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GOVERNMENT NOTICES

**DEPARTMENT OF MANPOWER
UTILISATION**

No. R. 1338

26 June 1981

INDUSTRIAL CONCILIATION ACT, 1956

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

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 period fixed in Government Notice R. 2169 of 24 October 1980, by a further period of 12 months ending 30 June 1982.

S. P. BOTHA, Minister of Manpower Utilisation.

No. R. 1339

26 June 1981

INDUSTRIAL CONCILIATION ACT, 1956

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

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 July 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 the employers and employees who are members of the said organisation or unions;

700—A

GOEWERMENSKENNISGEWINGS

DEPARTEMENT VAN MANNEKRAGBENUTTING

No. R. 1338

26 Junie 1981

WET OP NYWERHEIDSVERSOENING, 1956

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

Ek, Stephanus Petrus Botha, Minister van Mannekragbenutting, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Nywerheidsversoening, 1956, die tydperk vasgestel in Goewermentskennisgewing R. 2169 van 24 Oktober 1980, met 'n verdere tydperk van 12 maande wat op 30 Junie 1982 eindig.

S. P. BOTHA, Minister van Mannekragbenutting.

No. R. 1339

26 Junie 1981

WET OP NYWERHEIDSVERSOENING, 1956

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

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 Julie 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 die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is;

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(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 Industries in the Magisterial Districts of Durban, East London, Johannesburg, Pietersburg, Pinetown and The Cape; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the Magisterial Districts of Durban, East London, Johannesburg, Pietersburg, Pinetown and The Cape 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 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

S.A. Radio and Television Manufacturers' Association

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

Electrical and Allied Trades Union of South Africa

Radio, Television, Electronics and Allied Workers' Union

S.A. Electrical Workers' Association

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

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

to amend the Agreement for the Radio Manufacturing Section, published under Government Notice R. 2169 of 24 October 1980, as follows:

A. PART I

SECTION 4.—GENERAL PROVISIONS

Substitute the following for subsection (2):

"(2) Every employee, other than an employee who was engaged during the period 10 March 1981 to 30 June 1981 at a rate of pay equal to or higher than the rate of pay specified for his class of work on 1 July 1981, who on 1 July 1981 is employed by an employer on work classified in this 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 an additional amount for his class of work as set out in the column headed 'Additional amount' on the Table of Occupations and Wage Rates in Part II:

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 granted to such an employee during the period 10 March 1981 to 30 June 1981;

(ii) 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 1 July 1981 and no employee shall be paid wages at a rate less than the rate for his class of work specified in this Agreement.

For the purposes of this Agreement, the rates applicable in terms of this subsection shall *mutatis mutandis* apply to employees employed on incentive bonus work in terms of section 10 of Part I of the Main Agreement."

(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 Nywerhede vir die landdrosdistrikte Die Kaap, Durban, Johannesburg, Oos-Londen, Pietersburg en Pinetown; 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 landdrosdistrikte Die Kaap, Durban, Johannesburg, Oos-Londen, Pietersburg en Pinetown *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 Nywerheidsversoenig, 1956, gesluit deur en aangegaan tussen die

S.A. Radio and Television Manufacturers' Association

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

Electrical and Allied Trades Union of South Africa

Radio, Television, Electronics and Allied Workers' Union

S.A. Electrical Workers' Association

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

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

om die Ooreenkoms vir die Radiovervaardigingseksies, gepubliseer by Goewermentwkennisgewing, R. 2169 van 24 Oktober 1980, soos volg te wysig:

A. DEEL I

KLOUSULE 4—ALGEMENE BEPALINGS

Vervang subklousule (2) deur die volgende:

"(2) Elke werknemer, behalwe 'n werknemer wat in diens geneem is gedurende die tydperk 10 Maart 1981 tot 30 Junie 1981 teen 'n loonskaal gelykstaande met of hoër as die loon op 1 Julie 1981, vir sy klas werk gespesifiseer, moet, terwyl hy by dieselfde werkgewer in diens is en ongeag of sy werklike loon onmiddellik voor genoemde datum hoër was as die loon vir sy klas werk in hierdie Ooreenkoms gespesifiseer al dan nie, minstens die werklike loon betaal word wat hy onmiddellik voor genoemde datum ontvang het, plus 'n addisionele bedrag vir sy klas werk soos uiteengesit in die kolom met die opskrif 'Addisionele bedrag' in die Tabel van Beroepe en Loonskale in Deel II:

Met die verstande dat—

(i) die addisionele bedrag wat ingevolge hierdie subklousule aan 'n werknemer vir sy klas werk betaalbaar is, verminder kan word met die bedrag van enige verhoging wat tussen 10 Maart 1981 en 30 Junie 1981 aan sodanige werknemer toegestaan is;

(ii) 'n werkgewer nie die loonskaal van 'n werknemer aan wie 'n groter verhoging as die addisionele bedrag in hierdie subklousule gespesifiseer op of sedert 1 Julie 1981 vir sy klas werk toegeken is, mag verminder nie en dat 'n werknemer nie 'n laer loon betaal mag word nie as die loon wat vir sy klas werk in hierdie Ooreenkoms voorgeskryf word.

Vir die toepassing van hierdie Ooreenkoms is die lone wat ingevolge hierdie subklousule van toepassing is, *mutatis mutandis* van toepassing op werknemers wat aansporingsbonuswerk ooreenkomstig klousule 10 van Deel I van die Hoof-ooreenkoms verrig."

B. PART II

TABLE OF OCCUPATIONS AND WAGE RATES

Substitute the following for the existing table:

Job description	Basic wage per hour	Additional amount per hour
	R	c
1. Electrician's work	3,62	48
2. Radiotrician's work	3,62	48
3. Preparation and assembly of equipment for production lines and general maintenance of buildings and equipment aspects of electrician's or radiotrician's work	3,62	48
4. Leading a single section or line where there are 20 or more operators (when so appointed)	2,25	35
5. Location of electrical faults by predetermined symptom analysis, including repair of such faults by soldering or replacement of faulty components:		
First month of experience	1,98	32
Second month of experience	2,15	33
Thereafter	2,25	35
6. Leading small subsections and limited personnel up to 20 operators (when so appointed)	1,62	26
7. Engaging on coil winding operations, including alignment and preparation of coil winding machines:		
First month of experience	1,49	25
Second month of experience	1,54	26
Thereafter	1,56	26
8. Engaging on light pressing operations, including attachment of self-locating dies:		
First month of experience	1,49	25
Second month of experience	1,54	26
Thereafter	1,56	26
9. Final testing on production line within predetermined limits and/or testing of finished products for sound and appearance:		
First three months of experience	1,49	25
Thereafter	1,56	26
10. Electrical alignment of individual components within predetermined limits, including immediate rectification of obvious faults:		
First three months of experience	1,42	25
Thereafter	1,46	25
11. Electrical testing, including the use of jigs, of special sections of circuits to predetermined limits, but excluding repair work:		
First three months of experience	1,42	25
Thereafter	1,46	25
12. Relief line assembly operating	1,39	24
13. Physical examination of soldered joints and components, including touching up of joints and salvage or replacement of damaged components	1,36	24
14. Light pressing operations, but not including attachment of dies	1,36	25
15. Glueing loudspeaker to frame prior to baking and operating baking jig	1,36	25
16. Assembling and/or fixing and/or wiring-in of components and/or wiring (using prepared wires) to set instructions and/or figures and/or model and/or sample, including soldering by hand:		
First three months of experience	1,22	21
Thereafter	1,34	24
17. Coil winding (including transformers) by hand	1,28	24
18. Coil winding (including transformers) on semi-automatic machines	1,21	21
19. Maintaining depth of flux and solder baths and watching belt feed to and from machine	1,21	21
20. Silk screening, excluding art work	1,21	21
21. Washing and/or cleaning and/or coating and/or exposing and/or developing and/or etching of printed circuit boards and/or blanks	1,21	21
22. Riveting by hand or machine	1,21	21
23. Checking and/or testing of components to predetermined standards and/or model and/or pictorial designs	1,21	21

B. DEEL II

TABEL VAN BEROEPE EN LOONSKALE

Vervang die bestaande tabel deur die volgende:

Werkbeskrywing	Basiese loon per uur	Addisionele bedrag per uur
	R	c
1. Elektrisiënswerk	3,62	48
2. Radiotrisiënswerk	3,62	48
3. Voorbereiding en montering van uitrusting vir produksiebande en algemene onderhoud van geboue en uitrustingsaspekte van elektrisiëns- of radiotrisiënswerk	3,62	48
4. Leiding van 'n enkele seksie of band waar daar 20 of meer bedieners is (indien aldus aangestel)	2,25	35
5. Opsporing van elektriese foute deur vooraf bepaalde simptomeontleding, met inbegrip van die herstel van sodanige foute deur soldering of vervanging van foutiewe komponente:		
Eerste maand ondervinding	1,98	32
Tweede maand ondervinding	2,15	33
Daarna	2,25	35
6. Leiding van klein subseksies en beperkte personeel van tot 20 bedieners (indien aldus aangestel)	1,62	26
7. Die onderneming van spoelwikkelsaamhede, met inbegrip van die instelling en voorbereiding van spoelwikkelmassjiene:		
Eerste maand ondervinding	1,49	25
Tweede maand ondervinding	1,54	26
Daarna	1,56	26
8. Die onderneming van ligte perswerk, met inbegrip van die vashegting van selfstandstempels:		
Eerste maand ondervinding	1,49	25
Tweede maand ondervinding	1,54	26
Daarna	1,56	26
9. Finale toetsing op produksieband binne vooraf bepaalde perke en/of toetsing van voltooide produkte vir klank en voorkoms:		
Eerste drie maande ondervinding	1,49	25
Daarna	1,56	26
10. Elektriese instelling van individuele komponente binne vooraf bepaalde perke, met inbegrip van onmiddellike regstelling van ooglopende foute:		
Eerste drie maande ondervinding	1,42	25
Daarna	1,46	25
11. Elektriese toetsing, met inbegrip van die gebruik van setmate, van spesiale seksies van stroombane volgens vooraf bepaalde perke, maar uitgesonderd herstelwerk:		
Eerste drie maande ondervinding	1,42	25
Daarna	1,46	25
12. Bediening van ontlastbandsamestelle	1,39	24
13. Fisiese ondersoek van gesoldeerde voë en komponente, met inbegrip van die opknapping van voë en die herstel of vervanging van beskadigde komponente	1,36	24
14. Ligte perswerk, maar uitgesonderd die vashegting van tempels	1,36	25
15. Luidsprekers aan rame vaslym voordat dit gebak word, en bediening van baksetmaat	1,36	25
16. Montering en/of vashegting en/of bedrading van komponente en/of bedrading (met voorbereide drade) volgens voorgeskrewe instruksies en/of patrone en/of model en/of monster, met inbegrip van handsoldeerwerk:		
Eerste drie maande ondervinding	1,22	21
Daarna	1,34	24
17. Spoelwikkeling (met inbegrip van transformators) met die hand	1,28	24
18. Spoelwikkeling (met inbegrip van transformators) op halfoutomatiese masjiene	1,21	21
19. Handhawing van diepte van smeltmiddel en soldeerbadens en toesig oor bandtoevoer na masjiene en van masjiene af	1,21	21
20. Syskermwerk, uitgesonderd sierwerk	1,21	21
21. Was en/of skoonmaak en/of bedekking en/of beligting en/of ontwikkelings en/of ets van gedruktebaanborde en/of rustukke	1,21	21
22. Klinkwerk met die hand of met 'n masjiene	1,21	21
23. Kontrolering en/of toetsing van komponente volgens vooraf bepaalde standaarde en/of model en/of prentontwerpe	1,21	21

Job description	Basic wage per hour	Additional amount per hour
	R	c
24. Testing before assembly into final units, of record changers and/or turnables and/or manual players to set instructions, and including the testing of radiogram chassis for light and play	1,21	21
25. Mounting and/or connecting of sections and/or subassemblies into cabinets	1,21	21
26. Assembling and fixing aerials, switches and trims generally to cabinets and/or chassis	1,21	21
27. Drilling to stops and/or jigs and/or fixtures	1,21	21
28. Inserting components into prepared printed circuit boards to set instructions and/or sample, including trimming of leads (excluding soldering)	1,21	21
29. Operating automatic wire cutting machine, excluding setting thereof	1,21	21
30. Cutting and stripping wire to prescribed lengths and/or to stops	1,21	21
31. Tinning by dipping	1,21	21
32. General labouring, including cleaning and packing	1,13	21"

Signed at Johannesburg for and on behalf of the parties this 22nd day of May 1981.

W. E. KIRKWOOD, Vice-Chairman.

W. BORNMAN, Member.

A. O. DE JAGER, General Secretary.

Werkbeskrywing	Basiese loon per uur	Addisionele bedrag per uur
	R	c
24. Toetsing, voor montering in finale eenhede, van platewisselaars en/of draaitafels en/of hand-platespelers volgens voorgeskrewe instruksies, met inbegrip van die toetsing van radiogramonderstelle vir lig en speel	1,21	21
25. Montering en/of aansluiting van seksies en/of subasemstelle in kabinette	1,21	21
26. Montering en vashegting van lugdrade, skakelaars en afwerking in die algemeen aan kabinette en/of onderstelle	1,21	21
27. Boor volgens stuiters en/of setmate en/of setklemme	1,21	21
28. Die invoeging van komponente in voorbereide gedruktebaanborde volgens voorgeskrewe instruksies en/of monster, met inbegrip van die afwerking van leidings (uitgesonderd soldeerwerk)	1,21	21
29. Bediening van outomatiese draadsnymasjien, uitgesonderd die stel daarvan	1,21	21
30. Die sny en stroop van drade volgens voorgeskrewe lengtes en/of volgens stuiters	1,21	21
31. Vertinning deur indompeling	1,21	21
32. Algemene arbeid, met inbegrip van skoonmaak en verpakking	1,13	21"

Namens die partye op hede die 22ste dag van Mei 1981 in Johannesburg onderteken.

W. E. KIRKWOOD, Ondervoorsitter.

W. BORNMAN, Lid.

A. O. DE JAGER, Hoofsekretaris.

No. R. 1340

26 June 1981

INDUSTRIAL CONCILIATION ACT, 1956

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

I, Stephanus Petrus Botha, Minister of Manpower Utilisation, hereby, in terms of section 48 (4) (a) (ii) of the Industrial Conciliation Act, 1956, declare the provisions of Government Notices R. 1436 of 4 September 1970, R. 1567 of 10 September 1971, R. 2146 of 1 December 1972, R. 390 of 16 March 1973, R. 2072 of 2 November 1973, R. 1323 of 2 August 1974, R. 1010 of 23 May 1975, R. 1522 of 27 August 1976, R. 1688 of 26 August 1977, R. 160 of 27 January 1978, R. 1321 of 23 June 1978, R. 2353 of 26 October 1979 and R. 2036 of 9 October 1980 to be effective from 1 July 1981 and for the period ending 30 June 1982.

S. P. BOTHA, Minister of Manpower Utilisation.

No. R. 1341

26 June 1981

INDUSTRIAL CONCILIATION ACT, 1956

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

I, Stephanus Petrus Botha, Minister of 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 Metal-

No. R. 1340

26 Junie 1981

WET OP NYWERHEIDSVERSOENING, 1956

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

Ek, Stephanus Petrus Botha, Minister van Mannekragbenutting, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van Goewermmentskennisgewings R. 1436 van 4 September 1970, R. 1567 van 10 September 1971, R. 2146 van 1 Desember 1972, R. 390 van 16 Maart 1973, R. 2072 van 2 November 1973, R. 1323 van 2 Augustus 1974, R. 1010 van 23 Mei 1975, R. 1522 van 27 Augustus 1976, R. 1688 van 26 Augustus 1977, R. 160 van 27 Januarie 1978, R. 1321 van 23 Junie 1978, R. 2353 van 26 Oktober 1979 en R. 2036 van 9 Oktober 1980 van krag is vanaf 1 Julie 1981 en vir die tydperk wat op 30 Junie 1982 eindig.

S. P. BOTHA, Minister van Mannekragbenutting.

No. R. 1341

26 Junie 1981

WET OP NYWERHEIDSVERSOENING, 1956

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

Ek, Stephanus Petrus Botha, Minister van 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,

lurgical Industries, shall be binding, with effect from 1 July 1981 and for the period ending 30 June 1982, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement shall be binding, with effect from 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 Industries in the Province of the Transvaal; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the Province of the Transvaal 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 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

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

S.A. Electrical Workers' Association

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

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

to amend the Agreement for the Radio, Refrigeration and Domestic Electrical Appliances Division, published under Government Notice R. 1436 of 4 September 1970, as amended and renewed by Government Notices R. 1567 of 10 September 1971, R. 2143 and R. 2146 of 1 December 1972, R. 390 of 16 March 1973, R. 2072 of 2 November 1973, R. 1322 and R. 1323 of 2 August 1974, R. 1010 of 23 May 1975, R. 1521 and R. 1522 of 27 August 1976, R. 1159 of 24 June 1977, R. 1442 of 29 July 1977, R. 1686 and R. 1688 of 26 August 1977, R. 160 of 27 January 1978, R. 1320 and R. 1321 of 23 June 1978, R. 2352 and R. 2353 of 26 October 1979 and R. 2035 and R. 2036 of 9 October 1980, as follows:

PART I

SECTION 4.—WAGES AND/OR EARNINGS

(1) Substitute the following for subsection (1):

"(1) Every employee who on 1 July 1981 is employed by an employer on work classified in this 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
Rate A	48
Rate AA:	
Employees in their first six months of continuous service on the above date	36
Employees in their second six months of continuous service on the above date	39
Employees with more than 12 months' continuous service on the above date	39
Rate D	39
Rate DD	33
Rate DDD	27
Rate F	22
Rate G	21
Rate I	21

met ingang van 1 Julie 1981 en vir die tydperk wat op 30 Junie 1982 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van 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 Nywerhede in die provinsie Transvaal; 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 provinsie Transvaal *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 Nywerheidsversoenning, 1956, gesluit deur en aangegaan tussen die

Radio, Appliance and Television Association of South Africa

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

S.A. Electrical Workers' Association

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

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

om die Ooreenkoms vir die Afdeling Radio-, Verkoelings- en Huishoudelike Elektriese Toestelle, gepubliseer by Goewermentskennisgewing R. 1436 van 4 September 1970, soos gewysig en hernieu by Goewermentskennisgewings R. 1567 van 10 September 1971, R. 2143 en R. 2146 van 1 Desember 1972, R. 390 van 16 Maart 1973, R. 2072 van 2 November 1973, R. 1322 en R. 1323 van 2 Augustus 1974, R. 1010 van 23 Mei 1975, R. 1521 en R. 1522 van 27 Augustus 1976, R. 1159 van 24 Junie 1977, R. 1442 van 29 Julie 1977, R. 1686 en R. 1688 van 26 Augustus 1977, R. 160 van 27 Januarie 1978, R. 1320 en R. 1321 van 23 Junie 1978, R. 2352 en R. 2353 van 26 Oktober 1979 en R. 2035 en R. 2036 van 9 Oktober 1980, soos volg te wysig:

DEEL I

KLOUSULE 4.—LONE EN/OF VERDIENSTE

(1) Vervang subklousule (1) deur die volgende:

"(1) Elke werknemer wat op 1 Julie 1981 by 'n werkgewer in diens is vir die verrigting van werk wat in hierdie Ooreenkoms ingedeel is, moet, terwyl hy by dieselfde werkgewer in diens is en ongeag of sy werklike loon onmiddellik voor genoemde datum hoër was as die loon vir sy klas werk in hierdie Ooreenkoms gespesifiseer al dan nie, 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
Loon A	48
Loon AA:	
Werknemers in hul eerste ses maande ononderbroke diens op bogenoemde datum	36
Werknemers in hul tweede ses maande ononderbroke diens op bogenoemde datum	39
Werknemers met meer as 12 maande ononderbroke diens op bogenoemde datum	39
Loon D	39
Loon DD	33
Loon DDD	27
Loon F	22
Loon G	21
Loon I	21

Provided that the amount payable from 1 July 1981 in terms of this subsection may be reduced by the amount of any increase granted to an employee during the period 10 March 1981 to 1 May 1981: Provided further that the aforementioned reduction shall not exceed the following:

Class of work	Amount per hour
Rate A	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 D	13
Rate DD	11
Rate DDD	9
Rate F	8
Rate G	7
Rate I	7

For purposes of this Agreement, the rates applicable in terms of this subsection shall *mutatis mutandis* apply to employees employed in incentive bonus work in terms of section 10 of Part I of the Main Agreement."

(2) In subsection (3), for the rates per hour specified in the wage schedule, substitute the following:

	R
"Rate A	3,62
Rate AA:	2,83
After six months of continuous employment with the same employer, inclusive of continuous employment on 1 July 1981	2,92
After 12 months of continuous employment with the same employer, inclusive of continuous employment on 1 July 1981	3,02
Rate D	2,46
Rate DD	1,93
Rate DDD	1,62
Rate F	1,30
Rate G	1,18
Rate I	1,13"

Signed at Johannesburg for and on behalf of the parties this 22nd day of May 1981.

W. E. KIRKWOOD, Vice-Chairman.

W. BORNMAN, Member.

A. O. DE JAGER, General Secretary.

No. R. 1342 26 June 1981

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES.—EXTENSION OF LIFT ENGINEERING 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 period fixed in Government Notice R. 2037 of 9 October 1980, by a further period of 12 months ending 30 June 1982.

S. P. BOTHA, Minister of Manpower Utilisation.

No. R. 1343 26 June 1981

INDUSTRIAL CONCILIATION ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES.—AMENDMENT OF LIFT ENGINEERING 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 July

Met dien verstande dat die bedrag ingevolge hierdie subklousule vanaf 1 Julie 1981 betaalbaar, verminder kan word met die bedrag van alle verhogings wat gedurende die tydperk 10 Maart 1981 tot 1 Mei 1981 aan 'n werkgewer toegestaan is: Voorts met dien verstande dat voornoemde vermindering hoogstens soos volg mag wees:

Klas werk	Bedrag per uur
Loon A	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 D	13
Loon DD	11
Loon DDD	9
Loon F	8
Loon G	7
Loon I	7

Vir die toepassing van hierdie Ooreenkoms is die lône wat ingevolge hierdie subklousule van toepassing is, *mutatis mutandis* van toepassing op werknemers wat aansporingsbonuswerk ooreenkomstig klousule 10 van Deel I van die Hoof-ooreenkoms verrig.

(2) In subklousule (3), vervang die uurlone in die loonbylae gespesifiseer deur die volgende:

	R
"Loon A	3,62
Loon AA:	2,83
Na ses maande ononderbroke diens by dieselfde werknemer, met inbegrip van ononderbroke diens op 1 Julie 1981	2,92
Na 12 maande ononderbroke diens by dieselfde werknemer, met inbegrip van ononderbroke diens op 1 Julie 1981	3,02
Loon D	2,46
Loon DD	1,93
Loon DDD	1,62
Loon F	1,30
Loon G	1,18
Loon I	1,13"

Namens die partye op hede die 22ste dag van Mei 1981 in Johannesburg onderteken.

W. E. KIRKWOOD, Ondervoorsitter.

W. BORNMAN, Lid.

A. O. DE JAGER, Hoofsekretaris.

No. R. 1342 26 Junie 1981

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.—VERLENGING VAN HYSBAK-INGENIEURSOORENKOMS

Ek, Stephanus Petrus Botha, Minister van Mannekragbenutting, verleng hierby; kragtens artikel 48 (4) (a) (i) van die Wet op Nywerheidsversoening, 1956, die tydperk vasgestel in Goewermentskennisgewing R. 2037 van 9 Oktober 1980, met 'n verdere tydperk van 12 maande wat op 30 Junie 1982 eindig.

S. P. BOTHA, Minister van Mannekragbenutting.

No. R. 1343 26 Junie 1981

WET OP NYWERHEIDSVERSOENING, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.—WYSIGING VAN HYSBAK-INGENIEURSOORENKOMS

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,

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 the employers and employees who are members of the said organisation or unions;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement 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 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 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 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

Lift Engineering Association of South Africa

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

Electrical and Allied Trades Union of South Africa
and the

S.A. Electrical Workers' Association

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

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

to amend the Lift Engineering Agreement as published under Government Notice R. 2037 dated 9 October 1980, as follows:

1. SECTION 4.—SPECIAL CONDITIONS OF EMPLOYMENT

(1) In subsection (6) for the words "Settlers Day" substitute the words "Founders Day".

(2) In subsection (7) (a) (ii) substitute the figures "R14,00" and "R4,50" for the figures "R11,00" and "R3,50" respectively.

(3) In subsection (7) (a) (vi)—

(a) substitute the figure "19c" for the figure "17c"; and

(b) delete subparagraph (ac).

2. SECTION 6.—WAGES

(1) Substitute the following for the existing subsection (1):

"(1) No employer shall pay to employees engaged on work classified in subsection (4) of this section, wages lower than those stipulated and no employee shall accept wages lower than those stipulated, namely:

In Wage Group 1: R4,26 per hour.

In Wage Group 2: R3,34 per hour.

In Wage Group 3: R1,91 per hour.

In Wage Group 4: R1,39 per hour."

(2) Substitute the following for the existing subsection (2):

"(2) Every employee who on 11 July 1981 is employed by an employer on work classified in this 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

met ingang van 1 Julie 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 die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms 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 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 Julie 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 Mannekragbenutting.

BYLAE

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

OOREENKOMS

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

Lift Engineering Association of South Africa

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

Electrical and Allied Trades Union of South Africa
en die

S.A. Electrical Workers' Association

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

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

om die Hysbakingenieursooreenkoms, gepubliseer by Goewermmentskennisgewing R. 2037 van 9 Oktober 1980, soos volg te wysig:

1. KLOUSULE 4.—SPESIALE DIENSVOORWAARDES

(1) In subklousule (6) vervang die woord "Setlaarsdag" deur die woord "Stigtersdag".

(2) In subklousule (7) (a) (ii) vervang die syfers "R14,00" en "R3,50" deur onderskeidelik die syfers "R14,00" en "R4,50".

(3) In subklousule (7) (a) (vi)—

(a) vervang die syfer "17c" deur die syfer "19c"; en

(b) skrap subparagraaf (ac).

2. KLOUSULE 6.—LONE

(1) Vervang die bestaande subklousule (1) deur die volgende:

"(1) Geen werkgewer mag aan werknemers wat werk verrig wat in subklousule (4) van hierdie klousule ingedeel is, laer lone betaal as dié wat voorgeskryf is nie en geen werknemer mag laer lone aanvaar as dié wat voorgeskryf is nie, naamlik:

In Loongroep 1: R4,26 per uur.

In Loongroep 2: R3,34 per uur.

In Loongroep 3: R1,91 per uur.

In Loongroep 4: R1,39 per uur."

(2) Vervang die bestaande subklousule (2) deur die volgende:

"(2) Elke werknemer wat by die inwerkingtreding van hierdie Ooreenkoms by 'n werkgewer in diens is vir die verrigting van werk wat in hierdie Ooreenkoms ingedeel is, moet, terwyl hy by dieselfde werkgewer in diens is en ongeag of sy werklike tarief van besoldiging onmiddellik vóór vermelde datum hoër was as die tarief vir sy klas werk in hierdie Ooreenkoms

this Agreement, be paid not less than the actual rate of pay he was receiving immediately prior to the said date, plus an additional amount for his wage group as follows:

<i>Class of work</i>	<i>Amount per hour c</i>
Wage Group 1 employees.....	50
Wage Group 2 employees.....	40
Wage Group 3 employees.....	30
Wage Group 4 employees.....	25

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 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 in his class of work as at the coming into operation of this Agreement 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.”

(3) In subsection (3) substitute the figure “R3,62” for the figure “R3,14”.

Signed at Johannesburg for and on behalf of the parties this 3rd day of June 1981.

W. E. KIRKWOOD, Vice-Chairman.

W. BORNMAN, Member.

A. O. DE JAGER, General Secretary.

gespesifiseer, al dan nie, minstens die werklike tarief van besoldiging betaal word wat hy onmiddellik vóór vermelde datum ontvang het, plus die volgende addisionele bedrag vir sy loongroep:

<i>Klas werk</i>	<i>Bedrag per uur c</i>
Werknemers, Loongroep 1	50
Werknemers, Loongroep 2	40
Werknemers, Loongroep 3	30
Werknemers, Loongroep 4	25

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 loon van minstens dié wat vir sy klas werk by die inwerkingtreding van hierdie Ooreenkoms voorgeskryf is, nie geregtig is op die ontvangs van die addisionele bedrag wat in hierdie subklousule vir sy klas werk gespesifiseer is nie;

(iii) geen werkgever 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 lene teen 'n tarief laer as die tarief vir sy klas werk in hierdie Ooreenkoms gespesifiseer betaal mag word nie.”

(3) In subklousule (3) vervang die syfer “R3,14” deur die syfer “R3,62”.

Namens die partye op hede die 3de dag van Junie 1981 in Johannesburg onderteken.

W. E. KIRKWOOD, Ondervoorsitter.

W. BORNMAN, Lid.

A. O. DE JAGER, Hoofsekretaris.

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