



STAATSKOERANT
VAN DIE REPUBLIEK VAN SUID-AFRIKA

REPUBLIC OF SOUTH AFRICA
GOVERNMENT GAZETTE

REGULASIEKOERANT No. 2668

As 'n Nuusblad by die Poskantoor Geregistreer

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

REGULATION GAZETTE No. 2668

Registered at the Post Office as a Newspaper

Vol. 159]

PRETORIA, 15 SEPTEMBER 1978

[No. 6160

GOEWERMENSKENNISGEWING

DEPARTEMENT VAN ARBEID

No. R. 1851

15 September 1978

WET OP NYWERHEIDSVERSOENING, 1956

**YSTER-, STAAL-, INGENIEURS- EN METALLUR-
GIESE NYWERHEID. — TECHNOLOGIESE FONDS-
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 4 November 1978 en vir die tydperk wat op 3 November 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 2, met ingang van 4 November 1978 en vir die tydperk wat op 3 November 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, uitgesonderd die hawe en nedersetting van Walvisbaai; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 en 2, met ingang van 4 November 1978 en vir die tydperk wat op 3 November 1983 eindig, in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, *mutatis mutandis* bindend is vir alle Swartes in diens in genoemde Nywerhede by dié werkgewers vir wie enig een van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Swartes in hul diens.

S. P. BOTHA, Minister van Arbeid.

GOVERNMENT NOTICE

DEPARTMENT OF LABOUR

No. R. 1851

15 September 1978

INDUSTRIAL CONCILIATION ACT, 1956

**IRON, STEEL, ENGINEERING AND METALLUR-
GICAL INDUSTRIES. — TECHNOLOGICAL FUND
AGREEMENT**

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

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that 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 4 November 1978 and for the period ending 3 November 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 2, shall be binding, with effect from 4 November 1978 and for the period ending 3 November 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, excluding the port and settlement of Walvis Bay; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the Republic of South Africa, excluding the port and settlement of Walvis Bay, and with effect from 4 November 1978 and for the period ending 3 November 1983, the provisions of the said Agreement, excluding those contained in clauses 1 and 2 shall *mutatis mutandis* be binding upon all Blacks 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 Blacks in their employ.

S. P. BOTHA, Minister of Labour.

BYLAE

NASIONALE NYWERHEIDSRaad VIR DIE YSTER-
STEEL-, INGENIEURS- EN METALLURGIESE NYWER-
HEID

OOREENKOMS

ingevolge die Wet op Nywerheidsversoenings, 1956, gesluit deur
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
Plastic 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 Con-
tractors' 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. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op dié datum wat die
Minister van Arbeid ingevolge artikel 48 van die Wet op Nywer-
heidsversoenings, 1956, mag vasstel en bly van krag vir 'n tydperk
van vyf jaar of vir sodanige tydperk as wat die Minister bepaal.

2. TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkoms moet in die hele Republiek, uitgesonderd
die hawe en nedersetting van Walvisbaai, nagekom word deur
werkgewers in die Yster-, Staal-, Ingenieurs- en Metallurgiese
Nywerheid wat lede is van die werkgewersorganisasies.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON,
STEEL, ENGINEERING AND METALLURGICAL INDUS-
TRY

AGREEMENT

in accordance with the provisions of the Industrial Conciliation
Act, 1956, made and entered into by and 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 Trans-
vaal
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 Contrac-
tors' 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. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as
may be fixed by the Minister of Labour in terms of section
48 of the Industrial Conciliation Act, 1956, and shall remain in
force for a period of five years or for such period as the Minister
may determine.

2. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed throughout
the Republic excluding the port and settlement of Walvis Bay,
by employers in the Iron, Steel, Engineering and Metallurgical
Industries who are members of the employers' organisations.

3. 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 van 'n Wet melding gemaak word, word ook alle wysigings van sodanige Wet bedoel; voorts, tensy onbestaanbaar met die samehang, beteken—

“Wet” die Wet op Nywerheidsversoening, 1956;

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

“werknemer” iemand wat in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid werksaam is en op 'n uurlikse grondslag betaal word;

“Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid” of “Nywerheid” (behoudens die bepalings van enige Afbakeningsvasstellings gemaak kragtens artikel 76 van die Wet) die nywerhede betrokke by die produksie van yster en/of staal en/of legerings en/of die verwerking en/of herwinning en/of raffinering van metaal (uitgesonderd edelmetale) en/of legerings uit metaalskuiem en/of afval en/of residu's; die onderhoud, vervaardiging, oprigting, of inmeekaarsit, bou, verandering, vervanging of herstel van enige masjien, voertuig (uitgesonderd 'n motorvoertuig) of artikel wat hoofsaaklik uit metaal (uitgesonderd edelmetale) bestaan, of onderdele of samestellende dele daarvan en boumetaalwerk, met inbegrip van staalwapeningswerk; die vervaardiging van metaalgoedere hoofsaaklik uit sodanige yster en/of staal en/of ander metaal (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, afbik 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, Hyser- en Roltrapnywerheid en Plastieknywerheid, maar nie ook die Motornywerheid nie;

“Elektrotegniese Ingenieursnywerheid”—

(a) die vervaardiging en/of inmeekaarsit, uit samestellende dele, van elektriese uitrusting, naamlik generators, motore, konvertors, skakel- en kontrole-uitrusting (met inbegrip van relê's, kontakters, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese verligting, verwarming, kookwerk, verkoeler- en koeluitrusting, transformators, oonduitrusting, seinuitrusting, radio- of elektroniese uitrusting en ander uitrusting waarin gebruik gemaak word van die beginsels wat gevolg word in verband met 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 voornoemde uitrusting;

(b) die installering, onderhoud en herstel van die uitrusting genoem in paragraaf (a) hierbo, maar nie ook die Elektrotegniese Aannemingsbedryf nie;

“Elektrotegniese Aannemingsbedryf” die ontwerp, opstelling (uitgesonderd vervaardiging vir verkoop) en oprigting van elektriese installasies wat 'n integrerende en permanente deel van geboue uitmaak en die herstel en/of onderhoud van sodanige installasies, met inbegrip van kabellasterwerk en die elektrotegniese bedrading wat daarmee in verband staan;

“Hyser- en Roltrapnywerheid” die vervaardiging en/of inmeekaarsit en/of installering en/of herstel van elektriese hysers en roltrappe;

“Plastieknywerheid” die vervaardiging van artikels of gedeeltes van artikels geheel en al of hoofsaaklik uit plastiek, maar uitgesonderd die vervaardiging van die volgende artikels wat van plastiekplaatmateriaal gemaak word, naamlik:

Kledingstukke, sakke en handsakke, skoene, stewels, oorskoene, oortreksels en hortjiesblindings van plastiek;

“plastiek” enigeen van die groep materiale wat 'n organiese stof met 'n groot molekulêre massa as 'n noodsaaklike bestanddeel bevat of daaruit bestaan en wat, hoewel dit in die afgewerkte stadium solied is, in die een of ander stadium gedurende die vervaardiging daarvan geforseer of geforseer kan word, dit wil sê gegiet, gekalandeer, uitgedruk of in verskillende vorms gefatsoeneer is deur middel van vloeiing, gewoonlik deur die toediening, hetsy alleen of gesamentlik, van hitte en druk;

“edelmetale” die edelmetale goud, silwer, platinum, en/of palladium en/of enige legering wat genoemde edelmetale of enigeen daarvan in sodanige verhouding tot 'n ander metaal bevat dat dit die grootste gedeelte van die waarde van sodanige legering uitmaak;

“Motornywerheid” (behoudens die bepalings van enige Afbakeningsvasstellings gemaak kragtens artikel 76 van die Wet)—

(a) montering, oprigting, toets, hervervaardiging, herstel, verstel, nasien, bedrading, stoffering, bespuiting, verf en/of vernuwing uitgevoer in verband met—

(i) die onderstelle en/of die bakke van motorvoertuie;

(ii) binnebrandenjins en transmissie-onderdele van motorvoertuie;

3. 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;

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

“employee” means a person employed in the Iron, Steel, Engineering and Metallurgical Industries and paid on an hourly basis;

“Iron, Steel, Engineering and Metallurgical Industries” or “Industries” means (subject to the provisions of any Demarcation Determinations made in terms of section 76 of the Act) 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 or 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 and/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 cable 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;

“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 covering and plastic venetian blinds;

“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;

“Motor Industry” means (subject to the provisions of any Demarcation Determinations made in terms of section 76 of the Act)—

(a) assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wiring, upholstering, spraying, painting, and/or reconditioning carried on in connection with—

(i) chassis and/or the bodies of motor vehicles;

(ii) internal combustion engines and transmission components of motor-vehicles;

(iii) die elektriese uitrusting in verband met motorvoertuie, met inbegrip van radio's;

(b) motoringenieurswerk;

(c) herstel, vulkanisering en/of versoling van buitebande;

(d) herstel, diensing en vernuwing van batterye vir motorvoertuie;

(e) die besigheid van motorvoertuie parkeer en/of opberg;

(f) die besigheid gedryf deur vul- en/of diensstasies;

(g) die besigheid hoofsaaklik of uitsluitlik gedryf in verband met die verkoop van motorvoertuie of motorvoertuigonderdele en/of reserwedele en/of toebehore (hetsy nuut of gebruik) wat daarby hoort, ongeag of sodanige verkoop geskied uit persele wat verbonde is aan 'n gedeelte van 'n inrigting waarin die montering van of herstelwerk aan motorvoertuie uitgevoer word of nie;

(h) die besigheid van motorsloopplekke;

(i) die besigheid van monteerinrigtings;

(j) die besigheid van vervaardigingsinrigtings waarin motorvoertuigonderdele en/of reserwedele en/of toebehore en/of komponente daarvan vervaardig word;

(k) die bou van voertuigbakke.

Vir die toepassing van hierdie woordomskriving beteken "Motoringenieurswerk" die vernuwing, in inrigtings hoofsaaklik of uitsluitlik aldus werksaam, van binnebrandenjins of onderdele daarvan vir gebruik in motorvoertuie, ongeag of die inrigting hom besig hou met die uitmekaarhaal van en herstelwerk aan motorvoertuie of nie;

"motorvoertuig" enige wielvoertuig wat deur meganiese krag (uitgesonderd stoom) of elektrisiteit aangedryf word en ontwerp is vir trekdoeleindes en/of die vervoer van persone en/of goedere en/of vragte, en omvat dit ook sleepwaens en woonwaens maar nie ook uitrusting wat bedoel is om op vaste spore te loop nie en ook nie sleepwaens bedoel om vragte van meer as 18 144 kg te sleep nie, en ook nie vliegtuie nie;

"voertuigbakbou" enigeen van of al ondergenoemde werksaamhede wat in 'n bedryfsinrigting vir die bou van voertuigbakke verrig word:

(a) Die bou, herstel of vernuwing van kappe en/of bakke en/of enige tipe bobou vir enige tipe voertuig;

(b) die vervaardiging of herstel van samesellende dele vir kappe en/of bakke en/of enige bobou en die montering, verstelling en installering van onderdele in kappe, bakke of op die bobou van voertuie;

(c) die aanbring van kappe en/of bakke en/of enige soort bobou aan die onderstel van enige tipe voertuig;

(d) die bedekking en/of versiering van kappe en/of bakke en/of enige soort bobou met enige soort beskermingsmiddel of versieringsstof;

(e) die uitrusting, meubilering en afwerking van die binnekant van kappe en/of bakke en/of bobou;

(f) die bou van sleepwaens, maar uitgesonderd die vervaardiging van wiele of asse daarvoor;

(g) alle werksaamhede wat hoort by of wat voortvloei uit die werksaamhede genoem in paragrawe (a), (b), (c), (d), (e) en (f).

Vir die toepassing van hierdie woordomskriving omvat "voertuig" nie 'n vliegtuig nie, en omvat "Motornywerheid", soos hierbo omskryf, nie onderstaande nie:

(i) Die vervaardiging van motorvoertuigonderdele en/of -toebehore en/of -reserwedele en/of samestellende motordele in bedryfsinrigtings wat beplan is vir, en wat gewoonlik metaal- en/of plastiekgoedere van 'n ander aard op aansienlike skaal produseer;

(ii) die montering, oprigting, toets, herstel, verstel, nasien, bedrading, bespuiting, verf en/of vernuwing van landbautrekkers, uitgesonderd dié gevalle waar dit gedoen word in bedryfsinrigtings wat dergelike dienste lewer ten opsigte van motorkarre, motorvragwaens of motortrokke;

(iii) die vervaardiging en/of onderhoud en/of herstel van—

(a) siviele en werktuigkundige ingenieursuitrusting en/of onderdele daarvan, ongeag of dit op wiele gemonteer is of nie;

(b) landbou-uitrusting of onderdele daarvan; of

(c) uitrusting bedoel vir gebruik in fabriek en/of werkwinkels: Met dien verstande dat, vir die toepassing van (a), (b) en (c) hierbo, "uitrusting" nie geag word motorkarre, motorvragwaens en/of motortrokke te beteken nie;

(d) motorvoertuig- of ander voertuigbakke en/of bobou en/of onderdele of samestellende dele daarvan gemaak van plaatstaal van 3,175 mm dik of dikker, wanneer dit uitgevoer word in bedryfsinrigtings wat beplan is vir en hulsself gewoonlik besig hou met die vervaardiging en/of onderhoud en/of herstel van siviele en/of werktuigkundige ingenieursuitrusting op aansienlike skaal;

"masjien" enige toestel, ongeag die materiaal waarvan dit gemaak is, maar omvat dit nie ook 'n landbautrekker nie; "metaalgoedere" nie ook landbautrekkers nie;

(iii) the electrical equipment connected with motor vehicles, including radios;

(b) automotive engineering;

(c) repairing, vulcanising and/or retreading tyres;

(d) repairing, servicing and reconditioning batteries for motor vehicles;

(e) the business of parking and/or storing motor vehicles;

(f) the business conducted by filling and/or service stations;

(g) the business carried on mainly or exclusively for the sale of motor vehicles or motor vehicle parts and/or spares and/or accessories (whether new or used) pertaining thereto whether or not such sale is conducted from premises which are attached to a portion of an establishment wherein is conducted the assembly of or repairs to motor vehicles;

(h) the business of motor graveyards;

(i) the business of assembly establishments;

(j) the business of manufacturing establishments wherein are fabricated motor vehicle parts and/or spares and/or accessories and/or components thereof;

(k) vehicle body building.

For the purpose of this definition "automotive engineering" means the reconditioning of internal combustion engines or parts thereof for use in motor vehicles in establishments mainly or exclusively so engaged whether such establishment is engaged in the dismantling and repair of motor vehicles or not;

"motor vehicle" means any wheeled conveyance propelled by electrical or mechanical power (other than steam) and designed for haulage and/or for the transportation of persons and/or goods and/or loads, including trailers and caravans, but shall not include any equipment designed to run on fixed tracks, trailers designed to transport loads of 18 144 kg or over or aircraft;

"vehicle body building" means any or all of the following activities carried on in a vehicle body building establishment:

(a) The construction, repair or renovation of cabs and/or bodies and/or any superstructure, for any type of vehicle;

(b) the manufacture or repair of component parts for cabs and/or bodies and/or any superstructure and the assembling, adjusting and installation of parts in cabs, bodies or on the superstructure of vehicles;

(c) fixing cabs and/or bodies and/or any superstructure to the chassis of any type of vehicle;

(d) coating and/or decorating cabs and/or bodies and/or any superstructure with any preservative or decorative substance;

(e) equipping, furnishing and finishing off the interior of cabs and/or bodies and/or superstructures;

(f) building of trailers, but not including the manufacture of wheels or axles therefor;

(g) all operations incidental to or consequent upon the activities referred to in paragraphs (a), (b), (c), (d), (e) and (f).

For the purpose of this definition "vehicle" does not include an aircraft, and "Motor Industry," as defined above shall not include the following:

(i) The manufacture of motor vehicle parts and/or accessories and/or spares and/or components in establishments laid out for and normally producing metal and/or plastic goods of a different character on a substantial scale;

(ii) the assembling, erecting, testing, repairing, adjusting, overhauling, wiring, spraying, painting and/or reconditioning of agricultural tractors except where carried on in establishments rendering similar service in respect of motor-cars, motor lorries, or motor trucks;

(iii) the manufacture and/or maintenance and/or repair of—

(a) civil and mechanical engineering equipment and/or parts thereof whether or not mounted on wheels;

(b) agricultural equipment or parts thereof; or

(c) equipment designed for use in factories and/or workshops: Provided that for the purposes of (a), (b) and (c) above, "equipment" shall not be taken to mean motors cars, motor lorries and/or motor trucks;

(d) motor vehicle or other vehicle bodies and/or superstructure and/or parts of components thereof made of steel plate of 3,175 mm thickness or thicker when carried on in establishments laid out for and normally engaged in the manufacture and/or maintenance and/or repair of civil and/or mechanical engineering equipment on a substantial scale;

"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;

"Streek A" die landdrosdistrikte Beaufort-Wes, Bellville, Bredasdorp, Caledon, Calvinia, Die Kaap, Carnarvon, Clanwilliam, Ceres, Fraserburg, George, Goodwood, Heidelberg (Kaap), Hermanus, Hopefield, Knysna, Kuilsrivier, Ladysmith (Kaap), Lainsburg, 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, 8001;

"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, 5201;

"Streek C" die provinsie Natal, met inbegrip van die landdrosdistrik Mount Currie, en vir die doeleinde 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, Ordnanceweg 15, Durban, 4001;

"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, 6001;

"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, 2001;

"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, 9460.

4. TECHNOLOGIESE FONDS SEIFSA

(1) Nademaal die Raad in kennis gestel is van die stigting van die Tegnologiese Fonds SEIFSA (hierna die "Fonds" genoem), magtig hy hierby die invordering van bydraes ooreenkomstig die prosedure wat hieronder beskryf word, met die doel om die oogmerke wat in die konstitusie van die Fonds genoem word, te implementeer.

(2) Vanaf die inwerkingtredingsdatum van hierdie Ooreenkoms moet elke werkgewer maandeliks ten opsigte van al sy werknemers soos in klousule 3 van hierdie Ooreenkoms omskryf, 'n

"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, Ladysmith (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, 8001;

"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, 5201;

"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, 4001.

"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, 6001.

"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, 2001.

"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, 9460.

4. SEIFSA TECHNOLOGICAL FUND

(1) The Council having been advised of the establishment of the SEIFSA Technological Fund (hereinafter referred to as "the Fund") hereby authorises, for the purpose of implementing the objects set forth in the constitution of the Fund, the collection of contributions in accordance with the procedure detailed hereunder.

(2) As from the date of coming into operation of this Agreement, each employer shall pay monthly to the Fund, in respect of

bydrae, wat bereken is ooreenkomstig die getal sodanige werknemers wat by hom werksaam is, in die Fonds stort volgens onderstaande tabel:

<i>Werknemers wat per uur betaal word</i>	<i>Per maand</i>
	R
Tot en met 5 werknemers.....	0,40
Vanaf 6 tot 35 werknemers.....	1,50
Vanaf 36 tot 75 werknemers.....	3,00
Vanaf 76 tot 150 werknemers.....	6,00
Vanaf 151 tot 375 werknemers.....	12,00
Meer as 375 werknemers.....	18,00

(3) Die bedrag wat elke maand ingevolge subklousule (2) betaalbaar is, moet voor of op die 15de dag van die daaropvolgende maand soos volg aan die Raad gestuur word:

Elke werkgewer in Streek A, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Kaapse Streekraad), Posbus 6096, Roggebaai, 8012, of Kamer 513, Heerengracht, Strandgebied, Kaapstad, 8001;

elke werkgewer in Streek B, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grens Streekraad), Posbus 27, Oos-Londen, 5200, of Carmelhuis, Gladstonestraat 7-9, Oos-Londen, 5201;

elke werkgewer in Streek C, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Natale Streekraad), Posbus 10799, Marine-parade, 4056, of Metal Industries House, Ordnanceweg 15, Durban, 4001;

elke werkgewer in Streek D, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Middellandse Streekraad), Posbus 3127, Port Elizabeth, 6000, of Derde Verdieping, Todd Chambers, Noordeinde, Port Elizabeth, 6001;

elke werkgewer in Streek E, aan die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Transvaalse Streekraad), Posbus 3998, Johannesburg, 2000, of "Amaleng", De Villiersstraat 8, Johannesburg, 2001;

elke werkgewer in Streek F, aan die Sekretaris, 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, 9460;

tesame met 'n staat in die vorm wat van tyd tot tyd voorgeskryf mag word.

(4) Die Raad moet aan die einde van elke maand die totale bedrag aan bydraes wat ingevolge subklousule (3) ingevorder is, in die Fonds inbetaal.

(5) Indien enige bedrag wat ingevolge hierdie klousule verskuldig is, nog nie deur die Raad ontvang is teen die 15de dag van die maand wat volg op die maand waarvoor dit betaalbaar is nie, moet die werkgewer rente betaal op sodanige bedrag of kleiner bedrag as wat onbetaald oorbly, bereken teen 1 persent per maand of deel daarvan vanaf sodanige 15de dag tot op die dag waarop betaling in kontant werklik deur die betrokke Streekraad ontvang is: Met dien verstande dat die Raad na sy eie absolute goedvinde die regsbevoegdheid het om die betaling van sodanige rente of 'n deel daarvan, kwyd te skeld.

(6) Kopieë van die konstitusie en van die geauditeerde jaarlikse rekenings en balansstate van die Fonds moet aan die Raad en die Sekretaris van Arbeid voorgelê word. Vir die toepassing van hierdie subklousule omvat die uitdrukking "konstitusie" alle wysigings van die konstitusie wat van tyd tot tyd aangeneem word.

Namens die partye op hede die 21ste dag van Julie 1978 te Johannesburg onderteken.

B. NICHOLSON, Voorsitter.

W. E. KIRKWOOD, Ondervoorsitter.

A. O. DE JAGER, Hoofsekretaris.

all his employees as defined in clause 3 of this Agreement, a contribution calculated according to the number of such employees employed by him as set forth in the following table:

<i>Hourly paid employees</i>	<i>Per month</i>
	R
Up to 5 employees.....	0,40
From 6 to 35 employees.....	1,50
From 36 to 75 employees.....	3,00
From 76 to 150 employees.....	6,00
From 151 to 375 employees.....	12,00
Over 375 employees.....	18,00

(3) The amount payable each month in terms of subclause (2) shall be forwarded to the Council not later than the 15th day of the month immediately following as follows:

Every employer in Region A, to the Secretary, 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, 8001;

every employer in Region B, to the Secretary, 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, 5201;

every employer in Region C, to the Secretary, 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, 4001;

every employer in Region D, to the Secretary, 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, 6001;

every employer in Region E, to the Secretary, 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, 2001;

every employer in Region F, to the Secretary, 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, Bok Street, Welkom, 9460;

together with a statement in such form as may from time to time be prescribed.

(4) The Council shall at the end of each month remit to the Fund the total amount of contributions collected in terms of subclause (3).

(5) Should any amount due in terms of this clause 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.

(6) Copies of the constitution and of the audited annual accounts and balance sheets of the Fund shall be lodged with the Council and with the Secretary for Labour. For the purpose of this subclause the term "Constitution" shall include any amendments to the constitution adopted from time to time.

Signed at Johannesburg for and on behalf of the parties this 21st day of July 1978.

B. NICHOLSON, Chairman.

W. E. KIRKWOOD, Vice-Chairman.

A. O. DE JAGER, General Secretary.

Koop Nasionale Spaarsertifikate

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