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No. 11621

GOVERNMENT NOTICES

DEPARTMENT OF MANPOWER

No. R. 2544

13 December 1988

LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.—RENEWAL OF ISPA SUBGROUP AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notice R. 1579 of 19 July 1985, to be effective from the date of publication of this notice and for the period ending 30 June 1989.

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

No. R. 2545

13 December 1988

LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.—RE-ENACTMENT OF MAIN 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 date of publication of this notice and for the period ending 30 June 1989, upon the employers' organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions; and

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GOEWERMENSKENNISGEWINGS

DEPARTEMENT VAN MANNEKRAG

No. R. 2544

13 Desember 1988

WET OP ARBEIDSVERHOUDINGE, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.—HERNUWING VAN ISPA-SUBGROEPOORENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermenskennisgewing R. 1579 van 19 Julie 1985, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1989 eindig.

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

No. R. 2545

13 Desember 1988

WET OP ARBEIDSVERHOUDINGE, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.—HERBEKRAGTIGING VAN HOOFOORENKOMS

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 datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1989 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat genoemde Ooreenkoms aangaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en

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(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in sections 1 (1) (d), 2 and 3 and 7 in so far as a proviso is added to section 1 (1) of Part II of the Main Agreement and in so far as it amends paragraphs (c) (i) and (ii) of that section, shall be binding, with effect from the date of publication of this notice and for the period ending 30 June 1989, 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

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

MAIN AGREEMENT

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

Association of Electrical Cable Manufacturers of South Africa
Automotive Parts Production Engineer's Association
Border Engineering Industries Association
Bright Bar Association
Cape Engineer's and Founders' Association
Constructional Engineering Association
Covered Conductor Manufacturers' Association
Domestic Appliance Manufacturers' Association of South Africa
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Forging Association of Southern Africa
Gate and Fence Manufacturers' Association
Hand Tool Manufacturers' Association
Heavy Engineering Manufacturers' Association
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Port Elizabeth Engineers' Association
Precision Manufacturing Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Radio, Appliance and Television Association of South Africa
Sheetmetal Industries Association of South Africa
S.A. Agricultural and Irrigation Machinery Manufacturers' Association
S.A. Association of Shipbuilders and Repairers
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Foundry Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Machine Tool Manufacturers' Association
S.A. Pump Manufacturers' Association
S.A. Radio and Television Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Valve Manufacturers' Association
S.A. Wire and Wire Rope Manufacturers' Association

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

Amalgamated Engineering Union of South Africa
Amalgamated Society in Woodworkers of South Africa
Engineering and Allied Workers' Union of South Africa
Engineering Industrial and Mining Workers' Union of South Africa

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (d), 2 en 3 en 7 vir sover dit 'n voorbehoudsbepaling by voorbehoudsbepaling (i) van klousule 1 (1) van Deel II van die Hoof-ooreenkoms voeg en vir sover dit paragrawe (c) (i) en (ii) van daardie klousule wysig, met ingang van die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1989 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van genoemde Ooreenkoms gespesifiseer.

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

BYLAE

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

HOOF-OOREENKOMS

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

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

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

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Engineering and Allied Workers' Union of SA
Engineering Industrial and Mining Workers' Union of South Africa

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

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,
 being the parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

PART I

1. SCOPE OF APPLICATION OF AGREEMENT

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

(a) in the Iron, Steel, Engineering and Metallurgical Industry throughout the Republic of South Africa, excluding the port and settlement of Walvis Bay;

(b) in the Provinces of the Transvaal and Natal by the section of the Industry concerned with the installation, repair and servicing of radios, refrigerators and domestic electrical appliances;

(c) in the Magisterial Districts of Durban, East London, Johannesburg, Pietersburg, Pinetown and The Cape by the section of the Industry concerned with radio manufacture;

(d) by all employers and employees who are members of the employers' organisations and trade unions respectively.

(2) Notwithstanding the provisions of subsection (1), the terms of this Agreement shall not apply to—

(a) the installation, repair and servicing of radios and domestic electrical appliances in the Provinces of the Cape of Good Hope and the Orange Free State;

(b) the manufacture, for sale, of standard high-speed cutting tools made from high-speed steel by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in the Magisterial Districts of Johannesburg, Boksburg, Vereeniging and Pietermaritzburg;

(c) the manufacture of aluminium sheet and/or foil and inter-related operations;

(d) the installation and/or repair and/or maintenance of electrical lifts and escalators;

(e) the production of iron and/or steel and/or ferro-alloys;

(f) the installation, maintenance and repair of electrical equipment referred to in paragraph (b) of the definition "Electrical Engineering Industry" in section 3 of Part I of this Agreement in the Provinces of the Cape of Good Hope and the Orange Free State;

(g) the manufacture of tungsten carbide (hard metal);

(h) the assembling, servicing, installation, maintenance and/or repair of appliances, equipment, machines, devices and apparatus, whether utilising manual, photographic, mechanical, electrical, electrostatic or electronic principles, or any combination of such principles, that are primarily intended for use in accounting and/or business and/or calculating and/or office and/or educational procedures;

(i) the Venetian Blind and Allied Products Manufacturing Industry in the Province of the Transvaal;

(j) the installation and/or repair of burglar and/or other similar alarm systems in the Provinces of the Cape of Good Hope and the Orange Free State;

(k) the manufacture of plumbers' and/or engineers' brassware by means of gravity die-casting and/or pressure die-casting and/or hot pressing and/or machining;

(l) the undertaking of Union Steel Corporation of South Africa (Pty) Limited in the Magisterial District of Vereeniging, Transvaal;

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

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

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

DEEL I

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet nagekom word—

(a) in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid oral in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai;

(b) in die provinsies Transvaal en Natal deur die sektor van die Nywerheid betrokke by die installering, herstel en versiening van radio's, koelkaste en huishoudelike elektriese toestelle;

(c) in die landdrostdistrikte Durban, Oos-Londen, Johannesburg, Pietersburg, Pinetown en Die Kaap deur die sektor van die Nywerheid betrokke by die vervaardiging van radio's;

(d) deur alle werkgewers en werknemers wat lede van onderskeidelik die werkgewersorganisasies en die vakverenigings is.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms nie van toepassing nie op—

(a) die installering, herstel en versiening van radio's en huishoudelike elektriese toestelle in die provinsies die Kaap die Goeie Hoop en die Oranje-Vrystaat;

(b) die vervaardiging, vir verkoop, van standaard snelygereedskap gemaak van sneldraastaal deur middel van installasies en/of uitrusting en/of metodes wat spesifiek aangepas en/of ontwerp is vir produksie deur middel van herhalingsprosesse, in die landdrostdistrikte Johannesburg, Boksburg, Vereeniging en Pietermaritzburg;

(c) die vervaardiging van aluminiumplaat en/of -foelie en werksaamhede wat in verband daarmee staan;

(d) die installering en/of herstel en/of onderhoud van elektriese hysers en roltrappe;

(e) die produksie van yster en/of staal en/of ysterlegerings;

(f) die installering, onderhoud en herstel van elektriese uitrusting soos bedoel in paragraaf (b) van die omskrywing "Elektrotegniese Ingenieursnywerheid" in klousule 3 van Deel I van hierdie Ooreenkoms in die provinsies die Kaap die Goeie Hoop en die Oranje-Vrystaat;

(g) die vervaardiging van wolframkarbid (harde metaal);

(h) die monteer, versiening, installering, onderhoud en/of herstel van instrumente, uitrusting, masjiene, toestelle en apparaat, hetsy dit van hand-, fotografiese, meganiese, elektriese, elektrostatiese of elektroniese beginsels of enige kombinasie van sodanige beginsels gebruik maak, wat in die eerste plek bedoel is vir gebruik in rekeningkunde en/of sake- en/of berekenings- en/of kantoor- en/of opvoedkundige prosedures;

(i) die Nywerheid vir die Vervaardiging van Hortjiesblindes en Verwante Produkte in die provinsie Transvaal;

(j) die installering en/of herstel van dief- en/of ander soortgelyke alarmstelsels in die provinsies die Kaap die Goeie Hoop en die Oranje-Vrystaat;

(k) die vervaardiging van loodgieters- en/of ingenieursgeelkoperware deur middel van swaartekragvormgiëting en/of drukvormgiëting en/of warmers en/of masjienering;

(l) die onderneming van die firma Union Steel Corporation of South Africa (Pty) Limited in die landdrostdistrik Vereeniging, Transvaal;

(m) the Locksmithing Trade in the Magisterial Districts of Benoni, Boksburg, Durban, Germiston, Johannesburg, Krugersdorp, Lower Umfolozi, Pinetown, Port Elizabeth, Pretoria, Randburg, Roodepoort, Springs and The Cape;

(n) the production, for sale, of welding electrodes by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in the Magisterial Districts of Brits, Germiston, Kempton Park and Pretoria;

(o) the undertaking of Alusaf (Pty) Ltd, in the Magisterial District of Lower Umfolozi;

(p) (i) The manufacture by mass production methods from sheetmetal of a gauge not exceeding 2 108 mm of—

(aa) commercial, plain or lithographed containers for packaging of general merchandise, but excluding the manufacture of such containers by any person for the packaging of his own products;

(ab) bottle, jar and other container closures;

(ac) plain or lithographed metal toys;

(ad) plain or lithographed display tablets;

(ii) the manufacture of plain or lithographed, rigid and/or collapsible tubes from non-ferrous metal slugs. For the purposes of this subparagraph, "rigid tube" means a container.

(For the purposes of subparagraphs (i) and (ii), a "container" means a plain or lithographed article designed for the packing for transport or sale of products and capable of being closed by means of a lid or cap or any other type of closure);

(q) the manufacture from tinplate of a gauge not exceeding 0,416 mm of trunks and other containers designed to hold personal effects, sporting kit, tools and documents, and other lines manufactured principally from such tinplate;

(3) Notwithstanding the provisions of subsection (1), the terms of this Agreement shall apply to—

(a) apprentices only to the extent to which they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed thereunder; and

(b) trainees under training in terms of section 30 of the Manpower Training Act, 1981, only in so far as they are not inconsistent with the provisions of the Act or any conditions fixed thereunder.

(4) Notwithstanding the limitation of the Agreement to the operations therein scheduled—

(a) the provisions of the section relating to Leave Pay, Additional Leave Pay and Leave Bonus of Part I of this Agreement shall apply to all employees employed in operative processes receiving a rate of pay equivalent to or more than that prescribed from time to time in the Agreement for Rate D employees whether paid weekly or monthly but excluding payment for overtime;

(b) no person directly employed in a manufacturing or production process shall be paid a wage less than Rate I as prescribed from time to time in Part II of this Agreement.

For the purposes of this section, "employed in a manufacturing or production process" shall apply to those employees whose rate of pay is not scheduled in this Agreement but whose activities are directly concerned with the creation of the engineering goods and/or services as covered by the scope of application of this Agreement. This provision shall not apply to the work carried out by administrative personnel and/or those employees employed on non-production operations.

(5) The conditions of employment of watchmen shall be regulated by the provisions of this Agreement except in respect of working hours, which shall be a maximum of 48 hours per week.

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 Labour Relations Act, 1956, and shall remain in force until 30 June 1989 or for such period as the Minister may determine.

(m) die Slotmakerybedryf in die landdrosdistrikte Benoni, Boksburg, Die Kaap, Durban, Germiston, Johannesburg, Krugersdorp, Lower Umfolozi, Pinetown, Port Elizabeth, Pretoria, Randburg, Roodepoort en Springs;

(n) die produksie, vir verkoop, van sweiselektrodes deur middel van masjinerie en/of uitrusting en/of metodes wat spesifiek aangepas en/of ontwerp is vir produksie deur middel van herhalingsprosesse, in die landdrosdistrikte Brits, Germiston, Kempton Park en Pretoria;

(o) Die onderneming van Alusaf (Pty) Ltd in die landdrosdistrik Lower Umfolozi;

(p) (i) die vervaardiging deur middel van massaproduksiemetodes uit plaatmetaal met 'n dikte van hoogstens 2 108 mm van—

(aa) kommersiële, gewone of gelitografeerde houers vir die verpakking van algemene handelsware, maar nie vir die vervaardiging van sodanige houers deur iemand vir die verpakking van sy eie produkte nie;

(ab) deksels vir bottels, flesse en ander houers;

(ac) gewone of gelitografeerde metaalspeelgoed;

(ad) gewone of gelitografeerde vertoontablette;

(ii) die vervaardiging van gewone of gelitografeerde, vaste en/of voubare buise uit nie-ysterhoudende metaalklompe. Vir die toepassing van hierdie subparagraaf beteken "vaste buis" 'n houer.

(Vir die toepassing van subparagrafe (i) en (ii) beteken 'n "houer" 'n gewone of gelitografeerde artikel wat ontwerp is vir die verpakking van produkte wat vervoer of verkoop moet word en wat met 'n deksel of doppe of ander soort prop toegemaak kan word.);

(q) die vervaardiging uit tinplaat met 'n dikte van hoogstens 0,416 mm van koffers en ander houers wat ontwerp is om persoonlike besittings, sportuitrusting, gereedskap en dokumente te bevat, en van ander ware wat hoofsaaklik uit sodanige tinplaat vervaardig is;

(3) Ondanks subklousule (1), is hierdie Ooreenkoms van toepassing op—

(a) vakleerlinge slegs in die mate waarin dit nie onbestaanbaar is nie met die Wet op Mannekragopleiding, 1981, of met 'n kontrak daarkragtens aangegaan of voorwaardes daarkragtens vasgestel; en

(b) kwekelinge wat opgelei word kragtens artikel 30 van die Wet op Mannekragopleiding, 1981, slegs vir sover dit nie onbestaanbaar is nie met daardie Wet of met voorwaardes daarkragtens vasgestel.

(4) Ondanks die beperking van die Ooreenkoms tot die werksaamhede daarin gelys—

(a) is die klousules aangaande Verlofbesoldiging, Addisionele Verlofbesoldiging en Verlofbonus in Deel I van hierdie Ooreenkoms van toepassing op alle werknemers wat operatiewe prosesse verrig en 'n loon ontvang wat gelyk is aan of meer is as dié wat in hierdie Ooreenkoms van tyd tot tyd voorgeskryf word vir Loon D-werknemers, hetsy weekliks of maandeliks besoldig, uitgesonderd betaling vir oortydwerk;

(b) mag niemand wat regstreeks werksaam is in 'n vervaardigings- of produksieproses 'n loon ontvang wat minder is as die loon soos in Deel II van hierdie Ooreenkoms van tyd tot tyd vir 'n Loon I-werknemer voorgeskryf nie.

Vir die toepassing van hierdie klousule is "werksaam in 'n vervaardigings- of produksieproses" van toepassing op werknemers wie se loonskale nie in hierdie Ooreenkoms gelys word nie maar wie se aktiwiteite regstreeks verwant is aan die skepping van ingenieursgoedere en/of dienste soos in die toepassingsbestek van hierdie Ooreenkoms omskryf. Hierdie bepaling is nie van toepassing op werk verrig deur administratiewe personeel en/of persone werksaam in nie-produktiewe werksaamhede nie.

(5) Die diensvoorwaardes van 'n wag word ooreenkomstig hierdie Ooreenkoms gereël, behalwe ten opsigte van werkure, wat hoogstens 48 uur per week is.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op 'n datum wat die Minister van Mannekrag kragtens artikel 48 van die Wet op Arbeidsverhoudinge, 1956, vasstel en bly van krag tot 30 Junie 1989 of vir die tydperk wat die Minister bepaal.

3. SPECIAL PROVISIONS

The provisions contained in sections 8 (3) (e), 8bis 23 and 28 of Part I of the Agreement published under Government Notice R. 1329 of 27 June 1980, as amended, extended and re-enacted by Government Notices R. 295 of 20 February 1981, R. 880 of 1 May 1981, R. 1201 of 25 June 1982, R. 45 of 14 January 1983, R. 1293 of 24 June 1983, R. 1376 of 1 July 1983, R. 2191 of 7 October 1983, R. 922 of 11 May 1984, R. 1329 of 29 June 1984, R. 2092 of 21 September 1984, R. 222 of 8 February 1985, R. 1577 of 19 July 1985, R. 997 of 23 May 1986, R. 1744 of 22 August 1986, R. 1567 of 14 July 1987, R. 1568 of 17 July 1987 and R. 2455 of 30 October 1987 (hereinafter referred to as the "Former Agreement") shall apply to employers and employees.

4. GENERAL PROVISIONS

The provisions contained in sections 3 to 8 (3) (d) inclusive, 8 (3) (f) to 8 (4) inclusive, 9 to 22, inclusive 24 to 27 inclusive, 29 to 36 inclusive of Part I, and Part II of the Former Agreement (as amended and e-enacted from time to time), shall apply to employers and employees.

5. SECTION 14.—LEAVE BONUS

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

“(i):

A to I wage categories	First leave cycle	Second leave cycle	Third leave cycle	Fourth or more leave cycle
	R	R	R	R
A and A1	1 024	1 109	1 237	1 422
AA First 6 months	841	911	1 016	1 168
Thereafter	882	955	1 065	1 225
AB	796	862	962	1 105
B.....	769	834	930	1 069
C.....	737	799	891	1 024
D	708	767	855	983
DD	601	651	726	835
DDD	538	583	650	747
E.....	508	551	614	706
F.....	469	508	567	651
G	439	476	531	610
H and I.....	424	459	512	589

“(ii):

Schedule F wage categories	First leave cycle	Second leave cycle	Third leave cycle	Fourth or more leave cycle
	R	R	R	R
Z.....	1 024	1 109	1 237	1 422
Y	769	834	930	1 069
IX	713	773	862	991
VIII	680	736	821	944
VII	644	698	779	895
VI	611	662	738	848
V	578	627	699	803

3. SPESIALE BEPALINGS

Klousules 8 (3) (e), 8bis, 23 en 28 van Deel I van die Ooreenkoms gepubliseer by Goewermenskennisgewing R. 1329 van 27 Junie 1980, soos gewysig, verleng en herbekragtig deur Goewermenskennisgewings R. 295 van 20 Februarie 1981, R. 880 van 1 Mei 1981, R. 1201 van 25 Junie 1982, R. 45 van 14 Januarie 1983, R. 1293 van 24 Junie 1983, R. 1376 van 1 Julie 1983, R. 2191 van 7 Oktober 1983, R. 922 van 11 Mei 1984, R. 1329 van 29 Junie 1984, R. 2092 van 21 September 1984, R. 222 van 8 Februarie 1985, R. 1577 van 19 Julie 1985, R. 997 van 23 Mei 1986, R. 1744 van 22 Augustus 1986, R. 1567 van 14 Julie 1987, R. 1568 van 17 Julie 1987 en R. 2455 van 30 Oktober 1987, (hierna die Vorige Ooreenkoms genoem) is van toepassing op werkgewers en werknemers.

4. ALGEMENE BEPALINGS

Klousules 3 tot en met 8 (3) (d), 8 (3) (f) tot en met 8 (4), 9 tot en met 22, 24 tot en met 27, 29 tot en met 36 van Deel I, en Deel II van die Vorige Ooreenkoms (soos van tyd tot tyd gewysig en herbekragtig) is van toepassing op werkgewers en werknemers.

5. KLOUSULE 14.—VERLOFBONUS

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

“(i):

A tot I-loonkategorieë	Eerste verlofsiklus	Tweede verlofsiklus	Derde verlofsiklus	Vierde of latere verlofsiklus
	R	R	R	R
A en A1.....	1 024	1 109	1 237	1 422
AA Eerste ses maande.....	841	911	1 016	1 168
Daarna.....	882	955	1 065	1 225
AB	796	862	962	1 105
B.....	769	834	930	1 069
C.....	737	799	891	1 024
D	708	767	855	983
DD	601	651	726	835
DDD	538	583	650	747
E.....	508	551	614	706
F.....	469	508	567	651
G	439	476	531	610
H en I	424	459	512	589

“(ii):

Bylae F-loonkategorieë	Eerste verlofsiklus	Tweede verlofsiklus	Derde verlofsiklus	Vierde of latere verlofsiklus
	R	R	R	R
Z.....	1 024	1 109	1 237	1 422
Y	769	834	930	1 069
IX	713	773	862	991
VIII	680	736	821	944
VII	644	698	779	895
VI	611	662	738	848
V	578	627	699	803

Schedule F wage categories	First leave cycle	Second leave cycle	Third leave cycle	Fourth or more leave cycle
	R	R	R	R
IV	546	592	660	759
III	515	558	623	716
II	486	526	587	675
I	459	497	555	638

(iii):

Employees employed in operative processes receiving a rate of pay equivalent to that prescribed in this Agreement for Rate D employees or paid at a rate of not less than R982,80 per month, excluding payment for overtime	First leave cycle	Second leave cycle	Third leave cycle	Fourth or more leave cycle
	R	R	R	R
Where the employee's wage rate does not exceed 728,5 c.p.h.	841	911	1 016	1 168
Where the employee's wage rate is 729 c.p.h. or more	1 024	1 109	1 237	1 422

(iv) Apprentices:

	R
First leave cycle	410
Second leave cycle	499
Third leave cycle	680
Fourth leave cycle	1 279

(v) Vehicle drivers:

	First leave cycle	Second leave cycle	Third leave cycle	Fourth or more leave cycle
	R	R	R	R
Up to 1 000 kg	477	517	577	663
Over 1 000 kg and up to 3 000 kg	493	534	595	684
Over 3 000 kg and up to 4 500 kg	573	621	692	796
Over 4 500 kg and up to 6 500 kg	608	659	735	844
Over 6 500 kg	618	669	746	858
Forklift driver	469	508	567	651

(vi) Structural Engineering:

Wage categories	Minimum rate per hour	First leave cycle	Second leave cycle	Third leave cycle	Fourth leave cycle
	R	R	R	R	R
Category 5	7,29	1 024	1 109	1 237	1 422
Category 4	6,34	890	964	1 076	1 236
Category 3	5,13	720	780	870	1 000

Bylae F-loonkategorieë	Eerste verlofsiklus	Tweede verlofsiklus	Derde verlofsiklus	Vierde of latere verlofsiklus
	R	R	R	R
IV	546	592	660	759
III	515	558	623	716
II	486	526	587	675
I	459	497	555	638

(iii):

Werknemers wat operatiewe prosesse verrig en 'n loon ontvang wat gelyk is aan dié watin hierdie Ooreenkoms voorgeskryf word vir Loon D-werknemers of wat besoldig word teen minstens R982,80 per maand uitgesonderd betaling vir oortydwerk	Eerste verlofsiklus	Tweede verlofsiklus	Derde verlofsiklus	Vierde of latere verlofsiklus
	R	R	R	R
Waar die werknemer se loonskaal hoogstens 728,5 sent per uur is	841	911	1 016	1 168
Waar die werknemer se loonskaal 729 sent per uur of meer is	1 024	1 109	1 237	1 422

(iv) Vakleerlinge:

	R
Eerste verlofsiklus	410
Tweede verlofsiklus	499
Derde verlofsiklus	680
Vierde verlofsiklus	1 279

(v) Voertuigdrywers:

	Eerste verlofsiklus	Tweede verlofsiklus	Derde verlofsiklus	Vierde of latere verlofsiklus
	R	R	R	R
Tot en met 1 000 kg	477	517	577	663
Meer as 1 000 kg en tot en met 3 000 kg	493	534	595	684
Meer as 3 000 kg en tot en met 4 500 kg	573	621	692	796
Meer as 4 500 kg en tot en met 6 500 kg	608	659	735	844
Meer as 6 500 kg	618	669	746	858
Vurkhuyswadywer	469	508	567	651

(vi) Struktuuringenieurswese:

Loonkategorieë	Minimum loon per uur	Eerste verlofsiklus	Tweede verlofsiklus	Derde verlofsiklus	Vierde verlofsiklus
	R	R	R	R	R
Kategorie 5	7,29	1 024	1 109	1 237	1 422
Kategorie 4	6,34	890	964	1 076	1 236
Kategorie 3	5,13	720	780	870	1 000

Wage categories	Minimum rate per hour	First leave cycle	Second leave cycle	Third leave cycle	Fourth leave cycle
	R	R	R	R	R
Category 2	3,94	553	599	668	768
Category 1	3,02	424	459	512	589
Category 1 (a) ..	2,64	371	402	448	515''

6. SECTION 21.—INSURANCE OF TOOLS

Substitute the figure "R400" for the figure "R300."

PART II

7. SECTION 1.—WAGES AND/OR EARNINGS

Substitute the following for subsection (1):

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

(b) Every employer who on the date of coming into operation of this Agreement is employed by an employer on work classified in the Agreement shall, whilst in the employ of the same employer and whether or not his actual rate of pay immediately prior to the said date was in excess of the rate specified for his class of work in this Agreement, be paid not less than the actual rate he was receiving immediately prior to the said date plus, as a guaranteed personal minimum increase, an additional amount for his class of work, as follows:

Class of work	Amount per hour
	c
Rate A and A1	76
Rate AA:	
Employees in their first six months on continuous service on the above date	73
Thereafter	73
Rate AB	67
Rate B	63
Rate C	57
Rate D	52
Rate DD	52
Rate DDD	50
Rate E	48
Rate F	46
Rate G	43
Rates H and I	41

Apprentices

First year	31
Second year	34
Third year	42
Fourth year	68

Vehicle driving:

(i) Drivers of vehicles having a pay load of—

Up to including 1 000 kg	46
Over 1 000 kg and up to 3 000 kg	47
Over 3 000 kg and up to 4 500 kg	51
Over 4 500 kg and up to 6 500 kg	52
Over 6 500 kg	52

(ii) Forklift driver	46
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Loonkategorieë	Minimum loon per uur	Eerste verlof-siklus	Tweede verlof-siklus	Derde verlof-siklus	Vierde verlof-siklus
	R	R	R	R	R
Kategorie 2	3,94	553	599	668	768
Kategorie 1	3,02	424	459	512	589
Kategorie 1 (a) ..	2,64	371	402	448	515''

6. KLOUSULE 21.—VERSEKERING VAN GEREEDSKAP

Vervang die syfer "R300" deur die syfer "R400".

DEEL II

7. KLOUSULE 1.—LONE EN/OF VERDIENSTE

Vervang subklousule (1) deur die volgende:

"(1) (a) 'n Werknemer wat op die datum van inwerkingtreding van hierdie Ooreenkoms 'n hoër loon ontvang het as dié wat in die Ooreenkoms voorgeskryf word vir die klas werk waarvoor hy in diens geneem is, moet nog minstens sodanige hoër loon ontvang terwyl hy by dieselfde werk-gewer in diens is en terwyl hy dieselfde werk verrig of ander werk waarvoor 'n laer loon voorgeskryf word.

(b) 'n Werknemer wat op die datum van inwerkingtreding van hierdie Ooreenkoms by 'n werk-gewer in diens is vir die verrigting van werk wat in die Ooreenkoms ingedeel is, moet, terwyl hy in diens van dieselfde werk-gewer is en afgesien daarvan of sy werklike loon onmiddellik voor genoemde datum hoër was as die loon wat vir sy klas werk in hierdie Ooreenkoms gespesifiseer is, minstens die werklike loon betaal word wat hy onmiddellik voor genoemde datum ontvang het, plus as 'n gewaarborgde persoonlike minimum verhoging, die volgende addisionele bedrag vir sy klas werk:

Klas werk	Bedrag per uur
	c
Loon A en A1	76
Loon AA:	
Werknemers in hul eerste ses maande ononderbroke diens op bogenoemde datum	73
Daarna	73
Loon AB	67
Loon B	63
Loon C	57
Loon D	52
Loon DD	52
Loon DDD	50
Loon E	48
Loon F	46
Loon G	43
Lone H en I	41

Vakleerlinge

Eerste jaar	31
Tweede jaar	34
Derde jaar	42
Vierde jaar	68

Voertuie dryf:

(i) Drywers van voertuie met 'n loonvrag van—

Tot en met 1 000 kg	46
Meer as 1 000 kg tot en met 3 000 kg	47
Meer as 3 000 kg tot en met 4 500 kg	51
Meer as 4 500 kg tot en met 6 500 kg	52
Meer as 6 500 kg	52

(ii) Vurkhuyswadywer	46
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SCHEDULE F

	Amount per hour c
Group Z	76
Group Y	63
Group IX	62
Group VIII	59
Group VII	55
Group VI	52
Group V	50
Group IV	48
Group III	46
Group II	44
Group I	43

Structural engineering

Category	Amount per hour c
5	76
4	69
3	58
2	48
1	41
1 (a)	38

Provided that—

(i) the additional amount payable in terms of this subsection to an employee for his class of work may be reduced by the amount of any increase or increases granted to such employee on or subsequent to 1 July 1988:

Provided that any employee shall be remunerated by the payment of an amount within 12 weeks after the date of the coming into operation of this Agreement on the basis stated below:

Amount per hour for the employees class of work prescribed above	LESS IF ANY	Amount per hour of any increase granted to the employee on or after 1 July 1988
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multiplied by the number of hours which the employee concerned was entitled to payment of his wage for the period from the start of his first shift on or after 1 July 1988, to the first shift for which the amount per hour for the employees class of work as prescribed above is paid or the date of coming into operation of this Agreement, whichever is the later.

(ii) any employee who was engaged after 1 July 1988 at a rate of pay not less than the rate of pay prescribed for his class of work as at the date of coming into operation of this Agreement shall not be entitled to be paid the additional amount specified in the subsection for his class of work;

(iii) no employer shall reduce the rate of pay of any employee to whom an increase in excess of the additional amount specified in this subsection for his class of work has been awarded on or subsequent to 1 July 1988 and no employee shall be paid wages at a rate less than the rate for his class of work specified in this Agreement;

(iv) for the purposes of this Agreement the rate applicable in terms of this subsection shall *mutatis mutandis* apply to employees employed on 'Incentive Bonus Work' in terms of section 10 of Part I of the Former Agreement;

(v) an employer who intends to grant general increases to all employees or all employees in a particular category of employees in excess of the guaranteed personal minimum increases provided for in this Agreement, shall consult the trade unions of which the particular employees concerned are members.

Where an employer, following such consultation, grants such increases over and above that provided for in this Agreement, the Industrial Council shall be notified of the increases granted.

(c) (i) The intention of the parties that negotiated the wage structure as detailed in the scheduled rates in this Agreement is that that wage structure should be further adjusted over a period of time so as to reflect a more regular progression of differentials between the wage categories and thereby correct the anomalies that exist in the wage structure. The negotiations referred to in this section shall be seen in this context.

BYLAE F

	Bedrag per uur c
Groep Z	76
Groep Y	63
Groep IX	62
Groep VIII	59
Groep VII	55
Groep VI	52
Groep V	50
Groep IV	48
Groep III	46
Groep II	44
Groep I	43

Struktuuringenieurswese

Kategorieë	Bedrag per uur c
5	76
4	69
3	58
2	48
1	41
1 (a)	38

Met dien verstande dat—

(i) die addisionele bedrag ingevolge hierdie subklousule betaalbaar aan 'n werknemer vir sy klas werk, verminder kan word met die bedrag van 'n verhoging wat op of na 1 Julie 1988 aan sodanige werknemer toegestaan is;

Behoudens dat enige werknemer, binne twaalf weke vanaf die datum van inwerkingtreding van hierdie ooreenkoms, 'n besoldiging sal ontvang as volg bereken:

Bedrag per uur van die werknemer se klas werk soos hierbo uiteengesit	MINUS (WAAR VAN TOEPASSING)	Bedrag per uur van enige verhoging toegestaan aan die werknemer op of na 1 Julie 1988
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vermenigvuldig met die aantal ure wat die betrokke werknemer geregtig was op betaling van sy loon vir die tydperk vanaf die begin van sy eerste skof op of na 1 Julie 1988, tot die eerste skof ten opsigte waarvan die bedrag per uur vir die werknemer se klas werk soos hierbo uiteengesit betaal is of die datum van inwerkingtreding van hierdie Ooreenkoms, welke die laaste is.

(ii) 'n werknemer wat na 1 Julie 1988 in diens geneem is teen 'n tarief van besoldiging van minstens die tarief vir besoldiging wat vir sy klas werk voorgeskryf is op die datum van inwerkingtreding van hierdie Ooreenkoms nie geregtig is op die ontvangs van die addisionele bedrag wat in hierdie subklousule vir sy klas werk gespesifiseer is nie;

(iii) 'n werkgewer die tarief van besoldiging van 'n werknemer aan wie 'n verhoging op of na 1 Julie 1988 toegestaan is wat hoër is as die addisionele bedrag in hierdie subklousule vir sy klas werk gespesifiseer, nie mag verminder nie, en aan 'n werknemer nie 'n loon teen 'n tarief laer as die tarief vir sy klas werk in hierdie Ooreenkoms gespesifiseer, betaal mag word nie;

(iv) vir die uitvoering van hierdie Ooreenkoms die loon wat ingevolge hierdie subklousule van toepassing is, *mutatis mutandis* van toepassing is op werknemer wat 'aansporingsbonuswerk' ingevolge klousule 10 van Deel I van die Vorige Ooreenkoms verrig;

(v) 'n werkgewer wat voornemens is om algemene verhogings aan alle werknemers of alle werknemers in 'n spesifieke kategorie werknemers toe te staan wat hoër is as die gewaarborgde persoonlike minimum verhogings waarvoor in hierdie Ooreenkoms, voorsiening gemaak word, oorleg moet pleeg met die vakverenigings waarvan die spesifieke betrokke werknemers lede is.

Waar 'n werkgewer, na sodanige konsultasie, verhogings toestaan wat hoër is as dié waarvoor in hierdie Ooreenkoms voorsiening gemaak word, moet die Nywerheidsraad van sodanige verhogings verwittig word.

(c) (i) Die oogmerke van die partye wat oor die loonstruktuur, soos in hierdie Ooreenkoms uiteengesit, onderhandel het, is dat die loonstruktuur oor 'n tydperk nog verder aangepas moet word om 'n meer gereelde differensiële opklimming tussen die loonskale te reflekteer om sodoende onreëlmatighede in die loonstruktuur reg te stel. Die onderhandelings, soos in hierdie klousule bedoel, moet in sodanige konteks gesien word.

(ii) Where negotiations at individual employer level are voluntarily entered into between an employer and the trade union/s to adjust the amount specified above with the object of correcting anomalies in the wage structure in that establishment such as referred to in (c) (i) the matter being negotiated shall not form part of this agreement. Any agreement entered into by the parties that negotiated such wage adjustments shall be signed by the said parties and submitted to the relevant Regional Council for monitoring and administration. Any dispute arising from such negotiations not resolved at company level, shall be dealt with in accordance with the Council's dispute settlement procedures. Any interpretation of this clause shall be in accordance with the intention stated above.

8. SCHEDULE G

(1) In Schedule G, substitute the following:

(a) In Job 155—the figures “449” and “477” for the figures “403” and “428” respectively;

(b) In Job 166—the figures “340”, “351”, “408”, “433” and “440” for the figures “294”, “304”, “357”, “381” and “388” respectively;

(c) In Job 191 (a)—the figures “541” and “546” for the figures “478” and “483” respectively;

(d) In Job 191 (b)—the figures “462” and “504” for the figures “410” and “452” respectively.

(2) Insert the following as Job 144 (a):

“144 (a) Operating power operated internal transporters and/or stackers and/or handling equipment.”

(3) Insert the following in Job 166:

“166 Driving of any vehicle authorised to carry a payload of up to and including 1 000 kg and fork lift driving of power operated fork lift controlled from on board by the operator R3,40”.

(4) In Schedule G, definition (b) “vehicle” delete the following:

(b) “vehicle” means any conveyance propelled by other than human or animal power and includes a tractor, when driven elsewhere than in the precincts of the establishment, but does not include “mechanised internal transporters and/or stackers and/or handling equipment whether or not requiring a licence and/or” motor cars.

(5) In section (d), “Structural Engineering”, substitute the following for existing hourly wage rates as specified against the category headings “Instrumentation Work”; “Rigging”; “Mechanical and General Structural Work”; “Electrical Work” and “Welding”:

“Category	Wage rate per hour
5	7,29
4	6,34
3	5,13
2	3,94
1	3,02
1 (a)	2,64”.

9. SCHEDULE D

(1) In Division D/4, in Job 1, substitute the figures “307”, “385”, “457” and “484” for the figures “272”, “341”, “404” and “428” respectively.

(2) Substitute the following for the existing Schedule D/7:

“DIVISION D/7

GATE AND/OR FENCE MANUFACTURING AND ERECTING DIVISION

The following operations in the manufacturing and/or fabricating and/or erecting of wrought iron and/or wire and/or tubular gates and/or frames and/or fencing and/or domestic and/or garden railings and/or burglarproofing and/or prison bars and/or playground equipment and/or wire screenings and/or garden furniture and/or wash-line equipment and/or components and/or parts associated with the aforementioned articles.

Section (a)—Manufacturing of fencing and burglarproofing components

Rate D

1. Down-hand ferrous welding and assembly of fencing and burglarproofing components, posts, stays, gates, window guards and security gates.

(ii) Wanneer onderhandelings op individuele werkgewersvlak vrywilliglik tussen 'n werkgewer en die vakvereniging/vakverenigings aangeknoop word om die bedrae soos hierbo genoem aan te pas vir doeleindes van regstelling van die onreëlmatigheid in die loonstruktuur in sodanige onderneming, soos bedoel in (c) (i) nie deel van hierdie Ooreenkoms vorm nie. Enige sodanige loonwysigingsooreenkoms deur die partye aangegaan moet deur hulle onderteken word en na die relevante Streekraad gestuur word vir monitering en administrasie. Enige dispuut wat as gevolg van sodanige onderhandelings op fabrieksvlak nie bygelê kan word nie, moet ooreenkomstig die Raad se dispuutbeslegtingsprosedures gehanteer word. Enige vertolking van hierdie klousule moet in ooreenstemming wees met die bedoeling hierbo genoem.

8. BYLAE G

(1) Vervang die volgende in Bylae G:

(a) In item 155—die syfers “403” en “428” deur onderskeidelik die syfers “449” en “477”.

(b) in item 166—die syfers “294”, “304”, “357”, “381” en “388” deur onderskeidelik die syfers “340”, “351”, “408”, “433” en “440”.

(c) in item 191 (a)—die syfers “478” en “483” deur onderskeidelik die syfers “541” en “546”.

(d) in item 191 (b)—die syfers “410” en “452” deur onderskeidelik die syfers “462” en “504”.

(2) Voeg die volgende in as Item 144 (a):

“144 (a) Bediening van 'n kragaangedrewe interne vervoerder en/of op stapelaar en/of hanteeruitrusting.”

(3) Voeg die volgende in as Item 166:

“166. Enige ander voertuig dryf wat gelisensieer is om 'n loonvrag tot en met 1 000 kg te vervoer en die bestuur van 'n kragaangedrewe vorkheftrucks wat beheer word vanaf die voertuig deur die Operateur..... R3,40”.

(4) In Skedule G, woordskrywing (b) “voertuig” skrap die volgende:

(b) “voertuig” enige vervoermiddel wat deur krag as menslike of dierlike krag voortbeweeg word, met inbegrip van 'n trekker, wanneer dit op enige ander plek uitgesonderd binne die grense van die bedryfsinstelling gedryf word, maar omvat dit nie gemeganiseerde interne vervoerders en/of opstapelaars en/of hanteeruitrusting, afgesien daarvan of 'n lisensie daarvoor nodig is of nie en/of motorkarre nie.

(5) In seksie (d), “Struktuuringenieurswese”, vervang die bestaande uurlikse loontariewe soos aangeteken teenoor die kategorie-opskrifte, “Instrumentasiewerk”; “Touwerk”; “Meganiese en Algemene Struktuurwerk”; “Elektriese Werk” en “Sweiswerk” deur die volgende:

“Kategorie	Loonskaal per uur R
5	7,29
4	6,34
3	5,13
2	3,94
1	3,02
1 (a)	2,64”.

9. BYLAE D

(1) In Afdeling D/4, in item 1, vervang die syfers “272”, “341”, “404” en “428” deur onderskeidelik die syfers “307”, “385”, “457” en “484”.

(2) Vervang die bestaande Afdeling D/7 deur die volgende:

“AFDELING D/7

AFDELING VIR DIE VERVAARDIGING VAN HEKKE EN/OF OMHEININGS EN DIE OPRIGTING DAARVAN

Die volgende werksaamhede by die vervaardiging en/of fabrisering en/of oprigting van smeeyster- en/of draad- en/of pyphekke en/of -rame en/of omheining en/of huis- en/of tuinaliewerk en/of diefwering en/of tronktralis en/of speelsterreinuitrusting en/of draadskermes en/of tuinmeubels en/of wasgoeddraaduitrusting en/of komponente en/of onderdele wat met voornoemde artikels in verband staan.

Seksie (a).—Vervaardiging van omheinings en diefwering-komponente

Loon D

1. Onderhandystersweising en montering van omheinings en diefwering-komponente, pale, stutte, hekke, vensterrame en sekuriteitshekke.

Rate E

1. Cutting, bending, drilling and forming of fencing and burglarproofing components, gate frames, scrolls, fencing posts and stays and the like.

Rate I

1. Cleaning, painting, wiring and finishing-off of fencing, gates and burglarproofing and components, and general labouring.
2. General labouring.

Section (b)—Erecting work**Rate D**

1. Team leader.
Responsible for setting-out work and supervising erecting team.

Rate DDD

1. Driver/Erector.

Rate I

1. Erecting of burglarproofing and/or fencing, including drilling and/or filling holes and/or mixing and/or pouring concrete, and general labouring.
2. General labouring."
- (3) In Division D/12 under the heading "Probationary periods and rates of pay therefor", substitute the figure "443" for the figure "393".
- (4) In Division D/19—
 - (a) in Job 32, substitute the figures "610" and "650" for the figures "547" and "582" respectively;
 - (b) in Jobs 34 and 35, substitute the figure "311" for the figure "268".
- (5) In Division D/22—
 - (a) in Jobs 71 and 101 to 105 inclusive, substitute the figure "471" for the figure "419";
 - (b) in Jobs 106 to 108 inclusive, substitute the figure "385" for the figure "335";
 - (c) in Job 109 to 121 inclusive, substitute the figure "315" for the figure "272";
 - (d) in Jobs 122 to 133 inclusive, substitute the figure "303" for the figure "262".
- (6) In Division D/23, under the heading "Probationary periods and rates of pay therefor", substitute the figures "321" and "296" for the figures "279" and "257" respectively.
- (7) In Division D/24, in Job 5, substitute the figure "471" for the figure "422".

10. SCHEDULE E

In Division E/2, in Job 21, substitute the figures "556", "576", "593", "609" and "628" for the figures "489", "509", "524", "538" and "555" respectively.

11. SCHEDULE F**In Schedule F—**

- (1) in Group Z, substitute the figure "7,29" for the figure "6,53";
- (2) in Group Y, substitute the figure "5,48" for the figure "4,85";
- (3) in Group IX, substitute the figure "5,08" for the figure "4,46";
- (4) in Group VIII, substitute the figure "4,84" for the figure "4,25";
- (5) in Group VII, substitute the figure "4,59" for the figure "4,04";
- (6) in Group VI, substitute the figure "4,35" for the figure "3,83";
- (7) in Group V, substitute the figure "4,12" for the figure "3,62";
- (8) in Group IV, substitute the figure "3,89" for the figure "3,41";
- (9) in Group III, substitute the figure "3,67" for the figure "3,21";
- (10) in Group II, substitute the figure "3,46" for the figure "3,02";
- (11) in Group I, substitute the figure "3,27" for the figure "2,84".

12. SECTION 2.—TABLE OF WAGE RATES

Substitute the following for the existing table:

"Wage rates applicable throughout this Agreement (n.e.s.):

	Rate per hour
	R
Rates A and A1.....	7,29
Rate AA—start.....	5,99

Loon E

1. Afsny, buig, boor en fatsoeneer van omheinings en diefweringkomponente, hekrame, krulwerk, omheiningspale en -stutte en so meer.

Loon I

1. Skoonmaak, verf, bedrading en afwerking van omheinings, hekke en diefwering en komponente, en algemene arbeid.
2. Algemene arbeid.

Seksie (b)—Oprigtingswerk**Loon D**

1. Spanleier.
Verantwoordelik vir die uitleg van werk en toesig oor oprigting/span.

Loon DDD

1. Drywer/Oprigter

Loon I

1. Oprigting van diefwering en/of omheinings, met inbegrip van boor en/of opvul van gate en/of meng en/of giet van beton, en algemene arbeid.
2. Algemene arbeid."
- (3) In Afdeling D/12, onder die opskrif "Proeftydperke en lone daarvoor", vervang die syfer "393" deur die syfer "443".
- (4) In Afdeling D/19—
 - (a) in item 32, vervang die syfers "547" en "582" deur onderskeidelik die syfers "610" en "650";
 - (b) in items 34 en 35, vervang die syfer "268" deur die syfer "311".
- (5) In Afdeling D/22—
 - (a) in items 71 en 101 tot en met 105, vervang die syfer "419" deur die syfer "471";
 - (b) in items 106 tot en met 108, vervang die syfer "335" deur die syfer "385";
 - (c) in items 109 tot en met 121, vervang die syfer "272" deur die syfer "315";
 - (d) in items 122 tot en met 133, vervang die syfer "262" deur die syfer "303".
- (6) In Afdeling D/23, onder die opskrif "Proeftydperke en lone daarvoor", vervang die syfers "279" en "257" deur onderskeidelik die syfers "321" en "296".
- (7) In Afdeling D/23, in item 5, vervang die syfer "422" deur die syfer "471".

10. BYLAE E

In Afdeling E/2, in item 21, vervang die syfers "489", "509", "524", "538" en "555" deur onderskeidelik die syfers "556", "576", "593", "609" en "628".

11. BYLAE F**In Bylae F—**

- (1) in groep Z, vervang die syfer "6,53" deur die syfer "7,29";
- (2) in Groep Y, vervang die syfer "4,85" deur die syfer "5,48";
- (3) in Groep IX, vervang die syfer "4,46" deur die syfer "5,08";
- (4) in Groep VIII, vervang die syfer "4,25" deur die syfer "4,84";
- (5) in Groep VII, vervang die syfer "4,04" deur die syfer "4,59";
- (6) in Groep VI, vervang die syfer "3,83" deur die syfer "4,35";
- (7) in Groep V, vervang die syfer "3,62" deur die syfer "4,12";
- (8) in Groep IV, vervang die syfer "3,41" deur die syfer "3,89";
- (9) in Groep III, vervang die syfer "3,21" deur die syfer "3,67";
- (10) in Groep II, vervang die syfer "3,02" deur die syfer "3,46";
- (11) in Groep I, vervang die syfer "2,84" deur die syfer "3,27".

12. KLOUSULE 2.—LOONTABEL

Vervang die bestaande tabel deur die volgende:

"Lone van toepassing oral in hierdie Ooreenkoms (n.e.v.):

	Loon per uur
	R
Loon A en A1.....	7,29
Loon AA—begin.....	5,99

	Rate per hour R		Loon per uur R
After six months continuous employment with the same employer, inclusive of continuous employment on the date of coming into operation of this Agreement		Na ses maande ononderbroke diens by dieselfde werk-gewer, met inbegrip van ononderbroke diens op die datum van inwerkingtreding van hierdie Ooreenkoms	
Rate AB	6,28	Loon AB	6,28
Rate B	5,67	Loon B	5,67
Rate C	5,48	Loon C	5,48
Rate D	5,25	Loon D	5,25
Rate DD	5,04	Loon DD	5,04
Rate DDD	4,28	Loon DDD	4,28
Rate E	3,83	Loon E	3,83
Rate F	3,62	Loon F	3,62
Rate G	3,34	Loon G	3,34
Rate H	3,13	Loon H	3,13
Rate I	3,02	Loon I	3,02
<i>Apprentices</i>		<i>Vakleerlinge</i>	
First year	2,92	Eerste jaar	2,92
Second year	3,28	Tweede jaar	3,28
Third year	4,01	Derde jaar	4,01
Fourth year	6,56	Vierde jaar	6,56
Signed at Johannesburg, for and on behalf of the parties, this 28th day of June 1988.		Namens die partye op hede die 28ste dag van Junie 1988 te Johannesburg onderteken.	
J. DE W. TROTSKIE, Chairman.		J. DE W. TROTSKIE, Voorsitter.	
A. T. ALLEN, Vice-Chairman.		A. T. ALLEN, Ondervoorsitter.	
A. O. DE JAGER, General Secretary.		A. O. DE JAGER, Hoofsekretaris.	

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