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GOEWERMENTSKENNISGEWING

DEPARTEMENT VAN MANNEKRAG

No. R. 2504

18 November 1983

WET OP ARBEIDSVERHOUDINGE, 1956

ELEKTROTEGNIËSE NYWERHEID, NATAL.—OOREENKOMS VIR DIE ELEKTROTEGNIËSE INGENIEURS- EN BEDIENINGSEKSIE

Ek, Stephanus Petrus Botha, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1984 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2, 9 (3) (h), 9bis, 18 en 21 van Deel I, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1984 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 Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van genoemde Ooreenkoms gespesifiseer.

S. P. BOTHA, Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIËSE NYWERHEID (NATAL)

ELEKTROTEGNIËSE INGENIEURS- EN BEDIENINGSEKSIE

OOREENKOMS

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

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GOVERNMENT NOTICE

DEPARTMENT OF MANPOWER

No. R. 2504

18 November 1983

LABOUR RELATIONS ACT, 1956

ELECTRICAL INDUSTRY, NATAL.—AGREEMENT FOR THE ELECTRICAL ENGINEERING AND SERVICING SECTION

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

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1984, 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; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 (1) (a), 2, 9 (3) (h), 9bis, 18 and 21 of Part I, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1984, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the said Agreement.

S. P. BOTHA, Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE ELECTRICAL INDUSTRY (NATAL)

ELECTRICAL ENGINEERING AND SERVICING SECTION

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

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Electrical Engineering and Allied Industries Association

en die

Radio, Appliance and Television Association of South Africa

en die

Electronics and Telecommunications Industries Association

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

South African Electrical Workers' Association

en die

Amalgamated Engineering Union

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

wat die partye is by die Nywerheidsraad vir die Elektrotegniese Nywerheid (Natal).

DEEL I**ALGEMENE VOORWAARDES VAN TOEPASSING OP HIERDIE HELE OOREENKOMS****1. TOEPASSINGSBESTEK**

(1) Hierdie Ooreenkoms moet nagekom word deur werkgewers en werknemers in die Elektrotegniese Nywerheid—

(a) wat lede van onderskeidelik die werkgewersorganisasies en die vakverenigings is; en

(b) wat betrokke is by of in diens is in—

(i) die landdrostrikte Alfred, Babanango, Bergville, Camperdown, Dannhauser, Dundee, Durban, Eshowe, Estcourt, Glencoe, Hlabisa, Impendle, Inanda, Ingwavuma, Ixopo, Kliprivier, Kranskop, Lionsrivier, Lower Tugela, Lower Umfolozi, Mahlabatini, Mapamulo, Mooirivier, Msinga, Mtonjaneni, Mtunzini, Ndwedwe, Newcastle, New Hanover, Ngotsha, Nkandla, Nongoma, Nqutu, Paulpietersburg, Pietermaritzburg, Pinetown, Polela, Port Shepstone, Richmond, Ubombo, Umbumbula, Umvoti, Umzinto, Underberg, Utrecht, Vryheid en Weenen, maar uitgesonderd alle gedeeltes van hierdie landdrostrikte wat ingevolge Proklamasie R. 11, 1977, wat in die *Staatskoerant* van 28 Januarie 1977 verskyn het, binne die selfregerende grondgebied van KwaZulu val, in die werksaamhede uiteengesit in paragrawe (a), (b) en (c) van die omskrywing van "Elektrotegniese Nywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 2073 van 21 September 1979;

(ii) die werksaamhede uiteengesit in paragraaf (d) van die omskrywing van "Elektrotegniese Nywerheid" in klousule 3 van genoemde Ooreenkoms, in die provinsie Natal.

(2) Ondanks subklousule (1), is die Ooreenkoms—

(a) van toepassing op vakleerlinge en kwekelinge, slegs vir sover dit nie strydig is met die Wet op Mannekragopleiding, 1981, of met voorwaardes wat daarkragtens gestel is of kennisgewings wat daarvolgens geskied het nie;

(b) nie van toepassing op werkgewers en werknemers wat onderskeidelik betrokke is by of werksaam is in die Aannemingseksie van die Elektrotegniese Nywerheid nie.

(3) Vir die toepassing van hierdie Ooreenkoms word die weeklikse loonskaal van vakleerlinge, voorgeskryf kragtens die Wet op Mannekragopleiding, 1981, as die weekloon van sodanige werknemers geneem en is die uurloon die weekloon soos hierbo bereken, gedeel deur die getal gewone ure wat daar in die betrokke bedryfsinrigting gewerk word.

(4) Die diensvoorwaardes wat in hierdie Ooreenkoms neergelê word sal *mutatis mutandis* op wagte van toepassing wees: Met dien verstande dat die werksure van sodanige werknemers nie 48 in enige week mag oorskry nie.**2. GELDIGHEDSDUUR**

Hierdie Ooreenkoms tree in werking op sodanige datum as wat die Minister van Mannekrag kragtens artikel 48 van die Wet op Arbeidsverhoudinge, 1956, vasstel en bly van krag vir die tydperk wat op 30 Junie 1984 eindig, of vir dié tydperk wat die Minister bepaal.

3. WOORDOMSKRYWING

Alle uitdrukkings wat in hierdie Ooreenkoms gebesig en in die Wet op Arbeidsverhoudinge, 1956, omskryf word, het dieselfde betekenis as in daardie Wet, en waar daar van 'n wet melding gemaak word, word ook alle wysigings van sodanige wet bedoel; voorts, tensy onbestaanbaar met die samehang, beteken—

"Wet" die Wet op Arbeidsverhoudinge, 1956;

"buitengewoon vuil werk" werk in verband met dieselenjins van die kruiskop af ondertoe, gebruikte skeepsketels, oonde, verbrandingskamers, rookkaste, in skeepskimme en in brandstoftens, aan boord skip verrig, en in installasies vir die hantering van gebruikte steenkool en/of kooks en in rubberverwerkingsinstallasies;

Electrical Engineering and Allied Industries Association

and the

Radio, Appliance and Television Association of South Africa

and the

Electronics and Telecommunications Industries Association

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

South African Electrical Workers' Association

and the

Amalgamated Engineering Union

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

being the parties to the Industrial Council for the Electrical Industry (Natal).

PART I**GENERAL CONDITIONS APPLICABLE THROUGHOUT THIS AGREEMENT****1. SCOPE OF APPLICATION**

(1) The terms of this Agreement shall be observed by employers and employees in the Electrical Industry—

(a) who are members of the employers' organisations and the trade unions, respectively; and

(b) who are engaged or employed in—

(i) the operations set forth in paragraphs (a), (b) and (c) of the definition of "Electrical Industry" in clause 3 of the Agreement published under Government Notice R. 2073 of 21 September 1979 in the Magisterial Districts of Alfred, Babanango, Bergville, Camperdown, Dannhauser, Dundee, Durban, Eshowe, Estcourt, Glencoe, Hlabisa, Impendle, Inanda, Ingwavuma, Ixopo, Klip River, Kranskop, Lions River, Lower Tugela, Lower Umfolozi, Mahlabatini, Mapamulo, Mooi River, Msinga, Mtonjaneni, Mtunzini, Ndwedwe, Newcastle, New Hanover, Ngotsha, Nkandla, Nongoma, Nqutu, Paulpietersburg, Pietermaritzburg, Pinetown, Polela, Port Shepstone, Richmond, Ubombo, Umbumbula, Umvoti, Umzinto, Underberg, Utrecht, Vryheid and Weenen, but excluding any portions of those Magisterial Districts falling within the selfgoverning territory of KwaZulu in terms of Proclamation R. 11, 1977, which appeared in the *Government Gazette* of 28 January 1977;

(ii) the operations set forth in paragraph (d) of the definition of "Electrical Industry" in clause 3 of the said Agreement, in the Province of Natal.

(2) Notwithstanding the provisions of subclause (1), the terms of the Agreement shall—

(a) apply to apprentices and trainees only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any conditions prescribed or any notice served in terms thereof;

(b) not apply to employers and employees engaged or employed in the Electrical Contracting Section of the Industry.

(3) For the purposes of this Agreement, the weekly wage rate of apprentices prescribed under the Manpower Training Act, 1981, shall be taken to be the weekly wage of such employees and the hourly rate shall be the weekly wage calculated as above, divided by the number of ordinary hours worked in the establishment concerned.

(4) The conditions of employment specified in this agreement shall *mutatis mutandis* apply to watchmen: Provided that the hours of work of such employees shall not exceed 48 in any week.**2. PERIOD OF OPERATION**

This Agreement shall come into operation on such date as may be specified by the Minister of Manpower in terms of section 48 of the Labour Relations Act, 1956, and shall remain in force for the period ending 30 June 1984 or such period as the Minister may determine.

3. DEFINITIONS

Any expressions used in this Agreement which are defined in the Labour Relations Act, 1956, shall have the same meaning as in that Act, and any reference to an Act shall include any amendments to such Act; further, unless inconsistent with the context—

"Act" means the Labour Relations Act, 1956;

"abnormal dirty work" means work in connection with diesel engines from the crosshead down, used marine boilers, furnaces, combustion chambers, smoke boxes, in bilges and in fuel tanks, performed on board ship, and used coal and/or coke handling plant and rubber processing plant;

"vakleerling" 'n werknemer wat in diens is ooreenkomstig 'n leerlingskontrak wat ingevolge die Wet op Mannekragopleiding, 1981, geregistreer is, en sluit dit 'n minderjarige in wat ingevolge genoemde Wet op proef in diens is, of 'n skriftelike leerlingskontrak wat deur die Raad erken word;

"Raad" die Nywerheidsraad vir die Elektrotegniese Nywerheid (Natal);

"dagskof", behoudens die omskrywing hierin van "tweeskofstelsel" en "drieskofstelsel", 'n tydperk van hoogstens agt en 'n half uur wat gewoonlik deur 'n werknemer tussen 06h00 en 18h00 op Maandag tot en met Vrydag gewerk word, of 'n tydperk van hoogstens vyf uur wat tussen 06h00 en 12h00 op Saterdag gewerk word: Met dien verstande dat as 'n werkgewer nie van sy werknemers vereis om op meer as vyf dae in 'n week te werk nie, dit sodanige tydperk van hoogstens nege en 'n kwart uur tussen 06h00 en 18h00 van Maandag tot en met Vrydag beteken;

"werktuigkundige vir huishoudelike toestelle" of "koelkaswerktuigkundige" 'n werknemer wat een of meer van die volgende klasse werk verrig:

Die diagnosering van foute in, of die reëling of uitvoering van herstel- of regstelwerk aan, of die versiening, montering, oprigting en/of installering van, of toesighouding oor die oprigting en/of installering van stowe, koelkaste, wasmasjiene, strykmasjiene, lugversorgingseenhede en alle ander groot elektriese toestelle, die uitvoering van finale toetse of toesighouding oor sodanige werksaamhede, maar nie 'n werknemer wat koelkaste, stowe of ander huishoudelike elektriese toestelle by bestaande uitlate aansluit nie;

"Elektrotegniese Nywerheid" die Nywerheid waarin werkgewers en werknemers met mekaar geassosieer is vir enigeen van of al die volgende werksaamhede:

(a) die ontwerp, bereiding, oprigting, installering, herstel en onderhoud van alle elektriese uitrusting wat 'n integrerende en permanente deel van 'n gebou uitmaak, met inbegrip van bedrading, kabellawerk, die lê van kables, die aanleg van boggrondse elektriese lyne en alle ander werksaamhede wat daarmee gepaard gaan, afgesien daarvan of die werk verrig of die materiaal berei word op die terrein van die gebou of bouwerk of elders;

(b) die ontwerp, bereiding, oprigting, installering, herstel en onderhoud van alle elektriese uitrusting wat nodig is vir die doel waarvoor 'n gebou gebruik word, met inbegrip van bedrading, kabellawerk, die lê van kables, die aanleg van boggrondse elektriese lyne en alle ander werksaamhede wat daarmee gepaard gaan, afgesien daarvan of die werk verrig of die materiaal berei word op die terrein van die gebou of bouwerk of elders;

(c) die ontwerp, bereiding, oprigting, installering, herstel en onderhoud van alle elektriese uitrusting wat nodig is vir die oprigting, verbouing, herstel en onderhoud van geboue, met inbegrip van bedrading, kabellawerk, die lê van kables, die aanleg van boggrondse elektriese lyne en alle ander werksaamhede wat daarmee gepaard gaan, afgesien daarvan of die werk verrig of die materiaal berei word op die terrein van die gebou of bouwerk of elders;

(d) die ontwerp, bereiding, oprigting, installering, herstel en onderhoud van elektriese uitrusting wat nie deur (a), (b) of (c) hierbo gedek word nie, met inbegrip van bedrading, kabellawerk, die lê van kables, die aanleg van boggrondse elektriese lyne en alle ander werksaamhede wat daarmee gepaard gaan;

en vir die toepassing van hierdie omskrywing omvat "elektriese uitrusting"—

(i) elektriese kables en boggrondse lyne;

(ii) generators, motore, konvertors, skakel- en kontroleuitrusting (met inbegrip van relés, kontakters, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese verligtings-, verwarmings-, kook-, verkoel- en afkoeluitrusting, huishoudelike elektriese uitrusting, primêre en sekondêre selle en batterye, transformators, oonduitrusting, radio-toestelle en verwante elektriese apparaat, seinuitrusting en ander uitrusting waarby gebruik gemaak word van die beginsels wat aangewend word by die bediening van radio- of elektroniese uitrusting;

Met dien verstande dat vir die toepassing van paragrafe (a), (b) en (c), die uitdrukking "elektrotegniese uitrusting" in die landdrosdistrikte Durban en Pinetown nie radiotoestelle en verwante elektriese apparaat, seinuitrusting en ander uitrusting waarby gebruik gemaak word van die beginsels wat aangewend word by die bediening van radio- of elektroniese uitrusting, verkoeluitrusting of huishoudelike elektriese uitrusting insluit nie;

en voorts, vir die toepassing van hierdie omskrywing, omvat "ontwerp, bereiding, oprigting, installering, herstel en onderhoud," nie die volgende nie:

(aa) Die vervaardiging en/of inmeekaarsit van voornoemde uitrusting of samestellende dele daarvan;

(ab) die bedrading van motorvoertuie of installering in motorvoertuie van verligtings-, verwarmings- of ander uitrusting of toebehore, hetsy permanent of andersins;

(ac) die vervaardiging, herstel en versiening van motorvoertuigbatterye;

(ad) die vervaardiging, herstel en versiening van tikmasjiene- en kantoor-toestelle;

"apprentice" means an employee serving under a contract of apprenticeship registered under the Manpower Training Act, 1981, and includes a minor employed on probation in terms of the said Act, or a written contract of apprenticeship recognised by the Council;

"Council" means the Industrial Council for the Electrical Industry (Natal);

"day shift" means, subject to the definition herein covering "two-shift system" and "three-shift system", any period of not more than eight and one half hours ordinarily worked by an employee between the hours of 06h00 and 18h00 on Mondays to Fridays, inclusive, or any period not exceeding five hours worked between the hours of 06h00 and 12h00 on Saturdays: Provided that when an employer does not require his employees to work on more than five days in any week, it means any such period of not more than nine and a quarter hours between 06h00 and 18h00 on Mondays to Fridays inclusive;

"domestic appliance mechanic" or "refrigerator mechanic" means an employee engaged on one or more of the following classes of work:

Diagnosing of faults in, or directing or executing repairs or adjustments to, or servicing, assembling, erecting and/or installing or supervising the erection and/or installation of ranges, refrigerators, washing machines, ironers, air-conditioning units and all other major electrical appliances, the carrying out of final tests or the supervision of such operations, but shall not include an employee engaged on the connecting to existing outlets of refrigerators, ranges, or other domestic electrical appliances;

"Electrical Industry" means the Industry in which employers and employees are associated for any of or for all the following:

(a) The design, preparation, erection, installation, repair and maintenance of all electrical equipment forming an integral and permanent part of buildings, including any wiring, cable jointing and laying, electrical overhead line construction, and all other operations incidental thereto, whether the work is performed or the material is prepared on the site of the buildings or structures or elsewhere;

(b) the design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the purpose for which a building is used, including any wiring, cable jointing and laying, electrical overhead line construction, and all other operations incidental thereto, whether the work is performed or the material is prepared on the site of the buildings or structures or elsewhere;

(c) the design, preparation, erection, installation, repair and maintenance of all electrical equipment incidental to the construction, alteration, repair and maintenance of buildings, including any wiring, cable jointing and laying, electrical overhead line construction, and all other operations incidental thereto, whether the work is performed or the material is prepared on the site of the buildings or structures or elsewhere;

(d) the design, preparation, erection, installation, repair and maintenance of electrical equipment not covered by (a), (b) or (c) above, including any wiring, cable jointing and laying, electrical overhead line construction, and all other operations incidental thereto;

and for the purposes of this definition, "electrical equipment" shall include—

(i) electrical cables and overhead lines;

(ii) generators, motors, convertors, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting heating, cooking, refrigeration and cooling equipment, domestic electrical equipment, primary and secondary cells and batteries, transformers, furnace equipment, radio sets and allied electrical apparatus, signalling equipment and other equipment utilising the principles used in the operation of radio or electronic equipment;

Provided that in the Magisterial Districts of Durban and Pinetown, the expression "electrical equipment" shall, for the purposes of paragraphs (a), (b) and (c), not include radio sets and allied electrical apparatus, signalling equipment and other equipment utilising the principles used in the operation of radio or electronic equipment, refrigeration equipment or domestic electrical equipment;

and further, for the purposes of this definition, "design, preparation, erection, installation, repair and maintenance" shall not include—

(aa) the manufacture and/or assembly of the aforementioned equipment or component parts thereof;

(ab) the wiring of or installation in motor vehicles of lighting, heating or other equipment or fixtures, whether permanent or otherwise;

(ac) the manufacture, repair and servicing of motor vehicle batteries;

(ad) the manufacture, repair and servicing of typewriter and office appliances;

(ae) die vervaardiging en/of montering en/of installering en/of herstel en/of onderhoud van hysers en/of roltrappe;

Met dien verstande dat, vir die toepassing van paragrawe (a), (b) en (c), die uitdrukking "ontwerp, bereiding, oprigting, installering, herstel en onderhoud" in die landdrosdistrikte Durban en Pinetown nie die volgende omvat nie;

(aa) Die vervaardiging, installering, herstel en/of onderhoud van hysers en roltrappe;

(ab) die vervaardiging, deur middel van herhalingsmetodes, van voornoemde uitrusting of samestellende dele daarvan;

(ac) die bedrading van motorvoertuie of installering in motorvoertuie van verligtings-, verwarmings- of ander uitrusting of toebehore, hetsy permanent of andersins;

(ad) die vervaardiging en/of fabrisering en/of inmeekaarsit en/of herbou van batterye van die loodsuurtype en/of samestellende dele daarvan;

(ae) die installering en/of versiening en/of herstel van loodsuurbatterye van die vaste tipe of samestellende dele daarvan wanneer die werk verrig word deur die vervaardiger van die batterye of samestellende deel;

(af) die installering en/of versiening en/of herstel van motorvoertuigbatterye van die loodsuurtype of samestellende dele daarvan wanneer die werk verrig word deur die vervaardiger van die batterye of samestellende deel ooreenkomstig die vervaardiger se waarborg;

(ag) die verkoop, herstel en/of versiening van tikmasjiene en/of ander meganiese kantoortoestelle;

(ah) die inmeekaarsit en/of versiening en/of installering en/of onderhoud en/of herstel van een of meer van die toestelle, uitrusting, masjiene, ontwerp of apparaat in (ai) hieronder bedoel;

(ai) die bemarking van toestelle, uitrusting, masjiene, ontwerpe en apparaat, ongeag of dit met die hand werk of volgens fotografiese, meganiese, elektrotegniese, elektrostatiese of elektroniese beginsels of 'n kombinasie van sodanige beginsels wat hoofsaaklik bedoel is vir gebruik by rekeningkundige en/of besigheids en/of berekenings- en/of kantoorprosedures, oral waar sodanige bemarking geskied in samewerking met een of meer van die werksaamhede in (ah) bedoel;

(aj) die verbinding van die toestelle, uitrusting, masjiene, ontwerpe en apparaat in (ai) bedoel met die bedrading van 'n gebou of bouwerk, uitgesonderd deur middel van 'n sok of dergelyke uitlaat wat vir dié doel verskaf word;

"elektrisiën" 'n werknemer wat enigeen van die volgende werksaamhede verrig en wat sy opleiding voltooi het ingevolge die Wet op Mannekragopleiding, 1981, of ooreenkomstig 'n leerlingskontrak wat deur die Raad erken word, of iemand bo die leeftyd van 21 jaar wat in besit is van 'n sertifikaat wat deur die Raad erken word of uitgereik is wat hom in staat stel om vir sodanige werksaamheid in diens geneem te word:

Ankerwikkeling;

kabellawerk;

elektriese apparaat (herstelwerk aan);

elektriese installering;

aanleg van elektriese bgrondse lyn;

elektriese bedrading;

installering en/of onderhoud en/of versiening en/of bou van elektro-mediese toestelle en X-straaluitrusting;

telekommunikasie;

installering en/of onderhoud van sein- en/of totalisatoruitrusting;

"elektriese installering" die installering en/of oprigting en/of elektriese bedrading van enigeen van die artikels wat in die omskrywing van "Elektrotegniese Nywerheid" in hierdie klousule genoem word en omvat dit ook die aanleg en/of aanbring en/of vassit van leipype;

"werknemer" 'n werknemer wie se minimum loon in hierdie Ooreenkoms voorgeskryf is, 'n werknemer wat kragtens 'n vrystelling van hierdie Ooreenkoms of op voorwaardes wat deur die Raad gestel is in diens is, of 'n werknemer wat ooreenkomstig 'n leerlingskontrak wat deur die Raad erken word, in diens is;

"werkgever" enigiemand wie ook al [met inbegrip van 'n arbeidsmake-laar soos in artikel 1 (3) van die Wet omskryf] wat iemand in diens neem of aan hom werk verskaf en hom besoldig of uitdruklik of stilswyend onderneem om hom te besoldig en wat enigiemand wie ook al op watter wyse ook al toelaat om hom te help om sy besigheid uit te voer of te bedryf;

"bedryfsinrigting" 'n perseel waar die Nywerheid of 'n gedeelte daarvan, soos hierin omskryf, beoefen word;

"uurloon" die uurloon vir die klas werk in hierdie Ooreenkoms voorgeskryf of die werklike uurloon wat die werknemer ontvang, naamlik die grootste bedrag: Met dien verstande dat waar 'n "weekloon" gespesifiseer word, die uurloon van die werknemer sy weekloon is vir sy klas werk, soos in hierdie Ooreenkoms voorgeskryf, of die werklike weekloon van die werknemer, naamlik die grootste bedrag, gedeel deur die getal gewone ure wat in die betrokke bedryfsinrigting gewerk word;

"aansporingsbonuswerk" werk waarvoor daar ooreenkomstig klousule 11 van Deel I van hierdie Ooreenkoms betaal word;

(ae) the manufacture and/or assembly and/or installation and/or repair and/or maintenance of lifts and/or escalators;

Provided that in the Magisterial Districts of Durban and Pinetown the expression "design, preparation, erection, installation, repair and maintenance" shall, for the purposes of paragraphs (a), (b) and (c), not include—

(aa) the manufacture, installation, repair and/or maintenance of lifts and escalators;

(ab) the manufacture by repetitive methods of the aforementioned equipment or component parts thereof;

(ac) the wiring of or installation in motor vehicles of lighting, heating or other equipment or fixtures whether permanent or otherwise;

(ad) the manufacture and/or fabrication and/or assembly and/or rebuilding of lead acid type batteries and/or component parts thereof;

(ae) the installation and/or servicing and/or repair of stationary type lead acid batteries or component parts thereof when performed by the manufacturer of the battery or component part;

(af) the installation and/or servicing and/or repair of motor vehicle batteries of the lead acid type or component parts thereof when performed by the manufacturer of the battery or component part in terms of the manufacturer's guarantee;

(ag) the sale, repair and/or servicing of typewriting machines and/or other mechanical office appliances;

(ah) the assembling and/or servicing and/or installation and/or maintenance and/or repair of any one or more of the appliances, equipment, machines, devices or apparatus referred to in (ai) below;

(ai) the marketing of appliances, equipment, machines, devices and apparatus, whether utilising manual, photographic, mechanical, electrical, electrostatic or electronic principles or any combination of such principles, primarily intended for use in accounting and/or business and/or calculating and/or office procedures, wherever such marketing is carried on in conjunction with any one or more of the activities referred to in (ah);

(aj) the connection to the wiring of a building or structure of the appliances, equipment, machines, devices and apparatus referred to in (ai), other than by means of a socket or similar outlet provided for the purpose;

"electrician" means an employee who performs any of the following operations and who has completed his training in terms of the Manpower Training Act, 1981, or under a contract of apprenticeship recognised by the Council, or a person over 21 years of age who is in possession of a certificate recognised or issued by the Council enabling him to be employed on such operation:

Armature winding;

cable jointing;

electrical apparatus (repairing);

electrical installation;

electrical overhead line construction;

electrical wiring;

installation and/or maintenance and/or servicing and/or construction of electro-medical appliances and X-ray equipment;

telecommunication;

installation and/or maintenance of signalling and/or totalisator equipment;

"electrical installation" means the installation and/or erection and/or electrical wiring of any of the articles enumerated in the definition of "Electrical Industry" in this clause and includes the laying and/or running and/or fixing of conduits;

"employee" means an employee whose minimum rate of pay is scheduled in this Agreement, an employee employed under exemption from this Agreement or under conditions determined by the Council or an employee employed under a contract of apprenticeship recognised by the Council;

"employer" means any person whosoever [including a labour broker as defined in section 1 (3) of the Act] who employs or provides work for any person and remunerates or expressly or tacitly undertakes to remunerate him or who permits any person whosoever in any manner to assist him in the carrying on or conducting of his business;

"establishment" means any premises where the Industry or any part thereof, as herein defined, is carried on;

"hourly rate" means the rate per hour for the class of work scheduled in this Agreement or, whichever is the greater, the actual rate per hour the employee is receiving: Provided that where a "rate per week" is specified, the hourly rate of the employee shall be his rate per week for his class of work scheduled in this Agreement or the actual weekly rate of the employee, whichever is the greater, divided by the number of ordinary hours worked in the establishment concerned;

"incentive bonus work" means work paid for in accordance with the provisions of clause 11 of Part I of this Agreement;

"Nywerheid" die Elektrotegniese Nywerheid;

"vakman" 'n werknemer wat vakmanswerk verrig en wat sy opleiding voltooi het ingevolge die Wet op Mannekragopleiding, 1981, of ooreenkomstig 'n leerlingkontrak wat deur die Raad erken word, of 'n werknemer bo die leeftyd van 21 jaar wat in besit is van 'n sertifikaat wat deur die Raad erken word of uitgereik is en wat hom in staat stel om vir vakmanswerk in diens geneem te word;

"vakmanswerk" werk waarvoor lone onder Loon A in die Loontabel voorgeskryf word;

"n.e.v." nie elders vermeld nie;

"nagskof", behoudens die omskrywing hierin van "tweeskofstelsel" en "drieskofstelsel", 'n tydperk van hoogstens nege en 'n kwart uur wat 'n werknemer gewoonlik tussen 18h00 en 06h00 van die aanvangstyd op Maandag tot die aanvangstyd op Saterdag werk, behalwe in die geval van skeepswerk, waar enige drie of meer nagte agtereenvolgens gewerk, nagskofwerk kan uitmaak;

"gewone uurloon" die uurloon vir gewone tyd;

"perseel" 'n stuk grond en alle geboue of bouwerke bo of onder die oppervlak van 'n stuk grond en omvat dit 'n voertuig, vliegtuig of vaartuig;

"openbare vakansiedag" Goeie Vrydag, Gesinsdag, Stigtingsdag, Hemelvaartdag, Republiekdag, Krugerdag, Gelofte dag, Kersdag, Welwillendheidsdag en Nuwejaarsdag, soos in die Wet op Openbare Feesdae, 1952 (Wet 5 van 1952), uiteengesit;

"leerlingingenieur" en/of "goedgekeurde student" 'n persoon wat in besit is van opvoedkundige kwalifikasies wat deur die Raad erken word en wat verkry is aan 'n opvoedkundige inrigting wat insgelyks deur die Raad erken word, of 'n persoon wat in ingenieurswese aan 'n Suid-Afrikaanse universiteit gegradueer het, maar omvat dit nie 'n persoon wat die voorgeskrewe vakopleiding in die loop van sy studies ondergaan nie;

"tweeskof- en/of drieskofstelsel" die metode waarvolgens daar gewerk word in bedryfsinrigtings wat twee of drie skofte in 'n tydperk van 24 uur werk vir 'n enkele tydperk van minstens drie maande;

"wag se werk" die bewaking en/of patroullering van eiendom en/of persele;

"bedrading" die ontwerp, installering, verbouing, herstel of toetsing van 'n kabel, geleier, toebehore, apparaat of leipyp op of verbind met 'n perseel en wat gebruik word of bedoel is om gebruik te word vir doeleindes in verband met elektrisiteitsvoorsiening en/of -verbruik.

4. REGISTRASIE VAN WERKGEWERS

(1) (a) Behoudens artikel 1 (3) van die Wet, moet, elke werkgever binne 30 dae ná die datum van inwerkingtreding van hierdie Ooreenkoms, of binne 30 dae ná toetreding tot die Nywerheid, by die Raad aansoek doen om registrasie van sy bedryfsinrigting onder hierdie Deel van die Ooreenkoms en onder Deel II daarvan, na gelang van die geval, en die Raad kan die betrokke bedryfsinrigting na goeie dunks registreer en moet aan die werkgever 'n sertifikaat met daardie strekking uitreik.

(b) Elke werkgever moet ter nakoming van paragraaf (a) tegelykertyd die volgende aan die Sekretaris van die Raad stuur:

- (i) Sy volle naam;
- (ii) sy woon- en besigheidsadres;
- (iii) die ambagte of werksaamhede wat hy beoefen;
- (iv) die volle name en ambagsbenamings van al sy werknemers.

(c) Elke werkgever wat ingevolge hierdie klousule by die Raad geregistreer is, moet, as sy besigheid so verander dat dit werksaamhede insluit waarvoor daar nie voorsiening gemaak word in dié Deel van die Ooreenkoms waaronder hy geregistreer is nie, die Raad binne 30 dae ná sodanige verandering daarvan in kennis stel met die oog op registrasie onder 'n ander Deel van hierdie Ooreenkoms.

(d) Die Raad kan te eniger tyd die bepalings van 'n sertifikaat wat aan 'n werkgever uitgereik is, intrek of wysig, en die werkgever moet die sertifikaat binne 21 dae nadat die Raad hom daartoe versoek het aan die Raad terugstuur.

(2) Elke werkgever op wie hierdie Ooreenkoms van toepassing is maar wat nie ingevolge subklousule (1) van hierdie klousule geregistreer is nie, moet die bepalings van Deel I en die spesiale voorwaardes van Deel II van hierdie Ooreenkoms nakom.

(3) Waar die werkgever 'n vennootskap is, moet inligting ooreenkomstig subklousule (1) (b) asook die naam waaronder die vennootskap sake doen, tesame met die name en adresse van al die venote, verstrek word.

(4) Alle aansoeke om registrasie moet gerig word aan die Sekretaris, Nywerheidsraad vir die Elektrotegniese Nywerheid (Natal), Posbus 722, Durban, 4000.

5. WERKURE

(1) (a) Die gewone werkure is hoogstens 45 in 'n week vir—

- (i) werknemers op dag- en/of nagskof;
- (ii) werknemers wat volgens die twee- en/of drieskofstelsel werk.

"Industry" means the Electrical Industry;

"journeyman" means an employee employed on journeyman's work and who has completed his training in terms of the Manpower Training Act, 1981, or under a contract of apprenticeship recognised by the Council, or an employee over 21 years of age who is in possession of a certificate recognised or issued by the Council enabling him to be employed on journeyman's work;

"n.e.s." means not elsewhere specified;

"journeyman's work" means work for which wages are prescribed under Rate A in the Table of Wage Rates;

"night-shift" means, subject to the definition herein covering "two-shift system" and "three-shift system", any period of not more than nine and a quarter hours ordinarily worked by an employee between the hours of 18h00 and 06h00 from starting time on Monday to starting time on Saturday, except on marine work where any three or more nights worked consecutively may constitute night shift work;

"ordinary hourly rate" means the hourly rate for ordinary time;

"premises" means any land and any building or structure above or below the surface of any land and includes any vehicle, aircraft or vessel;

"public holiday" means Good Friday, Family Day, Founders' Day, Ascension Day, Republic Day, Kruger Day, Day of the Vow, Christmas Day, Day of Goodwill and New Year's Day, as specified in the Public Holidays Act, 1952 (Act 5 of 1952);

"pupil engineer" and/or "approved student" means a person who is in possession of educational qualifications recognised by the Council and obtained through an educational institution likewise recognised by the Council, or an engineering graduate of a South African university or university college, but shall not include a person undergoing prescribed vocational training in the course of his studies;

"two-shift and/or three-shift system" means the method of operation in establishments working two or three shifts in any period of 24 hours for not less than three months in a single period;

"watchman's work" means guarding and/or patrolling property and/or premises;

"wiring" means the design, installation, alteration, repair or testing of any cable, conductor, fitting, apparatus or conduit in or connected to any premises and used or intended to be used for purposes incidental to the supply and/or consumption of electricity.

REGISTRATION OF EMPLOYERS

(1) (a) Subject to section 1 (3) of the Act, every employer shall, within 30 days from the date on which this Agreement comes into operation, or within 30 days of entering the Industry, make application to the Council for registration of his establishment under this Part of the Agreement and under Part II thereof, as the case may be, and the Council may in its discretion register the establishment concerned and shall issue the employer with a certificate to that effect.

(b) Every employer, in complying with the provisions of paragraph (a), shall simultaneously forward to the Secretary of the Council—

- (i) his full name;
- (ii) his residential and business address;
- (iii) the trades or operations carried out by him;
- (iv) the full name and designations of all his employees.

(c) Every employer who is registered with the Council in terms of this clause, shall, if his business alters to include operations not provided for in that Part of the Agreement under which he is registered, notify the Council within 30 days of such change for the purpose of registration under any other Part of this Agreement.

(d) The Council may at any time withdraw or vary the terms of a certificate issued to an employer and the employer shall return the certificate to the Council within 21 days after having been requested to do so by the Council.

(2) Every employer to whom this Agreement applies, but who is not registered in terms of the provisions of subclause (1) of this clause shall observe the provisions of Part I and the special conditions of Part II of this Agreement.

(3) Where the employer is a partnership information in accordance with subclause (1) (b) as well as the title under which the partnership operates, together with the names and addresses of all partners shall be furnished.

(4) All applications for registrations shall be made to the Secretary, Industrial Council for the Electrical Industry (Natal), P.O. Box 722, Durban, 4000.

5. HOURS OF WORK

(1) (a) The ordinary hours of work shall not exceed 45 in any one week for—

- (i) employees on day-shift and/or night-shift;
- (ii) employees working on the two and/or three-shift systems.

(b) Die gewone werkure per skof is hoogstens dié gespesifiseer in die betrokke omskrywings van "dagskof" en/of "nagskof" in klousule 3 van hierdie Deel van die Ooreenkoms.

(2) 'n Werkgewer kan, ten einde die byhou van 'n register van die aanvangs- en uitskeityd en die werkure van sy werknemers te vergemaklik, van hulle vereis om in en uit te klok, en kan, voordat hy aan 'n werknemer 'n loon en/of besoldiging betaal vir 'n tydperk wat nie deur die klok aange-teken is nie, van daardie werknemer vereis om bevredigende bewys te lewer dat hy wel gewerk het: Met dien verstande dat 'n werkgewer ooreenkomstig hierdie Ooreenkoms besoldig moet word vir al die tyd wat deur die klok aangeteken is en wat binne die aanvangs- en uitskeityd van die skof vir daardie dag van die week val, uitgesonderd etenpouses, soos ingevolge klousule 20 (2) van hierdie Deel deur die werkgewer aan sy werknemers bekendgemaak, en vir alle tyd wat die werkgewer van hom vereis het om te werk maar wat nie binne sodanige aanvangs- en uitskeityd val nie.

(3) Tensy anders deur die Raad gemagtig, moet die maksimum oortyd wat gewerk mag word, met inbegrip van werk op Sondae, hoogstens 10 uur per week wees.

(4) In elke bedryfsinrigting waar daar volgens 'n twee- of drieskofstelsel gewerk word, mag geen werknemer meer as 12 agtereenvolgende werkskifte snags werk nie, en geen werknemer mag meer as een skof in 'n tydperk van 24 uur werk nie tensy 'n wisseling van skofte dit nodig maak.

(5) Daar mag nie van 'n werknemer vereis word of hy mag nie toegelaat word om langer as vyf uur aaneen sonder 'n ononderbroke pouse van minstens een uur te werk nie, en gedurende sodanige pouse mag daar nie van die werknemer vereis word of mag hy nie toegelaat word om werk te verrig nie: Met dien verstande dat—

(i) 'n werkgewer met die meerderheid van sy werknemers ooreen kan kom om die tydperk van die pouse te verkort tot minstens 'n halfuur, en in so 'n geval moet die werkgewer aan elkeen van sy werknemers 'n ruspouse van minstens 10 minute toestaan so na as doenlik aan die middel van elke werkperiode voor en na sodanige pouse, en gedurende sodanige ruspouse mag daar nie van die werknemer vereis word of mag hy nie toegelaat word om werk te verrig nie. Sodanige ruspouses word geag deel van die gewone werkure van die betrokke werknemer te wees;

(ii) behoudens paragraaf (i) of (iii) hiervan, werktydperke wat deur pouses van minder as een uur onderbreek word, geag word aaneenlopend te wees;

(iii) wanneer daar, as gevolg van oortyd wat gewerk word, van 'n werknemer vereis word om 'n tweede pouse aan 'n werknemer toe te staan, dié pouse verkort kan word tot minstens 15 minute.

6. OORTYDWERK EN BETALING VIR WERK OP SONDAE

(1) Behoudens andersluidende bepalings in hierdie klousule en in klousule 7 van hierdie Deel van die Ooreenkoms, word tyd wat werknemers na die voltooiing van die gewone skof in die betrokke bedryfsinrigting gewerk het, geag oortydwerk te wees en daarvoor moet soos volg betaal word:

(a) Een en 'n derde maal die uurloon vir die eerste ses uur;

(b) daarna een en 'n half maal die uurloon tot die gewone aanvangstyd van die werknemer se daaropvolgende gewone skof: Met dien verstande dat in die geval van bedryfsinrigtings wat vyf dae per week werk, daar vir tyd wat op Saterdag gewerk word, betaal moet word teen een en 'n derde maal die uurloon vir die eerste ses uur, gereken vanaf die gewone aanvangstyd op 'n gewone werkdag, en daarna teen een en 'n half maal die uurloon.

(2) Wanneer 'n werknemer te eniger tyd na verloop van ses uur ná die voltooiing van sy gewone skof vir dringende werk uitgeroep word, moet hy een en 'n half maal sy uurloon betaal word vir tyd gewerk vanaf die tyd waarop hy begin werk het tot die gewone aanvangstyd van sy daaropvolgende gewone skof: Met dien verstande dat 'n werknemer wat vir dringende werk uitgeroep word, in elke geval een en 'n half maal sy uurloon betaal moet word vir tyd wat hy vanaf middernag tot die gewone aanvangstyd van sy gewone skof gewerk het.

(3) Wanneer daar van 'n werknemer vereis word om hom voor die gewone aanvangstyd vir daardie dag van die week vir werk aan te meld, moet hy een en 'n half maal sy uurloon betaal word vir tyd gewerk tot die gewone aanvangstyd van die skof.

(4) In alle gevalle waar 'n werknemer op eie versoek op 'n Saterdag vroeër begin werk as die gewone aanvangstyd, moet 'n werknemer wat vyf dae per week werk een en een derde maal sy uurloon betaal word vir die eerste ses uur, gereken vanaf die tyd waarop hy begin werk het, en een en 'n half maal sy uurloon daarna, en moet 'n werknemer wat ses dae per week werk sy gewone uurloon betaal word vir die tydperk van die gewone werkure op 'n Saterdag en daarna soos in subklousule (1) van hierdie klousule bepaal: Met dien verstande dat, as die werknemer meer as twee uur vroeër as die gewone aanvangstyd begin werk, daar vir alle tyd gewerk tot twee uur voor die gewone aanvangstyd betaal moet word teen een en 'n half maal die uurloon van die werknemer. Vir die toepassing van hierdie subklousule beteken "gewone aanvangstyd" die gewone aanvangstyd op 'n gewone werkdag.

(b) The ordinary working hours per shift shall not exceed those specified in the relevant definitions of "day shift" and/or "night-shift" in clause 3 of this Part of the Agreement.

(2) An employer may, to facilitate the keeping of a record of the starting and stopping time and hours of work of his employees, require them to clock in and out of work, and may, before paying any employee any wages and/or remuneration for any period not recorded by the clock, require that employee to show satisfactory proof of having been at work: Provided that an employee shall be paid in terms of this Agreement for all time recorded by the clock which falls within the starting and stopping time of the shift for that day of the week, excluding meal intervals, as notified by the employer to his employees in terms of clause 20 (2) of this Part and for all time which he is required by the employer to work which does not fall within such starting and stopping times.

(3) Unless otherwise authorised by the Council, the maximum overtime that may be worked, including work on Sundays, shall not exceed 10 hours per week.

(4) In any establishment working a two-shift or three-shift system, no employee may work at night time for more than 12 consecutive working shifts and no employee may work more than one shift in any period of 24 hours except when a change in the rotation of shifts makes this necessary.

(5) An employee shall not be required or permitted to work for more than five hours continuously without an uninterrupted interval of not less than one hour, during which interval the employee shall not be required or permitted to perform any work: Provided that—

(i) an employer may agree with a majority of his employees to reduce the period of the interval to not less than half an hour, in which case the employer shall grant to each of his employees a rest interval of not less than 10 minutes as nearly as practicable in the middle of each work period before and after such interval, during which periods the employee shall not be required or permitted to perform any work. Such rest intervals shall be deemed to be part of the ordinary hours of work of the employee concerned;

(ii) except as provided for in paragraph (i) or (iii) hereof, periods of work interrupted by intervals of less than one hour shall be deemed to be continuous;

(iii) when, by reason of any overtime worked, an employer is required to give an employee a second interval, such interval may be reduced to not less than 15 minutes.

6. OVERTIME AND PAYMENT FOR WORK ON SUNDAYS

(1) Except as is otherwise provided in this clause and in clause 7 of this Part of the Agreement, time worked by employees after the completion of the usual shift in the establishment concerned shall be regarded as overtime and be paid for as follows:

(a) At one and a third times the hourly rate for the first six hours;

(b) thereafter at one and a half times the hourly rate until the usual starting time of the employee's next normal shift: Provided that in the case of establishments working a five-day week, time worked on Saturdays shall be paid for at one and a third times the hourly rate for the first six hours reckoned from the usual starting time on an ordinary working day and at one and a half times the hourly rate thereafter.

(2) Whenever an employee is called out on urgent work any time after six hours of having completed his normal shift, he shall be paid at one and a half times his hourly rate for time worked from the time he had commenced work until the usual starting time of his next normal shift: Provided that an employee who is called out on urgent work shall in any case be paid at one and a half times his hourly rate for time worked from midnight until the usual starting time of his normal shift.

(3) Whenever an employee is required to report for work before the usual starting time for that day of the week, he shall be paid at one and a half times his hourly rate for time worked until the usual starting time of the shift.

(4) In any case in which an employee, at his own request, starts work on Saturday earlier than the usual starting time, an employee working a five-day week shall be paid at one and a third times his hourly rate for the first six hours reckoned from when he starts work and at one and a half times his hourly rate thereafter, and an employee working a six-day week shall be paid at his ordinary hourly rate for the period of the ordinary hours of work on a Saturday and be paid thereafter as provided for in subclause (1) of this clause: Provided that if the employee starts more than two hours earlier than the usual starting time, any time worked up to two hours before the usual starting time shall be paid for at one and a half times the hourly rate of the employee. For the purposes of this subclause, "usual starting time" means the usual starting time on an ordinary working day.

(5) Wanneer 'n werknemer (uitgesonderd 'n werknemer wat dringende onderhouds- en/of dringende herstelwerk verrig) op 'n Sondag werk, moet hy teen een en twee derde maal sy uurloon betaal word vir die tyd wat hy gewerk het en moet hy minstens een en twee derde maal die uurloon vir die ure van 'n gewone skof ontvang: Met dien verstande dat, as die oortydwerk na middernag op 'n Sondag voortgesit word, die werknemer nog een en twee derde maal die uurloon betaal moet word tot sy gewone aanvangstyd op Maandagoggend: Voorts met dien verstande dat, waar die werkgever werk verskaf om die werknemer besig te hou vir die ure van 'n gewone skof en die werknemer versuim of weier om vir die volle tydperk wat van hom vereis word, te werk, sodanige werknemer op betaling geregtig is slegs vir die tydperk wat hy werklik gewerk het.

(6) Werknemers wat dringende onderhouds- en/of dringende herstelwerk (hierna "dringende werk" genoem) verrig, moet vir werk op Sondag minstens een en twee derde maal die uurloon betaal word vir die ure gewerk en moet minstens vier uur se betaling teen een en twee derde maal die uurloon ontvang vir ure voor 12h00 gewerk. Waar sodanige werk tot in die namiddagtydperk strek, moet daar vir minstens agt uur teen een en twee derde maal die uurloon betaal word.

"dringende werk" beteken en is beperk tot dringende onderhouds- of herstelwerk in verband met 'n werkgever se eie installasie en/of masjinerie en/of Sondagwerk in verband met skepe, waar sodanige herstelwerk nodig is om te voorkom dat die skip vertrap word of noodsaaklik is vir die behoorlike werking daarvan.

(7) Die bepalinge van hierdie klousule in verband met betaling vir werk op Sondag is nie van toepassing nie ten opsigte van skofte wat op Sondag begin in bedryfsinrigtings wat volgens 'n tweeskof- of 'n drieskofstelsel werk nie, en hiervoor moet soos volg betaal word:

(a) Vir die ure voor middernag gewerk, een en 'n half maal die gewone uurloon, plus 10 persent;

(b) vir die ure na middernag en tot die voltooiing van die skof gewerk, die gewone uurloon, plus 10 persent.

(8) Vir die toepassing van hierdie klousule beteken—

"'n gewone skof' een vyfde van die gewone weeklikse werkure van 'n bedryfsinrigting wat vyf dae per week werk of een sesde van die gewone weeklikse werkure van 'n bedryfsinrigting wat ses dae per week werk;

"gewone aanvangstyd" die aanvangstyd op 'n gewone werkdag.

(9) Waar 'n werknemer in 'n bepaalde week gedurende enigeen van of al die gewone ure van 'n skof of skofte in die betrokke bedryfsinrigting van die werk afwesig is, moet sodanige gewone ure nie deur die werknemer gewerk nie, ondanks subklousule (1), afgetrek word van die oortydure gewerk en moet die werknemer vir die ure aldus afgetrek sy gewone loon betaal word: Met dien verstande dat—

(i) as die getal gewone werkure wat die werknemer in 'n bepaalde week afwesig is, meer is as die getal oortydure gewerk, die werknemer vir alle sodanige oortydure die gewone uurloon betaal moet word; en

(ii) waar 'n werknemer met die toestemming van sy werkgever of weens siekte of omstandighede buite sy beheer van die werk afwesig is, hierdie subklousule nie van toepassing is nie en hy vir die oortydure in so 'n geval gewerk, betaal moet word teen die oortydskaal wat van toepassing is op die oortydure gewerk: Met dien verstande dat 'n werkgever 'n dokterseertifikaat van 'n werknemer kan vereis as bewys van die oorsaak van sy afwesigheid.

Betaling ingevolge hierdie subklousule moet geskied soos in klousule 9 (1) van hierdie Deel van die Ooreenkoms bepaal.

(10) 'n Werknemer wat veronreg voel deur die toepassing op hom van enigeen van die bepalinge van subklousule (9) kan by die Raad teen die besluit appél aanteken, en die Raad kan, nadat hy alle redes wat vir so 'n besluit voorgelê is, oorweeg het, daardie besluit bekragtig of 'n ander besluit neem wat na sy mening in daardie geval geneem behoort te gewees het.

7. SKOFWERK

(1) Daar moet vir nagskofwerk betaal word teen die gewone uurloon, plus 10 persent.

(2) Ten einde geag te word nagskofwerk te verrig, moet 'n werknemer drie of meer agtereenvolgende nagte tussen 18h00 op Maandag en 06h00 op Saterdag van dieselfde week werk, behalwe in die geval van skeeps-werk, waar drie of meer nagte wat agtereenvolgens gewerk word nagskofwerk kan uitmaak.

(3) Daar moet minstens ses uur verloop tussen die diens van 'n werknemer op nagskof en sy diens op dagskof: Met dien verstande dat 'n werknemer gedurende sodanige tussentydperk van ses uur kan werk as oortydbesoldiging teen een en 'n derde maal die uurloon aan hom betaal word.

(4) In bedryfsinrigtings wat volgens 'n tweeskof- of drieskofstelsel werk, moet betaling soos volg geskied:

(a) *Tweeskofstelsel.*—(i) Vir werk wat gewoonlik verrig word op die skof wat in die oggend begin, moet die gewone uurloon betaal word: Met dien verstande dat as die skof voor 06h00 begin, daar vir tyd wat voor 06h00 gewerk word, betaal moet word teen die gewone uurloon, plus 10 persent;

(5) Whenever an employee (other than an employee engaged on urgent maintenance work and/or urgent repairs) works on a Sunday he shall be paid at one and two thirds times the hourly rate for time worked with a minimum payment of one and two thirds times the hourly rate for the hours of a normal shift: Provided that if the overtime continues after midnight on a Sunday the employee shall continue to be paid at the rate of one and two thirds times the hourly rate until his usual starting time on Monday morning: Provided further that where the employer provides work to occupy the employee for the hours of a normal shift and the employee fails or refuses to work the full period required of him, such employee shall be entitled to payment only for the period actually worked.

(6) Employees engaged on urgent maintenance work and/or urgent repairs (referred to hereafter as "urgent work") shall be paid for work on Sundays at not less than one and two thirds times the hourly rate for the hours worked with a minimum payment of not less than four hours' pay at one and two thirds times the hourly rate in respect of hours worked prior to 12h00. Where such work extends into the afternoon period a minimum payment of eight hours at one and two thirds times the hourly rate shall apply.

"urgent work" means and shall be limited to urgent maintenance or repair work in connection with an employer's own plant and/or machinery and/or Sunday work in connection with ships, where such repairs are necessary to avoid delay to the ship or are essential to the proper functioning thereof.

(7) The provisions of this clause relating to payment for work on Sundays shall not apply in respect of shifts commencing on Sunday night in establishments working a two-shift or three-shift system, which shall be paid for as follows:

(a) For the hours worked before midnight, at one and a half times the ordinary hourly rate, plus 10 per cent;

(b) for the hours after midnight until completion of the shift, at the ordinary hourly rate, plus 10 per cent.

(8) For the purposes of this clause—

"a normal shift" is one fifth of the ordinary weekly hours of work of an establishment working a five-day week or one sixth of the ordinary weekly hours of work of an establishment working a six-day week;

"usual starting time" means the starting time on an ordinary working day.

(9) Notwithstanding the provisions of subclause (1), where in any one week an employee absents himself from work during any or all the ordinary hours of a shift or shifts observed in the establishment concerned, such ordinary hours not worked by the employee shall be deducted from the hours of overtime worked and the hours so deducted shall be paid for at the employee's ordinary rate: Provided that—

(i) if the number of ordinary hours of work on which the employee is absent in any one week is in excess of the number of overtime hours worked, all such overtime hours shall be paid for at the employee's ordinary hourly rate; and

(ii) where an employee is absent from work with the permission of his employer or absent on account of sickness or circumstances beyond his control, the provisions of this subclause shall not apply and the overtime hours worked in such case shall be paid for at the overtime rate applicable to the overtime hours worked: Provided that an employer may call on an employee for a medical certificate in proof of cause of absence.

Payment under this subclause shall be made as provided for in clause 9 (1) of this Part of the Agreement.

(10) Any employee who is aggrieved by the application to him of any of the provisions of subclause (9) may appeal to the Council against the decision applied to him, and the Council may, after considering any reasons which may be submitted for such decision, confirm that decision or give such other decision as in its opinion ought to have been given in such case.

7. SHIFT WORK

(1) Night shift work shall be paid for at the ordinary hourly rate, plus 10 per cent.

(2) In order to be on night shift work an employee must work three or more consecutive nights between 18h00 on Monday and 06h00 on Saturday of the same week, except on marine work where any three or more nights worked consecutively may constitute night shift work.

(3) Not less than six hours shall elapse between the employment of an employee on night-shift and on day-shift: Provided that an employee may work during such interim period of six hours if overtime is paid at one and a third times the hourly rate.

(4) In establishments working a two-shift system or three-shift system, payment shall be as follows:

(a) *Two-shift system.*—(i) Work ordinarily performed on the shift commencing in the morning shall be paid for at ordinary hourly rates: Provided that if the shift commences before 06h00, time worked prior to 06h00 shall be paid for at the ordinary hourly rate, plus 10 per cent;

(ii) vir werk wat gewoonlik op die tweede skof verrig word, moet daar soos volg betaal word:

(aa) Wanneer die ure vir die volle skof geheel en al binne 'n tydperk vanaf 18h00 tot 06h00 val, die gewone uurloon, plus 10 persent;

(ab) wanneer die ure vir die volle skof nie geheel en al binne 'n tydperk vanaf 18h00 en 06h00 val nie, die gewone uurloon, plus 5 persent, tot middernag, en na middernag die gewone uurloon, plus 10 persent.

(b) *Driestelsel*.—Vir werk wat gewoonlik verrig word op die—

(i) tweede skof, die gewone uurloon, plus 5 persent;

(ii) derde skof, die gewone uurloon, plus 10 persent.

(5) Tyd deur werknemers volgens die skofstelsel gewerk na voltooiing van die gewone skof in die betrokke bedryfsinrigting, word geag oortydwerk te wees en daarvoor moet soos volg betaal word:

(a) Een en 'n derde maal die verhoogde uurloon vir die eerste ses uur;

(b) daarna, een en 'n half maal die verhoogde uurloon tot die gewone aanvangstyd van die werknemer se daaropvolgende gewone skof.

Vir die toepassing van bostaande bepalings beteken "verhoogde uurloon" die gewone uurloon, plus die persentasiebedrag daarop betaalbaar aan die einde van die skof.

(6) Waar 'n werknemer in 'n bepaalde week gedurende enigeen van of al die gewone ure van 'n skof of skofte in die betrokke bedryfsinrigting van die werk afwesig is, moet sodanige gewone ure nie deur die werknemer gewerk nie, ondanks subklousule (5) afgetrek word van die oortydure gewerk en moet die werknemer vir die ure aldus afgetrek, sy gewone loon betaal word: Met dien verstande dat—

(i) as die getal gewone werkure wat die werknemer in 'n bepaalde week afwesig is, meer is as die getal oortydure gewerk, die werknemer vir alle sodanige oortydure sy gewone uurloon betaal moet word; en

(ii) waar 'n werknemer met die toestemming van sy werkgever of weens siekte of omstandighede buite sy beheer van die werk afwesig is, hierdie subklousule nie van toepassing is nie en hy vir die oortydure in so 'n geval gewerk, betaal moet word teen die oortydyskaal wat van toepassing is op die oortydure gewerk: Met dien verstande dat 'n werkgever 'n doktersertifikaat van 'n werknemer kan vereis as bewys van die oorsaak van sy afwesigheid.

Betaling ingevolge hierdie subklousule moet geskied soos in klousule 9

(1) van hierdie Deel van die Ooreenkoms bepaal.

(7) 'n Werknemer wat veronreg voel deur die toepassing op hom van enigeen van die bepalings van subklousule (6) kan by die Raad teen die besluit appèl aanteken, en die Raad kan, nadat hy alle redes wat vir so 'n besluit voorgelê is, oorweeg het, daardie besluit bekragtig of 'n ander besluit neem wat na sy mening in daardie geval geneem behoort te gewees het.

8. KORTTYD

(1) 'n Werkgever kan van sy werknemers vereis om vir 'n kleiner getal ure as die gewone werkure van sy bedryfsinrigting te werk weens—

(a) 'n tekort aan werk en/of materiaal, en in so 'n geval moet 'n werkgever sy werknemers twee volle werkdae vooraf kennis gee van sy voorneme om korttyd te werk en moet hy die beskikbare werk sover doenlik verdeel onder die werknemers wat daardeur geraak word. Waar die werkgever uitdruklik van die werknemer vereis om hom op 'n bepaalde dag by die bedryfsinrigting aan te meld met die doel om vas te stel of werk beskikbaar sal wees, moet sodanige werknemer minstens vier uur se werk of betaling in plaas daarvan vir sodanige dag ontvang. As daar nie van die werknemer vereis word om hom by die bedryfsinrigting aan te meld nie, moet die werkgever die werknemer op die werkdag onmiddellik voor die dag waarop daar nie van hom vereis word om hom aan te meld nie, daarvan in kennis stel; of

(b) onvoorsiene gebeurlikhede en/of omstandighede buite die beheer van die werkgever. Waar voornoemde omstandighede ontstaan, word daar nie van 'n werkgever vereis om lone, uitgesonderd dié vir tydperke werklik gewerk, aan sy werknemers te betaal nie: Met dien verstande dat waar die werkgever van mening is dat die werk hervat kan word en hy uitdruklik aan sy werknemers opdrag gee om hulle op 'n bepaalde dag vir diens aan te meld, hulle minstens vier uur se werk of betaling in plaas daarvan ten opsigte van sodanige dag moet ontvang. Onvoorsiene gebeurlikhede en/of omstandighede buite die beheer van die werkgever, soos in hierdie paragraaf bedoel, omvat nie gure weer nie.

(1)bis 'n Werkgever moet die Raad binne sewe dae nadat daar met korttydwerk begin is, skriftelik daarvan in kennis stel.

(2) Kort skofte gewerk terwyl korttyd gewerk word, tel as skofte wat werklik gewerk is ten einde te kwalifiseer vir verlof met besoldiging soos in die Ooreenkoms bedoel.

9. BETALING VAN BESOLDIGING

(1) (a) Besoldiging moet weekliks op Vrydae in kontant betaal word. Betaling moet nie later nie as 15 minute na die gewone uitskeityd geskied en moet alle bedrae insluit wat aan die werknemer verskuldig is en wat bereken is tot en met die skof wat op die vorige Dinsdag van dieselfde week voltooi is: Met dien verstande dat waar die diens voor die gewone betaaldag beëindig word, alle bedrae wat ingevolge hierdie Ooreenkoms aan die werknemer verskuldig is aan hom betaal moet word by sodanige diensbeëindiging.

(ii) work ordinarily performed on the second shift shall be paid for as follows:

(aa) When the hours for the complete shift fall wholly within any period from 18h00 to 06h00, at the ordinary hourly rate, plus 10 per cent;

(ab) when the hours for the complete shift do not fall wholly within any period from 18h00 to 06h00, at the ordinary hourly rate, plus 5 per cent, until midnight, and after midnight, at the ordinary hourly rate, plus 10 per cent.

(b) *Three-shift system*.—Work ordinarily performed on the—

(i) second shift, at the ordinary hourly rate, plus 5 per cent;

(ii) third shift, at the ordinary hourly rate, plus 10 per cent.

(5) Time worked by employees on shift systems after the completion of the usual shift in the establishment concerned shall be regarded as overtime and be paid for as follows:

(a) At one and a third times the increased hourly rate for the first six hours;

(b) thereafter, at one and a half times the increased hourly rate until the usual starting time of the employee's next normal shift.

For the purposes of the above, "increased hourly rate" means the ordinary hourly rate, plus the amount per cent payable thereon at the concluding time of the shift.

(6) Notwithstanding the provisions of subclause (5), where in any one week an employee absents himself from work during any or all of the ordinary hours of a shift or shifts observed in the establishment concerned, such ordinary hours not worked by the employee may be deducted from the hours of overtime worked and the hours so deducted shall be paid for at the employee's ordinary rate: Provided that—

(i) if the number of ordinary hours of work on which the employee is absent in any one week is in excess of the number of overtime hours worked, all such overtime hours shall be paid for at the employee's ordinary hourly rate; and

(ii) where an employee is absent from work with the permission of his employer or absent on account of sickness or circumstances beyond his control, the provisions of this subclause shall not apply and the overtime hours worked in such case shall be paid for at the overtime rate applicable to the overtime hours worked: Provided that an employer may call on an employee for a medical certificate in proof of cause of absence.

Payment under this subclause shall be made as provided for in clause 9

(1) of this Part of the Agreement.

(7) Any employee who is aggrieved by the application to him of any of the provisions of subclause (6) may appeal to the Council against the decision applied to him, and the Council may, after considering any reasons which may be submitted for such decision, confirm that decision or give such other decision as in its opinion ought to have been given in such case.

8. SHORT-TIME

(1) An employer may require his employees to work for a lesser number of hours than the ordinary hours of work of his establishment due to—

(a) a shortage of work and/or materials, in which case an employer shall give his employees two clear working days' notice of his intention to work short-time, and shall, so far as practicable, spread the work available among the employees affected. Where the employee is expressly required by the employer to report at the establishment on any one day for the purpose of ascertaining if work will be made available, he shall receive not less than four hours' work or pay in lieu thereof, in respect of such day. If the employee is not required to attend the establishment, the employer shall advise the employee on the working day immediately preceding the day on which he is not required to attend; or

(b) unforeseen contingencies and/or circumstances beyond the control of the employer. In the event of the foregoing circumstances arising an employer shall not be required to pay wages to his employees except for the periods actually worked: Provided that where the employer believes that resumption of work can be effected and expressly instructs his employees to present themselves for employment on a particular day, they shall receive not less than four hours' work or pay in lieu thereof, in respect of such day. Unforeseen contingencies and/or circumstances beyond the control of the employer referred to in this paragraph shall not include inclement weather.

(1)bis An employer shall within seven days of commencement of working short-time, notify the Council in writing.

(2) Short shifts worked while working short-time shall count as shifts actually worked in order to qualify for the paid leave referred to in the Agreement.

9. PAYMENT OF REMUNERATION

(1) (a) Remuneration shall be paid weekly in cash on Friday. Payment shall be made not later than 15 minutes after the ordinary stopping time, and shall include all payments due to the employee, calculated up to and including the shift completed on the preceding Tuesday of the same week: Provided that where employment terminates before the ordinary pay-day, all payments due to the employee in terms of this Agreement shall be paid to him upon his employment so terminating.

(b) By betaling moet daar aan elke werknemer 'n staat gegee word waarop sy totale besoldiging, sy betaling vir gewone tyd en vir oortyd-werk, sy toelaes en afrekkings voorkom.

(2) 'n Werkgewer mag geen premie vir die opleiding van 'n werknemer vra of aanneem nie: Met dien verstande dat hierdie subklousule nie geld ten opsigte van opleidingskemas waartoe 'n werkgewer regtens moet bydra nie.

(3) Geen bedrag hoegenaamd, uitgesonderd die volgende, mag, behoudens andersluidende bepalinge in hierdie Ooreenkoms, afgetrek word van die bedrae wat ingevolge hierdie Ooreenkoms aan 'n werknemer betaalbaar is nie:

(a) Bedrae vir kos of inwoning of albei ooreenkomstig klousule 1 (3) van Seksie 2 van Deel II van hierdie Ooreenkoms;

(b) bedrae vir eethuisdienste, waar magtiging vir die afrekkings verleen is deur middel van 'n aftekorder wat die werknemer kan beëindig deur hoogstens 28 dae vooraf kennis te gee van die beëindiging van sy instemming tot hierdie afrekkings;

(c) waar 'n werknemer van sy werk afwesig is, met inbegrip van afwesigheid gedurende verloop sonder besoldiging wat ter verlenging van sy verloop met besoldiging verleen is soos in hierdie Ooreenkoms bepaal, 'n *pro rata*-bedrag vir die tydperk van sodanige afwesigheid;

(d) met die skriftelike toestemming van die werknemer, bedrae vir siektebystands-, versekerings-, pensioen- en voorsorgfondse of bydraes tot ontspanningsfondse;

(e) bydraes tot die fondse van die Raad ingevolge klousule 23 van hierdie Deel van die Ooreenkoms;

(f) 'n bedrag wat 'n werkgewer regtens of op bevel van 'n hof met regsbevoegdheid moet of mag afrek;

(g) waar 'n werkgewer weens 'n klerklike of boekhou- of administratiewe fout of verkeerde berekening aan 'n werknemer hoër besoldiging betaal as die bedrag wat regtens betaalbaar is, het die werkgewer die reg om die bedrag wat te veel betaal is, te verhaal deur die van daaropvolgende lone of verdienstes af te trek op die volgende voorwaardes:

(i) Die bedrag kan van een of meer loon- of verdienstebetalings afgetrek word, maar geen afrekkings mag meer as 15 persent van die besoldiging waarvan dit afgetrek kan word, beloop nie;

(ii) sodanige bedrae mag nie afgetrek word van verlofbesoldiging of verlofbonus wat ingevolge hierdie Ooreenkoms of aan die werknemer of aan die Raad betaalbaar is nie;

(iii) geen sodanige bedrag of bedrae mag afgetrek word nie, tensy die werkgewer die werknemer ten tyde van die eerste afrekkings, en die Raad binne sewe dae na die eerste afrekkings, skriftelik in kennis stel van die omstandighede waar onder die oorbetalings geskied het, van die bedrag wat dit beloop en van die bedrag of bedrae wat hy voornemens is om af te trek;

(h) met die skriftelike toestemming van die werknemer, ledesgeld vir een van die vakverenigings;

(i) 'n bedrag wat 'n werkgewer ingevolge 'n wet, ordonnansie of regsprosedes namens 'n werknemer moet betaal en wel betaal het.

(4) Waar werk in 'n bedryfsinrigting of plek verrig word deur werknemers wat in spanne of ploë georganiseer is, moet die werkgewer aan elke werknemer afsonderlik sy verdienste betaal.

9 bis. SPESIALE BEPALINGS VIR DIE BETALING VAN BESOLDIGING

(1) Ondanks klousule 9 (1) (a) rakende die betaling van besoldiging in kontant op Vrydag, kan 'n werkgewer by onderlinge reëlings met sy werknemers 'n bedrag ingevolge hierdie Ooreenkoms aan 'n werknemer verskuldig per tjek aan hom betaal of in die krediet van sodanige werknemer by 'n bank, bougenootskap of geregistreerde depositonemende instelling wat deur die werknemer benoem is, in betaal. Betaling per tjek of in die krediet van 'n werknemer by 'n bank, bougenootskap of depositonemende instelling wat deur die werknemer benoem is, moet op Vrydag geskied en moet alle betalings insluit wat aan die werknemer verskuldig is, bereken tot en insluitende die skof wat op die Dinsdag van dieselfde week voltooi is.

(2) In plaas van subklousule (1) van hierdie klousule en van klousule 9 (1) (a), kan 'n werkgewer en sy werknemers met die onderlinge goedkeuring van minstens 75 persent van sy werknemers ooreenkoms dat die betaling van die bedrag ingevolge hierdie Ooreenkoms aan 'n werknemer verskuldig, op die vierde Vrydag van elke kalendermaand gedoen word, behoudens die volgende voorwaardes:

(a) Die betaling moet alle bedrae insluit wat aan die werknemer verskuldig is, bereken tot en insluitende die skof wat op die vorige Vrydag van dieselfde maand voltooi is; en

(b) die betaling moet in kontant gedoen word voor of teen die gewone uitskeityd:

Met dien verstande dat 'n werkgewer by onderlinge reëling met sy werknemers, die bedrag aan die werknemer verskuldig soos gemeld, per tjek of in die krediet van sodanige werknemer kan in betaal by 'n bank, bougenootskap of geregistreerde depositonemende instelling wat deur die werknemer benoem is, en in dié geval moet die betaling per tjek of in die krediet van 'n werknemer by 'n bank, bougenootskap of depositonemende instelling deur die werknemer benoem, geskied voor of op die Vrydag waarop betaling verskuldig is.

(b) Every employee shall be given a statement on payment showing his total remuneration, ordinary time and overtime payments, allowances and deductions.

(2) No premium for the training of an employee shall be charged or accepted by an employer: Provided that this subclause shall not apply in respect of training schemes to which the employer is legally required to contribute.

(3) Except as otherwise provided in this Agreement, no deduction of any description other than the following may be made from the amounts payable in terms of this Agreement to any employee:

(a) For board or lodging or both in accordance with clause 1 (3) of Section 2 of Part II of this Agreement;

(b) for canteen services where the deduction is authorised by stop order terminable by the employee at not more than 28 days' notice of termination of his agreement of his deduction;

(c) where an employee is absent from work, including absence during any unpaid holiday granted in extension of the paid holidays provided for in this Agreement, a *pro rata* amount for the period of such absence;

(d) with the written consent of the employee, deductions for sick benefit, insurance, pension and provident funds, or contribution to recreation funds;

(e) contribution to the funds of the Council in terms of clause 23 of this Part of the Agreement;

(f) a deduction of any amount which an employer is legally or by order of any competent court required or permitted to make;

(g) where an employer, due to clerical or accounting or administrative error or miscalculation pays an employee any remuneration in excess of the amount legally payable, the employer shall be entitled to recover the amount of the overpayment by deduction from subsequent wages or earnings subject to the following provisions:

(i) The deductions may be made from one or more payments of wages or earnings, but no one deduction may exceed 15 per cent of the remuneration from which it may be deducted;

(ii) no such deductions shall be made from any leave pay or leave bonus, payable under this Agreement, either to the employee or the Council;

(iii) no such deduction or deductions shall be made unless the employer, in writing, notifies the employee at the time of the first deduction and also notifies the Council within seven days of the first deduction, of the circumstances under which the overpayment was made, the amount thereof and the amount of the proposed deduction or deductions;

(h) with the written consent of the employee, deductions for subscriptions to one of the trade unions;

(i) any amount paid by an employer, compelled by law, ordinance or legal process to make payment on behalf of an employee.

(4) Where in any establishment or place work is performed by employees organised in sets or teams, each employee shall be paid his earnings separately by the employer.

9 bis. SPECIAL PROVISIONS FOR PAYMENT OF REMUNERATION

(1) Notwithstanding the provisions of clause 9 (1) (a) relating to payment of remuneration in cash on Friday, an employer may by mutual arrangement with his employees pay any amount due to an employee in terms of this agreement by cheque or to the credit of such employee with a bank, building society or registered deposit-receiving institution nominated by the employee. Payment by cheque or to the credit of an employee in a bank, building society or deposit-receiving institution nominated by the employee shall be made on Fridays and shall include all payments due to the employee calculated up to and including the shift completed on the Tuesday of the same week.

(2) In lieu of the provisions of subclause (1) of this clause and of clause 9 (1) (a), an employer and his employees may by mutual consent of not less than 75 per cent of his employees agree that payment of any amount due to an employee in terms of this Agreement shall be made on the fourth Friday of each calendar month subject to the following conditions:

(a) Payment shall include all amounts due to the employee, calculated up to and including the shift completed on the previous Friday of the same month; and

(b) payment shall be made in cash not later than the ordinary stopping time:

Provided that an employer may by mutual arrangement with his employees pay the amount due to the employee as aforesaid by cheque or to the credit of such employee with a bank, building society or registered deposit-receiving institution nominated by the employee, in which event payment by cheque or to the credit of an employee with a bank, building society or deposit-receiving institution nominated by the employee shall be made not later than by the Friday on which payment is due.

(3) Indien die diens van 'n werknemer eindig voor die gewone betaaldag wat in sy geval van toepassing is, moet alle bedrae wat ingevolge hierdie Ooreenkoms aan die werknemer verskuldig is ooreenkomstig die betrokke vereistes van Deel II van hierdie Ooreenkoms betaal word.

(4) Voordat subklousule (2) toegepas word, moet die werkgever vooraf aan die betrokke werknemers en aan die Raad minstens drie maande kennis gee van die instelling van die betaalmethode, en verduidelik op watter wyse die betaling van besoldiging in sy bedryfsinrigting sal geskied.

(5) Daar mag van geen reëling tussen 'n werkgever en sy werknemers ingevolge subklousule (1) of subklousule (2) afgewyk word nie, behalwe by onderlinge reëling tussen die werkgever en die betrokke werknemers in die geval van betaling soos in subklousule (1) bepaal, of tensy die werkgever en minstens 75 persent van sy werknemers onderling ooreengekom het op 'n verandering in die betaalmethode in die bedryfsinrigting in die geval van betaling soos in subklousule (2) bepaal en daarvoor aan die werknemers en aan die Raad minstens drie maande kennis van die verandering gegee is.

(6) Ondanks klousule 2 (4) (a) van Seksie 1 van Deel II, betreffende die betaling van verlofbesoldiging, kan betaling van verlofbesoldiging ooreenkomstig hierdie klousule op dieselfde wyse geskied as dié waarvolgens die werknemer se verdienstes aan hom betaal word.

10. SLUITING VAN BEDRYFSINRIGTING OP 'N GEWONE WERKDAG

(1) Ondanks andersluidende bepalinge in hierdie Ooreenkoms, kan 'n bedryfsinrigting gedurende 'n werkdagperk wat ingevolge klousule 20 (2) van hierdie Deel van die Ooreenkoms vir daardie bedryfsinrigting gespesifiseer is, gesluit word by wyse van onderlinge ooreenkomste tussen die werkgever en minstens 75 persent van sy werknemers, en daar moet vir elke spesifieke sluiting van die bedryfsinrigting tot so 'n ooreenkoms gemaak word.

(2) Wanneer 'n werknemer van sy werk afwesig is as gevolg van die sluiting van die bedryfsinrigting na onderlinge ooreenkomste ingevolge subklousule (1), kan 'n *pro rata*-bedrag vir die ure wat nie gewerk is nie afgetrek word van die bedrae wat ingevolge hierdie Ooreenkoms betaalbaar is.

(3) Hierdie klousule is nie op vakleerlinge van toepassing nie.

(4) Ten opsigte van statutêre of geproklameerde openbare vakansiedae, uitgesonderd Nuwejaarsdag, Goede Vrydag, Gesinsdag, Hemelvaartsdag, Republiekdag, Geloftedag, Kersdag en Welwillendheidsdag waarop, vanweë die sluiting van die perseel weens 'n beperking op besigheidsure ingevolge 'n wet—

(a) van werknemers vereis word om nie te werk nie; of

(b) werknemers nie toegelaat word om te werk nie;

kan 'n bedrag gelyk aan die gewone besoldiging vir die skof wat gewoonlik in die betrokke bedryfsinrigting op daardie dag gewerk word, van die werknemer se loon afgetrek word.

11. AANSPORINGSBONUSWERK

(1) Behoudens die algemene voorwaardes hierin vervat, kan 'n werknemer ooreenkomstig onderstaande aansporingsbonusstelsel vir sy werkgever werk:

(a) Die voorwaardes in hierdie Ooreenkoms vervat ten opsigte van oortydwerk, nagskofwerk en werk op Sondae en openbare vakansiedae is van toepassing en lone moet bereken word teen die uurloon wat vir die betrokke klas werk in die Ooreenkoms gelys is;

(b) aan 'n werknemer wat aansporingsbonuswerk verrig, moet 'n rusperiode van 10 minute so na doenlik aan die middel van die oggend- en die namiddagwerkdagperk toegestaan word, en sodanige rusperiodes moet gereken word as werkdag waarvoor die uurloon vir die betrokke klas werk in hierdie Ooreenkoms gelys, betaal moet word;

(c) die loon vir aansporingsbonuswerk moet vasgestel word by wyse van 'n onderlinge reëling tussen die werkgever en die werknemer wat die werk moet verrig, en die werkwinkelvertegenwoordiger moet geraadpleeg word indien enige van die partye dit verlang;

(d) ingeval daar 'n geskil oor die loon vir aansporingsbonuswerk ontstaan wat nie deur die partye bygelê kan word nie, moet een van of albei die gegriefde partye die saak onmiddellik na die Nywerheidsraad verwys;

(e) tot tyd en wyl daar tot 'n ooreenkoms geraak word oor die loon vir aansporingsbonuswerk, of ingeval sodanige loon ingevolge subklousule (4) na die Raad verwys word, moet die werknemer sy werk voortsit teen die aansporingsbonusloon wat deur die bestuur toegelaat word;

(f) 'n aanpassing wat as gevolg van 'n Raadsbesluit ten gunste van die werknemer is, moet op hom toegepas word met ingang van die datum waarop die saak na die Raad verwys word;

(g) vir tyd wat 'n werknemer deur abnormale omstandighede verhinder word om met sy werk voort te gaan, moet hy, as daar van hom vereis word om vir die werk gereed te staan, die uurloon betaal word wat vir daardie klas werk in hierdie Ooreenkoms gelys is, en in so 'n geval geld die Ooreenkomsvoorwaardes ten opsigte van oortyd- en nagskofwerk waar dit van toepassing is. Die tyd waartydens 'n werknemer gereed staan, moet nie by die berekening van bonusverdiensle in aanmerking geneem word nie;

(3) In the event of the employment of an employee terminating before the ordinary pay-day applicable in his case, all payments due to the employee in terms of this Agreement shall be paid in accordance with the relative requirements of Part II of this Agreement.

(4) Before applying the provisions of subclause (2) the employer shall give to the employees concerned and to the Council at least three months' notice in advance of the introduction of the method of payment specifying the manner in which payment of remuneration will be made in this establishment.

(5) An arrangement between an employer and his employees in terms of subclause (1) or subclause (2) shall not be departed from except by mutual arrangement between the employer and employees concerned in the case of payment as provided for in subclause (1) or unless the employer and not less than 75 per cent of his employees have mutually agreed to a change in the method of payment to be observed in the establishment in the case of payment as provided for in subclause (2) and at least three months' advance notice of the change has been given to the employees and to the Council.

(6) Notwithstanding the provisions of clause 2 (4) (a) of Section 1 of Part II relating to payment of leave pay, payment of leave pay may be made in accordance with the provisions of this clause in the same manner as that by which the employee is paid his earnings.

10. CLOSING OF ESTABLISHMENT ON AN ORDINARY WORKING DAY

(1) Notwithstanding anything to the contrary in this Agreement, an establishment may be closed during any period of work specified for that establishment in terms of clause 20 (2) of this Part of the Agreement by mutual arrangement between the employer and not less than 75 per cent of his employees, where such an arrangement is come to for each specific closing of the establishment.

(2) Whenever an employee is absent from work resultant on the closing of the establishment by mutual arrangement in terms of subclause (1), a deduction *pro rata* for the hours not worked may be made from the amounts payable in terms of this Agreement.

(3) The provisions of this clause shall not apply to apprentices.

(4) In respect of statutory or proclaimed public holidays, other than New Year's Day, Good Friday, Family Day, Ascension Day, Republic Day, Day of the Vow, Christmas Day and Day of Goodwill on which employees are—

(a) required not to work; or

(b) not permitted to work;

by reason of the closing of the premises due to restriction of trading hours under any law, an amount equivalent to the normal remuneration for the shift ordinarily worked in the establishment concerned on that day may be deducted from an employee's wages.

11. INCENTIVE BONUS WORK

(1) Subject to the general conditions hereafter set out, an employee may work for his employer under the following system of incentive bonus work:

(a) The conditions contained in this Agreement relating to overtime, night shift work and work on Sundays and public holidays shall apply and wages shall be calculated at the hourly rate for that class of work scheduled in this Agreement;

(b) an employee engaged on incentive bonus work shall be allowed a rest interval of 10 minutes as near as possible to the middle of the morning and afternoon work periods, such rest intervals to be reckoned as working time and paid for at the hourly rate for that class of work scheduled in this Agreement;

(c) incentive bonus work rates shall be fixed by mutual arrangement between the employer and the employee who is to perform the work, the shop steward to be consulted if desired by either of the parties;

(d) in the event of a dispute concerning the incentive bonus work rate and failing an arrangement being come to in settlement between the parties, the matter shall forthwith be referred to the Industrial Council by one or both of the aggrieved parties;

(e) pending an agreement being come to on the incentive bonus work rate, or in the event of the incentive bonus work rate being referred to the Council in terms of subclause (4), the employee shall proceed with the job in accordance with the incentive bonus work rate allowed by the management;

(f) any adjustment resulting from the Council's decision which is in favour of the employee shall be applicable to him as from the date on which the matter was referred to the Council;

(g) time during which an employee is abnormally prevented from proceeding with his work shall, if the employee is required to stand by, be paid for at the hourly rate for that class of work scheduled in this Agreement with Agreement conditions in respect of overtime and night-shift when applicable. Time during which an employee is standing by shall not be taken into account in calculating bonus earnings;

(h) geen betaling moet gedoen word ten opsigte van verdragings wat normaalweg in die betrokke bedryfsinrigting voorkom en wat by die vaststelling van die tydtoelae in aanmerking geneem is nie;

(i) geen loon waaroor 'n werkgewer en 'n werknemer ooreengekom het, word bevestigend geag as dit 'n gemiddelde werknemer wat met die besondere aansporingsbonuswerk besig is nie in staat staat stel om minstens 10 persent meer te verdien as die loon wat vir daardie klas werk in hierdie Ooreenkoms gelys is nie;

(j) die werknemer moet in alle gevalle, ongeag sy verdienste, die uurloon vir sy klas werk gewaarborg word vir die ure wat hy gewerk het;

(k) 'n werknemer wat volgens 'n aansporingsbonusstelsel werk, moet op die gewone betaaldag van elke week betaal word;

(l) geen aansporingsbonusloon of basiese tye wat eenmaal vasgestel is, mag gewysig word nie behalwe om die volgende redes:

(i) 'n Fout in die berekening van enigeen van die partye; of

(ii) verandering in die materiaal, wyse of metode van produksie of die hoeveelhede; of

(iii) 'n onderlinge reëling getref tussen die werkgewer en die werknemer op dieselfde wyse as wat in 'n nuwe bonuswerkloon vasgestel word.

(2) Die Raad kan, om 'n rede wat hy goedgevind, 'n bedryfsinrigting verbied om aansporingsbonuswerk te laat verrig of om volgens 'n stelsel te werk wat die Raad as 'n stelsel van aansporingsbonuswerk beskou.

(3) By die inwerkingtreding van hierdie Ooreenkoms moet daar weer eens oor aansporingsbonuslone onderhandel word: Met dien verstande dat die stelsel wat van toepassing is nie minder gunstig mag wees as dié waarvoor daar in paragraaf (i) voorsiening gemaak word nie.

(4) Vakleerlinge mag nie volgens aansporingsbonusskemas in diens geneem word nie tensy die toestemming van die Raad vooraf verkry is en die vakleerling sy eerste twee leerjare voltooi of die volle N.T.S. II-sertifikaat verwerf het.

12. DIENSBEÏNDIGING

(1) Die werkgewer of die werknemer moet minstens een volle werkdag vooraf kennis gee van die beëindiging van 'n dienskontrak: Met dien verstande dat—

(i) die reg van 'n werkgewer of 'n werknemer om 'n dienskontrak om 'n regsgeldige rede sonder kennisgewing te beëindig;

(ii) 'n ooreenkoms tussen 'n werkgewer en 'n werknemer waarby voorsiening gemaak word vir 'n langer kennisgewingstermyn as een volle werkdag;

nie hierdeur geraak word nie:

Voorts met dien verstande dat 'n werkgewer aan 'n werknemer loon vir en in plaas van die voorgeskrewe of ooreengekome kennisgewingstermyn kan betaal.

(2) Wanneer die dienskontrak na kennisgewing van een volle werkdag beëindig kan word en die werknemer versuim om sodanige kennis te gee of om gedurende sodanige kennisgewingstermyn te werk, kan die werkgewer die loon vir die ure van 'n gewone skof in die betrokke bedryfsinrigting aftrek.

(3) Vir die toepassing van hierdie klousule, word Saterdag nie geag 'n volle werkdag te wees nie. Kennis van die beëindiging van 'n dienskontrak teen uitskeitheid op 'n Saterdag moet voor 12h00 op Vrydag gegee word.

13. BETALING VIR OPENBARE VAKANSIEDAE

(1) (a) As 'n werknemer nie werk op 'n openbare vakansiedag wat op 'n dag val wat andersins 'n gewone werkdag vir sodanige werknemer is nie, moet hy teen sy gewone uurloon vir die gewone werkure vir daardie dag van die week besoldig word.

Wanneer Nuwejaarsdag op 'n Sondag val, is die onmiddellik daaropvolgende Maandag 'n openbare vakansiedag.

(b) As 'n werknemer op 'n openbare vakansiedag werk wat op 'n dag val wat andersins 'n gewone werkdag vir sodanige werknemer is, moet hy besoldig word vir die getal ure betaalbaar ingevolge paragraaf (a) hierbo, en daarenboven moet hy besoldig word teen een en 'n derde maal die uurloon vir die tyd tot op die genoemde getal ure gewerk; daarna moet hy besoldig word teen twee en 'n half maal die uurloon tot die gewone aanvangstyd die volgende dag.

(c) As 'n werknemer op 'n openbare vakansiedag werk wat op 'n dag val wat andersins 'n gewone werkdag vir sodanige werknemer is nie, moet hy besoldig word teen minstens die loon aan sodanige werknemer betaalbaar vir die tyd wat hy gewoonlik op 'n werkdag werk en daarenboven moet hy besoldig word teen een en 'n derde maal die uurloon vir die tyd tot op die genoemde getal ure gewerk; daarna moet hy besoldig word teen twee en 'n half maal die uurloon tot die gewone aanvangstyd die volgende dag.

(2) Subklousule (1) (b) is nie van toepassing in bedryfsinrigtings waarin 'n tweeskof- en drieskofstelsel gewerk word ten opsigte van die ure wat op 'n openbare vakansiedag gewerk word wat deel van die gewone skof uitmaak nie: Met dien verstande dat die gewone skof onmiddellik vóór of ná dié waarop sodanige ure gewerk is, geag moet word die openbare vakansiedag te wees waarop hierdie klousule van toepassing is.

(h) no payment shall be made for delays which are normal in the establishment concerned and which have been considered when fixing the time allowance;

(i) no rate agreed upon between an employer and an employee shall be considered satisfactory if such rate does not enable an average employee engaged on the particular bonus rate work to earn not less than 10 per cent above the rate for that class of work scheduled in this Agreement;

(j) in all cases, the employee shall be guaranteed the hourly rate for his class of work, irrespective of earnings, for the hours worked;

(k) an employee working on incentive bonus work shall be paid on the normal pay-day of each week;

(l) incentive bonus work rates or basis times once established may not be altered except for the following reasons:

(i) A mistake in the calculation of either side; or

(ii) a change in the material, means or methods of production or the quantities; or

(iii) a mutual arrangement has been come to between the employer and the employee in the same way as a new bonus work rate is arranged.

(2) The Council may, for any reason it deems fit, prohibit any establishment from working incentive bonus work or from working under any system which the Council considers to be a system of incentive bonus work.

(3) With the coming into operation of this Agreement, incentive bonus rates shall be re-negotiated: Provided that the arrangement applicable shall not be less favourable than that provided for in paragraphs (i).

(4) Apprentices may not be employed on incentive bonus work unless the prior permission of the Council has been obtained and the apprentice has completed his first two years of apprenticeship or has attained the full N.T.C. II Certificate.

12. TERMINATION OF EMPLOYMENT

(1) Not less than one clear working day's notice shall be given by the employer or employee to terminate a contract of service: Provided that this shall not affect—

(i) the right of an employer or an employee to terminate a contract of service without notice for any good cause recognised by law as sufficient;

(ii) any agreement between an employer and employee providing for a longer period of notice than one clear working day: Provided further that an employer may pay to an employee wages for and in lieu of the prescribed or agreed period of notice.

(2) Whenever the contract of service is terminable by one clear working day's notice and the employee fails to give the notice or to work such notice period, the employer may deduct the wages for the hours of an ordinary shift in the establishment concerned.

(3) For the purposes of this clause, Saturday shall not be considered as a clear working day. Notice to terminate a contract of service at finishing time on Saturday shall be given prior to 12h00 on Friday.

13. PAYMENT FOR PUBLIC HOLIDAYS

(1) (a) If an employee does not work on a public holiday which falls on a day which otherwise is an ordinary working day for such an employee, he shall be paid at his ordinary hourly rate for the ordinary working hours of that day of the week.

Whenever New Year's Day falls on a Sunday, the Monday immediately following such a Sunday shall be a public holiday.

(b) If an employee works on a public holiday which falls on a day which otherwise is an ordinary working day for such an employee, he shall be paid for the number of hours payable in terms of paragraph (a) above and shall, in addition, be paid at one and a third times the hourly rate for time worked up to the said number of hours; thereafter he shall be paid two and a half times the hourly rate until the usual starting time next day.

(c) If an employee works on a public holiday which falls on a day which otherwise is not an ordinary working day for such an employee, he shall be paid an amount which shall be not less than the wage payable to such an employee in respect of the time which is ordinarily worked by him on a working day and shall, in addition, be paid at one and a third times the hourly rate for time worked up to the said number of hours; thereafter he shall be paid two and a half times the hourly rate until the usual starting time next day.

(2) The provisions of subclause (1) (b) shall not apply in establishments working a two-shift and three-shift system in respect of the hours worked on a public holiday which forms part of the normal shift: Provided that the normal shift immediately prior or subsequent to that on which such hours have been worked shall be regarded as the public holiday to which the provisions of this clause shall apply.

(3) Ondanks subklousule (1) (a) moet 'n werknemer wie se werkgever vereis dat hy die skof onmiddellik vóór en/of ná 'n openbare vakansiedag moet werk en wat op sodanige skof of skofte van die werk af wegbly, nie vir sodanige vakansiedag betaal word nie, tensy hy afwesig is met die toestemming van sy werkgever of weens siekte of omstandighede buite sy beheer of tensy die ure van die betrokke skof of skofte ingehaal is, en in so 'n geval moet so 'n werknemer vir die dag betaal word soos in hierdie klousule bepaal: Met dien verstande dat hierdie subklousule nie van toepassing is as 'n werknemer op so 'n openbare vakansiedag werk nie.

(4) Vir die toepassing van hierdie klousule is die gewone uurloon van werknemers wat aansporingsbonuswerk verrig die uurloon wat vir die klas werk in hierdie Ooreenkoms voorgeskryf word.

(5) 'n Werknemer wat veronreg voel omdat subklousule (3) op hom toegepas is, kan by die Raad appél aanteken teen die besluit wat op hom van toepassing gemaak is, en die Raad kan na oorweging van die redes wat vir sodanige besluit aangevoer word, daardie besluit bekragtig of sodanige ander beslissing gee as wat na sy mening in so 'n geval gegee moes gewees het.

14. INDIENSNEMING VAN VAKMANNE EN LEERLING-INGENIEURS

(1) Na verloop van een maand vanaf die datum van inwerkingtreding van hierdie Ooreenkoms mag geen werkgever iemand in diens neem vir werk wat onder Loon A ingedeel is nie, uitgesonderd 'n werknemer wat sy leertyd ingevolge 'n kontrak ooreenkomstig die Wet op Mannekragopleiding, 1981, of 'n ander kontrak wat deur die Raad erken word, uitgedien het in engeen van die klasse werk wat onder Loon A ingedeel is, tensy sodanige werknemer in besit is van 'n sertifikaat wat deur die Raad erken word of uitgereik is en wat hom in staat stel om as vakman in diens geneem te word: Met dien verstande dat 'n werknemer daarop geregtig is om by die Raad aansoek te doen om 'n sertifikaat wat hom in staat stel om as vakman in diens geneem te word, en as sodanige sertifikaat aan hom uitgereik word, kan hy daarna vir werk wat onder Loon A ingedeel is, in diens geneem word vir die werk wat op sy sertifikaat gemeld word.

(2) 'n Werkgever wat 'n leerlingingenieur in diens wil neem, moet die toestemming van die Raad vooraf verkry, en hierdie klousule is nie op leerlingingenieurs van toepassing nie.

15. INDIENSNEMING VAN PERSONE ONDER DIE OUDERDOM VAN 15 JAAR

Geen werkgever mag iemand wat jonger as 15 jaar is in diens neem nie.

16. BUITEWERK EN HUUR VAN ARBEID

(1) Behoudens artikel 1 (3) van die Wet mag geen werknemer, terwyl hy in diens van 'n werkgever is, gedurende of buite sy gewone werkure of werkdae in hierdie Ooreenkoms voorgeskryf, werk in die Nywerheid vra, onderneem of verrig nie, hetsy teen vergoeding of nie, behalwe ten behoeve van sy eie werkgever, maar so 'n werknemer mag werk buite sy gewone werkure op sy eie perseel verrig.

(2) Geen werkgever mag 'n werknemer wat by 'n ander werkgever in die Nywerheid in diens is, gedurende of buite sy gewone werkure of gedurende die verloftydperk van sodanige werknemer, hetsy teen vergoeding of nie, in diens neem nie.

(3) Geen werkgever mag iemand op 'n ander wyse as kragtens hierdie Ooreenkoms huur nie, en hy mag ook nie die dienste van 'n werknemer verhuur aan of huur van 'n persoon nie, tensy dié persoon 'n werkgever is wat betrokke is by 'n werkzaamheid of werkzaamhede wat binne die Nywerheid val, soos in hierdie Ooreenkoms omskryf, en by die Raad geregistreer is.

17. VRYSTELLINGS

(1) Die Raad kan vrystelling van engeen van die bepalinge van hierdie Ooreenkoms aan 'n werkgever of 'n werknemer verleen. Aansoeke om vrystelling moet aan die Sekretaris van die Raad gerig word.

(2) Die Raad moet die voorwaardes stel waarop sodanige vrystelling van krag is: Met dien verstande dat die Raad na goedvinde en nadat een week vooraf skriftelik kennis aan die betrokke persoon gegee is, 'n vrystellingsertifikaat kan intrek.

(3) Die Raad moet aan elkeen aan wie vrystelling verleen is, 'n sertifikaat uitreik wat behoorlik onderteken is en wat die volgende meld:

- Die volle naam van die betrokke persoon;
- die bepalinge van die Ooreenkoms waarvan vrystelling verleen is;
- die voorwaardes waarop sodanige vrystelling verleen word;
- die tydperk waartydens sodanige vrystelling van krag is.

(4) Die Raad moet—

- alle sertifikate wat uitgereik word agtereenvolgens laat nommer;
- 'n kopie van elke sertifikaat wat uitgereik word, hou en 'n kopie van elke sertifikaat wat uitgereik word aan die afdelingsinspekteur Departement van Mannekrag, Durban, stuur;
- 'n kopie van die sertifikaat aan die betrokke werkgever stuur wanneer die vrystelling aan 'n werknemer verleen word.

(3) Notwithstanding the provisions of subclause (1) (a), an employee who is required by his employer to work the shift immediately preceding and/or following any public holiday and who absents himself from work on such shift or shifts shall not be paid for such holiday unless absent with the permission of his employer or on account of sickness or circumstances beyond his control, or the hours of the shift or shifts concerned have been worked in, in which event payment shall be made for the day as provided for in terms of this clause: Provided that the provisions of this subclause shall not apply whenever an employee works on such a public holiday.

(4) For the purposes of this clause, the ordinary hourly rate of employees employed on incentive bonus work shall be the hourly rate for the class of work scheduled in this Agreement.

(5) Any employee who is aggrieved by the application to him of any of the provisions of subclause (3) may appeal to the Council against the decision applied to him, and the Council may, after considering any reasons which may be submitted for such decision, confirm that decision or give such other decision as in its opinion ought to have been given in such case.

14. EMPLOYMENT OF JOURNEYMEN AND PUPIL ENGINEERS

(1) No employer shall after one month from the date of coming into operation of this Agreement employ any person on work classified as Rate A other than an employee who has completed his apprenticeship under a contract in terms of the Manpower Training Act, 1981, or any other contract recognised by the Council in any one of the classes of work specified under Rate A unless such employee is in possession of a certificate recognised or issued by the Council enabling him to be employed as a journeyman: Provided that an employee shall be entitled to apply to the Council for a certificate enabling him to be employed as a journeyman, and he may, if granted such certificate, be employed thereafter on work classified at Rate A appearing in his certificate.

(2) Any employer wishing to employ a pupil engineer may do so only with the prior consent of the Council, and the provisions of this clause shall not apply to pupil engineers.

15. EMPLOYMENT OF PERSONS UNDER 15 YEARS OF AGE

No employer shall employ any person under the age of 15 years.

16. OUTWORK AND HIRE OF LABOUR

(1) Subject to section 1 (3) of the Act, no employee whilst in the employ of an employer shall solicit, undertake or perform any work in the Industry, other than on behalf of his own employer, whether for remuneration or not, during or outside of the ordinary hours of work or working days prescribed in this Agreement, save that such employee may carry out work on his own premises outside of normal working hours.

(2) No employer shall employ an employee of another employer in the Industry, whether for remuneration or not, during or outside of normal working hours or during any leave period of such employee.

(3) No employer shall hire any person other than under the terms of this Agreement nor shall he hire the services of an employee to or from any person unless such person is an employer engaged in any activity or activities falling within the Industry as defined in this Agreement and is registered with the Council.

17. EXEMPTIONS

(1) The Council may grant exemption from any of the provisions of this Agreement to any employer or employee. Application for exemption shall be made to the Secretary of the Council.

(2) The Council shall fix the conditions subject to which such exemption shall operate: Provided that the Council may, if it deems fit, after one week's notice has been given in writing to the person concerned, withdraw any licence of exemption.

(3) The Council shall cause to be issued to every person to whom exemption has been granted a licence, duly signed, setting out—

- the full name of the person concerned;
- the provisions of the Agreement from which exemption has been granted;
- the conditions subject to which such exemption is granted;
- the period during which the exemption shall operate.

(4) The Council shall cause—

- all licences issued to be numbered consecutively;
- a copy of each licence issued to be retained and a copy of each licence issued to be forwarded to the Divisional Inspector, Department of Manpower, Durban;
- a copy of the licence to be forwarded to the employer concerned when the exemption is granted to an employee.

18. INDIENSNEMING VAN LEDE VAN VAKVERENIGINGS

(1) Geen werkgewer wat 'n lid is van enigeen van die werkgewersorganisasies mag 'n werknemer in diens hou wat, terwyl hy tot lidmaatskap van enigeen van die vakverenigings toelaatbaar is, nie op die datum waarop hierdie Ooreenkoms in werking tree 'n lid van sodanige vereniging is nie, of wat nie binne 'n tydperk van 90 dae vanaf sodanige datum of vanaf die datum van indienstreding waar die indienstreding na die datum van inwerkingtreding van die Ooreenkoms geskied, 'n lid van sodanige vakvereniging word nie; en geen lid van enigeen van die vakverenigings mag in diens bly by 'n werkgewer wat nie 'n lid is van enigeen van die werkgewersorganisasies op die datum waarop hierdie Ooreenkoms in werking tree of wat nie binne 'n tydperk van 90 dae na sodanige datum of na die datum van indiensneming van die betrokke werknemer waar sodanige indiensneming na die datum van inwerkingtreding van hierdie Ooreenkoms geskied, lid van enigeen van die werkgewersorganisasies word nie.

(2) Hierdie klousule is nie ten opsigte van 'n immigrant gedurende die eerste jaar na die datum van sy aankoms in die Republiek van Suid-Afrika van toepassing nie: Met dien verstande dat as 'n immigrant te eniger tyd na die eerste 90 dae van sy diensaanvaarding in die Nywerheid 'n uitnodiging van enigeen van die betrokke vakverenigings om lid daarvan te word, geweier het, hierdie klousule onmiddellik in werking tree.

(3) Bewys dat 'n werknemer lid van 'n vakvereniging is, bestaan uit die voorlegging van 'n aanvaarbare lidmaatskapkaart wat deur een van die vakverenigings uitgereik is, en sodanige kaart moet op versoek deur die werknemer aan die werkgewer of 'n agent van die Raad getoon word.

(4) Ondanks subklousule (1), mag geen werkgewer 'n werknemer wat in aanmerking kom vir lidmaatskap van een van die vakverenigings maar wat nog nie lid is nie, langer as 90 dae in diens neem nie, tensy sodanige werkgewer homself daarvan oortuig het dat die betrokke werknemer 'n aansoekvorm om lidmaatskap van een van die vakverenigings ingevul het en dat dié aansoekvorm vir versending na die betrokke vakvereniging by die Raad ingedien is.

(5) Benewens die regte van 'n persoon ingevolge artikel 51 (10) van die Wet kan die Raad om goeie en afdoende redes vrystelling van subklousule (1) verleen.

19. ADMINISTRASIE VAN OOREENKOMS

Die Raad is die liggaam wat vir die administrasie van hierdie Ooreenkoms verantwoordelik is.

20. VERTONING VAN KENNISGEWINGS

(1) Elke werkgewer moet 'n leesbare eksemplaar van hierdie Ooreenkoms in albei amptelike tale opklap en opgeklap hou in of op die plek waar sy werknemers werksaam is.

(2) Elke werkgewer moet op 'n plek wat vir sy werknemers geredelik toeganklik is, 'n kennisgewing vertoon waarop die aanvangs- en uitskeityd van die werk vir elke skof of die skofte van die week en die etensure gemeld word.

(3) Subklousule (2) hiervan is nie van toepassing op werknemers wat 'n wag se werk verrig nie.

21. AGENTE

Die Raad moet een of meer aangewese persone as agente aanstel om te help om uitvoering aan hierdie Ooreenkoms te gee. 'n Agent het die reg om 'n bedryfsinrigting te betree en om die werkgewer of enigeen van die werknemers te ondervra en om die registers van die besoldiging wat betaal en die tyd wat gewerk is, te inspekteer met die doel om vas te stel of hierdie Ooreenkoms nagekom word of nie.

22. SIEKTEVERLOF MET BESOLDIGING

(1) Wanneer 'n werknemer van sy werk afwesig is weens siekte of besering (uitgesonderd siekte of besering veroorsaak deur sy eie wangedrag) moet sy werkgewer siekteverlof, wat soos volg bereken is, aan hom toestaan:

(a) *Gedurende die eerste 12 agtereenvolgende maande diens*

(i) In die geval van 'n werknemer wat vyf dae per week werk, minstens een werkdag ten opsigte van elke vyf voltooide weke diens by die werkgewer; en

(ii) in die geval van 'n werknemer wat ses dae per week werk, minstens een werkdag ten opsigte van elke voltooide maand diens by die werkgewer.

(b) *Ten opsigte van aaneenlopende diens daarna*

(i) In die geval van 'n werknemer wat vyf dae per week werk, altesaam minstens 10 werkdag gedurende 'n daaropvolgende tydperk van 12 agtereenvolgende maande diens by die werkgewer; en

(ii) in die geval van 'n werknemer wat ses dae per week werk, altesaam minstens 12 werkdag gedurende 'n daaropvolgende tydperk van 12 agtereenvolgende maande diens by die werkgewer.

18. ENGAGEMENT OF TRADE UNION LABOUR

(1) No employer who is a member of any of the employers' organisations shall continue to employ an employee who, while being eligible for membership of any of the trade unions is not a member of any of the unions as at the date of coming into operation of this Agreement or who does not become a member of any of the trade unions within a period of 90 days from such date or from the date of entering into employment where the entering into employment takes place after the date of coming into operation of this Agreement; and no member of any of the trade unions may continue his employment with an employer who is not a member of any of the employers' organisations as at the date of coming into operation of this Agreement or who does not within a period of 90 days after such date or after the date of employment of the employee concerned where the employment takes place after the date of coming into operation of this Agreement, become a member of any of the employers' organisations.

(2) The provisions of this clause shall not apply in respect of an immigrant during the first year after the date of his entry into the Republic of South Africa: Provided that if any immigrant has at any time after the first 90 days of commencement of his employment in the Industry refused any invitation from any of the trade unions concerned to become a member of it, the provisions of this clause shall immediately come into operation.

(3) Proof of membership by an employee of a trade union shall be the production of a current membership card issued by one of the trade unions, and shall be produced by the employee to the employer or an agent of the Council on demand.

(4) Notwithstanding the provisions of subclause (1), no employer may employ, for a period in excess of 90 days, an employee who is eligible for membership of one of the trade unions but who does not hold such membership unless such employer has satisfied himself that the employee in question has completed an application form for membership of one of the trade unions and that such application form has been lodged with the Council for transmission to the trade union concerned.

(5) Apart from the rights of a person in terms of section 51 (10) of the Act, the Council may grant exemption from the provisions of subclause (1) for any good and sufficient reason.

19. ADMINISTRATION OF AGREEMENT

The Council shall be the body responsible for the administration of this Agreement.

20. EXHIBITION OF NOTICES

(1) Every employer shall affix and keep affixed in or at the place where his employees are working, a legible copy of this Agreement in both official languages.

(2) Every employer shall display in his establishment in a place readily accessible to his employees a notice stating the starting and finishing times of work for each shift or shifts of the week and the meal hours.

(3) The provisions of subclause (2) hereof shall not apply to employees employed on watchman's work.

21. AGENTS

The Council shall appoint one or more specified persons as agents to assist in giving effect to the terms of this Agreement. An agent shall be entitled to enter any establishment and may question the employer or any employees and inspect the records of remuneration paid and time worked, for the purpose of ascertaining whether or not the terms of this Agreement are being observed.

22. PAID SICK LEAVE

(1) Whenever an employee is absent from work through sickness or injury (other than sickness or injury caused by his own misconduct) his employer shall grant him sick leave calculated as follows:

(a) *During the first 12 consecutive months of employment*

(i) In the case of an employee working a five-day week, not less than one working day in respect of each completed five weeks of employment with the employer; and

(ii) in the case of an employee working a six-day week, not less than one working day in respect of each completed month of employment with the employer.

(b) *In respect of continuous employment thereafter*

(i) In the case of an employee working a five-day week, not less than 10 working days in the aggregate during any succeeding periods of 12 consecutive months of employment with the employer; and

(ii) in the case of an employee working a six-day week, not less than 12 working days in the aggregate during any succeeding periods of 12 consecutive months of employment with the employer.

(2) 'n Werkgewer moet aan die werknemer vir elke dag afwesigheid soos in subklousule (1) bepaal, 'n bedrag betaal wat nie minder is nie as die bedrag wat die werknemer sou ontvang het indien hy die gewone ure van die skof vir daardie dag van die week gewerk het: Met dien verstande dat—

(i) die werkgewer van die werknemer kan vereis om 'n doktersertifikaat voor te lê wat deur 'n geregistreerde mediese praktisyn onderteken is en wat die aard en die duur van sy siekte of besering vermeld, voordat 'n bedrag kragtens hierdie subklousule aan die werknemer betaal word ten opsigte van die tydperk van afwesigheid van sy werk van meer as twee agtereenvolgende dae; en

(ii) indien die werknemer gedurende 'n tydperk van hoogstens agt agtereenvolgende weke betaling vir siekteverlof, soos in hierdie subklousule bepaal, by twee of meer geleenthede ontvang het sonder om voormelde doktersertifikaat voor te lê, die werkgewer van hom kan vereis om sodanige mediese sertifikaat voor te lê, ten opsigte van die tydperk van afwesigheid van sy werk weens siekte of besering wat opgedoen is binne 'n tydperk van agt weke bereken vanaf die laaste datum wat hy met siekteverlof was;

(iii) die werkgewer van die werknemer kan vereis om 'n doktersertifikaat, soos vermeld, voor te lê ten opsigte van afwesigheid van sy werk op die werkdag onmiddellik voor en/of na 'n Sondag of enige van die openbare vakansiedae wat in klousule 13 (1) van hierdie Deel van die Ooreenkoms gespesifiseer is.

(3) Waar 'n werkgewer by wet verplig word om gelde vir hospitaal- of mediese behandeling ten opsigte van 'n werknemer te betaal, en hy sodanige gelde wel betaal ten opsigte van 'n siekte of besering in hierdie klousule bedoel, kan die bedrag aldus betaal verreken word teen die betaling vir siekteverlof wat ingevolge hierdie klousule verskuldig is.

(4) Hierdie klousule is nie van toepassing op werkgewers en werknemers wat ingevolge die Raad se Siekebesoldigingsfondsooreenkoms verplig is om tot die Siekebesoldigingsfonds van die Elektrotegniese Nywerheid (Natal) by te dra nie, of op werkgewers en hul werknemers wat deelnemers in en lede is van 'n fonds, organisasie of skema wat voorsiening maak vir siekteverlof met besoldiging op 'n grondslag wat nie minder gunstig vir die werknemer is nie as dié uiteengesit in die Siekebesoldigingsfondsooreenkoms en ten opsigte waarvan vrystelling deur die Raad van die bepaling van die Siekebesoldigingsfondsooreenkoms toegestaan is of word, terwyl sodanige fonds, organisasie of skema bly funksioneer en beide die werkgewer en die werknemers deelnemers daarin is.

(5) Ondanks andersluidende bepalinge in hierdie klousule, is geen werknemer geregtig op siekteverlof met besoldiging—

(a) ten opsigte van sodanige tydperke van afwesigheid van sy werk waarvoor vergoeding ingevolge die Ongevallewet, 1941 (Wet 30 van 1941), betaalbaar is nie; en

(b) ten opsigte van openbare vakansiedae met besoldiging soos in hierdie Ooreenkoms gespesifiseer, of ten opsigte van 'n gedeelte van die verlof met besoldiging in klousules 2 en 3 van Seksie 1 van Deel II van hierdie Ooreenkoms bedoel nie.

(6) Vir die toepassing van hierdie klousule, sluit "indiensneming" tydperk in waartydens 'n werknemer—

(a) ingevolge Deel II van hierdie Ooreenkoms met verlof met besoldiging of met bykomende verlof met besoldiging is;

(b) ingevolge hierdie klousule met siekteverlof met besoldiging is;

(c) op las of versoek van die werkgewer van sy werk afwesig is; of

(d) tot vier maande van 'n bepaalde tydperk van militêre diens ingevolge die Verdedigingswet, 1957 (Wet 44 van 1957), ondergaan.

(7) 'n Tydperk van aaneenlopende diens wat die werknemer op die datum van inwerkingtreding van hierdie Ooreenkoms by dieselfde werkgewer gehad het, word vir die toepassing van hierdie klousule geag diens te wees, en siekteverlof met besoldiging wat voor genoemde datum gedurende die tydperk van sodanige diens aan die werknemer toegestaan is, word geag kragtens hierdie klousule toegestaan te gewees het.

"Siekebesoldigingsfondsooreenkoms" beteken die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 9 van 2 Januarie 1981 en dit sluit enige wysigingsooreenkoms of daaropvolgende ooreenkoms in.

23. UITGAWES VAN DIE RAAD

Die fondse van die Raad, wat berus by en geadmistreer word deur die Raad, word op die volgende wyse verkry:

(1) Elke werknemer en elke werkgewer moet tot die fondse van die Raad bydra volgens die volgende skaal:

(2) An employer shall pay the employee for each day of absence as provided for in subclause (1) an amount of not less than the amount the employee would have received had he worked the ordinary hours of the shift for that day of the week: Provided that—

(i) before making payment of any amount payable to an employee in terms of this subclause in respect of any period of absence from work of more than two consecutive days, the employer may require the employee to produce a medical certificate signed by a registered medical practitioner stating the nature and duration of the employee's illness or injury;

(ii) if during any period of up to eight consecutive weeks the employee has received payment for sick leave as provided for in this subclause on two or more occasions without producing a medical certificate as aforesaid, the employer may require him to produce such medical certificate in respect of any period of absence from work on account of sickness or injury occurring within a period of eight weeks reckoned from the date of his last absence on sick leave;

(iii) the employer may require the employee to produce a medical certificate as aforesaid in respect of any absence from work on the working day immediately preceding and/or succeeding a Sunday or any of the public holidays specified in clause 13 (1) of this Part of the Agreement.

(3) Where an employer is by law required to pay fees for hospital or medical treatment in respect of an employee, and pays such fees in respect of any illness or injury referred to in this clause, the amount so paid may be set off against the payment for sick leave due in terms of this clause.

(4) The provisions of this clause shall not apply to employers and employees who are required to contribute to the Electrical Industry (Natal) Sick Pay Fund in terms of the Council's Sick Pay Fund Agreement or to employers and their employees who are participants in and members of a fund, organisation or scheme providing for paid sick leave on a basis which is not less favourable to the employee than that set out in the Sick Pay Fund Agreement and in respect of which exemption has been granted or is granted by the Council from the provisions of the Sick Pay Fund Agreement, whilst such fund, organisation or scheme continues to operate and both the employer and the employee are participants therein.

(5) Notwithstanding anything to the contrary in this clause, no employee shall be entitled to paid sick leave—

(a) in respect of such periods of absence from work for which compensation is payable under the Workmen's Compensation Act, 1941 (Act 30 of 1941); and

(b) in respect of paid public holidays as specified in this Agreement, or in respect of any parts of the paid leave referred to in clauses 2 and 3 of section 1 of Part II of this Agreement.

(6) For the purposes of this clause, "employment" includes any period during which and employee—

(a) is on paid leave or additional paid leave in terms of Part II of this Agreement;

(b) is on paid sick leave in terms of this clause;

(c) is absent from work on the instructions or at the request of his employer; or

(d) is undergoing military service in pursuance of the Defence Act, 1957 (Act 44 of 1957), for up to four months of any one period of such service.

(7) Any period of continuous employment which the employee has had with the same employer as at the date of coming into operation of this Agreement shall be deemed to be employment for the purposes of this clause and any sick leave with pay granted to the employee prior to the said date during the period of such employment shall be deemed to have been granted under this clause.

"Sick Pay Fund Agreement" means the Agreement published under Government Notice R. 9 of 2 January 1981 and includes any amending agreement or any succeeding agreement.

23. EXPENSES OF THE COUNCIL

The funds of the Council, which shall be vested in and administered by the Council, shall be provided for in the following manner:

(1) Every employee and every employer shall contribute to the funds of the Council on the following scale:

Kolom A	Kolom B	Kolom C
Loongroep of klas werknemer	Werknemer se bydrae	Werkgewer se bydrae
	(Sent per week)	(Sent per week)
Loon A- tot D-werknemers en werknemers wie se gelyste loon meer as 289c per uur is	15	15
Loon DD- en DDD-werknemers en werknemers wie se gelyste loon minstens 143c per uur en hoogstens 289c per uur is	10	10
Loon E- tot I-werknemers en werknemers wie se gelyste loon minder as 143c per uur is	2	2

(2) Die bedrae in kolom B van die tabel vermeld, moet deur die werkgewers van die lone van hul werknemers afgetrek word.

(3) By die bedrae wat aldus van die lone van sy werknemers afgetrek is, moet elke werkgewer die bedrae byvoeg wat in kolom C van die tabel vermeld word en die totale bedrag, tesame met 'n begeleidende staat, aan die Sekretaris, Nywerheidsraad vir die Elektrotegniese Nywerheid (Natal), Posbus 722, Durban, stuur.

(4) In alle gevalle waar geen bydraes ingevolge subklousules (1), (2) en (3) hiervan betaalbaar is nie of waar die totale bedrag wat ingevolge subklousule (3) betaalbaar is minder as R5 beloop, moet die totale bedrag in subklousule (3) bedoel, deur die werkgewer met so 'n bedrag aangevul word dat dit elke maand 'n totaal van R5 uitmaak.

(5) Afgesien daarvan of 'n bedrag ingevolge hierdie klousule aan die Raad betaalbaar is of nie, moet elke werkgewer voor of op die 15de dag van elke maand die staat, in subklousule (3) bedoel, ten opsigte van die vorige maand aan die Raad stuur op die wyse in genoemde subklousule voorgeskryf.

24. ONGEOORLOOFDE INDIENSNEMING

Ondanks andersluidende bepalings in hierdie Ooreenkoms, word geen bepaling waarby die indiensneming of die indienshouding van 'n werknemer in 'n klas werk of op enige voorwaardes verbied word, geag die werkgewer te onthef van die betaling van die besoldiging en die nakoming van die voorwaardes wat hy sou moes betaal of nagekom het indien sodanige indiensneming of indienshouding nie verbode was nie, en moet die werkgewer aanhou om sodanige besoldiging te betaal en sodanige voorwaardes na te kom asof sodanige indiensneming of indienshouding nie verbode was nie.

25. VERBOD OP SESSIE EN/OF SKULDVERGELYKING

Geen eis hoegenaamd wat 'n werknemer teen die Raad het, mag geseed word nie, en geen beweerde sessie daarvan is vir die Raad bindend nie.

Skuldvergelyking tussen 'n bedrag aan 'n werknemer betaalbaar soos in klousule 9 (3) van hierdie Deel bedoel en 'n bedrag deur sodanige werknemer betaalbaar en waarvan die aftrekking ingevolge daardie klousule verbied word, is nie geldig nie en word uitdruklik uitgesluit, en hierdie bepaling word geag 'n voorwaarde van elke dienskontrak tussen werkgewer en werknemer te wees.

26. TOELAE VIR BESERING OP DIENS

(1) Wanneer 'n werknemer van die werk afwesig is weens 'n besering of ongeskiktheid wat binne die bestek van die Ongevallewet, 1941, val, en sodanige werknemer gedek word deur die bepalings van die Siekebesoldigingsfonds van die Elektrotegniese Nywerheid (Natal), moet hy 'n uurtolae van 33 persent van die basiese uurloon vir sy klas werk soos in hierdie Ooreenkoms gelys, betaal word vir die ure wat hy van sy werk afwesig is op dié dag of dae wat ingevolge genoemde Wet nie as vergoedbaar erken word nie, en wel vir hoogstens drie dae.

(2) Wanneer 'n werknemer van sy werk afwesig is weens 'n besering of ongeskiktheid wat binne die bestek van die Ongevallewet, 1941, val en sodanige werknemer nie deur die bepalings van die Siekebesoldigingsfonds van die Elektrotegniese Nywerheid (Natal) gedek word nie, moet hy 'n uurtolae van 33 persent van die basiese uurloon vir sy klas werk soos in hierdie Ooreenkoms gelys, betaal word vir die ure wat hy van sy werk afwesig is op 'n dag of dae, en wel vir hoogstens die eerste week van sodanige afwesigheid: Met dien verstande dat geen betaling ooreenkomstig hierdie subklousule geskied nie gedurende die tydperk ten opsigte waarvan ongeskiktheidstoelae ingevolge genoemde Wet betaalbaar is.

26 bis. BESERING OP DIENS—VERLENGING VAN VERSEKERINGSDEKKING

Elke werkgewer moet of met die Ongevallekommissaris reëlins tref om die dekking deur die Ongevallewet verskaf, te verleng en in stand te hou vir al sy werknemers wat binne hierdie Ooreenkoms val of anders 'n versekeringspolis uitneem in in stand hou wat vaste bystand verskaf wat basies minstens gelyk is aan dié van die Ongevallewet vir sy werknemers wat binne hierdie Ooreenkoms val en wie se verdienste meer is as die verdiensteplafon van die Ongevallewet.

Column A	Column B	Column C
Wage group or class of employee	Employee's contribution	Employer's contribution
	(Cents per week)	(Cents per week)
Rate A to D employees and employees whose scheduled rate exceeds 289c per hour	15	15
Rate DD and DDD employees and employees whose scheduled rate is not less than 143c per hour and not more than 289c per hour	10	10
Rate E to I employees and employees whose scheduled rate is less than 143c per hour	2	2

(2) The amounts shown in column B of the table shall be deducted by employers from the wages of their employees.

(3) To the amounts thus deducted from the wages of his employees, every employer shall add the amounts shown in column C of the table and forward the total sum together with a covering statement to the Secretary, Industrial Council for the Electrical Industry (Natal), P.O. Box 722, Durban.

(4) In any instance where no contributions are payable as provided for in subclauses (1), (2) and (3) hereof or the total amount under subclause (3) is less than R5 the total amount referred to in subclause (3) shall be supplemented by the employer by such amount as to make a total of R5 in each month.

(5) Regardless of whether any amount is payable to the Council in terms of this clause every employer shall, by not later than the 15th day of each month, forward to the Council, in respect of the preceding month and in the manner indicated therein, the statement referred to in subclause (3).

24. UNAUTHORISED EMPLOYMENT

Notwithstanding anything to the contrary in this Agreement, no provisions which prohibit the engagement or employment of an employee in any class of work or on any conditions shall be deemed to relieve the employer from paying the remuneration and observing the conditions which he would have had to pay or observe had such engagement or employment not been prohibited and the employer shall continue to pay such remuneration and observe such conditions as if such engagement or employment had not been prohibited.

25. PROHIBITION OF CESSION AND/OR SET-OFF

No claim whatever by any employee against the Council shall be capable of being ceded and no purported cession thereof shall be binding upon the Council.

Set-off as between any amounts payable to an employee as referred to in clause 9 (3) of this Part, and any amount payable by such employee, the deduction of which is prohibited by that clause, shall not operate and is expressly excluded and this provision shall be deemed to be a term of every contract of employment between employer and employee.

26. INJURY ON DUTY ALLOWANCE

(1) Whenever an employee is absent from work on account of injury or disablement falling within the provisions of the Workmen's Compensation Act, 1941, and such employee is covered by the provisions of the Electrical Industry (Natal) Sick Pay Fund, he shall be paid an hourly allowance of 33 per cent of the basic hourly rate for his class of work scheduled in this Agreement for the hours he is absent from work for any day or days not recognised as compensable in terms of the said Act, up to a maximum of three days.

(2) Whenever an employee is absent from work on account of injury or disablement falling within the provisions of the Workmen's Compensation Act, 1941, and such employee is not covered by the provisions of the Electrical Industry (Natal) Sick Pay Fund, he shall be paid an hourly allowance of 33 per cent of the basic hourly rate for his class of work scheduled in this Agreement for the hours he is absent from work on any day or days up to a maximum of the first week of such absence: Provided that payment in terms of this subclause shall not be paid during any period in respect of which disablement payment is payable in terms of the said Act.

26 bis. INJURY ON DUTY—EXTENSION OF INSURANCE COVER

Every employer shall either arrange with the Workmen's Compensation Commissioner to extend and maintain the cover provided by the Workmen's Compensation Act to all his employees who fall within the provisions of this Agreement or, alternatively, take out and maintain an insurance policy to provide fixed benefits basically at least equivalent to those provided by the Workmen's Compensation Act in respect of his employees who fall within the provisions of this Agreement and whose earnings exceed the earnings ceiling of the Workmen's Compensation Act.

27. DIENSSERTIFIKAAT

'n Werkgever moet, wanneer daartoe versoek deur 'n werknemer by die beëindiging van sy diens, sodanige werknemers voorsien van 'n dienssertifikaat wat die volgende meld: Die volle name van die werkgever en die werknemer, die aard van die diens, die datums van die aanvang en beëindiging van die kontrak en die loon wat die werknemer op die datum van sodanige beëindiging ontvang het: Met dien verstande dat waar die loon van 'n werknemer in hierdie Ooreenkoms bepaal word volgens die duur van sy diens, die werknemer by diensverandering 'n dienssertifikaat aan sy nuwe werkgever moet toon ten einde geregtig te word op die besoldiging wat volgens die duur van sy diens voorgeskryf word.

28. JAARLIKSE SLUITING

(1) Behoudens subklousules (2) en (3) van hierdie klousule, moet elke werkgever wat die bedryfsinrigting of 'n afdeling daarvan jaarliks ooreenkomstig die bepalings van hierdie klousule wil sluit, minstens nege maande voor die beoogde sluiting van die bedryfsinrigting of 'n afdeling daarvan, na gelang van die geval, by die Raad aansoek doen om toestemming en eers sodanige toestemming van die Raad verkry voordat hy uitvoering aan hierdie bepalings van die Ooreenkoms gee.

(2) Werkgevers wat voor die inwerkingtreding van hierdie Ooreenkoms hul bedryfsinrigtings of 'n afdeling daarvan jaarliks gesluit het vir verlof met besoldiging, word geag hul bedryfsinrigtings of 'n afdeling daarvan nog jaarliks te sluit, en daar word nie van hulle vereis om die Raad van sodanige reëling in kennis te stel nie.

(3) Elke werkgever wat na die inwerkingtreding van hierdie Ooreenkoms tot die Nywerheid toetree, moet binne een maand nadat hy met sy werksaamhede begin het, die Raad in kennis stel of hy hom aan die verlof-bepalings van die Ooreenkoms of anders aan die jaarlikse sluiting sal hou.

(4) Waar die werkgever hom aan 'n jaarlikse sluiting hou moet die bedryfsinrigting (of 'n afdeling daarvan, na gelang van die geval) gesluit word vir dié ononderbroke tydperk wat die werknemers wat in aanmerking kom vir verlof met besoldiging ingevolge klousule 2 (3) van Seksie 1 van Deel II van die Ooreenkoms in staat sal stel om hul volle verlof, met besoldiging, plus dié dae wat ingevolge genoemde klousule bygevoeg moet word, te neem en die tydperk van die sluiting moet, sover doenlik, in elke tydperk van 12 maande binne dieselfde datums val.

(5) Aan 'n werknemer wat op die sluitingsdatum van 'n bedryfsinrigting ingevolge subklousule (4) nie geregtig is op die volle tydperk van verlof met besoldiging wat in klousule 2 (3) van Seksie 1 van Deel II van die Ooreenkoms voorgeskryf word nie, moet verlofbesoldiging en verlofbonus betaal word soos bedoel in klousule 4 van Seksie 1 van Deel II van die Ooreenkoms eweredig aan die kwalifisering vir die verlof met besoldiging wat op die sluitingsdatum van die bedryfsinrigting voltooi is.

In alle gevalle in hierdie subklousule bedoel, moet die diens van 'n werknemer wat aldus geraak word, vir die doeleindes van sy kwalifisering vir sy volgende verlof met besoldiging geag word te begin op die datum waarop die bedryfsinrigting (of 'n afdeling daarvan, na gelang van die geval) weer open.

(6) Niks hierin vervat, mag die uitwerking hê dat dit 'n werkgever belet om van die dienste van werknemers vir noodsaaklike werk gedurende die tydperk van die sluiting gebruik te maak nie: Met dien verstande dat die name van die werknemers wie se dienste vir noodsaaklike werk (uitgesonderd onderhoudswerk soos hierin omskryf) vereis word en die redes daarvoor minstens een maand voordat die werknemers se dienste vereis word, aan die Raad bekendgemaak moet word: Voorts met dien verstande dat alle sodanige werknemers wie se dienste gedurende die sluitingstydperk behou word, hul verlof met besoldiging toegestaan moet word ooreenkomstig die res van die bepalings van die Ooreenkoms wat op verlof met besoldiging betrekking het.

"Onderhoudswerk", soos hierin bedoel, beteken en word beperk tot dringende onderhouds- of herstelwerk in verband met 'n werkgever se eie installasie en/of masjinerie.

(7) Waar 'n werknemer sy bedryfsinrigting jaarliks sluit, moet hy nege maande voor die datum van die sluiting 'n kennisgewing in die bedryfsinrigting vertoon wat die datum van die eersvolgende jaarlikse sluiting meld.

(8) 'n Werknemer wat verkies om sy bedryfsinrigting jaarliks te sluit, is verplig om met daardie reëling vol te hou en mag nie daarvan afwyk nie, tensy hy sy werknemers minstens 12 maande vooraf kennis gee van sy voorneme om van sodanige reëling af te wyk en tensy hy die toestemming van die Raad vir die voorgestelde verandering verkry.

(9) Waar 'n werkgever wat sy bedryfsinrigting ooreenkomstig hierdie klousule jaarliks sluit 'n werknemer se diens beëindig en die eweredige tydperk van verlof met besoldiging wat aan die werknemer op die datum van diensbeëindiging toeval vanaf daardie datum tot in die jaarlikse sluitingstyd van die bedryfsinrigting strek en die werkgever dieselfde werknemer binne 'n maand na die heropening van die bedryfsinrigting weer in diens neem, is die werknemer geregtig op besoldiging soos in klousule 13 (1) van hierdie Deel van die Ooreenkoms voorgeskryf ten opsigte van die openbare vakansiedae in daardie subklousule bedoel wat geval het binne daardie tydperk van verlof met besoldiging wat aan die werknemer toeval op die datum van diensbeëindiging wat tot in die jaarlikse sluitingstyd sou gestrek het, en die werkgever moet, wanneer hy die werknemer na die heropening van die bedryfsinrigting weer in diens neem, sodanige betaling aan die werknemer doen indien dit nie reeds gedoen is nie.

27. CERTIFICATE OF SERVICE

An employer shall, when requested by an employee upon the termination of his employment, supply such employee with a certificate of service showing full names of the employer and employee, the nature of the employment, the dates of commencement and termination of the contract and the rate of remuneration at the date of such termination: Provided that where in this agreement the wage of any employee is determined by length of service it shall be incumbent on the employee to produce a certificate of service to his new employer on change of employment in order to become entitled to such remuneration prescribed for length of service.

28. ANNUAL SHUT-DOWN

(1) Except as provided for in subclauses (2) and (3) of this clause, every employer who wishes to observe an annual shut-down of the establishment or department thereof in terms of the provisions of this clause shall apply to the Council at least nine months in advance of the intended shut-down of the establishment or department thereof, as the case may be, and shall have first obtained the consent of the Council before implementing these provisions of the Agreement.

(2) Employers who were observing an annual shut-down arrangement for the purpose of the paid leave prior to the coming into operation of this Agreement shall be deemed to be observing an annual shut-down and are not required to advise the Council of the observance of that arrangement.

(3) Every employer entering the Industry after the commencing date of this Agreement shall, within one month of commencing operation, advise the Council whether the leave provisions of the Agreement or alternatively an annual shutdown will be observed.

(4) Where an annual shut-down is to be observed, the establishment (or department, as the case may be) shall be closed for such unbroken period as will enable employees who have qualified for paid leave in terms of clause 2 (3) of Section 1 of Part II of the Agreement to take their full paid leave extended by any days that must be added in terms of the said clause and the period of the closure shall, as near as practicable, fall between the same dates in each 12-month period.

(5) An employee who at the date of closing of an establishment in terms of subclause (4) is not entitled to the full period of the paid leave prescribed in clause 2 (3) of Section 1 of Part II of the Agreement, shall be paid leave pay and leave bonus referred to in clause 4 of Section 1 of Part II of the Agreement proportionate to the qualification for the paid leave completed at the date of the closing of establishment.

In any such case as is referred to in this subclause, the employment of any employee thus affected shall be deemed to commence on the date of re-opening of the establishment (or department, as the case may be) for the purpose of his qualification for his next paid leave.

(6) Nothing herein contained shall operate to preclude an employer from employing to services of employees required for essential work during the period of the shut-down: Provided that the names of the employees whose services are required for essential work (other than maintenance work as herein defined) and the reasons therefor shall be notified to the Council at least one month in advance of the employees' services being required: Provided further that any such employees whose services are retained during the period of the shut-down shall be given their paid leave in conformity with the remaining provisions of the Agreement relating to paid leave.

"Maintenance work" referred to herein means and shall be limited to urgent maintenance or repair work in connection with an employer's own plant and/or machinery.

(7) Where an employer observes an annual shut-down he shall display in the establishment nine months before the date of the shut-down a notice setting out the date of the next annual shut-down.

(8) Every employer who elects to observe the annual shut-down shall be bound to carry on with that arrangement and shall not depart therefrom except by giving at least 12 months' notice to his employees of his intention to depart from the arrangement and obtaining the consent of the Council to the proposed change.

(9) Where an employer who observes an annual shut-down in terms of this clause terminates the employment of an employee and the proportionate period of paid leave accrued to the employee at the date of termination would extend from that date into the annual shut-down, and the employer re-engages the same employee within one month after the re-opening of the establishment, the employee shall be entitled to payment as provided for in clause 13 (1) of this Part of the Agreement in respect of the public holidays referred to in that subclause which fell within that period of the paid leave accrued to the employee at date of termination that would have extended into the period of the annual shut-down, and the employer shall, upon his re-engaging the employee after the re-opening of the establishment, make such payment to the employee if it has not already been made.

29. TEGNOLOGIESE VERANDERINGE

Indien daar gedurende die geldigheidstermyn van hierdie Ooreenkoms te eniger tyd vertoë tot die Raad gerig word dat 'n taakomskrywing ten opsigte van die verrigting van enige werk as gevolg van tegnologiese veranderinge wat na die datum van inwerkingtreding van hierdie Ooreenkoms ingevoer is, ongeskik is, moet sodanige vertoë op die eersvolgende vergadering van die Raad oorweeg word en moet die Raad besluit of die voorwaardes gewysig moet word en of omstandighede dit regverdig dat vrystelling verleen word ten einde die toepassing van geskikter voorwaardes te magtig en of die voorwaardes wat ingevolge hierdie Ooreenkoms van toepassing is sonder wysiging op sodanige werk toegepas moet word.

30. STIGTING VAN 'N TRUSTFONDS-VOORSKOTFONDS

'n Bewysstuk wat aan 'n werknemer uitgereik word ingevolge klousule 2 (5) van Seksie 1 van Deel II van hierdie Ooreenkoms, is geldig vir 'n tydperk van twee jaar vanaf die datum van die laaste skof wat sodanige werknemer gewerk het, en bedrae waarmee 'n werknemer in die boeke van die Raad gekrediteer is, val by die verstryking van sodanige tydperk aan die Raad toe. Bedrae wat aldus aan die Raad toeval, moet gestort word in 'n fonds wat as die "Trustfonds-voorskotfonds" bekend staan en waaruit die Raad na goëddunke—

(a) aan die werknemer die geldekwivalent kan voorskiet van die verlof met besoldiging waarop hulle geregtig is en wat ingevolge klousule 2 (5) van Seksie 1 van Deel II van hierdie Ooreenkoms aan die Raad gestuur moet word, en/of die geldekwivalent van die verlofbonus waarop hulle geregtig is en wat ingevolge klousule 4 (3) van Seksie 1 van Deel II van die Ooreenkoms aan die Raad gestuur moet word, na gelang van die geval; of

(b) die hele of 'n gedeelte van die geldekwivalent van verlof met besoldiging en/of verlofbonus waarop die werknemers geregtig is, aan hulle kan betaal in gevalle waar sodanige geld of 'n gedeelte daarvan andersins vir die werknemers verlore sou raak vanweë die insolvensie of likwidasië van 'n werkgewer;

Met dien verstande dat—

(i) bedrae wat ingevolge paragraaf (b) van hierdie subklousule aan die Raad toeval en wat die Raad beskou as te veel vir 'n toereikende reserwe in die Trustfonds-voorskotfonds, in die fondse van die Raad gestort kan word, maar dat sodanige bedrae nie in die Trustfonds-voorskotfonds of die fondse van die Raad gestort mag word nie totdat 'n verdere tydperk van ses maande na die verstryking van die tydperk van twee jaar verloop het en dat eise wat gedurende sodanige tydperk van ses maande ingedien word, deur die Raad betaal moet word;

(ii) die Raad 'n eis wat 'n werknemer na die verstryking van sodanige tydperk van ses maande indien, moet oorweeg en na goëddunke 'n ex gratia-bedrag uit die Trustfonds-voorskotfonds (of uit dié bedrae wat aan die fondse van die Raad toegeval het—ingeval die Trustfonds-voorskotfonds uitgeput is) aan werknemers soos hierin bedoel, kan betaal.

31. WERKENDE VENNOTE

Alle werkende vennote en/of werkgewers in die Nywerheid moet die werkure wat vir werknemers in hierdie Ooreenkoms voorgeskryf is, nakom.

DEEL II**SEKSIE 1****1. TOELAES**

(1) *Reis- of verblyftoelae.*—(a) Waar werk op 'n ander plek as die werkgewer se bedryfsinrigting of die werknemer se gewone werkplek verrig word en die werknemer daardeur genoodsaak word om te reis, moet die werknemer wat gestuur word om sodanige werk te verrig, van tweedeklass-spoorwegvervoer (behalwe oor voorstedelike lyne, waarop hy in die eerste klas moet reis), of van geskikte vervoer na en van die werk voorsien word: Met dien verstande dat derdeklass-spoorwegvervoer verskaf kan word in die geval van werknemers wie se werk in Deel II van hierdie Ooreenkoms onder Loon E tot en met I gelys is: Voorts met dien verstande dat hierdie paragraaf nie van toepassing is op werknemers wanneer die aard van hul werk vereis dat hulle in besit moet wees van 'n registrasiesertifikaat ingevolge regulasie C. 181 wat kragtens die Wet op Fabriek, Masjinerie en Bouwerk, 1941, uitgevaardig is nie, tensy die afstand van die werkgewer se besigheid na die werkplek meer as agt km is.

(b) Waar daar van 'n werknemer vereis word om ingevolge paragraaf (a) te reis, moet hy sy gewone loon betaal word vir die tyd wat gedurende gewone werkure en teen halfloof vir die tyd wat buite die gewone werkure deur die reis in beslag geneem word (hierdie betaling vir tyd deur die reis in beslag geneem, word hierna die "reistoelae" genoem): Met dien verstande dat 'n werknemer wat volgens 'n onderlinge reëling sy eie vervoer gebruik, 'n vervoertoelae betaal moet word teen 'n skaal wat deur die Raad vasgestel moet word en wat op die eerste Vrydag ná 15 Januarie en 15 Julie elke jaar van krag word, en dié vervoertoelae moet bykomend wees tot die reistoelae ingevolge hierdie paragraaf ten opsigte van slegs dié tyd wat gewoonlik in beslag geneem sou gewees het as hy per trein gereis het.

(c) 'n Werknemer moet vir etes en 'n bed betaal word as hy per trein reis.

29. TECHNOLOGICAL CHANGES

If, during the currency of the Agreement, representations are at any time made to the Council that any job description in respect of the performance of any work is unsuitable as the result of technological changes introduced subsequent to the date of coming into operation of this Agreement, such representation shall be considered at the first ensuing meeting of the Council which shall decide whether the conditions shall be amended or whether circumstances warrant an exemption being granted so as to authorise the application of more appropriate conditions or whether the conditions applicable under the Agreement shall apply to such work without modification.

30. ESTABLISHMENT OF A TRUST FUND ADVANCES FUND

Any voucher issued to an employee in terms of clause 2 (5) of Section 1 of Part II of this Agreement shall be valid for a period of two years from the date of the last shift worked by such employee, and amounts standing to the credit of an employee in the books of the Council shall, on the expiration of such period, accrue to the Council. Amounts so accruing to the Council shall be credited to a fund designated the "Trust Fund Advances Fund" from which the Council in its absolute discretion may—

(a) advance to employees the money equivalent of the paid leave entitlement forwardable to the Council in terms of clause 2 (5) of Section 1 of Part II of this Agreement and/or the money equivalent of the leave bonus entitlement forwardable to the Council in terms of clause 4 (3) of Section 1 of Part II of the Agreement, as the case may be; or

(b) pay the employees in whole or in part the money equivalent of any paid leave and/or leave bonus entitlement in cases where such moneys or part thereof would otherwise be lost to employees by reason of the insolvency or liquidation of any employer:

Provided that—

(i) any amounts accruing to the Council in terms of paragraph (b) of this subclause as the Council may regard as being in excess of the sufficient reserve in the Trust Fund Advances Fund may be accrued to the Council funds but shall not be accrued to the Trust Fund Advances Fund or the Council funds until a further period of six months has elapsed after the expiration of the two-year period, and any claims presented during such six-months period shall be paid by the Council;

(ii) the Council shall consider any claim that may be made by any employee after the expiration of such six month period, and may in its discretion make ex gratia payment from the Trust Fund Advances Fund (or from such amounts accrued to Council funds in the event of the depletion of the Trust Fund Advances Fund) to such employees as are referred to herein.

31. WORKING PARTNERS

All working partners and/or employers in the Industry shall observe the hours of work prescribed for employees in this Agreement.

PART II**SECTION 1****1. ALLOWANCES**

(1) *Travelling or subsistence allowances.*—(a) Where work is done away from the employer's establishment or the employee's usual working place necessitating travelling, the employee sent to do such work shall be provided with second-class rail accommodation (except over suburban lines, when the accommodation shall be first-class) or suitable transport to and from the job: Provided that third-class rail accommodation may be provided in the case of employees whose work is scheduled in Part II of this Agreement at Rates E to I inclusive: Provided further that this paragraph shall not apply to employees, the nature of whose work requires the possession of a certificate of registration in terms of Regulation C. 181 promulgated under the Factories, Machinery and Building Work Act, 1941, unless the distance from the employer's place of business to the job is more than eight km.

(b) Where an employee is required to travel in terms of paragraph (a), he shall be paid at the ordinary rates for the time occupied in travelling during ordinary hours of work, and at half rates for the time occupied in travelling outside of ordinary hours of work, which payments for time occupied in travelling are hereinafter referred to as the "travelling allowance": Provided that where by mutual arrangement, the employee uses his own transport, he shall be paid a transport allowance at rates to be fixed by the Council and which are to become effective on the first Friday after 15 January and 15 July in each year, which transport allowance shall be in addition to the travelling allowance in terms of this paragraph in respect of that period only which would ordinarily have been taken had he travelled by train.

(c) An employee shall be paid for meals and bed if he travels by train.

(d) Waar 'n werknemer vanweë sy diens nie op sy gewone werkplek werk nie en sy werkgever van hom vereis om op 'n ander plek as sy gewone woonplek te woon, moet kos en inwoning by die werk aan hom verskaf word of moet hy daarvoor betaal word. Waar daar geen hotel of ander geskikte huisvesting binne 'n redelike afstand van die werkplek af beskikbaar is nie en huisvesting op die terrein verskaf word, moet 'n verblyfstoelae aan die werknemer betaal word vir elke dag wat sy werkgever van hom vereis om op 'n ander plek as sy gewone woonplek te woon. Die daaglikse verblyfstoelae moet soos volg wees:

Vir werknemers wie se werk in hierdie Ooreenkoms gelys is onder—

	R
(i) Lone A, AA of B	10,85
(ii) Lone C, D, DD of DDD	10,55
(iii) Lone E tot I	4,50

Die huisvesting wat op die terrein verskaf word, moet 'n bed en 'n matras insluit. Waar die werkgever kos op die terrein verskaf, word daar nie van hom vereis om 'n verblyfstoelae te betaal nie, maar die standaard van die etes wat verskaf word, moet eweredig wees aan die toelae wat betaal sou gewees het.

Hierdie paragraaf is nie van toepassing nie in gevalle waar die werkgever en die werknemer onderling 'n skriftelike ooreenkoms aangaan het dat die werknemer se woonplek na die nuwe werkplek verskuif is.

(e) Vir die toepassing van hierdie klousule word Saterdag en Sondag geag gewone werkdag te wees.

(f) Wanneer die diens van 'n werknemer eindig terwyl hy op versoek van die werkgever op 'n ander plek as sy gewone woonplek werksaam is, moet die spoorwegvervoer soos in paragraaf (a) gespesifiseer of ander geskikte vervoer na sy woonplek aan hom verskaf word.

(g) Ondanks bostaande bepalings, is onderstaande spesiale bepalings van toepassing in gevalle waar 'n werknemer in diens geneem word op die bepaalde terrein of werkplek waar die werk onderneem word:

(i) Ingeval die werkgever nie meer die diens van die werknemer vir die betrokke werk nodig het nie maar bereid is om dieselfde werknemer vir 'n ander werk op 'n ander plek in diens te neem, moet die werkgever—

(aa) die werknemer skriftelik in kennis stel dat ander werk op 'n ander plek beskikbaar is;

(ab) by voltooiing van een maand diens of by voltooiing van die werk, naamlik die vroegste datum, die koste van die spoorwegvervoer vir die reis wat onderneem is op die grondslag soos in subklousule (1) (a) van hierdie klousule uiteengesit, aan 'n werknemer terugbetaal wanneer hy hom vir diens ingevolge subparagraaf (i) (aa) hierbo aanmeld;

(ii) ingeval 'n werkgever versuim om ingevolge subparagraaf (i) (aa) kennis te gee, maar nogtans die werknemer binne 'n tydperk van een maand op 'n ander plek weer in diens neem, is die werknemer geregtig op die terugbetaling in subparagraaf (i) (ab) hierbo vermeld.

(2) **Lykhuistoelae.**—Wanneer 'n werknemer werk verrig in 'n lykhuis of koelkamer verbonde aan 'n begrafnisondernemer se bedryfsinrigting, is hy, mits sodanige lykhuis of koelkamer vir sy gewone doel gebruik word, benewens enige ander besoldiging waarop hy kragtens hierdie Ooreenkoms geregtig is, geregtig op 'n bedrag van R1 ten opsigte van elke bedryfsinrigting waarin hy werk: Met dien verstande egter dat, wanneer die uitvoering van sy werk van hom vereis om op dieselfde dag as dié waarop die werk begin is, na 'n bedryfsinrigting terug te keer, hy nie op 'n verdere toelae vir sodanige herbesoek geregtig is nie.

(3) **Toelae vir buitengewoon vuil werk** (vir "buitengewoon vuil werk" soos in hierdie Ooreenkoms omskryf).—(a) Wanneer daar van 'n werknemer (uitgesonderd 'n werknemer wat uitdruklik as 'n skoonmaker in diens geneem is) vereis word om buitengewoon vuil werk te verrig, moet daar benewens enige ander besoldiging waarop hy kragtens hierdie Ooreenkoms geregtig is, 'n toelae van 30c per skof of 'n gedeelte van 'n skof aan hom betaal word.

(b) Waar 'n werknemer al die ure van 'n gewone skof aan buitengewoon vuil werk bestee het, moet hy, wanneer hy minstens vier uur aan buitengewoon vuil werk oortyd werk, 'n verdere 30c betaal word.

(4) **Hoogtetoelae.**—Wanneer 'n werknemer (uitgesonderd 'n werknemer wat uitdruklik vir sodanige werk in diens geneem is) werk verrig op skepe en/of drywende vaartuie op 'n hoogte van meer as 6 m bokant die vlak van die boonste dek, afgesien daarvan of sodanige skepe of vaartuie op die water dryf of in 'n droogdok is, en/of sodanige werk aan die buitekant van bestaande geboue en/of strukture verrig word bokant 'n onversperde val van 6 m, wat die gebruik van 'n hangsteier, bootmanstoel of dakskuifladder vereis, is hy, benewens ander besoldiging waarop hy kragtens hierdie Ooreenkoms geregtig is, geregtig op 'n bedrag van 8 persent van sy basiese uurloon vir elke uur of gedeelte van 'n uur wat hy sodanige werk verrig.

2. VERLOFBESOLDIGING

(1) Behalwe in die geval van werknemers wat aansporingsbonuswerk verrig, moet die verlofbesoldiging waarvoor daar in hierdie klousule voorsiening gemaak word, bereken word teen die uurloon wat in hierdie Ooreenkoms omskryf word en wat die werknemer ontvang op die datum waarop hy vir sy verlof met besoldiging kwalifiseer.

(d) Where an employee who, by reason of his employment, is away from his usual working place, is required by his employer to live away from his usual domicile, board and lodging shall be paid or provided on the job. Where no hotel or other suitable accommodation is available within a reasonable distance of the working place and accommodation is supplied on site the employee shall be paid a subsistence allowance for each day he is required by his employer to live away from his usual domicile. The subsistence allowance per day shall be:

For employees whose work is scheduled in this Agreement at—

	R
(i) Rates A, AA or B	10,85
(ii) Rates C, D, DD or DDD	10,55
(iii) Rates E to I	4,50

The accommodation supplied shall include a bed and mattress on site: Where board is supplied by the employer on site he shall not be required to pay a subsistence allowance but the standard of the meals provided shall be commensurate with the allowance that would have been paid.

This paragraph shall not apply where it has been mutually agreed, in writing, between the employer and the employee that the employee's place of domicile has changed to that of the new working place.

(e) For the purposes of this clause, Saturday and Sunday shall be treated as ordinary working days.

(f) Whenever employment terminates while, at the requirement of the employer, an employee is working away from his usual place of domicile, he shall be entitled to be provided with the rail accommodation specified in paragraph (a) to his place of domicile or suitable transport thereto.

(g) Notwithstanding the aforementioned, the following special provisions shall apply in cases where an employee is engaged on the particular site or working place of the job being undertaken:

(i) In the event of the employer no longer requiring the services of the employee on the job in question, but being prepared to employ the same employee on another job at a different place, the employer shall—

(aa) advise the employee, in writing, that further employment is available at a different place;

(ab) at the completion of one month of employment or the completion of the job, whichever is the sooner, refund to an employee presenting himself for employment in terms of subparagraph (i) (aa) above, the cost of rail accommodation for the journey undertaken on the basis set out in subclause (1) (a) of this clause;

(ii) in the event of an employer failing to give notification in terms of subparagraph (i) (aa) but nevertheless re-employing the employee within a period of one month at a different place, the employee shall be entitled to the refund set out in subparagraph (i) (ab) above.

(2) **Mortuary allowance.**—When an employee performs work in a mortuary or cold chamber attached to an undertaker's establishment, provided that such mortuary or cold chamber is being used for its normal purpose, he shall be entitled, in addition to any other remuneration to which he is entitled in terms of this Agreement, to an amount of R1 in respect of each establishment worked in: Provided, however, that when the execution of this work requires him to return to any establishment on the same day as the work was commenced, he shall not be entitled to any further allowance in respect of such return visit.

(3) **Abnormally dirty work allowance** (for "abnormally dirty work" as in this Agreement defined).—(a) Where an employee (other than an employee expressly engaged as a cleaner) is required to work on abnormally dirty work, he shall be paid an allowance, in addition to any other remuneration to which he is entitled under this Agreement, of 30c per shift or part thereof.

(b) Where an employee has completed the hours of an ordinary shift on abnormally dirty work, he shall, when he works overtime on abnormally dirty work for not less than four hours, be paid a further 30c.

(4) **Height allowance.**—When an employee (other than an employee expressly engaged for such work) performs work on ships and/or floating vessels, whether afloat or dry, at a height of more than 6 m above top deck level and/or performs such work on the outside of completed buildings and/or structures above a clear fall of 6 m as requires the use of a swinging scaffold, boatswain's chair or roof extension ladder, he shall be entitled, in addition to any other remuneration to which he is entitled in terms of this Agreement, to an amount of 8 per cent of his basic hourly rate, in respect of each hour or part of an hour during which he is so employed.

2. LEAVE PAY

(1) Except in the case of employees employed on incentive bonus work, leave payments provided for in this clause shall be computed at the hourly rate as defined in this Agreement which the employee is receiving at the date of qualification for his paid leave.

(2) Die verlobbesoldiging van werknemers wat aansporingsbonuswerk verrig, moet bereken word op die gemiddelde weeklikse verdienste, uitgesonderd oortydverdienste, oor die laaste drie maande wat hulle werklik aansporingsbonuswerk verrig het voordat die verlob verskuldig geword het of oor die getal weke wat hulle werklik gedurende hul dienstyd aansporingsbonuswerk verrig het, naamlik die kortste tydperk.

(3) Elke werknemer is kragtens hierdie Ooreenkoms op drie agtereenvolgende weke verlob met besoldiging geregtig, behoudens onderstaande voorwaardes:

(a) Die kwalifikasie vir verlob met besoldiging (afgesien daarvan of hy vir een of meer as een werkgever gewerk het) is 288 skofte, uitgesonderd oortydwerk, wat hy werklik op grondslag van ses dae per week gewerk het, of 238 skofte, uitgesonderd oortydwerk, wat hy werklik op grondslag van vyf dae per week gewerk het: Met dien verstande dat—

(i) behoudens andersluidende bepalings in voorbehoudsbepaling (ii) vervat, dienstyd by dieselfde werkgever vir minder as 30 skofte op grondslag van ses dae per week of 25 skofte op grondslag van vyf dae per week, na gelang van die geval, nie vir verlob met besoldiging tel nie: met dien verstande dat 'n werknemer wie se diens beëindig word nadat hy 18 skofte op grondslag van ses dae per week of 15 skofte op grondslag van vyf dae per week, na gelang van die geval, gewerk het, vir die doel van verlob met besoldiging gekrediteer moet word met die getal skofte wat hy werklik vir daardie werkgever gewerk het: Voorts met dien verstande dat, waar 'n werknemer se diens ooreenkomstig hierdie voorbehoudsbepaling onderbreek word en hy sy werk by dieselfde werkgever hervat, hy vir die doel van verlob met besoldiging gekrediteer moet word met die totale getal skofte wat hy vir sodanige werkgever gewerk het mits hy nie intussen vir 'n ander werkgever gewerk het nie;

(ii) wanneer 'n werknemer wat skeepswerk en/of omkeerwerk verrig, sy diens by dieselfde werkgever beëindig voordat hy 30 skofte op grondslag van ses dae per week of 25 skofte op grondslag van vyf dae per week, na gelang van die geval, gewerk het, sodanige diens nie vir die verlob met besoldiging tel nie, maar wanneer die werkgever sodanige diens beëindig, moet alle skofte wat ooreenkomstig voorbehoudsbepaling (iii) gewerk en/of toegelaat is, vir die verlob met besoldiging tel;

(iii) tydperke van afwesigheid weens siekte wat hoogstens 52 skofte op grondslag van ses dae per week of 43 skofte op grondslag van vyf dae per week, na gelang van die geval, in een bepaalde kwalifiseertydperk vir verlob met besoldiging beloop, vir die doel van verlob met besoldiging moet tel: Met dien verstande dat 'n werkgever daarop geregtig is om van die werknemer te vereis om 'n mediese sertifikaat as bewys van die oorsaak van sy afwesigheid in te dien: Voorts met dien verstande dat tydperke van afwesigheid weens 'n ongeluk wat ontstaan het uit en in die loop van die werknemer se diens, vir verlofdoeleindes moet tel as daar toegegee is dat sodanige ongeluk binne die bepalings van die Ongevallewet, 1941, val, en die tydperke van afwesigheid wat vir die doel van verlob met besoldiging tel, is die tydperke van ongeskiktheid wat ingevolge genoemde Wet erken word;

(iv) mits die werkgever binne sewe dae na die begin van sodanige afwesigheid die Raad skriftelik van sodanige afwesigheid in kennis stel, 'n werknemer wat van sy werk af wegbly sonder 'n rede wat voldoende is om sy werkgever tevrede te stel, ten opsigte van elke skof wat hy gedurende sodanige afwesigheid verloor, vyf skofte op grondslag van ses dae per week of vier en 'n sesde skofte op grondslag van vyf dae per week, na gelang van die geval, wat hy ter kwalifisering vir sy verlob met besoldiging gewerk het, moet verbeur, maar sodanige verbeuring moet hoogstens 60 skofte op grondslag van ses dae per week of 50 skofte op grondslag van vyf dae per week, na gelang van die geval, in 'n kwalifiserende tydperk beloop;

(v) tydperke van afwesigheid ten opsigte van die addisionele week verlob met besoldiging of 'n ophoping daarvan, waarvoor daar in klousule 3 van hierdie Deel van die Ooreenkoms voorsiening gemaak word, vir die doel van verlob met besoldiging moet tel en wel in dié mate dat die getal skofte wat die werknemer gedurende daardie tydperke wel sou gewerk het, ingereken moet word.

(b) Die verlobtydperk moet vier naweke insluit en oor een ononderbroke tydperk strek.

(c) Indien 'n werknemer met verlob gaan, moet die werkgever, vir elke openbare vakansiedag wat binne die werknemer se verloftydperk val en wat andersins 'n gewone werkdag vir sodanige werknemer sou gewees het, die verloftydperk met een werkdag met volle besoldiging verleng.

(d) Indien 'n werknemer van wie sy werkgever vereis dat hy op 'n ander plek as sy gewone woonplek moet werk, op die punt staan om sy verlob met besoldiging te neem, begin en eindig sodanige verlob op die woonplek van daardie werknemer, mits hy na sy woonplek terugkeer.

(e) 'n Werknemer moet binne een maand vanaf die datum waarop hy op verlob geregtig geword het, aansoek daarom doen.

(f) Die werkgever moet die verlob so toestaan dat dit begin binne 'n tydperk van vier maande na die datum waarop dit verskuldig geword het.

(g) 'n Werknemer is geregtig op sy verlob en moet dit neem binne 'n tydperk van vier maande vanaf die datum waarop dit verskuldig geword het, tensy die Raad vrystelling in hierdie verband verleen.

(2) Leave payments of employees employed on incentive bonus work shall be computed on the average weekly earnings, exclusive of overtime, over the last three months actually worked on incentive bonus work prior to the leave becoming due or, whichever is the lesser period, over the number of weeks actually worked during the period of employment on incentive bonus work.

(3) Every employee shall be entitled under this Agreement to three consecutive weeks' paid leave subject to the following conditions:

(a) The qualification for the paid leave (whether worked for one or more employer) shall be 288 shifts, exclusive of overtime, actually worked on a six-day week basis, or 238 shifts, exclusive of overtime, actually worked on a five-day week basis: Provided that—

(i) except as is otherwise provided for in proviso (ii), employment with the same employer for less than 30 shifts on a six-day week basis or 25 shifts on a five-day week basis, as the case may be, shall not count for the paid leave: Provided that an employee whose employment is terminated after working 18 shifts on a six-day week basis or 15 shifts on a five-day week basis, as the case may be, shall be credited, for purposes of the paid leave, with the number of shifts he has actually worked for that employer: Provided further that where an employee's service is broken in terms of this proviso and he resumes work for the same employer he shall, if he does not work for another employer in the interim, be credited for purposes of the paid leave with the total number of shifts worked for such employer;

(ii) when, in the case of employees employed on marine work and/or turnaround work, the employment is terminated by the employee, employment with the same employer for less than 30 shifts on a six-day week basis or 25 shifts on a five-day week basis, as the case may be, shall not count for the paid leave, but when the employment is terminated by the employer, all shifts worked and/or as allowed for in terms of proviso (iii) shall count for the paid leave;

(iii) periods of absence on account of sickness aggregating not more than 52 shifts on a six-day week basis or 43 shifts on a five-day week basis, as the case may be, in any one qualifying period for the paid leave, shall count for the paid leave: Provided that an employer shall be entitled to call upon the employee for a medical certificate in proof of cause of absence: Provided further that periods of absence on account of an accident arising out of and in the course of the employee's employment shall count for leave purposes if such accident has been admitted as falling within the provisions of the Workmen's Compensation Act, 1941, and the periods of absence counting for purposes of the paid leave shall be the periods of disablement admitted by the said Act;

(iv) if notification of such absence is given by the employer in writing to the Council within seven days of such absence, any employee who absents himself from work without adequate reason satisfactory to his employer shall, in respect of each shift lost by him during such absence, forfeit five shifts on a six-day week basis or four and one sixth on a five-day basis, as the case may be, worked towards his paid leave qualification, with a maximum penalty in any one qualifying period for the paid leave of 60 shifts on a six-day week basis or 50 shifts on a five-day week basis, as the case may be;

(v) periods of absence on the additional week's paid leave or accumulation thereof provided for in clause 3 of this Part of the Agreement shall count for purposes of paid leave to the extent of the number of shifts which would normally have been worked during those periods by the employee concerned.

(b) The leave shall include four week-ends and be for one unbroken period.

(c) Should an employee proceed on leave, the employer shall, for each public holiday which falls within the employee's period of leave and which otherwise would have been an ordinary working day for such an employee, extend the leave period by one working day with full pay.

(d) Should an employee who is required by his employer to work away from his usual place of domicile be about to take his paid leave, the leave shall, provided the employee returns to his place of domicile, commence and terminate at the place of domicile of that employee.

(e) Application for the leave shall be made by an employee within one month of the date he becomes entitled thereto.

(f) The leave shall be granted by the employer so as to commence within a period of four months of due date.

(g) An employee shall be entitled to and shall take his leave within a period of four months from due date, unless exemption be granted by the Council.

(h) Geen werknemer mag gedurende sy verloftydperk werk vir eie gewin verrig nie.

(4) (a) Wanneer 'n werknemer op die punt staan om sy verlof met besoldiging te neem, moet die geld wat vir die doeleindes daarvan aan hom betaalbaar is, behoudens klousule 9bis (6) van Deel I, deur sy werkgever in kontant aan hom betaal word wanneer hy ophou werk om met verlof te gaan.

(b) Die werkgever moet, wanneer hy die betaling maak wat in paragraaf (a) hierbo en in klousules 3 en 4 van hierdie Seksie bedoel word, aan die Raad 'n kwitansie vir verlofbesoldiging en 'n bonuskwitansie stuur, opgestel in 'n vorm wat vir die Raad aanneemlik is en met die werknemer se handtekening as kwitansie vir die betaling.

(5) As die diens van 'n werknemer verstryk voordat hy op verlof met besoldiging ingevolge subklousule (3) geregtig word, moet hy, al na die bedryfsinrigting ses of vyf dae per week werk, gekrediteer word met die eweredige getal skofte wat hy gewerk het. Die werkgever moet aan die werknemer by diensbeëindiging 'n bewysstuk verskaf wat die getal skofte aantoon wat vir verlof met besoldiging tel, en onmiddellik aan die Sekretaris van die Raad die geldekwivalent stuur van die verlofbesoldiging waarop die werknemer aldus geregtig is, bereken teen die uurloon van die werknemer op daardie datum of soos in subklousule (2) voorgeskryf word, naamlik die een wat van toepassing is, min die aftrekking wat regens vir inkomstebelasting verpligtend is.

(6) Wanneer die diens van 'n werknemer wat as Loon E tot en met Loon I geklassifiseer is en/of as voertuigdrywer of wag werksaam is, beëindig word voordat hy geregtig word op betaling ingevolge subklousule (3), moet hy afhange van die bedryfsinrigting ses dae of vyf dae per week werk, ondanks subklousule (5) van hierdie klousule *pro rata*-verlofbesoldiging vir die aantal skofte gewerk, betaal word.

(7) Behoudens andersluidende bepalinge hierin, word "diens" vir die toepassing van hierdie klousule geag te begin op die datum waarop 'n werknemer by die werkgever in diens tree of die datum waarop hy laas op verlof met besoldiging geregtig geword het, naamlik die jongste datum, en sodanige diens sluit in—

(a) hoogstens vier maande van 'n ononderbroke tydperk van militêre diens wat 'n werknemer kragtens die Verdedigingswet, 1957, moet ondergaan;

(b) skofte wat gewoonlik gewerk sou geword het gedurende tydperke van afwesigheid volgens die addisionele week se verlof met besoldiging of 'n ophoping daarvan ingevolge klousule 3 (1) van hierdie Seksie.

(8) Die Raad kan wederkerige reëlins met 'n ander nywerheid tref vir die uitruil van verlofbesoldigingsbewyse tot voordeel van werknemers wat die Nywerheid verlaat.

3. ADDISIONELE VERLOFBESOLDIGING

(1) Behoudens subklousule (3) hiervan, is 'n werknemer wat na die datum van inwerkingtreding van hierdie Ooreenkoms vir sy sesde of latere agtereenvolgende verlof met besoldiging kwalifiseer, uit hoofde van aanenlopende diens by dieselfde werkgever soos in klousule 2 (3) van hierdie Seksie voorgeskryf, op daardie datum en elke jaar daarna, terwyl hy in diens van dieselfde werkgever is, geregtig op 'n ekstra week verlof met besoldiging, wat toegestaan moet word soos dit die werkgever pas, of op die ekwivalente waarde daarvan: Met dien verstande dat die werkgever en die werknemer onderling ooreen kan kom dat—

(i) die verlof met besoldiging soos in klousule 2 (3) van hierdie Seksie bedoel, met 'n ekstra week verleng kan word; of

(ii) die ekstra week verlof van die kwalifiseerjaar af uitgestel en deur die werknemer opgehoop kan word totdat hy vir drie sodanige ekstra weke verlof met besoldiging kwalifiseer.

(2) Wanneer die werkgever en die werknemer tot 'n ooreenkoms geraak soos in subklousule (1) (ii) bepaal en die werknemer vir drie sodanige ekstra weke verlof met besoldiging (hierna die "opgehoopte verlof" genoem), gekwalifiseer het, moet die werkgever die opgehoopte verlof toestaan en moet die werknemer dit neem wanneer die verlof met besoldiging waarvoor in klousule 2 (3) van hierdie Seksie en klousule 1 (3) van Seksie 2 voorsiening gemaak word, aan hom toegestaan word en hy dit neem, tensy—soos wel mag gebeur—die werkgever en die werknemer ooreengekom het dat die opgehoopte verlof op 'n ander tyd geneem word: Met dien verstande dat die werkgever die werknemer in elk geval in staat moet stel om die opgehoopte verlof te neem in die tydperk voor sy kwalifisering vir sy volgende verlof met besoldiging, en as die werknemer versuim om die opgehoopte verlof binne sodanige tydperk te neem, vervel sy reg daarop.

(3) Wanneer 'n werknemer wat vir sy sesde verlof met besoldiging ooreenkomstig subklousule (1) kwalifiseer, slegs 'n gedeelte van die kwalifiseertydperk vir die eerste verlof met besoldiging by die betrokke werkgever in diens was, is hy geregtig op die gedeelte van die ekstra week verlof, of die ekwivalente waarde daarvan, wat eweredig is aan die verlofkwalfikasie wat hy ten opsigte van die eerste verlof met besoldiging by daardie werkgever voltooi het. By kwalifisering vir daaropvolgende aanenlopende verlof met besoldiging is subklousules (1) en (2) van hierdie klousule *mutatis mutandis* van toepassing.

(4) By die beëindiging van die diens van 'n werknemer wat geregtig geword het op die addisionele verlof met besoldiging waarvoor daar in hierdie klousule voorsiening gemaak word, maar wat nog nie die ekwivalente waarde daarvan ontvang het nie, moet hy betaal word vir dié ekstra verlof met besoldiging waarvoor hy gekwalifiseer het maar wat hy nie ontvang het nie.

(h) No employee shall engage in any employment for gain during the period of his leave.

(4) (a) When an employee is about to take his paid leave, the moneys payable to him for purposes thereof shall, save as provided in clause 9bis (6) of Part I, be paid to him in cash by his employer on his ceasing work to go on leave.

(b) The employer shall, at the time of making the payment referred to in paragraph (a) above and in clauses 3 and 4 of this Section, forward to the Council a leave pay and bonus receipt drawn up in a form acceptable to the Council and containing the employee's signature as a receipt for the payment.

(5) When the employment of an employee terminates before he becomes entitled to paid leave in terms of subclause (3) he shall be credited, according to whether the establishment works a six-day week or a five-day week, with the proportionate number of shifts worked. The employer shall furnish the employee, at the time he leaves his service, with a voucher setting out the number of shifts which count towards the paid leave and immediately forward to the Secretary of the Council the money equivalent of the leave pay to which the employee is so entitled, computed at the hourly rate of the employee at that time or as provided for in subclause (2), whichever is applicable, less any deduction compelled by law for income tax.

(6) Notwithstanding the provisions of subclause (5) of this clause, when the employment of an employee classified at Rates E to I inclusive and/or employed as vehicle driver or watchman terminates before he becomes entitled to be paid in terms of subclause (3) he shall, according to whether the establishment works a six day week or a five-day week, be paid leave pay *pro rata* to the number of shifts worked.

(7) Except as otherwise provided herein, "employment" for the purposes of this clause shall be deemed to commence from the date on which an employee enters the employer's service, or, whichever is the later, the date on which he last became entitled to the paid leave, and includes—

(a) not more than four months of any one unbroken period of military service which an employee undergoes in pursuance of the Defence Act, 1957;

(b) shifts which would normally have been worked during periods of absence on the additional week's paid leave or accumulation thereof in terms of clause 3 (1) of this Section.

(8) The Council may make reciprocal arrangements with any other industry for the interchange of leave pay vouchers for the benefit of employees leaving the Industry.

3. ADDITIONAL LEAVE PAY

(1) Subject to subclause (3) hereof, an employee qualifying after the date of coming into operation of this Agreement for his sixth or subsequent consecutive paid leave, deriving from continuous employment with the same employer as provided for in terms of clause 2 (3) of this Section, shall at that date and each year thereafter, whilst in the employ of the same employer, be entitled to an extra week's paid leave at the employer's convenience or to the equivalent value thereof: Provided that by mutual arrangement between the employer and the employee—

(i) the paid leave referred to in clause 2 (3) of this Section may be extended by an extra week; or

(ii) the extra week's leave may be deferred from the year of qualification and accumulated by the employee until he qualifies for three such extra weeks' paid leave.

(2) Whenever the employer and employee come to the arrangement provided for in subclause (1) (ii) and the employee has qualified for three extra weeks' paid leave (hereinafter referred to as the "accumulated leave"), the employer shall grant and the employee shall take the accumulated leave when he is given and takes the paid leave provided for in clause 2 (3) of this Section and clause 1 (3) of Section 2 unless, as may be, the employer and employee agree to the accumulated leave being taken at a different time: Provided that the employer shall in any case enable the employee to take the accumulated leave in the period before he next qualifies of paid leave, and if the employee fails to take the accumulated leave within such period his title thereto shall cease.

(3) Where an employee qualifying for his sixth paid leave in terms of subclause (1) was in the employ of the employer concerned for part only of the qualifying period for the first paid leave, he shall be entitled to a proportion of the extra week's leave or the equivalent value thereof *pro rata* to the leave qualification completed with that employer in respect of the first paid leave. On qualification for any subsequent consecutive paid leave, the provisions of subclauses (1) and (2) of this clause shall *mutatis mutandis* apply.

(4) Whenever the employment of an employee who has become entitled to but has not yet received the equivalent value of the additional paid leave provided for in this clause, terminates, he shall be paid for such extra paid leave as he has qualified for and not received.

4. VERLOFBONUS

(1) Waar 'n werknemer op wie hierdie subklousule van toepassing is na die datum van inwerkingtreding van hierdie Ooreenkoms vir sy verlof met besoldiging kwalifiseer en dit neem, moet hy terselfdertyd 'n verlofbonus betaal word, bereken volgens die getal agtereenvolgende verlofsiklusse wat op die datum van kwalifikasie vir sy verlof met besoldiging by dieselfde werkgever voltooi is, of 'n bedrag in verhouding tot die tydperk vanaf die datum van indiensneming in die geval van 'n werknemer wat vir sy eerste verlof met besoldiging in 'n werkgever se diens kwalifiseer, ooreenkomstig die volgende tabel:

	Eerste verlofsiklus	Tweede verlofsiklus	Derde verlofsiklus	Vierde of latere verlofsiklus
Waar die werknemer se gestelde loon hoogstens 153c per uur is en werknemers in diens as wagte	R 75	R 88	R 101	R 111
Waar die werknemer se gestelde loon meer as 153c per uur maar hoogstens 203,5c per uur is	99	118	136	155
Waar die werknemer se gestelde loon meer as 203,5c per uur maar hoogstens 240,5c per uur is	206	235	262	294
Waar die werknemer se gestelde loon meer as 240,5c per uur maar hoogstens 272,5c per uur is	228	261	290	322
Waar die werknemer se gestelde loon meer as 272,5c per uur maar hoogstens 303,5c per uur is	323	366	409	453
Waar die werknemer se gestelde loon meer as 303,5c per uur is	347	395	443	493

(2) Subklousule (1) is nie van toepassing nie op vakleerlinge en/of op werknemers wat voertuie dryf (vervoer buite die bedryfsinrigting—voertuie wat op openbare paaie gedryf word), en aan hulle moet daar gelyktydig met die betaling van hul verlofbesoldiging 'n verlofbonus soos volg betaal word:

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

	R
Eerste verlofsiklus	160
Tweede verlofsiklus	194
Derde verlofsiklus	221
Vierde verlofsiklus	343

(b) *Die dryf van voertuie (vervoer buite die bedryfsinrigting—voertuie wat op openbare paaie gedryf word)*.—Jaarlikse verlofbonus *pro rata* bereken volgens die verlofkwalifikasie voltooi na 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 wat gelisenseer is om 'n loonvrag te vervoer van—

	R
tot en met 907 kg	130
meer as 907 kg en tot en met 2 722 kg	156
meer as 2 722 kg en tot en met 4 536 kg	171
meer as 4 536 kg	267

Skofte of tydperke van afwesigheid wat kragtens klousule 2 (3) (a) (iii) van hierdie Seksie vir verlof tel, tel ook vir die verlofbonuskwalifisering.

(3) (a) As die diens van 'n werknemer eindig voordat hy op verlof met besoldiging geregtig word moet die werknemer gekrediteer word met die eweredige getal skofte wat hy gewerk het. Die werkgever moet aan die werknemer by diensbeëindiging 'n bewysstuk verskaf waarin die getal skofte wat vir die verlofbonus tel, gemeld word, en onmiddellik aan die Sekretaris van die Raad die geldekwivalent van die verlofbonus stuur waarop die werknemer aldus geregtig is, bereken teen die werknemer se uurloon op daardie datum, min enige aftrekkings wat regtens vir inkomste-belasting verpligtend is.

(b) Werknemers wat werk verrig wat onder Loon E tot en met Loon I ingedeel is en/of wat werksaam is as voertuigdrywers of wagte, moet by diensbeëindiging die geldekwivalent van die *pro rata*-verlofbonus betaal word.

4. LEAVE BONUS

(1) Whenever an employee to whom this subclause applies qualifies for and takes his paid leave after the date of coming into operation of this Agreement he shall at the same time be paid a leave bonus, calculated according to the number of consecutive leave cycles, completed with the same employer at date of qualification for his paid leave, or *pro rata* from date of engagement in the case of an employee qualifying for his first paid leave in the service of an employer, in accordance with the schedule hereunder:

	First leave cycle	Second leave cycle	Third leave cycle	Fourth or more leave cycles
Where the employee's scheduled rate does not exceed 153c per hour and employees engaged on watchmen's work	R 75	R 88	R 101	R 111
Where the employee's scheduled rate exceeds 153c per hour but does not exceed 203,5c per hour	99	118	136	155
Where the employee's scheduled rate exceeds 203,5c per hour but does not exceed 240,5c per hour	206	235	262	294
Where the employee's scheduled rate exceeds 240,5c per hour but does not exceed 272,5c per hour	228	261	290	322
Where the employee's scheduled rate exceeds 272,5c per hour but does not exceed 303,5c per hour	323	366	409	453
Where the employee's scheduled rate exceeds 303,5c per hour	347	395	443	493

(2) The provisions of subclause (1) shall not apply to apprentices and/or employees employed on vehicle driving (external transport—vehicle driven on public roads) who at the same time as they are paid their leave pay shall be paid leave bonus as follows:

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

	R
First leave cycle	160
Second leave cycle	194
Third leave cycle	221
Fourth leave cycle	343

(b) *Vehicle driving (external transport—vehicles driven on public roads)*.—A 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:

Drivers of vehicles authorised to carry a pay-load of—

	R
up to and including 907 kg	130
over 907 kg and up to 2 722 kg	156
over 2 722 kg and up to 4 536 kg	171
over 4 536 kg	267

Shifts or periods of absence which count for leave purposes in terms of clause 2 (3) (a) (iii) of this Section shall count for the purpose of the leave bonus qualification.

(3) (a) Whenever the employment of an employee terminates before he becomes entitled to paid leave, the employee shall be credited with the proportionate number of shifts worked. The employer shall furnish the employee at the time he leaves his service, with a voucher setting out the number of shifts which count towards the leave bonus and immediately forward to the Secretary of the Council the money equivalent of the leave bonus to which the employee is so entitled, computed at the hourly rate of the employee at the time, less any deduction compelled by law for income tax.

(b) Employees employed on work classified at Rates E to I, inclusive, and/or employed as vehicle drivers or watchmen shall be paid the money equivalent of the *pro rata* leave bonus on termination of employment.

(4) 'n Werknemer moet nie gekrediteer word met 'n bonus vir dienstrydperk wat ingevolge klousule 2 (3) (a) (i) van hierdie Seksie nie vir verlof met besoldiging tel nie.

5. BESKIKKING OOR VERLOFBESOLDIGING EN VERLOFBONUS

(1) Wanneer 'n werknemer te sterwe kom of in die loop van sy werk ongeskik raak om sy ambag voort te sit, is die bedrag wat ten opsigte van verlofbesoldiging en verlobbonus verskuldig is, betaalbaar aan sy boedel of aan homself, na gelang van die geval.

(2) Ná verloop van minstens 49 weke, bereken vanaf die datum waarop die dienstrydperk begin het wat deur die bewysstukke gedek word, is 'n werknemer aan wie 'n bewysstuk ingevolge klousules 2 (5) en 4 (3) van hierdie Seksie verskaf is en wat dokumentêre bewys lewer dat hy nie meer in diens van die Nywerheid is nie, by voorlegging van die bewysstuk aan die Raad en behoudens klousule 30 van Deel I van die Ooreenkoms, geregtig op betaling van die onbetaalde balans wat in die Raad se boeke in sy krediet staan.

6. GETALSVERHOUDING VAN VAKMANNE TOT ANDER WERKNEMERS

(1) 'n Werkgewer wat volgens Bylae C van Seksie 3 werk, moet twee vakmanne in diens neem voordat hy werknemers in diens neem vir werk waarvoor Lone DDD tot en met G in dié Bylae voorgeskryf word.

(2) Vennote en/of eienaars wat vakmanne is soos in hierdie Ooreenkoms omskryf, word, vir die toepassing van hierdie klousule, as vakmanne gereken.

7. VERSEKERING VAN GEREEDSKAP

Elke werkgewer moet 'n versekeringspolis by 'n geregistreerde versekeringsmaatskappy uitneem waarby die gereedskap wat die private eiendom van sy vakmanne, vakleerlinge en masjienwerkers is, verseker word teen die beskadiging of vernietiging daarvan op die werkgewer se perseel deur brand. Die maksimum versekeringsdekking vir gereedskap ingevolge hierdie klousule is R300 vir elke werknemer hierbo genoem.

8. DIE OPVOEDKUNDIGE EN OPLEIDINGSFONDS VIR DIE METAAL- EN INGENIEURSNYWERHEID

(1) Elke werkgewer moet ten opsigte van elke werknemer wat werk verrig wat onder Loon A in hierdie Deel gespesifiseer word, aan die Opvoedkundige en Opleidingsfonds vir die Metaal- en Ingenieursnywerheid in Goewermentskennisgewing R. 2000 van 24 Oktober 1975 bedoel 'n maandelikse heffing betaal ter uitvoering van die doelstellings soos in die konstitusie van genoemde Fonds uiteengesit.

(2) (a) Elke werkgewer moet 'n maandelikse heffing aan die Fonds betaal ten opsigte van elkeen van sy werknemers in paragraaf (c) hieronder bedoel.

(b) (i) Die maandelikse heffing per werknemer moet bepaal word ooreenkomstig onderstaande tabel gebaseer op die verhouding tussen kwekelinge en werknemers, soos in paragraaf (c) hieronder omskryf, wat op die betaalstaat van die werkgewer verskyn en/of deur die werkgewer uitverhuur word op die laaste Vrydag van die kalendermaand waarop betaling van die heffing betrekking het.

Kategorie	Verhouding van kwekelinge tot werknemers	Maandelikse heffing per werknemer
A	Een kwekeling tot vyf of minder werknemers	R 11,70
B	Een kwekeling tot meer as vyf en tot en met 10 werknemers	17,55
C	Een kwekeling tot meer as 10 en tot en met 15 werknemers	33,15
D	Een kwekeling tot meer as 15 werknemers of geen kwekelinge	46,80

Vir die toepassing van bostaande beteken "kwekeling"—

'n vakleerling, d.w.s. 'n werknemer in diens ooreenkomstig 'n geldige skriftelike leerkontrak wat deur die Raad erken word of 'n leerkontrak geregistreer ingevolge die Wet op Mannekragopleiding, 1981, ten opsigte van 'n ambag soos in paragraaf (c) hieronder omskryf; en/of

iemand in diens gedurende opleiding, kragtens die Wet op Mannekragopleiding, 1981, in 'n ambag soos in paragraaf (c) hieronder omskryf; en/of

iemand in diens ooreenkomstig voorwaardes wat deur die Raad van tyd tot tyd vir die opleiding van ambagsmanne erken word.

(ii) Die totale bedrag van die heffing wat elke maand deur die werkgewer betaalbaar is, moet bereken word deur die maandelikse heffing per werknemer, soos in (i) hierbo uiteengesit, te vermenigvuldig met die totale getal werknemers soos in paragraaf (c) hieronder uiteengesit, wat op die betaalstaat van die werkgewer verskyn en/of deur die werkgewer uitverhuur word op die laaste Vrydag van die kalendermaand waarop die betaling van die heffing betrekking het.

(4) No bonus shall be credited for periods of employment which in terms of clause 2 (3) (a) (i) of this Section do not count for the paid leave.

5. DISPOSAL OF LEAVE PAY AND LEAVE BONUS

(1) When an employee dies or is in the course of his work incapacitated from continuing at his trade, the amount which is due in respect of leave pay and leave bonus shall be payable to his estate or himself, as the case may be.

(2) After not less than 49 weeks have elapsed reckoned from the date upon which the period of employment covered by the vouchers commenced, any employee who has been furnished with a voucher in terms of clauses 2 (5) and 4 (3) of this Section, and who produces documentary evidence that he is no longer employed in the Industry shall be entitled, subject to clause 30 of Part I of the Agreement, on presenting the voucher to the Council, to payment of any unpaid balance standing to his credit on the books of the Council.

6. RATIO OF JOURNEMEN TO OTHER EMPLOYEES

(1) Any employer operating under Schedule C of Section 3 shall employ two journeymen before he shall employ any employees on work for which Rates DDD to G, inclusive, are prescribed in that Schedule.

(2) Partners and/or owners who are journeymen as defined in this Agreement shall be recognised as journeymen for the purposes of this clause.

7. INSURANCE OF TOOLS

Every employer shall take out an insurance policy with a registered insurance company insuring tools which are the private property of his journeymen, apprentices and machinist employees, against damage or destruction on the employer's premises by fire. The maximum cover under this clause for insurance of tools shall be R300 per employee stated above.

8. THE METAL AND ENGINEERING INDUSTRIES EDUCATION AND TRAINING FUND

(1) Every employer shall in respect of each employee employed on work specified at Rate A in this Part, pay to the Metal and Engineering Industries Education and Training Fund referred to in Government Notice R. 2000 of 24 October 1975 a monthly levy for the purpose of implementing the objects set forth in the constitution of the said Fund.

(2) (a) Every employer shall pay a monthly levy to the Fund in respect of each employee referred to in paragraph (c) hereunder.

(b) (i) The monthly levy per employee shall be determined in accordance with the undermentioned scale based on the ratio of trainees to employees, as defined in paragraph (c) hereunder, on the pay-roll of the employer and/or hired out by him on the last Friday of the calendar month to which payment of the levy refers.

Category	Ratio of trainees to employees	Monthly levy per employee
A	One trainee to five or less employees.....	R 11,70
B	One trainee to more than five and up to 10 employees	17,55
C	One trainee to more than 10 and up to 15 employees	33,15
D	One trainee to more than 15 employees or no trainees	46,80

For the purposes of the above, "trainee" shall mean—

an apprentice, being a person serving under a current written contract of apprenticeship recognised by the Council or a contract of apprenticeship registered under the Manpower Training Act, 1981, in respect of a trade set out in paragraph (c) hereunder; and/or

a person employed during training in terms of the Manpower Training Act, 1981, in a trade set out in paragraph (c) hereunder; and/or

a person employed under arrangements recognised by the Council from time to time for the training of artisans.

(ii) The total amount of the levy payable each month by the employer shall be calculated by multiplying the monthly levy per employee as determined under (i) above by the total number of employees in paragraph (c) hereunder on the employer's pay-roll and/or hired out by him on the last Friday of the calendar month to which the payment of the levy refers.

(c) Vir die toepassing van bostaande beteken "werknemer" iemand, uitgesonderd 'n kwekeling, in diens vir werk gespesifiseer teen Loon A in hierdie Ooreenkoms—

(i) in een van die ambagte hieronder gespesifiseer wat 'n aangewese ambag is in die Nywerheid en regsgebied van die Nasionale Mannekragopleidingskomitee vir die Metaalnywerheid, of in 'n ambag wat 'n aangewese ambag word in die Nywerheid en regsgebied van die Nasionale Mannekragopleidingskomitee vir die Metaalnywerheid, vanaf die datum waarop so 'n ambag 'n aangewese ambag word:

Argitektoniese metaalwerker;
Ankerwikkelaar;
Motorvoertuigmassjineerder en -passer;
Grofsmid;
Boot- en skeepsbouer (hout);
Messelaar (vuurvaste stene);
Timmerman;
Kopersmid;
Dieselpasser;
Stempelsnyer en graveerder;
Huisstelselwerktuigkundige;
Huisradiotriënië;
Elektrisiën;
Elektrisiën (konstruksie);
Elektrisiën (ingenieurswerk);
Elektronikameganikus;
Elektroplateerder;
Passer;
Passer en draaier;
Instrumentmeganikus (industriële instrumentasie en prosesbeheer);
Hyserwerktuigkundige;
Meulmaker (elektromeganikus);
Motorwerktuigkundige;
Vormgieter;
Modelmaker;
Plaatwerker;
Plaatwerker/Ketelmaker;
Loodgieter;
Radiokommunikasiediensman;
Radio- en televisiemeganikus;
Verkoelingswerktuigkundige (kommersiële);
Takelaar;
Walsgereedskap- en patroonplaatmaker;
Walsdraaier;
Skaalpasser;
Plaatmetaalwerker.

(3) Die bedrag wat elke maand ingevolge hierdie klousule betaalbaar is, moet voor of op die 15de dag van die maand wat onmiddellik volg aan die Sekretaris, Nywerheidsraad vir die Elektrotegniese Nywerheid (Natal), Posbus 722, Durban, gestuur word, tesame met 'n staat in sodanige vorm as wat die Raad van tyd tot tyd voorskryf.

(4) Die Raad moet elke maand die totale heffingsbedrag wat ingevolge hierdie klousule ingevorder is aan die Opvoedkundige en Opleidingsfonds vir die Metaal- en Ingenieursnywerheid, Posbus 1338, Johannesburg, stuur.

(5) Ingeval die Raad nie die bedrag wat ingevolge hierdie klousule betaalbaar is teen die 15de dag van die maand wat volg op die maand ten opsigte waarvan dit betaalbaar is, ontvang nie, moet die werkgewer rente betaal op dié bedrag of op sodanige kleiner bedrag wat onbetaal bly, bereken teen een persent per maand of gedeelte daarvan vanaf dié 15de dag tot op die dag waarop die Raad werklik die kontantbetaling ontvang. Met dien verstande dat die Raad geregtig is om die betaling van sodanige rente of gedeelte daarvan na goëddunke kwyt te skeld.

(6) Kopieë van die konstitusie en van die geouditeerde jaarrekenings en balansstaat van die Opvoedkundige en Opleidingsfonds vir die Metaal- en Ingenieursnywerheid moet by die Raad ingedien word, en vir die toepassing van hierdie subklousule sluit die woord "konstitusie" alle wysigings van die konstitusie in wat van tyd tot tyd aanvaar word.

9. WERKSEKURITEIT

(1) *Basiese oogmerke.*—(a) Die basiese oogmerke van hierdie klousule is—

- (i) om die beskerming van die werknemer se regte teen—
 - (aa) vermindering in basiese diensvoorwaardes;
 - (ab) onregverdigde ontslag uit diens;
 - (ac) diskriminasie by herindiensneming en bevorderingsgeleenthede en -prosedures; en
 - (ad) vermindering van werkgeleenthede;
- te bevorder;

(c) For the purposes of the above, "employee" shall mean any person, other than a trainee, employed on work specified at Rate A in this Agreement—

(i) on trades hereinafter specified which are designated trades in the Industry and area of jurisdiction of the National Manpower Training Committee for the Metal Industry, or on trades which become designated in the Industry and area of jurisdiction of the National Manpower Training Committee for the Metal Industry, from the date of designation of such trade:

Architectural metalworker;
Armature winder;
Automotive machinist and fitter;
Blacksmith;
Boatbuilder and shipwright (wood);
Bricklayer (refractory);
Carpenter;
Coppersmith;
Diesel fitter;
Die sinker and engraver;
Domestic appliances mechanic;
Domestic radio serviceman;
Electrician;
Electrician (construction);
Electrician (engineering);
Electronics mechanic;
Electroplater;
Fitter;
Fitter and turner;
Instrument mechanician (industrial instrumentation and process control);
Lift mechanic;
Millwright (electro-mechanician);
Motor mechanic;
Moulder;
Pattern maker;
Plater;
Plater/Boilermaker;
Plumber;
Radio communications serviceman;
Radio and television mechanician;
Refrigeration mechanic (commercial);
Rigger;
Roll tool and template maker;
Roll turner;
Scale fitter;
Sheetmetal worker.

(3) The amount payable each month in terms of this clause shall be forwarded to the Secretary, Industrial Council for the Electrical Industry (Natal), P.O. Box 722, Durban, by not later than the 15th day of the month immediately following, together with a statement in such form as may from time to time be prescribed by the Council.

(4) The Council shall each month remit to the Metal and Engineering Industries Education and Training Fund, P.O. Box 1338, Johannesburg, the total levy amount collected in terms of this clause.

(5) Should any amount due in terms of this clause not be received by the Council by the 15th day of the month following the month in respect of which it is payable, the employer shall pay interest on such amount or on such lesser amount as remains unpaid, calculated at the rate of 1 per cent per month or part thereof from such 15th day until the day upon which payment in cash is actually received by the Council: Provided that the Council shall be entitled in its absolute discretion to waive the payment of such interest or part thereof.

(6) Copies of the constitution and of the audited annual accounts and balance sheet of the Metal and Engineering Industries Education and Training Fund shall be lodged with the Council, and for the purposes of this subclause, the term "constitution" shall include any amendments to the constitution adopted from time to time.

9. SECURITY OF EMPLOYMENT

(1) *Basic objectives.*—(a) The basic objectives of this clause shall be—

- (i) to further the protection of the rights of the employee from—
 - (aa) reduction in basic conditions of employment;
 - (ab) unfair dismissal from employment;
 - (ac) discrimination in terms of re-engagement and promotion opportunities and procedures; and
 - (ad) diminution of employment opportunities;

- (ii) om die beskerming van die werkgewer en bestuur se regte en prosedures om—
- (aa) dissipline binne die hele werknemerskorps te handhaaf;
- (ab) werknemers te ontslaan wanneer ekonomiese toestande of ander faktore tot so 'n stap aanleiding gee; en
- (ac) volgens verdienste te bevorder en te werf;
- te bevorder;
- (iii) om—
- (aa) gelyke werkgeleenthede vir alle groepe werkers te bied;
- (ab) oordelike verandering te verseker waar verandering kan plaasvind;
- (ac) wrywing tussen persone te voorkom wat bevordering en indiensneming betref;
- (ad) oorlegpleging tussen werkgewer- en werknemerverteenwoordigers in verband met hierdie klousule te verseker; en
- (ae) opleidings- en heropleidingsprosedures vas te stel; en
- (iv) om die nodige masjinerie te verskaf ter verwesenliking van die oogmerke uiteengesit in subklousule (1) (a) (i) tot (iii).
- (b) Die bepalinge van hierdie klousule maak voorsiening vir die werksekeriteit van bestaande posbekleërs en hul opleiding en/of heropleiding en is van toepassing op sodanige persone as wat op die datum van inwerking-treding van hierdie Ooreenkoms in diens van die werkgewer in die Nywerheid is.
- (c) Benewens subklousule (1) (b), is hierdie klousule van toepassing op—
- (i) persone wat hoewel hulle nie tans in die Nywerheid in diens is nie, minstens ses maande ondervinding in die Nywerheid gehad het gedurende die 12 maande voor die datum van inwerking-treding van die Ooreenkoms;
- (ii) werklose persone wat kragtens die Werkloosheidsversekeringswet, 1966, werkloosheidsvoordele ontvang het gedurende die tydperk van 12 maande voor die inwerking-treding van hierdie Ooreenkoms en wat vir sulke voordele gekwalifiseer het op grond van diens in die Nywerheid en wat in die Nywerheid in diens was onmiddellik voordat hulle werkloos geword het;
- (iii) persone wat werk soek of wat weer in diens geneem word in die Nywerheid na voltooiing van 'n tydperk van militêre diens kragtens die Verdedigingswet, 1957;
- (iv) bykomende werknemers wat in diens geneem is na die inwerking-treding van hierdie klousule, op wie subklousules 5, 6 en 7 *mutatis mutandis* van toepassing is na sodanige indiensneming; en
- (v) sodanige ander persone as wat die Raad van tyd tot tyd bepaal.
- (2) *Werksekeriteit.*—(a) Geen werkgewer mag 'n werknemer se diens beëindig of hom bevorder tot 'n klas werk waarvoor 'n hoër loon betaal word nie, tensy hy aan die bepalinge van hierdie klousule voldoen het en dit nakom.
- (b) Werkgewers in die Nywerheid moet werksekeriteit aan werknemers bied teen diensvoorwaardes wat nie minder gunstig is nie as hul voorwaardes met betrekking tot die betrokke werkkategorie op die datum van inwerking-treding van hierdie klousule en vir die duur van hierdie Ooreenkoms, behoudens die nakoming van—
- (i) die normale vereistes van dissiplinêre prosedures; en
- (ii) die ontslag van werknemers as gevolg van 'n tekort aan werk of ander omstandighede in die bedryfsinrigting, behoudens subklousule (3) hiervan.
- (3) *Ontslag van werknemers.*—In die geval van die diensopskortings of die ontslag van werknemers as gevolg van 'n tekort aan werk of ander omstandighede in die bedryfsinrigting moet die werkgewer die Raad 14 dae voor die datum van ontslag skriftelik in kennis stel van—
- (a) die getal werknemers wat ontslaan gaan word;
- (b) die effektiewe datum van ontslag;
- (c) die beroepskategorieë, soos in die Ooreenkoms gelys, van die werknemers wat ontslaan gaan word; en
- (d) die grondslag vir die identifisering van werknemers wat ontslaan gaan word.
- (4) *Herindiensneming van ontslane werknemers.*—Wanneer 'n werkgewer werknemers ontslaan het, moet hy, indien hy later bykomende werknemers in diens neem, sover prakties moontlik voorkeur gee aan die herindiensneming van daardie werknemers wat uit sy bedryfsinrigting ontslaan is en daarna aan ander werknemers wat in die Nywerheid ontslaan is en wat gekwalifiseer en beskikbaar is om die werkkategorieë te onderneem wat die werkgewer verlang.
- (5) *Bevordering, opleiding en/of heropleiding.*—(a) Wanneer bevorderingsgeleenthede binne die bedryfsinrigting van 'n werkgewer ontstaan, moet die werkgewer die vereistes van die kandidaat vir bevoor-dering stel wat betref—
- (i) opvoedkundige of ander kwalifikasies;
- (ii) opleiding en/of heropleiding; en
- (iii) ondervinding en/of verwante ondervinding.
- Die werkgewer moet hierdie inligting op versoek aan die Raad verskaf. Dit staan die werkgewer vry om, behoudens subklousule (6) hiervan, werknemer(s) uit die geledere van sy werknemers wat voldoen aan die vereistes wat vir die werk gestel is, op die grondslag van verdienste te bevorder.

- (ii) to further the protection of the employer's and management rights and procedures to—
- (aa) maintain discipline within the total labour force;
- (ab) retrench employees where economic conditions or other factors occasion such a step; and
- (ac) promote and recruit on merit;
- (iii) to—
- (aa) provide equal employment opportunities for all groups of workers;
- (ab) ensure orderly change where change can take place;
- (ac) obviate friction between persons on the promotional and employment aspects;
- (ad) ensure consultation between employers and worker representatives regarding this clause; and
- (ae) establish training and retraining procedures; and
- (iv) to provide the necessary machinery to achieve the objectives set out in subclause (1) (a) (i) to (iii).
- (b) The provisions of this clause shall provide for the employment security of existing incumbents of jobs and their training and/or retraining and shall apply to such persons who are in the employment of the employer in the Industry on the date of coming into force of this Agreement.
- (c) In addition to the provisions of subclause (1) (b), the provisions of this clause shall be applied to—
- (i) persons who, whilst not currently employed in the Industry, have had not less than six months' experience in the Industry during the 12 months prior to the date of coming into force of the Agreement;
- (ii) unemployed persons who, in terms of the Unemployment Insurance Act, 1966, have received unemployment benefits during the 12-month period prior to the coming into force of this Agreement and who qualified for such benefits as a result of employment in the Industry and who immediately prior to becoming unemployed were employed in the Industry;
- (iii) persons seeking employment or being re-employed in the Industry after completion of a period of military service in terms of the Defence Act, 1957;
- (iv) additional employees engaged after the coming into force of this clause to whom the provisions of subclauses 5, 6 and 7 shall *mutatis mutandis* apply after such engagement; and
- (v) such other persons as the Council may determine from time to time.
- (2) *Security of employment.*—(a) No employer shall terminate the employment of an employee or promote an employee to a higher rated work category unless he has complied with and observes the provisions of this clause.
- (b) Employers in the Industry shall provide employees with security of employment at conditions of employment not less favourable than their conditions relating to the particular work category concerned at the date of coming into force of this clause and for the duration of this Agreement, subject to the observance of—
- (i) the normal requirements of disciplinary procedures; and
- (ii) the retrenchment of employees due to shortage of work or other circumstances in the establishment, subject to subclause (3) hereof.
- (3) *Retrenchment of employees.*—In the event of there being lay-offs and/or retrenchment of employees on account of shortage of work or other circumstances in the establishment, the employer shall, 14 days prior to the date of retrenchment, notify the Council in writing of—
- (a) the number of employees to be retrenched;
- (b) the effective date of the retrenchments;
- (c) the occupational categories scheduled in the Agreement of the employees to be retrenched; and
- (d) the basis of identifying employees to be retrenched.
- (4) *Re-employment of retrenched employees.*—Where an employer has retrenched employees he shall, if he subsequently engages additional employees, as far as is practicable give preference to the re-engagement of those employees who were retrenched from his establishment, and thereafter to other employees who have been retrenched in the Industry who are qualified and available to undertake the categories of work required by the employer.
- (5) *Promotion, training and/or retraining.*—(a) Where promotion opportunities occur within the establishment of an employer, the employer shall specify the requirements of candidates for promotion in terms of—
- (i) educational or other qualifications;
- (ii) training and/or retraining; and
- (iii) experience and/or related experience.
- The employer shall, on request, furnish this information to the Council. The employer shall be free, subject to the provisions of subclause (6) hereof, to promote any employee/s on the basis of merit from those of his employees who meet the requirements specified for the job.

(b) Wanneer die werkgewer opleidings- of heropleidingsfasiliteite aanbied, moet hy toesien dat dit op 'n ordelike grondslag gedoen word en die persoon wat vir die opleiding en/of heropleiding gekies word, moet geplaas word in 'n werkkategorie onmiddellik bo dié waarin hy op daardie tydstip in diens is, behoudens klousule 14 van Deel I van dié Ooreenkoms: Met dien verstande dat indien daar vakatures in 'n hoër werkkategorie is, hy bevorder en opgelei of heropgelei kan word in sodanige hoër kategorie mits die persone wat in intermediere kategorieë in diens is, geraadpleeg is en onwillig is om sodanige opleiding en/of heropleiding te aanvaar.

(c) Indien 'n werknemer opleidings- en/of heropleidingsfasiliteite op die gebied van sy werk by sy werkgewer aangebied word en hy dit van die hand wys, word hierdie subklousule geag nie op die betrokke werknemer van toepassing te wees nie.

(d) Werkgewers moet te alle tye die ordelike bevorderings-vordering van werknemers tot die werkkategorieë met hoër loontariewe verseker.

(e) Opleiding en heropleiding sluit in opleiding binne die bedryf in die bedryfsinrigting, inrigtingsopleiding in organisasies of reëlins wat deur die Raad goedgekeur is.

(f) Werkgewers moet maandeliks besonderhede aan die Raad verstrek van alle persone wat kragtens hierdie subklousule in diens is, in dié vorm wat die Raad bepaal.

(6) *Gesamentlike oorlegpleging.*—Om die toepassing van hierdie klousule te vergemaklik, moet masjinerie vir gesamentlike oorlegpleging ingestel word, en dit moet funksioneer op die vlak van die werkgewer se bedryfsinrigting, afdeling of seksie daarvan, soos die werkgewer bepaal. Daar moet verteenwoordiger(s) van die werkgewer wees, asook verteenwoordiger(s) van die betrokke vakverenigings wat partye by die Ooreenkoms is [deur hul werkwinkelverteenvoorder(s) of geakkrediteerde verteenwoordiger(s) van die betrokke vakvereniging(s)] en van die betrokke werknemer(s) en verteenwoordigers van dié werknemers wat lede is van die werke- en/of koördinerende werkkomitees en/of skakel- en/of koördinerende skakelkomitees met betrekking tot die bedryfsinrigting, afdeling of seksie daarvan, hetsy dit kragtens die Wet op die Reëling van Swart Arbeidsverhoudinge, 1953, ingestel is of nie. Die grootte, samestelling en prosedure van die masjinerie vir gesamentlike oorlegpleging moet bepaal word volgens die vereistes van die partye daarby, maar die grootte moet te alle tye, tensy anders ooreengekom, gelyke deelname verseker van die werkgewer en al die ander belange hierbo genoem.

(7) *Administrasie.*—(a) In geval onenigheid ontstaan oor die toepassing en/of vertolkung van hierdie klousule, het die veronregte party(e) die reg om die saak binne 14 dae nadat die onenigheid ontstaan het, na die Raad te verwys. Die Raad moet onverwyld, maar binne hoogstens 30 dae, ondersoek laat instel na die feite, en as daar na sy mening 'n skending van die oomkerke van hierdie klousule was, 'n beroep op die skuldige party(e) doen om die skending binne sodanige tydperk reg te stel.

(b) Enige beslissing van die Raad wat aan die party(e) beteken word, is finaal en bindend en genoemde party(e) moet daaraan voldoen. Ingeval die Raad en/of 'n gedelegeerde komitee nie daarin slaag om die saak wat die onenigheid uitmaak, te skik binne 30 dae na ontvangs of sodanige verlengde tydperk as wat die Raad bepaal nie, kan enigeen van die veronregte partye hom beroep op arbitrasie, en die uitspraak van die arbiter(s) wat aangestel is, is finaal en bindend en moet deur die partye nagekom word. Arbitrasie moet ooreenkomstig die bepalings van die Raad se Konstitusie geskied: Met dien verstande dat geen bepaling daarvan die Raad mag verhoed om vir die toepassing van hierdie klousule, 'n persoon of persone aan te stel om dan as vaste arbiter(s) op te tree nie.

(c) Ten einde die sake in hierdie klousule vervat spoedig af te handel, word die Raad hierby gemagtig om 'n komitee(s) in te stel bestaande uit werkgewer- en werknemerverteenwoordigers en om sodanige spesifieke bevoegdhede as wat nodig geag word aan sodanige komitee(s) te deleger. Sodanige komitee(s) moet alle sake wat na hom/hulle verwys word binne 30 dae afhandel, tensy hy/hulle oor 'n verlenging ooreenkom, in welke geval subklousule (7) (b) *mutatis mutandis* van toepassing is.

(8) *Finansiering en metodes van opleiding.*—(a) Die partye moet 'n gesamentlike opleiding- en heropleidingskema instel wat gefinansier moet word uit heffings wat deur 'n nywerheidsooreenkoms opgelê word met die doel om persone op wie hierdie klousule van toepassing is, op te lei en her op te lei. Die Raad moet die volgende voorskryf: Die registrasiebepalings met betrekking tot 'n gesamentlike opleiding- en heropleidingskema en die administrasie daarvan; die toepaslike inligting wat in verband daarmee verlang word, met inbegrip van die indiening van opgawes in dié vorm wat verlang word, en die standaard van opleiding en heropleiding wat gestel word; die uitreiking van sertifikate ten opsigte van daardie werkkategorieë wat hy bepaal, en alle ander aangeleenthede wat daarmee in verband staan, hetsy sodanige opleiding en heropleiding binne die Nywerheid of op 'n ander grondslag geskied al dan nie. Die Nywerheidsraad word gemagtig om die administrasie van die finansiële aspekte van 'n sodanige opleiding- en heropleidingskema te deleger aan 'n bestaande liggaam wat verwante take verrig op die gebied van opleiding met betrekking tot die groep nywerheide wat by hierdie Ooreenkoms ingesluit word.

(b) Ondanks hierdie subklousule is die Opvoedkundige en Opleidingsfondsooreenkoms vir die Yster-, Staal-, Ingenieurs- en Metalurgiese Nywerheid, gepubliseer by Goewermentskennisgewing R. 2000 van 24 Oktober 1975, van toepassing ten opsigte van daardie klasse werknemers op wie dit betrekking het.

(b) The employer in offering training and retraining facilities shall ensure that this shall be done on an orderly basis, and the person selected for training and/or retraining shall be placed in a job category immediately above that in which he is currently employed, subject to the provisions of clause 14 of Part I of the Agreement: Provided that if there are vacancies in a higher category of work he may be promoted and trained or retrained in such higher category provided the persons employed in intermediate categories have been consulted and are unwilling to accept such training and/or retraining.

(c) If an employee is offered training and/or retraining facilities in the field of his employment by his employer and refuses them, the provisions of this subclause shall be deemed not to apply to the employee concerned.

(d) Employers shall at all times ensure an orderly promotional progression of employees into the higher rated categories of work.

(e) Training and retraining shall include in-plant training in the establishment, institutional training in organisations or arrangements approved by the Council.

(f) Employers shall monthly submit to the Council details of all persons employed in terms of this subclause in such form as the Council may determine.

(6) *Joint consultation.*—In order to facilitate the implementation of the provisions contained in this clause, joint consultative machinery shall be established which shall operate at the level of the employer's establishment, department or section thereof, as may be determined by the employer. There shall be representative(s) of the employer, representative(s) of the affected trade unions party to the Agreement [either through their shop steward(s) or accredited representative(s) of the trade union(s) concerned] and of the employee(s) concerned and representatives of those employees embraced in the works and/or co-ordinating works committees and/or liaison and/or co-ordinating liaison committees relating to the establishment, department or section thereof, whether or not established in terms of the Black Labour Relations Regulation Act, 1953. The size, composition and procedures of the joint consultative machinery shall be determined according to the requirements of the parties thereto, but the size shall at all times, unless otherwise agreed, ensure equal participation of the employer and all the other interests referred to above.

(7) *Administration.*—(a) In the event of a disagreement arising relating to the application and/or interpretation of the provisions of this clause, the aggrieved party/parties shall, within 14 days of the disagreement arising, be entitled to refer the matter to the Council. The Council shall forthwith, but not later than within 30 days, cause an investigation to be made into the facts, and if in its view there has been a breach of the objects of this clause, shall call upon the offending party/parties within such period to remedy the breach.

(b) Any decision of the Council served on the party/parties shall be final and binding and the said parties shall comply therewith. In the event of the Council and/or a delegated committee failing to determine the matter constituting the disagreement within 30 days of receipt, or of such extended period as the Council shall determine, either of the aggrieved parties may invoke arbitration and the award of the arbitrator(s) appointed shall be final and binding and shall be observed by the parties. Arbitration shall be within the terms and provisions of the Council's Constitution: Provided that nothing therein contained shall preclude the Council from appointing a person or persons who shall act as standing arbitrators for the time being for the purposes of this clause.

(c) For the purpose of dealing expeditiously with the matters contained in this clause, the Council is hereby empowered to establish a committee(s) composed of employer and employee representatives and to delegate such specific powers as are deemed necessary to such committee(s). Such committee(s) shall dispose of all matters referred to it/them within 30 days unless it/they agree to an extension, when the provisions of subclause (7) (b) shall *mutatis mutandis* apply.

(8) *Funding of and methods of training.*—(a) The parties shall establish a joint training and retraining scheme which shall be financed from levies imposed by an industrial agreement for the purpose of training and retraining persons to whom this clause applies. The Council shall prescribe the registration provisions relating to any joint training and retraining scheme and its administration; the relevant information which may be called for in regard thereto, including the rendition of returns in such form as may be required and the training and retraining standards to be set; the issue of certificates respecting such work categories as it determines and any other matters having relevance thereto, whether or not such training and retraining is conducted on an in-plant or other basis. The Industrial Council is authorised to delegate the administration of the financial aspects of any such training and retraining scheme to an existing body performing allied tasks in the training field relative to the group of industries encompassed in this Agreement.

(b) Notwithstanding the provisions of this subclause, the Iron, Steel, Engineering and Metallurgical Industries Education and Training Fund Agreement published under Government Notice R. 2000, dated 24 October 1975, shall apply in respect of those classes of employees to which it relates.

(9) *Indiensplasingdienste*.—Die Raad moet indiensplasingdienste verskaf vir persone in subklousule (1) (c) hiervan bedoel.

Werkgewers moet voorkeur gee aan die indiensneming van persone wat militêre diens voltooi het en wat by die Raad aansoek doen binne drie maande na voltooiing van sodanige diens, en aan sodanige ander persone as wat beskikbaar is in die werkkategorie waarin daar in die werkgever se bedryfsinrigting 'n vakature bestaan.

(10) *Verbod*.—Ingeval 'n werkgever versuim om aan hierdie klousule te voldoen of indiensnemingspraktyke volg wat nadelig is vir die handhawing van goeie werkgever-/werknemersverhoudings, moet die Uitvoerende Komitee van die Raad na goedgekeurde van die werkgever vereis om 'n onmiddellike herstel te bewerkstellig vir die posisie wat in sy bedryfsinrigting gegeld het onmiddellik voor die datum van inwerkingtreding van hierdie Ooreenkoms of sodanige ander latere datum as wat die Uitvoerende Komitee bepaal.

SEKSIË 2

LONE EN/OF VERDIENSTE

(1) Elke werknemer wat onmiddellik voor die datum van inwerkingtreding van hierdie Ooreenkoms 'n hoër loon ontvang het as dié wat in hierdie Ooreenkoms voorgeskryf word vir die klas werk wat hy verrig, moet steeds sodanige hoër loon ontvang terwyl hy by dieselfde werkgever werksaam is of dieselfde werk of ander werk waarvoor 'n laer loon voorgeskryf word, verrig.

(2) 'n Werknemer wat op 1 Julie 1983 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 die volgende addisionale bedrag vir sy klas werk:

Klas werk	Bedrag per uur Sent
Loon A	40
Loon AA—	
werknemers in hul eerste ses maande ononderbroke diens op bogenoemde datum	34
werknemers in hul tweede ses maande ononderbroke diens op bogenoemde datum	35
werknemers met meer as 12 maande ononderbroke diens op bogenoemde datum	36
Loon B	33
Loon C	33
Loon D	33
Loon DD	32
Loon DDD	31
Loon E	30
Loon F	30
Loon G	30
Loon H en I	30
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	10
(b) Voertuie wat, indien hulle op openbare paaie gedryf word, 'n rybewys vir 'n swaar motorvoertuig sal vereis: Bruto massa van voertuig meer as 3 500 kg en tot en met 13 600 kg	10
(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	11
Buitevervoer:	
'n Ander voertuig dryf wat gelisensieer is om 'n loonvrag tot en met die volgende perke te vervoer—	
tot met met 907 kg	10
meer as 907 kg en tot en met 2 722 kg	10
meer as 2 722 kg en tot en met 4 536 kg	11
meer as 4 536 kg en tot en met 6 350 kg	12
meer as 6 350 kg	12

Met dien verstande dat—

(i) 'n werkgever nie die loonskaal mag verminder van 'n werknemer aan wie 'n groter verhoging op die datum van inwerkingtreding van hierdie Ooreenkoms toegestaan is as die addisionele bedrae wat in hierdie klousule vir sy klas werk gespesifiseer word nie, en aan geen werknemer 'n loon teen 'n laer skaal betaal mag word nie as dié vir sy klas werk soos in hierdie Ooreenkoms gespesifiseer;

(ii) vir die toepassing van hierdie Ooreenkoms, die lone wat ingevolge hierdie klousule van toepassing is, *mutatis mutandis* van toepassing is op werknemers wat aansporingsbonuswerk ingevolge klousule 11 van Deel I van hierdie Ooreenkoms verrig.

(9) *Employment placement services*.—The Council shall provide employment placement services for persons referred to in subclause (1) (c) hereof.

Employers shall give preference to the employment of persons who have completed military service and who apply to the Council within three months of such completion of service and to such other persons who are available in the work category in which a vacancy exists in the employer's establishment.

(10) *Prohibition*.—In the event of an employer failing to comply with this clause, or engaging in employment practices detrimental to the conduct of good employer/employee relations, the Executive Committee of the Council shall in its absolute discretion require the employer to effect an immediate restoration to the position obtaining in his establishment immediately prior to the date of coming into operation of this Agreement or such other subsequent date as the Executive Committee may determine.

SECTION 2

WAGES AND/OR EARNINGS

(1) Every employee who immediately prior to the date of coming into operation of this Agreement was in receipt of a higher rate than that prescribed in the Agreement for the class of work upon which he is employed shall continue to receive not less than such higher rate while he is employed by the same employer on the same work or any other work for which a lower rate is prescribed.

(2) Every employee who on 1 July 1983 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 an additional amount for his class of work as follows:

Class of work	Amount per hour Cents
Rate A	40
Rate AA—	
employees in their first six months of continuous service on the above date	34
employees in their second six months of continuous service on the above date	35
employees with more than 12 months of continuous service on the above date	36
Rate B	33
Rate C	33
Rate D	33
Rate DD	32
Rate DDD	31
Rate E	30
Rate F	30
Rate G	30
Rates H and I	30
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	10
(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	10
(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	11
External transport:	
Driving of any other vehicle authorised to carry a pay-load of—	
up to and including 907 kg	10
over 907 kg and up to 2 722 kg	10
over 2 722 kg and up to 4 536 kg	11
over 4 536 kg and up to 6 350 kg	12
over 6 350 kg	12

Provided that—

(i) no employer shall reduce the rate of pay of any employee to whom an increase in excess of the additional amounts specified in this clause for his class of work has been awarded on the date of coming into operation of this Agreement and no employee shall be paid wages at a rate less than the rate for his class of work specified in this Agreement;

(ii) for the purposes of this Agreement, the rates applicable in terms of this clause shall *mutatis mutandis* apply to employees employed on incentive bonus work in terms of clause 11 of Part I of this Agreement.

(3) Van geen werknemer mag as deel van sy dienskontrak vereis word om kos of inwoning of albei van sy werkgever aan te neem of om goedere van hom te koop of eiendom van hom te huur nie: Met dien verstande dat indien 'n werknemer instem om kos of inwoning of albei van sy werkgever aan te neem, die werkgever van sodanige werknemer se loon of verdienste dié bedrag kan aftrek waarvoor ooreengekom is vir die betaling van kos of inwoning of albei: Voorts met dien verstande dat die Raad vooraf skriftelik in kennis gestel word van die aftrekking wat gemaak word en van die bedrag daarvan.

(4) Geen werknemer mag, in meer as een beroep wat in die Ooreenkoms gelys is in 'n bepaalde week teen verskillende loonskaale werksaam wees nie, met inbegrip van oortydwerk in 'n hoër besoldigde beroep, tensy betaling gedoen word asof sodanige werknemer daardie hele week in die hoogsbesoldigde beroep werksaam was: Met dien verstande dat wanneer 'n laer besoldigde werknemer tydelik in die plek gestel word van 'n hoër besoldigde werknemer wat van sy werk afwesig is en nie elders in die bedryfsinrigting werk nie, sodanige plaasvervangende werknemer teen die hoër skaal betaal moet word maar slegs vir die tyd wat hy werklik werksaam was in die hoër besoldigde werk. 'n Tydperk van altesaam minder as 'n halwe skof in 'n week waarin 'n werknemer as plaasvanger werk, tel nie vir besoldiging teen die hoër skaal nie.

(5) Behoudens klousules 2 tot en met 4, mag geen werkgever aan werknemers (uitgesonderd vakleerlinge in hul eerste, tweede, derde en vierde leerjare) in diens in enigeen van die klasse werk wat in die loontabelle in Seksie 3 gespesifiseer word, lone en/of verdienste betaal wat laer is as dié teenoor sodanige klasse genoem nie, en geen werknemer mag lone en/of verdienste aanneem wat laer is as dié teenoor sodanige klasse genoem nie.

(3) No employee shall be required as part of his contract of service to accept board or lodging or both from his employer, or to purchase any goods or hire any property from his employer: Provided that where an employee agrees to accept board or lodging or both from his employer the employer may deduct from such employee's wages or earnings such amount as agreed upon for the payment of board or lodging or both: Provided further that the Council is notified in writing prior to the said deductions being made and of the amount thereof.

(4) No employee shall be employed on more than one occupation scheduled in this Agreement at different rates of pay in any one week, including any overtime worked at a higher-paid occupation, unless payment is made as if such employee had been employed for the whole of that week on the highest-paid occupation: Provided that where a lower-paid employee is temporarily substituted for a higher-paid employee who is absent from his work and not employed elsewhere in the establishment, such substituted employee shall be paid at the higher rate only for the period he actually worked at the higher-paid occupation. Any period of substitution of less than a half shift in the aggregate in any one week shall not count for payment at the higher rate.

(5) Subject to the provisions of clauses 2 to 4, inclusive, no employer shall pay the employees (other than apprentices in their first, second, third and fourth years of apprenticeship) engaged on any of the classes of work specified in the Wage Schedules in Section 3 wages and/or earnings lower than those stated against such classes, and no employee shall accept wages and/or earnings lower than those stated against such classes.

SEKSIE 3

LOONTABELLE

BYLAE A

Herstelwerk aan en/of installering en/of versiening van radio-, verkoelings- en huishoudelike elektriese toestelle en uitrusting

Loon A

- | | |
|---|--|
| 1. Werk van 'n werktuigkundige vir huishoudelike toestelle..... | } Loon per uur vir werk ingedeel onder Loon A in Loontabel |
| 2. Werk van 'n elektrisiën..... | |
| 3. Werk van 'n radiokommunikasiediensman..... | |
| 4. Werk van 'n radiohersteller..... | |
| 5. Werk van 'n koelkaswerktuigkundige (Kommersieel en Industriëel)..... | |

Loon AA

- | | |
|---|---|
| 6. Werk van 'n werkwinkelassistent..... | } Loon per uur vir werk ingedeel onder Loon AA in Loontabel |
|---|---|

Loon D

- | | | |
|---|---------|--|
| 7. Installering van antennes op gebruiker se perseel..... | Loon D | } Loon per uur vir werk ingedeel onder Loon D in Loontabel |
| Eerste ses maande ondervinding..... | Loon DD | |

Loon DD

- | | |
|--|---|
| 8. Installering van tydelike openbare luidsprekerstelsels, met inbegrip van bedradingstelsels maar uitgesonderd finale toetsing, onder toesig van 'n Loon A-werknemer..... | } Loon per uur vir werk ingedeel onder Loon DD in Loontabel |
| 9. Werktuigkundige en elektrotegniese installering van radio's en soortgelyke uitrusting, uitgesonderd finale toetsing..... | |

Loon DDD

- | | |
|---|--|
| 10. Die volgende werksaamhede, wanneer hulle verrig word in die werkwinkels van 'n bedryfsinrigting in verband met die herstel van verwarmings- en/of droogtoestelle en/of toestelle vir persoonsversorging met 'n las van hoogstens drie ampère, behalwe in die geval van huishoudelike verwarmingstoestelle met 'n las van hoogstens 15 ampère: | } Loon per uur vir werk ingedeel onder Loon DDD in Loontabel |
| (a) Herstel en/of vervanging van verwarmingselemente aan toestelle..... | |
| (b) Herstel en/of vervanging van keramiek- of ander isoleerspasiërders en/of -vormers wat gebruik word vir verwarmingselemente, insluitende die vassit daarvan..... | |
| (c) Herstel en/of hermontering van verwarmingselementhouers..... | |
| (d) Verwydering en/of vervanging van motore van hoogstens 750 watt op las van 'n Loon A-werknemer, uitgesonderd die finale toetsing..... | |

Loon F

- | | |
|--|--|
| 11. Uitmekaarhaal en skoonmaak van toestelle onder toesig van 'n Loon A- of Loon AA-werknemer..... | } Loon per uur vir werk ingedeel onder Loon F in Loontabel |
| 12. Verwydering uit en/of aanbring in kabinette van gemonteerde gramradio en/of radiomonteerplaat..... | |

Loon G

- | | |
|--|--|
| 13. Voorbereiding van draadpunte onder toesig..... | } Loon per uur vir werk ingedeel onder Loon G in Loontabel |
| 14. Afskuur- en/of poleerwerk..... | |
| 15. Spuit van verf vir beskermingsdoeleindes..... | |
| 16. Hermontering van panele op kabinette en/of ander uiterlike omhulsels..... | |
| 17. Batterie insit in draagbare radio's, bandopnemers, gramfone en/of toestelle vir persoonsversorging, met inbegrip van die inprop van batteryverbinding..... | |

Loon I

18. Algemene arbeiderswerk, met inbegrip van die voorbereiding van oppervlakke vir verf- en/of soldeerwerk..... } Loon per uur vir werk ingedeel onder Loon I in Loontabel

Vir die toepassing van hierdie Bylae beteken—

“werk van werkwinkelassistent” roetinewerk in verband met die uitmekaarhaal van radio's en/of toestelle, vervanging van komponente wat uit voorraad geneem word en die aanbring van verstellings wat beperk is tot werk binne voorafbepaalde perke, met inbegrip van aanneemtoetsing, wat in die werkwinkel onderneem word.

Alle toetsuitrusting moet deur die werkgever verskaf word.

BYLAE B

Installering en/of herstel en/of versiening van dief- en ander soortgelyke alarmstelsels met 'n spanning van hoogstens 40 volt.

(A) ALGEMEEN

1. Finale toetsing..... }
 2. Installering en/of bedrading en/of herstel en/of versiening van hoofalarmeenheid, alarmseintoe- }
 stelle, kontroleuitrusting en enige ander gespesialiseerde uitrusting daarby betrokke (n.e.v.) (met } Loon per uur vir werk ingedeel onder Loon
 inbegrip van leidings van stopkontakte af met gewone netspanning) AA in Loontabel
 3. Aanduiding van die werklike bedradingsroetes van die alarmstelsel..... }
 4. Uitmerk van aansluitpunte vir alarmkomponente in gebiede wat beskerm moet word }
 5. Toesig hou oor die installering van alle elektriese bedrading met lae spanning

Leerlinglone ten opsigte van Loon AA-werk:

Eerste ses maande ondervinding 322c per uur.

Tweede ses maande ondervinding 338c per uur.

Derde ses maande ondervinding 349c per uur.

Vierde ses maande ondervinding 357c per uur.

Daarna, Loon AA 369c per uur.

Operateur Graad 1**Loon D**

6. Afstandverstelling van volumetriese detektors soos ultrasoniese en mikrogolfeenhede, onder }
 toesig van 'n Loon AA-werknemer..... }
 7. Instelling van infrarooi strale met gebruik van 'n toetsmeter of soortgelyke apparaat volgens }
 vooraf bepaalde perke, onder toesig van 'n Loon AA-werknemer } Loon per uur vir werk ingedeel onder Loon
 8. Regstelling van installasiefoute gediagnoseer deur en onder toesig van 'n Loon AA-werknemer, } D in Loontabel
 uitgesonderd reparasies aan elektroniese eenhede..... }
 9. Konnekteer van kables aan vooraf gemerkte en/of vooraf bepaalde posisies tussen elektroniese }
 detektors en kontrolepaneel..... }

Operateur Graad 2**Loon DDD**

10. Kables met elektromeganiese detektors verbind..... }
 11. Skokskakelaar-kontakte volgens voorafbepaalde perke verstel..... }
 12. Met die hand sagsoldeer..... } Loon per uur vir werk ingedeel onder Loon
 13. Alarm-foeliestrook aanbring..... } DDD in Loontabel

Operateur Graad 3 (onder die toesig van 'n Loon AA-werknemer)**Loon F**

14. Installering van katrolle, vensterskakelaars, deurkontakte en soortgelyke mindere komponente, }
 verstellings uitgesluit, met inbegrip van die lê en konnekteer van uitklinkbedrading }
 15. Lê van laagspanningsalarmdrade }
 16. Aanhegting van alle elektroniese of elektro-meganiese detektors op vooraf bepaalde posisies } Loon per uur vir werk ingedeel onder Loon
 17. Montering van kontrolepaneel } F in Loontabel
 18. Aanhegting van spanningskakelaars met inbegrip van die aanhegting van snellerdraad aan boge- }
 melde skakelaars }
 19. Gleuf- en/of prop- en/of boorwerk (n.e.v.) (uitgesonderd presisieboorwerk) volgens merke en/of }
 ponsmerke en/of boormerke..... }

Operateurs Grade 1, 2 en 3

Geen persoon moet toegelaat word om werk te verrig in 'n hoër operateurgraad as die graad waarin hy dan werksaam is nie, tensy hy minstens drie maande gedien het in 'n graad regstreeks onder die graad waarin die hoër take gespesifiseer word, of tensy hy 'n ekwivalente periode by 'n ander werkgever in die Nywerheid gedien het: Met dien verstande dat geen werknemer as gevolg van hierdie vereiste, teen 'n laer skaal vergoed mag word as die skaal waarteen hy dan vergoed word nie.

Loon I

20. Algemene arbeid..... } Loon per uur vir werk ingedeel onder Loon I
 in Loontabel

(B) GEREEDHEIDSDIENS VIR WERKNEMERS WAT LOON AA-WERK VERRIG

(werksaamhede 1, 2, 3, 4 of 5)

(1) 'n Werkgever kan van 'n Loon AA-werknemer vereis om gereedheidsdiens te verrig vir een week op 'n keer: Met dien verstande dat indien van sodanige werknemer vereis word om gereedheidsdiens te verrig, sy vergoeding nie minder mag wees as die bedrag wat gespesifiseer word vir 'n Loon AA-werknemer met 24 maande ondervinding nie: Voorts met dien verstande dat 'n werknemer minstens een week kennis met die strekking gegee moet word. Minstens een volle week moet verloop voordat 'n werknemer aangesê mag word om weer gereedheidsdiens te verrig.

(2) Wanneer van 'n werknemer vereis word om gereedheidsdiens te verrig ingevolge subklousule (1) hierbo, moet hy 'n gereedheidsdienstoelae ontvang vir ses ure teen die hoogste loonskaal wat vir Loon AA gespesifiseer word.

(3) Indien 'n werknemer vir diens uitgeroep word wanneer hy op gereedheidsdiens is, moet hy 'n minimum besoldiging van R4 per oproep ontvang, behalwe wanneer die oproep op 'n Sondag of 'n statutêre vakansiedag is, wanneer hy R6 per oproep betaal moet word bo en behalwe die toelae in subklousule (2) vermeld.

(4) Indien 'n werknemer van sy eie vervoer gebruik maak, moet hy 'n toelae betaal word waarvoor daar onderling ooreengekom moet word.

BYLAE C

Loonskale van toepassing op sekere klasse werk en/of werksaamhede wat nie elders in hierdie Deel vermeld word nie.

Loon A

1. Vakmanswerk
2. Elektriesienswerk
3. Ankerwikkeling (n.e.v.), met inbegrip van die wikkeling van alle G.S.-motore
4. Kabellaskwerk
5. Elektrotegniese installeerwerk
6. Die aanleg van bgrondse elektriese lyne
7. Werk van 'n tegnikus in elektrotegniese kommunikasie
8. Werk van 'n telefoonlektrisiën, met inbegrip van die installering van telefooninterkommunikasiesistels
9. Werk van 'n X-straal- en elektro-mediese werktuigkundige
10. Elektromonteerwerk
11. Elektrotegniese onderhouds- en/of installeer- en/of herstelwerk
12. Rotor- en/of ankerbalanseerwerk waar die massa van die artikel wat gebalanseer word meer as 250 kg is

Loon per uur vir werk ingedeel onder
Loon A in Loontabel

Loon AA

13. Alle werksaamhede (n.e.v.) in die montering van transformators, uitgesonderd 'n juk, hoër as 1 000 kVA, met inbegrip van bedrading aan vooraf vasgestelde punte op of aan die transformators (uitgesonderd pasregstellings)
14. Hoëpotensiaaltoetsing wanneer dit gedoen word deur persone wat gewoonlik bedryfs-werksaamhede verrig
15. Skyf- en/of spiraal- en/of heliese wikkels wikkels met twee of meer geleiers in parallel-skakeling, met inbegrip van die laai en ontlai van selfstandvormspille en/of -vormers deur dieselfde werknemer
16. Alle wikkelsaamhede in herstelwerk, met gebruikmaking van vooraf gevormde spoel (uitgesonderd aansluiting op lyn en/of toetsing), by die herwikkeling van stators en of rotors van W.S. masjiene aangeslaan teen tot en met 600 volt soos hieronder geskeduleer:

2 pool	100 kW
4 pool	75 kW
6 pool	50 kW
8 pool	30 kW

Loon per uur vir werk ingedeel onder
Loon AA in Loontabel

Getelsverhouding.—Werknemers mag op hierdie werksaamheid in diens geneem word slegs waar die getelsverhouding een Loon A-ankerwikkelaar tot een Loon AA-werknemer is.

Loon B

17. Koudsaag waar die saer regstreeks van saaglys afmerk
18. Insnyding van kommutators (n.e.v.)
19. Draad trek, met inbegrip van toetsing en draadtrekmasjiene opstel
20. Rotor- en/of ankerbalanseerwerk waar die massa van die artikel wat gebalanseer word, hoogstens 250 kg is

Loon per uur vir werk ingedeel onder
Loon B in Loontabel

Loon C

21. Alle werksaamhede (n.e.v.) by die montering van transformators, uitgesonderd 'n juk, van tot 1 000 kVA, met inbegrip van bedrading aan vooraf vasgestelde punte op of aan die transformator (uitgesonderd pasregstellings)
22. Leidings en/of entverbinding van transformators van meer as 500 kVA verbind en/of aansweet (n.e.v.)
23. Finale masjinerie van sleepinge aan voltooid rotors (deur middel van eendoelmasjiën)
24. Stel van meganismes en/of stuiters aan spoelvormmasjiene
25. Skyf- en/of spiraalwikkels wikkels met enkelgeleier, met inbegrip van die laai en ontlai van selfstandvormspille en/of -vormers deur dieselfde werknemer

Loon per uur vir werk ingedeel onder
Loon C in Loontabel

Loon D

26. Alle werksaamhede by die montering (uitgesonderd submontering-, veld- en paswerk aan motore) van motore en generators met 'n draaierndiameter van meer as 500 mm
- *27. Alle wikkelsaamhede in herstelwerk, met gebruikmaking van vooraf gevormde spoel (uitgesonderd aansluiting op lyn en/of toetsing) by die herwikkeling van stators en rotors van N.S.-masjiene aangeslaan teen tot en met 600 volt soos hieronder geskeduleer:

2 pool	30 kW
4 pool	22 kW
6 pool	15 kW
8 pool	11 kW

**Getelsverhouding.*—Werknemers mag op werksaamhede 27 en 35 in diens geneem word slegs waar die getelsverhouding van Loon A-ankerwikkelaars en AA-werknemers en alle vakleerlinge tesame minstens vier sodanige werknemers is vir elke Loon D- en/of DD-werknemer, en waar minstens een Loon A-ankerwikkelaar in diens is op ankerwikkeling. Met dien verstande dat waar werknemers in diens is op ankerwikkeling slegs ten opsigte van masjiene aangeslaan teen hoogstens 2 kW en dat dit in 'n duidelik afgebakende gebied is en daar oor hulle toesig gehou word deur minstens een Loon A-ankerwikkelaar vir elke vyf Loon DD-werknemers wat sodanig in diens is, daar nie by die getelsverhouding gehou hoef te word nie.

Loon per uur vir werk ingedeel onder Loon
D in Loontabel

28. (a) Sweissoldeer van leidings en/of onderdele op hulle plekke
- (b) *Materiaal afmerk (n.e.v.)
- *"Afmerk" beteken materiaal afmerk volgens bepaalde lengtes slegs vir doeleindes van afsny, met gebruikmaking van slegs lengtemeters en/of liniaal en/of meetband en afmerk materiaal
29. Afmerk van isoleermateriaal vir transformators vanaf tekening en/of state onder aanwysing van 'n Loon A- tot D-werknemer
30. Stuiters aan guillotine stel slegs om isoleermiddels te sny
31. Stuiters aan handguillotine stel
32. Toedraai van hoogspanningspapierbusse (sintetiese met dunplaat saamgebind) met 'n masjiën

Loon DD

33. Skoonmaak van kommutatorgleuwe voor toetsing
34. Kommutatorinsnyding waar die anker in 'n setmaat is en die snywerktuig vooraf volgens stuiters gestel is en met die hand beweeg word
- *35. Wikkeling en/of aansluiting van stators en/of ankers vir N.S.-masjiene met 'n aanslag van hoogstens 2 kW

Loon per uur vir werk ingedeel onder Loon
DD in Loontabel

**Nota.*—Getelsverhouding by hierdie werksaamheid is dieselfde as dié van toepassing by werksaamheid 27.

Loon DDD

36. Veldspoolwikkeling met gebruikmaking van geïsoleerde stroke
 37. Stator- en/of rotor- en/of ankerspoele en/of veldspoele en/of transformatorleidings en/of spoele en/of geleiers en/of buise met die hand omwikkel en/of toedraai.....

Loon per uur vir werk ingedeel onder Loon DDD in Loontabel

Loon F

38. Alle werksaamhede (uitgesonderd pasregstellings) by die montering van W.S.-induksiemotore met 'n draaikerndiameter van hoogstens 500 mm
 39. Spoelstawe vir rotors volgens kan- en kanniemate met die hand vyl.....
 40. Stawe in kourotors insit
 41. Dekslas en/of toebehore en/of aansluiters en/of pypwerk monteër, met inbegrip van kontakknoppe reguit maak, waar nodig, en die gebruik van voegmateriaal.....
 42. Verwydering van boonste juk voor montering van spoele onder aanwysing van 'n Loon A- tot D-werknemer
 43. Stapeling en/of ombanding en/of bevestiging van lamellerings en die plasing van klampe, met inbegrip van die gebruik van vaste meters
 44. (a) Stator- en/of rotor- en/of ankerspoele met die hand vorm, met gebruikmaking van vormers, of met kragmasjien (uitgesonderd die stel van meganismes).....
 (b) Jukke monteër.....

Loon per uur vir werk ingedeel onder Loon F in Loontabel

Loon G

45. Skoonmaak- en/of ontvetting- en/of suur- en/of afspoel- en/of smeltbaddens en/of uitdroog- en/of olievlinstallasie versorg.....
 46. Nagaan van kernstapels, met gebruikmaking van vooraf gestelde meters.....
 47. Nie-metaalpakstukke met die hand uitsny
 48. Isoleermateriaal met 'n guillotine opsnij volgens stuiters en/of patroonplate
 49. Spoelgleuwe in rotors en/of stators en/of ankers volgens kan- en kanniemate met die hand vyl
 50. Isolering met masjien vorm.....
 51. Mika-isoleerplate en/of mikablaaie vorm.....
 52. Verbindingsknip met die hand in setmate maak
 53. Verbindingsstroke saamstel.....
 54. Geleiers met die hand reguit maak.....
 55. Draadbedekkingsmasjien bedien.....
 56. Pak en/of aanstryk van isoleermateriaal aan die anker om 'n bedding vir die ankerspoele te vorm
 57. Wikkelingsisoleermateriaal in vorms druk, met inbegrip van voorbereidende toedraai
 58. Wikkelings afstroop vir herstelwerk aan motore en generators
 59. Stator- en/of rotorlusse met die hand en/of kragmasjiene wikkel en/of trek (uitgesonderd die opstel daarvan)
 60. Spoele vir motore met 'n masjien wikkel, met gebruikmaking van draad op vormers en/of spoele, met inbegrip van die wisseling van selfstandvormspille en/of -vormers.....

Loon per uur vir werk ingedeel onder Loon G in Loontabel

Loon H

61. Geleiers skoonmaak en/of vertin.....
 62. Mengselvulling.....
 63. Demontering vir herstelwerk van motore en generators met 'n aanslag van hoogstens 2 kW
 64. Oonde laai en/of ontlai en/of stook en/of versorg
 65. Draadtrekmasjien oppas.....
 66. Herstelde artikels vir versending en/of verkoop in voorbereide kratte verpak
 67. Metaaletiketie en/of -naamplate stempel en/of vassit
 68. Vernismasjienversorger.....
 69. Spoele bewas ten einde plasing in gleuwe te vergemaklik.....

Loon per uur vir werk ingedeel onder Loon H in Loontabel

Loon I

70. Algemene arbeid, met inbegrip van hulp aan Loon A- tot D-werknemers

Loon per uur vir werk ingedeel onder Loon I in Loontabel

VOERTUIG DRYF

71. Binnevervoer (d.w.s. wat nie op openbare paaie gedryf word nie)

	Loon per uur (sent)
(a) Voertuig wat, indien hulle op openbare paaie gedryf word, 'n rybewys vir 'n ligte motorvoertuig sal vereis: Bruto massa van voertuig tot en met 3 493 kg	170
(b) Voertuig wat, indien hulle op openbare paaie gedryf word, 'n rybewys vir 'n swaar motorvoertuig sal vereis: Bruto massa van voertuig oor 3 493 kg en tot en met 13 608 kg	182
(c) Voertuig wat, indien hulle op openbare paaie gedryf word, 'n rybewys vir 'n ekstra swaar motorvoertuig sal vereis: Bruto massa van voertuig oor 13 608 kg	211

72. Buitevervoer

'n Ander voertuig dryf wat gelisensieer is om 'n loonvrag te vervoer van—

tot en met 907 kg	175
meer as 907 kg en tot en met 2 722 kg	182
meer as 2 722 kg en tot en met 4 536 kg	225
meer as 4 536 kg en tot en met 6 350 kg	246
meer as 6 350 kg	250

Vir die toepassing van hierdie paragraaf, beteken—

- (a) "loonvrag" die netto dravermoë of die netto vrag wat 'n voertuig mag dra of trek ooreenkomstig 'n motortransportsertifikaat of vrystellingsertifikaat uitgereik ten opsigte van so 'n voertuig deur 'n plaaslike padvervoerraad ingevolge die Motortransportwet, 1930, met inbegrip van 'n sleepwa wat daaraan vas is, of by gebrek aan so 'n bepaling in sodanige sertifikaat, die vrag gespesifiseer in 'n sertifikaat wat deur die Raad uitgereik is;
 (b) "voertuig" 'n vervoermiddel wat deur ander krag as menslike of dierlike krag voortbeweeg word, met inbegrip van 'n trekker, wanneer dit op 'n ander plek, uitgesonderd binne die grense van die bedryfsinrigting, gedryf word, maar omvat dit nie interne gemeganiseerde vervoerders en/of opstapelaars en/of hanteeruit-rusting afgesien daarvan of 'n lisensie daarvoor nodig is of nie, en/of motorkarre nie.

73. Leerlingingenieurs en/of goedgekeurde studente:

(a) Eerste jaar leerlingenskap.....	Loon DD
(b) Tweede jaar leerlingenskap.....	Loon D
(c) Daarna.....	Loon C

74. Werk van 'n wag } Loon per uur vir werk ingedeel onder
Loon I in Loontabel

SEKSIE 4 LOONTABEL

Loonindeling	Loon per uur R
Loon A	4,41
Loon AA (Begin)	3,47
Na ses maande ononderbroke diens by dieselfde werkgever, met inbegrip van ononderbroke diens op die datum van inwerkingtreding van hierdie Ooreenkoms	3,57
Na 12 maande ononderbroke diens by dieselfde werkgever, met inbegrip van ononderbroke diens op die datum van inwerkingtreding van hierdie Ooreenkoms	3,69
Loon B	3,20
Loon C	3,11
Loon D	3,04
Loon DD	2,41
Loon DDD	2,04
Loon E	1,90
Loon F	1,70
Loon G	1,58
Loon H	1,53
Loon I	1,53

BYLAE D

AFDELING ELEKTRONIKA EN/OF TELEKOMMUNIKASIE OPRICHTING, INSTALLERING, ONDERHOUD EN HERSTEL

Alle werksaamhede by die oprigting en/of installering en/of onderhoud en/of herstel van telekommunikasie-uitrusting en/of 'n ander uitrusting wat gebruik maak van die beginsels van elektronika en/of radio, soos—

telefoon-, telegraaf- en data-oorsendingsuitrusting;
UHF- en BHF-radioskakels;
outomatiese en hand-telefoonskakelstelsels;
toesighoudende en kontrolestelsels;
seinstelsels;
foutopsporing- en alarmuitrusting;
openbare luidsprekerstelsel en oproepstelsel;
wetenskaplike, ultrasoniese meet- en elektro-mediese uitrusting;
navigasiehulpmiddels;
mobiele, marine-, lugvaart- en uitsaairadio-uitrusting;
toekringtelevisie-uitrusting;
steuringsonderdrukkers;
elektriese en/of elektroniese toetsapparaat;
nywerheidselektroniese uitrusting;
radar en verwante uitrusting;
elektroniese afstandsmetuitrusting.

Hierdie Afdeling sluit nie in die installering, onderhoud of herstel van artikels wat vir huishoudlike gebruik bedoel is nie, d.w.s. motor-, huis- en draagbare radio's, televisiestelle, bandopnemers, grammofoonuitrusting en luidsprekers.

Vir die toepassing van hierdie Afdeling beteken—

“elektronika” uitrusting waar die primêre kringe gebaseer is op die konduktansie van elektrisiteit deur 'n vakuum-, gas- of halfgeleier;
“radio” uitrusting waar die primêre funksie is om inligting oor te send en/of te ontvang sonder die hulp van 'n fisiese geleier.

Loon A

1. Werk van 'n elektronikameganikus (n.e.v.)
2. Werk van 'n telekommunikasie-elektrisiën (n.e.v.)

} Loon per uur vir werk ingedeel onder Loon
A in Loontabel

Loon AA

3. Seksionele toesig oor laer besoldigde werksmanne, met inbegrip van die bereiding van harnasbordbedrading

} Loon per uur vir werk ingedeel onder Loon
AA in Loontabel

Werkman graad 1

4. Regstellings volgens vooraf bepaalde grense van elektriese en/of meganiese samestelle
5. Volledige opeenvolgende regstelling van hef-draaikiesers en/of draaikiesers volgens vooraf bepaalde grense (n.e.v.)
6. Kabelente vorm volgens kleurkode en/of prentsketse en/of in setklemme sonder verwysing na skematiese tekeninge, en die afhegting van kables en/of drade en/of geleiers volgens opdragte en/of monsters aan hoofuitrusting en/of aansluitkaste en/of verbindingblokke en/of aansluiters, met inbegrip van die soldeer en/of toedraai van drade, onder toesig van 'n Loon A-werknemer (n.e.v.)

} Loon per uur vir werk ingedeel onder Loon
B in Loontabel

Werkman graad 2

7. Linte van bandopnemers skoonmaak en/of smeer en/of omruil
8. Sekondêre selle skoonmaak en/of byvul en/of primêre en/of sekondêre selle vervang vir tydregistreer- en soortgelyke uitrusting, onder toesig van 'n Loon A-werknemer
9. Motordraaikiesers olie en smeer volgens mondelinge opdrag van 'n Loon A- of Loon AA-werknemer
10. Kables tussen pale en/of mure hang en die oppervlakmontering van hulpuitrusting, naamlik telefoonskakelborde en/of telefone en/of hoof- en/of slaafklokke en/of tydregistreerders en/of versterkers en/of luidsprekers en/of klankseine en/of brandalarmbreekpunte en/of brandverkliekers en/of produksieregistreerskakelskywe en/of kontrole-eenhede en/of wagskulpunte en/of seinuitrusting en/of aansluitkaste en/of verbingsrame en/of verbingsblokke, met inbegrip van die vassit van kontrolepaneel en/of rakke aan mure, vloere en plafonne deur middel van boute en/of skroewe, onder toesig van 'n Loon A-werknemer

} Loon per uur vir werk ingedeel onder Loon
C in Loontabel

Werkman graad 3

- | | |
|---|---|
| 11. Draadharnasse op vooraf bereide spykerborde maak volgens uitloopyste, met gebruikmaking van kleurkode en/of prentsketse | } Loon per uur vir werk ingedeel onder Loon DDD in Loontabel, vir die eerste 12 maande ondervinding daarna, Loon DD |
| 12. Buitekabelomhulsel verwyder en afsonderlike geleiers stroop, ter voorbereiding van afsluiting | |
| 13. Herhalingsagsoordeel van stiffies wat reeds bedraad is en/of herhalingstoedraai met draad | |
| 14. Herhalingstoetsing met aanneem-/verwerp-toetsuitrusting | |

Werkman graad 3a

- | | |
|--|--|
| 15. Montering op terrein van vooraf bereide apparaatrasse waar geen regstelling van toebehore vereis word nie, met gebruikmaking van handgereedskap onder toesig van 'n Loon A-werknemer | } Loon per uur vir werk ingedeel onder Loon DDD in Loontabel |
|--|--|

Werkman graad 4

- | | |
|---|--|
| 16. Aanwending van roeswerende en/of beskermende lae met 'n kwas | } Loon per uur vir werk ingedeel onder Loon F in Loontabel |
| 17. Vooraf bereide staalwerk vasbout | |
| 18. Metaalstrookmateriaal wat reeds afgemerk is, sny en/of skuur | |
| 19. Vooraf gemerkte gate met verplaasbare boormasjiene boor (diameters van gate moet hoogstens 30 mm wees) | |
| 20. Kabels in vooraf bereide roetes lê, met inbegrip van vasbind en/of vasmaak, maar nie met 'n draad vasdraai nie (n.e.v.) | |

Werkman graad 5

- | | |
|---|--|
| 21. Met mengsel vul onder toesig van 'n Loon A-werknemer | } Loon per uur vir werk ingedeel onder Loon G in Loontabel |
| 22. Kabels in vooraf bereide vore lê | |
| 23. Bespuitings van verf- en/of isoleermiddel- en/of roeswerende lae, onder toesig, uitgesonderd vermenging | |

Vir en namens die partye op hede die 7de dag van Desember 1982 te DURBAN onderteken.

B. NICHOLSON, Voorsitter van die Raad.

M. GEORGE, Ondervoorsitter van die Raad.

D. F. ANTHONY, Sekretaris van die Raad.

SECTION 3**WAGE SCHEDULES****SCHEDULE A****Repair and/or installation and/or servicing of radio, refrigeration and domestic electrical appliances and equipment****Rate A**

- | | |
|--|--|
| 1. Domestic appliance mechanic's work | } Rate per hour for work classified at Rate A in Table of Wage Rates |
| 2. Electrician's work | |
| 3. Radio communications serviceman's work | |
| 4. Radio repairer's work | |
| 5. Refrigeration mechanic's work (Commercial and Industrial) | |

Rate AA

- | | |
|------------------------------------|---|
| 6. Workshop assistant's work | } Rate per hour for work classified at Rate AA in Table of Wage Rates |
|------------------------------------|---|

Rate D

- | | | |
|---|---------|--|
| 7. Installation of aerials on consumer's premises | Rate D | } Rate per hour for work classified at Rate D in Table of Wage Rates |
| First six months of experience | Rate DD | |

Rate DD

- | | |
|--|---|
| 8. Installation of temporary public address systems, including wiring systems, but excluding final testing, under supervision of a Rate A employee | } Rate per hour for work classified at Rate DD in Table of Wage Rates |
| 9. Mechanical and electrical installation of radios and similar equipment, excluding final testing | |

Rate DDD

- | | |
|---|--|
| 10. The following operations when performed in the workshops of an establishment in connection with the repair of heating and/or drying and/or personal care appliances of a load not exceeding five amperes except in the case of domestic heating appliances where the load does not exceed 15 amperes: | } Rate per hour for work classified at Rate DDD in Table of Wage Rates |
| (a) Repair and/or replacement of heating elements on appliances | |
| (b) Repair and/or replacement of ceramic or other insulating spacers and/or formers used for heating elements, including fixing | |
| (c) Repair and/or re-assembly of heating element containers | |
| (d) Removing and/or replacing of motors not exceeding 750 watts at the direction of a Rate A employee, excluding final testing | |

Rate F

- | | |
|---|--|
| 11. Stripping and cleaning appliances under supervision of a Rate A or AA employee | } Rate per hour for work classified at Rate F in Table of Wage Rates |
| 12. Removal from and/or fitting into cabinets of assembled radiogram and/or radio chassis | |

Rate G

- | | |
|--|--|
| 13. Preparation of wire ends under supervision | } Rate per hour for work classified at Rate G in Table of Wage Rates |
| 14. Buffing and/or polishing | |
| 15. Spraying of paint for protective purposes | |
| 16. Re-assembly of panels onto cabinets and/or other outer casings | |
| 17. Inserting batteries in portable radios, tape recorders, gramophones and/or personal care appliances, including plugging in the battery connections | |

Rate I

18. General labouring, including preparing surfaces for painting and/or soldering } Rate per hour for work classified at Rate I in Table of Wage Rates

For the purposes of this Schedule—

“workshop assistant’s work” shall mean routine stripping of radios and/or appliances, replacement of components taken from stock and fitting adjustments confined to working within predetermined limits, including testing undertaken in the workshop.

All testing equipment shall be provided by the employer.

SCHEDULE B

Installation and/or repair and/or servicing of burglar and other similar alarm systems operating at a voltage not exceeding 40 volts.

(A) GENERAL

1. Final testing.....
 2. Installation and/or wiring and/or repairing and/or servicing of main alarm unit, alarm signalling devices, control equipment and any other specialised equipment involved (n.e.s.) (including leads from a plug point at normal main voltage).....
 3. Indicating the actual wiring routes of the alarm system.....
 4. Marking out all attached points for alarms components on areas to be protected.....
 5. Supervising installation of all low-voltage electrical wiring.....
- } Rate per hour for work classified in Rate AA in Table of Wage Rates

Learnership Rates in respect of Rate AA work:

First six months of experience 322c per hour.

Second six months of experience 338c per hour.

Third six months of experience 349c per hour.

Fourth six months of experience 357c per hour.

Thereafter, Rate AA 369c per hour.

*Operative Grade 1**Rate D*

6. Range adjustment of volumetric detectors such as ultrasonic and microwave units under supervision of a Rate AA employee.....
 7. Setting up infra-red barriers by means of a test meter or the like to predetermined levels under supervision of a Rate AA employee.....
 8. Rectification of installation faults diagnosed by and under the supervision of a Rate AA employee, excluding repairs to electronic units.....
 9. Connecting of cables to pre-marked and/or pre-determined positions between electronic detection devices and control panels.....
- } Rate per hour for work classified at Rate D in Table of Wage Rates

*Operative Grade 2**Rate DDD*

10. Connecting cables to electromechanical devices.....
 11. Adjustment of vibration contacts to pre-set limits.....
 12. Soft soldering by hand.....
 13. Foiling of windows.....
- } Rate per hour for work classified at Rate DDD in Table of Wage Rates

*Operative Grade 3 (under supervision of a Rate AA employee)**Rate F*

14. Affixing of pulleys, window switches, door contacts and similar minor components, excluding adjustments, including the running out and connecting up of trip wiring.....
 15. Running low-voltage alarm leads.....
 16. Affixing of all electronic or electromechanical detection devices to predetermined positions.....
 17. Mounting of control panels.....
 18. Affixing of tension switches and the affixing of tension wire to such switches.....
 19. Chasing and/or plugging and/or drilling (n.e.s.) (not precision drilling) to marks and/or pops and/or dimples.....
- } Rate per hour for work classified at Rate F in Table of Wage Rates

Operatives Grades 1, 2 and 3

No person shall be permitted to perform operations in a higher operative grade than that at which he is rated unless he has served at least three months in the grade immediately below that in which the higher operations are specified or unless he has served an equivalent period with any employer in this Industry: Provided that no employee shall be remunerated at a lower rate of pay than he is currently receiving as a result of this requirement.

Rate I

20. General labouring..... } Rate per hour for work classified at Rate I in Table of Wage Rates.

(B) STAND-BY DUTY FOR EMPLOYEES ENGAGED ON RATE AA WORK (OPERATIONS 1, 2, 3, 4 OR 5)

(1) An employer may require a Rate AA employee to do stand-by duty for one week at a time: Provided that should such employee be required to do stand-by duty he must be in receipt of not less than the amount of money specified for Rate AA after 24 months' experience. Provided further that the employee shall be given not less than one week's notice to that effect. At least one full week must elapse before an employee may be called upon to do stand-by duty again.

(2) When an employee is required to do stand-by duty in terms of subsection (1) above, he shall be paid a stand-by allowance for six hours at the highest Rate AA rate of pay specified.

(3) Where an employee is called out on a service when on stand-by duty he shall receive a minimum payment of R4 per call except when the call is on a Sunday or a statutory holiday, when he shall be paid R6 per call, in addition to the allowance stated in subsection (2) above.

(4) Where an employee uses his own transport he shall be paid on allowance to be mutually agreed upon.

SCHEDULE C

Wage rates applicable to certain classes of work and/or operations not elsewhere specified in this Part

Rate A

1. Journeyman's work.....
2. Electrician's work.....
3. Armature winding (n.e.s.), including the winding of all D.C. motors.....
4. Cable jointing.....
5. Electrical installation.....
6. Electrical overhead line construction.....
7. Electrical communications technician's work.....
8. Telephone electrician's work, including telephone intercommunication systems installing.....
9. X-ray and electro-medical mechanic's work.....
10. Electrical fitting.....
11. Electrical maintenance work and/or installation and/or repair work.....
12. Rotor and/or armature balancing work where the mass of the article being balanced exceeds 250 kg.....

Rate per hour for work classified at Rate A in Table of Wage Rates

Rate AA

13. All operations (n.e.s.) in the assembling of transformers, other than a yoke, above 1 000 kVA, including wiring to predetermined points on or attached to the transformer (excluding fitting adjustments).....
14. High potential testing when performed by persons normally engaged in operative processes.....
15. Winding disc and/or spiral and/or helical windings with two or more conductors in parallel, including loading and unloading by the same employee of self-locating mandrels and/or formers.....
16. All winding operations in repair work using preformed coils (excluding connecting up on line and/or testing) in the re-winding of stators and/or rotors of A.C. machines rated at up to and including 600 volts as scheduled below:

2 pole.....	100 kW
4 pole.....	75 kW
6 pole.....	50 kW
8 pole.....	30 kW

Rate per hour for work classified at Rate AA in Table of Wage Rates

Ratio.—Employees may only be employed on this operation where the ratio is one Rate A armature winder to one Rate AA employee.

Rate B

17. Cold sawing where the sawer marks direct from cutting list.....
18. Commutator undercutting (n.e.s.).....
19. Wire drawing, including supervisory work and setting up on wire drawing machines.....
20. Rotor and/or armature balancing work where the mass of the article being balanced does not exceed 250 kg.....

Rate per hour for work classified at Rate B in Table of Wage Rates

Rate C

21. All operations (n.e.s.) in the assembling of transformers, other than yoke, up to 1 000 kVA, including wiring to predetermined points on or attached to the transformer (excluding fitting adjustments).....
22. Connecting and/or sweating of leads and/or ends of transformers above 500 kVA (n.e.s.).....
23. Final machining of slip rings on completed rotors (by means of special-purpose machine).....
24. Setting of trips and/or steps on coil-forming machines.....
25. Winding disc and/or spiral windings with single conductor, including loading and unloading by the same employee of self-locating mandrels and/or formers.....

Rate per hour for work classified at Rate C in Table of Wage Rates

Rate D

26. All operations in the assembling (excluding sub-assembly, motor fielding and fitting) of motors and generators having a rotating core diameter exceeding 500 mm.....
- *27. All winding operations in repair work, using preformed coils (excluding connecting up on line and/or testing) in the re-winding of stators and rotors of A.C. machines rated at up to and including 600 volts as scheduled below:

Two-pole.....	30 kW
Four-pole.....	22 kW
Six-pole.....	15 kW
Eight-pole.....	11 kW

**Ratio.*—Employees may be employed on operations 27 and 35 only where the ratio of Rate A armature winders and AA employees and all apprentices taken together is not less than four such employees for each Rate D and/or DD employee, and where at least one Rate A armature winder is engaged on armature winding: Provided that where employees are engaged on armature winding solely in respect of machines rated at not more than 2 kW and that this is in a clearly demarcated area and they are supervised by at least one Rate A armature winder to every five Rate DD employees so engaged, the ratio need not be observed

Rate per hour for work classified at Rate D in Table of Wage Rates

28. (a) Brazing of leads and/or located parts.....
- (b)*Marking off material (n.e.s.).....
- *"Marking off" means marking off material to given lengths for cutting-off purposes only, using only length gauges and/or rule and/or tape measure and marking material
29. Marking out insulation material for transformers from drawings and/or schedules under instruction of a Rate A to D employee.....
30. Setting of stops on guillotine for cutting insulation only.....
31. Setting of stops on manually operated guillotine.....
32. Wrapping of high voltage paper bushings (foiled synthetic bonded) by machine.....

Rate DD

33. Cleaning of commutator slots prior to testing.....
34. Commutator undercutting where the armature is located in a jig and the cutting tool is pre-set to stops and is moved by hand.....
- *35. Winding and/or connecting of stators and/or armatures for A.C. machines with a rating not exceeding 2 kW.....

Rate per hour for work classified at Rate DD in Table of Wage Rates

**Note.*—Ratio to this operation is the same as that applicable to operation 27.....

Rate DDD

36. Field coil winding, using insulate strip.....
37. Taping and/or wrapping of stator and/or rotor and/or armature coils and/or field coils and/or transformer leads and/or coils and/or conductors and/or tubes by hand.....

Rate per hour for work classified at Rate DDD in Table of Wage Rates

Rate F

38. All operations in the assembling of A.C. induction motors (excluding fitting adjustments) having a rotating core diameter not exceeding 500 mm
39. Filing by hand of coil bars for rotors to go and no-go gauges
40. Inserting bars in squirrel-cage rotors
41. Mounting of covers and/or fittings and/or terminals and/or pipe work, including straightening of studs where necessary and the use of jointing material
42. Removing top yoke prior to assembling of coils under instruction of a Rate A to D employee
43. Stacking and/or banding and/or securing of laminations and the positioning of clamps, including the use of fixed gauges
44. (a) Stator and/or rotor and/or armature coil forming by hand, using formers, or by power-driven machine (excluding setting of trips)
- (b) Yoke assembly

Rate per hour for work classified at Rate
F in Table of Wage Rates

Rate G

45. Attending cleaning and/or degreasing and/or acid and/or rinsing and/or fluxing baths and/or drying-out and/or oil-filling plant
46. Checking core stacks, using pre-set gauges
47. Cutting of non-metallic gaskets by hand
48. Cutting up insulating material to stops and/or templates by guillotine
49. Filing by hand of coil slots in rotors and/or stators and/or armatures to go and no-go gauges
50. Forming insulations by machine
51. Forming of mica insulation plates and/or mica sheets
52. Making connector clips by hand in jigs
53. Making up of connection strips
54. Manual straightening of conductors
55. Operating wire-covering machine
56. Packing and/or ironing of insulating material on to the armature to form a seat for the armature coils
57. Pressing winding insulation into moulds, including preparatory wrapping
58. Stripping of windings for repair of motors and generators
59. Winding and/or pulling of stator and/or rotor loops by hand and/or by power-driven machines (excluding setting up)
60. Winding coils for motors by machine, using wire on formers and/or spools, including changing of self-locating mandrels and/or formers

Rate per hour for work classified at Rate
G in Table of Wage Rates

Rate H

61. Cleaning and/or tinning conductors
62. Compound filling
63. Dismantling for repair of motors and generators of a rating not exceeding 2 kW
64. Furnace loading and/or unloading and/or stoking and/or attending
65. Minding wire-drawing machine
66. Packing in prepared crates of repaired articles for despatch and/or sale
67. Stamping and/or affixing metal labels and/or nameplates
68. Varnishing machine attendant
69. Waxing coils to ease insertion into slots

Rate per hour for work classified at Rate
H in Table of Wage Rates

Rate I

70. General labouring, including assisting Rate A to D employees

Rate per hour for work classified at Rate
I in Table of Wage Rates

VEHICLE DRIVING**71. Internal transport (i.e. not driven on public roads)**

	Rate per hour (cents)
(a) Vehicles which would, if driven on public roads, require a light motor vehicle driving licence: Gross mass of vehicle up to 3493 kg	170
(b) Vehicles which would, if driven on public roads, require a heavy motor vehicle driving licence: Gross mass of vehicle over 3 493 kg and up to 13 608 kg	182
(c) Vehicles which would, if driven on public roads, require an extra heavy motor vehicle driving licence: Gross mass of vehicle over 13 608 kg	211

72. External transport

Driving of any other vehicle authorised to carry a pay-load of—

up to and including 907 kg	175
over 907 kg and up to 2 722 kg	182
over 2 722 kg and up to 4 536 kg	225
over 4 536 kg and up to 6 350 kg	246
over 6 350 kg	250

For purposes of this paragraph—

- (a) "pay-load" means the net carrying or net load which a vehicle may carry or haul in terms of any motor carrier's certificate or certificate of exemption issued in respect of such vehicle by a local road transportation board in terms of the Motor Carrier Transportation Act, 1930, including any trailer while attached thereto, or in the absence of such stipulation in any such certificate, the load specified in a certificate issued by the Council;
- (b) "vehicle" means a conveyance propelled by other than human or animal power and includes a tractor, when driven elsewhere than in the precincts of the establishment, but does not include mechanised internal transporters and/or stackers and/or handling equipment, whether or not requiring a licence, and/or motor-cars.

73. Pupil Engineers and/or approved students:

- (a) First year of pupilage
- (b) Second year of pupilage
- (c) Thereafter

Rate DD
Rate D
Rate C

74. Watchman's work

Rate per hour for work classified at
Rate I in Table of Wage Rates

SECTION 4

TABLE OF WAGE RATES

Rate classification	Rate per hour R
Rate A	4,41
Rate AA (Start)	3,47
After six months' continuous employment with the same employer, inclusive of continuous employment on the date of coming into operation of this Agreement	3,57
After 12 months' continuous employment with the same employer, inclusive of continuous employment on the date of coming into operation of this Agreement	3,69
Rate B	3,20
Rate C	3,11
Rate D	3,04
Rate DD	2,41
Rate DDD	2,04
Rate E	1,90
Rate F	1,70
Rate G	1,58
Rate H	1,53
Rate I	1,53

SCHEDULE D

ELECTRONIC AND/OR TELECOMMUNICATION DIVISION

ERECTION, INSTALLATION, MAINTENANCE AND REPAIR

All operations in the erection and/or installation and/or maintenance and/or repair of telecommunication equipment and/or any other equipment utilising the principles of electronics and/or radio, such as—

telephone, telegraph and data transmission equipment;
UHF and VHF radio links;
automatic and manual telephone switching systems;
supervisory and control systems;
signalling systems;
fault detection and alarm equipment;
public address and paging systems;
scientific, ultrasonic measuring and electro-medical equipment;
navigation aids;
mobile, marine, aircraft and broadcast radio equipment;
closed circuit television equipment;
interference suppression units;
electrical and/or electronic test apparatus;
industrial electronic equipment;
radar and allied equipment;
electronic distance measuring equipment.

This Division does not include the installation, maintenance or repair of domestic articles, i.e. car, home and portable radios, television, tape recorders, gramophone equipment and loudspeakers.

For the purposes of this Division—

"electronics" means equipment where the primary circuits are based on the conductance of electricity through a vacuum, gas or semiconductor;

"radio" means equipment where the primary function is to transmit and/or receive intelligence without the aid of a physical conductor.

Rate A

- | | |
|--|--|
| 1. Electronics mechanic's work (n.e.s.) | } Rate per hour for work classified at Rate A in Table of Wage Rates |
| 2. Telecommunication electrician's work (n.e.s.) | |

Rate AA

- | | |
|--|---|
| 3. Sectional supervision of lower-rated operatives, including the preparation of wiring harness boards | } Rate per hour for work classified at Rate AA in Table of Wage Rates |
| | |

Operative Grade 1

- | | |
|---|--|
| 4. Adjustment to predetermined limits of electrically and/or mechanically operated assemblies | } Rate per hour for work classified at Rate B in Table of Wage Rates |
| 5. Complete sequential adjustment of two-motion selectors and/or uni-selectors to predetermined limits (n.e.s.) | |
| 6. Forming-out of cable ends to colour codes and/or pictorial sketches and/or in fixtures without reference to schematic drawings, and the terminating of cables and/or wires and/or conductors to instructions and/or samples to main equipment and/or junction boxes and/or connecting blocks and/or terminals, including soldering and/or wrapping of wires, under supervision of a Rate A employee (n.e.s.) | |
| | |

Operative Grade 2

- | | |
|---|--|
| 7. Cleaning and/or lubricating and/or changing ribbons on recorders | } Rate per hour for work classified at Rate C in Table of Wage Rates |
| 8. Cleaning and/or topping up secondary cells and/or replacing primary and/or secondary cells for time-recording and similar equipment, under supervision of a Rate A employee | |
| 9. Oiling and greasing of motor uni-selectors according to verbal instructions of a Rate A or AA employee | |
| 10. Suspending of cables between poles and/or walls and the surface mounting of subsidiary and auxiliary equipment, namely, telephone switchboards and/or telephones and/or master and/or slave clocks and/or time recorders and/or amplifiers and/or loudspeakers and/or sound signals and/or fire alarm break-points and/or fire detectors and/or production recording dials and/or control units and/or watchman protection points and/or signalling equipment and/or junction boxes and/or connection frames and/or connection blocks, including the fixing of control panels and/or racks to walls, floors and ceilings by means of bolts and/or screws under supervision of a Rate A employee | |
| | |
| | |

Operative Grade 3

- | | |
|--|---|
| 11. Making of wire harnesses on pre-prepared nail boards to running-out lists using colour codes and/or pictorial sketches | } Rate per hour for work classified at Rate DDD in Table of Wage Rates for the first 12 months of experience. Thereafter, Rate DD |
| 12. Removing outer cable sheathing and stripping of individual conductors, in preparation for termination | |
| 13. Repetition soft soldering on tags already wired and/or repetition wire wrapping | |
| 14. Repetition testing with accept/reject testing equipment | |

Operative Grade 3a

- | | |
|---|--|
| 15. Assembly on site of pre-prepared apparatus racks where no fitting adjustments are required, using hand tools under supervision of a Rate A employee | } Rate per hour for work classified at Rate DDD in Table of Wage Rates |
|---|--|

Operative Grade 4

- | | |
|--|--|
| 16. Application of anti-corrosive and/or protective coatings by brush | } Rate per hour for work classified at Rate F in Table of Wage Rates |
| 17. Bolting up of pre-prepared steel work | |
| 18. Cutting and/or grinding of metal-strip material already marked off | |
| 19. Drilling of pre-marked holes by portable drilling machines, hole diameter not to exceed 30 mm ... | |
| 20. Running in of cables in pre-prepared routes, including binding and/or fastening, but excluding wiring (n.e.s.) | |

Operative Grade 5

- | | |
|--|--|
| 21. Compound filling, under supervision of a Rate A employee | } Rate per hour for work classified at Rate G in Table of Wage Rates |
| 22. Laying of cables in pre-prepared trenches | |
| 23. Spraying of paint and/or insulating medium and/or anti-corrosive coatings under supervision, other than blending | |

Signed at Durban as authorised, for and on behalf of the parties, this 7th day of December 1982.

B. NICHOLSON, Chairman of the Council.

M. GEORGE, Vice-Chairman of the Council.

D. F. ANTHONY, Secretary of the Council.

VAKWOORDEBOEKE**TECHNICAL DICTIONARIES**

Saamgestel deur die VAKTAALBURO, Departement van Nasionale Opvoeding en verkrygbaar by die Staatsdrukker, Pretoria en Kaapstad. (AVB ingesluit).

Compiled by the TERMINOLOGY BUREAU, Department of National Education and obtainable from the Government Printer, Pretoria and Cape Town. (GST included).

- **BASKETBAL, KORFBAL, NETBAL (1975)**

Saamgestel met medewerking van die Koördinerende Vaktaalraad vir Sport
43 pp; sagte band
3 000 terme: Eng.-Afr., Afr.-Eng.
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- **HAARKAPPERSTERME (1971)**

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Prys, R2,40, posvry

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- **PHYSICAL EDUCATION TERMINOLOGY (1968)**

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Price R2,40, post free.

AGROPLANTAE

Hierdie publikasie is 'n voortsetting van die Suid-Afrikaanse Tydskrif vir Landbouwetenskap Jaargang 1 tot 11, 1958-1968 en bevat artikels oor Akkerbou, Ekologie, Graskunde, Genetika, Landbouplantkunde, Landskapbestuur, Onkruidmiddels, Plantfisiologie, Plantproduksie en -tegnologie, Pomologie, Tuinbou, Weiding en Wynbou. Vier dele van die tydskrif word per jaar gepubliseer.

Verdienselike landboukundige bydraes van oorspronklike wetenskaplike navorsing word vir plasing in hierdie tydskrif verwelkom. Voorskrifte vir die opstel van sulke bydraes is verkrygbaar van die Direkteur, Landbou-inligting, Privaatsak X144, Pretoria, aan wie ook alle navrae in verband met die tydskrif gerig moet word.

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AGROPLANTAE

This publication is a continuation of the South African Journal of Agricultural Science Vol. 1 to 11, 1958-1968 and deals with Agronomy, Ecology, Agrostology, Genetics, Agricultural Botany, Landscape Management, Herbicides, Plant Physiology, Plant Production and Technology, Pomology, Horticulture, Pasture Science and Viticulture. Four parts of the journal are published annually.

Contributions of scientific merit on agricultural research are invited for publication in this journal. Directions for the preparation of such contributions are obtainable from the Director, Agricultural Information, Private Bag X144, Pretoria, to whom all communications in connection with the journal should be addressed.

The journal is obtainable from the above-mentioned address at R1,60 (GST included) per copy or R6,40 per annum, post free (Other countries R1,75 per copy or R7 per annum).

PHYTOPHYLACTICA

Hierdie publikasie is 'n voortsetting van die Suid-Afrikaanse Tydskrif vir Landbouwetenskap Jaargang 1 tot 11, 1958-1968 en bevat artikels oor Entomologie, Dierkundige Plantplae, Nematologie, Plantpatologie, Mikrobiologie, Mikologie, Taksonomiese Studies, Biologie en Beheer. Vier dele van die tydskrif word per jaar gepubliseer.

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BELANGRIK!!

Plasing van tale: *Staatskoerante*

1. Hiermee word bekendgemaak dat die omruil van tale in die *Staatskoerant* nie meer kwartaalliks gedoen word nie, maar dat dit jaarliks sal geskied, beginnende vanaf 1 Oktober tot 30 September, elke jaar.
2. Vir die tydperk 1 Oktober 1983 tot 30 September 1984 word Afrikaans EERSTE geplaas.
3. Hierdie reëling word in ooreenstemming gebring met dié van die Parlement waarby koerante met Wette ens. die taalvolgorde deurgaans behou vir die duur van die sitting.
4. Dit word dus van u, as adverteerder, verwag om u kopie met bogenoemde reëling te laat strook om onnodige omskakeling en stylredigering in ooreenstemming te bring.

—oOo—

IMPORTANT!!

Placing of languages: *Government Gazettes*

1. Notice is hereby given that the interchange of languages in the *Government Gazette* no longer takes place quarterly, but that it will now be done annually, starting on 1 October until 30 September, every year.
2. For the period 1 October 1983 to 30 September 1984, Afrikaans is to be placed FIRST, changing annually hereafter.
3. This arrangement is to bring the *Government Gazettes* in conformity with Gazettes containing Acts of Parliament etc. where the language sequence remains constant throughout the sitting of Parliament.
4. It is therefore expected of you, the advertiser, to see that your copy is in accordance with the above-mentioned arrangement in order to avoid unnecessary style changes and editing to correspond with the correct style.

INHOUD

<i>No.</i>	<i>Bladsy No.</i>	<i>Staats- koerant No.</i>
Mannekrag, Departement van Goewermentskennisgewing		
R. 2504 Wet op Arbeidsverhoudinge (28/1956): Elektrotegniese Nywerheid, Natal: Ooreen- koms vir die Elektrotegniese Ingenieurs- en Bedieningseksie	1	8969

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