



838

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GOVERNMENT NOTICES**DEPARTMENT OF MANPOWER
UTILISATION**

R.1279]

[26 June 1981

INDUSTRIAL CONCILIATION ACT, 1956**MOTOR INDUSTRY****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 Motor Industry, shall be binding, with effect from 1 July 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 July 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 Industry in the Republic of South Africa, excluding the port and settlement of

GOEWERMENTSKENNISGEWINGS**DEPARTEMENT VAN
MANNEKRAGBENUTTING**

R.1279]

[26 Junie 1981

WET OP NYWERHEIDSVERSOENING, 1956**MOTORNYWERHEID****WYSIGING VAN HOOFOOREENKOMS**

Ek, STEPHANUS PETRUS BOTHA, Minister van Mannekragebenutting, 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 Motornywerheid betrekking het, met ingang van 1 Julie 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 Julie 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 Nywerheid in die Republiek van Suid-Afrika, uitgesonderd die hawe en nederset-

Walvis Bay and that portion of the Magisterial District of Somerset West occupied by Cape Explosives Works Limited; 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 July 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 Industry 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.1280]

[26 June 1981

INDUSTRIAL CONCILIATION ACT, 1956

MOTOR INDUSTRY

AMENDMENT OF AUTO WORKERS' PENSION 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 Motor Industry, shall be binding, with effect from 1 July 1981 and for the period ending 31 July 1985, upon all 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 July 1981 and for the period ending 31 July 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 Industry in the Republic of South Africa, excluding the port and settlement of Walvis Bay and that portion of the Magisterial District of Somerset West occupied by Cape Explosives Works Limited; 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 July 1981 and for the period ending 31 July 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 said Industry 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

ting van Walvisbaai en daardie gedeelte van die landdrosdistrik Somerset-Wes wat deur Cape Explosives Works Limited geokkupeer word; en

- (c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van 1 Julie 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 Nywerheid 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

R.1280]

[26 Junie 1981

WET OP NYWERHEIDSVERSOENING, 1956

MOTORNYWERHEID

WYSIGING VAN PENSIOENFONDSOOREENKOMS VIR MOTORWERKERS

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 Motornywerheid betrekking het, met ingang van 1 Julie 1981 en vir die tydperk wat op 31 Julie 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;
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van 1 Julie 1981 en vir die tydperk wat op 31 Julie 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 Nywerheid in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai en daardie gedeelte van die landdrosdistrik Somerset-Wes wat deur Cape Explosives Works Limited geokkupeer word; en
- (c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van 1 Julie 1981 en vir die tydperk wat op 31 Julie 1985 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 Nywerheid 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

THE NATIONAL INDUSTRIAL COUNCIL FOR THE
MOTOR INDUSTRY

MAIN AGREEMENT

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

South African Motor Industry Employers' Association
and the

South African Vehicle Builders' and Repairers' Association
(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the

Motor Industry Employees' Union of South Africa;

Motor Industry Staff Association
and the

Motor Industry Combined Workers' Union

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

being the parties to the National Industrial Council for the Motor Industry,

to amend the Main Agreement, published under Government Notice R.1495 of 25 July 1980, as amended by Government Notice R.1016 of 15 May 1981, as follows:

1. DIVISION A

(1) CLAUSE 3.—DEFINITIONS

Substitute the following for the definition "Area A (NL)":

"(1) 'Area A (NL)' means the Magisterial Districts of Durban, Inanda, Pietermaritzburg and Pinetown and the municipal areas of Ladysmith, Newcastle and Umhlanga Rocks;"

(2) CLAUSE 21.—SPECIAL PROVISIONS RELATING TO
WATCHMEN

In subclause (3), substitute the figure "R34,96" for the figure "R28,98".

(3) Insert the following new clause after clause 35:

"CLAUSE 36.—WAGES FOR TRAINEES AND/OR
APPRENTICES TRAINING AT THE TRAINING CENTRE
FOR ARTISANS, BELLVILLE

Any motor and diesel trainee and/or apprentice receiving training at the Training Centre for Artisans at Bellville and who for purposes of obtaining the required workshop experience is placed with an employer in the Motor Industry for a period of six months during the third year of training, shall, during such period of six months, be paid a wage not less than that prescribed for a third year apprentice in the Motor Industry."

2. DIVISION B

CLAUSE 3.—WAGES

In subclause (1), substitute the following for the existing Wage Schedule:

"WAGE SCHEDULE

Class of employee	Minimum wages			
	Areas A		Other Areas	
	Per week R	Per month R	Per week R	Per month R
(a) Shop assistant/sales person and/or clerical employee— during first year of experience	40,73	176,44	36,58	158,50
during second year of experience	48,19	208,81	41,99	181,94
during third year of experience	55,12	238,84	50,29	217,91
thereafter	81,97	355,18	76,46	331,30
(b) Motor vehicle sales person— during first year of experience	35,72	154,77	31,42	136,14
thereafter	68,12	295,16	64,00	277,31

BYLAE

DIE NASIONALE NYWERHEIDSRaad VIR DIE
MOTORNYWERHEID

HOOFOOREENKOMS

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

South African Motor Industry Employers' Association
en die

South African Vehicle Builders' and Repairers' Association

(hierna die „werkgevers" of die „werkgeversorganisasies" genoem), aan die een kant, en die

Motor Industry Employees' Union of South Africa;

Motor Industry Staff Association
en die

Motor Industry Combined Workers' Union

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

wat die partye is by die Nasionale Nywerheidsraad vir die Motornywerheid,

om die Hoofooreenkoms, gepubliseer by Goewermentskennisgewing R.1495 van 25 Julie 1980, soos gewysig by Goewermentskennisgewing R.1016 van 15 Mei 1981, soos volg te wysig:

1. AFDELING A

(1) KLOUSULE 3.—WOORDOMSKRYWING

Vervang die omskrywing „Gebied A (NL)" deur die volgende:

„(1) „Gebied A (NL)" die landdrostdistrikte Durban, Inanda, Pietermaritzburg en Pinetown en die munisipale gebiede van Ladysmith, Newcastle en Umhlanga Rocks;"

(2) KLOUSULE 21.—SPESIALE BEPALINGS BETREFFENDE WAGTE

In subklousule (3), vervang die syfer „R28,98" deur die syfer „R34,96".

(3) Voeg die volgende nuwe klousule in na klousule 35:

„KLOUSULE 36.—LONE VIR KWEKELINGE EN/OF
VAKLEERLINGE WAT AAN DIE OPLEIDINGSENTRUM VIR
AMBAGSMANNE, BELLVILLE, OPGELEI WORD

Elke motor- en dieselmekeling en/of -vakleerling wat aan die Opleidingsentrum vir Ambagsmanne in Bellville opgelei word en wat gedurende sy derde jaar opleiding vir 'n tydperk van ses maande by 'n werkgever in die Motornywerheid geplaas word om die vereiste werkwinkelondervinding op te doen, moet gedurende dié tydperk van ses maande 'n loon betaal word wat minstens gelyk is aan dié wat vir 'n derdejaarsvakleerling in die Motornywerheid voorgeskryf word."

2. AFDELING B

KLOUSULE 3.—LONE

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

„LOONBYLAE

Klas werknemer	Minimum loon			
	Gebiede A		Ander Gebiede	
	Per week R	Per maand R	Per week R	Per maand R
(a) Winkelassistent/ verkoops-persoon en/of klerk— gedurende eerste jaar ondervinding	40,73	176,44	36,58	158,50
gedurende tweede jaar ondervinding	48,19	208,81	41,99	181,94
gedurende derde jaar ondervinding	55,12	238,84	50,29	217,91
daarna	81,97	355,18	76,46	331,30
(b) Motorvoertuigverkoops- persoon— gedurende eerste jaar ondervinding	35,72	154,77	31,42	136,14
daarna	68,12	295,16	64,00	277,31

Class of employee	All areas	
	Per week R	Per month R
(c) Traveller—		
during first year of experience	57,88	250,79
thereafter	81,97	355,18
(d) Punch card operator—		
during first six months of experience	41,40	179,39
thereafter	59,62	258,33
(e) Supply sales person—		
during first year of experience	57,41	248,76
during second year of experience	69,55	301,36
during third year of experience	82,80	358,77
thereafter	94,94	411,38
(f) Part-time employees	*	*

3. DIVISION C.—CHAPTER I

CLAUSE 3.—WAGES

In subclause (1) substitute the following for the existing Wage Schedule:

“WAGE SCHEDULE

Class of employee	Minimum wages (all Areas)	
	Per week R	Per hour R
B/A journeyman	108,10	2,35
Diesel pump room assistant—		
during first six months of experience	55,20	1,20
thereafter	58,42	1,27
Journeyman	120,52	2,62
Motor cycle mechanic's assistant—		
during first six months of experience	53,36	1,16
thereafter	55,20	1,20
New motor vehicle assembler	46,92	1,02
Radiator repairer—		
during first three months of experience	33,58	0,73
thereafter	36,34	0,79
Scooter worker	33,58	0,73
Service supply salesman	120,52	2,62
Spoke wheel truer—		
during first three months of experience	33,58	0,73
thereafter	34,96	0,76
Supervisor	58,88	1,28
Vulcaniser's operative, without wheel balancing—		
during first 12 months of experience	33,58	0,73
thereafter	34,96	0,76
Vulcaniser's operative, with wheel balancing—		
during first 12 months of experience	39,56	0,86
thereafter	40,94	0,89

	A Areas		Other Areas	
	Per week R	Per hour c	Per week R	Per hour c
Char	24,38	53	21,16	46
Drivers of scooters, motor cycles or other motor vehicles with a gross vehicle mass of less than 3 500 kg	34,96	76	34,04	74
Drivers of motor vehicles with a gross vehicle mass of 3 500 kg or more	41,40	90	39,10	85
Repair shop assistant—				
during first six months of experience	47,38	103	42,32	92
during second six months of experience	53,36	116	47,84	104
thereafter	55,20	120	50,14	109

*One eleventh of the minimum weekly wage as prescribed for clerical employees in (a) hereof, for ordinary time worked on each day in any one week or one forty sixth of such prescribed minimum weekly wages for each hour or part of an hour of ordinary time worked in any one week, whichever amount is the greater.”

Klas werknemer	Alle gebiede	
	Per week R	Per maand R
(c) Handelsreisiger—		
gedurende eerste jaar ondervinding	57,88	250,79
daarna	81,97	355,18
(d) Ponskaartbediener—		
gedurende eerste ses maande ondervinding	41,40	179,39
daarna	59,62	258,33
(e) Leweransier-verkoopspersoon		
gedurende eerste jaar ondervinding	57,41	248,76
gedurende tweede jaar ondervinding	69,55	301,36
gedurende derde jaar ondervinding	82,80	358,77
daarna	94,94	411,38
(f) Deeltydse werknemers	*	*

3. AFDELING C. HOOFSTUK I

KLOUSULE 3.—LONE

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

„LOONBYLAE

Klas werkneme.	Minimum lone Alle gebiede	
	Per week R	Per uur R
B/A-vakman	108,10	2,35
Dieselpompkamerassistent—		
gedurende eerste ses maande ondervinding	55,20	1,20
daarna	58,42	1,27
Vakman	120,52	2,62
Motorfietswerktuigkundige se assistent—		
gedurende eerste ses maande ondervinding	53,36	1,16
daarna	55,20	1,20
Monteur van nuwe motorvoertuig	46,92	1,02
Verkoelerhersteller—		
gedurende eerste drie maande ondervinding	33,58	0,73
daarna	36,34	0,79
Bromponiewerker	33,58	0,73
Diensverkoper	120,52	2,62
Speekwielsteller—		
gedurende eerste drie maande ondervinding	33,58	0,73
daarna	34,96	0,76
Toesighouer	58,88	1,28
Vulkaniseerder se werkmán, sonder wielbalansering—		
gedurende eerste 12 maande ondervinding	33,58	0,73
daarna	34,96	0,76
Vulkaniseerder se werkmán, met wielbalansering—		
gedurende eerste 12 maande ondervinding	39,56	0,86
daarna	40,94	0,89

	Gebiede A		Ander Gebiede	
	Per week R	Per uur c	Per week R	Per uur c
Skoonmaakster	24,38	33	21,16	46
Drywers van bromponies, motorfiets of ander motorvoertuie met 'n bruto voertuigmassa van minder as 3 500 kg	34,96	76	34,04	74
Drywers van motorvoertuie met 'n bruto voertuigmassa van 3 500 kg of meer	41,40	90	39,10	85
Herstelwinkelassistent—				
gedurende eerste ses maande ondervinding	47,38	103	42,32	92
gedurende tweede ses maande ondervinding	53,36	116	47,84	104
daarna	55,20	120	50,14	109

*Een elfde van die minimum weekloon wat in (a) hiervan vir klerke voorgeskryf word, vir gewone tyd gewerk op elke dag in 'n bepaalde week of een ses-en-veertigste van sodanige voorgeskrewe minimum weekloon vir elke uur of gedeelte van 'n uur gewone tyd gewerk in 'n bepaalde week, nl. die grootste bedrag.”

	A Areas		Other Areas	
	Per	Per	Per	Per
	week	hour	week	hour
	R	c	R	c
Body shop assistant—				
during first six months of experience	47,38	103	42,32	92
during second six months of experience	53,36	116	47,84	104
thereafter	55,20	120	50,14	109
Battery repairer—				
during first 12 months of experience	44,62	97	41,40	90
thereafter	50,60	110	47,38	103

	A Areas		B Areas		C Areas	
	Per	Per	Per	Per	Per	Per
	week	hour	week	hour	week	hour
	R	c	R	c	R	c

General worker—						
Grade I	34,96	76	29,44	64	26,68	58
Grade II	32,66	71	28,06	61	25,76	56
Watchman.—For this grade of employee, refer to clause 21 of Division A.”						

4. DIVISION C.—CHAPTER II—PART I

CLAUSE 4.—WAGES

Substitute the following for the wages of the undermentioned classes of employees:

“Class of employee	Wages per week (All Areas)	
	R	
Char	26,22	(57c per hour)
Journeyman	120,52	(R2,62 per hour)
Operative, Grade VL	38,18	(83c per hour)
General worker:		
Grade I	37,72	(82c per hour)
Grade II	35,42	(77c per hour)”

5. DIVISION C.—CHAPTER II—PART II

CLAUSE 5.—WAGES

In subclause (2), substitute the following for the existing Schedule:

“SCHEDULE

PART A—MISCELLANEOUS

Class of employee	Wages per week (All areas)	
	R	
Char	26,22	(57c per hour)
Journeyman	120,52	(R2,62 per hour)
General worker:		
Grade I	37,72	(82c per hour)
Grade II	35,42	(77c per hour)
Operative, Grade BV—		
during first six months of experience	46,00	(R1,00 per hour)
thereafter	59,80	(R1,30 per hour)
Operative, Grade VL	38,18	(83c per hour)
Machine setter—		
during first year of experience	38,18	(83c per hour)
during second year of experience	46,00	(R1,00 per hour)
thereafter	80,50	(R1,75 per hour)

PART B—OPERATIVES

Class of employee	Wages per week (All areas)	
	R	
Operative, Grade AV—		
during first six months of experience	38,18	(83c per hour)
thereafter	39,56	(86c per hour)
Operative, Grade CV—		
during first six months of experience	39,56	(86c per hour)
thereafter	46,46	(R1,01 per hour)

	Gebiede A		Ander Gebiede	
	Per	Per	Per	Per
	week	uur	week	uur
	R	c	R	c
Bakwinklassitent—				
gedurende eerste ses maande				
ondervinding	47,38	103	42,32	92
gedurende tweede ses maande				
ondervinding	53,36	116	47,84	104
daarna	55,20	120	50,14	109
Batteryhersteller—				
gedurende eerste 12 maande				
ondervinding	44,62	97	41,40	90
daarna	50,60	110	47,38	103

	Gebiede A		Gebiede B		Gebiede C	
	Per	Per	Per	Per	Per	Per
	week	uur	week	uur	week	uur
	R	c	R	c	R	c

Algemene werker—						
graad I	34,96	76	29,44	64	26,68	58
graad II	32,66	71	28,06	61	25,76	56
Wag.—Vir hierdie graad werknemer, kyk klousule 21 van Afdeling A.”						

4. AFDELING C.—HOOFSTUK II—DEEL I

KLOUSULE 4.—LONE

Vervang die lone van ondergenoemde klasse werknemers deur die volgende:

„Klas werknemer	Loon per week (Alle gebiede)	
	R	
Skoonmaakster	26,22	(57c per uur)
Vakman	120,52	(R2,62 per uur)
Werkman graad VL	38,18	(83c per uur)
Algemene werker—		
graad I	37,72	(82c per uur)
graad II	35,42	(77c per uur)”

5. AFDELING C.—HOOFSTUK II—DEEL II

KLOUSULE 5.—LONE

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

„BYLAE

DEEL A—DIVERSE

Klas werknemer	Loon per week (Alle gebiede)	
	R	
Skoonmaakster	26,22	(57c per uur)
Vakman	120,52	(R2,62 per uur)
Algemene werker—		
graad I	37,72	(82c per uur)
graad II	35,42	(77c per uur)
Werkman graad BV—		
gedurende eerste ses maande ondervinding	46,00	(R1,00 per uur)
daarna	59,80	(R1,30 per uur)
Werkman graad VL	38,18	(83c per uur)
Masjiensteller—		
gedurende eerste jaar ondervinding	38,18	(83c per uur)
gedurende tweede jaar ondervinding	46,00	(R1,00 per uur)
daarna	80,50	(R1,75 per uur)

DEEL B—WERKMANNE

Klas werknemer	Loon per week (Alle gebiede)	
	R	
Werkman graad AV—		
gedurende eerste ses maande ondervinding	38,18	(83c per uur)
daarna	39,56	(86c per uur)
Werkman graad CV—		
gedurende eerste ses maande ondervinding	39,56	(86c per uur)
daarna	46,46	(R1,01 per uur)

	<i>Wages per week (All areas)</i>
	R
Operative, Grade DV—	
during first six months of experience	42,32 (92c per hour)
thereafter	46,46 (R1,01 per hour)''

6. DIVISION C.—CHAPTER III

CLAUSE 4.—WAGES

Substitute the following for the existing Schedule

"SCHEDULE

PART A—MISCELLANEOUS

<i>Class of employee</i>	<i>Wages per week (All areas)</i>
	R
Char	26,22 (57c per hour)
Journeyman	120,52 (R2,62 per hour)
General worker—	
Grade I	37,72 (82c per hour)
Grade II	35,42 (77c per hour)

PART B—OPERATIVES WHO MAY QUALIFY FOR SETTING BONUS

<i>Class of employee</i>	<i>Wages per week (All areas)</i>
	R
Operative, Grade 1—	
during first year of experience	35,88 (78c per hour)
thereafter	36,34 (79c per hour)
Operative, Grade 2—	
during first year of experience	36,34 (79c per hour)
thereafter	37,26 (81c per hour)
Operative, Grade 3—	
during first year of experience	37,26 (81c per hour)
thereafter	38,18 (83c per hour)
Operative, Grade 4—	
during first year of experience	39,56 (86c per hour)
thereafter	40,02 (87c per hour)
Operative, Grade 5—	
during first six months of experience	39,56 (86c per hour)
thereafter	46,46 (R1,01 per hour)

PART C—OTHER OPERATIVES

<i>Class of employee</i>	<i>Wages per week (All areas)</i>
	R
Chopper out—	
during first three months of experience . .	36,34 (79c per hour)
during next nine months of experience . .	38,18 (83c per hour)
thereafter	39,56 (86c per hour)
Cutter—	
during first 18 months of experience	35,88 (78c per hour)
during second 18 months of experience . .	46,46 (R1,01 per hour)
thereafter	68,54 (R1,49 per hour)
Machine setter—	
during first year of experience	38,18 (83c per hour)
during second year of experience	46,00 (R1,00 per hour)
thereafter	80,50 (R1,75 per hour)
Pattern cutter maker—	
during first year of experience	40,48 (88c per hour)
thereafter	46,46 (R1,01 per hour)
Seaming machinist—	
during first three months of experience . .	35,88 (78c per hour)
during second three months of experience .	36,34 (79c per hour)
during third three months of experience . .	37,26 (81c per hour)
thereafter	40,02 (87c per hour)
Repetitive checker	37,72 (82c per hour)
Operative supervisor	39,56 (86c per hour)''

	<i>Loon per week (Alle gebiede)</i>
	R
Werkman graad DV—	
gedurende eerste ses maande ondervinding	42,32 (92c per uur)
daarna	46,46 (R1,01 per uur)''

6. AFDELING C.—HOOFSTUK III

KLOUSULE 4.—LONE

Vervang die bestaande Bylae deur die volgende:

„BYLAE

DEEL A—DIVERSE

<i>Klas werknemer</i>	<i>Loon per week (Alle gebiede)</i>
	R
Skoonmaakster	26,22 (57c per uur)
Vakman	120,52 (R2,62 per uur)
Algemene werker—	
graad I	37,72 (82c per uur)
graad II	35,42 (77c per uur)

DEEL B—WERKMANNE WAT VIR 'N STELBONUS IN
AANMERKING KAN KOM

<i>Klas werknemer</i>	<i>Loon per week (Alle gebiede)</i>
	R
Werkman graad 1—	
gedurende eerste jaar ondervinding	35,88 (78c per uur)
daarna	36,34 (79c per uur)
Werkman graad 2—	
gedurende eerste jaar ondervinding	36,34 (79c per uur)
daarna	37,26 (81c per uur)
Werkman graad 3—	
gedurende eerste jaar ondervinding	37,26 (81c per uur)
daarna	38,18 (83c per uur)
Werkman graad 4—	
gedurende eerste jaar ondervinding	39,56 (86c per uur)
daarna	40,02 (87c per uur)
Werkman graad 5—	
gedurende eerste ses maande ondervinding	39,56 (86c per uur)
daarna	46,46 (R1,01 per uur)

DEEL C—ANDER WERKMANNE

<i>Klas werknemer</i>	<i>Loon per week (Alle gebiede)</i>
	R
Uitsnyer—	
gedurende eerste drie maande ondervinding	36,34 (79c per uur)
gedurende volgende negte maande ondervinding	38,18 (83c per uur)
daarna	39,56 (86c per uur)
Snyer—	
gedurende eerste 18 maande ondervinding	35,88 (78c per uur)
gedurende tweede 18 maande ondervinding	46,46 (R1,01 per uur)
daarna	68,54 (R1,49 per uur)
Masjiensteller—	
gedurende eerste jaar ondervinding	38,18 (83c per uur)
gedurende tweede jaar ondervinding	46,00 (R1,00 per uur)
daarna	80,50 (R1,75 per uur)
Patroonsnyermaker—	
gedurende eerste jaar ondervinding	40,48 (88c per uur)
daarna	46,46 (R1,01 per uur)
Masjienstikker—	
gedurende eerste drie maande ondervinding	35,88 (78c per uur)
gedurende tweede drie maande ondervinding	36,34 (79c per uur)
gedurende derde drie maande ondervinding	37,26 (81c per uur)
daarna	40,02 (87c per uur)
Herhalingskontroleur	37,72 (82c per uur)
Werkman-toesighouer	39,56 (86c per uur)''

7. DIVISION C.—CHAPTER IV

CLAUSE 4.—WAGES

In subclause (1) substitute the following for the existing Wage Schedule:

“WAGE SCHEDULE

<i>Class of employee</i>	<i>Wages per week (All areas)</i>
R	
Diesel pump room assistant— during first six months of experience	55,20 (R1,20 per hour)
thereafter	58,42 (R1,27 per hour)
Engine stripper	41,40 (90c per hour)
Journeyman	120,52 (R2,62 per hour)
Operative engine assembler	108,10 (R2,35 per hour)
Operative machinist— Qualified	92,00 (R1,00 per hour)
Unqualified	63,94 (R1,39 per hour)”.

8. DIVISION C.—CHAPTER V

CLAUSE 4.—WAGES

Substitute the following for the existing Wage Schedule:

“WAGE SCHEDULE

PART A—MISCELLANEOUS

<i>Class of employee</i>	<i>Wages per week (All areas)</i>
R	
Brake drum skimmer	83,72 (R1,82 per hour)
Char	24,38 (53c per hour)
Journeyman	120,52 (R2,62 per hour)
General worker: Grade I	34,96 (76c per hour)
Grade II	32,66 (71c per hour)
Armature winder— during first three months of experience	40,94 (89c per hour)
thereafter	46,46 (R1,01 per hour)
Machine setter— during first year of experience	35,42 (77c per hour)
during second year of experience	42,32 (92c per hour)
thereafter	80,50 (R1,75 per hour)
Operative supervisor	36,80 (80c per hour)

PART B—OPERATIVES

<i>Class of employee</i>	<i>Wages per week (All areas)</i>
R	
Operative, Grade AR— during first three months of experience	35,42 (77c per hour)
thereafter	36,34 (79c per hour)
Operative, Grade BR— during first six months of experience	36,34 (79c per hour)
thereafter	36,80 (80c per hour)
Operative, Grade CR— during first six months of experience	36,80 (80c per hour)
thereafter	37,72 (82c per hour)
Operative, Grade DR— during first month of experience	40,94 (89c per hour)
thereafter	41,40 (90c per hour)”.

Signed at Johannesburg on behalf of the parties this 13th day of April 1981.

F. J. HACKNEY,
President of the Council.

W. DE KLERK,
Vice-President of the Council.

H. C. L. LOOCK,
Secretary of the Council.

7. AFDELING C.—HOOFSTUK IV

KLOUSULE 4.—LONE

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

„LOONBYLAE

<i>Klas werknemer</i>	<i>Loon per week (Alle gebiede)</i>
R	
Dieselpompkamerassistent— gedurende eerste ses maande ondervinding	55,20 (R1,20 per uur)
daarna	58,42 (R1,27 per uur)
Enjinstroper	41,40 (90c per uur)
Vakman	120,52 (R2,62 per uur)
Werkman-enjinmonteur	108,10 (R2,35 per uur)
Werkmanmasjinijs: Gekwalifiseer	92,00 (R2,00 per uur)
Ongekwalfiseer	63,94 (R1,39 per uur)”.

8. AFDELING C.—HOOFSTUK V

KLOUSULE 4.—LONE

Vervang die bestaande Loonbylae deur die volgende:

„LOONBYLAE

DEEL A—DIVERSE

<i>Klas werknemer</i>	<i>Loon per week (Alle gebiede)</i>
R	
Remtrommelskiller	83,72 (R1,82 per uur)
Skoonmaakster	24,38 (53c per uur)
Vakman	120,52 (R2,62 per uur)
Algemene werker— graad I	34,96 (76c per uur)
graad II	32,66 (71c per uur)
Ankerwikkelaar— gedurende eerste drie maande ondervinding	40,94 (89c per uur)
daarna	46,46 (R1,01 per uur)
Masjiinsteller— gedurende eerste jaar ondervinding	35,42 (77c per uur)
gedurende tweede jaar ondervinding	42,32 (92c per uur)
daarna	80,50 (R1,75 per uur)
Werkman-toesighouer	36,80 (80c per uur)

DEEL B—WERKMANNEN

<i>Werkman</i>	<i>Loon per week (Alle gebiede)</i>
R	
Werkman graad AR— gedurende eerste drie maande ondervinding	35,42 (77c per uur)
daarna	36,34 (79c per uur)
Werkman graad BR— gedurende eerste ses maande ondervinding	36,34 (79c per uur)
daarna	36,80 (80c per uur)
Werkman graad CR— gedurende eerste ses maande ondervinding	36,80 (80c per uur)
daarna	37,72 (82c per uur)
Werkman graad DR— gedurende eerste maand ondervinding	40,94 (89c per uur)
daarna	41,40 (90c per uur)”.

Namens die partye op hede die 13de dag van April 1981 te Johannesburg onderteken.

F. J. HACKNEY,
President van die Raad.

W. DE KLERK,
Vise-president van die Raad.

H. C. L. LOOCK,
Sekretaris van die Raad.

SCHEDULE

THE NATIONAL INDUSTRIAL COUNCIL FOR THE
MOTOR INDUSTRY
AUTO WORKERS' PENSION FUND
AGREEMENT

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

South African Motor Industry Employers' Association
and the

South African Vehicle Builders' and Repairers'
Association

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

Motor Industry Combined Workers' Union;
Motor Industry Employees' Union of South Africa

and the

Motor Industry Staff Association

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

being parties to the National Industrial Council for the Motor Industry, to amend the Auto Workers' Pension Fund Agreement published under Government Notice R.1510 of 25 July 1980, as amended by Government Notices R.2022 of 3 October 1980, R.2635 of 24 December 1980 and R.1017 of 15 May 1981, as follows:

CLAUSE 3.—DEFINITIONS

Substitute the following for the definition of "retirement age":
"retirement age" means 65 years;"

Signed at Johannesburg on behalf of the parties this 13th day of April 1981.

F. J. HACKNEY,
President of the Council.

W. DE KLERK,
Vice-President of the Council.

H. C. L. LOOCK,
Secretary of the Council.

BYLAE

DIE NASIONALE NYWERHEIDSRaad VIR DIE
MOTORNYWERHEID

PENSIOENFONDS VIR MOTORWERKERS

OOREENKOMS

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

South African Motor Industry Employers' Association
en die

South African Vehicle Builders' and Repairers' Association
(hierna die „werkgewers” of die „werkgewersorganisasies” genoem),
aan die een kant, en die

Motor Industry Combined Workers' Union;
Motor Industry Employees' Union of South Africa

en die

Motor Industry Staff Association

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

wat die partye is by die Nasionale Nywerheidsraad vir die Motornywerheid,

om die Pensioenfondsooreenkomms vir Motorwerkers, gepubliseer by Goewermentskennisgewing R.1510 van 25 Julie 1980 en soos gewysig by Goewermentskennisgewings R.2022 van 3 Oktober 1980, R.2635 van 24 Desember 1980 en R.1017 van 15 Mei 1981, soos volg te wysig:

KLOUSULE 3.—WOORDOMSKRYWING

Vervang die omskrywing van „aftreeouderdom” deur die volgende:
„aftreeouderdom” 65 jaar;"

Namens die partye op hede die 13de dag van April 1981 te Johannesburg onderteken.

F. J. HACKNEY,
President van die Raad.

W. DE KLERK,
Vise-president van die Raad.

H. C. L. LOOCK,
Sekretaris van die Raad.

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