



# STAATSKOERANT

## VAN DIE REPUBLIEK VAN SUID-AFRIKA

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## GOEWERMENTSKENNISGEWINGS

### DEPARTEMENT VAN MANNEKRAG

No. R. 1881

31 Augustus 1984

WET OP ARBEIDSVERHOUDINGE, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.—WYSIGING VAN MEDIESE-HULPFONDSOORENKOMS VIR DIE METAALNYWERHEDE

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalinge van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) 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 November 1985 eindig, bindend is vir die werkgewersorganisasies en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

P. T. C. DU PLESSIS, Minister van Mannekrag.

BYLAE

#### MEDIESE HULPFONDS OORENKOMS VIR DIE METAALNYWERHEDE

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

Automotive Parts Production Engineers' Association  
Border Engineering Industries Association  
Cape Engineer's and Founders' Association  
Constructional Engineering Association  
Edge Hand and Small Tool Manufacturers' Association  
Electrical Engineering and Allied Industries Association  
Electronics and Telecommunications Industries Association  
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)  
Fire Protection Industries Association of South Africa  
Forging Association of Southern Africa  
Gate and Fence Manufacturers' Association of the Transvaal  
Heavy Engineering Manufacturers' Association  
Iron and Steel Producers' Association of South Africa  
Lift Engineering Association of South Africa  
Light Engineering Industries Association of South Africa

## GOVERNMENT NOTICES

### DEPARTMENT OF MANPOWER

No. R. 1881

31 August 1984

LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.—AMENDMENT OF METAL INDUSTRIES MEDICAL AID FUND AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the 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 November 1985, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions.

P. T. C. DU PLESSIS, Minister of Manpower.

SCHEDULE

#### METAL INDUSTRIES MEDICAL AID FUND AGREEMENT

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

Automotive Parts Production engineers' Association  
Border Engineering Industries Association  
Cape Engineers' and Founders' Association  
Constructional Engineering Association  
Edge Hand and Small Tool Manufacturers' Association  
Electrical Engineering and Allied Industries Association  
Electronics and Telecommunications Industries Association  
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)  
Fire Protection Industries Association of South Africa  
Forging Association of Southern Africa  
Gate and Fence Manufacturers' Association of the Transvaal  
Heavy Engineering Manufacturers' Association  
Iron and Steel Producers' Association of South Africa  
Lift Engineering Association of South Africa  
Light Engineering Industries Association of South Africa

Materials Handling Association  
 Natal Engineering Industries Association  
 Non-Ferrous Metal Industries Association of South Africa  
 Plastics Manufacturers' Association of South Africa  
 Plumbers and Engineers Brassware Manufacturers' Association  
 Port Elizabeth Engineers' Association  
 Precision Manufacturing Engineers' Association  
 Pressure Vessel Manufacturers' Association of South Africa  
 Radio Appliance and Television Association of South Africa  
 Sheetmetal Industries Association of South Africa  
 S.A. Agricultural and Irrigation Machinery Manufacturers' Association  
 S.A. Association of Shipbuilders and Repairers  
 S.A. Electro Plating Industries Association  
 S.A. Fasteners Manufacturers' Association  
 S.A. Foundry Association  
 S.A. Industrial Refrigeration and Air Conditioning Contractors' Association  
 S.A. Radio and Television Manufacturers' Association  
 S.A. Reinforced Concrete Engineers' Association  
 S.A. Tube Makers' Association  
 S.A. Wire and Wire Rope Manufacturers' Association  
 S.A. Wrought Non-Ferrous Metal Manufacturers' Association

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

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

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

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

om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1380 van 1 Julie 1983, soos gewysig by Goewermentskennisgewing R. 471 van 9 Maart 1983, te wysig.

### 1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Behoudens andersluidende bepalings in hierdie klousule, is hierdie Ooreenkoms van toepassing op en moet dit oral in die Republiek van Suid-Afrika nagekom word deur alle werkgewers en werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid wat onderskeidelik lede van die werkgewersorganisasies en vakverenigings is.

(2) Hierdie Ooreenkoms is nie van toepassing nie op werkgewers en hul werknemers wat saam met die werkgever deelnemers was in 'n skema wat mediese bystand verskaf en wat bestaan het op 18 Julie 1966 en waartoe die betrokke werkgever weekliks minstens 45c bygedra het ten opsigte van elke werknemer wat lid was van die skema en andersins deur hierdie Ooreenkoms gedek word terwyl sodanige skema in werking bly en genoemde werkgever en werknemers voortgaan om deelnemers in die skema te wees en die werkgever voortgaan om 'n bydrae van minstens 45c per week ten opsigte van elke sodanige werknemer te betaal.

(3) Ondanks subklousule (2), is hierdie Ooreenkoms van toepassing op werkgewers en werknemers ten opsigte van werknemers wat nie gedek word deur 'n fonds wat in daardie subklousule bedoel word nie, of wat ophou om daardeur gedek te word.

### 2. KLOUSULE 3.—WOORDOMSKRYWING

In die omskrywing van "werknemer" vervang—

- (1) die syfer "R2,04" deur die syfer "R2,26";
- (2) die syfer "R3,04" deur die syfer "R3,32";
- (3) die syfer "R136,80" deur die syfer "R149,49";
- (4) die syfer "R592,80" deur die syfer "R647,40".

### 3. KLOUSULE 9.—BYDRAES

(a) In subklousules (2) (i) en (2) (ii) vervang die syfers "R112,00", "R6,75" en "R5,25" deur onderskeidelik die syfers "R122,00", "R7,65" en "R5,95".

(b) In subklousule (3) vervang—

- (1) die syfer "R2,04" deur die syfer "R2,26";
- (2) die syfer "R91,80" deur die syfer "R101,70";
- (3) die syfer "R397,80" deur die syfer "R440,70".

Materials Handling Association  
 Natal Engineering Industries Association  
 Non-Ferrous Metal Industries Association of South Africa  
 Plastic Manufacturers' Association of South Africa  
 Plumbers and Engineers Brassware Manufacturers' Association  
 Port Elizabeth Engineers' Association  
 Precision Manufacturing Engineers' Association  
 Pressure Vessel Manufacturers' Association of South Africa  
 Radio, Appliance and Television Association of South Africa  
 Sheetmetal Industries Association of South Africa  
 S.A. Agricultural and Irrigation Machinery Manufacturers' Association  
 S.A. Association of Shipbuilders and Repairers  
 S.A. Electro-Plating Industries Association  
 S.A. Fasteners Manufacturers' Association  
 S.A. Foundry Association  
 S.A. Industrial Refrigeration and Air Conditioning Contractors' Association  
 S.A. Radio and Television Manufacturers' Association  
 S.A. Reinforced Concrete Engineers' Association  
 S.A. Tube Makers' Association  
 S.A. Wire and Wire Rope Manufacturers' Association  
 S.A. Wrought Non-Ferrous Metal Manufacturers' Association

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

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

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

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

to amend the Agreement published under Government Notice R. 1380 of 1 July 1983, as amended by Government Notice R. 471 of 9 March 1984.

### 1. SCOPE OF APPLICATION OF AGREEMENT

(1) Except as otherwise provided in this section, the terms of this Agreement shall apply to and be observed throughout the Republic of South Africa by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and trade unions, respectively.

(2) The terms of this Agreement shall not apply to employers and their employees who were participants with the employer in any scheme providing medical benefits in existence as at 18 July 1966, to which the employer concerned contributed not less than 45c per week for each employee who was a member of the scheme and otherwise covered by this Agreement, while such scheme continues to operate and the said employer and employees continue as participants in the scheme and the employer continues to pay a contribution of not less than 45c for each such employee per week.

(3) Notwithstanding the provisions of subsection (2), the terms of this Agreement shall apply to employers and employees in respect of any employee who is not covered by, or ceases to be covered by a fund referred to in that subsection.

### 2. SECTION 3.—DEFINITIONS

In the definition of "employee" substitute—

- (1) the figure "R2,26" for the figure "R2,04";
- (2) the figure "R3,32" for the figure "R3,04";
- (3) the figure "R149,40" for the figure "R136,80";
- (4) the figure "R647,40" for the figure "R592,80".

### 3. SECTION 9.—CONTRIBUTIONS

(a) In subsections (2) (i) and (2) (ii) substitute the figures "R122,00", "R7,65" and "R5,95" for the figures "R112,00", "R6,75" and "R5,25", respectively.

(b) In subsection (3) substitute—

- (1) the figure "R2,26" for the figure "R2,04";
- (2) the figure "R101,70" for the figure "R91,80";
- (3) the figure "R440,70" for the figure "R397,80".

**4. KLOUSULE 10.—BYSTAND**

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

“(1) (a) Betaling van koste, behalwe vir tandheelkundige en optiese dienste, van altesaam hoogstens R7 500 in elke siklus van 52 weke bydraende diens vir die lid en sy afhanklikes wat sal insluit betalings ten opsigte van medisyne (uitsluitend hospitaal voorsiende medisyne) tot 'n maksimum bedrag van R600 vir die lid en sy afhanklikes in die siklus en die betaling van bevallingskoste op tot 'n maksimum van R350 per bevaling.”

Namens die partye op hede die 22ste dag van Junie 1984 te Johannesburg onderteken.

**H. FERREIRA**, Onder-voorsitter.

**D. L. VAN COLLER**, Lid.

**A. O. DE JAGER**, Hoofsekretaris.

**No. R. 1882**

**31 Augustus 1984**

**WET OP ARBEIDSVARHOUDINGE, 1956****YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.—WYSIGING VAN SIEKTEBYSTANDSFONDSOOREENKOMS**

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) 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 November 1985 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (b) van Deel I en Deel II, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 November 1985 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

**P. T. C. DU PLESSIS**, Minister van Mannekrag.

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

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

Automotive Parts Production Engineers' Association  
Border Engineering Industries Association  
Cape Engineers' and Founders' Association  
Constructional Engineering Association  
Edge Hand and Small Tool Manufacturers' Association  
Electrical Engineering and Allied Industries Association  
Electronics and Telecommunications Industries Association  
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)  
Fire Protection Industries Association of South Africa  
Forging Association of Southern Africa  
Gate and Fence Manufacturers' Association of the Transvaal  
Heavy Engineering Manufacturers' Association  
Iron and Steel Producers' Association of South Africa

**4. SECTION 10.—BENEFITS**

Substitute the following for the existing subclause (1) (a):

“(1) (a) Payment for expenses, other than expenses for dental services and optical services, not exceeding the amount of R7 500 in the aggregate in each cycle of 52 weeks of contributory service for the member and his dependants, which shall include payments in respect of medicines (excluding medicines received at hospitals) up to a maximum of R600 for the member and his dependants in aggregate and payments of expenses for confinements up to a maximum of R350 per confinement.”

Signed at Johannesburg for and on behalf of the parties this 22nd day of June 1984.

**H. FERREIRA**, Vice-Chairman.

**D. L. VAN COLLER**, Member.

**A. O. DE JAGER**, General Secretary.

**No. R. 1882**

**31 August 1984**

**LABOUR RELATIONS ACT, 1956****IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.—AMENDMENT OF SICK PAY FUND AGREEMENT**

I, Pieter Theunis Christiaan du Plessis, 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 (hereinafter referred to as the Amending 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 November 1985, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (b) of Part I and Part II, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 November 1985, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

**P. T. C. DU PLESSIS**, Minister of Manpower.

**SCHEDULE****NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY****SICK PAY FUND AGREEMENT**

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

Automotive Parts Production Engineers' Association  
Border Engineering Industries Association  
Cape Engineers' and Founders' Association  
Constructional Engineering Association  
Edge Hand and Small Tool Manufacturers' Association  
Electrical Engineering and Allied Industries Association  
Electronics and Telecommunications Industries Association  
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)  
Fire Protection Industries Association of South Africa  
Forging Association of Southern Africa  
Gate and Fence Manufacturers' Association of the Transvaal  
Heavy Engineering Manufacturers' Association  
Iron and Steel Producers' Association of South Africa

Lift Engineering Association of South Africa  
 Light Engineering Industries Association of South Africa  
 Materials Handling Association  
 Natal Engineering Industries Association  
 Non-Ferrous Metal Industries Association of South Africa  
 Plastics Manufacturers' Association of South Africa  
 Plumbers and Engineers Brassware Manufacturers' Association  
 Port Elizabeth Engineers' Association  
 Precision Manufacturing Engineers' Association  
 Pressure Vessel Manufacturers' Association of South Africa  
 Radio, Appliance and Television Association of South Africa  
 Sheetmetal Industries Association of South Africa  
 S.A. Agricultural and Irrigation Machinery Manufacturers' Association  
 S.A. Association of Shipbuilders and Repairers  
 S.A. Electro-Plating Industries Association  
 S.A. Fasteners Manufacturers' Association  
 S.A. Foundry Association  
 S.A. Industrial Refrigeration and Air Conditioning Contractors' Association  
 S.A. Machine Tool Manufacturers' Association  
 S.A. Radio and Television Manufacturers' Association  
 S.A. Reinforced Concrete Engineers' Association  
 S.A. Tube Makers' Association  
 S.A. Wire and Rope Manufacturers' Association  
 S.A. Wrought Non-Ferrous Metal Manufacturers' Association

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

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

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

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid, om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1378 van 1 Julie 1983 te wysig.

## DEEL I

### 1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet—

(a) in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, nagekom word;

(b) deur alle werkgewers en werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid wat onderskeidelik lede van die werkgewersorganisasies en die vakverenigings is.

(2) Hierdie Ooreenkoms is nie op die volgende persone van toepassing nie—

(i) werknemers in diens by werkgewers in subklousule (1) bedoel wat, hoewel hulle ingevolge die geregistreerde bestek van 'n vakvereniging wat 'n party by die Ooreenkoms is in aanmerking kom vir lidmaatskap van so 'n vakvereniging, nie lede van so 'n vakvereniging is nie; en

(ii) werknemers, ander as dié in diens by die werkgewers genoem in subklousule (1).

### 2. KLOUSULE 15.—ALGEMENE BEPALINGS BETREFFENDE BYDRAES EN BYSTAND

Vervang die bestaande subklousule 15 (4) (f) deur die volgende:

"(f) Geen bystand voordele sal betaalbaar wees aan lede ten opsigte van werksafwesigheid as gevolg van swangerskap of bevalling behalwe waar die lid nie minder as twee jaar lank 'n bydraende lid van die Fonds was voor afwesigheid van werk met onbetaalde verlof as gevolg die swangerskap of diensbeëindiging as gevolg van swangerskap, in welke geval bystand soos volg sal wees:

Bystand sal betaalbaar wees vir 'n maksimum van 13 weke vir enige een swangerskap behoudens die siekefondsbystandskaal soos uiteengesit in Klousule 3 van Deel II of Klousule 3 van Deel III, na gelang van die geval,

Lift Engineering Association of South Africa  
 Light Engineering Industries Association of South Africa  
 Materials Handling Association  
 Natal Engineering Industries Association  
 Non-Ferrous Metal Industries Association of South Africa  
 Plastics Manufacturers' Association of South Africa  
 Plumbers and Engineers Brassware Manufacturers' Association  
 Port Elizabeth Engineers' Association  
 Precision Manufacturing Engineers' Association  
 Pressure Vessel Manufacturers' Association of South Africa  
 Radio, Appliance and Television Association of South Africa  
 Sheetmetal Industries Association of South Africa  
 S.A. Agricultural and Irrigation Machinery Manufacturer's Association  
 S.A. Association of Shipbuilders and Repairers  
 S.A. Electro-Plating Industries Association  
 S.A. Fasteners Manufacturers' Association  
 S.A. Foundry Association  
 S.A. Industrial Refrigeration and Air Conditioning Contractors' Association  
 S.A. Machine Tool Manufacturers' Association  
 S.A. Radio and Television Manufacturers' Association  
 S.A. Reinforced Concrete Engineers' Association  
 S.A. Tube Makers' Association  
 S.A. Wire and Wire Rope Manufacturers' Association  
 S.A. Wrought Non-Ferrous Metal Manufacturers' Association

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

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

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

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

to amend the Agreement published under Government Notice R. 1378 of 1 July 1983.

## PART I

### 1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed—

(a) throughout the Republic of South Africa, excluding the port and settlement of Walvis Bay;

(b) by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and trade unions respectively.

(2) The terms of this agreement shall not apply to—

(i) employees employed by the employers referred to in subsection (1) who, whilst being allowed in terms of the registered scope of a trade union which is a party to this Agreement to become members of such a trade union, are not members of such a trade union; and

(ii) employees other than those employed by employers referred to in subsection (1).

### 2. SECTION 15.—GENERAL PROVISIONS RELATING TO CONTRIBUTIONS AND BENEFITS

Substitute the following for the existing subclause 15 (4) (f):

"(f) No benefits shall be payable to members in respect of absences from work due to pregnancy or confinement, except where the member has not less than two years' continuous membership of the Fund immediately prior to absence from work on unpaid leave due to pregnancy or termination of employment due to pregnancy, in which case benefits shall be as follows:

Benefits shall be payable up to a maximum of thirteen weeks for any one pregnancy in accordance with the sick pay benefit scale set out in Section 3 of Part II or Section 3 of Part III, as the case may be, provided that where

met dien verstande dat waar werksafwesigheid minder is as 13 weke of waar 'n lid wie se diens beëindig is as gevolg van swangerskap, diens hervat binne 13 weke, sal bystand betaalbaar wees vir sodanige korter tydperk wat die lid nie gedurende sodanige swangerskap gewerk het nie.

Bystand in terme van hierdie subklousule sal betaalbaar wees vir 'n maksimum van twee swangerskappe per lid, met dien verstande dat die lid nie minder as twee jaar lank 'n bydraende lid van die Fonds was tussen swangerskappe waarvoor bystand betaalbaar is in terme van hierdie subklousule.

Aansoek om bystand moet deur dokumentêre bewys ondersteun word soos deur die Fonds verlang mag word van tyd tot tyd."

## DEEL II

### SKEMA A

#### 3. KLOUSULE 1.—LIDMAATSKAP

(1) In subklousule (1) (a) vervang die syfer "R2,04" deur die syfer "R2,26";

(2) In subklousule (1) (c) vervang die syfers "R3,04", "R136,80" en "R592,80" deur onderskeidelik die syfers "R3,32", "R149,40" en "R647,40";

(3) In subklousule (2) vervang die syfers "R2,04", "R91,80" en "R397,80" deur onderskeidelik die syfers "R2,26", "R101,70" en "R440,70".

#### 4. KLOUSULE 2.—BYDRAES

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

| <i>'Loongroep per week</i> | <i>Bedrag per week</i> |
|----------------------------|------------------------|
|                            | c                      |
| Oor R242.....              | 30                     |
| Oor R217 en tot R242.....  | 26                     |
| Oor R174 en tot R217.....  | 24                     |
| Oor R150 en tot R174.....  | 22                     |
| Oor R124 en tot R150.....  | 19                     |
| R124 en minder.....        | 14"                    |

#### 5. KLOUSULE 3.—BETALING VAN SIEKTEBYSTAND

Vervang klousule 3 deur die volgende:

##### "3. BETALING VAN SIEKTEBYSTAND

(1) Behoudens klousule 15 (4) van Deel I, is siektebystand soos volg aan lede betaalbaar:

| <i>Werklike loongroep per week</i> | <i>Siektebystand<br/>1ste tot 30ste week<br/>Per week</i> |
|------------------------------------|-----------------------------------------------------------|
|                                    | R                                                         |
| Oor R242.....                      | 112                                                       |
| Oor R217 en tot R242.....          | 100                                                       |
| Oor R174 en tot R217.....          | 80                                                        |
| Oor R150 en tot R174.....          | 69                                                        |
| Oor R124 en tot R150.....          | 57                                                        |
| R124 en minder.....                | 49                                                        |

Met dien verstande dat—

(i) waar 'n werknemer vir 'n tydperk van minstens 12 agtereenvolgende maande onmiddellik voor afwesigheid van diens weens ongeskiktheid of as gevolg van siekte, in diens van dieselfde werkgewer en lid van die Fonds was, hy geregtig is op 'n aanvullende bystand van 50 persent van die gespesifiseerde siektebystand vir die toepaslike loongroep vir afwesigheid tot 'n maksimum van twee weke in elke siklus van 12 agtereenvolgende maande diens: Met dien verstande verder dat waar 'n werknemer vir 'n agtereenvolgende tydperk van meer as twee weke afwesig is, sal die aanvullende bystand nie betaalbaar wees nie ten opsigte van die dae waarvoor die werknemer geregtig is op siektebystand in terme van die Wet op Werkloosheidsversekering;

(ii) waar 'n werknemer vir 'n tydperk van minder as 12 agtereenvolgende maande maar minstens ses agtereenvolgende maande onmiddellik voor afwesigheid van diens weens ongeskiktheid of as gevolg van siekte, in diens van dieselfde werkgewer en lid van die Fonds was, hy geregtig is op 'n aanvullende bystand eweredig aan die persentasie van die spesifieke siektebystand in (i) hierbo vir die toepaslike loongroep voorgeskryf vir afwesigheid tot 'n maksimum van twee weke in die eerste 12 agtereenvolgende maande diens: Met dien verstande verder dat waar 'n werknemer vir 'n agtereenvolgende tydperk van meer as twee weke afwesig is, sal die aanvullende bystand nie betaalbaar wees nie ten opsigte van die dae waarvoor die werknemer geregtig is op siektebystand in terme van die Wet op Werkloosheidsversekering;

(iii) waar 'n werknemer wat kwalifiseer vir die aanvullende bystand soos uiteengesit in bovermelde subklousule (i) of (ii) afwesig is van diens weens ongeskiktheid of as gevolg van siekte vir 'n periode langer dan 26 weke, sal sodanige werknemer, nieteenstaande die bepalings van subklousule (i) en (ii), geregtig wees op 'n aanvullende bystand wat bepaal word deur die toepaslike subklousule (i) of (ii) van die gespesifiseerde siektebystand vir die toepaslike loongroep vir afwesigheid gedurende die 27ste tot 30ste week, met dien verstande dat geen bystand betaling ontvang is van die Werkloosheidsversekeringsfonds gedurende sodanige afwesigheid nie."

absence from work due to pregnancy is less than thirteen weeks or where a member whose employment has been terminated due to pregnancy re-commences employment within thirteen weeks, benefits shall be payable for such lesser period that the member has not worked during such pregnancy.

Benefits under this subsection shall be payable for a maximum of two pregnancies per member, provided that the member shall have not less than two years' continuous membership of the Fund between pregnancies for which benefits are payable under this subsection.

Applications for benefits shall be supported by such documentary evidence as may be required by the Fund from time to time."

## PART II

### SCHEME A

#### 3. SECTION 1.—MEMBERSHIP

(1) In subsection (1) (a) substitute the figure "R2,26" for the figure "R2,04";

(2) In subsection (1) (c) substitute the figures "R3,32", "R149,40" and "R647,40" for the figures "R3,04", "R136,80" and "R592,80" respectively;

(3) In subsection (2) substitute the figures "R2,26", "R101,70" and "R440,70" for the figures "R2,04", "R91,80" and "R397,80" respectively.

#### 4. SECTION 2.—CONTRIBUTIONS

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

| <i>'Wage group per week</i>   | <i>Amount per week</i> |
|-------------------------------|------------------------|
|                               | c                      |
| Over R242.....                | 30                     |
| Over R217 and up to R242..... | 26                     |
| Over R174 and up to R217..... | 24                     |
| Over R150 and up to R174..... | 22                     |
| Over R124 and up to R150..... | 19                     |
| R124 and under.....           | 14"                    |

#### 5. SECTION 3.—SICK PAY BENEFITS

Substitute the following for the existing section 3:

##### "3. SICK PAY BENEFITS

(1) Subject to section 15 (4) of Part I sick pay benefits shall be payable to members as follows:

| <i>Actual wage group<br/>per week</i> | <i>Sick pay benefits<br/>1st to 30th week<br/>Per week</i> |
|---------------------------------------|------------------------------------------------------------|
|                                       | R                                                          |
| Over R242.....                        | 112                                                        |
| Over R217 and up to R242.....         | 100                                                        |
| Over R174 and up to R217.....         | 80                                                         |
| Over R150 and up to R174.....         | 69                                                         |
| Over R124 and up to R150.....         | 57                                                         |
| R124 and under.....                   | 49                                                         |

Provided that—

(i) where an employee has been in the employ of the same employer and a member of the Fund for a period of not less than 12 consecutive months immediately prior to absence from work due to incapacity or on account of illness, he shall be entitled to receive a supplementary benefit of 50 per cent of the specified sick pay benefit for the applicable wage group for absence of up to a maximum of two weeks in each cycle of 12 consecutive months of employment: Provided further that where a member is absent for a consecutive period in excess of two weeks, the supplementary benefit shall not be payable for those days for which the member is entitled to payment of the illness benefit under the Unemployment Insurance Act;

(ii) where an employee has been in the employ of the same employer and a member of the Fund for a period of less than 12 consecutive months but not less than six consecutive months immediately prior to absence from work due to incapacity or on account of illness, he shall be entitled to receive a supplementary benefit *pro rata* to the percentage prescribed in (i) above of the specified sick pay benefit for the applicable wage group for absences up to a maximum of two weeks in the first 12 consecutive months of employment: Provided further that where a member is absent for a consecutive period in excess of two weeks, the supplementary benefit shall not be payable for those days for which the member is entitled to payment of the illness benefit under the Unemployment Insurance Act;

(iii) where an employee who qualifies for the supplementary benefit under subsection (i) or (ii) above is absent from work due to incapacity or on account of illness for a period in excess of 26 weeks he shall, notwithstanding subsection (i) and (ii), be entitled to receive a further supplementary benefit at the percentage determined under the applicable subsection (i) or (ii) of the specified sick pay benefit for the applicable wage group for absence during the 27th to 30th week, provided that no illness benefit is received under the Unemployment Insurance Act for such period of absence."

## DEEL III

## SKEMA B

## 6. KLOUSULE 2.—BYDRAES

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

| "Loongroep per week        | Bedrag per week |
|----------------------------|-----------------|
|                            | c               |
| Oor R242 .....             | 30              |
| Oor R217 en tot R242 ..... | 26              |
| Oor R174 en tot R217 ..... | 24              |
| Oor R150 en tot R174 ..... | 22              |
| Oor R124 en tot R150 ..... | 19              |
| Oor R107 en tot R124 ..... | 14              |
| Oor R90 en tot R107 .....  | 12              |
| R90 en minder .....        | 10"             |

## 7. KLOUSULE 3.—BETALING VAN SIEKTEBYSTAND

Vervang klousule 3 deur die volgende:

## "3. BETALING VAN SIEKTEBYSTAND

(1) Behoudens klousule 15 (4) van Deel I, is siektebystand soos volg aan lede betaalbaar:

| "Werklike loongroep per week | Siektebystand<br>1ste tot 30ste week<br>Per week |
|------------------------------|--------------------------------------------------|
|                              | R                                                |
| Oor R242 .....               | 112                                              |
| Oor R217 en tot R242 .....   | 100                                              |
| Oor R174 en tot R217 .....   | 80                                               |
| Oor R150 en tot R174 .....   | 69                                               |
| Oor R124 en tot R150 .....   | 57                                               |
| Oor R107 en tot R124 .....   | 49                                               |
| Oor R90 en tot R107 .....    | 42                                               |
| R90 en minder .....          | 35"                                              |

Met dien verstande dat—

(i) waar 'n werknemer vir 'n tydperk van minstens 12 agtereenvolgende maande onmiddellik voor afwesigheid van diens weens ongeskiktheid of as gevolg van siekte, in diens van dieselfde werkgever en lid van die Fonds was, hy geregtig is op 'n aanvullende bystand van 50 persent van die gespesifiseerde siektebystand vir die toepaslike loongroep vir afwesigheid tot 'n maksimum van twee weke in elke siklus van 12 agtereenvolgende maande diens: Met dien verstande verder dat waar 'n werknemer vir 'n agtereenvolgende tydperk van meer as twee weke afwesig is, sal die aanvullende bystand nie betaalbaar wees nie ten opsigte van die dae waarvoor die werknemer geregtig is op siektebystand in terme van die Wet op Werkloosheidsversekering;

(ii) waar 'n werknemer vir 'n tydperk van minder as 12 agtereenvolgende maande maar minstens ses agtereenvolgende maande onmiddellik voor afwesigheid van diens weens ongeskiktheid of as gevolg van siekte, in diens van dieselfde werkgever en lid van die Fonds was, hy geregtig is op 'n aanvullende bystand eweredig aan die persentasie van die spesifieke siektebystand in (i) hierbo vir die toepaslike loongroep voorgeskryf vir afwesigheid tot 'n maksimum van twee weke in die eerste 12 agtereenvolgende maande diens: Met dien verstande verder dat waar 'n werknemer vir 'n agtereenvolgende tydperk van meer as twee weke afwesig is, sal die aanvullende bystand nie betaalbaar wees nie ten opsigte van die dae waarvoor die werknemer geregtig is op siektebystand in terme van die Wet op Werkloosheidsversekering;

(iii) waar 'n werknemer wat kwalifiseer vir die aanvullende bystand soos uiteengesit in bovermelde subklousule (i) of (ii) afwesig is van diens weens ongeskiktheid of as gevolg van siekte vir 'n periode langer dan 26 weke, sal sodanige werknemer, niesteenstaande die bepalings van subklousule (i) en (ii), geregtig wees op 'n aanvullende bystand wat bepaal word deur die toepaslike subklousule (i) of (ii) van die gespesifiseerde siektebystand vir die toepaslike loongroep vir afwesigheid gedurende die 27ste tot 30ste week, met dien verstande dat geen bystand betaling ontvang is van die Werkloosheidsversekeringsfonds gedurende sodanige afwesigheid nie."

## 8. KLOUSULE 4.—BEGRAFNISBYSTAND

Vervang die bestaande tabel deur die volgende:

| "Werklike loongroep per week | Begrafnisbystand |
|------------------------------|------------------|
|                              | R                |
| Oor R99 .....                | 420              |
| R99 en minder .....          | 270"             |

Namens die partye op hede die 22ste dag van Junie 1984 te Johannesburg onderteken.

H. FERREIRA, Onder-voorsitter.

D. L. VAN COLLER, Lid.

A. O. DE JAGER, Hoofsekretaris.

## PART III

## SCHEME B

## 6. SECTION 2.—CONTRIBUTIONS

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

| "Wage group per week           | Amount per week |
|--------------------------------|-----------------|
|                                | c               |
| Over R242 .....                | 30              |
| Over R217 and up to R242 ..... | 26              |
| Over R174 and up to R217 ..... | 24              |
| Over R150 and up to R174 ..... | 22              |
| Over R124 and up to R150 ..... | 19              |
| Over R107 and up to R124 ..... | 14              |
| Over R90 and up to R107 .....  | 12              |
| R90 and under .....            | 10"             |

## 7. SECTION 3.—SICK PAY BENEFITS

Substitute the following for the existing Section 3:

## "3. SICK PAY BENEFITS

(1) Subject to section 15 (4) of Part I sick pay benefits shall be payable to members as follows:

| "Actual wage group per week    | Sick pay benefits<br>1st to 30th week<br>Per week |
|--------------------------------|---------------------------------------------------|
|                                | R                                                 |
| Over R242 .....                | 112                                               |
| Over R217 and up to R242 ..... | 100                                               |
| Over R174 and up to R217 ..... | 80                                                |
| Over R150 and up to R174 ..... | 69                                                |
| Over R124 and up to R150 ..... | 57                                                |
| Over R107 and up to R124 ..... | 49                                                |
| Over R90 and up to R107 .....  | 42                                                |
| R90 and under .....            | 35"                                               |

Provided that—

(i) where an employee has been in the employ of the same employer and a member of the Fund for a period of not less than 12 consecutive months immediately prior to absence from work due to incapacity or on account of illness, he shall be entitled to receive a supplementary benefit of 50 per cent of the specified sick pay benefit for the applicable wage group for absence of up to a maximum of two weeks in each cycle of 12 consecutive months of employment: Provided further that where a member is absent for a consecutive period in excess of two weeks, the supplementary benefit shall not be payable for those days for which the member is entitled to payment of the illness benefit under the Unemployment Insurance Act.

(ii) where an employee has been in the employ of the same employer and a member of the Fund for a period of less than 12 consecutive months but not less than six consecutive months immediately prior to absence from work due to incapacity or on account of illness, he shall be entitled to receive a supplementary benefit *pro rata* to the percentage prescribed in (i) above of the specified sick pay benefit for the applicable wage group for absences up to a maximum of two weeks in the first 12 consecutive months of employment: Provided further that where a member is absent for a consecutive period in excess of two weeks, the supplementary benefit shall not be payable for those days for which the member is entitled to payment of the illness benefit under the Unemployment Insurance Act.

(iii) where an employee who qualifies for the supplementary benefit under subsection (i) or (ii) above is absent from work due to incapacity or on account of illness for a period in excess of 26 weeks he shall, notwithstanding subsections (i) and (ii), be entitled to receive a further supplementary benefit at the percentage determined under the applicable subsection (i) or (ii) of the specified sick pay benefit for the applicable wage group for absence during the 27th to 30th week, provided that no illness benefit is received under the Unemployment Insurance Act for such period of absence."

## 8. SECTION 4.—FUNERAL BENEFIT

Substitute the following for the existing table:

| "Actual wage group per week | Funeral benefit |
|-----------------------------|-----------------|
|                             | R               |
| Over R99 .....              | 420             |
| R99 and under .....         | 270"            |

Signed at Johannesburg for and on behalf of the parties this 22nd day of June 1984.

H. FERREIRA, Vice-Chairman.

D. L. VAN COLLER, Member.

A. O. DE JAGER, General Secretary.

No. R. 1883

31 Augustus 1984

## WET OP ARBEIDSVERHOUDINGE, 1956

## YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.—WYSIGING VAN GROEPSLEWE- EN VOORSORGFONDSOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalinge van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) 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 4 Mei 1985 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangeaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalinge van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (b), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 4 Mei 1985 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

P. T. C. DU PLESSIS, Minister van Mannekrag.

## BYLAE

## NATIONALE NYWERHEIDSRAAD VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

## GROEPSLEWE- EN VOORSORGFONDSOOREENKOMS

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

Association of Electric Cable Manufacturers of South Africa  
Automotive Parts Production Engineers' Association  
Border Engineering Industries Association  
Cape Engineer's and Founders' Association  
Constructional Engineering Association  
Covered Conductor Manufacturers' Association  
Edge Hand and Small Tool Manufacturers' Association  
Electrical Engineering and Allied Industries Association  
Electronics and Telecommunications Industries Association  
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)  
Fire Protection Industries Association of South Africa  
Forging Association of Southern Africa  
Gate and Fence Manufacturers' Association of the Transvaal  
Heavy Engineering Manufacturers' Association  
Iron and Steel Producers' Association of South Africa  
Lift Engineering Association of South Africa  
Light Engineering Industries Association of South Africa  
Materials Handling Association  
Natal Engineering Industries Association  
Non-Ferrous Metal Industries Association of South Africa  
Plastics Manufacturers' Association of South Africa  
Port Elizabeth Engineers' Association  
Precision Manufacturing Engineers' Association  
Pressure Vessel Manufacturers' Association of South Africa  
Radio, Appliance and Television Association of South Africa  
Sheetmetal Industries Association of South Africa  
S.A. Agricultural and Irrigation Machinery Manufacturers' Association  
S.A. Association of Shipbuilders and Repairers  
S.A. Electro-Plating Industries Association

No. R. 1883

31 August 1984

## LABOUR RELATIONS ACT, 1956

## IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.—AMENDMENT OF GROUP LIFE AND PROVIDENT FUND AGREEMENT

I, Pieter Theunis Christiaan du Plessis, 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 (hereinafter referred to as the Amending 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 4 May 1985, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) (b), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 4 May 1985, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS, Minister of Manpower.

## SCHEDULE

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

## GROUP LIFE AND PROVIDENT FUND AGREEMENT

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

Association of Electric Cable Manufacturers of South Africa  
Automotive Parts Production Engineers' Association  
Border Engineering Industries Association  
Cape Engineers' and Founders' Association  
Constructional Engineering Association  
Covered Conductor Manufacturers' Association  
Edge Hand and Small Tool Manufacturers' Association  
Electrical Engineering and Allied Industries Association  
Electronics and Telecommunications Industries Association  
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)  
Fire Protection Industries Association of South Africa  
Forging Association of South Africa  
Gate and Fence Manufacturers' Association of the Transvaal  
Heavy Engineering Manufacturers' Association  
Iron and Steel Producers' Association of South Africa  
Lift Engineering Association of South Africa  
Light Engineering Industries Association of South Africa  
Materials Handling Association  
Natal Engineering Industries Association  
Non-Ferrous Metal Industries Association of South Africa  
Plastics Manufacturers' Association of South Africa  
Port Elizabeth Engineers' Association  
Precision Manufacturing Engineers' Association  
Pressure Vessel Manufacturers' Association of South Africa  
Radio, Appliance and Television Association of South Africa  
Sheetmetal Industries Association of South Africa  
S.A. Agricultural and Irrigation Machinery Manufacturers' Association  
S.A. Association of Shipbuilders and Repairers  
S.A. Electro-Plating Industries Association

S.A. Fasteners Manufacturers' Association  
 S.A. Foundry Association  
 S.A. Industrial Refrigeration and Air Conditioning Contractors' Association  
 S.A. Machine Tool Manufacturers' Association  
 S.A. Pump Manufacturers' Association  
 S.A. Radio and Television Manufacturers' Association  
 S.A. Reinforced Concrete Engineers' Association  
 S.A. Tube Makers' Association  
 S.A. Valve Manufacturers' Association  
 S.A. Wire and Wire Rope Manufacturers' Association  
 S.A. Wrought Non-Ferrous Metal Manufacturers' Association

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

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

S.A. Electrical Workers' Association

S.A. Engine Drivers', Firemen's and Operators' Association

Suid-Afrikaanse Yster-, Staal-, en Verwante Nywerhede-Unie

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

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

om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1382 van 1 Julie 1983, te wysig.

### 1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet—

(a) in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, nagekom word;

(b) deur alle werkgewers en werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid wat onderskeidelik lede van die werkgewersorganisasies en die vakverenigings is.

(2) Hierdie Ooreenkoms is nie van toepassing nie op 'n werknemer wat op 29 Julie 1957, 'n deelnemer is of lid was of daarna geword het van enige fonds wat voorsiening maak vir voorsorg- en/of pensioenbystand, wat op genoemde datum bestaan het en waarin die werkgever van daardie werknemer op genoemde datum deelgeneem het, of op die werkgever van daardie werknemer gedurende slegs dié tydperk wat sodanige fonds in werking bly en beide die werkgever en die werknemer daarin deelneem: Met dien verstande dat 'n fonds wat uitsluitlik vir die betaling van bystand by afsterwe voorsiening maak vir die toepassing van hierdie Ooreenkoms nie geag word 'n pensioen- of voorsorgfonds te wees nie.

(3) Ondanks subklousule (2), is hierdie Ooreenkoms op werkgewers en werknemers van toepassing ten opsigte van 'n werknemer wat nie of nie meer deur 'n fonds soos dié in genoemde subklousule bedoel, gedek word nie.

### 2. KLOUSULE 3.—WOORDOMSKRYWING

In die omskrywing van "werknemer" vervang—

- (1) die syfer "R2,04" deur die syfer "R2,26";
- (2) die syfer "R3,04" deur die syfer "R3,32";
- (3) die syfer "R136,80" deur die syfer "R149,40";
- (4) die syfer "R592,80" deur die syfer "R647,40".

### 3. KLOUSULE 5.—BYDRAES

In subklousule (3) vervang die syfer "R2,04" deur die syfer "R2,26".

Namens die partye op hede die 22ste dag van Junie 1984 te Johannesburg onderteken.

H. FERREIRA, Onder-voorsitter.

D. L. VAN COLLER, Lid.

A. O. DE JAGER, Hoofsekretaris.

S.A. Fasteners Manufacturers' Association  
 S.A. Foundry Association  
 S.A. Industrial Refrigeration and Air Conditioning Contractors' Association  
 S.A. Machine Tool Manufacturers' Association  
 S.A. Pump Manufacturers' Association  
 S.A. Radio and Television Manufacturers' Association  
 S.A. Reinforced Concrete Engineers' Association  
 S.A. Tube Makers' Association  
 S.A. Valve Manufacturers' Association  
 S.A. Wire and Wire Rope Manufacturers' Association  
 S.A. Wrought Non-Ferrous Metal Manufacturers' Association

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

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

S.A. Electrical Workers' Association

S.A. Engine Drivers', Firemen's and Operators' Association

Suid-Afrikaanse Yster-, Staal- en Verwante Nywerhede-Unie

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

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

to amend the Agreement published under Government Notice R. 1382 of 1 July 1983.

### 1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed—

(a) throughout the Republic of South Africa, excluding the port and settlement of Walvis Bay;

(b) by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and trade unions respectively.

(2) The terms of this Agreement shall not apply to any employee who was on 29 July 1957 or thereafter becomes a participant in and member of any fund providing provident and/or pension benefits, which was in existence on the said date (and in which the employer of that employee was on the said date a participant) or to the employer of that employee during such period only as such fund continues to operate and both employer and employee are participants therein: Provided that a fund which provides solely for payment on death of benefits shall not be deemed to be a pension or provident fund for purposes of this Agreement.

(3) Notwithstanding the provisions of subsection (2), the terms of this Agreement shall apply to employers and employees in respect of any employee who is not covered by, or ceases to be covered by, a fund referred to in that subsection.

### 2. SECTION 3.—DEFINITIONS

In the definition of "employee" substitute—

- (1) the figure "R2,26" for the figure "R2,04";
- (2) the figure "R3,32" for the figure "R3,04";
- (3) the figure "R149,40" for the figure "R136,80";
- (4) the figure "R647,40" for the figure "R592,80".

### 3. SECTION 5.—CONTRIBUTIONS

In subsection (3) substitute the figure "R2,26" for the figure "R2,04".

Signed at Johannesburg for and on behalf of the parties this 22nd day of June 1984.

H. FERREIRA, Vice-Chairman.

D. L. VAN COLLER, Member.

A. O. DE JAGER, General Secretary.

No. R. 1885

31 Augustus 1984

## WET OP ARBEIDSVERHOUDINGE, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.—WYSIGING VAN MEDIESE HULPFONDSOOREENKOMS VIR WERKNEMERS IN DIE INGENIEURS- EN AANVERWANTE NYWERHEDE

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepaling van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) 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 16 Februarie 1985 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

P. T. C. DU PLESSIS, Minister van Mannekrag.

## BYLAE

## MEDIESE HULPFONDSOOREENKOMS VIR WERKNEMERS IN DIE INGENIEURS- EN AANVERWANTE NYWERHEDE

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

Association of Electric Cable Manufacturers of South Africa  
Automotive Parts Production Engineers' Association  
Border Engineering Industries Association  
Cape Engineers' and Founders' Association  
Constructional Engineering Association  
Edge Hand and Small Tool Manufacturers' Association  
Electrical Engineering and Allied Industries Association  
Electronics and Telecommunications Industries Association  
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)  
Fire Protection Industries Association of South Africa  
Forging Association of Southern Africa  
Gate and Fence Manufacturers' of the Transvaal  
Heavy Engineering Manufacturers' Association  
Iron and Steel Producers' Association of South Africa  
Lift Engineering Association of South Africa  
Lift Engineering Industries Association of South Africa  
Materials Handling Association  
Natal Engineering Industries Association  
Non-Ferrous Metal Industries Association of South Africa  
Plastics Manufacturers' Association South Africa  
Port Elizabeth Engineers' Association  
Precision Manufacturing Engineers' Association  
Pressure Vessel Manufacturer's Association of South Africa  
Radio, Appliance and Television Association of South Africa  
Sheetmetal Industries Association of South Africa  
S.A. Agricultural and Irrigation Machinery Manufacturers Association  
S.A. Association of Shipbuilders and Repairers  
S.A. Electroplating Industries Association  
S.A. Fasteners Manufacturers' Association  
S.A. Foundry Association  
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association  
S.A. Machine Tool Manufacturers' Association  
S.A. Radio and Television Manufacturers' Association  
S.A. Reinforced Concrete Engineers' Association  
S.A. Tube Makers' Association  
S.A. Wire and Wire Rope Manufacturers' Association  
S.A. Wrought Non-Ferrous Metal Manufacturers' Association

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

Electrical and Allied Trades Union of South Africa  
Engineering Industrial Workers' Union

No. R. 1885

31 August 1984

## LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.—AMENDMENT OF ENGINEERING AND ALLIED INDUSTRIES EMPLOYEES' MEDICAL AID FUND AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the 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 16 February 1985, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions.

P. T. C. DU PLESSIS, Minister of Manpower.

## SCHEDULE

## ENGINEERING AND ALLIED INDUSTRIES MEDICAL AID FUND AGREEMENT

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

Association of Electric Cable Manufacturers of South Africa  
Automotive Parts Production Engineers' Association  
Border Engineering Industries Association  
Cape Engineers' and Founders' Association  
Constructional Engineering Association  
Edge Hand and Small Tool Manufacturers' Association  
Electrical Engineering and Allied Industries Association  
Electronics and Telecommunications Industries Association  
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)  
Fire Protection Industries Association of South Africa  
Forging Association of Southern Africa  
Gate and Fence Manufacturers' Association of the Transvaal  
Heavy Engineering Manufacturers' Association  
Iron and Steel Producers' Association of South Africa  
Lift Engineering Association of South Africa  
Light Engineering Industries Association of South Africa  
Materials Handling Association  
Natal Engineering Industries Association  
Non-Ferrous Metal Industries Association of South Africa  
Plastics Manufacturers' Association of South Africa  
Port Elizabeth Engineers' Association  
Precision Manufacturing Engineers' Association  
Pressure Vessel Manufacturers' Association of South Africa  
Radio, Appliance and Television Association of South Africa  
Sheetmetal Industries Association of South Africa  
S.A. Agricultural and Irrigation Machinery Manufacturers' Association  
S.A. Association of Shipbuilders and Repairers  
S.A. Electroplating Industries Association  
S.A. Fasteners Manufacturers' Association  
S.A. Foundry Association  
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association  
S.A. Machine Tools Manufacturers' Association  
S.A. Radio and Television Manufacturers' Association  
S.A. Reinforced Concrete Engineers' Association  
S.A. Tube Makers' Association  
S.A. Wire and Wire Rope Manufacturers' Association  
S.A. Wrought Non-Ferrous Metal Manufacturers' Association

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

Electrical and Allied Trades Union of South Africa  
Engineering Industrial Workers' Union

**Radio, Television, Electronic and Allied Workers' Union  
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and  
Welders' Society**

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

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

om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1381 van 1 Julie 1983 soos gewysig by Goewermentskennisgewing R. 470 van 9 Maart 1984 te wysig.

**1. TOEPASSINGSBESTEK VAN OOREENKOMS**

(1) Behoudens andersluidende bepalings in hierdie klousule, is hierdie Ooreenkoms van toepassing op en moet dit oral in die Republiek van Suid-Afrika nagekom word deur alle werkgewers en werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede wat onderskeidelik lede van die werkgewersorganisasies en vakverenigings is.

(2) Hierdie Ooreenkoms is nie van toepassing nie op—

(a) werknemers terwyl hulle deelnemers is in die Mediese Hulpfonds van die Metaalnywerhede wat vir die oomblik van krag is;

(b) 'n werkgever en sy werknemers wat saam met die werkgever deelnemers was in 'n skema wat mediese voordele verskaf en wat bestaan het voor 7 Februarie 1975 (en waarin die werkgever van dié werknemers op genoemde datum 'n deelnemer was) en daartoe die betrokke werkgever weekliks minstens 50c bygedra het ten opsigte van elke werknemer wat lid was van die skema en andersins deur hierdie Ooreenkoms gedek word, terwyl sodanige skema in werking bly en genoemde werkgever en sy werknemers voortgaan om deelnemers in die skema te wees en die werkgever voortgaan om 'n bydrae van minstens 50c per week ten opsigte van elke sodanige werknemer te betaal.

(3) Ondanks subklousule (2), is hierdie Ooreenkoms van toepassing op werkgewers en werknemers ten opsigte van werknemers wat nie gedek word deur die fonds of skema wat in daardie subklousule bedoel word nie, of wat ophou om daardeur gedek te word.

**2. KLOUSULE 3.—WOORDOMSKRYWING**

In die omskrywing van "werknemer" vervang die syfer "R2,04" deur die syfer "R2,26".

**3. KLOUSULE 6.—LIDMAATSKAP**

In subklousule (1) in die omskrywing van "oninglyste werknemers" vervang die syfers "R2,04", "R91,80" en "R397,80" deur onderskeidelik die syfers "R2,26", "R101,70" en "R440,70".

Namens die partye op hede die 22ste dag van Junie 1984 te Johannesburg onderteken.

**H. FERREIRA**, Onder-voorsitter.

**D. L. VAN COLLER**, Lid.

**A. O. DE JAGER**, Hoofsekretaris.

**Radio, Television, Electronic and Allied Workers' Union  
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and  
Welders' Society**

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

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

to amend the Agreement published under Government Notice R. 1381 of 1 July 1983, as amended by Government Notice R. 470 of 9 March 1984.

**1. SCOPE OF APPLICATION OF AGREEMENT**

(1) Except as otherwise provided in this section, the terms of this Agreement shall apply to and be observed throughout the Republic of South Africa by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and trade unions, respectively.

(2) The terms of this Agreement shall not apply to—

(a) employees whilst they are participating in the Metal Industries Medical Aid Fund in force of the time being;

(b) an employer and his employees who were participants with the employer in any scheme providing medical benefits which was in existence prior to 7 February 1975 (and in which the employer of those employees was on the said date a participant) and to which the employer concerned contributed not less than 50c per week for each employee who was a member of the scheme and otherwise covered by this Agreement, while such scheme continues to operate and the said employer and his employees continue as participants in the scheme and the employer continues to pay a contribution of not less than 50c for each such employee per week.

(3) Notwithstanding the provisions of subsection (2), the terms of this Agreement shall apply to employers and employees in respect of any employee who is not covered by, or ceases to be covered by a fund or scheme referred to in that subsection.

**2. SECTION 3.—DEFINITIONS**

In the definition of "employee" substitute the figure "R2,26" for the figure "R2,04".

**3. SECTION 6.—MEMBERSHIP**

In subsection (1) in the definition of "unscheduled employee" substitute the figures "R2,26", "R101,70" and "R440,70" for the figures "R2,04", "R91,80" and "R397,80" respectively.

Signed at Johannesburg for and on behalf of the parties this 22nd day of June 1984.

**H. FERREIRA**, Vice-Chairman.

**D. L. VAN COLLER**, Member.

**A. O. DE JAGER**, General Secretary.

**Maak uself asseblief deeglik vertrouwd met die "Voorwaardes vir Publikasie" van wetlike kennisgewings in die Staatskoerant, asook met die nuwe tariewe wat daarmee in verband staan**

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|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------------------------|
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| <b>Mannekrag, Departement van</b>                                                                                                                                    |               |                           |
| <i>Goewermentskennisgewings</i>                                                                                                                                      |               |                           |
| R. 1881 Wet op Arbeidsverhoudinge (28/1956): Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid: Wysiging van Mediesehulpfondsooreenkoms vir die Metaalnywerhede | 1             | 9405                      |
| R. 1882 do.: do.: Wysiging van Siektebystandsfondsooreenkoms                                                                                                         | 3             | 9405                      |
| R. 1883 do.: do.: Wysiging van Groepslewe- en Voorsorgfondsooreenkoms                                                                                                | 7             | 9405                      |
| R. 1885 do.: do.: Wysiging van Mediesehulpfondsooreenkoms vir Werknemers in die Ingenieurs- en Aanverwante Nywerhede                                                 | 9             | 9405                      |

## CONTENTS

| No.                                                                                                                                                   | Page<br>No. | Gazette<br>No. |
|-------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|----------------|
| <b>GOVERNMENT NOTICES</b>                                                                                                                             |             |                |
| <b>Manpower, Department of</b>                                                                                                                        |             |                |
| <i>Government Notices</i>                                                                                                                             |             |                |
| R. 1881 Labour Relations Act (28/1956): Iron, Steel, Engineering and Metallurgical Industry: Amendment of Metal Industries Medical Aid Fund Agreement | 1           | 9405           |
| R. 1882 do.: do.: Amendment of Sick Pay Fund Agreement                                                                                                | 3           | 9405           |
| R. 1883 do.: do.: Amendment of Group Life and Provident Fund Agreement                                                                                | 7           | 9405           |
| R. 1885 do.: do.: Amendment of Engineering and Allied Industries Employees' Medical Aid Fund Agreement                                                | 9           | 9405           |