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VAN DIE REPUBLIEK VAN SUID-AFRIKA
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GOVERNMENT GAZETTE

REGULASIEKOERANT No. 3754

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GOEWERMENSKENNISGEWING

DEPARTEMENT VAN MANNEKRAG

No. R. 2204

5 Oktober 1984

WET OP ARBEIDSVERHOUDINGE, 1956

SUIKERVERVAARDIGINGS- EN -RAFFINEER-
NYWERHEID.—OOREENKOMS

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 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 31 Maart 1986 eindig, bindend is vir die werkgeversorganisasie en die vakverenigings wat die genoemde Ooreenkoms aangegaan het en vir die werkgevers en werknemers wat lede van genoemde organisasie 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, 15 en 39 (2) en (3), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1986 eindig, bindend is vir alle ander werkgevers 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.

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

BYLAE

NYWERHEIDSRAAD VIR DIE SUIKERVERVAARDIGINGS- EN
-RAFFINEERNYWERHEID

OOREENKOMS

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

181—A

GOVERNMENT NOTICE

DEPARTMENT OF MANPOWER

No. R. 2204

5 October 1984

LABOUR RELATIONS ACT, 1956

SUGAR MANUFACTURING AND REFINING
INDUSTRY.—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 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 31 March 1986, upon the employers' organisation and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisation 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, 15 and 39 (2) and (3), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1986, 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.

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

SCHEDULE

INDUSTRIAL COUNCIL FOR THE SUGAR MANUFACTURING
AND REFINING INDUSTRY

AGREEMENT

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

9454—1

The Sugar Manufacturing and Refining Employers' Association

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

The Amalgamated Engineering Union**The Natal Sugar Industry Employees' Union****The South African Electrical Workers' Association****The Sugar Industry Employees' Association, en**

S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society, en

National Sugar and Refining and Allied Industries Employees' Union

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

wat die partye is by die Nywerheidsraad vir die Suikervervaardigings- en -raffineernywerheid.

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1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Suikervervaardigings- en -raffineernywerheid nagekom word—

(a) deur alle werkgevers wat lede van die werkgeversorganisasie is en deur alle werknemers wat lede van die vakverenigings is;

(b) in die landdrostrikte Durban (uitgesonderd daardie gedeelte wat voor die publikasie van Goewermentskennisgewing 1401 van 16 Augustus 1968 binne die landdrostrik Umlazi geval het), Hlabisa, Inanda, Lower Tugela, Lower Umfolozi, Mtunzini, Pinetown, Port Shepstone en Umzinto, in die landdrostrik Eshowe soos omskryf, voor die heromskeywing van sy plaaslike grense by Goewermentskennisgewing 1356 van 6 September 1963, en in die landdrostrik Piet Retief.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms—

(a) van toepassing slegs op werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word;

(b) van toepassing op vakleerlinge vir sover dit nie strydig is met die Wet op Mannekragopleiding, 1981, of met voorwaardes daarkragtens voorgeskryf of kennisgewing daarkragtens bestel nie;

The Sugar Manufacturing and Refining Employers' Association

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

The Amalgamated Engineering Union**The Natal Sugar Industry Employees' Union****The South African Electrical Workers' Association****The Sugar Industry Employees' Association**

S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society, and

National Sugar and Refining and Allied Industries Employees' Union

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

being the parties to the Industrial Council for the Sugar Manufacturing and Refining Industry.

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1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Sugar Manufacturing and Refining Industry—

(a) by all employees who are members of the employers' organisation and by all employees who are members of the trade unions;

(b) in the Magisterial Districts of Durban (excluding that portion which, prior to the publication of Government Notice 1401 of 16 August 1968, fell within the Magisterial District of Umlazi), Hlabisa, Inanda, Lower Tugela, Lower Umfolozi, Mtunzini, Pinetown, Port Shepstone and Umzinto, in the Magisterial District of Eshowe as defined, prior to the redefinition of its local limits under Government Notice 1356 of 6 September 1963 and in the Magisterial District of Piet Retief.

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

(a) only apply in respect of employees for whom wages are prescribed in this Agreement;

(b) apply to apprentices 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;

(c) nie van toepassing op voltydse studente en skoliere wat gedurende vakansietye binne die Nywerheid werk gekry het nie.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat kragtens artikel 48 van die Wet deur die Minister van Mannekrag vasgestel word en bly van krag tot 31 Maart 1986 of vir dié tydperk wat hy bepaal.

3. WOORDOMSKRYWING

Algemene omskrywings

Alle uitdrukkings wat in hierdie Ooreenkoms gebesig en in die Wet omskryf word, het dieselfde betekenis as in genoemde Wet; waar daar van 'n wet melding gemaak word, word ook alle wysigings van sodanige wet bedoel, en tensy die teenoorgestelde bedoeling blyk, word met woorde wat die manlike geslag aandui, ook vroue bedoel; voorts, tensy strydig met die sinsverband, beteken—

“Wet” die Wet op Arbeidsverhoudinge, 1956;

“vakleerling” ’n werknemer wat diens doen ooreenkomstig ’n skriftelike leerkontrak wat deur die Raad erken word of wat ingevolge die Wet op Mannekragopleiding, 1981, geregistreer is;

“ambagswerk” geskoolde werk wat onder normale omstandighede uitgevoer word deur ’n gekwalifiseerde ambagsman wat as sodanig deur die Raad erken word;

“roep tyd” ’n werkperiode wat van ’n werknemer vereis word buite sy gewone werkure en ten opsigte waarvan hy nie voor die voltooiing van sy gewone werkperiode gewaarsku is om hom op ’n bepaalde tyd vir diens aan te meld nie, en met betrekking tot ’n skofwerker, as daar van hom vereis word om hom met minder as agt uur kennisgewing vir diens aan te meld;

“sones vir die vervoer en oorlaai van suikerriet” dié sones en meulterreine wat die onderwerp uitgemaak het van die vasstelling van die Nywerheidshof van 30 Julie 1982 en wat alle sones vir kwekers en meulenaar-kwekers uitsluit;

“los werknemer” ’n werknemer wat hoogstens drie dae in ’n week by dieselfde werkgever in diens is;

“chemiese werk” die verrigting van chemiese manipulasies, die opstel, aanpassing of vasstelling van die formules van stowwe en die analitiese kontroliering van die chemiese verwerking van onverwerkte of halfklaar of klaar produkte;

“Raad” die Nywerheidsraad vir die Suikervervaardigings- en -raffineerwyerheid;

“dag” die tydperk van 24 uur vanaf middernag tot middernag: Met dien verstande dat dit in die geval van ’n skofwerker ’n tydperk van 24 uur beteken wat gereken word vanaf die tyd waarop die werknemer begin werk;

“noodwerk” alle werk wat weens ’n storm, oorstroming, brand, epidemie, geweld daad, diefstal, onklaarraking van die installasie of masjinerie of ander onvoorsiene noodtoestand of, waar moontlik, die voorkoming daarvan, onverwyld verrig moet word;

“bedryfsinrigting” ’n perseel waar die Suikervervaardigings- en -raffineerwyerheid beoefen word;

“spanleiershoedanigheid” dat ’n werknemer, terwyl hy dieselfde take as ’n groep werknemers verrig, toesig hou oor verskillende aspekte van die werk van die groep;

“skofwerker” ’n werknemer wat skofwerk verrig in ’n bedryfsinrigting waar daar op vyf of ses dae per week twee of drie skofte per dag gewerk word;

“kort tyd” ’n tydelike vermindering van die getal gewone werkure vanweë algemene onklaarraking van die installasie of masjinerie as gevolg van ’n ongeluk, oorstroming of ander onvoorsiene noodtoestande, vanweë omstandighede buite die werkgever se beheer, of handelslape of grondstoftekort of vanweë werkstilstand voortspruitend uit Nywerheidsgeskille, of om watter rede ook al wat strydig met hierdie Ooreenkoms is;

“standaardbedryfstoestande” die handhawing van optimale masjien-funksionering, met inbegrip van verstellings aan, die smeer van en lopende herstelwerk aan die masjinerie en/of uitrusting onder ’n werknemer se beheer, maar uitgesonderd werk wat normaalweg deur ’n werknemer in ’n ingenieurskategorie onderneem word;

“standaardgesondheidstoestande” die handhawing van optimale sin-delikheid en bedryfsorg van die masjinerie en/of installasie en van die onmiddellike omgewing onder die werknemer se toesig;

“Suikervervaardigings- en -raffineerwyerheid” of “Nywerheid” die Nywerheid waarin werkgevers en werknemers met mekaar geassosieer is in bedryfsinrigtings vir die vervaardiging en/of raffinering van suiker;

“regstreekse toesig” deurlopende toesig binne sig en hoorafstand van die werk onder toesig;

“onregstreekse toesig” periodieke toesig waar die eindresultaat van die werk weer nagesien word;

“tydelike werknemer” ’n werknemer wat by dieselfde werkgever in diens is op ’n kontrak wat deur die Raad goedgekeur moet word. So ’n aansoek by die Raad moet op die voorgeskrewe vorm ingedien word;

(c) not apply to full-time students and scholars who have obtained employment within the Industry during vacation periods.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Manpower in terms of section 48 of the Act and shall remain in force until 31 March 1984, or for such other period as may be determined by him.

3. DEFINITIONS

General definitions

Any expressions used in this Agreement which are defined in the Act shall have the same meanings as in that Act; a reference to an Act shall include any amendments to such Act, and unless the contrary intention appears words importing the masculine gender shall include females; further, unless inconsistent with the context—

“Act” means the Labour Relations Act, 1956;

“apprentice” means an employee serving under a written contract of apprenticeship recognised by the Council, or registered under the Manpower Training Act, 1981;

“artisan work” means skilled work normally performed by a qualified artisan recognised as such by the Council;

“call-out” means any period of work required of an employee outside his normal hours of work in respect of which he has not received warning before completion of his normal work period requiring him to report for duty at a specified time, and in relation to a shift worker if he is required to report for duty with less than eight hours’ notice;

“cane transport and re-loading zones” means those zones and mill sites which formed the subject of the determination of the Industrial Court dated 30 July 1982, and which exclude all grower and miller-cum-planter zones;

“casual employee” means an employee who is employed by the same employer on not more than three days in any week;

“chemical work” means the performance of chemical manipulations, the devising, adjusting or ascertaining of the formula of substances and the analytical control of the chemical processing of raw or semi-manufactured or finished products;

“Council” means the Industrial Council for the Sugar Manufacturing and Refining Industry;

“day” means the period of 24 hours from midnight to midnight: Provided that in the case of a shift worker it means a period of 24 hours reckoned from the time an employee commences work;

“emergency work” means any work which, owing to storm, flood, fire, epidemic, act of violence, theft, a breakdown of plant or machinery or other unforeseen emergency or, where possible, the prevention, thereof, must be done without delay;

“establishment” means any premises on which the Sugar Manufacturing and Refining Industry is carried on;

“lending hand capacity” means that an employee, whilst undertaking the identical tasks as a group of employees, supervises various aspects of the work of the group;

“shift worker” means an employee who is engaged on shift work in an establishment in which two or three shifts per day, for five or six days per week, are worked;

“short-time” means a temporary reduction in the number of ordinary hours of work due to a general breakdown of plant or machinery caused by accident, flood or other unforeseen emergency, to circumstances beyond the employer’s control or to slackness of trade or shortage of raw material, or to stoppage of work arising from Industrial disputes, or any reason whatsoever which is contrary to this Agreement;

“standard operating conditions” means the maintenance of optimal machine functioning, including adjustments, lubrication of, and running repairs to the machinery and/or plant under an employee’s control, but excluding work which would normally be undertaken by an employee in an engineering category;

“standard hygiene conditions” means that maintenance of optimal cleanliness and housekeeping of the machinery and/or plant and of the immediate surrounds under the employee’s control;

“Sugar Manufacturing and Refining Industry” or “Industry” means the Industry in which employers and employees are associated in establishments for the manufacture and/or refining of sugar;

“direct supervision” means supervision continuously exercised within sight or sound of the work being supervised;

“indirect supervision” means supervision periodically exercised where the final result of the work is over-inspected;

“temporary employee” means an employee who is employed by the same employer on the contract which is subject to the approval of Council. Such an application to Council must be submitted on the prescribed form;

"loon" die bedrag wat ingevolge klousule 6 (1) aan 'n werknemer betaalbaar is ten opsigte van sy gewone werkure soos in klousule 16 voorgeskryf: Met dien verstande dat—

(i) as 'n werkgewer aan 'n werknemer vir sodanige gewone werkure, gereeld 'n bedrag betaal wat hoër is as dié in klousule 6 (1) voorgeskryf, dit sodanige hoër bedrag beteken;

(ii) die eerste voorbehoudsbepaling nie so uitgelê moet word nie dat dit die besoldiging bedoel of insluit wat 'n werknemer, werksaam op 'n grondslag soos in klousule 27 bepaal, ontvang bo en behalwe dit wat hy sou ontvang het as hy nie op sodanige grondslag in diens was nie.

4. WERKOMSKRYWING EN GRADE

(1) By die klassifisering van 'n werknemer vir die toepassing van hierdie Ooreenkoms, word hy geag in die graad te wees waarin hy uitsluitlik of hoofsaaklik werksaam is.

(2) Ondanks die werkomskrywings hierin vervat, wat die belangrikste taak of take van 'n werk beskryf, kan daar nogtans van 'n werknemer vereis word om 'n ongedefinieerde taak of take te verrig wat nie hier omskryf is nie maar wat aan sy werk verwant is, en met die voorbehoud dat daar van proseswerkers gedurende tydperke wanneer daar geen suikeriet-maalbedrywighede plaasvind nie vereis kan word om take te verrig wat buite die omvang van hul posisie is en verwant is aan die werk wat gewoonlik deur werknemers in die ingenieurskategorie verrig word maar behoudens klousule 9 hiervan.

(3) Daar kan van 'n werknemer vereis word om werk te verrig wat vir 'n subkategorie laer as sy eie maar binne sy eie kategorie voorgeskryf is.

(4) (a) 'n Assistent-onderhoudswerker wat as sodanig werksaam was vir 'n tydperk van minstens 18 maande, kan by die Raad aansoek doen om 'n vaardigheidstoets af te lê soos deur die Raad bepaal en moet, indien hy in so 'n toets geslaag het, opgegradeer word tot onderhoudswerker graad B3.

(b) 'n Werknemer wat onder die regstreekse toesig van 'n ambagsman en na skriftelike kennisgewing aan die Raad besig is om te leer om 'n onderhoudswerker te word, kan vir hoogstens 18 maande as sodanig aangestel word waarna hy opgegradeer moet word tot onderhoudswerker graad B3.

(c) Die werkgewer moet die nodige gereedskap soos vereis, aan gediplomeerde onderhoudswerkers, onderhoudswerkers en assistent-onderhoudswerkers verskaf.

"wage" means the amount of money payable to any employee in terms of clause 6 (1) in respect of his ordinary hours of work as prescribed in clause 16: Provided that—

(i) if an employer regularly pays an employee in respect of such ordinary hours of work an amount higher than that prescribed in clause 6 (1), it means such higher amount;

(ii) the first proviso shall not be construed so as to refer to or include any remuneration which an employee who is employed on any basis provided for in clause 27 receives over and above the amount which he would have received if he had not been employed on such a basis.

4. JOB DEFINITIONS AND GRADES

(1) In grading an employee for the purposes of this Agreement, he shall be deemed to be in the grade in which he is wholly or mainly employed.

(2) Notwithstanding the job definitions contained herein, which are descriptive of the main task or tasks of a job, an employee may nevertheless be required to perform an undefined task or tasks not described herein but which would be related to his job and provided that process workers, during periods when no cane crushing operations are taking place, may be required to perform tasks outside the scope of their position and related to the work normally done by employees in the engineering category but subject to the provisions of clause 9 contained herein.

(3) An employee may be required to perform work prescribed for any subcategory lower than his own, within his own category.

(4) (a) An assistant maintenance worker, having been employed as an assistant maintenance worker for a period of not less than 18 months, shall be eligible to apply to the Council to undergo a proficiency test determined by the Council and, having passed such test, shall be upgraded to grade B3 maintenance worker.

(b) An employee who, under the direct supervision of an artisan and after notification in writing to the Council, is learning to be a maintenance worker, may be so employed for a period not exceeding 18 months, after which period he shall be upgraded to grade B3 maintenance worker.

(c) The employer shall issue the necessary tools to certificated maintenance workers, maintenance workers and assistant maintenance workers as required.

SEKSIE 1.—INGENIEURSKATEGORIEË

	Werkbenaming	Graad	Omskrywing
1.1	Algemeen:		
1.1.1	Ambagsman	C2	'n Werknemer wat ambagswerk verrig en van wie daar vereis kan word om oor werknemers graad A en laer graad B toesig te hou en wat 'n leerkontrak ingevolge die Wet op Mannekragopleiding, 1981, voltooi het of wat 'n vaardigheid-sertifikaat besit wat deur die Registrateur van Mannekragopleiding kragtens artikel 27 van genoemde Wet aan hom uitgereik is, of 'n sertifikaat wat deur genoemde Registrateur kragtens artikel 28 van genoemde Wet aan hom uitgereik is, of 'n werknemer wat voor 31.3.1983 deur die Raad as ambagsman gesertifiseer is.
1.1.2	Toesighoudende ambagsman.....	C3	'n Ambagsman wat ambagswerk verrig en wat regstreekse en/of onregstreekse toesig uitoefen oor onderhoudswerkers en assistent-onderhoudswerkers en wat daarvoor verantwoordelik is dat hulle hul werk doeltreffend uitvoer en verantwoordelik is vir hul indiensopleiding.
1.1.3	Senior ambagsman se handlangers.....	B1	'n Werknemer wat in 'n bepaalde ambag of deel van 'n ambag opgelei en getoets is om 'n ambagsman behulpsaam te wees en/of om toesighouer oor 'n klein groepie ingenieurshandlangers graad II te wees en wat onder toesig van 'n ambagsman werk en kleiner herstelwerk en/of halfgeskoolde herhalende onderhoudswerk verrig.
1.1.4	Ingenieurshandlangers (Graad I)..... (Ou werkbenamings gedek: Kettinghersteller Chevrongroepsnyer Smeerder Pypbkleër Wielversorger)	A3	'n Werknemer wat sonder toesig ongeskoolde roetine-instandhoudingswerk en ingenieursfunksies verrig, soos masjinerie olie en smeer, opvallende foute waarneem en aanmeld en bekleding en voorafgevormde plaatmetaal van pype en houers aanbreng; of kettings en koppe onderhou en die voorraad daarvan beheer; of chevronpatrone op meulrollers opknop of alle take onderneem wat noodsaaklik is vir die onderhoud van bande, binnebande en wiele van wielvoertuie.
1.1.5	Ingenieurshandlangers (graad II)..... (Ou werkbenamings gedek: Ambagsman se handlangers Massameterversorger Meulroller: boogseiser Paalhersteller)	A2	'n Werknemer wat opgelei is om 'n ambagsman behulpsaam te wees, en wat toepaslike gereedskap en uitrusting kan uitken en wat, terwyl hy sodanige hulp verleen, nie self werk mag verrig wat onder normale omstandighede deur 'n subkategorie hoër as A2 onderneem word nie. Voorbeelde van geoorloofde werk is die volgende: Materiaal, gereedskap en uitrusting uit die hoof- of gereedskapstoor haal; ratkasolie onder regstreekse toesig dreineer en hervul; gebruikmaking van slingers, toue, katrolle en kettingtrekkers; skroewe en moere vashou, losmaak en vasdraai, met gebruikmaking van moersleutels, Allensleutels, ens.; gebruikmaking van 'n skyfslyper, bikhamer en borsel; massameters in 'n verpakkingstasie uitmekaarhaal en skoonmaak; 'n voorafgestelde boogseisemasjien gebruik om rollertande grof te maak; of palette in stand hou.

	Werkbenaming	Graad	Omskrywing
1.2	Ketelmakery/Sweisery:		
1.2.1	Gediplomeerde onderhoudswerker	B5	'n Werknemer wat in besit is van 'n sertifikaat wat deur of namens die Raad uitgereik is vir die suksesvolle aflegging van die toepaslike toets en wat sonder toesig werk verrig wat tipies die volgende take insluit, en vir die gehalte waarvan hy aanspreeklik is: Boogsweisapparaat gebruik vir die opbou van oppervlakverharding, uitgesonderd rietmesopknapping; lasse op voorafgemonteerde fabriekasies; uitgesonderd drukhouers of drastrukture, sweis; oksiasetileenuitrusting gebruik vir profiel- en reguitsnywerk, en vir algemene vryhandsnywerk ter voorbereiding vir die sweis van staalplate en -seksies wat nie vir drukonderdele of drastrukture bedoel is nie; elektriese struikswais- en puntsweismasjiene bedien; automatiese deurlopende sweismasjiene bedien; half-outomatiese snyapparaat bedien, met inbegrip van profielmasjiene en reguitsnymasjiene; hegsweising en onderhandenkelloopsweising; boor, met gebruikmaking van boormasjiene met verstelbare spoed, senterspons, hamer en verstelbare moersleutel; materiaal met die hand reguit maak en afplat.
1.2.2	Onderhoudswerker..... (Ou werkbenaming gedek: Rietmesopknapper)	B3	'n Werknemer wat, onder die regstreekse en/of onregstreekse toesig en opleiding van 'n toesighoudende ambagsman, self sodanige werk kan verrig soos vir die gediplomeerde onderhoudswerker voorgeskryf; of wat 'n verslete mes in 'n setmaat vasklem om die korrekte snyhoek te verseker; wat die verslete snykant van die skag afsny; wat met behulp van 'n setmaat 'n nuwe snykant sny; wat die oppervlakverhardingsgebied met gebruikmaking van 'n patroonplaat vasstel; wat oppervlakverharder toedien; wat die snykant in die setmaat vasklem en dit met 'n voorafgestelde reglynige gasvlamsnyer afkant; en wat die skag en die snykant in die setmaat vasklem en dit stuikswais; wat klein hamers opbou, met gebruikmaking van patroonplate en boogsweisuitrusting.
1.2.3	Assistent-onderhoudswerker	B2	'n Werknemer omskryf in klousule 4 (4) (i) en (ii) wat, onder die regstreekse toesig van 'n toesighoudende ambagsman, werk verrig wat tipies die volgende kan insluit: Boogsweisuitrusting gebruik waarop die sweiselektrode en sweisstroom vooraf deur die ambagsman uitgesoek is vir die oppervlakverharding van slytdele waar die grootte deur 'n setmaat bepaal word, waar die oppervlakafwerking onbelangrik is en waar oppervlakvoorbereiding of voorverhitting nie vereis word nie; herhalingsweisswerk aan bestaande komponente, waar grootte-toleransie of onbelangrik is of anders vooraf deur 'n setmaat vasgestel is; herhalende snywerk van sagtestaalplate en -seksies met oksiasetileenuitrusting volgens setmate en/of patroonplate; oortollige uitrusting verwyder en ysterhoudende afvalmateriaal opсны om vernietig te word, waarvoor oksiasetileenuitrusting nodig is; pons- en skeermasjiene op staalplate met 'n dikte tot 4 mm bedien; draagbare elektriese aangedrewe boormasjiene bedien om metaal mee te boor; sandstraalmasjiene of draagbare slypmasjiene wat in die hand gehou word bedien om staalwerk mee skoon te maak; elektriese aangedrewe ystersae bedien; handklynwerk; materiaal met die hand afplat en reguitmaak; stokke en snymoere van tot 50 mm gebruik; pypsnymoere en pypsniers van tot 50 mm gebruik.
1.3	Messelaars, Pleisteraars en Klipmesselaars:		
1.3.1	Gediplomeerde onderhoudswerker	B5	'n Werknemer wat in besit is van 'n sertifikaat wat deur of namens die Raad uitgereik is vir die suksesvolle aflegging van die toepaslike toets en wat sonder toesig werk verrig wat tipies die volgende kan insluit, en vir die gehalte waarvan hy aanspreeklik is: Basiese uitleg, met inbegrip van waterpasvlakke; werk volgens gedimensioneerde sketse; skoonwerk en gewone werk; steenwerk, met inbegrip van verbande vir die inbou van deure en vensterrame, konstruksie van gewone boë, versnydingswerk en vuurherde; die gebruik van steenversterking en lateie; pleisterwerk; voegstrykwerk aan klip- en steenmure; vloerafvlakking, plaveiwerk, vloer- en muurteëlwerk; epoksidekking en-bryvulling
1.3.2	Onderhoudswerker.....	B3	'n Werknemer wat, onder die regstreekse en/of onregstreekse toesig en opleiding van 'n toesighoudende ambagsman, self sodanige werk kan verrig as wat vir die gediplomeerde onderhoudswerker voorgeskryf word, behalwe die lê van sierstene.
1.3.3	Assistent-onderhoudswerker	B2	'n Werknemer soos beskryf in klousule 4 (4) (i) en (ii) wat, onder regstreekse toesig van 'n toesighoudende ambagsman, werk verrig wat tipies die volgende kan insluit: Basiese messelwerk; pleister-, vloerafvlakking en betonwerk, maar uitgesonderd geskoolde aspekte soos teëlwerk, siersteenwerk en uitlewerk; toepaslike hand- en draagbare masjiengereedskap gebruik om werknemers van hoër grade by die uitvoering van hul pligte by te staan, bv. materiaal bewaar en voorberei; werkplatforms oprig; gewone stene op 'n bepaalde lyn volgens vasgestelde punte messel; voegstryking; steenwas en skoonvlakwerk; nie-lasdraende beton op vooraf vasgestelde vlakke giet; steenwerkversterking en voglae lê; lateie en lugstene, ens. in posisie plaas.

Werkbenaming	Graad	Omskrywing
1.4 Timmermans en skrynwerkers:		
1.4.1 Gediplomeerde onderhoudswerker.....	B5	'n Werker wat in besit is van 'n sertifikaat wat deur of namens die Raad uitgereik is na die suksesvolle aflegging van die toepaslike toets en wat sonder toesig werk verrig wat tipies die volgende kan insluit, en vir die gehalte waarvan hy aanspreeklik is: Werk volgens gedimensioneerde sketse; dakkappe maak; deure, deurkosyne, vensterrame, rakke, plafonne, kroonlyste, vloerlyste en vloere insit; dakkappe en kaplatte oprig; asbes- of gegalvaniseerde yster- en teëldakwerk bevestig; houtbekisting bou; metaalbekistingstelsels oprig; die houtblokke, houtstroke, Marley-teëls en vinielstroke lê; basiese skrynwerk; bv. tafels, kaste, deure op plekke waar afwerking van hoë gehalte nie vereis word nie.
1.4.2 Onderhoudswerker.....	B3	'n Werknemer wat, onder die regstreekse en/of onregstreekse toesig en opleiding van 'n toesighoudende ambagsman, self sodanige werk kan verrig soos voorgeskryf vir die gediplomeerde onderhoudswerker.
1.4.3 Assistentonderhoudswerker	B2	'n Werknemer soos beskryf in klousule 4 (4) (i) en (ii) wat, onder die regstreekse toesig van 'n toesighoudende ambagsman, werk verrig wat tipies die volgende kan insluit: Toepaslike hand- en draagbare masjiengereedskap gebruik om werknemers van hoër grade by die uitvoering van hul pligte behulpsaam te wees, bv. balke, kappe, latte, windvere, ens volgens vooraf bepaalde merke sny en monteer.
1.5 Elektriesiens:		
1.5.1 Gediplomeerde onderhoudswerker	B5	'n Werknemer wat in besit is van 'n sertifikaat uitgereik deur of namens die Raad na suksesvolle aflegging van die toepaslike toets, en wat sonder toesig werk verrig wat tipies die volgende kan insluit en vir die gehalte waarvan hy aanspreeklik is: Rubber- en PVC-kabels maak, voorberei en las vir 'n bedryfspanning van hoogstens 600 V, waar herinspeksie van die werk wat gedoen is moonlik is, maar uitgesonderd aluminiumkabels; leipype sny, buig, draadsny, bedraad en installeer en met saals vasheg, en leipyp toebehore installeer; kouankermotore wat vooraf ontkoppel is en hoogstens 32 Kw groot is demonteer, vir die doel van opknapping of inspeksie, met inbegrip van laers verwyder en vervang; komponente aan elektriese uitrusting met 'n spanning van hoogstens 250 V en wat van die kragbron geïsoleer is, demonteer, herstel, monteer en vervang; installasiewerk in huise, kantore en fabriek vir enkelfasestroombane; bedrading, maar uitgesonderd aansluiting by hoofkragleidings en sekeringskaste; heraansluiting van sleepkabels.
1.5.2 Onderhoudswerker.....	B3	'n Werknemer wat, onder regstreekse en/of onregstreekse toesig en opleiding van 'n toesighoudende ambagsman, self sodanige werk kan verrig soos voorgeskryf vir die gediplomeerde onderhoudswerker.
1.5.3 Assistentonderhoudswerker	B2	'n Werknemer soos in klousule 4 (4) (i) en (ii) beskryf wat, onder die regstreekse toesig van 'n toesighoudende ambagsman, werk verrig wat tipies die volgende kan insluit: Kouankermotore wat vooraf ontkoppel is en hoogstens 4 kW groot is, demonteer vir die doel van opknapping of inspeksie, maar uitgesonderd laers verwyder en vervang; komponente aan elektriese uitrusting met 'n bedryfspanning van hoogstens 250 V en wat vooraf ontkoppel is, demonteer, herstel, monteer en, waar nodig, vervang, soos— (a) sekondêre kabels en toebehore van sweismasjiene; (b) werkklampe en verlengingskabels; roetineonderhoud van selfstandige lugversorgingseenhede wat vooraf van die elektriese toevoer ontkoppel is; sny en vasheg volgens vooraf bepaalde merke.
1.6 Passers:		
1.6.1 Gediplomeerde onderhoudswerker	B5	'n Werknemer wat in besit is van 'n sertifikaat uitgereik deur of namens die Raad na suksesvolle aflegging van die toepaslike toets en wat werk sonder toesig verrig wat tipies die volgende kan insluit en vir die gehalte waarvan hy aanspreeklik is: (a) Omhulsels en bekleding verwyder en pakstukke van die volgende uitrusting demonteer ten einde dit skoon te maak of te inspekteer: Meertrap- sentrifugale pompe; suikersentrifuges; ketelvoerders en -spreistukke; stoomturbines van minder as 200 kW; stoomenjins en stoomaangedrewe suierpompe; waaiers; hittewisselaars; filters; stoomketels en drukhouers; roetblasers; ratkaste van meer as 100 kW; (b) komponente, uitgesonderd laers, olieseëls, draaiasseëls, rendementkomponente en labirintdrukstukke aan die volgende uitrusting demonteer en hermonteer: Eentrap- sentrifugale pompe; positiewe verplaspingspompe; kleppe van meer as 400 kPa; ratkaste, waar die vermoë oorgebring minder as 200 kW is; band- en kettingaandrywings; askoppelings; band-, skroef- en latervoerders en -elevators; suikersentrifuges; ketelvoerders en -spreistukke; ontkernmasjiene; trokwenasse en -bolders; kraankatrol-wielblokke; stoomketels en drukhouers; roetblasers; (c) laers, olieseëls, draaiasseëls, rendementkomponente en labirintdrukstukke van die volgende uitrusting verwyder en vervang, met inbegrip van herspooring of herstelling:

Werkbenaming	Graad	Omskrywing
		Eentrap- sentrifugale pompe met 'n diameter van minder as 50 mm; asgemonteerde reguit tand- en wurmgedrewe ratkaste, waar die aandryfmotor kleiner as 10 kW is; band- en kettingvervoerderkomponente; aan-eenwerkende suikersentrifuges; waaiers tot hoogstens 50 kW; remmonteerstukke vir suikerriet; 'n suikermeul se hidrouliese uitrusting; (d) volledige eenhede verwyder en vervang met inbegrip van die montering en hersporing van koppelings, band- en kettingaandrywings: Met dien verstande dat waar die totale massa wat opgeheys moet word meer as 500 kg is, die toesig van 'n ambagsman nodig is ten opsigte van die volgende: Sentrifugale pompe; ratkaste; positiewe verplaspingspompe; waaiers; hidrouliese uitrusting; (e) geslyte of defekte komponente en skuifpenne van kragoorbringstelsels vervang, waar die krag oorgebring minder as 20 kW is; (f) katrolle, ratkettings en koppelings verwyder en deur spitsluite tpe hegstukke vervang; (g) onderhous- en herstelwerk aan die hidrouliese pype van die volgende uitrusting: Assleepwaens wat toegerus is met hidrouliese stortsilinder; 'n suikermeul se hidrouliese uitrusting; (h) drukstukke aan pompe en kleppe herpak, waar die werkdruk hoogstens 1 000 kPa is; (i) pypdraadsnywerk, met gebruikmaking van doelgemaakte pypdraadsnymasjiene groter as 50 mm; (j) slypmasjiene gebruik wat gemonteer is op voetsukke en werkbanke; (k) by 'n ambagsman defekte aanmeld aan uitrusting in 'n bepaalde seksie ten opsigte van— die stewigheid van hegstukke en vasmaakstukke; die slytasie van onderdele wat van buite sigbaar is; oormatige hitte, trilling en geraas van uitrusting; die wanrigting van kragoorbringstelsels; lekke in pypleidinge.
1.6.2 Onderhoudswerker..... (Ou werkbenaming gedek: Meulroller-hergroewer)	B3	'n Werknemer wat, onder die regstreekse en/of onregstreekse toesig en opleiding van 'n toesighoudende ambagsman, self sodanige werk kan verrig soos voorgeskryf vir die gediplomeerde onderhoudswerker of; wat, in 'n werkwinkel, kragsaag-, skaaf-, vorm-, boor- en saagmasjiene bedien, en wat vanaf 'n skets, gegewe mate of monster, materiaal meet en merk, boor, vlakfrees, uitboor, binnedraad sny, skaaf en sny ten einde die gewenste item te vervaardig; of wat rollers in 'n draaibank opstel; sny-gereedskap slyp en in die beitelhouer monteer; die rollers afskil; die rollers afmerk en hergroef en dit volgens merke, patrone en mate draai.
1.6.3 Assistentonderhoudswerker	B2	'n Werknemer beskryf in klousule 4 (4) (i) en (ii) wat, onder die regstreekse toesig van 'n toesighoudende ambagsman, werk verrig wat tipies die volgende kan insluit: (a) Omhulsels en bekleding verwyder en die pakstukkasse van die volgende uitrusting demonteer ten einde dit skoon te maak of te inspekteer: Eentrap- sentrifugale pompe; positiewe verplaspingspompe; ratkaste waar die vermoë oorgebring minder as 100 kW is; riet- en bagasse-geute; suikerbakke, siklone, droëtoevoer- en af-voergeute; suikervervoertoe-stelle en -elevators; handgat- en sliksoliedoppe aan stoomketels; (b) die volgende uitrusting demonteer en hermonteer: Rietgrypers; rietvervoerkettinge en -latte; rubberseëls, skrapers, gordyne en vervoerbandskoonmakers; bagasse- vervoerkettinge en -latte; suikerelevators; rietmesse (slegs messe); rafelaars (slegs hamers); ketelroosters; assleepwaens; (c) kleppe uitmekaarhaal en spildrukstukke herpak waar die werkdruk hoogstens 400 kPa is; (d) boorwerksaamhede met voetstuk- of werkbankgemonteerde boormasjiene met diameter van gat geboor hoogstens 16 mm in die geval van metaal en 20 mm in die geval van hout; (e) die gebruik van pypbuiers vir pype met 'n diameter van hoogstens 75 mm; (f) die gebruik van stokke en snymoere wat met die hand vasgehou word; (g) die gebruik van 'n meganiesesaag; (h) die demontering en hermontering van: Rollers, laers, flense; 'n suikermeul se hidrouliese uitrusting; koppellasse; skrapers en bagasse-stortplate; drukgeute; (i) die nagaan en vasdraai van skraapplate en die bevestiging van Messchaert-messe.
1.7 Instrumentwerktuigkundiges:		
1.7.1 Gediplomeerde onderhoudswerker		'n Werknemer wat in besit is van 'n sertifikaat wat deur of namens die Raad uitgereik is na suksesvolle aflegging van die toepaslike toets en wat sonder toesig werk verrig wat tipies die volgende kan insluit, en vir die gehalte waarvan hy aanspreeklik is: (a) Die installering en onderhoud van pneumatiese en meganiese instrumente, met inbegrip van die uitmekaarhaal, vervanging en verstelling van onderdele, kalibrering, hermontering en nasien van die funksies van onderdele; (b) die vervanging en vernuwing van materiaal en komponente wat gewoonlik in elektriese instrumente gebruik word, bv. geleier- en isoleermateriaal, sagte en harde soldeerseels, spoel- en kapasitors; (c) die werk van eenvoudige tekeninge of vir die installering en herstel van onderdele en toebehore soos op instrumente van toepassing; (d) die gebruik van toepaslike handgereedskap en uitrusting vir die merk, sny, draadsny en montering by die installering van kleinkaliberpypwerk, onderdele en toebehore;

	Werkbenaming	Graad	Omskrywing
1.7.2	Onderhoudswerker.....	B3	(e) die uitmekaarhaal, opknap en hermontering van lugreëlaars; (f) die vervanging van penne, inkkussings, ink en kaarte. 'n Werknemer wat, onder die regstreekse en/of onregstreekse toesig en opleiding van 'n toesighoudende ambagsman, self sodanige werk kan verrig soos voorgeskryf vir die gediplomeerde onderhoudswerker.
1.7.3	Assistentonderhoudswerker	B2	'n Werknemer soos beskryf in kousule 4 (4) (i) en (ii) wat, onder die regstreekse toesig van 'n toesighoudende ambagsman, werk verrig wat tipies die volgende kan insluit: (a) Die gebruik van handgereedskap vir opmeet, sny, sweis, boor, moer-draadsny; (b) saag, beitel, vyl en skroef draadsny soos van toepassing op die ambag; (c) gereedskap slyp en skerpmaak, basiese afmerkwark; (d) elementêre sweiswerk, sweissoldeerwerk en plaatmetaalwerk van toepassing op die ambag; of wat sonder toesig, massameters in 'n verpakkingstasie skoonmaak, smeer en verstel; of wat kaarte van instrumente in stand hou, vervang en lissieer.
1.8	Motorwerktuigkundiges en dieselmotortuigkundiges:		
1.8.1	Gediplomeerde onderhoudswerker	B5	'n Werknemer wat in besit is van 'n sertifikaat wat deur of namens die Raad uitgereik is na die suksesvolle aflegging van die toepaslike toets en wat sonder toesig werk verrig wat tipies die volgende kan insluit, en vir die gehalte waarvan hy aanspreeklik is: Die losmaak, skoonmaak—sonder uitmekaarhaal—en vervanging van aansitmotore, vergassers, verkoelers, ontwikkelers, brandstofpompe, uitlaastelsels, knaldempers, oliefilters, skokbrekers, brandstofstelsels en halfelliptiese vere; handslyp van kleppe; algemene voertuigsmoring; demontering, skoonmaak en hermontering van voertuigromp- en onderstede; versienings- en instandhoudingsprosedures vir klas A-, B- en C-dienste; verwydering en vervanging van alle onderdele; demontering en hermontering van onderdele behalwe items soos inspuitspompe, oordrastesels vir motorvoertuie, elektriese komponente en instrumente; instandhouding en herstel van hidrouliese stelsels; opknapping van onderdele soos waterpompe, inspuits, ens.; kleiner enjinopknappings soos pas van suieringe, grootkoplaers en silinderpakstukke.
1.8.2	Onderhoudswerker.....	B3	'n Werknemer wat, onder die regstreekse en/of onregstreekse toesig en opleiding van 'n toesighoudende ambagsman, self slegs sodanige werk kan verrig soos voorgeskryf vir die gediplomeerde onderhoudswerker.
1.8.3	Assistentonderhoudswerker	B2	'n Werknemer soos beskryf in kousule 4 (4) (i) en (ii) wat, onder die regstreekse toesig van 'n toesighoudende ambagsman, werk verrig wat tipies die volgende kan insluit: (a) Basiese hand- en draagbare masjien gereedskap gebruik om werknemers van hoër grade by die uitvoering van hul pligte behulpsaam te wees; (b) met ghries en olie smeer; (c) onderdele verwyder, demonteer, monteer en vervang.
1.9	Loodgieters:		
1.9.1	Gediplomeerde onderhoudswerker	B5	'n Werknemer wat in besit is van 'n sertifikaat uitgereik deur of namens die Raad na suksesvolle aflegging van die toepaslike toets en wat sonder toesig werk verrig wat tipies die volgende kan insluit en vir die gehalte waarvan hy aanspreeklik is: Huishoudelike loodgieter Die installering van nuwe loodgieterwerk waar die hoofkategorie deur 'n ambagsman gediagnoseer/geïdentifiseer is; naamlik— die installering van pypwerk, sanitêre ware en elektriese geysers, maar uitgesonderd die elektriese deel daarvan; die lê van dreineringspype, septiese tenks en syferputte; die instandhouding van krane, spoelbakke, ens.; die installering van geute en voegskorte; die bou en afbou van mangate en die set van rame en deksels. Nywerheidsloodgieter die montering en herstel van plaatmetaalwerk; die herstel van en installeringswerk aan stoom-, lug-, water- en oliepypstelsels en aan geysers en spoelbakke; die meet, beplanning, sny, draadsny in en verbinding van pype (gegalvaniseerde, stoom-, koper- en "duro"-pype met 'n diameter van hoogstens 100 mm); sweissoldeer, soldeer, aansweet of plastieksweis; die installering en herstel van boorgatonderdele, met inbegrip van pompe en kleppe; die lê van waterpype; die installering en bevestiging van uitsitvoë, afsluitkrane en kleppe; die installering en instandhouding van geute en voegskorte.
1.9.2	Onderhoudswerker.....	B3	'n Werknemer wat, onder die regstreekse en/of onregstreekse toesig en opleiding van 'n toesighoudende ambagsman, self slegs sodanige werk kan verrig soos voorgeskryf vir die gediplomeerde onderhoudswerker, maar uitgesonderd die installering van geysers en spoelbakke.
1.9.3	Assistent-onderhoudswerker	B2	'n Werknemer soos beskryf onder kousule 4 (4) (i) en (ii) wat, onder die regstreekse toesig van 'n toesighoudende ambagsman, verrig wat tipies die volgende kan insluit: Sny en draadsny van pype, met gebruikmaking van 'n ystersaag, pypsniers, stokke en snymoere; basiese installering en herstel van waterpype; installering en herstel van dreineerpype. Bogenoemde sluit nie in die installering van kleppe en toebehore nie.

Werkbenaming	Graad	Omskrywing
1.10 Pakmasjieninstandhouding:		
1.10.1 Onderhoudswerker.....	B3	'n Werknemer wat, onder die regstreekse en/of onregstreekse toesig en opleiding van 'n toesighoudende ambagsman, self werk kan verrig wat tipies die volgende kan insluit: Algemene en opvallende foute aanmeld; toepaslike werkwinkelmassjiene en -uitrusting gebruik; gespyde of spitsluithegstukke aan katrolle, kettingratte en koppelings verwyder en vervang; volledige eenhede soos ratkaste, oliepompe, vervoerders, waaiers, motore, ens. verwyder en vervang, met inbegrip van die pas en herinlynbring van koppelings, band- en kettingaandrywings; uitrusting soos oliepompe, ratkaste, trillers, elevators, ens. skoonmaak en inspekteer en pakstukke vervang; uitrusting soos seëldrade, motore, trillers, ens. demonteer en monteer, en komponente soos olieseëls, borsels en laers vervang.
1.11 Verfwerk		
1.11.1 Senior grofskilder.....	B1	'n Werknemer wat afgebakende verfwerk op verskeie oppervlaktes doen.
1.11.2 Grofskilder.....	A2	'n Werknemer wat nie-afgebakende verfwerk doen op 'n verskeidenheid oppervlaktes, waarby hy die nodige voorbereidingswerk doen.

SEKSIE 2.—ADMINISTRASIE

Werkbenaming	Graad	Omskrywing
2.1 Klerk (graad I) (Ou werkbenaming gedek: Klerk—Geskoolde)	C1	'n Werknemer wat 'n groep roetines of prosesse kies en take verrig wat kennis vereis van goedgevestigde reëls, regulasies en prosedures betreffende groepe ingewikkelde klerklike stelsels (bv. voorrade, finansiële boekhouding en kosteberekening). Die basiese onderliggende teoretiese kennis wat vereis word, word gewoonlik verkry deur minstens drie jaar studie ná matriek of 'n langer tydperk van praktiese ondervinding.
2.2 Klerk (graad II) (Ou werkbenamings gedek: Klerk—Toesighoudende; Werknemerskontroleur)	B4	'n Werknemer wat die werk van klerk graad B3 en laer gegradeerde klerke koördineer of wat nuwe werknemers plaas, wat die toepaslike registers byhou, met die afdelings oor werknemersake skakel en wat toesig kan hou oor 'n tydkantoor.
2.3 Klerk (graad III) (Ou werkbenaming gedek: Klerk (graad I))	B3	'n Werknemer wat halfgeskoolde take verrig wat vereis dat hy beslissings moet neem wanneer daar nuwe omstandighede opduik waar optrede nie vooraf bepaal kan word nie, wat die volle omvang van klerklike prosesse in 'n seksie uitvoer en kennis het van hoe dié prosesse onderling verband hou wat noodsaaklik is vir die suksesvolle voltooiing daarvan.
2.4 Klerk (graad IV) (Ou werkbenamings gedek: Klerk (graad II) Senior skakelbordoperateur]	B2	'n Werknemer wat halfgeskoolde take verrig wat vereis dat hy beslissings moet neem wanneer daar nuwe omstandighede opduik waar optrede nie vooraf bepaal kan word nie. Die take behels veelvoudige klerklike prosesse van kort siklusse; óf— 'n Werknemer wat 'n skakelbord bedien, oproepe deur 'n telefoonsentrale ontvang, maak en bespreek, en wat die gebruik daarvan aanteken en telefoonrekenings aanpas.
2.5 Klerk (graad V) (Ou werkbenamings gedek: Klerk (graad III) Skakelbordoperateur Voorraaduitreiker Kodeerder]	B1	'n Werknemer wat halfgeskoolde take verrig wat vereis dat hy beslissings moet neem wanneer daar nuwe omstandighede opduik waar optrede nie vooraf bepaal kan word nie. Die take is beperk tot enkelvoudige klerklike prosesse van kort siklusse, bv. eenvoudige kosteberekenings- en boekhouprosedures, rekenaargewens vaslê, goedere uitreik op aanvraag van 'n hoofmagasyn; óf 'n werknemer wat 'n skakelbord bedien en oproepe deur 'n telefoonsentrale ontvang/bespreek.
2.6 Klerk (graad VI) (Ou werkbenamings gedek: Klerk—Roetine Voorraadversorger Suikervoorraaduitreiker)	A3	'n Werknemer wat roetine-klereklike werk verrig, wat suiker op aanvraag uit 'n magasyn kan uitreik, help met die uitvoer van roetinevoorradetake en/of 'n klein sekciemagasyn of brandstofplek kan behartig.

SEKSIE 3.—SPYSENIERING

Werkbenaming	Graad	Omskrywing
3.1 Spysenier (graad I) (Ou werkbenaming gedek: Kok (graad I))	B1	'n Werknemer wat toesig hou oor spyseniers graad II en/of spyseniers graad III en/of wat verantwoordelik is vir die bereiding en uitreiking van kos.
3.2 Spysenier (graad II) (Ou werkbenaming gedek: Kok (graad II))	A3	'n Werknemer wat eenvoudige kos in grootmaathoeveelhede uit voorgeskrewe rantsoene kook en dit in voorgeskrewe hoeveelhede uitreik.
3.3 Spysenier (graad III) (Ou werkbenamings gedek: Eethuisassistent Kombuiswerker Tafelbediende)	A2	'n Werknemer wat sagteware in 'n eethuis verkoop, die kontant hanteer en behulpsaam is by voorraadopname; of wat help met die bereiding van kos en wat die kombuis skoonmaak; of wat in 'n kombuis behulpsaam is en by tafels in 'n eethuis bedien en hulle afdek.

SEKSIE 4.—DRYWERS

Werkbenaming	Graad	Omskrywing
4.1 Drywer (graad I) (Ou werkbenaming gedek: Lokomotiefdrywer)	C1	'n Werknemer wat 'n stoom-, elektriese of diesellokomotief dryf, en wat in besit is van 'n bevoegdheidsertifikaat van die S.A. Vervoerdienste.
4.2 Drywer (graad II) (Ou werkbenamings gedek: Drywer van 'n ekstraswaardiens vragmotor Meulwerflokomotiefdrywer Tremdrywer)	B3	'n Werknemer wat in besit is van die toepaslike lisensie en wat enigeen van die volgende dryf en die roetine-onderhoud en skoonmaak daarvan uitvoer: Meulwerflokomotief: 'n ekstra-swaardienspadmotorvoertuig van meer as 16 ton brutovoertuigmassa; 'n trem- of smalspoorlokomotief, uitgesonderd 'n stoomlokomotief, tussen sylne en 'n suikermeul; 'n voertuig in openbare diens.
4.3 Drywer (graad III) (Ou werkbenamings gedek: Drywer van 'n swaardiensvragmotor Swaarwieltrekkerdrywer)	B2	'n Werknemer wat in besit is van die toepaslike lisensie en wat enigeen van die volgende dryf en die roetine-onderhoud en skoonmaak daarvan uitvoer: 'n swaardiensvoertuig van meer as nege ton maar minder as 16 ton brutovoertuigmassa; 'n swaarwieltrekker.
4.4 Drywer (graad IV) (Ou werkbenamings gedek: Drywer/chauffeur van 'n ligte medium motorvoertuig Drywer van 'n ligte wietrekker Bromponieboode)	B1	'n Werknemer wat in besit is van die toepaslike lisensie en wat enigeen van die volgende dryf en die roetine-onderhoud en skoonmaak daarvan uitvoer: 'n ligte of medium motorvoertuig van minder as nege ton brutovoertuigmassa; 'n ligte wietrekker; 'n bromponie of motorfites.
4.5 Ry instrukteur	B4	'n Werknemer wat verseker dat voertuigdrywers van die maatskappy die regte rystandaarde handhaaf en wat nuwe drywers oplei.

SEKSIE 5.—LABORATORIUM-GEHALTEBEHEER

Werkbenaming	Graad	Omskrywing
5.1 Laboratoriumanalisis (graad I) (Ou werkbenaming gedek: chemikus)	C1	'n Werknemer wat in bevel is van 'n laboratorium en chemiese werk verrig met inbegrip van manipulerings, die gebruik van formules en analitiese kontrolering.
5.2 Laboratoriumanalisis (graad II) (Ou werkbenamings gedek: prosesassistent)	C1	'n Werknemer wat klerklike werk verrig, toesig hou oor die laboratoriumwerk-saamhede, met inbegrip van die laboratoriumpersoneel, fabrieksverslae en monsterneming, en wat met ander afdelings skakel.
5.3 Laboratoriumanalisis (graad III) (Ou werkbenamings gedek: Laboratoriumassistent Toetser Laboratoriumanalisis)	B4	'n Werknemer wat chemiese toetse en ontledings uitvoer waarin alle monsters deur die verskillend prosesstadiums gedek word, wat toesig hou oor die toetsingspersoneel.
5.4 Laboratoriumanalisis (graad IV) (Ou werkbenaming gedek: Toetser vir hoëtoetsmelasse)	B3	'n Werknemer wat chemiese ontledings en berekenings uitvoer om die presiese chemiese spesifikasies vir hoëtoetsmelasse te verseker maar wat nie oor ander werknemers graad B toesig hou nie.
5.5 Laboratoriumanalisis (graad V) (Ou werkbenamings gedek: Spanleier laboratoriumassistent Assistent-toetser Bediener van 'n rietgryper Astoetser)	B1	'n Werknemer wat oor monsternemers/toetsers grade IV en V toesig kan hou en wat monstervoorbereidingswerk en/of roetineontledings uitvoer, en standaardbedryfstoestande en standaardgesondheidstoestande handhaaf— in 'n laboratorium (onder die toesig van laboratoriumanalisis graad IV), of deur middel van 'n rietgrypers, of deur uurlikse lesings in 'n fabriek te neem en die toetsresultate op te plak.
5.6 Monsternemer/Toetser (graad I) (Ou werkbenamings gedek: Laboratoriummassakontroleur Gehaltekontroleur)	B2	'n Werknemer wat monsters uit 'n pakmasjien neem, die massas meet en toepaslike grafieke en opsommings voorberei; of wat verseker dat die uitrusting wat gebruik word om droëspesialiteitsprodukte te vervaardig doeltreffend werk, wat gehaltebeheertoetse uitvoer, monsters na die laboratorium stuur en toesig hou oor werknemers graad A in die droëspesialiteitsafdeling.
5.7 Monsternemer/Toetser (graad II) (Ou werkbenaming gedek: Suikervoorraadkontroleur)	B1	'n Werknemer wat aantekening hou van suiker wat die fabriek verlaat, die werking van alle masjinerie soos vervoerbandmotore en massameters nagaan, en die tonnemaat opsom van die suiker wat gedurende 'n skof gelewer word.
5.8 Monsternemer/Toetser (graad III) (Ou werkbenamings gedek: Rietgrypermonsternemer Laboratoriumversorger Versorger van verhelderingstenks Diffusietoetser Sapbereier Massameternasiener Monsteroptekenaar Versadigerversorger)	A3	'n Werknemer wat eenvoudige voorbereiding en/of ontledings van monsters uitvoer, wat monsters neem en nagaan of toetse doen vir pH, Brix, temperatuur of massa, en wat die nodige regstellings maak en verslag doen oor variasies onder die volgende omstandighede: • As assistent van 'n laboratoriumanalisis graad V; wanneer sap gefiltreer word onder die toesig van 'n laboratoriumanalisis graad IV; in korreksietenks en 'n aantal verhelderaars; as kontrole by sapvoorbereiding; in karbonatiseerversadigertenks, verdampers en selfverdampingstowwe; met vol sakke suiker.
5.9 Monsternemer/Toetser (graad IV) (Ou werkbenamings gedek: Versorger van 'n rioleringsinstallasie Monsternemer)	A2	'n Werknemer wat eenvoudige toetse en kontroles uitvoer, wat die resultate kan opteken, en wat standaardbedryfstoestande en standaardgesondheidstoestande handhaaf— in 'n rioolaanleg; wanneer monsters uit 'n voorgeskrewe bron geneem en aan die laboratorium besorg word.
5.10 Monsternemer/Toetser (graad V) (Ou werkbenaming gedek: Monsterdraer)	A1	'n Werknemer wat monsters van enkelprodukte op 'n roetinegrondslag neem en die monsters aflewer.

SEKSIE 6.—ALGEMENE WERKERS

	Werkbenaming	Graad	Omskrywing																				
6.1	Algemene werker (graad I) (Ou werkbenamings gedek: Vaswerker van filtreersakke van outoma- tiese filters Suikersakstapelaar Wasseryversorger Spanleierwerknemer Oorpakhersteller Stikkermassameter Rangeerder Sjabloonhouer)	A3	'n Werknemer wat die volgende diverse uitrusting kan bedien of die volgende take kan onderneem en van wie vereis kan word om die volgende handwerk te onderneem: Suikersakke opstapel in die hoedanigheid van spanleierwerknemer; gebruik van elektriese of meganiese wasseryuitrusting of naaimasjiene; 'n lokomotiefdrywer assisteer; sny, liasseer en uitreik sjablone; oorpakke en ander kledingstukke herstel, met gebruikmaking van 'n naaimasjien.																				
6.2	Algemene werker graad II (Ou werkbenamings gedek: Saktoewerker Ketelsteenskoonmaker Kettingnasiener Skoonmaker Drywersassistent Konkamassameter Filterdoekhersteller graad II Johnson Presshandlanger Skoonmaker van sapverhitters Merker/Sjabloneerder Bode Panwerker Sanitasiewerker Bokseilhanteerder Handlanger van 'n drywer van 'n spoor- wegtrok verskuiwer Waslokaalbediener)	A2	'n Werknemer wat die volgende diverse uitrusting kan bedien of die volgende take kan onderneem en van wie vereis kan word om handwerk te onderneem: Stoomketelpype skoonmaak; uitrusting steriliseer; spesialiteitsuikerprodukte vir versending in konkas voorberei; filterdoeke herstel in Johnson Pressseksie sjablonering; roetine opdragte van 'n bode; op 'n panvloer; verstopte rioolpype oopmaak, slykbakke en emmerlatrines skoonmaak en afval verbrand; as assistent van 'n voorraadvragmotordrywer of drywer van 'n spoorwegtrokverskuiwer; suikerrietkettings ontvang, kontroleer en versend; voertuie was met behulp van hoëdrukwater-/stoomslange en verskeie chemikalieë; verstopte rioolpype en latrines oopmaak en spuit vir plaë, insekte en goggas; sapverhitters skoonmaak; volgemaakte suikersakke toewerk; boodskappe aflewer, roetineliasseerwerk verrig, pos sorteer en aflewer, bedien drankte en skoonmaakwerk verrig; gelaai suikertrkke met bokseile oorspan en die bokseile vasmaak volgens voorskrifte van die S.A. Vervoerdienste.																				
6.3	Algemene werker (graad III) (Ou werkbenaming gedek: Arbeider)		<table><tr><th>Take</th><th>Uitrusting</th></tr><tr><td>Oplig</td><td>Skopgrawe</td></tr><tr><td>Stoot</td><td>Pikke</td></tr><tr><td>Vee</td><td>Besems</td></tr><tr><td>Skoonmaak</td><td>Lappe</td></tr><tr><td>Afwas</td><td>Tuinslange</td></tr><tr><td>Tuinmaak</td><td>Harke</td></tr><tr><td>Spit</td><td>Kapmesse en skoffels</td></tr><tr><td>Trek</td><td>Toue</td></tr><tr><td>Verdampers skoonmaak</td><td>Skoonmaakmateriaal</td></tr></table>	Take	Uitrusting	Oplig	Skopgrawe	Stoot	Pikke	Vee	Besems	Skoonmaak	Lappe	Afwas	Tuinslange	Tuinmaak	Harke	Spit	Kapmesse en skoffels	Trek	Toue	Verdampers skoonmaak	Skoonmaakmateriaal
Take	Uitrusting																						
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Spit	Kapmesse en skoffels																						
Trek	Toue																						
Verdampers skoonmaak	Skoonmaakmateriaal																						

SEKSIE 7.—BEDIENING VAN MOBIELE UITRUSTING

	Werkbenaming	Graad	Omskrywing
7.1	Bediener van mobiele uitrusting (graad I) ... [Ou werkbenamings gedek: Vurkhywadrywer (swaar) Drywer van 'n swaardiensvoorlaaier Laaierywer loopkraandrywer Bediener van 'n bobaankraan graad I]	B2	'n Werknemer wat enigeen van die volgende uitrusting bedien en die roetine-onderhoud en -skoonmaak daarvan uitvoer: 'n Vurkhywa met 'n opligvermoë van vyf of meer ton; 'n swaardiensvoorlaaier; 'n loopkraan; 'n driedimensionale bobaankraan wat volgens fyn toleransies met handseine werk; 'n meganiese gryplaaier; 'n laaiertrekskop.
7.2	Bediener van mobiele uitrusting (graad II) [Ou werkbenamings gedek: "Bobcat"-drywer Stootskraperywer Vurkhywadrywer (lig) Drywer van 'n voorlaaier Drywer van 'n meganiese skopgraaf Bediener van 'n bobaankraan (graad II) Drywer van 'n loonvragwa/spoorwegtrokverskuiwer Drywer van 'n padveër Drywer van 'n ruspergraaf (traxcavator)]	B1	'n Werknemer wat enigeen van die volgende uitrusting bedien en die roetine-onderhoud en -skoonmaak daarvan uitvoer: 'n "Bobcat"; 'n ligte stootskraper; 'n ligte vurkhywa met 'n opligvermoë van minder as vyf ton; 'n voorlaaier; 'n meganiese skopgraaf; 'n driedimensionale bobaankraan waar slegs ruwe toleransies vereis word; 'n loonvragwa of 'n spoorwegtrokverskuiwer; 'n padveër; 'n ruspergraaf (traxcavator);
7.3	Bediener van mobiele uitrusting (graad III) (Ou werkbenaming gedek: Stortwadywer)	A3	'n Werknemer wat 'n stortwa bedien en die roetine-onderhoud en skoonmaak daarvan uitvoer.

SEKSIE 8.—BEDRYF VAN AANLEG

	Werkbenaming	Graad	Omskrywing
8.1	Uitrustingbediener (graad I) (Ou werkbenaming gedek: Pankoker)	B5	'n Werknemer wat enigeen van die volgende uitrusting bedien, al die nodige registers byhou en standaardbedryfstoe-stande en standaardgesondheidstoe-stande handhaaf in 'n seksie van 'n aanleg, uitgesonderd die werk wat normaalweg deur 'n werknemer in 'n ingenieurskategorie gedoen sou word: Suikervakuumpanne.

Werkbenaming	Graad	Omskrywing
8.2 Uitrustingbediener (graad II) <i>[Ou werkbenamings gedek:</i> Assistent-pankoker Bediener van 'n diffusie-masjien ("dif-fuser") Bediener van verdampingstoestel (graad I) Kragstasieversorger Produksieversorger] 	B3	'n Werknemer wat onder toesig enigene van die volgende uitrusting bedien, die nodige registers kan byhou, wat toesig oor werknemers graad A kan hou en standaardbedryfstoestande en standaardgesondheidstoestande in die betrokke seksie van die aanleg handhaaf, uitgesonderd die werk wat normaalweg deur 'n werknemer in 'n ingenieurskategorie gedoen sou word: 'n Diffusiemasjien; suiker vakuüm panne in 'n hoedanigheid van assistent; 'n verdampingstasie van meer as agt houe; turbines en generators in 'n kragstasie; kookoplostoestel, verdampstoestel, drukkokers, 'n stroopsuikerinstallasie, suikerblaastoestel en strooptoevoerstelsel om spesialiteitsuikerprodukte te produseer.
8.3 Uitrustingbediener (graad III) <i>[Ou werkbenamings gedek:</i> Bediener van outomatiese palette Versorger van outomatiese filters Stoomketelversorger (graad I) Bediener van uitrusting in sapverhelde-ringseksie Sleepskrapeerbediener Bediener van snelverpakkingsmasjien Drukmasjienbediener Pompbediener Spesialiteitsmasjienbediener Strooppankoker (graad I) Omwikkelingsmasjienbediener] 	B2	'n Werknemer wat enigene van die volgende uitrusting bedien en standaardbedryfstoestande en standaardgesondheidstoestande in die betrokke seksie van die aanleg handhaaf, uitgesonderd die werk wat normaalweg deur 'n werknemer in 'n ingenieurskategorie gedoen sou word, en van wie vereis kan word om registers by te hou: 'n Outomatiese paletiseermasjien; 'n papierontwikkelingsmasjien; 'n swaardienssleepskrapeer; 'n reeks outomatiese filters; uitrusting in die sapverhelderingseksie; 'n fabriekspompstasie met pompe, elk met 'n vermoë van meer as 400 kW; 'n outomatiese snelverpakkingsmasjien of 'n spesialiteitsverpakkingsmasjien; 'n strooppaan; 'n drukmasjien en kopieeruitrusting; outomatiese stoomketels (onder die toesig van 'n uitrustingbediener graad II of graad I).
8.4 Uitrustingbediener (graad IV) <i>[Ou werkbenamings gedek:</i> Assistent-drukmasjienbediener Bediener van 'n bagasse-graafmasjien Stoomketelversorger (graad II) Versorger van ontkolingsuitrusting Bediener van ontkerninstallasie Bediener van 'n verdampingstoestel (graad II) Filterdoekhersteller (graad I) Johnson Press-bediener Drooggoedbediener Smeltversorger Meuljinbediener Bediener van 'n multidraer Paneelbediener Harsaanlegbediener Strooppankoker (graad II)] 	B1	'n Werknemer wat enigene van die volgende uitrusting bedien, standaardbedryfstoestande en standaardgesondheidstoestande handhaaf in 'n seksie van 'n aanleg, uitgesonderd die werk wat normaalweg gedoen sou word deur 'n werknemer in 'n ingenieurskategorie, en van wie vereis kan word om registers by te hou en om toesig oor werknemers graad A te hou: 'n Bagasse-graafmasjien; ontkolingsuitrusting; 'n ontkerninstallasie; een verdampingstoestel met meervoudige uitwerking; Johnson Press-seksie van 'n karbonatiseerstasie; 'n aantal olie gestookte drooggoonde; 'n uitskot-suikersmelter; 'n meuljin wat die spoed van die meulrollers vanaf 'n meultrein kontrolekamer reguleer; multidraers, vanaf 'n beheertoring; beheerpaneelbord van 'n diffusie-apparaat bedien (as 'n assistent); 'n stroopvloei- of herwinningsspan druk- en kopieeruitrusting (assistent van 'n uitrustingbediener graad III); 'n harsaanleg; outomatiese stoomketels, bedien sonder om funksies op te teken, as assistent van 'n uitrustingbediener graad III; 'n stopmasjien.
8.5 Uitrustingbediener (graad V) <i>[Ou werkbenamings gedek:</i> Bediener van bagasse-aflaaiuitrusting Bediener van 'n "Centrifugal" Kompressorversorger Filterversorger Bediener van sapverhitter Kalkoondbediener Bediener van massameetbrug Meuljinversorger Versorger van 'n suikerverpakkingsmasjien Pompversorger (graad I) Bediener van 'n watersuiweringsinstallasie] 	A3	'n Werknemer wat enigene van die volgende uitrusting bedien en standaardbedryfstoestande en standaardgesondheidstoestande in 'n seksie van die aanleg handhaaf: 'n Watersuiweringsinstallasie; 'n handbediende suikerverpakkingsmasjien; druk-/vakuümfilters; kompressors en vakuümjins; 'n reeks pompe of 'n klein pompstasie met pompe elk met 'n vermoë van tussen 200 en 400 kW; sapverhitters; bagasse-aflaaiuitrusting; handbediende, bondel-, aaneenwerkende of outomaties omskakelbare sentrifuges; uitrusting om koek in 'n koekoond te voer en daaruit te neem; 'n massameetbrug; versorging van een of meer stoom- of elektriese turbines wat 'n maaleenheid onder beheer van 'n hoofpaneel aandryf.
8.6 Uitrustingbediener (graad VI) <i>[Ou werkbenamings gedek:</i> Sakmassameter Bediener van bliknaatvormingsmasjien Versorger van verheldingstenks Bediener van betonmenger Vervoerbandbediener Versorger van verdampingstoestel Klopboorbediener Drooggoedversorger Pompversorger (graad II) Bediener van 'n grassnyer Kleppakmasjienbediener Wenasbediener 	A2	'n Werknemer wat enigene van die volgende uitrusting bedien, en standaardbedryfstoestande en standaardgesondheidstoestande in 'n seksie van die aanleg handhaaf: 'n Reeks outomatiese beheerde verdampers; 'n lugdrukklompamer; hysers en vervoerbande; 'n betonmenger; 'n kragaangedrewe grassnyer; pompe met 'n vermoë van hoogstens 200 kW; 'n kleppakvulmasjien; 'n kaapstander-wenas; toue en katrolle; 'n outomatiese sakvulmasjien; 'n stroopbliknaatvormingsmasjien; modderpompe, om maksimum helderheid van sap te bekom.

SEKSIË 9.—UITRUSTINGREGULEERDERS

Werkbenaming	Graad	Omskrywing
9.1 Uitrustingreguleerder (graad I) <i>(Ou werkbenamings gedek:</i> Versorger van 'n "liquor gallery" Tandempaneelbediener) 	B2	'n Werknemer wat die deurgang van materiaal en stowwe reguleer deur middel van of van en na enigene van die volgende uitrusting, standaardbedryfstoe-stande en standaardgesondheidstoestande handhaaf in 'n seksie van die aanleg, en van wie vereis kan word om instrumente te monitor, grafieke te lees en aantekeninge te hou: Kleppe en pompe wat die vloei van onkleurde en panhuisaflaai-stroop reguleer; 'n tandempaneel.

	Werkbenaming	Graad	Omskrywing
9.2	Uitrustingreguleerder (graad II) [Ou werkbenamings gedek: Stoomketelvoerpompbediener (graad I) Versorger van brix-apparaat Versorger van suikerdroërs (graad I) Meulplatformbediener Mengerversorger Spoorverkeerkontrolleur Rotex-kamerbediener]	B1	'n Werknemer wat die deurgang van materiaal en stowwe deur middel van of van en na enigeen van die volgende uitrusting reguleer, standaardbedryfstoestande en standaardgesondheidstoestande in 'n seksie van die aanleg handhaaf en van wie vereis kan word om instrumente te monitor, grafieke te lees en aantekeninge te hou: 'n Stoomketelvoerpomp (onder die toesig van 'n uitrustingbediener (graad I); pompe vir witsuikerafloopstroop en water in 'n panhuis; elevators, ver-voerbeande en uitskotskroef om die vloei van suiker te beheer; massecuite ("maskwiet") van panne na C-mengers, voergeutbakke en sentrifuges; die beheer van die spoed van meulrollers vanaf die meultreinkontrollekamer; beheer van spoorverkeer vanaf 'n beheertoring.
9.3	Uitrustingreguleerder (graad III) [Ou werkbenamings gedek: Stoomketelvoerpompbediener (graad II) Bediener van kruisdraer Versorger van kristalliseerhouers Bediener van 'n filterafvalstofinstallasie Versorger van kalkinstallasie Bediener van hoofdraer van suikerriet Mengelaarversorger Panversorger Versorger van droër by voorverpakking Stortmasjienbediener Kantelaarversorger]	A3	'n Werknemer wat die deurgang van materiale en stowwe deur middel van, of van en na enigeen van die volgende uitrusting reguleer, standaardbedryfstoestande en standaardgesondheidstoestande handhaaf in 'n seksie van die aanleg: Die vloei van massecuite ("Maskwiet") na slegs die sentrifuges; filterafvalstofvervoerbeande; kalkflodder na 'n opgaartenkopp; rusuiker na 'n mengelaar; pankleppe in volgorde oop- en toemaak (onder die toesig van 'n uitrustingbediener graad I); 'n stortmasjien; 'n meganiese kantelmeganisme; voerwater na stoomketels (onder die toesig van 'n uitrustingbediener graad I); 'n kruisdraer wat 'n hoofdraer voer; 'n hoofdraer wat suikerriet vanaf hulp- of kruisdraers ontvang en na die meulvergruisers voer; 'n droër vir voorafverpakte suiker.
9.4	Uitrustingreguleerder (graad IV) [Ou werkbenamings gedek: Baalpers-/laamasjienseëlelaar Stoomketelhuishandlanger Opvanglekversorger Hoofversorger van houers (bakke of tenks) Verpakker van houers Verkoelersversorger Cush-cush- of sapveselversorger Versorger van 'n diffusiedraaikolktenk Versorger van suikerdroërs (graad II) Versorger van 'n suikerstofvanger Versorger van 'n melassetenk; Versorger van 'n papierbaalmasjien Baalmasjienversorger Reguleringsversorger Sifversorger Bediener van roetaanleg ("vliegass") Spesialiteitsverpakker Versorger van 'n suikerstrooier Versorger van 'n suikeropgaarbak Tenkversorger Pankontrolleur]	A2	'n Werknemer wat die deurgang van materiale en stowwe deur middel van of van en na enigeen van die volgende uitrusting reguleer, standaardbedryfstoestande en standaardgesondheidstoestande handhaaf in 'n seksie van die aanleg: Produktevloei deur meulens en opvangbakke; sap, afloopstroop of beenkoolhouers; suikerverkoelingsuitrusting; 'n cush-cush-sif of sapveselsif; 'n diffusiedraaikolktenk; suikerdroërs; 'n suikerstofvanger; 'n melassetenkgeglykmakingspomp; 'n baalmasjien; 'n voorverpakkingsmasjien; siwwe; watertoevoer na stoomketels en roetkamers; steenkoolvoorsiening aan stoomketels; 'n suikerstrooier; pompkleppe bedien en panne met stroop voer, panne in ontvangs neem en versend; trokke met suiker vul deur middel van stortgeute en spoorwegtrokverskuiwers.

SEKSIE 10.—TOESIGHOUDING

	Werkbenaming	Graad	Omskrywing
10.1	Toesighouer (graad I) (Ou werkbenaming gedek: Senior stoomketelhuistoeshouer)	C2	'n Werknemer wat in bevel is van stoomketelbedieningspersoneel en wat verantwoordelik is vir die ontwikkeling van stoom teen optimale tempo binne voorgeskrewe perke en wat geskoolde ketelonderhoud doen.
10.2	Toesighouer (graad II) (Ou werkbenamings gedek: Stoomketelbediener Panvloertoeshouer Plaatléer)	C1	'n Werknemer wat, terwyl hy skofwerk verrig, leiding gee en in bevel is van algemene werksaamhede en personeel in enigeen van die volgende seksies van die aanleg, met inbegrip van toepaslike inwerkingstellings- en afsluitingsprosedures, wat standaardbedryfstoestande en standaardgesondheidstoestande handhaaf en wat alle toepaslike aantekeninge hou: Stoomketels; outomatiese, halfoutomatiese en/of handbediende panne; alle take wat nodig is om te verseker dat tremspoore reg gelê en onderhou word, en van wie vereis kan word om self die tegniese aspekte te behartig.
10.3	Toesighouer (graad III) [Ou werkbenamings gedek: Assistent-prosestoeshouer Stoomketelhuistoeshouer Toesighouer oor rietwerf Toesighouer oor 'n karbonatiseerstasie Toesighouer oor 'n verkoolhuis Toesighouer oor verhelderingstenkseksie Meultoeshouer Verpakkingstoeshouer Panhuistoeshouer Herwinningstoeshouer Toesighouer oor harsaanleg Toesighouer (graad I)]	B4	'n Werknemer wat terwyl hy skofwerk verrig, leiding gee en in bevel is van algemene werksaamhede en die werk van werknemers graad B3 of laer koördineer in enigeen van die volgende seksies van die aanleg, met inbegrip van—waar toepaslik—inwerkingstellings- en afsluitingsprosedures, wat standaardbedryfstoestande en standaardgesondheidstoestande handhaaf, en van wie vereis kan word om alle toepaslike aantekeninge te hou: 'n Harsaanleg; alle prosesfunksies vanaf verheldering tot versending, behalwe die panvloer; 'n stoomketelhuis (as assistent vir toesighouer graad I); 'n rietwerf; 'n karbonatiseerhuis—mits daar werknemers graad B3 onder sy bevel staan; 'n verkoolhuis—mits daar werknemers graad B3 onder sy bevel staan; 'n sapverhelderingseksie—mits daar werknemers graad B3 onder sy bevel staan; 'n maalaanleg—mits daar werknemers graad B3 onder sy bevel staan; 'n verpakkingstasie—mits daar werknemers graad B3 onder sy bevel staan; 'n raffinaderypanhuis—mits daar werknemers graad B3 onder sy bevel staan; 'n herwinningseksie.
10.4	Toesighouer (graad IV) [Ou werkbenamings gedek: Olieherwinning; Toesighouer (graad II); Toesighouer (graad III)]	B2	'n Werknemer wat toesighou oor aspekte van die werk van werknemers graad B en laer gegradeerde werknemers in die hoedanigheid van spanleier.

	Werkbenaming	Graad	Omskrywing
10.5	Toesighouer (graad V) (Ou werkbenamings gedek: Toesighouer graad III Toesighouer graad IV)	B1	'n Werknemer wat in bevel is van 'n groep werknemers, graad A.
10.6	Toesighouer (graad VI) (Ou werkbenaming gedek: Spanleier)	A3	'n Werknemer wat as spanleier 'n werkende lid is van 'n groep werknemers graad A en wat toesig hou oor aspekte van hul werk.

SEKSIE 11.—VEILIGHEID

	Werkbenaming	Graad	Omskrywing
11.1	Veiligheidstoesighouer	B4	'n Werknemer wat, gedurende 'n skof senior rang op diens in 'n aanklagkantoor beklee en wat in beheer is van 'n volle skof veiligheidswagte.
11.2	Senior veiligheidswag	B3	'n Werknemer wat optree as tweede in bevel van 'n skof of bevel neem oor 'n groepie veiligheidswagte.
11.3	Veiligheidswag	B1	'n Werknemer wat veiligheidspatrollie- en verkeerswagdiens verrig, oortredings van die Maatskappy se regulasies of wette van die Staat voorkom en aanmeld, wat aan brandbestryding en bystand by eerstehulp kan deelneem en wat roetineverslae skryf.
11.4	Wag	A2	'n Werknemer wat patrolliediens hoofsaaklik in woongebiede verrig, eiendom bewaak en iemand wat ooglopend die wet oortree in hegtenis neem.

SEKSIE 12.—KLINIEKE

	Werkbenaming	Graad	Omskrywing
12.1	Kliniekassistent	B3	'n Werknemer wat verbande aansit, basiese medisyne uitreik in opdrag van 'n medies bevoegde persoon en wat aantekeninge hou van medisyne wat gebruik en pasiënte wat behandel is.

SEKSIE 13.—VERVOER EN OORLAAI VAN SUIKERRIET

	Werkbenaming	Graad	Omskrywing
13.1	Toesighouer—oorlaai en vervoer	B5	'n Werknemer wat die oorlaai- en vervoerbedrywighede van suikerriet koördineer.
13.2	Suikerrietoorlaaitoesighouer	B4	'n Werknemer wat die oorlaaibedrywighede koördineer.
13.3	Massameterklerk (Weegbrugklerk)	B2	'n Werknemer wat alle suikerrietafleweringe op oorlaaisones weeg en aanteken en toesig oor die laai van swaar padvoertuie hou.
13.4	Versendingsklerk/Drywer	B2	'n Werknemer wat suikerrietafleweringe weeg en aanteken en die hyskraan op 'n oorlaaisone bedien.
13.5	Versendingsklerk	B1	'n Werknemer wat die afleweringe van suikerrietbondels op oorlaaisones weeg en aanteken en die suikerrietmassas vir klein kwekers opsom.

SECTION 1—ENGINEERING CATEGORIES

	Job title	Grade	Definition
1.1	General:		
1.1.1	Artisan.....	C2	An employee who is engaged upon artisan work and who may be required to supervise A and lower B grade employees, and who has completed a contract of apprenticeship under the Manpower Training Act, 1981, or who holds a certificate of proficiency issued to him by the Registrar of Manpower Training in terms of section 27 of the said Act, or a certificate issued to him by the said Registrar in terms of section 28 of the said Act, or an employee certified by the Council as an artisan prior to 31.3.1983.
1.1.2	Supervisory artisan	C3	An artisan who undertakes artisan's work and who exercises direct and/or indirect supervision over maintenance workers and assistant maintenance workers and who is responsible for the efficient performance by them of their work and for their on-the-job training.
1.1.3	Senior artisan's hand	B1	An employee who is trained and tested in a particular trade or part of a trade to assist an artisan and/or to be a supervisor of a small group of Grade II engineering hands and who works under the supervision of an artisan, doing minor repair work and/or semi-skilled repetitive maintenance work.
1.1.4	Engineering hand (Grade I)..... (Old jobs covered: Chain repairer Chevron sharpener Greaser Piper lagger Wheel attendant)	A3	An employee who, without supervision, undertakes unskilled, routine maintenance and engineering functions such as oiling and greasing of machinery, the observation and reporting of obvious faults and the application of lagging and preformed sheet metal to pipes and vessels; or the maintenance and stock control of chains and heads; or renovating mill roller chevrons or undertaking all tasks necessary to maintain tyres, tubes and wheels of wheeled vehicles.

	Job title	Grade	Definition
1.1.5	Engineering hand (Grade II)..... (Old jobs covered: Artisan hand Mass meter attendant Mill roller arc welder Pallet repairer)	A2	An employee who has been trained to assist an artisan and who can identify relevant tools and equipment and who, whilst rendering such assistance, may not himself perform any work normally undertaken by a subcategory higher than A2. Examples of permitted tasks are as follows: Fetching materials, tools and equipment from main or tool store; under direct supervision, draining and refilling gear-box oil; using slings, rope, blocks and chain pullers; holding, loosening, tightening nuts/bolts, using spanners, Allenkeys, etc.; using disc grinder, chipping hammer and brush; dismantling and cleaning packing station mass meters; using pre-set arc welding machine to roughen roller teeth; or maintaining pallets.
1.2	Boilermaking/Welding:		
1.2.1	Certificated maintenance worker	B5	An employee who is in possession of a certificate issued by or on behalf of the Council for successful completion of the relevant test and who performs without supervision work which may typically include the following, and for the quality of which he is accountable: Using arc welding equipment for building up or hard facing, other than cane knife renovating; welding of joints on pre-assembled fabrications, excluding pressure vessels or load bearing structures; using oxy-acetylene equipment for profile cutting and straight line cutting, and for general free-hand cutting in preparation for welding of steel plates and sections not intended for pressure parts or load bearing structures; operating electric butt welding and spot welding machines; operating automatic continuous welding machines; operating semi-automatic cutting equipment, including profiling machines and straight line cutters; tack welding and downhand single run welding; drilling, using adjustable speed drilling machine, centre punch, hammer and adjustable wrench; straightening and flattening material by hand.
1.2.2	Maintenance worker..... (Old job covered: Cane knife renovator)	B3	An employee who, under the direct and/or indirect supervision and training of a supervisory artisan, may himself perform such work as is prescribed for the certificated maintenance worker; or who clamps a worn knife in a jig to ensure the correct angle of cut; cuts the worn tip from the shank; cuts, by jig, a new knife tip; establishes the hard facing area by use of a template; applies hard facing; clamps the tip in the jig and chamfers it with pre-set straight line gas cutter; and clamps the shank and the tip in the jig and butt welds it; builds up small hammers, using templates and arc welding equipment.
1.2.3	Assistant maintenance worker.....	B2	An employee described under clause 4 (4) (i) and (ii) who, under the direct supervision of a supervisory artisan, performs the following work which may typically include: Using arc welding equipment on which the welding electrode and welding current have been pre-selected by the artisan for the hard facing or wearing parts where the size is determined by a jig, where the surface finish is unimportant and where surface preparation or pre-heat is not required; repetitive welding of existing components where size tolerance is either unimportant or is pre-determined by a jig; repetitive cutting of mild steel plate and sections with oxy-acetylene equipment to jigs and/or templates; removing redundant plant and destructive cutting of scrap ferrous metal for which oxy-acetylene cutting is required; operating punching and shearing machines on steel plate up to 4 mm thickness; operating portable power-driven drilling machines for drilling metal; operating sand blasting machines or hand-held portable grinding machines for cleaning steel work; operating power hack-saws; hand riveting; flattening and straightening material by hand; using stocks and dies up to 50 mm; using pipe dies and pipe cutters up to 50 mm.
1.3	Bricklayers, plasterers and masons:		
1.3.1	Certificated maintenance worker	B5	An employee who is in possession of a certificate issued by or on behalf of the Council for successful completion of the relevant test and who performs, without supervision, work which may typically include the following and for the quality of which he is accountable: Basic setting out, including levels; working to dimensioned sketches; face and common work; brickwork, including bonds for the building-in of doors and window frames, construction of common arches, offset work and fireplaces; the use of brick force and lintels; plastering; pointed stone and brick walling; floor screeds, pavings, floor and wall tiling; epoxy coatings and grouts.
1.3.2	Maintenance worker.....	B3	An employee who, under the direct and/or indirect supervision and training of a supervisory artisan, may himself perform such work as is prescribed for the certificated maintenance worker, excluding the laying of face bricks.
1.3.3	Assistant maintenance worker.....	B2	An employee described under clause 4 (4) (i) and (ii) who, under direct supervision of a supervisory artisan, performs the following work which may typically include: Basic brickwork; plastering, floor screeding, concreting, but excluding skilled aspects such as tiling, face bricks, setting out; using relevant hand and portable machine tools to assist higher grades in the execution of their duties, e.g. storage and preparation of materials; erection of working platforms; laying common brick to a given line to pre-set points; pointing; brickwash and fairfacing; laying of non-load concrete to pre-set levels; laying of brick force re-inforcing and damp course; positioning lintels and air bricks, etc.

	Job title	Grade	Definition
1.4	Carpenters and joiners:		
1.4.1	Certificated maintenance worker	B5	An employee who is in possession of a certificate issued by or on behalf of the Council for the successful completion of the relevant test and who performs, without supervision, work which may typically include the following and for the quality of which he is accountable: Working to dimension sketches; making of roof trusses; installation of doors, door frames, window frames, shelving, ceilings, cornices, skirtings and floors; erection of roof trusses and purlins; fixing of asbestos or galvanised iron and tile roofing; making up wooden shuttering; erection of metal shuttering systems; laying wood-block, wood-strip, marley tiles and vinyl sheeting; basic joinery, e.g. tables, cupboards, doors in situations where high-quality finish is not required.
1.4.2	Maintenance worker	B3	An employee who, under the direct and/or indirect supervision and training of a supervisory artisan, may himself perform such work as is prescribed for the certificated maintenance worker.
1.4.3	Assistant maintenance worker.....	B2	An employee described under clause 4 (4) (i) and (ii) who, under the direct supervision of a supervisory artisan, performs the following work which may typically include: Using relevant hand and portable machine tools to assist higher grades in the execution of their duties, e.g. cutting and fixing joists, trusses, battens, barge boards, etc., to pre-determined marks.
1.5	Electrician:		
1.5.1	Certificated maintenance worker	B5	An employee who is in possession of a certificate issued by or on behalf of the Council for successful completion of a relevant test and who performs, without supervision, work which may typically include the following, and for the quality of which he is accountable: Making, preparing and jointing rubber and P V C cables for a working voltage not exceeding 600 volts where it is possible to re-inspect the work, excluding aluminium cables; cutting, bending, threading, wiring and installation of conduit, securing with saddles, and installation of conduit fittings; dismantling squirrel cage motors which have previously been disconnected, up to 32 kw in size, for the purpose of overhaul or inspection, including the removal and replacement of bearings; dismantling, repairing, assembling and replacing components on electrical equipment which operates on a voltage not exceeding 250 volts and which has been isolated from the supply; installation work in houses, offices and factory for single-phase circuits; wiring, but excluding connections to power mains and fuse boxes; rejoining of trailing cables.
1.5.2	Maintenance worker	B3	An employee who, under direct and/or indirect supervision and training of a supervisory artisan, may himself perform such work as is prescribed for the certificated maintenance worker.
1.5.3	Assistant maintenance worker.....	B2	An employee described under clause 4 (4) (i) and (ii) who, under the direct supervision of a supervisory artisan, performs work which may typically include: Dismantling of squirrel cage motors which have previously been disconnected, up to 4 kw in size, for the purpose of overhaul or inspection, but excluding the removal and replacement of bearings; dismantling, repairing, assembling and replacing, where necessary, components on electrical equipment which operates on a voltage not exceeding 250 volts and which has previously been disconnected, such as— (a) Welding machine secondary cables and fittings; (b) lead lights and extension cables; routine maintenance of self-contained air-conditioning units which have previously been disconnected from the electrical supply; cutting and fixing to predetermined marks.
1.6	Fitters:		
1.6.1	Certificated maintenance worker	B5	An employee who is in possession of a certificate issued by or on behalf of the Council for successful completion of the relevant test and who performs, without supervision, work which may typically include the following and for the quality of which he is accountable: (a) Removing covers and casings and dismantling gasketed joints for the purpose of cleaning or inspecting the following equipment: Multi-stage centrifugal pumps; sugar centrifugals; boiler feeders and spreaders; steam turbines below 200 kg; steam engines and steamdriven reciprocating pumps; fans; heat exchangers; filters; boilers and pressure vessels; soot blowers; gear-boxes over 100 kW; (b) dismantling and assembling components, excluding bearings, oil seals, rotating shaft seals, efficiency components and labyrinth glands, on the following equipment: Single-stage centrifugal pumps; positive displacement pumps; valves, above 400 kPa; gear-boxes, where the transmitted power is less than 200 kW; belt and chain drives; shaft couplings; belt, screw and slat conveyors and elevators; sugar centrifugals; boiler feeders and spreaders; depithers; truck winches and bollards; crane sheave blocks; boilers and pressure vessels; soot blowers; (c) removing and replacing bearings, oil seals, rotating shaft seals, efficiency components and labyrinth glands, including re-alignment or re-adjustment, on the following equipment: Single-stage centrifugal pumps below 50 mm; shaft-mounted spur and worm-drive gear-boxes where the driving motor is smaller than 10 kW; belt and chain conveyor components; continuous sugar centrifugals; fans up to 50 kW; cane brake assemblies; sugar mill hydraulics;

	Job title	Grade	Definition
			(d) removing and replacing complete units, including fitting and re-alignment of couplings, belt drives and chain drives: Provided that where the total mass to be lifted exceeds 500 kg the supervision of an artisan is required in respect of the following: Centrifugal pumps; gear-boxes; positive displacement pumps; fans; hydraulic equipment; (e) replacing worn or defective components and shear pins on power transmissions where the transmitted power is less than 20 kW; (f) removing and replacing pulleys, sprockets and couplings with taper-lock type attachments; (g) maintenance and repair work on hydraulic piping on the following equipment: Ash trailers fitted with hydraulic dumping cylinders; sugar mill hydraulics; (h) repacking glands on pumps and valves where the working pressure does not exceed 1 000 kPa; (i) pipe threading, using purpose-made pipe-threading machines in excess of 50 mm; (j) use of pedestal and bench grinders; (k) reporting of defects to artisan on equipment in a specified section in respect of— Security of attachments and fastenings; wear of parts externally visible; excessive heat, vibration and noise of equipment; mis-alignment of transmissions; leaks in pipelines.
1.6.2	Maintenance worker (Old job title covered:	B3	An employee who, under the direct and/or indirect supervision and training of a supervisory artisan, may himself perform such work as is prescribed for the certificated maintenance worker; or who, in a machine shop, operates power sawing, planing, shaping, drilling and sawing machines, and from sketch, stated measurement or sample, measures and marks materials, drills, faces, bores, taps, planes and cuts to manufacture required item; or who sets up roller in a lathe; grinds cutting tools and sets in tool post; skims roller, marks off roller and regrooves and turns to marks, templates and measurements.
1.6.3	Assistant maintenance worker	B2	An employee described under clause 4 (4) (i) and (ii) who, under the direct supervision of a supervisory artisan, performs work which may typically include the following: (a) Removing covers and casings and dismantling gasketed joints for the purpose of cleaning or inspecting the following equipment: Single-stage centrifugal pumps; positive displacement pumps; gear-boxes, where the transmitted power is less than 100 kW; cane and bagasse chutes; sugar bins, cyclones, drier feed and discharge chutes; sugar conveyors and elevators; hand-hole and mud-hole caps on boilers; (b) dismantling and re-assembling the following equipment: Cane grabs; cane carrier chains and slats; rubber seals, scrapers, curtains and belt cleaners; bagasse carrier chains and slats; sugar elevators; cane knives (knives only); shredders (hammers only); boiler grates; ash trailers; (c) stripping valves and re-packing spindle glands, where the working pressure does not exceed 400 kPa; (d) drilling operations on pedestal or bench-mounted drilling machines up to 16 mm in metal and 20 mm in wood; (e) use of pipe bender for up to 75 mm diameter pipe; (f) use of hand-held stocks and dies; (g) use of mechanical saw; (h) dismantling and assembling: Rollers, bearings, flanges; sugar mill hydraulics; tail-bar couplings; scrapers and trash plates; pressure chutes; (i) checking and tightening scraper plates and securing Messchaert knives.
1.7	Instrument mechanics:		
1.7.1	Certificated maintenance worker	B5	An employee who is in possession of a certificate issued by or on behalf of the Council for successful completion of the relevant test and who performs, without supervision, work which may typically include the following, and for the quality of which he is accountable: (a) Installing and maintaining pneumatic and mechanical instruments, including stripping, replacing and adjusting parts, calibrating, re-assembling and checking the functions of parts; (b) replacing and renewing materials and components commonly used in electrical instruments, e.g. conducting and insulating materials, soft and hard solders, resistance, coils and capacitors; (c) working from elementary drawings for installing and repairing parts and fittings as applicable to instruments; (d) use of relevant hand tools and equipment for marking, cutting, threading and fixing when installing small-bore piping, component parts and fittings; (e) stripping, overhauling and re-assembling air regulators; (f) changing pens, ink-pads, ink and charts.

	Job title	Grade	Definition
1.7.2	Maintenance worker.....	B3	An employee who, under the direct and/or indirect supervision and training of a supervisory artisan, may himself perform such work as is prescribed for the certificated maintenance worker.
1.7.3	Assistant maintenance worker..... (Old job covered: Massmeter serviceman Instrument chart changer)	B2	An employee described under clause 4 (4) (i) and (ii) who, under the direct supervision of a supervisory artisan, performs work which may typically include the following: (a) Using hand tools for measuring, cutting, welding, drilling, tapping; (b) sawing, chipping, filing and screwing as applicable to the trade; (c) grinding and sharpening tools, basic marking off; (d) elementary welding, brazing and sheetmetal work applicable to the trade; or who, without supervision, cleans, lubricates and adjusts massmeters in a packing station; or who maintains, changes and files charts on instruments.
1.8	Motor, mechanics, and diesel mechanics:		
1.8.1	Certificated maintenance worker	B5	An employee who is in possession of a certificate issued by or on behalf of the Council for successful completion of the relevant test and who performs, without supervision, work which may typically include the following, and for the quality of which he is accountable: Unbolting, cleaning—without stripping—and replacing starter motors, carburettors, radiators, generators, fuel pumps, exhaust systems, silencers, oil filters, shock absorbers, fuel tanks and semi-elliptical springs; hand-grinding of valves; general vehicle lubrication; dismantling, cleaning and re-assembling vehicle body and chassis parts; servicing and maintenance procedures for Class A, B and C services; removal and replacement of all component parts; dismantling and re-assembling component parts, except such items as injector pumps, automotive transmission, electrical components and instruments; maintenance and repair of hydraulic systems; overhauling component parts such as water pumps, injectors, etc.; minor engine overhauling such as fitting piston rings, big-end bearings and cylinder gaskets.
1.8.2	Maintenance worker.....	B3	An employee who, under the direct and/or indirect supervision and training of a supervisory artisan, may himself perform only such work as is prescribed for the certificated maintenance worker.
1.8.3	Assistant maintenance worker.....	B2	An employee described under clause 4 (4) (i) and (ii) who, under the direct supervision of a supervisory artisan, performs work which may typically include the following: (a) The use of basic hand and portable machine tools to assist higher grades in the execution of their duties; (b) greasing and lubricating; (c) removing, dismantling, assembling and replacing component parts.
1.9	Plumbers:		
1.9.1	Certificated maintenance worker	B5	An employee who is in possession of a certificate issued by or on behalf of the Council for successful completion of the relevant test and who performs without supervision work which may typically include the following, and for the quality of which he is accountable: Domestic plumber Installation work for new plumbing, where the key factors have been diagnosed/identified by an artisan, namely— Installation of piping, sanware and electric geysers, but excluding electrics; laying of drains, septic tanks and soakage pits; maintenance to taps, cistern, etc; installation of guttering and flashing; building and benching manholes, setting of frames and lids. Industrial plumber Assembly and repair of sheetmetal work; repair and installation work on steam, air, water and oil piping systems and on geysers and cisterns; measuring, working out, cutting, threading and connecting pipes (galvanised, steam, copper and "duro" up to 100 mm); brazing; soldering, sweating or plastic welding; installation and repair of borehole fittings, including pumps and valves; laying of water pipes; fitting and fixing of expansion joints, stop cocks and valves; installation and maintenance of gutters and flashing.
1.9.2	Maintenance worker.....	B3	An employee who, under the direct and/or indirect supervision and training of a supervisory artisan, may himself perform only such work as is prescribed for the certificated maintenance worker, but excepting the installation of geysers and cisterns.
1.9.3	Assistant maintenance worker.....	B2	An employee described under clause 4 (4) (i) and (ii) who, under the direct supervision of a supervisory artisan, performs work which may typically include the following: Cutting and threading of pipes, using hacksaw, pipe cutters, stocks and dies; basic water pipe installation and repair; installation and repair of drainage piping. The above does not include the installation of valves and fittings.

	Job title	Grade	Definition
1.10	Packing machine maintenance:		
1.10.1	Maintenance worker	B3	An employee who, under the direct and/or indirect supervision and training of a supervisory artisan, may himself perform work which may typically include the following: Reporting common and obvious faults; using relevant workshop machines and equipment; removing and replacing keyed or taper lock attachments on pulleys, sprockets and couplings; removing and replacing complete units such as gear-boxes, oil pumps, conveyors, fans, motors, etc., including fitting and re-alignment of couplings, belt and chain drives; cleaning and inspecting equipment such as oil pumps, gear-boxes, vibrators, elevators, etc., and replacing gaskets; dismantling and assembling equipment such as sealing leads, motors, vibrators, etc., and replacing components such as oil seals, brushes and bearings.
1.11	Painting:		
1.11.1	Senior brush hand	B1	An employee who does demarcated painting work on various surfaces.
1.11.2	Brush hand	A2	An employee who does undemarcated painting work on a variety of surfaces, doing the necessary preparatory work.

SECTION 2.—ADMINISTRATION

	Job title	Grade	Definition
2.1	Clerk (Grade I) (Old job covered: Clerk—skilled)	C1	An employee who chooses sets of routines and processes and performs tasks which require a knowledge of well established rules, regulations and procedures relating to groups of complex clerical systems (e.g. stores, financial accountancy and cost accounting). The basic underlying theoretical knowledge required is normally obtained through not less than three years' postmatric study or a longer period of practical experience.
2.2	Clerk (Grade II) (Old jobs covered: Clerk—supervisory Employee controller)	B4	An employee who co-ordinates B3 and lower graded clerks or who places incoming employees, maintains relevant records, liaises with departments on employee matters and who may supervise a time office.
2.3	Clerk (Grade III) [Old job covered: Clerk (Grade I)]	B3	An employee who performs semi-skilled tasks which require decisions when new situations are encountered where actions cannot be predetermined, the full range of clerical processes in a section who performed and who has knowledge of how these processes interrelate which is essential to their successful completion.
2.4	Clerk (Grade IV) [Old jobs covered: Clerk (Grade II) Senior switchboard, operator]	B2	An employee who performs semi-skilled tasks which require decisions when new situations are encountered where actions cannot be predetermined. Tasks involve multiple short-cycle clerical processes; or an employee who operates a switchboard and receives, makes and books calls through a telephone exchange and who records usage and reconciles telephone statements.
2.5	Clerk (Grade V) [Old jobs covered: Clerk (Grade III) Switchboard operator Stores issuer Encoding operator]	B1	An employee who performs semi-skilled tasks which require decisions when new situations are encountered where actions cannot be pre-determined. Tasks are confined to single short-cycle clerical processes, e.g. simple costing and book-keeping procedures, computer data capture, the issue of goods on requisition from a main store; or an employee who operates a switchboard and receives books calls through a telephone exchange.
2.6	Clerk (Grade VI) (Old jobs covered: Clerk—routine Stores attendant Sugar stores issuer)	A3	An employee who performs routine clerical work, who may issue sugar from stores on requisition, assist in carrying out routine stores tasks and/or attend to a small substore or fuel point.

SECTION 3.—CATERING

	Job title	Grade	Definition
3.1	Caterer (Grade I) [Old job covered: Cook (Grade I)]	B1	An employee who supervises caterers (Grade II) and/or caterers (Grade III) and/or is responsible for food preparation and distribution.
3.2	Caterer (Grade II) [Old job covered: Cook (Grade II)]	A3	An employee who cooks simple bulk quantities of food from prescribed rations and distributes in prescribed quantities.
3.3	Caterer (Grade III) (Old jobs covered: Canteen assistant Kitchen helper Waiter)	A2	An employee who sells soft goods in a canteen, handles cash and assists in stock-taking; or who assists in the preparation of food and cleans a kitchen; or who assists in a kitchen and serves and clears tables in a canteen.

SECTION 4.—DRIVERS

	Job title	Grade	Definition
4.1	Driver (Grade I) (Old job covered: Locomotive driver)	C1	An employee who drives a steam, electric or diesel locomotive, and who possesses a Transport Services certificate of competency.
4.2	Driver (Grade II) (Old jobs covered: Extra heavy duty lorry driver) Mill yard locomotive driver Tram driver	B3	An employee who is in possession of the relevant license and drives any of the following, undertaking its routine maintenance and cleaning: Mill yard locomotive; an extra heavy duty road motor vehicle in excess of 16 tons G.V.M.; a tram or narrow gauge locomotive, other than a steam locomotive, between sidings and the sugar mill; a public service vehicle.

	Job title	Grade	Definition
4.3	Driver (Grade III) (Old jobs covered: Heavy duty driver) Heavy wheeled tractor driver	B2	An employee who is in possession of the relevant license and who drives any of the following, undertaking its routine maintenance and cleaning: A heavy duty vehicle of over nine tons G.V.M. but less than 16 tons G.V.M.; a heavy-wheeled tractor.
4.4	Driver (Grade IV) (Old jobs covered: Light/Medium motor vehicle driver/chauffeur) Light wheeled tractor driver/scooter messenger	B1	An employee who is in possession of the relevant licence and who drives any of the following, undertaking its routine maintenance and cleaning: A light or medium motor vehicle under nine tons G.V.M.; a light-wheeled tractor; a scooter or motor cycle.
4.5	Driving instructor	B4	An employee who ensures that correct standards of driving are maintained by company drivers and instructs new drivers.

SECTION 5.—LABORATORY/QUALITY CONTROL

	Job title	Grade	Definition
5.1	Laboratory analyst (Grade I) (Old job covered: Chemist)	C3	An employee who is in charge of a laboratory, performing chemical work, including manipulations, formula use and analytic control.
5.2	Laboratory analyst (Grade II) (Old job covered: Process assistant)	C1	An employee who does clerical work, supervises laboratory operations, including laboratory staff, factory reports and sampling, and who liaises with other departments.
5.3	Laboratory analyst (Grade III) (Old jobs covered: Laboratory assistant) Tester Laboratory analyst	B4	Means an employee who carries out chemical tests and analyses covering all samples through the various process stages, and who supervises testing staff.
5.4	Laboratory analyst (Grade IV) (Old job covered: High-test molasses tester)	B3	An employee who carries out chemical analyses and calculations to ensure precise chemical specifications for high-test molasses but who does not supervise other Grade B employees.
5.5	Laboratory analyst (Grade V) (Old jobs covered: Leading laboratory attendant) Assitant tester Cane grab operator Ash tester	B1	An employee who may supervise samplers/testers (Grades IV and V) and who carries out sample preparation work and/or routine analyses maintaining standard operating and standard hygiene conditions— in a laboratory—under the supervision of a laboratory analyst (Grade IV); or by means of a cane grab; or taking hourly readings in a factory and posting up test results.
5.6	Sampler/Tester (Grade I) (Old jobs covered: Laboratory mass controller) Quality controller	B2	An employee who takes samples from a packing machine mass meter and prepares relevant graphs and summaries; or who ensures that equipment used to manufacture dry speciality products is operating efficiently, carries out quality control checks, sends samples to the laboratory and supervises Grade A employees in the dry speciality department.
5.7	Sampler/Tester (Grade II) (Old job covered: Sugar stores controller)	B1	An employee who maintains a record of sugar leaving the factory, checks on the operation of all machinery, such as conveyor belt motors and mass meters, and summarises tonnages of sugar made during a shift.
5.8	Sampler/Tester (Grade III) (Old jobs covered: Cane grab sampler Laboratory attendant Clarification attendant Diffuser tester Juice preparer Mass meter checker Sample recorder Saturator attendant)	A3	An employee who performs simple preparation and/or analysis of samples, or who samples and checks or makes tests for pH, Brix, temperature or mass, and who makes necessary adjustments and reports variances in the following circumstances: As an assistant to a laboratory analyst Grade V; when filtering juices under the supervision of a laboratory analyst Grade IV; in correcting tanks and a number of clarifiers; as a control in juice preparation; in carbonation saturator tanks, evaporators and flash bodies; with filled bags of sugar.
5.9	Sampler/Tester (Grade IV) (Old jobs covered: Sewerage plant attendant sampler)	A2	An employee who performs simple tests and checks, who may record the results, and who maintains standard operating and standard hygiene conditions in— a sewerage plant; the taking and delivery of samples from a prescribed source to the laboratory.
5.10	Sampler/Tester (Grade V) (Old job covered: Sample carrier)	A1	An employee who samples single products on a routine basis and delivers samples.

SECTION 6.—GENERAL WORKERS

	Job title	Grade	Definition
6.1	General worker (Grade I) (Old jobs covered: Auto filter envelope sewer Foundation stacker Laundry attendant Leading hand Overall repairer Sewer mass-measurer Shunter Stencil keeper)	A3	An employee who may operate the following miscellaneous equipment or undertake the following tasks and who may be required to undertake manual work: Stacking sugar bags in a leading hand capacity; using electrical or mechanical laundry equipment or sewing machines; assisting an engine driver; cutting, filing and issuing stencils; repairing overalls and other garments, using a sewing machine.

	Job title	Grade	Definition																				
6.2	General worker (Grade II) (Old jobs covered: Bag sewer Boiler scale cleaner Chain checker Cleansing hand Driver's assistant Drum mass measurer Filter cloth danner (Grade II) Johnson press hand Juice heater cleaner Marker/Stenciller Messenger Pan hand Sanitation hand Tarpaulin handler Traverser attendant Wash bay attendant)	A2	An employee who may operate the following miscellaneous equipment or undertake the following tasks and who may be required to undertake manual work: tube cleaning on boilers; equipment sterilisation; the preparation of speciality sugar products for despatch in drums; the mending of filter cloths; in a Johnson Press section; stencilling; routine messenger tasks; on a pan floor; de-choking sewerage pipes, cleaning sludge boxes and bucket latrines and incinerating offal; as an assistant to a stores lorry driver or traverser driver; receiving, checking and despatching can chains; washing vehicles, using high pressure water/steam hoses and various chemicals; dechoking sewerage pipes and latrines and spraying for pests and vermin; juice heater cleaning; sewing closed, full sugar bags; carrying messages, doing routine filing, sorting and delivering post, and who may serve beverages and do cleaning work; covering and securing tarpaulins on loaded sugar trucks according to specifications of the South African Transport Services.																				
6.3	General worker (Grade III) (Old job covered: Labourer)	A1	An employee who may use the following equipment in undertaking manual tasks, such as: <table><tr><th>Tasks</th><th>Equipment</th></tr><tr><td>Lifting</td><td>Shovels</td></tr><tr><td>Pushing</td><td>Picks</td></tr><tr><td>Sweeping</td><td>Brooms</td></tr><tr><td>Cleaning</td><td>Rags</td></tr><tr><td>Washing down</td><td>Hose pipes</td></tr><tr><td>Gardening</td><td>Rakes</td></tr><tr><td>Digging</td><td>Slashers and hoes</td></tr><tr><td>Pulling</td><td>Ropes</td></tr><tr><td>Evaporator cleaning</td><td>Cleaning materials</td></tr></table>	Tasks	Equipment	Lifting	Shovels	Pushing	Picks	Sweeping	Brooms	Cleaning	Rags	Washing down	Hose pipes	Gardening	Rakes	Digging	Slashers and hoes	Pulling	Ropes	Evaporator cleaning	Cleaning materials
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SECTION 7.—MOBILE EQUIPMENT OPERATION

	Job title	Grade	Definition
7.1	Mobile equipment operator (Grade I) [Old jobs covered: Fork-lift truck driver (heavy) Heavy duty front-end loader driver Loader driver Mobile crane driver Overhead crane operator (Grade I)]	B2	An employee who operates any of the following equipment, undertaking its routine maintenance and cleaning: A fork-lift truck of five or more tons lift; a heavy duty front-end loader; a mobile crane; a three-dimensional overhead crane working to fine tolerances on hand signals; a mechanical grab loader; a loader back-hoe
7.2	Mobile equipment operator (Grade II) [Old jobs covered: Bobcat driver Bulldozer driver Fork-lift truck driver (light) Front-end loader driver Mechanical shovel driver Overhead crane operator (Grade II) Payloader/Traverser driver Road sweeper driver Traxcavator driver]	B1	An employee who operates any of the following equipment, undertaking its routine maintenance and cleaning: A Bobcat; a light bulldozer; a light fork-lift truck of less than five tonnes lift; a front-end loader; a mechanical shoveller; a three-dimensional overhead crane where rough tolerances only are required; a payloader or traverser; a road sweeper; a traxcavator.
7.3	Mobile equipment operator (Grade III) (Old job covered: Dumper driver)	A3	An employee who operates a dumper, undertaking its routine maintenance and cleaning.

SECTION 8.—PLANT OPERATIONS

	Job title	Grade	Definition
8.1	Plant operator (Grade I) (Old job covered: Pan boiler)	B5	An employee who operates any of the following equipment, keeping all necessary records and maintaining standard operating and standard hygiene conditions in a section of a plant, excluding the work which would normally be done by an employee in an engineering category: Sugar vacuum pans
8.2	Plant operator (Grade II) [Old jobs covered: Assistant pan boiler Diffuser operator Evaporator operator (Grade I) Power station attendant Production attendant]	B3	An employee who, under supervision, operates any of the following equipment, who may keep necessary records and who may supervise Grade A employees, and maintains standard operating and standard hygiene conditions in the relevant section of a plant, excluding the work which would normally be done by an employee in an engineering category: A diffuser; sugar vacuum pans in an assistant capacity; an evaporator station of more than eight vessels; turbines and generators in a power house; cooker dissolvers, evaporators, pressure cookers, a liquid sugar installation, sugar blower and liquor supply system to produce speciality sugars.

	Job title	Grade	Definition
8.3	Plant operator (Grade III) [Old jobs covered: Auto-pallet operator Auto-filter attendant Boiler operator (Grade I) Clarification operator Dragline operator Packing machine operator Printing machine operator Pump house operator Speciality machine operator Syrup pan boiler (Grade I) Wrapping machine operator]	B2	An employee who operates any of the following equipment, maintaining standard operating and standard hygiene conditions in the relevant section of a plant, excluding the work which would normally be done by an employee in an engineering category, and who may be required to keep records: An automatic palletiser; a paper wrapping machine; heavy duty dragline; a series of auto-filters; equipment in the juice clarification department; a factory pump house with pumps each over 400 kw rating; a high-speed automatic packing machine or a speciality packing machine; a syrup pan; a printing machine and copying equipment; automatic boilers (under the supervision of a plant operator Grade II or I).
8.4	Plant operator (Grade IV) [Old jobs covered: Assistant printing machine operator Bagasse excavator operator Boiler operator (Grade II) Decarbonatiser attendant Depither operator Evaporator operator (Grade II) Filter cloth danner (Grade I) Johnson Press operator Kiln house operator Melter attendant Mill engine operator Multi-carrier operator Panel operator Resin plant operator Syrup pan boiler (Grade II)]	B1	An employee who operates any of the following equipment, maintaining standard operating and standard hygiene conditions in a section of a plant, excluding the work which would normally be done by an employee in an engineering category, and who may be required to keep records and to supervise Grade A employees: A bagasse excavator; decarbonatising equipment; a depither plant; a single multi-effect evaporator; Johnson Press section of a carbonatation station; a number of oil fired kilns; a reject sugar melter; a mill engine controlling the speed of mill rollers from a mill train platform; multi-carriers, from a control tower; a diffuser control panel board (as an assistant); a syrup liquor recovery pan; printing and copying equipment (assistant to a plant operator Grade III); a resin plant; automatic boilers, without recording functions, as assistant to plant operator Grade III; a darning machine.
8.5	Plant operator (Grade V) [Old jobs covered: Bagasse off-loading attendant Centrifugal operator Compressor attendant Filter attendant Juice heater operator Lime kiln operator Mass-measuring bridge operator Mill engine attendant Packing machine attendant Pump attendant (Grade I) Water purification plant attendant]	A3	An employee who operates any of the following equipment, maintaining standard operating and standard hygiene conditions in a section of a plant: A water purification plant; a manually operated sugar packing machine; pressure/vacuum filters; compressors and vacuum engines; a series of pumps or a small pump-house with pumps each between 200 and 400 kW rating; juice heaters; bagasse off-loading equipment; manual, batch, continuous or automatic variant centrifugals; lime-feeding and off-taking equipment from a lime kiln; a mass-measuring bridge; attends one or more steam or electric turbines driving a crushing unit controlled from a main panel.
8.6	Plant operator (Grade VI) [Old jobs covered: Bag mass measurer Can seamer Clarifier attendant Concrete mixer operator Conveyor attendant Evaporator attendant Jackhammer operator Kiln house attendant Mower operator Pump attendant (Grade II) Valve pack machine operator Winch operator]	A2	An employee who operates any of the following equipment, maintaining standard operating and standard hygiene conditions in a section of a plant: A series of automatically controlled evaporators; a pneumatic jack-hammer; elevators and conveyors; a concrete mixer; a power-driven lawn mower; pumps up to 200 kW rating; a valve pack filling machine; a capstan winch, ropes and pulleys; an automatic bagging machine; a syrup can seaming machine; mud pumps, to obtain maximum clarity to juice.

SECTION 9.—PLANT REGULATORS

	Job title	Grade	Definition
9.1	Plant regulator (Grade I) (Old jobs covered: Liquor gallery attendant Tandem panel operator)	B2	An employee who regulates the through-put of materials and substances by means of or from and to any of the following equipment, maintaining standard operating and standard hygiene conditions in a section of a plant, and who may be required to monitor instruments, read graphs, and keep records: Valves and pumps regulating the flow of fine liquor and jet; a tandem panel.
9.2	Plant regulator (Grade II) [Old jobs covered: Boiler feed pump attendant (Grade I) Briker attendant Dryer attendant (Grade I) Mill platform operator Mixer attendant Rail traffic controller Rotex room operator]	B1	An employee who regulates the through-put of materials and substances by means of or from and to any of the following equipment, maintaining standard operating and standard hygiene conditions in a section of a plant, and who may be required to monitor instruments, read graphs, and keep records: A boiler feed pump (under the supervision of a plant operator Grade I); jet liquor and water pumps in a pan house; elevators, conveyor belts and reject scrolls for directing the flow of sugar; massecuite from pans to C mixers, feed hoppers and centrifugals; the control of speed of mill rollers from the mill train platform; control of rail traffic movement from a control tower.

	Job title	Grade	Definition
9.3	Plant regulator (Grade III) [Old jobs covered: Boiler feed pump attendant (Grade II) Cross carrier operator Crystalliser attendant Filter cake plant attendant Lime plant attendant Main carrier operator Mingler attendant Pan attendant Pre-pack dryer attendant Spiller operator Tipper attendant]	A3	An employee who regulates the through-put of materials and substances by means of or from and to any of the following equipment, maintaining standard operating and standard hygienic conditions in a section of plant: The massecuite flow to centrifugals only; filter cake conveyors; lime slurry to a reservoir; raw sugar to a mingler; the sequential opening and shutting of pan valves (under the supervision of a plant operator Grade I); a spiller; a mechanical tipping mechanism; feed water to boilers (under the supervision of a plant operator Grade I); a cross carrier feeding on to a main carrier; a main carrier cane conveyor receiving from auxiliary or cross carriers and feeding to mill crushers; a pre-pack dryer.
9.4	Plant regulator (Grade IV) [Old jobs covered: Baler/Loader sealer Boilerhouse hand Chute bin attendant Cistern head attendant Cistern packer Cooler attendant Cush-cush attendant Diffuser swirl tank attendant Dryer attendant (Grade II) Dust extractor attendant Molasses tank attendant Paper baling machine attendant Rebagging baler attendant Regulator attendant Screen attendant Smut plant attendant Speciality packer Sugar thrower attendant Sugar bin attendant Tank attendant Trays checker]	A2	An employee who regulates the throughput of materials and substances by means of or from and to any of the following equipment, maintaining standard operating and standard hygiene conditions in a section of plant: Product flow through mills and chutes; liquor, jet or char cisterns; sugar cooling equipment; a crush-cush screen; a diffuser swirl tank; sugar dryers; a sugar dust extractor; a molasses tank levelling pump; a baling machine; a pre-packing machine; screens; water supply to boilers and smut chambers; coal supply to boilers; a sugar thrower; pump valves to feed pans with syrup; the receiving and despatching of trays; the filling of trucks with sugar, using chutes and traversers.

SECTION 10.—SUPERVISORY

	Job title	Grade	Definition
10.1	Supervisor (Grade I) (Old job covered: Senior boilerhouse supervisor)	C2	An employee who is in charge of boiler operating staff and who is responsible for the generation of steam at optimum rates within prescribed limits and who does skilled boiler maintenance.
10.2	Supervisor (Grade II) (Old jobs covered: Boiler attendant Pan floor supervisor Plate layer)	C1	An employee who, whilst on shift, directs and takes charge of general operations and personnel in any of the following sections of a plant, including relevant start-up and shut-down procedures, maintaining standard operating and standard hygiene conditions and who keeps all relevant records: Boilers; automatic, semi-automatic and/or manually controlled pans; all tasks required to ensure that tramline track is correctly laid and maintained, and who may have to undertake the technical aspects himself.
10.3	Supervisor (Grade III) (Old jobs covered: Assistant process supervisor Boilerhouse supervisor Cane yard supervisor Carb station supervisor Char end supervisor Clarification supervisor Crushing supervisor Packing supervisor Pan house supervisor Recovery supervisor Resin plant supervisor Supervisor Grade I)	B4	An employee who, whilst on shift, directs and takes charge of and co-ordinates general operations and the work of employees in Grade B3 or lower in any of the following sections of a plant, including, where relevant, start-up and shut-down procedures, maintaining standard operating and standard hygiene conditions, and who may be required to keep all relevant records: A resin plant; all process functions from clarification to despatch, excluding the pan floor; a boilerhouse (as assistant to supervisor Grade I); a cane yard; a carbonation house: Provided that Grade B3 employees fall under his charge; a char house: Provided that Grade B3 employees fall under his charge; a clarification section: Provided that Grade B3 employees fall under his charge; a crushing plant: Provided that Grade B3 employees fall under his charge; a packing station: Provided that Grade B3 employees fall under his charge; a refinery pan house: Provided that Grade B3 employees fall under his charge; a recovery section.
10.4	Supervisor (Grade IV) (Old jobs covered: Oil reclaimer Supervisor Grade II Supervisor Grade III)	B2	An employee who supervises aspects of the work of lower B and lower graded employees in a leading hand capacity.
10.5	Supervisor (Grade V) (Old jobs covered: Supervisor Grade III Supervisor Grade IV)	B1	An employee who is in charge of a group of Grade A employees.
10.6	Supervisor (Grade VI) (Old job covered: Leading hand)	A3	An employee who is a leading working member of a group of Grade A employees supervising aspects of their work.

SECTION 11.—SECURITY

	Job title	Grade	Definition
11.1	Security supervisor	B4	An employee who during a shift is the senior rank on duty in a charge office and who controls a full shift of security guards.
11.2	Senior security guard	B3	An employee who acts as the second in command of a shift or takes charge of a small detail of security guards.
11.3	Security guard	B1	An employee who performs security patrols and point duties, prevents and reports breaches of Company regulations or State laws, who may participate in fire fighting and first-aid assistance, and who writes routine reports.
11.4	Watchman	A2	An employee who performs patrol duty mainly in residential areas, guarding property and apprehending any person who is obviously breaking the law.

SECTION 12.—CLINICS

	Job title	Grade	Definition
12.1	Clinic assistant	B3	An employee who applies dressings and issues basic medicines as instructed by a medically competent person, keeping records of medicines used and patients treated.

SECTION 13.—CANE TRANSPORT AND TRANSHIPPING

	Job title	Grade	Definition
13.1	Supervisor—transshipping and transport	B5	An employee who co-ordinates transshipping and cane transport operations.
13.2	Cane transshipping supervisor	B4	An employee who co-ordinates transshipping operations.
13.3	Mass meter clerk (weighbridge clerk)	B2	An employee who weighs and records all cane deliveries on zones and supervises the loading of heavy road vehicles.
13.4	Despatch clerk/driver	B2	An employee who weighs and records cane deliveries and operates the cane on a zone.
13.5	Despatch clerk	B1	An employee who weigh and records bundle cane deliveries on zones and summarises cane weights for small growers.

5. TEGNIESE OMSKRYWINGS

Rietkapmesmasjien.—'n Masjien waarin heel stronkriet opgekap word deur 'n draai-as waaraan daar 'n groot aantal swaar messe vasgeheg is.

Aaneenwerkende suikersentrifuge.—'n Suikersentrifuge waarin die mandjie se vorm sodanig is dat afskeiding voortdurend plaasvind. Uit hoofde hiervan is die ontwerp en konstruksie van aaneenwerkende masjien veel eenvoudiger as dié van 'n konvensionele of bondeltype masjien.

Ontkernmasjien.—'n Masjien waarin bagasse in sy twee bestanddele nl. kern en vesel, verdeel word deur dit te maal en te sif.

Messaertmesse.—'n Skrapeer of "kam" wat so ingerig is dat dit die dreineergroewe in die rol van 'n suikermeul skoonmaak.

Drukgeut.—'n Geut waarin bewerkte riet of bagasse geforseer word deur die werking van twee gedrewe rolle wat op hul beurt weer die riet of bagasse onder druk in die vooropening van 'n suikermeul voer.

Doelgemaakte pypdraadsmasjien.—'n Elektries aangedrewe masjien wat spesifiek ontwerp is om 'n draad aan die ent van 'n stuk pyp te sny, met gebruikmaking van vooraf gestelde snymoere, en wat voorsien is van stuivers en ander hulpmiddels om die opstel van die masjien te vergemaklik.

Skraapmasjien.—'n Staalplaat met toepaslik gevormde tande wat só gerangskik is dat dit die omtrekgroewe van 'n suikermeulroller kan skoonmaak.

Rafelmasjien.—'n Masjien waarin gekapte riet vergruis word deur hamers wat aan 'n draai-as vasgeheg is.

Suikersentrifuge.—'n Masjien waarin suikerkristalle geskei word van 'n oplossing deur dit te sif deur middel van die sentrifugale krag wat ontwikkel word deur die snelrotasie van 'n mandjie.

Suikermeul.—'n Masjien waarin bewerkte suikerriet of bagasse voortdurend aan hoëdruk onderwerp word ten einde die sap daaruit te druk. Die masjien bestaan basies uit drie parallelle rollers wat deur middel van tandratwerking teen 'n lae spoed aangedryf word en wat so ingerig is dat die bewerkte riet of bagasse tussen die boonste rol en die voerrol gevoer en tussen die boonste rol en die afvoerrol afgevoer word.

Suikermeulhidroulika.—'n Stelsel wat bestaan uit hidrouliese ramme, akkumulators, pompe en pype deur middel waarvan 'n hidrouliese las op die suikerriet of bagasse in 'n suikermeul aangewend word. Die ramme is so ingerig dat hulle op die laerhulsel van een of meer van die rolle in die meul werk. Hidrouliese druk van tot 35 MPa word vir dié doel gebruik.

Koppellasse.—Koppelings van die "mof"-tipe ingerig aan elke ent van die as wat die dryfdraaimoment van die ratkas na die rol of rolle van 'n suikermeul oorbrieng en wat 'n klein wansporing toelaat tussen die ratkas en die meulrolasse.

Bagasse-stortplaat (roller-geleiplaat).—'n Staal- of gietysterplaat wat voorsien is van toepaslik gevormde tande en wat só ingerig is dat dit die rietmassa van die toevoerrolkink tot by die afvoerrolkink in 'n suikermeul kan voer.

5. TECHNICAL DEFINITIONS

Cane knives chopper.—A machine in which whole stick cane is chopped up by a rotating shaft to which a large number of heavy knives are attached.

Continuous sugar centrifugal.—A sugar centrifugal in which the basket is so shaped that separation takes place continuously. By virtue of this fact, a continuous machine is of far simpler design and construction than a conventional or batch type machine.

Depither.—A machine in which bagasse is separated into its two constituents of pith and fibre through the action of pulverising and screening.

Messaert knives.—A scraper or "comb" arranged to clean the drainage grooves in the roll of a sugar mill.

Pressure chute.—A chute into which prepared cane or bagasse is forced by the action of a pair of driven rolls, which in turn feeds the cane or bagasse under pressure into the feed opening of a sugar mill.

Purpose-made pipe threading machine.—An electrically driven machine specifically designed to cut a thread on the end of a length of a pipe, using pre-set dies, and provided with stops and other aids to facilitate setting up.

Scraper.—A steel plate provided with suitably shaped teeth and arranged in a position to clean the circumferential grooves of a sugar mill roller.

Shredder.—A machine in which knifed cane is pulverised by the action of hammers attached to a rotating shaft.

Sugar centrifugal.—A machine in which sugar crystals are separated from a solution by screening, under the action of centrifugal force developed by high speed rotation of a basket.

Sugar mill.—A machine in which prepared sugar cane or bagasse is continuously subjected to high pressure in order to extract the juice from it. The machine basically consists of three parallel rollers driven at a slow speed through gearing and arranged in such a way that prepared cane or bagasse is fed between the top roll and the feed roll, and discharged between the top roll and the discharge roll.

Sugar mill hydraulics.—A system consisting of hydraulic rams, accumulators, pumps and piping, by means of which an hydraulic load is applied to the sugar cane or bagasse in a sugar mill. The rams are arranged to act on the bearing housing of one or more of the rolls in the mill. Hydraulic pressure up to 35 MPa is employed for this purpose.

Tail-bar couplings.—Couplings of "Muff" type arranged at each end of the shaft which transmits the driving torque from the gear-box to the roll or rolls of a sugar mill, and which allow of a small misalignment between the gear-box and mill roll shafts.

Trash plates.—A steel or cast-iron plate provided with suitably shaped teeth and arranged in a position to turn the cane mass from the feed roll nip to the discharge roll nip in a sugar mill.

6. BESOLDIGING

(1) Behoudens klousule 13 van hierdie Ooreenkoms, mag geen werkgewer vir werk geklassifiseer in die onderskeie grade in klousule 4 gespesifiseer, minder betaal en mag geen werknemer minder aanneem as die loontarief hieronder vermeld nie:

(a) in alle gebiede, uitgesonderd die munisipale gebied van Durban en uitgesonderd werknemers vir die vervoer en oorlaai van suikerriet:

Graad	Sent per uur
A1	125,0
A2	140,0
A3	156,0
B1	177,0
B2	198,0
B3	222,5
B4	253,5
B5	308,5
C1	346,0
C2	396,5
C3	453,5

Benewens bogenoemde loonskale moet werknemers wat klere ontvang wat deur die Maatskappy aan hulle uitgereik word 'n toelae van R1,50 per maand betaal word om die koste vir die instandhouding van die oorpakke te bestry.

(b) In die munisipale gebied van Durban:

Graad	Sent per uur
A1	168,0
A2	181,0
A3	198,0
B1	215,5
B2	235,5
B3	256,5
B4	280,5
B5	342,5
C1	410,5
C2	469,0
C3	536,5

(c) Werknemers vir die vervoer en oorlaai van suikerriet:

Graad	Rand per maand
A1	137,59
A2	165,01
A3	197,95
B1	240,79
B2	274,57
B3	314,39
B4	362,80
B5	446,56

Met dien verstande dat 'n werknemer se loon nie verlaag mag word gedurende die seisoen wanneer daar nie gemaak word nie, al word hy ook vir ander werk van 'n laer graad gebruik.

(2) *Los werknemer*.—'n Los werknemer moet vir dieselfde graad werk betaal word teen 'n tarief wat 7½ persent hoër is as die tariewe hierbo vermeld. Die bedrag wat betaal moet word, moet bepaal word deur hierdie tarief te vermenigvuldig met die aantal ure gewerk: Met dien verstande dat die minimum ure waarvoor per dag betaal word, ooreenkomstig klousule 16 (1) (a) (iii) en (b) (iii) moet wees.

(3) *Tydlike werknemer*.—Die besoldiging en diensvoorwaardes van 'n tydelike kontrakwerknemer moet vasgelê word in 'n skriftelike dienskontrak waarvan 'n kopie by die Sekretaris vir goedkeuring deur die Nywerheidsraad ingedien moet word, en die voorwaardes moet wesenlik nie minder gunstig wees as vir 'n werknemer wat dieselfde graad werk verrig nie.

7. KONTRAKGRONDSLAG

Vir die toepassing van klousules 6, 8 en 10 is die grondslag vir die dienskontrak van 'n werknemer, uitgesonderd 'n los werknemer, weekliks, en moet 'n werknemer, behoudens klousules 9 en 14, ten opsigte van 'n week minstens die volle weekloon vir 'n werknemer van sy klas betaal word, ongeag of hy in daardie week die maksimum getal gewone ure, soos in klousule 6 (1) voorgeskryf, of minder gewerk het.

8. SKOFTOELAE

Elke werknemer van wie vereis word om as skofwerker diens te doen, moet 'n toelae van 7½ persent ontvang, bereken teen die loon verskuldig vir alle skofure aldus gewerk: Met dien verstande dat sodanige werkers 'n volle skof moet voltooi alvorens hulle vir sodanige toelae kwalifiseer.

9. DIFFERENSIËLE LOON

'n Werkgewer wat van 'n werknemer vereis of hom toelaat om, of benewens sy eie werk of in plaas daarvan, op 'n bepaalde dag werk van 'n ander graad te verrig waarvoor 'n hoër loon as dié van sy eie graad in klousule 6 voorgeskryf word, moet aan sodanige werknemer ten opsigte van sodanige werk die hoër uurloon betaal slegs vir die tydperk wat hy werklik die hoër besoldigde werk verrig het. 'n Tydperk van minder as altesaam 'n halwe skof in 'n bepaalde week waarin die hoër besoldigde werk verrig word, kom nie vir betaling van die hoër tarief in aanmerking nie.

6. REMUNERATION

(1) Subject to clause 13 of this Agreement, no employer shall pay and no employee shall accept less for work classified in the respective grades specified in clause 4 than the undermentioned wage rates:

(a) In all areas, other than the municipal area of Durban and other than cane transport and transshipping employees:

Grade	Cents per hour
A1	125,0
A2	140,0
A3	156,0
B1	177,0
B2	198,0
B3	222,5
B4	253,5
B5	308,5
C1	346,0
C2	396,5
C3	453,5

In addition to the above rates, employees in receipt of Company issued clothing are to be paid an allowance of R1,50 per month towards the costs of maintaining overalls.

(b) In the municipal area of Durban:

Grade	Cents per hour
A1	168,0
A2	181,0
A3	198,0
B1	215,5
B2	235,5
B3	256,5
B4	280,5
B5	342,5
C1	410,5
C2	469,0
C3	536,5

(c) Cane transport and transshipping employees

Grade	Rand per month
A1	137,59
A2	165,01
A3	197,95
B1	240,79
B2	274,57
B3	314,39
B4	362,80
B5	446,56

Provided that no employee's wages shall be reduced during the non-crushing season, notwithstanding the fact that he may be employed on other work of a lower grade.

(2) *Casual employee*.—A casual employee shall be paid at a rate which is 7½ % above the rates quoted above for the equivalent grade of work. The amount to be paid shall be determined by this rate, multiplied by the number of hours worked: Provided that the minimum number of hours paid per day shall be in terms of clause 16 (1) (a) (iii) and (b) (iii).

(3) *Temporary employee*.—The remuneration and conditions of employment of a temporary contract employee shall be set out in a written contract, a copy of which shall be lodged with the Secretary for approval of the Industrial Council and the conditions of which shall be substantially not less favourable than for an employee performing the same class of work.

7. BASIS OF CONTRACT

For the purposes of clauses 6, 8 and 10, the basis of contract of employment of an employee, other than a casual employee, shall be weekly and, save as provided in clauses 9 and 14, an employee shall be paid in respect of a week not less than the full weekly wage for an employee of his class, whether he has in that week worked the maximum number of ordinary hours prescribed in clause 16 (1) or less.

8. SHIFT ALLOWANCE

Every employee required to work as a shift worker shall receive an allowance of 7½ per cent calculated on the wage due for all shift hours so worked: Provided that only the completion of a full shift shall qualify for such allowance.

9. DIFFERENTIAL WAGE

An employer who requires or permits an employee to perform on any day, either in addition to his own work or in substitution therefor, work of another grade for which a rate higher than his own is prescribed in clause 6 shall pay such employee in respect of such work at the higher rate only for the period he actually worked at the higher paid occupation. Any period of substitution of less than one-half shift in the aggregate in any one week shall not count for payment at the higher rate.

10. BEREKENING VAN LONE

(a) Die weekloon van 'n werknemer, uitgesonderd 'n los werknemer, is sy uurloon, vermenigvuldigt met 46.

(b) Die maandloon van 'n werknemer is sy weekloon, vermenigvuldigt met 52 en gedeel deur 12.

Elke werknemer wat op 1 April 1983 in diens is by 'n werkgever vir werk wat in hierdie Ooreenkoms geklassifiseer is, moet, terwyl hy in diens is by dieselfde werkgever en ongeag of sy werklike loontarief onmiddellik voor genoemde datum hoër was as die tarief wat vir sy klas werk in hierdie Ooreenkoms gespesifiseer word, nie minder betaal word nie as die werklike tarief wat hy onmiddellik voor genoemde datum ontvang het.

11. INDIENSNEMING VAN AMBAGSLUI

Geen werkgever mag, na een maand vanaf die datum van inwerking-treding van hierdie Ooreenkoms, iemand anders in ambagswerk wat as graad C2 of graad C3 geklassifiseer word in diens neem nie, behalwe 'n werknemer wat sy vakleerlingskap voltooi het ingevolge 'n kontrak wat deur die Raad erken word in eenige van die klasse werk, grade C2 en C3 gespesifiseer, tensy sodanige werknemer in besit is van 'n sertifikaat wat voor 31 Maart 1983 deur die Raad erken of uitgereik is: Met dien verstande dat hierdie klousule nie van toepassing is op werknemers in grade C2 en C3 gedurende tydperke wanneer daar geen suikerriet gemaal word nie.

12. VOORBEHOUDSBEPALING

Klousules 6, 7, 8 en 9 is nie op vakleerlinge van toepassing nie.

13. BETALING VAN BESOLDIGING

(1) *Werknemers, uitgesonderd los werknemers.*—Behoudens klousule 22 (3), moet alle bedrae wat aan 'n werknemer verskuldig is, weekliks of, by ooreenkoms, tweeweekliks of maandeliks, in kontant aan hom betaal word gedurende die werkure of binne 30 minute na uitskeityd op die gewone betaaldag van die bedryfsinrigting, wat nie later mag wees nie as die sesde dag van die maand of die week wat volg op dié ten opsigte waarvan betaling geskied, of by diensbeëindiging, as dit voor die gewone betaaldag plaasvind, en sodanige besoldiging moet ingesluit wees in 'n verskeelde kovert of houer waarop, of vergesel gaan van 'n staat waarop, die volgende gemeld moet word:

- (a) Die werkgever se naam;
- (b) die werknemer se naam of sy nommer op die betaalstaat en sy beroep;
- (c) die getal gewone werkure wat die werknemer gewerk het;
- (d) die getal oortydure wat die werknemer gewerk het;
- (e) die werknemer se loon en sy klassifikasiegraad;
- (f) besonderhede van besoldiging vir Sondagwerk of ander besoldiging uit hoofde van die werknemer se diens;
- (g) besonderhede van alle bedrae wat afgetrek is;
- (h) die werklike bedrag wat aan die werknemer betaal word; en
- (i) die tydperk ten opsigte waarvan betaling geskied;

en sodanige kovert of houer waarop hierdie besonderhede aangeteken is, of sodanige staat, word die eiendom van die werknemer.

(2) *Los werknemer.*—'n Werkgever moet die besoldiging wat aan sy los werknemer verskuldig is, by beëindiging van sy diens in kontant aan hom betaal.

(3) *Premies.*—Geen bedrag mag of regstreeks of onregstreeks aan 'n werkgever betaal of deur hom aangeneem word ten opsigte van die indiensneming of opleiding van 'n werknemer nie: Met dien verstande dat hiedie subklousule nie van toepassing is nie op 'n opleidingskema waartoe die werkgever regtens moet bydra of op finansiële bystand wat deur die werkgever vir onderwysbystand voorgeskiet word.

(4) *Koop van goedere.*—'n Werkgever mag nie van sy werknemer vereis om goedere van hom of van 'n winkel of persoon wat hy aanwys, te koop nie.

(5) *Inwoning.*—Behoudens die Swartes (Stadsgebiede) Konsolidasiewet, 1945, en die Wet op Swart Arbeid, 1964, mag 'n werkgever nie van sy werknemer vereis om by hom of by iemand anders of op 'n plek wat hy aanwys, in te woon nie.

(6) *Boetes.*—'n Werkgever mag sy werknemer geen boetes oplê nie.

14. AFTREKKINGS

Behoudens andersluitende bepalings in hierdie Ooreenkoms, mag geen aftrekkings van watter aard ookal, uitgesonderd dié hieronder genoem, gemaak word van die bedrag wat ingevolge hierdie Ooreenkoms aan 'n werknemer betaalbaar is nie:

- (a) Met die skriftelike toestemming van sy werknemer, 'n bedrag vir vakansie-, siekte-, versekerings-, voorsorg- of pensioenfondse;
- (b) behoudens klousule 26 (1), wanneer 'n werknemer van sy werk afwesig is om 'n ander rede as op las of op versoek van sy werkgever, of afwesig is weens 'n ongeluk of swak gesondheid, 'n bedrag wat eweredig is aan die tydperk van sodanige afwesigheid;
- (c) 'n bedrag wat 'n werkgever regtens of op bevel van 'n bevoegde hof moet of mag aftrek;

10. CALCULATION OF WAGES

(a) The weekly wage of an employee, other than a casual employee, shall be his hourly rate, multiplied by 46.

(b) The monthly wage of an employee shall be his weekly wage, multiplied by 52 and divided by 12.

Every employee who on 1 April 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.

11. EMPLOYMENT OF ARTISANS

No employer shall, after one month from the date of coming into operation of this Agreement, employ any person on artisan work classified at Grades C2 or C3, other than an employee who has completed his apprenticeship under a contract recognised by the Council in any one of the classes of work specified under Grades C2 or C3, unless such employee is in possession of a certificate recognised or issued by the Council prior to 31 March 1983: Provided that this clause shall not apply to employees in Grades C2 and C3 during periods when no cane crushing operations are taking place.

12. SAVINGS

The provisions of clauses 6, 7, 8 and 9 shall not apply to apprentices.

13. PAYMENT OF REMUNERATION

(1) *Employees other than casual employees.*—Save as provided in clause 22 (3) any amount due to an employee shall be paid in cash weekly, or by agreement fortnightly or monthly, during the hours of work or within 30 minutes of ceasing work on the usual pay-day of the establishment, which shall not be later than the sixth day of the month or the week following that in respect of which payment is made, or on termination of employment if this takes place before the usual pay-day, and shall be contained in a sealed envelope or container on which shall be recorded, or which shall be accompanied by a statement showing—

- (a) the employer's name;
- (b) the employee's name or his number on the pay-roll and his occupation;
- (c) the number of ordinary hours worked by the employee;
- (d) the number of overtime hours worked by the employee;
- (e) the employee's wage and his classification grade;
- (f) the details of remuneration for Sunday work or any other remuneration arising out of the employee's employment;
- (g) details of any deductions made;
- (h) the actual amount paid to the employee; and
- (i) the period in respect of which payment is made;

and such envelope or container on which these particulars are recorded, or such statement, shall become the property of the employee.

(2) *Casual employee.*—An employer shall pay the remuneration due to this casual employee in cash on termination of his employment.

(3) *Premiums.*—No payment shall be made to or accepted by an employer, either directly or indirectly, in respect of the employment or training of an employee: Provided that this subclause shall not apply in respect of a training scheme to which the employer is legally required to contribute or to financial assistance advanced by the employer for educational assistance.

(4) *Purchase of goods.*—An employer shall not require his employee to purchase any goods from him or from any shop or person nominated by him.

(5) *Lodging.*—Save as provided in the Blacks (Urban Areas) Consolidation Act, 1945, and in the Black Labour Act, 1964, an employer shall not require his employee to lodge with him or with any person or at any place nominated by him.

(6) *Fines.*—No employer shall levy any fines against his employees.

14. DEDUCTIONS

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

- (a) With the written consent of his employee, a deduction for holiday, sick, insurance, provident or pension funds;
- (b) save as provided in clause 26 (1), when an employee is absent from work other than on the instructions or at the request of his employer or is absent owing to accident or ill-health, a deduction proportionate to the period of such absence;
- (c) a deduction of any amount which an employer is legally or by any order of any competent court required or permitted to make;

(d) wanneer 'n werknemer instem of ingevolge die Swartes (Stadsgebiede) Konsolidasiewet, 1945, of die Wet op Swart Arbeid, 1964, verplig is om van sy werkgever kos of rantsoene en/of inwoning aan te neem, hoogstens:

	Per maand
	R
Kos of rantsoene	40,00
Inwoning	30,00
Kos of rantsoene en inwoning	70,00:

Met dien verstande dat as die inwoning wat aan die werknemer verskaf word 'n selfstandige huis is, dan huurgeld waarvoor die werkgever en die werknemer moet ooreenkom. Ingeval die werkgever en die werknemer nie oor die bedrag van die huur kan ooreenkom nie, moet die saak na die Raad verwys word, wat moet beslis watter bedrag vir huur afgetrek moet word;

(e) wanneer die gewone werkure in klousule 16 (1) voorgeskryf vanweë korttyd verminder word, 'n bedrag bereken teen sy uurloon, ten opsigte van elke uur van sodanige vermindering: Met dien verstande dat geen bedrag afgetrek mag word nie—

(i) in die geval van korttyd as gevolg van 'n tydelike slapte in die Nywerheid, tensy die werkgever sy werknemer minstens 24 uur vooraf kennis gegee het van sy voorneme om die gewone werkure aldus te verminder;

(ii) in die geval van korttyd as gevolg van 'n algemene onklaarraking van installasie of masjinerie weens 'n ongeluk of ander onvoorsiene noodtoestand, ten opsigte van die eerste uur wat daar nie gewerk word nie;

(f) bedrae vir heffings van die Raad in klousule 34 van hierdie Ooreenkoms voorgeskryf;

(g) wanneer 'n werkgever, as gevolg van 'n klerklike, berekenings- of administratiewe fout, of verrekening, 'n werknemer meer betaal as wat hy regtens moet, is die werkgever daarop geregtig om die oorbetalde bedrag te verhaal deur aftrekking van daaropvolgende lone of verdienstes, onderworpe aan die volgende voorwaardes:

(i) die aftrekkings kan van een of meer betalings van lone of verdienste gemaak word, maar 'n aftrekking mag hoogstens 15 persent bedra van die loon of verdienste waarvan dit afgetrek word;

(ii) geen sodanige aftrekking mag gemaak word van verlofgeld of verlofbonus wat ingevolge hierdie Ooreenkoms aan die werkgever betaalbaar is nie;

(iii) geen sodanige aftrekking of aftrekkings mag gemaak word nie alvorens die werkgever die werknemer voor die eerste aftrekking skriftelik in kennis gestel het van die omstandighede waaronder die oorbetalings gemaak is, asook van die betrokke bedrag en die bedrag van die voorgenome aftrekking of aftrekkings;

(h) op skriftelike versoek van die werknemer kan aftrekkings gemaak word van die afbetalings van 'n leningslas wat hy aangegaan het vir die aankoop of verbetering van vaste eiendom of die delging van 'n lening aan hom met sodanige eiendom as sekuriteit, ongeag of sodanige eiendom in sy besit is of in huurpaga, onder deeltitel of andersins gehou word: Met dien verstande dat—

(i) sodanige eiendom bewoon word of bewoon sal word deur die werknemer of deur 'n afhanklike van die werknemer;

(ii) geen enkele aftrekking meer is nie as 33 persent van die verdienste, voor alle ander aftrekkings, maar uitgesonderd alle oortydbetaling;

(iii) die leningskrediteur die werkgever is, of 'n pensioen- of voorsorgfonds wat ooreenkomstig sy reëls optree, of 'n bouvereniging, 'n Administrasieraad of 'n ander organisasie deur die Raad goedgekeur of een of meer sodanige persone of liggame wat gesamentlik optree;

(i) enige ander aftrekking van die verdienste van 'n werknemer wat met die skriftelike toestemming van die betrokke werknemer gemaak word en wat die werkgever regtens mag maak.

15. VAKVERENIGINGSLEDEGELD

Elke werkgever moet op gesag van hierdie Ooreenkoms van die loon van elkeen van sy werknemers wat deur hierdie Ooreenkoms geraak word en wat lid is van enigeen van die vakverenigings wat partye by hierdie Ooreenkoms is, lopende ledegeld en bydraes aftrek wat deur sodanige werknemer aan die betrokke vakvereniging betaal moet word, en die bedrae aldus afgetrek iedere maand, en wel uiterlik op die 10de dag van elke maand, aan die sekretaris van die betrokke vakvereniging stuur, saam met 'n lys waarop die fabrieksnummers, die name van die werknemers, en die bedrae wat afgetrek is, voorkom. Aftrekkings wat ingevolge hierdie klousule gedoen word, mag nie gestaak word sonder die skriftelike toestemming van die betrokke vakvereniging nie.

16. WERKURE

(1) Die gewone werkure van 'n werknemer is hoogstens—

(a) in die geval van 'n bedryfsinrigting wat ses dae per week werk—

(i) 46 uur in 'n week van Maandag tot en met Saterdag;

(ii) agt uur op 'n dag, tensy die ure op een dag hoogstens vyf is, en in so 'n geval moet die ure op elkeen van die ander dae hoogstens agt en 'n half op 'n dag wees; en

(iii) in die geval van 'n los werknemer, agt en 'n half op 'n dag;

(b) in die geval van bedryfsinrigting wat vyf dae per week werk—

(i) 46 uur in 'n week van Maandag tot en met Vrydag;

(ii) nege en 'n kwart op 'n dag; en

(d) when an employee agrees or is required, in terms of the Blacks (Urban Areas) Consolidation Act, 1945, or the Blacks Labour Act, 1964, to accept from his employer board or rations and/or lodging, a deduction not exceeding the amount specified hereunder:

	Per month
	R
Board or rations	40,00
Lodging	30,00
Board or rations and lodging	70,00:

Provided that if the lodging supplied to the employee is a self-contained house, a rental shall be agreed upon between the employer and the employee. In the event of the employer and the employee being unable to agree to the amount of rental, the question shall be referred to the Council who shall determine the amount of rental to be deducted;

(e) whenever the ordinary hours of work prescribed in clause 16 (1) are reduced on account of short-time, a deduction calculated at his hourly rate in respect of each hour of such reduction: Provided that no deduction shall be made—

(i) in the case of short-time arising out of temporary slackness of trade, unless the employer has given his employee not less than 24 hours' notice of his intention so to reduce the ordinary hours of work;

(ii) in the case of short-time arising out of a general breakdown of plant or machinery due to accident or other unforeseen emergency, in respect of the first hour not worked;

(f) deductions for Council levies as prescribed in clause 34 of this Agreement;

(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 shall exceed 15 per cent of the wages or earnings from which it is deducted;

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

(iii) no such deduction or deductions shall be made unless the employer, in writing, notifies the employee prior to the time 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) upon the written request of the employee, deductions required by him for the purpose of reducing his liability on a loan which has been made for the purchase or improvement of immovable property or the redemption of any loan to the employee against the security of such property, whether such property is held or to be held by the employee freehold or on leasehold, sectional title or otherwise: Provided that—

(i) such property is occupied or will be occupied by the employee or a dependant of the employee;

(ii) no single deduction shall exceed 33 per cent of the earnings, before all other deductions, but excluding any payment for overtime;

(iii) the loan creditor is the employer, a pension or provident fund acting in terms of its rules, a building society, an Administration Board, any other organisation approved by the Council or any one or more of such persons or bodies acting jointly;

(i) any other deduction from the earnings of an employee which is made with the written consent of the employee concerned and which the employer is legally entitled to make.

15. TRADE UNION SUBSCRIPTIONS

Every employer shall by authority of this Agreement deduct from the wages of each of his employees affected by this Agreement who is a member of any of the trade unions which are a party to this Agreement, current subscriptions and contributions payable by such employee to the trade union concerned and shall forward to the secretary of the trade union concerned the amounts thus deducted month by month and not later than the 10th day of each month, together with a list showing the factory numbers, names of the employees and the amounts deducted. Deductions made in terms of this clause shall not cease without the written consent of the trade union concerned.

16. HOURS OF WORK

(1) The ordinary hours of work of an employee shall not exceed—

(a) in the case of an establishment in which a six-day week is observed—

(i) 46 hours in any week from Monday to Saturday, inclusive;

(ii) eight hours on any day, unless the hours on one day do not exceed five, in which case the hours on each of the other days shall not exceed eight and a half on any day; and

(iii) in the case of a casual employee, eight and a half on any day;

(b) in the case of an establishment in which a five-day week is observed—

(i) 46 hours in any week from Monday to Friday, inclusive;

(ii) nine and a quarter on any day; and

(iii) in die geval van 'n los werknemer, nege en 'n kwart op 'n dag.

(2) *Etenspouses*.—'n Werkgewer mag nie van 'n werknemer vereis of hom toelaat om langer as vyf uur aaneen sonder 'n pouse van minstens een uur te werk nie en in dié pouse mag geen werk verrig word nie, en sodanige pouse moet nie geag word deel van die gewone oortydwerkure uit maak nie: Met dien verstande dat—

(i) as sodanige pouse langer as een uur duur, die tydperk wat dit langer as een en 'n kwart uur duur, geag moet word gewone werkure te wees;

(ii) werktydperke wat deur 'n pouse van minder as een uur onderbreek word, geag moet word aaneenlopend te wees.

(3) *Werkure moet agtereenvolgend wees*.—Behoudens subklousule (2) moet alle werkure agtereenvolgend wees.

17. OORTYD

(i) Alle tyd wat daar langer gewerk word as die getal ure wat in klousule 16 (1) ten opsigte van 'n dag of 'n week, uitgesonderd 'n Sondag, voorgeskryf word, word geag oortyd te wees.

(ii) *Beperking van oortyd*.—'n Werkgewer mag nie van sy werknemer vereis of hom toelaat om langer as 10 uur in 'n week oortyd te werk nie.

18. BETALING VIR OORTYD

(1) 'n Werkgewer moet 'n werknemer wat oortyd werk minstens die volgende betaal:

(a) In die geval van 'n los werknemer, een en 'n derde maal sy uurloon;

(b) in die geval van alle ander werknemers, vir elke tydperk van ononderbroke oortyd—

(i) vir die eerste ses uur, een en 'n half maal sy uurloon; en

(ii) daarna, dubbel sy uurloon:

Met dien verstande dat 'n werknemer wat nie skofwerk verrig nie, en van wie vereis word of wat toegelaat word om oortyd te werk tussen middernag en die gewone aanvangstyd van sy volgende skof, dubbel sy uurloon vir die totale tydperk wat hy aldus gewerk het, betaal moet word en dat aan hom daarbenewens vir elke uur of gedeelte van 'n uur wat hy aldus gewerk het een diensvrye uur met volle besoldiging toegestaan moet word vanaf die aanvang van sy volgende gewone werktydperk.

(2) Waar 'n werknemer in 'n bepaalde week gedurende enige van of al die gewone werkure soos in klousule 16 (1) voorgeskryf van sy werk afwesig is, moet sodanige gewone ure wat nie gewerk is nie ondanks hierdie subklousule afgetrek word van die ure wat hy oortyd gewerk het, en vir die ure aldus afgetrek, moet betaal word teen die werknemer se gewone tarief: Met dien verstande dat—

(i) indien die gewone werkure wat die werknemer in 'n bepaalde week afwesig is meer is as die getal ure wat hy oortyd gewerk het, vir al sodanige oortydure betaal moet word teen die werknemer se gewone tarief; en

(ii) waar 'n werknemer van sy werk afwesig is met die toestemming van sy werkgewer of weens medies gesertifiseerde siekte of om 'n ander redelike oorsaak, hierdie subklousule nie van toepassing is nie, en vir oortyd wat in so 'n geval gewerk word, moet betaal word teen die oortydloon wat van toepassing is op die oortydure wat gewerk is.

(3) 'n Werknemer wat veronreg voel deur die toepassing op hom van hierdie subklousule kan by die Raad appelleer teen 'n beslissing wat op hom toegepas is.

19. ROEPTYD

'n Werkgewer moet 'n werknemer wat geroep word om oortyd te werk—

(a) op 'n weekdag, vir die eerste roeptyd minstens vier uur se oortyd-besoldiging betaal en vir die tweede en elke daaropvolgende roeptyd minstens twee uur se oortydbesoldiging vir elke roeptyd of vir die hele tyd wat hy gewerk het, en wel vir die langste tydperk;

(b) op 'n Sondag, ooreenkomstig klousule 25 vir die eerste roeptyd betaal en, benewens die besoldiging alreeds opgeloop vir die eerste roeptyd 'n minimum van een uur teen dubbel sy uurloon vir die tweede en elke daaropvolgende roeptyd: Met dien verstande dat as die totale duur van alle roeptye op 'n Sondag meer as vier uur beloop, die besoldiging minstens die moet wees wat in klousule 25 (1) (b) voorgeskryf word.

20. GEREEDHEIDSTOELAE

'n Werkgewer kan van sy werknemer vereis om hom gereed te hou en te eniger tyd gedurende die tydperk van gereedheid, gereedlik beskikbaar te wees wanneer hy geroep word. Sodanige werknemer moet, benewens sy gewone besoldiging en benewens die roeptydtoelae in klousule 19 voorgeskryf, 'n toelae betaal word van minstens een dag se loon vir elke week waarin van hom vereis word dat hy hom gereed hou.

(iii) in the case of a casual employee, nine and a quarter on any day.

(2) *Meal intervals*.—An employer shall not require or permit an employee to work for more than five hours continuously without an interval of not less than one hour, during which no work shall be performed, and such interval shall not be deemed to be part of the ordinary hours of work or overtime: Provided that—

(i) if such interval be for longer than one hour, any period in excess of an hour and a quarter shall be deemed to be ordinary hours of work;

(ii) periods of work interrupted by an interval of less than one hour shall be deemed to be continuous.

(3) *Hours of work to be consecutive*.—Save as provided in subclause (2), all hours of work shall be consecutive.

17. OVERTIME

(1) All time worked in excess of the number of hours prescribed in respect of a day or a week in clause 16 (1), other than on a Sunday, shall be deemed to be overtime.

(2) *Limitation of overtime*.—An employer shall not require or permit his employee to work overtime for more than 10 hours in any week.

18. PAYMENT FOR OVERTIME

(1) An employer shall pay an employee who works overtime at a rate of not less than—

(a) in the case of a casual employee, one and a third times his hourly rate;

(b) in the case of any other employee, for each period of continuous overtime—

(i) for the first six hours, one and a half times his hourly wage; and

(ii) thereafter, double his hourly wage:

Provided that any employee not on shift work who is required or permitted to work overtime between midnight and the usual starting time of his next work period shall be paid at double his hourly wage for the total period so worked and in addition shall be granted one hour time off on full pay from the commencement of his next usual work period for each hour or part of an hour so worked.

(2) Notwithstanding the provisions of this subclause, where in any one week an employee absents himself from work during any or all of the ordinary hours of work as prescribed in clause 16 (1), such ordinary hours not worked shall be deducted from the hours of overtime worked by the employee and the hours so deducted shall be paid for at the employee's ordinary rate: Provided that—

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

(ii) where an employee is absent from work with the permission of his employer or on account of medically certificated sickness, or for any other reasonable cause, the provisions of this subclause shall not apply and any overtime worked in such case shall be paid for at the overtime rates applicable to the overtime hours worked.

(3) Any employee who is aggrieved by the application to him of any of the provisions of this subclause may appeal to the Council against any decision applied to him.

19. CALL-OUT

An employer shall pay an employee who has been called out to work overtime—

(a) on a week-day, for the first call-out a minimum of four hours at overtime rates and for the second and each subsequent call-out not less than two hours at overtime rates for each such call-out or for the total time worked, whichever shall be the greater period;

(b) on a Sunday, in accordance with clause 25 for the first call-out, and for the second and each subsequent call-out, in addition to the payment already accrued for the first call-out, a minimum of one hour at double his hourly rate: Provided that if the total duration of all call-outs on a Sunday is in excess of four hours, payment shall not be less than that prescribed in clause 25 (1) (b).

20. STAND-BY ALLOWANCE

An employee may be required by his employer to stand-by to be readily available on call at any time during the period of such stand-by. Such an employee shall, in addition to his ordinary remuneration, be paid, in addition to any call-out allowance prescribed in clause 19, an allowance of not less than one day's wage for every week in which he is required to stand-by.

21. VOORBEHOUDSBEPALINGS

(1) Klousules 16, 17, 18, 19 en 20 is nie van toepassing op 'n werknemer wat veiligheidspligte verrig nie.

(2) Klousule 16 (3) is nie van toepassing op 'n werknemer wat vervoerwerk verrig nie.

(3) Klousules 16 (2) en 17 (2) is nie van toepassing op werknemers wat noodwerk verrig nie.

(4) Klousule 16 is nie van toepassing op werknemers wat betrokke is by die vervoer en oorlaai van suikerriet nie.

22. JAARLIKSE VERLOF

(1) 'n Werknemer moet aan elkeen van sy werknemers, uitgesonderd 'n los werknemer, vir elke voltooid jaar diens by hom, soos volg verlof toestaan:

(a) 15 werkdag verlof met besoldiging in die geval van 'n werknemer wat vyf dae per week werk;

(b) 18 werkdag verlof met besoldiging in die geval van 'n werknemer wat ses dae per week werk.

Sodanige verlof moet vier volle naweke insluit en ononderbroke wees, tensy anders onderling ooreenkom tussen die werkgever en die werknemer, en moet onderworpe wees aan subklausule 4;

(c) in die geval van 'n werknemer wat twee jaar ononderbroke diens vir dieselfde werkgever verrig het—

(i) 20 werkdag verlof met besoldiging in die geval van 'n werknemer wat vyf dae per week werk;

(ii) 25 werkdag verlof met besoldiging in die geval van 'n werknemer wat ses dae per week werk.

Sodanige verlof moet vyf volle naweke insluit en ononderbroke wees, tensy anders onderling ooreengekom tussen die werkgever en die werknemer, en moet onderworpe wees aan subklausule 4.

(2) Die verlof waarop 'n werknemer kragtens subklausule (1) geregtig is, moet toegestaan word op 'n tyd wat deur die werkgever vasgestel moet word. Met dien verstande dat—

(i) as sodanige verlof nie eerder toegestaan is nie, dit binne twee maande ná voltooiing van die jaar diens waarop dit betrekking het, toegestaan moet word;

(ii) die tydperke van sodanige verlof nie met 'n tydperk waarin 'n werknemer sy diensopseggingstermyn uitdien of (uitgesonderd op skriftelike versoek van die werknemer) met 'n tydperk waarin hy verpligte militêre diens ingevolge die Verdedigingswet, 1957, verrig of met 'n tydperk van siekteverlof kragtens klousule 10 toegestaan, mag saamval nie;

(iii) indien Nuwejaarsdag, Goeie Vrydag, Gesinsdag, Hemelvaartsdag, Republiekdag, Gelofte dag, Kersdag of Welwillendheidsdag binne die tydperk van sodanige verlof val, 'n ander dag in plaas van elke sodanige dag bygevoeg moet word as 'n verdere verloftydperk met volle besoldiging;

(iv) 'n werkgever alle dae geleentheidsverlof met volle besoldiging wat op die werknemer se versoek toegestaan is gedurende die diensjaar waarop die jaarlikse verloftyd betrekking het, van die jaarlikse verloftydperk kan aftrek.

(3) *Verlofbesoldiging*.—Die besoldiging ten opsigte van die jaarlikse verlof in subklausule (1) bedoel, moet voor of op die laaste werkdag voor die aanvangsdatum van sodanige verlof betaal word.

(4) 'n Werknemer wie se dienskontrak in die eerste of 'n daaropvolgende jaar diens by dieselfde werkgever eindig voordat die verlof in subklausule (1) bedoel, opgeloopt het, moet by sodanige beëindiging ten opsigte van elke voltooid maand van sodanige tydperk van minder as een jaar die volgende betaal word:

(a) As hy op 15 of 18 werkdag verlof per jaar geregtig is, minstens een vierde van die weekloon;

(b) as hy op 20 of 24 werkdag verlof per jaar geregtig is, minstens een derde van die weekloon.

wat hy onmiddellik voor die datum van sodanige beëindiging ontvang het.

(5) 'n Werknemer wat kragtens subklausule (1) op verlof geregtig geword het en wie se dienskontrak eindig voordat die verlof toegestaan is, moet by sodanige beëindiging, ten opsigte van die verlof die bedrag in subklausule (1) bedoel, betaal word.

(6) Vir die toepassing van hierdie klousule word die uitdrukking "diens" geag alle dienstyl of dienstyl te sluit waarin die werknemer—

(a) ingevolge subklausule (1) of klousule 24 (1) met verlof afwesig is;

(b) ingevolge klousule 26 met siekteverlof afwesig is;

(c) op las of op versoek van sy werkgever afwesig is;

(d) militêre diens ingevolge die Verdedigingswet, 1957, verrig wat altesaam hoogstens 50 werkdag in 'n bepaalde jaar beloop in die geval van 'n werknemer wat vyf dae per week werk, en 60 werkdag in 'n bepaalde jaar in die geval van 'n werknemer wat ses dae per week werk, ten opsigte van subparagrafe (a) en (b), plus tot 120 kalenderdae in 'n tydperk van militêre diens wat in daardie jaar verrig word, en dit word geag te begin vanaf die datum waarop sodanige werknemer by sy werkgever in diens getree het, of vanaf die datum van inwerkingtreding van hierdie Ooreenkoms, naamlik die jongste datum.

21. SAVINGS

(1) The provisions of clauses 16, 17, 18, 19 and 20 shall not apply to any employee engaged on security duties.

(2) The provisions of clause 16 (3) shall not apply to an employee engaged in transport.

(3) The provisions of clauses 16 (2) and 17 (2) shall not apply to employees engaged on emergency work.

(4) The provisions of clause 16 shall not apply to employees engaged in cane transport and transshipping.

22. ANNUAL LEAVE

(1) An employer shall grant to each of his employees, other than a casual employee, in respect of each completed year of employment with him—

(a) 15 working days' paid leave of absence in the case of an employee who works a five-day week;

(b) 18 working days' paid leave of absence in the case of an employee who works a six-day week.

Such leave of absence shall include four clear week-ends and be for an unbroken period unless otherwise mutually agreed upon between the employer and the employee and subject to subclause 4;

(c) in the case of an employee who has served continuously for two years with the same employer—

(i) 20 working days' paid leave of absence in the case of an employee who works a five-day week;

(ii) 24 working days' paid leave of absence in the case of an employee who works a six-day week.

Such leave of absence shall include five clear week-ends and be for an unbroken period unless otherwise mutually agreed upon between the employer and the employee and subject to subclause (4).

(2) The leave to which an employee is entitled in terms of subclause (1) shall be granted at a time to be fixed by the employer. Provided that—

(i) if such leave has not been granted earlier, it shall be granted within two months of the completion of the year of employment to which it relates;

(ii) the periods of such leave shall not be concurrent with any period during which an employee is under notice of termination of employment nor (except at the written request of the employee) with any period during which he is rendering compulsory military service under the Defence Act, 1957, nor with any period of sick leave granted in terms of clause 10;

(iii) if New Year's Day, Good Friday, Family Day, Ascension Day, Republic Day, Day of the Vow, Christmas Day or Day of Goodwill falls within the period of such leave, another day shall in substitution for each such day be added as a further period of leave on full pay;

(iv) an employer may set off against the period of annual leave any days of occasional leave with full pay granted to his employee at the employee's request during the year of employment to which the period of annual leave relates.

(3) *Leave remuneration*.—The remuneration in respect of the annual leave referred to in subclause (1) shall be paid not later than on the last work-day before the date of the commencement of such leave.

(4) An employee whose contract of employment terminates in the first or any successive year of employment with the same employer before the period of leave referred to in subclause (1) has accrued shall upon such termination be paid in respect of each completed month of such period of less than one year—

(a) if entitled to 15 or 18 working days' leave per year, not less than one fourth of the weekly wage;

(b) if entitled to 20 or 24 working days' leave per year, not less than one third of the weekly wage;

which he was receiving immediately before the date of such termination.

(5) An employee who has become entitled to a period of leave in terms of subclause (1) and whose contract of employment terminates before such leave has been granted shall upon such termination be paid in respect of such leave the amount referred to in subclause (1).

(6) For the purposes of this clause, the expression "employment" shall be deemed to include any period or periods during which the employee is absent—

(a) on leave in terms of subclause (1) or clause 24 (1);

(b) on sick leave in terms of clause 26;

(c) on the instructions or at the request of his employer;

(d) rendering military service in pursuance of the Defence Act, 1957; amounting in the aggregate to not more than 50 working days in any one year in the case of an employee who works a five-day week, and 60 working days in any one year in the case of an employee who works a six-day week, in respect of paragraphs (a) and (b), plus up to 120 calendar days in any period of military service rendered in that year and shall be deemed to commence from the date such employee entered his employer's service, or from the date of coming into operation of his Agreement, whichever is the later.

In die geval van alle ander werknemers word "diens" geag te begin vanaf die datum waarop sodanige werknemer by sy werkgever in diens getree het, of vanaf die datum van inwerkingtreding van hierdie Ooreenkoms, naamlik die jongste datum.

23. VAKANSIEBONUS

Aan elke werknemer moet, wanneer sy vakansieverlofbesoldiging ingevolge klousule 22 aan hom betaal word, terselfdertyd 'n bonus betaal word, bereken teen 10 persent van sy totale basiese loonverdiensle vir die tydperk vanaf die datum waarop hy laas met verlof gegaan het, of die datum van sy indiensneming, naamlik die jongste datum, tot die datum waarop hy sy jaarlikse verlof neem of die datum van diensbeëindiging, na gelang van die geval: Met dien verstande dat sodanige werknemer kan versoek dat die bonus in Desember aan hom betaal word, en in dié geval moet dit bereken word vanaf die datum waarop hy laas so 'n bonus ontvang het, of die datum van sy indiensneming, of vanaf 1 Januarie van die vorige jaar, naamlik die jongste datum, tot 31 Desember of die datum van diensbeëindiging, na gelang van die geval.

24. OPENBARE VAKANSIEDAE

(1) Elke werkgever moet, benewens die verlof in klousule 22 voorgeskryf, aan elkeen van sy werknemers verlof met volle besoldiging toestaan op Nuwejaarsdag, Goeie Vrydag, Gesinsdag, Hemelvaartsdag, Republiekdag, Gelofte-dag, Kersdag en Welwillendheidsdag: Met dien verstande dat 'n werkgever van 'n werknemer kan vereis om op sodanige dag of dae te werk. Indien Nuwejaarsdag, Republiekdag, Gelofte-dag, Kersdag of Welwillendheidsdag op 'n Sondag val, geld die bepaling vir openbare vakansiedae soos in hierdie Ooreenkoms voorgeskryf vir die Maandag wat onmiddellik op sodanige Sondag volg.

(2) *Besoldiging vir werk op openbare vakansiedae.*—Wanneer 'n werknemer, uitgesonderd 'n los werknemer, op enigeen van die openbare vakansiedae werk wat in subklousule (1) voorgeskryf word, moet aan hom benewens die loon waarop hy geregtig sou gewees het as hy nie aldus gewerk het nie, dubbel sy uurloon betaal word vir die totale tydperk aldus gewerk.

Onlangs hierdie subklousule moet 'n werknemer wat van sy werk afwesig is op 'n gewone werkdag onmiddellik vóór en/of onmiddellik ná een van die openbare vakansiedae in subklousule (1) voorgeskryf, nie vir so 'n openbare vakansiedag besoldig word nie, tensy hy afwesig is weens siekte wat medies gesertifiseer word of om 'n ander redelike oorsaak.

'n Werknemer wat meen dat hy veronreg is deur die toepassing op hom van hierdie subklousule kan by die Raad appèl aanteken teen 'n beslissing wat op hom toegepas is.

25. BESOLDIGING VIR WERK OP SONDAG

(1) Wanneer 'n werknemer, uitgesonderd 'n los werknemer, op 'n Sondag werk, moet sy werkgever hom of—

(a) as hy aldus hoogstens vier uur werk, 'n bedrag betaal wat minstens gelyk is aan sy gewone dagloon; of

(b) as hy langer as vier uur werk, besoldiging betaal teen minstens dubbel sy gewone uurloon ten opsigte van die tydperk op sodanige Sondag gewerk, of 'n bedrag van minstens dubbel sy gewone dagloon, naamlik die grootste bedrag; of

(c) behoudens subklousule (2) 'n bedrag betaal van minstens een en 'n derde maal sy gewone uurloon vir die totale tydperk deur hom op sodanige Sondag gewerk, en hom binne vyf dae na sodanige Sondag een dag verlof toestaan en hom daarvoor minstens sy gewone dagloon betaal.

(2) Wanneer 'n werknemer meer as sy gewone skofure op 'n Sondag gewerk, moet hy besoldig word teen dubbel sy gewone uurloon vir sodanige ekstra ure tot voltooiing van sodanige werk of tot die begin van sy volgende gewone skof, naamlik dié wat eerste plaasvind.

(3) Wanneer 'n werknemer, uitgesonderd 'n los werknemer, 'n werknemer op gereedheidsdiens of 'n werknemer uitgeroep vir noodwerk, op 'n Sondag werk, moet sy werkure agtereenvolgend wees.

(4) Wanneer 'n los werknemer op 'n Sondag werk of op enigeen van die openbare vakansiedae in klousule 24 bedoel, moet sy werkgever hom minstens dubbel sy dagloon betaal wat in klousule 6 (1) voorgeskryf word, of dubbel sy uurloon vir die totale tyd op sodanige dag gewerk, naamlik die grootste bedrag.

(5) Wanneer enigeen van die openbare vakansiedae in klousule 24 voorgeskryf op 'n Saterdag val, is 'n werknemer wat vyf dae per week werk nie geregtig op addisionele besoldiging ten opsigte daarvan nie, en as hy toegelaat word of daar van hom vereis word om op sodanige Saterdag te werk, moet sy werkgever hom besoldig teen dubbel sy uurloon vir die totale tydperk aldus gewerk.

26. SIEKTEVERLOF

(1) Vir die toepassing van hierdie klousule het die uitdrukking "diens" dieselfde betekenis as in klousule 22 (6), en beteken "ongeskiktheid" onvermoë om te werk weens siekte of besering, uitgesonderd siekte of besering wat deur die werknemer se eie wangedrag veroorsaak is: Met dien verstande dat sodanige onvermoë om te werk wat veroorsaak word deur 'n ongeluk of 'n siekte waarvoor vergoeding kragtens die Ongevalwet, 1941 (Wet 30 van 1941), betaalbaar is, geag moet word ongeskiktheid te wees slegs gedurende 'n tydperk ten opsigte waarvan geen ongeskiktheidsvergoeding ingevolge daardie Wet betaalbaar is nie.

In the case of any other employee, "employment" shall be from the date such employee entered his employer's service, or from the date of coming into operation of this Agreement, whichever is the later.

23. HOLIDAY BONUS

Every employee when paid holiday leave pay in terms of clause 22 shall at the same time be paid a bonus calculated at the rate of 10 per cent of his total basic wage earned for the period from the date on which he last proceeded on leave, or his date of engagement, whichever shall be the later date, to the date on which he takes his annual leave or the date of termination of service, as the case may be: Provided that any such employee may request that such bonus be paid to him during December, in which case it shall be calculated from the date on which he last received such bonus, his date of engagement or from the previous 1 January, whichever shall be the later date, until 31 December or the date of termination of service, as the case may be.

24. PUBLIC HOLIDAYS

(1) Every employer shall, in addition to the leave prescribed in clause 22, grant to each of his employees leave on full pay on New Year's Day, Good Friday, Family Day, Ascension Day, Republic Day, Day of the Vow, Christmas Day and Day of Goodwill: Provided that an employer may require any employee to work on any such day or days. Whenever New Year's Day, Republic Day, Day of the Vow, Christmas Day or Day of Goodwill falls on a Sunday, the provisions relating to public holidays prescribed in this Agreement shall apply to the Monday immediately following such a Sunday.

(2) *Payment for work on public holidays.*—Whenever an employee, other than a casual employee, works on any of the public holidays prescribed in subclause (1), he shall, in addition to the wage to which he would have been entitled had he not so worked, be paid double his hourly wage for the total period so worked.

Notwithstanding the provisions of this subclause, an employee who absents himself from work on any ordinary working day immediately preceding and/or immediately following any of the public holidays prescribed in subclause (1) shall not be paid for such public holiday unless such absence is on account of medically certificated sickness or for any other reasonable cause.

An employee who is aggrieved by the application to him of any of the provisions of this subclause may appeal to the Council against any decision applied to him.

25. PAYMENT FOR WORK ON SUNDAYS

(1) Whenever any employee, other than a casual employee, works on a Sunday, his employer shall either—

(a) pay him if he so works for a period not exceeding four hours, an amount of not less than his normal daily wage; or

(b) pay him if he so works for a period exceeding four hours, an amount of not less than double his ordinary hourly wage for the period worked on such Sunday, or an amount of not less than double his normal daily wage, whichever is the greater; or

(c) subject to subclause (2), pay him an amount of not less than one and a third times his normal hourly wage for the total period worked on such Sunday, and grant him within five days of such Sunday one day's leave paid at not less than his normal daily wage.

(2) Whenever an employee works more than his ordinary shift hours on a Sunday, he shall be paid at double his normal hourly rate for such excess hours until completion of such work or the commencement of his next normal shift, whichever occurs first.

(3) Whenever an employee, other than a casual employee, an employee on stand-by or an employee called out on emergency work, works on a Sunday, his hours of work shall be consecutive.

(4) Whenever a casual employee works on a Sunday or any of the public holidays referred to in clause 24, his employer shall pay him not less than double his daily wage prescribed in clause 6 (1) or double his hourly rate for the total period worked on such day, whichever is the greater.

(5) Whenever any of the public holidays prescribed in clause 24 falls on a Saturday, a five-day week employee shall not be entitled to any additional pay in respect thereof, and if permitted or required to work on such Saturday, his employer shall pay him at double his hourly wage for the total period so worked.

26. SICK LEAVE

(1) For the purposes of this clause, the expression "employment" shall have the same meaning as in clause 22 (6) and "incapacity" shall mean inability to work owing to any sickness or injury, other than sickness or injury caused by an employee's own misconduct: Provided that any such inability to work caused by an accident or a scheduled disease for which compensation is payable under the Workmen's Compensation Act, 1941 (Act 30 of 1941), shall only be regarded as incapacity during any period in respect of which no disablement payment is payable in terms of that Act.

(2) Hierdie klousule is nie op los werknemers van toepassing nie.

(3) 'n Werkgever kan van die werknemer vereis om vir tydperke van meer as een dag 'n bevredigende mediese sertifikaat voor te lê waarin die aard en duur van die werknemer se ongeskiktheid vermeld word, ten einde vir siekteverlofbetaling ingevolge hierdie klousule te kwalifiseer.

(4) 'n Werknemer is nie op siekteverlof geregtig gedurende die eerste drie maande diens by sy werkgever nie.

(5) (a) Die reg op siekteverlof loop soos volg op:

(i) In die geval van 'n werknemer wat vyf dae per week werk:

Kategorie I: Tussen drie en 12 voltooide maande diens—10 werkdag;
Kategorie II: Tussen 13 en 18 voltooide maande diens—15 werkdag;
Kategorie III: Tussen 19 en 24 voltooide maande diens—20 werkdag;
Kategorie IV: Tussen 25 en 30 voltooide maande diens—25 werkdag;
Kategorie V: Meer as 30 voltooide maande diens—30 werkdag;

(ii) In die geval van 'n werknemer wat ses dae per week werk:

Kategorie I: Tussen drie en 12 voltooide maande diens—12 werkdag;
Kategorie II: Tussen 13 en 18 voltooide maande diens—18 werkdag;
Kategorie III: Tussen 19 en 24 voltooide maande diens—24 werkdag;
Kategorie IV: Tussen 25 en 30 voltooide maande diens—30 werkdag;
Kategorie V: Meer as 30 voltooide maande diens—36 werkdag.

(b) Die maksimum opgelope siekteverlof waarop 'n werknemer geregtig is, is 30 werkdag vir 'n werknemer wat vyf dae per week werk en 36 werkdag vir 'n werknemer wat ses dae per week werk.

(c) In die geval van 'n werknemer vir wie die maksimum siekteverlof waarop hy geregtig is, opgeloop het maar wat hy nie geneem het nie, moet verdere tydperke diens vir die toepassing van hierdie klousule nie as diens geag word nie.

(6) 'n Werknemer moet aan sy werkgever wat weens ongeskiktheid van die werk afwesig is, siekteverlof toestaan ooreenkomstig die tydperk van siekteverlof waarop sodanige werknemer geregtig is en moet hom ten opsigte van elke werkdag van sodanige siekteverlof 100 % betaal van sy basiese dagloon op die tydstip waarop sodanige siekteverlof geneem word. Met dien verstande dat—

(i) indien die totale tydperk van siekteverlof geneem in 'n kalenderjaar meer is as een werkweek die werknemer aan die einde van daardie jaar moet teruggaan na die volgende laer kategorie siekteverlof waarop hy geregtig is: Met dien verstande dat sodanige werknemer onder geen omstandighede laer as kategorie I moet gaan nie; daarna moet sodanige werknemer teruggaan na die volgende hoër kategorie siekteverlof waarop hy geregtig is nadat hy 'n kalenderjaar diens voltooi het waartydens hy minder as een werkweek siekteverlof geneem het;

(ii) op die datum waarop hierdie Ooreenkoms in werking tree, 'n werkgever elke werknemer moet krediteer met die siekteverlof wat hom toekom ooreenkomstig sodanige werknemer se diens op daardie datum: Met dien verstande dat by die bepaling van sodanige reg op opgelope verlof rekening gehou moet word met alle siekteverlof wat sodanige werknemer gedurende die onmiddellik voorafgaande 36 maande gehad het.

(7) 'n Werkgever moet sy werknemer wat weens ongeskiktheid van die werk afwesig is en wat meer siekteverlof geneem het as wat hom toekom, 30 persent van sy basiese besoldiging betaal vir 'n tydperk van ses kalendermaande na die verstrekking van die siekteverlof waarop hy geregtig is: Met dien verstande dat—

(i) sodanige werknemer minstens vier maande diens by sy werkgever voltooi het;

(ii) sodanige werknemer in aanmerking kom vir die voordele van die Werkloosheidsversekeringsfonds.

27. AANSPORINGSKEMA

(1) Behoudens die voorwaarde dat geen werknemer minder betaal mag word as die bedrag waarop hy kragtens klousule 6 geregtig sou wees nie, kan 'n werkgever 'n werknemer se loon baseer op die hoeveelheid werk wat hy doen of produseer: Met dien verstande dat geen sodanige loonstelsel toegelaat word nie behalwe in die vorm van 'n aansporingskema ten opsigte waarvan daar oor die voorwaardes ooreengekom is soos in subklousules (2) en (3) uiteengesit.

(2) 'n Werkgever wat 'n aansporingskema wil invoer, moet 'n gesamentlike komitee benoem wat die bestuur en die werknemers verteenwoordig en wat ná beraadslaging met enigen van die vakverenigings wat partye by hierdie Ooreenkoms is en wie se lede by die saak betrokke is, oor die voorwaardes van sodanige skema kan ooreenkom.

(3) Die voorwaardes van sodanige aansporingskema en alle latere wysigings daarvan waarvoor die komitee ooreengekom het, moet op skrif gestel en deur die komiteelede onderteken word en mag nie deur die komitee gewysig of deur een van die partye beëindig word nie tensy die party wat die ooreenkoms wil wysig of beëindig die ander party skriftelik in kennis gestel het, soos deur die partye ooreengekom by die sluiting van so 'n ooreenkoms.

(4) Vakleerlinge mag nie toegelaat word om deel te neem in sodanige aansporingskema nie.

(2) The provisions of this clause shall not apply to casual employees.

(3) An employer may require the employee to produce a satisfactory medical certificate for periods exceeding one day stating the nature and duration of the employee's incapacity in order to qualify for any sick leave payment in terms of this clause.

(4) An employee shall not be entitled to sick leave during the first three months employment with his employer.

(5) (a) Sick leave entitlement shall accrue as follows:

(i) In the case of an employee who works a five-day week:

Category I: Between three and 12 completed months of employment—10 work-days;

Category II: Between 13 and 18 completed months of employment—15 work-days;

Category III: Between 19 and 24 completed months of employment—20 work-days;

Category IV: Between 25 and 30 completed months of employment—25 work-days;

Category V: More than 30 completed months of employment—30 work-days;

(ii) in the case of an employee who works a six-day week:

Category I: Between three and 12 completed months of employment—12 work-days;

Category II: Between 13 and 18 completed months of employment—18 work-days;

Category III: Between 19 and 24 completed months of employment—24 work-days;

Category IV: Between 25 and 30 completed months of employment—30 work-days;

Category V: More than 30 completed months of employment—36 work-days.

(b) The maximum entitlement that shall accrue to an employee shall be 30 work-days' sick leave for an employee who works a five-day week and 36 work-days' sick leave for an employee who works a six-day week.

(c) In the case of an employee to whom the maximum entitlement of sick leave has accrued but has not been taken, further periods of employment shall, for the purposes of this clause, not be deemed to be employment.

(6) An employer shall grant to his employee who is absent from work through incapacity sick leave in accordance with the period of sick leave entitlement that has accrued for such employee and shall pay him in respect of each work-day of such sick leave at 100 % of his basic daily wage at the time sick leave is taken: Provided that—

(i) should the total period of any sick leave taken be in excess of one working week in any calendar year, the employee shall at the end of that year revert to the next lower category of sick leave entitlement: Provided that such employee shall not go below Category I under any circumstances. Thereafter such employee shall return to the next higher category of sick leave entitlement when he completes a calendar year of employment during which he takes less than one working week of sick leave;

(ii) on the date of commencement of this Agreement an employer shall credit each employee with his entitlement of accrued sick leave in accordance with such employee's service on that date: Provided that in assessing such accrued entitlement, account shall be taken of any sick leave taken by such employee during the immediately preceding 36 months.

(7) An employer shall pay his employee who is absent from work through incapacity and who has exceeded his sick leave entitlement 30 % of his basic remuneration for a period of six calendar months from the expiry of his sick leave entitlement: Provided that—

(i) such employee shall have completed not less than four months' service with his employer;

(ii) such employee shall be eligible for Unemployment Insurance Fund benefits.

27. INCENTIVE SCHEME

(1) Subject to the condition that no employee may be paid less than the amount he would be entitled to in terms of clause 6, an employer may base an employee's remuneration on the quantity or output of work done: Provided that no such system of remuneration shall be permissible except in the form of an incentive scheme the terms of which have been agreed upon as set out in subclause (2) and (3).

(2) Any employer who wishes to introduce an incentive scheme shall set up a joint committee of representatives of the management and the employees which, after consultation with any of the trade unions being parties to this Agreement and whose members are involved, may agree upon the terms of any such scheme.

(3) The terms of any such incentive scheme and any subsequent alteration thereto which may have been agreed upon by the Committee shall be reduced to writing and be signed by the members of the Committee and shall not be varied by the Committee or terminated by either party unless the party wishing to vary or terminate the agreement has, in writing, given the other party notice as may be agreed upon the parties when entering such an agreement.

(4) No apprentice shall be allowed to participate in any such incentive scheme.

28. BESKERMENDE KLERE EN TOESTELLE

(1) 'n Werkgewer moet die volgende kosteloos verskaf en in 'n goeie toestand hou:

(a) Aan elke werknemer by eerste indiensneming, twee oorpakke wat hy daarna moet vervang wanneer dit as gevolg van billike slytasie nodig word;

(b) aan elke werknemer, oliepakke en/of rubberstewels wanneer die toestande waaronder hy moet werk die gebruik daarvan noodsaak;

(c) aan elke werknemer van wie die werkgewer vereis om sulke klere te dra of te gebruik, 'n uniform en enige soort beskermende klere of toestel; en

(d) waar dit regtens vereis word, sodanige uniform, beskermende klere of toestel as wat hy aldus moet verskaf.

(2) Alle oorpakke, uniforms, beskermende klere, toestelle of ander artikels wat ingevolge subklousule (1) deur 'n werkgewer verskaf word, bly die werkgewer se eiendom.

(3) Waar veiligheidstewels, veiligheidstoestelle of beskermende klere uitgereik word, is dit 'n vereiste dat hulle gedra of gebruik moet word in alle gebiede wat deur die werkgewer vir hul gebruik afgebaken word of ooreenkomstig 'n wettige vereiste.

29. LOGBOEK

(1) Elke werkgewer moet vir die gebruik van elke motorvoertuigdrywer of deeltydse motorvoertuigdrywer wat by hom werk 'n logboek met duplikaatblaie, so na doenlik in onderstaande vorm, verskaf:

Daaglikse Log

Naam van werkgewer
 Naam van drywer
 Aanvangstyd van werk
 Uitskeityd van werk
 Getal gewone ure gewerk
 Getal oortydse gewerk
 Etenspouses van tot
 Onklaarrakings, ongelukke en/of ander oponthoude

Handtekening van drywer

(2) Elke drywer wat voorsien word van die logboek in subklousule (1) bedoel, moet, tensy hy weens siekte of ander onvermydelike oorsaak verhinder word, die log in duplo invul ten opsigte van elke dag se werk en moet binne 24 uur na voltooiing van die dag se werk waarop dit betrekking het, 'n kopie daarvan aan sy werkgewer oorhandig.

(3) Elke werkgewer moet die ingevulde kopie van die daaglikse log drie jaar lank bewaar ná die datum waarop dit ingevul is.

30. VERBOD OP INDIENSNEMING VAN IEMAND ONDER DIE OUDERDOM VAN 16 JAAR

'n Werkgewer mag niemand onder die ouderdom van 16 jaar in diens neem nie.

31. BEÏNDIGING VAN DIENSKONTRAK

(1) 'n Werkgewer of sy werknemer, uitgesonderd 'n los werknemer, wat die dienskontrak wil beëindig, moet een week, beginnende op enige werkdag, kennis gee, van sy voorneme om die dienskontrak te beëindig, en moet in plaas daarvan minstens sy weekloon betaal of verbeur: Met dien verstande dat die volgende nie daardeur geraak word nie:

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

(ii) 'n skriftelike ooreenkoms tussen 'n werkgewer en sy werknemer waarin 'n tydperk van kennisgewing vasgestel word wat vir beide partye ewe lank en langer as een week is: Met dien verstande dat die betaling of verbeuring in plaas van sodanige kennisgewing in verhouding moet wees tot die kennisgewingstermyn waarvoor ooreengekom is.

(2) Die kennisgewing tree in werking vanaf die dag waarop dit geskied.

32. DIENSSERTIFIKAAT

'n Werkgewer moet by beëindiging van die dienskontrak van enigeen van sy werknemers, uitgesonderd 'n los werknemer, op sy versoek aan dié werknemer 'n dienssertifikaat uitreik waarin die volle naam van die werkgewer en die werknemer, die aard van die diens, die aanvangs- en beëindigingsdatum van die kontrak en die besoldiging op die datum van sodanige beëindiging vermeld word.

33. VRYSTELLINGS

(1) Die Raad of die Uitvoerende Komitee kan vrystelling van enigeen van die bepalings van hierdie Ooreenkoms verleen.

(2) Aansoek om vrystelling moet gedoen word by die Sekretaris van die Raad, Permanentgebou 304, Smithstraat 343, Durban, 4001.

(3) Die Raad of die Uitvoerende Komitee, na gelang van die geval, moet die voorwaardes vasstel waarop vrystelling geldig sal wees en kan, na goeddunke, na een week skriftelike kennisgewing aan die betrokke persoon, sodanige lisensie of vrystelling terugtrek, ongeag of die tydperk waarvoor vrystelling verleen is, verval het of nie.

28. PROTECTIVE CLOTHING AND APPLIANCES

(1) An employer shall issue and maintain in good condition, free of charge:

(a) To each employee on initial engagement, two sets of overalls and thereafter shall replace such overalls as and when it becomes necessary through fair wear and tear;

(b) to each employee, oilskins, and/or gumboots whenever the conditions under which he is required to work necessitate their use;

(c) to each employee required by the employer to wear or use such items, a uniform and any form of protective clothing or appliance; and

(d) where required by law, such uniform, protective clothing or appliance as he may be so required to supply.

(2) All overalls, uniforms, protective clothing, appliances or other articles supplied by an employer in terms of subclause (1) shall remain the property of the employer.

(3) Where safety boots, safety appliances or protective clothing are issued it shall be a requirements that they be worn or used in any area demarcated for their use by the employer or in compliance with any legal requirement.

29. LOGBOOK

(1) Every employer shall provide a log-book with duplicate folios for the use of each motor-vehicle driver, or part-time motor-vehicle driver, in his employ as nearly as practicable in the following form:

Daily log

Name of employer
 Name of driver
 Time of starting work
 Time of finishing work
 Number of ordinary hours worked
 Number of hours of overtime worked
 Meal intervals from to
 Breakdown, accidents, and/or other delays

Signature of driver

(2) Every driver upon being provided with the log-book referred to in subclause (1), unless precluded from doing so by sickness or other unavoidable cause, shall complete the log in duplicate in respect of each day's work and shall within 24 hours of the completion of the day's work to which it relates deliver a copy thereof to his employer.

(3) Every employer shall retain the completed copy of the daily log for three years after the date of its completion.

30. PROHIBITION OF EMPLOYMENT OF ANY PERSONS UNDER THE AGE OF 16 YEARS

An employer shall not employ any person under the age of 16 years.

31. TERMINATION OF CONTRACT OF EMPLOYMENT

(1) An employer or his employee, other than a casual employee, who desires to terminate the contract of employment shall give one week's notice, commencing on any one working day, of his intention to terminate the contract of employment and shall pay or forfeit in lieu thereof not less than his weekly wage: Provided that this shall not affect—

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

(ii) any written agreement between an employer and his employee which provides for a period of notice of equal duration on both sides of longer than one week: Provided that the payment or forfeiture in lieu of such notice shall be proportionate to the period of notice agreed upon.

(2) Notice shall take effect from the day it is given.

32. CERTIFICATE OF SERVICE

An employer, upon termination of the contract of employment of any of his employees, other than a casual employee, shall, on request, furnish such employee with a certificate of service, showing the full names of the employer and the employee, the nature of employment, the dates of commencement and termination of the contract, and the rate of remuneration at the date of such termination.

33. EXEMPTIONS

(1) The Council or the Executive Committee may grant exemption from any of the provisions of this Agreement.

(2) Application for exemption shall be made to the Secretary of the Council, 304 Permanent Building, 343 Smith Street, Durban, 4001.

(3) The Council or the Executive Committee, as the case may be, shall fix the conditions subject to which exemption shall be valid, and may, if it deems fit, after one week's notice, in writing, has been given to the person concerned withdraw any licence or exemption, whether or not the period for which exemption was granted has expired.

34. UITGAWES VAN DIE RAAD

Ter bestyding van die Raad se uitgawes moet elke werkgewer van die verdienste van elkeen van sy werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word, 'n bedrag, soos van tyd tot tyd deur die Raad vasgestel, maar hoogstens die volgende aftrek:

Elke werknemer in grade A1-A3: 10c per week.

Elke werknemer in grade B1-B5: 15c per week.

Elke werknemer in grade C1-C3: 20c per week.

By die bedrae aldus van elke werknemer afgetrek, moet die werkgewer 'n gelyke bedrag voeg en die totale bedrag wat hy afgetrek het en die totale bedrag wat hy bygevoeg het voor of op die sesde dag van elke maand aan die Sekretaris van die Raad stuur.

35. ULTRA VIRES

Indien enigeen van die bepalinge van hierdie Ooreenkoms deur 'n bevoegde geregshef *ultra vires* verklaar word, word die oorblywende bepalinge van die Ooreenkoms geag die Ooreenkoms te wees en bly dit van krag vir die onverstreke gedeelte van die gedigheidsduur van die Ooreenkoms.

36. TYD- EN LOONREGISTER

(1) Elke werkgewer moet ten opsigte van en by elke plek waar hy besigheid dryf, te alle tye en in die vorm voorgeskryf deur die regulasies kragtens die Wet 'n bygehoue register vir inspeksie beskikbaar hou van die verdienste wat aan elk van sy werknemers betaal is, asook van die tyd deur elkeen gewerk. Alle inskrywings moet met ink gedoen word.

(2) Elke werkgewer moet die ingevulde register in subklousule (1) bedoel, bewaar vir 'n tydperk van drie jaar ná die datum van elke inskrywing daarin.

(3) By die aanvang van diens van elke werknemer moet elke werkgewer die volgende inligting inskryf in die register in subklousule (1) bedoel:

(a) Die naam van die werknemer;

(b) sy klas diens; en

(c) die datum waarop hy begin werk het.

(4) (a) Elke werkgewer moet vir ondertekening deur sy werknemer 'n bywoningsregister aanhou in die vorm voorgeskryf in die Wet op Basiese Diensvoorwaardes, 1983.

(b) Op elke werkdag en ooreenkomstig die vereistes van sy werkgewer moet elke werknemer die tyd van sy aankoms by en van sy vertrek vanaf die werkplek korrek inskryf.

37. EKSEMPLEAAR VAN OOREENKOMS MOET VERTOON WORD

Elke werkgewer moet te alle tye 'n eksemplaar van hierdie Ooreenkoms in albei die amptelike tale vertoon op 'n plek wat maklik vir alle werknemers toeganklik is.

38. KLASSIFIKASIEKOMITEE

(1) Hierby word 'n Klassifikasiekomitee van die Raad ingestel, wat bestaan uit 'n gelyke getal werkgewer- en werknemerverteenwoordigers.

(2) Die funksies van die Komitee is om, wanneer hy deur die Raad of 'n party daarby daarom versoek word of, in die geval van 'n geskil binne die Nywerheid, nuwe poste vir opname in elkeen van die grade in die Woordomskrywing hiervan gespesifiseer en poste wat nie geklassifiseer is nie te klassifiseer en alle ander klassifikasies van poste te doen wat deur die Raad aan hom gedelegeer word.

(3) Ingeval die Komitee nie oor 'n saak kan ooreenkom nie, moet dit onverwyld vir beslissing na die Raad verwys word en indien nodig kan die hoofwoordvoerder van elke kant sy standpunt aan die Raad stel.

(4) 'n Party by hierdie Ooreenkoms wat hom veronreg ag as gevolg van 'n beslissing van die Komitee kan, binne sewe dae na die datum van sodanige beslissing, by die Raad appelleer, waarna die saak onverwyld in herooring geneem moet word, maar by gebrek aan sodanige appell is die beslissing van die Komitee egter finaal en is dit bindend vir alle persone wat aan die jurisdiksie van die Raad onderworpe is.

39. ADMINISTRASIE VAN OOREENKOMS

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

(2) Die Raad kan een of meer bepaalde persone as agente aanstel om behulpzaam te wees by die uitvoering van hierdie Ooreenkoms. 'n Agent het die reg om 'n bedryfsinrigting binne te gaan en vrae aan die werkgewer of 'n werknemer te stel en om registers aangaande lone betaal, tye gewerk en betalings gedoen vir oortyd en aanspooringsbonuswerk na te gaan ten einde vas te stel of die voorwaardes van hierdie Ooreenkoms nagekom word al dan nie.

(3) Werkgewers moet aan enigeen van hul werknemers wat 'n verteenwoordiger in die Raad is alle redelike fasiliteite verskaf om sy werk in verband met die Raad te verrig.

34. EXPENSES OF THE COUNCIL

For the purpose of meeting the expenses of the Council, every employer shall deduct from the earnings of each of his employees for whom wages are prescribed in the Agreement, an amount to be determined from time to time by the Council but not exceeding the following scale:

Every employee in Grades A1-A3: 10c per week.

Every employee in Grades B1-B5: 15c per week.

Every employee in Grades C1-C3: 20c per week.

To the amounts so deducted from each employee, the employer shall add a like amount and forward the total amount deducted and the total amount contributed by the employer to the Secretary of the Council not later than the sixth day of each month.

35. ULTRA VIRES

Should any of the provisions of this Agreement be declared *ultra vires* by any competent court of law, the remaining provisions of the Agreement shall be deemed to be the Agreement and shall remain in force for the unexpired part of the period of operation of the Agreement.

36. TIME AND WAGES REGISTER

(1) Every employer shall in respect of and at each place where he conducts business, keep available for inspection at all times and in the form prescribed by the regulations under the Act, an up-to-date record of the earnings paid to and the time worked by each of his employees. All entries shall be in ink.

(2) Every employer shall retain the completed record referred to in subclause (1) for a period of three years subsequent to the date of any entry in it.

(3) Every employer shall upon the commencement of employment of every employee, enter into the record referred to in subclause (1)—

(a) the name of the employee;

(b) the class of his employment; and

(c) the date of commencement of his employment.

(4) (a) Every employer shall have available for signature by his employee an attendance register in the form prescribed in the Basic Conditions of Employment Act, 1983.

(b) Every employee shall on each working day and in accordance with the requirements of his employer record his correct times of arrival at and departure from work.

37. COPY OF AGREEMENT TO BE EXHIBITED

Every employer shall at all times keep a copy of this Agreement in both official languages exhibited at a place easily accessible to all employees.

38. CLASSIFICATION COMMITTEE

(1) A Classification Committee of the Council is hereby established which shall consist of an equal number of employer and employee representatives.

(2) The duties of the Committee shall be, whenever so requested by the Council or any party thereto or in the event of any dispute within the Industry, to classify new jobs to be included in each of the Grades specified in the Definitions hereto, jobs which have not been classified and all other classifications of jobs delegated to it by the Council.

(3) In the event of the Committee being unable to reach agreement on any matter it shall forthwith be referred to the Council for decision, when, if necessary, the principal spokesman for each side may report its view to the Council.

(4) Any party to this Agreement aggrieved by a decision of the Committee may, within seven days of the date of such decision, appeal to the Council, when the matter shall forthwith be reconsidered, but in default of any such appeal the decision of the Committee shall be final and binding on all persons subject to the jurisdiction of the Council.

39. ADMINISTRATION OF AGREEMENT

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

(2) The Council may 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 wages paid, time worked and payments made for overtime and incentive bonus work, for the purpose of ascertaining whether or not the terms of this Agreement are being observed.

(3) Employers shall give to any of their employees who are representatives on the Council every reasonable facility to attend to their duties in connection with the work of the Council.

Nademaal die werkgewers en die vakverenigings tot die Ooreenkoms geraak het soos hierin uiteengesit, verklaar die ondergetekende gemagtigde beamptes van die Raad dat bostaande die Ooreenkoms is waartoe daar geraak is en heg hulle hul handtekeninge hierby aan op hede die 15de dag van Augustus 1983.

W. R. M. KULLIN, Voorsetter.

A. BRITZ, Ondervoorsitter en lid van die Raad (Namens die Amalgamated Engineering Union).

T. EVANS, Lid van die Raad (Namens die South African Electrical Workers' Association).

J. C. KING, Lid van die Raad (Namens die S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society).

S. NSIBANDE, Lid van die Raad (Namens die National Sugar and Refining and Allied Industries Employees' Union).

R. R. PILLAY, Lid van die Raad (Namens die Natal Sugar Industry Employees' Union).

N. F. WAREHAM, Lid van die Raad (Namens die Sugar Industry Employees' Association).

E. M. TOUGH, Sekretaris van die Raad.

The employers and the trade unions having arrived at the Agreement set forth herein, the undersigned authorised officers of the Council do hereby declare that the foregoing is the Agreement arrived at, and affix their signatures hereto this 15th day of August 1983.

W. R. M. KULLIN, Chairman.

A. BRITZ, Vice-Chairman and Member of Council (representing the Amalgamated Engineering Union).

T. EVANS, Member of Council (representing the South African Electrical Workers' Association).

J. C. KING, Member of Council (representing the S.A. Boilermakers' Iron and Steel Workers', Shipbuilders' and Welders' Society).

S. NSIBANDE, Member of Council (representing the National Sugar and Refining and Allied Industries Employees' Union).

R. R. PILLAY, Member of Council (representing the Natal Sugar Industry Employees' Union).

N. F. WAREHAM, Member of Council (representing the Sugar Industry employees Association).

E. M. TOUGH, Secretary of Council.

NOU BESKIKBAAR

VERSLAE VAN DIE APPELHOWE VIR KOMMISSARISHOWE

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Prys

1972-1974: Plaaslik, R9,20; buitelande, R10,90; posvry

1975-1977: Plaaslik, R7,40; buitelande, R8,70; posvry

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