, Vanderbijlpark.

(ii) Newcastle.

(i) Transalloys (Pty) Limited.

(j) USCO:

Union Steel Corp. (of S.A.) Ltd, S.A. Bolts & Nuts (Pty) Ltd, Veldmaster (Pty) Ltd.

(k) ALCOR:

USCO Aluminium Corp. (of S.A.) Ltd.

(3) Enige ander ooreenkomste wat op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het en ingevolge artikel 48 van die Wet gepubliseer is of ingevolge artikel 31 aan die Minister gestuur is, nadat hierdie Ooreenkoms in werking getree het;

"bedryfsinrigting" 'n perseel waarin of waarop die nywerhede, of 'n gedeelte daarvan, soos hierin omskryf, uitgeoefen word;

"Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid" of "Nywerheid" (behoudens die bepalinge van die Afbakeningsvastellings gepubliseer by Goewermentskennisgewings R. 1971 van 30 November 1962, R. 260 van 3 Maart 1967 en R. 2238 van 10 Desember 1971) die nywerhede wat te doen het met die produksie van yster en/of staal en/of legerings en/of die verwerking en/of herwinning en/of raffinering van metale (uitgesonderd edelmetale) en/of legerings uit metaalskuiem en/of afval en/of residu's; die onderhoud, vervaardiging, oprigting of montering, bou, verandering, vervanging of herstel van enige masjien, voertuig (uitgesonderd 'n motorvoertuig) of artikel wat hoofsaaklik uit metaal bestaan (uitgesonderd edelmetale) of dele of samestellende dele daarvan en boumetaalwerk, met inbegrip van staalwapeningswerk; die vervaardiging van metaalgoedere hoofsaaklik uit sodanige yster en/of staal en/of ander metale (uitgesonderd edelmetale) en/of legerings en/of die afwerking van metaalgoedere; die bou en/of verandering en/of herstel van bote en/of skepe, met inbegrip van die afskraap, bik en/of afklop en/of verf van die rompe van bote en/of skepe en algemene houtwerk wat in verband met skeepsherstelwerk onderneem word, en omvat dit ook die Elektrotegniese Ingenieursnywerheid, Hysen- en Roltrapnywerheid en die Plastieknywerheid, maar nie die Motornywerheid nie;

"Elektrotegniese Ingenieursnywerheid"—

(a) die vervaardiging en/of montering uit samestellende dele, van elektriese uitrusting, naamlik generators, motore, konvertors, skakel- en kontrole-uitrusting (met inbegrip van relés, kontraktors, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese verligtings-, verhitings-, kook-, bevroerings- en verkoelingsuitrusting, transformators, oonduitrusting, seinuitrusting, radio- of elektroniese uitrusting, en ander uitrusting wat die beginsels toepas wat gebruik word in die bediening van radio- en elektroniese uitrusting, gloeilampe en elektriese kables en huishoudelike elektriese toestelle en omvat dit ook die vervaardiging van samestellende dele van bogenoemde uitrusting;

(b) die installering, onderhoud en herstel van die uitrusting in paragraaf (a) hierbo bedoel, maar omvat dit nie ook die Elektrotegniese Kontraknywerheid nie;

"Elektrotegniese Kontraknywerheid" die ontwerp, voorbereiding (uitgesonderd die vervaardiging vir verkoop) en oprigting van elektriese installasies wat 'n integreerende en permanente deel van geboue uitmaak, en die herstel en/of onderhoud van sodanige installasies, met inbegrip van die kabellaswerk en elektriese bedrading wat daarmee in verband staan;

"Hysen- en Roltrapnywerheid" die vervaardiging en/of montering en/of installering en/of herstel van elektriese hysers en roltrappe;

"slotbedryf" die bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir die oop- en toemaak van slotte vir ander persone op ander maniere as met die sleutels wat gewoonlik gebruik word, vir die herstel, vervanging, herbou of regstel van slotte en hul meganiese onderdele, die vervaardiging, deurnie-herhaalmetodes, van onderdele wat ontwerp is vir gebruik in slotte en die sly van sleutels, maar uitgesonderd die vervaardiging van slotte en sleutels;

"Plastieknywerheid" die vervaardiging van artikels of gedeeltes van artikels in hul geheel of hoofsaaklik uit plastiek, maar omvat dit nie ook die volgende artikels wat van plastiekdoekstof gemaak word nie, nl.:

Klerasie, sakke en handsakke, stewels, skoene, oorskoene, stof-
feeroortreksels en plastiek-hortjiesblindings;

(e) Ferro Alloy Producers Transvaal, Electrolytic Metal Corp. (Pty) Ltd, Palmiet Chrome Corp. (Pty) Ltd, Southern Cross Steel Co. (Pty) Ltd.

(f) Highveld Steel and Vanadium Corp. Ltd.

(g) Hulett's Aluminium Limited:

(i) Pietermaritzburg.

(ii) Cape Town.

(iii) Olifantsfontein.

(h) ISCOR:

(i) Pretoria, Vanderbijlpark.

(ii) Newcastle.

(i) Transalloys (Pty) Limited.

(j) USCO:

Union Steel Corp. (of S.A.) Ltd, S.A. Bolts & Nuts (Pty) Ltd, Veldmaster (Pty) Ltd.

(k) ALCOR:

USCO Aluminium Corp. (of S.A.) Ltd.

(3) Any other Agreements relating to the Iron, Steel, Engineering and Metallurgical Industry published in terms of section 48 or transmitted to the Minister in terms of section 31 of the Act, subsequent to the coming into force of this Agreement;

"establishment" means any premises wherein or whereon the industries, or part thereof, as herein defined, is carried on;

"Iron, Steel, Engineering and Metallurgical Industries" or "Industries" means the industries concerned with the production of iron and/or steel and/or alloys and/or the processing and/or recovery and/or refining of metals (other than precious metals), and/or alloys from dross and/or scrap and/or residues; the maintenance, fabrication, erection or assembly, construction, alteration, replacement or repair of any machine, vehicle (other than a motor vehicle) or article consisting mainly of metal (other than a precious metal), or parts of components thereof and structural metal work, including steel reinforcement work; the manufacture of metal goods principally from such iron and/or steel and/or other metals (other than precious metals), and/or alloys and/or the finishing of metal goods; the building and/or alteration and/or repair of boats and/or ships, including the scraping, chipping and/or scaling and/or painting of the hulls of boats and/or ships and general woodwork undertaken in connection with ship repairs, and includes the Electrical Engineering Industry, Lift and Escalator Industry and Plastics Industry but does not include the Motor Industry;

"Electrical Engineering Industry" means—

(a) the manufacture an/or assembly from component parts of electrical equipment namely, generators, motors, converters, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment, signalling equipment, radio or electronic equipment and other equipment utilising the principles used in the operation of radio and electronic equipment, incandescent lamps and electric cables and domestic electrical appliances, and includes the manufacture of component parts of the aforementioned equipment;

(b) the installation, maintenance, and repair of the equipment referred to in paragraph (a) above, but does not include the Electrical Contracting Industry;

"Electrical Contracting Industry" means the design, preparation (other than manufacture for sale) and erection of electrical installations forming an integral and permanent portion of buildings and the repair and/or maintenance of such installations, including any capable jointing and electrical wiring associated therewith;

"Lift and Escalator Industry" means the manufacture and/or assembly and/or installation and/or repair of electrical lifts and escalators;

"locksmithing trade" means the trade in which employers and employees are associated for the opening and closing of locks for others by means other than with keys normally used, the repair, replacement, rebuilding or adjustment of locks and their mechanical parts, the manufacture, by non-repetitive methods, of parts designed for use in locks and the cutting of keys, but excluding the manufacture of locks and keys;

"Plastics Industry" means the manufacture of articles or parts of articles wholly or mainly from plastics, but does not include the manufacture of the following articles made from plastic sheeting material, viz.:

Wearing apparel, bags and handbags, boots, shoes, overshoes, upholstery coverings and plastic Venetian blinds;

"plastiek" enigeen van die groep stowwe wat, as 'n essensiële bestanddeel, 'n organiese stof met 'n groot molekulêre massa bevat of daaruit bestaan, en wat, terwyl dit in die afgewerkte vorm solied is, in die een of ander stadium van die vervaardiging daarvan geforseer is of forseer kan word, d.w.s. deur vloei in verskillende vorms gegiet, gekalandeer, uitgestoot of gevorm kan word, gewoonlik deur die aanwending van slegs hitte en slegs druk of albei saam;

"edelmetale" die edelmetale goud, silwer, platinum en/of palladium en/of 'n legering wat genoemde edelmetale of enigeen daarvan in so 'n verhouding tot ander metale bevat dat dit die grootste deel van die waarde van daardie legering uitmaak;

"masjien" enige toestel, ongeag die materiaal waarvan dit gemaak is, maar omvat dit nie ook landboutrekkers nie;

"metaalgoedere" nie ook landboutrekkers nie;

"Motornywerheid" die Motornywerheid soos omskryf in die Ooreenkoms afgekondig by Goewermentskennisgewing R. 479 van 29 Maart 1974, soos gewysig en verleng;

"Streek A" die landdrosdistrikte Beaufort-Wes, Bellville, Bredasdorp, Caledon, Calvinia, Die Kaap, Carnarvon, Clanwilliam, Ceres, Fraserburg, George, Goodwood, Heidelberg (Kaap), Hermanus, Hopefield, Knysna, Kuilsrivier, Ladismith (Kaap), Laingsburg, Malmesbury, Montagu, Mosselbaai, Namakwaland, Paarl, Piketberg, Prins Albert, Riversdal, Robertson, Simonstad, Somerset-Wes, Stellenbosch, Strand, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria-Wes, Vredenburg, Vredendal, Wellington, Williston, Worcester en Wynberg, en vir die doeleindes van hierdie bepaalde gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Kaapse Streekraad), Posbus 6096, Roggebaai, 8012, of Kamer 513, Heerengracht, Standgebied, Kaapstad;

"Streek B" die landdrosdistrikte Albert, Aliwal-Noord, Barkly-Oos, Cathcart, Oos-Londen, Elliot, Fort Beaufort, Indwe, King William's Town, Komgha, Lady Gray, Maclear, Molteno, Queenstown, Sterkstroom, Stockenström, Stutterheim, Tarka en Wodehouse en vir die doeleindes van hierdie bepaalde gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grensstreekraad), Posbus 27, Oos-Londen, 5200, of Carmelhuis, Gladstonestraat 7-9, Oos-Londen;

"Streek C" die provinsie Natal, met inbegrip van die landdrosdistrik Mount Currie, en vir die doeleindes van hierdie bepaalde gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Natale Streekraad), Posbus 10799, Marine-parade, 4056, of Metal Industries House, Ordananceweg 15, Durban;

"Streek D" die landdrosdistrikte Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Calitzdorp, Colesberg, Cradock, Graaff-Reinet, Hankey, Hanover, Hofmeyr, Humansdorp, Jansenville, Joubertina, Kirkwood, Middelburg (Kaap), Murraysburg, Noupoot, Oudtshoorn, Pearston, Port Elizabeth, Richmond (Kaap), Somerset-Oos, Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad en Willowmore, en vir die doeleindes van hierdie bepaalde gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Middellandse Streekraad), Posbus 3127, Port Elizabeth, 6000, of Derde Verdieping, Todd Chambers, Noord-Einde, Port Elizabeth;

"Streek E" die provinsie Transvaal, uitgesonderd die landdrosdistrikte Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp en Wolmaransstad, en omvat dit die landdrosdistrikte Parys en Sasolburg, en vir die doeleindes van hierdie bepaalde gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Transvaalse Streekraad), Posbus 3998, Johannesburg, 2000, of "Amaleng", Devilliersstraat 8, Johannesburg;

"Streek F" die provinsie Oranje-Vrystaat, met uitsondering van die landdrosdistrikte Parys en Sasolburg, en omvat dit die landdrosdistrikte Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp en Wolmaransstad in die provinsie Transvaal en die landdrosdistrikte Barkly-Wes, Britstown, De Aar, Gordonia, Hartswater, Herbert, Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Postmasburg, Philipstown, Prieska, Vryburg en Warrenton in die Kaapprovinsie, en vir die doeleindes van hierdie bepaalde gebiede is die Raad se adres: Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Oranje-Vrystaatse en Noord-Kaaplandse Streekraad), Posbus 95, Welkom, 9460, of Suite 41, M.B.A.-bousentrumgebou, Bokstraat 44d, Welkom;

"plastics" means any one of the group of materials which consists of or contains as an essential ingredient an organic substance of a large molecular mass and which, while solid in the finished state, at some stage in its manufacture has been or can be forced, i.e. cast, calendered, extruded or moulded into various shapes, by flow, usually through the application, singly or together, of heat and pressure;

"precious metals" means the precious metals, gold, silver, platinum and/or palladium and/or any alloy containing the said precious metals or any of these in such proportion with any other metals to be the greater part in value of such alloy;

"machine" means any appliance, irrespective of the material of which it is made, but does not include an agricultural tractor;

"metal goods" does not include agricultural tractors;

"Motor Industry" means the Motor Industry as defined in the Agreement published under Government Notice R. 479 of 29 March 1974, as amended and extended.

"Region A" means the Magisterial Districts of Beaufort West, Bellville, Bredasdorp, Caledon, Calvinia, The Cape, Carnarvon, Clanwilliam, Ceres, Fraserburg, George, Goodwood, Heidelberg (Cape), Hermanus, Hopefield, Knysna, Kuils River, Ladismith (Cape), Laingsburg, Malmesbury, Montagu, Mossel Bay, Namaqualand, Paarl, Piketberg, Prince Albert, Riversdale, Robertson, Simonstown, Somerset West, Stellenbosch, Strand, Sutherland, Swellendam, Tulbagh, Vanrhynsdorp, Victoria West, Vredenburg, Vredendal, Wellington, Williston, Worcester and Wynberg, and for the purposes of these particular areas the address of the Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Cape Regional Council), P.O. Box 6096, Roggebaai, 8012, or Room 513, Heerengracht, Foreshore, Cape Town.

"Region B" means the Magisterial Districts of Albert, Aliwal North, Barkly East, Cathcart, East London, Elliot, Fort Beaufort, Indwe, King William's Town, Komgha, Lady Grey, Maclear, Molteno, Queenstown, Sterkstroom, Stockenström, Stutterheim, Tarka and Wodehouse and for the purposes of these particular areas, the address of the Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Border Regional Council), P.O. Box 27, East London, 5200, or Carmel House, 7-9 Gladstone Street, East London.

"Region C" means the Province of Natal, including the Magisterial District of, Mount Currie, and for the purposes of these particular areas the address of the Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Natal Regional Council), P.O. Box 10799, Marine Parade, 4056, or Metal Industries House, 15 Ordnance Road, Durban.

"Region D" means the Magisterial Districts of Aberdeen, Adelaide, Albany, Alexandria, Bathurst, Bedford, Calitzdorp, Colesberg, Cradock, Graaff-Reinet, Hankey, Hanover, Hofmeyr, Humansdorp, Jansenville, Joubertina, Kirkwood, Middelburg, (Cape), Murraysburg, Noupoot, Oudtshoorn, Pearston, Port Elizabeth, Richmond (Cape), Somerset East, Steytlerville, Steynsburg, Uniondale, Uitenhage, Venterstad and Willowmore and for the purposes of these particular areas the address of the Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Midland Regional Council), P.O. Box 3127, Port Elizabeth, 6000, or Third Floor, Todd Chambers, Northend, Port Elizabeth.

"Region E" means the Province of the Transvaal, excluding the Magisterial Districts of Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp and Wolmaransstad, and includes the Magisterial Districts of Parys and Sasolburg, and for the purposes of these particular areas the address of the Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Transvaal Regional Council), P.O. Box 3998, Johannesburg, 2000, or "Amaleng", 8 De Villiers Street, Johannesburg.

"Region F" means the Province of the Orange Free State, excluding the Magisterial Districts of Parys and Sasolburg, and includes the Magisterial District of Bloemhof, Christiana, Coligny, Delareyville, Klerksdorp, Lichtenburg, Potchefstroom, Schweizer-Reneke, Ventersdorp and Wolmaransstad in the Province of the Transvaal, and the Magisterial Districts of Barkly West, Britstown, De Aar, Gordonia, Hartswater, Herbert, Hay, Hopetown, Kenhardt, Kimberley, Kuruman, Mafeking, Postmasburg, Phillipstown, Prieska, Vryburg and Warrenton in the Cape Province, and for the purposes of these particular areas the address of the Council shall be: The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Orange Free State and Northern Cape Regional Council), P.O. Box 95, Welkom, 9460, or Suite 41, M.B.A. Bousentrum Buildings, 44d Bok Street, Welkom;

"Vervaardigingsnywerheid vir Hortjiesblindes en Verwante Produkte" die nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir die verrigting van een of meer van die volgende werksaamhede in die provinsie Transvaal:

Die ontwerp en/of montering en/of vervaardiging van—

(a) hortjiesblindes, ongeag daarvan of dit van hout, metaal, bamboes, weefstof of sintetiese materiale gemaak word; en/of

(b) enige ander tipe blinder wat van sodanige materiale vervaardig is; en/of

(c) enige ander artikel of artikels wat sonlig beheer of daarvoor gebruik word, uitgesonderd artikels wat geheel en al of hoofsaaklik van plastiek vervaardig is: Met dien verstande dat eersgenoemde artikels bedoel moet wees vir gebruik binne in geboue; en/of

(d) voudeure wat hout, weefstof, leer, leerdoek of enige sintetiese materiaal met 'n hout-, sintetiese hout- of metaalraamwerk bevat, maar met uitsondering van seilsonskerms, seilsonblindes en Hollandse blindes.

Vir die toepassing van hierdie omskrywing beteken "seil" 'n geweefde materiaal wat gemaak is van katoenvlas, jute, hennep of soortgelyke ontbaste plant- of akrielvesels of mengsels daarvan;

"wag se werk" die bewaking en/of patroliering van eiendom en/of persele;

"sweiselektrodes" enige vloeiiddelbedekte of kernvulmetaal, gemaak van ysterhoudende of nie-ysterhoudende materiaal in staaf- of deurlopende vorm, wat in elektriese boogswaerwerk gebruik word.

3. DOELSTELLINGS

Die doelstellings van hierdie Ooreenkoms is om voorsiening te maak vir die fondse van die Raad, wat by die Raad berus en deur hom geadministreer word.

4. BYDRAES

(1) Bydraes moet, soos hieronder bepaal, deur die werkgewers en die werknemers betaal word.

(2) (a) Van die bedrae wat betaal moet word aan elkeen van sy werknemers op wie hierdie Ooreenkoms van toepassing is en ten tyde van die betaling daarvan, moet elke werkgewer 'n bedrag van 4c per week aftrek, met inbegrip van weke wat 'n werknemer afwesig is met verlof met betaling.

(b) By die bedrag aldus afgetrek, moet die werkgewer 'n bedrag voeg wat daaraan gelyk is en die totale bedrag vir elke maand aan die Raad stuur.

(c) Hierdie subklousule is nie van toepassing nie op wagte, vakleerlinge of minderjariges gedurende die tydperk wat sodanige minderjariges sonder 'n leerkontrak kragtens die Wet op Vakleerlinge, 1944, in diens geneem mag word, en werknemers in subklousule (4) bedoel.

(3) In 'n bedryfsinrigting waarin die totale bedrag wat ingevolge subklousule (2) aan die Raad betaalbaar is, minder as R3 per maand is, moet die werkgewer die bedrag aanvul totdat dit R3 per maand beloop en dan daardie bedrag aan die Raad stuur.

(4) Benewens die bedrag wat ingevolge subklousule (2) of subklousule (3), na gelang van die geval, betaalbaar is, moet elke werkgewer ten opsigte van alle ander werknemers wat 92c of minder per uur ontvang, op 'n maandelikse grondslag 'n bydrae tot die uitgawes van die Raad, bereken volgens die getal sodanige werknemers wat by hom in diens is, betaal soos in onderstaande tabel uiteengesit. Sodanige bydraes moet maandeliks betaal word ooreenkomstig die bedrag "per maand" wat vir die getal werknemers gespesifiseer word:

Getal werknemers wat in hierdie subklousule bedoel word en/of werknemers wat as wagte werksaam is

	Per maand
	R
Tot en met 5 werknemers.....	0,50
Van 6 tot 25 werknemers.....	1,00
Van 26 tot 50 werknemers.....	2,00
Van 51 tot 100 werknemers.....	4,00
Van 101 tot 250 werknemers.....	6,00
Van 251 tot 500 werknemers.....	8,00
Van 501 tot 750 werknemers.....	10,00
Van 751 tot 1 000 werknemers.....	12,00
Van 1 001 tot 1 500 werknemers.....	14,00
Van 1 501 tot 2 000 werknemers.....	16,00
Meer as 2 000 werknemers.....	20,00

(5) Die bedrag wat maandeliks ingevolge subklousule (2), (3) of (4) betaalbaar is, moet voor of op die 15de dag van die daaropvolgende maand aan die betrokke Streekraad gestuur word tesame met 'n staat in dié vorm wat van tyd tot tyd deur die Raad voorgeskryf word.

(6) Afsien daarvan of enige bedrag ingevolge hierdie klousule aan die Raad betaalbaar is of nie, moet elke werkgewer voor of op die 15de dag van elke maand die staat wat in subklousule (5) bedoel word, ten opsigte van die vorige maand aan die Raad stuur op die manier daarin aangedui.

"Venetian Blind and Allied Products Manufacturing Industry" means the Industry in which employers and employees are associated for the carrying on of any one or more of the following activities in the Province of the Transvaal:

The design and/or assembly and/or manufacture of—

(a) venetian blinds, whether manufactured of wood, metal, bamboo, cloth or synthetic materials; and/or

(b) any other type of blind manufactured of such materials; and/or

(c) any other article or articles providing or used for sun control, other than article manufactured wholly or mainly from plastics; Provided that the first-mentioned articles are intended for use in the interior of buildings; and/or

(d) folding doors containing wood, cloth, leather, leather-cloth or any synthetic material with a wooden, synthetic wood or metal framework, but excluding canvas awnings, canvas sunblinds and Holland blinds.

For purposes of this definition, "canvas" means a woven material made from cotton flax, jute, hemp or similar decorticated vegetable or acrylic fibres or mixtures thereof.

"watchman's work" means guarding and/or patrolling property and/or premises;

"welding electrodes" means any flux-coated or cored filler metal made from ferrous or non-ferrous material in stick or continuous form used in electric arc welding.

3. OBJECTS

The objects of this Agreement are to provide for the funds of the Council, which shall be vested in and administered by the Council.

4. CONTRIBUTIONS

(1) Contributions shall be made by the employers as prescribed hereunder;

(2) (a) From the payments to be made to each of his employees to whom this Agreement applies, except those employees referred to in paragraph (c) hereunder, and at the time of payment thereof, every employer shall deduct and amount of 4c per week, including weeks on which an employee is absent on paid leave.

(b) To the amount thus deducted the employer shall add an equal amount and forward the total sum for each month to the Council.

(c) The provisions of this subsection shall not apply to watchmen, apprentices or minors during the period such minors may be employed without a contract of apprenticeship and the Apprenticeship Act, 1944, and employees referred to in subsection (4).

(3) In any establishment in which the total amount payable to the Council in terms of subsection (2) is less than R3 per month, the employer shall make up the amount to R3 and forward that sum each month to the Council.

(4) In addition to the amount payable in terms of subsection (2) or subsection (3), as the case may be, every employer shall for all other employees who receive 92c per hour or less, pay a contribution on a monthly basis towards the expenses of the Council. The contribution payable shall be calculated according to the number of such employees thus employee by him during the month and shall be paid monthly in accordance with the specified amount "per month" in the following table:

Number of employees referred to in this subsection and/or employees employed on watchman's work

	Per month
	R
Up to 5 employees.....	0,50
From 6 to 25 employees.....	1,00
From 26 to 50 employees.....	2,00
From 51 to 100 employees.....	4,00
From 101 to 250 employees.....	6,00
From 251 to 500 employees.....	8,00
From 501 to 750 employees.....	10,00
From 751 to 1 000 employees.....	12,00
From 1 001 to 1 500 employees.....	14,00
From 1 501 to 2 000 employees.....	16,00
Over 2 000 employees.....	20,00

(5) The amount payable each month in terms of subsection (2), (3) or (4) shall be forwarded to the Regional Council concerned not later than the 15th day of the month immediately following, together with a statement in such form as may from time to time be prescribed by the Council.

(6) Regardless of whether any amount is payable to the Council in terms of this section, every employer shall, by not later than the 15th day of each month, forward to the Council in respect of the preceding month and in the manner indicated therein, the statement referred to in subsection (5).

(7) Indien 'n bedrag wat ooreenkomstig hierdie klousule verskuldig is, nie deur die Raad ontvang is teen die 15de dag van die maand wat volg op die maand ten opsigte waarvan dit betaalbaar is nie, moet die werkgewer op sodanige bedrag of op sodanige kleiner bedrag wat nog nie betaal is nie rente betaal bereken teen die koers van 1 persent per maand of gedeelte daarvan vanaf sodanige 15de dag tot op die dag waarop betaling in kontant werklik deur die betrokke Streekraad ontvang word: Met dien verstande dat die Raad daartoe geregtig is om in sy onbeperkte diskresie betaling van sodanige rente of gedeelte daarvan kwyt te skeld.

5. ADMINISTRASIE VAN OOREENKOMS

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

6. AGENTE

Die Raad moet een of meer gespesifiseerde persone as agente aanstel om te help om uitvoering aan hierdie Ooreenkoms te gee. 'n Agent het die reg om enige bedryfsinrigting te betree en om die werkgewer of enigen van die werknemers te ondervra en om die registers van betaalde lone, tyd gewerk en betalings vir oortydwerk en aansporingsbonuswerk na te gaan met die doel om vas te stel of hierdie Ooreenkoms nagekom word of nie.

7. VRYSTELLINGS

(1) Die Raad kan vrystelling van enige bepaling van hierdie Ooreenkoms aan 'n werkgewer of 'n werknemer verleen. Aan-soek om vrystelling moet gedoen word by die Sekretaris van die Streekraad van die betrokke gebied.

(2) Die Raad moet die voorwaardes bepaal waarop sodanige vrystelling van krag is: Met dien verstande dat die Raad, indien hy dit dienstig ag en nadat daar skriftelik kennis aan die betrokke persoon gegee is, 'n vrystellingsertifikaat kan intrek selfs as die tydperk waarvoor sodanige vrystelling verleen is nog nie verstryk het nie.

(3) Tensy anders in die vrystellingsertifikaat gespesifiseer word, is 'n vrystelling van hierdie Ooreenkoms geldig slegs in die streek waarin sodanige vrystelling verleen word.

Namens die partye op hede die 15de dag van November 1977 te Johannesburg onderteken.

W. E. KIRKWOOD, Voorsitter.

B. NICHOLSON, Ondervoorsitter.

A. O. DE JAGER, Hoofsekretaris.

No. R. 159

27 Januarie 1978

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.—WYSIGING VAN HOOF-OOREENKOMS

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

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1978 eindig, bindend is vir die werkgewers-organisasies en die vakverenigings wat die Wysigings-ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet dat die bepalings van die Wysigingsooreenkoms met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1978 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 Nywerhede in die Republiek van Suid-Afrika; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30

(7) Should any amount due in terms of this section not be received by the Council by the 15th day of the month following the month in respect of which it is payable, the employer shall pay interest on such amount or on such lesser amount as remains unpaid, calculated at the rate of 1 per cent per month or part thereof from such 15th day until the day upon which payment in cash is actually received by the appropriate Regional Council: Provided that the Council shall be entitled in its absolute discretion to waive the payment of such interest or part thereof.

5. ADMINISTRATION OF AGREEMENT

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

6. AGENTS

The Council shall appoint one or more specified persons as agents to assist in giving effect to the terms of this Agreement. An agent shall be entitled to enter any establishment and may question the employer or any employees and inspect the records of wages paid, time worked and payments made for overtime and incentive bonus work, for the purpose of ascertaining whether or not the terms of this Agreement are being observed.

7. EXEMPTIONS

(1) The Council may grant exemptions from any of the provisions of this Agreement to any employer or employee. Applications for exemption shall be made to the Secretary of the Regional Council of the area concerned.

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

(3) Unless otherwise specified in the Licence of Exemption, any exemption from this Agreement shall be valid only in the Region in which such exemption is granted.

Signed at Johannesburg on behalf of the parties on this the 15th day of November 1977.

W. E. KIRKWOOD, Chairman.

B. NICHOLSON, Vice-Chairman.

A. O. DE JAGER, General Secretary.

No. R. 159

27 January 1978

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES.—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 the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industries, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1978, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1978, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industries in the Republic of South Africa; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the Republic of South Africa and with effect from the second Monday after the date of publication of this notice and for the period ending 30 June

Junie 1978 eindig, in die Republiek van Suid-Afrika *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Nywerhede by dié werkgewers vir wie enigteen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

S. P. BOTHA, Minister van Arbeid.

BYLAE

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

OOREENKOMS

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

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Cape Engineers' and Founders Association
Constructional Engineering Association
East London Engineers' and Founders' Employers' Association

Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)

Gate and Fence Manufacturers' Association of the Transvaal

Heavy Engineering Manufacturers' Association
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling and Construction Plant Association of South Africa

Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers Association of South Africa
Port Elizabeth Engineer's Association
Precision Manufacturing Engineers' Association
Sheetmetal Industries Association of South Africa

S.A. Agricultural and Irrigation Machinery Manufacturers' Association

S.A. Association of Shipbuilders and Repairers
S.A. Burglar Alarm Systems Association
S.A. Electro Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association

S.A. Machine Tool Manufacturers Association
S.A. Production Founders' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association
S.A. Wrought Non-Ferrous Metal Manufacturers' Association

Transvaal and Orange Free State Foundry Association (hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die een kant, en die

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Electrical and Allied Trades Union of South Africa
Engineering Industrial Workers' Union of South Africa
Iron Moulders' Society of South Africa

Radio, Television, Electronic and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society

S.A. Electrical Workers' Association
S.A. Engine Drivers', Firemen's and Operators' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie

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

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, om die Hoofooreenkoms, gepubliseer by Goewermentskennisgewing R. 479 van 29 Maart 1974, soos gewysig en verleng by Goewermentskennisgewings R. 1316 en R. 1317 van 2 Augustus 1974, R. 947 van 16 Mei 1975 en R. 379 van 12 Maart 1976, R. 1098 en R. 1099 van 25 Junie 1976, R. 1158 van 24 Junie 1977, R. 1441 van 29 Julie 1977, R. 1685 en R. 1687 van 26 Augustus 1977 en R. 1778 van 9 September 1977, soos volg te wysig:

A. DEEL I

1. KLOUSULE 1.—TOEPASSINGSBESTEK VAN OOREENKOMS

(1) In subklousule (2) voeg die volgende by:

"(xiv) die slotbedryf in die landdrosdistrikte Benoni, Boksburg, Germiston, Johannesburg, Krugersdorp, Pretoria, Randburg, Roodepoort en Springs;

1978, the provisions of the Amending Agreement *mutatis mutandis* be binding upon all Bantu employed in the said Industries 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.

SCHEDULE

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

AGREEMENT

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

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
East London Engineers' and Founders' Employers' Association

Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)

Gate and Fence Manufacturers' Association of the Transvaal

Heavy Engineering Manufacturers' Association
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling and Construction Plant Association of South Africa

Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Port Elizabeth Engineers' Association

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

S.A. Association of Shipbuilders and Repairers
S.A. Burglar Alarm Systems Association
S.A. Electro Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association

S.A. Machine Tool Manufacturers' Association
S.A. Production Founders' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association
S.A. Wrought Non-Ferrous Metal Manufacturers' Association

Transvaal and Orange Free State Foundry Association (hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Electrical and Allied Trades Union of South Africa
Engineering Industrial Workers' Union of South Africa
Iron Moulders' Society of South Africa

Radio, Television, Electronic and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society

S.A. Electrical Workers' Association
S.A. Engine Drivers', Firemen's and Operators' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie

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

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

to amend the Main Agreement published under Government Notice R. 479 of 29 March 1974, as amended, and extended by Government Notices R. 1316 and R. 1317 of 2 August 1974, R. 947 of 16 May 1975, R. 379 of 12 March 1976, R. 1098 and R. 1099 of 25 June 1976, R. 1158 of 24 June 1977, R. 1441 of 29 July 1977, R. 1685 and R. 1687 of 26 August 1977 and R. 1778 of 9 September 1977, as follows:

A. PART I

1. SECTION 1.—SCOPE OF APPLICATION OF AGREEMENT

(1) In subsection (2), add the following:

"(xiv) the locksmithing trade in the Magisterial Districts of Benoni, Boksburg, Germiston, Johannesburg, Krugersdorp, Pretoria, Randburg, Roodepoort and Springs;

(xv) die produksie, vir verkoop, van sweiselektrodes deur middel van masjinerie en/of uitrusting en/of metodes wat spesifiek aangepas en/of ontwerp is vir produksie deur herhaalprosesse, in die landdrostrikte Brits, Germiston, Kempton Park en Pretoria."

(2) In subklousule (5) skrap die laaste voorbehoudsbepaling en vervang die syfer "R1,65" deur die syfer "R1,90".

2. KLOUSULE 3.—WOORDOMSKRYWING

(1) Voeg die volgende woordomskrywing in na die omskrywing van "Hyser- en Roltrapnywerheid":

"'Slotbedryf' die bedryf waarin werkgewers en werknemers met mekaar geassosieer is vir die oop- en toemaak van slotte vir ander persone op ander maniere as met die sleutels wat gewoonlik gebruik word, vir die herstel, vervanging, herbou of regstel van slotte en hul meganiese onderdele, die vervaardiging, deur nieherhaalmetodes, van onderdele wat ontwerp is vir gebruik in slotte en die sny van sleutels, maar uitgesonderd die vervaardiging van slotte en sleutels;"

(2) Voeg die volgende woordomskrywing in na die omskrywing van "wag se werk":

"sweiselektrodes' enige vloeimiddelbedekte of kernvulmetaal gemaak van ysterhoudende of nie-ysterhoudende materiaal in staaf- of deurlopende vorm, wat in elektriese boogswerswerk gebruik word."

3. KLOUSULE 7.—KORTTYDWERK

Voeg die volgende na subklousule (2) by:

"(3) 'n Werkgewer moet die Streekraad van die betrokke gebied in kennis stel van korttydwerk—

(a) ingevolge subklousule (1) (a) op dieselfde tyd wanneer die werknemers in kennis gestel word;

(b) ingevolge subklousule (1) (b) binne 7 dae na die gebeurtenis wat tot die korttydwerk aanleiding gegee het."

4. KLOUSULE 8.—BETALING VAN VERDIENSTE

In subklousule (3) (f), skrap die woorde wat na die woord "Raad" verskyn.

5. KLOUSULE 23.—UITGAWES VAN DIE RAAD

Skrap klousule 23.

B. DEEL III

KLOUSULE 2.—LOONTABEL

Vervang subklousule (2) deur die volgende:

"(2) Die loon van R2,18 per uur vir Loon A-werk is nie van toepassing nie op vyfdejaarakleerlinge wie se minimum loon R1,90 per uur is vir die duur van die kontrak."

Namens die partye op hede die 15de dag van November 1977 in Johannesburg onderteken.

W. E. KIRKWOOD, Voorsitter.

B. NICHOLSON, Ondervoorsitter.

A. O. DE JAGER, Hoofsekretaris.

No. R. 160

27 Januarie 1978

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.—WYSIGING VAN OOREENKOMS VIR DIE AFDELING RADIO, VERKOELINGS- EN HUISHOUDELIKE ELEKTRIESE TOESTELLE

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

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1978 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 met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1978 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 Nywerhede in die provinsie Transvaal; en

(xv) the production for sale of welding electrodes by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes in the Magisterial Districts of Brits, Germiston, Kempton Park and Pretoria."

(2) In subsection (5) delete the last proviso and for the figure "R1,65" substitute the figure "R1,90".

2. SECTION 3.—DEFINITIONS

(1) Insert the following definition after the definition of "Lift and Escalator Industry":

"'Locksmithing Trade' means the trade in which employers and employees are associated for the opening and closing of locks for others by means other than with keys normally used, the repair, replacement, re-building or adjustment of locks and their mechanical parts, the manufacture, by non-repetitive methods, of parts designed for use in locks and the cutting of keys, but excluding the manufacture of locks and keys;"

(2) Add the following definition after the definition of "watchman's work":

"'welding electrodes' means any flux-coated or cored filler metal made from ferrous or non-ferrous material in stick or continuous form used in electric arc welding."

3. SECTION 7.—SHORT TIME

Add the following after subsection (2):

"(3) An employer shall notify the Regional Council for the area concerned of the working of short time—

(a) in terms of subsection (1) (a) at the same time as the employees are notified;

(b) in terms of subsection (1) (b) within 7 days of the occurrence which led to the working of short time."

4. SECTION 8.—PAYMENT OF EARNINGS

In subsection (3) (f), delete all words after the word "Council".

5. SECTION 23.—EXPENSES OF THE COUNCIL

Delete section 23.

B. PART III

SECTION 2.—TABLE OF WAGE RATES

Substitute the following for subsection (2):

"(2) The rate of R2,18 per hour for Rate A work shall not apply to fifth-year apprentices for whom the minimum rate shall be R1,90 per hour for the duration of the contract."

Signed at Johannesburg on behalf of the parties this 15th day of November 1977.

W. E. KIRKWOOD, Chairman.

B. NICHOLSON, Vice-Chairman.

A. O. DE JAGER, General Secretary.

No. R. 160

27 January 1978

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES.—AMENDMENT OF AGREEMENT FOR THE RADIO, REFRIGERATION AND DOMESTIC ELECTRICAL APPLIANCES DIVISION

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

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industries, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1978, 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 shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1978, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industries in the Province of the Transvaal; and

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1978 eindig, in die provinsie Transvaal *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Nywerhede by dié werkgewers vir wie enigen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

S. P. BOTHA, Minister van Arbeid.

BYLAE

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

OOREENKOMS

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

Radio, Appliance and Television Association of South Africa (hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

S.A. Electrical Workers' Association

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

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

om die Ooreenkoms vir die Afdeling Radio-, Verkoelings- en Huishoudelike Elektriese Toestelle, gepubliseer by Goewermementskennisgewing R. 1436 van 4 September 1970, soos gewysig en hernieu by Goewermementskennisgewings R. 1567 van 10 September 1971, R. 2143 en R. 2146 van 1 Desember 1972, R. 390 van 16 Maart 1973, R. 2072 van 2 November 1973, R. 1322 en R. 1323 van 2 Augustus 1974 en R. 1010 van 23 Mei 1975, R. 1521 en R. 1522 van 27 Augustus 1976, R. 1159 van 24 Junie 1977, R. 1442 van 29 Julie 1977 en R. 1686 en R. 1688 van 26 Augustus 1977, soos volg te wysig:

KLOUSULE 6 VAN DEEL I.—UITGAWES VAN DIE RAAD
Skrap klausule 6.

Namens die partye op hede die 15de dag van November 1977 in Johannesburg onderteken.

W. E. KIRKWOOD, Voorsitter.

B. NICHOLSON, Ondervoorsitter.

A. O. DE JAGER, Hoofsekretaris.

No. R. 161

27 Januarie 1978

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.—WYSIGING VAN ISPA-SUB-GROEPOOREENKOMS

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

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1978 eindig, bindend is vir die werkgewersorganisasie en vir die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir Dunswart Iron and Steel Works Limited, McWillaw Iron and Steel Foundry (Pty) Ltd, Scaw Metals Limited, George Stott & Co. (Pty) Ltd en Cape Town Iron and Steel Works (Pty) Ltd, wat lede van genoemde organisasie is en hul werknemers wat lede van genoemde verenigings is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30

(c) in terms of section 48 (3) (a) of the said Act, declare that in the Province of the Transvaal and with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1978, the provisions of the Amending Agreement shall *mutatis mutandis* be binding upon all Bantu employed in the said Industries 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.

SCHEDULE

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

AGREEMENT

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

Radio, Appliance and Television Association of South Africa (hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

S.A. Electrical Workers' Association

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

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

to amend the Agreement for the Radio, Refrigeration and Domestic Electrical Appliances Division, published under Government Notice R. 1436 of 4 September 1970, as amended, and renewed by Government Notices R. 1567 of 10 September 1971, R. 2143 and R. 2146 of 1 December 1972, R. 390 of 16 March 1973, R. 2072 of 2 November 1973, R. 1322 and R. 1323 of 2 August 1974 and R. 1010 of 23 May 1975, R. 1521 and R. 1522 of 27 August 1976, R. 1159 of 24 June 1977, R. 1442 of 29 July 1977 and R. 1686 and R. 1688 of 26 August 1977, as follows:

SECTION 6 OF PART 1.—EXPENSES OF THE COUNCIL

Delete section 6.

Signed at Johannesburg on behalf of the parties this 15th day of November 1977.

W. E. KIRKWOOD, Chairman.

B. NICHOLSON, Vice-Chairman.

A. O. DE JAGER, General Secretary.

No. R. 161

27 January 1978

INDUSTRIAL CONCILIATION ACT, 1956

IRON STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES.—AMENDMENT OF ISPA SUB-GROUP 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 the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industries, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1978, upon the employers' organisation and the trade unions which entered into the Amending Agreement and upon Dunswart Iron and Steel Works Limited, McWillaw Iron and Steel Foundry (Pty) Ltd, Scaw Metals Limited, George Stott & Co. (Pty) Ltd and Cape Town Iron and Steel Works (Pty) Ltd, who are members of the said organisation and their employees who are members of the said unions;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement shall be binding, with effect from the second Monday after the date of publication of this notice and for the

Junie 1978 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 Nywerhede in die gebiede geokkupeer deur Dunswart Iron and Steel Works Limited, McWillaw Iron and Steel Foundry (Pty) Ltd, Scaw Metals Limited, George Stott & Co. (Pty) Ltd en Cape Town Iron and Steel works (Pty) Ltd, in die landdrostdistrikte Benoni, Durban, Germiston, Johannesburg en Kuilsrivier; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1978 eindig, in die gebiede gespesifiseer in paragraaf (b) van hierdie kennisgewing *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Nywerhede by dié werkgewers vir wie enigteen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

S. P. BOTHA, Minister van Arbeid.

BYLAE

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

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

Iron and Steel Producers' Association of South Africa

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

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

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

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

om die ISPA-subgroeпоoreenkoms, gepubliseer by Goewermmentskennisgewing R. 1319 van 2 Augustus 1974, soos gewysig en verleng by Goewermmentskennisgewings R. 950 van 16 Mei 1975, R. 1097 en R. 1098 van 25 Junie 1976, R. 1158 van 24 Junie 1977, R. 1441 van 29 Julie 1977 en R. 1685 en R. 1689 van 26 Augustus 1977, soos volg te wysig:

KLOUSULE 4.—ALGEMENE BEPALINGS

In subklousule (1) (a), vervang die syfer "23" deur die syfer "22".

Namens die partye op hede die 15de dag van November 1977 in Johannesburg onderteken.

W. E. KIRKWOOD, Voorsitter.

B. NICHOLSON, Ondervoorsitter.

A. O. DE JAGER, Hoofsekretaris.

No. R. 162

27 Januarie 1978

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.—WYSIGING VAN OOREENKOMS VIR DIE RADIOVERVAARDIGINGSEKSIE

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

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir

period ending 30 June 1978, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industries in the areas occupied by Dunswart Iron and Steel Works Limited, McWillaw Iron and Steel Foundry (Pty) Ltd, Scaw Metals Limited, George Stott & Co. (Pty) Ltd and Cape Town Iron and Steel Works (Pty) Ltd, in the Magisterial Districts of Benoni, Durban, Germiston, Johannesburg and Kuils River; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the areas specified in paragraph (b) of this notice and with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1978, the provisions of the Amending Agreement shall *mutatis mutandis* be binding upon all Bantu employed in the said Industries 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.

SCHEDULE

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

AGREEMENT

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

Iron and Steel Producers' Association of South Africa

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

Amalgamated Engineering Union of South Africa

Amalgamated Society of Woodworkers of South Africa

Iron Moulders' Society of South Africa

S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society

S.A. Electrical Workers' Association.

S.A. Engine Drivers', Firemen's and Operators' Association

Suid-Afrikaanse Yster, Staal en Verwante Nywerhede-Unie

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

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

to amend the ISPA Subgroup Agreement published under Government Notice R. 1319 of 2 August 1974, as amended and extended by Government Notices R. 950 of 16 May 1975, R. 1097 and R. 1098 of 25 June 1976, R. 1158 of 24 June 1977, R. 1441 of 29 July 1977 and R. 1685 and R. 1689 of 26 August 1977, as follows:

SECTION 4.—GENERAL PROVISIONS

In subsection (1) (a), for the figure "23" substitute the figure "22".

Signed at Johannesburg on behalf of the parties this 15th day of November 1977.

W. E. KIRKWOOD, Chairman.

B. NICHOLSON, Vice-Chairman.

A. O. DE JAGER, General Secretary.

No. R. 162

27 January 1978

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES.—AMENDMENT OF AGREEMENT FOR THE RADIO MANUFACTURING SECTION

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

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industries, shall be binding, with effect from the second Monday after the date of publication

die tydperk wat op 30 Junie 1978 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die 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 30 Junie 1978 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 Nywerhede 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 30 Junie 1978 eindig, in die gebiede gespesifiseer in klousule 1 (2) van die Wysigingsooreenkoms *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Nywerhede 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.

S. P. BOTHA, Minister van Arbeid.

BYLAE

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

OOREENKOMS

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

S.A. Radio Manufacturers' Association

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

Electrical and Allied Trades Union of South Africa
Radio, Television, Electronic and Allied Workers' Union
S.A. Electrical Workers' Association

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

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

om die Ooreenkoms, gepubliseer by Goewermmentskennisgewing R. 2199 van 22 November 1974, soos gewysig en hernieu by Goewermmentskennisgewings R. 1291 van 4 Julie 1975, R. 2034 en R. 2035 van 29 Oktober 1976, R. 1159 van 24 Junie 1977, R. 1442 van 29 Julie 1977 en R. 1957 en R. 1958 van 23 September 1977 te wysig.

1.—TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkoms moet in die Radiovervaardigingseksie van die Yster-, Staal-, Ingenieurs-, en Metallurgiese Nywerheid nagekom word—

(1) deur alle werkgewers en werknemers wat lede van onderskeidelik die werkgewersorganisasie en die vakvereniging is;

(2) in die landdrostdistrikte Die Kaap, Durban, Johannesburg, Pietersburg en Pinetown.

2.—KLOUSULE 6 VAN DEEL I.—UITGAWES VAN DIE RAAD

Skrap klousule 6.

Namens die partye op hede die 15de dag van November 1977 in Johannesburg onderteken.

W. E. KIRKWOOD, Voorsitter.

B. NICHOLSON, Ondervoorsitter.

A. O. DE JAGER, Hoofsekretaris.

of this notice and for the period ending 30 June 1978, upon the employers' organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or unions;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the 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 30 June 1978, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industries 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 30 June 1978, 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 Industries 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.

SCHEDULE

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

AGREEMENT

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

S.A. Radio Manufacturers' Association

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

Electrical and Allied Trades Union of South Africa
Radio, Television, Electronic and Allied Workers' Union
S.A. Electrical Workers' Association

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

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

to amend the Agreement published under Government Notice R. 2199 of 22 November 1974, as amended and renewed by Government Notices R. 1291 of 4 July 1975, R. 2034 and R. 2035 of 29 October 1976, R. 1159 of 24 June 1977, R. 1442 of 29 July 1977, and R. 1957 and R. 1958 of 23 September 1977.

1.—SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed in the Radio Manufacturing Section of the Iron, Steel, Engineering and Metallurgical Industries—

(1) by all employers and employees who are members of the employers' organisation and the trade unions, respectively;

(2) in the Magisterial Districts of The Cape, Durban, Johannesburg, Pietersburg and Pinetown.

2. SECTION 6 OF PART I.—EXPENSES OF THE COUNCIL

Delete section 6.

Signed at Johannesburg on behalf of the parties this 15th day of November 1977.

W. E. KIRKWOOD.

B. NICHOLSON, Vice-Chairman.

A. O. DE JAGER, General Secretary.

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.

Geregistreeerde pos is nie verseker nie.

Stuur waardevolle artikels per

VERSEKERDE PAKKETPOS

en

Geld deur middel van 'n **POSORDER** of
POSWISSEL.



Stuur u pakkette per lugpos

———*dis vinniger!*



RAADPLEEG U PLAASLIKE POSMEESTER.

Registered mail carries no insurance.

Send valuables by

INSURED PARCEL POST

and

Money by means of a **POSTAL ORDER** or
MONEY ORDER.



Use air mail parcel post

———*It's quicker!*



CONSULT YOUR LOCAL POSTMASTER.

INHOUD

CONTENTS

<i>No.</i>	<i>Bladsy No.</i>	<i>Staats- koerant No.</i>	<i>No.</i>	<i>Page No.</i>	<i>Gazette No.</i>
Arbeid, Departement van			Labour, Department of		
<i>Goewermentskennisgewings</i>			<i>Government Notices</i>		
R. 158. Wet op Nywerheidsversoening (28/1956): Yster, Staal, ens.: Administrasiefondsoor- eenkoms	1	5870	R. 158. Industrial Conciliation Act (28/1956): Iron, Steel, etc.: Administration Expenses Agree- ment	1	5870
R. 159. do.: do.: Wysiging van Hofooreenkoms	7	5870	R. 159. do.: do.: Amendment of Main Agreement	7	5870
R. 160. do.: do.: Wysiging van Ooreenkoms vir Afdeling Radio, ens.	9	5870	R. 160. do.: do.: Amendment of Agreement for Radio, etc., Division	9	5870
R. 161. do.: do.: Wysiging van ISPA-Subgroepoor- eenkoms	10	5870	R. 161. do.: do.: Amendment of ISPA Sub-Group Agreement	10	5870
R. 162. do.: do.: Wysiging van Ooreenkoms vir Radiovervaardigingseksie	11	5870	R. 162. do.: do.: Amendment of Agreement for Radio Manufacturing Section	11	5870

