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GOVERNMENT NOTICES

**DEPARTMENT OF MANPOWER
UTILISATION**

R.879]

[1 May 1981

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND
METALLURGICAL INDUSTRIES

EXTENSION OF MAIN AGREEMENT

I, STEPHANUS PETRUS BOTHA, Minister of Manpower Utilisation, hereby in terms of section 48 (4) (a) (i) of the Industrial Conciliation Act, 1956, extend the periods fixed in Government Notices R.1329 of 27 June 1980 and R.295 of 20 February 1981, by a further period of twelve months ending 30 June 1982.

S. P. BOTHA,
Minister of Manpower Utilisation

GOEWERMENTSKENNISGEWINGS

**DEPARTEMENT VAN
MANNEKRAGBENUTTING**

R.879]

[1 Mei 1981

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN
METALLURGIESE NYWERHEID

VERLENGING VAN HOOFOOREENKOMS

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekragebenutting, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Nywerheidsversoening, 1956, die tydperke vasgestel in Goewermentskennisgewings R.1329 van 27 Junie 1980 en R.295 van 20 Februarie 1981, met 'n verdere tydperk van twaalf maande wat op 30 Junie 1982 eindig.

S. P. BOTHA,
Minister van Mannekragebenutting

R.880]

[1 May 1981

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND
METALLURGICAL INDUSTRIES

AMENDMENT OF MAIN AGREEMENT

I, STEPHANUS PETRUS BOTHA, Minister of Manpower Utilisation, hereby—

- (a) In terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industry, shall be binding with effect from 1 May 1981 and for the period ending 30 June 1982, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions;
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement shall be binding with effect from 1 May 1981 and for the period ending 30 June 1982, 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 1 May 1981 and for the period ending 30 June 1982, the provisions of the Amending Agreement shall *mutatis mutandis* be binding upon all persons who are not employees and who are 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 such persons in their employ.

S. P. BOTHA,
Minister of Manpower Utilisation

SCHEDULE

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

AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, 1956, made and entered into by and between the
Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association

R.880]

[1 Mei 1981

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN
METALLURGIESE NYWERHEID

WYSIGING VAN HOOFOOREENKOMS

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekrachtbenutting, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, met ingang van 1 Mei 1981 en vir die tydperk wat op 30 Junie 1982 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is;
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van 1 Mei 1981 en vir die tydperk wat op 30 Junie 1982 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 die Wysigingsooreenkoms met ingang van 1 Mei 1981 en vir die tydperk wat op 30 Junie 1982 eindig, in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, *mutatis mutandis* bindend is vir alle persone wat nie werknemers is nie en wat in diens is in genoemde Nywerhede by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van sodanige persone in hul diens.

S. P. BOTHA,
Minister van Mannekrachtbenutting

BYLAE

NASIONALE NYWERHEIDSVERSOENING, 1956, GESLUIT DEUR EN AANGEGAAN TUSSEN DIE

OOREENKOMS

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association

Electronics and Telecommunications Industries Association
 Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
 Fire Protection Industries Association of South Africa
 Gate and Fence Manufacturers' Association of the Transvaal
 Heavy Engineering Manufacturers' Association
 Lift Engineering Association of South Africa
 Light Engineering Industries Association of South Africa
 Materials Handling Association
 Natal Engineering Industries Association
 Non-Ferrous Metal Industries Association of South Africa
 Plastics Manufacturers' Association of South Africa
 Port Elizabeth Engineers' Association
 Precision Manufacturing Engineers' Association
 Pressure Vessel Manufacturers' Association of South Africa
 Sheetmetal Industries Association of South Africa
 S.A. Agricultural and Irrigation Machinery Manufacturers' Association
 S.A. Association of Shipbuilders and Repairers
 S.A. Burglar Alarm Systems Association
 S.A. Electro-Plating Industries Association
 S.A. Fasteners Manufacturers' Association
 S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
 S.A. Machine Tool Manufacturers' Association
 S.A. Production Founders' Association
 S.A. Reinforced Concrete Engineers' Association
 S.A. Tube Makers' Association
 S.A. Wire and Wire Rope Manufacturers' Association
 S.A. Wrought Non-Ferrous Metal Manufacturers' Association
 Transvaal and Orange Free State Foundry Association

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

Amalgamated Engineering Union of South Africa
 Amalgamated Society of Woodworkers of South Africa
 Electrical and Allied Trades Union of South Africa
 Electrical and Allied Workers' Union of South Africa
 Engineering Industrial Workers' Union of South Africa
 Iron Moulders' Society of South Africa
 National Union of Engineering Industrial and Allied Workers
 Radio, Television, Electronics 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 the parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry,

to amend the Iron, Steel, Engineering and Metallurgical Industries Main Agreement, published under Government Notice R.1329 of 27 June 1980, as amended by Government Notice R.295 of 20 February 1981, as follows:

A. PART I

1. SECTION 1.—SCOPE OF APPLICATION OF AGREEMENT

(1) After (2) (o) add the following:

- “(p) (i) Manufacture by mass production methods from sheetmetal of a gauge not heavier than 2,108 mm of—
- (aa) commercial, plain or lithographed containers for packing of general merchandise but excluding the manufacture of such containers by any person for the packaging of his own products;
 - (ab) bottle, jar and other container closures;
 - (ac) plain or lithographed metal toys;
 - (ad) plain or lithographed display tablets;
- (ii) manufacture of plain or lithographed rigid and/or collapsible tubes from non-ferrous metal slugs. For the purposes of this subparagraph, “rigid tube” shall mean a container.
- For the purposes of subparagraphs (i) and (ii), a “container” shall mean a plain or lithographed article designed for the packing for transport or sale of products and capable

Electronics and Telecommunications Industries Association
 Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
 Fire Protection Industries Association of South Africa
 Gate and Fence Manufacturers' Association of the Transvaal
 Heavy Engineering Manufacturers' Association
 Lift Engineering Association of South Africa
 Light Engineering Industries Association of South Africa
 Materials Handling Association
 Natal Engineering Industries Association
 Non-Ferrous Metal Industries Association of South Africa
 Plastics Manufacturers' Association of South Africa
 Port Elizabeth Engineers' Association
 Precision Manufacturing Engineers' Association
 Pressure Vessel Manufacturers' Association of South Africa
 Sheetmetal Industries Association of South Africa
 S.A. Agricultural and Irrigation Machinery Manufacturers' Association
 S.A. Association of Shipbuilders and Repairers
 S.A. Burglar Alarm Systems Association
 S.A. Electro-Plating Industries Association
 S.A. Fasteners Manufacturers' Association
 S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
 S.A. Machine Tool Manufacturers' Association
 S.A. Production Founders' Association
 S.A. Reinforced Concrete Engineers' Association
 S.A. Tube Makers' Association
 S.A. Wire and Wire Rope Manufacturers' Association
 S.A. Wrought Non-Ferrous Metal Manufacturers' Association
 Transvaal and Orange Free State Foundry Association

(hierna die „werkgewers” of die „werkgewersorganisasies” genoem), aan die een kant, en die

Amalgamated Engineering Union of South Africa
 Amalgamated Society of Woodworkers of South Africa
 Electrical and Allied Trades Union of South Africa
 Electrical and Allied Workers' Union of South Africa
 Engineering Industrial Workers' Union of South Africa
 Iron Moulders' Society of South Africa
 National Union of Engineering Industrial and Allied Workers
 Radio, Television, Electronics and Allied Workers' Union
 S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
 S.A. Electrical Workers' Association
 S.A. Engine Drivers', Firemen's and Operators' Association
 S.A. Yster-, Staal- en Verwante Nywerhede-Unie

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

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

om die Hoofooreenkoms van die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede, gepubliseer by Goewermentskennisgewing R.1329 van 27 Junie 1980, soos gewysig by Goewermentskennisgewing R.295 van 20 Februarie 1981, soos volg te wysig:

A. DEEL I

1. KLOUSULE 1.—TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Voeg die volgende by ná (2) (o):

- „(p) (i) die vervaardiging deur middel van massaproduksiemetodes uit plaatmetaal met 'n dikte nie swaarder as 2,108 mm nie van—
- (aa) kommersiële, gewone of gelitografeerde houers vir die verpakking van algemene handelsware, maar nie die vervaardiging van sodanige houers deur iemand vir die verpakking van sy eie produkte nie;
 - (ab) deksels vir bottels, flesse en ander houers;
 - (ac) gewone of gelitografeerde metaalspeelgoed;
 - (ad) gewone of gelitografeerde vertoonplatte;
- (ii) die vervaardiging van gewone of gelitografeerde vaste en/of voubare buise uit nie-ysterhoudende metaalklompe. Vir die toepassing van hierdie subparagraaf beteken „vaste buis” 'n houer.
- Vir die toepassing van subparagraawe (i) en (ii) beteken 'n „houer” 'n gewone of gelitografeerde artikel wat ontwerp is vir die verpakking van produkte wat vervoer of verkoop

of being closed by means of a lid or cap or any other type of closure;

- (q) the manufacture from tinplate not exceeding 0,1416 mm of trunks and other containers designed to hold personal effects, sporting kit, tools and documents, and other lines manufactured principally from such tinplate.”
- (2) In subsection (4) substitute:
- (a) For the period 1 May 1981 to 30 June 1981, the amount “R429,00” for the amount “R403,65”.
- (b) From 1 July 1981 the amount “R479,70” for the amount “R429,00”.

2. SECTION 11.—PAYMENT FOR CERTAIN PUBLIC HOLIDAYS

- (1) For the words “Easter Monday”, wherever they occur in subsections (1) and (3), substitute the words “Family Day”.
- (2) For the words “the Day of the Covenant”, wherever they occur in subsections (1) and (3), substitute the words “Day of the Vow”.
- (3) For the words “Boxing Day”, wherever they occur in subsections (1) and (3), substitute the words “Day of Goodwill”.

3. Insert the following section after section 11:
“11BIS.—SPECIAL PROVISIONS RELATING TO 31 MAY
1981 AND 1 JUNE 1981

Notwithstanding anything to the contrary contained in this Agreement, the ordinary provisions of this Agreement relating to Sundays shall apply to Sunday 31 May 1981 (Republic Day) and the provisions of this Agreement relating to paid public holidays shall apply to 1 June 1981.”

4. SECTION 12.—LEAVE PAY

- (1) In subsection (3) (c)—
- (a) For the words “Easter Monday” substitute the words “Family Day”;
- (b) for the words “the Day of the Covenant” substitute the words “Day of the Vow”;
- (c) for the words “Boxing Day” substitute the words “Day of Goodwill”.

5. SECTION 14.—LEAVE BONUS

- (1) Substitute the following for the existing table in subsection (1):
“FOR THE PERIOD 1 MAY 1981 TO 30 JUNE 1981

	First leave cycle	Second leave cycle	Third leave cycle	Fourth or more leave cycles
Where the employee's scheduled rate does not exceed 99c per hour and employees employed on watchman's work	R 48	R 57	R 65	R 72
Where the employee's scheduled rate exceeds 99c per hour but does not exceed 143,5c per hour	68	80	92	105
Where the employee's scheduled rate exceeds 143,5c per hour but does not exceed 170,5c per hour	145	165	185	206
Where the employee's scheduled rate exceeds 170,5c per hour but does not exceed 184c per hour ..	165	187	208	231
Where the employee's scheduled rate exceeds 184c per hour but does not exceed 219,5c per hour ...	234	265	296	329
Where the employee's scheduled rate exceeds 219,5c per hour	256	292	327	364

moet word en wat met 'n deksel of doppie of ander soort prop toegemaak kan word;

- (q) die vervaardiging uit tinplaat van hoogstens 0,1416 mm van koffers en ander houers wat ontwerp is om persoonlike besittings, sportuitrusting, gereedskap en dokumente te bevat, en van ander ware wat hoofsaaklik uit sodanige tinplaat vervaardig is.”
- (2) In subklousule (4) vervang:
- (a) Vir die tydperk 1 Mei 1981 tot 30 Junie 1981, die syfer „R403,65” deur die syfer „R429,00”.
- (b) Vanaf 1 Julie 1981 die syfer „R429,00” deur die syfer „R479,70”.

2. KLOUSULE 11.—BETALING VIR SEKERE OPENBARE VAKANSIEDAE

- (1) Vervang die woord „Paasmaandag” oral waar dit in subklousule (1) en (3) voorkom deur die woord „Gesinsdag”.
- (2) Vervang die woorde „the Day of the Covenant” oral waar dit in subklousules (1) en (3) in die Engelse teks voorkom deur die woorde „Day of the Vow”.
- (3) Vervang die woord „Gesinsdag” oral waar dit in subklousules (1) en (3) voorkom deur die woord „Welwillendheidsdag”.

3. Voeg die volgende klousule in na klousule 11:
„11 BIS.—SPESIALE BEPALINGS BETREFFENDE 31 MEI
1981 EN 1 JUNIE 1981

Ondanks andersluidende bepalings in hierdie Ooreenkoms, is die gewone bepalings van hierdie Ooreenkoms betreffende Sondae van toepassing op Sondag 31 Mei 1981 (Republiekdag) en is die bepalings van hierdie Ooreenkoms betreffende openbare vakansiedae met besoldiging van toepassing op 1 Junie 1981.”

4. KLOUSULE 12.—VERLOFBESOLDIGING

- (1) In subklousule (3) (c)—
- (a) vervang die woord „Paasmaandag” deur die woord „Gesinsdag”;
- (b) vervang die woorde „the Day of the Covenant” in die Engelse teks deur die woorde „Day of the Vow”;
- (c) vervang die woord „Gesinsdag” deur die woord „Welwillendheidsdag”.

5. KLOUSULE 14.—VERLOFBONUS

- (1) In subklousule (1), vervang die bestaande tabel deur die volgende:
„VIR DIE TYDPERK 1 MEI 1981 TOT 30 JUNIE 1981

	Eerste verlof- siklus	Tweede verlof- siklus	Derde verlof- siklus	Vierde of latere verlof- siklus
Waar die werknemer se gelyste loon hoogstens 99c per uur is en werknemers in diens as wagte	R 48	R 57	R 65	R 72
Waar die werknemer se gelyste loon meer as 99c per uur maar hoogstens 143,5c per uur is	68	80	92	105
Waar die werknemer se gelyste loon meer as 143,5c per uur maar hoogstens 170,5c per uur is	145	165	185	206
Waar die werknemer se gelyste loon meer as 170,5c per uur maar hoogstens 184c per uur is	165	187	208	231
Waar die werknemer se gelyste loon meer as 184c per uur maar hoogstens 219,5c per uur is	234	265	296	329
Waar die werknemer se gelyste loon meer as 219,5c per uur is	256	292	327	364

FROM 1 JULY 1981

	First leave cycle	Second leave cycle	Third leave cycle	Fourth or more leave cycles
	R	R	R	R
Where the employee's scheduled rate does not exceed 113c per hour and employees employed on watchman's work	55	65	74	82
Where the employee's scheduled rate exceeds 113c per hour but does not exceed 161,5c per hour ...	76	90	104	119
Where the employee's scheduled rate exceeds 161,5c per hour but does not exceed 192,5c per hour ..	164	186	208	233
Where the employee's scheduled rate exceeds 192,5c per hour but does not exceed 207c per hour ..	183	209	233	258
Where the employee's scheduled rate exceeds 207c per hour but does not exceed 245,5c per hour ...	261	296	331	367
Where the employee's scheduled rate exceeds 245,5c per hour	283	322	361	402"

VANAF 1 JULIE 1981

	Eerste verlof- siklus	Tweede verlof- siklus	Derde verlof- siklus	Vierde of latere verlof- siklus
	R	R	R	R
Waar die werknemer se gelyste loon hoogstens 113c per uur is en werknemers in diens as wagte ..	55	65	74	82
Waar die werknemer se gelyste loon meer as 113c per uur maar hoogstens 161,5c per uur is	76	90	104	119
Waar die werknemer se gelyste loon meer as 161,5c per uur maar hoogstens 192,5c per uur is	164	186	208	233
Waar die werknemer se gelyste loon meer as 192,5c per uur maar hoogstens 207c per uur is	183	209	233	258
Waar die werknemer se gelyste loon meer as 207c per uur maar hoogstens 245,5c per uur is	261	296	331	367
Waar die werknemer se gelyste loon meer as 245,5c per uur is	283	322	361	402"

(2) In subklousule (2) (a), vervang die bestaande tabel deur die volgende:

„VIR DIE TYDPERK 1 MEI 1981 TOT 30 JUNIE 1981

Vakleerlinge.—'n Jaarlikse verlofbonus bereken op die datum waarop daar vir die verlof met besoldiging in die eerste, tweede, derde en vierde verlofsiklus gekwalifiseer word terwyl hulle vakleerlinge is:

	R
Eerste verlofsiklus	119
Tweede verlofsiklus	145
Derde verlofsiklus	164
Vierde verlofsiklus	255

VANAF 1 JULIE 1981

Vakleerlinge.—'n Jaarlikse verlofbonus bereken op die datum waarop daar vir die verlof met besoldiging in die eerste, tweede, derde en vierde verlofsiklus gekwalifiseer word terwyl hulle vakleerlinge is:

	R
Eerste verlofsiklus	130
Tweede verlofsiklus	159
Derde verlofsiklus	180
Vierde verlofsiklus	280."

(3) In subklousule (2) (b), vervang die bestaande tabel deur die volgende:

„VIR DIE TYDPERK 1 MEI 1981 TOT 30 JUNIE 1981

Die dryf van voertuie (vervoer buite die bedryfsinrigting—voertuie wat op openbare paaie gedryf word).—Jaarlikse verlofbonus bereken pro rata volgens die verlofkwalifikasie vir werk voltooi ná die datum waarop die werknemer laas vir sy verlof met besoldiging gekwalifiseer het of die datum van sy indiensneming, naamlik die jongste datum.

Drywers van voertuie gemagtig om 'n loonvrag van hoogstens die volgende te dra:

	R
907 kg	88
Meer as 907 kg en tot en met 2 722 kg	107
Meer as 2 722 kg en tot en met 4 536 kg	121
Meer as 4 536 kg	191

VANAF 1 JULIE 1981

Die dryf van voertuie (vervoer buite die bedryfsinrigting—voertuie wat op openbare paaie gedryf word).—Jaarlikse verlofbonus bereken pro rata volgens die verlofkwalifikasie vir werk voltooi ná die datum waarop die werknemer laas vir sy verlof met besoldiging gekwalifiseer het of die datum van sy indiensneming, naamlik die jongste datum.

(2) Substitute the following for the existing table in subsection (2) (a):

“FOR THE PERIOD 1 MAY 1981 TO 30 JUNE 1981

Apprentices.—A leave bonus per annum calculated at date of qualification for the paid leave in first, second, third and fourth leave cycles whilst they are apprentices:

	R
First leave cycle	119
Second leave cycle	145
Third leave cycle	164
Fourth leave cycle	255

FROM 1 JULY 1981

Apprentices.—A leave bonus per annum calculated at date of qualification for the paid leave in first, second, third and fourth leave cycles whilst they are apprentices:

	R
First leave cycle	130
Second leave cycle	159
Third leave cycle	180
Fourth leave cycle	280."

(3) Substitute the following for the existing table in subsection (2) (b):

“FOR THE PERIOD 1 MAY 1981 TO 30 JUNE 1981

Vehicle driving (external transport—vehicles driven on public roads).—Leave bonus per annum calculated pro rata to the leave qualifications completed after the date on which the employee last qualified for his paid leave, or the date of his engagement, whichever is the later.

Driver of vehicles authorised to carry a pay-load of up to and including:

	R
907 kg	88
Over 907 kg and up to 2 722 kg	107
Over 2 722 kg and up to 4 536 kg	121
Over 4 536 kg	191

FROM 1 JULY 1981

Vehicle driving (external transport—vehicles driven on public roads).—Leave bonus per annum calculated pro rata to the leave qualifications completed after the date on which the employee last qualified for his paid leave, or the date of his engagement, whichever is the later.

Driver of vehicles authorised to carry a pay-load of up to and including:

	R
907 kg	99
Over 907 kg and up to 2 722 kg	121
Over 2 722 kg and up to 4 536 kg	136
Over 4 536 kg	214"

6. SECTION 15.—ANNUAL SHUT DOWN

For the phrase "Boxing Day" substitute the phrase "the Day of Goodwill" wherever it occurs in subsection (4).

7. SECTION 16.—ALLOWANCES

In subsection (A) (4):—

- (a) For the period 1 May 1981 to 30 June 1981, substitute:
- the figure "R8,45" for the figure "R8,00";
 - the figure "R7,90" for the figure "R7,50";
 - the figure "R3,20" for the figure "R3,00".
- (b) From 1 July 1981 substitute:
- the figure "R9,30" for the figure "R8,45";
 - the figure "R8,90" for the figure "R7,90";
 - the figure "R3,60" for the figure "R3,20".

B PART II

1. SECTION 1.—WAGES AND/OR EARNINGS

Substitute the following for subsection (1):

"FOR THE PERIOD 1 MAY 1981 TO 30 JUNE 1981

- (1) (a) Every employee who on 1 May 1981 is employed by an employer on work classified in the Agreement shall, whilst in the employ of the same employer and whether or not his actual rate of pay immediately prior to the said date was in excess of the rate specified for his class of work in this Agreement, be paid not less than the actual rate he was receiving immediately prior to the said date plus, as a guaranteed personal minimum increase, an additional amount for his class of work, as follows:

Class of work	Amount per hour c
Rate A and A1	16
Rate AA:	
Employees in their first six months of continuous service on the above date	12
Employees in their second six months of continuous service on the above date	13
Employees with more than 12 months' continuous service on the above date	13
Rate AB	13
Rate B	13
Rate C	13
Rate D	13
Rate DD	11
Rate DDD	9
Rate E	9
Rate F	8
Rate G	7
Rates H and I	7

SCHEDULE F

Group Z	16
Group Y	13
Vehicle driving:	
Internal transport (i.e. not driven on public roads):	
(a) Vehicles which would, if driven on public roads, require a light motor vehicle driving licence: Gross mass of vehicle up to 3 500 kg	8
(b) Vehicles which would, if driven on public roads, require a heavy vehicle driving licence: Gross mass of vehicle over 3 500 kg and up to 13 600 kg	8
(c) Vehicles which would, if driven on public roads, require an extra heavy motor vehicle driving licence: Gross mass of vehicle over 13 600 kg	9

Drywers van voertuie gemagtig om 'n loonvrag van hoogstens die volgende te dra:

	R
907 kg	99
Meer as 907 kg en tot en met 2 722 kg	121
Meer as 2 722 kg en tot en met 4 536 kg	136
Meer as 4 536 kg	214"

6. KLOUSULE 15.—JAARLIKSE SLUITING

In subklousule (4), vervang die woord „Gesinsdag” oral waar dit voorkom deur die woord „Welwillendheidsdag”.

7. KLOUSULE 16.—TOELAES

In subklousule A (4) vervang:

- (a) Vir die tydperk 1 Mei 1981 tot 30 Junie 1981, vervang:
- die syfer „R8,00” deur die syfer „R8,45”;
 - die syfer „R7,50” deur die syfer „R7,90”;
 - die syfer „R3,00” deur die syfer „R3,20”.
- (b) Vanaf 1 Julie 1981, vervang:
- die syfer „R8,45” deur die syfer „R9,30”;
 - die syfer „R7,90” deur die syfer „R8,90”;
 - die syfer „R3,20” deur die syfer „R3,60”.

B DEEL II

1. KLOUSULE 1.—LONE EN/OF VERDIENSTE

Vervang subklousule (1) deur die volgende:

„VIR DIE TYDPERK 1 MEI 1981 TOT 30 JUNIE 1981

- (1) (a) 'n Werknemer wat op 1 Mei 1981 by 'n werkgever in diens is vir die verrigting van werk wat in die Ooreenkoms ingedeel is, moet, terwyl hy in diens van dieselfde werkgever is en afgesien daarvan of sy werklike loon onmiddellik voor genoemde datum hoër was as die loon wat vir sy klas werk in hierdie Ooreenkoms gespesifiseer is, minstens die werklike loon betaal word wat hy onmiddellik voor genoemde datum ontvang het, plus, as 'n gewaarborgde persoonlike minimum verhoging, die volgende addisionele bedrag vir sy klas werk:

Klas werk	Bedrag per uur c
Loon A en A1	16
Loon AA:	
Werknemers in hul eerste ses maande ononderbroke diens op bogenoemde datum	12
Werknemers in hul tweede ses maande ononderbroke diens op bogenoemde datum	13
Werknemers met meer as 12 maande ononderbroke diens op bogenoemde datum	13
Loon AB	13
Loon B	13
Loon C	13
Loon D	13
Loon DD	11
Loon DDD	9
Loon E	9
Loon F	8
Loon G	7
Lone H en I	7

BYLAE F

Groep Z	16
Groep Y	13
Voertuie dryf:	
Binnevervoer (d.w.s. wat nie op openbare paaie gedryf word nie):	
(a) Voertuie wat, indien hulle op openbare paaie gedryf word, 'n rybewys vir 'n ligte motorvoertuig sal vereis: Bruto massa van voertuig tot en met 3 500 kg	8
(b) Voertuie wat, indien hulle op openbare paaie gedryf word, 'n rybewys vir 'n swaar motorvoertuig sal vereis: Bruto massa van voertuig oor 3 500 kg en tot en met 13 600 kg	8
(c) Voertuie wat, indien hulle op openbare paaie gedryf word, 'n rybewys vir 'n ekstra swaar motorvoertuig sal vereis: Bruto massa van voertuig oor 13 600 kg	9

External transport:

Driving of any other vehicle authorised to carry a pay-load:	
Up to and including 1 000 kg	8
Over 1 000 kg and up to 3 000	8
Over 3 000 kg and up to 4 500 kg	10
Over 4 500 kg and up to 6 500 kg	11
Over 6 500 kg	11

Watchman's work *Per week*
R3,15

- (b) Notwithstanding the provisions of subsection (1) (a) the guaranteed personal minimum increase shall not apply to employees in Groups IX, VI, V, IV, III, II and I in Schedule F.

Provided that—

- (i) the additional amount payable in terms of this subsection to an employee for his class of work may be reduced by the amount of any increase or increases granted to such employee on or subsequent to 10 March 1981.
- (ii) any employee who was engaged after 10 March 1981 at a rate of pay not less than the rate of pay prescribed for his class of work as at 1 May 1981, shall not be entitled to be paid the additional amount specified in this subsection for his class of work;
- (iii) no employer shall reduce the rate of pay of any employee to whom an increase in excess of the additional amount specified in this subsection for his class of work has been awarded on or subsequent to 10 March 1981 and no employee shall be paid wages at a rate less than the rate for his class of work specified in this Agreement.

FROM 1 JULY 1981

- (1) (a) Every employee who on 1 July 1981 is employed by an employer on work classified in the Agreement shall, whilst in the employ of the same employer and whether or not his actual rate of pay immediately prior to the said date was in excess of the rate specified for his class of work in this Agreement, be paid not less than the actual rate he was receiving immediately prior to the said date plus, as a guaranteed personal minimum increase, an additional amount for his class of work, as follows:

<i>Class of work</i>	<i>Amount per hour</i>
Rate A and A1	32
Rate AA:	
Employees in their first six months of continuous service on the above date	24
Employees in their second six months of continuous service on the above date	26
Employees with more than 12 months' continuous service on the above date	26
Rate AB	26
Rate B	26
Rate C	26
Rate D	26
Rate DD	22
Rate DDD	18
Rate E	17
Rate F	14
Rate G	14
Rates H and I	14

SCHEDULE F

Group Z	32
Group Y	26
Vehicle driving:	
<i>Internal transport (i.e. not driven on public roads):</i>	
(a) Vehicles which would, if driven on public roads, require a light motor vehicle driving licence: Gross mass of vehicle up to 3 500 kg.	14
(b) Vehicles which would, if driven on public roads, require a heavy vehicle driving licence: Gross mass of vehicle over 3 500 kg and up to 13 600 kg	16
(c) Vehicles which would, if driven on public roads, require an extra heavy motor vehicle driving licence: Gross mass of vehicle over 13 600 kg	18

Buitevervoer:

Enige ander voertuig dryf wat gelisensieer is om 'n loonvrag tot en met die volgende perke te vervoer:

Tot 1 000 kg	8
Meer as 1 000 kg tot en met 3 000 kg	8
Meer as 3 000 kg tot en met 4 500 kg	10
Meer as 4 500 kg tot en met 6 500 kg	11
Meer as 6 500 kg	11

Per week

- Werk van 'n wag R3,15
- (b) Ondanks subklousule (1) (a), is die gewaarborgde persoonlike minimum verhoging nie van toepassing op werknemers in Groepe IX, VI, V, IV, III, II en I in Bylae F nie.

Met dien verstande dat—

- (i) die addisionele bedrag ingevolge hierdie subklousule betaalbaar aan 'n werknemer vir sy klas werk, verminder kan word met die bedrag van 'n verhoging wat op of na 10 Maart 1981 aan sodanige werknemer toegestaan is;
- (ii) 'n werknemer wat na 10 Maart 1981 in diens geneem is teen 'n tarief van besoldiging van minstens die tarief van besoldiging wat vir sy klas werk voorgeskryf is op 1 Mei 1981 nie geregtig is op die ontvangs van die addisionele bedrag wat in hierdie subklousule vir sy klas werk gespesifiseer is nie;
- (iii) geen werkgewer die tarief van besoldiging van 'n werknemer aan wie 'n verhoging op of na 10 Maart 1981 toegestaan is wat hoër is as die addisionele bedrag in hierdie subklousule vir sy klas werk gespesifiseer, mag verminder nie, en aan geen werknemer lone teen 'n tarief laer as die tarief vir sy klas werk in hierdie Ooreenkoms gespesifiseer, betaal mag word nie.

VANAF 1 JULIE 1981

- (1) (a) 'n Werknemer wat op 1 Julie 1981 by 'n werkgewer in diens is vir die verrigting van werk wat in die Ooreenkoms ingedeel is, moet, terwyl hy in diens van dieselfde werkgewer is en afgesien daarvan of sy werklike loon onmiddellik voor genoemde datum hoër was as die loon wat vir sy klas werk in hierdie Ooreenkoms gespesifiseer is, minstens die werklike loon betaal word wat hy onmiddellik voor genoemde datum ontvang het, plus, as 'n gewaarborgde persoonlike minimum verhoging, die volgende addisionele bedrag vir sy klas werk:

<i>Klas werk</i>	<i>Bedrag per uur</i>
Loon A en A1	32
Loon AA:	
Werknemers in hul eerste ses maande ononderbroke diens op bogenoemde datum	24
Werknemers in hul tweede ses maande ononderbroke diens op bogenoemde datum	26
Werknemers met meer as 12 maande ononderbroke diens op bogenoemde datum	26
Loon AB	26
Loon B	26
Loon C	26
Loon D	26
Loon DD	22
Loon DDD	18
Loon E	17
Loon F	14
Loon G	14
Lone H en I	14

BYLAE F

Groep Z	32
Groep Y	26
Voertuie dryf:	
<i>Binnevervoer (d.w.s. wat nie op openbare paaie gedryf word nie):</i>	
(a) Voertuie wat, indien hulle op openbare paaie gedryf word, 'n rybewys vir 'n ligte motorvoertuig sal vereis: Bruto massa van voertuig tot en met 3 500 kg	14
(b) Voertuie wat, indien hulle op openbare paaie gedryf word, 'n rybewys vir 'n swaar motorvoertuig sal vereis: Bruto massa van voertuig oor 3 500 kg en tot en met 13 600 kg	16
(c) Voertuie wat, indien hulle op openbare paaie gedryf word, 'n rybewys vir 'n ekstra swaar motorvoertuig sal vereis: Bruto massa van voertuig oor 13 600 kg	18

External transport:

Driving of any other vehicle authorised to carry a pay-load:	
Up to and including 1 000 kg	14
Over 1 000 kg and up to 3 000 kg	16
Over 3 000 kg and up to 4 500	20
Over 4 500 kg and up to 6 500 kg	22
Over 6 500 kg	22

Per week

Watchman's work R6,30

- (b) Notwithstanding the provisions of subsection (1) (a) the guaranteed personal minimum increase shall not apply to employees in Groups IX, VI, V, IV, III, II and I in Schedule F.

Provided that—

- (i) the additional amount payable in terms of this subsection to an employee for his class of work may be reduced by the amount of any increase or increases granted to such employee on or subsequent to 10 March 1981.
- (ii) any employee who was engaged after 10 March 1981 at a rate of pay not less than the rate of pay prescribed for his class of work as at 1 May 1981, shall not be entitled to be paid the additional amount specified in this subsection for his class of work;
- (iii) no employer shall reduce the rate of pay of any employee to whom an increase in excess of the additional amount specified in this subsection for his class of work has been awarded on or subsequent to 10 March 1981 and no employee shall be paid wages at a rate less than the rate for his class of work specified in this Agreement."

2. SCHEDULE G

RATE A (n.e.s.)

- (1) (a) Insert the following after operation 41:
"41 (a) Outboard/Inboard Engine Mechanic".
- (b) Substitute the following for operation 48:
"48 Universal milling and/or universal grinding and/or universal machining".
- (2) In Schedule G substitute the following:
- (a) For the period 1 May 1981 to 30 June 1981:
- In job 155 the figures "193" and "207" for the figures "182" and "195" respectively.
 - In job 165 the figures "116", "126" and "150" for the figures "108", "118" and "141" respectively.
 - In job 166 the figures "119", "126", "160", "176" and "180" for the figures "111", "118", "150", "165" and "169" respectively.
 - In job 171 the figure "R44-70" for the figure "R41-55".
 - In job 191 (a) the figures "232" and "236" for the figures "219" and "223" respectively.
 - In job 191 (b) the figures "191" and "220" for the figures "179" and "207" respectively.
- (b) From 1 July 1981:
- In job 155 the figures "216" and "232" for the figures "193" and "207" respectively.
 - In job 165 the figures "130", "142" and "168" for the figures "116", "126" and "150" respectively.
 - In job 166 the figures "133", "142", "180", "198" and "202" for the figures "119", "126", "160", "176" and "180" respectively.
 - In job 171 the figure "R51-00" for the figure "R44-70".
 - In job 191 (a) the figures "258" and "262" for the figures "232" and "236" respectively.
 - In job 191 (b) the figures "215" and "246" for the figures "191" and "220" respectively.

3. SCHEDULE D

- (1) In Division D/4—
- (a) For the period 1 May 1981 to 30 June 1981, substitute the figures "124", "159", "191" and "204" for the figures "118", "150", "180" and "192" respectively in job 1.
- (b) From 1 July 1981, substitute the figures "139", "177", "212" and "226" for the figures "124", "159", "191" and "204" respectively in job 1.
- (2) In Division D/12—
- (a) For the period 1 May 1981 to 30 June 1981, substitute the figure "190" for the figure "176" where it appears under the heading "Probationary periods and rates of pay therefor".
- (b) From 1 July 1981, substitute the figure "208" for the figure "190" where it appears under the heading "Probationary periods and rates of pay therefor".

Buitevervoer:

Enige ander voertuig dryf wat gelisensieer is om 'n loonvrag tot en met die volgende perke te vervoer:

Tot 1 000 kg	14
Meer as 1 000 kg tot en met 3 000 kg	16
Meer as 3 000 kg tot en met 4 500 kg	20
Meer as 4 500 kg tot en met 6 500 kg	22
Meer as 6 500 kg	22

Per week

Werk van 'n wag R6,30

- (b) Ondanks subklousule (1) (a), is die gewaarborgde persoonlike minimum verhoging nie van toepassing op werknemers in Groepe IX, VI, V, IV, III, II en I in Bylae F nie.

Met dien verstande dat—

- (i) die addisionele bedrag ingevolge hierdie subklousule betaalbaar aan 'n werknemer vir sy klas werk, verminder kan word met die bedrag van 'n verhoging wat op of na 10 Maart 1981 aan sodanige werknemer toegestaan is;
- (ii) 'n werknemer wat na 10 Maart 1981 in diens geneem is teen 'n tarief van besoldiging van minstens die tarief van besoldiging wat vir sy klas werk voorgeskryf is op 1 Mei 1981 nie geregtig is op die ontvangs van die addisionele bedrag wat in hierdie subklousule vir sy klas werk gespesifiseer is nie;
- (iii) geen werkgewer die tarief van besoldiging van 'n werknemer aan wie 'n verhoging op of na 10 Maart 1981 toegestaan is wat hoër is as die addisionele bedrag in hierdie subklousule vir sy klas werk gespesifiseer, mag verminder nie, en aan geen werknemer lone teen 'n tarief laer as die tarief vir sy klas werk in hierdie Ooreenkoms gespesifiseer, betaal mag word nie."

2. BYLAE G

LOON A (n.e.v)

- (1) (a) Voeg in die volgende na werksaamheid 41:
"41 (a) Buite-/Binneboordenjinerwerktoelkundige".
- (b) Vervang werksaamheid 48 deur die volgende:
"48 Universele freeswerk en/of universele slypwerk en/of universele masjinerie".
- (2) Vervang die volgende in Bylae G:
- (a) Vir die tydperk 1 Mei 1981 tot 30 Junie 1981:
- In item 155, die syfers "182" en "195" deur onderskeidelik die syfers "193" en "207";
 - In item 165, die syfers "108", "118" en "141" deur onderskeidelik die syfers "116", "126" en "150";
 - In item 166, die syfers "111", "118", "150", "165" en "169" deur onderskeidelik die syfers "119", "126", "160", "176" en "180";
 - In item 171, die syfer "R41,55" deur die syfer "R44,70";
 - In item 191 (a), die syfers "219" en "223" deur onderskeidelik die syfers "232" en "236";
 - In item 191 (b) die syfers "179" en "207" deur onderskeidelik die syfers "191" en "220".
- (b) Vanaf 1 Julie 1981:
- In item 155 die syfers "193" en "207" deur onderskeidelik die syfers "216" en "232";
 - In item 165, die syfers "116", "126" en "150" deur onderskeidelik die syfers "130", "142" en "168";
 - In item 166, die syfers "119", "126", "160", "176" en "180" deur onderskeidelik die syfers "133", "142", "180", "198" en "202";
 - In item 171, die syfer "R44,70" deur die syfer "R51,00";
 - In item 191 (a), die syfers "232" en "236" deur onderskeidelik die syfers "258" en "262";
 - In item 191 (b), die syfers "191" en "220" deur onderskeidelik die syfers "215" en "246".

3. BYLAE D

- (1) Afdeling D/4—
- (a) Vir die tydperk 1 Mei 1981 tot 30 Junie 1981 vervang die syfers "118", "150", "180" en "192" deur onderskeidelik die syfers "124", "159", "191" en "204" in werksaamheid 1.
- (b) Vanaf 1 Julie 1981 vervang die syfers "124", "159", "191" en "204" deur onderskeidelik die syfers "139", "177", "212" en "226" in werksaamheid 1.
- (2) Afdeling D/12—
- (a) Vir die tydperk 1 Mei 1981 tot 30 Junie 1981 onder die opskrif "Proeftydperke en lone daarvoor" vervang die syfer "176" deur die syfer "190" waar dit voorkom.
- (b) Vanaf 1 Julie 1981 onder die opskrif "Proeftydperke en lone daarvoor" vervang die syfer "190" deur die syfer "208" waar dit voorkom.

(3) In Division D/13—

- (a) substitute the following for the existing heading: "NEON SIGNS AND/OR ELECTRIC AND/OR FLUORESCENT LAMP MANUFACTURING AND ASSEMBLING DIVISION".
- (b) Substitute the following for the existing preamble:

"The following operations in the assembling and/or manufacturing of neon signs and/or fluorescent lamps and/or fittings and/or components and/or hot and/or cold cathode fluorescent signs:"
- (c) In Rate C after operation 6 insert the following:

"6 (a) Setting and gas setting of electric lamp making machines including running adjustments during the manufacturing process"
- (d) In Rate G after operation 18 insert the following:

"18 (a) Assembly of caps to globes/tubes and feeding onto automatic capping machine."
- (e) In Rate G after operation 26 insert the following:

"26 (a) Component assembly of electric filament and discharge lamps by hand."

26 (b) Attending automatic assembly machines."
- (f) In Rate G after operation 32 insert the following:

"32 (a) Insertion and testing of electric lamps (n.e.s.)"
- (g) In Rate G after operation 34 insert the following:

"34 (a) Visual inspection of electric lamps including resoldering of cap connections and removal of flash"
- (h) In Rate H after operation 50 insert the following:

"50 (a) Mixing and milling paste for caps"
- (i) In Rate H after operation 51 insert the following:

"51 (a) Preparing and/or stapling boxes for packing of manufactured articles"

(4) In Division D/19—

- (a) For the period 1 May 1981 to 30 June 1981—
 - (i) in job 32 substitute the figures "277" and "294" for the figures "264" and "280" respectively;
 - (ii) in jobs 34 and 35 substitute the figure "102" for the figure "95"
- (b) From 1 July 1981—
 - (i) in job 32 substitute the figures "304" and "323" for the figures "277" and "294" respectively;
 - (ii) in jobs 34 and 35 substitute the figure "116" for the figure "102"

(5) In Division D/22—

- (a) Substitute the following for the existing preamble:

"All operations in the assembling and/or manufacturing and/or fabricating (as defined) of sheetmetal articles and/or tubular furniture involving the use of metal of 4 mm and thinner and which may include integral light metal sections of material not exceeding 7 mm thickness and up to and including 13 mm round attachments to hollowware.

For the purposes of this Division, "fabricating" includes the manufacturing of non-standard and/or custom-built articles when performed conjointly with manufacture as defined, and is confined to operations scheduled in this Division.

The classes of work scheduled in Division D/21 of this Agreement shall *mutatis mutandis* apply to any such work undertaken in Electrical Wiring operations not scheduled in this Division."
- (b) For the period 1 May 1981 to 30 June 1981—
 - (i) in jobs 71 and 101 to 105 inclusive, substitute the figure "198" for the figure "186";
 - (ii) in jobs 106 and 108 inclusive, substitute the figure "146" for the figure "137";
 - (iii) in jobs 109 to 121 inclusive, substitute the figure "106" for the figure "99";
 - (iv) in jobs 122 to 133 inclusive, substitute the figure "100" for the figure "93"
- (c) From 1 July 1981—
 - (i) in jobs 71 and 101 to 105 inclusive, substitute the figure "222" for the figure "198";
 - (ii) in jobs 106 to 108 inclusive, substitute the figure "164" for the figure "146";
 - (iii) in jobs 109 to 121 inclusive, substitute the figure "120" for the figure "106";
 - (iv) in jobs 122 to 133 inclusive, substitute the figure "114" for the figure "100"
- (6) In Division D/23—
 - (a) For the period 1 May 1981 to 30 June 1981, substitute the figures "120" and "108" for the figures "112" and "101" respectively under the heading "Probationary periods and rates of pay therefor";
 - (b) From 1 July 1981, substitute the figures "134" and "122" for the figures "120" and "108" respectively under the heading "Probationary periods and rates of pay therefor"

(3) In Afdeling D/13—

- (a) Vervang die bestaande opschrift deur die volgende: „AFDELING VIR DIE VERVAARDIGING EN MONTERING VAN NEONREKLAMEBORDE EN/OF ELEKTRIESE EN/OF FLUORESSIEERLAMPE"
- (b) Vervang die bestaande voorskrif deur die volgende:

„Die volgende werksaamhede by die vervaardiging en/of montering van neonreklameborde en/of fluoresseerlampe en/of toebehore en/of komponente en/of fluoresseerklameborde met warm en/of koue katodes:"
- (c) In loon C na werksaamheid 6 voeg die volgende by:

„6 (a) Stel en gasverstelling van elektriese lampvervaardigingsmasjiene gedurende die vervaardigingsproses met inbegrip van regstellings terwyl die masjiene loop."
- (d) In loon G na werksaamheid 18 voeg die volgende by:

„18 (a) Montering van dop aan lampe/buise en invoer tot outomatiese dophegmasjiene"
- (e) In loon G na werksaamheid 26 voeg die volgende by:

„26 (a) Komponent montering van elektriese gloeidraad en ontlaadingslampe met die hand.

26 (b) Bediening van outomatiese monteeramasjiene (n.e.v.)"
- (f) In loon G na werksaamheid 32 voeg die volgende by:

„32 (a) Inspeksie en toetsing van elektriese lampe (n.e.v.)"
- (g) In loon G na werksaamheid 34 voeg die volgende by:

„34 (a) Visuele inspeksie van elektriese lampe insluitende hersoldeerding van dopverbindinge en verwydering van flitsmetaal"
- (h) In loon H na werksaamheid 50 voeg die volgende by:

„50 (a) Vermenging en verpoeiing van pasta vir doppe"
- (i) In loon H na werksaamheid 51 voeg die volgende by:

„51 (a) Voorbereiding en/of kramming van kratte vir verpakking van vervaardigde goedere"

(4) In Afdeling D/19—

- (a) Vir die tydperk 1 Mei 1981 tot 30 Junie 1981—
 - (i) in item 32 vervang die syfers „264" en „280" deur onderskeidelik die syfers „277" en „294";
 - (ii) in item 34 en 35 vervang die syfer „95" deur die syfer „102"
- (b) Vanaf 1 Julie 1981—
 - (i) in item 32 vervang die syfers „277" en „294" deur onderskeidelik die syfers „304" en „323";
 - (ii) in item 34 en 35 vervang die syfer „102" deur die syfer „116"

(5) In Afdeling D/22—

- (a) Vervang die bestaande voorskrif deur die volgende:

„Alle werksaamhede by die montering en/of vervaardiging en/of fabrisering (soos omskryf) van plaatmetaalartikels en/of meubels van metaalbuise gemaak wat die gebruik meebring van metaal van 4 mm en dunner en wat geïntegreerde ligte metaalprofiële kan insluit van materiaal hoogstens 7 mm dik en met ronde hegstukke van tot en met 13 mm aan holware.

Vir die toepassing van hierdie Afdeling omvat „fabrisering" die vervaardiging van nie-standaard- en/of doelgeboude artikels wanneer dit geskied saam met vervaardiging soos omskryf, en is dit beperk tot werksaamhede wat in hierdie Afdeling gelys is.

Die klasse werk in Afdeling D/21 van hierdie Ooreenkoms gelys, is *mutatis mutandis* van toepassing op alle sodanige werk wat onderneem word in die werksaamhede onder Elektriese Bedrading en wat nie in hierdie Afdeling gelys is nie."
- (b) Vir die tydperk 1 Mei 1981 tot 30 Junie 1981—
 - (i) in items 71 en 101 tot en met 105 vervang die syfer „186" deur die syfer „198";
 - (ii) in items 106 tot en met 108 vervang die syfer „137" deur die syfer „146";
 - (iii) in items 109 tot en met 121 vervang die syfer „99" deur die syfer „106";
 - (iv) in items 122 tot en met 133 vervang die syfer „93" deur die syfer „100"
- (c) Vanaf 1 Julie 1981—
 - (i) in items 71 en 101 tot en met 105 vervang die syfer „198" deur die syfer „222";
 - (ii) in items 106 tot en met 108 vervang die syfer „146" deur die syfer „164";
 - (iii) in items 109 tot en met 121 vervang die syfer „106" deur die syfer „120";
 - (iv) in items 122 tot en met 133 vervang die syfer „100" deur die syfer „114"

(6) In Afdeling D/23—

- (a) Vir die tydperk 1 Mei 1981 tot 30 Junie 1981, onder die opskrif „Proeftydperke en lone daarvoor", vervang die syfers „112" en „101" deur onderskeidelik die syfers „120" en „108"
- (b) Vanaf 1 Julie 1981, onder die opskrif „Proeftydperke en lone daarvoor", vervang die syfers „120" en „108" deur onderskeidelik die syfers „134" en „122"

(7) In Division D/24—

- (a) For the period 1 May 1981 to 30 June 1981 substitute the figure "204" for the figure "192" in job 5;
- (b) From 1 July 1981 substitute the figure "228" for the figure "204" in job 5.

4. SCHEDULE E/1

(1) In Division E/21—

For the period 1 May 1981 to 30 June 1981, substitute the figures "239", "252", "259", "266" and "276" for the figures "228", "240", "247", "253" and "263", respectively in job 21.

(2) In Division E/21—

From 1 July 1981 substitute the figures "263", "277", "285", "292" and "302" for the figures "239", "252", "259", "266" and "276", respectively in job 21.

5. SCHEDULE F

(1) In Schedule F substitute the following:

(a) For the period 1 May 1981 to 30 June 1981—

- (i) the figure "3,30" for the figure "3,14" in group Z;
- (ii) the figure "2,33" for the figure "2,20" in group Y;
- (iii) the figure "2,13" for the figure "1,98" in group IX;
- (iv) the figure "1,75" for the figure "1,62" in group VI;
- (v) the figure "1,61" for the figure "1,50" in group V;
- (vi) the figure "1,48" for the figure "1,38" in group IV;
- (vii) the figure "1,35" for the figure "1,26" in group III;
- (viii) the figure "1,23" for the figure "1,15" in group II; and
- (ix) the figure "R1,12" for the figures "R1,04" and "R0,92" in group I.

(b) From 1 July 1981—

- (i) the figure "3,62" for the figure "3,30" in group Z;
- (ii) the figure "2,59" for the figure "2,33" in group Y;
- (iii) the figure "2,38" for the figure "2,13" in group IX;
- (iv) the figure "1,96" for the figure "1,75" in group VI;
- (v) the figure "1,82" for the figure "1,61" in group V;
- (vi) the figure "1,68" for the figure "1,48" in group IV;
- (vii) the figure "1,54" for the figure "1,35" in group III;
- (viii) the figure "1,40" for the figure "1,23" in group II; and
- (ix) the figure "R1,27" for the figure "R1,12" in group I.

6. TABLE OF WAGE RATES

Substitute the following for the existing table:—

"FOR THE PERIOD 1 MAY 1981 TO 30 JUNE 1981

Wage rates applicable throughout this Agreement (n.e.s.):

Rate classification	Rate per hour R
Rate A and A1	3,30
Rate AA Start	2,59
After six months' continuous employment with the same employer, inclusive of continuous employment on 1 May 1981	2,66
After 12 months' continuous employment with the same employer, inclusive of continuous employment on 1 May 1981	2,76
Rate AB	2,42
Rate B	2,33
Rate C	2,26
Rate D	2,20
Rate DD	1,71
Rate DDD	1,44
Rate E	1,33
Rate F	1,16
Rate G	1,04
Rate H	0,99
Rate I	0,99

FROM 1 JULY 1981

Wage rates applicable throughout this Agreement (n.e.s.):

Rate classification	Rate per hour R
Rate A and A1	3,63
Rate AA Start	2,83
After six months' continuous employment with the same employer, inclusive of continuous employment on 1 July 1981	2,92
After 12 months' continuous employment with the same employer, inclusive of continuous employment on 1 July 1981	3,02

(7) In Afdeling D/24—

- (a) Vir die tydperk 1 Mei 1981 tot 30 Junie 1981 vervang die syfer „192" deur die syfer „204" in item 5.
- (b) Vanaf 1 Julie 1981 vervang die syfer „204" deur die syfer „228" in item 5.

4. BYLAE E/1

(1) In Afdeling E/2—

Vir die tydperk 1 Mei 1981 tot 30 Junie 1981 vervang die syfers „228", „240", „247", „253" en „263" deur onderskeidelik die syfers „239", „252", „259", „266" en „276" in item 21.

(2) In Afdeling E/2—

Vanaf 1 Julie 1981 vervang die syfers „239", „252", „259", „266" en „276" deur onderskeidelik die syfers „263", „277", „285", „292" en „302" in item 21.

5. BYLAE F

(1) Vervang die volgende in Bylae F:

(a) Vir die tydperk 1 Mei 1981 tot 30 Junie 1981—

- (i) in groep Z, die syfer „3,14" deur die syfer „3,30";
- (ii) in groep Y, die syfer „2,20" deur die syfer „2,33";
- (iii) in groep IX, die syfer „1,98" deur die syfer „2,13";
- (iv) in groep VI, die syfer „1,62" deur die syfer „1,75";
- (v) in groep V, die syfer „1,50" deur die syfer „1,61";
- (vi) in groep IV, die syfer „1,38" deur die syfer „1,48";
- (vii) in groep III, die syfer „1,26" deur die syfer „1,35";
- (viii) in groep II, die syfer „1,15" deur die syfer „1,23";
- (ix) in groep I, die syfer „R1,04" en „R0,92" deur die syfer „R1,12".

(b) Vanaf 1 Julie 1981—

- (i) in groep Z, die syfer „3,30" deur die syfer „3,62";
- (ii) in groep Y, die syfer „2,33" deur die syfer „2,59";
- (iii) in groep IX, die syfer „2,13" deur die syfer „2,38";
- (iv) in groep VI, die syfer „1,75" deur die syfer „1,96";
- (v) in groep V, die syfer „1,61" deur die syfer „1,82";
- (vi) in groep IV, die syfer „1,48" deur die syfer „1,68";
- (vii) in groep III, die syfer „1,35" deur die syfer „1,54";
- (viii) in groep II, die syfer „1,23" deur die syfer „1,40";
- (ix) in groep I, die syfer „R1,12" deur die syfer „R1,27".

6. LOONTABEL

Vervang die bestaande table deur die volgende:

„VIR DIE TYDPERK 1 MEI 1981 TOT 30 JUNIE 1981

Lone van toepassing oral in hierdie Ooreenkoms (n.e.v.):

Loonindeling	Loon per uur R
Loon A en A1	3,30
Loon AA begin	2,59
Na ses maande ononderbroke diens by dieselfde werkge- wer, met inbegrip van ononderbroke diens op 1 Mei 1981	2,66
Na 12 maande ononderbroke diens by dieselfde werkge- wer, met inbegrip van ononderbroke diens op 1 Mei 1981	2,76
Loon AB	2,42
Loon B	2,33
Loon C	2,26
Loon D	2,20
Loon DD	1,71
Loon DDD	1,44
Loon E	1,33
Loon F	1,16
Loon G	1,04
Loon H	0,99
Loon I	0,99

VANAF 1 JULIE 1981

Lone van toepassing oral in hierdie Ooreenkoms (n.e.v.):

Loonindeling	Loon per uur R
Loon A en A1	3,62
Loon AA begin	2,83
Na ses maande ononderbroke diens by dieselfde werkge- wer, met inbegrip van ononderbroke diens op 1 Julie 1981	2,92
Na 12 maande ononderbroke diens by dieselfde werkge- wer, met inbegrip van ononderbroke diens op 1 Julie 1981	3,02

<i>Rate classification</i>	<i>Rate per hour R</i>
Rate AB	2,68
Rate B	2,59
Rate C	2,52
Rate D	2,46
Rate DD	1,93
Rate DDD	1,62
Rate E	1,50
Rate F	1,30
Rate G	1,18
Rate H	1,13
Rate I	1,13."

Signed at Johannesburg for and on behalf of the parties this 27th day of March 1981.

J. E. FAURE,
Chairman.

W. E. KIRKWOOD,
Vice-Chairman.

A. O. DE JAGER,
General Secretary.

<i>Loonindeling</i>	<i>Loon per uur R</i>
Loon AB	2,68
Loon B	2,59
Loon C	2,52
Loon D	2,46
Loon DD	1,93
Loon DDD	1,62
Loon E	1,50
Loon F	1,30
Loon G	1,18
Loon H	1,13
Loon I	1,13."

Namens die partye op hede die 27ste dag van Maart 1981 te Johannesburg onderteken.

J. E. FAURE,
Voorsitter.

W. E. KIRDWOOD,
Ondervoorsitter.

A. O. DE JAGER,
Hoofsekretaris.

R.881]

[1 May 1981

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND
METALLURGICAL INDUSTRIES

SICK PAY FUND AGREEMENT

I, STEPHANUS PETRUS BOTHA, Minister of Manpower Utilisation, hereby—

- (a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industries, shall be binding, with effect from 1 May 1981 and for the period ending 30 November 1985, 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 Amending Agreement, excluding those contained in Part II, shall be binding, with effect from 1 May 1981 and for the period ending 30 November 1985, 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 1 May 1981 and for the period ending 30 November 1985, the provisions of the Amending Agreement, excluding those contained in Part II, shall *mutatis mutandis* be binding upon all persons who are not employees and who are 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 such persons in their employ.

S. P. BOTHA,
Minister of Manpower Utilisation

SCHEDULE

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

AGREEMENT

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

Automotive Parts Production Engineers' Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa

R.881]

[1 Mei 1981

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN
METALLURGIESE NYWERHEID

SIEKTEBYSTANDSFONDSOOREENKOMS

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekragbenutting, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, met ingang van 1 Mei 1981 en vir die tydperk wat op 30 November 1985 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat genoemde Ooreenkoms aangaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is;
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in Deel II, met ingang van 1 Mei 1981 en vir die tydperk wat op 30 November 1985 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 die Wysigingsooreenkoms, uitgesonderd dié vervat in Deel II, met ingang van 1 Mei 1981 en vir die tydperk wat op 30 November 1985 eindig, in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, *mutatis mutandis* bindend is vir alle persone wat nie werknemers is nie en wat in diens is in genoemde Nywerhede by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van sodanige persone in hul diens.

S. P. BOTHA,
Minister van Mannekragbenutting

BYLAE

NASIONALE NYWERHEIDSRaad VIR DIE YSTER-, STAAL-,
INGENEURS- EN METALLURGIESE NYWERHEID

OOREENKOMS

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

Automotive Parts Production Engineers' Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
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 Association
 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
 Pressure Vessel Manufacturers' Association of South Africa
 Radio, Appliance and Television Association of South Africa
 Sheetmetal Industries Association of South Africa
 S.A. Agricultural and Irrigation Machinery Manufacturers' Association
 S.A. Association of Shipbuilders and Repairers
 S.A. Burglar Alarm Systems Association
 S.A. Electro-Plating Industries Association
 S.A. Fasteners Manufacturers' Association
 S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
 S.A. Machine Tool Manufacturers' Association
 S.A. Production Founders' Association
 S.A. 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, Electronics 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 the parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry,

to amend the Iron, Steel, Engineering and Metallurgical Industries Sick Pay Fund Agreement as published under Government Notice R.2032 of 9 October 1980, as follows:

PART I

1. SECTION 15.—GENERAL PROVISIONS RELATING TO CONTRIBUTIONS AND BENEFITS

Substitute the following for subsection 4 (g) (ii):

"engaging in hunting, racing on wheels or motorcycle rallying, including 'breakfast runs' and moto-cross;"

PART II

SCHEME A

1. SECTION 1.—MEMBERSHIP

(1) In section 1.—

(a) For the period 1 May 1981 to 30 June 1981—

- (i) in subsection (1) (a), substitute the figure "R1,44" for the figure "R1,35";
- (ii) in subsection (1) (c), substitute the figures "R2,20", "R99,00" and "R429,70" for the figures "R2,07", "R93,15" and "R403,65", respectively;

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 Association
 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
 Pressure Vessel Manufacturers' Association of South Africa
 Radio, Appliance and Television Association of South Africa
 Sheetmetal Industries Association of South Africa
 S.A. Agricultural and Irrigation Machinery Manufacturers' Association
 S.A. Association of Shipbuilders and Repairers
 S.A. Burglar Alarm Systems Association
 S.A. Electro-Plating Industries Association
 S.A. Fasteners Manufacturers' Association
 S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
 S.A. Machine Tool Manufacturers' Association
 S.A. Production Founders' Association
 S.A. 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 „werkgewersorganisasies” genoem), aan die een kant, en die

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

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

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

om die Siektebystandsfondsooreenkoms van die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, gepubliseer by Goewermentskennisgewing R.2032 van 9 Oktober 1980, soos volg te wysig:

DEEL I

1. KLOUSULE 15.—ALGEMENE BEPALINGS BETREFFENDE BYDRAES EN BYSTAND

Vervang subklausule (4) (g) (ii) deur die volgende:

„deelname aan jag, wedrenne met voertuie op wiele of motorfietsydrenne, met inbegrip van „ontbytgroepritte” en motorvieldrenne;"

DEEL II

SKEMA A

1. KLOUSULE 1.—LIDMAATSKAP

(1) In klausule 1—

(a) vir die tydperk 1 Mei 1981 tot 30 Junie 1981—

- (i) in subklausule 1 (a), vervang die syfer „R1,35” deur die syfer „R1,44”;
- (ii) in subklausule 1 (c), vervang die syfers „R2,07”, „R93,15” en „R403,65” deur onderskeidelik die syfers „R2,20”, „R99,00” en „R429,70”;

- (iii) in subsection (2), substitute the figures "R1,44", "R64,80" and "R280,80" for the figures "R1,35", "R60,75" and "R263,25", respectively;
- (b) from 1 July 1981—
- (i) in subsection (1) (a), substitute the figure "R1,62" for the figure "R1,44";
- (ii) in subsection (1) (c), substitute the figures "R2,46", "R110,70" and "R479,70" for the figures "R2,20", "R99,00" and "R429,70", respectively;
- (iii) in subsection (2), substitute the figures "R1,62", "R72,90" and "R315,90" for the figures "R1,44", "R64,80" and "R280,80", respectively.

2. SECTION 2.—CONTRIBUTIONS

In subsection (1), substitute the following for the existing table:

"FOR THE PERIOD 1 MAY 1981 TO 30 JUNE 1981

Wage group per week	Amount per week c
Over R174	30
Over R149 and up to R174	26
Over R118 and up to R149	24
Over R99 and up to R118	22
Over R81 and up to R99	19
R81 and under	14

FROM 1 JULY 1981

Wage group per week	Amount per week c
Over R188	30
Over R163 and up to R188	26
Over R130 and up to R163	24
Over R111 and up to R130	22
Over R91 and up to R111	19
R91 and under	14"

3. SECTION 3.—SICK PAY BENEFITS

In subsection (1), substitute the following for the existing table:

"FOR THE PERIOD 1 MAY 1981 TO 30 JUNE 1981

Actual wage group per week	Sick pay benefits		
	1st to 4th week	5th to 18th week	19th to 30th week
	Per week	Per week	Per week
Over R174	R 60	R 62	R 65
Over R149 and up to R174	50	51	54
Over R118 and up to R149	45	46	50
Over R99 and up to R118	37	39	42
Over R81 and up to R99	32	33	35
R81 and under	26	28	30

FROM 1 JULY 1981

Actual wage group per week	Sick pay benefits		
	1st to 4th week	5th to 18th week	19th to 30th week
	Per week	Per week	Per week
Over R188	R 60	R 62	R 65
Over R163 and up to R188	50	51	54
Over R130 and up to R163	45	46	50
Over R111 and up to R130	37	39	42
Over R91 and up to R111	32	33	35
R91 and under	26	28	30"

- (iii) in subklousule (2), vervang die syfers „R1,35“, „R60,75“ en „R263,25“ deur onderskeidelik die syfers „R1,44“, „R64,80“ en „R280,80“;
- (b) vanaf 1 Julie 1981—
- (i) in subklousule 1 (a), vervang die syfer „R1,44“ deur die syfer „R1,62“;
- (ii) in subklousule 1 (c), vervang die syfers „R2,20“, „R99,00“ en „R429,70“ deur onderskeidelik die syfers „R2,46“, „R110,70“ en „R479,70“;
- (iii) in subklousule (2), vervang die syfers „R1,44“, „R64,80“ en „R280,80“ deur onderskeidelik die syfers „R1,62“, „R72,90“ en „R315,90“.

2. KLOUSULE 2.—BYDRAES

In subklousule (1), vervang die bestaande tabel deur die volgende:

„VIR DIE TYDPERK 1 MEI 1981 TOT 30 JUNIE 1981

Loongroep per week	Bedrag per week c
Oor R174	30
Oor R149 tot en met R174	26
Oor R118 tot en met R149	24
Oor R99 tot en met R118	22
Oor R81 tot en met R99	19
R81 en minder	14

VANAF 1 JULIE 1981

Loongroep per week	Bedrag per week c
Oor R188	30
Oor R163 tot en met R188	26
Oor R130 tot en met R163	24
Oor R111 tot en met R130	22
Oor R91 tot en met R111	19
R91 en minder	14"

3. KLOUSULE 3.—BETALING VAN SIEKTEBYSTAND

In subklousule (1), vervang die bestaande tabel deur die volgende:

„VIR DIE TYDPERK 1 MEI 1981 TOT 30 JUNIE 1981

Werklike loongroep per week	Siektebystand		
	1ste tot 4de week	5de tot 18de week	19de tot 30ste week
	Per week	Per week	Per week
Oor R174	R 60	R 62	R 65
Oor R149 tot en met R174	50	51	54
Oor R118 tot en met R149	45	46	50
Oor R99 tot en met R118	37	39	42
Oor R81 tot en met R99	32	33	35
R81 en minder	26	28	30

VANAF 1 JULIE 1981

Werklike loongroep per week	Siektebystand		
	1ste tot 4de week	5de tot 18de week	19de tot 30ste week
	Per week	Per week	Per week
Oor R188	R 60	R 62	R 65
Oor R163 tot en met R188	50	51	54
Oor R130 tot en met R163	45	46	50
Oor R111 tot en met R130	37	39	42
Oor R91 tot en met R111	32	33	35
R91 en minder	26	28	30"

PART III
SCHEME B

1. SECTION 2.—CONTRIBUTIONS

In subsection (1), substitute the following for the existing table:
"FOR THE PERIOD 1 MAY 1981 TO 30 JUNE 1981"

Wage group per week	Amount per week c
Over R174	30
Over R149 and up to R174	26
Over R118 and up to R149	24
Over R99 and up to R118	22
Over R81 and up to R99	19
Over R70 and up to R81	14
Over R57 and up to R70	12
R57 and under	10

FROM 1 JULY 1981

Wage group per week	Amount per week c
Over R188	30
Over R163 and up to R188	26
Over R130 and up to R163	24
Over R111 and up to R130	22
Over R91 and up to R111	19
Over R78 and up to R91	14
Over R63 and up to R78	12
R63 and under	10."

2. SECTION 3.—SICK PAY BENEFITS

In subsection (1), substitute the following for the existing table:
"FOR THE PERIOD 1 MAY 1981 TO 30 JUNE 1981"

Actual wage group per week	Sick pay benefits		
	1st to 4th week	5th to 18th week	19th to 30th week
	Per week R	Per week R	Per week R
Over R174	60	62	65
Over R149 and up to R174	50	51	54
Over R118 and up to R149	45	46	50
Over R99 and up to R118	37	39	42
Over R81 and up to R99	32	33	35
Over R70 and up to R81	26	28	30
Over R57 and up to R70	18	19	20
R57 and under	12	13	14

FROM 1 JULY 1981

Actual wage group per week	Sick pay benefits		
	1st to 4th week	5th to 18th week	19th to 30th week
	Per week R	Per week R	Per week R
Over R188	60	62	65
Over R163 and up to R188	50	51	54
Over R130 and up to R163	45	46	50
Over R111 and up to R130	37	39	42
Over R91 and up to R111	32	33	35
Over R78 and up to R91	26	28	30
Over R63 and up to R78	18	19	20
R63 and under	12	13	14."

3. SECTION 4.—FUNERAL BENEFIT

Substitute the following for the existing table:
"FOR THE PERIOD 1 MAY 1981 TO 30 JUNE 1981"

Actual wage group per week	Funeral benefit R
Over R64	380
R64 and under	230

DEEL III
SKEMA B

1. KLOUSULE 2.—BYDRAES

In subklousule (1), vervang die bestaande tabel deur die volgende:
„VIR DIE TYDPERK 1 MEI 1981 TOT 30 JUNIE 1981"

Loongroep per week	Bedrag per week c
Oor R174	30
Oor R149 tot en met R174	26
Oor R118 tot en met R149	24
Oor R99 tot en met R118	22
Oor R81 tot en met R99	19
Oor R70 tot en met R81	14
Oor R57 tot en met R70	12
R57 en minder	10

VANAF 1 JULIE 1981

Loongroep per week	Bedrag per week c
Oor R188	30
Oor R163 tot en met R188	26
Oor R130 tot en met R163	24
Oor R111 tot en met R130	22
Oor R91 tot en met R111	19
Oor R78 tot en met R91	14
Oor R63 tot en met R78	12
R63 en minder	10"

2. KLOUSULE 3.—BETALING VAN SIEKTEBYSTAND

In subklousule (1), vervang die bestaande tabel deur die volgende:
„VIR DIE TYDPERK 1 MEI 1981 TOT 30 JUNIE 1981"

Werklike loongroep per week	Siektebystand		
	1ste tot 4de week	5de tot 18de week	19de tot 30ste week
	Per week R	Per week R	Per week R
Oor R174	60	62	65
Oor R149 tot en met R174	50	51	54
Oor R118 tot en met R149	45	46	50
Oor R99 tot en met R118	37	39	42
Oor R81 tot en met R99	32	33	35
Oor R70 tot en met R81	26	28	30
Oor R57 tot en met R70	18	19	20
R57 en minder	12	13	14

VANAF 1 JULIE 1981

Werklike loongroep per week	Siektebystand		
	1ste tot 4de week	5de tot 18de week	19de tot 30ste week
	Per week R	Per week R	Per week R
Oor R188	60	62	65
Oor R163 tot en met R188	50	51	54
Oor R130 tot en met R163	45	46	50
Oor R111 tot en met R130	37	39	42
Oor R91 tot en met R111	32	33	35
Oor R78 tot en met R91	26	28	30
Oor R63 tot en met R78	18	19	20
R63 en minder	12	13	14"

3. KLOUSULE 4.—BEGRAFNISBYSTAND

Vervang die bestaande tabel deur die volgende:
„VIR DIE TYDPERK 1 MEI 1981 TOT 30 JUNIE 1981"

Werklike loongroep per week	Begrafnis- bystand R
Oor R64	380
R64 en minder	230

FROM 1 JULY 1981

<i>Actual wage group per week</i>	<i>Funeral benefit</i>
	R
Over R71	380
R71 and under	230."

Signed at Johannesburg for and on behalf of the parties this 27th day of March 1981.

J. E. FAURE,
Chairman.

W. E. KIRKWOOD,
Vice-Chairman.

A. O. DE JAGER,
General Secretary.

VANAF 1 JULIE 1981

<i>Werklike loongroep per week</i>	<i>Begravnis- bystand</i>
	R
Oor R71	380
R71 en minder	230."

Namens die partye op hede die 27ste dag van Maart 1981 te Johannesburg onderteken.

J. E. FAURE,
Voorsitter.

W. E. KIRKWOOD,
Ondervoorsitter.

A. O. DE JAGER,
Hoofsekretaris.

R.882]

[1 May 1981

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND
METALLURGICAL INDUSTRIESAMENDMENT OF GROUP LIFE AND PROVIDENT
FUND AGREEMENT

I, STEPHANUS PETRUS BOTHA, Minister of Manpower Utilisation, hereby—

- (a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industries, shall be binding, with effect from 1 May 1981 and for the period ending 4 May 1985, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions;
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement shall be binding, with effect from 1 May 1981 and for the period ending 4 May 1985, 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 1 May 1981 and for the period ending 4 May 1985, the provisions of the Amending Agreement shall *mutatis mutandis* be binding upon all persons who are not employees and who are employed in the Industries by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of such persons in their employ.

S. P. BOTHA,
Minister of Manpower Utilisation

R.882]

[1 Mei 1981

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN
METALLURGIESE NYWERHEIDWYSIGING VAN GROEPSLEWE- EN
VOORSORGFONDSOOREENKOMS

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekragbenutting, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, met ingang van 1 Mei 1981 en vir die tydperk wat op 4 Mei 1985 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangeaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is;
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van 1 Mei 1981 en vir die tydperk wat op 4 Mei 1985 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 die Wysigingsooreenkoms met ingang van 1 Mei 1981 en vir die tydperk wat op 4 Mei 1985 eindig, in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, *mutatis mutandis* bindend is vir alle persone wat nie werknemers is nie en wat in diens is in genoemde Nywerhede by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van sodanige persone in hul diens.

S. P. BOTHA,
Minister van Mannekragbenutting

SCHEDULE

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

AGREEMENT

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

Association of Electrical Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
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 Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Association of Shipbuilders and Repairers
S.A. Agricultural and Irrigation Machinery Manufacturers' Association
S.A. Burglar Alarm Systems Association
S.A. Fasteners Manufacturers' Association
S.A. Radio and Television Manufacturers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association
S.A. Electro-Plating Industries Association
S.A. Machine Tool Manufacturers' Association
S.A. Production Founders' Association
S.A. Reinforced Concrete Engineers' Association
South African Wrought Non-Ferrous Metal Manufacturers' Association
South African Industrial Refrigeration and Air Conditioning Contractors' Association
Transvaal and O.F.S. 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, Electronics 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
Suid-Afrikaanse Yster-, Staal- en Verwante Nywerhede-Unie

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

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

to amend the Group Life and Provident Fund Agreement, published under Government Notice R.1028 of 23 May 1980 and amended by Government Notice R.1333 of 27 June 1980, as follows:

1. SECTION 3.—DEFINITIONS

- (1) In the definition of "employee" substitute:
- (a) For the period 1 May 1981 to 30 June 1981—
- the figure "R1,44" for the figure "R1,35";
 - the figure "R2,20" for the figure "R2,07";
 - the figure "R99,00" for the figure "R93,15"; and
 - the figure "R429,00" for the figure "R403,65; and

BYLAE

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

OOREENKOMS

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

Association of Electrical Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
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 Association
Natal Engineering Industries' Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Association of Shipbuilders and Repairers
S.A. Agricultural and Irrigation Machinery Manufacturers' Association
S.A. Burglar Alarm Systems Association
S.A. Fasteners Manufacturers' Association
S.A. Radio and Television Manufacturers' Association
S.A. Tube Makers' Association
S.A. Wire and Wire Rope Manufacturers' Association
S.A. Electro-Plating Industries Association
S.A. Machine Tool Manufacturers' Association
S.A. Production Founders' Association
S.A. Reinforced Concrete Engineers' Association
South African Wrought Non-Ferrous Metal Manufacturers' Association
South African Industrial Refrigeration and Air Conditioning Contractors' Association
Transvaal and O.F.S. Foundry Association

(hierna die „werkgewers” of die „werkgewersorganisasies” genoem) aan die een kant, en die

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Electrical and Allied Trades Union of South Africa
Engineering Industrial Workers' Union of South Africa
Iron Moulders' Society of South Africa
Radio, Television, Electronics 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
Suid-Afrikaanse Yster-, Staal-, en Verwante Nywerhede-Unie

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

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, om die Groepslewe- en Voorsorgfondsooreenkoms gepubliseer by Goewermentskennisgewing R.1028 van 23 Mei 1980 en gewysig deur Goewermentskennisgewing R.1333 van 27 Junie 1980, soos volg te wysig:

1. KLOUSULE 3.—WOORDOMSKRYWING

- (1) In die omskrywing van „werknemer” vervang:
- (a) Vir die tydperk 1 Mei 1981 tot 30 Junie 1981—
- die syfer „R1,35” deur die syfer „R1,44”;
 - die syfer „R2,07” deur die syfer „R2,20”;
 - die syfer „R93,15” deur die syfer „R99,00”;
 - die syfer „R403,65” deur die syfer „R429,00”; en

(b) From 1 July 1981—

- (i) the figure "R1,62" for the figure "R1,44";
- (ii) the figure "R2,46" for the figure "R2,20";
- (iii) the figure "R110,70" for the figure "R99,00";
- (iv) the figure "R479,70" for the figure "R429,00".

2. SECTION 5.—CONTRIBUTIONS

(1) In subsection (3) substitute—

- (a) for the period 1 May 1981 to 30 June 1981 the figure "R1,44" for the figure "R1,35" wherever it occurs.
- (b) From 1 July 1981 the figure "R1,62" for the figure "R1,44" wherever it occurs.

Signed at Johannesburg for and on behalf of the parties this 27th day of March 1981.

J. E. FAURE,
Chairman.

W. E. KIRKWOOD,
Vice-Chairman.

A. O. DE JAGER,
General Secretary.

(b) Vanaf 1 Julie 1981

- (i) die syfer „R1,44” deur die syfer „R1,62”;
- (ii) die syfer „R2,20” deur die syfer „R2,46”;
- (iii) die syfer „R99,00” deur die syfer „R110,70”;
- (iv) die syfer „R429,00” deur die syfer „R479,70”.

2. KLOUSULE 5.—BYDRAE

(1) In subklousule (3) vervang:

- (a) Vir die tydperk 1 Mei 1981 tot 30 Junie 1981 die syfer „R1,35” waar dit voorkom deur die syfer „R1,44”.
- (b) Vanaf 1 Julie 1981 die syfer „R1,44” waar dit voorkom deur die syfer „R1,62”.

Namens die partye op hede die 27ste dag van Maart 1981 te Johannesburg onderteken.

J. E. FAURE,
Voorsitter.

W. E. KIRKWOOD,
Ondervoorsitter.

A. O. DE JAGER,
Hoofsekretaris.

R.883]

[1 May 1981

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES

AMENDMENT OF METAL INDUSTRIES MEDICAL AID FUND AGREEMENT

I, STEPHANUS PETRUS BOTHA, Minister of Manpower Utilisation, hereby in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industries, shall be binding, with effect from 1 May 1981 and for the period ending 30 November 1985, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions.

S. P. BOTHA,
Minister of Manpower Utilisation

SCHEDULE

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

AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, 1956, made and entered into by and between the
Automotive Parts Production Engineers' and Founders Association
Constructional Engineering Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association

R.883]

[1 Mei 1981

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

WYSIGING VAN MEDIESE HULPFONDSOORENKOMS VIR DIE METAALNYWERHEDE

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekragbenutting, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, met ingang van 1 Mei 1981 en vir die tydperk wat op 30 November 1985 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

S. P. BOTHA,
Minister van Mannekragbenutting

BYLAE

NASIONALE NYWERHEIDSVERSOENING, 1956, gesluit deur en aangegaan tussen die

OOREENKOMS

Automotive Parts Production Engineers' Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association

Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)

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 Association
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
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural and Irrigation Machinery Manufacturers' Association

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

S.A. Production Founders' Association
S.A. Radio and Television 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, Electronics and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Engine Drivers', Firemen's and Operators' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie

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

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

to amend the Metal Industries Medical Aid Fund Agreement as published under Government Notice R.1336 of 27 June 1980 and amended by Government Notice R.2437 of 28 November 1980, as follows:

1. SECTION 3.—DEFINITIONS

In the definition of "employee" substitute:

- (a) for the period 1 May 1981 to 30 June 1981—
(i) the figure "R1,44" for the figure "R1,35";
(ii) the figure "R2,20" for the figure "R2,07";
(iii) the figure "R99,00" for the figure "R93,15";
(iv) the figure "R429,00" for the figure "R403,65".
- (b) From 1 July 1981—
(i) the figure "R1,62" for the figure "R1,44";
(ii) the figure "R2,46" for the figure "R2,20";
(iii) the figure "R110,70" for the figure "R99,00";
(iv) the figure "R479,70" for the figure "R429,00".

2. SECTION 9.—CONTRIBUTIONS

- (1) In subsections (2) (i) and (2) (ii) substitute:
(a) For the period 1 May 1981 to 30 June 1981, the figure "R80,00" for the figure "R75,00".
(b) From 1 July 1981, the figure "R90,00" for the figure "R80,00".
- (2) In subsection (3) substitute:
(a) For the period 1 May 1981 to 30 June 1981—
(i) the figure "R1,44" for the figure "R1,35";
(ii) the figure "R64,80" for the figure "R60,75";
(iii) the figure "R280,80" for the figure "R263,25".

Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)

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 Association
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
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural and Irrigation Machinery Manufacturers' Association

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

S.A. Production Founders' Association
S.A. Radio and Television 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 „werkgevers” of die „werkgeversorganisasies” 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, Electronics and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Engine Drivers', Firemen's and Operators' Association
S.A. Yster-, Staal-, en Verwante Nywerhede-Unie

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

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

om die Mediese Hulpfondsooreenkomst vir die Metaalnywerhede gepubliseer by Goewermentskennisgewing R.1336 van 27 Junie 1980 en gewysig deur Goewermentskennisgewing R.2437 van 28 November 1980, soos volg te wysig:

1. KLOUSULE 3.—WOORDOMSKRYWING

In die omskrywing van „werknemer” vervang:

- (a) Vir die tydperk 1 Mei 1981 tot 30 Junie 1981—
(i) die syfer „R1,35” deur die syfer „R1,44”;
(ii) die syfer „R2,07” deur die syfer „R2,20”;
(iii) die syfer „R93,15” deur die syfer „R99,00”;
(iv) die syfer „R403,65” deur die syfer „R429,00”.
- (b) Vanaf 1 Julie 1981—
(i) die syfer „R1,44” deur die syfer „R1,62”;
(ii) die syfer „R2,20” deur die syfer „R2,46”;
(iii) die syfer „R99,00” deur die syfer „R110,70”;
(iv) die syfer „R429,00” deur die syfer „R479,70”.

2. KLOUSULE 9.—BYDRAES

- (1) In subklousule (2) (i) en (2) (ii) vervang:
(a) Vir die tydperk 1 Mei 1981 tot 30 Junie 1981 die syfer „R75,00” deur die syfer „R80”.
- (b) Vanaf 1 Julie 1981 die syfer „R80,00” deur die syfer „R90,00”.
- (2) In subklousule (3) vervang:
(a) Vir die tydperk 1 Mei 1981 tot 30 Junie 1981—
(i) die syfer „R1,35” deur die syfer „R1,44”;
(ii) die syfer „R60,75” deur die syfer „R64,80”;
(iii) die syfer „R263,25” deur die syfer „R280,80”.

(b) From 1 July 1981—

- (i) the figure "R1,62" for the figure "R1,44";
- (ii) the figure "R72,90" for the figure "R64,80";
- (iii) the figure "R315,90" for the figure "R280,80".

Signed at Johannesburg for and on behalf of the parties this 27th day of March 1981.

J.E. FAURE
Chairman.

W. E. KIRKWOOD,
Vice-Chairman.

A. O. DE JAGER,
General Secretary.

R.884]

[1 May 1981

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES

EXTENSION OF ISPA SUBGROUP AGREEMENT

I, STEPHANUS PETRUS BOTHA, Minister of Manpower Utilisation, hereby in terms of section 48 (4) (a) (i) of the Industrial Conciliation Act, 1956, extend the periods fixed in Government Notices R.1341 and R.1342 of 27 June 1980, by a further period of twelve months ending 30 June 1982.

S. P. BOTHA,
Minister of Manpower Utilisation

(b) Vanaf 1 Julie 1981—

- (i) die syfer „R1,44” deur die syfer „R1,62”;
- (ii) die syfer „R64,80” deur die syfer „R72,90”;
- (iii) die syfer „R280,80” deur die syfer „R315,90”.

Namens die partye op hede die 27ste dag van Maart 1981 te Johannesburg onderteken.

J. E. FAURE,
Voorsitter.

W. E. KIRKWOOD,
Ondervoorsitter.

A. O. DE JAGER,
Hoofsekretaris.

R.884]

[1 Mei 1981

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

VERLENGING VAN ISPA-SUBGROEPOOREENKOMS

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekragbenutting, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Nywerheidsversoening, 1956, die tydperke vasgestel in Goewermentskennisgewings R.1341 en R.1342 van 27 Junie 1980, met 'n verdere tydperk van twaalf maande wat op 30 Junie 1982 eindig.

S. P. BOTHA,
Minister van Mannekragbenutting

R.885]

[1 May 1981

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND
METALLURGICAL INDUSTRIES

AMENDMENT OF ISPA SUBGROUP AGREEMENT

I, STEPHANUS PETRUS BOTHA, Minister of Manpower Utilisation, hereby—

- (a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industries shall be binding, with effect from 1 May 1981 and for the period ending 30 June 1982 upon the employers' organisation and the trade unions which entered into the Amending Agreement and upon Dunswart Iron and Steel Works Limited, McWillaw Iron and Steel Foundry (Pty) Ltd, Scaw Metals Limited, George Stott & Co. (Pty) Ltd and Cape Town Iron and Steel Works (Pty) Ltd, who are members of the said organisation and their employees who are members of the said unions;
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement shall be binding, with effect from 1 May 1981 and for the period ending 30 June 1982, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industries in the areas occupied by Dunswart Iron and Steel Works Limited, McWillaw Iron and Steel Foundry (Pty) Ltd and Cape Town Iron and Steel Works (Pty) Ltd, in the Magisterial Districts of Benoni, Durban, Germiston, Johannesburg and Kuils River; and
- (c) in terms of section 48 (3) (a) of the said Act, declare that in the areas specified in paragraph (b) of this notice and with effect from 1 May 1981 and for the period ending 30 June 1982, the provisions of the Amending Agreement shall *mutatis mutandis* be binding upon all persons who are not employees and who are 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 such persons in their employ.

S. P. BOTHA,
Minister of Manpower Utilisation

SCHEDULE

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

AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, 1956, made and entered into by and between the
Iron and Steel Producers' Association of South Africa

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

R.885]

[1 Mei 1981

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN
METALLURGIESE NYWERHEID

WYSIGING VAN ISPA-SUBGROEPOORENKOMS

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekragbenutting, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, met ingang van 1 Mei 1981 en vir die tydperk wat op 30 Junie 1982 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir Dunswart Iron and Steel Works Limited, McWillaw Iron and Steel Foundry (Pty) Ltd, Scaw Metals Limited, George Stott & Co. (Pty) Ltd en Cape Town Iron and Steel Works (Pty) Ltd, wat lede van genoemde organisasie is en hul werknemers wat lede van genoemde verenigings is;
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van 1 Mei 1981 en vir die tydperk wat op 30 Junie 1982 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerhede in die gebiede geokkupeer deur Dunswart Iron and Steel Works Limited, McWillaw Iron and Steel Foundry (Pty) Ltd, Scaw Metals Limited, George Stott & Co. (Pty) Ltd en Cape Town Iron and Steel Works (Pty) Ltd, in die landdrosdistrikte Benoni, Durban, Germiston, Johannesburg en Kuilsrivier; en
- (c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van 1 Mei 1981 en vir die tydperk wat op 30 Junie 1982 eindig, in die gebiede gespesifiseer in paragraaf (b) van hierdie kennisgewing *mutatis mutandis* bindend is vir alle persone wat nie werknemers is nie en wat in diens is in genoemde Nywerhede by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van sodanige persone in hul diens.

S. P. BOTHA,
Minister van Mannekragbenutting

BYLAE

NASIONALE NYWERHEIDSVERSOENING, 1956, gesluit deur en aangegaan tussen die
Iron and Steel Producers' Association of South Africa

OOREENKOMS

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

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

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

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

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

to amend the ISPA Subgroup Agreement, published under Government Notice R.1319 of 2 August 1974, as amended and extended by Government Notices R.950 of 16 May 1975, R.1097 and R.1098 of 25 June 1976, R.1158 of 24 June 1977, R.1441 of 29 July 1977, R.1685 and R.1689 of 26 August 1977, R.161 of 27 January 1978, R.1318 and R.1327 of 23 June 1978, R.1465 and R.1466 of 29 June 1979 and R.1341 and R.1342 of 27 June 1980, as follows:

PART III

Substitute the following for the existing table:

“(a) For the period 1 May 1981 to 30 June 1981

Rate classification	Rate per hour R
Rate F.....	1,14
Rate G.....	1,02
Rate H.....	0,97
Rate I.....	0,97

(b) From 1 July 1981

Rate classification	Rate per hour R
Rate F.....	1,27
Rate G.....	1,15
Rate H.....	1,11
Rate I.....	1,11.”

Signed at Johannesburg for and on behalf of the parties this 27th day of March 1981.

J. E. FAURE,
Chairman.

W. E. KIRKWOOD,
Vice-Chairman.

A. O. DE JAGER,
General Secretary

R.886]

[1 May 1981

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES

EXTENSION OF EDUCATION AND TRAINING FUND AGREEMENT

I, STEPHANUS PETRUS BOTHA, Minister of Manpower Utilisation, hereby in terms of section 48 (4) (a) (i) of the Industrial Conciliation Act, 1956, extend the periods fixed in Government Notices R.2171 of 24 October 1980 and R.296 of 20 February 1981, by a further period of six months ending 26 October 1981.

S. P. BOTHA,
Minister of Manpower Utilisation

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

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

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

om die ISPA-subgroeppooreenkoms, gepubliseer by Goewermentskennisgewing R.1319 van 2 Augustus 1974, soos gewysig en verleng by Goewermentskennisgewings R.950 van 16 Mei 1975, R.1097 en R.1098 van 25 Junie 1976, R.1158 van 24 Junie 1977, R.1441 van 29 Julie 1977, R.1685 en R.1689 van 26 Augustus 1977, R.161 van 27 Januarie, 1978, R.1318 en R.1327 van 23 Junie 1978, R.1465 en R.1466 van 29 Junie 1979 en R.1341 en R.1342 van 27 Junie 1980, soos volg te wysig:

DEEL III

Vervang die bestaande tabel deur die volgende:

„(a) Vir die tydperk 1 Mei 1981 tot 30 Junie 1981

Loonindeling	Loon per uur R
Loon F.....	1,14
Loon G.....	1,02
Loon H.....	0,97
Loon I.....	0,97

(b) Vanaf 1 Julie 1981

Loonindeling	Loon per uur R
Loon F.....	1,27
Loon G.....	1,15
Loon H.....	1,11
Loon I.....	1,11.”

Namens die partye op hede die 27ste dag van Maart 1981 te Johannesburg onderteken.

J. E. FAURE,
Voorsitter.

W. E. KIRKWOOD,
Ondervoorsitter.

A. O. DE JAGER,
Algemene Sekretaris.

R.886]

[1 Mei 1981

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

VERLENGING VAN OPVOEDKUNDIGE EN OPLEIDINGSFONDSOOREENKOMS

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekragbenutting, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Nywerheidsversoening, 1956, die tydperke vasgestel in Goewermentskennisgewing R.2171 van 24 Oktober 1980 en R.296 van 20 Februarie 1981, met 'n verdere tydperk van ses maande wat op 26 Oktober 1981 eindig.

S. P. BOTHA,
Minister van Mannekragbenutting

R.887]

[1 May 1981

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND
METALLURGICAL INDUSTRIESAMENDMENT OF ENGINEERING AND ALLIED
INDUSTRIES EMPLOYEES MEDICAL AID FUND
AGREEMENT

I, STEPHANUS PETRUS BOTHA, Minister of Manpower Utilisation, hereby, in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industries, shall be binding, with effect from 1 May 1981 and for the period ending 16 February 1985, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions.

S. P. BOTHA,
Minister of Manpower Utilisation

SCHEDULE

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

AGREEMENT

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

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
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 Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural and Irrigation Machinery Manufacturers' Association
S.A. Association of Shipbuilders and Repairers
S.A. Burglar Alarm Systems Association
S.A. Electroplating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association

R.887]

[1 Mei 1981

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN
METALLURGIESE NYWERHEIDWYSIGING VAN MEDIESE
HULPFONDSOORENKOMS VIR WERKNEMERS
IN DIE INGENIEURS- EN AANVERWANTE
NYWERHEDE

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekragbenutting, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, met ingang van 1 Mei 1981 en vir die tydperk wat op 16 Februarie 1985 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

S. P. BOTHA,
Minister van Mannekragbenutting

BYLAE

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

OOREENKOMS

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

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
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 Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural and Irrigation Machinery Manufacturers' Association
S.A. Association of Shipbuilders and Repairers
S.A. Burglar Alarm Systems Association
S.A. Electroplating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association

S.A. Machine Tool Manufacturers' Association
 S.A. Production Founders' Association
 S.A. Radio and Television 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

Electrical and Allied Trades Union of South Africa
 Engineering Industrial Workers' Union
 Radio, Television, Electronic and Allied Workers' Union
 S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society

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

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

to amend the Engineering and Allied Industries Employees Medical Aid Fund Agreement published under Government Notice R.296 of 15 February 1980 and amended by Government Notice R.1344 of 27 June 1980, as follows:

1. SECTION 3.—DEFINITIONS

In the definition of "employee" substitute—

- (a) For the period 1 May 1981 to 30 June 1981, the figure "R1,44" for the figure "R1,35".
- (b) From 1 July 1981, the figure "R1,62" for the figure "R1,44".

2. SECTION 6.—MEMBERSHIP

In subsection (1) in the definition of "unscheduled employee" substitute—

- (a) For the period 1 May 1981 to 30 June 1981, the figures "R1,44", "R64,80" and "R280,80" for the figures "R1,35", "R60,75" and "R263,25", respectively.
- (b) From 1 July 1981, the figures "R1,62", "R72,90" and "R315,90" for the figures "R1,44", "R64,80" and "R280,80", respectively.

Signed at Johannesburg for and on behalf of the parties this 27th day of March 1981.

J. E. FAURE
 Chairman.

W. E. KIRKWOOD,
 Vice-Chairman.

A. O. DE JAGER,
 General Secretary.

S.A. Machine Tool Manufacturers' Association
 S.A. Production Founders' Association
 S.A. Radio and Television 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 „werkgevers” of die „werkgeversorganisasies” genoem), aan die een kant, en die

Electrical and Allied Trades Union of South Africa
 Engineering Industrial Workers' Union
 Radio, Television, Electronic and Allied Workers' Union
 S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society

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

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

om die Mediese Hulpfondsooreenkoms vir Werknemers in die Ingenieurs- en Aanverwante Nywerhede gepubliseer by Goewermentskennisgewing R.296 van 15 Februarie 1980 en gewysig deur Goewermentskennisgewing R.1344 van 27 Junie 1980, sos volg te wysig:

1. KLOUSULE 3.—WOORDOMSKRYWING

In die omskrywing van „werknemer” vervang:

- (a) Vir die tydperk 1 Mei 1981 tot 30 Junie 1981, die syfer „R1,35” deur die syfer „R1,44”.
- (b) Vanaf 1 Julie 1981, die syfer „R1,44” deur die syfer „R1,62”.

2. KLOUSULE 6.—LIDMAATSKAP

In die omskrywing van „oningselyste werknemers” vervang:

- (a) Vir die tydperk 1 Mei 1981 tot 30 Junie 1981, die syfers „R1,35”, „R60,75” en „R263,25” deur onderskeidelik die syfers „R1,44”, „R64,80” en „R280,80”.
- (b) Vanaf 1 Julie 1981, die syfers „R1,44”, „R64,90” en „R280,80” deur onderskeidelik die syfers „R1,62”, „R72,90” en „R315,90”.

Namens die partye op hede die 27ste dag van Maart 1981 te Johannesburg onderteken.

J. E. FAURE,
 Voorsitter.

W. E. KIRKWOOD,
 Ondervoorsitter.

A. O. DE JAGER,
 Hoofsekretaris.

R.888]

[1 May 1981

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND
METALLURGICAL INDUSTRIESAMENDMENT OF ADMINISTRATION EXPENSES
AGREEMENT

I, STEPHANUS PETRUS BOTHA, Minister of Manpower Utilisation, hereby—

- (a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Iron, Steel, Engineering and Metallurgical Industries, shall be binding, with effect from 1 May 1981 and for the period ending 31 January 1983, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions;
- (b) in terms of section 48 (1) (b) of the said Act, declare that provisions of the Amending Agreement shall be binding, with effect from 1 May 1981 and for the period ending 31 January 1983, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industries in the Republic of South Africa, 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 1 May 1981 and for the period ending 31 January 1983, the provisions of the Amending Agreement shall *mutatis mutandis* be binding upon all persons who are not employees and who are 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 such persons in their employ.

S. P. BOTHA,
Minister of Manpower Utilisation

SCHEDULE

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

AGREEMENT

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

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Bright Bar Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
Domestic Appliance Manufacturers' Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)

R.888]

[1 Mei 1981

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN
METALLURGIESE NYWERHEIDWYSIGING VAN
ADMINISTRASIEFONDSOOREENKOMS

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekragbenutting, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid betrekking het, met ingang van 1 Mei 1981 en vir die tydperk wat op 31 Januarie 1983 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is;
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van 1 Mei 1981 en vir die tydperk wat op 31 Januarie 1983 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Nywerhede in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai; en
- (c) kragtens artikel 48 (3) (a) van die genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van 1 Mei 1981 en vir die tydperk wat op 31 Januarie 1983 eindig, in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, *mutatis mutandis* bindend is vir alle persone wat nie werknemers is nie en wat in diens is in genoemde Nywerhede by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van sodanige persone in hul diens.

S. P. BOTHA,
Minister van Mannekragbenutting

BYLAE

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

OOREENKOMS

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

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Bright Bar Association
Cape Engineers' and Founders' Association
Constructional Engineering Association
Domestic Appliance Manufacturers' Association
East London Engineers' and Founders' Employers' Association
Edge Hand and Small Tool Manufacturers' Association
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)

Ferro Alloy Producers' Association
 Fire Protection Industries' Association of South Africa
 Gate and Fence Manufacturers' Association of the Transvaal
 Heavy Engineering Manufacturers' Association
 Iron and Steel Producers' Association of South Africa
 Lift Engineering Association of South Africa
 Light Engineering Industries Association of South Africa
 Materials Handling Association
 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
 Pressure Vessel Manufacturers' Association of South Africa
 Radio Appliance and Television Association of South Africa
 Sheetmetal Industries Association of South Africa
 S.A. Agricultural and Irrigation Machinery Manufacturers' Association
 S.A. Air Conditioning Equipment Manufacturers' Association
 S.A. Association of Shipbuilders and Repairers
 S.A. Burglar Alarm Systems Association
 S.A. Electro Plating Industries Association
 S.A. Fasteners Manufacturers' Association
 S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
 S.A. Machine Tool Manufacturers' Association
 S.A. Production Founders' Association
 S.A. Radio Manufacturers' Association
 S.A. Reinforced Concrete Engineers' Association
 S.A. Tube Makers' Association
 S.A. Wire and Wire Rope Manufacturers' Association
 S.A. Wrought Non-Ferrous Metal Manufacturers' Association
 Transvaal and Orange Free State Foundry Association

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

Amalgamated Engineering Union of South Africa
 Amalgamated Society of Woodworkers of South Africa
 Electrical and Allied Trades Union of South Africa
 Electrical and Allied Workers' Union of South Africa
 Engineering Industrial Workers' Union of South Africa
 Iron Moulders' Society of South Africa
 National Union of Engineering Industrial and Allied Workers
 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
 Steel, Engineering and Allied Workers' Union of South Africa
 Transvaal Radio, Television, Electronic and Allied Workers' Union

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

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

to amend the Administration Expenses Agreement published under Government Notice R.158 of 27 January 1978 and amended by Government Notices R.1326 of 23 June 1978, R.1468 of 29 June 1979 and R.1345 of 27 June 1980, as follows:

SECTION 4.—CONTRIBUTIONS

In subsection (4) (a) substitute:

- (a) For the period 1 May 1981 to 30 June 1981, the figure "R1,44" for the figure "R1,35".
 (b) From 1 July 1981, the figure "R1,62" for the figure "R1,44".

Signed at Johannesburg for and on behalf of the parties this 27th day of March 1981.

J. E. FAURE,
 Chairman.

W. E. KIRKWOOD,
 Vice Chairman.

A. O. DE JAGER,
 General Secretary.

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 Association
 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
 Pressure Vessel Manufacturers' Association of South Africa
 Radio, Appliance and Television Association of South Africa
 Sheetmetal Industries Association of South Africa
 S.A. Agricultural and Irrigation Machinery Manufacturers' Association
 S.A. Air Conditioning Equipment Manufacturers' Association
 S.A. Association of Shipbuilders and Repairers
 S.A. Burglar Alarm Systems Association
 S.A. Electro Plating Industries Association
 S.A. Fasteners Manufacturers' Association
 S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
 S.A. Machine Tool Manufacturers' Association
 S.A. Production Founders' Association
 S.A. Radio Manufacturers' Association
 S.A. Reinforced Concrete Engineers' Association
 S.A. Tube Makers' Association
 S.A. Wire and Wire Rope Manufacturers' Association
 S.A. Wrought Non-Ferrous Metal Manufacturers' Association
 Transvaal and Orange Free State Foundry Association

(hierna die „werkgewers” of die „werkgewersverenigings” genoem), aan die een kant, en die

Amalgamated Engineering Union of South Africa
 Amalgamated Society of Woodworkers of South Africa
 Electrical and Allied Trades Union of South Africa
 Electrical and Allied Workers' Union of South Africa
 Engineering Industrial Workers' Union of South Africa
 Iron Moulders' Society of South Africa
 National Union of Engineering Industrial and Allied Workers
 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
 Steel, Engineering and Allied Workers' Union of South Africa
 Transvaal Radio, Television, Electronic and Allied Workers' Union

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

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

om die Administrasiefondsooreenkomst, gepubliseer by Goewermentskennisgewing R.158 van 27 Januarie 1978, soos gewysig by Goewermentskennisgewings R.1326 van 23 Junie 1978, R.1468 van 29 Junie 1979 en R.1345 van 27 Junie 1980 soos volg te wysig:

KLOUSULE 4.—BYDRAES

In subklousule (4) (a) vervang:

- (a) Vir die tydperk 1 Mei 1981 tot 30 Junie 1981, die syfer „R1,35” deur die syfer „R1,44”.
 (b) Vanaf 1 Julie 1981, die syfer „R1,44” deur die syfer „R1,62”.

Namens die partye op hede die 27ste dag van Maart 1981 te Johannesburg onderteken.

J. E. FAURE
 Voorsitter.

W. E. KIRKWOOD,
 Ondervoorsitter.

A. O. DE JAGER,
 Hoofsekretaris.

CONTENTS

Department of Manpower Utilisation

GOVERNMENT NOTICES

No.		PAGE
R.879	Industrial Conciliation Act, 1956: Iron, Steel, Engineering and Metallurgical Industries: Extension of Main Agreement	1
R.880	Industrial Conciliation Act, 1956: Iron, Steel, Engineering and Metallurgical Industries: Amendment of Main Agreement	2
R.881	Industrial Conciliation Act, 1956: Iron, Steel, Engineering and Metallurgical Industries: Sick Pay Fund Agreement	12
R.882	Industrial Conciliation Act, 1956: Iron, Steel, Engineering and Metallurgical Industries: Amendment of Group Life and Provident Fund Agreement	16
R.883	Industrial Conciliation Act, 1956: Iron, Steel, Engineering and Metallurgical Industries: Amendment of Metal Industries Medical Aid Fund Agreement	18
R.884	Industrial Conciliation Act, 1956: Iron, Steel, Engineering and Metallurgical Industries: Extension of ISPA Subgroup Agreement	20
R.885	Industrial Conciliation Act, 1956: Iron, Steel, Engineering and Metallurgical Industries: Amendment of ISPA Subgroup Agreement	21
R.886	Industrial Conciliation Act, 1956: Iron, Steel, Engineering and Metallurgical Industries: Extension of Education and Training Fund Agreement	22
R.887	Industrial Conciliation Act, 1956: Iron, Steel, Engineering and Metallurgical Industries: Amendment of Engineering and Allied Industries Employees Medical aid Fund Agreement	23
R.888	Industrial Conciliation Act, 1956: Iron, Steel, Engineering and Metallurgical Industries: Amendment of Administration Expenses Agreement	25

INHOUD

Departement van Mannekragbenutting

GOEWERMENTSKENNISGEWINGS

No.		BLADSY
R.879	Wet op Nywerheidsversoening, 1956: Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid: Verlenging van Hoofsooreenkoms	1
R.880	Wet op Nywerheidsversoening, 1956: Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid: Wysiging van Hoofsooreenkoms	2
R.881	Wet op Nywerheidsversoening, 1956: Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid: Siektebystandsfondsooreenkoms	12
R.882	Wet op Nywerheidsversoening, 1956: Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid: Wysiging van Groepslewe- en Voorsorgfondsooreenkoms	16
R.883	Wet op Nywerheidsversoening, 1956: Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid: Wysiging van Mediese Hulpfondsooreenkoms vir die Metaal-nywerhede	18
R.884	Wet op Nywerheidsversoening, 1956: Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid: Verlenging van ISPA-Subgroepooreenkoms	20
R.885	Wet op Nywerheidsversoening, 1956: Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid: Wysiging van ISPA-Subgroepooreenkoms	21
R.886	Wet op Nywerheidsversoening, 1956: Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid: Verlenging van Opvoedkundige en Opleidingsfondsooreenkoms	22
R.887	Wet op Nywerheidsversoening, 1956: Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid: Wysiging van Mediese Hulpfondsooreenkoms vir Werknemers in die Ingenieurs- en Aanverwante Nywerhede	23
R.888	Wet op Nywerheidsversoening, 1956: Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid: Wysiging van Administrasiefondsooreenkoms	25