



STAATSKOERANT

VAN DIE REPUBLIEK VAN SUID-AFRIKA

REPUBLIC OF SOUTH AFRICA

GOVERNMENT GAZETTE

REGULASIEKOERANT No. 2731

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

REGULATION GAZETTE No. 2731

As 'n Nuusblad by die Poskantoor Geregistreer

Registered at the Post Office as a Newspaper

VOL. 163]

PRETORIA, 26 JANUARIE 1979
JANUARY

[No. 6283

GOEWERMENTSKENNISGEWING

DEPARTEMENT VAN ARBEID

No. R. 116

26 Januarie 1979

WET OP DIE REËLING VAN SWART ARBEIDSVERHOUDINGE, 1953

METAALHOUER- EN AANVERWANTE PRODUKTENYWERHEID.—ORDER

Ek, Stephanus Petrus Botha, Minister van Arbeid—

(a) bepaal hierby, kragtens artikel 11A (3) van die Wet op die Reëling van Swart Arbeidsverhoudinge, 1953, dat die bepalings van die Order wat ek kragtens artikel 11A (2) van daardie Wet ten opsigte van die Metaalhouer- en Aanverwante Produktenywerheid gemaak het en wat in die Bylae hiervan verskyn, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, bindend is vir alle werkgewers en werknemers in genoemde Nywerheid wat daardeur geraak word; en

(b) verklaar hierby, kragtens artikel 14 (1), soos toegepas by artikel 11A (5), van genoemde Wet, dat die bepalings van genoemde Order, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing *mutatis mutandis* van toepassing is ten opsigte van persone wat werknemers is soos in die Wet op Nywerheidsversoenig, 1956, omskryf.

S. P. BOTHA, Minister van Arbeid.

BYLAE

1. GEBIED EN OMVANG VAN DIE ORDER

Hierdie Order is van toepassing op alle werknemers vir wie lone in klousule 3 voorgeskryf is, en op die werkgewers van sodanige werknemers in die Metaalhouer- en Aanverwante Produktenywerheid in die volgende gebiede:

Kaapprovinsie.—Die landdrosdistrikte Bellville, Goodwood, Die Kaap, Paarl, Port Elizabeth, Simonstad en Wynberg en die munisipale gebied van Oos-Londen;

Natal.—Die landdrosdistrikte Durban, Inanda en Pinetown;

Transvaal.—Die landdrosdistrikte Alberton, Benoni, Boksburg, Brakpan, Delmas, Germiston, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Nigel, Oberholzer, Pretoria, Randfontein, Roodepoort, Springs, Vanderbijlpark, Vereeniging en Westonaria;

Oranje-Vrystaat.—Die landdrosdistrik Sasolburg.

5905—A

GOVERNMENT NOTICE

DEPARTMENT OF LABOUR

No. R. 116

26 January 1979

BLACK LABOUR RELATIONS REGULATION ACT, 1953

METAL CONTAINERS AND ALLIED PRODUCTS INDUSTRY.—ORDER

I, Stephanus Petrus Botha, Minister of Labour—

(a) hereby, in terms of section 11A (3) of the Black Labour Relations Regulation Act, 1953, determine that the provisions of the Order made by me in terms of section 11A (2) of that Act in respect of the Metal Containers and Allied Products Industry and which appears in the Schedule hereto, shall be binding, with effect from the second Monday after the date of publication of this notice upon all employers and employees in the said Industry who are affected thereby; and

(b) hereby, in terms of section 14 (1), as applied by section 11A (5), of the said Act, declare that the provisions of the said Order shall, with effect from the second Monday after the date of publication of this notice *mutatis mutandis* apply in respect of persons, who are employees as defined in the Industrial Conciliation Act, 1956.

S. P. BOTHA, Minister of Labour.

SCHEDULE

1. AREA AND SCOPE OF ORDER

This Order shall apply to all employees for whom wages are prescribed in clause 3, and to the employers of such employees in the Metal Containers and Allied Products Industry in the following areas:

Cape Province.—The Magisterial Districts of Bellville, Goodwood, The Cape, Paarl, Port Elizabeth, Simonstown and Wynberg and the municipal area of East London;

Natal.—The Magisterial Districts of Durban, Inanda and Pinetown;

Transvaal.—The Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Delmas, Germiston, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Nigel, Oberholzer, Pretoria, Randfontein, Roodepoort, Springs, Vanderbijlpark, Vereeniging and Westonaria;

Orange Free State.—The Magisterial District of Sasolburg.

6283—1

2. WOORDOMSKRYWING

(1) Tensy die sinsverband anders aandui, het elke uitdrukking wat in hierdie Order gebesig en in die Wet op die Reëling van Swart Arbeidsverhoudinge, 1953, omskryf word, dieselfde betekenis as in daardie Wet en, tensy onbestaanbaar met die sinsverband beteken—

“aanverwante produkte” gewone of gelitografeerde—

(a) houers, uitgesonderd dié wat in die woordoms krywing van “metaalhouer” omskryf is, wat uit plaatmetaal vervaardig is;

(b) deksels, doppe of ander tipes toemaakmiddels wat uit plaatmetaal vervaardig is vir die toemaak of verseëling van houers, afgesien daarvan of sodanige deksels, doppe of ander tipes toemaakmiddels vir gebruik bedoel is in verband met houers wat uit plaatmetaal vervaardig is, of nie;

(c) kelnerskinkborde, speelgoed, handsproeiërs vir huis- of huishoudelike gebruik, of ander artikels vervaardig uit tinplaat wat hoogstens 0,5 mm dik is;

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

“assistent-voorman” ’n werknemer wat, onder die algemene toesig van ’n voorman, enige van die pligte van ’n voorman verrig en wat gedurende sy afwesigheid namens hom kan waarneem vir ’n tydperk van hoogstens 30 werkdag op ’n keer, maar hoogstens 90 werkdag altesaam in ’n jaar;

“assistent-steller” ’n werknemer wat, onder die toesig van ’n ambagsman, ’n voorman, ’n assistent-voorman of ’n steller, enige van die pligte van ’n steller verrig

“houervervaardigersversorger” ’n werknemer wat ’n opehouervervaardigingsmasjien versorg en wat by die houervervaardigingsproses verantwoordelik is vir die werksaamhede wat met die outomatiese splyting begin en met die soldeer van die houer eindig;

“houervervaardigersversorger, gekwalifiseerd,” ’n houervervaardigersversorger met minstens 18 maande ondervinding;

“houervervaardigersversorger, ongekwalifiseerd,” ’n houervervaardigersversorger met minder as 18 maande ondervinding;

“ketelbediener” ’n werknemer wat onder algemene toesig daarvoor verantwoordelik is om die waterpeil en stoomdruk in ’n stoomketel in stand te hou en wat die vuur in sodanige stoomketel mag maak, stook of uithaal;

“eethuiskok” ’n werknemer wat maaltye vir werknemers kook of andersins voorberei vir verbruik in die bedryfsinrigting;

“eethuistoonbankbediener” ’n werknemer wat goedere, uitgesonderd voedsel wat in die bedryfsinrigting gaargemaak of anders berei word, aan werknemers in die personeelethuis van die bedryfsinrigting verkoop;

“los werknemer” ’n werknemer wat hoogstens drie dae in ’n week by dieselfde werkgewer in diens is;

“chauffeur” ’n werknemer, uitgesonderd ’n handelsreisiger se assistent, wat ’n motorvoertuig dryf wat vir die vervoer van passasiers bedoel is en wat gebruik word vir die vervoer van sy werkgewer of van personeel, klante of besoekers en waarmee ook dokumente of pakkette vervoer mag word;

“klerk” ’n werknemer wat skryf-, tik-, liasseer- of enige ander soort klerklike werk verrig en omvat dit ook ’n kassier, magasynman, versendingsklerk en ’n telefoonskabelbordoperateur, maar geen fabrieksklerk of enige ander klas werknemer wat elders in hierdie klousule omskryf word nie, al maak klerklike werk ook deel uit van so ’n werknemer se werk;

“klerk, man, gekwalifiseerd,” ’n manlike klerk met minstens vyf jaar ondervinding;

“klerk, man, ongekwalifiseerd,” ’n manlike klerk met minder as vyf jaar ondervinding;

“kommissiewerk” ’n stelsel waarvolgens ’n handelsreisiger se besoldiging bereken word volgens die getal of waarde van die bestellings wat hy aan sy werkgewer voorlê en wat laasgenoemde aanvaar;

“dag” met betrekking tot ’n skofwerker of ’n werknemer wat nagskofwerk verrig, ’n tydperk van 24 uur bereken vanaf die tyd waarop sodanige werknemer begin werk;

“versendingsklerk” ’n werknemer wat verantwoordelik is vir die versending of verpakking van goedere vir vervoer of aflewering en wat toesig mag hou oor die byeenbring, nagaan, massabepaling, verpakking, merk, adresseer of versending van sodanige goedere of pakkette;

2. DEFINITIONS

(1) Unless the context otherwise indicates, any expression which is used in this Order and which is defined in the Black Labour Relations Regulation Act, 1953, has the same meaning as in that Act and unless inconsistent with the context—

“allied products” means plain or lithographed—

(a) containers, other than those described in the definition of “metal container”, manufactured from sheet metal;

(b) lids, caps or other types of closures manufactured from sheetmetal for closing or sealing of containers, whether or not such lids, caps or other types of closures are intended for use in connection with containers manufactured from sheet metal;

(c) waiters’ trays, toys, hand sprayers for household or domestic use, or other articles, manufactured from tinplate not thicker than 0,5 mm;

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

“assistant foreman” means an employee who, under the general supervision of a foreman, performs any of the duties of a foreman and who may act for him during his absence for any period up to 30 working days at a time but not exceeding 90 working days in the aggregate in any year;

“assistant setter-up” means an employee who, under the supervision of an artisan, a foreman, an assistant foreman or a setter-up, is engaged in any of the duties of a setter-up;

“body-maker attendant” means an employee who attends an open-top can-making machine and who, in the process of can-making, is responsible for the activities commencing with the automatic slitting and ending with the body soldering operations;

“body-maker attendant, qualified,” means a body-maker attendant who has had not less than 18 months’ experience;

“body-maker attendant, unqualified,” means a body-maker attendant who has had less than 18 months’ experience;

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

“canteen cook” means an employee who is engaged in cooking or otherwise preparing meals for employees for consumption in the establishment;

“canteen counterhand” means an employee engaged in selling goods, other than food cooked or otherwise prepared in the establishment, to employees in the staff canteens of the establishment;

“casual employee” means an employee who is employed by the same employer on not more than three days in any week;

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

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

“clerk, male, qualified,” means a male clerk who has had not less than five years’ experience;

“clerk, male, unqualified,” means a male clerk who has had less than five years’ experience;

“commission work” means any system under which a traveller’s remuneration is based on the value or number of orders submitted by him to an accepted by his employer;

“day” in relation to a shift worker or an employee engaged on night shift work, means a period of 24 hours reckoned from the time such an employee commences work;

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

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

"diensdrywer" 'n werknemer wat, benewens sy gewone pligte en buite die werkure verbonde aan sodanige pligte, wage of onderhoudspersoneel of ander werknemers wat oortydwerk of nagskoffwerk moet verrig of verrig het, per motorvoertuig na en van 'n bedryfsinrigting vervoer;

"bedryfsinrigting" 'n perseel waarop of in verband waarmee een of meer werknemers in die Metaalhouer- en Aanverwante Produktenywerheid in diens is;

"ondervinding", met betrekking tot—

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

(b) 'n fabrieksklerk, bediener van 'n mobiele hystoestel of 'n handelsreisiger, die totale tydperk of tydperke wat 'n werknemer onderskeidelik as 'n fabrieksklerk, bediener van 'n mobiele hystoestel of handelsreisiger in enige bedryf werksaam was;

(c) alle ander klasse werknemers, die totale tydperk of tydperke wat so 'n werknemer in sy klas in die Metaalhouer- of Aanverwante Produktenywerheid werksaam was: Met dien verstande dat ondervinding wat 'n werknemer graad I, as 'n werknemer graad II, gehad het, tot 'n maksimum van ses maande geag moet word ondervinding as 'n werknemer graad I te wees;

"fabrieksklerk" 'n werknemer (uitgesonderd 'n werknemer graad I) wat onder toesig van 'n voorman of 'n gekwalifiseerde manlike klerk een of meer van die volgende werksaamhede verrig:

(a) Bestellings volgens fakture of bestelvorms byeenbring;
(b) werknemers in die bedryfsinrigting volgens opdragte toewys;

(c) nagaan of aanteken;

(d) lotkaarte, werkkaarte, produksiekaarte of ander fabrieksdokumente met die hand oorskryf;

(e) name of getalle op tyd- of loonkaarte skryf;

(f) fakture, vragbriewe, aflewingsbriewe, rekvisisies of tyd- of loonkaarte in numerieke of alfabetiese volgorde liasseer, hou of sorteer;

(g) uit Bantoetale tolk of daaruit vertaal;

(h) passe, sertifikate of diens- of tydkaarte uitreik;

(i) gereedskap, komponente of ingenieursvoorrade of -uitrusting by lewering van 'n rekvisisie uitreik, of gereedskap, komponente of sodanige voorrade of uitrusting in ontvangs neem en rekvisisies wat gehou is, terugbesorg;

(j) monsterstrookies uitmaak;

(k) produksiegegewens verwerk wat deur masjienbedieners of masjienversorgers gehou word;

(l) die indiensneming, ontslag of bedanking van werknemers registreer;

(m) produksiesyfers inly;

(n) kaartjies stempel of uitskryf;

(o) besonderhede van die inhoud of die onderskeidingsnommers van kartonne, houers of pakkette opskryf of aanteken;

(p) vragbriewe of aflewingsbriewe of verpakkingstrookies uitskryf;

(q) voorraadkaarte byskryf;

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

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

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

"werknemer graad I", 'n werknemer wat een of meer van die volgende werksaamhede verrig, pligte nakom of in een of meer van die volgende hoedanighede in diens is:

(a) 'n Gehaltemetingsassistent behulpsaam wees deur vooraf gestelde instrumente te gebruik;

(b) 'n outomatiese masjien versorg en wat enige vereiste inligting in verband daarmee kan aanteken;

(c) hittegrade van 'n bak- of droogdoond kontroleer;

(d) uitpersings versier;

(e) indoop by 'n vertinningsproses;

(f) gerande ente en ente van droogtoestelle afkomstig ondersoek of goedere wat geproduseer is, nagaan;

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

"duty driver" means an employee who, in addition to his ordinary duties and outside the hours of work connected with such duties, conveys watchmen or maintenance staff or other employees who are required to do or have done overtime or night shift work by motor vehicle to and from an establishment;

"establishment" means any premises in or in connection with which one or more employees are employed in the Metal Containers and Allied Products Industry;

"experience" means in relation to—

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

(b) a factory clerk, a mobile hoist operator or a traveller, the total period or periods of employment which an employee has had in any trade as a factory clerk, a mobile hoist operator or a traveller, respectively;

(c) any other class of employee, the total period or periods of employment which such an employee has had in his class in the Metal Containers and Allied Products Industry: Provided that any experience which a Grade I employee has had as Grade II employee shall up to a maximum of six months be deemed to be experience as a Grade I employee;

"factory clerk" means an employee (other than a Grade I employee) who, under the supervision of a foreman or a qualified male clerk, is engaged in any one or more of the following operations:

(a) Assembling orders according to invoices or order forms;

(b) assigning employees within the establishment according to instructions;

(c) checking or recording;

(d) copying batch cards, job cards, production cards or other factory documents by hand;

(e) entering names or numbers on time or wage cards;

(f) filing, keeping or sorting invoices, consignment or delivery notes, requisitions or time or wage cards in numerical or alphabetical order;

(g) interpreting or translating Bantu languages;

(h) issuing passes, certificates of service or time cards;

(i) issuing tools, components or engineering stock or equipment against requisition or receiving tools, components or such stock or equipment and returning requisitions held;

(j) making out sample slips;

(k) processing production records kept by machine operators or machine attendants;

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

(m) scheduling production figures;

(n) stamping or writing tickets;

(o) writing or recording particulars of the contents or the distinctive numbers of cartons or packages;

(p) writing out consignment or delivery notes or packing slips;

(q) writing up stock cards;

"factory clerk, qualified," means a factory clerk who has had less than 12 month's experience;

"factory clerk, unqualified" means a factory clerk who has had less than 12 month's experience;

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

"Grade I employee" means an employee who is engaged in any one or more of the following operations, duties or capacities:

(a) Assisting a quality measurement assistant by the use of pre-set instruments;

(b) attending an automatic machine and who may record any required information thereanent;

(c) controlling baking or drying oven temperatures;

(d) decorating extrusions;

(e) dipping in tinning process;

(f) examining lined ends and ends from dryers or inspecting articles produced;

(g) 'n bedekkingsmasjien voer by die vervaardiging van houers deur middel van uitpersing van nie-ysterhoudende ru-metaal;

- (h) gasinstallasiebediener;
- (i) handsoldeerwerk;
- (j) met 'n patroon afmerk;
- (k) smeltpotversorger en staalknuppelgieter;
- (l) metaalspuitwerk;
- (m) kompressors, masjinerie of voertuie olie of smeer;
- (n) 'n guillotine bedien;
- (o) 'n poetsrommelmasjien bedien;
- (p) 'n uitgloeioond bedien;
- (q) enige halfoutomatiese masjien bedien en wat enige ver-eiste inligting in verband daarmee mag aanteken;
- (r) heinings, buitegeboue, installasie, masjinerie of vloere verf;
- (s) produksienasiener;
- (t) deur middel van gietwerk rollers met gelatine hervlak;
- (u) klinkwerk;
- (v) sand- of haelspuitwerk;
- (w) koperpunte vir soldeerapparaat fatsoeneer en vyl;
- (x) punt-, boog-, stui-, naat- of flitssweiswerk, of handsweis-werk vir opvuldoeleindes;
- (y) spuitverfwerk;
- (z) houers of pakette sjabloneer deur middel van 'n proses by die uitvoering waarvan die vermoë van seleksie of die uitoefening van oordeel vereis word;

(aa) vir lekplekke toets;

"werknemer graad I, gekwalifiseerd," 'n werknemer graad I met minstens 12 maande ondervinding;

"werknemer graad I, ongekwalifiseerd," 'n werknemer graad I met minder as 12 maande ondervinding;

"werknemer graad II" 'n werknemer wat een of meer van die volgende werksaamhede verrig, pligte nakom of in een of meer van die volgende hoedanighede in diens is:

- (a) 'n Ambagsman behulpsaam wees deur artikels of gereed-skap vir hom vas te hou of op 'n ander manier met hom saam te werk, uitgesonderd deur gereedskap selfstandig te gebruik;
- (b) 'n verlakkingsmasjienbediener behulpsaam wees;
- (c) oorskiet- of afvalmetaal met die hand in bale opmaak;
- (d) kleedkamerversorger;
- (e) briewe, boodskappe of goedere te voet of met 'n nie-krag-aangedrewe voertuig buite 'n bedryfsinrigting afhaal, vervoer of aflewer;
- (f) handvatsels sny of maak;
- (g) in soldeerbaddens inoep;
- (h) spanlakwerk met 'n masjien verrig;
- (i) rande aan deksels van kookkemmertjies aanbring;
- (j) draad in artikels inpas, uitgesonderd die werksaamheid vermeld in (y) van die omskrywing van "werknemer graad III";
- (k) kratte of palette maak of heelmaak;
- (l) houers met oop bokante verpak;
- (m) 'n kantoorafrol-, frankeer-, adresseer- of fotostaatmasjien bedien;
- (n) 'n kragaangedrewe goederehysbak of -hystoestel, uitgeson-derd 'n kragaangedrewe mobiele hystoestel, 'n verkhuyswa, 'n kragaangedrewe lugkraan of 'n kragkraan bedien;
- (o) enige nie-kragaangedrewe masjien, uitgesonderd 'n guillo-tine, bedien;
- (p) goedere, uitgesonderd dié in item (t) van die omskrywing van "werknemer graad III", vir versending verpak;
- (q) produkte met die hand verf;
- (r) met die hand pons of afwerk;
- (s) gelitografeerde, lakverniste, verniste of bedekte plate uit bakoonde verwyder of opstapel;
- (t) poetsrommelmasjienlaaier;
- (u) materiaal of komponente se massa bepaal of meet om hoeveelheid of grootte te bepaal;

"werknemer graad II, gekwalifiseerd," 'n werknemer graad II met minstens ses maande ondervinding;

"werknemer graad II, ongekwalifiseerd," 'n werknemer graad II met minder as ses maande ondervinding;

"werknemer graad III", 'n werknemer wat een of meer van die volgende werksaamhede of pligte verrig:

- (a) Etikette met die hand aanbring;
- (b) seëlmengsels met die hand aanbring;
- (c) 'n eethuiskok behulpsaam wees;
- (d) 'n guillotinebediener, faktotum, steller of spuitverwer behulpsaam wees deur artikels of gereedskap vir hom vas te hou of op 'n ander manier met hom saam te werk, uitgesonderd deur gereedskap selfstandig te gebruik, of die bediener van 'n nie-kragaangedrewe voumasjien behulpsaam wees om by die voorbereiding vir naatwerk oor te vou deur die hefboom wat die krag verskaf, af te druk of te trek;

(g) feeding a coating machine in the manufacture of con-tainers by extrusion from non-ferrous slugs;

- (h) gas plant operator;
- (i) hand soldering;
- (j) marking out by template;
- (k) melting pot attendant and billet caster;
- (l) metal spraying;
- (m) oiling or greasing compressors, machinery or vehicles;
- (n) operating a guillotine;
- (o) operating a rumbling machine;
- (p) operating an annealing oven;
- (q) operating any semi-automatic machine and who may record any required information thereanent;
- (r) painting fences, outbuildings, plant, machinery or floors;
- (s) production checker;
- (t) re-surfacing rollers with gelatine by casting;
- (u) riveting;
- (v) sand or shot blasting;
- (w) shaping and filing copper bits for solderers;
- (x) spot, arc, butt, seam or flash welding, or hand welding for the purpose of filling-in;
- (y) spray-painting;
- (z) stencilling containers or packages by a process in the performance of which the ability to select or the exercise of discretion is required;
- (aa) testing for leaks;

"Grade I employee, qualified," means a Grade I employee who has had not less than 12 months' experience;

"Grade I employee, unqualified," means a Grade I employee who has had not less than 12 months' experience;

"Grade II employee" means an employee who is engaged in any one or more of the following operations, duties or capacities:

- (a) Assisting an artisan by holding articles or tools for him or otherwise working with him other than by the independent use of tools;
- (b) assisting a lacquering machine operator;
- (c) baling waste or scrap metal by hand;
- (d) cloakroom attendant;
- (e) collecting, conveying or delivering letters, messages or goods on foot or by means of a non-power-driven vehicle outside an establishment;
- (f) cutting or making handles;
- (g) doping in soldering baths;
- (h) doping by machine;
- (i) fitting rims to lids of billycans;
- (j) fitting wires into articles, other than the operation referred to in item (y) of the definition of "Grade III employee";
- (k) making or repairing crates or pallets;
- (l) open-top line packing;
- (m) operating an office duplicating, franking, addressograph or photostat machine;
- (n) operating a power-driven goods lift or hoist, other than a mobile power-driven hoist, a fork-lift truck, an overhead power-driven crane or a power crane;
- (o) operating any non-power-driven machine, other than a guillotine;
- (p) packing goods for despatch, other than item (t) of the definition of "Grade III employee";
- (q) painting products by hand;
- (r) punching or trimming by hand;
- (s) removing or stacking lithographed, lacquered, varnished or coated sheets from baking ovens;
- (t) rumbling machine loader;
- (u) mass-measuring or measuring materials or components to determine quantity or size;

"Grade II employee, qualified," means a Grade II employee who has had not less than six months' experience;

"Grade II employee, unqualified," means a Grade II employee who has had less than six months' experience;

"Grade III employee" means an employee who is engaged in any one or more of the following operations or duties:

- (a) Applying labels by hand;
- (b) applying sealing compounds by hand;
- (c) assisting a canteen cook;
- (d) assisting a guillotine operator, handyman, setter-up or a spray-painter by holding articles or tools for him or other-wise working with him, other than by the independent use of tools or assisting the operator of a non-powder-driven folding machine in folding over preparatory to seaming, by pressing or pulling the lever which provides the power;

(e) dra, optel, opstapel, laai of aflaa, uitgesonderd met 'n kragtoestel;

(f) persele, eethuisgerei, meubels, masjinerie, gereedskap, houters of ander artikels of voertuie skoonmaak;

(g) lympotte skoonmaak of volmaak;

(h) briewe, boodskappe of goedere te voet of met 'n nie-krag-aangedrewe voertuig binne 'n bedryfsinrigting afhaal, vervoer of aflewer;

(i) afval- of oorskietmetaal met die hand in stukke sny;

(j) 'n masjien voer of daarvan afhaal, uitgesonderd deur die bediener of versorger van die masjien;

(k) skroefkoppe of ander afsluitmiddels opsit of vasdraai;

(l) metaalklemme of -ore met die hand afplat;

(m) aanwending van smeltmiddel ter voorbereiding vir soldeerwerk, of reeds gesnyde korrel- of draadsoldeersel vir soldeerdoeleindes op komponente plaas;

(n) tuinwerk;

(o) vuurmaak of vure aan die brand hou;

(p) tee of soortgelyke drankie maak, of sodanige tee of soortgelyke drankie aan werknemers of sy werkgewer of sy werkgewer se gaste bedien of gekookte of bereide maaltye aan werknemers bedien;

(q) kiste, pakkette, bale of sakke oop- of toemaak;

(r) 'n nie-krag-aangedrewe hystoestel bedien;

(s) artikels in dose, kratte of sakke verpak, maar nie vir versending nie;

(t) artikels van dieselfde grootte en hoeveelheid verpak in houters wat spesiaal gemaak is om hulle te bevat;

(u) blikke op outomatiese soldeermasjiene plaas;

(v) komponente ter voorbereiding vir masjienmontering in posisie plaas;

(w) kurkstukke, vulsels of wasters met die hand in of op toemaakmiddels plaas;

(x) 'n voertuig, uitgesonderd deur middel van 'n kragtoestel, stoot of trek;

(y) klaargemaakte draadhangsels met die hand in die ore van houters vassteek;

(z) vullis, as of afval verwyder;

(aa) rubberstempels -of reeksnommerwerk by herhaling doen, waarby geen oordeel nodig is nie;

(ab) klaargemaakte karton- of veselborddose of soortgelyke houters met die hand inmeekaarsit;

(ac) houters of pakkette sjabloneer, waarby die vermoë van seleksie of die uitoefening van oordeel nie vereis word nie;

(ad) plate met die hand met was of olie bestryk voordat dit gestempel word;

(ae) houters vir versending vasdraad vasbind of vasmaak;

"werknemer graad III, gekwalifiseerd," 'n werknemer graad III met minstens drie maande ondervinding;

"werknemer graad III, ongekwalifiseerd," 'n werknemer graad III met minder as drie maande ondervinding;

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

"verlakkingsmasjienbediener" 'n werknemer wat 'n verlakkingsmasjien en oond bedien by die verlakkings, vernis of bedekking van tinplaat of plaatmetaal;

"verlakkingsmasjienbediener, gewalifiseerd," 'n verlakkingsmasjienbediener met minder as twee jaar ondervinding;

"verlakkingsmasjienbediener, ongekwalifiseerd," 'n verlakkingsmasjienbediener met minder as twee jaar ondervinding;

"bandleier" 'n werknemer wat spesifiek by 'n monter- of produksieband of -bande aangestel is om enige werknemers graad I, werknemers graad II of werknemers graad III by sodanige band of bande af te los, en wat daarvoor verantwoordelik is dat hulle hul werk doeltreffend verrig en van wie ook verlang kan word om produksiesyfers op die band aan te teken, bandwerkers se kloknommers vir doeleindes van oortydwerk aan te teken, rekvisities uit te skryf vir komponente, werkmateriaal na te gaan en die massa van soldeersel wat nodig is vir gebruik op sy band of bande te bepaal;

"metaalhouer" 'n gewone of gelitografeerde artikel wat ontwerp is vir die verpakking, vir vervoer of verkoop, van produkte, en wat deur middel van 'n deksel of dop of enige ander toemaakmiddel toegemaak kan word, en wat vervaardig is uit plaatmetaal of deur middel van uitpersing van nie-ysterhoudende ru-metaal;

(e) carrying, lifting, stacking, loading or unloading, other than by power-driven device;

(f) cleaning premises or canteen utensils, furniture, machinery, tools, containers or other articles or vehicles;

(g) cleaning or replenishing glue pots;

(h) collecting, conveying or delivering letters, messages or goods on foot or by means of a non-power-driven vehicle within an establishment;

(i) cutting up scrap or waste metal by hand;

(j) feeding or taking-off from a machine, other than by the operator or attendant of the machine;

(k) fitting on or tightening screw caps or other closures;

(l) flattening metal clips or lugs by hand;

(m) fluxing preparatory to soldering or placing pre-cut pellets or wire solder on components for soldering purposes;

(n) gardening work;

(o) making or maintaining fires;

(p) making tea or similar beverages or serving such tea or similar beverages to employees, his employer or to the guests of his employer or serving cooked or prepared meals to employees;

(q) opening or closing boxes, packages, bales or bags;

(r) operating a non-power-driven hoist;

(s) packing articles into cases, crates or bags other than for despatch;

(t) packing articles of uniform size and number into containers specially made to contain them;

(u) placing cans on automatic soldering machines;

(v) placing components preparatory to machine assembly;

(w) placing corks, wads or washers into or on closures by hand;

(x) pushing or pulling a vehicle, other than by power-driven device;

(y) putting ready-made wire handles into the lugs of containers by hand;

(z) removing refuse, ash or scrap;

(aa) repetitive rubber stamping or serial numbering, where the exercise of discretion is not required;

(ab) setting-up by hand ready-made cardboard or fibre board boxes or similar containers;

(ac) stencilling containers or packages, where the activity of selection or the exercise of discretion is not involved;

(ad) waxing or oiling sheets by hand preparatory to stamping;

(ae) wiring, tying or fastening containers for despatch;

"Grade III employee, qualified," means a Grade III employee who has had not less than three months' experience;

"Grade III employee, unqualified," means a Grade III employee who has had less than three months' experience;

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

"lacquering machine operator" means an employee who operates a lacquering machine and oven in the lacquering, varnishing or coating of tinplate or sheetmetal;

"lacquering machine operator, qualified," means a lacquering machine operator who has had not less than two years' experience;

"lacquering machine operator, unqualified," means a lacquering machine operator who has had less than two years' experience;

"line leader" means an employee specifically appointed to an assembly or production line or lines to relieve any Grade I employees, Grade II employees or Grade III employees on such line or lines and who is responsible for the efficient performance by them of their duties and who may also be required to record production figures on the line, record line workers' clock numbers for overtime purposes, requisition components, check job materials and mass-measure solder required for use on his line or lines;

"metal container" means a plain or lithographed article designed for the packing for transport or sale of products and capable of being closed by means of a lid or cap or any other type of closure, and manufactured from sheet metal or by extrusion from non-ferrous slugs;

"Metaalhouer- en Aanverwante Produktenywerheid" die Nywerheid waarin werkgewers en werknemers, in bedryfsinrigtings wat ingevolge die Wet op Fabriek, Masjinerie en Bouwerk, 1941, geregistreer is of aan registrasie onderworpe is, met mekaar geassosieer is met die doel om metaalhouers of aanverwante produkte of albei deur middel van massaproduksiemasjiensprosesse te vervaardig, en omvat dit ook alle werksaamhede wat met engeen van voornoemde werksaamhede in verband staan of daaruit voortspruit, maar nie ook die vervaardiging van reiskoffers of ander houers wat ontwerp is om persoonlike eiendom te hou nie;

"bediener van 'n mobiele hystoestel" 'n werknemer wat werk met 'n kragaangedrewe mobiele hystoestel of 'n vrkhysswa wat by die laai, aflaai, versit of opstapel van goedere gebruik word en wat ook olie-, brandstof- en waterpeile kan nagaan en die nodige byvul en skoonmaak van sodanige voertuig kan waarneem;

"bediener van 'n mobiele hystoestel, gekwalifiseerd," 'n bediener van 'n mobiele hystoestel met minstens ses maande ondervinding;

"bediener van 'n mobiele hystoestel, ongekwalifiseerd," 'n bediener van 'n mobiele hystoestel met minder as ses maande ondervinding;

"motorvoertuig" 'n kragaangedrewe voertuig wat gebruik word vir die vervoer van goedere, uitgesonderd 'n handelsreisiger se monsters, en omvat dit ook 'n voorhaker en 'n trekker maar nie 'n mobiele hystoestel of vrkhysswa nie;

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

"produksienasiener" 'n werknemer wat daarvoor verantwoordelik is om produkte te ondersoek vir defekte en wat produkte mag tel en die resultate van sy ondersoek of telling mag aanteken;

"gehaltemetingsassistent" 'n werknemer wat 'n gehaltekontrolleur behulpzaam is met die meet, aanteken of nagaan van gehalte;

"gehaltemetingsassistent, gekwalifiseerd," 'n gehaltemetingsassistent met minstens 18 maande ondervinding;

"gehaltemetingsassistent, ongekwalifiseerd," 'n gehaltemetingsassistent met minder as 18 maande ondervinding;

"halfoutomatiese masjien" 'n kragaangedrewe masjien by die bediening waarvan die bediener die onderdeel wat gemasjineer moet word in posisie plaas en krag deur middel van 'n drukknoppie of 'n handhefboom of voetpedaal aanwend;

"steller" 'n werknemer wat onder die algemene toesig van 'n voorman, assistent-voorman of 'n ambagsman, masjiene regstel of stel of onderdele van 'n masjien insit of vervang; maar sodanige regstelwerk omvat nie die periodieke regstelling van enige masjien terwyl dit loop en wat op daardie tydstip gebruik word om 'n bepaalde taak te verrig en wat so gehou is dat dit sodanige periodieke regstellings vir sy eie doeltreffende werking noodsaak nie en ook nie regstellings aan houerbandbane of vervoerbande nie;

"plaatmetaal" plaatmetaal met 'n dikte van hoogstens 2 mm;

"magasynman" 'n werknemer wat beheer het oor voorraad of afgewerkte of gedeeltelik afgewerkte produkte en wat daarvoor verantwoordelik is om goedere in 'n magasyn of pakhuys te ontvang, op te berg, te verpak of uit te pak of om goedere uit 'n magasyn of pakhuys aan die verbruiksafdelings in 'n bedryfsinrigting of vir versending te lewer.

"toesighouer" 'n werknemer wat beheer het oor 'n groep werknemers graad I, werknemers graad II, of albei, en wat ook oor werknemers graad III beheer kan hê;

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

"handelsreisiger" 'n werknemer wat as reisende verteenwoordiger van 'n bedryfsinrigting namens so 'n bedryfsinrigting bestellings vra, werf op opneem van persone om goedere aan hulle te verkoop of te verskaf;

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

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

"Metal Containers and Allied Products Industry" means the Industry in which employers and employees in establishments which are registered or liable to registration in terms of the Factories, Machinery and Building Work Act, 1941, are associated for the purpose of manufacturing by means of mass production machine processes metal containers or allied products or both and includes all operations incidental to or consequent on any of the aforementioned activities but does not include the manufacturing of travelling trunks or other containers designed to hold personal effects;

"mobile hoist operator" means an employee engaged in operating a mobile power-driven hoist or a fork-lift truck used for loading, unloading, moving or stacking goods and who may in addition check oil, fuel and water levels with the necessary topping up and cleaning of such vehicle;

"mobile hoist operator, qualified," means a mobile hoist operator who has had not less than six months' experience;

"mobile hoist operator, unqualified," means a mobile hoist operator who has had less than six months' experience;

"motor vehicle" means any power-driven vehicle used for conveying goods, other than travellers' samples, and includes a mechanical horse and a tractor but does not include a mobile hoist or fork-lift truck;

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

"production checker" means an employee who is responsible for examining products for defects and who may count products and record the results of his examination or counting;

"quality measurement assistant" means an employee who assists a quality controller by measuring, recording, or qualitative checking;

"quality measurement assistant, qualified," means a quality measurement assistant who has had not less than 18 months' experience;

"quality measurement assistant, unqualified," means a quality measurement assistant who has had less than 18 months' experience;

"semi-automatic machine" means a power-driven machine in the operation of which the operator places into a position the part to be machined and applies power by push button or operating a hand lever or foot pedal;

"setter-up" means an employee who, under the general supervision of a foreman, assistant foreman or an artisan, is engaged in adjusting or setting machines or fitting or changing parts of machines; but such adjusting does not include the periodical adjustment while it is functioning of any machine then used to perform a specific task and so constructed as to render such periodical adjustments essential to its efficient operation nor adjustments to can line runways or conveyors;

"sheet metal" means sheet metal of a thickness not exceeding 2 mm;

"storeman" means an employee who is in charge of stores or finished or partly finished products and who is responsible for receiving, storing, packing or unpacking goods in a store or warehouse or delivering goods from a store or warehouse to the consuming departments in an establishment or for despatch;

"supervisor" means an employee who is in charge of a group of Grade I employees or Grade II employees or both, and who may also be in charge of Grade III employees;

"trailer" means any conveyance drawn by a motor vehicle;

"traveller" means an employee who, as a travelling representative of an establishment and on behalf of such establishment, invites, canvasses or solicits orders from persons for the sale or supply of goods to them;

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

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

"loon" die bedrag wat ingevolge klousule 3 (1) aan 'n werknemer betaalbaar is ten opsigte van sy gewone werkure (maar dit omvat nie in die geval van 'n diensdrywer enige bedrag wat ten opsigte van sy werk as sodanig verskuldig is nie): Met dien verstande dat—

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

(ii) die eerste voorbehoudsbepaling nie so uitgelê mag word nie dat dit besoldiging bedoel of omvat wat 'n werknemer wat in diens is op 'n stukwerk- of kommissiewerkgrondslag, ontvang bo en behalwe die bedrag wat hy sou ontvang het as hy nie op sodanige grondslag in diens was nie;

"wag" 'n werknemer wat 'n perseel of eiendom bewaak;

"weekloon", met betrekking tot 'n werknemer vir wie 'n loon in klousule 3 (1) op 'n uurlikse grondslag voorgeskryf word, sy uurloon vermenigvuldig deur—

(a) 45 in die geval van enige sodanige werknemer wat gereeld 45 gewone werkure of minder in 'n week werk;

(b) 46 in die geval van enige ander sodanige werknemer.

(2) By die toepassing van hierdie Order word 'n werknemer geag in dié klas te wees waarin hy uitsluitlik of hoofsaaklik werksaam was.

3. BESOLDIGING

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

Werknemers uitgesonderd diensdrywers en los werknemers:

	<i>In alle gebiede</i>
	<i>Per week</i>
	R
Chauffeur.....	42,30
Klerk, man, gekwalifiseerd.....	64,80
Klerk, man, ongekwalifiseerd—	
gedurende die eerste jaar ondervinding.....	40,95
gedurende die tweede jaar ondervinding.....	45,90
gedurende die derde jaar ondervinding.....	49,50
gedurende die vierde jaar ondervinding.....	54,00
gedurende die vyfde jaar ondervinding.....	58,95
Faktotum.....	54,00
Handelsreisiger se assistent.....	36,90

	<i>In die munisipale gebied Oos-Londen</i>	<i>In alle ander gebiede</i>
	<i>Per uur</i>	<i>Per uur</i>
	R	R
Assistent-steller.....	1,10	1,10
Houervervaardigerversorger } gekwalifiseerd	1,10	1,10
Gehaltemetingsassistent.....		
Houervervaardigerversorger } ongekwalifiseerd—		
Gehaltemetingsassistent.....		
gedurende die eerste ses maande ondervinding.....	0,92	0,92
gedurende die tweede ses maande ondervinding.....	0,95	0,95
gedurende die derde ses maande ondervinding.....	1,03	1,03
Ketelbediener.....	0,71	0,78
Eethuiskok.....	0,84	0,92
Eethuistoonbankbediener.....	0,89	0,97
Fabrieksklerk, gekwalifiseerd.....	0,87	0,95
Fabrieksklerk, ongekwalifiseerd—		
gedurende die eerste ses maande ondervinding.....	0,79	0,86
gedurende die tweede ses maande ondervinding.....	0,85	0,92
Werknemer graad I, gekwalifiseerd.....	0,80	0,87
Werknemer graad I, ongekwalifiseerd—		
gedurende die eerste drie maande ondervinding.....	0,69	0,76
gedurende die tweede drie maande ondervinding.....	0,71	0,78
gedurende die derde drie maande ondervinding.....	0,75	0,82
gedurende die vierde drie maande ondervinding.....	0,78	0,85

"wage" means the amount of money payable to an employee in terms of clause 3 (1) in respect of his ordinary hours of work (but it does not include in the case of a duty driver any amount due in respect of his work as such): Provided that—

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

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

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

"weekly wage" means, in relation to an employee for whom a wage on an hourly basis is prescribed in clause 3 (1), his hourly wage multiplied by—

(a) 45 in the case of any such employee who regularly works 45 ordinary hours of work or less in a week;

(b) 46 in the case of any other such employee.

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

3. REMUNERATION

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

Employees other than duty drivers and casual employees:

	<i>In all areas</i>
	<i>Per week</i>
	R
Chauffeur.....	42,30
Clerk, male, qualified.....	64,80
Clerk, male, unqualified—	
during the first year of experience.....	40,95
during the second year of experience.....	45,90
during the third year of experience.....	49,50
during the fourth year of experience.....	54,00
during the fifth year of experience.....	58,95
Handyman.....	54,00
Traveller's assistant.....	36,90

	<i>In the municipal area of East London</i>	<i>In all other areas</i>
	<i>Per hour</i>	<i>Per hour</i>
	R	R
Assistant setter-up.....	1,10	1,10
Body-maker attendant.....		
Quality measurement assis- } qualified...	1,10	1,10
tant.....		
Body-maker attendant.....		
Quality measurement assis- } unqualified—		
tant.....		
during the first six months' experience.....	0,92	0,92
during the second six months' experience.....	0,95	0,95
during the third six months' experience.....	1,03	1,03
Boiler attendant.....	0,71	0,78
Canteen cook.....	0,84	0,92
Canteen counterhand.....	0,89	0,97
Factory clerk, qualified.....	0,87	0,95
Factory clerk, unqualified—		
during the first six months' experience.....	0,79	0,86
during the second six months' experience.....	0,85	0,92
Grade I employee, qualified.....	0,80	0,87
Grade I employee, unqualified—		
during the first three months' experience.....	0,69	0,76
during the second three months' experience.....	0,71	0,78
during the third three months' experience.....	0,75	0,82
during the fourth three months' experience.....	0,78	0,85

	In die munisipale gebied Oos- Londen	In alle ander gebiede
	Per uur R	Per uur R
Werknemer graad II, gekwalifiseerd.....	0,73	0,80
Werknemer graad II, ongekwalifiseerd— gedurende die eerste drie maande onder- vinding.....	0,68	0,75
gedurende die tweede drie maande onder- vinding.....	0,71	0,78
Werknemer graad III, man, gekwalifi- seerd—		
18 jaar of ouer.....	0,69	0,76
onder 18 jaar.....	0,57	0,63
Werknemer graad III, man ongekwalifi- seerd—		
18 jaar of ouer.....	0,68	0,75
onder 18 jaar.....	0,55	0,62
Werknemer graad III, vrou, gekwalifiseerd	0,56	0,62
Werknemer graad III, vrou, ongekwalifi- seerd.....	0,54	0,60
Verlakkingsmasjienbediener, gekwalifi- seerd.....	1,24	1,24
Verlakkingsmasjienbediener, ongekwalifi- seerd—		
gedurende die eerste jaar ondervinding	1,09	1,09
gedurende die tweede jaar ondervinding	1,17	1,17
Bandleier.....	0,86	0,94
Bediener van 'n mobiele hystoestel, ge- kwalifiseerd.....	0,84	0,92
Bediener van 'n mobiele hystoestel, onge- kwalifiseerd.....	0,80	0,87
Kragkraanbediener.....	0,84	0,92
Steller.....	1,27	1,27
Toesighouer.....	0,86	0,94

	In die munisipale gebied Oos- Londen	In alle ander gebiede
	Per week R	Per week R
Wag.....	37,41	40,95

	In alle gebiede Per week R
Drywer van 'n motorvoertuig waarvan die onbelaste massa, tesame met die massa van enige sleepwa of sleepwaens wat deur sodanige voertuig getrek word—	
(i) hoogstens 450 kg is.....	40,95
(ii) meer as 450 kg, maar hoogstens 2 700 kg is.....	44,10
(iii) meer as 2 700 kg, maar hoogstens 4 500 kg is.....	48,15
(iv) meer as 4 500 kg is.....	54,00
(v) meer as 4 500 kg is en mits die drywer in besit is van 'n ekstra swaar-voertuiglisensie.....	57,60

	In the municipal area of East London	In all other areas
	Per hour R	Per hour R
Grade II employee, qualified.....	0,73	0,80
Grade II employee, unqualified— during the first three months' experience	0,68	0,75
during the second three months' ex- perience.....	0,71	0,78
Grade III employee, male, qualified—		
18 years old or over.....	0,69	0,76
under 18 years.....	0,57	0,63
Grade III employee, male, unqualified—		
18 years old or over.....	0,68	0,75
under 18 years.....	0,55	0,62
Grade III employee, female, qualified....	0,56	0,62
Grade III employee, female, unqualified..	0,54	0,60
Lacquering machine operator, qualified..	1,24	1,24
Lacquering machine operator, unqualified— during the first years' experience.....	1,09	1,09
during the second years' experience....	1,17	1,17
Line leader.....	0,86	0,94
Mobile hoist operator, qualified.....	0,84	0,92
Mobile hoist operator, unqualified.....	0,80	0,87
Power crane operator.....	0,84	0,92
Setter-up.....	1,27	1,27
Supervisor.....	0,86	0,94

	In the municipal area of East London	In all other areas
	Per week R	Per week R
Watchman.....	37,41	40,95

	In all areas Per week R
Driver of a motor vehicle, the unladen mass of which together with that of any trailer or trailers drawn by such vehicle—	
(i) does not exceed 450 kg.....	40,95
(ii) exceeds 450 kg, but does not exceed 2 700 kg....	44,10
(iii) exceeds 2 700 kg, but does not exceed 4 500 kg...	48,15
(iv) exceeds 4 500 kg.....	54,00
(v) exceeds 4 500 kg and provided the driver is in possession of an extra heavy duty licence.....	57,60

INHOUD

No.	Bladsy No.	Staats- koerant No.
Arbeid, Departement van Goewermentskennisgewing		
R. 116 Wet op die Reëling van Swart Arbeids- verhoudinge (1953): Metaalhouer- en Aan- verwante Produktenywerheid.....	1	6283

CONTENTS

No.	Page No.	Gazette No.
Labour, Department of Government Notice		
R. 116 Black Labour Relations Regulation Act (1953): Metal Containers and Allied Products Industry.....	1	6283